



Inside this issue...

UDSM THE PINNACLE OF DREAMS

....Page 9



John Pombe Magufuli
Leadership and Alluring Legacy:
An Afro-optimist Perspective



New UDASA Leaders



Training to UDSM Female
Academic Staff on How to write
Publishable journal articles



*This Newsletter is issued by the University of
Dar es Salaam Academic Staff Assembly (UDASA)*



CONTENTS

02	UDASA Newsletter Forum
03	Message from the UDASA Chair
04	Message from the Editor
05	Makala/Articles
14	Technology
16	Mshairi Wetu
17	UDASA Gallery
18	Events
20	Academic Promotions
23	Tanzia

UDASA NEWSLETTER FORUM

This publication is your forum:

where your right to speak and be heard should be exercised on all matters pertaining to the University, the nation, Africa and the world;

for disseminating information, for dialogue with your colleagues and for self-education.

Send Us:

articles, news, socially relevant humour, information about research, creative teaching experiences and other projects, poems, or whatever you feel like sharing with the academic community.

Articles:

Should be short (not more than 10 pages) and typed.

Editorial Board Members

Editor:

Paschal Mdukula, PhD (CoHU)

Members:

Cassy M. Kisanga, PhD (SoMG)

Mathew Mndeme, PhD (CoICT)

Mr. Benson Sichona (IJMC)

email us: udasa.udsm@gmail.com



UNIVERSITY OF DAR ES SALAAM
Academic Staff Assembly

Chair (0713563212), Secretary (0784687530), Treasurer (0756594250), Editor (0713336261)

Message from UDASA chair



Aviti Thadei Mushi, PhD
UDASA Chairperson

Dear reader

Welcome to the UDASA chair's desk.

First, I extend condolences to all Tanzanians for losing our president, the late Dr. John Pombe Joseph Magufuli, who passed away on 17th March 2021 from a heart failure. I, together with all UDASA members convey our heartfelt condolences to the Magufuli family and all Tanzanians for the loss of the president of the United Republic of Tanzania.

Similarly, I take this opportunity to wish all departed ones from the UDASA ranks a farewell in their journey through to the stars. We will miss their contributions to UDASA and the nation at large. However, we will keep up the tradition of educating the nations and Africa's young minds.

Secondly, I extend congratulations to our President, H.E. Samia Suluhu Hassan, for becoming the first female President of Tanzania. This is a historic moment indeed. In the same vein, I extend the congratulations to the Vice President, H.E. Dr. Philip Isdor Mpango, for being appointed and confirmed as the Vice President. These congratulations go to Prime Minister and all the permanent secretaries and cabinet ministers for their appointments to serve the government.

Thirdly, we congratulate all those who got promotions to serve in the public sector in different roles. They are a confirmation of our commitment to serve the nation in whatever capacity we can dutifully.

This newsletter, vol. 40, issue 02 is the second after the one we produced last year. In this year past, we have gone through a lot, sad and happy moments.

We have suffered great losses from respiratory disease caused by SARS-Cov-2 (severe acute respiratory syndrome corona virus 2), the novel coronavirus disease 2019 or COVID-19. The last confirmed cases in Tanzania were 509. Out of this 183 fully recovered and there were 21 deaths at the time. However, later there were several cases, and deaths which were purportedly COVID-19 related. These cases have not been confirmed by the ministry of health, thereby not counting towards any new statistics. The late Zanzibar First Vice President, Maalimu Seif Sharif Hamad (RIP), got sick and personally declared that he was suffering from COVID-19. Nevertheless, there were no confirmation from the ministry. He never recovered, and passed away on 17th February 2021.

At the university, we lost UDASA members; RIP to all of them. Some were suspected to have suffered from the disease, but with no government release of the data, we remain to speculate. When rumors of the second wave spread everywhere, the UDASA leadership implored the UDSM management to re-instate the preventive measures. The management did so. At the moment, the wave has somewhat dissipated and we are hopeful that it will not return.

With all these around us, we have continued to teach, consult and research

in various fields. The university has continued to grow, both in students enrollment and staffing. There have been improvements on infrastructure such as – classes, wall, dormitories etc.; welfare – some have been paid arrears; promotions – some have, through diligent hard work managed to be promoted to senior positions; secondment – some have been seconded to serve the public in other roles/positions; and many others.

We are, however, still asking the government to honor the sweat of the academicians and other university staff by timely promotions together with requisite salaries and benefits. We implore the government to keep on employing the qualified people to serve as academicians, technicians, administrators, etc., because in some units the situation is not good.

We continue to entreat the government, led by H.E. President Samia Suluhu Hassan, to continue the use of skills that are available within the academic societies to solve societal problems. For instance, at the outbreak of the COVID-19 pandemic, the University of Dar es Salaam embarked on a mission to research and design measures to sanitize – production of sanitizers, production of disinfectant booths, hand washing machines, etc.; to research and design medications – the production of Uzima herbal, Udanol, etc.; and other measures that were used to treat and give relief to patients. We have a strong feeling that, the Committee that H.E. proposed on April 6th 2021 will positively benefit from involving members of UDASA who have relevant expertise.

We also continue to beseech UDASA members to keep writing their thoughts and share them in the newsletter, so that we fulfil our obligations to the community of becoming the voice for the voiceless.



Message from the Editor



Paschal Mdukula, PhD
UDASA Editor

Dear reader and follower of our UDASA Newsletter, UDASA brings you a second issue of the Newsletter for the year 2020. There were several reasons beyond our control that limited timely release of this issue in December 2020.

It should be noted that the UDASA Newsletter is a constitutional issue under the UDASA editorial office. It is through the Newsletter that the Academic Staff Assembly at the University of Dar es Salaam communicates with the general public and the international community on various issues concerning the welfare of academics and public issues on various spectrum of social, political, and economic aspects. In this issue, you will read articles from UDASA members aiming at educating, enlightening, and showcasing various professional and social events that members have featured in and what they intend do in the future.

Over the past year, UDASA has gone through challenges and many successes. For example, in the portions of the academic year 2019/2020 to 2020/2021 many of our fellow UDASA members were promoted at various levels in which others received promotion through publications from lecturership to senior lecturership and from senior lecturership to professorship while others graduated from their postgraduate studies from Tutorial Assistants to Assistant lecturers and from Assistant lecturers to lecturers. These are great successes in their careers and their professions at the

university as academicians. Indeed, an academician who do not grow in his/her field can not contribute to the development of the profession itself nor the development of the society at large. The progression of these academicians from one level to another at the University of Dar es Salaam is an indication of the growth of knowledge and advancement of the future of our country in a right direction, as these scholars are the researchers and consultants in all areas of the economy.

Similarly, since the release of volume one in 2020, UDASA has continued to fulfill its responsibilities of teaching, research and public service to the government and private organizations. Through teaching, we have been able to develop and advance knowledge among our students. Also through research in the fields of agriculture, livestock, water, construction, communications, politics, health, language, and many others we have contributed to the raising of awareness on how to deal with the current challenges in cross-cutting sectors such as health. For example, the emergence of COVID-19 in early 2020 posed a great challenge on how to deal with it. While many countries took different approaches, including implementing lockdown, Tanzania took a different direction by instituting its own local remedies that were made by our own scholars at UDSM and others from other institutions in the country. There are various studies carried out by UDASA members in addressing the pandemic, and we believe UDASA members will continue to engage the public on the best solutions in dealing with this pandemic.

It is during this period that some of our fellow UDASA members were appointed to various government positions. This shows how the government values the contribution of academicians and the university at large in promoting public service in the country. UDASA will remain as a role model in many areas of national development agendas in the country, as Mwalimu Nyerere once said

about intellectuals in the country that “... *intellectuals have a special contribution to make to the development of our nation, and to Africa. And I am asking that their knowledge, and the greater understanding that they should possess, should be used for the benefit of the society of which we are all members*”. UDASA has at various times and will continued to be the voice of the voiceless in various decision-making bodies by providing ideas, opinions and advices that help in shaping the Tanzanian society to become a more equitable society that follows and abides with the rule of law and human rights.

Notwithstanding, during the same period, some of our fellow UDASA members passed away (as you will see in the obituary section) in which more than 12 UDASA members died due to various causes, including COVID-19. These were gurus in their fields of expertise and we are deeply grieved for their untimely demise. The only way to honour them is to continue to fulfill our responsibilities to this nation in educating young men and women who will be successful in bringing about sustainable development to our country in the fields of social, economics, and politics.

UDASA has also managed to launch its website and other social media accounts such as twitter ([udasaudsm](https://twitter.com/udasaudsm)), YouTube, Facebook and Instagram. Now, most of the activities done by UDASA members can be accessed through media and particularly through UDASA website with a domain name <https://udasa.udsm.ac.tz/>. It is our hope that UDASA will continue to expend and contribute in the provision of free space for free thinking and promoting a culture of criticism and self-criticism for the interest of our country.

Dear readers, I and on behalf of my colleagues at Editorial Board, Dr Cassy Mtelela, Dr. Mathew Mndeme and Mr Benson Chisona warmly welcome you to read the articles in this issue.

Kukinai Kazi (Job Burnout)

Na: Magolanga Shagembe, Shule Kuu ya Elimu, Chuo Kikuu cha Dar es Salaam

Nini Maana ya kukinai kazi (Job/work burnout)?



Ni hali ya mfanyakazi kupoteza kabisa nguvu, hamasa, msukumo na shauku ya kufanya kazi aliyokuwa akiifurahia na kuvutiwa nayo kuifanya, na alikuwa akiifanya kwa ufanisi mkubwa kabla ya kuikinai. Mara nyingi hutokea baada ya mhusika kuwa na mlundikano wa kazi nyingi ambazo anapaswa kuzikamilisha ndani ya muda uliowekwa (*pressure to meet deadline demands*). Anaweza akajilazimisha kuifanya lakini ufanisi wake ukawa mdogo sana, na mara nyingi anaifanya huku hana kabisa hata chembe ya furaha moyoni mwake. Hili siyo tatizo la kiafya bali ni tatizo la kisaikolojia ambalo mara nyingi huambatana/ husababishwa na matatizo mengine ya kisaikolojia kama vile msongo wa mawazo (stress), sonona (depression) n.k.

Chanzo cha kukinai kazi

I: Mazingira ya kazi husika (Workplace causes)

- Uwezo mdogo wa mfanyakazi kujisimamia kazini.
- Mgawanyo wa majukumu usioeleweka vizuri kwa mfanyakazi.
- Mazingira mabovu ya kufanyia kazi, mfano: miundombinu iliyochakaa na isiyovutia; na kukosekana kwa ushirikiano ama miongoni mwa wafanyakazi au kati ya wafanyakazi na viongozi katika eneo la kazi.
- Mlundikano wa kazi, mfano kufanya kazi nyingi zisizoisha kwa mfanyakazi.
- Kufanya kazi iliyojaa shinikizo kubwa hasa kutoka kwa wasimamizi wa kazi.
- Kukosekana kwa uwiano mzuri kati ya maisha ya kazini na maisha nje ya kazi (work-life imbalance)



II: Aina ya maisha binafsi nje ya eneo la kazi (Lifestyle)

- Kuwa na mlundikano wa kazi nyingi (overload of work)
- Kuwa na majukumu mengi nje ya kazi, mfano vikundi vya ujasiriamali, vikundi vya kidini n.k.
- Kuwepo kwa matarajio makubwa sana kutoka kwa watu wengine wanaomzunguka mfanyakazi, mfano marafiki, ndugu na wasimamizi wa kazi. Hivyo, pale inapotokea mfanyakazi husika kashindwa kufikia matarajio ya watu wengine, humfanya ajisikie vibaya
- Kukosa nafasi ya kupumzika hasa baada ya kazi.
- Kutokupata muda wa kutosha wa kupumzika hasa nyakati za usiku n.k.

