



KYAMBOGO UNIVERSITY NEWSLETTER

ISSUE 18, OCTOBER 2020



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5th University Council

Dr. Mary Gorreti Nakabugo, the Chairperson of the fifth Council in her acceptance speech expressed her delight at being the chair of the council,....**Page 4**



Human Resource Corner

Leadership Credential Of A Head Of Department
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Vice Chancellor addresses students

Professor Eli Katunguka, the Vice Chancellor Kyambogo University while addressing the students on Monday 19th Oct 2020 via the University Media platforms welcomed.... **Page 9**

Infrastructure development at Kyambogo University.. Details On Page 12

Word from the Chief Editor



It's a COVID 19 season and we won't tire talking about it. Dear students, staff and the entire Kyambogo University community, a lot has been done to protect our community from COVID 19. These include provision of hand washing facilities, sanitizers, and messages in all forms and a lot of awareness has been created on how to stay safe from COVID 19. However, there's still laxity. There are sights of people without masks, people holding hands and hugging. Please note that the virus is already in the community. Let us all take individual responsibility to protect ourselves and loved ones from the virus.

Reuben Twinomujuni

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Tibakuno George
(Long lasting footmarks
of our own)

KYAMBOGO SMILES



Name: Amumpeire Anita

Year: One

Course: Masters in Procurement and Supply chain

Hobbies: Making friends, watching

What do you like about Kyambogo?

I like the team work of students & staff, the learning environment, affordability of

courses and accessibility of the lecturers. Courses offered at Kyambogo University are valuable in the marketplace, they benefit students all around and they end up becoming responsible citizens

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

In five years, I will be a successful Procurement Officer

New Chair Council promises dedicated service delivery

Dr. Mary Gorreti Nakabugo, the Chairperson of the fifth Council in her acceptance speech expressed her delight at being the chair of the council, on which Council are her former students.

She stressed that “we are confident that this 5th council will serve the entire Kyambogo University community, friends and supporters. We are a university that thrives on the quality of our staff and the outputs of our graduates”

She continued promising that as a new council, “We will restate our commitment and support University management. We applaud the VC and his team for leading the university and for giving it a sense of direction in these challenging times”

She said this is the time

to understand and support each other as we continue to navigate this world adding that it’s also time to remain positive.

As some time, we should be able to be proud that the 5th council achieved a number of things.

I’m proud to lead one of the Uganda’s finest university and will take this role with much enthusiasm. I promise a dedicated, respectful service. I will serve with you as we advance the services of Kyambogo University.

Prof. Eli Katunguka Rwkishaya, the Vice Chancellor urged members of Council to serve the interests of the university despite members’ different backgrounds. “As Council, we should make Kyambogo University an institution that

we are all proud of” he said.

His worship, Samuel Emokol, who was the chief guest and administering the oath of Council members that the oath we take isn’t just a piece of paper but there is power in the oath. The oath should guide you in your work. Continually ask yourself whether what you’re doing is in line with God’s will. The responsibility you have as Council transcends this life and it will impact on the life here after.

As you make decisions, he continued, the achievements you make here on earth will be presented before God. For the works you will have done here on earth you will be awarded accordingly. Integrity is key on whatever we do daily. Let us serve with a purpose.

Meet the Kyambogo University Fifth Council



Dr. Mary Gorreti Nakabugo,
Council Member representing Government
and
the Chairperson of the Fifth Council



Mrs. Sarah Babirye Lubega
is the Vice Chairperson of Council and
a Council member representing Government



Prof. Eli Katunguka Rwakishaya,
Vice Chancellor and
Council Member



Prof. Maria Musoke,
Deputy Vice Chancellor Academic
Affairs and Council Member



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



Dr. Mary Basaasa Muhenda,
Council member representing the
public



Assoc. Prof. John Baptist Kirabira,
Council Member representing
Uganda Institute of Professional
Engineers



Mr. Bright Mugisha,
Council member representing the
public



Prof. Joseph Y.T. Mugisha,
Council member representing
government



Dr. Lawrence Aaron,
Council member representing
Senate



Hon. Olive K. Namazzi,
Council member representing
Kampala Capital City Authority



Mr. Jackson Betihama,
Council member representing
Kyambogo University Senior
Administrative staff



Ms. Flavia Niringiyimana,
Council member representing
National Union of Disabled Persons
of Uganda



Mr. Francis Nsamba,
representing National Union of
Education Institutions- Kyambogo
Support staff



Dr. Catherine Wandera,
Council member representing
Senate



Dr. Sam Lutalo Kiingi,
Council member representing
Kyambogo University staff with
disabilities



