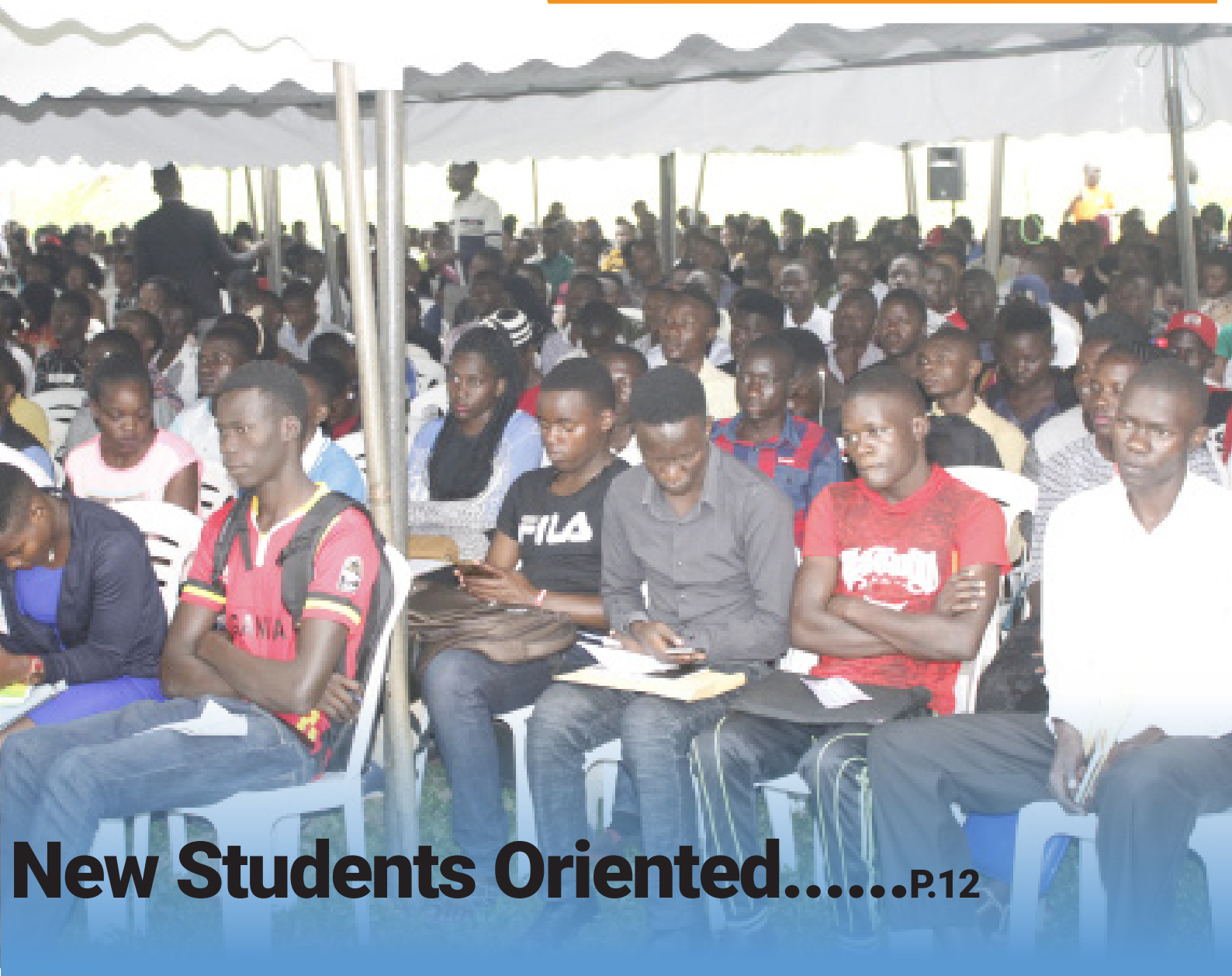




**KYAMBOGO
UNIVERSITY**

NEWSLETTER

ISSUE 6, AUGUST 2019



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Word from the Chief Editor



From the days of the Uganda Polytechnic Kyambogo, Institute of Teacher Education Kyambogo and Uganda National Institute for Special Needs Education, to the current Kyambogo University, Kyambogo has produced resourceful graduates who have contributed greatly to nation-building.

The graduates have spread far and wide within Uganda and yonder in the different fields including Engineering, Education, Special Needs, Business and many other areas.

In this issue, we unearthed such a graduate – Julius Ocwinyo. Ocwinyo is one of the greatest writers that Uganda has ever had. In fact, a list of Uganda's top four writers can never be believable and authentic without Julius Ocwinyo. He has written novels, poems and children's books. Some of his works include, Fate of the Banished, The Price of Grandma's Love, The Unfulfilled Dream, and Footprints of the Outsider. His novels Footprints of the outsider and Fate of the Banished have featured on the A' level UNEB syllabus and on course outlines of Universities in and outside Uganda. His novel, Fate of the Banished won him different prestigious literary awards. He is our own. This our own was at Kyambogo University from 1984 to 1986 pursuing a diploma in French and English language.

Currently; actually last year around 42,000 students qualified to join universities after sitting their Uganda Advanced Certificate of Education. Out of those, around 29,000 students applied to join Kyambogo

University. That is 69%. This makes Kyambogo University the number one preferred destination for students pursuing higher education. This is on account of quality of education students receive and the stability the university is experiencing.

Mr. Tibakuno George, a student of Master of Arts in Literature at Kyambogo University will be bringing us a number of our alumni who have made lasting footmarks in their fields of specialization. Look out for our monthly newsletter for these great brains who have raised and are still raising the Kyambogo flag high.

Reuben Twinomujuni Senior Public Relations Officer (Chief Editor)

Editorial Team



Jennifer Sibbo
Public Relations and
Marketing Officer
(Editor)

