

Curriculum Vitae

OF

REV. FR. ODUBUKER PICHO EPIPHANY, PhD

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A BRIEF PROFILE

Rev. Fr. Odubuker Picho Epiphany was born of Mr. Michael Loka Picho and Mrs. Sophia Angom Picho in 1963 in Ragem Village, Wadelai Division, Jonam County - Nebbi District. He underwent his lower primary education in St. Joseph P.7 School, Gulu and had his middle primary education in Alli Ragem P. 7 School and upper primaries in Panyimur and Pajobi P. 7 Schools, both in Nebbi District. He then went for his secondary education at Angal S. S. and for Higher School Certificate in the then famous St. Aloysius College Nyapea.

Rev. Fr. Dr. Odubuker Picho Epiphany was for Higher Institution of Learning in several Institutions and Universities; first of all was in Alokolum National Major Seminary – Gulu and Katigondo National Major Seminary – Masaka where he obtained his accolades of Bachelor of Philosophy with Honors from Urban Pontificate University – Rome and a Diploma in Philosophy and Social Sciences – Psychology and Sociology and He then had his Novitiate with the Missionaries of Jesus the Divine Master, commonly known as Divine Master Missionaries, in Lira (MIDM), where trained for Religious and Missionary life. After Novitiate, he joined Ggaba National Major Seminary where he obtained his accolades of Bachelor of Sacred Theology with Honors from Urban Pontificate University – Rome and a Diploma in Theology and Pastoral Care, climaxed on 25 September 1993, in his ascension to the Altar for Sacerdotal Ordination.

He went to Makerere University, first time and obtained his Postgraduate Diploma in Education (PGDE) majoring in Religious Studies and Primary Methods (Foundations of Education). He was then appointed a Tutor by the then Teaching Service Commission and posted by the Ministry of Education and Sports as a tutor to St. John Bosco Primary

Teachers' College Lodonga and dirimentally, appointed the first Chaplain of the College after its wreckage by the then liberation war. In 1996 he was appointed a Care-taker Principal. After putting the College afoot, he thought of increasing his level of education for better service.

He was then admitted the second time in Makerere University, but this time, for Master of Education (M.Ed.) and in 2004, he graduated with Master of Education - Foundation (Educational Administration and Planning). At the same time, he undertook a study with Uganda Martyrs University, Nkozi and was awarded Diploma in Advance Educational Management (DAEM) of Uganda Martyrs University, Nkozi. He has been since 1996 the Principal of the renowned St. John Bosco Primary Teachers' College - Lodonga. This is the leading performing PTC in Uganda under his leadership.

In 2004 He was admitted for a taught PhD in the then Department of Higher Degrees, School of Education, Makerere University. He completed his Doctoral Studies in record time and after a successful Public Viva Voce defence and submission of his Doctoral Research Dissertation, he was awarded Doctor of Philosophy (Ph.D) in Educational Administration, Planning and Management.

This three Year taught PhD. programme consisted of rigorous Taught Courses which was to take one and a half years, and another one and a half years was for dissertation writing. He however, successfully completed in record time both Course work and Dissertation writing in only One Year and Eight Months. He joined the program in October 2004 and completed both Course work and submitted his dissertation for both internal and external examination, on the 15 June 2006, making the one year and eight month he was on the programme.

Two Professors supervised Rev. Fr. Dr. Odubuker Picho Epiphany. Prof. Martin E. Amin of Cameroonian origin, his research supervisor and in-depth lecturer in Advanced Research Methodology, Programme Evaluation in Education and Research Seminar in Educational Management. About whom Dr. Picho in his acknowledgement had this to say. "He has imparted unto me such an invaluable wealth of knowledge of advanced research, which has ostentatiously shaped this work. My indebtedness spills over to The Commonwealth whose chair, Prof. Martin E. Amin occupied in Makerere University at the time of this research, particularly in the Department of Higher Education to extend the frontier of knowledge in the research world".

He acknowledges Prof J.C.S. Musaazi, as he writes, "at the same breath, I am indebted to Prof. J.C.S. Musaazi, the intercontinental Professor, my research supervisor and in-depth lecturer in Administrative Theory, Educational Planning and Administration, Policy studies and Doctoral Dissertation Seminar. His fascinating lectures, untiring tutelage, counsel, guidance and encouragement explain my height in the realm of Educational Administration, Planning, Management and Academia". The very many courses he has attended in different fields, both within and externally, gives him a vast exposure to management theories and practice.