The Rev. Dr. Grace Lubaale,
Council member representing
Kyambogo University Academic
Staff



His worship Lawrence Tweyanze,
Council member representing the
public



Dr. Robert Ojambo,
Council member representing
Kyambogo University Academic
Staff



Mr. Mustapha Acidri,
Council Member representing
Ministry of Finance Planning and
Economic Development

Chairpersons of Council Committee



Mr. Mustapha Acidri,
Chair Resource Mobilization
Committee



**Assoc. Prof. John Baptist
Kirabira,** Chairperson Audit
and Estates and works
Committees



Ms. Sarah Babirye Lubega,
Chairperson Estates and
Administration Committee



Prof. Joseph Y.T. Mugisha,
Chairperson Finance and
Planning Committee



Dr. Mary Basaasa Muhenda,
Chairperson, Appointments
Board



Hon. Olive K. Namazzi,
Chairperson, Students'
Affairs Committee

University re-opens for final year students



Following the Presidential Address to the Nation on September 20th 2020, in which he communicated government's decision to re-open Higher Education Institutions for final year students, the NCHC guided that each institution would revise their Semester schedule. Kyambogo University opened on 17th October, 2020.

Teaching both at the main campus and the learning centres started on Monday, October 19th 2020 and will end on Friday, 13th November 2020. Examinations will commence from Monday November 16th 2020 and end on Sunday November 29th 2020.

According to Dr. Anne Begumisa, the Academic Registrar (pictured), submissions from Faculties/School indicated that all lecturers had completed about $\frac{3}{4}$ which is (75%) of their course contents by the time of the lockdown and had given at least one course work or test. Therefore the 25% content left to be taught should be completed in one month in compliance with the NCHC guidelines.

The examination time table shall have two sessions instead of the usual three. This will allow for cleaning and disinfecting of the

examination rooms immediately after the first session before re-use for the second session. It will also enable students to return to their residences before curfew time.

Students are required to register. Registration is a requirement by the university and this exercise is done online. This online registration also provides for students to print their own registration form and examination permits.

How is the medical team coping up with the reopening?

Dr. Meregurwa Grace, the Director Medical Centre says they have instituted covid-19 response taskforce that has trained specific individuals that will keep monitoring and supervising all the university hostels and halls of residents in case of any suspected COVID 19 case.

He also said that as the University medical team they have not registered any COVID-19 case; not even a suspect and they have put in place clear protocols for referral of suspected COVID-19 cases including the 24-hours ambulance services.

More so, the medical center has put in place the Infection Control and Prevention Committee (ICP) led by Senior Nursing Officer and this was constituted to ensure implementation of Infection Control at the Medical Centre and at the University as a whole. He also mentioned that a screening area for isolation of suspected COVID-19 cases has been put in place. The screening area is managed by Health workers outside Out Patients Department room where patients are screened for possible symptoms of COVID-19 including flu, cough, difficulty in breathing and fever before the Doctor does the final assessment and recommendation.

Dr. Meregurwa told our correspondent that the medical centre is working around the clock to have everything under the control and apparently they are manning all the three gates with trained security guards who enforce the set SOPs at the entrance. They have also

organized to train all class coordinators on how they will be dealing with any suspected COVID-19 cases.

He further called upon all Kyambogo University community to accept the security guards to take their temperature at the entrance and also to continue observing the set SOP's of washing hands, wearing the mask all the times and social distancing.



Vice Chancellor addresses students

To stress the need to prevent against COVID 19, Professor Eli Katunguka, the Vice Chancellor Kyambogo University addressed students on Monday 19th Oct 2020 via the University Media platforms. In this address, the Professor reminded students that Universities were closed in March to prevent the spread of COVID. By that time, there was neither a COVID 19 case nor COVID related death but since then, thousands of cases have been reported as well as deaths. He emphasized the need for students to observe the set standard operating procedures since they have returned when the virus has spread to the communities and the chances of getting the virus are higher than when they left.

He went on to urge students to wear mask at all times, to wash hands or use hand sanitizer

every time they open doors, touch seats or other surfaces, to avoid touching eyes, nose or mouth and to make good use of hand washing facilities the university has provided at different points. He alluded to the fact that students are used to students' lifestyles like hugging; holding hands; exchanging phones, among others adding that those should wait until it is safe to do so. He further asked students to make their hostels or hall rooms private, not to organize or attend hostel parties; it's not yet safe to do so.

Concerning fees payment and allowances, Prof encouraged final year students who had not enrolled on the Academic Management System (AIMs) to pay the required university fees to do so immediately the university re-opens adding that no student will be allowed into the examination room unless he/she is fully paid up.

