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What would you like to be remembered for as a leader ?

excellence



integrity



teamwork



Sometimes, it falls upon a generation to be great. **You can be that great generation.** Let your greatness blossom. -Nelson Mandela



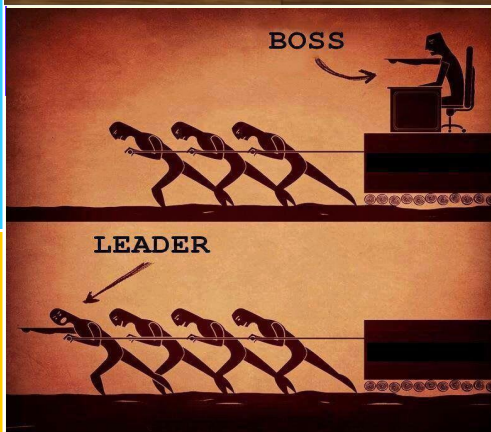
Care



Innovation



loyalty



SEE THE FUTURE.

ENGAGE AND DEVELOP OTHERS.

REINVENT CONTINUOUSLY.

VALUE RESULTS AND RELATIONSHIPS.

EMBODY THE VALUES.

Uganda hosts the Saving Mothers, Giving Life Global Conference

By Paul Mayende

Uganda has hosted the SMGL Leadership Council Meeting, bringing together all implementing countries and technical heads.

The US ambassador in Uganda, Scott DeLisi lauded the efforts of the partners in reducing maternal mortality in the Rwenzori region. "Uganda with the support of the US Government has responded to maternal and infant mortality with great success", he said while joining the conference on a facility visit.

He said the success so far attained clearly indicated that evidenced-based internal interventions save lives since 80% of the maternal and new-born deaths are preventable.



Earlier at the opening event, the Kabarole district local government chairman, Richard Rwabuhinga had commended the implementers for the excellent work. He observed that SMGL has saved many mothers in the region and mobilized the community against giving birth from other places other than the health facilities. "Our campaign to have women deliver from health facilities has been embraced, there is double increase in ANC attendance and reduction in maternal deaths across the SMGL districts."

SMGL global conference attendees from different countries, listening to a speaker during one of the meeting's sessions at the Mountains of the Moon Hotel Fort Portal.

The conference included representatives from Uganda, Zambia, Nigeria and the US. The conference team members and stakeholders received update on technical and implementation progress in the three SMGL countries, and discussed implemen-

tation scale-up.

The Saving Mothers, Giving Life (SMGL) Project is an interagency initiative funded by the United States Government and supported by the Uganda Ministry of Health. SMGL was first implemented as a pilot from June 2012 to May 2013 to reduce Maternal and Newborn deaths in the Ugandan districts of Kabarole, Kyenjojo, Kamwenge and Kibaale.

This pilot phase successfully reduced district-wide maternal mortality by 30% resulting into a continuation of the project in the four districts and scale up into an additional six districts in northern Uganda that include Apac, Dokolo, Gulu, Lira, Nwoya, and Pader.

BIPAI Malawi Staff visit and learn from Baylor-Uganda

BCM-CFM is the largest provider of pediatric HIV care in Malawi, with over 20,000 patients enrolled at the Clinical Center of Excellence (COE) and satellite clinics. In response to poor uptake and utilization of PMTCT, EID, and pediatric HIV care services, BCM-CFM in partnership with the Ministry of Health and Lilongwe District Health Office (DHO) initiated an outreach program, called Tingathe.

Tingathe is a community outreach program with a focus on improving prevention of mother to child transmission of HIV (PMTCT), Early Infant Diagnosis (EID), and pediatric HIV care and treatment services in Malawi. The program employs community health workers (CHWs) to increase identification of people living with HIV, assist them with access to HIV care and treatment services, and provide comprehensive, longitudinal health services for HIV-infected pregnant women, children, and exposed infants and their families.

BCM-CFM has been given the opportunity to expand and extend the program in 2015. In addition to eleven current sites in the central region, we will begin to provide HTC and pediatric care services at an additional 135 sites Southeast Zone of Malawi.

Given the experience Baylor-Uganda has with expanding from a local to a countrywide program, a team of four staff from BCM-CFM visited the COE, health facilities and district offices in Rwenzori from 20/4/2015 to learn from their large-scale expansion experiences and pick up a couple of best practices for their own programme.

The Uganda National Paediatric Haematology-Oncology Programme launched

By Masturah Chemisto



The Government of the Republic of Uganda represented by, Ministry of Health, Mulago National Referral Hospital, Uganda Cancer Institute and Makerere University College of Health Sciences; are in partnership with the Texas Children's Hospital and the Baylor College of Medicine Children's Foundation Uganda to establish the **Uganda National Paediatric Haematology-Oncology Programme**.