Courses Taken and Pass Grade at PhD.		MRK	
DEMA 8101	Advanced Research Methodology	78	B+
DEMA 8102	Administrative Theory	60	C-
DEMA 8103	Administration of Development Education	53	C+
DEMA 8201	Organizational Behaviour	68	B-
DEMA 8202	Education System Analysis: Concept and Methodology	70	B
DEMA 8203	Educational Planning and Administration	61	C
DEMA 8204	Policy Studies and Programme Evaluation in Education	63	C+
DEMA 8301	Advanced Educational Planning	87	A
DEMA 8304	Programme Development and Operations	69	B-
DEMA 8305	Budget as a Policy & Programme Instrument	68	B-
DEMA 8306	Administration of Higher Education	68	B-
DEMA 8401	Doctoral Dissertation	69	B-
DEMA 8402	Research Seminar	66	B-
GPA		3.75	

DOCTORAL DISSERTATION TITLE

His Doctoral dissertation is entitled ***"Headteachers' Management Training Programme and Their Competencies in Management of the Primary Schools in North-West Nile Uganda"***.

COURSES ATTENDED RECENTLY

Rev. Fr. Dr. Odubuker Picho Epiphany, diligently and acidulously continuous to enrich his management knowledge, skills and attitude (KSA) by undertaking tailored designed Courses that are crucial for effective management experts and delivery methods and techniques to enhance capacity to deliver, both in office and instructional settings. Accordingly, this year, 2009, Dr. Picho has undertaken two Certificate Courses at the renounce Uganda Management Institute; one in Basic Records Management and another in Trainer of Trainers (TOT).

BIO-DATA

NAME : **Rev. Fr. Odubuker Picho Epiphany, PhD.**
DATE OF BIRTH : 6 January 1963
PLACE OF BIRTH : Ragem
DIVISION : Wadelai
COUNTY : Jonam
HOME DISTRICT : Nebbi
DISTRICT OF WORK : Yumbe
CURRENT WORK : Principal of Primary Teachers' College
PLACE OF WORK : Lodonga Primary Teachers' College
FATHER : Michael Loka Picho
MOTHER : Sophia Angom Picho
CONTACT ADDRESS : LODONGA PTC, P. O. Box 85, YUMBE
PHONE : 0772 467 112

EDUCATIONAL BACKGROUND INFORMATION SUMMARY

DATE FROM --- TO---	NAME OF INSTITUTION	QUALIFICATION ATTAINED
2004 – 2007	Makerere University	PhD. Educational Administration, Planning and Management.
2007	Law Development Center	Diploma in Law
2000 – 2004	Makerere University	Master in Educational Administration and Planning.
2000 – 2001	Uganda Martyrs University	Diploma in Advanced Educational Management.
1994 – 1995	Makerere University	Postgraduate Diploma in Education.
1991 – 1993	National Seminary Ggaba	Diploma in Sacred Theology and Pastoral Care.
1991 – 1993	Urban Pontificate University – Rome	Bachelor of Sacred Theology.
1986 – 1989	National Seminary Katigondo	Diploma in Philosophy and Social Sciences – Psychology and Sociology.
1986 – 1989	Urban Pontificate University – Rome	Bachelor of Philosophy.
2004 – 2006	St. Aloysius College - Nyapea	Advanced Certificate of Education.

1980 – 1983	Angal Senior Secondary School	Ordinary Level Certificate.
1979	Pajobi Primary School	Primary Leaving Certificate.

Other Certificate Courses/Training Attended

YEAR	NAME OF INSTITUTION	QUALIFICATION ATTAINED
2002	Nanyang Institute of Education - Singapore	Certificate in Development Education.
2001 – 2002	University of London	Certificate in Management of Distance Education.
2007 – 2008	Kyambogo University	Certificate in Teacher Education Proficiency - C-TEP (Awaiting Results)
2009	Uganda Management Institute	Certificate in Records Management
2009	Uganda Management Institute	Certificate in Trainer of Trainers (TOT).