He further stressed that all Government sponsored students had already received their food and living out allowance for semester two and therefore should not expect any other allowances from Government.

About Accommodation, Prof said the university management had negotiated with hostel owners and agreed that the hostel fees which the students had paid for Semester II 2019/ 2020 will be carried forward to cater for this period to enable the students complete their studies.

He further revealed that there is enough space at the University to accommodate all the resident final year students under the new arrangement which takes into account the social distance rule.

Concerning the medical emergencies, the Vice Chancellor said the university medical center has put in place clear protocols for referral of suspected COVID-19 cases assisted with the 24 hours Ambulance Services. We have acquired emergency alert phone numbers from MoH designated COVID-19 treatment Centres. Lab Nos, 0783050604, 0773301107, 0770081839; Toll free Nos.0800990000, 0800100066. These numbers will be displayed at all University notice boards.

He concluded with appreciating the efforts by His Excellency, Yoweri Kaguta Museveni and his government for his unwavering efforts to secure Ugandans against COVID 19 his continued leadership and guidance.

Students share their experience

Birungi Edith – BAED 3



I'm very happy that we came back but surprisingly we have found the main gates closed and we can only use the small gate, some people thought that we are going to start the semester afresh but we only resumed from

where we stopped from. Lecturers don't allow us to enter the lecture rooms without masks. Social distance is also a challenge because we used to seat very close to each other with our friends but now we are asked to seat in social distance. We have now a strong WIFI internet because there is no competition and with this I'm able to read and I will surely going to excel. Our class was also divided in A & B for easy management but this limits our discussions and also some students miss lectures because they lack information on which class they belong.

Babirye Calorine - BAED 3

For me everything is okay but I'm challenged by seating arrangement because not all of



us got the information on where everyone should seat. Also at the hostel we are not allowed to bring in victors and love to have our friends to come and we discuss since we don't have

a lot of time at campus. Also some lectures don't lower their masks to struggle listening to them while they are teaching.

Atwoma Rimus - BAF3

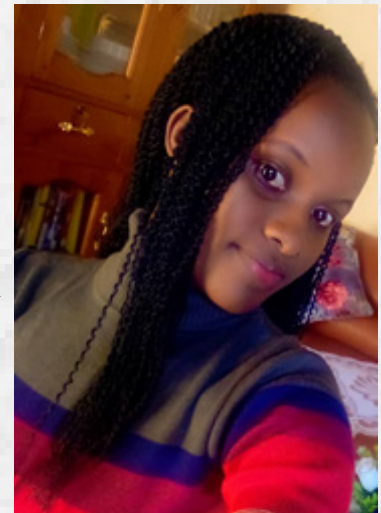


The situation is very challenging because now you have to put on the mask at all time, seat in social distance. I can't hug a friend or shake hands. We no longer have group discussions in class

because we have to keep distance. For me I use a taxi every day and I make sure I wash my hands every time I get out and also I have to keep my mask on because you don't know who you are traveling with.

Nairuba Rose – Teaching Assistant

In observance with the covid -19 guidelines I always ask students to wash their hands before entering the lecture rooms, put on the mask all the time, social distance and also sanitize the equipment that we use in lecture rooms like markers, duster , projector etc.



Previously I would easily move nearer and interact with students while lecturing them but now because of covid-19 there are no more interactions of this nature. But now I have to maintain a physical distance while delivering the lectures. More so, I lower my mask every time I'm in class so as to be heard very well by students and in the same way I ask all students to put on their masks.