The most crucial partnership was launched on 27/4/2015 at a breakfast meeting among the partner representatives where they all pledged their utmost commitment to the cause by signing an MOU.

This is public-private partnership mainly targets capacity building and health professional training in Uganda resulting in collaborative delivery of paediatric haematology and oncology treatment, research, and prevention services. The program will be coordinated by the Ministry of Health with representatives from all the partners.

Dr Adeodata Kekitiinwa Baylor-Uganda Executive Director (extreme left) together with representatives from MUKCHS, Mulago National Referral Hospital , Uganda Cancer Institute and the Ministry of Health Uganda sign 5 year partnership Memorandum of Understanding.

Haematology-Oncology means the study of blood and its composition and the ability to track anything that affects it.

The 5 year (2015-2020) project aims to:

- ◆ Improve research related to haematology-oncology among Ugandan students and scientists.
- ◆ Support integration of haematology-oncology into the MOH systems of care, especially within the national infant and maternal child health frameworks of prevention and health management.
- ◆ Collaborate as mutually agreed to enhance the national paediatric haematology-oncology disease registry and provide access to information and data.



It is envisioned that this partnership will benefit the nation in some of the following ways:

- ◆ Establishment and operation of the paediatric haematology and oncology fellowship programme .
- ◆ Improved evidence based paediatric care which will further strengthened the quality of service.
- ◆ Allow sharing expertise from the participating institutions globally

After its tenure and with further review and evaluation, the partnership shall renew automatically for successive five(5) year terms within available resources from the partners.

The programme launch meeting listens to a key address from a representative of the Makerere University Kampala, College of Health Sciences.

Profiles

EXITING STAFF JUSTINE KOMUNYENA ON LEAVING HER MARK**Justine spoke to Bryan Tumusiime about her fruitful time at Baylor-Uganda**

When you actually hear about her from other people, you'd imagine that she's a quite the intimidating type, however, meeting her changes a lot, she is calm, collected and wears a continuous smile that will probably signal that all is well, her demeanor definitely goes to show why the people who worked with her on studies like CHAPAS 3, SAMBA, CAF-GEN and IMPAACT P1115 to which she was a lead coordinator are not in short supply of praises for her.

Justine has been a hardworking and transformational asset to the research department at Baylor –Uganda for the last 5 years. Joining the organization on May 5 2010, she left a fulfilling frontline adult research nurse position at JCRC to explore an even more challenging world of paediatric HIV research as the CHAPAS trial manager which was the only study at that time. She not only recalls her fear for the level of responsibility that came with the job but also the jitters she got on learning that one of most feared lecturers at Makerere University medical school, Dr Adeodata was leading the organization and would be her supervisor.

All her fears were allayed as she found herself working very closely with Dr Addy as principal investigator who turned out as a great mentor that built her research capabilities together with the great team she worked with to see her lead on 3 more studies including IMPAACT P1115.

She does point out that her 5 years operational research experience at JCRC did in fact prepare her for the leadership role she got, but she never imagined how intense the working environment would get, working on tight deadlines with strict protocols and within a limited physical and financial space she together with her team and supervisor Dr Tukei, were faced with many challenges but because of the deep relations and shared vision they had built, let alone the presence and in-depth participation of Dr Addy the PI, they saw the obstacles to the research studies get smiled at like they were nonexistent.

Justine strongly attributes her success at Baylor to the motivated and enthusiastic team members who believed in and trusted her to understand deeply the particular study requirements, developed them into standard operating procedures, brainstormed with her when issues arose and worked with her to get the studies delivered exceptionally, she is equally convinced that offering herself to the work, managing her time well, and setting personal and team indicators contributed immensely to the thrive.

Asked about whether her being a degree nurse wasn't a barrier in her work execution: Justine responds with wide smile, "not at all, in fact I think it was a huge incentive to the job, she goes on to mention to me how she and another nurse were the only two trial leaders at the time she joined and over the years has seen more and more similar training personnel get in such roles both at Baylor and in other organizations. Justin went on to upgrade her education with an MPH(MUK) and a Project management postgraduate diploma from UMI.

To close off the interview, I asked her to give us a few recommendations and these were her recommendations:

To the team she advised them to remain positive and eliminate any obstacles they could face with possibilities and courses of action instead of complaining, ' Complaining isn't a solution' she says.



Baylor-Uganda ED Dr Addy, passes on a token of appreciation to Justine, during her farewell cake cutting at COE recently.



