

# SPiRiT

JULY 2018 / ISSUE NUMBER 9

**Dr Enoch Duma Malaza - ready to lead MUT into a new season**

**Teaching & Learning colloquium**

**MUT honours its first Masters in Nature Conservation graduates**

**MUT and partners source mobile libraries for local primary schools**



**Mangosuthu  
University of Technology**

**MUT - my first choice!**



## STUDY TOWARDS CAREER-FOCUSED QUALIFICATIONS

### FACULTY OF ENGINEERING codes and qualifications

MN-M-DCE Diploma: Chemical Engineering  
MN-M-DCV Diploma: Civil Engineering  
MN-M-DSV Diploma: Survey  
MN-M-DBU Diploma: Building  
MN-M-DEE Diploma: Electrical Engineering  
MN-M-DME Diploma: Mechanical Engineering

#### MINIMUM SUBJECTS REQUIRED:

English I Maths I Physical Science  
All at 50% and above  
Further departmental screening processes

### FACULTY OF NATURAL SCIENCES codes and qualifications

MN-M-BE4 Bsc - Environmental Health  
MN-M-BLS Bsc - Medical Laboratory Sciences  
MN-M-DAG Diploma: Agriculture  
MN-M-DBD Diploma: Biomedical Technology  
MN-M-DAN Diploma: Analytical Chemistry  
MN-M-DIT Diploma: Information Technology  
MN-M-DCN Diploma: Nature Conservation  
MN-M-DCX Diploma: Community Extension

#### MINIMUM SUBJECTS REQUIRED:

English I Maths I Maths Literacy I Physical Science I Life Sciences I Agricultural Science  
Further departmental screening processes

### FACULTY OF MANAGEMENT SCIENCES codes and qualifications

MN-M-DAT DIPLOMA: ACCOUNTING  
MN-M-DMN DIPLOMA: COST & MANAGEMENT ACCOUNTING  
MN-M-DFP DIPLOMA: FINANCE & ACCOUNTING (PUBLIC)  
MN-M-DHR DIPLOMA: HUMAN RESOURCES MANAGEMENT  
MN-M-DMM DIPLOMA: MARKETING  
MN-M-DOT DIPLOMA: OFFICE MANAGEMENT & TECHNOLOGY  
MN-M-DPU DIPLOMA: PUBLIC ADMINISTRATION

#### MINIMUM SUBJECTS REQUIRED:

English I Maths I Maths Literacy I Accounting  
Minimum of 25 points and further departmental screening processes

### HOW TO APPLY TO MUT

All first year applications are submitted through the Central Applications Office (CAO).  
Apply online [www.cao.ac.za](http://www.cao.ac.za) before 30 September.

Mid-year intake only available for the Faculty of Engineering.  
Apply online [www.cao.ac.za](http://www.cao.ac.za) before 31 May.

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## From the Editor-in-Chief

Many of us have at some point read or been quoted a few verses from the Bible or other spiritual books, concerning 'seasons' in our lives. The reference to constantly changing seasons in our lives brings hope that hard times and sorrow will not endure forever. At the same time, it brings an awareness that life cannot be forever rosy and that change is inevitable. The influence of changing seasons in our lives is often expressed through song, painting, poetry and other forms of art.

A few years ago, Iris Cupid, CEO of the SABC Foundation, drew my attention to the storyline of the seasons of our lives in the workplace. I subsequently began to assess how the seasons in our lives have an impact on us as employees, students and other MUT stakeholders.

MUT's most recent season has been a combination of joy and sadness. The season saw us welcoming our new Vice-Chancellor, Dr Enoch Duma Malaza, and our graduates, the Class of 2017, some of whom are already employed. Many staff members have also celebrated a season of joy in attaining their PhDs - the ultimate journey in education. MUT alumni continue to excel in their respective fields, more reason for celebration!

Amidst these high points for the University, the season of Black Panther must not take a back seat. It is a season for Africa to rise up and for Africans to take pride in their diverse African culture and attire, especially the youth. Through Black Panther we were encouraged to go to the movies and the African vibe was an inspiration to us all. It was wonderful to witness something so successful.



