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## INSTITUTIONAL NEWS

### Global Distance Learning Centre Update

The April 1999 issue of The Institute of Finance Management Newsletter broke the news about the proposal to establish a Distance Learning Centre at IFM as part of a Global Distance Learning Network (WBLN) developed by the World Bank Institute (WBI) and piloted globally using World Bank offices between 1997 and 1999.

That proposal is now being translated into action worldwide. The first ten Global Distance Learning Centres (GDLC) are expected to have a low-key launch (internally within GDLC, with no mass media coverage) on 4th May 2000. The official launch is planned for end of June. The ten centres include seven in Africa (Cote d'Ivoire, Benin, Ghana, Senegal, Ethiopia, Tanzania and Uganda), one in Latin America (Dominican Republic) and two in East Asia and Pacific Region (Thailand and Singapore).

The Tanzania Global Distance Learning Centre (TGDLN) will be housed on the 7th Floor of Block A at IFM. The Floor had to be converted into a "state of the art" DLC consisting of an interactive video classroom, a computer laboratory, a communication room, a reception area, offices, ablutions and a refreshment area. The classroom and laboratory had to be acoustically treated. Construction work, which began on Thursday 27th January 2000, was completed in nine weeks and the site was handed over by the contractors to IFM on Tuesday 4th April, right on schedule. Furnishing and installation of equipment are in their final stages and the facility should be ready for use latest by 24th April, as originally planned. The Chief Secretary, Mr. M. Lumbanga, was impressed when he visited the site on Tuesday 18th April.

The Board for the Tanzania Global Distance Learning Centre (TGDLN) which will guide, support and monitor operations of the Centre was formed on Monday 7th February 2000. DLC will have a director, a training co-ordinator, a technician and

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an office management secretary and other support staff. The director was appointed in February and other members of the DLC team are expected to start work by 2nd May 2000.

As the central aim of project focuses on the delivery of seminars, workshops and discussions via a combination of technology (Internet, video conferencing, print, video and CD-ROM). In order to operate as a centre of excellence in distance learning multimedia delivery, DLC plans to:

- Collaborate with existing and potential course providers and experts in the adoption, adaptation and development of high quality courseware relevant to the Tanzanian clientele;
- Offer market-led, quality short courses that respond to developments in the economic, social, cultural and technological sectors;
- Generate sufficient activity in courses to justify an income to cover annual operating costs;
- Engage the community as a partner in DLC; and
- Develop a clear, efficient and effective mechanism for mentoring and supporting course participants;
- Work towards self-sufficiency.

As such, staff development will also become an area of concern. In this regard, the director went to India for a two-week training seminar, 28 February - 10 March 2000, on DLC management. The technician is undergoing in-house training during the installation of equipment. Other training seminars and workshops are planned for later this year. DLC core activities will begin when the Centre will be officially launched sometime in June. A market survey has been carried out to map the training

needs of public and private sector organisations. A curriculum needs assessment has also been conducted to identify existing World Bank Institute (WBI) Distance Learning courses that are most relevant to Tanzania. The Centre will begin to operate with these WBI courses.

### **STEP BY STEP PROGRESS**

1. The Global Distance learning Network concept was first discussed between the World Bank and Tanzania Government in July 1999 and Tanzania decided to have one of the first 10 Distance Learning Centres (DLCs) in the network, to be based at the Institute of Finance Management (IFM).
2. The World Bank extended a loan of US\$ 1.8 million to Tanzania for the Tanzania Global Distance learning Centre (TGDLC) to cover investment and operating costs over a three-year period on a declining 60-40-20 percent basis from 2000 to 2003 when TGDLC is

expected to be self-sustaining.

3. Construction of the DLC on the 7th Floor of Block A began on Thursday 27th of January and was completed and site handed over on time on Tuesday 4th of April 2000, within a period of about two months.
4. Furniture was fitted between 5th and 10th April and equipment began to be installed on Tuesday 11th April. The physical facility is expected to be fully functional before 24th April, as originally planned.
5. The DLC Board was formed on Monday, 7th February, 2000 and approved the appointment of the DLC Director on 8th February. The Director began work on Wednesday, 9th February. On Thursday 30th March, the Board also approved the appointment of the Training Co-ordinator, Technician and Office Management Secretary. World Bank's 'no objection' is now being awaited for the latter three staff members to assume their duties, possibly by 2nd May.
6. The establishment of TGDLC has progressed as scheduled in every aspect and we are ready for the soft launch videoconference (low key) on Thursday 4th May and official launch sometime in June/July.
7. The successful completion of this project is the result of excellent teamwork by critical parties involved, namely:
  - a. Our Government, especially the President's Office, the Civil Service Department and the Treasury.
  - b. The World Bank Headquarters and Resident Mission;
  - c. The consultants, contractors and the suppliers; and
  - d. The IFM Management
8. We note with great appreciation the critical role that the Chief Secretary, Mr. M.Y.C. Lumbanga, has played in giving his blessing that Tanzania should become one of the first ten countries to have a DLC as part of the Global Distance Learning Network (GDLN), deciding that the DLC should be based at IFM and negotiating and obtaining the IDA Credit.
9. The IFM Management is also grateful for the much-needed support and encouragement it has received from the Government throughout the implementation of this part of the project, particularly through the Permanent Secretary of the Civil Service Department, Mr. J. Rugumyamheto, who has made many critical

and timely decisions, both prior to and subsequent to becoming Chairman of the DLC Board.

