

# **THE BERNARD ONYANGO ACADEMIC EXCELLENCE (ACE) AWARDS**



**MAY 30TH  
2014**



**MEMORIAL PUBLIC LECTURE & AWARDS DINNER:**  
Organised by St. Peter's College Tororo Old Boys  
Association (SPECTOBA), Makerere University and  
Uganda Martyrs University, Nkozi





## Bernard Onyango: A life well lived

BERNARD ONYANGO stood for superior quality in the higher education sector. At Makerere University, we graciously remember him as the first Academic Registrar when this Institution became a fully fledged University in 1970. He continued in office until 1992. Through him, Makerere University and the entire nation continues to be blessed by the work of his hands.

He was a highly productive person who cared for both the current and future generations. His foresightedness is partly the reason we now have the highly successful programme of affirmative action for girls joining University education. By combining his excellent lobbying skills and powers as Secretary to Senate,

Onyango persuaded Senate to accept the proposal for the 15 additional points to female students applying for the Government scholarship. This scheme is still applicable to-date and has benefitted many female students along the way.

His contribution in laying a firm foundation for the Academic Registrar's Department will always be cherished. During his tenure as Academic Registrar, the late Bernard Onyango put a lot of emphasis on orderliness in the management of



**Bernard Onyango**

University records and proper accountability for each student's file throughout the years of study. He stood for fairness and justice in treating all people equally and listened to all points of view. Through him, the team in the Academic Registrar's Department learnt the value of efficiency and satisfaction to the customer as a first priority.

Through the late Bernard Onyango, Makerere University has been blessed with Prof. Joseph Oloka-Onyango, a prominent Lawyer at the School of Law. The University is proud of his efforts at

the School and the impact he has in the country, as one of the geniuses in the legal fraternity. We thank God that through Prof. Oloka-Onyango and other members of the family, Bernard Onyango's spirit lives on.

We are grateful to God for the blessing he was, and I sincerely hope that many of us will emulate him. ■

**Professor John Ddumba-Ssentamu**  
**VICE CHANCELLOR**  
**MAKERERE UNIVERSITY**





**Wilbrod Owor**

## Chairman SPECTOBA

GREETINGS from the fraternity of the Old Boys of St. Peter's College Tororo.

We are delighted to be initiating the Bernard Onyango Academic Excellence Awards (BO—ACE) for outstanding students at Ordinary and Advanced Secondary education in memory and honor of the late Bernard Onyango (1930-2013) a long serving and exemplary public servant in tertiary administration.

Onyango attended St. Peter's College Tororo between 1945 and 1949 and during his time passed his exams with flying colors before proceeding to Makerere University. He returned to his old school, leaving a

dormitory named after him before embarking on a distinguished career as Academic Registrar.

SPECTOBA, the school itself and the Onyango family have taken up the challenge and responsibility of recognizing Onyango's contribution to education by launching these Awards as a motivation for academic excellence. We wish to convey our gratitude to all the stakeholders and well wishers who have supported this initiative to come alive.

Special thanks go to St Peter's College, the Foundation Body, the Board of Governors, PTA, the school administration, the students , and especially the first recipients of the awards. ■



**Onapito Ekomolait**

## Chairman BO-ACE Awards Committee

I am honored to have led the team that conceptualized the Bernard Onyango Academic Excellence (BO—ACE) Awards and turned them into a reality in the short period of five months. Today's ceremony to present the inaugural awards fills me with excitement and optimism.

I am excited with the level of enthusiasm that those of us with roots in St. Peter's College

Tororo (TC) have given our iconic 'OB' and one of Uganda's finest a befitting place in history.

I am optimistic that these awards, given the support the inaugural edition has attracted, shall be sustainable. This, however, can only happen if we all

maintain the same level of enthusiasm exhibited towards the inaugural awards.

This, I know, is easier said than done given the fast-paced life we now live with a lot of conflicting demands on our time and often limited resources.

Nonetheless, the success in putting together the pioneer awards demonstrates that there is both goodwill and capacity in each of us.

We count on all stakeholders and people of goodwill to come on board with ideas and resources to enrich the BO—ACE Awards.

Let's endure in the spirit of TC's motto: *Palma Sub Pondere Crescit* "A palm tree grows under difficult conditions." ■



# Bernard Onyango was exemplary in all he did

BERNARD ONYANGO was one of Uganda's most exemplary public administrators.

He began his career as a teacher serving at King's College Budo (1955), St. Peter's College, Tororo (1956-58), and as Deputy Headmaster until 1963.

From 1963 to 1965, Onyango was Deputy Registrar of Makerere University College, before moving to the University of East Africa (comprising the three colleges of Dar es Salaam, Nairobi and Makerere) where he served as Academic Registrar from 1965 to 1969, Onyango rejoined the institution as Academic Registrar—a position he held for twenty-one years.

He then applied his considerable expertise to the private sector by becoming the founding Academic Registrar of Uganda Martyrs University, Nkozi, in which capacity he served from 1991 to 2001. By the time of his retirement, Nkozi had become one of the most recognizable and respected of the new private institutions of higher learning in the country.