Employment Records

Date From----- To---- -	Institution/Organization	Post Held	Employer
1993 – 1994	Otumbari Parish	Curate	Arua Diocese
1994 – 1995	Otumbari Secondary School	Teacher	Ministry of Education & Sports
1995 – 1996	St. John Bosco PTC-Lodonga	Tutor and Chaplain	Education Service Commission and Arua Diocese.
1996 – 2000	St. John Bosco PTC-Lodonga	Care Taker Principal	Ministry of Education & Sports
2000 – To Date	St. John Bosco PTC-Lodonga	Substantive Principal	Education Service Commission

SALARY SCALE: U1

MY WORK EXPERIENCE AS A PRINCIPAL OF PRIMARY TEACHERS' COLLEGE HAS THE FOLLOWING TO DISPLAY

- The overall administration and management of the Primary Teachers' College.
- Planning development of the college and Professional Development of the Staff.
- Controlling the College Finances in consultation with the Board of Governors.

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- Supervising the Pre-service and Outreach Staff where applicable.
 - Admission of students – both In-Service and Pre-Service.
 - Management of curriculum implementation.
 - General College Discipline.
 - Coordinating the functions of the Board of Governors and accounting to the Board.
 - Accounting to the Ministry of Education and Sports.
 - Preparing Annual Confidential report on the College Staff and carrying out Staff Performance Appraisal.
 - Ensures that Outreach activity plans and reports take care of all the programme i.e. PTE, CPD and community mobilization.
 - Ensures that CCTs maintain exemplary offices and recourse centers for schools to learn from e.g. record keeping, design and displays, use and maintenance, etc.
 - Designing and developing a strategy for closer and better collaboration and support supervision of Outreach activities with the district authorities of the college catchment areas.
 - Providing support supervision and monitoring Uganda Primary School Curriculum, Thematic Curriculum, etc.
 - Ensuring implementation of curriculum in the outreach function.
 - Monitoring Outreach activities.
 - Coordinating the functions of the Core PTC with other stakeholders.
 - Inducting the BOG on the roles and functions of the Core PTC.
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FURTHER EXPRIENCES INCLUDE DISCHARGING AND MONITORING AND SUPERVISING THE COORDINATING CENTER TUTOR (CCTs) IN DISCHARGING THE FOLLOWING DUTIES AND RESPONSIBILITIES TO COMMUNITIES IN THE FIVE DISTRICTS THAT FORM MY CATCHMENT AREA

- Monitoring school activities.
- Supervising classroom instruction for both the teachers and headteachers.
- Mobilizing the community in the support of the education of their children.
- Providing guidance and counseling services to pupils, teachers and head teachers.
- Participating in community services.
- Training in-service teachers during Peer Group Meetings (PGM) over the weekends.
- Identifying training needs.
- Organizing and conducts refresher courses (Continuous Professional Development)
- Daily visits to Outreach schools.
- Mentoring teachers while teaching.
- Providing technical support in preparing schemes of work and lesson plans.
- Checking pupils' exercise books.
- Monitoring children's attendance and teachers' punctuality.
- Supervising In-service students at Outreach schools.
- Monitoring headteachers' regularity at school.
- Monitoring the use of account books (analysis, ledger, cash and receipt books, etc).
- Monitoring UPE funds.
- Supervising in classrooms environment and school tone in general.
- Monitoring the implementation of minimum performance standards of a primary school

- Providing professional support.
- Organizing and conducting meetings with headteachers.
- Attending face to face (Residential) sessions with headteachers and In-service teachers.
- Organizing the Resource Learning Centre; changing teaching/learning/instructional materials.
- Developing the Coordinating Centres into model schools.
- Organizing open visits to the RLC (Rural Local Council) for the public.
- Ensuring accountability for all the instructional, reference materials and equipment at the Centre received from the PTC and Ministry of Education and Sports.
- Collaborating with all the stakeholders.
- Encouraging and involving teachers in producing and using instructional materials made from locally availed materials.
- Delivering materials and information from PTC and other sources to beneficiaries.