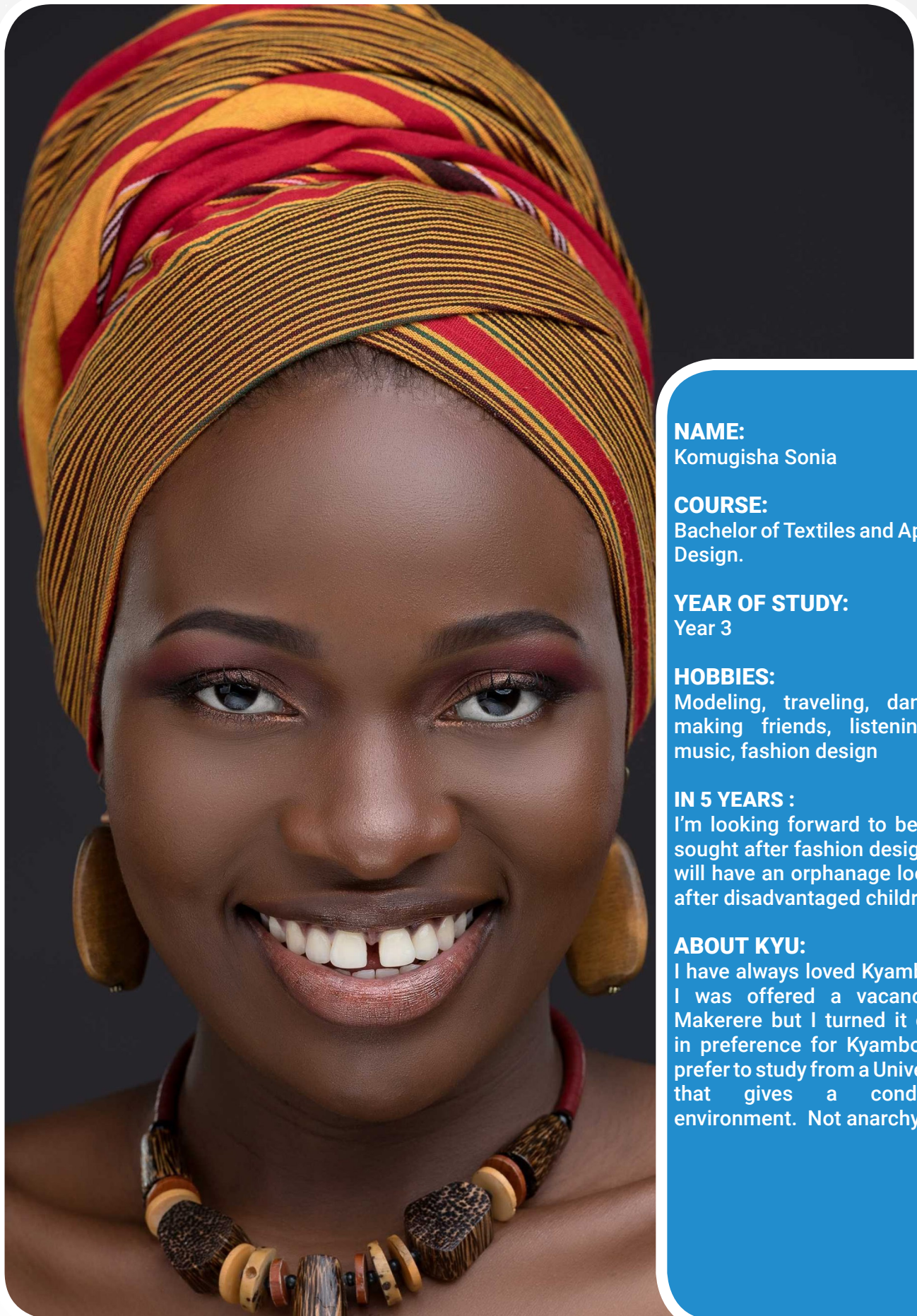


Twinamatsiko Johnson
DICTS
(Graphics Designer)



Ahebwa Anitah
(writer)

KYAMBOGO SMILES



NAME:
Komugisha Sonia

COURSE:
Bachelor of Textiles and Apparel Design.

YEAR OF STUDY:
Year 3

HOBBIES:
Modeling, traveling, dancing, making friends, listening to music, fashion design

IN 5 YEARS :
I'm looking forward to being a sought after fashion designer. I will have an orphanage looking after disadvantaged children.

ABOUT KYU:
I have always loved Kyambogo. I was offered a vacancy at Makerere but I turned it down in preference for Kyambogo. I prefer to study from a University that gives a conducive environment. Not anarchy

Stop Washing Dirty Linen In Public - MP Advises KYUASA



Hon. Tayebwa Thomas, the Member of Parliament for Ruhinda North has advised members of the Kyambogo University Academic Staff Association (KYUASA) to dialogue embrace dialogue as a way of solving misunderstandings, discontent and presenting demands instead of strikes and anarchy. "You are the people killing your own university and tainting its image with endless strikes" He said. He wondered why people quarrel and fight over public matters yet in the near future they are going to be history. He further urged KYUASA leadership to wisely use their positions and speak for the university not against it. "As leaders of KYUASA, you are ambassadors of Kyambogo University and you are expected to paint a good picture of Kyambogo. Don't wash your dirty linen in public" Advised Tayebwa.

Hon. Tayebwa said this on Thursday, August 22, 2019 during the handover of KYUASA leadership to a new team where he was the chief guest. The handover was attended by the Vice Chancellor, Prof. Eli Katunguka Rwakishaya, members of Top Management and KYUASA members. Tayebwa added that parents don't want to associate with striking universities, a reason they opt for private universities, which have less or not strikes. He went on to advise KYUASA to work closely with the Vice Chancellor because he is a prominent and respected personality.

He advised staff to always consider legal implications and obligations, which include teaching, marking and producing results as required and expected before engaging in strikes.

On personal income, the Honorable encouraged staff to invest in areas beyond their salaries like consultancies, farming and making juice among others and not to rely on "this thing of permanent and pensionable".

On relevance of universities, Hon. Tayebwa said universities ought to be relevant to national development.

"Professors should be setting the agenda and commenting on national issues" he said. He stressed that universities should be able to solve issues affecting the country like Irrigation, unemployment, transport challenges, urbanization, slums and street children among others. He said that by doing these, "you will have set the agenda thereby justifying your salary enhancements".

Concluding, he lamented that Kyambogo University has the best engineers in Uganda but constructing roads is done by foreigners. He urged staff to think entrepreneurship not in books but in real terms.

The Vice Chancellor, on his part thanked Rev. Dr. Grace Lubaale, the outgoing KYUASA Chair, for working steadily on matters affecting staff. He also thanked Dr. Mugisha Morris Mutabazi, the new chair for promising a good working relationship with management and invited the new leadership to dialogue to discuss any issue at any time. "We will talk, discuss our issues and find solutions together" he promised.

He stressed the need for a peaceful environment for staff to work and management to plan for the university. The VC commended KYU SACCO for helping staff with quick money to solve emergencies and requested government to support university SACCOs in order to sort out some university financial challenges. In response, the chief guest revealed that government has enough money to support all SACCOs and urged KYUSACCO leadership to apply for the financial support. He contributed 5m to KYUSACCO.

Ms. Clare Ninsiima, the university Senior Legal Officer, who administered the oath to new KYUASA leaders congratulated them and educated them that an oath is governed by an act and they must respect what they swore in the oath.

Dr. Morris Mugisha Mutabazi, the new KYUASA chairperson thanked outgoing leadership for a good job well done especially Dr. Grace Lubaale for handling a position that is both political and technical. He noted that he has been able to do that by relying on God.

He promised that the new team will strive to work on the handful of activities the old team has left. He added that as a new team, they require everyone's support.

"As KYUASA together with management, we will do this without friction, we will promote an avenue to openly talk so that management listens to our concerns" he said.

He promised to focus on: quality of office space for staff; internal areas that are of concern to KYUASA and pursue the presidential pledge for the 15m for the prof. pro rata.

