

Curriculum Vitae
December, 2015

1. Bio-data

Name	David Onen
Date of Birth	2 nd June, 1963, Gulu, Uganda
Nationality	Ugandan
Marital status	Married
Address	East African School of Higher Education Studies and Development, College of Education and External Studies, Makerere University, P.O. Box 7062, Kampala; Tel. +256-772-586959; +256-704-944998 E-mail: donenotoo@cees.mak.ac.ug / donenotoo@yahoo.com

2. Academic Background (Latest first)

Award	Institution	Year of Award
PhD in Educational Planning, Management and Administration	Makerere University	2007
Master of Arts in Educational Management (M.A. Educ. Mgt.)	Makerere University	2002
Postgraduate Diploma in Education (PGDE)	Makerere University	1990
Bachelor of Science in Mathematics, Economics and Geography [Hons]	Makerere University	1989

3. Other Professional Training Attended (Latest first)

Nature of Training	Institution	Duration	Awards
Policy and Research Dissemination Workshop	CODESRIA held at East African Community Headquarters, Arusha, Tanzania	November 18 th – 20 th , 2015	Attendance Certificate
Research Supervision and Mentorship Workshop	Makerere University, DRGT	26 th – 29 th May, 2015	Attendance Certificate
Leadership & Management In Ugandan Universities (LMUU 1)	University of Tampere, University of Helsinki & Uganda Management Institute	May 2012 – May 2013 One year Training	International Certificate
Research Methodology	CODESRIA held at Kenyatta	May 7 th – 10 th ,	Attendance

Workshop	University, Nairobi, Kenya	2012	Certificate
Workshop for Training of Trainers	The Commonwealth Secretariat and Uganda Management Institute	October, 2010 - 3 Weeks	Certificate
Workshop for Trainees on Education Sector Planning Programme	Hosted by the International Institute for Educational Planning, Paris at Addis Ababa, Ethiopia	May 2009	Attendance Certificate
International Certificate of Advanced Studies in Education Sector Planning	International Institute for Educational Planning, Paris	1 October 2008 – 4 September 2009: One-year Course	International Certificate
Seminar on Training College Teachers of African English-speaking Countries	Northeast Normal University in the People's Republic of China	November 25 th – December 15 th , 2009; 3 weeks' Seminar	Attendance Certificate
Consultancy Skills Development	Uganda Management Institute, Kampala	February 14 th – 18 th , 2005	Certificate

4. Other Capacity Building Engagements

(i) Participation in Staff Exchange Programmes (Latest First)

Institution	Activities Engaged in	Duration	Sponsorship
University of Tampere, Finland	Taught on the MARIHE programme, Presented two papers during Doctoral Seminars, held meetings.	2 nd March – 23 rd March, 2015	LUMU II Project
Amoud University in Somaliland	Taught on the MEd (Educ. Policy and Planning) programme.	2 nd January – 26 th January, 2013	Amoud University
University of Western Cape, South Africa	Taught on the MEd (Higher Education) programme, Presented a paper at CHET and attend a Conference at the University of Cape Town, Held Meetings.	12 th April – 26 th March, 2010	NOMA Project

5. Work Experience (1989 to date, Latest first)

(a) Academic

Institution	Job Title	Duration
East African School of Higher Education Studies and Development (EASHESD), CEES, Makerere University	Lecturer, Educational Planning, Management and Policy Studies and Education Research.	June 2013 – to date
Uganda Management Institute	Consultant/Lecturer, Educational Planning, Management and Policy Studies, and Research Methodology.	Sept. 2010 – Jan 2012
East African Institute of Higher Education Studies and Development (EAIHESD), School of Education, Makerere University	Lecturer, Educational Planning, Management and Policy Studies.	August 2008 – Aug. 2010
Nkumba University	Appointed External Examiner	2013 - 2014
Gulu University	Visiting Supervisor, Department of Educational Planning, Management and Administration, Faculty of Education & Humanities.	August 2008 - January 2013
Kampala International University	Visiting Lecturer, School of Postgraduate Studies and Research	August 2008-to-date
Makerere University Business School	Part-time Lecturer, Economics and Business Management.	December 2001–2007
Gulu Central High School, Gulu	Director	February, 1998 to-date
Kampala Comprehensive High School	Principal and Head of Economics Department	1992 – 1998
Lubiri Secondary School	Teacher and Class Master	1990 – 1992
St. Francis Senior Secondary School, Mengo	Teacher and Head of Economics Department	1988 - 1990