As registrar of East Africa's premier university, Onyango's reputation was impeccable. He was instrumental in the development of policies on the Africanization of university education, which saw the recruitment to Makerere of outstanding African scholars from around the continent, the support



**Onyango makes a speech at Nkozi.**

of girl's education (particularly through the 1.5 scheme), and the expansion of curricula, which witnessed Makerere develop an admirable collection of courses and programs of international repute. Onyango was particularly noted for his meticulous attention to detail and very high standards of integrity, credibility and accountability by which the university was characterized.

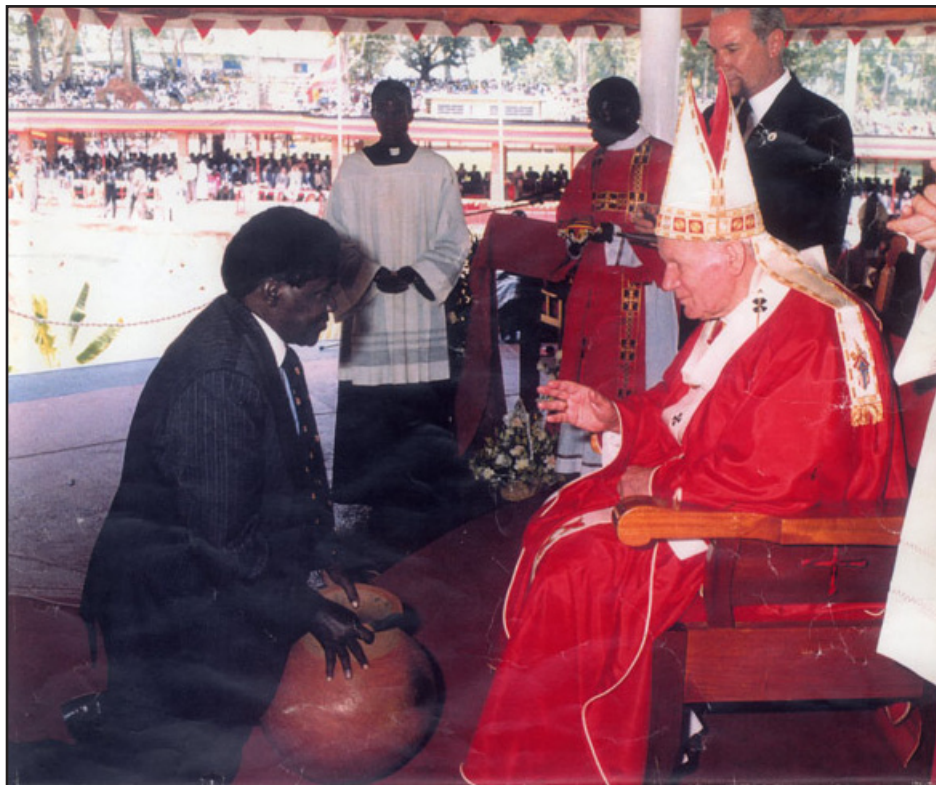
In this respect, Onyango was painstaking in ensuring that the "Onyango Disco"—popular student parlance for the end of year university examinations—was conducted in a manner that warranted the highest degree of public confidence in the

integrity and efficiency of the University. Indeed, embodied in the person of Bernard Onyango was the strictest code of academic standards, ethics and honour.

Throughout the very difficult history that Uganda underwent, standards at the university were never compromised, however adverse the situation.

Onyango was a down-to-earth, humorous and humble individual, and his modesty, magnanimity and incorruptible behaviour in over forty years of public service to academia and to country, were an example for all Ugandans to emulate. ■





**PROUD OF HIS RELIGION, LIFE AND EDUCATION: BO meets Pope John Paul II in February 1993 at Namugongo Martyrs Shrine, Kampala - Uganda**



**BO with his wife Lucy**





# An impeccable track record in Education

## TIMELINE AT ST. PETER'S COLLEGE, TORORO

**1945:** Joined first year of secondary school from Kisoko Boys. Onyango was particularly fond of Mathematics, History and Geography and especially good at English Literature, with a fondness for Shakespeare and the novels of Graham Greene; he enjoyed playing the finger-piano, guitar and the mouth organ.

**1949:** Sat for Cambridge Certificate of Education, becoming the best student in the-then Bukedi District and winning a scholarship from the District Council to join Makerere.

**1950:** Joined Makerere University.

**1953:** Graduated from Makerere College with a Bachelor of Arts degree in History and Sociology, becoming the first Bukedi District graduate of the prestigious school, which had just affiliated to the University of London and began offering undergraduate degrees in



**Light moment at one of the many graduation ceremonies at Makerere University, together with two of his graduating children, Simon and Patricia.**

Medicine and the Arts.

**1954:** Pursued the 1-year post-graduate Diploma in Education (Dip. Ed)

**1955:** Taught at King's College, Budo

**1956—1958:** Returned to St. Peter's becoming the first African graduate teacher at the School and teaching a whole range of prominent individuals.

**1958:** Left for the University of London in the United Kingdom where he received an Academic Diploma in Education (Ac. Dip. Ed) as well as a Master of Arts in Education, becoming only one of a handful of Ugandans with post-graduate degrees.

