

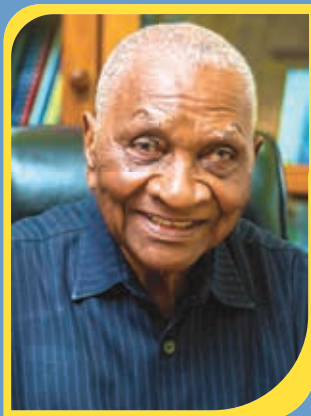


# *Ushirika Focus* NEWSLETTER

*A Newsletter of Moshi Co-operative University - MoCU*



# MoCU Executives



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**PROF. ALFRED S. SIFE**  
VICE CHANCELLOR



**PROF. FREDY T. M. KILIMA**  
DEPUTY VICE CHANCELLOR  
PLANNING, FINANCE AND  
ADMINISTRATION



## Vision

"To be an eminent academic institution committed to support co-operative and business development."

## MOTTO

"USHIRIKA NI BIASHARA".



## Mission

"To promote sustainable co-operative and business development through quality training, research and advisory services."

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## ACKNOWLEDGEMENT FROM THE EDITORIAL TEAM

Our dear esteemed readers, we are delighted to welcome you to our special 2022 edition newsletter. The editorial team invites you to read various articles and see different events that happened in our university.

The editorial team expresses its gratitude and acknowledgement to all people who dedicated their time and efforts during the

preparation of this newsletter.

We invite the interested students, staff and other stakeholders to share their thoughts through writing to come up with interesting and versatile newsletter.

We would like to remind our readers that views expressed by the writers in this newsletter are not necessarily those of the editorial team or the university

management.

Ushirika Focus Newsletter is also found in the University website [www.mocu.ac.tz](http://www.mocu.ac.tz)

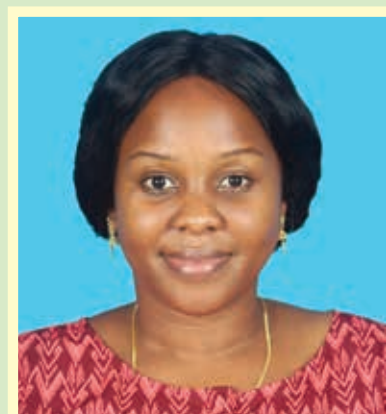
It is our hope that readers will enjoy this special edition.

With cooperative greetings

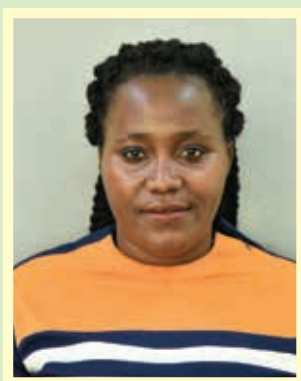
Thank you.



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MOCU2019



MOSHI CO-OPERATIVE UNIVERSITY



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# FOREWORD



Prof. Alfred Sife  
Vice Chancellor

*I*t is indeed my pleasure to welcome you to Moshi Co-operative University (MoCU). I am glad to say that our institution is the best destination of choice for pursuing higher education. We endlessly ensure that everyone who becomes a part of MoCU community, finds his/her learning experience meaningful, extraordinary and inspiring.

Over the past years, the University has achieved remarkable success (in academic and non-academic activities) and continues to improve teaching and

learning environment to meet the ever-increasing demand for programmes and services offered. This is done by building and renovating the existing infrastructure, establishing new systems and structures, reviewing designing new programmes engaging students in both academic and extracurricular activities, providing professional training to cooperative members as well as strengthening national and international collaborations.

The greatest asset of any institution is its people. So, each member of our community specifically students, staff and stakeholders are the main reason for these achievements. We have committed staff, ready to serve and students who are University's good ambassadors representing MoCU inside and outside the country. This allows us to strive and achieve excellence Generally, we do our best to create an exciting and inspiring teaching/learning atmosphere that inspires innovation and self-recognition guided by our university motto "Ushirika ni Biashara".

# Co-operative Clinic Corner

## *Emphasis on Adherence to Co-operative Ethical Values is a Therapy to Co-operative Transgression in Tanzania*

**Japhet M. Mgema**

Lecturer, Department of Accounting and Finance, MoCU



Co-operatives are autonomous associations of persons united voluntarily to meet their common economic, social, cultural needs and aspirations through a jointly owned and democratically controlled enterprise (ICA, 1995). Their standing pillars are built on collectivism ideology. Cooperatives around the world operate under seven principles adopted by the International Cooperative Alliance. The guiding cooperative principles include: Open and Voluntary Membership, Democratic Member Control, Members' Economic Participation, Autonomy and Independence, Education, Training and Information, Cooperation among Cooperatives and Concern for Community.

Despite that these principles are a key reason for successful cooperatives in many countries, cooperatives are also based on a set of core values of self-help, self-responsibility, democracy, equality, and solidarity.

However, cooperative members belief is vested in the ethical values of Honesty, Openness, Social responsibility and caring for others. Each of these ethical values has its own integrity and stands on its own worth. These ethical values when embraced and positively emphasized, ought to contribute a very significant role to the success of co-operative societies in Tanzania. It should be clearly known that these values are interlinked and are meant to be practiced altogether for effective outcomes. Nonetheless, Tanzanian cooperative movement still face numerous ethical-related challenges including dishonest leadership, lack of openness in the cooperative business undertakings, lack of cooperative social responsibility and a sense of caring for others. These misconducts are contrary to the cooperative ethical stance and therefore result into poor cooperative governance and

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## Re-appointment of Deputy Vice Chancellor (Planning, Finance and Administration) Prof. Fredy T. Kilima



# DIABETES MELLITUS,

## Frustrating Complications That We Can Control



DR. MUGISHA NKORONKO

It is Friday last day of the week; I work up early in the morning and noticed that I am allocated to operate patients at theatre Five (5). I read all names of three patients that I am about to give them surgical therapy. All three patients are suffering from Diabetic foot ulcers, and they have chronic leg ulcers and the planned Surgery is Amputation at different levels. The first one will have mid foot amputation, the second one will have mid leg while the third one is mid-thigh amputation.

As usual with the level of expertise I finished the three procedures with average of two hours each and their lives are saved. In few days they are

all discharged and I got to see them at clinic in two weeks' time.

Well, the reasons to behind their ailments were non-healing and infected ulcer is because of uncontrollable blood sugar. They are suffering from Diabetes mellitus, a disease affecting millions of people globally. In Tanzania the current prevalence of Diabetes Mellitus is 10.3%. It is costing 1.5million lives annually, yes, the disease is the major cause of lower limb amputations, stroke, kidney disease, and heart diseases.

Diabetes mellitus if not well managed, it results into a number of complications, and that as a Surgeon my practice



is mostly offering surgical care to Diabetic foot ulcers. Globally, in every one minute there is major amputations being done. The magnitude is so high and something needs to be done urgently. If we have to avoid amputations from diabetes, the strategy should aim at preventing population from getting diabetes and those who have

the disease should control through appropriate use of prescribed medications and other instructions.

