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

6<sup>th</sup> February 2024

The Chairperson of University Council

Kabale University.

Dear Hon. Kakuru,

**RE: RESPONSE TO ALLEGATIONS BY THE VICE CHANCELLOR AGAINST PROFESSOR BASHEKA**

The above subject matter refers.

I also wish to refer to your letter dated 25<sup>th</sup> January 2024. The letter was a result a report from the Vice Chancellor dated 18<sup>th</sup> January 2024. Your letter was received by me at 1.17pm on the said date. Both actions in the two letters were against the court injunction that was issued on 18<sup>th</sup> December 2023 and for which both you and the Vice Chancellor were duly served and you could not argue you were not aware of the same. I invite you to read the same Order and the ruling by the High Court at Kabale which issued the injunction and reflect on the legality of your actions and those of the Vice Chancellor.

It is trite law that any decision emanating from an illegality cannot have any legal effect. Thus, the interdiction letter from the onset was illegal and null and void. You also proceeded to issue your letter without giving me a chance to give a response to the allegations by the Vice Chancellor. In other words, you denied me fair hearing which again the same High Court sitting at Kabale delivered in its ruling dated on 25<sup>th</sup> January 2024 and received at 7.41 pm. You are again privy to this judgement but you chose to disregard the same for the sake of siding with the Vice Chancellor against me. Moreover, you

disregarded the University Council Resolutions for both the meeting of 26<sup>th</sup> September 2023 and the meeting of 21<sup>st</sup> December 2023. These resolutions were made under your Chairmanship.

The allegations by the Vice Chancellor were already a matter before court at the time the Vice Chancellor initiated her report. Evidence of this is contained in my Affidavit which should be within your reach. I petitioned the University Council on the 10<sup>th</sup> January 2024 in response to the Vice Chancellor's act of sharing information to Council members on the 21<sup>st</sup> December 2023 which was against me yet it was clear the matter had been enjoined. The intention of the Vice Chancellor was to clearly bias the members of the University Council. I made this petition to allow the University Council and the Board to undertake investigations as this was an act that was allowed by court. To date, no such investigation has been initiated and you continue to listen to only one side-the Vice Chancellor and her team against me.

My petition to the University Council raised substantive issues upon which I requested the University Council to investigate. You have instead of investigating the issues I raised in my petition proceeded to use the same against me and opted to listen to the Vice Chancellor who by all means only attempts to subvert the course of justice in the whole matter. In fact, the burden should be on her to prove all allegations against me. This is a cardinal principle. The process must respect all the principles of natural justice. You emphasise in your letter that you will ensure that natural justice is respected but you start by violating the same right to me. Fortunately, the High Court ruling delivered on 25<sup>th</sup> January 2024 made this finding very clearly.

Allow me however to respond to the allegations raised by the Vice Chancellor. I hope you will be convinced further that there is no single truth in each allegation as I have previously demonstrated. I follow the following order.

### **Charges on abuse of office.**

My response to each of the allegations by the Vice Chancellor on abuse of office are clearly articulated in my petition. For ease of reference, I refer you to Appendix **Annexure A** in the Vice Chancellor's report to you. You will clearly observe that there is no single truth in her allegations and no person addressing his mind to the law and procedures can convict me on the basis of any of those allegations. Instead, the people who abused office and who should be the target of you Mr Chairperson and Council members are clearly indicated in my petition.

### **My Presence in Office affecting the Investigations.**

In the Vice Chancellor's report to you dated 18<sup>th</sup> January 2024, she states that my petition to the University Council contains false statements that continue to fuel turmoil within the University. This statement alone indicates the Vice Chancellor has **already concluded** her own 'investigations' against me and the presumption is that there is even no need for further

investigations. Moreover, the report by the Vice Chancellor does not state how my dossier causes turmoil. The only turmoil possibly alluded to is that I have now provided my side of the story and the truth is to be found that all accusations against me have no basis. I would expect that the VC should have clearly stated to you how false my statements were. Mr Chairman, **S.11.12.2** of the University Human Resource Manual of Kabale University states 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 or she does not directly or indirectly incite other employees into violence’**

Mr Chairperson, you will note that my petition had serious concerns of examinations irregularities. This is a matter that should in fact have made the University Council and you Mr Chairman that you have been hoodwinked for long to believe that Professor Basheka has committed the offences. Ignoring my complaints would mean you are abetting crime! The same people I complained about should have been the ones to be subjected to interdiction not myself. You have decided to allow the same people remain in full control of the results and yet they are the ones who have the capacity to interfere with the investigations. I stand by my complaints as raised in my petition dated 10<sup>th</sup> January 2024. I will be ready to even provide further additional evidence concerning the mismanagement of student results in the University and the irregularities in the graduation of students.

***I still demand from you sir and the whole University Council for an independent investigation into my complaints and action taken against the same individuals I mentioned in my petition. This is critical for a fair investigation. I also urge you to withdraw your letter as it has no legal basis. It is biased and seriously offends all tenets of natural justice which are guaranteed by the Constitution of the Republic of Uganda. Article 173 of the 1995 Constitution of Uganda provides that no person should be punished for a just cause.***

### **Disrupting the Proper Management of the University.**

**Section 32 (2)** of the University and Other Tertiary Institutions Act, 2001 as amended read together with **32 (a-c)** makes it clear that the First Deputy Vice Chancellor is in charge of Academic matters in the University. **S. 34 (3)** of the same Act provides that the Academic Registrar shall assist the First Deputy Vice Chancellor in the administration and organisation of all academic matters including admission, undergraduate studies, postgraduate studies, examinations, Research and Publications. How does therefore be charged for actions that are within my mandate and are done to protect the University? How does my complaint on mismanagement of results and problems in the

handling of postgraduate matters as well as Research which are within the mandate of the DVCAA disrupt the proper management of the University?