**1961:** Returned to St. Peter's as the first African Deputy Headmaster of the School.

**1963:** Left St. Peter's to join Makerere University College as Deputy Registrar. ■

## BIO-DATA

**LIFE:** JANUARY 11, 1930—OCTOBER 14, 2013

**MARITAL STATUS:** Married to LUCY KAHAMBO ONYANGO, with five children, and nine grandchildren

**EDUCATION:** B.A. (London, 1955), M.A. (London, 1960) ■



# Promoting Academic Distinction, Administrative Excellence and Enduring Integrity in Contemporary Uganda: A Keynote Address

## 1. INTRODUCTION

I am very pleased to have been requested by the organizers of the Bernard Onyango Academic Excellence Awards Public Lecture and the family of the late Bernard Onyango to be the inaugural speaker at this important event. When asked to do so, I did not hesitate to say 'Yes.' There are many reasons for my positive response to the request. First of all, Education is a cause that is quite dear to my heart, having been a teacher, scholar, administrator and Chancellor here at Makerere University for several years before leaving to apply my talents "elsewhere." It is my strong belief that education is one of the most precious resources of any country, and it is the backbone of any lasting development.

Secondly, Bernard was a great friend of mine for many years. Like me, Bernard also studied at a 'College.' King's College Budo and St. Peter's College Tororo are among the very few schools in this country that were originally named 'college' for reasons that should be obvious to everybody! Bernard also taught at King's College in 1955, and was one of the first non-Old Boys of the school to be invited to teach at Budo. I also variously worked with three of his brothers in the Public Service, including the late Akisoferi Ogola in the Constituent Assembly (CA) and Parliament, the late Nathan Odoi who was a long-standing diplomat and public servant, and with Martin Odwedo who was Permanent Secretary in the Office of the Prime Minister under me for several years. I can testify that each of these individuals was an exemplary civil servant, built in the same mould as their elder brother.

I first met Bernard on 30th August 1978 i.e. 36 years ago when I was Dean of the-then Faculty of



**Apolo R. Nsubambi - Prime Minister of Uganda (emeritus) and Professor of Political Science; First Non-Head of State Chancellor of Makerere University.**

Social Sciences. We sat together in the University Senate of which he was Secretary.

He was confident, honest, thorough and an effective time keeper. He was confident because he was intellectually strong having obtained a degree from Makerere University and a Master's degree from London University. His academic credentials compared very well with those of most Academicians of the time. He was also very intelligent, a quality which enabled him to answer difficult questions to the satisfaction of Members of Senate. He was assisted by the late Gershorn Eyoku who possessed an excellent memory.

Bernard was also a seasoned counselor. One senior Lecturer who was required to make some major changes in his doctoral thesis was very angry. He openly pointed out that the Professor who chaired the Committee which examined him did not possess a doctorate and that he lacked academic legitimacy to chair the Committee. This statement embarrassed and annoyed the Professor. Bernard was one of the people who counseled the Senior Lecturer who was informed that in Britain there are many Professors who do not





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have doctoral degrees. However, these Professors publish sound books and articles. The Senior Lecturer made the corrections and his doctoral thesis was eventually accepted.

Bernard encouraged team work to flourish in the Academic Registrar's office. He was also accessible to Academics, Administrative Staff and Students.

He was sociable. After working very hard during the day, he used to relax at Makerere Staff Club where he used to interact with Members of Staff.

He was not only involved in Makerere and other universities in Uganda and elsewhere, but he was variously a member of the following Boards:

- a. The Bank of Uganda;
- b. Total (Uganda) Limited;
- c. Uganda Cement Industry (UCI), and
- d. The-then Uganda Posts and Telecommunications;
- e. He was the first Chairman of the National Central Scholarship's Committee established immediately after independence (1963 until 1987), the Immigration Control Board and of the Board of Governors of Tororo Girl's School;
- f. He was a member of the Board of Governors of St. Mary's College, Kisubi, and the founding Secretary of the East African Examinations Council (predecessor to UNEB), and one of the founders of the Inter-University Committee (IUC) of East Africa.

Although he was cosmopolitan in outlook and experience, he loved his home, Kiyeyi and he never forgot his roots;

He was a man of great patience and considerable humour. Onyango was not lugubrious!

In performing his duties effectively, he was greatly assisted by Lucy, his dear wife. Lucy was a Warden of Africa Hall while I was a Senior Warden of Northcote Hall. Lucy is resourceful, calm, intelligent and discerning. Bernard and Lucy educated their children in good academic institutions and they are well behaved. I have interacted closely with Professor Oloka-Onyango one of the children of Mr. & Mrs. Onyango. He is sometimes controversial but he is intellectually sound and resourceful.

Now, let me turn to the main theme of this lecture which is: **PROMOTING ACADEMIC EXCEL-**

**LLENCE AND INTEGRITY IN MODERN UGANDA,** but before I do so, let me just say two things. The first is that while Bernard Onyango had a brilliant career and achieved many academic 'firsts', he was primarily an administrator for most of his public life, and a teacher for only the eight-year period running from 1955 to 1963. I have therefore added the issue of 'Administrative Excellence' to the theme that was chosen by SPECTOBA for this lecture. Bernard promoted Academic Excellence by performing his administrative work effectively as Academic Registrar. He also reduced the gap between Administrators and Academicians because he solved their academic concerns effectively.