Dalili za kukinai kazi

- Kukosa hamasa, msukumo na shauku ya kufanya kazi uliyokuwa ukiifanya siku zote.
- Kupungua kwa umakini, morali na ufanisi wa kazi.
- Kusikia maumivu ya mwilini, mfano kichwa na misuli; maumivu ambayo hayotakani na sababu za kiafya bali ni uchovu tu wa kazi.
- Kuwa na mtazamo hasi juu ya maisha.
- Tabia ya kulaumu watu wengine kwa kila jambo baya linalokutokea, hata kama chanzo kikubwa ni wewe mwenyewe.
- Hali ya kujiona hupendwi kazini hasa na mwajiri au wasimamizi wako kazini, pamoja na wafanyakazi wenzako

Kukinai Kazi (Job Burnout)...

...kutoka uk 5

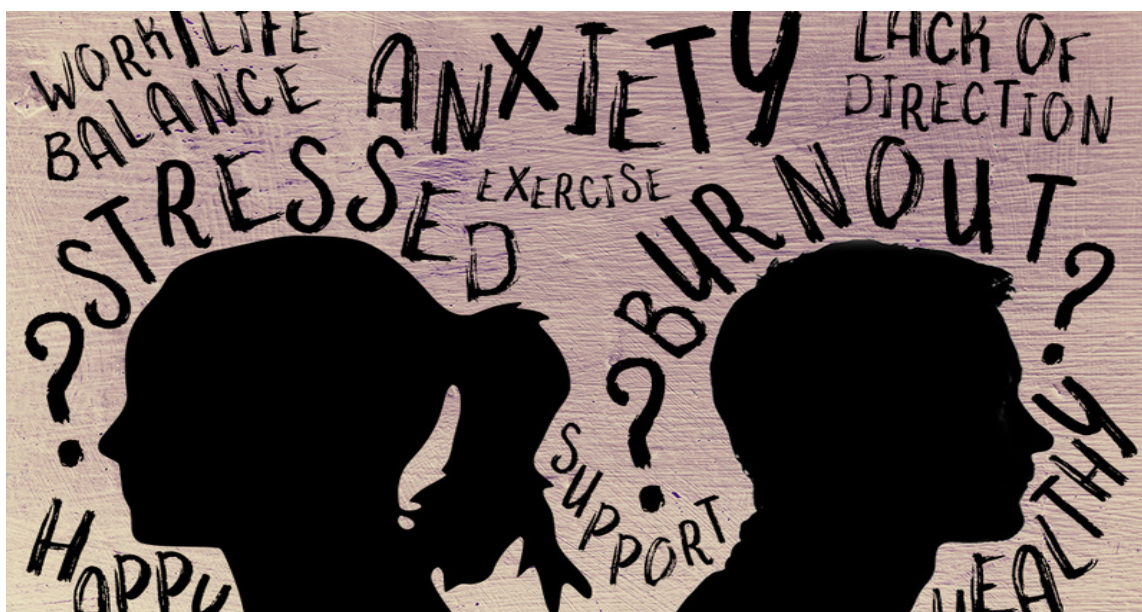
- Hali ya mhusika kuona karibia kila siku ni mbaya maishani mwake, iwe nyumbani au kazini (lack of work-life balance).

Madhara ya kukinai kazi

- Kupata matatizo ya kisaikolojia hasa msongo wa mawazo (stress), sonona (depression) n.k.
- Kukosa hamu ya kula, kulala na kufanya kazi.
- Matumizi ya vilevi na pombe
- Magonjwa ya moyo
- Shinikizo la damu
- Kisukari (type 2 diabetes)
- Kujiweka katika hatari ya kushambuliwa na magonjwa kwa sababu ya kushuka kwa kinga ya mwili.

kinachokufurahisha na kukupa fikira chanya kila siku hasa baada ya muda wa kazi.

- Jiulize hili swali kila siku “Kwa nini ninafanya hii kazi?” Je nje ya kipato (fedha/ mshahara), ni kitu gani kingine kinachokuvutia na kukufurahisha zaidi kuendelea kuifanya hiyo kazi? Kama huna kitu kingine cha ziada kinachokuvutia kwenye kazi yako nje ya mshahara, basi fikiria kitu cha kufanya zaidi ili uibadili hiyo hali.
- Jifunze kuomba na kupata mrejesho wa utendaji wako wa kazi kutoka kwa watu unaowahudumia, itakusaidia kujikagua na kufanya maboresho mapema.
- Tunza afya yako kwa kuhakikisha unakula chakula kizuri na unafanya mazoezi ya mwili mara kwa mara.
- Jifunze kutumia muda wako vizuri tena kwa mambo ya muhimu katika maisha yako.



Ufanye nini sasa ili kuepukana na hali ya kukinai kazi au ikitokea una dalili za kukinai kazi?

- Tambua dalili zake ili uziepuke.
- Kuwa muwazi, elezea hisia zako kwa watu wengine wanaokuzunguka hasa wale unaowaamini.
- Lipokee na kulikubali tatizo lako, kisha anza kufanya kazi njia mbadala za kuondokana na tatizo lako.
- Tafuta msaada wa kisaikolojia.
- Tenga muda mzuri wa kupumzika baada ya kufanya kazi kwa muda mrefu.
- Tafuta kitu chochote kile cha kufanya

- **Kwa waajiri:** Ni muhimu kuwa na mgawanyo sahihi wa kazi kulingana na taaluma za wafanyakazi na mgawanyo wa kazi uwe unaeleweka kwa wafanyakazi.
- Pia waajiri wawe na utaratibu wa kupima afya za wafanya kazi wao kimwili na kisaikolojia.
- **Mwisho,** waajiri wanapaswa kuwa na utaratibu wa “mzunguko wa kazi (Job rotation)” kwa wafanyakazi wote kwa sababu kufanya kazi ile ile na kwa muda ule ule kila siku huleta mazoea na kushusha morali ya kazi.



John Pombe Joseph Magufuli

Leadership and alluring legacy: An Afro-optimist perspective

By Dr. Richard Mbunda, College of Social Science, University of Dar es Salaam

Introduction

The leader, who was a shining star in Africa, eulogised from the Cape, northwards across the horn of Africa, to the west African shorelines. The political figure who is touted to have revolutionized our thinking about leadership, and considered a model leader to be emulated in the continent¹. The man who was at the helm of Tanzanian politics, flaunted to have employed science in politics, ushering in exceptional optimism onto the trade that has been derided for many years in the continent as full of lies and cynicism². It is the legacy of a leader who has been described variously as a strongman, a petty dictator, and a leader who ran the country on the basis of a one man show³. A politician who had smashed political records for being nominated by 100% votes by his party, and garnering a historic presidential victory, which was unmatched since Tanzania reintroduced multiparty politics 28 years ago. In this paper we attempt to put together the story of the late Dr. John Pombe Joseph Magufuli and the legacy he has left behind.

It was on 17th day of March, 2021 when the news of the demise of the country's first citizen, John Magufuli was announced to the public by the then Vice President, Samia Suluhu Hassan. John Magufuli, died at 61 years old, only a few months after he took oath of office for the second and constitutionally final term. The country was in a state of temporal paralysis in the advent of the passing on of its son of the soil, popularly known as the Bulldozer, for several reasons: First, it was the first time Tanzania has lost a sitting union president. On the one hand, the Government was not prepared for the unforeseen event. It is no wonder that in her first announcement, the Vice President said that the country would mourn

the late president for 14 days instead of the 21 days stated in the National Leaders' Funerals Act, 2006. On the other hand, although official reports indicate that the late John Magufuli had chronic atrial fibrillation, a heart condition he had suffered for more than 10 years, but he had always looked fit, energetic and imposing. The news of his death came as a surprise to the normal citizens and leaders alike. But what was more apparent from the citizens is whether or not the power transition would be smooth, and that the strategic projects and other development initiatives the late President would continue unaffected.

The late John Magufuli has been mourned world over and Africa in particular. Probably the group that was hit most by the sorrowful news is the Afro-optimists. John Magufuli was philosophically part of the Afro-optimists -those who harboured high hopes for Africa's development future. It should be noted that Afro-pessimism, as a way of looking at Africa, was initially coined by Chester Arthur Crocker, the American diplomat and Assistant Secretary of State for Africa (1981-1989) under President Ronald Reagan⁴. Crocker, was concerned with Africa's back-tracking in economic development since independence as compared to other continents such as Asia and Latin America. Probably the gloomiest picture was painted by the World Bank in 1990s, noting that the reforms that were done by Africa were generally unresponsive when examined from the continent's long term growth trajectories⁵. The World Bank had spotted defection of the African development project in terms of both its objectives and design⁶. Some of the major concerns were, inter alia, poor policies and misallocation of resources, factors that have aggravated Africa's poverty situation and amplified income inequality⁷.

The Afro-pessimistic view point has enraged

4 Andrew Grant, Adrien N. Djomo & Maria G. Krause (2016): "Afro-optimism reinvigorated? Reflections on the global networks of sexual identity, health, and natural resources in Africa, *Global Change, Peace & Security*", *Global Change, Peace and Security* DOI: 10.1080/14781158.2016.1193847.

5 Frederick Ahwireng-Obeng (2003) "An African response to the new wave of Afro-pessimism", *South African Journal of International Affairs*, 10:2, 139-157, DOI: 10.1080/10220460309545432.

6 World Bank (1994) *Adjustment in Africa: Reforms, Results and the Road Ahead*, Oxford: Oxford University Press.

7 Ibid.

both scholars and leaders who hold high hopes for the continent's future. One of the scholars in this category is Kenya's Professor Patrick Loch Otieno Lumumba, who has been consistently preaching that Africa needs a political hygiene. On the part of leaders, John Magufuli, who I will attempt to write down the legacy he has left behind in Africa and Tanzania, as well as Dr. Lazarus McCarthy Chakwera, the President of Malawi, are included into this group of African optimists. President Chakwera was unreservedly moved by Magufuli's leadership in his famous eulogy "They did not See Magufuli Coming"⁸.

At the helm of Tanzania's politics, John Magufuli was characterized by analysts at different times as a reformist or more appropriately a transformational leader. However, perhaps the best point to start with, when we revisit the life and leadership of John Magufuli is his PhD in Chemistry. This route availed him with an opportunity to be a top researcher, and to find solutions to abstract problems. I must say this is a feat, very few political leaders had accomplished in Africa. Henceforth, I would want to examine Magufuli's term in office as someone who was writing a thesis. Magufuli's puzzle was why was Tanzania still poor 55 years after independence? Having worked in the Government for 20 years as Deputy Minister and Minister in different portfolios, Magufuli had a group commitment. He looked at himself as a sacrificial lamb to the downtrodden majority. Unlike the country's first President, Mwalimu Julius Kambarage Nyerere, who championed for the welfare of workers and peasants⁹, Magufuli had an attachment with street vendors, motorcyclists, small-scale entrepreneurs, and smallholder farmers. His unit of analysis was the country and individual households of the downtrodden groups. His major assumption was that these people have remained poor because of systemic problems in the country. And these problems are a result of local and international interests and the policy orientation that the country had adopted.

