
SHORTLISTED APPLICANTS FOR INTERVIEWS FOR THE PHD POSITIONS WITHIN THE UNIVERSITY OF RWANDA-SWEDEN RESEARCH TRAINING PARTNERSHIP PROGRAMME: SUSTAINABLE MANAGEMENT RESEARCH (SMR) SUBPROGRAM TENABLE IN THE SCHOOL OF BUSINESS, COLLEGE OF BUSINESS & ECONOMICS AT THE UNIVERSITY OF RWANDA

Background:

The School of Business (SoB) of the College of Business and Economics (CBE), University of Rwanda (UR) in partnership with Jönköping International Business School (JIBS), Umeå School of Business, Economics, and Statistics (USEBS) and Karlstad Business School (KBS) under the support of UR-Sweden program (Sustainable Management Research subprogram) is implementing activities aimed at improving the quality and relevance in management education and research. This will in turn contribute to the development of competent staff, and improved use of research for the transformation of the society. PhD education in management is one of activities that will lead to goal.

Under the 4th Phase of the UR-Sweden program (2019-2024), the SMR sub-programme will recruit and train in total a maximum of six PhDs in management tenable in the School of Business, CBE with joint supervision by professors at the collaborating universities and UR-CBE-SoB staff. The duration of the PhD program is four years starting in November 2021 and ends in November 2025. The PhD program consists of course work, research proposal development, field work, paper writing and publications, thesis preparation, submission, and defense. The courses shall be taught jointly by the UR-CBE/SoB and its collaborating Swedish Institutions as well as by partner universities from Eastern Africa. The students' research shall be supervised jointly by the professors at the collaborating universities and UR-CBE-SoB staff.

With this background, a call for recruitment of six PhDs in management was advertised on the University of Rwanda website on the 10th of August 2021. The deadline for the call was on the 31st of August 2021.

Members of the shortlisting committee:

1. . Dr Samuel Mutarindwa, CBE-UR (Co-chair and Secretary)
2. Prof Olof Brunninge, JIBS, Jönköping University (Co-Chair)
3. Prof Karl Johan Bonnedahl, USEBS, Umeå University

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4. Dr Jonas Barayandema, CBE-UR
 5. Dr Francois Niragire, CBE-UR
 6. Dr Shema Jean Bosco, CBE-UR
 7. Dr Isaie Kadhafi, CBE-UR

Meeting agenda

Prior to the meeting, the SMR leader together the UR-CPGS, cross-checked the applicants received on 1st and the 2nd of September 2021. After this exercise, online communications between the team leaders (JIBS and SMR) regarding the applications received were done. The meeting for shortlisting candidates eligible for the interviews for the six PhD positions in management was held on the 13th of September 2021.

Summary on applications received

A total of eighteen applicants were received from the UR staff. Sixteen of the applicants are from the College of Business and Economics (CBE) and two are from the College of Arts and Social Sciences (CASS). There are ten male and eight female applicants.

Screening of candidates meeting general eligibility criteria

Out of the eighteen applications received, only nine are eligible for interviews. Six of the applicants had plagiarized material above 25% and were disqualified. One candidate was disqualified on grounds that the proposal did not lie in the domain of management. The two other applicants were disqualified for having very weak research proposals. The nine candidates eligible for interviews are shown in the annex below (in green color).



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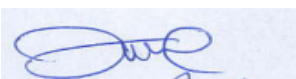
Candidate	Family name	First name	e-mail	Meets the general eligibility criteria (yes/no) ¹	Application complete (yes/no) ¹	Specific essential criteria ²			Specific desirable criteria ²				Ranking	Assessment (short comments)
						Education (level and topic):	Language skills: E.g., Very good knowledge of the English language, both in speech and in writing	Other essential qualifications: Any that are absolutely needed for the specific PhD position (not related to the general eligibility)	Degree, or by complementary education, has a specialization	Publications (other than master thesis etc): E.g., peer-review scientific papers, technical reports, conference proceedings, ...	Relevant work experience: E.g., experience from experimental research, or similar technical, work with small-scale biomass combustion applications	Specific skills (technical, methods, programs, tools, etc): E.g. Experience of working with analytical methods such as SEM-EDS and XRD		
1	Mukasekuru	Alice	amukasekuru@gmail.com	Yes	Yes	MBA (Finance)	Very good	-	-	2 journal articles	Experience in teaching and in research projects	Skills in research methodology, academic writing, and communication of research Computer skills (STATA, NIVIVO, ATLAS, SPSS, Microsoft)		Shortlisted for interviews