Diabetes mellitus is a preventable and treatable disease, yet it is still affecting many including the members of academia. I hold a view that diabetes mellitus is accompanying PhD and further academic achievements. Therefore, everyone is at risk and all should take measures to avoid diabetes mellitus or observe doctors' instructions to be on top of all Diabetic control.

The diseases can be diagnosed by taking a blood sugar test which should be more than 11 Mmol/L if you have eaten or 7 mmol/L if you have not eaten for over 8 hrs. Just visit any health facility for a test and keep the habit of testing. I have seen some of them (patients) knew that they were diabetic when they have developed complications already, so keep alert by checking regularly. The test takes less than ten minutes and is not such expensive.

Prevention is better than cure. Let's take part to control risk factors by living healthy lifestyle, eating balanced foods, control weight and avoid obesity. Avoid tobacco use and alcohol. Find time to do physical activities and exercises, eat more vegetables and fruits.

***Let's help and support!***



## MoCU Career Fair in Pictures



**"Find out what you like doing best, and get someone to pay you for it."**

*Katharine Whitehorn*

# ACADEMIA TODAY:



By: Erick Samwi

## UNIVERSITY AND INDUSTRY, WHICH ONE SHOULD BE AHEAD?

The establishment of universities meant to produce professionals with skill set as per the labour market. The labour market such as industry, needs elastic demands in terms of skills. These skills are attributed from rapid changes in technology. Universities as producers of skills need to adopt the elastic demands of the industry so as to meet their expectations. It is unfortunate that, this is not a reality in most of the industrial fields. Industries seem to be ahead of universities as jobs are done in more advanced ways compared to how graduates are prepared.

The skills mismatch between graduates and industry needs have been reported by numerous researchers. The studies found that employability for today's graduates is of a major concern. There are several projects, established to address the similar challenge using different approaches. Even though the approaches are different, all projects have a component of service relationship in addressing the challenge. They both encourage the cooperation between universities and industries in adding value in the processes of producing graduates with the required skills. The question is, how best can the collaboration be done between universities and industries?

The aim of the suggested collaboration is for universities to capture the current skills needed by the industries and impart them to their students. There are options to ponder as which could be the best and whether they can be practical in our environment or not. Three

approaches are put forward.

Approach 1: One way of engaging industries to obtain the current needs is through participating in doing what they do. Learning by doing can be achieved by attaching the instructors to the industries to upgrade their knowledge in the specific needs of the subject matters. This arrangement, will familiarize the instructors with required skills needed in the industries. As a result, students will be trained the relevant skills. In view of the above arguments is the partnerships status between universities and industries. Is this practical?

Approach 2: To project the future needs of the industry can be carried out carefully studying the technological changes. This can be attained through the application of Artificial Intelligence (AI). With AI, universities can gain awareness of changing demands of the industry using different data that have been influencing the demands. Both historical and current data on trends of technology are important inputs in predicting the required skills, but can we equip students with the AI technology and knowledge base?

Approach 3: Industry comes first in adopting the new technology and so in demanding the relevant labour skill sets. This implies that, students can learn more relevant skills in industries. The same relevant skills can be taught in universities if instructors have necessary practical skills from industries. What if instructors should also be working in industries? Can we cope with this practice at this moment?





# DRINK WATER, STAY HYDRATED

By: Aneth Mtebene



**D**rinking enough water every day is vital for our health. We lose water through our breath, perspiration, urine and bowel movements. For our body to function properly, we must refill its water supply through consuming beverages and foods that contain water. Our body needs an adequate supply of water, which is essential for our survival.

Water is the body's major chemical component which makes about 50% to 70% of our body weight. Our body much depends on water to survive. This is because, every cell, tissue and organ of the human body needs water to work properly. Water get rid of wastes through urination, perspiration and bowel movements, keeps our temperature normal, lubricates and cushions joints as well as protects sensitive tissues. drinking water is important for

human body as it contribute the following:

## **Help in weight loss**

Since water is a natural appetite suppressant and original zero-calorie drink, it can reduce individual overall calorie intake if consumed before a meal.

## **Individual skin glow**

Water is acknowledged to cure dry, itchy skin as well as increase the skin's overall elasticity, leaving a person looking fresher and younger every day.

## **Increase productivity**

Being hydrated helps an individual to stay focused and alert most of the time, therefore increasing productivity and overall concentration.

## **Relieve migraines**

Headaches and back pains are primarily caused by dehydration. Drinking the recommended amount of water daily can considerably reduce these pains.

## **Boost energy**

Drinking recommended amount of water helps boost a person's energy and substitute crucial electrolytes that have been lost through perspiration.

## **Regulates individual's digestion**

Water regulates individual's digestion by speeding up the metabolism and allowing human being to have a normal daily bowel movement.

## **No more muscle sprains**

Being hydrated helps much with pains especially cramping

and arthritis for water lubricates joints and can even prevent muscle sprains.

## **Improve body immune system**

Water improves our immune system. With a little slice of lemon, it can help prevent respiratory disease/challenges, intestinal tissues as well as heart attacks.

## **Water forms saliva and mucus**

Water forms saliva which helps in food digestion and keeps the mouth, nose, and eyes moist. This prevents roughness and damage.

## **It delivers oxygen throughout the body**

Blood consists of more than 90 percent water, and it carries oxygen to different parts of the body.

## **Flush out toxins from the body**

Drinking suggested amount of water helps an individual to relieve fatigue by flushing out toxins and preventing the rest of human organs from overworking themselves.

## **Reduce the risk of cancer**

The daily drinking of the recommended amount of water is thought to help reduce the risk of bladder and colon cancer by diluting cancer-causing agents in urine.

It's good to carry a water bottle with you and refill it throughout the day.

***Drink water, stay hydrated!***



## INTERNATIONAL WOMEN'S DAY IN HIGHLIGHT





# MoCU PARTICIPATION IN HIGHER EDUCATION EXHIBITIONS IN ZANZIBAR AND DAR ES SALAAM

**Dr. Faustine Panga**

Chairman of the exhibition committee

Between 18th and 24th June 2022, the ministry of Education and Vocational Training in Zanzibar organized the 3rd Exhibitions of Higher Education week held at Mapinduzi Square, Michenzani - Zanzibar. Moshi Cooperative university participated for the first time. Since day one, our University has been serving numerous visitors including those who have completed their secondary school studies, including their parents; they showed interest in our programmes and the University

and other service providers also participate. At these exhibitions, MoCU offered and exhibited various services such as information about the programmes and courses it offers, online application services to students who wish to study at the University, cooperative clinics to our stakeholders and dealing with any related challenges in the application processes.

During the 17th Higher Education Exhibition MoCU led by DVC-ARC visited some service providers to seek for the possibilities of collaborations. We also had time to learn from other universities. MoCU booth was one of the most attractive at Mnazi Mmoja ground because it was the only University that was assisting prospective students to apply for its programmes without any costs. We also had number of exhibitors. The 17th Higher education exhibition contributed to the Success of the MoCU to receive a total of 9507 applications during 2022 admission windows whereby a total of 4726 Students registered in various academic programme during 2022/2023 academic year.