According to Magufuli's thinking, on the one

8 Watch a Speech by Dr. Lazarus Chakwera, President of Malawi available at <https://www.youtube.com/watch?v=YLRm2WM3zN8>

9 See for example, Nyerere, J. K (1968), *Ujamaa, Dar es Salaam: Oxford University Press*.

1 Magufulification of Africa- a speech by Prof. Patrick Lock Otieno Lumumba, delivered at Nkrumah Hall University of Dar es Salaam on 20th June, 2017.

2 See "President John Magufuli: A Model Leader in Africa for Employing Science in Politics" an article by Richard Mbunda, published by CGTN Africa on 23rd August 2020, available at <https://africa.cgtn.com/2020/08/23/president-john-magufuli-a-model-leader-in-africa-for-employing-science-in-politics/>

3 See "Tanzania's five years of devastation under the presidency of John Pombe Magufuli" an article by Tundu Lissu available at <https://www.dailymaverick.co.za/article/2021-03-22-tanzanias-five-years-of-devastation-under-the-presidency-of-john-pombe-magufuli/amp/>



JPM's leadership and alluring legacy

...from pg. 7

hand the country had been at the receiving end of the economic warfare waged by agents of imperialism. But on the other hand, those who were entrusted with decision making powers had not been patriotic enough to consider national interests first as they are the ones who are plundering the nation for their parochial interests and at the expense of the downtrodden mass. In order to address the puzzle, Magufuli premised his agenda on six assumptions, *videlicet*; Tanzanians can do it in their own way without necessarily abiding by the policies and directives issued by imperialist agents, including the so called development partners. Second, Tanzania can do better in terms of economic growth if it can benefit from the vast natural resources it has been endowed with. Third, economic development is attainable amidst waging a serious war on corruption; fourth, Tanzania will make important developmental strides if it can deal with misuse of public funds, and it is possible for Tanzania to complete huge infrastructural projects on time, on a budget and at times by using local funds; and finally efficiency and effectiveness in the public sector can be achieved by purging out laziness and incompetence. The subsequent section attempts to examine in details the way Magufuli's assumptions had formed the basis of his administration, and what Africa can learn from his leadership approach.

Doing it the Tanzania Way

John Magufuli will be remembered for embarking into development in the Tanzanian way, without relying on the policies, directives and at times even financial assistance from the so called development partners. Out of stubbornness and his envisioned future for Tanzania, Magufuli refused to acknowledge that Tanzania was poor. He stated this unequivocally in his speeches and at times to an expressionless audience that Tanzania is rich and she is supposed to be a donor country. As an Afro-optimist, he was aghast to the yokes of exploitation that Africa and Tanzania are still subjected into, depriving them of the opportunity to grow economically. He followed suit Mwalimu Nyerere's declaration of economic warfare, which was first proclaimed in 1982¹⁰. Unlike other wars, economic warfare is an underground war staged in poor countries, and fought by different international actors such as imperialist nations through their corporations, plunderers, warlords, gun dealers, drug dealers, etc in order to secure or defend their economic interests.

When he first declared the economic war, Mwalimu Nyerere decreed that in order to win the economic war we need three things, to understand the loss that we get in the context of this war, determination to fight, and to take

¹⁰ Speech of the CCM Chairman, Mwalimu Julius K. Nyerere to the Party's General Meeting held in Dodoma in 1982.

the necessary steps. Magufuli was an ardent follower of Mwalimu Nyerere and he followed these principles to the fullest. He was vocal about imperialism and he spoke openly about their interests to control African states. Although he did not address the UN meeting like other presidents in the continent, yet he was resolute and joined the likes of Zimbabwe's former president Robert Mugabe and Libya's former Leader, Muammar al-Qadhafi, to scold imperialists and their interests in their face.

To put it in perspective, Magufuli did not believe there are uncles out there to which Tanzania should run for financial assistance. This can explain why he stayed in Tanzania for the most part of his presidency in attempt to harness resources from within and to implement projects. For Magufuli, the motto of self-reliance was a possibility and he wanted to make it a reality. It's no wonder that he had guts to implement projects by using the country's own resources, especially when donors were against some projects, such as Stigler's Gorge hydro-power plant, which costs about Tsh. 6.5 trillion. Magufuli's vision for Tanzania was grounded on having basic infrastructures, which he called strategic projects such as connecting the whole country with tarmac roads and bridges, standard gauge railway, and reliable electricity. Just as Lazarus Chakwera¹¹ had reiterated, his determination to make sure that these projects were implemented to completion and on the budget should be a lesson to the current and future crop of leaders in Africa.

Probably the key to pursuing development the Tanzanian way is collection of revenue. Magufuli's regime had a non-nonsense approach to collection of revenues in order to fund government projects. For example, the budget speech by the Minister of Finance and Planning¹², which was read in 2020 indicates that the Government had forecast to collect 33.11 trillion from its internal sources and it managed to collect 93.2%, which is a record achievement for the government since independence. It is important to point out that the government's approach to collect taxes had been heavily criticized, inasmuch as they had created taskforces that were very strict to the business community. However, on a philosophical view point, under circumstances where tax evasion and tax avoidance was rampant, it was justifiably necessary to apply a little efforts and coercion to ensure that people pay their taxes. But it was also important to review the approaches used in order to ensure sustainability of the process.

Natural Resource Nationalism

There is no debate on how sentimental the late President John Magufuli was especially with regard to Tanzania's natural wealth. On several

¹¹ See Lazarus Chakwera speech, Op Cit.

¹² URT (2020) "Budget Speech of the Ministry of Finance and Planning" delivered to the Parliament by the Minister Hon. Phillip Mpango in June 2020.

occasions he lamented that imperialists have turned this country's resources into the global commons dubbed locally as '*Shamba la Bibi*'. The guts with which Magufuli approached the mining sector should also be put in perspective. He started by withholding containers at the Dar es Salaam Port and banning the exportation of copper concentrates on allegations that the Barrick Gold company was underreporting the level of gold and copper concentrates. He then formed a team of experts to investigate on the matter. The team reported that Barrick Gold Corporation was underreporting the level of gold and copper concentrates 10 times¹. Magufuli created another team of experts to determine how much the country had lost for the 20 years period the companies had been exporting copper concentrates. The team reported back that Tanzania had lost more than Tsh. 108 trillion in taxes and revenue which was equivalent to USD 48.26 billion at the time². The copper concentrates saga was meticulously handled in such way that the companies implicated in the saga had no option but to negotiate better terms with the Government.

The Copper concentrates saga led to the changes in the mining laws in Tanzania, where the Natural Wealth and Resources – Permanent Sovereignty – Act, 2017 was enacted. This legislation gave Tanzanians their first legal right to own natural resources in the country. But also the Twiga Minerals Company limited was established with Tanzania having 16 percent of the shares. Magufuli's intervention influenced the growth of the mining sector which grew at 17.7% in 2019 and it increased government revenues from 194 billion in 2016/17 to 347 billion in 2018/19. Other important changes to the sector include establishment of 28 mineral markets and 12 mineral centres countrywide. But most importantly, in line with his commitment to ensure local ownership of the economy, Magufuli engineered the participation of artisanal miners in the mining sector.

War against Corruption

Just like it is in many other African countries, corruption was rampant in Tanzania before Magufuli came into power in 2015. The country is renowned for corruption scandals from the Radar scandal of 1999, the Bank of Tanzania External Payment Account (EPA) scandal, the Buzwagi (mining contract signed outside the country) scandal, and the Escrow Account scandal of 2014. In Tanzania, corruption scandals were a recurring feature in the political landscape. Grand corruption cases in public finances implicated some senior politicians, high ranking government officials and even multinational companies. The culture of tolerating corruption was building up and at times, people implicated in the scandals were seen as cleverer than the rest. Some of public offices were run on the basis of dishonest deals

¹ Read the Financial Times Newspaper available online and can be downloaded at <https://www.ft.com/content/7f53064e-4f7d-11e7-bfb8-97009366969>
² Ibid.

...continues pg. 13

UDSM-The Pinnacle of Dreams

By Charles Sebastian, *Bachelor of Science in Quantity Surveying, Fourth Year, COET.*

Dreams have no limit. They only have phases. It is painful though to fathom that truly these phases are limited with time. This truth is similar for all enthusiastic young people in Tanzania as in USA, China, and Singapore and even in Barbados of the Caribbean. At every point in life we dream of a climax—the pinnacle where we imagine our stars will be the brightest, our names the most revered, our goals perfectly attained and our lives admirable. Most of youths in Tanzania, both in the Mainland and in the Archipelago dream of the best future with the best education from the best institution. Only a few will deny that University of Dar es Salaam, popularly known “The Hill” does not linger in the depths of their minds when they give chance to a thought of the best education and the best institution.

The pride of our dear country's intellect lies deep down in these old iconic buildings located in the beautiful hills of Ubungo district, Mlimani. In these academic shrines is where the magical sparks of our genius are ignited. The very famous Wilbert Chagula Library, the College of Engineering and Technology, the magnificent new library which is the largest in East Africa and the newly built Magufuli hostels –in honor of our own, the late president, Dr. John Pombe Joseph Magufuli, the UDSM School of Law, the College of Humanities and Social Sciences, the University of Dar es Salaam Business School and the famous School of Education, among many others have nurtured a thousand of dreams. I can hardly forget the notable Nkrumah hall

which you hardly enjoy its view unless you are harbored within the compounds of the University of Dar es Salaam.

Actually, UDSM is the best academic arena in the country where you would want to be in a ‘whale of a time’ if at all you are in the quest for your dear dreams. Treading through these paved pathways during attending lectures feels glorious; you can live to tell a tale. Whether you sit under the old trees outside or inside the ample venues, trust me, you would not stop enjoying the scent of a fresh academic air while savouring every cool breeze from a unique atmosphere of the UDSM environment. Truly, I am and I will always be proud to reach and be part of this institution –the pinnacle of dreams.

Whenever you come in at UDSM, surprises abound when you see people so diverse existing in harmony. The pinnacle of dreams is an epitome of peace and tranquil; all the boundaries are broken when students walk in both rushing and languid stampedes entering and leaving lecture rooms, shuttles, cafeterias or hostels. Perhaps, you would wish to know that there is a mass of teaching and non-teaching staff eligibly equipped to nurture every sprouting seed of dreams at UDSM.

More than almost any other university in the country, UDSM is the Home of Intellectuals. Lectures, buildings, friendly people, cool atmosphere, good environment – UDSM has all these wrapped up in one fascinating package – the pinnacle of dreams.





Decolonizing the academy: A difficult task?

By Dr. Maxmillian Julius Chuhila, College of Humanities, University of Dar es Salaam

Introduction

In recent years, the word 'decolonisation' has become much more buzzy; and for historians it would recall down memories on decolonization from old colonial enterprises. In the current debate, however, the subject has been revolving around the major epistemological approaches, administration of education, academic freedom and relevance of the academy to the general public. This means that the current decolonization wave is suggestive of thoughtful consideration of the routine practice of academia and its relevance. It does not only encompass the classrooms, conference venues, education institution venues or education policies as distinct attributes but entails a holistic approach in making education self-liberating and relevant to the acquirer and the immediate community of the acquirer. In this process, a lot has been left out in major debates regarding decolonization. The focus seems to be determined by interests of particular groups for particular reasons and in some cases it has indicated the difficulty embodied. This article focuses on a general overview on how universities and government institutions may be useful instruments to the process of decolonizing the academy. The article draws some examples from the University of Dar es Salaam.