### TGDLC BOARD

1. Mr. J. Rugumyaheto - Chairman
2. Prof. B. Mutagaywa - Member
3. Prof. J. Mhoma - "
4. Dr. R.M. Kavura - "
5. Mr. A.J. Mashafi - "
6. Mr. V.A. Kazimzuri - "
7. Mr. W. Sabaya - "
8. Ms. S. Teete - "
9. Mr. L. Mselle - "
10. Mr. E.A. Musiba - "
11. Mr. H.S. Madoffe - "
12. Dr. J. Kisanji - Secretary

### COMPUTING AT IFM

The Institute has received a total of 95 computers from INFOTECH Ltd. through the FILMUP Project. Earlier, IFM had received 52 computers from Service and Computer Industries through the same FILMUP Project in 1995. This makes a total of 147 Computers from the FILMUP Project.

The Institute through other sources had acquired 34 Computers as follows:

MSc. Finance	6
CFTC	1
OWN RESOURCES	<u>17</u>
Total	<u>34</u>

The Institute is embarking on improving the IT content by:

1. Creating two classrooms each with 20 computers.
2. Providing computers to the library and acquiring special library software. A total of 5 computers is expected.
3. Providing 2 computers to the Finance Department.
4. Providing 2 computers to the Academic Services Department.
5. Providing 3 computers to the Personnel and Administration Department.
6. Providing one computer to each academic

staff office on the 5th floor. A total of 17 computers will be provided.

Effectively the Institute has a good number of computers which are aged. Out of the 181 computers, 129 are still current. The remaining 51 are close to be absolute. It is noted that with the rate of development in the industry, computers have a lifespan of approximately 3 years. Hence the need to have a replacement policy which will ensure that old PCs are removed before they go absolute.

All in all, we feel that the Institute is moving in phase with the current IT practices and it is time it gets results from the investment.

Read IFM  
Newslet-  
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Institute

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## FROM THE ACADEMIC DESK

### RESEARCH AND PUBLICATION COMMITTEE RECONSTITUTED

The Research and Publication Committee (RPC) was reconstituted in December 1999. The RPC is a committee of the council. Its functions include:

- Advising the council on all matters pertaining to Research and Publication.
- Working on policies for Research and Publication.
- Initiating strategies for research.
- Approving new and major research plans.

The members of RPC are:

The Director of the Graduate School	-	Chairman
Mr. G. Kamugisha (Director of Research TRA)	-	Member
Dr. Kijoriga (Faculty of Commerce) UDSM	-	Member
Heads of Academic Departments	-	Member

### PUBLICATIONS IN AJFM

The following articles have been published by IFM faculty members in the African Journal of Finance and management Vol.8 No.1

1. **Oswald R. Mutaitina:** Capital Regulations and Financial Institutions: Reflections From Theory and Evidence.
2. **Patrick Mugoya:** The Impact of Fiscal Policy on the Real Exchange Rate: Anecdotal Evidence from Tanzania.
3. **K.R.S. Mashushi:** Why Software Engineers are Reluctant to use Structured Methods.
4. **T.A. Satta:** Rural Micro-Enterprise Financing In Tanzania: Lessons From Other Developing Countries.

Other publishers from outside the Institute in the same issue are:

5. **Dr. Mjema, G.D.** The World Trade Organisation and the Situation of Developing Countries.
6. **Dr. Ernest G. Kitindi:** The Irrelevance of Financial Statements from Parastatals in Tanzania.
7. **Emanuel D. Ndikumana:** Is HRM a New Approach in Employment Scene in developing Countries.
8. **Joseph T. Tahsoh and Clement Ngwasiri:** Legal and Administrative Constraints to Small and Medium Sized Enterprises in Cameroon.
9. **Rabson J. Magaya and Gert-Jan de Vrcede:** Electronic Meetings to Support a University's Transformation, Education, Research and Professional Services.

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## CERTIFICATE OF PROFICIENCY IN INSURANCE

The 6th intake of the Certificate of proficiency in Insurance completed the first examinations on April 20, 2000. This intake with a total of 32 participants is expected to start the second module on May 2, 2000 after the Easter Holiday recess. Meanwhile, the 7th intake has started mode I at Mbeya centre. It has eight participants.