Despite this amendment, I nevertheless agree that the theme chosen is a most apt one for the celebration of the life of a person like Bernard Onyango. The theme is also particularly important for both an academic audience as well as for the general public. Indeed, the theme is crucial for Uganda today as it struggles to make a mark on the new millennium and to move from third world to first world state. The theme of excellence and integrity is important because the two must travel together; they are birds of a feather: One can be a brilliant and well-schooled individual, scaling all the heights of academic achievement, but lacking in integrity, honesty and due diligence. If you have a PhD and leak examination papers to students, one may question your own qualifications and whether or not you also got them through dubious means. Conversely, one does not have to be well-educated in order to display integrity. American Civil Rights leader, Martin Luther King Jr. made the following remarks with which I would like to associate fully:

"If a man is called to be a street sweeper, he should sweep streets even as a Michaelangelo painted, or Beethoven composed music or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, 'Here lived a great street sweeper who did his job well.'"

In other words, however lowly your job, do it well and do it with integrity and you will be recognized for it; indeed, that is the whole objective behind honorary doctorates issued by universities such as Makerere. Such awards recognize and give honour to people who have excelled in spheres of



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life that are not necessarily academic. People like the late Dr. James Mulwana did not go far in formal school, but they devoted their whole lives to working with integrity and with discipline, earning for themselves many academic and other recognitions along the way. Again, to paraphrase Martin Luther King Jr., "If one cannot do great things, one can do small things in a great way." Excellence, in other words, can come from doing one large thing in a big way, or from doing many little things with style and dexterity.

On the other hand, one can be doggedly sincere, transparent and truthful, but fail miserably to achieve academically, administratively or in other fields of service. There are many honest people who have failed to make a mark in any field—Academia, Public Service or in street sweeping! So, it is the ability to combine both excellence and integrity that is being celebrated today, and it is a quality that we need to commend whenever we see it, because it is a rare commodity and becoming even more scarce by the day.

In addition to the very many positive attributes we have already heard about Bernard Onyango, he combined academic excellence at St. Peters, at Makerere and at the University of London with administrative excellence and impeccable integrity in public service in the various spheres in which he worked.

Finally, it is important to differentiate excellence from success. Excellence is something that is lasting and dependable and largely within a person's control. By contrast, success is perishable and often outside the control of any individual. The victim of the success mentality is threatened by the success of others and resents real excellence. If one seeks excellence, however, it is highly probable that they will eventually end up successful. Also, the person who is fascinated by quality is excited when he or she sees it in others.

Bernard Onyango exuded excellence and was not particularly bothered by success. Indeed, he

helped so many people along the way and I believe that he took pride in ensuring that others excelled like him; that is why among the many administrators who have been at Makerere, his name resounds louder than others.

## 2. THE QUESTION OF ACADEMIC EXCELLENCE

We have just celebrated the release of the annual results of the Primary Leaving, Ordinary and Advanced level examinations. That celebration dominates the newspapers for several days, with cheering students embracing excited parents and happy teachers. It is a celebration of academic excellence at its best, and is a feat repeated around the country when it is graduation season at our many universities. When Onyango went to school, there were only a handful of secondary schools



**BO (middle) on duty at a 1987 graduation ceremony when President Yoweri Museveni (left) was Chancellor and Prof. George Kirya Vice Chancellor (right)**

and tertiary institutions around the country. He joined Makerere in 1951 just when it began to offer its first full degree programs, and hence was a graduate of the first class that was affiliated to the University of London in 1954.

Today—largely thanks to the National Resistance Movement (NRM) government—we have thousands of schools and many universities. Each of these strives to develop their students



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into well-educated and exemplary citizens of the world. How successfully they are carrying out these tasks can be the subject of debate. However, I believe that there are certain basic and cross-cutting elements or ingredients that contribute to the achievement of academic and administrative excellence, and I want to speak about some of these today, including the following:

- 1. Time Management;**
- 2. Agenda Setting and Prioritization;**
- 3. Peer review, and**
- 4. Versatility**

Let me begin with my favourite topic which as you all know is the management of time:

## **A• Managing Time**

There are two commodities which are absolutely free and distributed to every human being in equal measure. The first of these is the air we all breathe. Air is freely available and allocated to all people without discrimination; we use it whether we are asleep or awake. Likewise, we all have TIME; every human being has been given 24 hours in a day; 30 days per month and 12 months in a year; it is the truly universal condition. TIME is endless and equally exploitable by us all. At the same time, it is important to underscore the point that while TIME is free, it is a non-renewable resource, and as former British Prime Minister, Benjamin Disraeli said, "He who gains time gains everything."

But having time and managing it are two different things; we all have time, but very few of us manage it properly. It is my humble submission that the distinction between the two is what marks the difference between the average and the exceptional; it is the difference between mediocrity and excellence. Time management is directly linked to academic and administrative excellence, because the better one uses time, the more productive one becomes and consequently, the more useful to society. Time lost is inefficiency gained, it is economic loss registered. This is why the World Bank measures the length of time it takes to set up a business and ranks countries around the world according to the speed with which it takes to set up a company. Linked to this, Economists have shown that there is a direct relationship between the speed of incorporation of a company, and the achievement of economic

development. In China—as famed businessman Richard Branson points out—showing up late for a business meeting is not only viewed as disrespectful, it can cost you a deal. This is because the Chinese believe that if you cannot manage your time properly, the likelihood is very high that you are not very good at managing anything else.