Old KYUASA executive

1.	Chairperson	Rev Dr. Grace Lubaale
2.	Vice chairperson	Associate Professor Mohamoud Nabalegwa Wambedde
3.	Secretary General	Mr. Wandera Emmanuel Philemon
4.	Deputy Secretary	Ms. Norah Wampomba
5.	Secretary for finance and Investment	Mr. Geoffrey Mutumba
6.	Secretary for academics and research	Eng. Dr Lawrence Muhwezi
7.	Secretary for welfare	Dr. Benon Tugume
8.	Secretary for public and external relations	Mr. Asaba Joyfred
9.	Faculty Representatives	
	• Education	Mr. Paulous Serugo
	• Arts and social sciences	Mr. Watusi Cosmas
	• Science	Dr. Ivan Gumula
	• Management and Entrepreneurship	None
	• vocational studies	None
	• Engineering	None
	• Special needs and Rehabilitation	Mr. Posiano Nuwagaba
10.	University council representatives	
	•	Dr. Alex Paul Isiko
	•	Dr. Robert Ojambo

New KYUASA executive

1.	Chairperson	Dr. Mugisha Morris Mutabazi
2.	Vice chairperson	Dr. Hannington Twinomuhwezi
3.	Secretary General	Mr. Wandera Emmanuel Philemon
4.	Deputy Secretary	Ms. Norah Wampomba
5.	Secretary for finance and Investment	Mr. Watusi Cosmas
6.	Secretary for academics and research	Eng. Dr Lawrence Muhwezi
7.	Secretary for welfare	Ms. Stedia Asimwe
8.	Secretary for public and external relations	Mr. Asaba Joyfred
9.	Faculty Representatives	
	• Education	Vacant
	• Arts and social sciences	Mr. Watusi Cosmas
	• Science	Dr. Wanasolo William
	• Management and Entrepreneurship	Mr. Kasadha Muhammed
	• vocational studies	Vacant
	• Engineering	Dr Charles Onyutta
	• Special needs and Rehabilitation	Vacant
10.	University council representatives	
	•	Dr. Alex Paul Isiko
	•	Dr. Robert Ojambo

Dr. Grace Lubaale, the outgone KYUASA Chair revealed a number of their contribution to KYUASA during their term thus:

- Unity of purpose to achieve our objectives and the association is still alive hence the function of today.
- Great salary enhancement was achieved from a professor at 4m to now at 9.6m pro rata as well as top up allowances for all academic staff from a professor at 1.8m to 2m pro rata and those of our leaders that is the deans from 1M to 1.4M heads of department from 0.6m to 0.8m.
- Mobilize staff to enroll for PhDs, complete, research and publish, seek for promotion and participate in leadership of the university and beyond. A case in point is that all deans are substantively appointed. We now have elections of leaders every year and they are increasingly becoming competitive which is our pride.
- Enabled KYUASA join the forum for academic staff of public universities (FASPU) of Uganda where I was elected chairperson of the forum.
- Continuously kept working with University management as well as KYUSASA and NUEI for the betterment of all staff.
- Medical insurance of all staff was launched in 2019 and now all staff with their spouses and four children or dependents are insured.
- Kept in touch with student guild leaders and even played with them a friendly football match on 2nd of April 2019.
- Effectively represented you in the university council, Staff tribunal, FASPU and other engagements from time to time.
- Lobbied and as well advocated from time to time improvement of part time welfare.

- Represented you at various functions like burial ceremonies, parties, meetings, negotiations and weddings among others.

Pending matters

- A professor is not yet earning 15M pro rata.
- Review of salary scales so that a professor (Ph. D+13 publications) moves upwards to M2 from M3, Associate professor (Ph.D+08 publications) to M3 from M4, Senior lecturer (Ph.D+03 publications) to M4 from M5, Lecturer to M5 from M6(PhD), Assistant lecturer to M6 from M7(M.A) and a Teaching assistant to M7 from M8(B.A).
- A smart office for the chairperson, a boardroom for the executive and a senior staff club for all staff.
- All academic staff to be active in KYUASA activities.
- Delayed promotion of staff, delayed feedback on the status and time of assumption of office .our position has been that after such a lengthy process of promotion of staff, date of assumption of office should effective when the process started. An applicant for promotion after three months should have feedback.
- Delayed payment of part time teaching allowances as well as research marking and supervision.

Minister Kyambadde Opens The APSIC-2019 Conference And Exhibition At Kyambogo University

The Minister of Trade Industry and Cooperatives, Hon. Amelia Kyambadde officially opened the Academic and Practical Skills and Inter-University Conference (APSIC2019) and Exhibition of Leather and Leather Products, which took place at Kyambogo University from August 7th to 9th, 2019.



Hon. Kyambadde (left) and Prof. Eli Katunguka, the Vice-Chancellor Kyambogo University (right) inspecting the exhibition stalls at Kyambogo University

The minister inspected leather products exhibition stalls and applauded the University's efforts in producing practically skilled students who are highly demanded in the industry. She advised the university leadership to ride on the skills of students in leather tanning to invent machines which can be used in the leather and leather products manufacturing instead of relying on rudimentary methods of using knives which are scary.

"The government is working on the infrastructure development, supporting the curriculum and it can as well consider machinery for the industry." She added The minister, reminiscing from her past experience of Kyambogo, which she described as looking unattractive with old buildings appreciated the administration for working hard in transforming the outlook of the university. Kyambadde further revealed that many employees approach her for Kyambogo University graduates who are preferred for their discipline and practicability.

In saying this, the minister was officially opening the Academic and Practical Skills and Inter-University Conference (APSIC2019) organized and hosted by Kyambogo University where she was the chief guest. This conference was the first of its kind in Africa and was attended by national and international participants.

The conference aimed at promoting the interaction between Academia, Industry and government in the promotion of the leather sector in Africa.

On August 9th, 2019, while closing of the conference, Mr. Deo Kayemba, the Uganda Manufacturers' Association vice chairperson applauded Kyambogo University for imparting relevant skills to its graduates. "Kyambogo University is known for producing students who are more practical and skilled" He said.



He said when government took a decision to convert polytechnics into universities, his conviction was that government was going to produce graduates with academic papers but no skills but was later impressed by what he saw in the exhibition stalls adding that now he knows Kyambogo University imparts relevant skills. He urged the university to make products available for the local industry and encouraged Ugandans to go for leather products and prefer products made from Uganda.

The Conference is organized under the theme; "**Emerging Technologies and Innovations for Sustainable Leather Sector Development in Africa.**"



Take Charge Of Your Life - Dean Of Students To Fresh Students

Ms. Mildred Tibananuka, the Dean of Students officially opened the 2019 Bazaar on the 8/14/2019 at East end pitch. The opening ceremony was attended by the guild cabinet, representatives from different companies that exhibited, exhibitors and students among others. Ms. Tibananuka used this ceremony to appreciate the current Guild government for organizing and reintroducing the Bazaar, which she said looks more vibrant than the ones they've had before and advised them to invite many more members of the University administration the next time they organize such an activity.

