



Mangosuthu
University of Technology



Celebrating 35 years as a new era university

WRITING OUR OWN HISTORY

35 Years of academic existence and confidently empowering communities in pursuit of excellence.

OUR CORPORATE IDENTITY

VISION

The vision of MUT is to be a pre-eminent higher education institution of technology that fosters socio-economic advancement through the scholarships of teaching and learning, applied research and community engagement.



MISSION

Our mission is to provide advanced, technology-based programmes and services that are career and business oriented in the broad fields of engineering, natural and management sciences, for the upliftment of talented, but mainly disadvantaged, individuals. By so doing, the University shows its commitment to social redress. It contributes to creating an equitable and prosperous Southern Africa in which individuals have the opportunity to achieve their full potential.

OUR LOGO EXPLAINED

Currently, the Mangosuthu University of Technology's logo comprises a Coat of Arms. This Coat of Arms was issued on 20 October 1989. Its narrative is written in English and Afrikaans and is registered with the Department of Arts and Culture's Bureau of Heraldry as follows:



Mangosuthu
University of Technology

DEPOT	HER
TYPE	Wapen/Arms
REFERENCE	2110
DESCRIPTION	MANGOSUTHU UNIVERSITY OF TECHNOLOGY
REMARKS	Aansoek/Application. GK/GN 1948: SK/GG 12082, 1989-09-08. Registrasie/Registration. GK/GN 2676: SK/GG 12206, 1989-12-08. Wapenbrief uitgereik/Certificate issued: 1989-10-20 (English). H4/3/1/3220

SIGNATURES

SUMMARY

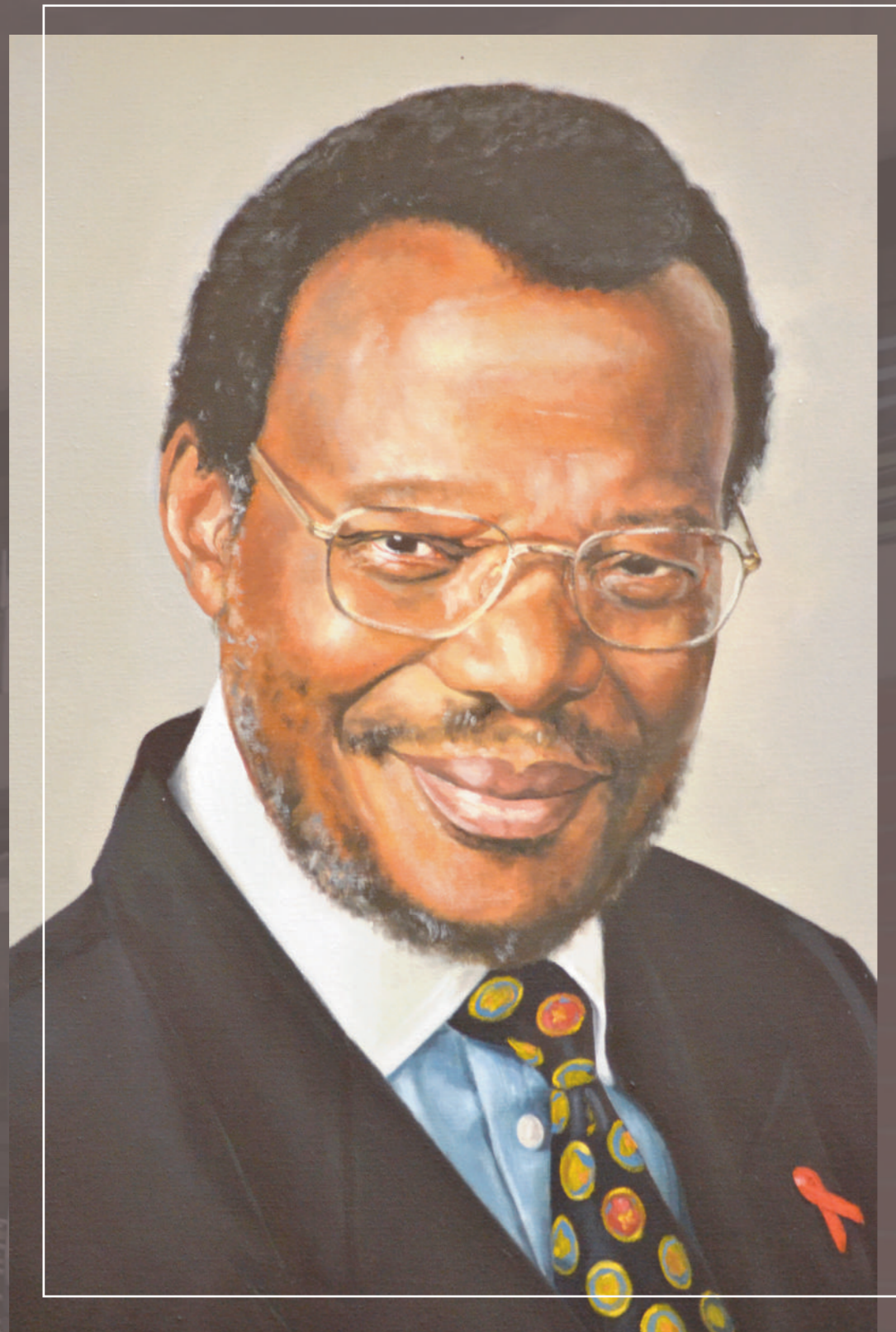
- + Wapen: In rooi, 'n goue uitgetande paal, silwer gerib, belaaï met sewe aanstotende swart ruite.
- + Helmteken: 'n Aansiende swart buffelkop met goue horings, getop met 'n rooi triquetra, op 'n swart hoofring.
- + Dekklede: Goud en rooi.
- + Wapenspreuk: SCIENTIA VIRES
- + Arms: Gules, a pale idented Or, cotted Argent, charged with seven lozenges conjoined Sable.
- + Crest: Upon a circlet, a buffalo's head caboshed, Sable, armed Or, ensigned with a triquetra Gules.
- + Mantling: Or and Gules.
- + Motto: SCIENTIA VIRES



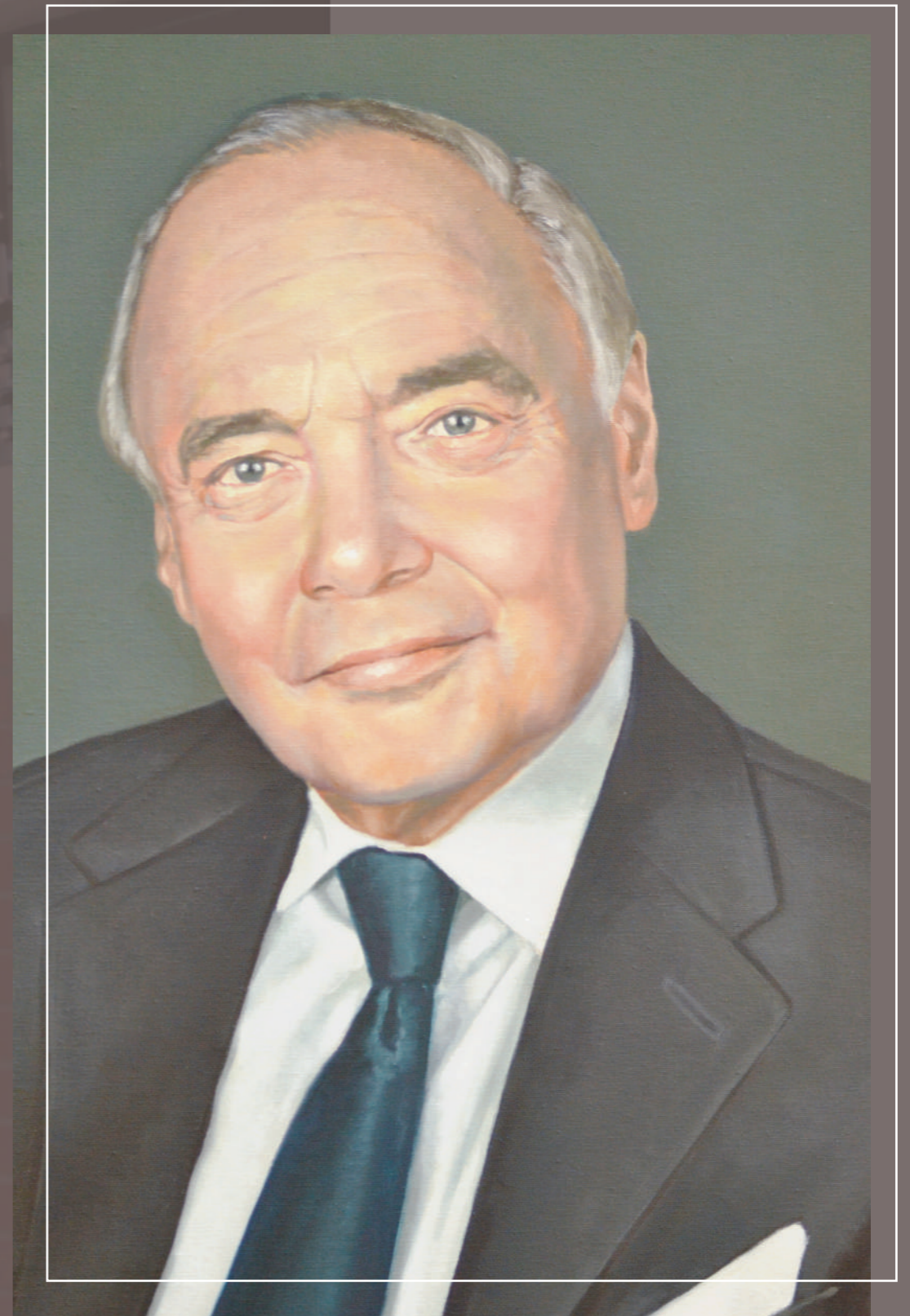
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OUR FOUNDING FATHERS

DR MG BUTHELEZI



MR HF OPPENHEIMER





**MANGOSUTHU
TECHNIKON**



**Mangosuthu
University of Technology**



PREVIOUS



CURRENT

FROM HUMBLE
BEGINNINGS
TO A RISING
PROVINCIAL
FORCE!



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FROM THE VICE-CHANCELLOR'S DESK

Prof Mashupye Kgaphola

I am still excited and full of optimism about being at MUT. I believe we can now see glimpses of the phenomenal possibilities and heights that this University will reach. Our work is never done, simply because our dream is so big, but we should nonetheless remember that the first important assignment for any visionary is the work at hand. As one knowledgeable teacher puts it, vision without action is day dreaming.

As I have said over the past four years, there is a good story unfolding at MUT. Since 2010, MUT has been back on the radar of the Department of Higher Education and Training (DHET) which baptised our development efforts with infrastructure grants as well as teaching and development grants. Looking back; in 2011 we officially opened the greenest laboratory in the southern hemisphere in our faculty of natural sciences and one of the best engineering laboratories as the Engineering Council of South Africa (ECSA) pointed out during their visit in 2012. To this end, our support from DHET so far has been more than R500 million and it is still growing with refurbishments of lecture theatres that have just been completed and a 640 bed residence just commenced.

Over and above this, we have been recipients of the Teaching and Learning Development grant which has seen us implement a range of projects, including the establishment of a Teaching and Learning Development Centre (TLDC), complete with staffing. What the TLDC has done in less than 18 months; will require a separate publication. For now, this is one example of what progress has meant for us.

In our preoccupation with success and progress; all our stakeholders have delighted us. Our students are now shining the light, as illustrated by the marvellous examination results of 2013. Our colleagues have risen to the occasion and are doing well in research, curriculum development and in many spheres. Our 35th birthday gift from staff, even before the end of the first term was news that three academics were awarded PhDs in engineering and that we have been accredited with two new academic programmes; a BSc in Environmental Sciences and an Advanced Diploma in Marketing. Over the past few years, we have observed some phenomenal growth in many areas. Indeed; we salute everyone who as a collective has endeavoured to make MUT a success.