During this season of gladness, we were devastated to learn of the passing away of one of our Quantity Surveying students, Zolile Khumalo. She is sorely missed by her family, friends and the MUT community. As with changing seasons, there are transitions that we have to navigate, be it as staff or as students. In this case it was the season of loss, despair and loneliness after Zolile's tragic loss. We were all there for one another and spoke words of comfort wherever we could. South Africa rose up and said, "We are with you MUT. We are with Zolile and with every woman that is abused". We saw men rising across campus saying "no" to gender-based violence. We saw government and political parties offering their support, and some literally walking with us to visit the bereaved.

Our greatest season will be the period of transition as we walk with the new VC and buy into his vision and goals for MUT, which he has assured us will be ours. "I would like to see students and staff having aspirations about coming to MUT to work and study," he says. This begins for him a season of consultation with staff and students, to identify those aspirations that will enable different stakeholder groupings to develop a core ideology for MUT. This will include deliberations on what we stand for and why we exist, our core values and our core purpose for being at MUT.

There are many seasons ahead. Something big is coming out of these consultations - a strategy formed with all staff, students, alumni and other strategic stakeholder groupings. **We are looking forward to a season of new growth, both for MUT and South Africa.**

Mbali Mkhize



## VICE-CHANCELLOR'S TAKE

### Dr Enoch Duma Malaza - ready to lead MUT into a new season

With the appointment of Dr Enoch Duma Malaza as the new Vice-Chancellor of MUT, the University has secured the services of a distinguished leader and seasoned academic. Below we look at some of the key attributes he brings to MUT at an exciting moment in its history.

#### Who is Dr Enoch Duma Malaza?



Dr Malaza, MUT Vice-Chancellor & Principal

Dr Malaza, who grew up in Springs, Gauteng and was a top student and leader at school, obtained his B.Sc at the University of Fort Hare in 1983. As a Fulbright Scholar he was able to attend Brown University in the USA, where he completed his M.Sc in Physics in 1986. A British Council scholarship enabled him to continue his studies in the United Kingdom, where he went on to complete his PhD in Physics at Cambridge University. On returning home to South Africa, he conducted postdoctoral research in Physics at the University of Cape Town, followed by another stint abroad at the Universite de Paris XI (ORSAY) in Paris in 1991. In 1996 he was recognised by the National Research Foundation (NRF) as a promising young researcher.

Dr Malaza's illustrious career includes serving as Deputy Vice-Chancellor: Academic at the former University of Transkei; Director: Institutional Planning at the University of Cape Town; Director: Quality Assurance at the University of Pretoria; CEO of Higher Education South Africa (HESA), now known as Universities South Africa (USAf); Executive Director: Institutional Planning and Quality Assurance at Vaal University of Technology; and most recently, Executive Director: Institutional Planning and Governance at the University of KwaZulu-Natal.

Highlights of his career include managing the preparations for the Higher Education Quality Committee pilot audit in 2005 at the University of Pretoria and being the first CEO of HESA, where he successfully built and maintained strategic relations for HESA at national, regional and international levels.

His association with various prestigious and strategic organisations over the years includes being a member of the board of the National Student Financial Aid Scheme (2006-2011), the International Association of Universities (2006-2008), the Tertiary Education and Research Network (2006-2012) and the South African Technology Network (2008-2011). He has also served as a member of Council for the UbuntuNet Alliance for Research and Education Networking (2008-2012) and the American Council on Education's Internationalisation Network (2008-2012).

## An asset to MUT

Through his vast executive leadership experience in South African higher education, Dr Malaza has demonstrated an ability to lead and deliver on vision and mission, which are critical at institutional level. He has a sound understanding of all levels of the University's academic business, from institution-wide planning to academic planning and quality assurance, which are critical at institutional level. His experience and expertise in providing institutional leadership and his ability to oversee the University's academic mission and support functions with cost-effective management of resources, planning and budgeting, and quality performance, will be critical in taking us forward as an institution. Lastly, his wide knowledge of global trends shaping higher education and his in-depth knowledge of the South African higher education policy landscape will be invaluable in delivering on MUT's vision and mission.