She welcomed the new students and advised them to take charge of their lives by moving in groups when it is late or choosing to move when it is early and a bit safe. "Enjoy but enjoy carefully, we would love that you remain healthy" she said. She also cautioned them to buy what they can afford to avoid encroaching on tuition.

She revealed that she was impressed to see most stalls manned by Kyambogo University students, which clearly confirms that Kyambogo University students are learned and enterprising. She welcomed the idea of the bazaar magazine and many more innovations.

His Excellency Jonathan Tunduru, the Guild President thanked management for its support in organizing such an event. He applauded Uganda Police for keeping law and order as well as the medical team for service delivery during the Bazaar. He urged students to take charge of their lives because there is life after the bazaar.

What they said about the Bazaar

David Jo deals in plastics. He says he found the Bazaar safe because security was very tight; he leaves his property unattended to and would find it intact the following day. He said customers were available although not many, which he attributed to the fact that students may have already bought what they wanted. The challenges he encountered included people wanting goods cheaply and power, which he said was unreliable.

Davis Kiweewa sells juice and smoothies'. He says the Bazaar was fair. The challenges he registered included; poor weather conditions like rain and different clients wanting different tastes. He is not sure whether he will come back next time, he says his decision will depend on what he earns by the end of the two weeks bazaar.

Joan Amita sells chips. She hadn't sold as expected and she attributed this to poor publicity. She says she paid a lot of money for the stall compared to others and was

making losses. She expressed her disappointment. She said space was given to her expensively at 400,000shs compared to the rest who paid only 200,000shs.



Hairat Babirye sells food. She was happy for she sold food to many customers and called it a great opportunity. She attributes this to the fact that her food is clean and delicious. She didn't register any challenge further pledging to come next time given another opportunity.

Byeko Esther Ruth is a Kyambogo University first year student of Bachelor of Microfinance. She had no idea of the existence of the bazaar and what it was about.

Nansasi Sharifa, a first year student of Arts with Social Sciences said the Bazaar was expensive.

Kyu Sacco Constructs Toilet Facility For Faculty Of Special Needs

Kyambogo University SACCO, as part of its Corporate Social responsibility renovated a toilet facility for the Faculty of Special Needs.

The renovated toilet facility is well designed with enough space and equipment favorable for people with special needs. It was handed over to the Dean Faculty of Special Needs on August 9, 2019. The renovation kicked off in July 2019.

The chairman KYU SACCO, Mr. Michael Omeke, in his speech, which was presented by Mr. Dunstan Baryesiima Frank who is also the Chairperson supervisory committee thanked the council members for the efforts to give back to the public adding that the move is the first of its kind in

the history of KYU SACCO and pledged to reserve more money to do more for the community.

The Dean of Faculty of Special Needs, Mr. Eron Lawrence thanked the SACCO for the contribution to the health and hygiene of the faculty. He said the grand contribution has an impact because the faculty houses a large number of students who use the faculty and more so, it is a quiet place and most students prefer to read from there.

He thanked KYU SACCO for creating a disability friendly facility. He promised to ensure the custodian takes care of the facility and to orient students to take charge of the maintenance of the facility.



Pictures at the handover ceremony of the toilet facility.

The Comforts and Hustles in Engineering

As a fresh engineering student at Kyambogo University, I had immense expectations of what the profession of being an engineer offers to those who pursue it. However, as I have continued to take course in this adventurous journey of engineering, I have come to learn that it is one's way of thinking, vision and target in life that determines how they will cop-up with the 'comforts and hustles' in engineering.

To start with; my first experience as a trainee engineer was during my first-year industrial training at Uganda Electricity Transmission Company Limited (UETCL) where I was placed in the Planning Section. Being my first field experience, I was ignorant of the technical procedures engineers undergo to ensure that the end-user gets a stable electricity supply.

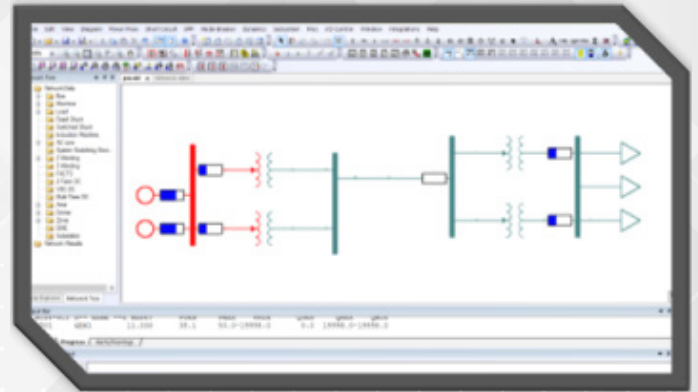
While training with UETCL, I came to learn that the power sector in Uganda is sub-divided into three main bodies. That is; Uganda Electricity Generation Company Limited (UEGCL), Uganda Electricity Transmission Company Limited (UETCL) and Uganda Electricity Distribution Company Limited (UEDCL). UEGCL is concerned with power generation sites (at about 11kV), UETCL then transmits this power over transmission lines (at 33kV-to-400kV) to distribution substations where UEDCL takes over control to extend power to the final consumer at a low voltage (below 33kV).

At UETCL I came to experience a great deal of comforts in engineering. Most of the works we performed did not involve hand-to-equipment engagement, rather we frequently used software to troubleshoot faults in power lines as well as designing new power lines as per developing generation stations and end-user demand. Some of the software we used included Power System Simulation for Engineers (PSS/E) and Geographic Information System (GIS) which we used to build, maintain, troubleshoot and locate faults on commissioned power lines.

With PSS/E software, we were able to pre-determine the power to be generated, substation bus-bar base voltages as well as the ratings of the transformers needed to be employed for a given power line.

However, putting aside the fantasies of working with the high voltage company, I as well had an experience of the hustles in working in a low voltage consumer company. As a second-year student, I also had a chance to train with Ntake Bakery and Company Limited a flour milling company located in Nalukolongo, Kampala. In this company, I came to experience the actual hands-on bit of electrical engineering. This was through the small projects I and other trainee engineers were

assigned some of which we even undertook without any supervision from the company technicians.



First and foremost, we really had a great experience of working with different types of motors. Ntake Bakery being a company that mills its own flour, the roll-mills, conveyors and elevators to mention but a few, were at least each having not less than a motor running them. Some of the motor types we operated on include delta, star and star-delta started motors. One of the most interesting aspects I learnt about motors is that their rotation direction (clockwise or anti-clockwise) can be altered by simply interchanging the supply phases (L1, L2 and L3) at the winding terminals of three phase motors.