### J.P. MWANDU REAPPOINTED DIRECTOR OF STUDIES

The Governing Council of the Institute has approved the reappointed Mr. J.P. Mwandu as Director of Studies. Mr. Mwandu's reappointment followed the preferential elections by IFMASA where he scored 100% of the votes. His reappointment is for another term of three years.

Meanwhile the Principal of the Institute has appointed new heads of academic departments following preferential elections by IFMASA. The new heads of academic departments are:

Mr. M.Y. Bishagazi	- Professional Accountancy (2nd Term).
Mr. M.L. Naluyaga	- Banking
Mr. I.M.P. Mowo	- Insurance and Social Security Administrative
Mr. N. Kessy	- Tax Management
Mr. E. Otaigo	- Computing and Information Technology.

The outgoing heads of departments who completed their term are:

Mr. M. Mussai	- Banking
Ms. C. Shekidele	- Tax Management
Prof. W.K. Rugaika	- Insurance and Social Security Administrative

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## STAFF NEWS

### APPOINTMENTS

The following appointments have been made; effective from 1-12-1999

<u>Name</u>		<u>Position</u>
Mr. D. Oyuke	-	Computer Manager
Mr. E. Sadiki	-	Lecturer
Mr. S. Hussein	-	Lecturer
Mr. E.M. Mahinga	-	Assistant Lecturer
Mr. A.A. Mushi	-	Tutorial Assistant
Dr. J. Kisanji	-	Director TGDLC

### MR. J. LYANGA IN JAPAN

Mr. J.M. Lyanga, Director of Finance (Bursar) attended a three weeks course on Human Resources Development for Africa January 19th - February 8th 2000. The course was held at AOTS KANSAI KENSHU CENTER, OSAKA, JAPAN.

The course focused on:

- Issues associated with labour management
- Issues associated with personnel evaluation.
- Issues associated with employees education
- Issues associated with motivation and morale
- Issues associated with human relationship.
- Issues associated with leadership.

The programme was funded by the Association of Overseas Technical Scholarships (AOTS), Japan.

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## MR. K. SOLO IN INDIA

**DPA attends the 12th International TOT course in Delhi 14th February - 24th March 2000**

The Director of Personnel Administration Mr. Kabeho Alex Solo attended a six-week International Training of Trainers course in New Delhi, India. The course, which was organized by the Institute of Secretariat Training and Management (ISTM) of the Department of Personnel and Training, and sponsored by the Ministry of External Affairs of the Government of India, was attended by 15 participants from 8 different countries namely Bangladesh, Guyana, Jamaica, Morocco, Philippines, St. Lucia, Syria and Tanzania. The participants were Executives who manage the human resources development and training function in their respective organizations.

The Course was aimed at enhancing training skills, building capacity for effective management of the training function and giving more impetus to the area of human resources development in developing Countries. The participants were exposed to conceptual as well as practical aspects in Direct Trainer Skills, Designing of Training Programmes, Systematic Approach to Training and Management of the Training function.

The participants also visited a number of Training Institutions, Government, Ministries and tourist attractions including the Taj Mahal - one of the seven wonders of the World.

## FROM THE LIBRARY

### NEW ARRIVALS

Recently the Institute Library received about seven hundred and sixty seven volumes of new titles (767 vols.). The new books were displayed at the 2nd floor main library in Block A at different intervals in order to show both academic staff, students and researchers what is current in the library stock. Processing of these books including binding work of soft covers is continuing. However, borrowing is allowed for home reading except for few titles allocated at the Special Reserve Section.

On 13<sup>th</sup> June 2000 our library received two used personal computers from the World Bank office in Washington. These computers were requested by acting Chief Librarian to assist the dissemination of information of the World Bank publication which our library is the depository. Other libraries which serve as depository of the world bank publication in Tanzania are (ESAMI) Eastern and Southern African Management Institute and the Institute of Finance Management (IFM)

### DEATH ANNOUNCEMENTS

1. Mr. Mohamed Ali, Senior Driver Gr.1, passed away on 13.4.2000 and was laid to rest at Kibaha on 14.4.2000.
2. Dr. Bwire Kaare, Senior Lecturer II, passed away on 1 May 2000 and was laid to rest at his home town Musoma on 5.5.2000.

# Tanzania Global Development Learning Centre (TGDLCL)



at  
**Institute of Finance  
Management  
(IFM)**

Design & Concept by **Mark-Ad**

**We bring the World together via ICT**

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**GDLN**

*Information is the tool*

## What is Global Development Learning Centre?

The Tanzania Global Development Learning Centre (TGDLCL) is a member of the Global Development Learning Network (GDLN) supported by the World Bank. It is one of the first ten DLC's to be established in different world regions. Its core function is to enable decision-makers and mid-level professionals and practitioners to access and share the wealth of knowledge and experiences available in the world through the global communication system, including Videoconferencing, Internet, Video, CD-ROM and print.

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