Students keeping a physical distance in a lecture room

Infrastructure development at Kyambogo University

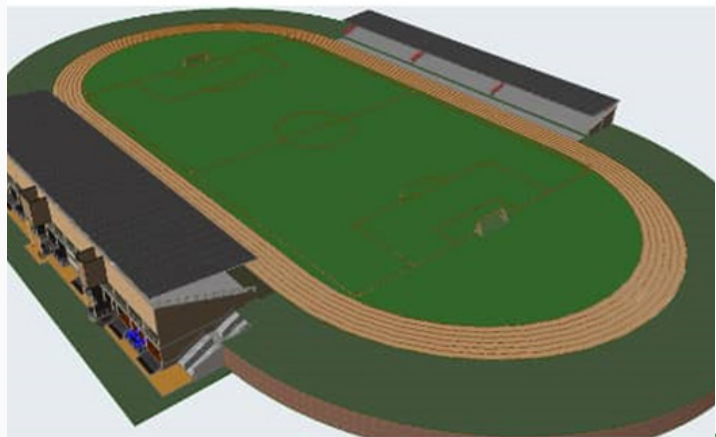
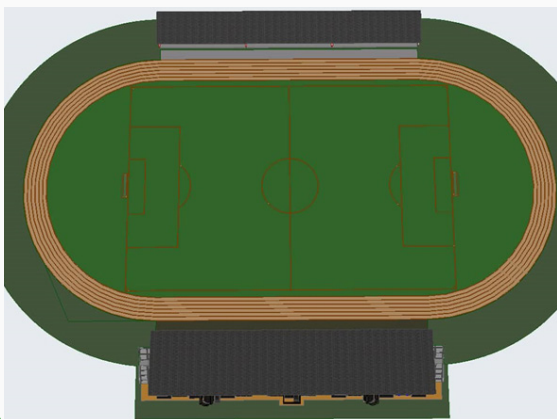
Kyambogo University embarked on several infrastructure projects including roads, the football pitch and the gate. Below is the progress:



Where we are



Where we are going



Fitsher Road



West End Main Gate

Where we are



Where we are going



Leadership Credential Of A Head Of Department

By **Richard Keuber Manano**,
Director Human Resources



**Human
Resource
Corner**

Kyambogo University, like any formal organization has rules and regulations that guide its operations. This would make it seem that everything is easy going. However, there are things that appear difficult, uncertain or even unpopular to undertake. This is so because organizations are made up of people or individuals. To make an organization succeed, they need to be well managed and led. In this article, I will delve into the latter. Leadership is working with people in an organization to perform tasks that enable it achieve its goals. The question then is, what is critical to be done by the leader? Considering a department, what is the leadership role of a Head of Department to achieve the departmental goals?

First and foremost, the Heads of Department are encouraged to consider people as important. What then should the Head of Department do in the process of leading the staff to achieve the organizational goals that demonstrates this importance of people? A lot of this is in the way the leader behaves towards the staff. Among others, any Head of Department should consider the following as paramount:

1. A Head of Department should spend adequate time with the staff, listen to their views regarding where they think the department should go. This should be done on a one-on-one as well as group basis.

2. As a leader, the Head of Department should understand the duties and responsibilities of each and every staff and help them set realistic and challenging individual and departmental outputs and targets. For example, in the Academic departments, the outputs and targets should cover the areas of teaching and learning; research and innovation; supervision of student research; setting, administering and marking examinations; mentoring students; community contribution; etc.

3. The Head of Department should purposely influence the staff in the department to be authentic. To be authentic, one needs to align “what one is” with “what one does”. Influencing subordinates also ensures buy-in to the leader’s proposal or manifesto. A manifesto enables the leader to explain why the subordinates should follow him or her.

4. It is also important that the Head of Department uses coaching as a means of developing the best in the subordinate staff. Coaching enhances performance by enabling the staff to review their performance, appreciate their areas of weakness and understand how to build on their strengths.

5. A leader is not worth his or her salt

without delegating work to the people under him or her. This is not simply dumping tasks the leader does not want to do. Indeed delegation is not abdication of responsibility. It means assigning responsibility but retaining the accountability for achieving the desired results. In the end, the leader creates capable people and this frees time for the leader to be more creative.

6. Developing relationship with staff in the department is another vital role a leader should not underestimate. This does not mean that the leader should get compromised by the subordinates. It means that as a leader, the Head of Department should pay attention to and acknowledge the emotions (happiness, anger, sadness, disgust or fear) of the staff. In order to do this effectively, the leader must master his or her own emotions, hence exercising emotional intelligence.

7. Effective leaders give feedback to people on what they have done well and what needs to be improved. Conversely, a leader should also be able to receive feedback with an open mind and avoid being defensive. A Head of Department should therefore ask for feedback, treat subordinates as his or her customers who need to give him or her feedback to enable one improve. However, giving feedback without patronizing subordinates is always a challenge to leaders. Nevertheless, it is worth noting by Heads of Department that positive and constructive feedback is a great tool of leadership.

8. The Head of Department is also expected to empower the subordinates to make decisions at the frontline. He or she should support and encourage subordinates to solve their own problems.

In conclusion, people in organizations are placed in hierarchical positions with job titles to which are prescribed duties and responsibilities. They undertake the duties and responsibilities within defined rules and procedures. This lends credence to the notion that public administration is constrained by rules and procedures. However, leadership comes in to enable people identify the constraints and try to resolve them. Finally, effective execution of the duties and responsibilities of a Head of Department require technical competencies and application of rules and regulations on one hand. On the other hand, it is the leadership behaviour of the Head of Department that empowers the staff and hence the department to perform.

