

HUMAN RESOURCES

Mr Zwelibanzi Dlamini, Senior Director: Human Resource & Development

MUT veteran academics retire with great honour and dignity

The HR&D directorate was very pleased to note positive send-offs for three veteran academics who among them had spent close to 22 years each at MUT. They are Professor Seno Malinga, Mrs Precious Lugayeni and Mrs Lindiwe Ndaki.

13 years in the Deanery

- A tribute to Professor Senzo Malinga

The 10th of April was supposed to be vacation time for MUT academics. However, the Faculty of Engineering had long planned that day to be a farewell function for Professor Senzo Malinga who has taken early retirement. The Civil Engineering Laboratory was filled to capacity with heads of department, academics, laboratory staff and support services staff that were gathered to bid farewell to their outgoing dean.

In response, Professor Malinga said, "I am proud and humbled to be leaving this faculty in good shape. Having been a dean for 13 years, I feel it is time to move on for the faculty to get a new head to take it forward. I tried my best to create a gender balance with the student intake in this faculty but it has not been easy. We are 68% male. Hopefully, in future our strategy will start with primary school grooming."



Professor Malinga

Precious showed her economic mettle before her retirement

Precious Lugayeni, head of the Economics Department, has left an indelible mark as an expert on economy-related matters. When *Isilezwe* reporters were desperately looking for a commentary on the state of affairs at Eskom on 19 July 2017, one call to Precious resulted in MUT's expert being quoted across KZN and Gauteng. For Precious, this was simply passing on her knowledge; but to her students this was a great affirmation that they are in the right hands. "Ma'am, we read about you. We are so excited that many people have read about our lecturer," said her students. What was pleasing about her views was that the similar thought leadership was shared the next day by one of the national TV broadcasters. Well done Precious for elevating the MUT brand so positively.



Lindiwe Ndaki

Library Services' Lindiwe Ndaki retires

When Lindiwe Ndaki joined MUT as director for Library Services in 1997, little did she realise that she would become its first senior director a few years later. On her retirement in March 2017, she was applauded for her dedication to providing support to students and staff so they could all attain qualifications. Over the years, Mrs Ndaki ensured that the Library responded to the needs of its stakeholders by bringing in relevant digital databases which are easily accessed from anywhere. "We may have a small library, but we can bring knowledge to wherever our stakeholders are through digitalisation," she once said at a senior management meeting. This strategy is at the core of the Teaching & Learning portfolio whose goal is to ensure that students pass. Likewise, the Research Directorate wants to see staff engaged in rigorous research and succeeding. This is thanks to the Library's first senior director, Mrs Ndaki.

'A healthy employee is a productive employee'

- MUT Wellness Day

Speaking at the MUT staff wellness day on Thursday 14 September 2018, Professor Nokwethemba Ndazi, Acting DVC: Resources & Planning, told service providers and staff that MUT management believes that "a healthy workforce is a productive workforce". She said, "We have set the day aside to provide a chance for staff to do various tests and get advice from our health and wellness partners on how to take better care of themselves. This setup is more convenient - there is no need to make appointments or take time off work. I am really happy to see so many colleagues participating." The acting DVC extended her appreciation to the HR&D Department who put together a very diverse programme for staff.

The wellness day provided a variety of services which included medical checks such as weight, cholesterol, blood pressure and eye testing; massages; financial advice; as well as fitness sessions like Zumba and aerobics. The HR&D Department believes that the wellness day is one of the means to encourage the general wellbeing of MUT employees.



Ms Mbali Mkhize

MARKETING AND COMMUNICATIONS (MARCOMMS)

Elevating brand MUT

Ms Mbali Mkhize, Senior Director

Stakeholder engagement programmes

The 5th Circle of Excellence Awards

Being based in Umlazi, the biggest township in KwaZulu-Natal, is huge advantage to MUT. The 2011 census says that 599 163 people were living in central Umlazi, which means it is safe to assume that this number is now even larger.

With such a large number of residents, Umlazi township is home to 28 high schools. A decision was made by Marcomms to have closer ties with these schools since both are partners in education. This led to the birth of the Circle of Excellence awards (COE), a forum that provides a platform for MUT to honour the schools that performed well in Mathematics, Science and Accounting in the previous Grade 12 examination.

This event is driven by Department of Marketing and Communications. Five years ago the organisers could never have imagined that this event would grow so much that it would become a standard feature in the calendar of the University and the schools in the township.

Paying tribute to the teachers during the 2017 event, which took place on 7 March, Professor Marcus Ramogale, Acting Vice-Chancellor reminded those in attendance that the teachers' impact upon the lives of individuals was far reaching; their impact affects generations. Bheki Ntuli, the Director of Umlazi District, under which the Umlazi schools fall, said: "We really appreciate the partnership with MUT. MUT is at the forefront, reminding us of the good work we do. This university reminds us that education is a societal responsibility. MUT's efforts go beyond reminding teachers of their good work. Marcomms aims to have an influence on the standard of education itself. Every year the team sources sponsors for the winners of the awards categories, which are based on the three crucial subjects of Accounting, Physical Sciences and Mathematics.

These schools have gone on to excel in their Grade 12 results. Other sponsors have also helped to lift the spirit of the teachers by giving equipment like laptops and certificates to teachers. These are huge morale boosters for the teachers," said Ms Mkhize.

The results of such support from both MUT and the sponsors has been astounding. There has been massive improvement of the results, as shown by the following categories:

- The top three schools in Accounting were Zwelibanzi and Menzi High, who both got a 100% pass rate, and Umlazi Senior Secondary, which obtained a 93.22% pass rate.
- The three top schools in Mathematics were Menzi High, with a 95.28% pass rate, followed by a newcomer, Shumayela High. The third spot went to Velabahleke High.
- The three top schools in Physical Science were Shumayela High, with an impressive 100% pass in Mathematics in 2016; Menzi High, with a 99% pass rate; and Velabahleke, with a 90.91% pass rate.
- Menzi High was the overall winner. The Principal of this school, Muntu Ntombela, attributed this to teamwork, a philosophy she said was firmly entrenched in the teachers by the late principal of the school, Felix Mshololo.

The 2017 Circle of Excellence Awards will also be remembered by three new categories - the Extramarks prize, the Noteworthy Achievement Award, and the New Beginning Award. The winner of the Extramarks prize was Ogwini Comprehensive High for following through on its motto: "Don't make the minimum requirements your maximum effort". The school boasts a very diverse curriculum mix and learners from grades 10 to 12 are expected to study a minimum of nine subjects. The Noteworthy Award went to Umlazi ComTech for producing a learner that attained 100% in Mathematics and Physics, and was the top learner in these subjects in KwaZulu-Natal. The New Beginning Award went to Umlazi Senior Secondary, Vukuzakhe High School and Okumhlophe High School.



Menzi Highschool Principal, Muntu Ntombela receiving a certificate of recognition