



Mangosuthu
University of Technology

ISSUE NUMBER 1 // 2016

SPIRIT

A MANGOSUTHU UNIVERSITY OF TECHNOLOGY NEWSLETTER



Mangosuthu
University of Technology

Our Values



We will act with **integrity** in all our interactions with others.



We will seek to create a climate of **innovation** in the university as a whole.



We will strive to be at the **forefront** of technology development and transfer.



We will be prepared to take **accountability** for our conduct.



We will seek to promote **self-respect** in all our actions and show **respect** for others.



We will strive for **excellence** in what we do.

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FROM THE DESK OF THE EDITOR-IN-CHIEF, MBALI MKHIZE



Mbali Mkhize

MUT has 'kicked off' the New Year with many success stories. Fuelled by the values that the MUT community espouses, the MUT community has pushed itself to become winners in various fields.

As the first quarter of 2016 draws to a close, the MUT community can exhale, breathe in deeply and look forward to new pursuits.

This issue salutes the spirit of accomplishment among MUT staff, students and alumni.

We honour the spirit of integrity, innovation, being at the forefront, accountability, self-respect, respect and excellence. These MUT values have steered this institution and enabled the MUT community to achieve beyond its wildest expectations. We say "IIFASE iMUT."

Our spirit of accomplishment entails a conscious shift into Appreciative Inquiry (AI). "AI is both a worldview and a process for facilitating positive change in human systems, e.g., organizations, groups, and communities. Its assumption is simple: every human system has something that works right—things that give it life when it is vital, effective, and successful. AI begins by identifying this positive core and connecting to it in ways that heighten energy, sharpen vision and

inspire action for change" (The Center for Appreciative Inquiry).

Many stories in this issue illustrate our institution's spirit of accomplishment. There is the story about a head of department, who took it upon herself to raise awareness among historically disadvantaged communities about the national, endemic worm problem. There is also a story about a deputy vice-chancellor, who used her publications' income to create a scholarship for needy and successful MUT students.

Our readers will also be inspired by the story about an acting vice-chancellor, who inspired, motivated and gave staff hope, at a time of great uncertainty, in a State of the University address. The story about one of our students, who participated in the Dusi marathon, and our story about a young student, who traveled to the UK for the first time, will inspire our readers to dream big dreams and to set lofty goals.

Reawakening MUT Values has ignited a spirit of accomplishment. It is our fervent hope that this publication fuels energy to accomplish beyond our wildest dreams and to raise MUT to even greater heights. Irrespective of the challenges that we face as individuals and a country, our values and positive outlook will always provide us with a tremendous sense of accomplishment.

MUT UNVEILS ITS VALUES

“THESE ARE OUR VALUES AND OUR PHILOSOPHY.” - PROF RAMOGALE

Some SA higher education institutions are in trouble, mostly over resources. Financial matters are at the centre of this situation. MUT has been shielded from all of this, thanks largely to its staff and students who have chosen to focus on the core business of the University – teaching and learning, and providing support to these essentials. Both staff and students have been praised for this. In his State of the University address to staff on 29 February, Acting Vice-Chancellor, Prof Marcus Ramogale, requested staff to continue working as a team and adjust to the current situation – six senior management staff have been put on leave. “Be mentally strong. Stay focused and look into the future with a sense of purpose,” he said.

During the State of the University (SOTU) address to staff, and later on during the SOTU for students, Prof Ramogale appealed to members of MUT to embrace six core values, otherwise known as “IIFASE” – Integrity, Innovation, Forefront, Accountability, Self-respect, Respect and Excellence. “Integrity requires that we be honest to ourselves and in our dealings with others. We shouldn’t cast aspersions to those put on leave. Let’s not judge them. We also need to account for our actions, and protect the University’s resources.

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IN PURSUIT OF EXCELLENCE
www.mut.ac.za

Our Values

The government expects staff to appreciate what it does for the University,” he said.

Prof Ramogale also said MUT staff needed to set standards for themselves, and aspire to reach those in their quest for excellence. All of the six values would result in a peaceful MUT, an institution now used by others as a beacon. “Others now want to clone MUT,” said Prof Ramogale, who regenerated the spirit of unity among staff when he requested them to stand up to the song “We shall overcome”, a song that suggests that it is faith that sustains us during the difficult times - times like the present spirit of ‘fallism’ that is engulfing the higher education landscape.

MarComms is proud to lead the IIFASE discourse. “We believe that embracing these values will channel an Appreciative Inquiry approach on how we relate to one another,” said Mbali Mkhize, Senior Director: MarComms, in a brief address on MUT’s values to Senate at Prof Ramogale’s request. The values campaign will be reinvigorated throughout the year, with an intensive campaign for students and MUT graduands during the graduation week.

STATE OF THE UNIVERSITY ADDRESS: UNPACKING MUT VALUES

ACTING VICE-CHANCELLOR, PROF MARCUS RAMOGALE



Prof Marcus Ramogale, Acting Vice-Chancellor, middle, responding to questions from staff during the State of the University address. Flanking him are Prof Khehla Ndlovu, DVC Resources and Planning; and Gona Govender, Dean of the Faculty of Management Sciences

Various scholarly articles and studies of great men and women show an interconnection between individual and organisational values. Acting Vice-Chancellor, Prof Marcus Ramogale, used MUT's State of the University (SOTU) address to redefine what MUT finds most important. Like human beings, MUT has to make decisions, it must do what is right, it has legal limitations, and it has the potential to advance itself. MUT is a person - it is all of us who make a living and get an education from MUT. The campaign to raise awareness of MUT's values comes at an opportune time for everyone to undertake self-reflection and introspection in our annual resolutions.

MUT's key values are: act with Integrity, Innovate, be at the Forefront, be Accountable, Self-respect and Respect for others, and always strive for Excellence. The Department of Marketing and Communications (MarComms) requested Prof Ramogale to unpack the meaning of some of these values.

INTEGRITY: A person with integrity is one who comes across as being honest, does what is right and has restraint. As a member of MUT, you must constantly ask yourself: "In what way am I honest and are my actions right for the institution?" Always remember to be guided by your conscience.

SELF-RESPECT AND RESPECT FOR OTHERS: Over the past six years I have met MUT staff and students with the utmost self-respect and respect for each other. They are a blessing to MUT, and daily contribute to the reputation of this University. To paraphrase the English novelist George Eliot, it is such small, unheroic acts that add to the growing goodness of the world and MUT of course. In my six years at MUT, I have also met staff members and students, luckily in a minority, who have neither self-respect nor respect for others. These are individuals whose yearning for heroism inevitably gives rise to an insatiable desire for self-advertisement and the phenomenon of the uncontrollable tongue. These are individuals who do not

think before they speak or act, but will say and do the most outrageous things and only think afterwards. In my 30-year higher education career, I have met such individuals in other universities and I have seen how they come to grief.

We are blessed as MUT in that such individuals are few and have never succeeded in derailing the University's academic project, because the goodwill of the majority has always prevailed. Civility is not a sign of weakness; nor are arrogance and bravado a sign of strength.

As a demonstration of our adherence to the principle of respect for others, I urge you not to cast aspersions on colleagues who are on special leave, for they are innocent until proven otherwise. Do unto others as you would have them do unto you.

ACCOUNTABILITY: Let us remember that MUT is a public institution funded by the South African tax payer. We therefore exist for the public good. The first and foremost reason for our existence is the

education of our students. In whatever you do, ask: "How will MUT students benefit?" We must live within our means and never spend needlessly. Gandhi once said: "A gain without work is one of the fundamental causes of violence in the world." This statement is especially relevant to those who do the bare minimum and profit from the hard work of others. Let us all contribute to the welfare and prosperity of MUT.

EXCELLENCE: Master yourself before you seek to master others. You can never lead unless you have learnt how to follow. To have inner peace, you must desire nothing out there. The ethic of excellence teaches us how to drain deep the chalice of courage. It teaches us how to stand up in the storm and to have compassion on those who fall. It shows us how to face the stress of difficulty and challenge and how to develop an appetite for adventure over the love of ease. It instructs how we should, in the face of danger and calamity, disclose those qualities the Maker gave humankind when He created us in His own image.

FROM EFFECTIVENESS TO GREATNESS: THE 8TH HABIT OF HIGHLY EFFECTIVE PEOPLE

A REVIEW OF MUT'S STRATEGIC PLANNING WORKSHOP, 3-5 MARCH 2016

"In today's challenging and complex world, being highly effective is the price of entry to the playing field. To thrive, innovate, excel, and lead in this new reality, we must reach beyond effectiveness toward fulfilment, contribution, and greatness." - Stephen Covey



MUT executive, senior and middle management at a strategic planning workshop

MUT Executive Management successfully convened its fourth breakaway session for all levels of leadership. The purpose of the Strategic Management *lekgotla* is to develop a cadre of MUT leaders that understands the MUT Strategic Plan and its goals and objectives. Fifty managers attended, including the executive, senior management, directors and heads of both support and academic departments. Most agreed that they wanted to:

- Learn how to contribute to the Strategic Plan's short- and long term objectives, i.e. the Annual Performance Plan (APP);
- See how practices and processes at MUT could be improved;
- Learn how to manage current challenges at MUT;
- Appreciate and implement MUT's values within each unit;
- Ensure that MUT's Strategic Plan is filtered down to everyone at MUT;
- Stimulate team-building and find ways to support each other during daily operations;
- Foster an attitude of planning and

an understanding of the need for strategic planning; and

- Look at shortcomings and areas of improvement within MUT.

Acting Vice-Chancellor, Prof Marcus Ramogale, delivered a spirited opening address in which he compared MUT and higher education to an army. Referring to a statement by General Douglas McArthur, the US General during the World War II, about the duty of soldiers, and a statement by Napoleon Bonaparte, the French ruler in the 19th Century, regarding the critical needs of an army to execute its duties, Prof Ramogale indicated that the core functions of a university - teaching and learning, research and innovation and community engagement, cannot be successfully performed in the absence of effective support services. Prof Ramogale furthermore referred to a message from the Minister of Higher Education and Training, about translating the broader higher education systems planning into institutional strategic and operational plans. The *lekgotla* resonates with Stephen

Covey's "seven habits of highly effective people" as follows:

1. Be proactive.
2. Start with an end in mind.
3. Put first things first.
4. Think win-win.
5. Seek first to be understood, then to understand.
6. Synergise.
7. Sharpen the saw.