Under some circumstances, conveyor motors failed due to too much load in the conveyor systems. When a motor is started under such overload conditions it may cause its windings to burn-out. So, under such conditions, I and other trainees together with other electricians had to reduce the load in the conveyors so as to reduce on the electrical stress on the motor windings. Such 'hustles' taught me that an engineer should not only have knowledge in their field of professionalism but also should be able to provide remedies to problems outside their field.



Power supply system at Ntake Bakery and Company Limited

Also as part of my training at Ntake Bakery, I frequently worked on installation and repair of both interior (fluorescent) and exterior (Light Emitting Diode, LED) lights used at the company. In this, I gained a lot of skills in troubleshooting and detecting faults in the above mentioned types of lights. To mention some, I learnt that flickering fluorescent tubes are as a result of burnt-out safety-starters or a burnt-out filament in a tube, tubes that don't light completely are as a result of open-circuits in chokes (a device used to limit the amount of current flowing through a tube's circuit) and finally, if a new fluorescent tube burns out immediately after installation, this signifies a short-circuit in the choke.



During this training, I came to learn one of the most important aspects in engineering which is; 'an engineer must be extremely innovative'. This is because while I was taking part in some of the installations, particularly security LED lights, I came to learn that I was to fabricate the lamp supports my-self at the company welding workshop. For this I compliment the staff of Ntake Bakery And Company Limited for allowing me to think of new innovations as well as being developmental in improving the security of the company. In some cases, I even had to do these installations without isolating the cables from their power supply which also called for great care and professionalism.



In the end, the experience, knowledge and skills I gained from training with UETCL and Ntake Bakery has really changed my life and attitude towards engineering and I recommend the University staff to keep up the spirit of allowing students to engage in external training sessions with well-established companies.

May the Almighty God bless Kyambogo University, long live Faculty of Engineering staff members, long live Electrical and Electronic engineering Department.

Tendo Samuel Jackson (17-U-16923-BEL-PD)
Bachelor of Electrical Engineering

Mentorship Initiative program Increases Fresh men and Women's social and academic confidence

Kyambogo University admitted more than 20,000 new students to pursue Certificate, Diploma, and Bachelor programs in the Academic year 2019/2020. First year students while in a transition period from Secondary school to campus life, need guidance so that they don't fall into the hands of wrong people like conmen/ women, Abusers who take advantage of them. Kyambogo University Mentorship Initiative provides continuous guidance and support to students during their first year at the University. This Initiative is under the Students' Welfare Department.

According to the Chairperson of the Mentorship Initiative Committee, Mrs. Winfred Kyoshaba Biribonwa, the Office of Dean of Students, together with the Mentorship Initiative Committee trained 25 supervisors and 174 mentors on the 1st and 2nd August 2019. The purpose of the training was to equip supervisors and mentors with knowledge and skills to help guide first year students through their academic journeys in the first year at the University.

The Deputy Vice Chancellor Finance and Administration Ass Prof. Fabian Nabugoomu encouraged mentors and supervisors to help guide first year students to settle well at campus. He said that Mentorship Initiative in future should be catered for during the budgeting process. Prof. Nabugoomu thanked the Patron for the Initiative program Ms. Mildred Tibananuka who is the Dean of Students for the hard work and the initiative to come up with such program.



The trained mentors and supervisors.



Ms. Mildred receives a Certificate

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[@kyambogouniversity2](https://www.facebook.com/kyambogouniversity2)

New Students Oriented

In a move to prepare new students for their transition into University life as well as the challenges and opportunities that lie ahead, Kyambogo University held an orientation week for all first year students from 5th to 9th of August 2019.

During this orientation, various university officers addresses the fresh men and women.

Dr Anne Begumisa, the Academic Registrar, appreciated freshers for turning up in big numbers and urged them to be aware of conmen/women who are common around the University. "Let us focus so we are not conned, we have conmen and they know you are here. We are here because you are here, you are our valuable customers and we don't want anything bad to happen to you" She said.

She explained the different divisions in the office of the Academic Registrar which include; the Admissions Office, Examinations division, Extensions and affiliated institutions division, the Senate division and Graduate school and their responsibilities.

Ms Esther Sekasi, the deputy Academic Registrar in charge of admissions took new students through the online enrolment and registration process.

She encouraged students to register as a way of recording their presence and to do so in time so that they are not inconvenienced during examinations. She

advised government sponsored students to register in the first three weeks of the semester. She added that names on admission letters should correspond to the ones on academic certificates and pass slips and advised against the use of initials. "Having an admission letter does not make you a student of Kyambogo University unless you are registered" she added.

She advised the new students to always carry their admission letters and IDs at all times because they will be needed until they will be issued with the university ID.

Mr Reuben Twinomujuni, The senior Public Relations Officer told the new students that KYU is one of the best Universities and that they were lucky to be admitted at Kyambogo University. He educated the new students on the importance of the public relations office.

He enlightened the new students about the Kyambogo monthly newsletter and encouraged them to write articles and bring them to him for editing and publishing in the newsletter.

He advised students to be active, participate, do things and be seen and to live good but responsible lives.

Dr. Liz State Nassali, the University Librarian said they are playing their part but the students also have a part to play and the biggest part belongs to students. She advised students to only visit the library to read and not for idling because they don't have enough space.



Kyambogo shines at the East African Universities Debate Championship 2019

Kyambogo University's Anguzu Jerry Vance and Masereka Brian are East Africa's best debaters! This came after the just concluded East African Universities debate championship that was held at the Cooperative University of Kenya.

A team of 10 Kyambogo university students was flagged off by H.E Tundulu Jonathan, the Guild President on 18th August, 2019 ready to raise Kyambogo's flag high and indeed, the flag of Kyambogo university was raised high. It was a game of passion, polish and purpose and Kyambogo university debate team thrived during the debate heat to make it to the top.

Kyambogo University debate teams were knocked out at semifinals by United States International University and University of Nairobi that eventually took the trophy home.

NB: The above reached the quarter finals
Teams that reached semifinals included: Omona Joseph Oneka (Accounting and Finance class of 2020) and

Tahinduka Joseph (Food science class of 2021), then Nicholas Musinguzi (Automobile and power engineering class of 2021) and Ruth Michelle Bisoboka (Food science class of 2021).

The Kyambogo debate society extends its appreciation to the administration especially Dean of Students, the Public Relations office and the Patron who were helpful in facilitating 10 students in this year's edition of the East African university debate championship.

The team is starting extensive training for national debate championships(Rule of law debate championship, Go Green climate change debates, Uganda dialogue Arena debates, Open space debate championship, Ministry of finance accountability debates), Pan African Universities debate championship in Ghana in December and hopes to raise Kyambogo university's flag higher.

Joseph Gracious Tahinduka
Debate President and Head of Delegation.



Anguzu Jerry Vance- statistics and economics (holding trophy) and Masereka Brian; were first and best speaker respectively.

