



# KYAMBOGO UNIVERSITY NEWSLETTER

ISSUE 16, AUGUST 2020



## Education Minister Praises Kyambogo For An Extra Mile..Page 4



### Fourth University Council term ends

"All elected and appointed members other than the representative of the students shall hold office for a period of four years and shall be eligible for re-election". .....**Page 8**



### Human Resource Corner

Witnessing the mission to make kyambogo university a better place to be (By Richard K Manano - Director Human resources)...**Page 24**



### Staff associations vote representatives to council, senate, staff tribunal

On 19th 2020, the KyU Senior Administrative Staff Association (KYUSASA) members held elections for their representatives to Council, to Senate and to Staff Tribunal. .... **Page 6**

**Dean of Students communication to the students.. Details On Page 30**

# Word from the Chief Editor



## Kyambogo on the right course

Reminiscing on the words of the Minister of Education, Hon. John Chrysostom Musingo while releasing the results of the 2019 Grade III Teachers' Certificate in Primary Teacher Education Examination recently about Kyambogo's ability to release the results despite the challenging times and the words of the Dean of students in this issue, it's clear Kyambogo has continued to be resilient and to deliver in hard times. Meetings are ongoing, trainings, skeleton staffs are in offices serving and results are visible.

This is a sign of a thriving institution with commendable leadership. God is on our side as we serve humanity defying odds. Maybe a word of caution: COVID cases are increasing each day and penetrating the country. It's now

important that we protect ourselves at an individual level. Masks should be a must have and a must wear both in office and outside. Sanitizers should be at every table, in cars and in bags to be used every time we touch a surface, open a door etc. when this whole scare is no more, we should be healthy, able to meet and celebrate. Stay safe.

*Reuben Twinomujuni*  
**Senior Public Relations Officer  
 (Chief Editor)**

## Editorial Team



**Jennifer Sibbo**  
**Public Relations and  
 Marketing Officer  
 (Editor)**



**Twinamatsiko Johnson**  
**(Graphics Designer)**



**Freeman Crispus**  
**(Editor)**

# KYAMBOGO SMILES



**Name:** Namukasa Rashidah

**Year:** One

**Course:** Master of Public Health

**Hobbies:** I love going for a drive and carrying out Health related research.

**What do you like about Kyambogo?**

I like Kyambogo University because the content taught is relevant and practical in our communities and the university is committed to making sure students finish in record time.

**Where do you want to be in the next five years?**

I see myself as a strong public health practitioner

# Education Minister Praises Kyambogo For An Extra Mile



**The Vice Chancellor handing the results to the Minister**

The State Minister for Education, Dr. John Chrysostom Musingo, who represented the Minister of Education and Sports, Hon. Mama Janet Museveni, has said that Grade III Teachers form the backbone of the entire National Education system. "Primary Education is the foundation of any system of education all over the world and so needs to be given the attention it deserves" said the Minister. This he said on Thursday, August 27, 2020 while releasing the results of the 2019 Grade III Teachers' Certificate in Primary Teacher Education Examination at the Office of the Prime Minister (OPM).

He further said that Primary Teacher Education in Uganda is the responsibility of the Ministry of Education and Sports and Kyambogo University, in collaboration with other Teacher Education institutions in the country. The

Ministry of Education and Sports plays an administrative role and Kyambogo University is mandated to the technical support for the implementation of the Primary Teacher Education Programme.

He congratulated the Vice Chancellor of Kyambogo University and his staff on releasing the 2019 Grade III Primary Teachers' Colleges Examination results despite the prevailing situation and amidst the closure of all education institutions.

On his part, the Kyambogo University Vice Chancellor, Prof. Eli Katunguka Rwakishaya thanked the Government of Uganda and the Ministry of Education and Sports for the enormous support rendered to Kyambogo University from the time of integration up to date and most especially in implementing the curriculum for the Primary Teacher Education Programme.

He further revealed that the 2019 Grade III Teachers' Certificate in Primary Teacher Education Examination results are results of the 2nd cohort after the review of the admission entry requirements: from: Six (6) Passes that include English Language, Mathematics and 2 Science subjects from 2 of the following categories: Agricultural Principles & Practices, Biological Science (Biology) and Physical Science (Physics or Chemistry) obtained at the same sitting of UCE. To: Six (6) Passes that include; a credit in both English Language and Mathematics and 2 Science subjects from 2 of the following categories: Agricultural Principles & Practices, Biological Science (Biology) and Physical Science (Physics or Chemistry) obtained at the same sitting of UCE.

The Vice Chancellor noted that there has been an improvement in the overall performance of candidates as compared to the previous years. A total of 9,493 candidates were registered for the 2019 Grade III Teachers' Certificate in Primary Teacher Education Examinations. All the subjects were done well with an overall percentage pass of over 90%.

He unveiled the best candidates in the 2019 Grade III Teachers' Certificate in Primary Teacher Education Examinations

as: Wamboko George from T012 St. John Bosco PTC, Nyondo (Mbale District), who obtained aggregate 12 out of the possible 9 in nine subjects and 'A' in School Practice, and Okello Felix from T103 Nakaseke PTC (Nakaseke District), who obtained aggregate 14 out of the possible 9 in 9 subjects and 'A' in School Practice. The Overall best female candidate was Nahyuha Zahara from T008 Kibuli PTC (Kampala District) with Aggregate 16 out of the possible 9 in 9 subjects and a 'B' in School Practice.

The best five (05) performing Colleges in the 2019 Grade III Teachers' Certificate in Primary Teacher Education examinations were; T083 Kotido PTC (Kotido District), T040 Kabukunge Core PTC (Masaka District), T073 St. Paul PTC, Nazigo (Kayunga District), T024 Arua Core PTC (Arua District), and T103 Nakaseke Core PTC (Nakaseke District) all of whom attained an overall pass of over 90%.

The least performing colleges were: T116 Busia PTC (Busia District), T120 Noor PTC (Iganga District), T123 Kamuli PTC (Kamuli District) and T115 Blessed Jildo Irwa PTC (Kitgum District) all of which attained an overall pass below 50%. It is important to note that the least performing colleges are privately owned with many challenges in as far as staffing, resources, and management therein are concerned.

The Vice Chancellor appreciated the Academic Registrar Kyambogo

University and her team for having successfully managed these examinations, the Principals of Primary Teachers' Colleges, The Dean, Faculty of Education, the Head of Department of Teacher Education and Extensions at Kyambogo University and all those who contributed to continuous improvement in the implementation of the Primary Teachers' Education Curriculum, moderation and conducting of both practical and theory examinations for the good job done.



The Academic Registrar, Dr. Anne Begumisa (pictured), revealed that there were 65 examination centres for the 2019 Grade III Teachers' Certificate in Primary Teacher Education Examinations comprising 46 Government owned and 19 Private owned PTCs. A total of 9,493 candidates were registered for the 2019 Grade III Teachers' Certificate in Primary Teacher Education Examinations. Out of the total number of 9,493

candidates who registered for the examinations, 5,380 (56.67%) candidates were female and 4,113 (43.33%) students were male.

The year 2019 was characterised by a decline in the number of students registered for Grade III Teachers' Certificate in Primary Teacher education examinations and an improvement in performance of candidates as compared to the previous year (2018). The attained improvement in overall percentage pass may be attributed to the review of admission entry requirements to Grade III Teachers' Certificate in Primary Teacher Education Programme. However, the review could have contributed to the decline in the number of registered students for examinations.

Out of 7,391 candidates who passed, 3,267 (44.20%) were male while 4,124 (55.80%) were female. The overall percentage pass 77.86 % (7,391) is above 65.42 % (7,304) of the previous

year, 2018.

## Staff Associations vote Representatives to Council, Senate, Staff Tribunal

On August 19th 2020, the Kyambogo University Senior Administrative Staff Association (KYUSASA) members held elections for their representatives to Council, to Senate and to Staff Tribunal. According to the Returning Officer, Dr. Ojambo Robert, elections went on well and followed the Constitution. Dr. Ojambo says election process started with a roadmap, which started with registration of voters, and then declaration of vacant positions. Later, staff who expressed interests picked nomination forms. Candidates were given one week to campaign, and also the register was displayed. He further reveals that some posts were won unopposed. It is the representative positions which attracted many candidates expressing interests.

Representation to Staff Tribunal attracted five Candidates who included: Mr. Bahemuka Julius, Ms. Namutebi Margaret, Ms. Tumwine Anne, Mr. Turyahikayo Wilberforce, and Mr. Waako Godfrey. Mr. Waako Godfrey won the election with 91 votes, and Mr. Bahemuka Julius also won with 64 votes.