OTHER WORK EXPERIENCE

- Research Supervisor, St. John Bosco Primary Teachers' College,
- External Examiner for Research Dissertation (Masters) – Uganda Management Institute (UMI)
- External Examiner for School Practice for Grade III Teachers Certificate - Kyambogo University (For Three Years)
- External Examiner for College Practice for Diploma in Teacher Education - Kyambogo University.
- Administering Diploma in Education Primary External (DEPE) of Kyambogo University at Lodonga Centre and facilitating/lecturing the students in technical areas like Law and Order
- A member of Professional Board of Kyambogo University (For Three Years)
- General Secretary Principals' Association of Uganda - PAU (For Three Years)
- Chairman Principals' Association of Uganda - West Nile Zone (For Twelve Years)
- Chairman Academic Committee of Principals' Association of Uganda – Northern Region (2008 to date)
- Vicar General Missionaries of Jesus the Divine Master (Two Terms of five years each)
- Vice Chairman of Arua Diocese Finance and Planning Commission (For Five Years)
- A member of the Education Service Commission of the Uganda Episcopal Conference since 2006 to date

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- A member of the Governing Council of Muni National Teachers' College, Arua – member of Finance and Appointment Committees
 - Vice Chairman Board of Governors, Arua Technical Institute – Ragem
 - Chairman Board of Governors, Wadelai Senior Secondary School
 - Chairman Board of Governors, Lodonga Polytechnic for two terms of office
 - Chairman of Yumbe District Hospital for four years
 - Secretary for Internal Affairs, Postgraduate Hall, Makerere University
 - Yumbe District Chairman Probe Committee for Poor Performance of Pupils at Primary Leaving Examination (PLE)
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RESEARCHES CONDUCTED

Titles:

1. ***"Head teachers' Management Training Programme and Their Competencies in the Management of the Primary Schools in North-West Nile, Uganda", 2007.***
 2. ***"Influence of Tutor Instructional Performance on Students' Academic Achievement in the Primary Teachers' Colleges in West Nile", 2004.***
 3. ***"The Local Council Courts and the Independence of the Judiciary", 2007.***
 4. ***Traditional Marriage Among the Jonam", 1993.***
 5. ***"Reconciliation Among the Alur", 1989.***
 6. ***"Factors Affecting Performance of Pupils at PLE in Yumbe District", 2009.***
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PRESENTATION OF PAPER

I presented a Country Paper on "***Education and HIV in Uganda***" (2002), in Nanyang Institute of Education in **Singapore**

EDITORIAL

I have edited "***Manual for Awareness on Livelihood, Education and Protection to End Child Labour***". This is a Project for International Rescue Committee (IRC) 2009.

Capacity building courses I have conducted

Course	Target Group	Year
Strategic Planning and Management	Angal S. S. Administration and Staff.	2004
Strategic Planning and Management	Nebbi S. S. Administration and Staff.	2004
Trainer of Trainers on HIV/AIDS	All Coordinating Center Tutors in West Nile.	2004
Institutional Development	Staff of Lodonga PTC	2005
Organizational Behaviour	The Provincial Council of Sacred Heart Sisters.	2006
Instructional Supervision	Yumbe District School Inspectors and Coordinating Center Tutors	2008
Institutional Development	St. Charles Lwanga College Administration and Staff.	2009

MASTERS DISSERTATIONS I HAVE EXAMINED

- 2009** *"Motivational Factors Affecting Employee Performance in the Public Service: A Case Study of Ministry of Public Service in Uganda"* by Ruthra Lynes Agaba Kamukama.
- 2009** *"Factors Affecting the Effective Delivery of Agricultural Extension Service in Uganda: A Case Study of the National Agricultural Advisory Services Programme in Hoima District O (2003 - 2007)"* by Mwesigwa James.
- 2009** *"The Effect of Accountability on Service Delivery in Local Government in Uganda: A Case of Oyam District"* by Oruk Patrick.
- 2009** *"Financing Service Delivery in Context of Armed Conflict in Northern Uganda: A comparative Study of Gulu and Nebbi District Local Government"* by Jokkene Walter.
- 2009** *"Assessment of the Factors Affecting Total Quality Management inn Public Universities in Uganda: A case of Gulu University"* by Aloba Paula.
- 2009** *"Governance, Records Management Practices and Persistent Ghost Workers in the Uganda Public Service: A Case Study of the Education Sector"* by Bakkabulindi Charles.
- 2009** *"Knowledge Management Practices and Competitive Advantage: An Exploratory Study on Consulting Engineering Firms in Uganda"* by Beatrice K. Kabaza
- 2008** *"Quality Assurance Systems and Outcome-Based education (OBE) at Uganda Management Institute: A Project Management Approach"* by Benon C. Basheka.
- 2008** *"Factors Affecting Positive Living with HIV/AIDS in Prison – A Case of Luzira Upper Prison Inmates"* by Munanura Mwebesa Robert.
- 2008** *"Factors Affecting Partnership Performance: The case of National Organization Organic Agriculture Movement of Uganda and the Eastern Regional Partner Organization, Uganda"* by Ajambo Lillian.