Time management is the act of controlling and organizing events as they are being influenced by time. It includes carrying out activities in a given time frame and arriving for duty or functions on time. Scholars of Management Science speak of achieving SMART goals. The acronym 'smart' stands for Specific, Measurable, Achievable, Rational and Timed. I do not need to elaborate on each of these elements, but it is quite clear that taken together they constitute the recipe for achieving academic and administrative excellence. In Uganda we still have a great distance to go in terms of efficiently and effectively managing our time and thus in moving from mediocrity to excellence. When I was Prime Minister, I would often go to events where I was chief guest and arrive before the main organizers of the occasion had even shown up! Over time during my tenure, civil servants came to appreciate the value of time—whether in terms of preparation of the Government payroll, delivering a report before a set deadline or completing a pit latrine within the specified financial year. In sum, the effective management of time is the first and most essential ingredient of excellence in academic and administrative pursuits. The second aspect of academic and administrative excellence is Agenda Setting and Prioritization.

## **B• Agenda Setting and Prioritization**

There is an old saying that I like very much: "If you don't know where you are going, you will end up where you didn't want to go." Every profession has certain institutional goals that it expects its employees to pursue. In a tertiary institution such as a university these are four: teaching, research, publication of the results of the research and community outreach. All of these are co-ordinated by the administrative function, which was Onyango's forte, but at a university the four ingredients are essential to the achievement of excellence in whichever discipline be it Political Science or Robotics. How do you at Makerere set



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your agenda—whether as individual teachers and researchers or as an institution?

Let us start with the latter. According to Webometrics and other online surveys such as the Times Educational Supplement, Makerere hovers between the top ten and top fifteen of the universities that are ranked highest in the whole continent. Although this position is a laudable one, Makerere still has largely failed to topple the dominance of the South African universities in this area.

While a lot is being done, I believe that much more can still be achieved by way of securing institutional academic excellence, especially since Makerere was at one time ranked among the best in the world; indeed, it was dubbed the “Harvard of Africa.” In this regard, I think it is time for us to discuss where we want Makerere to be in the next twenty or so years and to embark on working out the modalities for achieving this goal. While I am sure you have been having many internal discussions on this issue, perhaps it is time to broaden those discussions to include outsiders like myself in your deliberations.

In summary, Makerere and its friends (like me) need to hold a grand meeting (ttabbamiiruka or kacoke madit) to review the institutional approach to excellence. Such a discussion needs, among other things, to evaluate Makerere’s relationship to the use and development of new technologies suitable for our agrarian economy (for example, mobile phone applications (Apps) and Social Media); it needs to ask what needs to be done with respect to influencing and improving government policy and for enhancing the business environment, and finally, it should investigate how Makerere can return to being the hub of distinction that it was once renowned to be, especially in the face of new competitors, both locally and on the international scene.

May be we can start by indentifying particular locations of research and teaching and focusing on the areas of critical need and nurturing them into Centres of Excellence. For example, in the 1960s and 1970s Makerere was renowned for its Medical and Agriculture faculties; perhaps we can start there, and then move on to Law, Humanities and Information Technology and thereafter to all the other varied disciplines at the university. Excellence needs to be nurtured and nourished, and that can only be done with a very clear agenda

and program on how to go about achieving this. These observations lead me to the next part of my speech which is concerned with the nurturing and auditing of individual excellence as opposed to the institutional.

## C• Peer Review

Related to the issue of Agenda Setting and Prioritization is the question of focus, and here I am particularly concerned about the nurturing of academic and administrative excellence among the individual scholars and managers at Makerere rather than at the institution as a whole. Just the other day a newspaper called me to ask why President Museveni no longer included (Makerere) academics in his Cabinet. While I told them it was not true—there are still a number of academics in Government today—the question nevertheless raises a related issue: where is the new crop of stellar academics and administrators today? Where are the Kyalwazi’s (of Surgery), the Okot p’Bitek’s (of Literature and Poetry) and the Ali Mazrui’s (in Political Science)—Makerere scholars of yesterday who shook the academic and professional worlds of their times? Are Makerere’s individual academics of today really excelling at their craft? What are the new innovations and critical contributions originating from scholars at campus to the many issues of contemporary public concern such as the environment, regional integration and terrorism, to mention but a few? Why are we not hearing about them? What can be done to encourage them to excel? In light of the general perception that individual academics are no longer excelling, much more needs to be done to nurture the young academics of today to become the excellent scholars of tomorrow.

Many in this audience would be familiar with the old academic saying, ‘Publish or Perish.’ It refers to the system of peer review whereby scholars and academics have their work assessed by their colleagues in the discipline. However, I believe we need to add a new dimension to this old saying. I would say, ‘Publish and Broadcast.’ Be known by your deeds. Whereas academics must constantly make evaluations, whether of scientific findings, of graduate students or of themselves, those evaluations remain internal; the public doesn’t know who is the best agronomist or the most erudite poet among you. Academics need to come down from



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the Ivory Tower and engage with the public and demonstrate that their excellence is not confined to the lecture room. Internal audits must be verified by external (public) scrutiny and validation.