Representation to Council had three candidates who included: Mr. Betihama Jackson, Mr. Abaca Fordfrey and Mr. Atwijukye Dunstan. Mr. Betihama Jackson won the Council Representation with 100 votes, and he will be representing Administrative staff to Council for a term of four years.

Representation to Senate had two candidates who included: Mr. Cantoo Charles, and Mr.

Kasadha Ronald Joseph who won the election with 69 votes.

Still on the election news, Rev. Dr. Lubale Grace and Dr. Ojambo Robert won the elections to represent Kyambogo University Academic Staff in the University Council. They were three candidates vying for the same post and these included: Rev. Dr. Lubale who won with 72 votes, Dr. Ojambo Robert who also won with 72 votes, and Mr Muhame Andrew who got 17 votes.



Kyambogo University Senior Administrative Staff Association (KYUSASA) Staff Tribunal Representative Choose 2 candidates of your choice BALLOT PAPER 113		
CANDIDATE'S PHOTO GRAPH	CANDIDATE'S NAME	VOTER'S TICK OR thumbprint
	BAHEMUKA JULIUS	
	NAMUTEBI MARGARET	
	TUMWINE ANNE	
	TURYAHIKAYO WILBERFORCE	
	WAAKO GODFREY	

KYAMBOGO UNIVERSITY SENIOR ADMINISTRATIVE STAFF ASSOCIATION DECLARATION OF RESULTS FORM		
POST:	STAFF TRIBUNAL REPRESENTATIVE	
NUMBER OF VOTES CAST	264	
VALID VOTES	264	
INVALID VOTES	00	
<b>CANDIDATES SCORE</b>		
1. BAHEMUKA JULIUS	64	
2. NAMUTEBI MARGARET	38	
3. TUMWINE ANNE	52	
4. TURYAHIKAYO WILBERFORCE	19	
5. WAAKO GODFREY	91	
<b>AGENT</b>		
NAME OF AGENT	CANDIDATE'S NAME	SIGNATURE
1. ALANIE JONATHAN	WAAKO GODFREY	
2. ANNE J. MOELINE	TUMWINE ANNE	
3. JACQUES BONNANNE	TURYAHIKAYO WILBERFORCE	
4. KASIRI WILSON	NAMUTEBI MARGARET	
5.		
<b>RETURNING OFFICER</b>		
NAME	SIGNATURE	
Dr. Ojambo Robert (P.D)		

Our reporter had an interview with Dr. Ojambo (pictured) who will be representing Academic staff to Council for the second term.

Dr. Ojambo said for the term he has been in Council, he has been working with other Members of Council but in particular he recalls that he played a role in pushing for staff insurance scheme, which he had started before even becoming a member of council.




He further revealed that he was also influential in the

promotion of staff and filling vacant positions, especially in the Faculty of Science and Engineering. He also recalls that he has protected staff at all levels especially during restructuring, which laid off the kitchen staff. Also in protecting university interests like protecting the University Land. He also worked with other representatives to push for salary enhancement in public universities and improved relationship between Council and Management especially in Committees.

Dr. Ojambo added that as he goes back for another term, he will push for staff welfare, to ensure staff retire honourably and ensuring an improved burial policy. He also mentions that office space is small and therefore he will influence for better working conditions. Dr. Ojambo also feels Council should reach out to stakeholders, like in improving students welfare.

**Kyambogo University Senior Administrative Staff Association (KYUSASA)**  
5<sup>th</sup> Council Representative

**BALLOT PAPER 114**

CANDIDATE'S PHOTO GRAPH	CANDIDATE'S NAME	VOTER'S TICK <input type="checkbox"/> OR THUMB PRINT <input type="checkbox"/>
	<b>ABACA FORDFREY</b>	
	<b>ATWIJUKYE DUNSTAN</b>	
	<b>BETHAMAH JACKSON</b>	

**KYAMBOGO UNIVERSITY SENIOR ADMINISTRATIVE STAFF ASSOCIATION**

**DECLARATION OF RESULTS FORM**

POST: COUNCIL REPRESENTATIVE

NUMBER OF VOTES CAST: 136

VALID VOTES: 136

INVALID VOTES: 00




**CANDIDATES SCORE**

1. ABACA FORDFREY: 24

2. ATWIJUKYE DUNSTAN: 12

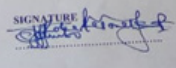
3. BETHAMAH JACKSON: 98 + 2 = 100

**AGENT**

NAME OF AGENT	CANDIDATE'S NAME	SIGNATURE
1. MUGISHA ANGELO	BETHAMAH JACKSON	
2. BETHAMAH JACKSON	ATWIJUKYE DUNSTAN	
3. PAICA JAMES	ABACA FORDFREY	



**RETURNING OFFICER**

NAME: Ojambo Robert (PhD)

SIGNATURE: 

**Kyambogo University Senior Administrative Staff Association (KYUSASA)**  
Senate Representative

**BALLOT PAPER 113**

CANDIDATE'S PHOTO GRAPH	CANDIDATE'S NAME	VOTER'S TICK <input type="checkbox"/> OR THUMB PRINT <input type="checkbox"/>
	<b>CANTOO CHARLES</b>	
	<b>KASADHA RONALD JOSEPH</b>	

**KYAMBOGO UNIVERSITY SENIOR ADMINISTRATIVE STAFF ASSOCIATION**

**DECLARATION OF RESULTS FORM**

POST: SENATE REPRESENTATIVE

NUMBER OF VOTES CAST: 125

VALID VOTES: 124



INVALID VOTES: 01

**CANDIDATES SCORE**

1. CANTOO CHARLES: 66

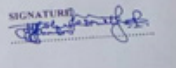
2. KASADHA RONALD JOSEPH: 69

**AGENT**

NAME OF AGENT	CANDIDATE'S NAME	SIGNATURE
1. BRIGIDA DABO	Kasidha Ronald Joseph	
2. NYGIRO CHARLES	CANTOO CHARLES	

**RETURNING OFFICER**

NAME: Ojambo Robert (PhD)

SIGNATURE: 



Some of the members of KYUSASA casting their votes

The Aspiring Candidates for the different positions

# Fourth University Council term ends

Section 38(1) of the Universities and Other Tertiary Institutions Act 2001, as amended provides for the establishment of a University Council for the Public University and its composition. Furthermore, section 38(3) of the Act provides that: "All elected and appointed members other than the representative of the students shall hold office for a period of four years and shall be eligible for re-election". In view of the cited sections of the Act, the 4th

University Council started its work on the 1st September 2016 and ended its four-year's term on 31st August 2020. During its tenure, the University Council was responsible for the overall administration of the University and ensured proper implementation of the objects and functions of the University as provided under section 40 of the Act. Below is the composition of the fourth council

SN	SURNAME	OTHER NAMES	JOB TITLE	Institution/Organization
1.	Prof. Okedi	John	Chairperson Council	Government Representative to Council
2.	Dr. Nakabugo	Mary Goretti	Vice Chairperson Council	Senate Representative to Council
3.	Assoc. Prof. Kirabira	John Baptist	Member	Representative UIPE to Council
4.	Ms. Namazzi	Olive K.	Member	Representative KCCA
5.	Ms. Rwabutomize Matsiko	Angella	Member	Representative MOFPED
6.	Prof. Musaazi	J.C.S.	Member	Government Representative
7.	Prof. Kabasa	John David	Member	Government Representative
8.	Dr. Isiko	Alexander	Member	KYUASA Representative
9.	Dr. Ojambo	Robert	Member	KYUASA Representative
10.	Dr. Lutalo Kiingi	Sam	Member	Rep. of staff with Disability
11.	Dr. Wandera	Catherine	Member	Senate Representative
12.	Bahemuka	Julius	Member	KYUSASA Representative
13.	Mr. Eladu	Michael	Member	NUEI Representative
14.	Ms. Niringiyimana	Flavia	Member	NUDIPU Representative
15.	Mr. Tundulu	Jonathan	Member	Guild Representative
16.	Ms. Ninsiima	Hellen	Member	Vice Guild President
17.	Mr. Mugisha	Bright	Member	Convocation Representative
18.	Prof. Katungu-ka-Rwakishaya	Eli	Member	Vice Chancellor
19.	Assoc. Prof. Nabugoomu	Fabian	Member	Deputy Vice Chancellor FA
20.	Prof. G. N. Musoke	Maria	Member	Deputy Vice Chancellor AA
21.	Ms. Uzamukunda Karabaya	Jolly	Member	Representative MOEST
22.	Dr. Basaasa Muhenda	Mary	Member	Representative from Public
23.	Mr. Mugisha Byaruhanga	Bruhan	Member	Representative from Public
24.	H. W. Tweyanze	Lawrence	Member	Representative from Public