*Siyakwamukela, Dr Malaza!*



Dr Malaza

## Message from the Vice-Chancellor and Principal, Dr Duma Malaza

In higher education, as in life, change is one of the few constants. The news about the recent resignation of our neighbouring university's Vice-Chancellor, Dr van Jaarsveld, who will soon be moving to greener pastures overseas, and the news of the incoming Vice-Chancellor at UCT, Prof Phakeng - among many other events - show how inevitable change is. These universities are about to go through a period of transition, just as MUT is doing under my leadership.

I would like to reassure you that I come to MUT as a humble servant. I come to MUT not as someone who claims to know everything or to have achieved greatness here and there. Rather, I come to MUT as one of your own and I invite you to join me on this quest to make MUT a university that our own children would aspire to be a part of. My first task has been to study every statutory document about MUT, understand the challenges which the University has experienced, and seek ways in which we can move forward as an institution. For this reason I have kept an open-door policy and I have made it known to almost everyone that I have consulted, that we are all human. We all make mistakes and we all need a second chance in life. In my opinion, no one should feel burdened by the mistakes of the past.

The purpose of my being here is to work with you, so that together we can create an envisioned future for MUT - something concrete, vivid, visible and real. As James Collins and Jerry L. Porras state in *Built to last: Successful habits of visionary companies*, an envisioned future is made up of 'Big, Hairy, Audacious Goals' (BHAGS). "A true BHAG is clear and compelling, serves as unifying focal point of effort, and acts as a clear catalyst for team spirit. It has a clear finish line, so the organisation can know when it has achieved the goal; people like to shoot for finish lines," the authors note.

Although I have a very supportive family comprising my wife Yolanda and four children, I want you to know that you are my second family. It may just happen that I spend more time with some of you than with my own family. I am looking forward to forming friendships with you and am grateful to be given this opportunity to be your leader. It is my sincere hope that you and I can learn something of value from one another.

Dr Malaza

# TEACHING AND LEARNING MATTERS

## Leader to leader:

### A tribute to Prof Marcus Ramogale

"Successful individuals thrive under leaders that give them space to be creative. Professor Ramogale, you are a leader and you lead by example. The excellence which you display does not go unnoticed. Thank you for never standing in our way. You have always been supportive and constructive. Thank you for allowing us the space to be ourselves. We are very grateful and blessed that you are such an excellent role model."

*This was the tribute offered by Dr Manyane Makua, Senior Director of the Teaching & Learning Development Centre (TLDC), to Prof Marcus Ramogale and the MUT executive leadership which has been instrumental in its support for the TLDC'S Teaching & Learning Colloquium and awards ceremony.*



Prof Ramogale

## MUT's ground-breaking Teaching & Learning Colloquium draws top participants

Now in its sixth year, the TLDC'S Teaching & Learning Colloquium has shown a marked increase in size each year. This year the Colloquium, conceptualised by Dr Manyane Makua, delivered an unprecedented programme for both MUT and the country. For three days, the TLDC hosted more than 120 delegates from universities across South Africa and academics from the US. Speakers of note included Professor Ahmed Bawa, CEO of Universities South Africa (USAF), Dr Whitty Green from the Department of Higher Education, and the distinguished professors Bill Cope and Mary Kalantzis from the University of Illinois, USA.



Dr Manyane Makua

## Vice-Chancellor's Teaching Excellence Awards 2018

Some of the accomplishments featured by the Teaching and Learning portfolio include a pass rate of 70% and a 19% graduation rate, according to Acting DVC, Mr Gona Govender. In recognition of academic excellence in teaching and learning, the Vice-Chancellor's Teaching Excellence Awards are held annually on the sidelines of the Teaching & Learning Colloquium. The top student performers in 2017 each received a R3 000 monetary award.