'From effectiveness to greatness' - the core message of the MUT Management lekgotla

By understanding our inner selves, and accommodating ourselves to working and partnering with others, we could give meaning to MUT's values. Some take-home nuggets to help managers move from effectiveness to greatness are:

- Have a clear understanding of what your KPIs mean.
- Work towards improving the KPIs for the 2017 APP since the 2016 APP has already been approved.
- Develop indicators that are truly indicative of what is to be measured.
- Revisit policy development and set time-frames.

Professors Marcus Ramogale and Khehla Ndlovu, expressed appreciation to all that attended and said the team-building effort was essential in building a cohesive management team that are active participants in institutional development and growth.

INDUCTION OF STUDENT STRUCTURES

THE 2016 INDUCTION AND CAPACITY TRAINING WORKSHOP FOR STUDENT STRUCTURES TOOK PLACE ON FRIDAY 11 MARCH 2016.

Forty-four leaders from various student formations attended. The workshop was officially opened by Mthoko Ntuli, the Student Development Officer, who outlined the programme and objectives of the workshop.

Dr Lazarus Sentso from the Quality Management Directorate shared insights on quality management at MUT, which includes five-yearly programme reviews to ensure that students are well prepared for the working environment. "The current working environment is dynamic and ever changing and quality management ensures all student programmes are rigorously evaluated," he said. He also mentioned that QMD is responsible for graduate surveys which are done to observe the quality of students that the institution produces. This involves the ethics, professional behaviour and leadership qualities displayed by our students in industry.

The Acting Dean of Students, Thembi Kweyama, emphasised the importance

of being confident and overcoming situations with a positive self-image and positive body-language. She also interacted with the student leaders on the importance of time management skills, encouraged them to go beyond their classroom reading, and urged them to carry themselves well at all times since they represent the name of the institution.

Mxolisi Ngwenya, the Student Development Assistant, explained the concept of a "ripple effect" in terms of student leaders transferring skills learnt at the workshop to the membership of their respective formations, thereby empowering all students. He further stated that student leaders are the 'cream of the crop' because they have been elected to lead students.

Mthoko then engaged with student leaders on the different processes to be followed when student structures conduct their activities. For student formations to successfully host or

execute an event, they will have to adhere to stipulated guidelines so as to enhance the reputation of the institution. He then opened the platform for an engaging question-and-answer session facilitated by Secretary to the Dean of Students, Xoli Mashaba. Much to the excitement of the facilitators, the students jumped at this opportunity and Mthoko gladly addressed their concerns and questions.

The 2016 Induction Training and Capacity Building Workshop was labelled a "critical event" by one of the students. The student leaders relished the opportunity to engage with the different speakers.

There was a successful transfer of skills from the Student Development Unit through to the student leaders, who are expected to sustain this programme through information-sharing with their respective constituencies. Overall, the success of the event will be gauged through increased rate of compliance to the rules.



INNOVATION

CONSTRUCTION BEGINS ON THE NEW ENGINEERING LABORATORIES AND THE STUDENT CENTRE

The symbols of progress are already on the site

"In a few years you'll need a GPS to find your way at MUT; the MUT landscape is changing," said Vice-Chancellor, Prof Mashupye Kgaphola, a few years ago.

The MUT transformation advanced another step in February 2016 with the commencement of construction on the Engineering laboratories and Student Centre. Senior Director: Operations, Niki Zungu, said the construction would take 18 months to complete.

The additions to the highly-regarded Engineering faculty will be a big plus and a great output multiplier. The Dean of the faculty, Prof Senzo Malinga CEM, said the new labs would increase faculty capacity and help deliver competent graduates, while also developing postgraduate offerings and research facilities. "We will soon be able to offer new programmes like Biomedical Engineering. Students will qualify as clinical technicians, a very important profession in the health

sector. There will also be a programme on renewable energy. Both programmes are a first in the province, and both will be offered through the Department of Electrical Engineering," said Prof Malinga.

The two projects will cost over R303.7 million, and are expected to create an estimated 535 job opportunities, 85 of them permanent. The two new buildings are part of the decade long major MUT infrastructure development project.

MULTILINGUALISM AT SOUTH AFRICAN INSTITUTIONS, WITH PARTICULAR EMPHASIS ON THOSE IN KWAZULU-NATAL



MUT staff with the honourable guests, seated, from left, Njabulo Simelane of PanSALB; Prof Hlongwa of UKZN, Dr Manyane Makua; Senior Director of MUT's TLDC, Prof Ralarala of CPUT, Prof Sandiso Ngcobo; a Lecturer at MUT's Department of Communications

Prof Hlongwa of UKZN addressing the delegates

In some cases starting last may not be such a bad thing after all! Some higher education institutions in the country have gone a long way towards transforming themselves into dual language institutions. Mangosuthu University of Technology (MUT) has just begun the process, and the project is going to take some time. However the task will not be as daunting since MUT has found partners who will work with it. These partners have set up structures that have turned them into true South African higher education institutions, and now they have made themselves available to work alongside MUT.

In KwaZulu-Natal the University of KwaZulu-Natal (UKZN) has led the way and has become the leading institution in the philosophy of multilingualism. Towards the end of 2013 UKZN announced its plans

to implement the teaching of IsiZulu as an academic requirement; all registered students would have to pass at least one module of IsiZulu, or prove their competence in the language. According to Prof Nobuhle Hlongwa, Dean of Teaching and Learning in the College of Humanities, UKZN, the purpose of this approach is to empower citizens in a province that speaks mainly IsiZulu. Knowing the language will make assimilation within the province easy, and will contribute towards efficient service delivery and easy transfer of culture, thus lessening possibilities of misunderstanding and conflict. Prof Hlongwa was speaking to delegates on 25 February 2016 during a Multilingualism Colloquium in Higher Education hosted by MUT.

UKZN's implementation of the plan has received resounding support

from students who formed part of the delegates. It has also saved and created jobs in the IsiZulu Department, reflected through the increasing number of registering students. Prof Sandiso Ngcobo of MUT's Department of Communication said the departments of Education and Medicine had already piloted this idea with great success, even before the announcement was made that the whole university would go "dual".

Another KZN institution that has embraced dualism is Durban University of Technology's (DUT) Media, Language and Communication (MLC) Department. MLC's Translation Unit has worked together with UKZN on a research project funded by the Norwegian Government toward the development of content subjects' terms for use in different faculties.

Prof Ngcobo said students that are taught through their home language (L1) perform much better than those that use a second or first additional language (L2). In the Western Cape where the majority speaks Afrikaans, matriculation results are always the best in the country because of the dominant use of Afrikaans in that province's schools. Moreover, universities in the Western Cape, such as the University of Stellenbosch, provide education in students' language of choice at all levels of their study.

Prof Ngcobo said the results are equally impressive among English speakers who study through their home language. In contrast, the failure rate among the majority of black students and learners who use L2 is rather high. For instance, a study conducted by Prof Ngcobo at MUT a few years ago found that in some departments at MUT, there wasn't a single student that graduated in record time. Prof Ngcobo discovered that many students would either drop out in their first year, or end up repeating a number of subjects.

South Africa is, by and large, an English speaking country. Therefore there is a need to learn this language, but not to the detriment of the African languages. Prof Ngcobo said English could be learnt in two ways. It can be taught as a language, as done all over the world, while content subjects are taught in students' African languages. Another approach could be to use the African languages (ALs) as a resource alongside English to facilitate effective teaching and learning in English. This could be done by providing terminology lists in ALs, tutorials in ALs and instruction in two languages, as done in English and Afrikaans in other universities in South Africa. Furthermore, questions during tests and examinations could be explained in both English and

African languages because one of the main reasons students fail is due to misunderstood instructions. Students could also be allowed to provide answers in a language of their choice, as done by the University of Stellenbosch.

For Prof Ngcobo, these concerns and issues point to a strong need for MUT to seriously consider implementing the Language Policy in Higher Education of 2002, which seeks to enable African students to be taught in languages which will provide them success in education. The urgency here is further intensified by the Use of Official Language Act No. 12 of 2012, through which universities are expected to provide regular reports on their multilingual development activities.

MUT is fortunate to have many bilingual lecturers who can use both IsiZulu and English when teaching to facilitate effective teaching and learning. Students are more likely than not to discuss their studies amongst themselves in ALs than in English, and to converse in ALs with their lecturers within and outside the lecture venues.

Resources are available all over the country on how the issue of multilingualism has been handled by other universities, and MUT can now use the material that other universities have created. For instance, teaching Engineering in IsiZulu needn't be a mammoth task. *"The majority of terms used in Sciences and Engineering are not originally English. English, like many other languages, borrows from other languages and terms are developed as the need arises. For instance, the isiZulu term for AIDS is Ingculazi. This term was coined by the SABC's Thokozani Nene, when the need arose,"* said Prof Ngcobo.

The process of implementing bi-/multilingual education does not linguistically discriminate, oppress or exclude because everyone has a choice - something that cannot be said when English is the only language of instruction. It happened in 1976 and it is happening 40 years later in 2016 as black students are fighting against language oppression at the universities of Pretoria and Stellenbosch. The majority of our citizens are not happy and they are tired of waiting for transformation when we have long been supposed to be free.

- Prof Ngcobo

As much as it would seem MUT has a long way to go, Prof Ngcobo advised that MUT Management and the University Council embrace the Constitution and many policies emanating from it. This would require a willingness to appoint key personnel and spending funds appropriately to ensure that the project is done well. On the issue of costs, Prof Ngcobo said it costs a lot more for parents, universities and the government when students fail, or graduate without a clear knowledge of their field.

"For the industry, it means a wastage of production time as employers have to retrain incompetent workers. The government has to seek assistance from other countries, such as Cuba, to provide us with their skilled citizens that we still have to teach our languages. It is well known that we also send our children to Cuba to develop scarce skills like medicine in the language of that country,

rather than doing so in our own language. As recent reports indicate, the majority of the students that study in Cuba fail and engage in activities that are inappropriate because of numerous frustrations they experience,” said Prof Ngcobo.