P R O T E C T

YOURSELF AND OTHERS AGAINST

COVID-19

#StaySafe #StayHealth



AVOID HANDSHAKE
Just Wave from a distance



WASH HANDS REGULARLY WITH SOAP

OR



USE AN ALCOHOL-BASED HAND SANITIZER



WEAR A MASK
When in public



SOCIAL DISTANCE
Maintain a social Distance of about 2 metres



STAY AT HOME
In Case You have any symptoms



 @KyambogoUniversityOfficial
 @KyambogoU
 @KyambogoUniversity
 @Kyambogo_University

MY STORY

Ms. Ninsiima Clare



Born in January 1982, Ms. Clare Ninsiima is a professional lawyer and an Advocate of the High Court. She joined the bar in 2008 having completed the Diploma in Law in 2006. Clare is the 2nd born daughter of Mr. John Byamukama (late) and Mrs. Sanyu Rosette Byamukama. She is a Mukiga by tribe and hails from Kitimba Mwisi in Kamugagunzi Sub County in Kabale District. She was born in Kamwezi Health Centre IV where her late grand mother worked as a mid-wife. Clare completed her Primary Leaving Examinations in 1993 at Boma Primary School in Mbarara City Mbarara District. From there, she joined Bweranyangi Girls Senior Secondary School for her O-level. While at Bweranyangi Girls, Clare was involved in sports, music and drama. She was part of the school netball and Volley ball team. She was also the house prefect for statehouse "Beyaka" dormitory.

From Bweranyangi girls, Clare joined Makerere High School for A-Level and completed in 1999. While at Makerere High School, she served as the Head Girl. In 2000, she joined Makerere

University to pursue Bachelors of Arts in Mass Communication against her Guardian's wish who wanted her to be a lawyer. He threatened to withdraw his sponsorship if she did not change the Programme to law. After one month at the Ivory Tower, she applied for change of course to which she was accepted and admitted on the evening Programme. Clare says she has never regretted the decision of studying Law. She graduated in 2004 with Bachelors of Laws (LLB) and then joined Law Development Center (LDC) in 2005 for a Post Graduate Diploma in Legal Practice. She was admitted to the bar in 2008 when she enrolled as Advocate of the High Court. She is a member of the East Africa Law Society and Uganda Law Society.

In 2010, she was a beneficiary of the NUFFIC scholarship sponsored by the Dutch Government. The scholarship enabled her to pursue her Master's Degree at Rotterdam University in the Netherlands. In 2011, she attained a Master's degree in Business and Corporate Law and will forever be grateful to the Dutch Government for giving her the opportunity to study from a prestigious University.

Clare is currently pursuing a profession programme under the Institute of Chartered Secretaries and Administrators (UK) upon which she will become a Chartered Company Secretary.

Clare is married to Mr. Wilson Adad Iraguha Willison with whom they are blessed with four children.

Her first permanent job was with the Inspectorate of Government as an Inspectorate Officer/State Attorney. She worked under the Directorate of Legal Affairs, Prosecution Unit and was attached to the Anti-Corruption Court. At the Anti-Corruption Court Kololo, she successfully carried out her duties as State Prosecutor and achieved 95% of conviction, which she attributes to the plea bargain system. While at the Inspectorate of Government, her colleagues described her as soft spoken but



Clare and Mr. Wilson on their wedding day

dangerous because most of her cases ended up in conviction.

In June 2018, Clare joined Kyambogo University as the Senior Legal Officer. Her role is to give legal advice to all university organs to ensure legal compliance and defend the university against legal liabilities. As Head of the Legal Unit, together with her colleagues, they have strived to ensure legal compliance to avoid litigation. The number of cases arising from administrative decisions has reduced and the university has won several cases in court.

Clare and her team have worked hard to settle cases by consent in order to avoid lengthy and costly litigation. However, she credits the achievements of the unit to members of management who seek for legal guidance before taking decisions against staff or students. Despite the achievements, Clare has faced some challenges which she opted not to talk about.

Her wish is to see a further drop in court cases although this may not be possible because of domestic arrears. She believes that the payment of colossal sums to university external lawyers as legal fees will soon end when the Legal Units transforms into a legal chamber.

According to her, the lawyers/advocates in the unit have the capacity, experience and expertise to handle court cases against the unit. For now, the lawyers in the unit have no audience in court because the legal unit is not a registered legal chamber under which practicing certificates are issued.





Clare's word to all staff and students is that "The Kyambogo University Legal Unit is not for management only; it is in place to serve management, students and staff from top to the bottom. The legal advice is limited to work related matters and does not extend to private matters'.