### The student winners were as follows:

- Mxolisi Zondi (21), who matriculated at Buhlebethu, Mzombe, Port Shepstone and is studying ICT in the Faculty of Natural Sciences.
- Sithembile Mvuyane, from Amanzimtoti, who is studying Accounting in the Faculty of Management Sciences.
- Solomon Makana (19), who hails from Mpumalanga and is an Electrical Engineering student.



Winners of the VC's Teaching Excellence Awards, MUT management and some guests

## Teaching Excellence Award winners

There were three award categories for the teaching awards: Best Emerging Teacher, Best Established Teacher and the Senate Award. "Assessment is extremely rigorous. Winning is not easy, but entering is a huge learning experience which on its own requires a great deal of perseverance," said Dr Makua.

### The winners were as follows:

- Best Emerging Teacher: Hlengiwe Ndaba (Department of Chemistry) and Miranda Mpaka (Department of Biomedical Sciences), both from the Faculty of Natural Sciences. Each won R30,000 and an all-expenses paid trip to the Higher Education Learning and Teaching Association of Southern Africa (HELTASA) conference.
- Best Established Teacher: Professor Peter Small, Head, Department of Nature Conservation, and Nkululeko Fuyane (Department of Marketing). They each received a trophy, a R65,000 monetary award, an all-expenses paid trip to the HELTASA conference, a Southern Sun voucher and a goodie bag.
- Senate Award: Professor Peter Small, who has distinguished himself as an excellent teacher and leader. He was honoured with a R50,000 monetary award and a certificate. This is regarded as being the most prestigious and sought-after award. Spot prizes for the Best Paper Presentations concluded the ceremony.



Graduates at one of the exhibition stands

### Co-operative Education's relationship with industry goes beyond Careers Fair

It is true that there are thousands of graduates without jobs - a most frustrating situation! However, an MUT graduate who has made contact with the Department of Co-operative Education is likely to avoid this type of catastrophe. The department is hard at work connecting the graduates with prospective employers. Once a year it runs a Careers Fair, a platform where graduates and senior students get a chance to share information about job-related issues.

To date, 127 graduates have been recruited by industry since the 2018 Careers Fair that took place at the University's Seme Hall from 31 May to 1 June, 2018. The value of the fair is highlighted by the fact that companies like Sapref recruit on the spot. Some companies communicate with graduates after the fair and hire them or offer internships and other job opportunities.

The director of the department, Fundiswa Nofemela, said MUT benefits a great deal from the relationship with industry, which has been firmly established over the years. Fundiswa said the interaction with students goes beyond the Careers Fair. "Companies communicate with our graduates and students during and after the Careers Fair. Companies like Transnet, Umhlatuse Water and eThekweni Municipality have been hiring our Chemical Engineering students for a number of years. Also Eskom continues to hire our Electrical Engineering graduates." Fundiswa said that they have a solid relationship with these particular companies and many other company representatives that attend the fair.

She said the highlight of the 2018 Careers Fair was the presence of the South African Council for Project and Construction Management Professions (SACPCMP). The SACPCMP was established to regulate Construction Management and Construction Project Management Professionals, in order to protect the public. "They enlightened our students on the requirements for registration with a particular industry. We are looking at increasing the participation of such bodies in the fair," said Fundiswa.

Also of importance was the fact that Careers Fair gave companies an opportunity to create an awareness of their line of work and essential skills. "Now our students have a much wider understanding of the industry market thanks to the information that was exchanged between the graduates and the industry representatives." Fundiswa said that the fair had become an information sharing session that taught the students the value of networking. Now they can network in a professional way. The environment was conducive to teaching, learning and socialising.

The students also learnt a great deal from the SETAs who were at the Career Fair and who fund the learnership programmes using the 1% contribution from industry. At the gala dinner on the first evening, the guest speaker, Andile Sipengane (COO of the Services SETA), made an appeal to industry. It was a request to become more involved in shaping the academic programmes of higher education institutions so they are more relevant. This idea was supported by MUT's Vice-Chancellor, Dr Duma Enoch Malaza, because it would contribute to the employability of the graduates.