In conclusion, said Prof Ngcobo, it is clear that the benefits of bi-/multilingual education far surpass the disadvantages for the majority of the people. Being able to speak more than one language is a great advantage that has been

recognised by many countries such as the USA which encourages its citizens to learn other languages. Yet it is common to hear people in South Africa arguing that South Africans should learn everything in English so they can adapt successfully in foreign countries. Prof Ngcobo pointed out that success is not only based on understanding a particular language. “Sometimes it is not just a language but a well-developed skill that ensures success in your field of work. Most technological and engineering developments are

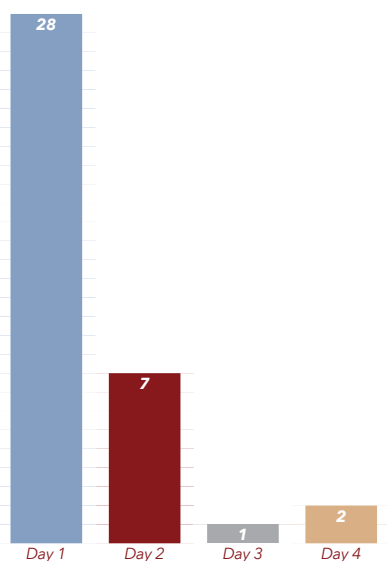
not made in English but through sheer understanding of how the job should be done.” He cited industries such as Mercedes Benz (SA) and Toyota (SA) where people use their own languages (it does not have to be formal) and the production is just as good. Some of the products of these foreign investors even give recognition to our languages, such as the Toyota Quantum Sesifikile and the Nissan Impendulo. Talk about adaptability and respect!

FACEBOOK SURVEY REVEALS STUDENT SUPPORT FOR MULTILINGUALISM

During the week of the MUT Multilingualism Colloquium in Higher Education we published an online survey on Facebook to engage our students on the matter and encourage them to voice their opinions. The survey results show an informed and highly articulate MUT student population which is abreast of contentious issues concerning higher education.

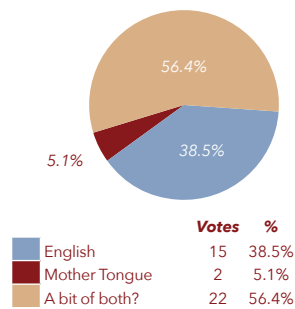
40 RESPONSES

NUMBER OF DAILY RESPONSES

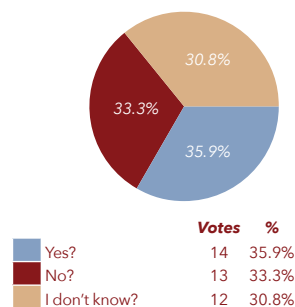


SUMMARY

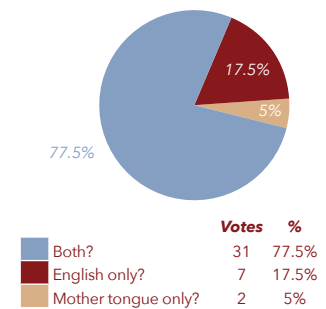
Do you prefer lectures to be conducted in English or your mother tongue?



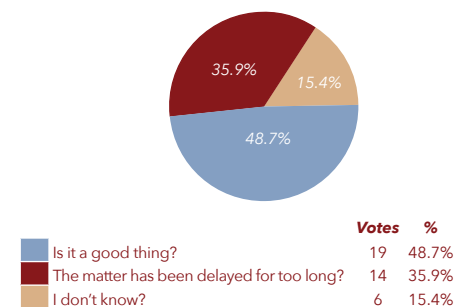
Do you think learning in your mother tongue could give you the competitive edge in industry?



Would you pass a module better if it was explained in English, your mother tongue or both?



What is your view of multilingualism in Higher Education?



NATIONAL LIBRARY WEEK AT MUT

"Libraries will give you life-long lessons," say Zolile Machi



Students attending the MUT National Library Week training session

MUT Library took part in the National Library Week activities from 14-18 March. The primary aim of this week is to explore ways to empower students in developing multiple ways of acquiring knowledge and to encourage them to continue learning beyond graduation. The theme of this year's event was #librariesforlifelonglearning. The Library Week's programme aimed to raise awareness about the changing role of an academic library and to promote better usage of e-resources in facilitating effective teaching techniques.

"Lifelong learning is essential for all our citizens to be able to find jobs and keep up with the rapid changes in technology. The theme is an acknowledgement of the key role of libraries in facilitating

lifelong learning through creating formal and informal opportunities for people to learn," said Zolile Machi, the Library's projects co-ordinator.

"It is impossible for one medium to entirely substitute another. In fact, e-books may rescue some of the out-of-print books from the archives," he added. E-resources make it easier for students to gain access to reliable sources of interesting reading and study materials.

"Combined with the declining costs, the ubiquitous nature and the 'cool factor' of mobile devices, students can find greater enjoyment in reading for recreational purposes and also improve learning for study purposes," said Zolile.

The programme offered the Library Services staff a chance to share their thoughts on how to make better use of online resources in teaching, learning and research. The staff ran training sessions for Advanced Diploma students to help them enhance the literature review sections of their research projects. Nompumelelo Ndlovu, a third year Nature Conservation student, said she learnt that there were easy ways to acquire information without travelling to campus, and also realised the importance of good referencing. Library staff also lectured academic staff on the possibilities of integrating e-books and multimedia into their curriculum.

PROFESSOR ZODWA DLAMINI'S NEXT GENERATION SCHOLARSHIP



Prof Dlamini, third from left, with Cynthia Nkosi of Financial Aid Bureau (FAB), right, and the scholarship recipients

In an unprecedented move, Prof Dlamini has opted not to personally benefit from her research publications income. Instead she sought advice from the Registrar, Mr Mike Naidoo, on how best she could help needy students. She has thus introduced her Next Generation Scholarship. "I have called it the Next Generation Scholarship because I would like to create a legacy of giving while at the same time working harder on my research publications which will make the scholarship programme sustainable. Because I benefitted from scholarships all my life, I would like every generation to create a legacy: work harder and leave something for the next generation.

That is how I came to be where I am," said Prof Dlamini.

Four students will each receive R12 750 based on merit and financial need. One of the students has to come from Mahlabathini. "I was also a recipient of many bursaries and would not have been where I am today had it not been for Prof Otty Nxumalo's scholarship that saw me through St Francis College, as well as Prince Mangosuthu's scholarship that enabled me to undertake my undergraduate studies and Honours degree at the University of the Western Cape.

The National Research Foundation has funded me through my Masters,

PhD and post-doctoral fellowship and throughout my entire academic and research career, followed by the South African Medical Research Council," she said.

The launch of this scholarship comes at a time when nationally, the awareness of a lack of funding has seen the rise of a 'Fallism Movement'. "I am hoping this small gesture may grow and be replicated both here and across our universities. With more publications, I should be able to absorb more and more students into my Next Generation Scholarship."

ENACTUS MUT WORKSHOP



From left, Mxolisi Ngwenya, Enactus former President; Xoli Mashaba, mentor; Thulasizwe Bohlela, Enactus member; Fanyana Ntuli, Faculty Advisor (Also lecturer); Sduduzo Nhlabathi, Enactus member; Pinky Ngcobo, Core Faculty Advisor; Sanele Cebekhulu, Enactus PRO; Sthembile Maphumulo, Enactus Project Coordinator

After the 2015 Enactus World Cup hosted in Sandton, Enactus South Africa - in partnership with the Centre for Local Economic Development (CENLED) - decided to empower all South African teams through project management workshops. Enactus MUT, together with Durban University of Technology (DUT), attended a two-day workshop on 11-12 March 2016, hosted by DUT and led by Herman Groenewald from CENLED.

Day One dealt with the first phase of project management, focusing on conducting feasibility studies and project planning. This session was of great use

to MUT Enactus in identifying some of the errors which often hinder project progress. They also realised the need to plan and consult relevant stakeholders before tackling an Enactus project. On Day Two, participants delved deeper into project planning and the different software that can be used to improve planning and execution. Enactus MUT decided to implement such methods in all their projects.

Enactus South Africa resolved to adopt the 17 Sustainable Development Goals of the United Nations, which involve the supply of clean water to all human

beings and eradicating poverty across all African countries. This year, MUT Enactus is working on five community-based projects which aim to empower the local community, thereby also uplifting the image of MUT.

LESSONS LEARNT - A STUDENT'S PERSPECTIVE

"We learnt the art of efficiently executing our projects and how to fine tune the details of a Business Plan for our beneficiaries. We also had a briefing session on time management skills as we are still students, and balancing between study requirements and Enactus responsibilities is crucial towards our success and ensuring sustainable progress in our projects. At Enactus MUT we believe that through the great relations we have with the Student Affairs Department, we can take MUT to even greater heights."



Enactus MUT organised fashion show as one of their projects

FORMER VC CALLS ON UNIVERSITIES TO RECLAIM THEIR AUTHORITY AND AUTONOMY

In a speech that called for a return to the basics, Dr Jairam Reddy - a former Vice-Chancellor of the University of Durban-Westville and a guest speaker at the Registrars' *Imbizo*, hosted by MUT on 7-8 March - advised university management teams across the country to reclaim their position and power. Dr Reddy mentioned a number of issues that he regards as detrimental to the future of universities and said university management should assert their authority so their autonomy could be reaffirmed. The campaign by students to force university management not to increase fees is already having dire consequences for universities. The fact that it was the government that took a decision for all universities not to increase fees meant that the powers of university management were undermined. This could be made worse by the Higher Education Amendment Bill before Parliament, which seeks to give the Minister of Higher Education and Training the right to determine the transformation agenda at universities and pronounce on the powers of the Administrator. Dr Reddy also pointed out that the violence that accompanied the campaign against fee increases was very costly, amounting to over R100 million according to media reports.

"...In one recently merged university there is one Vice-Chancellor, three Deputy Vice-Chancellors, 14 Chief Executives, 26 Deans and four other senior managers - making a total of 58 senior managers. The salary bill for these 58 managers is a whopping R52 528 000."



Registrars from the country's higher education sector at the Registrars' Imbizo

Dr Reddy also warned against over-managing and under-leading. He said there was no evidence that creating many management posts resulted in improvement in teaching and learning. Instead, he said, this practice is very costly.

