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Word from the Chief Editor



Making fun of corona virus is unfortunate

I have not seen a very serious issue that has been downplayed and made fun of on social media like the Corona virus. Social media continues to be awash with memes, vidoes, posts, declarations and all about Corona Virus. An undisclosed big number of people have died from the virus and the number keeps surging, others are quarantined, while still another big number keeps getting infected hourly. According to WHO, outside China, a total of 8,739 cases of COVID-19 have been reported from 61 countries, with 127 deaths. By Monday, March 2, 2020, there were almost 9 times more cases reported outside China than inside China. China has limited the movements of 700 million people. The worldwide death toll topped 3,000, and the number of cases passed 90,000 in about 70 countries.

The epidemic has also spread to the US, Korea, Italy, Iran and Japan. The Republic of Korea has now reported more than 4200 cases and 22 deaths. Six people have so far died in the US. Of the 88,913 cases reported globally so far, 90% are in China. Of the 8,739 cases reported outside China, 81% are from four countries.

So this is not an ordinary flu. As such, I will share with you some of the basic protective measures against this virus.

Wash your hands regularly and thoroughly with soap and water to kill viruses that may be on your hands.

Maintain social distancing of at least 1 metre (3 feet) between yourself and anyone who is coughing or sneezing.

Avoid touching eyes, nose and mouth because hands can pick up and transfer the virus to your eyes, nose or mouth.

Practice respiratory hygiene of covering your mouth and nose with your bent elbow or tissue when you cough or sneeze and then immediately dispose off the used tissue.

If you have fever, cough and difficulty breathing, seek medical care early. Stay home if you feel unwell. If you have a fever, cough and difficulty breathing, seek medical attention early enough.

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KYAMBOGO *SMILES*



Name: Catherine Nambasa

Year: three

Course: Bachelor of Economics and Statistics

What do you like about Kyambogo?

The students are social, free and friendly, Lecturers are good. They try hard to ensure

students understand what they are taught.

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

Self-employed, a professional auditor, owning my own make up studio.

Hobbies: Swimming, reading novels, doing make up.

Minister Applauds Kyambogo For Championing Against Psychological Distress



The State Minister for Youth and Children Affairs, Hon. Florence Nakiwala Kiyingi has applauded Kyambogo University for championing the cause against psychological distress because the youth, especially university students are faced with many challenges that affect their academic performance.

She challenged everyone to be their own custodians and custodians of the people around them and to support institutions to promote the government's programs and fight against all causes of psychological distress.

This was during the the second counselling open day of Kyambogo University held at TTE grounds on February 19, 2020. The open day was organised under the theme; "Embracing Psychological support in our community". At the same time, Kyambogo Community was celebrating

the International Psychology Week which is held annually in April at the UN.

Prof Eli Katunguka – Rwakishaya, the Vice Chancellor, Kyambogo University thanked the Dean of students' office for organising the counselling open day. He noted that Alcohol, drugs and internet addiction, financial issues, and HIV are common issues in our society. He encouraged everyone to test and know their HIV status.

"I hope that with the services you give, we shall be able to make a healthy society." Prof. Katunguka said.

Ms. Mildred Tibananuka, the Dean of Students acknowledged that they have been blessed with hardworking counsellors from the time the counselling unit was established. She said they had the first ever counselling open day last year and their efforts are geared to help

students cope with the various psychological challenges.

Mrs. Kyosaba Winfred Biribonwa, the acting Senior Counsellor said that the 2nd counselling open day marked another journey of a thousand miles in making a psychologically stable state. She noted that the unit has since the last counselling open day registered improved visibility, number of clients supported, networking, trust from the students and participating actively in university activities among other achievements. She urged everyone to visit the Guidance and Counselling Unit for Psychological Support.

On the same day Prof. Katunguka launched the first ever counsellor's guide magazine intended to give information that can otherwise aid change of behavior, decision making, coping strategies and personal growth.

The event was attended by over 20 associations that exhibited including; Bristol college, Uganda Counselling Association, Kyambogo University Rehabilitative Initiative (KYURI), Hope and Beyond, Kyambogo University Medical Centre, Uganda Alcohol Policy Alliance, Fight Drug Abuse, Sauti, Focus on Recovery Uganda, Uganda

Blood Transfusion Service, Disability Center, East African Professional Counselling institute(EAPCI), Munnange counselling center, Equator Community Development Resource Centre, Mental Health Awareness, Healing Talk Counselling Services, Kyambogo University Counselling Students Association and Kyambogo

University Counselling and Guidance among others. In addition to that, there was blood donation, and other free services like professional counselling, Hepatitis B screening, HIV counselling and testing and aerobics.

Pictorial



Kyambogo tops in the Chartered Financial Analysts Challenge



The Winning team celebrating their victory

On Tuesday 4th February, Kyambogo University topped Ugandan Universities after winning the Chartered Financial Analysts (CFA) Challenge 2020 finals held at Golf Course Hotel, Kampala.

The Chartered Financial Analysts Research Challenge is a global competition held annually to recognize outstanding university students in Financial and Investment analysis. The students are tasked to analyze a company listed on the country's stock market (Uganda Securities Exchange) and recommend an investment decision while backing it up with reliable quantitative and qualitative evidence.

In the 2020 edition, eight Ugandan universities made it to the in-country finals where Stanbic Uganda Holdings Limited, which owns Stanbic Bank, was used as the case study for analysis. The students were required to

prepare investment reports and thereafter present to a panel of judges, most of whom have experience in the banking industry.