After thanking her team, Fundiswa mentioned that the reason companies continued to be part of the Careers Fair was the strong relationship between MUT and industry. Over the years their rapport has improved tremendously. Out of the 40 companies that attended, most are familiar faces that have been putting up their stands at the University's Seme Hall year after year. Some of the leaders in industry are members of MUT's Advisory Boards, which is an indication of the depth of their interest in the educational system of the University and the country. Industry representatives also make a contribution to WIL imbizos. According to Fundiswa, the fair is becoming so popular that some companies had to be turned away. She joked that they might have to hire a huge tent next year!

The department also prepares the senior students for the world of work. Lindiwe Myende, a staff member in the department, runs the Employability Improvement Project (EIP). The programme was launched in August 2011 as a bilateral technical cooperation project between the Department of Higher Education and Training (DHET) and Japan International Cooperation Agency (JICA) to promote employability skills amongst South African university students. The programme is in alignment with the National Development Plan 2030 and the National Skills Development Strategy III. It provides the students with all the necessary information that will enable them to fit into the work environment. These 'employability skills' are also known as soft skills, generic skills, core skills or cognitive skills. Third-year Environmental Health students, Jonathan Rorke and Nokubonga Mbatha, said they had learnt a great deal from what Lindiwe taught them.



The organising team

# MUT Graduation 2018

An impressive 2,338 students graduated from MUT in April 2018, a slight increase from the 2,296 graduates in 2017. Of this group, 33 students received their qualification cum laude. For the first time in the 39-year history of MUT's graduation ceremonies, over 10,000 parents and family members of graduates attended various ceremonies at MUT over a five-day period. For some it was their first visit to the place where the dreams of their loved ones have been nurtured and brought to fruition.

## One of the first African electrical engineers is honoured in her hometown

Contrary to the Biblical allusion to "no prophet [being] accepted in his own country", MUT recognised Ms Nelisiwe Barbara Magubane by dedicating not one but two graduation ceremonies held by the Faculty of Engineering in her honour. This is the highest accolade that MUT can give, recognising an individual's excellence and showcasing high achievements in order to encourage graduands to emulate that excellence. Nelisiwe is the Chairperson of Matleng Energy Solutions and a champion of women's development in the energy sector in South Africa. Most notably, she is one of the first African females registered as an electrical engineer, and she also has a Postgraduate Diploma in Business Administration. "Our faculty chose Nelisiwe on these strengths, coupled with her illustrious career. We want to see our graduates emulating this outstanding achievement by thinking big and beyond SA, which is what Nelisiwe did with her extensive engagement in the Southern African power sector. Her engagements included negotiations with the government of Mozambique on the Cahora Bassa power system, the government of Portugal, the Grand Inga Treaty with the governments of the Democratic Republic of Congo, and the Republics of Angola, Namibia and Botswana, to name a few," said the Acting Dean of the Faculty of Engineering, Julia Baah.



Ms Nelisiwe Magubane receiving a fellowship certificate from Mr Gona Govender, Acting DVC: Teaching and Learning

One noteworthy feature of Nelisiwe's career is the rate of her vertical progression. After starting her career at Eskom, she later moved on to become a consulting engineer in the private sector. She then accepted a government position as the chief director responsible for the restructuring of the electricity sector, planning and implementing the electrification programme. Her subsequent appointment as Deputy Director-General gave her the responsibility of developing the policies that govern electricity, nuclear and clean energy in South Africa. She was appointed as Director-General of Energy in December 2009. Among other things, Nelisiwe was responsible for the development of the Integrated Resource Plan, which targeted improved access to electricity for over a million households within four years. She has recently been nominated by the Academy of Science in South Africa to participate in a study to assess energy efficiency technology in our country.