MoCU also participated during 2021/2022 in other exhibitions like SUD exhibitions in Tabora, ECUID Conference in Morogoro, Annual Cooperative Research Conference in Dodoma and MAKISATU Exhibitions in DODOMA.



at large. This has attracted so many applications. Meanwhile, various stakeholders visited the UDSM pavilion to seek various information about its teaching, research and consultancy services. In Zanzibar we had left our footprint and contact address to the prospective students who later applied various courses during the admission. The Zanzibar exhibition registered highest number of visitors in our pavilion.

MoCU also participated in the 17th Tanzania Commission for Universities exhibitions held in Dar es Salaam from 18th to 23rd July 2022. This is the largest higher education exhibition in the country where all local universities in the country and invited international universities



# THE SINCERE SOUND



**M**y name is Luciana A polinary Massawe, a.k.a Ciana. I was born on June 2<sup>nd</sup> 2000 in Tanga City. I am a Christian (Roman Catholic) and a Chagga from Kibosho -

Umbwe area though now living in Tanga City. I did my primary education at Mzingani Primary School (2007 - 2013) followed by O-level education at Mkwakwani Secondary School (2014 - 2017) and then attended A-level education at Lwandai Secondary School (CBG, 2018 - 2020), in Tanga region. I am currently at Moshi Co-operative University (MoCU) since November 2020 pursuing Bachelor of Science in Business Information and Communication Technology (BSc.BICT).

## Community Activities

Since my childhood, I had a desire to help people in need. Whenever I was able to contribute something, I did, including visiting orphanages, prisons and other special groups centres. That's why when I joined Moshi Co-operative University I saw an opportunity to start an Organization called **Jitoe\_Na\_Ciana (JNC)** with the vision of empowering the underprivileged through charitable activities to achieve Sustainable Development Goals (SDG's) in Tanzania.

Luciana (Ciana) Massawe, The JNC Foundation founder.



The SDGs that we are focusing on are;

- ➡ **SDG 2** - Zero Hunger: by providing food to the underprivileged people.
- ➡ **SDG 3** - Good health and well-being: by providing access to reproductive health services including information & education.
- ➡ **SDG 4** - Quality education: by ensure that learners (especially young boys & girls) acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.
- ➡ **SDG 5** - Gender equality: by eliminating harmful practices, such as child abuse, early and forced marriage and female genital mutilation. Also, at the same time encourage women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- ➡ **SDG 6** - Clean water & sanitation: by supporting and strengthening the participation of local communities in improving water and sanitation management. Also support in achieving access to adequate and equitable sanitation and hygiene paying special attention to the needs of women and girls and those in vulnerable situations.
- ➡ **SDG 13** - Climate Action: by improving education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early danger warning.
- ➡ **SDG 17** - Partnership for the goals: by encouraging and promoting effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

Since then, we have been able to organize two major events. The first on the 21st of January 2022 in which we were able to provide sanitary pads to Moshi Primary School girls (from standard five to seven) and educate them on safe reproductive health. The second event was held on the same





day where we visited Msamaria Orphanage and provided various materials support, planted trees, played and had lunch with the kids. Our organization also supports other organizations with the same vision in reaching their goals to make our communities a better place to live. We believe in the slogan of "Community first", pushing our campaigns through the hashtag #jncnjamii. We thanks to everyone who has been supportive in any way to make this dream come true.

With reference to SDG 5, JNC Foundation also provides a social-innovation platform called Unigirlspower which has a mission to empower girls to redefine their generation and raise their voice with participation in leadership, economic empowerment, youth in digital, beauty with purpose, humanitarian action and ending violence. This platform is called Unigirlspower because it focuses on raising awareness among university girls on various issues including university life, personal values,

discovering different opportunities and shaping their own destinies. We believe in the slogan of "She believed, she could, so she did" with hashtag

#NguvuYaKijanaWaKikeChuoni. This year (2023) we are planning to organize an event that will bring together girls from different universities and colleges in Kilimanjaro for training and workshops on different cross-cutting issues.

## Campus life

What motivated me to join MoCU even with several other options that I had, was because it is found in my place of origin (Chaggaland) but also the environment (especially the climate) which is very attractive and conducive for studies. The other reason is that MoCU is the only Co-operative University in Tanzania and the best in East Africa.

Due to advancement in technology and the inspiration to join the industry as a woman made me decide to pursue a Bachelor of Science in Business Information and Communication Technology (BSc. BICT). I am proud to be among the women who studied Science subjects and I dream to excel in the field in order to inspire the young girls who have misplaced belief that science is only for men. I have had several chances to showcase and improve my skills and I am more than motivated to inspire changes in this field.

Another big part of my campus life is leadership. My leadership journey started when I was elected as a Chairperson of SOKOINE HOSTEL which made me the Member of Parliament of University

## Students Representative Council (USRC 2021-2022).

I am currently the Chief Secretary in the President's Office, Moshi Co-operative University Student Organization (MoCUSO 2022-2023). What inspires me to be a leader is that I get to use my skills of negotiation, problem solving and decision-making capacity in causing positive changes in people's lives. Luciana in leadership duties.

## Personal life

I am a girl with God's fear, a lover of Jesus and a prayer warrior. Charming with a simple but fashionable lifestyle and likes to learn life lessons from different people. My favourite food is Ugali samaki and fruits. I am a very flexible person who likes to engage in social activities and cooperate with others in transforming our communities. My hobbies are photography and social media engagement. I am happy to meet you all through this newsletter.

**Contact:** [lucianaapolinary@gmail.com](mailto:lucianaapolinary@gmail.com)

# Emotional Mastery:

## The Key to Improving Your Mental Health



**By Sweetbert F. Mrope**

*Department of Community Development and Gender (CDG)*

Someone may ask, what is emotion? Emotion can be simply stated as reactions to event, situation, or things to mention a few, and is often characterized by a range of feelings, thoughts, and physiological changes in the body. Emotions are subjective and not uniform to every person. Emotions are triggered by various stimuli including those that come from external (through touching, seeing, smelling, hearing, and testing) or internal which includes feeling pain, hunger, thirst, and so forth. Every person experience emotion in different occurrence, either in positive or negative circumstances. Some common emotions include happiness, sadness, anger, fear, joy, and love. Emotions can have a significant impact on person's thoughts, behaviour, and overall well-being. They

can influence how someone perceive and interact with the world, as well as decision-making and problem-solving abilities. Emotions can also impact verbal and nonverbal communication, such as facial expressions, tone of voice, and body language.

Whether the emotions are positive or negative, the important understanding is that all responses are designed to give us information on bringing attention to important things that are happening in our lives. For instance, sadness on poor performance in your college examinations tells to put effort for next time that situation not to happen again. Fear can help us escape from a predator. Likewise, joy from getting a new baby informs that you have to protect and care the baby. Although, we expect to feel these emotions on a regular basis, some people have tendency to experience more volatile emotions. They experience higher highs and lower lows, and these highs and lows begin to affect their mental health and lives in general. For instance, the joyfulness of getting something important like a baby, job, car and the like, has possibility to lead into stress if someone engage too much thinking on how you can protect and care about it. Likewise, excitement the student gets after doing well in examinations may turn into anxiety once he or she starts to engage to much thinking on how to maintain that performance. On other side, sadness resulted from failed attempt to achieve something important or missing important opportunity may lead to depression if it persists

for a long period by labelling yourself as a failure or a useless who has lost the chance to show up again. Therefore, emotions being an important part of human being requires a person to have a clear interpretation of emotional message coming from situations we experience, and that is emotional control.