Funding and research: a difficulty battle

Many African institutions run in very low Research and Development (R&D) share in main budgets. This tendency or reality has made a research to be difficult battle, serving only purposively directed research from governments by taking the consultative nature to solve a specific problem. As a palliative measure to this demeanour, the University of Dar es Salaam has, in the past three years launched a competitive grants amounting to 1.5 billion a year to support research projects. This is not to be underrated, as it is a move towards a right direction to decolonization path. Whatever can be said about this funding, the amount so far is not so much to bring an immediate impact in research and visibility of research activity when placed within institutions of its nature elsewhere in Africa and beyond. This amount is unlikely to help in forging new research agenda and methods only or most relevant to the study of our people and localities. Instead, it will perpetrate the swing within research agenda shaped elsewhere. It is surprising, for example, to see the old Malthusian, Marxian, Smithian and Werbian analogues are continually being used and piled in our libraries and research repositories. Universities are centres of knowledge creation and those who bring innovative ideas and approaches stand out in the daylight of the industry. There is a close relationship between availability of research funding and the nature of the knowledge later produced. Funding bodies will always have a preference on which areas are of interest to them. Universities in the south needs to establish themselves strongly by convincing governments to increase the research budgets to enable more innovative research and contributions to development.

At the Hill, like the practice elsewhere in the southern hemisphere, academics depend on funding from outside funding bodies. By doing this, it is very difficult to make research relevant and applicable to

surrounding localities. The point I want to submit here is that who pays for research may design the methodology and sometimes may influence the theme for particular research. Funding bodies are divided in interest and each funding scheme is specific for something. This means that our scholarship is fragile and unpredictable as it depends on what is available in terms of research funds. Universities in the region too encourage academics to apply funding for research from abroad. The person who is able to attract the largest share from international funding bodies is the one acclaimed of as exemplary, because apart from being able to have research money, he/she contributes a relative per cent as institutional running costs. Application for research funding is a common practice elsewhere in the academy, but this should not be overemphasised without corresponding internal initiatives. Inadvertently, externally funded projects will promote something less locally defined and consequently less relevant. Research is the lifeline of scholarship and education development. More debates on how to decolonise research-funding needs to be thought if really decolonisation is to be holistically applied. We do not expect to forge 'fake' collaborations with externally based scholars and institutions only to serve as 'logistic officers' or 'research assistants', name any way, while helping such scholars to do research and publish widely. If funding was available such fake collaborations would die natural deaths. This, however, is not to be a blind patriot with primitive royalty to the self that the practice has not been universally bad as other collaborations work out really very well.

Publishing, perishing and visibility

These are trio nomenclatures in existence as individual scholars and institutions. They distinguish higher learning institutions and experiences from lower levels. Universities globally are recognised by the share in the knowledge economy. There have been politics in navigating through these realities. Such politics manifests in publication, standardisation and universalization of academic rules and procedures. Some may even ask questions such as publishing for what? Publishing for who? Publishing where and why? Publishing how? These are central expressions of academic culture. The politics of knowledge production is real and a bigger challenge in the wider spectra of scholarship. Our presence in the knowledge economy is what distinguishes us from others and what brings us to the daylight. Additionally, while considering our competitive muscles in the spectrum, we also need to ask the 'who' question that intends to consider the audience of our engagements. In the past few years there have emerged an emphasis on going 'international' and preference on internationality being placed on international indexing bodies, name them all. I am not in a position to suggest that this is a bad thing but rather to say this is colonisation of the academy to the largest scale and an unnecessary mentality. This too need to be decolonised. Looking these indexing bodies with one blind eye as pioneering academic platforms demeans local initiatives and promotes arrogance on such institutions as caretakers of the universal knowledge economy. Knowledge is power and so knowledge is money, nothing comes for free. The academic standardisations established now and then in the

publishing outlets on knowledge economy are no less business standards than academic meritocracy. Emphasis on these platforms should take account that they have been established and running because they are collecting money. At the Hill, there have been a universal treatment of, for example, 'open access' category of publication that is equated most often than not with predatory platforms. We do not encourage predatory platforms but rather a case-by-case examination of open access outputs should be counted. Even in the outlets regarded as 'prestigious' that are outside of our boundaries do have options for open access but are not predatory. This option means, primarily, they want to compensate their medium through subscriptions be it directly from authors, funding bodies or subscribing libraries. The monetary aspect in the whole process of knowledge chain is overlooked by assuming that scholarship goes for free. A considerable number of academics have fallen victims of this modern way of scholarship even when they did not appear in predatory platforms as the name suggests. The current movements advocating open access to all publications will be wholeheartedly welcome and will mean looking for alternative ways to facilitate publishing.

An important note here for higher learning hubs in Africa is to establish their standards and take control of the knowledge wealth. This is an area that needs urgent interventions to decolonise thinking and participate in knowledge production more actively than it is the case now. It is unbecoming, for nearly six decades of independence of Africa, institutions and scholars have not yet shaped the agenda about Africa. Independent African studies centres in the west determine self-knowledge about Africa. What is our role as academics? Copying and building from what is suggested by colleagues in the west or taking an active front role in shaping the agenda and the approaches for self studies? As African scholars and institutions, what is the feeling when we hear about strong research centres about Africa which are not located in the continent? What are our feelings when we teach using theories and thematic approaches designed by those centres? What is our feeling when we give reading materials to students that more than eighty per cent are not by African based authors? These are fundamental questions in the decolonisation discourses.

One cap does not fit all

As a matter of conclusion of this essay, African universities should not be tempted with the 'one cap fits all rule'. Local environments are important determinants of what is appropriate locally. Internationalisms will come as a result of forging self identity in the matrix of knowledge economy but not by bending on established standardisations that are assumed to be universally practical and relevant. What we call international standards started as local initiatives elsewhere and as a result of performance they became influential widely. They did not start as international in the beginning, but became so in their journey and in heaps and jumps. After six decades of postcolonial academy, it is time to decolonise our thinking, administration and approaches in the knowledge industry. The subject areas for decolonisation are many and will not be done over night. A piecemeal plan might be appropriate to stage by stage decolonisation.

Taasisi za elimu zishirikiane na sekta ya ajira kuleta tija katika elimu yetu

Na Dkt. Faraja Kristomus, Ndaki ya Insia, Chuo Kikuu cha Dar es Salaam

Tangu mwaka 1948, elimu imetambulika na Umoja wa Mataifa kama miongoni mwa haki za msingi za binadamu. Elimu inapaswa kukuza utu, ustawi wa binadamu, kujenga msingi wa watu kutambua uhuru wao, haki na usawa kwenye jamii na kupambana na maadui wanaohatarisha ustawi wao kiuchumi, kisiasa, na kimaendeleo.

Elimu inayotolewa inapaswa kukuza tija katika uzalishaji, rasilimali watu, kipato, ajira na maendeleo ya kiuchumi ya mtu binafsi na taifa kwa ujumla. Faida binafsi kwa mtu aliyesoma ni pamoja na nafasi ya kuajirika, kuongezeka kwa ubora katika uzalishaji, ongezeko la kipato na kupungua kwa umaskini.

Mbali na mtu binafsi kunufaika na elimu, lakini pia jamii inanufaika au inapaswa kunufaika na elimu ya watu wake. Jamii yenye wasomi wengi inategemewa kuwa na kiwango kidogo cha umaskini, kuwa na watu wenye afya bora, walioridhika zaidi, na wenye ushiriki mzuri kwenye masuala ya kitaifa.

Faida nyingine ya elimu kwa jamii ni pamoja na kuongezeka kwa tija katika uzalishaji na biashara, kuwa na maendeleo ya muda mrefu pamoja na ubunifu unaolenga kuondoa kero na matatizo yanayoikabili jamii husika.

Hata hivyo kwa miaka mingi sasa wadau wengi wamekuwa wakieleza wasiwasi wao kuwa elimu inayotolewa kwa vijana wa kitanzania bado haijakidhi mahitaji ya jamii na sekta ya ajira na ile ya uzalishaji.

Kwa sasa nchi yetu imejielekeza kuingia na kukuza uchumi wa viwanda. Viwanda vitakavyojengwa vitahitaji rasilimali ya kutosha sana na ipo hatari kuwa kama mfumo wa kuwaandaa vijana wetu hautaendana na hitaji la soko basi elimu yetu itakuwa haijawakomboha vijana na taifa letu kwa ujumla.

Katika makala yangu haya ninaangazia umuhimu wa ushirikiano kati ya sekta ya elimu na sekta ya ajira. Nitaeleza kwa kifupi kuhusu elimu yetu na mtalaa. Na kama mfumo wetu unaandaa wahitimu wenye weredi ama la. Na hatimaye nitatoa mapendekezo yangu kuhusu umuhimu na namna ya kujenga ushirikiano kati ya sekta ya elimu na sekta ya ajira.

Hali ilivyo kwenye mfumo wetu wa elimu

Kuhusiana na kipengele cha elimu, Dira ya Maendeleo ya Taifa 2015-2025 inalenga kujenga taifa lenye watu wenye kiwango bora cha elimu katika ngazi zote.

Dira hii inafafanua kuwa watu wanapaswa kupewa elimu bora itakayolenga kutatua matatizo ya kijamii, kutatua changamoto za kimaendeleo na kuwaandaa watu katika ushindani wa kimataifa.

Hata mitalaa ya elimu ya msingi na sekondari inalenga kutoa elimu bora kwa kukazia zaidi kwenye maarifa yanayoendana na wakati na yatakayotatua matatizo ya jamii kwa kukuza ubunifu.

Wadau na mashirika mbalimbali ya kimataifa na ya ndani ya nchi kama vile UNESCO, Benki ya Dunia, HakiElimu, Twaweza pamoja na taasisi za sekta binafsi kwa nyakati tofauti wamekuwa wakieleza kuwa elimu inayotolewa Tanzania bado haijakidhi mahitaji ya soko la ajira na wahitimu wengi wamekosa sifa za kuajirika.

Sababu zinazoelezwa na wadau wengi kuwa zimechangia kushuka kwa kiwango cha ubora wa elimu nchini ni pamoja na ufinyu wa bajeti, mazingira ya kufundishia na kujifunza kutokuwa rafiki, walimu kukosa mafunzo ya mara kwa mara, walimu kukosa motisha na kuonekana kama ni kada ya watu walioshindwa mitihani na kuchukuliwa kwenye ualimu kama chaguo la walioshindwa fani nyingine.

Sababu nyingine ni kukosekana kwa usimamizi madhubuti wa utoaji wa elimu. Pia kuna usokefu wa ushirikiano kati ya taasisi za elimu na sekta ya ajira kwa ajili ya kuandaa pamoja mitalaa itakayowasadia vijana kusoma huku wakiendana na mahitaji ya soko la ajira. Na hii ndio changamoto ambayo nitatumia muda mrefu kuijadili katika makala yangu.

Kwanini sekta ya elimu na sekta ya ajira lazima zishirikiane?

Taasisi za elimu nchini ni kama mpishi

anayepika chakula na walaji wa hicho chakula ni sekta ya ajira. Mpishi asipojua mahitaji ya walaji wake basi anaweza kupika chakula kisichovutia wateja wake. Lakini pia kwa upande wa pili, ikitokea mlaji haelezi anachotamani kupikiwa basi mpishi hataweza kubadilika na atabaki na aina moja ya upishi katika maisha yote ya kazi yake upishi.