Kyambogo University and Uganda Christian University defeated other universities to make it to the final round of the competition where Kyambogo emerged victorious. The presentations were graded basing on content, confidence and response to questions.

The Kyambogo University winning team comprised of Shadrach Kolya, the team leader, Gitta Mark Edwin, Mugabi Kevin Cole and Atukunda Siyemah. They will proceed to represent

Uganda in Jordan, Asia for the intercontinental finals competing against European, Asian and other African Universities.

According to Shadrach Kolya, it was team work, commitment and extensive research that led to them to Victory. "We faced quite tough and prepared teams most especially UCU at the finals but we persevered and won the competition. We are representing the country in Jordan and we promise to perform to our best," Kolya said.

On Friday 14th February 2020, the winning team handed over the trophy to Prof. Eli Katunguka Rwakishaya, the Vice Chancellor. Prof. Katunguka congratulated and encouraged them to work harder and remain disciplined. The students were accompanied by their Mentors that included; Dr. Mukokoma Maurice Nalwoga, Dr. Obanda Peter and Faculty Advisors and Mentors; Dr. Asiimwe Richard and Ms. Namujuzzi Sylvia.



Kyambogo's Chartered Financial Research Challenge winning team meets the Vice Chancellor.

Kyambogo University Launches New Website (www.kyu.ac.ug)

In a bid to improve the University visibility and online presence, the Directorate of ICT together with the Public Relations Office of Kyambogo University organized a website launch and sensitization workshop on Monday 10th February 2020 in the NPT.



The launch was presided over by Prof. Eli Katunguka – Rwakishaya, the Vice Chancellor (pictured) who thanked the organizers and noted that the University Council recommended for involvement of ICT services in all university endeavors, which are all embedded in the University Strategic Plan. He called upon all university staff to corporate with the website management team in providing relevant and updated information for public consumption. "The recent update of the website is one of the other factors that has tremendously changed our university ranking and as a matter of fact, Kyambogo University is now ranked 3rd in Uganda after Makerere University and Mbarara University of Science and Technology so we need to keep up with the trend". Prof Katunguka added.

Deputy Vice Chancellor Finance and Administration Prof. Nabugomu also thanked the website management team and stated that

the website is our gateway for the entire world to know what we do so we have to be good at it because in this era, clients live online.

The sensitization workshop attracted Kyambogo University Top Management, Deans of Facilities, Heads of Departments and staff from the Directorate of ICT and Public Relations among others.



In his presentation, the Director ICT Services, Dr. John Okonzi (pictured) said, "we are in the very dangerous era of cyber security and hackers will always attempt to find loopholes in your system. But as a Directorate, we work against this and we understand that viruses can come in many ways such as emails and other internet related activities but we put monitoring measures to ensure that our system is always protected. We host our very own website and have a secure system and that explains why we have been able to integrate our system with different banks and URA".



Senior Public Relations Officer, Mr. Reuben Twinomujuni, (pictured) stated that the website is a major international communication tool to communicate not only with students, both prospective and current, but also with parents, journalists, staff, and anyone else who's looking for information or interaction. He added the biggest percentage of millennials use online platforms and it's a strategic move for the university to digitalize its services to suit this market.

Mr. Mukisa Vicent, Kyambogo University Web Designer said that the new website is developed and structured in a decentralized form where all the academic departments, service units, schools and faculties were planned to own their independent manageable websites depending on amounts of content provided. Noting that this will improve the user experience in web usage for easy, faster navigation and maintenance.



He stated that there has been special features and functions designed and added to the new website which will make it more user friendly and these will include: Live chat, Frequently asked questions (FAQs), Forums, E- Notice board and events management.



Kyambogo hosts the 3rd national youth convention on money in politics

On 20th February 2020 Kyambogo University hosted the 3rd National youth convention on money in politics in the CTF building. The convention attracted guild leaders from seventeen universities in Uganda that included; Kyambogo University, Uganda Christian University, Makerere University Business School, Kampala International University, St Lawrence University, Mutesa I Royal University, University of Kisubi, Nkumba University, Ndejje University, Bugema University, Cavendish University, Islamic University in Uganda, Multitech Business School, Uganda Martyrs University and International University of East Africa. Kyambogo University Ag. Senior Counsellor Ms. Winfred Biribonwa Kyosaba who represented the Dean of students welcomed all stakeholders and thanked the organizers for such an engaging forum to youth leaders which she said will shape their intellectual reasoning and help them to be accountable leaders in future.

The National Youth Convention of Money in Politics is an annual event aimed at empowering young people to contribute towards building Electoral Integrity for Sustainable Democracy in Uganda. This event is hosted on rotational basis by one of the participating universities and this year (2020) Kyambogo University was the host.

The event was presided over by the Democratic Party Secretary General, Dr. Gerald Siranda who stated that Uganda has 75% population of young people and youth aged between 18-30 of which these youth constitute 23% of the national population (UBOS, 2016) so youth participation and influence in formal politics remains limited largely due to the growing barrier of very costly election campaigns in a country where electoral politics is commercialized. He added that a study by Agha Khan University revealed that 74% of young people are vulnerable to electoral bribery and of these, 39% will only vote if they are given money and experience has proved that youth get to be used as

agents of vote buying and electoral violence.

"The level of monetization of student guild elections mirrors that which happens at national level. The downside is that Uganda continues to be ranked as one of the twelve countries in Africa that suffer from very low electoral integrity", Dr. Siranda stated.