**Prof. Okedi John,  
Chairperson Council**



**Dr. Nakabugo Mary Goretti, Vice Chairperson,  
Chair, Establishment and Administration  
Committee and Senate representative to Council**



**Prof. Eli Katunguka – Rwakishaya  
Council Member & Vice Chancellor**



**Prof. G.N Maria Musoke,  
Deputy Vice Chancellor Academic  
Affairs, Council Member**



**Ass. Prof. Fabian Nabugoomu,  
Deputy Vice Chancellor Finance &  
Administration, Council Member**



**Dr. Basaasa Mary Muhenda,  
Council Member Representative  
from the Public &  
Chairperson Appointments Board**



**Mr. Mugisha Bruhan Byaruhanga  
Council Member representative  
from the Public and Chair Students'  
Affairs and Welfare Committee**



**Mr. Mugisha Bright  
Council Member, Convocation  
representative & chair Resource  
Mobilization, Development and  
Investment Committee**



**Prof. John David Kabasa,**  
Council Member, Government  
Representative and Chair,  
Finance and Planning Committee



**Assoc. Prof. John Baptist Kirabira,**  
Council Member, UIPE  
Representative to Council and  
Chair, Audit and Estates and Works  
Committees



**Ms. Jolly Uzamukunda Karabaya,**  
Council Member, MOEST  
Representative



**Ms. Niringiyimana Flavia**  
Council Member,  
Representative from NUDIPU



**Mr. Bahemuka Julius Council**  
Member, Representative from  
KYUSASA



**Dr. Wandera Catherine**  
Council Member, senate  
representative.



**Ms. Rwabutomize Angella Matsiko**  
Council Member, representative  
from Ministry of Finance Planning  
and Economic Development



**H.W. Tweyanze Lawrence,**  
Council Member representative  
from the Public.



**Ms. Rwabutomize Angella Matsiko**  
Council Member, representative  
from Ministry of Finance Planning  
and Economic Development



**Mr. Tundulu Jonathan,**  
Council Member and Guild  
President Kyambogo University



**Ms Ninsiima Hellen,**  
Council Member and Vice Guild  
President



**Dr. Lutalo Sam Kiingi,**  
Council Member and  
representative of staff with  
Disability.



**Ms. Namazzi Olive K,**  
Council Member and KCCA  
representative



**Dr. Ojambo Robert,**  
Council Member and KYUASA  
representative



**Dr Isiko Alexander,**  
Council Member and KYUASA  
representative



**Mr. Eladu Micheal,**  
Council Member and  
representative from NUEI.

While serving its term, the 4th Council provided direction of the administrative, financial and academic affairs of the University; formulated policies provided general guidelines to the administration on matters relating to the operations of the University; took all necessary decisions that enabled it to fulfil its functions of the University.

### ACCOMPLISHMENTS OF THE FOURTH COUNCIL DURING ITS TENURE

Over the last four years (1st September 2016 to 27th August 2020), the University Council held regular, special and emergency meetings. Altogether Council held twenty (20) regular meetings, seven (7) special meetings and one (1) emergency meeting.

#### Appointment of the Chancellor

In accordance with section 30(1) of the Universities and Other Tertiary Institutions Act, 2001 as amended, the University Council recommended to H.E the President of Republic of Uganda the re-appointment of Prof. Ssebuwufu as Chancellor of Kyambogo University for another term of four (4) years. On 20th November 2018, H.E the President signed the Instrument of Appointment for Professor Pancras John Mukasa Ssebuwufu for a period of four years and this will expire on 18th February 2022.

#### Appointment of Vice Chancellor

On 17th March 2017, members of Council unanimously recommended to the Chancellor the appointment of Prof. Eli Katunguka-Rwakishaya as the Vice Chancellor of Kyambogo University. On 30th March 2017, the Chancellor issued Instrument of Appointment to Prof. Eli Katunguka-Rwakishaya as the Vice Chancellor of Kyambogo University for a period of five (5) years. Prof. Eli Katunguka-Rwakishaya accepted the appointment and resumed his duties as the Vice Chancellor of Kyambogo University w.e.f. 15th May 2017.

#### Appointment of Deputy Vice Chancellor (Academic Affairs) and Deputy Vice Chancellor (Finance and Administration)

At its 75th Council meeting held on 15th March 2018, the University Council approved the appointment of Prof Maria G.N. Musoke as the First Deputy Vice Chancellor (Academic

Affairs) and Assoc. Prof Fabian Nabugoomu as the second (2nd) Deputy Vice Chancellor (Finance & Administration) for a period of five (5) years from the date of assumption of duty. Prof Maria G.N. Musoke accepted appointment on 22nd March 2018 and assumed duty on 2nd May 2018, while Assoc. Prof Fabian Nabugoomu accepted appointment on 20th March 2018 and assumed duty on 10th April 2018.

#### Appointment of University Officers in Salary Scale M3

The University Council at its 71st, 75th and 78th meetings on recommendation of the Appointments Board appointed the following University Officers on a five-year contract; Appointed University Officers in M3

SN	Name	Position	Date of Assumption of Duty
1	Mr. Charles Okello	University Secretary	1st July 2017
2	Ms. Mildred Tibananuka	Dean of Students	4th June 2017
3	Dr. Annie Begumisa	Academic Registrar	21st March 2018
4	Mr. Kasirye Bukulu Stevens	University Bursar	29th January 2019
5	Dr. Eliz Nassali State	University Librarian	4th March 2019

#### Appointment of Teaching and Non-Teaching Staff

The University Council through the Appointments Board appointed teaching and non-teaching staff on promotion, contract, transfer and referral as:

#### Teaching Staff

SN	POSITION	SALARY SCALE	NO. OF POSITIONS FILLED
1	Professor	M3	2
2	Associate Professor	M4	17
3	Senior Lecturer	M5	54
4	Lecturer	M6	64
5	Assistant Lecturer	M7	27
6	Graduate Fellow	N/A	60
	Total		224

**Non-Teaching Staff**

<b>SN</b>	<b>POSITION</b>	<b>SALARY SCALE</b>	<b>NO. OF POSITIONS FILLED</b>
1	Director Health Services	M4	1
2	Deputy Bursar	M4	1
3	Deputy University Secretary	M4	1
4	Deputy Human Resource Officer	M4	1
5	Deputy Academic Registrar	M4	3
6	Deputy Dean of Students	M4	1
7	Senior Internal Auditor	M5	2
8	Senior Legal Officer	M5	1
9	Senior Assistant Bursar	M5	1
10	Senior Human Resource Officer	M5	1
11	Senior Public Relations Officer	M5	1
12	Senior Counselor	M5	1
13	Senior Warden	M5	1
14	Public Relations Officer	M6	1
15	Internal Auditor	M6	1
16	Assistant Registrar	M6	4
17	Assistant Secretary	M6	2
18	Human Resource Officer	M6	3
19	Farm Manager	M6	1
20	Administrative Assistant	M7	2
21	Administrative Secretary	M7	6
22	Personal Assistant	M7	1
23	Assistant Internal Auditor	M7	2
24	Assistant Laboratory Technician	M7	10
25	Nursing Officer	M7	1
26	Clinical Officer	M11	1
27	Chief Custodian	M11	4
28	Laboratory Technician	M11	1
29	Accounts Assistant	M12	2
30	Public Health Dental Officer	M12	1
31	Secretary	M12	4
32	Enrolled Nurse	M13	2
33	Custodian	M13	15
34	Driver	M15	10
35	Office Attendant	M15	2
Total		92	

SN	CATEGORY	DEPARTMENT	REMARK
1	Temporary Appointment	Various	134 staff were ratified in Appointment
<b>2</b>	<b>Validation of Staff</b>		
	Teaching	Department of Teacher Education and Development Studies	20 staff were redeployed to the four newly created Departments
	Non-teaching	Kitchen Staff	41 staff were redeployed to various positions 23 staff were laid off.
		Technicians in Teaching Departments	12 re-designated 13 Appointed 01 Redeployed 06 Retained in position
<b>3</b>	<b>Discipline of Staff</b>		
	Teaching	6	
	Non-teaching	31	
4	Retirement on Medical Grounds	2	One (1) Teaching and one (1) Non-Teaching.
<b>5</b>	<b>Resignations</b>		
	Teaching	11	
	Non-teaching	8	
<b>6</b>	<b>Termination of Probationary Appointment</b>		
	Non-teaching	1	