(b) Non-Academic/ Administrative Appointments

Institution	Responsibility	Duration
East African School of Higher Education Studies and Development (EASHESD), College of Education and External Studies (CEES), Makerere University (Mak)	Chair, Examinations Irregularity and Appeals Committee, EASHESD	March, 2015 to-date.
Uganda Management Institute	Manager, MBA 3 Cohort	December 2011 to 2012
	Team Leader for developing the Ph.D. programme in Management. Programme was approved by the NCHE and launched in July 2012.	June 2011 – July 2012
East African Institute of Higher Education Studies and Development (EASHESD), School of Education (SoE), Makerere University (Mak)	Ag. Chair, UNESCO in Educational Policy and Planning, EAIHESD	November 2009 to 2010
	Ag. Head, Human Resources Development Unit, EAIHESD	September 2009 to 2010
	Deputy Class Captain, PhD	October 2002 to September 2005
National Curriculum Development Centre (NCDC), the body responsible for developing curricula for primary and secondary schools as well as some tertiary institutions in Uganda.	Appointed by the Minister of Education & Sports, Member, Governing Council of NCDC, Kampala, Uganda to represent the public.	July 2007 – July 2013
Church of Uganda, Northern Diocese, Gulu, Uganda.	Appointed by the Bishop, The Right Rev. Nelson Onono Onweng as Chairman of the Education Commission of Northern Uganda Diocese. Responsibility included overseeing the operation of all Church of Uganda founded schools in the Diocese.	December 2002 to 2007

(c) Membership to University Committees

Institution	Responsibility	Duration
College of Education and External Studies(CEES), Makerere University (Mak)	Member, Organizing Committee for the Inaugural Kajubi Memorial Lecture	December 2014 – February 2015
	Chair, Organizing Committee for CEES' Annual Open Day, 2015.	January 2015 to -date
	Member, Quality Improvement Committee of School of Education	September 2009 to 2010
	Appointed Member of the Editorial Board of the Makerere Journal of Higher Education (MAJOHE).	2008 to 2010
	Appointed Member, Planning Committee for the Establishment of the College of Education of Makerere University, Kampala, Uganda.	2009 - 2010
	Member, Teacher Education Committee	September 2009 to 2010

6. Publications

(a) Journal Papers that Appeared (Latest first)

Onen, D. (2016). Pecking Order Theory and Financial Management in the Context of Higher Education: A Study of Makerere University Business School in Uganda. In *Journal of Educational Policy and Entrepreneurial Research (JEPER)*, Vol. 3, NO.1. 2016. Pp 110-120

Onen, D, Ajuaba, D. B, Oceng, R. O & Ndaruhutse, G. R. (2015). Managing the student loan schemes in Africa: Lessons for younger loan schemes. In *International Journal of Education and Research*, Vol. 3 No. 12, pp. 271 – 284.

Kaggwa, T. N. W, **Onen, D** & Kimoga, J. (2015).Teacher development and management system (TDMS) training programme and the performance of head teachers in the management of public primary schools in the Greater Masaka region of Uganda. In *International Journal of Education and Research*, Vol. 3 No. 12, pp. 231 – 244.