On a personal note, she abhors corruption and dislikes people who are dishonest and greedy. For details and legal advice you can reach them out on legalkyu@kyu.ac.ug

What others say about Ms. Clare Ninsiima

Bulumu Martin – Legal Assistant

"I find Mrs. Clare Ninsiima our Senior Legal Officer, approachable and hardworking. She meets her Legal tasks as scheduled and she always provides constructive and helpful feedback when needed which I believe has helped me do my assignments better."



Eunice Mwongera - Legal Assistant

"I started working with Clare as the immediate supervisor in 2018. Clare is passionate about her work, persistent and consistent in whatever she does. She is an Achiever and a very good writer. On a personal level, Clare is a good adviser and she cares a lot. I can't forget that she is always physically smart."

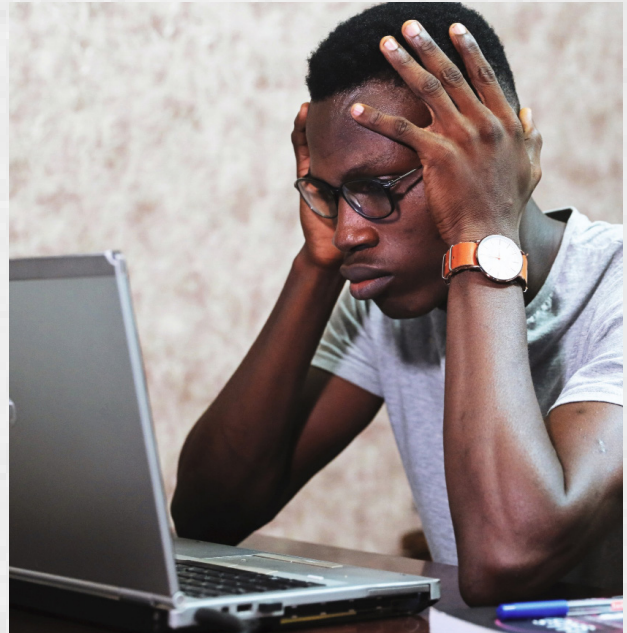


Stress and health during COVID 19 Pandemic

Living through the threat of a public health emergency like COVID-19 can be extremely stressful. Dealing with the threat of COVID-19 is upsetting because it is outside the range of a normal day to day experience. Most people have felt anxious, or fear for themselves and their loved ones becoming exposed to the virus and also because of uncertainty about how the outbreak will affect them socially and economically. At the same time, they have felt overwhelmed by the constant, rapidly changing, and often conflicting information provided by the media regarding the growing danger of COVID-19.

However, during the COVID-19 pandemic, many working people are not only confronted with high work demands, but also have to organize their home life and look after their dependants, particularly if they have children, elderly, ill or family members with disabilities. In addition, the restriction of public life aimed at limiting the contagion has a serious impact on people's social lives. All these contribute to the deterioration of one's work-life balance, with negative effects on the mental and psychological health of the person.

Many people have been required to work from home during the lockdown and even after the lockdown is lifted as the new norm. They may have to share spaces with spouses, partners, children or roommates. Separating personal lives from work can become very difficult. When working from home it is easy for the boundaries between work and personal life to



become blurred, with negative consequences for worker well-being. Due to the closure of Universities, institutions, primary schools, secondary schools and day-care programmes, it has given parents extra workloads of monitoring the children yet they also have to maintain their financial status through working, creating extra stress and difficulties in conciliating work and family responsibilities.

Long-term stress can harm your health.

Coping with the impact of chronic stress can be challenging. Because the source of long-term stress is more constant than acute stress, the body never receives a clear signal to return to normal functioning. With chronic stress, those same lifesaving reactions in the body can disturb the immune, digestive, cardiovascular, sleep, and reproductive systems. Some people may experience mainly digestive symptoms, while others may have headaches, sleeplessness, sadness, anger, or irritability.

Over time, continued strain on your body from stress may contribute to serious health problems, such as heart disease, high blood pressure, diabetes, and other illnesses,

including mental disorders such as depression which have acted as confounders to most of the mortalities by COVID 19.

Well we have to continue working and as well cope with the stress of COVID 19 to improve on our well-being and health status through; Staying Connected with Others: COVID 19 has restricted access to social support structures, such as schools, workplaces, places of worship, or even spending time with friends and family. Be creative about how to maintain connections with others during this time. Talking to those you trust is a helpful way to reduce feelings of isolation, anxiety, fear, boredom or vulnerability during social distancing, quarantine, or other safety measures.