"The appointment of Executive Deans instead of the formerly elected Deans by the Faculty is one manifestation of managerialism. There is a plethora of senior managers unfolding on the campuses. In one recently merged university there is one Vice-Chancellor, three Deputy Vice-Chancellors, 14 Chief Executives, 26 Deans and four other senior managers - making a total of 58 senior managers. The salary bill for these 58 managers is a whopping R52 528 000."

The Registrars' *Imbizo* is an annual event hosted on a rotational basis. MUT's Registrar, Mike Naidoo, said the discussions at the *Imbizo* focused on issues that have had an impact on the education sector.

"We also looked at the throughput rate. There is a high rate of dropout, particularly at first year level. This is very costly as so much is invested in each student, some of whom don't graduate." Discussions included the need for better articulation between Technical Vocational Education and Training (TVET) colleges and universities of technology.

Naidoo added that some of these issues spoke directly to MUT's strategic objectives of enhancing the quality of teaching and learning, and promoting academic excellence. Some of the key discussions included the National Student Financial Aid Scheme's fee arrangement plans for the 2016/17, and managing risk at higher education institutions. "The *Imbizo* was also a platform to induct new persons in our field and orientate them on the crucial work that we put in on a daily basis." Naidoo said the resolutions made will play a crucial role in mitigating some of the issues facing universities.

STUDENT WELLNESS WEEK LAUDED BY MEC OF HEALTH IN KZN

On 8 February 2016 the Student Affairs Department rolled out the week-long Student Wellness Programme whose highlight was the unveiling of an HIV/AIDS signpost on the same date by Dr Sibongiseni Dhlomo, KwaZulu-Natal Health MEC. The post is a visible sign of MUT's commitment to the support and treatment of those infected and affected by HIV/AIDS. This is part of the annual Wellness Programme, called First Things First, by which the University seeks to care for the general MUT community.

The First Things First Programme was launched by Dr Aaron Motsoaledi in March 2013 and addresses wellness from various angles - physical, emotional, academic and so on. The main goal of the programme is to ensure that students get all the necessary help so they can study and graduate. The Head of Campus Health Services, Sister Nomsa Mkhwanazi, once said: "We would like our students to be free of diseases for the duration of their stay with us, and beyond. For those that have been affected by any disease, one way or the other, they should know that we are available for them. This also goes for staff."

He explained that one of the reasons why university students are most affected by HIV/AIDS is their age - 18 to 24 - which makes them attractive to unscrupulous individuals like 'sugar daddies'

Speaking during the keynote address, Dr Dhlomo repeatedly praised MUT's Student Services for their constructive attitude towards health-related issues.



Dr Dhlomo, right, and Prof Ramogale unveiling the symbol

MUT's holistic view of wellness issues provides an atmosphere where students excel in both academic and non-academic activities. On the subject of HIV/AIDS, Dr Dhlomo said: "If you are not infected, abstain from sex, or use dual protection" - which protects against sexually transmitted diseases and unwanted pregnancy. He explained that one of the reasons why university students are most affected by HIV/AIDS is their age - 18 to 24 - which makes them attractive to unscrupulous individuals like 'sugar daddies'.

"Most of these are married men driving fancy cars by which they lure the students," said Dr Dhlomo. Dr Dhlomo was disappointed by men who take advantage of some of the students' shaky economic situation, and end up interfering with their future.

However, MUT's students are different, thanks to some decisions taken by MUT Management, together with MUT student leadership. Prof Marcus Ramogale, Acting Vice-Chancellor, told the MEC that landlords prefer MUT students because these students fully support MUT's 'no alcohol' policy. "It's a Monday, but look, our students are sober," the Acting VC said. This sobriety has resulted in many accolades like our award-winning choir, the constructive communication between student leadership and MUT Management, and improvement in students' academic performance.

Some of the services which were provided during the Student Wellness Week were eye testing, HIV counselling and testing, family planning education, pap smear, health and fitness screening, and anti-drug and substance abuse education.

SELF-RESPECT AND RESPECT

US NETWORK FACILITATES COMMUNITY-BASED LEADERSHIP TRAINING

A ground-breaking grant has been obtained by Dr Phumelele Kunene-Ngubane of the Institute for Rural Development and Community Engagement (IRDCE) at MUT. This grant, which amounts to \$10,000 and is aimed at training MUT students on leadership, was received from the Talloires Network which is administered by Tufts University in the United States.

The theme for this grant is 'University Education for Transformative Leadership in Africa' and it was awarded to ten African universities (four in South Africa). Its aim is to support engaged teaching and learning and research in institutions of higher learning; to share experiences amongst

members of the Talloires network for the implementation of best practices; and ultimately to stimulate leadership qualities amongst students through community engagement.

"As the focal person for MUT student volunteerism, I applied for the funding in September 2015 in order to find ways to enhance MUT students' skills in community engagement and etiquette. I then developed the funding proposal based on information obtained during one of the SAHECEF meetings, in which Stellenbosch University shared that they were offering a short course entitled 'Leadership through Community Interaction' for students," said Dr Kunene-Ngubane. She added that the

objective of this short course is to equip students with leadership skills in order to create a socially responsible citizen/leader.

"As a result, the proposal sent to Talloires Network requested financial support for the training of 50 MUT student volunteers in the first semester of 2015. Those trained will, in turn, be required to train at least one other student during the second semester in a training-of-trainees programme which will be coordinated through a collaboration between MUT and Stellenbosch University," she said. The 50 students who will be trained during the first semester will be required to pay a subsidised fee of R100 which will go into the IRDCE's fund raising account.

EXCELLENCE

KUDOS TO DR ZETHU QUNTA, COUNCIL MEMBER ON HER PHD!

One of our Council members is Dr Zethu Qunta, a founder and managing member of ZBQ Consulting. She recently graduated with a PhD in Philosophy from Wits University and also holds a Master of Commerce degree from the University of Pretoria and a Master of Business Administration from Oxford Brookes University.

She undertook her PhD research on the Development Finance Institutions (DFIs) operating in KZN. One of her major findings was that not all DFIs are effective in delivering on their mandate/services,

and streamlining these could go a long way in saving the state resources and/or result in significant efficiency gains.

Dr Qunta says the study has relevance for higher education as it "will enable higher education to understand the constraints within which the state operates, policy imperatives, skills development and management resource allocation and management. The importance of governance arrangement in state entities (of which MUT is a part) was revealed in respect of what challenges they face and how best they can be managed."



Well done! Dr Qunta and a relative

THE 'E' IS FOR 'EXCELLENCE' IN IIFASE

PROF ZODWA DLAMINI, LEADING THE MUT RESEARCH AGENDA BY EXAMPLE



Njabulo Gumede a lecture in the Department of Chemistry, left, and Prof Zodwa Dlamini, DVC: Research, Innovation and Engagement (RIEP)

Prof Zodwa Dlamini, notwithstanding her hectic schedule, has delivered her first project as DVC: Research, Innovation and Engagement (RIEP) at MUT. She recalls that she joined MUT in June 2015 when almost everyone was on vacation. "I had to call the deans for a meeting in order to get going. They were on holiday and they obliged. I am indebted to them for having risen to the occasion as that helped me get a baseline understanding of our research status per faculty," said Prof Dlamini.

"This fuelled me to develop a concept document for my first project as MUT's DVC: RIEP, and the proposal was subsequently approved," she continued. The result has been a R6 million grant to be staggered over three years she has just received from the South African Medical

Research Council for 2016 for the project "Targeting the abnormal MicroRNA and Splicing Signatures in HIV-associated cancers". This is pioneering work which could create great value in delivering clinically validated oncology targets from which new drug discovery programmes could emerge.

Prof Dlamini is the lead PI for this project. Within MUT, a collaboration with Mr Njabulo Gumede, an academic staff member in Chemistry, is being crafted to jointly work on Cancer Therapeutics/ Drug Discovery with the strategic intent of sharing expertise, attracting national and international collaboration, as well as sourcing funding. The DVC sees this as also benefitting MUT staff who work and wish to work in this area.

Besides this grant, Prof Dlamini has brought with her over R450 000 in international grants from the National Research Foundation, which assist her in being able to engage with international partners. She mainly uses her funding for international travel and thus is not dependent on the university budget for international engagements. She currently supervises two PhDs, three post-doctoral fellows and two M.Sc students in her own field of Molecular Genetics and Disease, especially cancer. Within 10 months of arriving at MUT, she has published seven journal articles within international journals with high scientific standing. She has also published two conference proceedings and currently has a few publications under review.

THE 'E' IS FOR 'EXCELLENCE' IN IIFASE

DR ZILUNGILE KWITSHANA ON LIVING THE SPIRIT OF EXCELLENCE

Apart from her day-to-day work as head of the Biomedical Sciences department in MUT's Faculty of Natural Sciences, Dr Kwitshana (Lungi) is involved in various public duty portfolios. She is the co-founder of the National Parasite Control Task Team, together with the National Department of Health's (DoH) director and her deputy, with whom she works on Neglected Tropical Diseases.

Earlier on in her career Dr Kwitshana worked with worm infections among schoolchildren and noticed how the medical fraternity downplayed these occurrences. "In fact globally, these infections are neglected (hence the name Neglected Tropical Diseases). So I mobilised everyone who was working in this field in academic institutions, which at the time was UKZN and the South African Medical Research Council, and together with the deputy director of Communicable Diseases in the National DoH, we formed a National Task Team in 2010. From then on we have been engaging several stakeholders to get buy-in for the country's first National Parasite Survey. It's been a long five-year journey, but very worthwhile," Dr Kwitshana says.

The national survey spans all 52 districts of SA. It started with KZN and Limpopo schools, and the other seven provinces will follow soon. The KZN sample consisted of 160 schools, and a total of 8 000 specimens from the province were analysed at MUT.

"The project has been of benefit to MUT. Our staff and students were trained by WHO personnel in preparation for the survey and for analysing the specimens. Our Biomed alumni were involved in mobilising the schools to participate, and also collected samples from schools. MUT Biomed microscopists have analysed samples from the 11 districts of KZN. This is history in the making because it is the very first time that SA has undertaken this national survey, and MUT is the key laboratory that analysed all the samples from KZN," said Dr Kwitshana.

The staff and students have been trained in a specialised method of detecting the parasites: the Kato Katz technique which is used for detecting hookworms. "Three of our staff members will be doing their Masters degrees using the data from this survey," she added.