- Abdulkareem, A. Y., Ibitoye, S. A., Bamiduro, J. & **Onen, D.** (2008). Availability of physical resources and school effectiveness: The case of public secondary schools in Oye, Nigeria. In *Research Digest*, Vol. 1(2), pp. 114- 118.
- Onen, D.** & Maicibi, N. A. (2007). Educational efficiency as a correlate of staffing: The case of internal efficiency of private secondary schools in Uganda. In *Journal of Sociology and Education in Africa*, Vol. 6 (2), pp. 113-134.
- Onen, D.** & Maicibi, N.A. (2004). The applicability of Herzberg's two-factor theory on the junior non-academic staff of Makerere University. In *Makerere Journal of Higher Education*, Vol. 1, pp. 143 – 152.

(b) Books

- Oso. W. Y & **Onen, D.** (2009). *A general guide to writing research proposal: A handbook for beginning researchers*. The Jomo Kenyatta Foundation: Nairobi, Kenya.

(c) Book Chapters

Chapters that Appeared (Latest first)

- Onen, D.** (2014). Modern management practices for achieving organisational goals: Ten practices suitable for a knowledge-based enterprise. In Emunemu, B. O. & Akinwumi, F. S. (Eds.). *Educational Management in Africa: Papers in Honour of Professor John Iheukwumere Nwankwo*. Ibadan: Department of Educational Management, University of Ibadan.
- Onen, D.** (2005). The students experience of post-graduate Studies at Makerere University: A humanity perspective, in Kahawa, Y. & Maicibi, N. A (Eds.). *Graduate studies supervision at Makerere University: A book of readings*: Kampala: Net Media Publishers Limited.

(d) Book Chapters Accepted

Chapters to Appear (Latest first)

- Onen, D.,** & Bakkabulindi, F. E. K. (In press). Lessening anxiety towards using mathematically-based methods of
 Analyzing research data: The basic statistical techniques to befriend. In C. M. Ssebbunga (Ed.), *Contemporary issues in education research, policies and practice in the Global South*. Kampala, Uganda: College of Education and External Studies, Makerere University.

(e) Conference/Workshop Papers

Conference papers that were presented (Latest first)

- Rwakoma, E. S, **Onen, D.** & J. L. Nkata. (2015). *University Governance and the Employability of Graduates from Public Universities in Uganda*. A paper presented at the Makerere University International Research & Innovations Dissemination Conference, under the

theme, “Community transformation through research, innovations & knowledge translation”, organized by the Directorate of Research & Graduate Training (DRGT), Makerere University (Mak), held at Hotel Africana, Kampala, Uganda, April, 20th - 21st, 2015.

Onen, D. (2015). *Debating: A Multi-skilling Teaching-learning Strategy Often Neglected by University Teachers in Uganda*. A Paper presented at the 9th Annual University Teaching & Learning Higher Education Conference held at the Elangeni Hotel, Durban, South Africa from 21-23 September 2015.

Onen, D. (2015). *Supervising Graduate Students Employing Quantitative Research Techniques: The Core Issues*. A Paper presented at the 9th Annual University Teaching & Learning Higher Education Conference held at the Elangeni Hotel, Durban, South Africa from 21-23 September 2015.

Onen, D. (2014). *The Basics of Hypothesis Testing: A Guide for Up-coming researchers*. A Paper presented at a One-day eighth Monthly Doctoral Colloquium, Mak EASHESD, held in Room 126 Curriculum Building, CEES, Mak, Kampala, Uganda, on October 16, 2014

Onen, D. (2014). *How to Write a Successful Doctoral Research Proposal: The Makerere Format*. A Paper presented at a One-day Fifth Monthly Doctoral Colloquium, Mak EASHESD, held in Room 126 Curriculum Building, CEES, Mak, Kampala, Uganda, on Thursday June 19, 2014.

Onen, D. (2014). *Appropriate conceptualisation: The foundation of a solid doctoral research*. A Paper presented at the Sixth International Conference on Excellence in Research & Education (CERE) held between 8th and 11th May, 2014 at the Indian Institute of Management, Indore – India.