### APPROVED POLICIES

As part of its major mandate, the 4th Council approved a number of policies that have provided the strategic direction of the University. The following are the policies considered and approved by Council on recommendation of Management: Policy and Guidelines on Resource Mobilization and Investment; Policy on Outsourcing of Students' Catering Services; Work-Study Scheme Policy; Disciplinary procedure of the Kyambogo University Appointments Board; Policy on Short Courses; Policy on Learning Centres; Policy and Procedures for Revocation of Awards; Medical Insurance Scheme

### Split of the Teacher Education and Development Studies into Four New Departments

During March 2018, the University Council split the Department of Teacher Education and Development Studies to allow the Department focus on its core mandate and in so doing, four (4) new Departments were established, namely; the Department of Teacher Education and Extension, Curriculum Teaching Instructions and Media Studies, Early Childhood Development, and Development Studies. The Department of Development Studies was shifted from Faculty of Education to Faculty of Arts. Council further agreed that each Department should have a total of 18 staff

namely; Professor (1), Associate Professor (2), Senior Lecturer (4), Lecturer (7) Assistant Lecturer (2) and Teaching Assistant (2).

### **Performance Contract**

In March 2018, Council approved Performance contract Framework for the Vice Chancellor. This was intended to commit the University Council to provide financial and human resources that facilitate the Vice Chancellor to meet the performance/service delivery needs; to ensure timely release/provision of resources as per annual work plans, provide supervisory and continuous professional development support and to reward or discipline in accordance with Regulations that govern the University. The framework also provides for commitment from the Vice Chancellor in ensuring effective service delivery in the University through monitoring the performance of academic, administrative and support staff. The implementation of the performance contract is supported by Annual performance contracts signed at the beginning of every financial year. The approved framework has been cascaded to Deputy Vice Chancellors, Members of Top Management, Deans of Faculties/Schools and Heads of Academic Departments. This has improved the level of commitment, accountability and strategic focus of the University.

### **Review of Job Requirements for Promotion of Teaching Staff**

In March 2018, the University Council streamlined and harmonized these requirements and approved the following as the requirements for the position of Lecturer:

- a) Possession of a PhD in the relevant discipline.
- b) The new requirement of a PhD should apply to the new applicants for promotion. This should not apply retrospectively.
- c) Any staff in the position of Lecturer who reaches the mandatory retirement age and wishes to continue serving the University can only be retained in service on contractual terms if he or she has a PhD in the relevant discipline.

### **Review of the Terms and Conditions of Service for Graduate Fellows**

The University Council established the position of Graduate Fellow and approved the terms

and conditions of service that provided for the recruitment of staff under this category on a two-year contract renewable once. The University has so far recruited sixty (60) Graduate Fellows from among the best performing and genius Kyambogo University students. These have facilitated effective teaching and learning in various Departments. The 1st two-year contracts of the current Graduate Fellows ended and has been renewed for another term. It is therefore a requirement that, all Graduate Fellows serving their 2nd two-year contract should have attained the requirements for the position of Assistant Lecturer if they are to be retained in the University service.

### **Scheme of Service and Structure for Technicians (Teaching)**

The Appointments Board conducted the validation exercise and re-designated twelve (12) staff, appointed thirteen (13) staff to different positions, redeployed one (1) staff and retained six (6) staff as Technicians in the administrative category.

### **Review of Remuneration of Chancellor, Members of Council, and the Staff Tribunal**

In November 2017, Council reviewed Council remuneration which included; Sitting allowance, Transport allowance, Retainer fees, Night allowance/Perdiem (International and local travel) and Safari day allowance. Facilitation Allowance was incorporated for members of Council who don't receive the monthly Retainer Fees. The facilitation Allowance is meant to facilitate members in carrying out consultations in their constituencies and research on issues to be considered by Council. The previous rates of allowances had been last reviewed four (4) years back and needed to be harmonized with the cost of living. The allowances were adjusted at 8% inflation rate and comparison made with various Universities/Institutions in Uganda.

### **Implementation of the Policy and Guidelines on Resource Mobilization and Investment**

In March 2018, the University Council considered and approved a policy and guidelines on Resource Mobilization and Investment and this was further improved in

December 2018 by including other principles. The policy provides guidelines, procedures and processes to regulate resource mobilization and the investment of the University's financial resources in short, medium and long-term. Upon approval of the policy and guidelines, three teams comprised of members of the Resource Mobilization, Investment and Development Committee and Technical staff visited Kenyatta University in Kenya, Nelson Mandela University in South Africa and University of Dar-es-Salaam in Tanzania from 25th June to 29th June 2019. The findings were presented at the 83rd Council meeting in December 2019 about the investments ventures to be undertaken both long-term and short-term. Council agreed that, the Technical Committee provided for in the policy studies the recommendations and advises Council on the possible investments to be undertaken. The Committee has so far consulted Uganda Investment Authority (UIA) Management and obtained guidelines for Public-Private Partnerships from the Ministry of Finance, Planning and Economic Development.

### Review of the Students' Guild Constitution

At its 70th meeting held on 14th February 2017, the University Council approved amendments in the Students' Guild Constitution. The major amendments included the following:

- a) Provision of two new representatives to the Guild Representative Council (GRC). One for the Government students and the other for the Course Coordinators.
- b) Reviewed some provisions of the Guild Ministerial portfolios to cater for religious, ethics and integrity concerns among students and streamlined roles of some ministries.
- c) Reviewed the membership of the Guild Ministerial standing committees and strictly reserved those positions for members of the Guild Representative Council (GRC) and removed non Guild Representative Council members which had been the practice.
- d) Incorporated a provision that allows the election of the Guild Speaker by the Guild Representative Council from the Guild Representative Council and for him/her to retain their seats in the Guild Representative Council.
- e) Included a provision that moved the Headship and Secretariat of the Guild Elections

Petition Tribunal from the office of the Dean of Students to the Legal Unit.

### Implementation of the Policy on Outsourcing of Students' Catering Services

At its 74th meeting held in November 2017, the Council approved a policy on Outsourcing of Catering Services. The Policy has enabled the University to withdraw from directly getting involved in the running of non-core functions of the University and concentrate on teaching, learning, research and knowledge generation. The Approved policy had the following major implications:

- a) All government and private sponsored students now have access to quality and hygienically prepared meals from the outsourced Catering Section.
- b) The University cut costs of feeding students and was able to concentrate on its core functions of Teaching and Learning, Research and Innovation and Community Service. Comparison of the cost of feeding students indicated that once catering services are outsourced, the University would save UGX 949,067,435 per year.
- c) The staff who were formerly providing services in the Catering Section were either redeployed to other Departments of the University where they had the required qualifications or terminated due to redundancy arising out of the implementation of the policy on outsourcing catering services at the University. This implication of this policy was that; Forty (40) members of staff were redeployed in other Departments while the services of twenty seven (27) members of staff were terminated and their retirement and terminal packages were paid that included among others; terminal benefits, payment in lieu of notice, payment in lieu of earned annual leave, severance allowance of six months basic salary and repatriation.
- d) Six positions were abolished and these included; Head Cook, Headwaiter/waitress, Boiler Technician, Waiter, Hall Attendant/ Sanitary Attendant and Kitchen Attendant. Four positions, one of Catering Manager and three of Assistant Catering Managers were established to ensure efficient and effective supervision of the provision of catering Services in the University. These positions were advertised



and filled internally during redeployment.

e) Private catering companies were procured in line with PPDA guidelines to take over provision of catering services in the University, namely KK Prestigious services, JIM Enterprises and SYRA Investments Limited. The services are now running smoothly.

### Students' Discipline

The 4th Council also worked on recommendations from the Students' Affairs and welfare Committee related to students' discipline. The cases handled included students who were involved in bribery, those who participated in a destructive strike and theft of University property.

### Rehabilitation and upgrading of Harlow Road

The road covers 0.56 km and moved along the SDA Church, Kakumba Chapel and three of the new AfDB project buildings i.e. New E-Library, Teacher Technical Facility and Central Teaching Facility. The scope of the project was in

line with the approved Kyambogo University Master Plan and the Ministry of Works standards for class B roads were followed in the construction. The road works included construction of the sub-base, road base and Asphalt layers, walkways, drainage channels, street lights, warning signs and markings were installed. It was contracted by KIRU General Services at a cost of Ugx 1,356,904,479. The project was completed and officially handed over to the University.