I wish to respond to each of the issues raised by the Vice Chancellor in her report dated 18<sup>th</sup> January 2024 and these responses should be read alongside my petition to Council on 10<sup>th</sup> January 2024. I follow the following order: -

**(i) Letter to the Vice chancellor on management of graduate studies.**

I formally wrote to the Vice Chancellor on 11<sup>th</sup> January 2024 concerning a complaint I had received from a PhD student in my office in presence of one Dean of the Faculty whom I will reveal to you and interact with. I can also allow you in confidence has contact of the student and get first-hand information regarding the complaint. I had also previously received a number of complaints regarding graduate student's handling. The Vice Chancellor replied to my letter on 16<sup>th</sup> January 2024 and the tone of the letter clearly shows her siding with the Director of the graduate School. Both of these letters are attached in **Appendix B** of the Vice Chancellor 'Report to you for ease of reference.

I had also previously raised the matter to the Vice Chancellor of the problems in the management of postgraduate studies. All these correspondences can be availed during the investigation which I requested council to initiate. On 11<sup>th</sup> January 2024, I again wrote a letter to the Vice Chancellor about delayed approval of postgraduate results since August 2023. The Vice Chancellor again replied to my letter on 16<sup>th</sup> January 2024. Both letters are contained in Appendix B of the Vice Chancellor's report. The same letters are now used by the Vice Chancellor against me. You have relied on such letters to issue an interdiction letter because my actions are within my mandate and they do not affect the proper management of the University.

Mr Chairman, you will find for illustration from my petition of January 10<sup>th</sup> 2024 that there were correspondences I had sent to the Director concerning the complaints by the Deans of Faculties about non release of budgeted funds which was affecting postgraduate activities. The Director (**one Denis Ssekiwu**) ignored this directive from his supervisor. He is able to behave in this manner because of the protection by the Vice Chancellor, the University Secretary and Academic Registrar as I clearly indicated in my petition to the University Council. It is my view that your attention should be directed to these substantive issues instead of unfairly believing what the Vice Chancellor writes to you. The Vice Chancellor instead of addressing the matter as promised in her letter dated replying mine both for ease of reference indicated as **Appendix D** in the VCs report to you, opted to raise a complaint that I was affecting the proper management of the University. This is not an appropriate manner of handing public offices.

Mr Chairman, from these illustrations alone, it should be clear to you that there is no truth in accusations against me regarding abuse of office. I cannot

be accused by the Vice Chancellor for doing my job professionally where I put the interests of students and the University above self. When students raise concerns, it is our duty as officers to address the same instead of side stepping them. These students pay their fees and expect a service from us. The NCHE guidelines are very clear on approval of student results.

**I therefore state once again that this allegation is baseless and should be disregarded.**

**(ii) Student meeting intended to give weight to my false allegations.**

The Vice Chancellor cancelled the meeting the DVCAA had organised to listen to the student concerns and provide a report for action. This is a normal procedure in handling academic matters. Mr Chairman, I have already stated above that the Professor Basheka is vested with jurisdiction over academic matters for both undergraduate and postgraduate students. The University legal officer who has opted to continuously mislead the Vice Chancellor as she is the one who writes these alleged charges against me is not aware of how academic processes are handled. The people I accused in my petition to Council possibly only have a fear that such a meeting with postgraduate students may implicate them further.

In 2022, complaints had been received by my office about the habit of academic staff seeking for promotion on the basis of supervision which was non-existent. I had briefed the Vice Chancellor about the same matter. The Director of postgraduate studies was alleged in a number of cases to be the one engaged in the habit of allocating staff to have supervised whereas they had not actually done so. An illustration of such email is attached as **Annexure A**. However, to protect the staff who raised this issue, I have shared this annexure without details of the said staff. I can share it with you only in confidence where I request to protect the said staff by not sharing it for possible victimisation. Most of the recent promotions of academic staff by the appointments Board are alleged to have presented inaccurate information and some favoured. This needs to be investigated by Council.

In the report by the VC containing allegations against me, I am accused of circulating a link to meet the PhD students. This link is attached as **Appendix C** in the Vice Chancellor's report to you. The said attachment clearly deletes important information but the message is that such a link was not created by Professor Basheka as alleged. Moreover, the meeting had been organised to address an important issue which had been brought to my attention and I cannot be penalised for the same. Mr Chairman, at this material time, all PhD students were in holiday and the only option for meeting them was to use an online meeting.

Mr Chairman, in my petition to Council dated 10<sup>th</sup> January 2024, I had responded to a similar accusation where I had been accused of creating a link that helped to address the problem of 90 students for the school of Education.

This process had unearthed significant errors in student results which the Academic Registrar's office had completely denied. I connect this current action by the Vice Chancellor to cancel an online meeting with PhD students to this scenario. There seems to be apparent fear that such a meeting would reveal concerns and frustrations of students which would implicate some officers? There is no letter I write without a basis and evidence. Is the Academic Registrar happy when student complaints remain unattended to? What interests do they officers protect that they have a fear for the students to air their grievances?

Mr Chairman, I wish to reply again that the complaints by PhD students are real. As an illustration, the NCHE minimum requirements for postgraduate training provide for benchmarks for postgraduate supervision. I availed a report to the VC after she cancelled my proposed meeting with the same students where I urged her to reflect and intervene as there were serious violations of the minimum benchmarks. **Annexure B** is only an illustrative report from the Faculty of Economics and Management Sciences, regarding supervision of Doctoral students. As you will notice from all the supervisor's allocation, each has 5 PhD students which violates these benchmarks. A look at the topics and the allocated supervisors also points to lack of capacity of some supervisors given their fields of specialisation.

While the University has postgraduate handbook on allocation of supervisors, the interest to get promotions is driving a number to be allocated students to supervise. The Director of Postgraduate training (Denis Ssekiwu) who is expected to exercise this oversight is part of the problem. This was one of the other reasons why I wrote to the Vice Chancellor about the handling of postgraduate studies. Of late, the Vice Chancellor prefers that any activity by the DVCs she has to authorise including meeting Deans of faculties! How does the DVCAA concerned with observing the minimum regulatory requirements write to the VC about such matters and he is accused of activities that affect the management of the University and you Mr Chairman rely on the same to punish me?