2	Kampire	Charity	kanch.rw@gmail.com	Yes	No	MBA (strategic Management)	Very good	-	-	No publications	Experience in teaching	Skills in scientific writing and research communication		Not shortlisted
3	Mukarutesi	Dative	datmuka@gmail.com	Yes	Yes	MBA (Entrepreneurship)	Very good	-	-	No publications	Experience in teaching only	Computer skills (STATA, NIVIVO, ATLAS, SPSS, Maxqda, Microsoft)		Not shortlisted
4	Umutoni	Egidia	tonyejido@yahoo.com	Yes	Yes	MBA (Accounting & Finance)	Very good	-	-	No publications	Experience in teaching only	Pedagogical skills		Not shortlisted
5.	Kwizera	Giovani Fidele	giovanfidelekwizera@gmail.com	Yes	Yes	MBA (Finance management, service, and security analysis)	Very good	-	-	1 journal article	Experience in teaching only	Pedagogical skills		Not shortlisted
6.	Niyibaruta	Frederick	fredericniyibaruta@gmail.com	Yes	No	MBA (Finance & Accounting)	Very good	-	-	No publications	Experience in teaching only	Skills in project management and business development		Not shortlisted
7	Ndizeye	Idrissa	ndizeyeidrissa123@gmail.com	Yes	Yes	Msc Accounting	Very good	-	-	2 journal articles + 2 book chapters	Experience in teaching and in research projects	Software skills (DEVINFO) Pedagogical skills business development skills		Shortlisted for interviews
8	Hitayezu	Innocent	hitayezui2014@yahoo.com	Yes	Yes	MBA (General)	Very good	-	-	1 journal article + 1 book chapter	Experience in teaching only	Software skills (SPSS, SAGE)		Shortlisted for interviews

9	Mpiranya	Jean Marie Vianney	jampiranya@gmail.com	Yes	Yes	Msc Accounting	Very good	-	-	No publications	Experience in teaching only	Curriculum development skills		Shortlisted for interviews
10	Mutesi	Josephine	mutejose5@gmail.com	Yes	Yes	Msc Entrepreneurship	Very good	-	-	2 book chapters	Experience in teaching and in research projects	Skills in scientific writing and research communication Pedagogical skills		Shortlisted for interviews
11	Rubyutsa Muragizi	Jules	joelrubyutsa@gmail.com	Yes	Yes	Masters in Business management	Very good	-	-	2 journal articles	Experience in teaching and in research projects	Computer skills (Microsoft) and software skills (SPSS)		Shortlisted for interviews
12	Ndahimana	Michel	ndahimanamichel@gmail.com	Yes	Yes	Master's in public Procurement Management for Sustainable Development MBA (Marketing)	Very good	-	-	2 journal articles	Experience in teaching and in research projects	Computer skills (STATA, NIVIVO, ATLAS, SPSS, Maxqda, Microsoft)		Shortlisted for interviews
13	Karuhanga	Nathan	karuhanga1900@gmail.com	Yes	No	MBA	Very good	-	-	3 book chapters	Experience in teaching and in research projects	Pedagogical skills Skills in entrepreneurship development		Not shortlisted
14	Mbabazi	Olivia	elonkava2013@gmail.com	Yes	No	MBA (International Business/HR)	Very good	-	-	No publications	Experience in teaching and in research projects	Computer skills (Microsoft)		Not shortlisted

15.	Nshimiyimana	Philemon	pnshimiyimana2005@gmail.com	Yes	Yes	MBA (Global management)	Very good	-	-	No publications	Experience in teaching and in research projects	Pedagogical skills		Shortlisted
16.	Uwamahoro	Rehema	uwamahororehema@yahoo.com	Yes	Yes	MBA (Finance)	Excellent (IELTS)	-	-	1 journal article	Experience in teaching only	Pedagogical skills Language skills (IELTS)		Shortlisted
17	Bahizi	Silas	bcamandja06@gmail.com	Yes	Yes	Masters in management	Very good	-	-	No publications	Experience in teaching only	-		Not shortlisted
18	Mwiza	Yvette	Y.mwiza@yahoo.fr	Yes	No	MBA (Finance)	Very good	-	-	No publications	Experience in teaching only	Computer skills (Microsoft, information systems)		Not shortlisted

Signature:



Dr Samuel Mutarindwa,

Secretary of the Selection Team



Meets the criterion very well



Meets the criterion partly, uncertain



Does not meet the criterion at all