According to the ACFIM Executive Director, Mr. Henry A. Muguzi, ACFIM is a Pan African civil society organization founded in Uganda to contribute towards building electoral integrity through monitoring money in politics and election campaigns; engaging the electorate on electoral accountability and advocating for feasible reforms. "The cardinal aim of the convention this time is to engage youth in a discussion and building the integrity during election because every generation has got its own tasks to accomplish. This generation has to fight and rebuild the integrity of the election that brings us the services we need because elections is a need". Henry added.



Food Technology Student Wins The National Interuniversity Barista Competition

Our reporter, Joseph tahinduka met Patricia and brought this interview. Awori Patricia, is a 3rd year student of Food Science and Technology. She is also the Vice President of the Kyambogo University Coffee Association. She emerged the winner of the Interuniversity barista competition, an event organised by the Uganda Coffee Development Authority to promote coffee consumption in Uganda and in the diaspora.

How tough was the competition?

Quite tough! But by the Grace of God, I emerged victorious after defeating competitors from Makerere University, Uganda Christian University, Makerere University Business School among others in the events that were hosted by Mbarara University of Science and Technology. Awori

Patricia told our team that it was an amazing experience seeing herself a champion in the coffee industry.

What is Barista about?

The word barista comes from Italian, where it means a male or female "bartender" who typically works behind a counter, serving hot drinks (such as espresso), cold alcoholic and non-alcoholic beverages, and snacks. It involves mastering coffee extraction techniques that are high end skills on the market.

What are your future aspirations in the coffee industry?

After my undergraduate degree, I hope to enroll for Food Engineering and study more about the different models of coffee machines on the world market, how to repair the equipment to build a new prototype of an espresso

machine that is better than the current models.

How has Kyambogo University shaped your ambitions?

When I came to Kyambogo university, I joined the Kyambogo University Coffee Association, which shaped my understanding of the coffee industry. I got contacts at the Uganda Coffee Development Authority that were helpful in in barista training.

In that respect, my three years at the university have imparted me, my skills and career and will have an evelasting impact on my future.

What advice do you give to the students out there with big dreams?

I encourage students to remain focused on their academics while engaging in activities of student associations so as to get leadership and other career relevant skills.

OPEN LETTER: The Glory Of Kyambogo University Lies In Your Hands.

By Joseph Gracious Tahinduka

Kyambogo University Is Not Just A Public Institution Of Learning. It's A Brand. Now, That Means That The Brand Kyambogo University Just Like Kfc, Harvard, Mc Donalds, Coca Cola, Pepsi Cola, Mtn Needs To Be Given Due Diligence Such That That Brand Can Outlive Our

Existence.

By And Large, Most Organisations That Are Serious About Branding Do So Aggressively Through Synchronising Everyone To Carry That Vision Of Branding That Particular Organisation. For Kyambogo University, The Stakeholders Are Definitely The Staff, Non Teaching Staff And The Student Fraternity.

As A Matter Of Focus, Allow

Me To Indulge You With The Many Low Cost Or Cheap Or Zero Cost Branding Options Kyambogo University Has Not Maximised Fully; Let's Talk About Shaping The Social Media Profile Of Events In Kyambogo University, Unwriting The Negative Stories About Kyambogo University.

As Much As The Public

Relations Arsenal Of The University May Do Well To Brand The University, The Largest Mandate Lies In The Hands Of The Students Who With Their Remote And Online Connections Reach The Ends Of The Earth In A Single Click.

In The World We Live In Today, He Or She Who Has The Power To Tell Your Story Determines How You Are Seen, Perceived And Recognised; That Is The Exact Reason Why We Need, As The Students Of Kyambogo University To Own The Aspirations And Story Of Kyambogo University.

The Name Of The University Has At Times Suffered Unbalanced, Unwanted And Biased Criticism From Mainstream Media While Not A Lot Has Been Recorded On

How A 17 Year Old Institution Is Making Exceptional Strides In Technology, Research, Talent Development, Among Other Things.

I Understand That We Are Still Facing A Lot Of Challenges But That Can Never Be Reason Enough To Stop Us From Telling The Story Of Kyambogo University.

Branding Focuses On Propelling The Positivity Over The Negativity So As To Sustain Face While Pushing Forward To Solve The Current Challenges.

Can We Own The Face And Brand Of Kyambogo University? Can We Reclaim The Power Of The Telling The Story Of Kyambogo University From Whoever Is Misusing The Brand? Can We Tell The

World About What Kyambogo University Is Rather Than What It's Falsely Known For? Can Our Student Associations Deliberately Conduct Activities In A Manner That Gives The University Visibility? Can The Guild House Deliberately Have An Intention Of Branding The University At All Costs?

With All This Coded In Our Aspirations, We Shall Surely As A Formidable Team Of Both The Staff And Students Contribute To A Brand That Will Outlive Our Times, And That Is When We Can Relate To The Notion Of Having The Mighty Glory Of Kyambogo University In Your Hands. The Writer Is The President Of The Debate Society, Kyambogo University

Kyambogo Strengthens Partnership with Oslo Metropolitan University, Norway

On 11th January 2020, Kyambogo University received 13 international students from the partner institution, Oslo Metropolitan University, Norway. Nine of these students were Early Childhood Development (ECD) students while four were vocational students under supervision of the department of Art and Industrial Design. The ECD students had their placement practice at five different kindergartens around Kyambogo, which include: Shoma Christian Academy, Happy Hearts International, Kireka Muslim School, Child Study Centre, Kyambogo

and Nyenga Foundation in Buikwe district. In between, the vocational students had placements at Kyambogo Medical Centre, Kyambogo College School, Eclac Kindergarten for children with special needs and Kyambogo College School.