Kwa muda mrefu sasa, sekta binafsi imekuwa ikipaaza sauti kuwa vyuo vikuu na vyuo vya kati nchini haviwaandai wahitimu wazuri au wahitimu wenyewe hawajiandai vizuri kwa soko la ajira. Hata hivyo haitoshi kuvilaumu vyuo pekee kwa suala hilo kwani miaka ya mwanafunzi kuwepo chuoni haitoshi kumpa mhitimu kila aina ya ujuzi unaohitajika kwenye soko la ajira.

Si hivyo tu, bali pia vyaoni wanafunzi kwa sehemu kubwa wanafundishwa mambo mengi kwa nadharia zaidi. Wana muda mdogo sana wa kufanya mazoezi kwa vitendo. Na kwa bahati mbaya pia mfumo wa mazoezi kwa vitendo haujaonyesha kuwa na tija kubwa kwao kwasababu kutokana na ufinyu wa bajeti wanakaa kwenye vituo vya mafunzo kwa muda mfupi na pia wanakosa walimu wa kuwasimamia kwa ukaribu katika mafunzo hayo.

Ipo haja sasa kwa sekta ya ajira na sekta ya elimu kukaa pamoja kubainisha mahitaji ya mafunzo vyaoni na kushirikiana bega kwa bega na taasisi za elimu katika kuandaa programu za pamoja za mafunzo. Lengo la kuwa na programu za ushirikiano huo ni kuhakikisha kuwa mafunzo ya nadharia yaende sambamba na mafunzo kwa vitendo.

Faida ya kuwa na programu hiyo ni kuwa sekta ya ajira itapata nguvu kazi



Taasisi za elimu zishirikiane na sekta ya ajira...

...inatoka uk. 11

kutoka kwa wanafunzi vyaoni na wakati huo huo kuwaandaa kama waajiriwa wa baadaye na hivyo kupunguza gharama za mafunzo kazini kwakuwa watakuwa tayari wamepata uzoefu wakati wa kuendesha mafunzo kwa vitendo. Hata hivyo, kwa bahati mbaya sana, baadhi ya waajiri katika sekta binafsi wamekuwa wakikataa kuwapokea wahitimu hawa ili kufanya mafunzo kwa vitendo na hata wanapopokelewa hawapewi nafasi ya kutosha ya kujifunza kazi na ujuzi kwa kigezo kwamba ni wapitaji na hawapaswi kujua siri za uendeshaji wa kampuni ama taasisi.

Namna ya kuendesha programu za ushirikiano

Tunaweza kujiuliza tunafanyaje kipya wakati tayari tuna mfumo wa mafunzo ya vitendo wakati wa likizo ambapo wanafunzi wanaenda kwenye taasisi au makampuni mbalimbali kujifunza?

Ni kweli huo mfumo wa mafunzo kwa vitendo si mbaya lakini napendekeza maboresho zaidi katika kuendesha programu za ushirikiano kati ya sekta ya elimu na sekta ya ajira. Ninapendekeza namna mbili za kufanya.

Njia ya kwanza ni ile ambayo inafanana na namna vya vya udaktari wanafanya. Chuo kikuu kinabainisha programu zilizopo katika chuo chake na sekta zinazohusiana na programu hizo. Wakishabainisha sekta hizo wanakaa meza moja na wadau wote na kubainisha mahitaji ya maarifa yanayohitajika kwa kila sekta.

Baadaye chuo husika kinafanya mapitio ya programu zake na kuongeza masomo ambayo sekta ya ajira inataka. Chuo kikishafanya hivyo, kinaandaa mfumo wake wa ufundishaji ambao utaruhusu wanafunzi kwenda kwenye sekta husika kufanya kazi muhula mzima au kipindi fulani kirefu ambacho watakubaliana na wadau wa sekta husika.

Hapa namaanisha kwa mfano mwanafunzi wa uhandisi wa mitambo, atasoma semesta moja darasani mada kadhaa ambazo

zitamwandaa kwenda kufanyia mazoezi kiwanda fulani. Au kama ni mwanafunzi wa uandishi wa habari basi anasoma mada kadhaa na baadaye anaenda kutumia maarifa hayo kivitendo kwenye chombo fulani cha habari kwa muhula unaofuata. Halafu anarudi chuo kufanya mitihani ya kumaliza mwaka. Mtihamu uwe na kipengele cha nadharia na kipengele cha vitendo.

Akishamaliza mwaka mmoja kwa mfumo huo anaingia mwaka wa pili kwa kufundishwa mada nyingine tofauti ambazo nazo zitamwandaa kwenda kwenye sekta ambayo itaweza kumwajiri. Muhula wa pili anautumia kwenye mazoezi kazini ambako mbali na kupata nafasi ya kutumia maarifa aliyopata darasani pia atajifunza stadi tepe (soft skills) ambazo hakuweza kujifunza chuoni.

Kwa njia hii tutawaandaa vizuri wahitimu wetu ambao watakuwa na maarifa yanayowiana na hata pia kujenga mtandao wa ajira na kujiajiri. Pia utakuwa mfumo wenye faida kwa waajiri kwasababu watakuwa na fursa ya kuwachunguza hao wanafunzi na kuona mapema wenye sifa za kuajirika na pia kupunguza gharama za kutoa mafunzo. Pia tuisahau kuwa watakuwa wanatoa mchango wa nguvu kazi.

Kwa mfano sekta kama ya Elimu ambapo shule nyingi hasa za pembezoni, zinakabiliwa na uhaba mkubwa wa waalimu, hasa katika masomo ya sayansi, kwa kutumia utartibu huu wa mafunzo inaweza kusaidia sana kuondoa changamoto za walimu katika shule hizo maana angalau kila muhula utapata walimu watakaoweza kukidhi mahitaji katika shule husika.

Ili kufanikisha hilo, lazima serikali na vyaoni zitenge rasilimali za kutosha. Mbali na hilo, pia vyaoni vitatakiwa pia kuangalia athari za muda wa wanafunzi kukaa vyaoni. Tunaweza kufikiria kuongeza mwaka au miezi kadhaa katika mfumo wa sasa wa mafunzo vyaoni.

Namna ya pili ya kufanya ambayo inaweza isiwe na gharama kubwa ni ile ya kutoa nafasi ya wanafunzi kila wiki kufanya kazi za kujitolea kwenye sekta husika na wanachosomea. Hapa namaanisha kuwa vyaoni baada ya kukutana na wadau wa sekta ya ajira na kubainisha mahitaji yao ya maarifa, basi vyaoni vitatakiwa kutenga siku mbili au tatu ambazo zitakuwa huru kwa wanafunzi kuwa nje ya masomo na kwenda kujitolea kwenye sekta husika.

Wale wanaosomea umeme kwa mfano wanaweza kuomba kazi za kujitolea kwenye makampuni yanayohusika na umeme na huko watafundishwa kazi na wataalamu wazoezi katika eneo hilo. Au kama ni wanafunzi wa ubunifu majengo basi nao watatafuta kazi za kujitolea kwenye makampuni ya ujenzi na kufanya kazi chini ya wataalamu wazoezi na wao kuchota uzoefu kutoka kwao.

Hitimisho

Nimeeleza faida za kuwa na ushirikiano kati ya sekta ya ajira na sekta ya elimu nchini na kueleza namna mbili za kushirikiana. Lakini pia ushirikiano huo unaweza kuwa kwa njia ya kuwaalika wataalamu mbalimbali kutoka sekta ya ajira kufika vyaoni na kutoa mihadhara kwenye mada ambazo vyaoni vitakuwa vinakubaliana na wataalamu wazoezi kutoka sekta ya ajira.

Ni jambo la muhimu sasa hivi kuangalia mchango wa kila mdau katika kuboresha tija ya elimu nchini. Ni wakati sasa wa kuhakikisha kuwa dhamira iliyomo kwenye Dira ya Maendeleo 2015-2025 kuhusu elimu inatekelezwa kikamilifu kwa ajili ya kuleta maendeleo nchini na hasa wakati huu ambapo nchi yetu inaelekea kwenye ujenzi wa uchumi wa viwanda. Njia hizo mbili nilizoeleza zitaweza kuwa chanzo kikubwa cha kupunguza gharama za uzalishaji kwa kuwatumia wanafunzi kufanya kazi viwandani.

JPM's leadership and alluring legacy

...from pg. 8

and transactions that denied the country its lawful revenue, while some of the citizens lost their rights on the face of corruption. Magufuli made a promise during the general elections campaign of 2015 to act on corruption. The measures he took include dismissing some top government officials, who were implicated in corruption scandals, prosecuting others and establishing an Economic, Corruption and organized crimes court dedicated to those who are implicated in grand corruption scandals.

Magufuli had envisioned a corruption free Tanzania, with effective collection of revenues, safety of public funds from embezzlement and ensure effective and efficient delivery of services to the people. His work has earned him both praise and enmity, especially for the people who had been charged with grand corruption cases and crimes related to economic sabotage. Notably in 2015, Tanzania was ranked 117 in the Corruption Perception Index³ but in 2020 it had improved its ranking up to the 94th position in the Corruption Perception Index⁴. Magufuli was consistently preaching corruption is an enemy of justice especially at the work place. He envisioned efficient civil service, that's free of corruption and delivering first-class services to the people.

Reform of the civil service

The civil service is an important machinery in the development of the country. This is a body that is supposed to coordinate governmental roles and to provide service to the public. It is supposed to have maximum discipline and should adhere to the philosophy of the government of the day. When Magufuli got into office, the civil service was in dishabille. He was concerned with the existence of ghost workers, employees who had forged certificates and a lackadaisical way of public service delivery. Majority of the civil servants were unaccountable in their jobs. A verification exercise that was carried out under Magufuli's instructions uncovered the existence of 9,932 civil servants with questionable credentials.

Ghost workers did cost the government a lot of money. The verification exercise exposed 189,708 ghost workers in the whole of Tanzania, and the government saved Tsh. 19.83 billion every month by removing these workers⁵. Most importantly, the financial audit in 2017 shows that ghost workers were paid \$65 million (around TZS 139 billion) annually, money that could have been used for other developmental plans. These challenges had far reaching implications to both quality of services delivered and the use of

public resources. However, Magufuli is criticized for expelling public servants who had forged certificates without any compensation. What the critics don't comprehend is that these workers with forged certificates lacked the required credentials which impaired their capability to perform their works accordingly. Moreover, forgery of the certificates is against Section 309 and 339 of the Tanzania Penal Code. Anyone who is found guilty of such offences is liable to two to seven year imprisonment. One would argue that it was the right decision to expel them without compensation and the government has been very thoughtful for not prosecuting them.

Proper management of public funds and timely completion of projects

In the advent of his rise to power, Magufuli was successful in revealing that misuse of public funds was rampant in the country. The embezzlement of public funds was justified in many ways. They include overstuffed trips abroad by civil servants and political officials; public procurement; and misuse of project funds which also included implementing projects below standards. With regard to public funds that were saved through trips abroad, it is important to reiterate here that the President himself was never a fan of travelling abroad. He simply made a few regional trips that could be defined in the context of broadening economic ties with the neighbours with the view to secure Tanzania's national interests. Reports from the Bank of Tanzania (BoT) shows that the country saved \$429.5 million (TZS. 902 billion) from foreign travels in just 12 months period in between November, 2015 to November, 2016.