Dr Kwitshana, HOD, Biomedical Sciences

FACTS ABOUT NEGLECTED TROPICAL DISEASES AND SA'S DATABASE

South Africa is the only country that does not have nationwide data on the prevalence of parasites. As a result WHO cannot update its global prevalence. Essentially SA has two types of these NTD's: Schistosomiasis (commonly known as Bilharzia or *isichenene*) and So il-transmitted Helminths (commonly known as worms).

These infections are very common among children. It has been shown that children infected with these parasites perform poorly at school as a result of poor cognitive development, and also experience other physical development challenges, malnourishment, etc.

For this reason we also engaged with other departments, mainly the National Department of Basic Education, the National School Nutrition Programme (NSNP), the Integrated School Health Programme (ISHP) and the Department of Social Development. The Minister of Basic Education launched a National Deworming Programme on 16 Feb 2016.

Before the deworming programme was rolled out, we needed to know how big the problem is countrywide. This gave rise to our efforts, together with the National DoH and the WHO country office, to analyse the prevalence of these parasites among school children across the country. The DoH is very grateful to MUT Biomed for providing microscopists (a very rare skill) and also the labs and the personnel. Ms Tsakane Furumele, the director for Communicable Diseases, National Department of Health, personally came to say thank you to Dr Kwitshana and team BioMed MUT!

ANOTHER FEATHER IN DVC'S CAP

Good luck comes in threes. The Research Directorate has now received official notification of Prof Zodwa Dlamini's three grants, worth a total of R905 000, to cooperate with China, Tanzania and Italy. "Research requires one to make it a calling. It is just by adding more time to my research programme that I get rewarded for my efforts. This is the spirit I would like to inculcate at MUT," she said with humility.

The three international cooperation grants for work on anti-cancer splicing and drug discovery have been transferred to MUT. These grants are from the Department of Science and Technology and governed by the National Research Foundation. Prof Dlamini said, "The main aim is to internationalise the science and technology environment in achieving the national social and economic development imperatives and thus positioning internationalisation as a crosscutting agenda. This is also to grow and transform the country's Science, Technology and Innovation programme. The NRF awards these grants on a very

competitive basis after vigorous review by national and international scientific experts in the field."

The grants are as follows:

1. ITALY/South Africa Research Cooperation Programme, 2015-2017 - "Exploiting MiRNA and Splicing Signatures in HIV-Related Cancers" (R325 000). The Italian partner is Prof Giovanni Blandino of the Regina Elena Cancer Institute in Rome, Italy.
2. China/South Africa Research Cooperation Programme, 2015-2017 - "Signal transduction of medicinal plants with anti-cancer activity" (R400 000). The Chinese partner is Dr Wu Yingli of the Shanghai Jia Tong University School of Medicine in Shanghai, China.
3. Tanzania/South Africa Research Cooperation Programme, 2015-2016 - "Targeting disease-specific alternative splicing 'signatures' with natural products that may serve as novel drugs or lead compounds" (R180 000). The Tanzanian partners are Dr Rose Masalu

and Prof Sylvester Lyantagaye from the Department of Molecular Biology and Biotechnology at the University of Dar es Salaam in Tanzania.

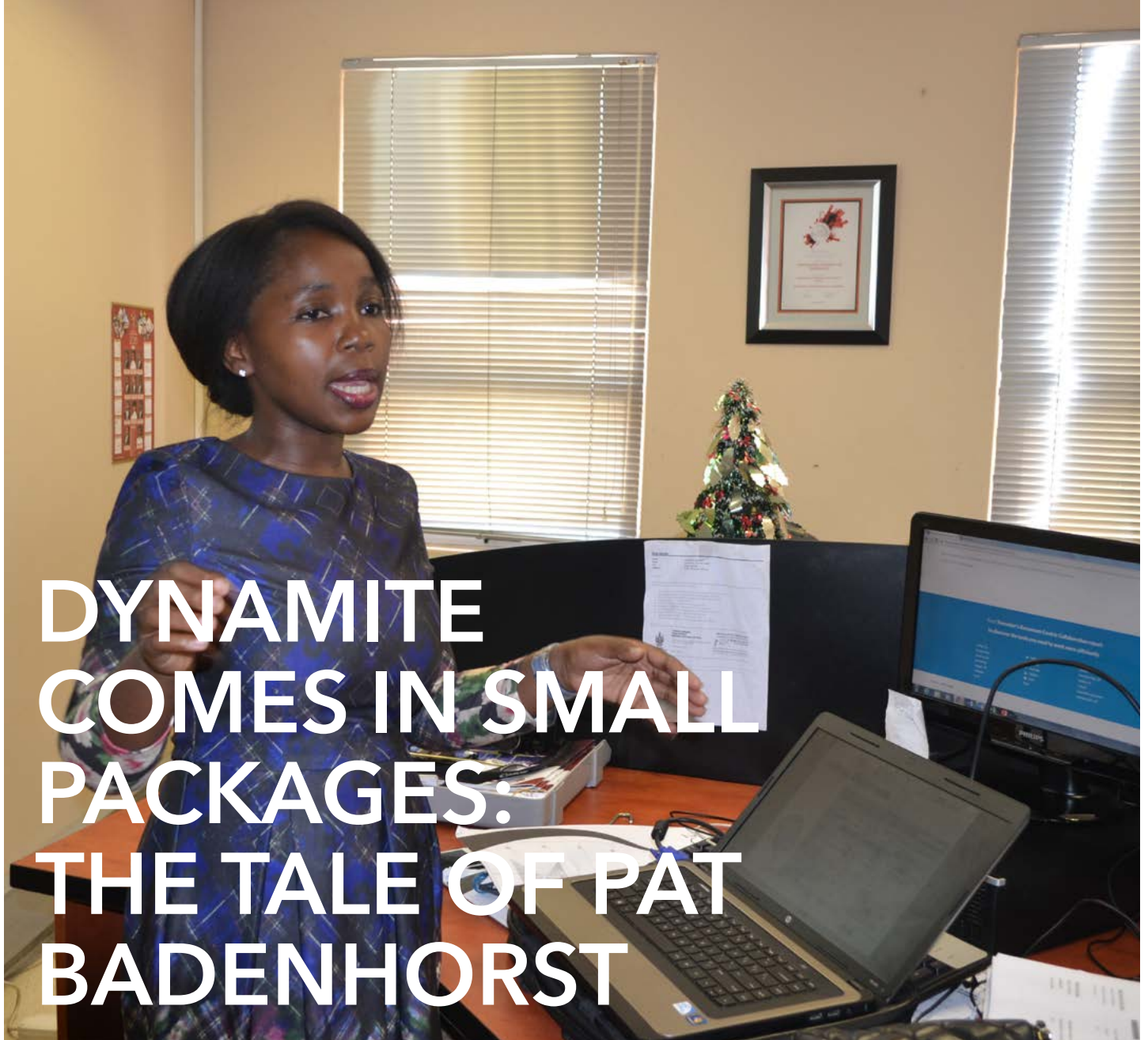
These grants support several research postgraduates under the DVC, and have enabled her to produce seven recent international journal articles for MUT, thus adding to the research output of the university. MUT staff will also benefit from this international cooperation that Prof Dlamini has established. The collaboration between Prof Dlamini and Mr Njabulo Gumede, a lecturer in the Department of Chemistry, will combine the genomics expertise of Prof Dlamini with the Chemistry background of Mr Gumede (whose PhD has recently been submitted for examination). Prof Dlamini will make resources available to him and connect him with her international partners. "I would like to see him spend time developing his scientific career at international laboratories," she added.

Prof Dlamini is currently in the process of seeking out other staff members who would like to be developed in this area at MUT, and who could also spend some time at the international partners' laboratories to build their research skills.

Prof Dlamini has also been asked to join the research delegation of the Department of Science and Technology's Multilateral Cooperation Directorate to visit the EMBL (European Molecular Biology Laboratories) in Europe and the United Kingdom in 2016. The objective of the visit is to strengthen international research cooperation in life sciences between South Africa and these countries, which will happen once the DST has finalised its memorandum of agreement with the EMBL countries.



Prof Dlamini DVC Research, Innovation and Engagements



DYNAMITE COMES IN SMALL PACKAGES: THE TALE OF PAT BADENHORST

Pat Badenhorst, Information Librarian: E-resources

During the Strategic Management *lekgotla* held from 3 to 5 March 2016, Acting Vice-Chancellor, Prof Ramogale indicated that "The core functions of a university (teaching and learning, research and innovation and community engagement) cannot be effectively performed in the absence of effective support services."

To give a sense of how the library is achieving this, we chatted to Pat Badenhorst, Information Librarian: E-resources. Pat is like a mobile library, carrying with her a laptop to train people and help them succeed. Many a time she has saved the day when some staffers needed to manage their reference sources.

We asked her what kind of support she provides. Pat explained: "Basically I provide support to both staff and students to enable them to access information easier and from anywhere. For academics it's to support them with teaching material that can be integrated within the institution's e-learning system. For students it's to bring the library to where they are, but giving them access to a vast number of e-resources at their own convenience, without them being bound to come to the library building. For researchers, it's assisting them in making the process of research less complicated by training them on reference management tools and helping them with search techniques to enable

them to find literature to support their research."

Pat believes that "Success on my part would be when our students and staff are independent in doing their own searches using our e-resources. That would increase the usage statistics, thus giving us as the library a return on investment whilst also supporting the institution's strategy of being a hybrid institution". When we asked Mrs Lindiwe Ndaki about the gem she has in the Library, she chuckled, "I have my A-Team in the Library".

GNF (GOOD NEWS FRIDAY) CELEBRATES TURNING 5

KEEPING OUR MUT COMMUNITY INFORMED

On 1 April we will be celebrating the fifth year since the creation of Good News Friday, popularly known as the GNF. The GNF was created by the Department of Marketing & Communications as a vehicle for keeping our internal stakeholders informed and celebrating our successes in a range of areas. The general philosophy determining covered stories was that each article had to be defined as good news necessary to lift the spirit of staff at the end of each week; the content had to be easy to read, one page long and not exceed 450 words.

Since April 2011, this one page online publication has taken a life of its own! Most people at MUT would like to feature on the GNF. We have had so many staff members asking: "When am I going to be on the GNF?" to which our reply is; "You must have done something good to have a spot on the GNF!"