**(iii) Delayed issuance of postgraduate Results.**

Mr Chairman, students are expected to be availed their results before the start of the new semester. I have explained above my actions to address this problem and the response by the Vice Chancellor. The Board of Graduate studies which is chaired by Professor Basheka considered results of the said students in August 2023. These were recommended to Senate. In the senate meeting of September 2023 which proceeded the Council meeting held on 26<sup>th</sup> September 2023, the results were not presented. The VC wondered why this was not the case. Dr Denis Ssekiwu who is the secretary of the Board and was responsible for extracting the same results for presentation did not give an appropriate answer. In the meeting of Senate in November 27<sup>th</sup> 2023, the same results were not presented. Professor Basheka raised this matter and it

was not resolved. The minutes of senate had equally not capture significant issues of results including a medical student who was found in 5<sup>th</sup> year when he had not completed previous semesters.

On 11<sup>th</sup> January 2024 I wrote to the Vice Chancellor a letter reminding her about this error and delay in approval of postgraduate students which was putting the image of the University in danger. I wrote my letter to VC to protect the interests of the students since it was clear the Vice Chancellor and the Academic Registrar had continued to protect the Director of Postgraduate when he was seriously in breach of the procedures and his actions were undermining the proper management of the University. Mr Chairperson, you have now used the same letter as contained in Appendix D of the Vice Chancellor's report to punish me. Is it Professor Basheka who is in error that should be punished given these facts? The VC proposed a meeting to have this matter solved but instead of addressing the same, she decided to write a report to you the chair of Council that my actions were disrupting the proper management of the University! This is strange as the rule now seems to be that those who are abusing their offices are celebrated and those who professionally do their jobs have to be punished.

**I submit that you relying on such a letter to interdict me was not only unfair but defeats logic. Your office as Chairperson of Council is expected to ensure proper management of the University not siding with administrative impunity.**

**(iv) Reminding the VC on a meeting with ZEENODE team.**

You again unfairly relied on a complaint by the Vice Chancellor to interdict me on the basis that I had written another letter reminding the Vice Chancellor of a meeting with Zeenode which is service provider for the management of results for the University. My letter and Vice Chancellor's reply to mine are both attached to the Vice Chancellor's report to you as **Appendix E** for ease of reference. Why should I be punished for doing my job to protect the interests of the University and the general public?

Mr Chairman, it is absurd that an officer is being punished for doing his job in a professional manner. My letter again had a basis. In a Senate meeting of 27<sup>th</sup> November 2023, the Dean School of Medicine, one Professor James Tumwine had raised an alarm on how the University could no longer afford to keep quiet on the constant change of student results in the AIMS system. All members of senate were present. The said meeting was chaired by the Vice Chancellor. The meeting had previously considered a matter of a medical student who had progressed to the final year allegedly in error!

The School of medicine had raised a red flag which needed urgent attention. In the said meeting, it is only the Deputy Academic Registrar (one Canon Benon Kwikiriza) and the Director of ICT (one Jones Murangira) who

defensively indicated the dean should bring the matters to them whenever they arise. These two officers have been the key in concealing any complaint to do with results but they continue to be protected by the Vice Chancellor, the University Secretary, the Academic Registrar, the Chairperson of Appointments Board (who is equally a member of senate) and the legal officer. The rule is that no one should talk about them.

I have previously in my petition raised concerns against the two officers above as being the architects of the changes in results. Mr Chairman, why should you side with these lies and instead opt to direct your guns at me instead of these individuals? It is within your means as a chairperson of council to cause investigations or have these officers interdicted to save the University instead of unfairly targeting me.

The Vice Chancellor as the Chair of the said senate meeting above ruled that a meeting should be organised to meet with the zeenode team before the university broke off for Christmas in December 2023. The responsibility of this meeting was given to Jones Murangira. But the Academic Registrar as the Chairperson of Senate had a duty to make a follow up as the matter was urgent. This not done by all the officers.

In January 2024, I reviewed the daft minutes of senate as had been recommended by the senate meeting of November 27<sup>th</sup> 2023. I noted this action which was urgent was still pending. It was the basis of this that I wrote to the Vice Chancellor a letter reminding her of the urgency. The tone in the reply to me speaks volumes as if I had committed an error. The VC is again clearly protecting the officers and insisting there are no constant errors which defeats the alarm the Dean of School of Medicine had raised and which is now a known practice. A review of the graduation of June 2023 needs to be undertaken and the story would possibly be different. Mr Chairman, I was doing my job and it is very procedurally wrong and biased for you to have written an interdiction letter without fair hearing.

Mr Chairman, it is not true as alleged by the Vice Chancellor that there are no rampant changes in the student results. These concerns have been raised since the graduation of May 2021 when it was found some students had graduated irregularly. I have variously brought these matters to you if you recall the meeting you organised between myself, the Vice Chancellor, the Deputy Chairperson of Council and the Chairperson of Appointments Board. This was the start of my witch hunt as I elaborated in my petition. An email concerning the safety of results from me starting of November 2021 is attached as an illustration of how long this problem has persisted as **Annexture B 1**.

To further illustrate the perennial nature of the changes in student results, **Annexture C** is a letter written to the same service provider by the University Secretary about concerns of handling student results. You will note from this letter that it was written when Professor Basheka was on leave implying that



I am not the only one who has observed these anomalies. You will also notice from the said letter that the service provider was given a period of 3 months to reply to all the issues. He had not replied as per 25<sup>th</sup> January 2024. Meanwhile, the University has continued to pay for his services and this is against the contract provisions. His contract is expected to end soon but no such issues are likely to be raised. In the same letter, the Director of ICT Jones Murangira was expected to provide monthly reports. He has never provided a single report and he is continuously being protected.