The students began with an Orientation Week and various activities took place including: Visiting Kampala city

The students had a tour around Kampala where they visited Owino market, shopping malls, taxi and bus parks, and Gadhafi mosque where they viewed the 7 hills of Kampala.

This visit around Kampala enabled them get locate the various shopping places where they can do theoir shopping during their 3 months stay in Uganda.

The students were

able to learn about the culture, history of Uganda, among others. This helped in enriching them with various information concerning Uganda.

Visiting Parliament and the Embassy

The students visited the Parliament of the Republic of Uganda and the Royal Norwegian Embassy. They were later treated to a show at Ndere Cultural Centre in Ntinda where they watched different cultural dances representing most of the tribes in Uganda. It was such a nice experience for them!

Visiting schools

The students visited their placement schools for an over view of what their placement places look like and introducing them to the respective school heads and teachers.

They later went to Jinja to see the Source of the Nile, had a boat cruise and later on a luncheon at the Nile.



Kyambogo University Signs **MOU** With The University Of Stranmillis

On 20th January 2020, Kyambogo University received Dr John McMullen from University of Stranmillis in Northern Ireland. The purpose of his visit was to establish a formal linkage with Kyambogo University particularly with the Faculty of Education. His visit lasted for a week during which he held meetings with the Dean and Heads of Departments of the Faculty of Education and the head and staff of Kyambogo University, International Office. He also toured the facilities for

international students. All the meeting were fruitful with promises to send students for internship for a start. Finally, Dr McMullen met

with the Vice Chancellor of Kyambogo University who signed a Memorandum of Understanding between the two institutions.



L-R: Rosemary FK, Project Assistant, Dr. Ejuu, Head Of Department ECD, Prof. Eli Katunguka, Vice Chancellor, Kyambogo University, Dr John McMullen Stranmillis University, Prof. Joyce Ayikoru, Dean Faculty Of Education And James Bulenzibuto Head International Relations Office.

Team from University Of Applied Sciences, Mainz in Germany visits Kyambogo

On 1st February, Kyambogo University under the International Office hosted a team of fourteen (14) guests from University of applied sciences Mainz in Germany headed by their President who is the equivalent of the Vice Chancellor. The team comprised of 9 students and 5 Professors. The five professors including the President had fruitful meetings with the Vice Chancellor, members of Top Management, Deans of Faculty of Engineering, School of Management and Entrepreneurship, and Faculty of Science. The purpose of

this visit was to strengthen the collaboration between the two universities through collaboration in Research and staff and student exchange programs.

The German students together with Entrepreneurship students from Kyambogo University interacted during the workshop on subjects of learning and creativity, teamwork and starting a business.

Earlier on in April 2019, the Vice Chancellor, Kyambogo University together with the

Dean of SOME and head of international relations office had visited the university of Mainz and this was a return visit.



Vice Chancellor Kyambogo university exchanging gifts with the President, University of Applied Sciences, Mainz

MY STORY

Born an Engineer; turned into a Psychologist Professor.

Born in 1955, Associate Professor James Kagaari Rubazonzya is an Engineer, a Researcher, an industrial psychologist, a Member of Senate and the Chairman, Senate Committee of Humanities at Kyambogo University. He hails from Ruhama Ntugamo District, in Western Uganda.

Ass. Prof. Kagaari has served Kyambogo University for over 43 years. He started as a Laboratory Assistant in the Department



of Electrical Engineering in January 1977 at Uganda Technical College Kyambogo, now Kyambogo University.

Kagaari holds a PhD in Psychology, a Master of Organisational Psychology and a Bachelor of Arts in Social Sciences, majoring in Psychology and Social Administration all from Makerere University among other qualifications.

His education journey started in 1962 at the age of five when he abandoned the cows he was grazing and followed a brass band that would play in their village in order to motivate children to go to school. This was at a time when people were not taking their children to school.

He studied Primary One up to Primary Seven in 1969 from Rweikiniro Primary School, an old Church School in Ruhama, Ntungamo District. While at this Church School, he recalls being caned for missing church on Sundays and late coming since he always had a lot of chores to do at home before going to school.

He then joined Agha Khan, Masaka Secondary School from 1970 to 1973 where he did O' level. Professor Kagaari dropped out of school in Senior Two due to lack of fees.

However, as luck would have it, he returned to Masaka Secondary School and resumed studies free of charge at the mercy of the headmaster and headman.

At Senior Four, he was the third best in the school passing both Arts and Sciences. However, he did not apply to join A' level because there was no money to pay his fees. He opted to join Masaka Technical Institute for a Certificate in Electrical Engineering where he was given the most unrealistic interview of his life. He was told to lift a tractor tyre in order to be admitted.

Despite that, he emerged the best in that programme and the Principal of the Institute identified him to be retained prior to joining Kyambogo as a Laboratory Assistant.

He got his Ordinary Diploma in 1977 and Higher Diploma in 1982 at Uganda Polytechnic Kyambogo.

He was then appointed Assistant Lecturer in the Department of Electrical Engineering in 1984 and later to Lecturer in the Department of Electrical Engineering in 1996.

In 1998, Kagaari switched his career from Engineering to Psychology due to work related adversities. He went for Bachelor of Arts degree in Social Sciences and he graduated in 2001 from Makerere University.

He did a Masters Degree in 2004 in Organizational and Industrial Psychology and then did a PhD in Psychology in 2011 all from Makerere University.