Mrs Mkhize did not expect this publication, her creation, to be so popular with staff. There are other publications at MUT, but the GNF seems to be surpassing all. The secret for this is very clear – dedication and professionalism from all involved. The production of this one pager is a group effort. Getting leads, writing the articles, sourcing photographs, proofreading and editing and then submitting final copy for layout and design, it's a seamless process with committed individuals who have to meet very tight deadlines.

We would like to thank everyone who has supported the newsletter since its humble beginnings. Our staff gave us leads and made the news that we feature regularly. They gave constructive criticism where it was necessary and helped us shape the publication to meet our collective needs.



Good news Friday

IN PURSUIT OF EXCELLENCE

Volume 1, Issue 4 01-07 April 2011

Marcomms optimises MUT service delivery



Marcomms staff discussing venue bookings with Thabisile Gumede

In our quest to be more efficient and effective, we have introduced new terms of engagement when seeking services from this unit. We have created some request forms for the services we offer. The services are: event management, bookings, media services and graphics design. Please download the relevant form and submit electronically. All forms will be available on the intranet; some on the websites. We would also like to bring to your attention a newly designed memo template. Let us know in advance if you would like to receive your department templates sooner as capacity is limited.

Please also spread the word about the availability of the venues.

MUT wowed by Dr Maxwell

The Speaker's Forum got off to an exciting start with the screening of a DVD of Dr John Maxwell on Tuesday to an enthusiastic MUT staff. Staff members have given a very positive feedback. One staff member has said that staff "can only grow if we have these opportunities". Another one said: "I saw Dr Maxwell with my naked eye in Joburg. I was there when the talk was recorded," she said.

Dr Maxwell, a very religious individual, is an international motivational teacher who has written more than 20 books on leadership.

The very first copy of the Gnf published in April 2011

Another staff member (an academic) was besides herself when she was told the story about her department had been posted onto the University website. That is international readership! But no! This academic wanted the performance of her department reflected on the GNF. We have done our best to cover what needed to be covered.

It has been encouraging as we witnessed the publication evolve over the five years. The design, the look and feel, the quality of editing, etc. We can't help but mention that the first department to feature in our favourite newsletter was financed through

a coincidental occurrence while she was looking to secure a venue for an event they were hosting.

To staff members, we urge you to continue supporting YOUR newsletter, which has become part of MUT's identity. In case you missed some of the featured articles, they are also featured on our website: www.mut.ac.za.

So as we celebrate the GNF anniversary we remember to thank you the reader for your contribution. *Siyabonga kakhulu! Akwande!*

IRDCE EMBARKS ON MAJOR PROJECTS

Late last year Prof Busi Nkonki-Mandleni joined MUT as the Director of the IRDCE. She joined a busy team engaged in a number of flagship programmes. Here is a brief outline of what's on the go at the IRDCE.

COMMUNITY-BASED RESEARCH

The first project in this area involves working with the Dexter and Matu Zama Agriculture Academy (DMZ) to conduct community-based research among six cooperatives in the South Coast area of Mandawe. The departments involved are Marketing, Agriculture, Community Extension, Nature Conservation and IRDCE. Their services will include, amongst others:

- Training of co-operatives on the identified needs,
- Promoting environmental awareness and the sustainable use of natural resources,
- Facilitating and coordinating technology transfer,
- Promoting entrepreneurial skills with relevant MUT departments,
- Sharing the results of research conducted collaboratively in DMZ and assisting DMZ in implementing the findings,
- Training and assisting cooperatives to plan their regular gardens for sustained food security and also to market their



Empangisweni Trust citrus and cabbage farming a community based research project of the IRDCE'

- produce,
- Training and assisting cooperatives with technologies such as non-tilling, flooding, drip irrigation, use of wormeries and basic hydroponics, and
- Training cooperatives in food preservation, value adding, business planning, marketing and management of their products.

The second community-based research project is the Empangisweni Trust, based in Vryheid. Departments that are involved include Agriculture, Community Extension, Nature Conservation, Mechanical Engineering, Electrical Engineering, the Centre for Development of Green Technologies and IRDCE. MUT identified the Trust as ideal for placement of Work-Integrated Learning (WIL)

students and for service learning, as well as community-based research for staff and students. Some of the opportunities for engagement include:

- Field crop production (soybean, sugar bean, dry beans, maize),
- Vegetable production (cabbage, butternut, cucumber, tomato, potato, sweet potato),
- Fruit production (oranges, lemons, nuts),
- Piggery and livestock feedlots, small stock (sheep, goats, broilers),
- Food processing/pack house,
- Aquaculture and game farming,
- Green technology (energy management), reverse engineering and agro-mechanical applied research,
- Education programme for schools (intervention in the form of workshops/trainings for teachers), and
- Community upliftment programmes (training of communities on identified skills needed).

The MUT team will contribute skills in crops, livestock and energy-saving, while communities will benefit from information on sustainable use of natural resources, energy usage and so on. Placement of students for WIL will be an added benefit.



Dexter and Matu Zama (DMZ) members who were trained on food preservation together with our MUT staff who trained them

STUDENT VOLUNTEERISM

The first of MUT's student volunteerism projects involves conducting a basic computer training course, using MS Office and the Internet, for members of the community. The MUT academic departments and support units involved are ICT, Environmental Health, HR Management and IRDCE. Their target for 2016 is 50 learners.



Some of the MUT student volunteers and matriculants who participated in the basic computer training in 2015

The second project entails student volunteers from various MUT departments, together with the IRDCE, working with the Ikamva Youth Organisation. Based in Umlazi at the Section AA library, the project involves tutoring learners from grades 10 to 12; assisting with administration; maintaining and managing relationships with partners by enabling the IKAMVA organisation to market its service on campus; and encouraging MUT students to volunteer their services.

COMMUNITY OUTREACH

The IRDCE's first community outreach project is the Electronic English Language Project, a planned 2016 project which targets high school learners in Grade 11. MUT's language labs will be used to provide the service with the expertise of the Academic Literacy and Language Unit (ALLU). The target is 40 Grade 11 learners from Makhumbuzo High School in Umlazi, where MUT academic departments and support units are involved together with ICT, Environmental Health, HR Management and IRDCE. Beneficiaries of this project will gain proficiency in English language and exposure to e-learning. There will be new intakes yearly to ensure sustainability of the project.

The second project entails assisting with book clubs to enhance reading skills in schools. Two schools are targeted for 2016: Esiphethweni Primary School in Umlazi and kwaJakobe Primary School at Umbumbulu. Library Services, the Department of Communication, ALLU and IRDCE are involved. The Library and the MUT community will be donating books to enhance the culture of reading. In order to ensure sustainability, more schools will be added in subsequent years.

SERVICE LEARNING

A project has been undertaken in Umlazi to help a primary school in the design of a footbridge for day scholars that find it hard to cross the stream when it is flooded. Engineering students in the departments of Civil Engineering and Survey are involved. Major events planned for 2016 are International Mandela Day, International Literacy Day, National Science Week, Arbour Day, Agriculture Career Day.



Two MUT student volunteers doing administration tasks at Ikamva Youth Organisation



Students working on the results of the survey to design the footbridge



Students surveying the stream bank on which the foot bridge was to be constructed

PROF NGCOBO TAKING MUT PLACES

Prof Sandiso Ngcobo from the Faculty of Management Sciences recently took a year-long study leave at the Durban University of Technology (DUT) where he worked as a post-doctoral fellow (PDF), having received his doctorate from UKZN in 2011. Achieving professorship status at MUT did not dent Prof Ngcobo's hunger for knowledge, and the PDF programme provided just that.

At DUT, Prof Ngcobo facilitated a research methodology module for Master's students in the Faculty of Arts and Design. He also supervised an MA in Journalism and in Graphic Design and got to interact with other post-graduate students because of his position as a PDF located in the Research and Postgraduate Support office. As part of this post-graduate involvement, Prof Ngcobo co-organised a post-graduate conference that attracted participants from as far as Lesotho and Zimbabwe, in addition to other universities such as UKZN. The conference took place from 28-29 January 2016 in Durban.

Prof Ngcobo also coordinated research seminars and workshops. A presenter in one of the seminars on 16 October last year was David Pons, a lecturer from MUT's Department of Agriculture, who has patented an innovative "ceiling in a can".

Prof Ngcobo's academic activities and achievements have taken him beyond his country's borders. He presented a paper on social innovation at a conference at the New York Institute of Technology in the United States during September 2015. The background provided by this research project also saw him being



Prof Sandiso Ngcobo of the Department of Communications

invited to the Research Programme of the European Union (EU) on Societal Challenges held in Brussels, Belgium, in November of the same year.

Doing experiential training in research at DUT was meant to boost Prof Ngcobo's professional profile, a very direct benefit to MUT and his faculty where he has chaired the Research Committee for seven years. On 25 February 2016 Prof Ngcobo chaired the first MUT Multilingual Colloquium which he organised with Buyi Makhanya, Deputy Director of the Academic Literacy and Language Unit (ALLU) at MUT. The highlights of the colloquium were presentations by Prof Nobuhle Hlongwa, Dean of Teaching and Learning in the College of Humanities, UKZN; Prof Monwabisi Ralarala of the

Cape Peninsula University of Technology (CPUT); and Jabulani Simelane, Regional Manager of the Pan South Africa Language Board (PanSALB).

Prof Ngcobo represented MUT in the Municipal Institute of Learning (MILE): eThekweni–University Research Committee, and in the Teaching Advancement for Universities (TAU) fellowship programme. The project conducted as part of his TAU involvement now includes a collaboration with four Department of Communication staff members.

One of Prof Ngcobo's third chapter contributions in scholarly books recently came back with accreditation by DHET. Prof Ngcobo has represented MUT at the South African BRICS Think Tank Academic Forum that took place in Johannesburg in early March 2016. Prof Ngcobo said one of the highlights of his career was when he was invited as one of the National Research Foundation's (NRF) reviewers and panellists for funding applications toward MAs, PhDs and post-docs. Prof Ngcobo also examined a doctoral thesis from the University of Western Cape in December 2015.

For all his accolades, Prof Ngcobo has expressed gratitude to the MUT Executive Management and colleagues for believing in him and giving him support. This includes receiving the Most Productive Researcher Award and the VC's Teaching Excellence Award in 2014. Prof Ngcobo hopes that an even bigger opportunity might come his way in the near future for him to make a greater contribution to MUT's research and teaching and learning development, areas that are very close to his heart.