Mr Chairperson, on 25<sup>th</sup> January 2024, I was given your illegal interdiction letter immediately after chairing the meeting with the service provider. It is my letter to the VC reminding her that necessitated this meeting. It is now claimed in the report by VC to you that my actions were affecting the proper management of the University. In the said meeting, a number of significant issues had been observed. Among the issues were as follows: -

- (a) That there were delays by the service provider to respond to issues raised by the University
- (b) There were changes in the results of students which could not be seen by the University ICT team
- (c) There was a strange email called 'system' which was being used to undertake some actions on student results and this was against the best practices
- (d) The AIMS system could not provide financial reports that were in harmony with URA payments and this was causing reconciliation issues
- (e) There were changes in the student fees structure on the system and the Deputy Bursar was not aware of how this was happening
- (f) There were actions of de-enrolling some students on the system to indicate they were non-existent but the same students are again allowed to sit examinations.
- (g) Etc.

Mr Chairman, the above are serious issues that cannot fail to be deeply investigated. The internal organs in the University cannot investigate these because of conflict of interest. Even my disciplinary issues itself cannot be investigated by the Appointments Board because they are seriously conflicted since the chair has taken sides and has been protecting the same. I have also contested his membership as his term expired but has continued to chair the Board irregularly. Council will need to constitute an independent team to carry out thorough investigations instead of relying on the Appointments Board. I contest any approach that would involve the people I have complained about being part of any process against me. This offends Article 42 of the 1995 constitution of the Republic of Uganda.

***The rush by the VC together with her team to write a report to you on the basis of which you used to illegally get me out of office was intended***

***to conceal facts. The people to interdict are clear but your office is failing to rally other members of council to take firm actions. Why should I raise such matters and you ignore the same and opt to innocent punish me?***

**(v) Writing a letter for the Vice Chancellor.**

Mr Chairperson, I have already stated above that the law allows the Deputy Vice Chancellor to perform the duties of the Vice Chancellor in the absence of the Vice Chancellor. This is a creature of the law (University and Other Tertiary Institutions Act). The Vice Chancellor was not in office at the time of the said letter. Moreover, at all material times, she was aware of the visit and I wish to provide only some key email correspondences out of the many to illustrate that the VC is falsely accusing me and is being misled by the overzealous University legal officer who has lost any sense of professionalism in handling such matters. \_

- (a) On April 19<sup>th</sup> 2023, Professor Basheka received an email from the Tanzania Institute of Accountancy which is one of the Government agencies in Tanzania seeking for an MOU. Evidence of this is attached as **Annexure D1**. The contact appears to have been introduced to me by another person who I had meet in Tanzania some years ago. In response, I requested for an MOU draft which could be used for internal processes at Kabale University.
- (b) On April 27<sup>th</sup> 2023, I forwarded the received email to the Acting DVCAA Associate Professor Tamwesigire as I was away on leave and the same email was copied to the VC. Evidence of this is Attached as **Annexure D2**. I was informed it was passed over to the University Legal officer and no action was done. The legal officer apparently appeared to have received instructions from the University Secretary not to handle any MOU initiated by me because it would give me credit which they never wanted on me. This has been their strategy hence deliberate effort to mislead the VC in all matters involving me.
- (c) On the same date above, the Acting DVCAA replied my email and the same communication was copied to the VC. Evidence of this is attached as **Annexure D3**.
- (d) On November 30<sup>th</sup> 2023, I received an email from the Tanzanian team again requesting for a collaborative meeting. On the same day, I forwarded to the VC requesting for her no objection. She replied to mine on November 21 2023 and evidence of all this communication is attached as Annexure D4. She gave a no objection to my actions.
- (e) On December 4<sup>th</sup> 2023, the team from Tanzania requesting for a postponing of their visit. The Vice Chancellor replied to the same email and evidence of this is attached as **Annexure D5**.

- (f) On January 5<sup>th</sup> 2024, the Tanzanian delegation sent an email which is quoted in the VCs report to you as Annexure F. I replied the said email from the team where they wanted an invitation letter to enable them seek clearance from their government to travel to Uganda as scheduled. My letter signed on behalf of the VC who was out of office and copied to her and other members of management is referred to the VC's report to you as **Appendix F**.
- (g) When the VC returned to office, I wrote to her a letter referenced as Appendix F in the VCs report to you reminding her about the visit by the team. Her reply to mine is as well referred to as **Appendix F** where she was instead accusing me. She proceeded without my consultation and cancelled their visit as contained in a letter in her report as **Appendix F** again.

Mr Chairman, from the above facts (where I have only extracted key events), where did my actions affect the proper management of the University that the VC report accused me of? What actions in the above actions did I do that you should have followed up to write the interdiction letter without hearing me that warranted punishment? Who from the facts is abusing office and putting an image of the University in great disrepute? How do partners think of us when we continue behaving in this manner? This is not an isolated incidence as the international conference I had organised was cancelled under similar circumstances and the VC now blames me as affecting the running of the University and undermining her authority. Why can't she clearly see that people she relies on like the legal officer are the ones undermining her own authority?

**(h) Visit to South Africa by the Vice Chancellor.**

Mr Chairperson, this is another case where the Vice Chancellor is being hoodwinked by the selfish legal officer and other team of employees cited by the VC in her previous accusations against me. They are just envious of my connections and networks in the international fraternity and how I have been able to mobilise resources for international travels. Their game plan has been to depict me as a non-performer and cause antagonism between me and the VC.

The background to the proposed visit to South Africa was equally followed in full consultation with the Vice Chancellor. I have again detailed correspondences to the whole genesis as above. I will be glad to provide the same chronology if you wish to be availed the same without embarrassing the VC in this response. The fact is that at all material times she has been involved in every process concerning the visit but she unfortunately is continuously being misguided by the legal officer that letters I write have no basis.

The VC in her report to you accused me that I made the arrangement without her getting adequate details. I specifically initiated all the communication with Durban University of Science and Technology where I secured her

sponsorship to attend and deliver a key note address. The University offered one sponsorship and I offered she takes this to make a guest lecture as she signs the MOU. All this is in writing and every process involved the VC.