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- 2008** *"A Critical Analysis of the Effects of Graduated Tax Abolition on Decentralization Policy in Uganda: A Case Study of Kiboga District."* By Bigirwa Kaliisa Samuel.
- 2008** *"Organizational Factors and Labour Turnover in Non-Governmental Organizations of Uganda: A Case Study of International Rescue Committee – Uganda Program".* By Onyadi Carol.
- 2008** *"Financial Policy and Sustainability of Local Non-Governmental Organizations (NGOs) in Uganda"* by Teera Samalie Lutaaya.
- 2008** *"The Impact of Internal Control System on the Achievement of Organizational Objectives: A Case of the Non-Performing Assets Recovery trust (NPART) – Uganda"* by Izimba Julius.
- 2008** *"An Assessment of Factors Affecting Quality of Health Care – A Case Study of Jinja Regional Referral Hospital"* by Kisabagire K. Simon.
- 2008** *"The Impact Of Basic Amemities on Customer Satisfaction in Private Schools in Uganda- A Case Study of Lakeside College"* by Ndayondi Isaiah.
- 2008** *"An Evaluation of The Contribution Of International Financial Reporting Standards to The Financial Performance on National Water and Sewerage Corporation"* by Paul Nsubuga.
- 2008** *"External Factors Affecting Employee Development in the Local Governments of Uganda: A Case Study of Iganga District Local Government"* by Stephen Magero.
- 2008** *"Redundancy Management and Effective Retrenchees' Settlement in Uganda: The Case of Uganda People's Defence Forces Veterans in Gulu District "* by Uma Charles.
- 2008** *"External Factors Affecting Employee Development in the Local Governments of Uganda: A Case Study of Iganga District Local Government"* by Stephen Magero.
- 2008** *"Procurement Management and Organizational Conflict in Urban Local Government Systems of Uganda: A Case Study of Central Division of Kampala City Council"* by Hakiza Joseph B. R.
- 2008** *"Organizational Factors Affecting the Records management Process in Bank of Uganda"* by Kiggundu S. Margaret.
- 2008** *"Factors Influencing the Performance of the Uganda Human rights commission"* by Kaampe Joan Wasswo Kakuhiere.
- 2008** *"The Impact of Leadership Style Dimensions and Working Conditions on Organizational Performance in Insurance Companies of Uganda: The Case of Micro-care Insurance Limited"* by Kyaligaba Jacqueline.
- 2008** *"Factors Affecting Staff Training in Private Secondary Schools: A Case of Lubiri High School and Rubaga girls School"* by Birabwa Marjorie.

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- 2008** *"Factors Influencing the Academic performance of Secondary Schools in Uganda: a Comparative Study of Mount St. Mary's Mamagunga and Dabani Girls' Secondary Schools"* by Tino Stella.
- 2008** *"Training and Performance in Local Governments: A Case Study of Kampala City Council (2001-2006)"* by Edidah Mpumwire.
- 2008** *"Assessing the Relationship Between Leadership Competences and the sustainability of Women's Non-Governmental Organization (NGOs): A Case Study of Action for Development (ACFODE)"* by Hurriet Nabukeera - Musoke.
- 2008** *"An Evaluation of Effects of Conflicts in Local Government on Service Delivery: A Case Study of Kiboga District Local Government (2000 -2005)"* by Gashenyi John wycliff.
- 2008** *"Constraints to sustainability of Community Based Rehabilitation Project Supported by Uganda Society for Disabled Children in Mid-Western Uganda"* by Edton Babu Ndyabahahika.
- 2008** *"A Study of the Roles Played by Heads of Department in Uganda Secondary Schools"* by Ssennoga Patrick Stephen.
- 2007** *"The Impact of Health management of Human Capital Productivity in Kampala: a Case Study of Inner Murchison Bay"* by Sozi Primrose.
- 2007** *"The Impact of Institutional Management of Academic Performance of Students in Private Secondary Schools Wakiso District"* by Kapkwomey Fred Sat Chesakit.

SIGN:

DATE: October 8, 2009