FOUR MUT ACADEMICS JOIN THE nGAP PROGRAMME



Welcome to our world! Seated are Prof Ramogale, middle, the HODs, standing, left, Sphiwe Gumede, of TPDU, and the new academics

The South African higher education system, like any system, has to be reinforced with all kinds of resources for it to continue functioning smoothly and effectively. One of the major resources that has been replenished is human resources. In its website, the Department of Higher Education and Training (DHET) says: "It is widely recognised that the South African university system as a whole is currently experiencing severe challenges in relation to the size, composition and capacity of its academic staff." This is a fact that was reiterated by Prof Marcus Ramogale, MUT's Acting Vice-Chancellor, addressing four staff members who have joined the academic staff. These staff members are part of the 'New Generation of Academics' (nGap) programme rolled out by the government last year.

The nGap is part of the Staffing South Africa's Universities Framework (SSAUF) which the government has put in place in its effort to deal with the challenges and ensure continuation. The nGap was introduced at MUT at the beginning of 2016. The first phase of the implementation of SSAUF will run for six years, 2015/16 to 2020/21, the time it will take for the first cohort to complete a full programme of development and induction, consisting

of a three-year development programme followed by a three-year induction programme. Participants must be able to study up to and pass their PhDs within this period.

Prof Ramogale said the timing of the programme's introduction was perfect. "In five to ten years most senior academics at South Africa's universities will have retired. The nGap programme will close the gap." Welcoming the new staff members, Prof Ramogale said, "An academic has an eternal impact upon society. Generations are affected by what the academic does. As new academics you will enjoy all the privileges enjoyed by all others. You are very privileged".

The Heads of Department said they were "thrilled" to welcome the new additions to their departments and they all felt that the future of MUT was secured. Anand Jugath, the head of the Law department, said he was not going to call the new lecturers "nGap lecturers because you are bona fide members of staff".

One of the recipients of the nGap programme is Hlengiwe Mbokazi, who spent a couple of years in MUT's HR&D department after doing her formative

studies at MUT. She is now studying towards her Master's at UKZN and lecturing in the Human Resource Management department at MUT.

Two other former MUT students - Siphesihle Mtsweni and Sithembile Shezi - will join the departments of Chemical Engineering and Nature Conservation respectively. Sphesihle called this chance "a stepping stone" and Sithembile said being part of the nGap programme was "a great opportunity" for her.

"I have always wanted to teach at tertiary level and make a difference in someone's life. I am sure I will do well being surrounded by professors and doctors in the Department of Nature Conservation," said Sithembile. Prof Peter Small, HoD of Nature Conservation, said he was "thrilled" to welcome Sithembile as a lecturer in his department. Earlier in the year he welcomed another former student, Londiwe Mbuyisa, who has many years of industry experience.

Mantwa Madiba, who joins the Department of Law, is the only academic with no prior connection to MUT but has impressed her HoD with her energy and enthusiasm.

MUT STAFF MEMBERS RECOGNISED



PROF SENZO MALINGA

The Dean of the Faculty of Engineering, Prof Senzo Malinga CEM, has been appointed to the Engineering Council of South Africa (ECSA). Prof Malinga is now the principal member on the Recommendation Panel representing the Education category. The Acting Deputy Vice-Chancellor: Teaching & Learning, Prof Nokwethemba Ndlazi, described the news as a “great event” and added that MUT is proud to have such recognition for one of our own. She wished Prof Malinga all the best as he discharges the great responsibility that comes with this critical role.



PROF LOGAN NAIDOO

Prof Logan Naidoo of the Department of Human Resources and Management, has been elected onto The South African Board of People Practice (SABPP) until 2018, and the Interim Board of the National Higher Education Institute for Physical Education (NHEIPE). Prof Naidoo also serves as Director on the Board of KZN Cricket (Pty) Ltd until 2018. Prof Naidoo, a former Proteas Manager, recently published an article, “Overcoming Ethical Dilemmas in Public Organizations”, in the Journal of Public Administration (JOPA), Volume 50, Number 2.



PRECIOUS LUGAYENI

Precious Lugayeni, Head of the Department of Economics, continued to carry the MUT flag through different media outlets where she was recognised as one of the experts in Economics. Precious also gave the Annual Budget analysis on SABC’s *Umhlobo Wenene*, before and after the budget speech that was delivered by Minister of Finance, Pravin Gordhan on 25 February. More recently Precious provided invaluable support to other support departments through her networks in the corporate world.

STUDENT ACHIEVEMENTS

UK EXPERIENCE CHANGES STUDENTS' LIVES

For two successive years MUT has been able to send a student to the United Kingdom on the ABE Bailey Scholarship. The 2014 recipient of the scholarship was Sindi Sithole, who was studying towards an Information Technology diploma, and the 2015 recipient was Accounting student Zinhle Khumalo. To say that Zinhle was impressed by what she experienced overseas would be an understatement. She was completely bowled over, as her letter shows. Zinhle is a changed person and learned a life-long lesson at the UK. For this she can thank a number of people, particularly Alex Nabbi, a lecturer in the Accounting department.

HOW THE UK VISIT CHANGED ME – ZINHLE KHUMALO

To Whom It May Concern

Thank you for the incredible journey of erudition and scholarship which I experienced during the visit to the United Kingdom. It was a blessing beyond belief - each experience was so different for me and at times I just could not believe it was real.

My instant conclusion is that the United Kingdom is phenomenal, from its elegant architectural design and landmark statues to its multi-cultural society.

The country itself is a museum! "Building castles in the air" was an expression my late grandmother used to repeat whenever I shared my dreams with her. The one dream I dreamt ever since I was a little girl was to visit a castle like the one I read about in fairy tales – and behold my dream came to fruition – I got to visit one of the most renowned castles in the world - yes, the Edinburgh Castle. This has gone a long way in convincing me that my children and grandchildren will not hear the mantra of "building castles in the air" but will be indoctrinated with the mantra of "dream big". I was

never quite familiar with live theatre, although I was aware that it existed.

My education and social upbringing made the cinema my preference. However, attending the musical "Matilda" changed my view about the theatre. The production was



Zinhle and the other students pose by the statue of Nelson Mandela outside the Houses of Parliament in Westminster, London

incredible. I enjoyed every minute of it. It made me appreciate the hard work, dedication and loads of rehearsals by each member of the cast, especially the little children. The show inspired

me never to hold myself back, and always work towards perfection.

But still the true breath taking moment was the visit to the Royal Albert Theatre. So huge and exquisite with an incredible orchestra. The performance was pure magic and I wished my mom was there.

I have always thought that all politicians live to serve themselves. My view was proven wrong when I got a chance to listen to an address by Ms Nusrat Ghani, the Conservative Party's MP, on the challenges of being a woman in power, but still having to work twice as hard as men in order for her voice to be heard and be taken seriously.

Her message of the present-day challenges women have to deal with has broadened my perspective beyond my having to dealing with racial inequality or issues of xenophobia. My visits to the Houses of Parliament, especially the Scottish House, gave me a profound understanding of politics, and its central role in improving the lives of the people.

The University of Cambridge was by far the most sophisticated university I

STUDENT ACHIEVEMENTS

have ever visited, especially the Law College. One of the key drivers of the institution is 'Education is the key to success'. As a South African, we have lessons to take from the Cambridge philosophy to ensure prosperity.

Another great inspiration was the meeting with the Mayor and Councillors of St Albans. The Mayor is of Turkish origin. He started working in the United Kingdom as a bartender; now he is the Queen's Representative.

Talk about rising from a humble background! I was also touched by a story of Mr Bradley Fried, the owner of Grovepoint Capital in London. Mr Fried is originally from South Africa. His success confirms that

that in reality anything is possible. My group members, with their diverse



Zinhle with the Honourable Mayor

backgrounds and experiences, left a mark upon me. I am convinced

that many of them will become the future leaders of the world. They are amazingly smart.

As I conclude, I must admit that this whirlwind tour has infused in me how much more the world offers its citizens.

I am now convinced that whatever I aspire to be, will be possible. Going to the United Kingdom was a step in my newfound hunger for travel in order to challenge my world view and empower me to face the many challenges that we face as South Africans.

With love,

Zinhle Khumalo

50 STUDENTS RECEIVE SCHOLARSHIPS FROM THE DEPARTMENT OF HUMAN SETTLEMENTS

Fifty ecstatic Engineering Faculty students signed scholarship bursary contracts on 1 March 2016. Thirty are second year students, 20 are freshmen.

Brendan Boyce, Director: Scholarships in the Department of Human Settlements, said the students were selected according to merit and level of financial need. This is as a result of MUT's first lady Chancellor, MP Lindiwe Sisulu's creation of a Research Chair at MUT. Each student will get R80 000 a year, as well as a stipend when doing work-integrated learning. Sakhiseni Keswa said he was very glad to receive this kind of assistance. "This is a turning point in my life," he said.



Brendan Boyce, Director, Professional Projects, addressing some of the scholarship recipients

ACCOUNTING STUDENT CONQUERS DUSI

Let's face it, South Africans are not popular for taking advantage of their immediate conditions. In some cases this is justified - there just aren't many resources to inspire a youngster. But some have used what was available and gone on to conquer the world.

Neil McKenzie is one of those. He played cricket up to international level. The 'Bull Ring' (the Wanderers cricket ground in Johannesburg) is within walking distance his home.

Mzamo Zondi is doing the same. This Accounting student lives next to the Nagle Dam, at KwaNyavu, Mkhambathini

in KZN's Camperdown area. Mzamo has been canoeing for 12 years and from the beginning he has wanted to be a professional canoeist. His main goal was participating in the Dusi Marathon, a race that is now internationally regarded. "This is a race everyone looks to. It is 125km, from Pietermaritzburg to Durban," said Mzamo, whose canoe is full of sponsors' stickers. But Mzamo's main sponsor is Alex Nabbi, his Accounting lecturer, who bought Mzamo a mountain bicycle so he could train for this year's Dusi. In this ultimate race, which the equivalent of the Comrades Marathon, Mzamo and his teammate, Siyanda Gwamanda, came 16th out of more than 2 000 teams in the K2 division!