Mr Chairperson, I wish to be categorical therefore on this matter as follows: \_

- (a) During my visit to South Africa in November 2023, I initiated contacts for the interest of the University with Durban University which has one of my old colleagues. I immediately through this contact introduced Wilson Bamwerinde (our Dean of Faculty to participate in an online workshop on environment with this University. The VC was copied in the communication and the Dean is available for confirmation.
- (b) Subsequently, Professor Basheka, Professor Joy Kwesiga and Professor Fuluthera had a formal communication about the visit I had initiated for the VC to travel and sign an MOU.
- (c) The VC was requested to indicate a topic on whose guest speech will be based. I consulted her by email while she was out of the country and she proposed an area of her choice.
- (d) I proceeded to inform our partner in South Africa about her choice and the partner had reviewed the VCs CV on the website of Kabale University and proposed a modification which I forwarded to VC and she had no objection.
- (e) The Professor in Durban shared a template of the MOU with me and VC which I populated and shared back with VC and the Professor for their input. In case the VC denies this, I can provide correspondences to this effect.
- (f) The VC returned from Abroad in November 2023 and was again in a fighting mood as it was during the period that the Legal officer, the University Secretary, the VC, the Deputy University Secretary, the Director of Graduate Training, the Director of Research and publications, the Academic Registrar and the University Bursar under the command of the Chair of Appointments Board were busy crafting trumped charges against me in preparation for the University Council meeting in December 2023. Almost all these units used are under my direct supervision and have the biggest budgets. The University Secretary and Bursar have made it a point that any department that has money, they have to create administrative problems for achieving their ends!.
- (g) In January 2024, when the VC returned to office, I physically went to remind her to choose a date in February 2024 when she was ready to travel to South Africa such that they could finalise the administrative processes. She requested time to think over it. The outcome of this was her to write a letter to Professor Fuluthera Netswera, cancelling her visit and I was not consulted by the VC or informed oh her reasons.
- (h) The VC subsequently wrote a report to you attaching the same letter cancelling the visit accusing me that I had organised the said visit

without her involvement! Sir, you relied on the same letter like the other letters above to subject me to punishment without a fair hearing.

Mr Chair, the above actions are embarrassing and seriously affect the image of the University. All Universities compete for these partners. It takes respect for some of these partners to accept to offer travel and accommodation expenses to a team from Kabale University. The VC should therefore reflect and appreciate that such a gesture should not be taken for granted. The VC making such decisions dents the image of the University among partners that we badly need. The VC needs to appreciate that she is being continuously misled by the selfish individuals to make serious administrative errors that portray the University as having managers who are not serious.

### **CONCLUSION.**

From the foregoing, there is no single evidence adduced by the Vice Chancellor's Report against Professor Basheka that I have in any way abused my office. There is no evidence that any of my actions has affected in any way the proper management of the University. My response also should convince you sir that you are targeting a wrong person in the name of Professor Basheka as there is no single truth in every allegation. The accusations are calculated to portray me as a difficult person to work with whereas not. The accusations are well calculated to convince you and other members of council that there is any wrong I have committed. Three people only know the reason why they initiated the charges first of proceeding on study without authority when I had authority. The three are the University Secretary who is the initiator, the Chair of Appointments Board and the VC. The rest are only being brought into the fight without having any idea of the motive by the three individuals.

I have the strongest conviction that even you Mr Chairman nor any other member of the University Council is not privy to the motive but your authority is being used to make administrative errors. Your own names are being tainted to fight wars whose motive are hidden. The rule against deciding any matter before hearing the other party is so cardinal that if it is always respected, all those entrusted with authority can exercise the same with utmost fidelity to the law. Your letter dated 25<sup>th</sup> January 2024 relying on an inaccurate and illegal report makes the fate of your letter clear. All actions done in contempt of court are illegal and cannot have the force of law.

It is therefore my humble submission that: -

- (I) There is no single truth in the allegations against me as contained in the report by the Vice Chancellor dated 18<sup>th</sup> January 2024 or any

other allegation against me as earlier presented to Council by the Chair of the Appointments Board on 26<sup>th</sup> September 2023.

- (II) The report issued by the Vice Chancellor on 18<sup>th</sup> January 2024 to you which you based upon to write to me a letter dated 25<sup>th</sup> January 2024 was in contempt of court as such actions had been enjoined by court on 18<sup>th</sup> December 2023.
- (III) That your letter therefore dated 25<sup>th</sup> January 2024 based on a contemptuous report and baseless allegations has no legal standing and it should never have been issued in the first place. It is also in total contempt of court.
- (IV) That your hasty letter above to me without according to me a right to a fair hearing has fundamentally affected by rights which are guaranteed by the 1995 Constitution.
- (V) That for further emphasis, your letter cited above was against the decision of court which was delivered after your own letter and acting in contempt of court is severely punishable. My application in court on this matter is scheduled for 27<sup>th</sup> January 2024.
- (VI) That your letter again disregarded the decision you had communicated to the Council meeting of 21<sup>st</sup> December 2023 and the same having been confirmed by the report of the Appointments Board presented in the said meeting.
- (VII) That the matters before you were part of the proceedings in court and some are being investigated by competent authorities and it is only fair and just for the University Council to allow the due process to take its course.
- (VIII) That my petition of 10<sup>th</sup> January 2024 to the University Council require deep investigation and the officers I mentioned need immediate action.
- (IX) That any complaints against me need to be investigated by an independent team not the people I have complained against. The Chairperson of the Appointments Board already took sides and made his own decisions but he only wants to sanitise it through using other members who may not be privy to the real cause of the apparent blackmail against me.

In the premises, I request you to withdraw the charges against me as they are baseless and emanate from an illegal procedure. I also wish to further reiterate my request to the University Council to investigate the substantive issues raised.

I shall be pleased to fully participate in the investigations and avail any additional evidence. I hope to equally have the report on the outcome of the investigation by the University Council or you Mr Chairman and the actions against the culprits. Finally, it is my humble prayer to your good office that all energies should be directed to the real people abusing offices and

addressing the procedural requirements while following due process. Nobody is above the law.