Notably, public funds were also embezzled through non-existent debts that were being paid from time to time, induction workshops and inflated budgets for public ceremonies such as commemoration of the Independence Day or the Union Day. The fifth phase Administration under Magufuli was notorious for running verifications of debts from time to time to such an extent that some contractors were complaining of not being paid on time for the services rendered. Tanzanians will also remember that Magufuli shelved what could have been his first ceremony in commemorating independence day and reallocated the Tsh. 2 billion budgeted for the event to construct the Morocco- Mwenje road. Some would call him a mean president, but Magufuli had envisioned a country that adheres to proper management of public funds.

One of the main criticisms raised by pessimists against African countries is inability to complete projects on time and on budget. Having a decorated record in the construction and infrastructure development, John Magufuli had wanted to prove these pessimists wrong. Under his leadership, Tanzania has initiated several big projects such as Standard Gauge Railway,

Mwalimu Nyerere Hydro-power plant, flyovers and bridges as well as a huge project of moving to Dodoma. The Dodoma project is probably the most fascinating. The first president of URT Mwalimu Julius Kambarage Nyerere announced his intention to move to Dodoma in 1973. For more than four decades this decision was not implemented. In July 25th, 2016 Magufuli surprised Tanzania by announcing that his Government will begin implementation of moving to Dodoma with immediate effect. Many people did not believe it but in a span of 3 years, virtually all key Government offices had shifted to Dodoma. His announcement included declaring Dodoma a city, building a Government Town, improving infrastructures etc. There are many advantages of this project, but chiefly is lessening stress for Dar es Salaam as the major commercial city, but also having a city that will be well planned than the shabby and ill planned but densely populated Dar es Salaam city. What we saw in Magufuli when he embarked in the implementation of these major projects is determination and unwavering commitment to the cause.

What legacy does he leave behind?

John Magufuli will be remembered for putting trust to professionals and intellectuals in his government posts. Strangely, the Chairman of Chama Cha Demokrasia na Maendeleo⁶ (CHADEMA) was critical of this, yet this is lauded as the right approach world over. But what people do not clearly understand is that he did not just appoint people in order to be surrounded by a cohort of well-educated people. But he started by setting goals, and then he looked around for the right human resources to accomplish the goals. I would like to remind the readers of the appointment of Professor Paramagamba John Aidan Mwaluko Kabudi to be Member of Parliament and then Minister for Justice and Constitutional Affairs. We should be reminded that Magufuli stirred to action the Copper Concentrates saga on 2nd March 2017 when he made a surprise visit to the Dar es Salaam Port where he ordered 20 containers not to be shipped abroad. On 23rd March 2017, Magufuli appointed Prof. Kabudi to the portfolio. On 29th March, he created the first Presidential Commission of Inquiry composed of 8 members, under the Chairmanship of Prof. Abraham Hamis Mruma. On 27th May 2017, he received the report of the Commission. And then he created a second Presidential Commission of Inquiry to investigate the loss the country had incurred from tax evasion by the mining companies. This commission was chaired by Professor Nehemiah Ossoro.

Apart from the exceptional role played by the Professors in the two Presidential committees, the role of Prof. Kabudi was exemplary. It looks to me that he was the one who had guided the President to take such measures in order to remain safe procedurally. The commissions had investigated and produced reports. And the President made decisions on the basis of technical

⁶ Watch Speech by Freeman Mbowe available at <https://www.youtube.com/watch?v=CH74bK1oPZw>

³ Transparency International (2015), *Corruption Perception Index*, Transparency International www.transparency.org/cpi.

⁴ Transparency International (2020), *Corruption Perception Index*, Transparency International www.transparency.org/cpi.

⁵ See Speech of President John Pombe Joseph Magufuli in the closure of the 11th Parliament delivered on 16th June 2020.



University of Dar es Salaam approved by Fiber Optic Association to offer professional fiber optic training programmes commencing April 2021

By Dr. Baraka Maiseli, Department of Electronics and Telecommunications Engineering, COICT

Communication forms an integral component in human socio-economic development. Given this potential merit, there has been a great deal of research to establish reliable and effective communication modalities. More emphasis on research and innovation has been to convey information fast and with minimum losses over a longer distance. Therefore, to achieve these demands, researchers established the Fiber Optic Technology as an ideal solution to address the growing demands of speed (and signal integrity) in the today's digital world.

Several countries, including those from the developing world, have harnessed the promising advantages of fiber optic communication: high speed, robustness against channel interference, and high signal quality, and increased bandwidth. For instance, in July 2009, Tanzania launched a project to establish a national fiber optic backbone. To date, most strategic cities in the country have been connected with fiber cable—an important achievement that may significantly strengthen the communication sector. Despite these remarkable government efforts, a survey shows that the country lacks sufficient number of certified and well-established local experts in

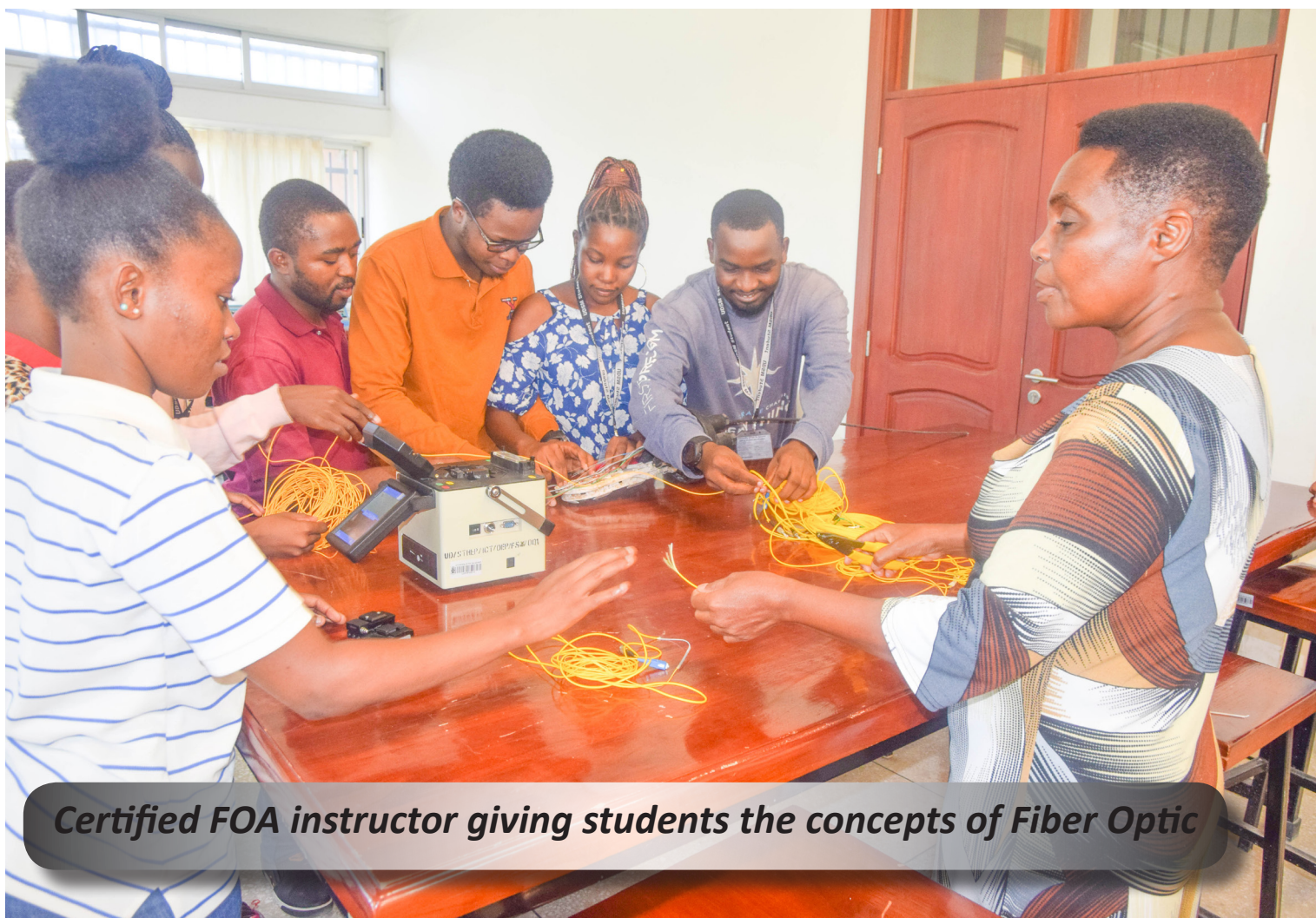
fiber optic. It was further observed that professional trainings in the field of fiber optic could only be obtained outside the country at prohibitively higher costs. Most of the institutions or organizations that offer such trainings are approved by the Fiber Optic Association (FOA)—an international non-profit educational association that includes industrial experts in fiber optic. In Africa, hardly 10 countries contain FOA approved schools.

Therefore, motivated by the need for fiber optic experts in Tanzania, the University of Dar es Salaam (UDSM), through the Department of Electronics and Telecommunications Engineering, initiated a process to earn FOA approval. On 13th October 2020, UDSM was approved by FOA as a school to offer professional programmes in fiber optics. Since the approval, the University has been receiving a wide attention of industrial professionals in the communication sectors, both locally and internationally. The first batch of participants will receive the training between 5th-9th April, 2021.

Having FOA training centre in Tanzania is aimed to revolutionize the communication sector by providing more local experts due to lower training costs. Consequently,

the government will be able to efficiently implement mega projects (e.g., the Tanzania Standard Gauge Railway Project) in specific areas that involve fiber optic communication. Furthermore, the UDSM-FOA school will help to promote advanced research and consultancy services in fiber technology. Another advantage of the school is the increased publicity and reputation of the University of Dar es Salaam through collaboration with local and international industries dealing with fiber optics.

As we are all aware that Tanzania entered the lower-middle income economy in 2020; so it is imperative to strength and consolidate this economic transformation through increasing the number of experts in potential sectors, such as communication. Therefore, drawing from the revolution that UDSM has brought, it can be guaranteed that the country will reap many fiber optic experts that are qualified to undertake sensitive national projects. Given the sufficient number of local experts in fiber optics, a stronger communication sector can be achieved—hence providing the envisaged socio-economic human transformation in Tanzania.



Certified FOA instructor giving students the concepts of Fiber Optic



***Tour of students at the Tanzania
Telecommunications Company
Limited to learn systems of Fiber Optic***

**Undergraduate students
learning Fiber Optic concepts**





Joe, Joe Joe

Joe, Joe Joe

'Joe' lilikuwa wako kwa marafiki zako

Prof Joe lilikuwa jina la kipenzi kwa wanaKitivo wenzako

Mzee Joe lilikuwa utambulisho heshima na hadhi yako kanisani kwako.

Walimu wenzako wa zamani wanakukumbuka kwa maadili yako

Walimu wa leo wanakukumbuka kwa ualimu wako

Wanafunzi wote wanakukumbuka kwa umahiri wako

Kwa wajukuu ulikuwa 'three-in-one', baba, mama na babu

— kamwe hawatasahau upendo wako,

Wewe ni mimi, tumepanda milima ya usomi pamoja

Wewe na mimi, tumebishana kiitikadi pamoja

Wewe na mimi, tumetembelea vichochoro vya Manzese pamoja

Tukiwa na ndoto za kufanya mabadiliko pamoja.

Ujanani damu ilichemka na hisia za mabadiliko ya maisha ya wanyonge

Ujanani tulitumai mapinduzi kila kona, mapinduzi ya wanyonge

Somalia tulitembelea kushuhudia tuliyohisi mapinduzi ya wanyoge

Mao tulimsoma, Che Guevara tulimpenda, Marx tulimkariri,

wote wakiwa watetezi wa wanyoge.