In conclusion other better ways like; eating healthy food, engaging in physical activity, having enough rest time, improving the sense of control and endurance and change in the

way of life to the current situation can surely eliminate stress and its effects during this COVID 19 season.

The writer is a Master of Public Health Student of Kyambogo University,

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The long-lasting footmarks of our own

By Tibakuno George

*Bakers are vital people in our society. Parties today can only be complete when cake is on the menu. We have all eaten cake at some point. If eating cake was a crime, 99% of us would be guilty. I had a wonderful chat with Esther Kyohirwe, a passionate baker. I am proud to say that she is our very own. While with us, she pursued a Bachelor's Degree in Microfinance. After her studies, she could not find a job in her field of study and she decided to join the baking arena and is using skills she obtained from her business related course to run her business. It is amazing to see people who have been through Kyambogo University become authorities in their fields of work. Esther is an authority in the baking business. She also trains and mentors people to bake and run baking businesses. She has so far trained over 200 bakers at her pastry school and she is not about to stop. She is a facilitator at baking workshops where she and her colleagues offer tips and skills to bakers to make trending cake décor. She has made a name for herself among fellow bakers and cake consumers so much that if one would like to get cake or to be trained to join the cake business, many are likely to recommend her. She is based in Kampala, however, she supplies her cakes all over Uganda. According to her, her products are of high quality and this has attracted many people from all over Uganda to her. She is the owner of **Essy Bakeshop Pastry School**.*

What are your fondest memories of Kyambogo University?

The fresher's ball gave me my fondest memories of Kyambogo University. It was packed to capacity. It was a crazy day. We had lots of fun.

What motivated you to join the baking business.

First of all, I looked for a job and I could not find one. Then I thought of something I could do that is in a field of art because I love art.

I thought of pursuing a pastry course. I went to gifted hands. I did one and then joined the baking business.

What would you say are your achievements from your baking business so far?

Equipping other people with skills, I am a teacher so I train and teach people how to make cakes and run their baking businesses. I have also made so many friends in this business because I train many and meet so many kinds of people as I deliver my cakes all over I do not have specific customers in a certain place, my customers are all over the country. I have also mentored people in the cake business. On several occasions, I have been hosted on workshops and I have facilitated bakers on cake related topics. I think so far those are the achievements that I have.



Esther Kyohirwe at a function

How would you advise students who plan on seeking for jobs?

They should not only focus on what they studied, it is not a must to do what you studied. You can get a hands on skill and start working. Sometimes, you do not need a lot of capital. You can start with the little that you have. All

you need is to start and then you are good to go. They should also be patient in case they are to do business because the first five years of business are not easy. You have to be very patient. You have to have very high financial discipline and pray as well. Work hard as well. In business, marketing is a key ingredient. Have good customer care and supply high quality products.

What are those things you wish you knew before living campus?

If I knew I was going to be a baker, I would have gone straight to pastry school and started my business while still pursuing my course. This does not mean that what I studied is irrelevant. On the contrary, my business related course has been relevant in my cake business as well.

What takes one to be a successful baker like you?

You have to be an aggressive marketer. You have to have good customer care. Research as much as you can because cake trends change every day. Make sure to supply high quality products because the competition is very stiff in the baking business. Practice as much as you can on cake decoration so that you can give your customers the best work and very unique work, keep improving your recipes to satisfy the market. The baking business has changed. Gone are the days when we had only

two flavours now we have over 50 flavours on the market you must know how to use all of them. Learn different kind of cakes and décor themes. Above all pray to God to give you wisdom to know how to keep being relevant.

What in your opinion are the challenges in the Ugandan baking business that young bakers are bound to encounter?

The competition is very high. The young bakers are compared to senior bakers who have been in the business for over twenty years. People expect young bakers to produce quality work as their senior counterparts. If you deliver something that is not as good as that of a senior baker, customers are bound to complain. This is a great challenge but on the other hand it is an advantage as it brings the creativity out of you as you try to find ways of being relevant in the market. People also expect new bakers to be extremely cheap and this forces some to cut the prices of their products thereby making losses. This affects the business that is still young. The market is awash with counterfeit products like flavours and other ingredients.

How can students who are interested in baking solve the challenges you have highlighted?

For competition? They have to put their guts on, there is no need of resting. They have to work extremely harder. They have to research as much as they can. They have to practice



Some of Esther Kyohirwe's students at Essy Bakeshop Pastry School

cake décor as much as they can. They have to stay on trend because competition is part of life. For the prices, they have to set their prices. They should research and come up with a good recipe, set their prices, market at that price. Take those who are willing to buy at their set price before they know it business is growing because what I know good things come at a good price. Good cake is expensive. For counterfeit products, we cannot do much, we should leave this to the government.