Emotional control is an important aspect of emotional intelligence which involves ability to regulate and manage one's own emotions in a way that allows for effective functioning and positive interaction with others. A person is required to be aware of one's own emotional state, understanding the trigger that can cause certain emotions, and ways to manage and respond to those emotions constructively. People with strong emotional control are able to remain calm and composed in stressful or difficult situations, and are less likely to become overwhelmed or react impulsively. Emotional control doesn't mean suppressing your emotions or ignoring them altogether, but rather being able to experience and express them in a healthy and appropriate way. The poor emotional control can contribute to poor mental health outcomes, such as depression, anxiety, and stress. This is due to increased feelings of sadness, hopelessness, and worry. High levels of stress and anxiety associated with poor emotional control can lead to physical health problems, such as headaches, stomach problems, and high blood pressure. Poor emotional control can also lead to decreased productivity, absenteeism, and interpersonal conflicts in the workplace or school/college. ....to Page 17



.....from Page 16

Therefore, poor emotional control has significant impacts on a person's quality of life and mental health. However, it is possible to develop emotional control skills through various techniques such as mindfulness, emotional regulation strategies, therapy, and other self-care practices.

The following are some of the skills that can be helpful in regulating emotions to serve your mental health and attain a full individuals wellbeing:

**First,** identify the situation, people, or event that trigger strong emotions in you. Once you identify these triggers, you can work on strategies to manage and regulate your emotions in those situations or even to observe the mode of interaction with people are likely to irritate your emotions. It's sometimes advised to have a notebook and list those emotional triggers that are likely to disturb your mind. Such practice can be helpful to remind those situations or events in other time, and check the possibility of escaping its persistence.

**Second,** practice mindfulness by being present and aware of your thoughts, emotions, and sensations without judgement when you come across with emotional triggers. It is advised to be non-judgment by accepting emotions without labelling them as good or bad. Do not allow negative thoughts when a bad thing happens to your life. Often, the persistence of ruminative thoughts is what drive the emotions up, and not the actual event itself.

**Third,** reframe your thinking

and look at the situation from a different perspective. Try to see things more objectively and reduce the intensity of your emotional response. Orient yourself that the situation you are experiencing happened similarly to other persons, and has got many chances to quit from it as others did. Whether it's a death of loved one, failed examinations, abandoned, or losing a job and the like, engage positive thinking by perceiving multiple opportunities available for you to regain a calm situation.

**Fourth,** engage with positive self-talk to reframe negative thoughts and emotions in a more constructive way. Tell yourself that you can handle the situation, that you have the skills and abilities to manage it effectively. You can also speak it out through mentioning yourself like, "Frank don't be scared; you have chances to win this". This is because the voice you hear can impact your mind and build a power to take initiatives to move on regardless of possible challenges.

**Fifth,** if you feel overwhelmed by a situation, take a short break to gather your thoughts and regain your calm. Take a deep breath when you feel tension rising and focus on your breath for a few seconds. This can help you avoid reacting impulsively or saying something you may regret later. For instance, if someone provokes to you or insults you, instead of thinking how annoying and unfair it is, apply this skill to avoid impulsive reaction.

**Sixth,** engage in physical activity to reduce stress and improve your mood. Do exercise to release repressed emotions and

improve your emotional control. Instead of staying in one place to think on situation that is troubling your mind, it's advised to engage with physical activities, it can be any kind like home activity, play a visual game or play football. Doing those activities may give ample time to reframe your thinking on situations that troubled your mind and lead to thoughtful solutions to overcome the situation.

**Seventh,** seek support from trusted friends, family, or a therapist the moment you are struggling to control certain emotions. Consulting them may provide you with strategies and resources to help manage your emotions more effectively. Applying objective thinking by considering the situations you are passing through, may have possible solutions from others as might also experience the same prior to you.

The thing to note is that learning to control emotions is somehow challenging, it demands time and practices to acquire such skills. Since emotions are regularly to occur to a human being, don't wait until you are in an upset moment to practice those skills, keep on trying to control emotions even in stable situations. It is more effective to practice emotional control proactively rather than reactively. When you practice emotional control proactively, you are building your emotional resilience and developing the skills you need to manage your emotions more effectively, even when you are not feeling upset. Therefore, start now to master your emotion to improve your mental health.

# Social Innovations in Geo-ICT Education in Tanzanian HEIs for Improved Employability (GeolCT4e)



**Dr. George Matto**

The Moshi Co-operative University (MoCU), in collaboration with four other Universities in Tanzania (University of Dar es Salaam (UDSM), Ardhi University (ARU), Sokoine University of Agriculture (SUA), State University of Zanzibar (SUZA)) and three Universities in Finland (University of Turku (UTU), Turku University of Applied Sciences (TURKU UAS), and Novia University of Applied Sciences (NoviaUAS)), is implementing a project titled 'Social Innovations in Geo-ICT education at Tanzanian HEIs for improved employability (GeolCT4e)'. The GeolCT4e project is coordinated by the University of Turku.

The main outcome of GeolCT4e is that the Tanzanian

universities have improved management and teaching capacities in the impact-driven and socially innovative geospatial and ICT education leading to graduates' better employment.

Geospatial-ICT technologies are making an impact leap due to globally accessible digital solutions. New generation of graduates from Higher Education Institutions (HEIs) need to be competent with the novel technologies, but equally they need to master the interface between technologies' potential and societies' emerging needs, working in a multi-stakeholder environment creating

innovative and impact-based solutions.

The central vehicle for education transformation in GeolCT4e is the students' multi-competence learning (MCL) process, which happens via co-creative challenge campaigns organized in close cooperation with the innovation ecosystem actors and problem owners. This methodology enables the University to catalyze a change identified as 'socially innovative geospatial and ICT education transformation'.

In 2022, a total of 13 Bachelor of Business Information and Communication







Technology (BBICT) and Bachelor of Marketing and Entrepreneurship (BME) students were involved in the MCL challenge. The course was held for eight (8) weeks from 1st August 2022 to 23rd September 2022. MCL participants were divided into three groups and worked in their groups to come up with actionable solutions on the umbrella challenge: Forest Loss and Degradation on Kilimanjaro Mountain. Prior to developing solutions, students did site visits and engaged several stakeholders so as to get a clear understanding of the umbrella challenge. MCL challenge course for 2023 will be held for five weeks from 6th March 2023 to 7th April 2023.

Along with implementing MCL challenge requirements,

through the GeoICT4e project, MoCU has signed a MoU with the University of Turku aimed at promoting academic cooperation between the two Universities. The MoU was signed between the Vice Chancellor, Prof. Alfred Sife and the Rector of the University of Turku, Prof. Jukka

Kola on 1st September, 2022 at the University of Turku, Finland.

The project is financed by HEI ICI Programme funded by Finland's Ministry for Foreign Affairs and administered by the Finnish National Agency for Education.





## 2022-GRADUATION CEREMONY IN HIGHLIGHTS





## 2022-PRIZE GIVING CEREMONY IN PICTURES





## MAY DAY CELEBRATION IN PICTURES





# SOILING THE NEW GENERATION ACADEMICS IN CO-OPERATIVE THINKING:

Academia for Associative Social  
Service and Social Responsibility

By Dr. MSAKI J. L.