Tulibishania maandiko ya Lenin, tukigombea nukta na mkato

Tukamsoma, tukamnukuu tukitafuta njia za mkato

Tukakinzana, tukafarakana, ukamaradi ukadhoofika

Urafiki na upendo hukuuacha bila kunung'uniika.

Tumetoka mbali Joe, kama anavyosema Bernard Mbakileki

Hisia hizi na zingine zilizojaa upendo sio za kifeki

Tumepitia enzi ya kujitolea bila kupiga hesabu vipande vya cheki

Tumepitia enzi ya ufundishaji umahiri na kupinga vyeti feki.

George Hadjivyanis akanikumbushia enzi za ujamaa na kujitegemea

Tukiwa tunajenga nyumba yako na ya Mzee Francis kwa nguvu zetu za kujitegemea

Kuendesha madarasa ya watu wazima chini ya miti, Mlalakuwa

Tukifuata fundisho la Paulo Freire kutokuanza na msamiati wa walakula.

Safari yetu imekua ndefu, Joe

Sitaki nikuchoshe, Joe

Pumzika kwa amani, Joe

Historia ya Chuo kamwe haitakusahau, Joe.

Issa Bin Mariam

(Issa Shivji)

12/01/2021

Thoughts on Democracy

'Of' US, 'by' US and 'for' US.

Or so the meaning goes.

It's what Abe said and what we teach in schools.

But does it mean the same to the masters and slaves?

I mean, Am 'I' included in that 'US'...?

Me, the powerless, enslaved by poverty chains?

Or it means the 'YOU', enslaved by power shackles.

So many questions, the likes of me have.

Like, does the 'OF' stay when the 'BY' leave.

Or the 'FOR' fulfils all, and thus enough?

Making 'of and by' mere passengers in this hasty drive.

A new meaning I suggest.

Through which both of us will have content

Let's all agree, democracy isn't government.

Yes, it's neither about votes nor control of parliament.

So, "What is democracy?" You asked right?

It's a way of life. That puts no one above the rest.

Or not above the law, at least.

I know! For the likes of YOU, this is hard to ruminate.

By, David Simiyu

simiyu.david@udsm.ac.tz

UDASA Excom members in a group photo



UNIVERSITY OF DAR ES SALAAM Academic Staff Assembly

Our leaders



UDASA photos with new and former leaders

Training to UDSM female academic staff on how to write publishable journal articles

The training to female Academic Staff on how to write a publishable journal article was conducted at UDSM. This was a five-day training from 19th to 23rd, April 2021 and was facilitated by Prof. Wineaster and Prof. Mutembei



A section of female Academic staff during the training

Facilitators...



Prof. Mutembei (Left) and Prof. Wineaster (Right) facilitating the training



A group photo of trainees and facilitators after they received their certificates

UDASA New Year Party 2021





FROM ASSOCIATE PROFESSOR TO PROFESSOR



Prof. William A. L. Anangisye

This is to inform the University Community and the general public that on 22nd September 2020 the Council approved promotion of Prof. William A. L. Anangisye (M): Department of Educational Foundations, Management and Lifelong Learning, School of Education (SoED), from Associate Professor to Professor.

Congratulations!

FROM SENIOR LECTURER TO ASSOCIATE PROFESSOR



Prof. Flora Magige
Department of Zoology, College
of Natural and Applied Science
(CoNAS)



Prof. Christine Noe
Department of Geography,
College of Social Science (CoSS)



Prof. Pendo S. Malangwa
Department of Kiswahili Language
and Linguistics, Institute of
Kiswahili Studies (IKS)



Prof. Shani O. Mchepange
Department of Literature,
Communication and Publishing
Institute of Kiswahili Studies (IKS)



Prof. Elia S. Mwaifuge
Department of Literature,
College of Humanities (CoHU)



Prof. Joel Mtebe
Department of Computer Science,
College of Information and
Communication Technologies
(CoICT)

FROM SENIOR LECTURER TO ASSOCIATE PROFESSOR



Prof. Nelson Boniface
Department of Geosciences, School
of Mines and Geosciences (SoMG)



Prof. Deogratiush Mushi
Department of Economics, College
of Social Sciences (CoSS)

FROM LECTURER TO SENIOR LECTURER

Dr. Lilian Kaale Daniel (F): Department of food Science and Technology, College of Agricultural Sciences and Fisheries Technology (CoAF)

Dr. Lulu Kaaya (F): Department of Aquatic Sciences and Fisheries Technology, College of Agricultural Sciences and Fisheries Technology (CoAF)

Dr. Maxmillian Chuhila (M): Department of History, College of Humanities (CoHU)

Dr. Nobert Mtavangu (M): Department of Foreign Languages and Linguistics, College of Humanities (CoHU)

Dr. Antoni M Keya (M): Department of Foreign Languages and Linguistics, College of Humanities (CoHU)

Dr. Mona Mwakalinga (F): Department of Creative Arts, College of Humanities (CoHU)

Dr. Yunus Ng'umbi (M): Department of Literature, College of Humanities (CoHU)

Dr. Baraka Maiseli (M): Department of Electronics and Telecommunications Engineering, College of Information and Communication Technologies (CoICT)

Dr. Abdi Tallib Abdallah (M): Department of Electronics and Telecommunications Engineering, College of Information and Communication Technologies (CoICT)

Dr. Elisante Mshiu (M): Department of Geosciences, School of Mines and Geosciences (SoMG)

Dr. Emmanuel O. Kazimoto (M): Department of Geosciences, School of Mines and Geosciences (SoMG)

Dr. Gabriel D. Mulibo (M): Department of Geosciences, School of Mines and Geosciences (SoMG)

Dr. Innocent Pantaleo Muganyizi (M): Department of Economics, College of Social Science (CoSS)

Dr. Innocent Macha (M): Department of Mechanical and Industrial Engineering, College of Engineering and Technology (CoET)

Dr. Petro Sauti Magai (M): Department of General Management, University of Dar es Salaam Business School (UDBS)

Dr. Latifa Mbelwa (F): Department of Finance, University of Dar es Salaam Business School (UDBS)

Dr. Issack S. Allan (M): Department of Marketing, University of Dar es Salaam Business School (UDBS)

Dr. Renger Kanani (M): Department of General Management, University of Dar es Salaam Business School (UDBS)

Dr. Philipo L. Sanga (M): Department of Educational Foundations, Management and Lifelong Learning, School of Education (SoED)

Dr. Laurean L. Musa (M): Department of Private Law, School of Law (SoL)

Dr. Sostenes Materu (M): Department of Economic Law, School of Law (SoL)

Dr. James E. Jesse (M): Department of Economic Law, School of Law (SoL)

Dr. Jackson Justo (M): Department of Electrical Engineering, College of Engineering and Technology (CoET)

Congratulations!



JPM's leadership and alluring legacy

...from pg. 13

reports. There are lawyers in this country who argued that Tanzania was landing itself into trouble because of the copper concentrates saga. But to the contrary, Barrick Gold Corporation decided to negotiate with the government. The negotiation team was not made public, but it is Professor Kabudi who gave all the updates of the negotiation proceedings. Although we may differ in acknowledging success, but the copper concentrates saga was a victory for Tanzania as it ushered in significant legal reforms for the mining sector and most importantly the establishment of the Twiga Mining Company of which the Government has 16% shares. But in this section, I want to acknowledge the role of Prof. Kabudi, amongst others, who stood firm to ensure that interests of this country are defended and protected. Strangely, what people remember most, is Kabudi's humble submission that he had been picked from the rubbish pit (known locally as *jalalani*) and raised to prominence. Prof. Kabudi has always tried to show humility in his conduct. Unfortunately, people who do not understand him as a person and his role especially in the mining sector would ridicule him for his *jalalani* statement. But this country made developmental strides during the fifth phase administration because they hired qualified and capable personnel for the job. Countries that have made significant developmental strides such as in East Asia, managed it because they relied on intellectuals and professionals for both vision and innovation. In this country, the former President Jakaya Kikwete had shown the way by appointing intellectuals to office and Magufuli followed suit with plenty of appointments. I hope future leaders, not only in Tanzania, but in Africa will maintain this legacy for the betterment of this continent.

Furthermore, Magufuli had managed a delicate balance between implementation of strategic projects and supporting welfare in the country. Given the financial demands needed for the execution of the big projects, analysts expected the government to be less attentive to social services such as supply of water in rural and urban areas, health infrastructures and services, free education and most importantly the supply of electricity to rural areas through Rural Electrification Agency (REA). However, to the surprise of many, the Magufuli administration managed to handle both fronts at a go with impressive results. This is an enduring legacy that should be emulated by the coming regimes.

Finally, we noted earlier that Magufuli used to describe himself as a sacrificial lamb for this country. Of course, many stories are being told about his regime, but waging war against grand corruption, drug lords and big mining companies that have been plundering our natural resources is an act of patriotism that deserves all accolades. These were dangerous battles fought in many fronts and against the world's bigshots.

People used to wonder why Magufuli was heavily guarded! The answer is simple; he was commander-in-chief of the Tanzania armed forces and leading the frontline in economic war. He had trampled on so many interests and at times for legitimate reasons. In this case, therefore, his life was at stake all the time.

The other side of Magufuli's leadership

A lot has already been written about Magufuli and we invite many more others to spill ink on the legacy of this son of Africa. And of course, Magufuli was not an angel who couldn't stumble both in reasoning and judgement. But I have selected a few areas to talk about the other side of his leadership. First, concomitant to my metaphor of a Magufuli as a postgraduate student who is writing his thesis, I must admit that he was not endowed with capabilities of elucidating his problem statement and to coax his audience (Tanzanians) to accept his findings and his conclusions. Unlike his role model, Mwalimu Julius Nyerere, who was charismatically grounded on philosophy and persuasion, Magufuli was quick to be irritated especially when his audience kept on asking questions to seek clarifications for his actions. For example, important as it is, Magufuli was unable to justify his decisions of reviving Air Tanzania including buying new planes for cash in the parliament. The same applies to the construction of the Chato airstrip, which has been vehemently criticised by the opposition camp in Tanzania as its plan and budget did not go through the Parliamentary approval.

Along the same line of thinking, one would also say that Magufuli had failed to persuade workers to understand the vitality of his development project, and why they had to sacrifice for it. I would like to remind the readers that after the economic crisis that bedevilled Tanzania immediately after the Kagera War, Mwalimu Nyerere persuaded people to 'tighten their belts', so that they could endure the turbulences for 18 months. It was an honour for Tanzanians to be beseeched by their leader to endure the hard times. However, one of the criticisms levelled against the Magufuli regime is that he neither raised salaries nor promoted workers for almost five years. In fact, even the time for promotion on merit for academic staff was elongated from the usual three years to four years without any justification. This was one of the thorny issues in the 2020 general elections. However, on 1st May 2019, when he had the opportunity to talk to workers on their special day in Mbeya, one would expect Magufuli to borrow a leaf from Mwalimu Nyerere and probably appeal for their support in completing the strategic projects that had seized his attention. But he ended up angering them more by saying that if the Government had to announce salary increment commodity prices would shoot! This was illogical inasmuch as in common-sense economics, fluctuation of commodity prices is a function of supply and

demand and not necessarily the small salary increment that workers would get.