Mzamo Zondi, right, and his mentor, Alex Nabbi

MANDISA MKHUNGO FLIES THE MUT FLAG HIGH

Third-year Human Resource Management student, Mandisa Mkhungo, will never forget the day when she was picked as part of the 11-member national wheelchair basketball team. The Sasol Amawheelagirls represented the country at the International Wheelchair Basketball Qualifiers in Algeria in November last year.

The very articulate Mandisa has for years been championing wheelchair basketball in her area of Hammarsdale near Cato Ridge, and also at MUT. Mandisa believes that wheelchair basketball could do even better if the sport was fully supported with more resources. "Sometimes one feels despondent when you've been trying without any luck to push and promote a sport you are passionate about. We would like the powers that be to give us more support," she said.

Mandisa started promoting the sport from the day she enrolled at MUT. "Over the years, I have realised there are a number of students in wheelchairs, hungry for this sport. As a result, we end up going to other institutions to enjoy the sport. If you're fortunate like me, you end up being drafted into the national team to represent your country."

Mandisa was recognised as Sportswoman of the Year and as a "Student Who Has succeeded Against All Odds" at MUT's Student Life Achievement Awards on 16 November 2015. The awards celebrated the best performing students in sports and academics. Mandisa added that she hoped her achievements would inspire other students with disabilities.



MUT Ace, Mandisa in her green and gold

STUDENT ACHIEVEMENTS

MEET OUR NEWLY ELECTED SPORT UNION

MUT has a new Sport Union. As a sub-structure of the SRC, its primary function is to encourage students to join the different sport codes. They do this in various ways, like having events where information is given about the different sport codes. The Union also canvases learners at high schools and is an essential recruitment wing of the Sport Department.

"I recently saw some students going into the Sport office after we had given them some explanation about our sport teams. Students have to engage in extra-curricular activities," said Londiwe Zondi, the Union's Secretary General who is a karate expert with a black belt. Union members are from the Branch Executive Committees of the different codes. The Chair and Secretary of a code make themselves available for election. There are 15 active sport codes at MUT.



MUT Sport Union



All the coach's players! Xolani with his players

MUT SOCCER SCORES WITH NEW STAR PLAYERS

MUT students are encouraged to take part in non-academic activities so their stay at the University could be more rounded and fulfilling. Soccer is one such activity. MUT's soccer coach, Xolani Mhlongo, a lecturer in the Department of Information and Communication Technology, has boosted the potency

of his team through the addition of new players that joined MUT this year. His new recruits are part of the effort to recruit quality people to MUT.

"First they need to qualify academically. We usually comment about youngsters who are good players but go nowhere.

My dream is that MUT has a Sport Scholarship, as they have in the United States," said Xolani. This year he found five students that he thinks will contribute greatly to the team's success. One of his previous finds is Simamiso Gumede, who now plays for Free State Stars, a Premier Soccer League team.

ALUMNI CORNER

PHIWO THANGO'S JOURNEY TO UNBELIEVABLE SUCCESS

GRADUATE IN CHEMICAL ENGINEERING



Phiwo Thango

Phiwo, MUT alumnus and Chemical Engineer, is a man of stature and resilience. He is neither confused nor challenged by the several hats he wears as Chairman of the Zululand SMME Forum, Deputy Chair for the Zululand Chamber of Business, Deputy Chair for the Durban Automotive cluster of the Transformation Sub-Committee and member of the North Coast Black Management Forum, to name a few. Phiwo is the Group Managing Director at Morecare Engineering Services and one of our thriving MUT Alumni. We listened in awe as he took us through his journey to unbelievable success.

GROWING PAINS

The soft spoken yet articulate Phiwo described his childhood as the chisel that whittled his successful career as an

entrepreneur. Growing up in what he described as "a very poor family", Phiwo was raised by a single parent after his father passed away when he was just an eighteen-month toddler. Phiwo started selling fruits and boiled eggs in his community at Chesterville Township, Durban, to make ends meet. "This was my first grooming around entrepreneurship," said Phiwo.

Throughout his life his hardworking characteristic always prevailed above challenges. After repeating matric at Menzi High School, Umlazi, Phiwo went from hating Mathematics to excelling with a distinction and eventually tutoring other learners. Initially, Phiwo had wanted to study Computer Science, however, his mother wanted him to do Medicine. Unfortunately, they could not afford it. Fuelled by an interest to further his studies, Phiwo responded to an advert placed by Unilever in the newspaper which led him to pursue a Diploma in Chemical Engineering at MUT. The Unilever opportunity came with a great deal of rewards. Phiwo was employed by this reputable global company while studying at MUT.]

"I didn't want to risk being unemployed, I stayed to build up experience and in two years, I was promoted to Staff Manager and I moved to product development," said Phiwo.

MY MUT

Phiwo's recitation of the very first time he walked into MUT made his face light up with excitement. Expressing amusement, Phiwo said, "It was my first time out of home, meeting new people, new friendships, the campus life, *ubumnandi!*" With the freedom came responsibility, adapting naturally to his new habitat, in second and third year Phiwo was part of the "Sputla" Soccer Team. One of the things Phiwo will never forget about MUT is the knowledge and passion of the lecturers and the outstanding quality of education he received. Graduating in record time; it was only through hard-work and perseverance that he was able to juggle work and school at the same time.

CAREER HIGHLIGHTS

Immediately after completing his diploma, Phiwo was faced with an important career decision. The company that had financed his studies and provided him an employment opportunity had no vacancies in the Chemical Engineering field. Phiwo could either look for another career related job or continue to work as a Production Superintendent at Unilever. "I didn't want to risk being unemployed, I stayed on to build up experience and in two years, I was promoted to Staff Manager and I moved to product development," said Phiwo.

The urge to practice in the field that he had studied continued to be the passion that drove his perseverance. His leadership skills continued to attract

ALUMNI CORNER

the attention of decision makers; Phiwo moved a step closer to his dream job and was soon a Process Specialist at the BHP Billiton. This opportunity saw the faith driven individual spending four weeks at the BHP Centre in France. During this period, Phiwo also completed his Higher Diploma in Chemical Engineering, BCom Honours in Marketing and Masters in Business Administration.

When Phiwo felt that he had acquired enough work experience he took a giant leap and embarked on a new journey in entrepreneurship. By 2013 he had bought into Morecare Engineering Services (MCS) and owned 100% of the company. The company specializes in the fabrication, erection and installation of steel; an engineer's dream. Phiwo said, "It is only by faith, believing that nothing is impossible and hard work that one is able to succeed." Today Phiwo has collaborated with like-minded individuals who share the same passion to form an investment company. Bingelela Investment Consortium is owned by a group of Chemical Engineers and is



Higher Achiever! Thango's trophies

led by Phiwo. Under the investment consortium is Nothani Educational Trust which focuses on sourcing funding and award scholarships and bursaries to deserving students for school and tertiary education. Bingelela Investment Consortium also owns Bingelela Capital which owns 60% of Isizinda Aluminum. Phiwo is quite modest about his

achievements which have added distinguished value to the engineering sector. He is currently mentoring a young MUT graduate through his internship at Morecare because he feels forever indebted to MUT which shaped his future. Phiwo continues to nurture more young graduates and his spirit of giving back to his *alma mater* lives on.



Thango's workshop

ALUMNI CORNER

A GRUELLING BUT ACHIEVABLE TASK LIES AHEAD

NEWLY ELECTED CONVOCATION EXECUTIVE COMMITTEE



Kwenzokuhle Madlala is President of the Convocation



Andile Mafa is Deputy President



Sfiso Gumede is Treasurer of the Convocation

The new Convocation Executive Committee (CONVEXCO) is faced with a gruelling but achievable task of revitalising the MUT Convocation structure. At the top of the list, is finalising the constitution of the MUT Convocation. With this important strategic document in place, the CONVEXCO will be in a much better position to deal with some of the challenges of MUT graduates. Hard at work, the CONVEXCO has already engaged in a series of consultative meetings with key stakeholders in order to equip themselves with sufficient information towards the formulation of Convocation Strategic Plan 2016-2019.

Introducing the new CONVEXCO:

PRESIDENT OF CONVOCATION

Kwenzokuhle Madlala was born in Port Shepstone, south coast of KZN. He completed his matric (Merit) in 2004 and went on to further his studies at MUT in 2005 where he subsequently completed his diploma and Bachelor of Technology (B.Tech) in Human Resource Management. Kwenzokuhle currently works for the eThekweni Municipality's Human Resources department.

This new Convocation President has never been an average student. During his four years at MUT he was a straight 'A' student, completing both diploma and B.Tech in record time and cum laude for that matter. The Convocation presidency is not his first involvement in leadership structures at MUT, he is the former President and General Secretary of the SRC. Kwenzokuhle speaks very passionately about the role alumni can play in making the lives of current students and graduates of MUT better. The programme of action for Kwenzokuhle and his executive is structured around building strong relations between alumni and the University. The Alumni Relations office wishes the CONVEXCO a productive term of office.

DEPUTY PRESIDENT OF CONVOCATION

Andile Mafa, is a homeboy, born and raised in Umlazi. He completed his matric (Merit) at Velabahleke High School in Umlazi and completed a diploma in Accounting at MUT. He currently works for the Durban International Convention Centre (ICC). Before joining the ICC he worked for PwC and eThekweni

Municipality as a Trainee Accountant. Andile's other interests are politics and community development. He boasts a long list of leadership positions during his time as a student. In 2010 he founded Emmanuel Intelligence Interface, a community development non-profit organisation which focuses on mentoring MUT students; redirecting them towards living a balanced lifestyle and giving them more information on their chosen qualifications.

TREASURER OF CONVOCATION

Sfiso Gumede, a Civil Engineering graduate was born in Umbumbulu just outside Umlazi Township. He is currently employed by Motheo Construction Group, where he is a Project Manager and a shareholder.

His previous leadership roles include being the host of the MUT Orientation programmes in 2006, 2007 and 2008 and SASCO Treasurer (2008/2009). He has been a member of various structures in his community and advisory committees to the Department of Human Settlements (KZN).

THE DEANS' COMMENDATION AWARDS



the Acting Vice-Chancellor, Prof marcus Ramogale, Prof Nokwethemba Ndlazi, Acting DVC Teaching and Learning, with HODs and Deans' Commendation awardees



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