A paradigm shift in co-operatives needs to happen, considering the economics of associative development structures, process and institutions. Participation should be an instrument and goal of institutional development policy. The development of

co-operative structures needs a feed approach strategy from higher learning institutions of the caliber like Moshi Co-operative University for which, much of research-based activities are done in order to link knowledge, problems and challenges for practical solutions in co-operative societies and other business and social related institutions. Currently co-operative enterprises are facing inherent problems of the similar nature that require new approaches to old problems.

It is obvious, we have new problems which call for co-operatives to come up with synergy style and decency among co-operators researchers, policy makers and what not? Think of how co-operative philosophy can influence and re-shape the businesses such as tourism during COVID-19 pandemic. There are modern processes and policies including regulations, thinking and design to foster distributive aspects of co-operatives among societies and general economy.

This should go beyond conventional thoughts, principles and regulations of co-operatives, based on un-limited self-rule, while striving for excellence. Moshi Co-operative University had attained the status of Centre of Excellence in Co-operative Studies and Management for East Africa

with momental contributions to the on-going contentious and solutions-based actions.

The institution has others social sciences disciplines to be linked to co-operative discipline genre for modern and better co-operative structure that function sustainably. Each of us needs to ask herself/himself on how one can streamline his discipline across co-operative discipline as having multiple capacities that enhance solid results from classrooms perspectives or research work that will be able to provide modern results for the demands of co-operators, with the sense of co-creation, co-innovations and co-learning.

It has all along been difficult and complex for some academics to shift the mindset from their respective disciplines to co-operative (soiling in co-operative philosophy) The question is why should we remain experts in economics finance, sociology or communication skills without integrating them into academic co-operative thinking and action? What new co-operative movement to be propelled by new generation of academia in co-operative philosophy? In order to answer this question scientifically, depends on whether it can be subjected to verifiable observation.

The crux of the matter i.e., that scientists must be able to make observation possible this includes to document unique observations since one joined MoCU on the modern cooperative movement. For example, how can the cooperative movement contribute towards industrialization in Tanzania? This also need to ask pertinent questions to the powers that be for example why should the government regulate cooperatives while it is known that cooperatives are independent, autonomous and self-directing associations of people? Are cooperative principles and values understood and adhered to? What are current practices in the observance of cooperative ideals in the fluid global economic, social and political arena?

Lastly but nonetheless least, what is the current thinking and actions from the MoCU academia in cooperative matters? What is the academia's observations and critique concerning cooperative issues, structure, legal, financial and innovations that are required to push the cooperatives to the next level? What is the role and contribution of the students in the process of learning? What is the academia teaching? One author observed: "you can teach a student a lesson by creating curiosity he will continue the learning process as long as he lives" - Clay P. Bedford. I believe as we keep living and working with MoCU we keep on learning the modern and potential anatomy of cooperative movement in the changing dynamics and competitive world



## OBITUARIES



With deep sorrows, the University Administration, announces the untimely departure of its two members of staff and two students. Mr. Kusianga Kiata, a Senior Accountant, passed away at KCMC referral hospital on 29<sup>th</sup> January, 2022, and laid to rest at his home village, Machame. Ms Lightness

Ringo, a library attendant, passed away at KCMC referral hospital on 13<sup>th</sup> August, 2022. Mr. Gratian Rweyemamu, a PhD student passed away at Moshi on 12<sup>th</sup> December, 2022. Mr. Gunze Musa Luhangija, a Second B.A. CMA student passed away at Moshi on 7<sup>th</sup> January, 2023. May their soul RIP.



Mr. Kusianga Kiata



Ms. Lightness Ringo



Mr. Gratian Rweyemamu



Gunze Musa Luhangija

**MAY GOD REST THEIR SOUL IN ETERNAL PEACE AMEN**



## INSPIRING QUOTES FROM PRESIDENTS



"Kwa bahati mbaya Tanzania ina mama, mama anapambana? Mama hapambani, mama anaweka mazingira sawa mambo yaende".  
– Samia Suluhu Hassan



"Listen more to the one who criticizes you and less to the one who praises you. Learn from them and do something about it".  
– Paul Kagame



"When I talk about hustling, I am not joking. In 1978 I was selling chicken. At that time I did not believe that I could be somebody".  
– William Ruto



"No action is small when it comes to changing the world. I am inspired when I meet an entrepreneur who is succeeding against all odds."  
– Cyril Ramaphosa

### CORONA AU COVID-19 NI NINI?

Ni ugonjwa wa kuambukiza unaosababishwa na virusi vya Corona. Virusi hivi husababisha maambukizi kwenye njia ya hewa na mfumo wa upumuaji.

### DALILI ZAKE NI ZIPI?

Mara unapopata dalili zifuatazo wasiliana na wahudumu wa afya walio karibu na wewe ili kuzuia kuenea kwa maambukizi kama utakuwa tayari umeambukizwa.

Kuumwa kichwa	Homa kali na uchovu	Kukohoa	Mafua makali	Kupumua kwa shida

### NJIA ZA KUJIKINGA NA KUWAKINGA WENGINE

Nawa mikono kwa maji safi na sabuni au vitakasa mikono mara kwa mara	Epuka kushika pua, mdomo au macho bila kuwawa mikono	Usisatimiane kwa kupeana mikono wala kukumbatiana	Ukiwa unakohoa au kupiga chafya jeka pembeni kisha funika kwa kibembe au kiwiko cha mikono	Epuka mikusanyiko	Baki nyumbani kama huna shughuli ya muhimu	Fuatilia kwa karibu taarifa za afya

# Co-operative Clinic

.....from Page 6

management leading to an endless embezzlement and fraudulent practices. Therefore, as a cooperative professional, I would like to use this corner to remind my fellow cooperators on the importance of embracing ethical values for robust cooperative movement in Tanzania. This submission is meant to fill this lacuna by emphasizing on adherence to co-operative ethical values as a therapy to co-operative Transgression in Tanzania. As of recent, it is clearly understood that the presence of unethical practices as well as dishonest cooperative leaders have led to cooperative underperformance due to unethical conducts of leaders and employees within cooperative societies. I urge you to embark onboard with me in this little discussion of unfolding the true potential of these remarkable cooperative ethical values namely: Honesty, Openness, Social responsibility and caring for others.

**i) Honesty:** honesty is generally a foundation of trust and trustworthiness. Honesty is a means to do good to other things. The moral knowledge to honesty requires one to speak and act (walk the talk) only in ways that stimulate and justify trust (honesty in conduct). Literature suggests that honest person tells the truth, is sincere, doesn't betray and mislead others, act devious or tricky to fellows, doesn't withhold important information, doesn't steal or cheat others. Despite that, this value insists on trustworthiness, most of cooperative societies in Tanzania are overheated by dishonest leadership leading to embezzlements and fraudulent acts. Members, educators and regulatory organs should note that honesty is an important prerequisite to continuing good relations among persons in a community and within co-operative societies. Honesty is a quality of, and a means to human fulfillment. I advise the cooperators that during elections, members are urged to elect leaders who represent senses of honesty. As a matter of fact, cooperatives are jointly owned enterprises, truth is a critically important component of fulfilling collectivism in cooperative entities and social-community life. In a special tradition of honesty, co-operatives are strongly aspired to honestly dealings with their members, which in turn will



lead to honest dealings with non-members.