### Edges and boundary opening of Namasiga and Nakagere land

The University secured land titles for the two pieces of its land at Namasiga and Nakagere in Mukono District in 2018. In order to secure the land from squatters, Management planned to fence off the land. Accordingly, Ugx 100m had been allocated during FY 2019/20 for boundary opening and erecting of concrete pillars at all mark stones and key points of reference



**The new Harlow Road**

## Renovations

During the period under review, the following projects were implemented and completed: Implemented Projects between 2016-2020

SN	Contractor	Description	Scope of works involved
1	DANSEM Construction Co. Ltd	Renovation of lands and Architectural studies.	Removal of Asbestos sheets and re-roofing using iron sheets and minor repairs
2	Malcom Investments Ltd	Alteration to Food Technology	Removal of asbestos sheets and reroofing using iron sheets, ceiling works, painting works
3	Construction co. Ltd	Renovation of Pearl Hall	Replacement of sanitary appliances, painting ,glass works and fixing burglar doors
4	Principle Engineering Ltd.	Renovation of council room (interior refurbishment)	Ceiling works, fixing air conditioners, internal paint works, electrical works
5	DANSEN Construction Co. Ltd	Renovation of Kulubya halls of residence	Replacement of sanitary appliances, painting ,glass works and fixing burglar doors
6	Rinack Holdings Ltd.	Renovation of Economics and Statistics block(former graduate school)	Removal of asbestos sheets and re-roofing using iron sheets, Eaves works and painting,
7	M/S Omega (U) Ltd	Re-roofing of two blocks at Human Nutrition and Home Economics department.	Removal of asbestos sheets and re-roofing using iron sheets, Eaves works and painting,

## Painting of University Buildings

A number of buildings were painted to improve the image of the University. These buildings included among others the following: RAC, Faculty of Science, Academic Registrar Department, Home Economics, School of Management and Entrepreneurship, NOMA, Pearl Hall and Kulubya Hall.

## Ongoing Capital Projects

### a) Central Lecture Block

The central Lecture Block is a project funded from internally generated funds that is expected to address the shortages in Lecturer and computer spaces.

### b) Rehabilitation and upgrading of a section of Fisher Road.

This section of the road is estimated to cover a distance of about 1.1 km and connects the two main East and West End gates of the University.

It was contracted to MUGA Construction Services at a cost of Ugx 3,185,569,885 and works are expected to be completed with this financial year 2020/21. The works shall include construction of the sub-base, road base and Asphalt layers, walkways, drainage channels, street lights, warning signs and markings will be installed.



On going construction on Fisher road

### c) **Construction of Entrance Gates.**

This project included remodeling and construction of modern gates in the East and West ends of University entrances. These were budgeted at UGX. 500M during financial year 2020/21. However, the designs from the consultant revealed that the budgeted funds could not cover the two gates. The project involved: Constructing a State of the Art entrance that befits a University of Kyambogo caliber; catering for the big traffic volumes in the various categories i.e. vehicles, pedestrians and cyclists; Ensuring controlled and guided entry and exit of the University premise; and improving security around and within the University premises. It was therefore agreed that the main gate at the West End Campus be handled first. The contract was awarded to CARL Investments Ltd at a cost of Ugx 410,757,313 and is expected to be completed within this financial year 2020/21. The works will contain security rooms and wash rooms, construction of ducts that contain drainage pipes and other activities that will include construction of the substructure, superstructure, roof phase, Finishes, electrical works and mechanical works.



**On going construction of the West end main gate**

### **Renovation to East End Pitch Phase I.**

The major aim of this project is to ensure a well-drained sports ground with appropriate support services like toilets, fence and offices that could easily and comfortably be used for sports and other activities like graduation. The scope of works for this project shall include grading of the base levels to attain 2% gradient, drainage channel, installation of culverts and cover slabs, greening of the pitch and placing sand in the running track. This contract was awarded to AMBA East Africa at a cost of Ugx

489, 956,945 and is expected to be completed with this financial year 2020/21.

### **Renovation of the Faculty of Special Needs**

The renovations of buildings in the Faculty of Special Needs were awarded to Omega Construction at a cost of Ugx 194,174,531 and will be completed during financial year 2020/21. The works will include: Repairing of leaking roofs for offices, lecture rooms, workshops, library, meeting rooms and dining; painting of the administration block, offices and lecture rooms; replacing of support timber and asbestos roof along the corridor; and modifying of workshop to accommodate containers for the Disability Support Centre. Works were completed.

### **Re-roofing of the Central Stores**

The Central stores have two blocks roofed with asbestos. The main objective for the renovation was to have asbestos replaced with iron sheets for this phase. This project was awarded to Principle Engineering Ltd at a cost of Ugx 94,697,755. The works include removal of asbestos roof sheets, replacing galvanized iron sheets, ceiling works, painting works and splash apron works.

### **The renovation of toilets at Main building, Library (East and West)**

The purpose of works on these toilets was to improve the sanitation, health and safety of users as well as cater for the increasing population. The works included removal of existing fittings and replacement with flushing valve system; replacement of tiles; painting and general repair works. The works were completed

### **Completion of two waterborne toilets near Nanziri Halls of residence**

The allocated funds for FY 2019/20 would cater for only one toilet and the works included raising the headroom and providing a beam, Internal wall and floor finishes, fittings and appliances, external works, drainage and water supply and storage

The Committee noted that the specifications and bills of quantities for the two projects were developed and procurement of contractor ongoing. The University allocated Ugx 500m for the purposes of improving these sanitary facilities mentioned above.

### Eviction of Squatters from the University Land at the Main Campus.

The University land occupied by squatters is about 8.04 acres i.e. (Kisigiri 1.047 acres with 134 occupants, Kabaka's gate 2.80 acres with 14 occupants and Airport 4.7 acres with 56 occupants). Management undertook the following steps aimed at securing the encroached land:

1. Instructed the University external lawyers M/S Bashasha & Co. Advocates vide letter referenced US/BCA/18 dated 13/06/2018 to pursue a criminal case of trespass with the Uganda Police. By copy of letter dated 20/08/2018, the external lawyers sought permission from the Inspector General of Police to immediately intervene and provide security to oversee the process of securing the encroached land. Management did not receive a response from the Uganda Police despite a follow up meeting which was held between Management and Officers of the Uganda Police Force at the Police Headquarters.
2. Instructed the University external lawyers, M/S Kibeedi & Co Advocates vide letter referenced KYU.SU.LI.08 dated 25/09/2018 to pursue an eviction order. Before the external lawyers could act, the squatters ran to Court and sought for protection by securing an interim order against the University Vide Civil suit No 54/2018 – Victoria Nakalema & 33 others Vs. Kyambogo University. This application was dismissed by court because Court did not have jurisdiction to handle the



**New Library Facility with Virtual Capabilities for online resources**

case. The subject matter in dispute was over and above the amount that can be handled in the Magistrate's Court.

3. Following the dismissal of civil suit No.54/2018, the plaintiffs filed Civil Suit No. 234 of 2019 in the High Court Land Division. The matter is under Mediator vide Mediation Cause No. 235 of 2019. Once the mediation hearings are concluded, Management will embark on the eviction processes.

### AfDB Infrastructure and Equipment

Kyambogo University is one of the eight government Universities and degree awarding institutions that benefited from the African Development Bank (AfDB) funded Higher Education Science and Technology (HEST) Project. The total project funding for Kyambogo University was UA18.15million. For the exchange rate is 1UA to US\$1.40, it implied that the total project funding for Kyambogo University was about USD 25.41million. The project started during the 2nd Council and was completed during the term of the 4th Council and covered the following components; Design Consultancy; construction of five (5) buildings that included new building complexes and renovation of eight (8) workshops/Laboratory Block; construction of the Business Incubation Centre; construction of the Department of Lands and Architectural Studies Block;



**Central Teaching facility, with a modern Auditorium (below)**





**Science Block with Modern laboratories**



**Technical Teacher Facility with lecture rooms**



**Engineering Block with state of the art labs(below)**



provision of a three (3) phase power in various workshops; ICT and Laboratory equipment and training scholarships.

All the constructions, renovations and supplies were completed and handed over to the University. Defects Liability Period ended October 2018, & Defects corrected.