Justin poses with some of the IMPAACT and SMT team members during a visit from two of the IMPAACT Boston office personnel.

To the management: she reiterated the fact that the research work is a lot and quite demanding mostly for those individuals with efforts spread across studies, she did advise that staff ought to be given more attention in form of reward and recognition.

Justine ended her tenure with Baylor- Uganda on 19/5/2015 moving on to another organization to diversify her knowledge and practice in public health research, she believes her experiences at Baylor- Uganda, JCRC and her new organization will see her become a health services research consultant writing her own protocols in five years' time.

Best of Luck Justine, thank you for leaving your mark at Baylor-Uganda!

YAYERI MUGENYI, PEER EDUCATOR EXTRAORDINAIRE

By Christine Kaleeba



Yayeri Mugenyi is this month's bright star feature for her efforts in fighting HIV related stigma and promoting EMTCT and HCT in her area.

It was ART clinic day at Kisomoro health center III as I approached the the oldest dilapidated building to put up IEC material on couple counseling and testing, adherence, condom use and safe male circumcision. As I put up the posters the crowd curiously read the messages making no comment. Suddenly a woman burst out of no where and started to read the messages out loud while making comments that made the previously somber crowd burst out laughing. I decided to stick around and watch. After a while I gathered the courage to ask her to take a picture of her back as she read the messages. She was delighted 'these people in your posters are not HIV positive, I would love to be on a poster' she said so I said 'how about an interview' to which she agreed. This is her story.

It was 1992, I was listening to Philly Lutaaya's song (today its me, tomorrow someone else) and I was really touched by his words, I decided to take an HIV test. I told my husband but he did not want to know his or my status, he gave me the 80,000UGX I needed to take a test, back then the tests were not free. It took 3 months for me to get the results, they were positive, my husband told me not to tell him so I didn't, I didn't feel anything all I was thinking was today its me, tomorrow someone else.

In 1995 my husband died, it was inevitable he refused to test he died of tuberculosis. I had him tested in the end it was positive. I had a piece of land so me and my six children survived with some help from my brother and sister to whom I had disclosed. They helped me a lot in 2003 I got every opportunistic infection you can imagine, I got TB and had over 60 injections, I got meningitis 9 times, I got pneumonia. Back then ARVs where not free like today, my sister paid 250,000ugx every month for my drugs, if she hadn't I wouldn't be alive.

I survived and I therefore endeavor to ensure others do as well which is why I am a peer educator. Everyone in my village knows my status and I was even in the newvision in 1998. Disclosure is a crucial part of positive living. On ART clinic days, I go to Kisomoro health centre III and Kibiito health centre IV and talk to the clients who come to pick up their drugs. It bothers me that people do not adhere to the drugs just because they are free. When I think about the costs before most of these people would not be alive. I encourage them to take their drugs and live positively.

LEAD THE PACK, JOIN OUR SOCIAL MEDIA CAMPAIGNS AND DRIVE THEM FURTHER



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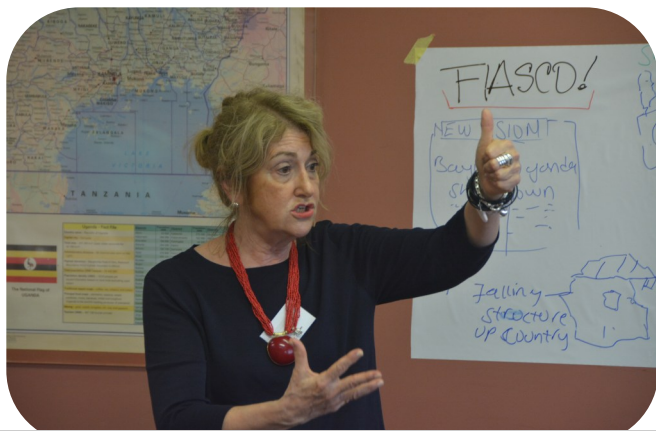
Check out our latest Job and career related developments on our **LinkedIn** : [Baylor college of Medicine Children's foundation Uganda.](#)

DON'T FORGET TO CHECK OUT OUR WEBSITE UPDATES ON WWW.BAYLOR-UGANDA.COM

Activities

COE AND RWENZORI REGION STAFF GET A TASTE OF THE BAYLOR- PEPAL LEADERSHIP TRAINING

By Paul Akugizibwe and Hester Lanting



Ms Andrena Cumella the leadership trainer and consultant stressing a point to the trainees.