**ii) Openness:** It came to my attention that most of the operations of cooperative societies in Tanzania lack sense of openness in their undertakings. As a result, members lack information and knowledge that are relevant to decision making and to the successful operations of their cooperative. In fact, this value (openness) emphasize on the collective authority exercises in the cooperative governance. It includes measures that aim at fostering sincerity in which cooperative members feel safe. It is strongly advised that members should actively participate in identifying, raising questions, concerns or ideas, and responding to potential violations of cooperative integrity. Essentially, building an open organizational culture cultivate pride of ownership and motivation that increase efficiency and therefore provide opportunity for anyone to raise constructive contributions for cooperative prosperity. Leaders and members should uphold open mindset, communication and commitment to creates a safe and encouraging environment where members and employees can provide opinions and feel free to discuss ethical dilemmas, potential conflict-of-interest situations, and other integrity concerns within the cooperative society.

**iii) Social Responsibility:** Cooperative societies are socially responsible to their communities



in which they operate. Cooperative businesses should operate in a way that benefits surrounding society. Social responsibility value is associated with public image which the co-operative enjoys or rather suffers in the community which it serves. Of recent, I noted that most of the cooperative societies have abandoned their social roles. As a legal person, cooperatives are ought to adopt policies that promote the well-being of society and the environment while reducing negative impacts on them. Cooperatives can act responsibly in many ways, such as by promoting volunteering, making changes that benefit the environment, engaging in ethical labour practices, and engaging in charitable giving. Cooperative societies are socially responsible for the acceptance to work towards the betterment of society and towards the enrichment of cruel conditions in that society. It is well put by scholars that "practicing social responsibility is the opposite of why businesses exist".

**iv) Caring for Others:** This value emphasises on the obligation that members, cooperative societies and the co-operative movement as a whole must act in such a way that do not cause harm or difficulties for other individuals to operate. From its core seventh principle (Concern for community), cooperatives work for the sustainable development of their communities. It should be noted that, cooperatives are rooted in local communities as they are formed by

people in a given locality, they are responsible to meet their common social and economic needs. This value emphasis is on the proactiveness of leadership to rectification of social causes of oppression and indignity. Indeed, a guiding connotation "Do unto others what you would have them do unto you" should be observed by cooperative management to ensure a two-way traffic in the cooperative undertakings that benefit the entire community.

Therefore, we cannot ignore the functional potentials of cooperative ethical values. Adherence to Co-operative ethical values is a crucial therapy to co-operative transgression. Ethical values are vital and have a special place within the co-operative traditions. They are fundamentally important as they nurture humility. For the robust and responsible cooperative movement and regulatory mechanism in Tanzania, embracing cooperative ethical values is of paramount importance. Amidst the growing scrutiny of the cooperative business, it's more important than ever to emphasize on carrying out work the right way. I therefore recommend, ethics programs to be organized and practiced to enable cooperative leaders whom are vested with critical functional roles of determining the future of the cooperatives. Ethical values are exceptional tool for promoting moral conduct within cooperatives.



# HEET Project in Library services delivery at MoCU

**Dr. Msafiri Ponera**

Ag. Director of Library Services



The emerging technologies in the fourth industrial revolution have impacted the ways libraries provide services to its patrons. Library services delivery in the fourth industrial revolution have also been revolutionalised from traditional to modernized set up. It is in this context that the emerging technologies including robotics (automation) and artificial intelligence are used to replace human in performing some library operations which simplified the management of library resources and services through the library management systems. Thus, libraries including MoCU Library have reacted appropriately to such transformations.

If one may reflect back in those hustle and cumbersome days where we used card catalogues at MoCU library might have nothing to comment rather than congratulating the efforts done by the University management under the support of HEET project in replacing

the formerly prevalent physical, client-focused modalities of service delivery with ICT-driven alternatives. The adoption of ICT and application of the emerging technologies in library services delivery have simplified library operations in almost all aspects. The use of ICT at MoCU library has the potential impact on Library operations. Websites, electronic resource management, online reference services, online public access catalogues (OPAC), online material reservation and lending, interlibrary loans, access and security management, digitization, institutional repositories, online learning platforms, and Integrated Library Management Systems are just few important ICT applications in academic libraries like ours.

The process of automating MoCU library services began in the 1990s after receiving Education funds funding for the installation of the INMAGIC library management system. Transforming Tanzania Education Authority (TEA) This was a turning point in the automation of library services like book reservations, charging and discharging, cataloguing, and membership registration. INMAGIC was commercial software, which depended on the provision of training, updating, and maintenance. The associated costs and the need for a modern library management system necessitated the migration from INMAGIC to ABCD library management system, which is open-source software with more

features compared to the old version of INMAGIC. Despite the ABCD library management system's openness, there were difficulties in operationalizing it. With ABCD in both Moshi and Kizumbi Institute of Co-operative and Business Education (KICoB) libraries, we experienced system compatibility, lack of technical assistance and training. Therefore, it was very difficult for the library staff to provide the timely and high-quality services to the patrons. Hence,







the only alternative was to switch to another library management system which is more user-friendly. However, this was hampered by financial limitations.

We appreciate the World Bank's kindness for funding our library through the Higher Education for Economic Transformation (HEET) project. It is through HEET project, approximately 16,000 book titles have been transferred from the previous ABCD library management system to the KOHA library management system. This transfer included both a technology upgrade and professional development, whereby means all library staff both at KICoB and Moshi libraries were practically trained on working with the installed new library management system (KOHA). This made it possible for our library staff to deliver services that effectively and efficiently meet the diverse needs of information users. The library staff are now comfortable and confident in using the newly installed library management system without any difficulties.

Additionally, the HEET project has also helped MoCU Libraries in improving its institutional repository. Now, MoCU institutional repository allows document upload and submission in just three steps than it was before for the purpose of reducing the possibility of errors. More

importantly, the system can display the quantity of searches made, the majority of referenced articles, the quantity of logged in users, and the devices used to access the repository. In order to raise the university's visibility, the repository is also listed in a number of open-source directories, including Google Scholar, BASENET and Open DOOR.

Furthermore, through HEET funding, MoCU library signed a service agreement with EBSCOhost to supply the university with the following products, Business Source Complete and eBooks Subscription Business Collection. Currently MoCU community members have access to resources other than those provided by the Consortium of Tanzania University and Research Libraries (COTUL). This facilitates the core functions of the university, such as teaching, research, consulting, outreach services, and innovation. Thus, the library management would like to give thanks to the World Bank for supporting our service delivery through the HEET project. The library management will continue to embrace new technologies in the delivery of library services with the aim of providing services that satisfy users' needs for the sake of achieving University mission and vision as well as the national and international development agenda.



## DIAGNOSIS AND HEALTH SERVICES WEEK IN HIGHLIGHT





## Training event with special need students in highlight



## POEMS & CARTOON CORNER

### Women's Power

It's a day again, time still passing on  
Sun rise, sun set, days are beautiful  
Let call a day, your attention please  
Wipe the sweat, rest to gain momentum.