In 2004, the "Engineer turned Psychologist" applied and his request to be transferred to Psychology Department was granted in 2007. He joined the Department of Psychology in 2007 as a Senior lecturer and Started his PhD in 2007 which he got in 2011.

He has risen in ranks from Assistant Lecturer to Lecturer, Senior Lecturer, Head of Department and now Associate Professor.

He has carried out several academic engagements including Initiating and obtaining a Memorandum of Understanding (MOU) for Kyambogo University and University of South Africa (UNISA) in 2008.

Needless to say, Prof. Kagaari has supervised 71 Masters' students, two PhD students and authored over 21 research publications. In addition to that, he was the winner of the APA Convention 2015 Travel Award.

He is a professional member of a number of local and international organizations including American Psychological Association (APA), Society of Industrial-Organisational Psychology (SIOP) and IAAP Task Force on Terrorism and Peace Building. In addition to that, Professor Kagaari is a fellow at International Association of Applied Psychologists (IAAP), the former President, Uganda Society for Applied Psychologists (USAP) and the President, Uganda Council of Psychologists (UCPsy.) Outside academics, Professor Kagaari is married with three children; two girls and a boy.

He believes he has achieved what he wanted to achieve and lived a purposeful life.

On retirement, Kagaari says he is looking at active aging at work because the best retirement is to continue with what you have

been doing.

He recognises that despite the disparities among individuals, Kyambogo University has grown in terms of infrastructure and academic programmes. He adds, however, that the staffing levels should be paid attention to.

Ass. Prof Kagaari appeals to government to start supporting the universities and find a way to deal with the overwhelming numbers of students.



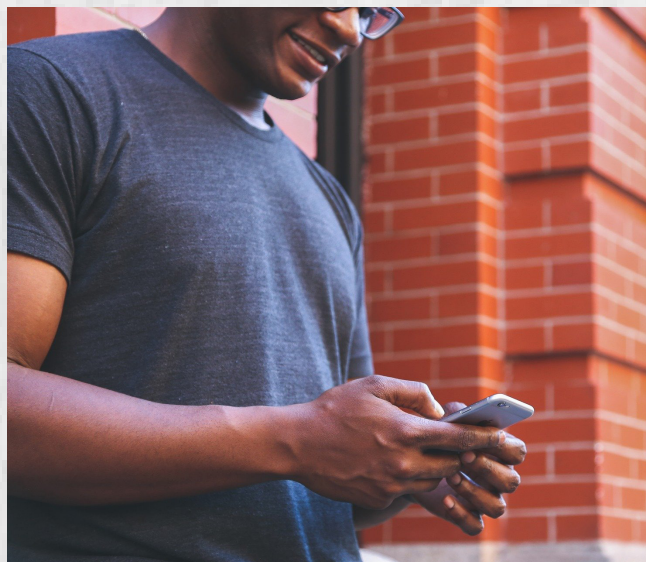
Health

F+cus
With Anitah

Stay Safe; that text can wait

Text messaging is a very fundamental platform and the best way to reach out to friends. The unpleasant part is when texting interferes with your day to day tasks. You might remember a time when you were hit by a person busy texting as they walked along the street or seen someone hitting a pole or wall, falling into a pool of water, falling down the stairs or walking into a truck while their eyes were glued to the phone. This is the smartphone obsession and it is costing lives. This obsession has also taken a toll on families.

Some people no longer have time for their children. They are texting, scrolling through a facebook feed, catching up with Whatsapp messages they didn't read, having a hot chat with a friend, reading forwarded health messages or a religious piece of information,



or reading information on friends' whatsapp statuses, the list is long. This technology brings a total disconnect from family. This disconnect doesn't matter whether the couple or family are living together or seated next to each other. It has killed conversations and connection, it has distanced friends. People are concentrating on what is there than on what is here.



In the hustle of walking down the streets, you need to be aware of your surroundings. However, it is no secret that most people will walk while paying attention to the phones than themselves. This is dangerous than one can think or imagine. The dangerous part is that it takes away one's ability to be attentive. The introduction of smartphones that come with social media apps like Facebook, Twitter, Instagram and what'sApp has accelerated this problem.

It's not just texting while walking that's a problem. Talking, checking email, using social networking apps and even playing games all contribute to the problem of distracted pedestrians. All these can put one's life at risk of being hit by a speeding car or falling into a pit.

Walking behind someone who is buried in their phone can be very annoying. Many “texters” can’t walk in a straight line. They walk more slowly and crookedly. According to Dr. Dietrich Jehle, a professor of emergency medicine at the University of Buffalo in New York, “When texting, you’re not as in control with the complex actions of walking,” that means you focus on texting that you can’t even see the path in front of you. The phone distracts you from minding your safety while walking.

There is that psychological temptation that leads people into incredibly dangerous behavior, no matter how obvious it is that texting and walking is dangerous. People are willing to take their lives because they feel they don’t want to be alone for a second. Also pedestrians who walk while texting think that they are in control and it is all the other people on their smartphones or those just walking who aren’t watching what they are doing. Distractive walking is suicidal and leads to some serious injuries. Pedestrians are treated in emergency rooms each year for injuries sustained while texting and walking. However, most of them will not admit that they were on phone while walking.



A study by Ohio State University carried out between 2005 and 2010 registered that the number of pedestrians treated in the United States emergency rooms for texting and walking injuries more than doubled. An estimated 1,500 pedestrians were treated in

emergency rooms in 2010 for injuries related to using their cell phones while walking.

Texting while crossing the street does not only pose challenges to you but to drivers and other



road users as well. Most traffic accidents can be prevented if cellphone users simply backed off their phones when walking or driving.