Chief Internal Auditor Extra Mile Award Excites Audit Staff



In an effort to boost internal audit efficiency, effectiveness, work ethics and staff morale, Mr. Daniel Nangalama, the Chief Internal Auditor of Kyambogo University has effective this year 2019, come up with an initiative to recognize individual (s) who have gone an extra mile and excelled in their contribution towards the realization of the department's Mandate and Vision.

On the 26th of July 2019, the internal audit department held a meeting and the Chief Internal Auditor informed members of the department that he was introducing the Award. In that spirit, staff from the Internal Audit voted amongst themselves that staff who always works an extra mile.

Out of the 13 votes cast, Francis Elongar emerged the winner with 5 votes.

Asked how he feels about fellow staff voting him the best among them, Francis Elongar, said it is sweet to be recognized and a good experience. He, however, adds it

requires hard work to keep the position.

Mr. Daniel Nangalama welcomed Francis' victory. He attributed this to Francis' attitude to work, work ethic and his ability to interact with colleagues. He added that John Francis is committed to see that departmental work is done in time a reason he comes over the weekend to finish up reports.

Lydia, a staff in the same department applauded John adding that he deserved the award because he is good and a sociable person who interacts with colleagues well and is always there.

Mr. Daniel Nangalama says the initiative was part of a team building initiative and a way of recognizing efforts. He adds that the initiative is the first of its kind at Kyambogo University. It has started from the office of the Chief Internal Auditor but they hope it will extend to other directorates, offices and departments.

He said they look at someone who has put in an extra effort beyond expectation, sacrificed a lot in terms of commitment, how they support each other and how they handle clients among others.

He says this is an annual event that he plans to do every end of financial year

The chief internal auditor will organize a dinner where he will give a token of 100,000UGX to the winner which he says is a sacrifice from his personal income since such funds are not in the budget.

MY STORY

Today we introduce to you the remarkably talented artist - Opi Richard. Opi is currently pursuing a Bachelor's Degree in Industrial Art from Kyambogo University. The 26 year-old orphan and first born of four children was born without arms, but can draw images and make sculptures of all kinds using his



Born without arms, Opi has defied all odds to prove that disability is not inability.

He does painting; a style understood universally by art lovers and non-art lovers. He has put up over 40 wonderful art pieces, among them; paintings of President Yoweri Kaguta Museveni and Barbie Kyagulanyi.

Opi hopes to use his talent for financial independence, to inspire and motivate the hopeless youth worldwide. Richard Opi proves that 'disability is not inability', the influence he has used to inspire fellow students through creative painting and ceramics with the aid of his legs.

Fellow students at Kyambogo University describe him as a talented artist who has defied all odds, undoubtedly given the impressive pieces that he has put together using his legs.

Below we bring you his story.

Opi Richard completed his primary education from Onigo Primary School in Adjumani in 2004. The school was 10km away. So he walked 20km to and from school every day. He braved this long distance for seven years.

Given the distance, Opi would go hungry the whole day and take supper when he returned from school in the evening. At school, he always felt some inner fear of other students since he was the only one disabled. On fees, it was a UPE school so there was no worry about fees.

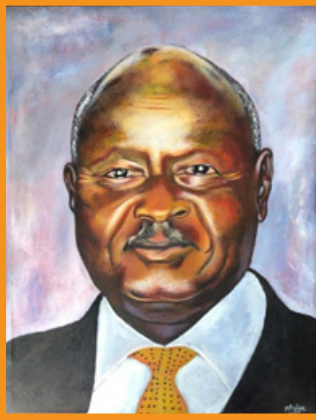
When he completed Primary Seven, Opi went to Metu Secondary School in Moyo district where he completed senior four. Metu was a boarding school. While there, he stayed with his brother who was helping him. In his first term, students teased him a lot and he would cry often. However, after senior one onward, he started teasing and bullying others, in fact old students would invite him to tease new students. Opi recounts how new students feared him a lot and would run away.

While in senior three, death struck. Opi's father died yet he was the sole breadwinner of the family while his mother was a house wife. His father's death was an experience that hit him so hard. The family was then left under the care of their mother who struggled to meet the expense of scholastic materials and other items they needed for school and survival. He recalls soliciting for help from uncles, who offered some help once in a while.

After senior four, Opi's dream was to become a Lab technician. However, he was encouraged to join Adjumani S.S for A' level. He joined in 2011.

At Adjumani S.S, It was home. Everyone knew him. It was a stone throw from home. The school provided breakfast and lunch. Life was good for him only that "A" level wasn't a cup of tea.

He completed Senior Six and then went to Michelangelo College of Creative Arts and Design in Kisubi for a Certificate in Art and design before continuing to pursue a Diploma in the same course. While there, he met David Kaweesa, who was a good painter and he mentored him into painting. They would go to paint after classes and by the time he finished his certificate, he had mastered the art of painting.



Some of the paintings by Opi

Throughout secondary up to Diploma level, Opi was sponsored by Effort to Educate Needy Children of Uganda, which has changed the name to E3Africa.

After his diploma, Opi went to work with Lutheran World Federation (LWF) a local NGO, where he was assigned to train youth in the refugee camp in life skills and how to earn a living.

He then went to Chesire services Uganda, another local NGO where he was a data entrant for three months. From there, he went to Adjuman District Disabled Persons Association (ADDPA), as a secretary. Finally he joined World Vision also as a trainer in life skills.

In 2018, He got a government scholarship to study at Kyambogo University where he is currently pursuing a Bachelor's Degree in Industrial Art and Design. He is in the final year.

He points out that although he is funded by the government, he's struggling in areas like getting materials for painting, feeding is also hard because sometimes government funds are released late. He stays in Kulubya Hall but he has applied to shift to Masndela Hall, which is near the Department of Art and Design where he belongs.

Opi recognizes that Kyambogo University pays caretakers for students with special needs. However, he records that whenever he goes to class, he does everything for himself especially when his caretaker is not around.

He plans to open a painting studio where he will be selling portraits, buy land, build a house and buy a car. The 26 year old has no intentions of getting married.

He urges all the disabled students to put a lot of effort in their work adding that working in a community is not easy but they shouldn't be discouraged because everything is God's plan.

Pursuing Excellence In Our Work At Kyambogo University

Human Resource Corner

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



Kyambogo University, like many other Higher Education Institutions, aspires for excellence. This is reflected in its vision to be a “Centre of Academic and Professional Excellence”. Delivering results in every organization is done by the people employed in the organization. Achieving this vision, therefore, calls for deliberate efforts to deliver excellent results.

The people employed in universities are placed within the structures with mandates to deliver specific results, e.g. faculty/school, directorates and/or departments. However, one of the common denominators is excellence. In performing their key functions, the Deans of Faculties/Schools, Heads of Directorates and Departments lead and manage people placed to work within the established structures, systems and processes. It follows that one of their key responsibilities is to engender a culture of excellence. As Aristotle said, “we are what we repeatedly do.” What we repeatedly do becomes a habit. This implies that in order to achieve excellence, we should make working excellently and professionally not merely an act but a habit. This is central to creating a culture of excellence.