Finally, Magufuli was criticized for leading a country as a one man show. Critics said Magufuli is not a good listener and he heeds no advice. It looked like he had nothing to learn from others including his predecessors. In a meeting he had convened with retired political kahunas in the country in July 2018, former President, the late Benjamin William Mkapa, advised Magufuli to stop personalizing his administration. Mkapa was appalled by statements such as 'my government', arguing that he wants to hear the Fifth Phase Administration identifying itself as the CCM government and that the sitting President had been put in power by CCM. Mkapa believed that personalization had effects to the morale of the followers as the party was preparing itself for the 2020 elections. This was no small statement.

Magufuli had been touted as a transformational leader. But probably he lacked the charisma that other great transformational leaders have of inducing his subordinates to good effect and to take credit from their innovations and good performances. Probably the biggest disadvantage of a personalized leadership is when such leaders do not eventually build strong institutions for sustainability of the achievements garnered. Magufuli believed in strong central leadership rather than building institutions that could broaden accountability in the country. No doubt that strong leadership is needed, but we must also build strong institutions in order to ensure sustainability of the management process. Nonetheless, strong leaders are not always democratic. Worse still, political development was not part of Magufuli's vision for Tanzania's development.

Conclusion

In the 2015 presidential campaign trail, Tanzanians were captivated by the agenda of reform, when an unlikely candidate carrying CCM's flag emerged. Voters were looking to hire someone to office who would reform the country in all fronts. Of the prominent candidates in that election, Magufuli was elected to office, although with a slim majority. He impressed them in his first 100 days in office and mesmerised all Afro-optimists in the continent. Magufuli's vision for reform can be summarized viz. self-reliance in economic development, discipline of the public service, patriotism and economic nationalism. Unfortunately, political development and building strong institutions necessary for a self-regulating system in the country were not part of his broader vision for Tanzania. Probably he has gone too soon to be adequately judged, because constitutionally Magufuli had more than four years left in his second term to correct his leadership path. But Tanzanians knew they had hired a human being to office and not a saint who could not err. That is why they loved him the way he was, and they demonstrated this love by giving him a befitting send off in his last journey. Rest in Peace John Pombe Joseph Magufuli! Rest well son of Africa.

TANZIA

Jumuiya ya Chuo Kikuu cha Dae es Salaam, imewapoteza wanajumuiya wapendwa kwa kipindi cha mwaka huu na mwaka jana. Roho zao zipumzike kwa amani.

**Dkt. Laurent Mawalla Shirima (1961-2021)**

Dkt. Shirima alikuwa Mhadhiri Mwamamizi katika Idara Uhandisi Mihimili na Ujenzi, Ndaki ya Uhandisi na Teknolojia. Alianza kazi katika Chuo Kikuu cha Dar es Salaam kama Mkufunzi Msaidizi mwaka 1986. Alipandishwa vyeo vya kitaaluma na kuwa Mhadhiri Mwamamizi mwaka 2004 cheo alichodumu nacho hadi alipofariki tarehe 7 Machi 2021.

**Dkt. Abel Yamwaka Mreta (1958 – 2020)**

Marehemu Dkt. Mreta alikuwa Mhadhiri Mwamamizi katika Idara ya Lugha za Kigeni na Fasihi, Ndaki ya Insia. Alianza kazi katika Chuo Kikuu cha Dar es Salaam kama Mkufunzi Msaidizi mwaka 1987. Alipandishwa vyeo vya kitaaluma hadi kufikia ngazi ya Mhadhiri Mwamamizi mwaka 2008, cheo alichokuwa nacho hadi alipostaafu utumishi wa umma mwaka 2018. Alifariki tarehe 6 Januari 2020.

**Dkt. James Jesse (1971 – 2020)**

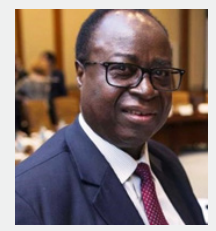
Dkt. Jesse alikuwa Mhadhiri Mwamamizi katika Idara ya Sheria za Uchumi, Shule Kuu ya Sheria. Alianza kazi katika Chuo Kikuu cha Dar es Salaam kama Mhadhiri Msaidizi mwaka 2003 na kupanda vyeo vya kitaaluma hadi kufikia ngazi ya Mhadhiri Mwamamizi mwaka 2020. Alifariki 17 Oktoba 2020.

**Dkt. Julius Kivelia (1961-2020)**

Marehemu Dkt. Kivelia alikuwa Mhadhiri katika Idara ya Jiografia. Alianza kazi katika Chuo Kikuu cha Dar es Salaam kama Mhadhiri Msaidizi mwaka 1996. Alipandishwa vyeo vya kitaaluma hadi kufikia ngazi ya Mhadhiri mwaka 2007. Alifariki tarehe 23 Julai 2020.

**Prof. Emeritus Josaphat Laurean Kanywanyi (1938 – 2021)**

Marehemu Prof. Kanywanyi alikuwa Profesa katika Idara ya Sheria za Uchumi, Shule Kuu ya Sheria. Alianza kazi katika Chuo Kikuu cha Dar es Salaam kama Mkufunzi Mahsusi wa Sheria mwaka 1967. Alipandishwa vyeo vya kitaaluma hadi kufikia ngazi ya Profesa, cheo alichokuwa nacho hadi alipostaafu utumishi wa umma mwaka 2003. Baada ya kustaafu Prof. Kanywanyi aliendelea na utumishi katika Chuo Kikuu cha Dar es Salaam kwa ajira ya mkataba na baadae mwaka 2020 alipokuwa Profesa Emeritus. Alifariki tarehe 10 Januari 2021.

**Profesa Benno Ndulu (1950-2021)**

Prof. Ndulu alikuwa Profesa wa Kigoda cha Mwalimu Julius Nyerere katika Maendeleo. Prof. Ndulu alifanya kazi Chuo Kikuu cha Dar es Salaam katika Idara ya Uchumi (sasa Shule Kuu ya Uchumi) kabla ya kuendelea na majukumu mengine ya Kitaifa na Kimataifa ikiwa ni pamoja na Gavana wa Benki Kuu ya Tanzania (2008-2018); Mkurugenzi Mtendaji wa Jumuiya ya Utafiti wa Kiuchumi Afrika; Mchumi Kiongozi, Idara ya Uchumi kwa Afrika Mashariki Benki ya Dunia katika Ofisi ya Tanzania; Meneja wa Utafiti, Idara ya Uchumi wa Maendeleo; na Meneja na Mshauri wa Makamu wa Rais-Kanda ya Afrika katika Benki ya Dunia. Alifariki tarehe 19 Februari 2021.

**Prof. Mohabe Nyirabu (1952-2020)**

Prof. Nyirabu alikuwa Profesa Mshiriki kwenye Idara ya Sayansi ya Siasa na Utawala wa Umma, Ndaki ya Sayansi za Jamii. Alianza kazi Chuo Kikuu cha Dar es Salaam kama Mhadhiri mwaka 1986 na baadae alipandishwa vyeo vya kitaaluma hadi kufikia ngazi ya Profesa Mshiriki mwaka 2006, cheo alichokuwa nacho hadi alipostaafu utumishi wa umma mwaka 2012. Baada ya kustaafu, aliendelea na utumishi katika Chuo Kikuu cha Dar es Salaam kwa ajira ya mkataba. Alifariki tarehe 30 Novemba 2020.

**Prof. Peter Kitau Msaki (1947 - 2020)**

Profesa Msaki aliajiriwa na Chuo Kikuu cha Dar es Salaam mwaka 1999 katika idara ya Fizikia kama Profesa Mshiriki, cheo alichodumu nacho hadi alipostaafu utumishi wa umma mwaka 2007. Kabla ya kujiunga na Chuo Kikuu cha Dar es Salaam Prof. Msaki alifundisha na kutafiti katika vyuo vikuu mbalimbali ikiwemo Chuo Kikuu cha Zambia mwaka 1977 – 1979; Mtafiti Msaidizi katika Chuo Kikuu cha Lund, nchini Sweden mwaka 1987 hadi 1989; mtafiti vyuo vikuu vya Sherbrooke na Western Ontario, nchini Canada mwaka 1991-1998. Mara baada ya kustaafu Prof. Msaki aliendelea kukihudumia Chuo Kikuu cha Dar es Salaam kwa mkataba hadi umaufu ulipomkuta tarehe 9 Decemba 2020.

**Prof. Nicholas Nicholas Ngondo Nditi (1950-2021)**

Prof. Nditi alikuwa Profesa Mshiriki katika Idara ya Sheria za Uchumi, Shule Kuu ya Sheria. Alianza kazi katika Chuo Kikuu cha Dar es Salaam kama Mkufunzi Msaidizi wa Sheria mwaka 1976. Alipandishwa vyeo vya kitaaluma hadi kufikia ngazi ya Profesa Mshiriki, cheo alichokuwa nacho hadi alipostaafu utumishi wa umma mwaka 2010. Baada ya kustaafu Prof. Nditi aliendelea na utumishi katika Chuo Kikuu cha Dar es Salaam kwa ajira ya mkataba hadi alipofariki 27 Januari 2021.

**Prof. Cosmas Mligo (1973-2021)**

Prof. Mligo alikuwa Profesa Mshiriki katika Idara ya Elimu Mimea, Ndaki ya Sayansi Asilia na Tumizi. Alianza kazi katika Chuo Kikuu cha Dar es Salaam kama Mhadhiri Msaidizi mwaka 2005. Alipandishwa vyeo vya kitaaluma na kuwa Mhadhiri mwaka 2010, Mhadhiri Mwamamizi mwaka 2012 na kufikia ngazi ya Profesa Mshiriki mwaka 2020, cheo alichokuwa nacho hadi alipofariki tarehe 26 Februari 2021.

**Dkt. Servacius Likwelile (1958-2021)**

Alikuwa Mhadhiri Mwamamizi katika Shule Kuu ya Uchumi ya Chuo Kikuu cha Dar es Salaam. Alianza kazi katika Chuo Kikuu cha Dar es Salaam kama Mkufunzi Msaidizi mwaka 1985. Alipandishwa vyeo vya kitaaluma hadi kufikia ngazi ya Mhadhiri Mwamamizi mwaka 2002, cheo alichokuwa nacho hadi alipostaafu utumishi wa umma mwaka 2018. Baada ya kustaafu Dkt. Likwelile aliendelea na utumishi katika Chuo Kikuu cha Dar es Salaam kwa ajira ya mkataba hadi alipofariki tarehe 19 Februari 2021.

**Prof. Tolly Salvator Augustin Mbwebwe (1956 - 2020)**

Marehemu Prof. Mbwebwe alikuwa Profesa katika Idara ya Uhandisi Rasilimali Maji, Ndaki ya Uhandisi na Teknolojia. Alianza kazi katika Chuo Kikuu cha Dar es Salaam kama Mkufunzi Msaidizi mwaka 1981. Alipandishwa vyeo vya kitaaluma hadi kufikia ngazi ya Profesa mwaka 2004, cheo alichokuwa nacho hadi alipostaafu utumishi wa umma mwaka 2016. Baada ya kustaafu Prof. Mbwebwe aliendelea na utumishi katika Chuo Kikuu cha Dar es Salaam kwa ajira ya mkataba. Alifariki tarehe 2 Julai 2020.



UNIVERSITY OF DAR ES SALAAM
Academic Staff Assembly

Chair (0713563212), Secretary (0784687530), Treasurer (0756594250), Editor (0713336261)