**Provision of Space to Eaton Towers**

In a letter dated 27th February 2017 to Kyambogo University, Eaton Towers Uganda Limited requested for space to erect a mast at Kyambogo University and to improve ICT provision to its clients. Eaton Towers is a company incorporated in Uganda and duly licensed to provide Telecom Public infrastructure ‘the masts’ for various



**Central Lecture block Phase 1**

Telecommunication Companies and Internet Service Providers including MTN, Airtel, Africell, Smile and Vodafone.

At its 72nd meeting held in June 2017, Council agreed to the allocation of space measuring 15 meters by 15 meters to Eaton Towers to erect a telephone mast. The mast was erected in accordance with the MoU and the following have been the benefits to the University:

- a) In April 2018, Ugx 120 million was received from Eaton Towers and this was used to facilitate University /projects activities.
- b) The University has been able to extend wireless access point networks within blind spot areas which were difficult to reach with cables.
- c) Students of Telecom Engineering have been using the facility as a training service on wireless internet access extensions and installation.
- d) The company provide infrastructure for DICTS, switches and routers as part of the package.

## Kyambogo University to enhance Dietary intake for pregnant women in Uganda

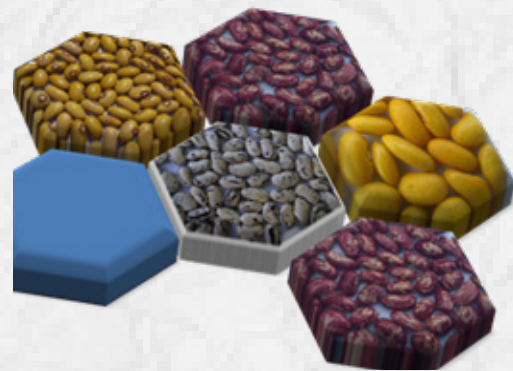
Under nutrition in pregnancy has adverse consequences on maternal health and child survival and optimal nutrition during pregnancy is a critical window of opportunity to prevent growth defects and stunting in children. This was said by Dr. Rukundo Peter Milton, a Lecturer in the Department of Human Nutrition and Home Economics at Kyambogo University who is also the Principal Investigator of the Project, while speaking in the review meeting. He said that food-based dietary approaches provide a sustainable means to improve nutrition and achieve Sustainable Development Goals (SDGs) 2 and 3 on Zero Hunger and Good Health and Wellbeing.

In Uganda, Anaemia is a public health concern; 38% prevalence in pregnant women and 53% in children under 5 years (UBOS & ICF, 2018 – The 2016 UDHS Report). Therefore improving pregnancy outcomes would have multiple benefits on public health, nutrition and sustainable development

The project is sponsored by Michigan State University through Gates Foundation to collaborate with Kyambogo University in Partnership with Naguru hospital to Enhance Dietary intake and Maternal Outcomes using Iron and Folic acid in culturally accepted food product for pregnant women in Uganda.

Dr. Nakyinsige Khadijah who is a Food Technologist said they are going to develop a

culturally acceptable and quality assured iron bio-fortified beans and silverfish pre-cooked instant sauce fortified with iron and folic acid to meet nutritional needs for pregnancy. They will also investigate the efficacy of this innovative product to reduce iron and folic acid deficiency in pregnant women and evaluate the effects of the innovative product on the health outcomes of the infants at birth.



*Type of beans to be used*



*Silver fish to be mixed in the beans*



*The Group photo of top management, university representatives and the project team after a review meeting.*

The Vice Chancellor who was represented by the University Bursar Mr. Steven Kasirye said that research targeting the community shows relevance to the community. Mr. Kasirye noted that Research improves visibility and improves the ranking of the university. He also said that research improves funding which is key in

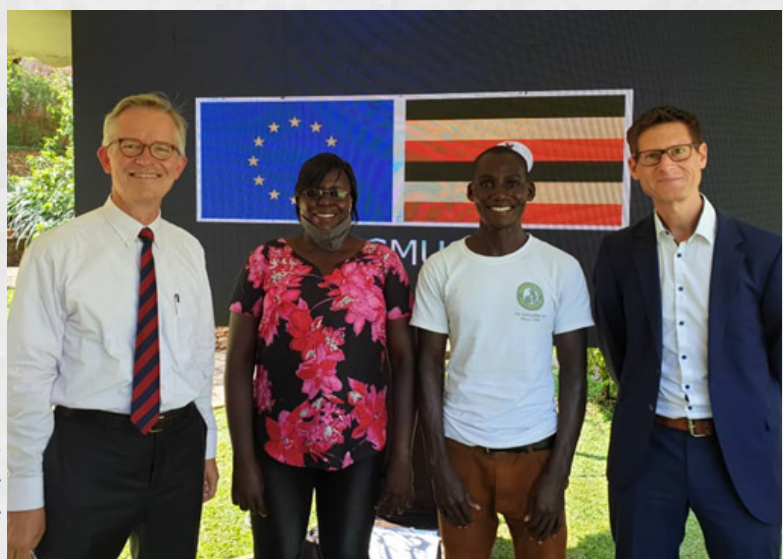
improving the development of the university. The Project Team of Kyambogo University includes; Dr. Rukundo Peter Milton (Nutritionist Dietician) – Principal Investigator, Dr. Nakyinsige Khadijah – Food Technologist, Dr. Kebirungi Harriet – Gender expert, a Msc. Candidate - Musabe D (Food Tech.), and Ssonko P (Nutrition).



*Mr. Kasirye Steven - the University Bursar who represented the Vice Chancellor with the project team*

## Kyambogo Agriculture Student undertakes graduate study in europe

**T**omasi Tusingwire is one of the 12 successful Ugandan applicants who won an EU Erasmus Plus scholarship to undertake graduate study in Europe. He will be pursuing a Master's degree in Animal Breeding and Genetics at the University of Goettingen in Germany.



*Left - Right: German Ambassador-designate, Matthias Schauer, with Agnes and Tomasi Tusingwire and Thomas Tiedemann of the EU Delegation.*

# Witnessing the mission to make Kyambogo University a better place to be

By Richard Keuber Manano,  
Director Human Resources



**Human  
Resource  
Corner**

As August 2020 was ticking towards the end, I was still pondering about a relevant topic for this Newsletter. The hot issue which had pre-occupied Management and Senate during the month was the Restructuring of Kyambogo University, which had been referred to the latter by Council. What kept ringing in my mind was that as the term of office of the 4th Council drew towards an end on 31st August 2020, a relevant topic could be drawn from the key achievements during the four year tenure (2016-2020). The comprehensive review of the University's structure would ideally come handy as a landmark achievement of the 4th Council to write about.

On the other hand, I also thought about reiterating something about the performance management at the University. This was against the backdrop that a number of academic staff had through Senate expressed difficulties using the staff performance appraisal form. It had been reflected as a matter of great concern requiring urgent attention.

Split on which article to zero on, I decided to write on both. The first approach to compare both staff performance appraisal form and the new structure approved by Council on Thursday 27th August 2020 to houses. The purpose of building a house to have a comfortable place to live in. It is worth noting that God bestowed on mankind (man

and woman) the responsibility to make this world a better place to live. It is one of those God-given responsibilities that should be highlighted more often than not. Wherever one undertakes a position of responsibility in this world, there is always a time for reckoning to establish whether or not the person has individually and collectively contributed to making the world a better place to be.

## Performance Appraisal Form

Reflecting on staff performance appraisal, I wondered how the difficulties expressed by the academic staff manifests. Granted, the appraisal report form, whatever name we term it, is a tool used for ascertaining the extent to which an individual employee contributed to the achievement of the vision, mission and objectives of the institution. The basis of this assessment is the individual's performance plan that outlines the output, targets and performance indicators to be achieved in a given period, usually a financial year. A financial year is used because whatever we do as individuals or institutions are affected by the planned resources, including the time at our disposal.

The appraisal form is like a house that fits all sizes of an individual's household belonging. You can list all the households (outputs and targets) that you wish to acquire (achieve) basing on your means and ability, it will fit in the house (form). It is therefore, a surprise that some employees are finding it difficult to fit (report) their acquisition



(achievements) in the house (appraisal form), yet the doors can be expanded to let whatever size of belongings. We only need to appreciate this fact and try our level best to use the form to report the extent to which we have achieved our individual plans.

### **The New Structure for Kyambogo University**

One of the remarkable achievements of the 4th Council is the comprehensive review of the University Structure. It is a “house” in the sense that it provides a framework which will accommodate all the employees of Kyambogo University. It has rooms (approved positions) that can accommodate the required number of staff formally recruited and placed in the house. However, if the rooms are filled up, the number of rooms will need to be increased in order to accommodate more staff.