The question then is what ideas are central to creating a culture of excellence? Have the ideas been shared and, if so, have they permeated all the key players and

employees? Does the strategic direction lead us to excellence? What are the signs of excellence in the strategic direction that the university is pursuing? What is the role of the head of department in all these?

In addressing these questions, there is need to note that the strategic focus areas of the University, namely, Teaching and Learning; Research and Innovations; Physical Infrastructure and Information Communications Technology; Institutional development; and Strategic Marketing provide the anchor from which standards are set in the strive for excellence. These strategic directions are expected to lead to academic and professional excellence.

In view of the above, the Head of department is expected to set departmental strategies which are aligned to university strategic plan and direction. To create and nurture a culture of excellence, the standards should be set high, not low. The Head of Department should accordingly lead and model the way in all strategies and activities of the department. With particular respect to the strategic focus areas, every Head of Department is duty bound to explore the following questions, among others, in order to pursue excellence:

What are the standards by which the activities are carried out in the department? Do we have the necessary monitoring and evaluation procedures? Are we complying with auditing, quality assurance and risk management in place?

What research environment have we created and nurtured? Have I ensured the highest levels of quality, integrity and ethics in all research? Am I nurturing an academic/research of good standing and is this reflected in the publications and external funding secured?

What standards of physical infrastructure have we planned and/or developed. Do we have work spaces for all staff? Have we put in place a safe and health working environment for the staff?

Human Resource Corner

Do we have the institutional arrangements that will enable us to deliver effective and efficient services? What business processes do we need to engineer to ensure efficiency?

Am I a role model for other staff members in pursuit of academic and professional excellence? Do I promote and "represent" the university internally and externally?

In conclusion, every head of department is required to lead, manage and develop the department to ensure that it achieves the highest possible standards of excellence in all its activities. Heads of department are supported by heads of section and other staff of the departments while executing their various duties and

responsibilities. For this support to ensue, Heads of Department are expected to lead and model the way, demonstrate the vision and empower their subordinates to act in order to deliver the departmental strategy within the agreed standards of excellence.

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



ASK THE V.C

QUESTION:

In our ASK THE VC this month, we asked Nayiga Sandra, a fresh student of Bachelor of Arts with Social Sciences what she would ask the VC given the opportunity. She said she would ask: **"How did you make it to where you are?"**

ANSWER:

My story is quite long and cannot be told in few words. I was born to peasant parents in Bushenyi district and was the third born in a family of ten children (four boys and six girls). I grew up in a Christian home and was exposed to all chores village boys do including rearing goats and cows, digging, fetching water. My father did not have an education because the first day he went to school, he was sent home because he was too old to be in school. He had to go to work and pay graduated tax. Having lost this opportunity, he swore that he would educate his children.

When school time came I went to a church school close to home and went to a primary school about five kilometers away. So we walked to school and back every day on bare foot. That was the norm those days. I was lucky my uncle promised to pay for all my education and was mentored from an early age to work hard at every task, to respect people in authority and to be disciplined all the time.

As it turned out, I was good in class and I excelled in Mathematics and science subjects. So studying and passing was fun for me and I obtained favors from the teachers all the way. I went to Makobore high school for ordinary level, Ntare School for Advanced level, Makerere University where I studied veterinary medicine, University College Dublin in Ireland for my Masters and Glasgow University for my doctorate all in Veterinary Medicine. I obtained a European Union funding for my Masters and Commonwealth scholarship for my Ph.D. Because of my hard work I emerged the second best student in veterinary medicine over a period of four years and I was retained for an academic career. I believe this was the springboard for my success.

I continued working diligently with my supervisors and doing research, publishing and supervising postgraduate students. As a result I grew from a graduate fellow in 1980 to a full professor in 1999. I also did administrative work as head of department, Deputy Dean of Faculty of Medicine, Director of research and graduate training at Makerere University before moving to Kyambogo University as Deputy Vice Chancellor in 2014 and later Vice Chancellor in May 2017.

So I attribute my success to hard work, being focused, keeping company of good people, having goals at various stages of life, humility, respect for authority, listening to good advice, staying away from bad habits like excessive alcohol consumption and others that could have easily cut my life short. Above all God has been very kind to me and my family.

The Long-Lasting Footmarks Of Our Own

By Tibakuno George

In this section, we shall be bringing you a write-up of our very own alumnae who have made lasting footmarks in their fields of specialization. Our maiden write-up is on Julius Ocwinyo, one of the greatest writers that Uganda has ever had. In fact, a list of Uganda's top four writers can never be believable and authentic without the name, Julius Ocwinyo. He has written novels, poems and children's books. Some of his works include, Fate of the Banished, The Price of Grandma's Love, The Unfulfilled Dream, and Footprints of the Outsider. His novels Footprints of the outsider and Fate of the Banished have featured on the A' level UNEB syllabus and on course outlines of Universities in and outside Uganda. His novel, Fate of the Banished won him different prestigious literary awards. Julius Ocwinyo was born in 1961 in Apac. Apart from being a writer, he also works as an editor at Fountain publishers. He is our own. Our own, because he was at Kyambogo University from 1984 to 1986. While with us here, he studied a diploma in French and English language. We interviewed him and we bring you what he says.

What are your fond memories about Kyambogo University?

The friendship among students who were doing English and French and those who were not doing English and French. Some of them turned out actually to be those who returned to Rwanda and we are still friends up to now. And then of course going to Banda and having the occasional drink [he laughs]. We were not that many. There was a lot of space and the food was quite good. We used to be paid allowances. Were you a government-sponsored student? Yes, everybody. You know this private sponsorship thing hadn't come. Everybody was admitted on government. We were given allowances, such as book allowance and transport to your home district and back. Those are the things I remember with a lot of fondness.

Are you happy with the progress of Kyambogo University in the recent years?

Yeah, much as you know I would have wanted there to be great autonomy among the Universities because somehow you know when the former Uganda Polytechnic Kyambogo and Institute of Teacher Education Kyambogo and so on, were brought together, somehow they tended to lose focus in terms of what their core values and missions were. I think

that was the only problem but otherwise I am generally happy about the upgrading from diploma awarding institutions to degree awarding institutions and their being brought together into a single institution.

What piece of advice would you give to students who would like to be a writer like you or those who would like to progress in life?

It is really about identifying what you are passionate about and then working towards achieving it and that requires hard work. You know when people hear about a person who has succeeded at this they think it is all about grammar. It involves a lot of sweat, a lot of perseverance, a lot of focus and of course, you know a lot of sacrifice because when people go out, you have to sit down and read. You have to sit down and write. You have to be ready to sacrifice.

Do you think Kyambogo University contributed to the person you are today?