In early May 2015 the Pepal and Baylor Uganda team had the pleasure of welcoming Andrena Cumella, a Leadership Development Coach and Consultant from Andrena Cumella Consulting – ACC – UK who conducted leadership training at COE and for the Baylor regional team in Fort Portal. Ms Cumella facilitated two 2-day sessions on personal leadership development for current and future leaders within Baylor. The combined team of 40 Baylor staff (32 at COE and 8 in Rwenzori) had their skills tricked and turned with very interactive and engaging new age activities.

The leadership course brought to life the modern leadership concept of **Strength Deployment Inventory (SDI)** self-assessment tool that helps people understand what gives them a sense of self-worth and what's important to them when relating with others. The expert Leadership Coach also helped participants appreciate CIA principle of Control, In-

fluence and Accepting the status quo.

The Rich CIA principle is a helpful tool for dealing with life's frustrations and in understanding the best and most appropriate response to a situation. Participants learnt that in life, some things we can only Control, such as our behavior and actions; there are some things we can only Influence, such as the actions of other people who are needed to help us achieve our goals; and lastly, some things we have to Accept and find workarounds. An example of acceptance is where we are unable to do something due to there being a law in place to prevent it. At the end of the two day sessions, participants received certificates and committed to go and be the great Leader ambassadors in Baylor Uganda.



Suzan , Muzamil and Dr's Jennifer and Lydia try building a tower with spaghetti and marshmallows not sure if it stood.



Despite the hard tasks, everyone got to graduate with a certificate.

PERFORMANCE MANAGEMENT TIP : To avoid any issues from arising, ensure that you continue to have one on one interactions with your supervisor, checking in whether you are on track and where you need to improve.



Leading means everyone smiles

Activities

KABERAMAIDO DISTRICT HOSTS THE NATIONAL WORLD MALARIA DAY COMMEMORATION

By Bryan Tumusiime

Every year, malaria causes at least 655,000 deaths in sub Saharan Africa, that is every minute, a child in Africa dies from the disease let alone a large number of expectant mothers who develop complications to their pregnancies including miscarriages and their own death.

Likewise, Malaria is a leading public health problem in Uganda causing high morbidity and mortality. It is the biggest contributor to OPD attendance and Bed Occupancy in our health facilities, and has a high negative impact on family income, pupil performance at school, and school attendance. Patients with malaria are at a high risk of complications, especially those under 5 years of age, the pregnant women, the elderly and those with HIV/AIDS.



The Band that opened the days activities marches into the Boma grounds, Kaberamaido district.

Kaberamaido District was been selected to host the National Celebrations in commemoration of the World Malaria Day, and this will was held on 11/05/2015 at

Kaberamaido District Headquarters.



Ministry of health for primary care Ms Sarah Opendi who was the chief guest addressing the attendees.

While commemorating the gazetted day at Kabaremaido District where Baylor-Uganda is implementing a comprehensive HIV/AIDS care prevention and treatment program, the chief guest of the day, Hon. Minister of Health for primary care: Ms Sarah Opendi, emphasized the need for communities to protect their families from this deadly but easily treatable and preventable disease by sleeping under insecticide treated mosquito nets(which are now offered freely by the government), ensuring the ongoing free indoor residual house spraying reaches their houses and timely access to their nearest health facilities in case of any signs of malaria.

With further remarks, she closed off the function with an official Launch of the Ministry of Health's newly formulated "UGANDA MALARIA REDUCTION STRATEGIC PLAN 2014-2020".

Baylor- Uganda together with the Kaberamaido general hospital provided Safe Male circumcision, HIV/AIDS Counselling and testing, Cervical cancer screening as well as Random Diagnostic testing or malaria services for the large local population that attended the event.



Left :The Baylor-Uganda exhibition tent at the Kaberamaido Boma Grounds their skill, the project is joint partnership between CDC and USAID targeting mainly rural households

Right : Insecticide In house Residual Spraying personnel were also onsite to display

Picture Summary

Baylor Malawi team members Rwenzori region visit in pictures



Care & Treatment officer Kabarole cluster, Dr Immaculate Dumba leads the visiting Malawi team through an interaction with staff at Yayeri HCIII and **below** the team shares a group photo with the facility staff.



The members meeting the LC5 chairman Kabarole Mr Richard Buhinga who took them through the Baylor-District Health systems strengthening partnership.



Baylor Malawi team sharing a light moment with the Acting DHO Kabarole district Dr Richard O.

Uganda National Paediatric Haematology Oncology Programme launch



Partner representatives at the UNPHOP launch at Kabira country club, ex .left is Baylor ED Dr Addy.

Dr Adeodata Kekitiinwa Baylor- Uganda ED interacts with a senior staff member from Makerere University College of Health sciences



Some of the BIPAI global and partner staff that attended the partnership launch.