With the increasing number of phones being manufactured today, mobile phone usage is on the rise and our eyes keep looking down. Try keeping your head up and see what you have been missing. Let’s take control of our personal technology rather than let it control us.



The long-lasting footmarks of our own

By Tibakuno George

This write-up is about Kuddzu AKA "The Eclectic". He is a man who wears so many hats. He is an award-winning actor, motivational speaker, radio/TV presenter, producer, comedian, voice artist, creative concept writer, audio editor, events MC and a teacher by profession. See! He has worn many hats. It is amazing to learn that he is our own! While with us, he pursued an education course in Industrial Fine Art. He has previously worked with Sanyu FM, Spirit FM, XFM, Bob FM among others. He is a founding member of Fun Factory, one of Uganda's finest drama and comedy entity. He has appeared in so many TV series. He is best known for his outstanding role as Sober in NTV's The Hostel TV series. He also acted in The Felistas Fable, Hang Out, Beneath the Lies, Mizigo Express, Mpeke Town, Jamaa among others. I had a conversation with him and this is what transpired.

What unforgettable memories did you have at Kyambogo University?

One, it was the people that I got to meet and how much I was so much capable of. Basically, it was the people that I met. It was in Kyambogo that I was able to start out in what I am doing today. The people are so imperative because they encouraged me. They

saw it in me. You know what support does. I saw myself rising from any other student to that popular student



and this increased my self confidence to walk to offices and talk to people. Ultimately, everything in Kyambogo to me is memorable because that is where the first step into this industry actually started away from what I had gone to study.

How do you manage acting in movies, theatre plays, emceeing, working on radio and TV?

It is a matter of timing. I am actually beginning TV this February. It is about planning. We have 24 hours in a day. I happen to do jobs where I work for hours. I do not work days. Kyambogo University was very imperative because

it informed me on the choices I had to make. Three quarters of the people, that go out through University want to follow the same old way of looking for office jobs, basic jobs. I cannot do that. I have never done that. Probably that is why I shelved the teaching profession because the teaching profession would demand that I put all my energies in one place for a number of hours. So, if you are going to do that, when are you going to self-discover and make an extra penny? I manage to do it because of the timing. I know that I have to wake up at four in the morning. I have to begin a radio show from 6 AM to 10 AM. I stay around for evaluation. I run for rehearsals and then go for the TV show and any other thing that comes during day as I have planned. Perpetually, it is supposed to be about timetabling yourself and being honest to people. You have to tell people that much as you might need me, I have this planned activity between this time and after that, I have another a tivity planned between this. That is how I manage. It is not a very simple thing to do but nobody said life was easy so you have to keep pushing yourself.



Kuddzu (left) acting in one of Fun Factory's drama pieces. Photo credit: @ikuddzu

How did Kyambogo University contribute to the person you are now?

Immensely, it contributed immensely! I mean, I personally had a choice to study either in Makerere University or anywhere in the world but for some reason, my gut told me Kyambogo would be the place. You know there is very little of distractions when you are at Kyambogo. So, you focus on things. Half the time you try to find the fun with in yourself and find what is imbedded within you to be able to do it. Kyambogo gave us this platform. I was there for Education but we started a performing arts entity that was different from the Department of Performing Arts and Music. It was called Kyambogo University Creative Performing Arts Centre, which had Mr. Kimani as the patron. We even used to travel on behalf of the University to Nairobi. We travelled far and wide. We travelled the world because of that small entity. There was something called the Cultural Week that came up, which I think, still goes on up to now. I was the first emcee of the Cultural Week. I was one of the organisers of the Cultural Week with Mr. Kimani at the helm of it.

What pieces of advice would you give to students in Kyambogo University who would like to be like you?

One, to be like me is limiting yourself. You have to be the best that you can be. Thrive to

be better than me. I have not scratched the surface even yet. I would like to advise them by saying it is not important to be like me but it is so amazing if you are going to be better than me. If you are going to be better than me it means you are going to get better money, you are going to be known far and wide and you are going to live large. So do not limit yourself to the brand Kuddzu. You are much bigger than Kuddzu. You are more endowed than Kuddzu. You are a dynamite waiting to blow. All you have to do is to focus on what you want to be and do things at the right time. If you are going to school, do not sacrifice your papers because you want to be like me. You can do things simultaneously. You can do things together. I went to school and while there, I discovered this that they want to be. So do not be like Kuddzu. Be better than Kuddzu!

There is a high rate of unemployment in Uganda. What kind of advice do you have for Kyambogo students?

It is because the money they are paying at school has not helped them at all. They have gone to school but they do not understand. You know there are two things; there is something called **KNOWING** and then there is something called **UNDERSTANDING** that is the first pair. There are two modules that I always use and refer people to. There is **the way it should be** and there is **the way it is**. The way it should be is how or what you are taught in school, the books that were written many years ago. But the sample space for those books to be written is not the world that we are living in today. You realise! The way it should be is what they bring into this world that they are living in today and that is why half the time they are failing. I wasn't raised by my parents with a silver spoon in my mouth. I am like a chick. Your mother cares for you until the hatching stage. Beyond that, you have to hustle for yourself. That is why now I bring in **KNOWING** and **UNDERSTANDING**. I mean it is not a secret that unemployment is at its highest. The universities keep churning out professionals. So if they churn you out as a doctor are you going to sit down and wait? Man, you need to survive! That is when you have to look at how is it as opposed to this is how they taught me at school. How do I help my society? How do I do this and get a

little money out of it? That is what will make a difference. That is why I usually tell people KNOWING and UNDERSTANDING are two different things. George, you might know the place that I am at but you do not understand it. Do you see how different that is? And because you do not understand it you will get lost. You will not get to me. Could that be one of the things that have thrown most of our very educated professionals off balance? We are waiting for somebody to do stuff for us. Look around your community. What is there? Me and a couple of my friends looked around our community and realised that people needed entertainment. That would be my response to that.