MESSAGE FROM THE CHAIRPERSON OF COUNCIL

Judge Jerome Ngwenya

As Chairperson of MUT Council, I am heartened by acknowledgements that executive management always attributes to the Council that I lead. It is always pleasing to note that one's efforts are appreciated and valued. The majority of Council members are now serving second term and together with the new Council that took office in July 2013 make a dedicated team; always willing to take on complex assignments in order to ensure that the University's vision and mission are achieved. As Council, we have over the past four years, allowed University business to take its course.

Together with University leadership, we have developed a partnership that is created under a shared vision of making MUT a pre-eminent University. Successful partnerships are based on mutual understanding, trust, respect and paying tribute where it is due. As Council, we have not shied away from requesting hard working men and women employees to allow us to thank them personally for their hard work.

It has therefore been a pleasure to see a part of our dream as Council unfolding. Much has happened since 2010 when we took over. We are greatly indebted to executive management whose approach has been to treat us as partners, too. Together with them, we have been able to craft a clear and rational decision-making process which does not have barriers of time, distance, and work overload as well as a lack of resources as impediments. We have all given our best and as such; the results of all these efforts are bearing fruit in many strategic thrusts of the University.

For us, a watertight achievement for MUT has been written and we want to look forward to 2029 when MUT celebrates its 50 years and say, we were part of making MUT a pre-eminent University. Looking back then; we will remember the words of Henry Ward Beecher, social reformer and anti-slavery activist of the 19th century:

"We should so live and labour in our time that what came to us as seed may go to the next generation as blossom, and that which came to us as blossom may go to them as fruit. That is what we mean by progress,"



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MESSAGE FROM THE CHANCELLOR

Honourable Lindiwe Sisulu, MP

"It is a great honour to have been invited to be part of this university. It is with a great sense of service and responsibility that I have accepted this nomination. Having spent many years in various universities myself, this feels like a home-coming. I am a product of many histories that continue to form and influence me and it would be remiss of me not to state right from the start that the struggle for freedom is the major part of these histories that has shaped my development and thinking.

We, the ruling party have always taken a conscious decision that education will be a key priority for our government, because we value education. Not only because Apartheid had deliberately kept us in servitude and education was used as a pivotal instrument of this subordination. Not only because without it, no country can ever progress. Not only either, because we recognise that education is the ladder out of poverty. But because we want you to have the benefit of what a great many of my generation, in their response to Bantu education, willingly gave up their chance to study. They willingly took up arms, so that you can benefit from a country that is free and where education can be used and valued for its place in a progressive society.

I accepted the nomination of MUT Chancellor because here we represent the most disadvantaged, even of those in the tertiary education and that we here, under the inspired leadership of our current administration, have taken upon ourselves the noble core values that I hold dear, and I found that this is a place where it is possible to inspire the youth, support them that they may be the leading light to create a society that lives and believes in acting with dignity. I am happy to be associated with MUT, which currently is the only university in the country that I have heard of that is an alcohol-free campus for students. MUT is a university that is intelligently dedicated to the ideals and inspiration of an African university, and a university that is poised to solve African problems."



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SECTION 1 : THE SEED

Celebrating 35 years as a new era university

MUT'S FOUNDING FATHERS

a brief history

At a meeting with the Chairman of the Anglo American Corporation and De Beers Consolidated Mines, Mr Harry F Oppenheimer, the then Chief Minister of KwaZulu, Prince Mangosuthu G Buthelezi, first put forward the idea of establishing a tertiary education institution specialising in technical subjects in 1974. The proposal was taken up by the Anglo American and De Beers Chairman's Fund, and, although funds were not immediately available to construct such an institution, research was commissioned to investigate the potential in South Africa for the training and employment of black technicians.

This work was undertaken by the Southern Africa Labour and Development Research Unit (SALDRU) of the University of Cape Town, which analysed the enrolment of the then existing advanced technical education centres and calculated that the output of engineering technicians in 1976 was 1035, whereas there was a demand for 3000 additional technicians per annum. Thus if black youths were to become available for training, an annual output of 2000 engineering technicians could be considered. SALDRU then ascertained the willingness of employers to employ black technicians if they were to become available. The response indicated that the categories most in immediate demand were mechanical, civil and construction, electrical, and chemical engineering.

As the SALDRU study by Nigel Bloch showed that there was an immediate need and demand for black technicians, Mr Oppenheimer undertook that The Anglo American and De Beers group Chairman's Fund would provide R5 million to build the necessary facilities. At a later stage, Mobil Oil, AECl and the SA Sugar Millers' Association agreed to sponsor the Department of Chemical Engineering and the Rembrandt and Distillers Corporation groups provided the establishment of a Commercial and Secretarial Department. LTA Limited added funds for the expansion of the Civil Engineering Department so that Construction Engineering could be included in the curriculum.

In mid-1977 the go-ahead was given for the project to begin and it was decided by the KwaZulu Cabinet that the institution would be named 'Mangosuthu', the first name of KwaZulu's Chief Minister, Dr Buthelezi, the man who conceived the idea of a technikon in KwaZulu. An eminently suitable site for the technikon was found in Umlazi which, while part of KwaZulu, is also part of the Durban metropolitan area. Umlazi Township is a township developed in 1967 for Black people during the apartheid era. It is located south-west of Durban and is the second largest township in the country after Soweto. At the time, it was a large and rapidly growing area of some 370 000 people which is close to and easily accessible from the major industrial area as well as the city centre of Durban and the then Louis Botha Airport, later to become Durban International Airport (which has now been relocated to the North Coast and renamed King Shaka International Airport).

DR MG BUTHELEZI (ABOVE) AND SON OF
MR HF OPPENHEIMER, NICHOLAS OPPENHEIMER,
(LEFT) AT THE 2014 GRADUATION.





THE ARCHITECTS, CONSULTANT AND AN ADVISOR

Back then; during the planning stages, a leading Durban firm of architects, Messrs Hallen, Theron and Partnes, Inc. was appointed to prepare the design of the Technikon in association with Julian Elliot, a planning consultant. An advisor to the planning team, Dr M L Hart of the University of Cape Town, conducted a further study which indicated that the estimated new annual student demand at Mangosuthu Technikon from South African blacks could, by 1990, be of the order of 2000, of which KwaZulu alone would generate 400 to 500.

It was clear, however, that because the entrance qualifications of this Technikon were to be set at a high level Standard 10 with a pass in Mathematics and Science, or an N3 – the intake in the early years of the Technikon's operation would be much smaller. As a result of the urgency of the demand for technicians and, of the need to build up the institution in an orderly fashion, it was decided to open the Technikon as soon as possible. For that purpose preliminary, but permanent, buildings were designed and built in which teaching began in 1979. These buildings were at the site now referred to as Technology Station in Chemicals (TSC).

When the Technikon moved into its main buildings on completion in September 1981, the preliminary buildings were converted to serve temporarily as additional residential accommodation until a new hostel was completed in 1983. Later on the preliminary buildings served as the Earth Sciences faculty. "When we started working here in July 1979; the Technikon had moved to the current site and the first buildings were called 'The Garages'. Gosh, we were so young and so enthralled by this Technikon that held such a beacon of hope at the height of the Apartheid period," recalls the first three lecturers, Messrs John Wimbush, Gavin Gradwell and Des Mack.



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SECTION 2 : THE GROWTH

Celebrating 35 years as a new era university

KEY MUT MILESTONES

In Pursuit of Excellence

- 1979: The first intake of 15 students begins classes in prefabricated buildings.
- 1980: The Foundation Stone is laid by Chief Minister of KwaZulu, Dr Mangosuthu Buthelezi, marking the commencement of construction of campus buildings.
- 1982: The Technikon is officially opened by Mr Harry Oppenheimer.
- 1985: First graduation ceremony: 115 diplomas and certificates are awarded
- 1988: R6,5 million M.C. O'Dowd Resource Centre opens. Today, one of the main features of this library is the Learning Commons Centre.
- 1990: Owen Sithole College of Agriculture near Empangeni, becomes a satellite campus of Mangosuthu Technikon.
- 1990: The School of Earth Science is established offering courses in Nature Conservation, Agriculture and Plant Production.
- 1990: National Diploma in Marketing introduced by John Hudson and Roy Smollan in the School of Business.
- 1991: Additional residential facilities are built, increasing the amount of accommodation on campus to house 932 students.
- 1992: Computer Aided Design laboratory is introduced for Mechanical Engineering students.
- 1992: Department of Community Outreach & External Projects is established to increase Technikon involvement in the community development and to initiate non-formal courses to empower the unemployed.
- 1994: The first democratic elections are held in South African and Nelson Mandela is elected President.
- 1994: A Computer Manager Learning system is installed. The donation of an advanced geographical information system, and the joint purchase of geographical information with the University of Natal enables Technikon students to access the latest technology in the fields of study
- 1996: A representation Broad Transformation Forum is formed to assist the institution with the process of transformation.
- 1996: Medical Laboratory Correspondence courses, developed by the Southern Alberta Institute of Technology in Canada, are introduced by the Technikon in South Africa.
- 1996: Prof Aaron Ndlovu, the Technikon's first black Principal, is appointed.
- 1997: A R4mil Community Development Centre, dedicated to self-help and educational programmes aimed at uplifting the local community.
- 1999: Through a USAID grant called Tertiary Education Linkages Partnership, MUT, signs linkage partnerships with other Historically Disadvantaged Institutions from the RSA.

- 2000: The Research Directorate is established
- 2002: The first two African females are sent to Iowa State University to develop their research capacity in the natural sciences. The beginning of an exchange project that would see more than 30 exchange partnerships among the three US universities.
- 2003: USAID approves a \$100,000 grant for the support of research through Tertiary Education Linkages Project (TELP)
- 2003: The Institute for Rural Development and Community Engagement is established.
- 2004: The United Negro College Fund Special Programs approves a grant for \$100,000 for building capacity in the areas of policy analysis, research development and management for the Faculty of Management Sciences.
- 2007: Mangosuthu Technikon is given the status of a University of Technology (UoT), joins the five UoTs and becomes a member of the South African Technology Network (SATN)

- 2011: Executive management introduces graduation honourees for each faculty.
- 2011: The first Black philanthropists at MUT, Mr Robert Gumede and Mr Basil Makhathini fund computer laboratories, the Natural Sciences internet cabling and technology equipment for senior management, while Mr Stan Sibeko funds the first ever wireless project.
- 2012: USAID provides a grant for maritime benchmarking study in the US with support from the SA High Commissioner in California, Mr Cyril Ndaba.
- 2012: The Department of Marketing & Communications conceptualises the first annual Empowered Administrators Conference. It is a ground-breaking conference attended by 250 delegates from across SA.
- 2013: The Teaching and Learning Development Centre (TLDC) is established through a R14 780 million teaching development grant from the DHET and is by the end of the year a fully-fledged centre with a staff compliment of 24 members and three units.
- 2013: TLDC holds a Colloquium on Teaching and Learning, titled: Fostering Quality Teaching and Learning in Higher Education. It is attended by 200 academic staff.
- 2013: MUT lodges its first patent.
- 2014: University installs its first female Chancellor, Ms LN Sisulu, MP.
- 2014: Faculty of Engineering, at its graduation, honours Mr Harry Oppenheimer, one of the founding fathers, posthumously and his award is received by his only son, Mr Nicky Oppenheimer.
- 2014: TLDC hosts the Inaugural Teaching & Learning Awards.
- 2014: The Distinguished Leadership Series, (DLS) hosts the Cuban Ambassador. He is the first ambassador to visit MUT.
- 2014: The Office of the VC with Students' Affairs launch the Final Year Empowerment Project, top alumni feature in these workshops.



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THE RECTORS & VICE-CHANCELLORS

THE FIRST RECTOR:

Prof Douglas J Close: 1980 - 1985



Prof DJ Close was the first Rector of the Technikon from 1980-1985. He was a qualified engineer with considerable experience of technical training, both in educational institutions and in industry. He was the inaugural principal of Ndola Technical College in the then Rhodesia from 1960-1963. Prior to coming to Mangosuthu Technikon; he had been the principal of the Salisbury Polytechnic.