The new structure is expected to have a remarkable impact on the Human Resource Management of the University. This is because the structure that the University has been operating had become too old to address the academic and administrative human resource needs of the University. The University has been in dire need of a new structure in order to reposition itself to deliver the strategic focus areas. It is like a family increasing in number and age of children and more rooms are required for the privacy and comfort of the family members. If the head of the family does not construct or rent another spacious house, the family life becomes very difficult. This is where the current University structure popularly known as the K2 structure had reached with basically no breathing space for specific categories of positions.

The restructuring process itself brought about a few lessons about leadership. One of the lessons learnt was that any desirable change requires leadership commitment and patience. The restructuring process started in 2015 with a review of the academic faculties and departments. Along the way, it became apparent that there was a need for a comprehensive restructuring. Being a public university, there was a need to involve the Ministry of Public Service, which

is responsible for restructuring government institutions.

The next aspect of leadership is that a leader should inspire and show the way for the followers, while enabling them to act and encouraging their hearts to embrace the proposed changes. This is that type of leadership that pushed the stakeholders to develop structure that is capable of housing the human resources of the University for the next five years. Without this inspiring and patient leadership, it would not have been possible to undertake the protracted process of building a structure (house). This leadership was exhibited at all levels as noted in the enthusiasm of the stakeholders who were involved in the restructuring process. What is more elating is that the new departments that had been created but had not been incorporated in the Integrated Personnel and Payroll System will now be included the payroll system after the new structure is approved by Government. These were the Directorate of Information and Communications Technology Services (DICTS), the Department of Teacher Education and Extension, the Early Childhood Development Department, the Department of Curriculum, Teaching Methods and Media Studies, and the Department of Development Studies. While they were operationalized by the University, the Ministry of Public Service had not integrated them into the payroll system.

In conclusion, the two aspects discussed above bring out the fact that one of the most notable purpose of our lives is to make this world a better place to live in. the filling of the staff performance appraisal form enable the employee to put on record his or her contribution to making Kyambogo University better. On the other hand, there is no doubt that the 4th Council has left the University a better place to be, with a structure that will facilitate the advancement of the Vision and Mission of the University. It is now the responsibility of Management to continue with its resolve to do all it takes to translate the structure into tangible results for the benefit of the University.

# MY STORY

## *Dr. Mutungi Emmanuel*



**D**r. Mutungi Emmanuel hails from Kazo district which was formed from Kiruhura district part of greater Mbarara. Mutungi is married to Shiphrah Mutungi and they are blessed with four children; 3 girls and 1 boy. Mutungi was born in March 1968, from Mbarara Regional Referral Hospital to Mr. William Bamuhaira (late) and Mrs. Merid Bamuhaira. Bamuhaira and Merid belonged to the Ankole - Kigezi revival of 1940s. William Bamuhaira was a craftsman who acquired building skills from Zaire and he was mainly involved in building churches and other government structures. Working with his partner Eric Magume, they built most of the county and sub-county headquarters in the Ankole region for example they built Ruharo and Ibanda Church of Uganda cathedrals.

"My father shifted from greater Bushenyi to Kazo and during that time there were no nearby schools but my dad together with a few other

people who knew how to read and write started teaching us from our home that later was transformed to Bushozi church school and this is where I attended my elementary classes up to primary two." Dr. Mutungi narrates.

Dr. Mutungi later joined Mbogo Bataka Primary School, which was seven Kilometers from his home area where he completed his primary seven and became the best student in the center with nine aggregates in the Primary Leaving Examinations. He then joined Ibanda Secondary School and completed 'O' level and later joined St. Kagwa Bushenyi High School where he completed his Advanced level. Thereafter, he joined Makerere University and pursued a Bachelor of Fine Art and graduated in 1992.

After his first degree, Dr. Mutungi started working at Uganda National Cultural Center – Nommo gallery as an Administrator and after four years, he was promoted the position of Director. While at the Gallery, he enrolled for a Master's Degree in Fine Art at Margaret Trowel School of Fine Art, Makerere University and graduated in 1998. He also pursued a diploma course in Arts and Cultural Management from the Wits University in Johannesburg South Africa.

In 2003 when Kyambogo became a University, Dr. Mutungi was approached by Prof Ggombe Catherine who was then the Head of Department of Art and Design and Maureen Senoga who was the Examinations coordinator, requesting him to start lecturing sculpture as a part time lecturer, the idea he bought. In 2006, he decided to join fulltime lecturing because he had plans of pursuing his PhD and in 2007 after validation; he became a full time lecturer in the Department of Art and Industrial Design. In 2006 he enrolled for a PhD at Makerere University and he was fully admitted two years later. While he was ready to present his PhD paper, the university assigned a Directorate Committee which he did not agree with because it was not part of his admission. After a prolonged discussion to drop the committee which he felt was not supportive, Mutungi decided to take leave of the course and up to now, the course is still ongoing.

However, Dr. Mutungi's dream did not die. When his PhD efforts were frustrated at Makerere University, he joined Maseno University in Kenya and enrolled for a fresh PhD course in Visual Anthropology where he graduated in 2017.

Dr. Mutungi became the Head of Department of Art and Industrial Design in 2015 and also became a Senior Lecturer in 2018 in the same Department at Kyambogo University.

Since that time, Dr. Mutungi has impacted on the development of Kyambogo University. He was very influential in seeing the actualization of industrial training of Bachelor of Art and Industrial Design to the extent that he and Prof. Ggombe supervised the first batch of students without payment.

Dr. Mutungi also played significant part in developing a Masters of Art and Industrial Design.

In 2016, he was able to have 3 programs launched. These are: Bachelor of Landscape and Interior Design, Bachelor of Computer Graphics and Bachelor of Textile and Apparel Design. Dr. Mutungi has also developed a Doctorate in Art and Visual Culture, which is awaiting approval and accreditation by National Council for Higher Education.

He has also played a role in increasing enrollments through community outreaches and engagements such as visiting secondary schools and also every year, his department organizes an exhibition where over 700 students come to participate.

He has also organized conferences e.g. Kampala International Design Conference in

2015, TED talks in 2018, writing and publishing workshops and all these are done aiming at promoting the image of Kyambogo University. He has championed different Collaborations and signed MoU's with; South Eastern Kenya University (SEKU), Machakos University in Kenya and all these are in line of teaching and research. He also re-introduced the fashion week in Kyambogo University, which runs every year showcasing students' creativities. He has equipped the Department with modern Fine Art equipment e.g. 3D printers, Large Format printers, Computer Assisted handloom etc. He started the graduation exhibition in 2017 with an aim of showcasing to parents and other stakeholders what Kyambogo University teaches. On community engagements, Dr. Mutungi participated in the development and designing of the current family of Uganda's banknotes that were voted the best designs in the World in 2011 and 2012.

Dr. Mutungi, however, notes that there are still challenges that the Department is grappling with e.g. limited teaching space, limited instructional materials, lack of human resource among others.

When asked about his future plans, Dr. Mutungi said that he would love to see his department advancing into a school because he believes that it has all it takes to be transformed and its programmes are crucial in skilling Ugandan youths.

He further advises the Kyambogo University community to always uphold the university values and embrace them in the best interest of the University.



***Dr. Mutungi receiving the PhD award***



*While attending the Graduation of his first born in Germany with his wife*



*Dr. Mutungi takes the President of the Republic of Uganda around the exhibition at Kyambogo University during the 16th Graduation ceremony*



*William Bamuhaira(RIP) and Mrs. Merid Bamuhaira (Dr. Mutungi's parents)*

### What others say about Dr. Mutungi John Tigatege

Tigatege is a Technician in Art and Design, he started working with Dr. Mutungi in 2005. He describes Dr. Mutungi as aggressive and straight forward. "He likes working with people and moving things so fast."

### Mugenyi Gyavira

Mugenyi is a Lecturer in Art and Design, he started working with Dr. Mutungi in 2017. He describes him as open minded and very welcoming. "He normally challenges us to always have innovative ideas."

# Health **F**+**cus**

## *The role of nutrition in the management of COVID-19*

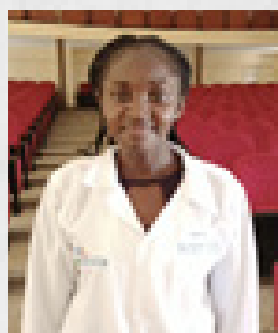
In the absence of a vaccine, Uganda is relying on a suite of non-pharmaceutical interventions that include: Testing, contact tracing, isolation and treatment, hand and cough hygiene and a range of physical distancing measures. With so many people falling ill from the coronavirus, unhealthy diets are contributing to pre-existing conditions that put them more at risk and leading to much illness and loss of income.

