

With great honour; I hereby present to the Board of Quality Standards International Gazette Distinguished University Professor Christopher Oyat of Gulu University a true international academician from Gulu-Uganda recognized by Association of African Universities.



**Distinguished Professor Christopher Oyat**

Dr Christopher Oyat is a proud Acholi by tribe who has great love for his tribe and culture. He is a married man with five children. He speaks fluently Luo, English and Kiswahili languages. Dr Christopher Oyat holds Master of Arts degree (Development Studies) from Uganda Martyrs University (1996-1997); holds a PhD in Management from The Business University of Costa Rica; and a Professor of Management from The Business University of Costa Rica. He has a Doctor of Letters Degree from St Clements University; a Fellow Chartered Educator (FCE) from Chamber of Computer Logistics People (CCLP Worldwide in India); and a Doctoral Fellow (DFEIFD) with European Institute of Financial Directors.

Dr Christopher Oyat is an effective and excellent classroom Teacher and Lecturer in Gulu University. He has been teaching and lecturing in Gulu University from 2003 up to date. He has lectured or taught for over 13 years in the Faculty of Business and Development Studies and Gulu University in general. He was then promoted to the rank of Senior Lecturer in 2011.

Dr Christopher Oyat appreciated the importance of Open/Long Distance Learning and other forms of trainings which made him to acquire several certificates such as: Diplomas and Post Graduate Diplomas in various disciplines from different institutions; for example a Diploma in Personnel Management and Industrial Relations from the College of Professional Management U.K in 1996; a Diploma in Communication in Business and Management from the College of Professional Management UK in 1997; a Diploma in Principles of Modern Management from the College of Professional Management UK in 1997; a Diploma in Business Management and Administration from the College of Professional Management UK in 1997; and as if that was not enough Dr Christopher Oyat went ahead to achieve award of a Diploma in Organizational Behaviour from Cambridge International College UK in 2008; a Diploma in Project Management from Cambridge International College UK in 2008; an award of Certificate in the Management of Development Planning from FRIEDRICH EBERT STIFTUNG in 2000; and also obtained an award of Certificate in Performance Oriented Management from Manpower Services (Uganda) 2002.

Dr Christopher Oyat worked as a Town Clerk of Kalongo Town Board in 1992-1995; he also worked as Assistant Town Clerk of Kitgum Town Council from 1995-2000; served as Deputy Town Clerk of Gulu Municipal Council in 2000; and thereafter worked as Ag. Town Clerk – Gulu Municipal Council in 2001; and worked as Human Resources and Organization Development Advisor / Manager of ACORD (A British-based international NGO) from 2002-2005.

Dr Christopher Oyat lectures and teaches the following course units: Research Methodology for Master of Business Administration and Post-Graduate Diplomas; Research Methods and Basic Statistics for undergraduate students; Project Planning and Management for post graduate classes; NGO Management for post graduate classes; Organizational Behaviour for Master of Business Administration year II classes; NGOs and Development for undergraduate classes; Urbanization and Industrialization for undergraduate classes; Project Planning and Management for undergraduates; Industrial Psychology for undergraduate classes; and Organizational Culture and Ethical Behaviour for Master of Arts in Governance and Ethics.

He is an approved Internal Supervisor/Examiner for both undergraduate and post graduate research dissertations of students at Gulu University.

### **Personal attributes and guiding philosophy of Dr Christopher Oyat**

One great attribute that Christopher possesses is that he is a hard working person, honest and committed to achieving established goals and objectives. He is a good motivational speaker capable of ensuring sustained and focused attention of a given audience up to the end. He is a person endowed with good communication and interpersonal skills.

Dr Christopher always works and reckons with his seven (7) guiding principles: Hard work and commitment to accomplish tasks pay overtime; personal discipline and resolve for greater recognition and accreditation; unwavering quest and desire for professionalism in academic and professional development; quest for excellence in all that is done or being done; willingness to learn at all times from different stakeholders. He emphasises being transparent and accountable in all that is done as this pays overtime; and being effective and efficient in the management of time, talent and treasure (3Ts).

Universidad Empresarial de Costa Rica (Business University of Costa Rica / UNEM) is where Christopher Oyat obtained his PhD in Management; and is a full Faculty member of UNEM's International Program as confirmed by Prof Dr Daniel E Odin – Director of UNEM's International Program ( Source: September 26<sup>th</sup> 2014 e-mail sent).

Dr Oyat Christopher is a listed Sastra Angkor Institute's Academic Board Advisor as demonstrated on: [www.sastraangkor.com/page/87](http://www.sastraangkor.com/page/87). Sastra Angkor Institute is a registered, licensed and accredited centre of higher learning not only in Cambodia but also with a number of universities.

### **Some aspects of professionalism demonstrated by Dr Christopher Oyat**

Dr Christopher worked as the Chief Executive Officer of Gulu Municipal Council in 2001 where he was appointed by Government as the Chief Executive Officer (Town Clerk) of Gulu Municipal Council. As the Chief Executive of the Local Government and for the love he has for educating the people, he was able to ensure the building of seven new primary schools in Gulu Municipal which were successfully constructed and furnished using World Bank money within a record time of one year as required. Schools like Police Primary School, Labor Line Primary School, Wiiaworanga Primary School, Layibi Techo Primary School, Pawel Primary School, Mama Cafe Primary School, and Aywee Primary School. He made his contribution towards education from grassroots level well known.