He administered over academic staff that had been seconded to the Technikon by the Department of Education and Training. Part-time lecturers from other academic institutions in the Durban area were utilised whenever necessary.

When he started in 1980, Mangosuthu Technikon, was administered by the Department of Education and Culture of the KwaZulu Government Service. In 1981, the Technikon was granted an autonomous status under the control of a Governing Council (formerly advisory only) in terms of the KwaZulu Technikon Act of 1981. As a result; this placed Mangosuthu Technikon on the same basis as the Technikon for whites under the department of National Education.



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SECOND TECHNIKON RECTOR

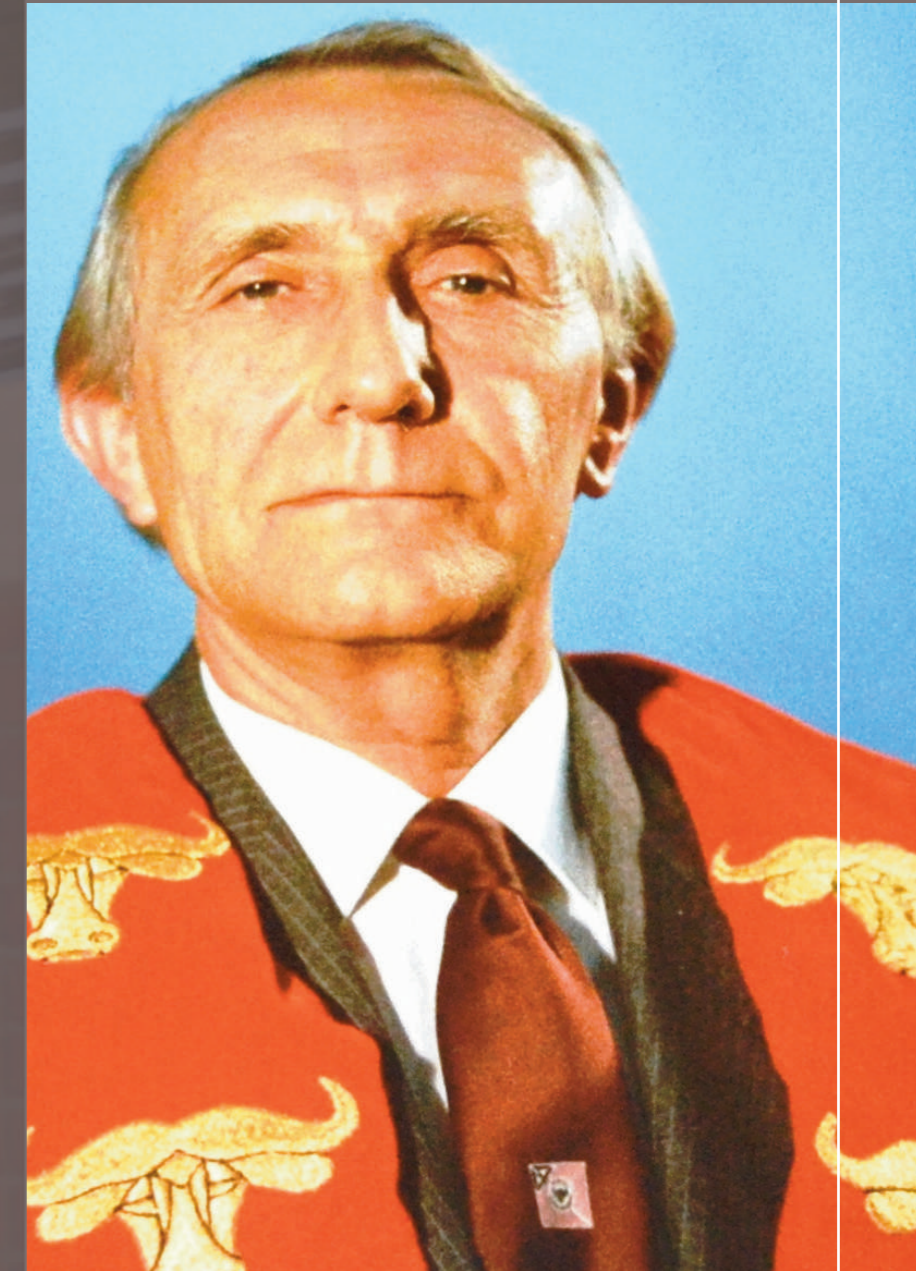
Prof Shakespeare: 1986 - 1990

During the period 1986-1990 the Rector was Prof Shakespeare and the student population had increased as a result of the Technikon taking over two vocational colleges, one for health and one for agriculture. These were the School of Health Sciences which transferred from Edendale Technical in Pietermaritzburg to the Technikon while the School of Earth Sciences transferred from Owen Sithole College of Agriculture at Empangeni. The Public Administration Department from the University of Zululand was later transferred to the Technikon, too. This take-over by the Technikon was a seamless process given the political climate of the time. In today's democratic period, a process of this nature would require various consultations and stakeholder engagement meetings, often resulting in unpredictable reactions.

In October 1988, the library stock was moved from where Civil Engineering and Survey academic departments are, to the present building known as MC O'Dowd Resource Centre. There were only nine staff members, namely, the head librarian, senior librarian, secretary, librarian, junior librarian, and four library assistants. The library had a modest collection of 23,000 books - including open books, reference books and short loans. There were only 31 journal titles, 1142 Videos, audio cassettes, slides, filmstrips and transparencies.

Over the years, the library gradually developed. The first milestone was changing from the manual card system of managing library processes into electronic processes. This was challenging to staff and library users. Staff members were all intimidated and overwhelmed by the task of capturing information into the system and learning new terms. Users were initially reluctant to use the system to check books and shelf numbers. Nevertheless with time and training the battle was won. Library management systems were, Biblios (1988), URICA(1994) and Unicorn (2005). This latter change was in line with the Library's membership of the Eastern Seaboard Association of Libraries (esAL) Consortium. The Technikon Library was regarded as one of the historically disadvantaged divisions by the First World countries. As a result of this, it received interventions from USAID, British Council and Canadian International Development Agency, for the professional development of its staff members.

In 2001, The European Union and the Department of Higher Education provided a Libraries Programme 2001. Courses were offered in the following areas: Customer Care; Marketing and Advocacy; Collection Development and Resource Sharing; Diversity Management and Asset Management. Due to overseas intervention the Library boasts 2620 books and reference books donated by the European Union. The Mellon Foundation funded the members of the esAL Consortium for Computers and Infrastructure.



THE THIRD RECTOR: Prof Adolf Vos: 1991-1995



From 1991-1995, the Rector was Prof AJ Vos. By then, the student population was at 5871 and it is important to note that this is the time when the Technikon introduced the three faculties of engineering, management sciences and natural sciences, a complete shift from what it was originally designed for, i.e. engineering studies. During the same period, the Technikon, whose staff population had been predominantly White, began to draw other races. Ms Ayesha Mahomed became the first female and Indian to head the School of Public Administration. Prof Vos forged a linkage partnership funded by the Canada International Development Agency (CIDA). Through this partnership between Mangosuthu Technikon and Alberta Vocational College, the linkage concentrated on the development and operationalisation of a community outreach model and the introduction of Computer Based Learning for student upgrading, counselling and tutoring.

The Communication Department and the Academic Support Centre created a Learning Assistance Centre which had 20 computer terminals for computer assisted learning. A Community Outreach Centre was established to a tune of R7 million and Dr Annelie Rabie was the Head of the centre.

The most notable gain out of this partnership was the Develop a Curriculum (DACUM) training which trained Prof Landman, who went on to be the first South African to become a DACUM facilitator and trainer. He is still as passionate about DACUM as he was two decades ago. DACUM since became a flagship project for the Technikon. Today, the DACUM has been used in Namibia, Rwanda and across local universities to assist in the development, modularisation and design of various institutions' curricula. It is the same DACUM that in 2013 had been used to develop a curriculum for MUT's maritime studies due to commence in 2015.

For a few months after Prof Vos had served his tenure as Rector; Mr Gavin Kruger acted as a Rector while Ms Nana Adande became an acting Vice-Principal. This was a huge milestone for the Technikon which had never had an African - or a woman for that matter - in an executive management position, despite it being located at Umlazi Township. It is also during the same year that Dr Wessel Steyn who was Vice-Principal Academic, was frog-marched by the union out of the Technikon gates. The incidence was sparked by allegations that he had tampered with the performance appraisal of a staff member. The incident is vital in that it shows how the first industrial action took place and when.



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THE FOURTH VICE-CHANCELLOR

Prof Ndlovu: 1997-2008

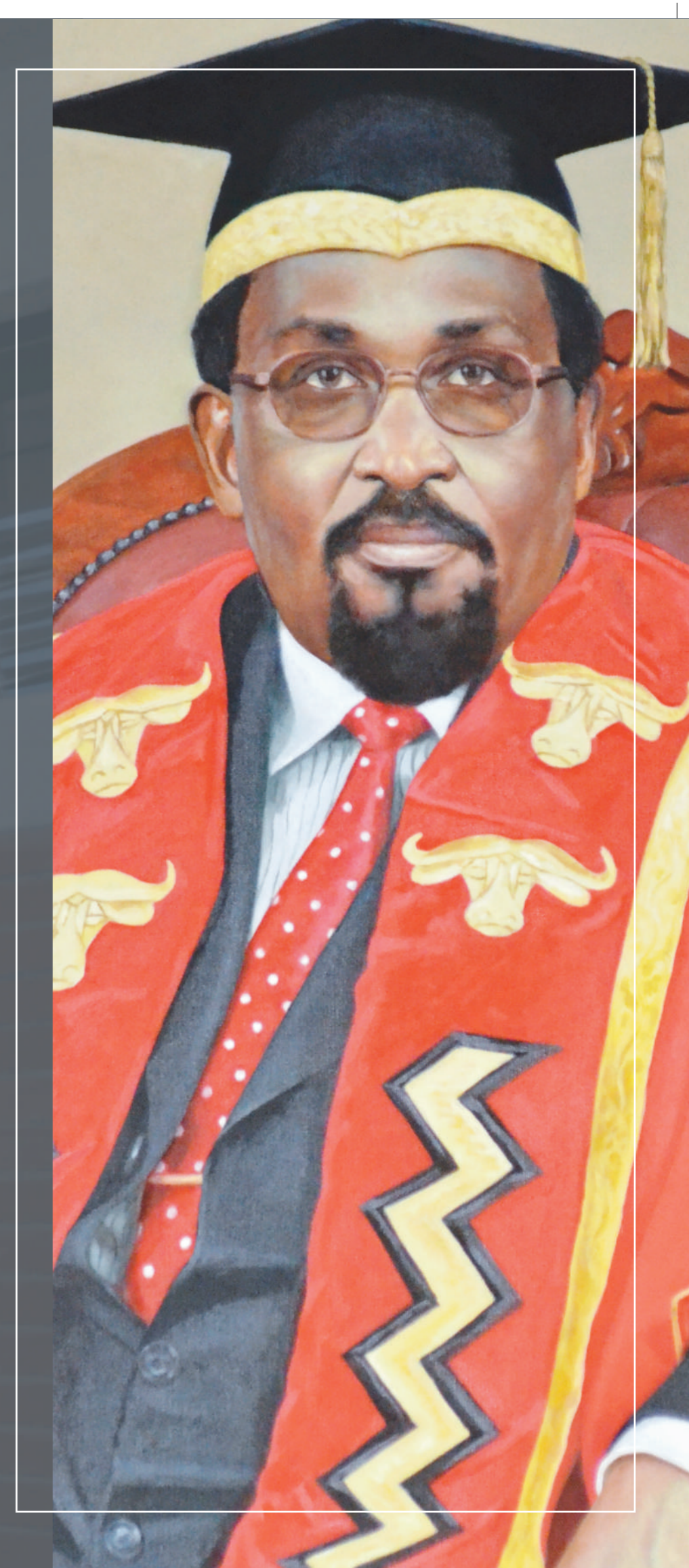
In 1997, Prof Aaron Msesi Ndlovu assumed the reigns as the Vice-Chancellor and Principal. His Executive Management included Prof Edmund Zingu as Vice-Principal Academic, Prof Gabriel Ndabandaba, Vice-Principal Student Affairs and Ms Ayesha Mahomed, who became the first female Vice-Principal, Administration. Prof Ndlovu arrived at a point when the Technikon was defining its identity in terms of strategic planning. He continued with a Technikon Planning Team that had commenced work on the core purpose of the Technikon.