## D• Versatility

Finally, in the pursuit of academic and administrative excellence, there is a need to be versatile. In this context the versatility I am talking about is the need to adapt to changing circumstances. People like Bernard Onyango, along with others like the late Professor Senteza Kajubi run Makerere both during good and bad times, but they made the best of the situation in which they were faced. Excellence means taking adversity and transforming it into possibility which will eventually lead to enhanced capacity. Even in Makerere's most difficult times, people like Onyango were relied on to ensure that standards remained high and that the single most important product of the university—its degree awards and graduates—were held in high esteem wherever they went. Indeed, adversity and pressure bring out those who are able to withstand challenges and to rise to greater heights on account of them. This last point allows me to move on to the second leg of my speech—the issue of integrity.

## 3. INTEGRITY AND ITS RELEVANCE TODAY

Bernard Onyango was a man of exceptional integrity. He built that integrity by steady and dedicated service to the various universities in which he was in control of the public records as well as in the many other capacities in which he served such as on the committee in charge of the distribution of national scholarships for fifteen years. Onyango did his work with diligence, thoroughness and precision. During his tenure, I never once heard anybody complain about messed up transcripts or dissertations not being vetted. This is not to romanticize the past and to say that such malpractices did not exist in Onyango's day; however, the mechanisms which he put in place ensured that if any occurred, they were dealt with swiftly, transparently and with a view to ensuring that they did not recur.

To begin my exploration of the issue of integrity, let me borrow Onyango's own words on the occasion of the dedication of the Administrative Block

at Uganda Martyrs University (Nkozi) in his name: "Whichever way you look at it, a University's main concern is with documentation and records. These are divided into Administrative and Academic records, but the latter are the more vital.



**Bernard Onyango in London in 1960**

They include examinations (A-level, Mature Age, etc.). These are records which may alter the face of institutions such as UNEB, Makerere, National Water, UMEME, etc. Administrative records include Personnel. They include outgoing cash, so more people concentrate on forging ghost pay rolls. Many people in the short term and with ill intention prefer to work in Purchasing, in Pay Roll, or in Establishment. However, in the long term falsifying academic records is much more fatal than any damage that can be done in these other areas of an institution. "

Every institution has records, whether it is the Land Office, a private company, an NGO or a cultural institution. Over time, it has become clear that control of those records is like sitting on a gold mine; these are records for which people will beg, steal, borrow and even kill. Indeed, that is why there are so many problems today over forgeries of land titles, academic certificates, passports and even of wills!

To ensure that those records are kept safely requires a minimum degree of order, but a maximum degree of integrity; the person who is in charge of them needs to be beyond reproach. Integrity is a value like persistence, courage and intelligence. It is one's choice of values and the resolution to live by them that form an individual's





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character and personality. Moreover, integrity enhances all the other values that an individual has, such as compassion. But the main mark of people with integrity is that they produce the highest quality of work.

It is also important to point out that integrity entails progressive leadership; in his field Onyango was a leader. But he also had a good team, among whom I recall people like the late Eyoku with his encyclopedic memory, Sam Muwanga and Mrs. Deborah Etoori. There was also the resourceful Kizza who run examinations for the WHOLE University from a tiny office upstairs right here in the Main Hall. In other words, integrity instils confidence in the people you work with and they seek to emulate you. People will not follow leaders whom they do not trust. Great leaders, trusted leaders demonstrate integrity and in doing so, achieve the faith and confidence of their workers, colleagues and peers, who then become willing followers, loyal employees and trusted coworkers.

Given my experience in both the Academic and Governmental world, I have come to believe that there are certain universal characteristics of integrity that should be emulated and which I wish to underscore today. These include the following:

1. Know that it is the little things which count (attention to detail);
2. if you mess up, confess the mistake and correct it (accountability);
3. Keep your word (trust);
4. Care about the greater good, i.e. the good of the institution and not the good of the individual;
5. Be honest and modest;
6. Act like you are always being watched by others;
7. Bring close to you those of similar virtues and talents, and
8. Do not be detracted provided you know you are on the right path.

In Uganda today, these are values that we sometimes lose sight of. I would like to urge Makerere and other universities to thus teach these values in classes on Ethics and Integrity and to make them foundational and cross-cutting courses that are taught in all disciplines. It is only through inculcating these values in our youth that we can ensure that vices such as corruption in public of-

fice, embezzlement of government funds, bribery of voters and related unethical malpractices can be fought and eliminated.

## 4. TOWARDS THE FUTURE

The reason for celebrating the life of any individual is to draw lessons that can inform us as we forge ahead into the future. From Bernard Onyango's life, we can draw numerous lessons about excellence and integrity. Those lessons are both individual and institutional. Whether you are a leader in Academia or in Administration, or even in Business or the Arts it is important to recognize that you are a model for those whom you lead. Thus, you need to be consistent and clear about your ethical standards, providing your students, clients or employees with facts and not smokescreens. By your actions you must challenge any system that encourages dishonesty or rewards unethical behaviour. You must be consistent and clear about ethical standards and the expectations of those you lead. You must encourage people to expose and express their concerns about questionable practices so that they are eliminated. Most importantly, you must offer open, candid feedback to management, to your colleagues and to your clients (which in the case of a university are the students and parents). I believe that Onyango lived by these standards and that such standards need to become fully institutionalized, not just at Makerere but in every arena of academic, administrative, economic or political enterprise in the country.