Sincerely,



Professor Benon Basheka

**Deputy Vice Chancellor-Academic Affairs.**

**Copy to:**

1. Chancellor, Kabale University
2. Chairperson Appointments Board
3. Vice Chancellor
4. M/s Twikirize & Co. Advocates.





## **ANNEXTURES.**

### **ANNEXTURE A:**

#### **COMPLAINT FROM A STAFF OF THE UNIVERSITY ABOUT STAFF USING FAKE SUPERVISION LISTS TO GET PROMOTIONS**

On Mon, Dec 5, 2022 at 12:54 PM :

Dear Prof Basheka,

As a follow-up to our telephone conversation, which was sadly cut short due to network connection issues, I would like to reiterate the major reason I phoned. I had proposed that if possible, applications for promotion to Senior Lecturer should also be reviewed by External Veters, just like they do at Makerere and Kyambogo Universities. The reason for this proposal is that some people provide incorrect information on their CVs, and it is a known fact that the committee reviewing the application documents focuses more on the CV and the number of publications, rather than the quality of the papers themselves.

Secondly, there is extensive influence peddling before, and during the application document evaluation process.

I would rather have everyone go through the same external vetting process than have a small clique (syndicate) go to great lengths to fabricate some of their application paperwork, leaving those of us who find doing the same immoral, staying on the same level. The examples I gave you can speak for themselves. Alice Jossy Kyobutungi, the new Principal of Bishop Barham University College, was supervised by Prof. Arthur Gakwandi and Prof. Timothy Wangusa. She is just a call away, and this fact can be verified. Dr. Ocan was only requested at the last minute to be her Opponent at her PhD Public Defense.

Then there are some students that he has indicated that he supervised their M.A dissertations externally. This is also not true. Those were our Undergraduate students some of whom graduated last year, and others the year before. They have not even undertaken Master's programmes anywhere.

Then there's the issue of publishing in unrelated fields outside of their expertise just because the aforementioned clique wants to be promoted by whatever means possible. This is why I believe we should have our papers vetted externally so that experts can look at our documents, see what we have indicated as our fields of research interest, and then determine whether our papers are truly worthy of promotion, or if we would rather hold on and first publish in our fields of Specialization. Because if we continue to be some sort of "Jack of all Trades," and yet we have started Graduate Programmes, would we have the expertise to supervise our students if we keep running to different unrelated fields just because we have friends there with whom we may co-publish?

I'm sorry I have not attached supporting documents, because I found when our Admin had already submitted the file to the office of the University Secretary. But I believe everything I have mentioned can be verified if the file is produced.

Unfortunately, Dr. Sekiwu attends almost every important meeting on Campus, and if you raise it in a meeting where he would be in attendance, he would 'broadcast' the information like he always does. See how you will best handle it.

Thank you for listening. We pray for fairness in this process that is getting abused.

With best regards,

**ANNEXTURE B:**

SAMPLE OF PHD SUPERVISOR ALLOCATIONS CONTRAVENING THE  
MINIMU REQUIREMENTS BY NCHE.

**(File to be sent as a separate attachment).**

**ANNEXTURE B1:**

MY EMAIL TO THE VICE CHANCELLOR, THE UNIVERSITY  
SECRETARY AND DIRECTOR OF ICT ABOUT SECURITY OF  
UNIVERSITY EXAMINATIONS.

----- Forwarded message -----

From: **Prof. Benon Basheka** <[bbasheka@kab.ac.ug](mailto:bbasheka@kab.ac.ug)>

Date: Thu, Nov 25, 2021 at 12:12 PM

Subject: Internal security system checks

To: Murangira Jones <[jmurangira@kab.ac.ug](mailto:jmurangira@kab.ac.ug)>

Cc: Joy Kwesiga <[jckwesiga@gmail.com](mailto:jckwesiga@gmail.com)>, jbmunono@kab.ac.ug  
<[jbmunono@kab.ac.ug](mailto:jbmunono@kab.ac.ug)>

Dear Jones

The last time we met ICT AR, we agreed to identify a person from your unit who will be doing monthly system audits and give us a report on the level of compliance. This person was supposed to be given all the rights required and I think being introduced to Zinod as well. No report has been given since that time.

There were also changes in the staffing roles which you were requested to undertake. You recall when we had the senate, there were concerns again raised against Raybrooks and you promised you were going to handle this matter.

There was also an issue of the ICT person in charge of results being under ARs department. We may need to discuss this as well

May you kindly update us on how far you have gone with the above issues,

*Professor Benon C Basheka, PhD, FCIPS*

*Professor of Governance, and First Deputy Vice Chancellor-Academic Affairs*

*Kabale University, P.O.BOX 317, Kabale-Uganda*

*Mobile: +256782459354*

*Alt Email: [bbasheka@gmail.com](mailto:bbasheka@gmail.com)*

**ANNEXTURE C:**

LETTER BY THE UNIVERSITY SECRETARY TO ZEENODE ON  
COMPLAINTS OF RESULTS.

**(hard copy letter to be delivered)**

**ANNEXTURE D:**  
EMAIL CORRESPONDENCES REGARDING THE VISIT BY A  
TANZANIAN DELEGATION.

**ANNEXTURE D1:**  
**INITIAL EMAIL FROM TANZANIA FOR THE COLLABORATION  
REQUEST.**

On Wed, Apr 19, 2023 at 5:19 PM yohana maiga <yohanamaiga2016@gmail.com> wrote:

Hi Prof. Basheka. I am Dr. Maiga the Head of Research and External linkages from Tanzania Institute of Accountancy (TIA) - Dar es Salaam- campus, Tanzania. Please recall your discussion with Dr. Paul from TIA.

