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SOCIAL RESPONSIBILITY POLICY

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Signature by Chairman Council

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1.0 Interpretation of Operational Terms of the Policy

'Social Responsibility': covers all areas of corporate social responsibility, including (but not limited to) environmental, technical, economic and social issues.

1.1 Background of MRU

Muteesa I Royal University (MRU) was offered an operational license by the National Council for Higher Education (NCHE) in 2005 and started its operations in 2007. The founding Chancellor of the University, who is also its Visitor, is His Majesty the Kabaka, Ronald Muwenda Mutebi II. The genesis of modern education in Uganda is historically associated with the Kingdom of Buganda owing to the role that Sekabaka Muteesa I played in inviting the missionaries who introduced education in Uganda. Owing to this history, it is only befitting that the University was named after this visionary leader. Hence, the University was named after the 31st King of Buganda who was a monarch of great vision, Kabaka Muteesa I (1856-1884). MRU is a skills training, academic and research-oriented institution of higher learning that was established as a private institution. The initiative was promoted by the Executive Committee (EC) of the Buganda Kingdom, headed by the *Katikkiro* (i.e., Prime Minister).

1.2 Strategic Goals of MRU

The Strategic Goals of MRU are as follows:

- i. To produce graduates with all-round competencies and skills to be able to initiate self-employment activities or compete for jobs in the global market;
- ii. To promote research and encourage students and staff to publish;
- iii. To build and expand collaboration and engagement with the community, the alumni, and industry and business, and to equip students with practical skills while empowering the community, industry & business to develop local solutions;
- iv. To strengthen MRU's human resource capacity;
- v. To achieve a sustainable financial resource base;
- vi. To improve the administrative and organizational arrangements of MRU with a view to achieving efficiency and effectiveness in all sections of MRU; and
- vii. To construct or acquire, rehabilitate and maintain buildings, equipment, implements, ICT facilities and land particularly for the growth and development of its niche.

1.3 Vision of MRU

The Vision of MRU is to be "a leading university responding to contemporary challenges through teaching and learning, research and technical guidance".

1.4 Mission of MRU

The Mission of MRU is "to provide training, research and technical guidance responsive to national socio-economic needs".

1.5 Core Values of MRU

The core values of MRU are as follows:

- i. Professionalism; Professionalism is a trait that's highly valued in the human resource of any organization. It has many attributes, including: (a) Specialized knowledge, (b) Competency, (c) Honesty and integrity, (d) Respect, (e) Accountability, (f) Self-regulation, and (g) Image.
- ii. Respect for Diversity;
- iii. Cultural Sensitivity;
- iv. Tenacity; and
- v. Team Spirit.

2.0 Introduction of the Policy

MRU strives to be an asset to the community, supporting the social, cultural, intellectual economic development of Uganda and surrounding areas. MRU is committed to integrating, where appropriate, social and environmental elements into its operations and interactions with stakeholders. MRU believes in giving back to its communities and engaging with them in the socio-economic development process. Through its Social Responsibility Unit, it has exciting opportunities to create advantageous partnerships and relationships while making a tangible impact on its local communities. In addition, it helps in ensuring healthy, vibrant and prospering communities, attributes which are good for its employees, families and neighbours. MRU offers the public a social good arising from the ever increasing demand for participation in higher education. Through its tripartite mission of teaching, research and service, MRU seeks to expand the boundaries of knowledge, imparting knowledge, and improve society by helping to make the benefits of knowledge available. Lastly, MRU exists to provide high quality, innovative, competitively priced and applied post-secondary education to career focused learners in Uganda and abroad in a manner which meets their needs, is financially self-sufficient, and is socially and environmentally responsible.

3.0 Objectives of the Policy

This Policy is intended to provide the framework for MRU to establish and maintain a culture of social responsibility. Hence, it intends to reduce its environmental impact, and to contribute towards social responsibility, particularly in the areas of its social, economic and environmental choices. It takes this position as:

- a. An institution;
- b. An employer of staff whose actions can make a positive contribution in this regard;
- c. A procurer of goods and services; and
- d. A host to visitors from within and outside MRU.

4.0 Application of the Policy

This Policy shall be applicable to all persons charged with expanding the boundaries of knowledge, imparting the knowledge, and improving society by helping to make the benefits of knowledge available to all.

5.0 Principles of the Policy

MRU will operate in a socially responsible and ethical manner, with high standards of integrity and practice. MRU brings corporate social responsibility to life in impactful ways. MRU will give back to the local communities in which it operates. MRU's community giving is centered on educational and workplace readiness, employee volunteerism and environmental sustainability. Therefore, MRU is committed to:

- a) Undertaking appropriate corporate social responsibility activities;
- b) Providing appropriate resources for planned activities;
- c) Establishing and monitoring performance against meaningful and measurable objectives for the activities;
- d) Identifying competency needs and providing appropriate training and professional development to staff to meet those needs; and
- e) Within parameters established by its Charter, goals approved by its Council from time to time, MRU will strive to fulfil its corporate social responsibility in the following three main areas.

5.1 Economic Responsibility

MRU values business practices which are sound, ethical, and accountable. Therefore, it complies with: financial reporting; risk management; ethical investing and fundraising practices; procurement policies; code of conduct and conflict of interest policy; reducing reliance on government funding; individual personal responsibility for accountability; and ethical business practices.

5.2 Service to Community

MRU strives to attain efficient academic programming, service to community and equitable treatment of learners, employees and partners through the following:

- a) Research and consultancy that is action based and problem-solving in nature;
- b) Curriculum that responds to societal needs, research ethics, promoting lifelong learning [sustainability], and granting credit for life experience;
- c) Community building, consultation and collaboration with local civic government, problem-solving approaches to governments, local schools, etc.;

- d) Regular reports to the community, forums allowing public participation in research debates, providing accessibility for learners who traditionally find it difficult to attend university, charitable giving and involvement in community causes (includes setting goals and guidelines), ensuring individual personal responsibility for charitable giving, and community outreach;
- e) Equitable and transparent hiring, promotion and remuneration policies (including policy on intellectual property), ensuring individual personal responsibility for effective communications, leadership and teamwork; and
- f) Compliance with human rights legislation (including freedom of information legislation), policies on diversity and persons-with-disabilities (PWDs), respect for human rights of its collaborators in countries with gaps in their human rights records, and ensuring individual personal responsibility for upholding human rights.

5.3 Environmental Responsibility

MRU will always strive to conduct its activities in an environmentally sustainable manner. It will conserve, recycle, implement "green" policies and procedures on procurement, building, physical plant operation, etc., and ensure individual personal responsibility for the environmental sustainability agenda.

6.0 The Vice Chancellor's Responsibilities

The Vice Chancellor of MRU will ensure that resources, procedures, personnel and processes are in place to effect the implementation of this Policy, and that goals for its achievement are set as necessary. MRU's corporate social agenda should be reflected not only in organizational policies and procedures, but in the job descriptions of individual employees. The Vice-Chancellor is responsible for shaping an organisational culture and environment with professional standards that is conducive to achieving the objectives of this Policy.

7.0 Social Responsibility Committee

There shall be established a Social Responsibility Committee that will issue Annual Reports on the activities undertaken in fulfilment of this Policy. The Committee shall be responsible for implementing the Policy, Procedures and Guidelines. It will also be responsible for monitoring activities that are carried out, as appropriate, in compliance with relevant MRU policies and procedures. The Committee shall consist of five members appointed by the Vice Chancellor.

END

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