Do you think Kyambogo has progressed?

It has progressed. I finished my course six years ago. I know Kyambogo University is now so different from the one we were in six years ago. There are more courses and the facilities have been upgraded.

Your last words to Kyambogo University community.

The students should pray hard, work hard and should not give up.

Dear readers, do you know an alumnus or alumna of Kyambogo University who has done extraordinary things for his/her community? We would like to interview them. Send us their contact via WhatsApp: 0706840592 or call.



A sample of Esther Kyohirwe's products.

2020/2021 Direct Entry Admission List Released

Admission Lists can be accessed
through Our Website

<https://kyu.ac.ug/>

Successful applicants can now Download
Provisional Admission Letter from;
<https://admissions.kyu.ac.ug>

Login using the **email** or **telephone number**
and **password** used while applying



Scan the code
below to access
the admission list
or [Click here](#)



How to print Admission letter:

2020/2021 provisional Admission letter for Kyambogo University has been uploaded online. Successful applicants can download their provisional admission letter from the admission website.

Download Provisional Admission Letter from;
<https://admissions.kyu.ac.ug>

Use the **email** or **telephone number** and **password** used while applying for the applying for the Academic Programme as the credentials to login.

Follow the steps below;

The screenshot shows the website admissions.kyu.ac.ug with the following annotated steps:

- Step 1:** Click here to login with the telno (points to the 'login with Tel No.' radio button).
- Step 2:** Click here to login with the email Address (points to the 'login with Email' radio button).
- Step 3:** provide the email address or telno (points to the 'email address' input field).
- Step 4:** Provide the password to login (points to the 'Password' input field).
- Step 5:** Click here to Reset your password or Contact: dictskyu@kyu.ac.ug for assistance (points to the 'Forgot Password' button).
- Step 6:** Click here to login (points to the 'Login' button).

Additional text on the page includes: 'admissions System website', 'Kyambogo University - ONLINE ADMISSIONS', 'Fill in your Email and Password to access your forms', 'Don't have an account yet? Sign up below to get one.', 'How to apply', and 'SIGN UP NOW'.

After login:

The screenshot shows the 'Kyambogo University - ONLINE ADMISSIONS' portal. On the left is a navigation menu with options: 'My Application Forms' (1), 'Apply Now', 'Change Password', and 'Log Out'. Below the menu, it says 'Student Email address - Used while applying' and 'Logged in as: *****@gmail.com'. The main content area displays a welcome message 'Welcome, JEFF K' (labeled 'Student's Name') and a 'Scheme Name' 'UNDERGRADUATE (O AND A-LEVEL) DIRECT ENTRY SCHEME, AUGUST INTAKE 2020/2021'. Below this, the 'Form Number' is 'F2000*****'. A large yellow box contains a 'Congratulations!' message: 'You have been successfully admitted to the programme of study leading to the award of: BACHELOR OF BUSINESS ADMINISTRATION'. A blue button labeled 'DOWNLOAD OFFER LETTER' is highlighted, with a note 'Admission letter - ready for download'. The program is also labeled 'Program Admitted for'. At the bottom, it shows 'FIRST CHOICE: BACHELOR OF BUSINESS ADMINISTRATION'. A 'Refresh my forms' button is in the top right.

After downloading your Admission Letter:

Activate your account on the link: <https://student.kyu.ac.ug> for **Fees payments** and follow the steps.

The screenshot shows the 'student.kyu.ac.ug/portal-1.9/?cache' website. The browser's address bar and tabs are visible at the top. The main content is a 'LOGIN' page. On the left, there are input fields for 'Student Number or User ID' and 'Password', with a 'Login' button below them. A 'Forgot Password?' link is also present. On the right, there is a welcome message: 'Welcome to the Student Portal, If you are a new student, your User ID is your Student Number and your Password is also your Student Number. If you are a continuing student, your User ID is your Registration No. (Access Number) and your password is also your Registration No.' Several red annotations provide instructions: 'Students Portal Website link' points to the URL; 'Login and Follow instructions' points to the login button; 'Provide your student Number (From your admission Letter)' points to the user ID field; 'For New students: Password as your student Number (Check on your admission letter)' points to the password field; 'Go to play store or App store on your smart phone and search : AIMS (Download and install)' points to the app download section; and 'You can download Mobile App on your phone' points to the Google Play and App Store buttons. The app download section is titled 'Get The App' and includes 'GET IT ON Google Play' and 'Download on the App Store' buttons.



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