Many times when someone passes on we cite the Bible verse in 2 Timothy Chapter 4 Verse 7. It reads, "I have fought the good fight, I have finished the race, I have kept the faith." We are here to offer to Bernard the crown of administrative excellence. It is thus my honour and pleasure to formally announce the establishment of the Bernard Onyango Academic Excellence Awards (BO-ACE) to reward not simply scholarship and excellence, but to underscore the idea that distinction must ride together with dignity and integrity.

I wish to contribute one million (1,000,000) shillings toward the establishment of the Bernard Onyango Academic Excellence Awards.

THANK YOU!■



# What are the Bernard Onyango ACE awards?



## INTRODUCTION

ST. PETER'S College Tororo a.k.a. 'TC' was founded by the Mill Hill Missionaries in 1932, and soon emerged to become one of the leading secondary schools in pre and post-independent Uganda.

Thousands of eminent Ugandans and foreign nationals have passed through its gates on their way to greatness in numerous fields and disciplines in life.

The most shining example of those who excelled during the school's glory days was Bernard Onyango, the first student at the school to score high distinctions in all the subjects of study in the Cambridge School Certificate examinations, the precursor to the current Uganda Certificate of Education (UCE) given by UNEB.

Onyango went on to become the first African Academic Registrar at the University of East Africa—which brought together the then colleges of Makerere, Nairobi and Dar es Salaam; and the pioneer and most renowned Academic Registrar at both Makerere University and Uganda Martyrs University, Nkozi.

Bernard Onyango—after whom one of the dormitories in TC is named—died on 14th October 2013. His 1949 academic record



One of the blocks of Bernard Onyango House at St.Peter's College Tororo

at TC had stood unmatched until the year of his death; when Isaac Munu scored aggregate 8 in 8 in the 2013 UCE exams.

Following Onyango's demise, members of St.Peter's College Tororo Old Boys' Association (SPECTOBA) decided to honour his academic legacy and use it to inspire students in TC to excel academically, while also doing so with honesty and integrity. The outcome of the numerous SPECTOBA discussions was the Bernard Onyango Academic Excellence (the BO ACE) Awards.

## OBJECTIVES OF THE BO ACE AWARDS

- To inspire Ugandan students to excel academically and with honesty, by offering an award named after someone who lived by these values;

- To demonstrate to students that academic distinction is a value that is highly cherished and rewarded;

- To restore the historical glory and prominence that TC once enjoyed and restore the School to its rightful place among the giants of Uganda's secondary education;

- To attract top performing pupils in the Primary Leaving Examinations (PLE) to join TC, and

- To retain top UCE performers at TC in the school for their Uganda Advanced Certificate of Education (UACE) studies.

## AWARD CATEGORIES

The Awards shall initially be in two categories, namely: Class A and Class B.



## **BO ACE Awards Class A**

This award shall be given to a student who scores aggregate 8 for 8 in the case of UCE or AAA, plus a Distinction in General Paper (GP) in the UACE exams.

## **BO ACE Awards Class B**

This award shall be given to a student who gets the best aggregate score in UCE provided their score is within Division One for UCE.

OR

Highest points in UACE at TC during a given academic year, or a minimum of 15 points (AAA).

N.B. If a student qualifies to win both the BO ACE Awards Class A and B, such a winner shall receive all the benefits of Class A, but only an additional certificate for Class B

## **BO ACE Awards Ceremonies**

The awards ceremonies shall be held annually, within at least ninety (90) days of release of the UCE and UACE results. A fee shall be charged for those wishing to participate in the awards ceremonies, so as to meet the

expenses. This charge shall be over and above contributions to the Awards Fund.

## **Funding the BO ACE Awards**

The awards shall be funded from voluntary contributions from SPECTOBA members, alumni of Makerere and Uganda Martyrs, Nkozi universities, friendly individuals/organizations, St. Peter's College Tororo and the family of the late Bernard Onyango. There will be no minimum or maximum contribution towards the funding of the awards and donors are encouraged to generously support the cause.

Donors are encouraged to sign off automatic deduction bank forms to allow nominal monthly contributions from their bank accounts.

The bank account Account name is SPECTOBA/Bernard Onyango Academic Excellence Awards; A/c no. is 3010610147 in Centenary Bank, Entebbe Road.

## **Security of the BO ACE Awards Funds**

A special account has been opened by SPECTOBA to keep

the awards fund contributions.

SPECTOBA nominees are current signatories to the account.

## **Planned Future Awards**

### **BO-ACE Emeritus Award**

This award shall be conferred annually, as decided by the management of BO ACE Awards and the administration of TC, to an OB or who would have won Class A or B during their time at TC in the pre-2014 years.

BO ACE Awards Supporting Role  
This award shall be given to teachers who will have clearly distinguished themselves in helping the students excel in their academic work.

### **BO-ACE Award Registrar's List**

SPECTOBA fully recognizes that Bernard Onyango was far larger than St. Peter's College Tororo and secondary education. It is, therefore the strong desire of SPECTOBA that the BO ACE Awards are expanded to benefit students from all Ugandan secondary schools to pursue university education.