Kuddzu (standing) with his Fun Factory colleagues. Photo credit: @ikuddzu

Do you think Kyambogo University has progressed?

I think yes and no. that is a very tough question. Technically, if you look at Kyambogo University, it has become like any other place. In some way, if you look at structures, may be it has. But is it structures I am looking at? I would not talk to a building and it would understand me, no. It is the human resource that I would need to talk to and would understand me. When I say human resource, I mean the lecturers, the support staff, the students; those are the people that would actually help me out. But when you look at their areas of concentration, man! I do not know if it is informing their choices in a good way or bad way. That is for them. So, has it developed? Yes. Is the development helping? That is something for them to answer considering that, I have not been back in a while.

You have appeared in many TV series such

as The Hostel, Beneath the Lies, The Felistas Fable, Hang Out, Mizigo Express, Mpeke Town, Jamaa among others. Not all actors get these great opportunities. What do you do differently?

What I do differently is dedicating time to what I do. Every time you give Kuddzu a role, I make sure I sink my teeth into it. You have to position yourself. This whole thing is about positioning yourself. You have to position yourself and bring something to the table. You have to be on the grind. Because person X has called me I do not take this for granted to be on their project. It is a chance. There is a reason why he has called me to be on that TV. So, am I bringing my A game? Am I giving him his worth? Probably what I do differently is that I dedicate. Once I put myself to doing something, I want every ounce of blood that I have in me to try to give you the best. May be that is why. I do not want people to think that I am the most disciplined actor or I might be a lot of work but may be when it comes to execution that is what has given me the job.

Four years ago in an interview with Bigeye.ug, you said and I quote "Uganda's movie industry is weak" Do you still hold the same view?

Yes, I still hold the same view that Uganda movie industry is weak until we learn that we just copied the outside, the exterior and ran away with that and did not take time to understand the way the systems work inside.

What kind of advice would you give students who want to make a career out of acting in a movie industry that is characterised by the low payments to actors that you have vehemently criticised?

They need to decide on what exactly it is they want. Because, if you notice the movie industry, like all other industries in Uganda has been invaded by mafias. All professions in Uganda have been invaded by what I choose to call "wannabes" so those wannabes have for some weird reasons convinced professionals in certain career paths to compromise the standards of those professions. For instance, a person is not an actor, but because they have promised the producer, or whoever it is (I know you do not fall from heaven to be an actor) but I have seen people that have made very unfortunate choices that have killed

their projects. This is because the actor they are dealing with has promised to come with his costume, buy his own lunch, transport himself and actually pay the producer. That is a mediocre right there. That is a wannabe right there. They are not coming there to work but to get fame. If you look at it closely, it is one of the things that has even brought problems in some of the biggest offices. People do not understand the principles on which certain professions are run. Young people, if they want to act, they should do their homework and seek out the right people to work with. People who are going to appreciate them for the time they have put in. People who are not going to play them around. People who are not going to charge them an audition fee. Much as we are talking about actors, I know movie producers who have tramped up auditions and they say that for you to audition for an upcoming project you have to register with

50k. Those things are there but people do not want to talk about them. If you pay 50k and 350 people, turn up. How much money is that? Do the math. He is sorted. What happens to that money? Only God knows. We are leaving in very desperate times.

Any last words for students at Kyambogo University as they start 2020?

My last words are; it is bigger than Kyambogo University. Look at the world for what it is and it does not benefit you playing small at all. At the end of the day, it looks like you still have so much time ahead of you but you are going to wake up tomorrow and all this time you are looking at in the future is behind you and you cannot go back to it. So make every tick tock tick tock on that clock count. Respect the relationships you make, the friendships you come by and keep people close because at the end of the day teamwork wins. Those are



Kuddzu in the studios of Bob FM with his co-host. Photo credit: @927BobFM

The role of the employer and employee in observing the terms and conditions of service – part 3

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



**Human
Resource
Corner**

In Part 2 of this series on the employer-employee relationship, I dwelt on the sources and purpose of terms and conditions of service as well as the obligations of the employee in observing the terms and conditions of service. In this third and last part, I will focus on the obligations of the employer in observing terms and conditions of service and wrap it up with the challenges encountered by the parties in fulfilling their roles.

Before delving into the specific roles of the employer, we need to simplify who the employer is. In our context as a Public University, the ultimate employer is Government of Uganda. Being a semi-autonomous entity, however, the employer is Kyambogo University represented by the Governing Council. However, once the Governing Council has established the structures and set the terms and conditions of service, the employer in real terms is represented by managers and supervisors who themselves are employees. This include the heads of units, sections, departments, faculty/school, directorates and Top Management. As noted in the Part 1, the Governing Council does not participate in the day to day affairs of the University. They usually meet quarterly to consider reports and proposals for policies, strategies, regulations, annual work plans and budgets, and approve them for implementation while

carrying out oversight responsibilities. While the individual employee is expected to observe the conditions for employment, the employer is mutually obliged to:

- a) Provide conducive, safe and healthy working environment;
- b) Ensure reasonable pay for employees within available resources;
- c) Ensure equal pay for work of equal value;
- d) Pay timely salaries and terminal benefits in accordance with regulations;
- e) Motivate the employee through rewards, recognition, promotion, increment, allowances, in accordance with the law;
- f) Exercise the right to discipline staff in accordance with the law;
- g) Protect the employee from victimization or discrimination for performing their duties faithfully in accordance with the Constitution;
- h) Protect the employee against dismissal or removal from office or reduction in rank or punishment without just cause;
- i) Ensure that employees are accorded reasonable working hours with pay as well as remuneration for public holidays and rest;
- j) Ensure that an employee has the required time to withdraw his or her labour according to the law, for example, through notice of resignation;
- k) Observe the employee's right to join

and participate in Trade Union;

l) Protect the women worker during pregnancy and after birth in accordance with the law, for example through maternity leave of 60 working days;

m) Provide employees with tools, equipment and gear needed to perform his or her work;

n) Provide career guidance, mentorship and staff training and development;

o) Manage the performance of employees in order to realize the agreed targets and outputs.

In the fulfilment their roles, both the employer and employee have encountered challenges. Worth noting, among other challenges are:

a) University employees and supervisors have exhibited a degree of ignorance of their rights and obligations;

b) There is usually weak supervision to enforce the obligations. For example, supervisors are luke-warm in enforcing the daily attendance of duty and reporting absenteeism;

c) There is general weakness in implementing the discipline of the players (employees and their supervisors);

d) Employees manipulate the

interpretation of laws relating to certain rights;

e) There are usually inadequate resources to meet the employers obligation especially regarding a safe and health working environment, which impacts negatively on employee welfare;

f) There is always a challenge in understanding the balance between the demands of the client and the need to protect the university employee; and

g) The employees and the supervisors usually fail to demarcate the line between right and privilege, which creates undue demands to managers.

In conclusion, it is worth noting that employees enter employment relationship as individuals and their performance is assessed as individuals and are disciplined as individuals. This means that individual employees are expected to perform their roles to the required standards ensuring adherence to the laws, rules, regulations and guidelines. This necessitates that employees and employer's representatives consult widely and get on well with fellow employees.

Vision, Mission and Core Values of the Directorate of Human Resources

Vision

To be a Centre of Human Resources excellence in transforming Kyambogo University into a world-class university.

Mission

To contribute to the advancement and promotion of knowledge and development of skills in science, technology and education through attraction and retention of well qualified and motivated Human Resources.

Core Values

- Quality
- Equity
- Integrity
- Professionalism
- Selflessness
- Loyalty

Sports Corner



University Football league begins in style

The Pepsi Uganda University Football league started on 12th Feb 2020 with defending champions Uganda Christian University thumping Mbale based Islamic University in Uganda (IUIU) 2:0.

Kyambogo goalkeeper Twarric Razak denied Kabale University on several occasions making tremendous saves in the opening stages of the game.

The match that ended 0:0 in first half drastically changed in the second half as Kabale University gained confidence with Kyambogo University taking lead in the possession of the game.

With the clock ticking, Muyambi broke the visitors resilience when he rose highest to head in Allan Nigaba quality cross in the 88th minute.

His goal was enough to secure maximum points for the Kabale based side who are

now level on points in group A with Mbarara University of Science and Technology who beat Kisubi University on Saturday

According to the head coach KYU Mr.Sserwadda Doe, "We played very well and we dominated possession. However, we were disrupted by the organisers denying our students to play yet they were cleared in the submitted album to the extent that we finished the game with only eight players. But as of now, the team is in good shape and we are ready for our next fixture which will be Mbarara University of Science and technology".

Kyambogo University took the Pepsi University league trophy in 2018 and the last year league saw them get eliminated by Bugema University in two heavily guarded matches at Bombo playground but the Head Coach believes that this season will be enormous for them.



KYU Football team pose for a group photo before their first University league game with Kabale University on 16th February 2020 at Kabale University playground.

Kyambogo University Defeats Mbarara University

In the second game of the university league going on, Kyambogo University defeated Mbarara University of Science and Technology 4-1 in the match day two of the thrilling university league. The game was played on Saturday 29th February 2020 at Uganda Christian University grounds. Goals from Sekidde Robert (brace) Adele Tom, Mukwata Peter saw Kyambogo University win their first match in the group and the late 90 minute consolation from Agaba Lino of MUST saw them equal points in group A.



UpComing KYU Sports Events

Mind Games Workshop

The University is facilitating 4 students who are willing to learn 'new' mind games like Mancala games, Xiang Xi and Draughts organised by Association of Uganda University Sports at Makerere University. The training will run from 13th – 16th March 2020.

National Netball rally

This year's national netball rally is scheduled to take place from 13th – 14th March 2020 in Kiboga District. Kyambogo University is hoping to field a team in this most prestigious netball tournament in Uganda. This will be a grate showcase for our University Netball team.

10th Edition of Kyambogo Woodball Open

Over 50 teams are expected for the tournament that will be hosted and organised by Kyambogo University in the West End Sports field. The date for this event will be communicated

Inter Faculty Sports competitions

This event has attracted all faculty teams/ selected teams to take part in selected sports disciplines. The dates will be confirmed.

Global goals

This tournament is meant to celebrate women in Uganda and it is scheduled to take place on 08th March 2020 at KCCA Stadium. Kyambogo University will be fielding a team.

Inter Hall Final/Sports Day

2019/20 Inter Hall Sports competitions are scheduled to take place on 21st March 2020 at the West End Sports ground. All Halls are welcome for participation.



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