Dadas and mama, the group on focus  
Your doings on land, make community alive  
The real we give, no flatter herein  
In living community, your footage is investigative  
Cheers to you das, you found place in our hearts.

Take cheers friends, mothers & sisters  
You play in great, a lot we learn  
Keep the go mama, we see mothers' power  
You always give sweet, neither harms mind  
Keep giving friends, give without lasting.

No more to say, a lot you have in action  
You gave the plot, we do the building  
Our hands together, hear claps with melody  
Woman's power, give beauty for courage.

*Author: Elly Mpagike*

### Hidden Ability

Hallow ladies, ladies of our hearts  
The tone you hear, receive with open heart  
At the bottom of heart, make it calm  
Smooth as it is, give its strength  
The world you are, give value belongs.

You're born as trustee, heavens believed in you  
All leads to success, made within you  
What take you further, the courage you miss  
Attitude made upon, that is catastrophe.

Strong you are, that's all innate  
Hitting success, strength you have  
Building your mind, keep the go  
Stand as one, no surrender at all  
The world you are, give value belongs.

Stand our ladies, stand above targets  
That dormant courage, make it alive  
With strong hands, hold success on top  
Stand never give, stand with mind and power  
In the total darkness, find a lighting point.

*Author: Elly Mpagike*





# MoCU Students Talent Group

## "The Dream Team"

### On A Stage performance





## KICoB CORNER



Between 25th and 26th November 2022, the KICoB employees participated in a tree planting programme around the Institution premises and the Region where a total of 637 trees were planted supporting the tree planting campaign i.e., "Make Shinyanga Green" held at Ndembezi Girls' Secondary School. In that campaign, the Guest of honour was the Shinyanga Regional Commissioner, Honourable Dr. Sophia Edward Mjema. The Kizumbi Institute of Co-operative end Business Education emerged as the winner for planting trees in the region and employees were given 100 trees as a gift.





# Moshi Co-operative University as a Partner in SUSIE Project



FINNISH NATIONAL  
AGENCY FOR EDUCATION

**M**oshi Co-operative University (MoCU) involved in SUSIE, a Sustainable Employability through HEI's Innovative capacity building project, in collaboration with local and Finish University since 2020. The objective of the project is to improve strategic thinking, pedagogical competencies, learning spaces in Tanzanian and Finish Universities through focusing on sustainable leadership training of active pedagogical trainings, establishment of HUBS and online learning environments. Turku University of Applied

Sciences in Finland, Mwenge Catholic University and Moshi Co-operative University (MoCU), (MWECAU) and Tumaini University Dar es Salaam College in Tanzania are involved in this project.

SUSIE project kicked-off in a meeting held online at Arusha Corridor Springs in November 2020. SUSIE almost increasing accessibility to

studies and information, promoting innovation capabilities, improving circular to economy thinking to both students and local communities. Jointly Higher Education Institutions (HEIs), NGO's, Authorities and Private Companies reach the objectives through three methods namely;

(i) strengthened capacity building improved by sustainable leadership and strategy work,

(ii) enhanced relevance and pedagogical capacity by increasing active (e-) pedagogy competence of academic staff and

(iii) Improved accessible and interactive learning environments by establishing interactive Campus HUBs and e-learning facilities to public libraries. The global challenges SUSIE targets are Sustainable Development Goals 4, 5, 8, 9, 10, 12 and 17. SUSIE also addresses Human Right Based Approach, cross-cutting issues and contributes

.....to Page 37



*Prof. A. S. Sife and Prof. John Safari seated in front together with other Leaders and students at Academia Sparks 19.10.2022*

# CLIMATE CHANGE ACCOUNTING



Mr. Hussein Mayomba

The ongoing world climate change debate has waded itself into professional spheres that were not thought for before. The increase intense in heat waves, heavy precipitation, droughts, tropical cyclones and greenhouse gases emissions has altered normal arrangements of operations and policies in areas suffered most or more proactive in reducing climate change impact.

Robust disclosure by businesses on the risks associated with climate change has been a significant aspect in the presentation of their financial statements. Companies may have different views on the way global climate change impacts their operations and returns. companies such as Monsanto which deals with agricultural production has a great interest on how the climate change risks do affect its operations. A global increase in temperature and unpredictable weather patterns may lead to pouring more resources in research and development so as to come up with a technology which is more advanced and can stand

against such changes without affecting its production of seeds as well as its total agricultural output. The company has been developing seeds which thrive in extreme weather conditions.

The disclosure of climate change risks may facilitate efficient allocation of capital to companies that are best positioned to transition to low carbon business models. It gives the investors and financial institutions the information they need to hold managers accountable for meeting goals. Most companies currently consider the impact of global climate change when setting their strategies, evaluating risks, performance and results of their operations.

Currently notably most in the western world, the companies/corporations are voluntarily publishing their climate reports to be seen as pioneers or ambassadors in addressing climate change risks and impacts. This has an objective of ensuring the companies brand sustainability in the age where climate change is the beast of the day.

Policies regarding climate change risks and impact reduction are disclosed in the financial statements so that both investors and other stakeholders understand the commitments of the company in climate change struggles.

Since climate change is a very volatile subject under the current world situation,

and these matters may have an impact on companies' financial reports, it is critically important that climate related disclosures be provided in a document that auditors are at least charged to read so that they can consider whether the financial statements are missing key information that could bear on whether they are fairly presented and free of material mis-statements.

In developing countries the concept of climate change may be considered as farfetched regardless of the huge impact we are suffering from it. This may be true partly due to the nature of activities which are said to increase the rate of climate change and the level of accountability of authorities and the business community.

## Core Elements of Recommended Climate-Related Financial Disclosures







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towards European Unions' standards. SUSIE has been planned in tight cooperation with all partners, in an open and equal manner.

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### Why SUSIE Project

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HEIs are multidimensional systems which educate people and invest in progressing science, knowledge and culture. With growing expectations current societies are waiting to see that HEIs are increasingly interactive and participatory in solving the common issues. One option to respond the demands is Sustainable leadership which is a future oriented strategic approach aiming at positive transformation, the development of social capital and innovative atmosphere.

Current holistic view on learning highlights that studying should not be limited to the certain time or place but quite opposite; increasingly HEIs are asked to pay attention on access to studies so that students can make their individual study plans. One way to respond to the demand is investing on-online teaching and learning platforms which provide flexible opportunities for both learners and teachers. Also, campus onsite learning facilities can be improved and one concept is Business HUB. In the SUSIE project Business HUB refers to the physical premises in which work is organized and managed by students who are responsible of the progress of their study projects. HUBs aim to link academia with local community

and invite them to work along with students, while upholding sustainability as a core value.