The first Nature Conservation Masters graduates with Prof Small (middle) and Prof Marcus Ramogale, Acting VC & Principal (left)

## MUT honours its first Master's in Nature Conservation graduates

The lives of Fundile Ndlela, Mthombeni Albert Ndlangisa, Seshego Seabelo, Siphon Goge, Andile Christopher Dlamini and Pheladi Petunia Chuene will never be the same again. They are the first cohort of students to receive the first Master's degree in Nature Conservation in the country. This is indeed a first for a university of technology and sets a precedent for the rest of the country. These pioneers graduated on Thursday, 19 April from the Faculty of Natural Sciences at Mangosuthu University of Technology.

The six graduates have all secured managerial positions at various national parks and environmental affairs departments across South Africa. Petunia Chuene, who is employed by the Department of Economic Development in Limpopo as a Field Ranger, made this comment at her graduation: "This is the commencement of a new chapter in my life. I can never go back. It's been my dream to have an ultimate qualification in my field and the end is near". She was accompanied by four of her family members, all the way from Limpopo.

MUT arranged a special event for these Master's pioneers after making history for MUT and for the country. Accolades go to Professor Peter Small, head of the Department of Nature Conservation, which is already accredited with a number of post-graduate qualifications. So far, the Master's is the top of the mountain for a department that is well-known for its leadership and efficiency.

In response to the accolades heaped upon him and his department, Professor Small said that he still had further aspirations. "My dream is to have a doctorate being offered by our department. We are very close, just a couple of signatures left! We want our department to provide all relevant qualifications and components right up to doctoral level." Professor Small thanked his dedicated colleagues for their input and MUT management for its support. He said that Professor Marcus Ramogale, the Acting Vice-Chancellor, had bought into the idea some years ago. Professors Small and Ramogale both thanked the students for showing faith in MUT. Some of them had studied for their formative qualifications at other institutions, but had decided to travel long distances to enrol at MUT for the Master's degree.

It is also important to thank two other academics for their meritorious contribution to the students' success. Professor Murugas Roger Cooposamy supervised the research, co-assisted by Professor Gavin MacDonald, and their hard work is most appreciated.

**MUT poised to add value towards conservation and tourism**

MUT's Department of Nature Conservation has been growing exponentially through the introduction of new qualifications in Nature Conservation. During the past five years the department has made noteworthy progress in these qualifications: the Bachelor of Technology, Advanced Diploma, Postgraduate Diploma and Master's degree in Nature Conservation.

Professor Peter Small, head of the Nature Conservation department, has been employed at MUT for more than 30 years. This has put him at an advantage to drive his strategy of aligning MUT with the National Development Plan. He said at the time, "MUT is the first among other universities of technology to

offer the Advanced Diploma in Nature Conservation and a Bachelor's degree in Environmental Health. From 2017 the faculty will offer a Master's programme in Nature Conservation, a first for a university of technology in South Africa."

MUT Nature Conservation graduates are at the forefront of water conservation, marine coastal management and fresh water management. With the first Master's class having graduated on 19 April, MUT's research will intensify in order to make further contributions to the NDP 2030.



MUT Nature Conservation graduates with senior members of the department

**Black Panther movie inspires ethnic attire at the MUT graduation 2018**

One would have thought they were on Instagram or Twitter following #WakandaCameToSlay #BlackPanther when a number of Black Panther-inspired outfits were sported by our graduands throughout the five-day period of graduation ceremonies.

Commenting on the impact of the Black Panther film on the African mindset, one of the speakers during graduation, Ms Nelisiwe Magubane, said that big things are set to come out of Africa during the 4th Industrial Revolution. As portrayed in Black Panther, the world has come to appreciate the possibilities arising in Africa. How we want to be seen in our African attire is one of those possibilities, and signals a start in another direction.



Black Panther - inspired attire

**MUT graduation 2018 reflected the country's multicultures**



**Natural Sciences faculty honouree pays tribute to parents**

The Faculty of Natural Sciences during its graduation honoured Mr Colin Fourie, founder of Microvision, an IT solutions company. Mr Fourie said the graduates were well placed to deal with the challenges posed by the 4th Industrial Revolution, particularly the IT students.