COVID 19 is a respiratory disease caused by a novel coronavirus (SARs – COV-2), that has reached pandemic status. While COVID -19 affects all groups, severe pathology and mortality is highest in the elderly and people with pre – existing conditions (non-communicable diseases) i.e. cardiovascular diseases, diabetes, chronic respiratory diseases, obesity and cancer. This is driven by increased consumption of high amounts of saturated fat, refined carbohydrates and sugars these include white bread, pizza dough, pasta, pastries, white flour, white rice, sweet desserts, and many breakfast cereals, and consumption of low levels of fiber and monounsaturated fats these are found in plant foods such as nuts, avocado and vegetables going for the leafy greens, broccoli and carrots that are high in fiber and low in carbohydrates. This increases the amount of cholesterol circulating in the blood stream and causes unhealthy spikes in blood sugar levels and a buildup of fat especially around the waistline COVID -19 puts diets at risk through disrupted health and nutrition services, job and income losses, disruptions in local food supply chains and as a direct result of infections among poor and vulnerable people. Diets are crucial to the health status of people around the world. Unsafe food caused an estimated 600 million illnesses and 420,000 premature deaths according to the World Health Organization. People with diet related conditions such as obesity, heart diseases and diabetes are suffering more from COVID 19.

Poor nutrition can lead to reduced immunity,

increased susceptibility to diseases and impaired physical and mental development. The micro nutrients deficiencies i.e. iron, iodine, foliate, vitamin A, and zinc are most wide spread.

Nutritional status and the role of diet and lifestyle is considered to affect patient outcome in other severe infection and may play a role in COVID 19 infection. With this view, the importance of nutrition as a mitigation strategy is to support immune function, maintaining skeletal muscle and avoiding metabolic disturbances especially for patients in ICU. Macronutrients these include milk, eggs, meat, fish, liver, potatoes, sweet potatoes, kidney beans, peas, nuts like walnuts, hazelnuts peanuts, seeds like chia seeds, pumpkin seeds provide energy for organ and tissue functions and growth, and micronutrients these include whole fruits like bananas, apples, potatoes, tomatoes sunflower seeds and oil, peanut butter, beans and legumes, red meat like beef, iodized table salt, fortified bread and cereals, egg yolks are needed in small amounts for chemical processes in the body such as metabolism, growth and protection against infections such as coronavirus disease (COVID 19). Breast feeding is recommended for babies of 0-6 months for immunity to fight coronavirus. A healthy body and a healthy mind are crucial in this fight against COVID 19. Working out to burn off extra fat and weight is therefore recommended. In addition, plenty of water is needed to build cells and regulate body processes.



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## Dean Of Students Communication To The Students

*Ms. Mildred Tibananuka*

Dear students,

I take this opportunity to greet all the students of the University after a very long time since March 20, 2020 when the Government directed closure of all institutions of learning due to COVID 19 pandemic. It's my hope that everyone is coping with this period of uncertainty.

Ladies and gentlemen, what is important is as long as we have life, we continue to live and there will be life to live after the lockdown on the institutions of learning. Currently, the staff and students are undergoing the same experience of uncertainty. There is no business as usual, no students' fraternity at campus, most offices are locked and only a skeleton staff are expected to appear if there is a special task to be accomplished.

Under such circumstances, the Department of Students' Welfare has continued to carry out its duties. As the Dean of Students was on the University COVID 19 Task Force Committee which was assigned to put in place strategies that will enable the reopening of the University. In the same spirit, I am on the committee overseeing the reconstruction and repair of the East End football and West End pitches respectively. Other members of staff are also on the committees overseeing the construction of Fisher Road, the reconstruction of the Nanziri Hall and Mandela Hall external washrooms. When these ongoing projects are completed, the ambience of Kyambogo University and its facilities will move to another level.

Additionally, a number of sections continue to operate as per Government of Uganda/ Ministry of Healthy directive. The places of Worship (Kakumba Chapel, Uganda Martyrs Chapel, Seventh Day Adventist Church and University Mosque) are only open to scientific services like weddings of not more than 10 people and televised services shared on social and electronic media. Please attend prayer services on TVs and social media. Reverend Engineer

Emmanuel Mwesigwa, while passing on the message strengthening us in Overcoming the Enemy within, sums it up by quoting, " Let your hands be strong so that the temple may be built" (Zech 8:9)

The Guidance and Counselling Unit's head, Ms. Winfred Kyosaba is aware of the anxiety caused by the pandemic among the students, staff, parents and stakeholders of Kyambogo University like anywhere in the world. Different perceptions have not left individuals psychologically stable. Social distancing, working from home, e-learning, information overflow, boredom and unpredictable future have in one way or another caused more psychological issues. The Unit staff has not left issues related to the above unattended to. Counsellors have continued to reach out to some individuals in several ways:

- i. Clients, especially students have been calling counsellors for support and Counsellors have equally followed up the clients though on a low level.
- ii. The Unit Administrator has opened a Kyambogo University Guidance and Counselling Unit Facebook page purposely to upload Counselling information/ Messages for clients. So far 400 clients are following and liking the page.
- iii. Counsellors have continuously sent communications to some of the students' and staffs' whatsapp groups to deal with Covid-19 anxieties and made clarifications on certain issues.
- iv. Some clients have been able to access counselling services in the Unit premises on appointment and respecting the SOPs. The Unit's serenity prayer to everyone is encouragement to accept the situation since it cannot be changed. They believe in time for everything (Ecclesiastes Chapter 3); and the need to adopt coping mechanisms for

psychological stability. Please seek help from professional counsellors:

Winfred – 0772360111, Norah - 0782429011, Irene - 0772849173, Lydia 0772388192, Gladys 0782513878, Victor - 0700669449, Joan - 0773 145 582 and Claire - 0706702731

Furthermore, the University Catering Manager Ms Beatrice Nandutu, wishes all students to live today in order to live tomorrow. Therefore she advises everyone to boost their immunity to fight COVID 19 by ensuring a daily balanced diet of

- (a) **Vitamins** through eating fruits and vegetables like lemons, oranges, jackfruit, mangoes, melons, guavas, greens (nakati, dodo, spinach, etc.) and others of the sort.
- (b) **Proteins** from either plants or animals sources or both including beans, peas, soya, simsim, animal meat, bird meat, fish, milk etc.
- (c) **Carbohydrates** for energy from, posho, cassava, potatoes, millet etc. A balanced diet equals to a healthy body and mind.

The sports section staff have been monitoring and supervising the reconstruction and repair of the fields of West and East End respectively. As per the Presidential directive, group or team sports activities are banned at the University. Mr. Waiswa Ali the Sports Tutor therefore, advises that during this period everyone should involve himself /herself in individual physical activities to maintain and improve physical, mental and healthy wellbeing. Physical exercises could be done in the home compound or where it's safe from COVID 19 infection. He warns further that keeping away from physical exercises leads to loss of physical fitness and to regain it turns out to be very expensive.

In a bid to prepare for receiving the students back once the lockdown on institutions of learning is lifted, the department has been engaging the local leaders of the areas where the hostels are located and the hostel owners to sensitize them on the Standard Operation Procedures (SOPs) that will be required to be put in place before allowing them to accommodate the students. Good enough the hostel owners are ready to cooperate in implementing the SOPs in their premises.

Needless to say, the Guild Leadership has also been on the ground. They have attended Council and Council Committee meetings,

the University COVID 19 task force meetings, 2020/2012 Guild Budgeting meetings, Senate meetings and also supervised the developments taking place at the University. The Electoral Commission with the unfinished task as bound by the effects of the pandemic but for sure will begin where they stopped once the lockdown is lifted.

Therefore, it's all clear that there is life to live once the COVID 19 pandemic gets to manageable levels. For the moment, COVID 19 is real and does not discriminate in colour, age, tribe, level of education, economic or political status etc. as you have seen, read, or heard. Let everyone follow the Ministry of Health advice: social distancing, wearing masks, washing hands, and sanitizing hands, avoid traveling and keep in your homes. We can only live the future if our present is managed well. Our wish is that everyone comes back to accomplish the academic programs began. For now please find some economic activity and read your books. God bless you all.

Knowledge and skills for service

*Ms. Mildred Tibananuka*

Dean of Students



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