Under Prof Ndlovu's leadership, the team finally produced the Technikon Strategic Plan 1998-2001 which was developed within the context of the National Vision for Higher Education, of:

- Promoting equity of access and fair chances of success to all who are seeking to realise their potential through higher education;
- Meeting national development needs through well-planned, coordinated teaching, learning and research programmes;

- Supporting a democratic ethos and a culture of human rights through educational programmes and practice conducive to critical discourse and creative thinking and cultural tolerance; and
- Contributing to the advancement of all forms of knowledge and scholarship, addressing the diverse demands and problems of the local, national and southern African and the entire African continent.

In its entirety, the strategic plan development involved a wide range of audience drawn from the leadership of the time and members of the local community. It was approved by the Academic Board and the Technikon Council. From 1999-2002, the Technikon set itself a Three-Year Rolling Plan. By 1998 it had grown to 6298 students from 1988's 868 students. It had been in 1998 that the Technikon introduced evening classes owing to space constraints.



THE FIFTH VICE-CHANCELLOR :

Prof Mashupye Kgaphola

The 5th Vice-Chancellor, Prof Mashupye Ratale Kgaphola, is a graduate of University of Leeds (UK) where he completed a Bachelor of Science (Chemistry), B.Sc. (Honours) in 1987 and his doctoral studies in July 1991.

Prior to him joining MUT initially as Administrator in July 2009, Prof Kgaphola was Special Advisor to the Vice-Chancellor at the University of Johannesburg (UJ). Before then, he was Knowledge Management Programme Coordinator at the Development Bank of Southern Africa (DBSA), where he previously also held two other positions, including Manager of the Policy Unit (2001/3). He has also worked as Associate Prof and Director of Academic Development at the University of Venda (1999/2000), Senior Analyst in Science and Technology Policy at the National Research Foundation (1997/9), and as lecturer in Chemistry at the former University of the North. During the period June 2003 to June 2006 he was seconded by the DBSA to the former National Department of Education, where he served as Convener (Governance and Academic Affairs) in the Merger Unit. The latter was a dedicated team of experts appointed by the Minister of Education to manage the restructuring of the higher education system in South Africa.

Prof Kgaphola has been actively engaged in the broader debates on transformation in education, science and technology, social change and political evolution in South Africa.

His tenure at MUT has seen the following developments:

- Campus was declared a no alcohol campus in 20
- Consecutive incident-free SRC elections.
- The creation of a leadership speaker's series aimed at preparing students for the workplace.
- Focus on entrepreneurship skills for graduates in order to make them future employers.
- The establishment of a core curriculum that ensures an inclusion of core skills in the teaching and learning offering.
- Development of strategic partnerships with industry.
- An expansive capital growth plan that will include new student residences, a student centre and academic buildings.

Prof Kgaphola has garnered support with key industry players and other key stakeholder groups like alumni in defining MUT's position as a new era university. The trajectory that he has set MUT on will help ensure a viable management system that will deliver increased throughput rates and an institution fit for purpose.



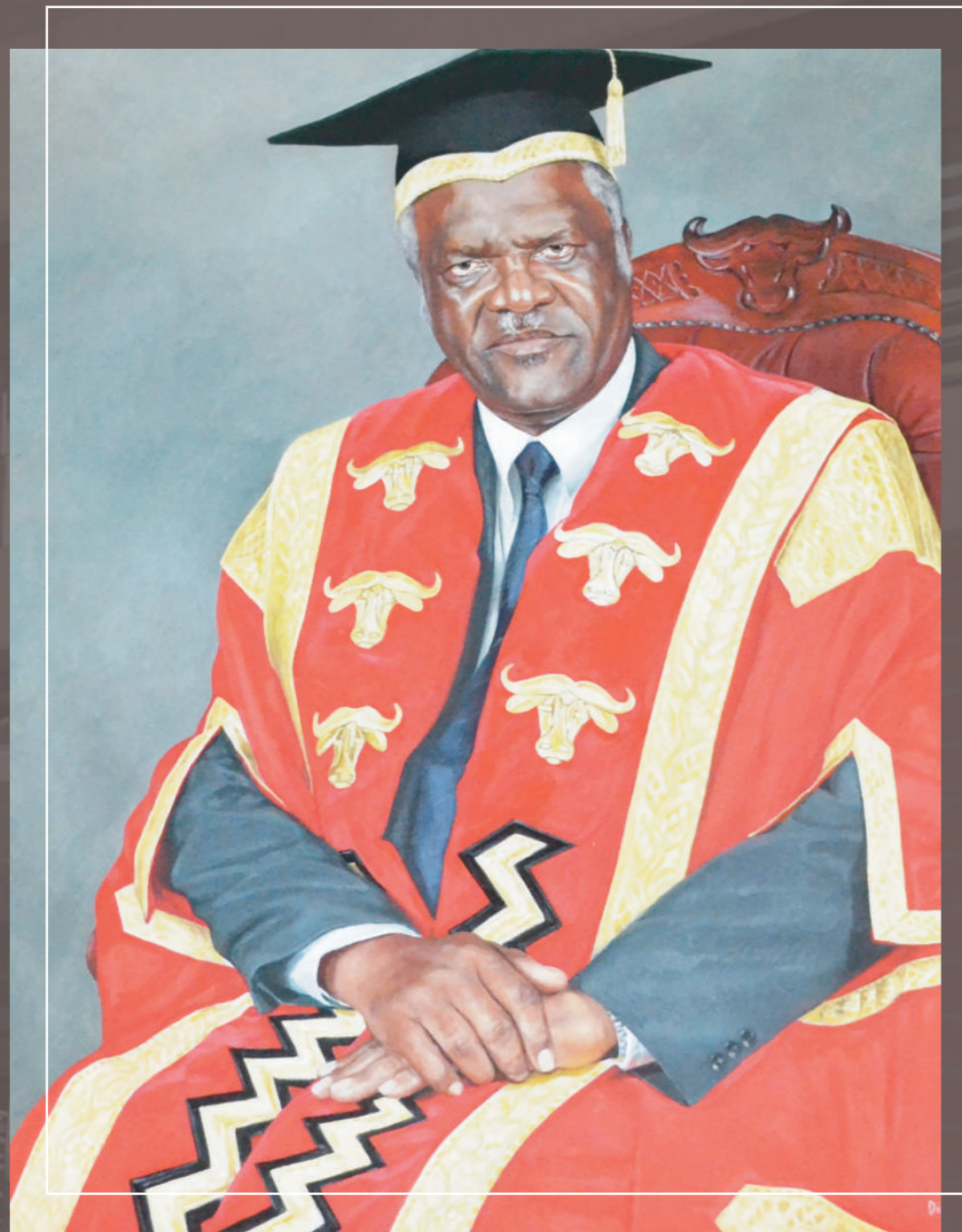
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MUT PREVIOUS CHANCELLORS

The Chancellor is the ceremonial head of the university. MUT has, over the years, installed Chancellors who have contributed to shaping the development of the institution.

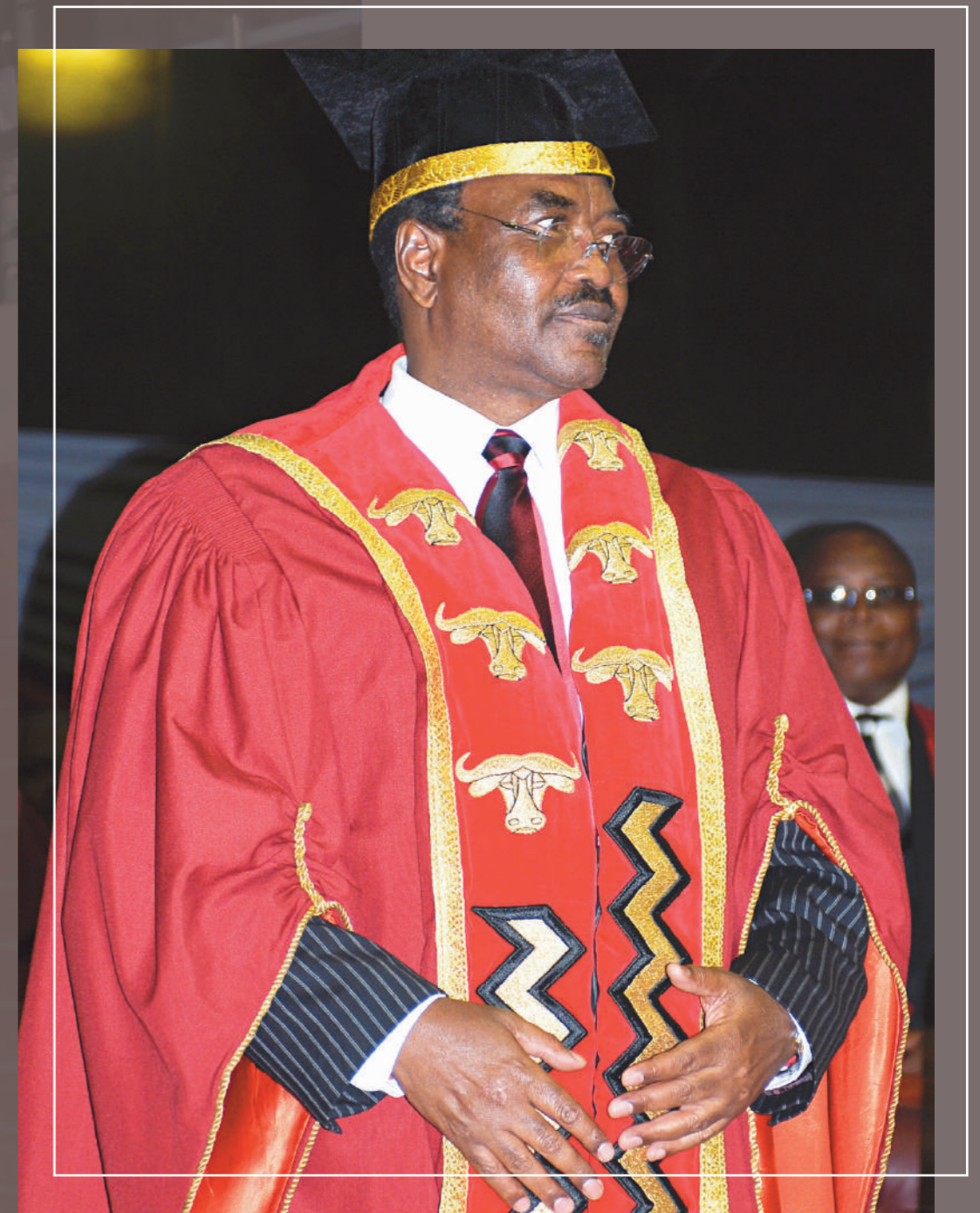
Rev KEM Mgojo

Human Rights Activist, Ritual Leader and Winner of the Order of the Baobab



Mr Willis Mchunu:

KZN MEC for Transport, Community Safety and Liaison



MUT'S PREVIOUS CHAIRS OF COUNCIL

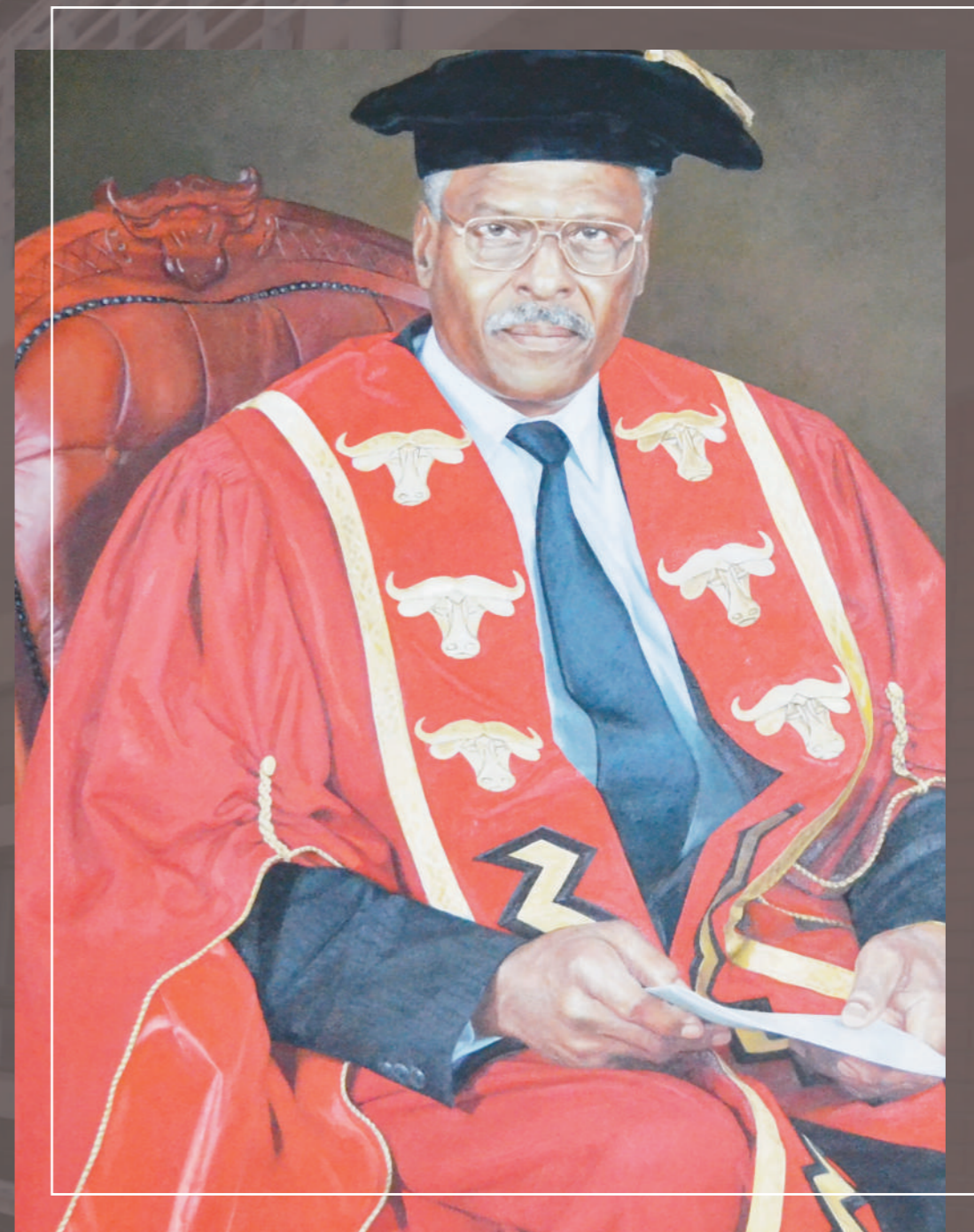
Mr OT Mlaba:

Former Mayor of eThekweni Municipality



Rev BK Dlodla

Durban Living Legend and Former UCCSA Religious Leader



MUT SRCs

SRC 2012



SRC 2013



SRC 2014



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MUT FIRSTS

The First Governing Council of the Technikon

Like the first student intake, they were all male. They were:



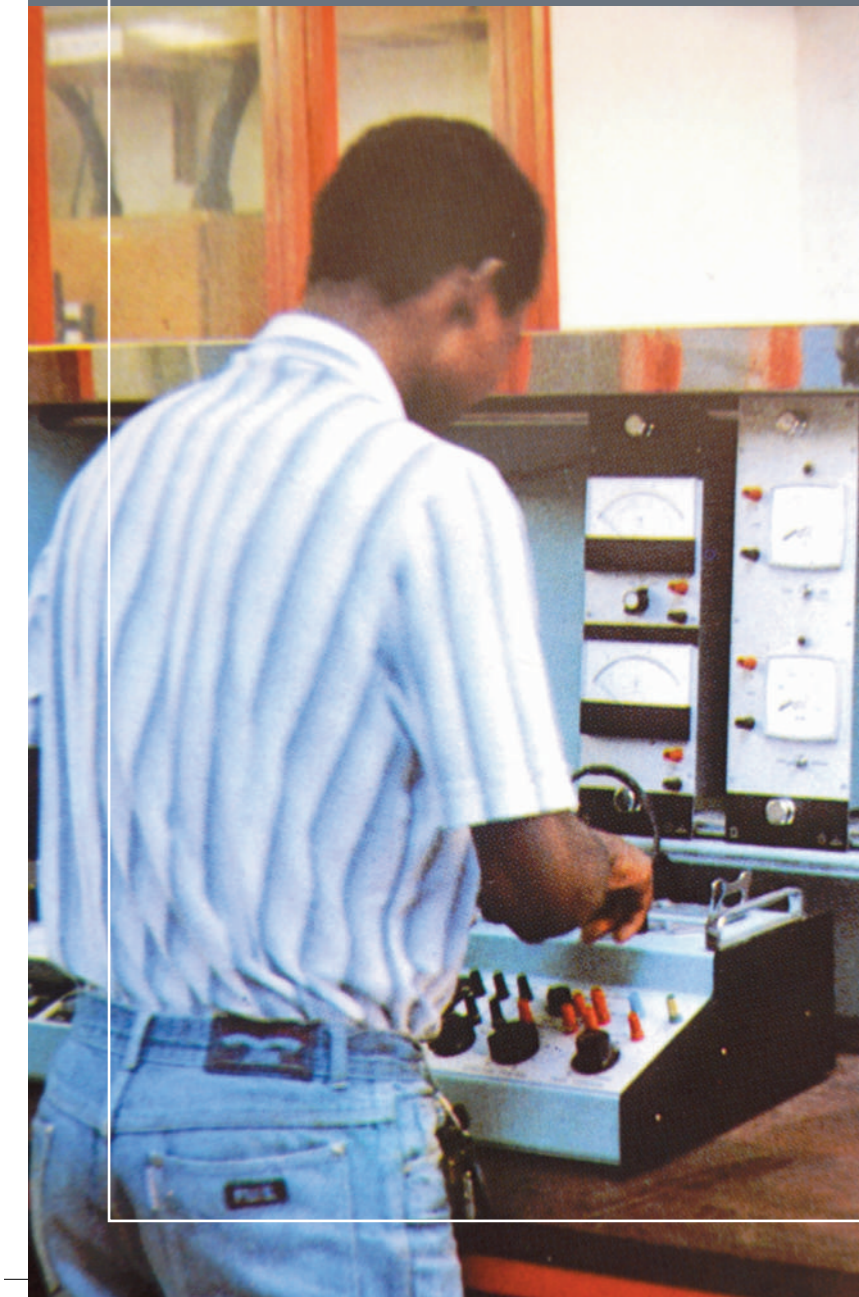
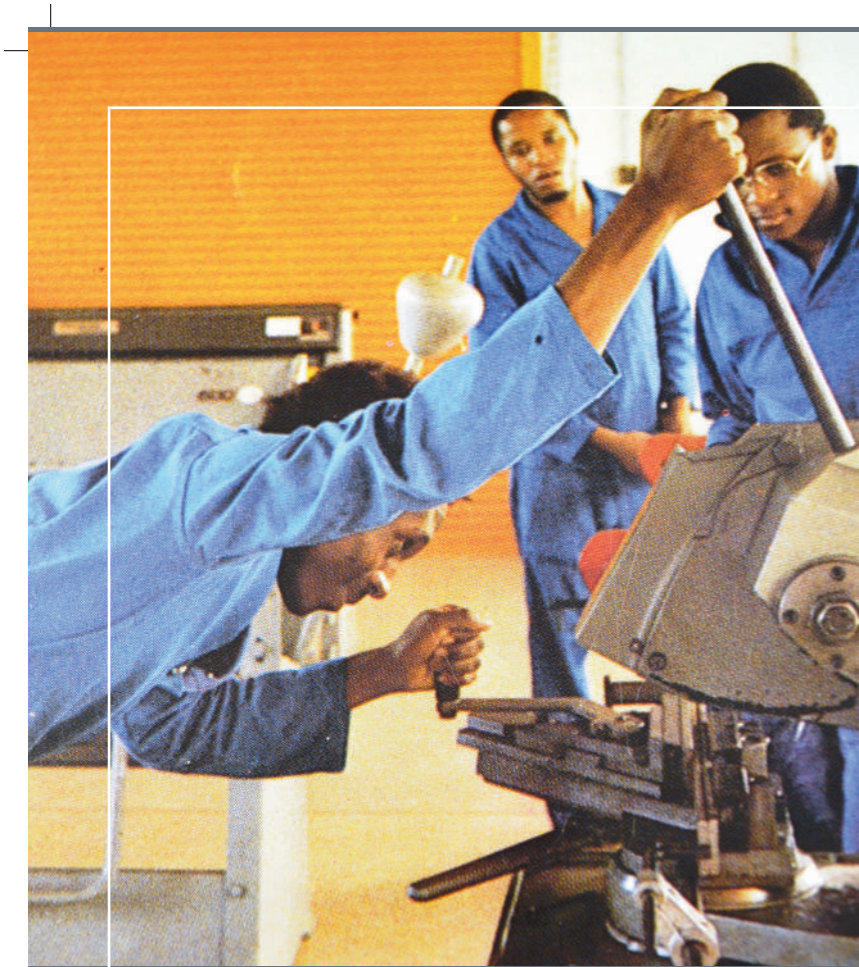
1. Prof GR Bozzoli, (Chairman). He was a retired Vice-Chancellor and Prof of Electrical Engineering of the University of the Witwatersrand. He later donated towards the building of the current Bozzoli Hall. He was a famous SA engineer and came through Anglo American's recommendation.
2. Prof DJ Close, who was the first Rector
3. Dr HA Mocke, Chief Planner (Technical), Department of Education and Training.
4. Mr JE Ndlovu, Secretary for Education and Culture, KwaZulu Government Service.
5. Mr W Nduna, Assistant Secretary for Education and Culture, KwaZulu Government Service.
6. Mr MC O'Dowd, Chairman, Group Chairman's Fund, Anglo American Corporation and De Beers Consolidated Mines Limited. He later made a donation towards the construction of the current library. It is named after him.
7. Rev IL Shembe, a resident of Umlazi and a nominee of the KwaZulu Cabinet.
8. Dr A Solomon, Rector of the ML Sultan Technical College. Dr DA Solomon was a historian who wrote some of the South African History Books for Standard 9 on the Khoi Khoi and the Anglo Boer War, which is now known as the South African War.
9. Dr DR Yetton, Consulting Architect, Anglo American Corporation
10. Mr RD Kemp, Secretary Administrator, Chairman's Fund Special Projects, Anglo American Corporation and De Beers Consolidated Mines Limited.

It is interesting to note that the first Council was predominantly White male, with only three African males and also the fact that most of these council members were drawn from the public service in the then Bantu Education Department, and also from the South African Sugar Association, which was also one of the original funders. The other funder was Anglo-American.



FIRST STUDENTS





ABOVE: PROF ADOLF VOS &
PROF SENZO MALINGA
(NOW DEAN; FACULTY OF
ENGINEERING)



THE FIRST GRADUATION CEREMONY



**Mangosuthu
University of Technology**

A LOOK THROUGH THE LENS FROM THE FIRST STUDENTS' POINT OF VIEW

Mr Gordon Msimang



"My Technikon journey started in 1979 when I spotted a newspaper advertisement for students to enrol at the Mangosuthu Technikon for an electrical engineering qualification. There were 15 of us and nine staff members at the time. It is important to note that all these 15 students were males studying electrical engineering. This speaks to career-pathing of the time that this field was for men only in the African tradition.