Onen, D, Ajuaba, D. B, Oceng, R. O & Ndaruhutse, G. R. (2014). *The management of student loans schemes in Africa: Lessons for the recently inaugurated university loans scheme in Uganda*. A Paper presented at the Sixth International Conference on Excellence in Research & Education (CERE) held between 8th and 11th May, 2014 at the Indian Institute of Management, Indore – India.

Onen, D. (2013). *Conceptualisation and the Use of Theory in Educational Research: An Insight*. A Paper presented at a One-day First Monthly Doctoral Colloquium, Mak EASHESD, held in Room 126 Curriculum Building, CEES, Mak, Kampala, Uganda, on Thursday November 14, 2013.

Onen, D. (2012). *The Ugandan teachers in the business world: How have they fared in the past fifty years?* A paper presented on 15th November, 2012 during the Teachers’ Dialogue organized by Makerere Education students’ Association at the College of Education and External Studies, Makerere University, Kampala.

Onen, D. (2011). *Modern management practices for achieving organizational goals: Nine practices suitable for a knowledge-based enterprise*. A paper presented at the National Curriculum Development Centre’s Governing Council Retreat held at Colline Hotel, Mukono

on 27th February 2011.

Onen, D. (2008). *Leadership in learning-centred schools*. A paper presented at the 5th African Convention of principals (ACP) conference held at Speke Country Resort Munyonyo, Uganda on Monday, 25th August 2008.

Onen, D. (2006). *Staffing and its effect on the internal efficiency of private secondary schools in Uganda*. A paper presented at the National Education Graduate Students` Conference held at Kampala; Regency Hotel.

(f)Reports

Nkata, J.L., **Onen, D.** & Kahwa, G. (2009). *Harmonization of the education systems of EAC member states: The case of Uganda Education System*. A report submitted to the Inter-university Council of East Africa.

(g)Books in-print

Onen, D. & Oso, W.Y. (2015). *Principles and Practice of Educational Research*. Kisumu: Option Printers.

Onen, D. & Maicibi .N.A (2015). *Educational management success: Tips for theorists and practitioners*.

7. Graduate Students Supervised to Completion (Mak only, Latest first)

Year	Period	Masters	PhD	Date of Graduation
2016	Whole	8	1	January 20, 2016
2015	Up to January 23, 2015	2	0	January 22, 2015
2014	Whole	1	1	January 30, 2014
2013	Whole	5	0	January 24, 2013
2012	Whole	8	0	January 17, 2012
2011	July 22 to end	1	0	July 22, 2011
	Up to July 21	18	0	January 18, 2011
2010	Whole	12	0	January 19, 2010
2009	Whole	1	0	January 19, 2009
Up to January 23, 2015	2016 + 2015 + 2014 + 2013 + 2012 + 2011 + 2010 + 2009	56	2	

8. Membership to Professional and Non-professional Organizations

(a) Professional

Member of African Network for the Internationalization of Education (ANIE) since 2009 with its Secretariat at Moi University in Kenya.

(b) Non-professional

- 1) St. Joseph's College Layibi Old Boys' Association (LACOPA: Former student, March 1980 to November 1983, Senior One to Four).
- 2) Makerere University Academic Staff Association (MUASA from August, 2008 – 2010 and from 2013 to-date).
- 3) Makerere University Convocation (Former student, at Bachelors, 1986 - 1989; Postgraduate Diploma, 1989 - 1990; Masters 1999 – 2002; and Doctorate, 2002-2007; and staff from August, 2008 – 2010 and from 2013 to-date).
- 4) St. Peter's College Tororo Old Boys' Association (SPCOBA: Former student, February 1984 to March 1986, Senior Five to Six).
- 5) Uganda Management Institute Alumni Association (Former Lecturer, September 2010 to January 2012).