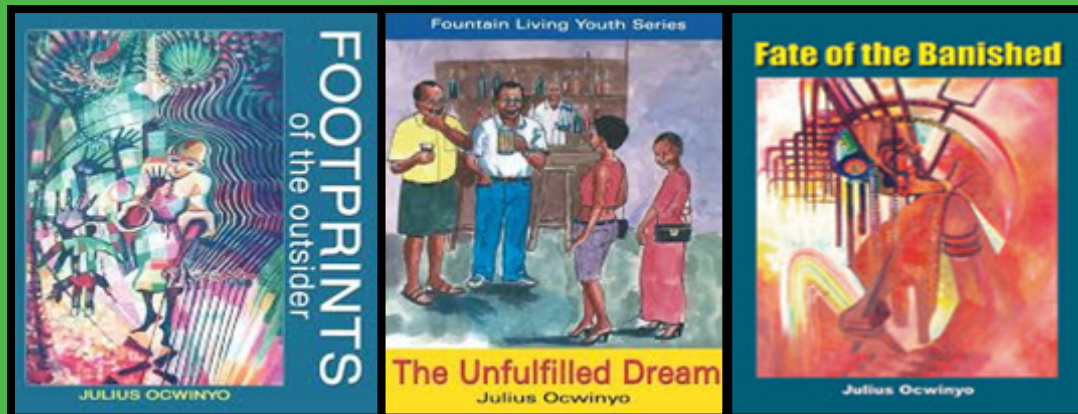
(Enthusiastically) A lot. It contributed a lot to the person I am today. I was driven, I was young, I was so curious about so many things and I spent a lot of my time in the library. I actually learnt quite a lot at Kyambogo University. That was actually where I started... okay I started my writing career later but I think it was at that point that I realised that I had it in me you know that desire, the talent and the drive.

Lastly, is there anything you would like to say that I have not asked you?

Hmmm, many people you know say follow your passion follow your heart. But I think it is also important to know whether this will lead to something that makes people notice that you are doing something important to society because sometimes you will end up doing something that society does not recognise as important. That can be a very painful experience.



some of his books.



Thank you for reading this write-up. Next month we shall bring you yet another alumna who has created lasting footprints in his or her area of specialisation.

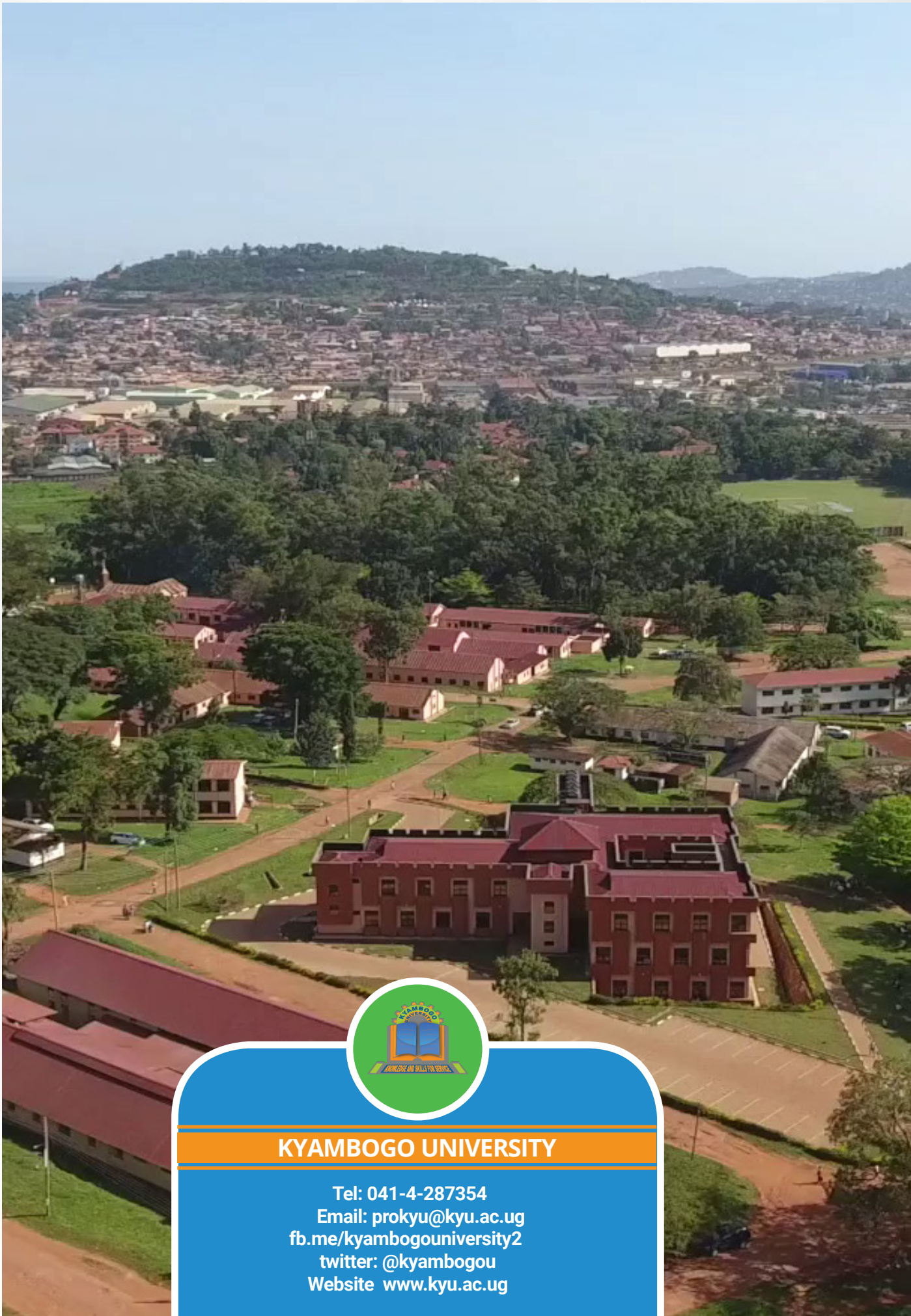
Tibakuno George is a **qualified secondary school teacher of English language and Literature. He is also a student of Master of Arts in Literature at Kyambogo University who is passionate about writing and reading. He is a scriptwriter and director of short drama pieces for a YouTube channel called Tibakuno drama.**

Upcoming events

2019 Admission Ceremony / Fresher's Ball
27th September 2019
Admissions Grounds
kyambogo University, Kampala, uganda
www.kyu.ac.ug

The 5th International CHAUKIDU Conference
Kampala, Uganda
December 13- 15, 2019
Kyambogo university, Kampala, Uganda
<https://kyu.ac.ug/event/the-5th-international-chaukidu-conference-kampala-uganda/>

THE 16TH KYAMBOGO UNIVERSITY
GRADUATION CEREMONY
WEDNESDAY 11TH , THURSDAY 12TH
FRIDAY 13TH DECEMBER, 2019.
KYAMBOGO UNIVERSITY GRADUATION GROUNDS



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