At the time I was not certain of the subject matter or the type of qualification, or even the work environment that I would expect after qualifying. I, however, knew that I had the talent to diagnose and analyse electronic circuits. This course ended up being exactly what I had imagined, even exceeding my expectations. SA Philips took me on as their intern electrical engineering light current. Being the very first students at the Technikon, we had to complete the six-month Pre-Tech Course (Foundation Programme) in 1979 before we commenced with the course. The first group consisted of 15 electrical engineering students, three of whom were studying light current. Our group attended the classes at the prefab building while the main campus was being built. We were accommodated at the Umlazi Technical College premises. We walked from there to attend lectures every morning, back for lunch and then back again for the last time of the day for the afternoon lectures. After T1 the first group had to undertake what is now called Work Integrated Learning (WIL) for six months to allow the following group to catch up and make reasonable class numbers in the electrical section.

One of my favourite memories I hold so dearly was when we got back from work integrated learning a year later and as senior students we were able to be located in the brand new building in the main campus. We were also allocated single rooms. This was a special treat we had waited so long for. It looked as if we had earned it. We graduated on 16 October 1985."



**Mangosuthu
University of Technology**

A LOOK THROUGH THE LENS

FROM THE FIRST STUDENTS' POINT OF VIEW

Velaphi Myeni

One of the first 15 students in 1979, Velaphi Myeni, penned this article for the University while completing his Master's degree in Electrical Engineering at the Missouri State University, USA.

"The establishment of Mangosuthu Technikon in 1979 was a liberation indeed, and the beginning of a new dawn for black education. I was privileged to be part of the first cohort of students admitted. By 1980, the cohort reached 56 in electrical, civil, chemical and mechanical engineering. The fact that we had Uncle Joe Mokoena (38), and Uncle Simon Nkabinde (28) in Pre-Tech, and the rest all over 20, indicates how much we had been deprived of technical education. The old order prevented blacks from participating in technical skills training. The average age was 23. We were all males, with one exception, Virginia Ngcobo who was a typist.

We did not forget our brothers and sisters in the community who had no mathematics or science teachers. In 1980, Irish Ngomezwa, Simo Chili, Sandile Hlongwane, Emmanuel Masondo and I used to provide classes at Menzi High School during our lunch hour. Mr Moses Masondo, then principal of Menzi High School, would drive us quickly to his school to offer mathematics and science to five different classes simultaneously. He would then rush us back to campus before 2:00 pm so we would be ready for our next class.

My studies at Mangosuthu Technikon gave me the wings to soar and look at the education of my people from a broader perspective. It has given me the skills to impart, and it has given me ways to motivate students to accept challenges they face. It has also given me the opportunity to be a perpetual learner".



THE FIRST ACADEMICS

Mr John Wimbush



"I started in July 1979 with Des Mack and Gavin Gradwell. At the time you needed at least 10 years' industrial experience and higher education experience. Contrary to what we had read in the newspapers about the 1976 riots; we found a group of students eager to learn, hungry for knowledge. Our first group was a success. Some went to work for Phillips in Singapore and Mondi." It is a long time, but of course Messrs Wimbush, Mack and Gradwell are still associated with MUT.

Some of the first lecturers included Mr Brian Stewart, who later became the Dean of Engineering and took an early retirement package in 2000 after acting as DVC Academic; Mr Des Mack, who is now Director of Cooperative Education; Mr Gavin Gradwell who was a lecturer in the department of electrical engineering, who although retired, has now been recalled as a tutor by the same department and Prof Koos Landman, now senior lecturer in the Department of Civil Engineering & Surveying. Prof Landman has recently been given a lifetime award by the Council for Professional and Technical Surveyors (PLATO) in recognition of exceptional services rendered to the survey profession nationally.

JOHN WIMBUSH, DES MACK & GAVIN GRADWELL

INFRASTRUCTURE DEVELOPMENT:

1997-2000

By 1997, the Technikon had 6098 students that sought accommodation yet, could only accommodate 1045. Discussions on acquiring the Executive hotel accommodation had begun. By 2004 the University entered into lease agreements with Lonsdale Hotel, Killarney, Astra, Adrain and Manning Mansions. These residences are located in the CBD.

In 1999, a new building was constructed which currently houses the offices of Executive Management and some support services offices together with a vibrant health clinic which includes a waiting room that accommodates 25-30 chairs, a doctor's room and consulting rooms, plus vibrant HIV & AIDS awareness programmes and a VCT programme.

NEW BUILDINGS

Dr Prielley ka Seme Hall, which has a seating capacity of 3500, West Wing and North Wing buildings which have 54 offices, and 14 lecture theatres respectively.

Acquisition of the old Ophikweni Campus of the University of Zululand and relocating the Faculty of Natural Sciences and its library took place.



**Mangosuthu
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TRANSFORMATION AND INTERNATIONALISATION OF THE TECHNIKON: Early Years

In 1999 the Vice-Chancellor, Prof Ndlovu, led a delegation that went to benchmark marketing and communications activities, programme development and research centres at the Northern Michigan University and the University of Brownsville, Texas, USA. The result was the launch of an internal giving programme called Zenzele, which is a Zulu word meaning, "Do it yourself." The programme enabled staff to rally together and give back to the Technikon in an effort to develop a scholarship fund to assist needy students, especially to the engineering and science departments where the entry statistics were very low.

In 2000 the Technikon began its international collaborations with three universities in the US through a USAID funded project called the Tertiary Education Linkages Project (TELP). The US partners were Iowa State University, Florida Agricultural & Mechanical University, and Spelman College. The project, which was from 2000–2005, focused on building capacity in curriculum development, student development, research, and leadership development. It was through TELP that the Technikon received over \$4,6 million for various activities that ranged from institutional capacity development through workshops, staff workplace shadowing programmes, and benchmarking visits.

In 2003 the TELP office was able to secure another grant through the United Negro College Fund Special Programs for \$100,000 that focused on research capacity development and policy analysis.

In 2004, the TELP office secured another grant amounting to \$120,000 through the Association Liaison Office for enhancing the office of marketing and communications at the Technikon. There were many activities under this project and the flagship project was an international conference in July 2005 which the Technikon's TELP Office conceptualised for all marketing and communications offices from at least 28 higher education institutions at the time.

In 2005, the Extramural Division of the University of Zululand which is right across the Technikon, shut down and relocated to the University of Zululand's main campus. The entire infrastructure and land surrounding it was transferred to the Technikon. It currently houses the Faculty of Natural Sciences. One of the flagship research projects, the Centre for Algae Biotechnology (CAB) led by Prof Akash Anandraj, is housed in the faculty of Natural Sciences.



FROM A TECHNIKON TO UNIVERSITY OF TECHNOLOGY

In 2007 Mangosuthu Technikon was renamed Mangosuthu University of Technology (MUT) and to acknowledge this milestone, the current President, Mr Jacob Zuma was invited as guest speaker at the graduation ceremony.

MUT UNDER ADMINISTRATION

In 2008 the Department of Education (DoE), at the request of Council, appointed an independent assessor to investigate governance and management issues at Mangosuthu University of Technology. The outcome was the Maphai Report that in November 2008 resulted in Prof Ndlovu being suspended, and Prof Edmund Zingu, the Deputy Vice-Principal Academic, being appointed to act as the Vice-Chancellor. The findings of the Maphai Report were gazetted and are still on the higher education website.

In 2009, based on recommendations of the Maphai Report, MUT was put under DoE administration. From January-June 2009 Prof Jonathan Jansen was the MUT administrator, and left to assume a new position as Vice-Chancellor at the University of the Free State. Prof Zingu retired in June 2009. In June 2009 a new Council was constituted.

MUT AT A CROSSROADS: Under Administration

Prof Jonathan Jansen was appointed Administrator in January 2009. During his brief stint at MUT; he was responsible for refocusing the University.

From July 2009-July 2010, Prof Mashupye Ratale Kgaphola was appointed as University Administrator. Two new DVCs, Prof Yolisa Mbele and Prof Marcus Ramogale, were appointed for administration and the academic portfolios respectively. It is during this period that the University commenced a self-reflection inquiry in preparation for the compilation of the Self-Evaluation Report required by the HEQC as part of the University's institutional audit.



NEW BEGINNINGS: DAUNTING TASKS AHEAD FOR NEW LEADERSHIP



PROF MASHUPYE KGAPHOLA



PROF MARCUS RAMOGALE



PROF KHEHLA NDLOVU

In August 2010, Prof Kgaphola was appointed as Principal & Vice-Chancellor of MUT. Prof Kgaphola led the development of the MUT Strategic Plan 2020 which was approved by Council in the same year. Council also approved the Self-Evaluation document, which formed a basis for the HEQC institutional audit.

MUT was audited by the Higher Education Quality Committee (HEQC) in May 2011. The audit took place as part of the HEQC's quality assurance system in the higher education sector. MUT submitted a comprehensive Self-Evaluation Report (SER), which was used as the basis for the audit. The SER addressed the following issues: governance, quality management, teaching and learning and assessment, research and community engagement.

The HEQC audit panel spent five days at MUT. They inspected documentary evidence submitted as part of the SER and interviewed members of the university community and external stakeholders. It was on the basis of these interviews, the SER and submitted evidence, that the panel formulated its opinions and wrote the final Audit Report.

The Audit Report contains two commendations and 32 recommendations. The commendations focussed on the University's achievements in Cooperative Education and the constructive role played by the University Council in restoring good governance at MUT. The report was well received by the MUT community. Following the report, MUT submitted an Improvement Plan to the HEQC. The plan was highly commended by the HEQC. MUT has submitted a progress report in March 2014.





Mangosuthu
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SECTION 3 : THE FRUIT

Celebrating 35 years as a new era university

THE RECTORS & VICE-CHANCELLORS



**Mangosuthu
University of Technology**





OUR ACADEMIC CREDENTIALS

Prof Marcus Ramogale, Deputy Vice-Chancellor Academic

7 INDICATORS THAT WE ARE ON THE RIGHT PATH TOWARDS BEING A PRE-EMINENT UNIVERSITY,

Indicator No. 1:

Our 2013 pass rate increased. As MUT's Executive Leadership; I believe we are onto something. The Strategic Thrust 1 "Improve Pass Rates' has been met.

This Strategic Thrust is supported by the KPAs such as:

- a. Enhance lecture delivery
- b. Enforce class attendance
- c. Enhance tutorials

Faculty of Engineering	Faculty of Management Sciences	Faculty of Natural Sciences
Overall faculty percentage pass rate (number passed over number enrolled)	Overall faculty percentage pass rate (number passed over number enrolled)	Overall faculty percentage pass rate (number passed over number enrolled)
Increased from 62.88% in 2012 to 72.73% in 2013.	Increased from 76.52% in 2012 to 80.95% in 2013.	Increased from 77.26% in 2012 to 81.01% in 2013.
9.8%	4.43%	3.75%
Overall faculty pass rate of those who wrote (number passed over number wrote)	Overall faculty pass rate of those who wrote (number passed over number wrote)	Overall faculty pass rate of those who wrote (number passed over number wrote)
Increased from 76.57% in 2012 to 85.09% in 2013.	Increased from 85.14% in 2012 to 92.14% in 2013.	Increased from 84.41% in 2012 to 90.17% in 2013.
8.5%	7%	5.75%

Indicator No.2:

MUT courses are accredited in 2013. Last year ECSA gave all but one department in the Faculty of Engineering accreditation. In May this this year, the Electrical Engineering department received its full accreditation till 2017.

Indicator No.3:

According to the Employer Satisfaction Survey, which MUT's Quality Management Directorate (QMD) conducted in 2013 among top MUT graduate employers, business was satisfied with the technical skills MUT students acquire. They recommended that students be given more soft skills that would make them cope better in the corporate world. We have commenced with soft skills enhancement through the TLDC.

Indicator No.4:

The 2011 institutional audit by the Council for Higher Education (CHE) was positive. MUT developed an institutional strategy around the Institutional Improvement Plan (IIP) that the Higher Education Quality Committee (HEQC) had recommended. This then formed part of the basis for the Strategic Thrusts 2013-2014, encapsulated in the Operational Plan. Bringing these to action has placed a direction for quality imperative within the University.