We are interested in establishing a collaboration with Kabale University, where we shall collaborate in various areas as it will be agreed from both parties. With this email kindly find the attachment of the TIA profile that explains in detail about the core function of the Institute, students enrollment, number of academic staff and the possible areas of collaboration. Moreover, the institute is ready for further discussion with your university and agree on areas of immediate collaboration. It is my pleasure that our request will be considered positively for the betterment of both institutes.

Thank you and We are waiting to hear from you soon.

Yours,

*Dr. Yohana Maiga (PhD)*

Lecturer and Head of Academic section- Research and External linkages.

**ANNEXTURE D2:**

**PROFESSOR BASHEKA'S EMAIL TO ACTING DVCAA AND VC ON THE COLLABORATION  
REQUEST.**

----- Forwarded message -----

From: **Professor Benon C Basheka** <bbasheka@gmail.com>

Date: Thu, Apr 27, 2023 at 7:18 PM

Subject: Fwd: Collaboration Request

To: Tamwesigire Caleb <ctamwesigire@kab.ac.ug>, Vice- Chancellor KAB <vc@kab.ac.ug>

Dear Caleb

Please follow up this through the process. It needs to be under your faculty.

----- Forwarded message -----

From: **yohana maiga** <yohanamaiga2016@gmail.com>

Date: Thu, Apr 27, 2023, 10:23 AM

Subject: Re: Collaboration Request

To: Professor Benon C Basheka <bbasheka@gmail.com>

Greetings Prof. Benon. Sorry for the late reply. Kindly receive the MoU from TIA as requested for further steps.

*Dr. Yohana Maiga (PhD)*

Head of Academic Section: Research and External Linkages

On Wed, Apr 19, 2023 at 7:37 PM Professor Benon C Basheka <[bbasheka@gmail.com](mailto:bbasheka@gmail.com)> wrote:

Thank you for your email. May I suggest that you draft an mou upon which we can take the collaboration forward. I believe our faculty of economics and management sciences will be the most appropriate

**ANNEXTURE D3:  
COMMUNICATION BY PROFESSOR BASHEKA TO VC AND ACTING  
DVCAA ABOUT THE TANZANIAN COLLABORATION.**

----- Forwarded message -----

From: **Professor Benon C Basheka** <[bbasheka@gmail.com](mailto:bbasheka@gmail.com)>

Date: Thu, Apr 27, 2023 at 7:20 PM

Subject: Re: Collaboration Request

To: yohana maiga <[yohanamaiga2016@gmail.com](mailto:yohanamaiga2016@gmail.com)>, Tamwesigire Caleb <[ctamwesigire@kab.ac.ug](mailto:ctamwesigire@kab.ac.ug)>, Vice- Chancellor KAB <[vc@kab.ac.ug](mailto:vc@kab.ac.ug)>

Dear DR Maiga.

Thank you for the mou. I have forwarded it to my colleagues who will follow it up. You can liase with Associate Professor Caleb tamwesigire copied in this email

----- Forwarded message -----

From: **Tamwesigire Caleb** <[ctamwesigire@kab.ac.ug](mailto:ctamwesigire@kab.ac.ug)>

Date: Thu, Apr 27, 2023 at 8:21 PM

Subject: Re: Collaboration Request

To: Professor Benon C Basheka <[bbasheka@gmail.com](mailto:bbasheka@gmail.com)>

Cc: Vice- Chancellor KAB <[vc@kab.ac.ug](mailto:vc@kab.ac.ug)>

Dear Prof. Benon

I acknowledge receipt and will discuss at Faculty and follow the usual procedure.  
Blessed

On Thu, Apr 27, 2023, 7:18 PM Professor Benon C Basheka <[bbasheka@gmail.com](mailto:bbasheka@gmail.com)> wrote:

Dear Caleb

Please follow up this through the process. It needs to be under your faculty.

----- Forwarded message -----

From: **yohana maiga** <[yohanamaiga2016@gmail.com](mailto:yohanamaiga2016@gmail.com)>

Date: Thu, Apr 27, 2023, 10:23 AM

Subject: Re: Collaboration Request

To: Professor Benon C Basheka <[bbasheka@gmail.com](mailto:bbasheka@gmail.com)>

Greetings Prof. Benon. Sorry for the late reply. Kindly receive the MoU from TIA as requested for further steps.

Dr. Yohana Maiga (PhD)  
Head of Academic Section: Research and External Linkages

Annexure D4:

**INQUIRY FROM TANZANIA ABOUT THE COLLABORATION**

----- Forwarded message -----

From: **yohana maiga** <yohanamaiga2016@gmail.com>  
Date: Mon, Nov 20, 2023 at 4:44 PM  
Subject: Re: MOU  
To: Professor Benon C Basheka <bbasheka@gmail.com>

**Subject:** Inquiry Regarding Visit and Collaboration Opportunities

Dear Professor Benon,

I hope this message finds you well. I am writing on behalf of the Tanzania Institute of Accountancy (TIA) team to inquire about the status of our collaboration and the potential areas of cooperation between our institutions.

We have recently incorporated the mutually agreed-upon potential areas of collaboration into the Memorandum of Understanding (MoU). In light of this, we are considering a visit by our TIA team to Kabale University in Uganda. The purpose of this visit is two-fold:

1. **MoU Signing:** We propose arranging a formal signing ceremony to solidify our collaboration and ensure that all stakeholders are on the same page regarding our partnership.
2. **Knowledge Enhancement:** Additionally, we seek the opportunity for our team to learn from your esteemed university on various critical issues. This includes gaining insights into research and consultancy services, exploring e-learning initiatives, enhancing staff capacity building, participating in e-library development discussions, and learning the intricacies of crafting successful grant writing proposals.

We believe that such a visit would greatly contribute to the success of our collaborative efforts and foster a deeper understanding between our institutions.

Could you kindly inform us of your availability and willingness to host our team for this purpose? We are flexible and open to scheduling the visit at a time that is convenient for you and your team.

Thank you for your time and consideration. We look forward to further strengthening the ties between Tanzania Institute of Accountancy and Kabale University.