9. Service to the Community (2010 to date, Latest First)

At different times, **David Onen** has been lecturer or provider of other services at different institutions as follows (Latest first):

<i>Nkumba University (2014 & 2015)</i> I have been invited two times to facilitate in the Doctoral Research Seminars and two Staff Workshops for Research supervision.
<i>Uganda Christian University (2013 & 2014)</i> I have been invited three times to facilitate in the Masters Research Seminars and one Staff Workshop for Research supervision.
<i>Kyambogo University (2015)</i> I have been invited once to facilitate in a Staff and Graduate Students' Seminar for Research supervision.
<i>Gulu University 2013, 2014</i> <i>I have been invited to participate in several Viva Voce Examinations for Masters and PhD candidates</i>
<i>Kampala International University, KIU, School of Postgraduate Studies and Research, SPSR (early 2008 to 2015)</i> At different times, I have taught Educational Planning: Concepts and Issues, Advanced

Research Methods (ARM), Doctoral Research Seminar (DRS) and Educational Systems Analysis and Planning (ESAP) to doctoral students who were mainly KIU teaching staff.

Uganda Management Institute, UMI (September, 2010 to January, 2012)

As Lecturer in the Department of Higher Degrees, I taught courses in the fields of Educational Planning, Policy and Research Methods to students doing Postgraduate Diplomas in Business Management, Human Resource Management, and Public Administration as well as masters Students in the same disciplines. I had to constantly review and update curricula.

10. Other Useful Information

(a) Research Projects (2001 to date, latest first, only funded ones)

Researchers	Nature of Project	Duration	Sponsor
Oanda, I., Onen, D & Isengoma, J.(2012)	Investigating linkage between governance reforms and higher education leadership in East Africa.	2012 – 2015	CODESRIA
Nkata, J,L., Onen, D & Kahawa, G. M	Part of the 3-Member team of researchers from Uganda that carried out the study on the Harmonization of the East African Education Systems	2009	Inter-University Council of East Africa (IUCEA)
Onen, D. & others from East African Institute of Higher Education Studies & Development (EAIHESD) and Centre for Higher Education Transformation (CHET), Cape Town South Africa)	Higher Education and Poverty Reduction in Africa Project	I collected data in University of Ghana from April 27 to 30, 2009 & Eduardo Mondlane University in Mozambique in June 2009.	Higher Education Research and Advocacy Expertise Network, HERANA
Nkata, J. L., Onen, D. , & Bakkabulindi, F.E.K. all of EAIHESD	State of child labour in Northern Uganda: Situational analysis	Late 2008 to early 2009	International Rescue Committee,

	(Report writing)		IRC and AVSI Kampala
Maicibi, N. A., Onen, D. et al. (2008)	Team Leader, Northern Uganda, for a study commissioned by the United Nations Institute for the Rehabilitation of Offenders (UNAFRI), Kampala.	Feb - April, 2008	UNAFRI, Kampala
Nkata, J.L. & Onen, D. (2007)	Carried out the Feasibility study for UNESCO which led to the introduction of the Master of Educational Planning Degree Programme and a UNESCO Chair at EAIHESD	2007	Funded by UNESCO, Kampala Office
Onen, D. under supervision of Prof. Samuel Olajide Owolabi, & Dr. Nok. A. Maicibi of EAIHESD, School of Education, Makerere	Doctoral research titled <i>"The management and the internal efficiency of private secondary schools in Uganda"</i>	2004 to 2005	G.C.H.S.
Onen, D. under the supervision of Dr. A.B. Ezati of the Department of Educational Foundations, School of Education, Makerere University	Master of Arts in Educational Management research project titled <i>"Extra-mural programme and its management at Makerere University: The case of Gulu Regional Extra-mural Centre."</i>	2000 - 2001	G.C.H.S

11. AWARDS

UNESCO/IIEP Scholarship Award (2008/09)

12. Referees

Dr. Betty A. Ezati
Dean, School of Education
College of Education and External Studies, Makerere University
P.O. Box 7062, Kampala
Email: bezati@cees.mak.ac.ug

Dr. Ronald Bisaso
Dean, EASHESD
College of Education and External Studies, Makerere University
P.O. Box 7062, Kampala
Email: rbisaso@cees.mak.ac.ug
Tel: 0772-302948