Dr Christopher also worked as Human Resources and Organizational Development Advisor / of ACORD – a British based charity for four years (2002 – 2005). During his tenure, he was able to produce all the needed policy documents of the organization in Uganda, namely: Security Policy Guidelines; Human Resources Policy Guidelines; Staff Code of Conduct; Induction Manual for new staff members; Industrial/Internship Manual; Strategic Staff Training and Organizational Development Plan; Volunteer Policy; and Policy Guidelines for the Recruitment and Selection of Senior staff members among others. As an Advisor and Manager, he supported organizational partners with whom ACORD signed memorandum of understandings. This would be through technical advice and support to ensure the development of relevant policy documents for eventual implementation and partnerships.

Dr Christopher Oyat offered Strategic support to land research undertaking in 2004 in favour of “Civil Society Organizations for Peace in Northern Uganda” (CSOPNU) which received funding from Royal Netherlands Embassy to be managed by Norwegian Refugee Council. CSOPNU applied for the funding to conduct a research on land matters in Acholiland in Uganda.

The main purpose for the establishment of CSOPNU in 2002 was “to advocate for a just and lasting peace in Northern Uganda based on analysis and articulation of underlying causes and effects of the conflict in the region”. In this regard, the main and adopted method of work was to conduct advocacy at national and international levels through research, analysis, discussion and policy advice so that ultimately there is fairness in the management, use and allocation of land. As a panel member, Dr Christopher did a good job as demonstrated in the quality of research report produced in December 2004.

Dr Christopher is also an International Advisor in research and publication matters at The Board of International Academic Journal of Development Research (IAJDR) in Cambodia. He was appointed the position of member of the International Board Advisor of IAJDR. In this position, he advises the board, students and other forums of IAJDR on matters pertaining to his expertise. The appointment took effect from June 21<sup>st</sup> 2013. This Education group has cooperated with the famous Angkor University in Cambodia and The Business University of Costa Rica in Central America to establish this Journal house. The current Editor in Chief of IAJDR is Prof Dr Kao Aveng Hong who may be reached on e-mail: hong.ams@gmail.com, and the organization’s website is <http://www.ams-groups.com>

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Dr Christopher Oyat has so far accumulated 13 certificates of appreciation presented to him in his honour for distinguished service by students from different classes taught at both undergraduate and postgraduate levels. The certificates of appreciation of excellent teaching and commitment have been from the following classes over time: Master of Business Administration; Master of Arts in Governance and Ethics; Post Graduate Diploma in Financial Management; Postgraduate Diploma in Project Planning and Management; Postgraduate Diploma in Entrepreneurship Development; Bachelor degree in Development Studies; and Diploma in Development Studies. The documents are all available for verification.

It has been because of his excellent teaching demonstrated, commitment to conducting research, engagement in publishing researched works, creative activities, and outstanding professional services since 1992 that prompted Ballsbridge University in Dominica to award him the title of **Distinguished University Professor**.

Dr Christopher Oyat has been engaged in effective academic research supervision at undergraduate and postgraduate levels. He has successfully mentored, coached, examined and supervised 25 Masters Dissertations and over 150 undergraduate research works of students in Gulu University and Uganda Management Institute. These students have successfully completed their Masters and Bachelors studies in various disciplines. He is currently a referee to several successful graduates from Gulu University. He is willing to support students who have demonstrated interest in progressing in academic and professional industries.

Dr Christopher Oyat has executed several consultancies, facilitated seminars and workshops in Uganda. He is an excellent consultant, facilitator, motivational speaker and an effective communicator when called upon by organizations to conduct their businesses on management, project matters and human resources. Based on records in respect to numerous consultancies and facilitation of workshops and seminars conducted, it is clear that he is committed not only to remain in the classroom for academic works perse, but to render professional services to organizations which need them in Uganda and elsewhere.

Dr Christopher Oyat has so far published thirty four (34) articles in international academic and professional journals, namely: The Management Specialist; The Prime Journal of Business Administration and Management; The Prime Journal of Social Sciences; The Academy Journal; International Academic Journal of Development Research; The VERITAS Academic Journal; and Gulu University Medical Journal.

#### **Peer review of articles and participation at international conference and seminars**

Dr Christopher Oyat was instrumental in the organization of the first Gulu University Graduate Students' Seminar which took place on December 2<sup>nd</sup> – 3<sup>rd</sup> 2010 at Golden Peace Hotel. He was in charge of program, and key to the identification of topics for presentation and discussion. He worked closely with Prof Paul Bwangamoi, the then Director of the Institute of Research and Graduate Studies; and reviewed papers for publication.

Dr Christopher Oyat also participated in the second International Gulu University Annual Conference held from the 8<sup>th</sup> day of November 2011 to 10<sup>th</sup> day of November 2011. He presented two research papers at the conference.

Distinguished University Professor Christopher Oyat is a honourable member of the Board of Quality standard FBQS(hon)

Submitted by: Prof Elizabeth  
Campbell, DMD., PhD., DSc.,  
MBA., DICP., FICP., ACIEA.,  
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