Best regards,

*Dr. Yohana Maiga (PhD)*

**Head of Research and External Linkages**

Tanzania Institute of Accountancy

**APPENDIX D5:**

**PROFESSOR BASHEKA'S REQUEST TO VC SEEKING FOR NO OBJECTION  
AND VC REPLY**

**Fwd: MOU**

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Professor Benon C Basheka <bbasheka@gmail.com>

Mon, Nov 20, 2023 at 4:50  
PM

To: Vice- Chancellor KAB <vc@kab.ac.ug>

Good evening Prof

This is a request. I had requested that you travel there but they prefer to come here first. Thereafter, they can arrange a visit by you. Kindly let me know whether you have any objection before i can confirm to them the date. Could the week of 1st December 2023 be ok for them to visit?

Basheka

----- Forwarded message -----

From: **Vice- Chancellor KAB** <vc@kab.ac.ug>

Date: Tue, Nov 21, 2023 at 5:42 AM

Subject: Re: MOU

To: Professor Benon C Basheka <bbasheka@gmail.com>

Definitely, there is no problem, if they wish to first see who they are associating with. They are welcome.

#### APPENDIX D5:

#### REQUEST FOR POSTPONMENT OF VISIT BY TANZANIAN TEAM.

On Mon, Dec 4, 2023 at 2:11 PM yohana maiga <yohanamaiga2016@gmail.com> wrote:

Dear Prof. Benon,

Greetings. The TIA team was supposed to visit Kabale University in Uganda this December 2023 for the purpose of signing a Memorandum of Understanding (MoU) and participating in various discussions on research and consultancy services, e-learning initiatives, staff capacity building (including the exchange of facilities and opportunities for TIA staff in PhD programs), and the development of an e-library, among other topics.

Unfortunately, we will not be able to make it due to various issues, including budget preparation and its submission to the parliament, as well as obtaining permission to travel outside the country. Therefore, we kindly request your understanding and tolerance until early January 2024 when the CEO/Rector, Deputy Rector Academic, Research and Consultancy, and Head of External Linkages will visit Kabale University in early January 2024.

Thank you for your understanding.

Sincerely,

Dr. Yohana Maiga

Head of Research and External Linkages

**ANNEXTURE D6:**  
**REPLY TO TANZANIAN TEAM WITH VC COPIED IN AND HER RESPONSE**

----- Forwarded message -----

From: **Professor Benon C Basheka** <bbasheka@gmail.com>  
Date: Mon, Dec 4, 2023 at 2:12 PM  
Subject: Re: Postponement of TIA Team Visit to Kabale University in December 2023  
To: yohana maiga <yohanamaiga2016@gmail.com>  
Cc: jckwesiga@kab.ac.ug <jckwesiga@kab.ac.ug>

Dear Dr Maiga  
Thank you for the information. We take note of the changes  
Basheka

## **Postponement of TIA Team Visit to Kabale University in December 2023**

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**Prof. Joy C. Kwesiga** <jckwesiga@kab.ac.ug>  
To: yohana maiga <yohanamaiga2016@gmail.com>  
Cc: Professor Benon C Basheka <bbasheka@gmail.com>

Wed, Dec 6, 2023 at 6:37 PM

Noted.. End of year period is always busy. We ;look forward to fixing this later.  
With best wishes.

On Mon, Dec 4, 2023 at 2:11 PM yohana maiga <yohanamaiga2016@gmail.com> wrote:  
[Quoted text hidden]

Professor Joy C Kwesiga  
Vice Chancellor  
Kabale University  
P O Box 317  
Kabale, Uganda  
E-Mail: [vc@kab.ac.ug](mailto:vc@kab.ac.ug); [jckwesiga@kab.ac.ug](mailto:jckwesiga@kab.ac.ug); [jckwesiga@gmail.com](mailto:jckwesiga@gmail.com)  
Tel: +256772485267 / +256751812325

**APPENDIX D7:**  
**REQUEST FOR REINSTATEMENT OF THE VISIT BY THE TANZANIAN DELEGATION.**

On Fri, Jan 5, 2024 at 12:58 PM yohana maiga <yohanamaiga2016@gmail.com> wrote:

Dear Prof. Benon,  
Happy New Year!

I hope this message finds you well. I am writing to inform you that our team from TIA, consisting of Prof. William Pallangyo (CEO/Rector), Dr. Momole Kasambala (Deputy Rector Academic, Research and Consultancy), and myself, Dr. Yohana Maiga (Head of External Linkages), plans to visit Kabale University from **January 28, 2024, to January 31, 2024**.

We anticipate traveling from Tanzania to Uganda on **January 28, 2024**.

The purpose of our visit is to finalize the signing of a Memorandum of Understanding (MoU) and engage in various discussions on research and consultancy services, e-learning initiatives,

staff capacity building (including the exchange of facilities and opportunities for TIA staff in PhD programs), and the development of an e-library, among other topics.

As you may recall, we had initially planned this visit for December 2023, but due to unforeseen circumstances, we had to postpone. We are currently in the process of obtaining the necessary permissions to travel outside the country.

We look forward to the opportunity to strengthen the collaboration between our institutions and discuss the potential avenues for mutual growth and development.

Sincerely,

Dr. Yohana Maiga

Head of Research and External Linkages

**APPENDIX D8:**

**PROFESSOR BASHEKA'S COPY OF INVITATION TO THE TEAM WITH VC IN COPY.**

----- Forwarded message -----

From: **Professor Benon C Basheka** <bbasheka@gmail.com>

Date: Mon, Jan 8, 2024 at 11:09 AM

Subject: Re: Postponement of TIA Team Visit to Kabale University in December 2023

To: yohana maiga <yohanamaiga2016@gmail.com>

Cc: Prof. Joy C. Kwesiga <jckwesiga@kab.ac.ug>, <william.pallangyo@tia.ac.tz>, Dr. Kasambala Antony Momole <momole.kasambala@tia.ac.tz>

Good morning all,

Please find attached the invitation letter

Basheka