Dr Addy providing some insight to a group of BIPAI staff prior to the signing of the MOU.

Picture Summary

Saving Mothers, Giving Life Global Conference , Rwenzori Region



Left: Part of the SMGL Implementing countries team poses for a group photo at the Kabarole Regional Referral Hospital (KRRH) private wing after a visit and meeting.

Right: The visiting team greets a mother admitted to the KRRH High Dependency maternity unit.



Left: Dr Addy demonstrates to the team how Emergency Obstetric care is ensured at Kyenjojo Hospital.

Right: The visiting team takes a group photo with VHT's, facility staff, the DHO and Baylor staff at Kyenjojo Hospital, one of the SMGL hubs visited.



National World Malaria Day Commemoration, Kaberamaido District



Left: Minister Opendi (Center) launching the National Malaria reduction strategy 2014-2019 alongside the district's LC5 chairman (ex. Right), Dr Jane Achieng, the director general Ministry of Health, (middle left) and representatives from WHO (2nd right) and USAID(extreme left)

Right: Health workers carrying out rapid diagnostic tests (RDT) for malaria in the Baylor tent.



Left: Community members line up for HCT and malaria RDT at the venue grounds.

Right: District VHT's demonstrate how an ITN can be set up locally, talk about innovation!!!!



CDC ATLANTA OFFICIALS VISIT COE

On 12/5/2015 Baylor Uganda hosted six staff members of the US centers for the diseases control and Prevention Atlanta office who came to see first hand how CDC supported projects are implemented most especially from our clinical center of excellence. Below is the photo summary.



Left: CDC Atlanta officials greet the clients in the waiting area.

Right: Rodgers Sekabira (Pharmacy coordinator) takes the visitors through the pharmacy's day to day .



Left: Gabriel Ochom (Nutrition unit)coordinator talks about the various nutrition support services offered to clients by the unit.
Right : Leticia Nakandi (Reproductive health nurse) explains the prevention, diagnosis, care and treatment services available at her section of the clinic.



Left: The visiting team from CDC Atlanta, CDC Uganda take a group photo with the ED Dr Addy and Dr Jacqueline the clinic manager after their visit.

Top right: The Baylor kid choir entertains the guests led by Teacher Jane Beyeza.

Baylor-Uganda May Regional Support activities Update

	Activity	Region/Area	Duration	Responsible Officer
	Keep us posted on your external activities so we can report on them.			
1	Supporting a functional and sustainable Lab quality system	Bundibugyo, Kilembe, Kyenjojo and Kyegegwa	3rd May - 16th May 2015	Ben Etonu
2	Technical support supervision for EWN	Eastern & West Nile	3rd May - 16th May 2015	Godfrey Okiria
3	Attend the SMGL International meeting	Fort Portal	3rd May - 8th May 2015	Joseph Mukasa
5	Orientation & Induction Administration Manager	Eastern & Karamoja	3rd May - 8th May 2015	Robert Maganda
6	Technical support supervision for EWN	Eastern & West Nile	10th - 23rd May 2015	Godfrey Okiria
7	Transport HSSLI trainers	Soroti	10th - 23rd May 2015	Hester Lanting
8	Sanyuka camp activities	Taibah-EBB Rd.	11th - 15th May 2015	Cissy Ssuna
9	Orientation & Induction Administration Manager	Rwenzori region	10th - 15th May 2015	Robert Maganda
10	Advocacy & PR support to World Malaria day commemoration	Kaberamaido	10th - 12th May 2015	Paul Mayende
11	Training TOTs for FSGs	Soroti	10th - 16th May 2015	Sandra Amodot
12	PEPAL-HSSL Leadership training	Eastern- Soroti	16th - 24th May 2015	Hester Lanting
14	Technical Support to cluster and CQI teams	Karamoja & eastern	17th - 23rd May 2015	Dr. Katawera Andrew
15	Sanyuka camp activities	Taibah-EBB Rd.	17th - 22nd May 2015	Cissy Ssuna
16	Participate in review and planning meetings	Soroti	17th - 23rd May 2015	David Ddamba
17	Orientation of vaccinators & HTC staff on EID immunisation integration	Soroti	17th - 21st May 2015	Harriet Bitimwine
18	Participate in review and planning meetings	Soroti	18th - 23rd May 2015	Willy Bikokye
19	To inspect the progress of works in Health Facilities	Rwenzori region	18th - 23rd May 2015	Arthur Kaweesi
20	Participate in a Production for Improved Nutrition Experience Sharing workshop	Mbarara	19th - 21st May 2015	Gabriel Ocom

Info provided by Admin dept