New block at Tororo College built with ADB funds.



# BO-ACE awards

The BO ACE Award Registrar's List shall be given to students who complete UACE in different Ugandan secondary schools as scholarships at Ugandan universities where BO spent the better part of his life inspiring young people to a life of excellence and honesty.

## BO-ACE Awards Halls of Fame

The management of the BO ACE Awards will work jointly with secondary schools and universities to establish Bernard Onyango Halls of Fame within their campuses, where copies of all the awards, with photos of winners, shall be displayed, as a motivator to students.



**New star Munu**

**NAME: ISAAC MUNU**

**AWARDS: BO ACE AWARD CLASS A & BO ACE AWARD CLASS B**

### CITATION

**ISAAC MUNU**—the main inspiration behind the awards—sat for UCE in 2013 and scored distinctions in all eight subjects after four years of study in TC. He joined the school with Aggregate 5 in PLE from St. Kizito Primary School, Lira. His father assured the school that Munnu was an academic star.

### DISCIPLINE

Isaac was not only very exemplary as a prefect but also generally disassociated himself from any group or behaviour which contravened the school regulations. In spite of his intelligence, Isaac was a very disciplined and respectful student to both the teaching and non teaching staff.

Munu never appeared before any disciplinary committee session to answer questions concerning personal misconduct. He was never suspended from school because he followed the school routine to the letter. Munu never intentionally dodged any lesson despite his continuous outstanding performance.

### LEADERSHIP

Munu was the academic prefect (O'level), a post reflecting his main strengths. He led by example, and this made him popular with fellow students, many of whom set out to emulate him. He was always in full school uniform, attended all prefects' meeting and also helped to ensure that evening preps were well attended.

### SOCIAL LIFESTYLE

Munu enjoyed the company of his friends and was actively involved in group discussions, particularly

helping his classmates with tasks he could do best. This enabled him in due course to perfect his knowledge in all subjects.

### PRAYER LIFE

Munu greatly valued prayer and he did not just end at going to Church, but also served as an altar boy. He openly enjoyed participating in church activities every morning and thereby linked academics with piety.

### EXTRA-CURRICULAR ACTIVITIES

Munu participated in many extra-curricular activities despite his busy academic schedule. He presented one of the best pieces on St. Peter's Day Celebrations in 2012 a poem entitled "The Mathematical Love Letter" which left many drowning in laughter. He also participated in the national TASO essay competitions for the World Aids Day celebrations of







## Headmaster St. Peter's College Tororo

BERNARD ONYANGO is a personality who stood tall during his student days at St. Peter's College Tororo as well as in his professional life, which entirely was dedicated to promoting the quality and standards of education in Uganda.

During his times in Tororo College, Onyango set an academic record that every student looks up to.

It is for this reason that we today crown Isaac Munu for matching Mr. Onyango's record in the 2013 UCE examinations.

On behalf of the Board of Governors, the PTA, the management and staff of St. Peter's College Tororo, I wish to heartily thank the leadership and members of our Old Boys association for initiating the BO-ACE Awards and public lecture in honour of Onyango. We are happy that the Old Boys association has been very supportive of the school, and their active involvement has greatly served as an inspiration to the younger generation.

In the same vein, I wish to extend our appreciation to the family of Onyango as well as the management and staff of Makerere University and Uganda Martyrs University, Nkozi for embracing this SPECTOBA initiative. Through your collective efforts, Bernard Onyango still lives.

**Joseph Olokojo**  
Headmaster ■

2012 and won an award.

### **PIONEER BO ACE AWARDS WINNERS**

**NAME: SIMON ERNEST WANDERA**

**AWARDS: BO ACE AWARD CLASS A & BO ACE AWARD CLASS B**

### **CITATION**

**SIMON ERNEST WANDERA** joined TC in March 2012 for his UACE studies from Buwembe Senior Secondary School in Busia District where he sat his UCE and obtained aggregate 21 in 8 subjects.

Simon was always the best student in the Science 1 class from the beginning of first

term S.5 up to the final term.

### **DISCIPLINE**

Simon exhibited a high degree of discipline, always smart in his uniform, and never appeared in any disciplinary committee. If he appeared in the Staff-room, it was to consult teachers on academic work.

### **PRAYER LIFE**

Wandera was a devoted member of the Young Christian Society (YCS) and valued prayer life just as he did academics.

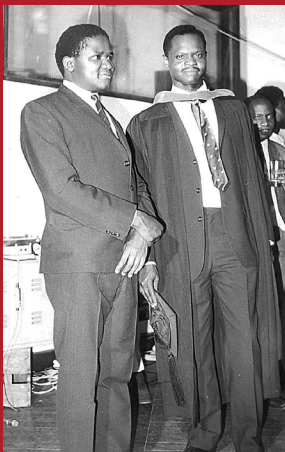
### **EXTRA-CURRICULAR ACTIVITIES**

Wandera participated in athletics, especially the 100 meters during house competitions. ■





# The life and times of BO



**“A teacher affects eternity;  
he can never tell where his  
influence stops”**

**- Henry Adams**

Edited & Designed by Louis Jadwong

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