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### Susie Project Output To-Date:

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Within the past years or so, a number of achievements are evident through SUSIE. Just to mention a few through FinTan pedagogical training two days (25<sup>th</sup> - 26<sup>th</sup> February 2021) was held at MoCU Conference Centre that involved facilitators from TUDARCO and TUAS. In collaboration with the Tanzania Co-operative Development Commission, SUSIE and MoCU partnered to organize an International Conference on "Co-operatives and industrialization; putting members at the centre in 2021. In 2022, MoCU Participated in the "Academia Sparks Forum", in which 150 participants discussed on the need for collaboration between universities, industry and business life, and innovation ecosystems, curricula reform and interactive leadership. Through all these engagements, MoCU has benefited in the development of networking, online short courses, Business Hub development, leaders training, development of WCEF2022 Studio MoCU and Video conferencing facilities. At the same time, SUSIE Project has facilitated among others; Training on product Branding, Training on Project Designing and Development for Micro-Enterprises, Training for Students on Online Marketing. The training online Marketing was facilitated by MoCU students under the sponsorship of **SUSIE**.

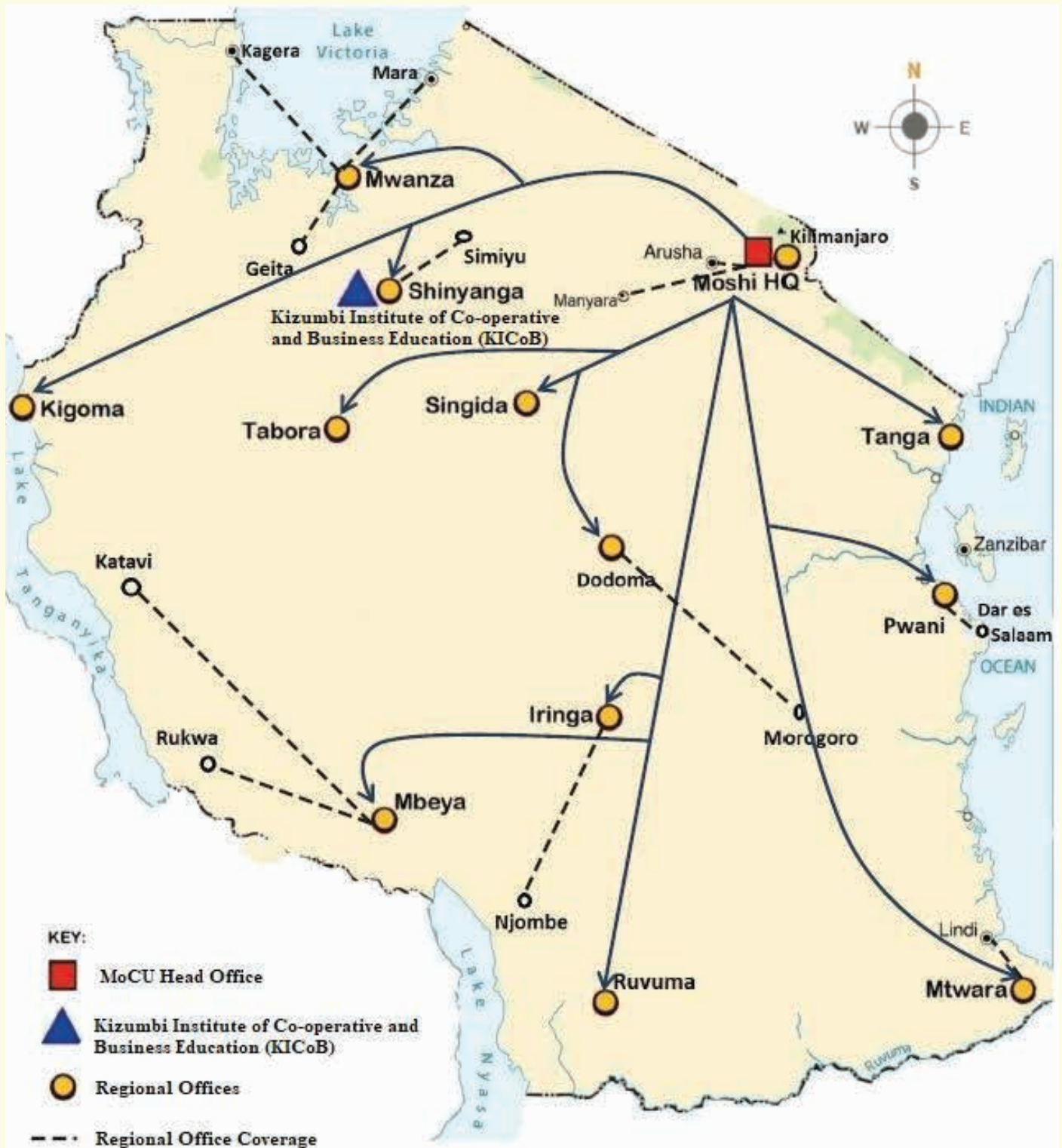


## SPORTS EVENTS IN PICTURES





## MoCU offices as seen in The map of Tanzania



NB: Regional Offices serve nearby regions to deliver outreach services all over the country.

# ACADEMIC PROGRAMMES

## POSTGRADUATE PROGRAMMES

### A. Doctor of Philosophy (PhD) - By Research

### B. Masters Degree Programmes (Two Years)

Masters of arts in Co-operative and Community Development

- Masters of Arts in Procurement and Supply Management
- Masters of Business Management
- Masters in Development Planning
- Masters of Human Resource Management
- Masters of Project Planning and Management

### C. Postgraduate Diploma (One Year)

- Postgraduate Diploma in Accounting and Finance
- Postgraduate Diploma in Community Development
- Postgraduate Diploma in Co-operative Business Management
- Postgraduate Diploma in Saving and Credit Co-operative Societies Management

## UNDERGRADUATE PROGRAMMES

### D. BACHELOR DEGREE (Three Years)

- Bachelor of Accounting and Finance
- Bachelor of Accounting and Taxation
- Bachelor of Co-operative Management and Accounting
- Bachelor of Economics
- Bachelor of Community Economic Development
- Bachelor of Human Resource Management
- Bachelor of Marketing and Entrepreneurship
- Bachelor of Microfinance and Enterprise Development
- Bachelor of Procurement and Supply Chain Management
- Bachelor of Business Information and Communication Technology
- Bachelor of Laws

### E. Diploma Programmes (Two Years)

- Diploma in Co-operative Management and Accounting
- Diploma in Microfinance Management
- Diploma in Business and Enterprise Management
- Diploma in Library and Information Science
- Diploma in Human Resource Management
- Diploma in Business Information and Communication Technology

### F. Certificate Programmes (One Year)

- Certificate in Co-operative Management and Accounting
- Certificate in Accounting and Finance
- Certificate in Coffee Quality and Trade
- Certificate in Microfinance Management
- Certificate in Information Technology
- Certificate in Human Resource Management
- Certificate in Library and Information Science
- Certificate in Law

## PROFESSIONAL PROGRAMMES

- Foundation Certificate in Savings Credit Co-operative Societies Management
- Professional Certificate in Savings and Credit Co-operative Societies Management
- Professional Financial Co-operative Management Programme

## SHORT COURSES AND OUTREACH PROGRAMMES

- Elementary Course in Librarianship
- Programu ya Uongozi na Uendeshaji wa Vyama vya Ushirika wa Akiba na Mikopo
- Programu ya Ushirika, Uongozi na Usimamizi wa Vyama vya Ushirika
- Programu ya Utunzaji wa Vitabu Vya Hesabu za Vyama vya Ushirika wa Masoko ya Mazao Kilimo
- Tailor -made short Courses