Indicator No. 5:

There is growth in research output; easily detectable in the rise of PhDs. In 2014 alone, the Faculty of Engineering received three PhDs; two in Electrical Engineering and one in Chemical Engineering, respectively. In the Faculty of Natural Sciences, there were two PhDs in Nature Conservation.

Indicator No. 6:

The Minister of Higher Education and Training, Dr Blade Nzimande, mentioned in parliament progress at MUT in response to the President's State of the Nation address 2014; "Great changes are happening at MUT...." To receive a mention from a Minister is an affirmation of the countless successes that MUT has attained over the past four years and is set to continue to achieve.

Indicator No: 7:

MUT choir is the best in the country. Last June it won the SATICA tournament, and became the best in the country. On 6 December the choir won the National Annual Choral Music Award, and got a R30 000 cheque.



CAPITAL INVESTMENTS AND FUTURE DEVELOPMENTS

Prof Khehla Ndlovu, Deputy Vice-Chancellor, Resources and Planning

From a R5 million capital outlay in 1979...

In 2010 the University commissioned an infrastructure audit. This audit showed a deficit between the available infrastructure and its capacity to service 10,000 students in residences, lecture theatres and laboratories. The infrastructure could not even provide student social spaces which generally plays a pivotal role in improving the quality of student life. The infrastructure audit found that R1.2 billion was needed to address the backlogs in infrastructure.

The Department of Higher Education and Training (DHET) has hailed MUT's infrastructure audit as a first of its kind and has encouraged bidding universities to use an infrastructure audit as a blueprint that accompanies infrastructure proposals. When MUT submitted its infrastructure development proposals, there was clarity on where the University wanted to be as well as a staggered plan of what would be prioritised.

Accordingly, DHET responded to MUT's proposals and the result has since 2010 been a staggering grant of R488 million phased in year after year. To date, these are the newly completed infrastructure developments which continue to change the MUT landscape:

- a. Faculty of Natural Sciences Laboratory, one of the greenest laboratories in South Africa funded by DHET to the tune of R35 million;
- b. A new Engineering Laboratory and offices were built at R40 million

On 26 March 2014, the MUT Council turned the sod for the R156 million 640-bed residence. Phase 2 is a R230 million 1 000-bed residence. The residence will comprise double rooms and self-catering facilities. In addition, we will construct electrical engineering laboratories at the cost of more than R75 million, as part of the R155 million engineering offices and laboratories complex.

But my flagship project, due to start by the end of the year, is the R84 million student centre.

This is a far cry from the R5 million of 35 years ago that started MUT.



Mangosuthu
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MUT'S CURRENT ACADEMIC OFFERINGS



The faculties of Engineering, Management Sciences and Natural Sciences are each led by a dean and there are 169 faculty members to a student population of over 10,000, making a ratio of 1:59. Between 1991 and 2013, the University has graduated 19,441 graduates.

DEAN SENZO MALINGA

The Faculty of Engineering offers diploma qualifications in Chemical, Civil, Electrical, Surveying, Mechanical Engineering and Construction Management and Quantity Surveying. It also offers a postgraduate Bachelor of Technology Degree in Chemical Engineering.

DEAN GONA GOVENDER

The Faculty of Management Sciences offers diploma qualifications in Accounting, Human Resources Management, Marketing, Office Management and Technology, and Public Management. This faculty offers two postgraduate degrees, a Bachelor of Technology in Accounting as well as in Human Resources Management. The faculty also houses three support departments: the Communication Department, Law Department and Economics Department. From 2016, the faculty will offer an Advanced Diploma in Marketing and Human Resources Management.

DEAN NOKWETHEMBA NDLAZI

The Faculty of Natural Sciences offers diploma qualifications in Agriculture, Biomedical Technology, Analytical Chemistry, Community Extension, Environmental Health, Nature Conservation and Information Technology. This faculty offers three postgraduate degrees, a Bachelor of Technology in Analytical Chemistry, Biomedical Technology and Nature Conservation. The faculty also houses the department of Mathematical Sciences. In 2015, the faculty will launch the first Post-graduate diploma in Nature Conservation which is the first in the entire country.



RESEARCH OUTPUT

Prof Mashupye Kgaphola

The number of research projects has increased from two in 2000 to 10 in 2003, to 30 in 2007. Currently we have 54 registered research projects as well as a research centre (Centre for Algae Biotechnology).

DR ANETTE MIENIE
DIRECTOR OF THE
RESEARCH DIRECTORATE

Year	Research Output Units
2004	4.50
2005	3.08
2006	6.50
2007	1.49
2008	1.58
2009	4.11
2010	7.57
2011	26.24
2012	19.61



LIST OF ACTIVE STAFF WHO COMPLETED DOCTORAL DEGREES SINCE 2000

The following staff members are still employed



Prof Akash Anandraj



Prof Mandla Kweyama



Prof Alfred Msomi



Prof Ralph Naidoo



Prof Sandiso Ngcobo



Prof Senzo Malinga



Dr Malizo Buyeye



Dr Pius Owolawi



Dr Chidozzie Nnadozie



Dr Farayi Murungu



Dr Georgina Arthur



Prof Shamala Moodley



Dr Devan Nadasan



Dr Babatunde Bakare



Dr Chrispen Mulanga



Dr Kuben Naidoo



Dr Roger Coopoosamy



Dr Michael Shapi



Dr Logan Naidoo



Dr Johan van Koller



Dr Seveno Machingambi



Dr Muntuwenkosi Chili



Dr Aria Merkestein



Dr Manyane Makua



Dr Lazarus Sentsho



Dr Anette Mienie

In 2013, MUT's Senate approved these research niche areas for MUT:

- Algae Biotechnology
- Ethnobotany
- Food Security
- Language, Academic Literacy and Communication
- Radio Access Network and Rural Communication
- Renewable Energy
- Service Delivery Improvement in the Public Sector
- Waste Management

Year 2013 has been a landmark for MUT's research, with four post-doctoral fellows registered for the first time. During 2012 MUT filed its first patent titled; Ceiling, method for manufacturing a ceiling and kit for use in manufacturing a ceiling (patent Nr.2012/09619). The inventor is Mr Dave Pons. Currently eight additional disclosures with commercial potential were received and are in various stages of the patenting process.

SHAPING THE FUTURE OF MUT: NEW LEADERSHIP



Today Mangosuthu University of Technology is one of five universities of technology in the country. It is recognised as an accredited institution and receives funding from the state through the Department of Higher Education and Training. It is now in a cluster of 23 recognised state-funded universities in South Africa.

Great strides have been taken by the new University leadership to make MUT succeed in its vision of being a pre-eminent university. There have been new gains and there are positive signs that the University's stakeholders have confidence in the new leadership.

MUT STRATEGIC PLAN 2020

After new management had been installed, the university began to carve a strategic direction and it is moving fast. It is important to take note of the mission and vision, as well as the strategic priorities outlined below.

MUT'S STRATEGIC PRIORITIES



- Priority 1
Quality teaching and quality learning
- Priority 2
Quality student experience
- Priority 3
Attract, develop and retain quality people
- Priority 4
Efficiency, effectiveness and growth of academic programmes
- Priority 5
Quality applied research
- Priority 6
Quality community engagement
- Priority 7
Quality management
- Priority 8
Quality infrastructure
- Priority 9
Quality resource development
- Priority 10
Quality innovation, technology development and transfer



**Mangosuthu
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QUALITY INNOVATION, TECHNOLOGY DEVELOPMENT AND TRANSFER

From 2010, a new cohort of senior leadership joined senior management as follows:

- IT&N (new)- February 2010;
- Human Resources (new) – initially July 2010;
- Finance (existing) – February 2011;
- Marketing & Communications (re-activated)- March 2011;
- Planning and Research (new)- contract;
- Executive Director: VC (new) – initially April 2011.
- Teaching & Learning Development Centre (2013)
- Operations (new) – (2013)

These are the infrastructure projects underway in the short to medium term:

- Construction of students residences;
 - a. Phase 1 at R120million for 640 beds,
 - b. Phase 2 at R200 million for 1000 beds, and
 - c. Refurbish lecture theatres at R12 million.
- Construction of new laboratories for the Faculty of Engineering and offices at R75 million;
- Construction of a world-class student centre at R83 million;
- Creation of disability friendly zones at R3 million; and
- Road infrastructure for proposed Engineering Laboratories and offices at R13 million.



B: GOODWILL TOWARDS THE UNIVERSITY

From 2011, there have been many gains on goodwill towards the University. These are summed up as:

- Sponsorship of a wireless network across all campuses sponsored initially by Telecom Southern Networking (TSN), a Gauteng-based IT company owned by Stan Sibeko;
- Sponsorship for a Natural Sciences Laboratory by Mr Robert Gumedé's Keni Foundation;
- Computer hardware sponsorship by Madamu Group, led by Mr Basil Makhathini;
- Eskom grant through its Tertiary Education Support, amounting to R350,000 for the Solar Thermal Applications Research Laboratory (STARlab);
- Eskom grant to the value of R1,5 million to add on the wireless project;
- A grant by the US Embassy in Durban for executive management's benchmarking study in at least six US maritime institutions;
- Various sponsors for the empowered administrators conference, unique to the University, that in its second year has empowered over 500 office administrators from some government departments – national, provincial and local, universities, and Chapter 9 institutions.

STAN SIBEKO



ROBERT GUMEDE



BASIL MAKHATHINI



C: EMERGING PARTNERSHIPS



New strategic partnerships are also coming up. To date the University has signed a Memorandum of Understanding (MoU) with Telecom Southern Networking (TSN) and eThekweni Maritime Cluster (EMC). The TSN MoU focused on sponsoring wireless network infrastructure for MUT campus to the tune of R1 million, and includes new ALTAI wireless and implementation thereof. The EMC MoU includes all three universities in Durban; MUT, Durban University of Technology (DUT), the University of KwaZulu-Natal (UKZN) and Transnet Maritime College. The MoU focuses on enhancing the maritime position of the Port of Durban and the eThekweni Municipality, more generally the Province of KwaZulu-Natal and the Republic of South Africa, and potentially the continent of Africa, teaching and research that will augment the positions of DUT, MUT, UKZN and Transnet School of Port.

In 2011, Eskom and MUT signed an MoU in the areas in which the parties agree to collaborate, which include, but are not limited to the following:

Greening MUT initiative, led by the Faculty of Engineering;

Workplace experiential opportunities – site visits, vocational work, learning projects or tasks for MUT students and academic members of staff;

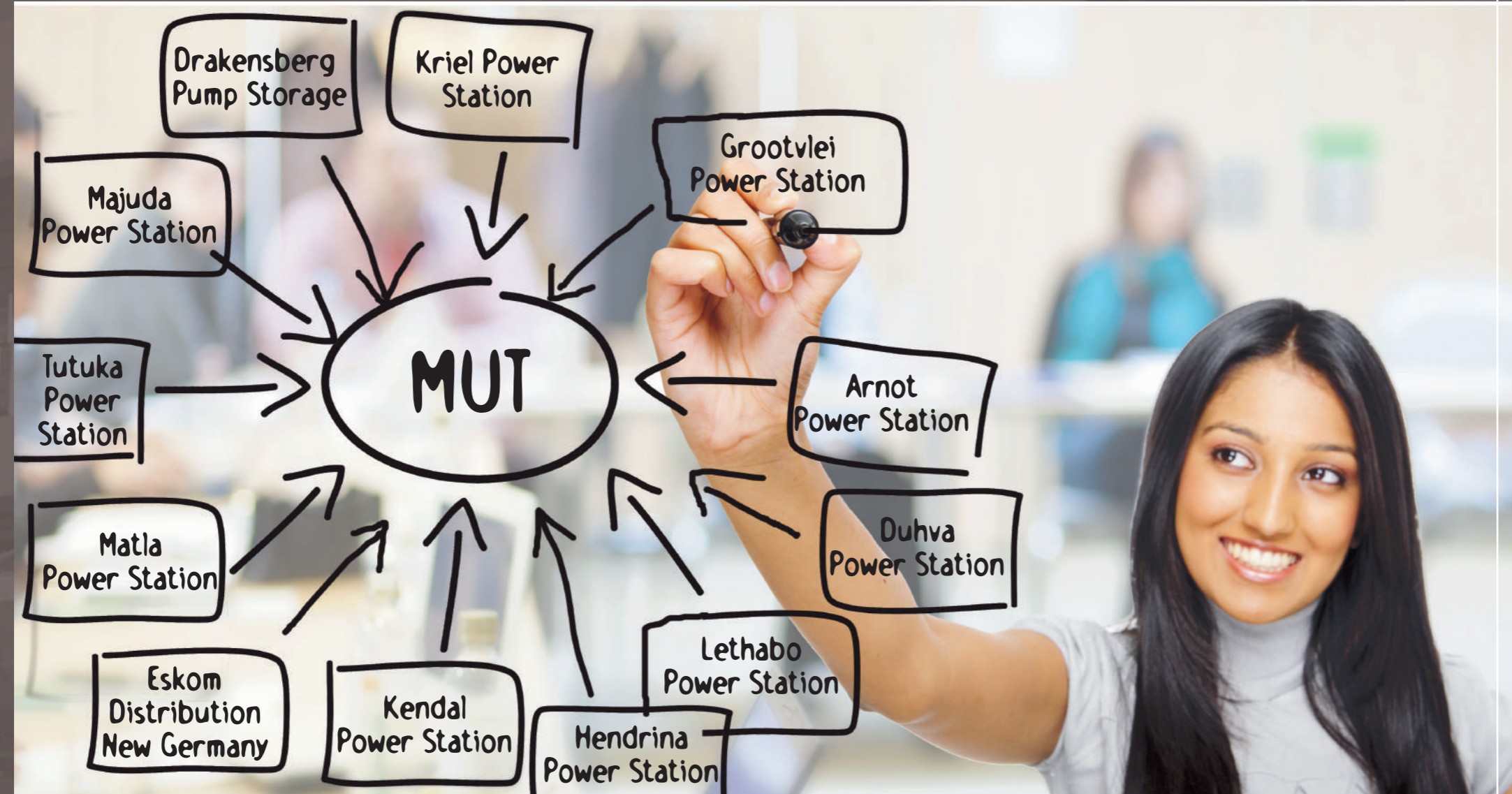
- Placement, learning and other opportunities for MUT students and academic members of staff with partners of ESKOM with a vested interest;
- Providing opportunities for research, technological and other special projects for MUT students and academic members of staff; and
- Sharing of knowledge on good governance, leadership and management practices.

Collaborations with industry, higher education institutions, NGOs and CBOs, government and donors are explored in more details at the end of the historical narrative in a table.



D: IMPACT ON THE LIVES OF OUR PEOPLE:

At Eskom alone this is where our alumni are concentrated since 1983 when the first Electrical Engineering student went for Work Integrated Learning. .



- Top alumni include:
Chief of Ports in charge of all SA's nine ports, and an ambassador to Brussels;
- Many CEOs, MDs, GMs and various leadership positions for our alumni such as S Xulu, MD of Johannesburg City Power, TC Madikane, CEO of Igoda Projects, a multimillion rand project management company, and Herbert Msagala, Chief Executive (CE) of Transnet Capital Projects.

DISTINGUISHED ALUMNI IN COUNCIL:

2013-2016

In September 2013 MUT welcomed new council members, some of whom are no strangers to MUT as they studied here and continued to sustain relations with the institution even after they had graduated. Amongst these new members of council are Mlungisi Shangase, Gordon Msimang, Sifiso Keswa, Zama Sishi and Mhawukelwa Khawula.

Having completed his National Diploma in Surveying, Mr Shangase was amongst the first group of MUT students that graduated in 1985. There were only four graduates from his class. He was first employed by Umgeni Water and subsequently enrolled for an LLB qualification at another institution in 1999. He completed the degree and began to practise on his own as an attorney from 2006 onwards. On 31 May 2013, Mr Shangase received an Alumni Award at the inaugural Alumni Awards dinner for his remarkable career achievements. Mr Keswa is another alumnus with much to bring to the table, having completed his National Diploma Nature Conservation in 1994 and his Bachelor of Technology Degree in 2011. Mr Keswa has extensive managerial experience in Strategic Leadership, Financial Management, Human Capital and Assets Management, Corporate Governance and Community Development in the fields of Environmental Management, Nature Conservation, Eco-tourism and Rural Community Liaison. Now a General Manager: People and Conservation at Ezemvelo KZN Wildlife, he was appointed as an External Evaluation Panel Member of MUT Programme Review for Higher Education Quality Control Institutional Audit 2010. Mr Keswa is now all geared up to serve MUT, not only as a member of Council but also a chairperson of the Institutional Forum. Another alumnus who holds the interests of MUT close to her heart is Mrs Zama Sishi, who not only completed her National Diploma at MUT, but also has served as an employee for 18 years. She completed a B.Tech Commercial Administration and BA Communication Science from DUT and Unisa respectively. Currently she is Director: Stakeholder Relations in the Department of Marketing and Communications. She said that she was honoured that her colleagues had seen her as a suitable person to take up council membership. Mr Gordon Msimang, who completed his Electrical engineering qualification at MUT, went on to be one of the first MUT graduates to be trained in radiology equipment in the Netherlands. Today he is responsible for radiology equipment at Inkosi Albert Luthuli Hospital in Durban, one of the biggest hospitals in the country. On 31 May 2013 he received an Alumni Award at the inaugural alumni awards dinner for being an Innovative Alumnus. He is also a member of the Human Resources Committee of the council.



ZAMA SISHI



MLUNGISI SHANGASE



**Mangosuthu
University of Technology**

AN AMBITIOUS PLAN FOR ALL LEVELS OF MUT MANAGEMENT, creating dynamic leaders – Prof Kgaphola

In his 2013 State of the University address, Prof Mashupye Kgaphola revealed his ambitious plan to empower all levels of management through a platform coined, Distinguished Leadership Series (DLS). The purpose of the series is to not only empower managers to lead with a purpose but also provide them with a stage where they could learn and share best practices; acquire or hone specific skills, increase their productivity and meet the demands of their current positions.

This process of grooming leaders of tomorrow began on a low-keyed level in 2011 exposing senior management to the world's best, John Maxwell. This transformational leadership style further cascaded to all levels of management with the Lekgotla at Drakensberg, whose focus was not just to discuss strategy but also sought to introduce new thinking on leadership and reflections on proposed national institutional performance and corporate governance in higher education.

At the heart of this ambitious plan, is a desire to grow, nurture and develop a leadership discourse within the University. Consequently; Prof Kgaphola arranged for 10 senior managers to attend a high-powered Success Summit held from 3-4 March 2013. They were exposed to various global leaders who had started with nothing but ended up building mega empires. These global leaders were Richard Branson, John Dermatini, Greg Secker, MC Scott, Robin Banks, Robert Allen, Marlon Smith, Loral Nangemeier, to name a few. It was a marathon summit on success from 8-8 each day.



So, how has MUT management pondered on these responses? These were some of the take-home blurbs:

Prof Khehla Ndlovu, Deputy Vice-Chancellor, Resources and Planning: "There is a distinction between inspiration and motivation. For one to succeed, one needs inspiration as it comes from within. Self-worth can be achieved through inspiration. Success only comes if you take action."

Prof Marcus Ramogale, Deputy Vice-Chancellor, Academic: "This was simply one of the best events I have attended in many years. Kudos to the VC for the initiative! I enjoyed the presentations that sought to change the mind-sets and energise the audience because they are aligned to the proposal I am working on in respect of the creation of the Centre for Entrepreneurship."

Prof Senzo Malinga, Dean, Engineering: "When you can do a common thing in an uncommon way, you can command the attention of the world. What gets measured, gets managed. What gets rewarded, gets repeated."

Mr Gona Govender, Dean, Faculty of Management Sciences: "My new mantra will be 'action without a vision is merely passing time'. And 'a vision without action is a dream.'"

Mrs Niki Zungu, Senior Director, Operations: "Be Googlable. Build your business by awareness, education, consideration and action. The speed of implementation will determine your success. The proper way to network is IRS: Informative, Relevant and Stand out."

Mbali Mkhize, Senior Director, Marketing & Communications: "As managers we are all CEOs (Chief Experience Officers). Leadership is all about being a CEO of your division or department and without the drive to be innovative; you may never have the ICE (Instant Credibility Effect)."

Dr Manyane Makua: Senior Director, Teaching & Learning Development Centre: "Businesses start and thrive on creative IDEAS. Without these elements businesses and organisations become mediocre, ordinary and have no impact at all."

Mr Roy Bhagawat: Senior Director, Information Technology and Networks: "Upon successful completion of a project (realisation of your goals) the sense of accomplishment you feel is priceless."

Mr Mike Naidoo, Registrar: "Be passionate in whatever you do. Set priorities. Live with purpose. Make a difference. Improve the lives of others. Be effective and efficient."

MUT IN NUMBERS

Staff profiles in 1999—two decades after the Technikon had been established:

RACE	COUNT	PERCENTAGE
White	79	16.7%
Coloured	7	1.48%
Asian	41	8.7%
Black	343	72.89%
Other (American)	1	00.23%
TOTAL	471	100%

This is an overview of how the student numbers were growing, from 1995 to 1999:

FACULTY	1995	1996	1997	1998	1999
Engineering	2079 (42%)	2307 (40%)	2440 (40%)	2510 (40%)	2272 (37%)
Management Sciences	2038 (38%)	2630 (45%)	2848 (48%)	3027 (48%)	2992 (49%)
Natural Sciences	874 (17%)	890 (13%)	810 (13%)	761 (13%)	839 (14%)
Total	4991	5827	6098	6298	6103

STUDENT DEMOGRAPHICS

Headcount Enrolment by Province				
PROVINCE	2010	2011	2012	2013
Northern Cape	5	3	6	8
Limpopo	71	70	67	69
Gauteng	75	91	82	101
Eastern Cape	311	358	354	368
KwaZulu Natal	9 315	9 486	10 009	10 344
Mpumalanga	114	127	147	192
Western Cape	7	8	8	13
Free State	36	30	30	31
North West	6	9	6	7
UNKNOWN	93	104	90	109
Total	10 033	10 286	10 799	11 242

Student Headcount by Race				
RACE	2010	2011	2012	2013
African	10 015	10 261	10 598	11 343
Coloured	8	10	11	16
Indian	9	9	10	14
White	1	6	4	5
Total	10 033	10 286	10 623	11 378

Student Headcount by Gender				
RACE	2010	2011	2012	2013
Female	5 214	5 266	5 436	5 717
Male	4 819	5 020	5 187	5 661
Total	10 033	10 286	10 623	11 378

STAFF DEMOGRAPHICS

Staff Headcount by Race				
RACE	2010	2011	2012	2013
African	144	146	157	229
Coloured	1	1	1	2
Indian	40	41	37	70
White	27	28	27	42
Total	212	216	222	343

Staff Headcount by Gender				
RACE	2010	2011	2012	2013
Female	63	60	67	112
Male	149	156	155	231
Total	212	216	222	343



**Mangosuthu
University of Technology**



AS WE ADVANCE WITH OUR DEVELOPMENT...

The visionary and transformational leadership style of Prof Kgaphola has not only reverberated with senior management through the Distinguished Leadership Series (DLS). His approach to leadership has been marked by stakeholder engagement and consultative forums. Local high school principals engage with MUT and MUT has since 2013 introduced the Circle of Excellence Awards to enhance high level performance at Umlazi High Schools.

The Vice-Chancellor engages university constituencies through the State of the University addresses (for students and staff). Lately; he has introduced the Final Year Empowerment Project, collaborating with the Students' Affairs Unit to prepare final year students for the world of work and life in general. At the second Empowerment Workshop, he said to the final year students, "You should be proud to be associated with the likes of Sicelo Xulu, our alumnus who is the MD of Johannesburg City Power.

You are privileged to have opportunities to get closer to high powered individuals like these. As leaders of MUT; we are committed to seeing you succeed as students. We are here for you to also support a painful chapter for our country, called graduate unemployment. We would like you to start appreciating in advance the domain that is awaiting you, to also encourage you to take charge of your future."



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