**“You are graduating as we enter the 4th Industrial Revolution that will fundamentally change our lives.”**

Mr Fourie paid tribute to parents who sacrificed a lot to ensure that their children graduated. “In South Africa, we live by the proverb that ‘It takes a village to raise a child’.”



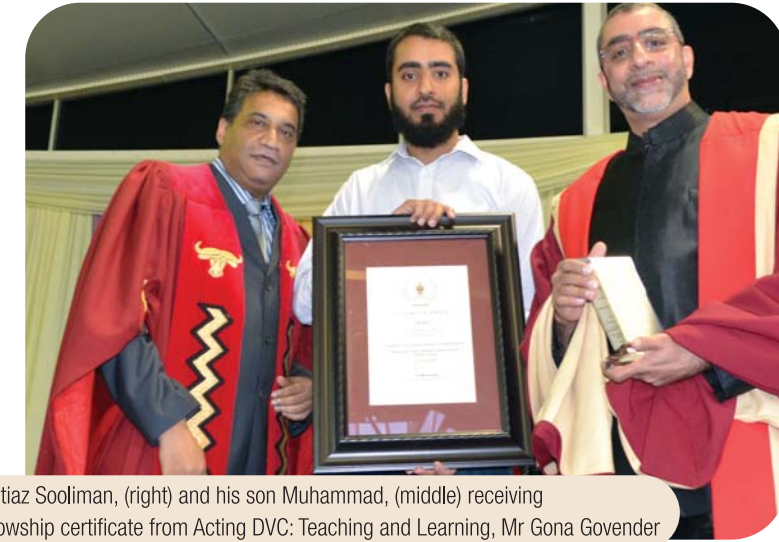
Mr Fourie, (right) receiving a fellowship certificate from Prof Nokwethemba Ndlazi, Acting DVC: Resources and Planning

**Faculty of Management Sciences**

**Double honour for the MUT honouree**

The Faculty of Management Sciences honoured, Dr Imtiaz Sooliman for his sterling work during the 2018 graduation ceremony. Dr Sooliman’s organisation, the Gift of the Givers, donated 20 computers worth R250 000 to MUT to replace those damaged by the storms in October 2017. The Gift of the Givers also donated food parcels to MUT students. In his address, Dr Sooliman advised the students, never to forget their parents who are the source of their success.

**“In everything you do, be the best; serve, but expect nothing in return. Not even a thank you”** Dr Sooliman



Dr Imtiaz Sooliman, (right) and his son Muhammad, (middle) receiving a fellowship certificate from Acting DVC: Teaching and Learning, Mr Gona Govender

**Inkongo yokubonga: Showing gratitude to parents**

After graduating 2,338 students over five days, a pattern emerged in the various guest speakers’ messages. They each stressed the need for MUT graduates to thank their parents, guardians and whoever had supported them during their student days.

The tone was set for the culture of giving back when Dr Imtiaz Sooliman, founder of Gift of the Givers, revealed how he had become a philanthropist. “People in need should not have to request assistance” is his philosophy and something we ought to remember.

Here are pictures of our students showing their gratitude. MUT designed several messages and asked students to choose the most meaningful ones. Inkongo yokubonga came out tops!



The Xaba family has had four children graduating at MUT and some of them are making an impact in business. Mr & Mrs Xaba are with their twin children who are both MUT graduates



MUT staff member, Bheki Nzama, (right) with his family during his daughters graduation



Proud parent, Ncedo with her daughter

**Kudos to Management Sciences staff**

Congratulations are in order on several fronts in the Faculty of Management Sciences.

Professor Logan Naidoo of the Department of Human Resources Management was awarded the Best Paper Presentation prize at the 17th SAAPAM annual conference from 8-11 May, held at Mmabatho Palms Hotel in Mafikeng, North West. His topic was “21st Century learning in higher education”. Vukile Mgjijima and Noma Ngubane are also to be congratulated on the publication of their article, titled “Complexities of intercultural writing process of budding multilingual writers”.



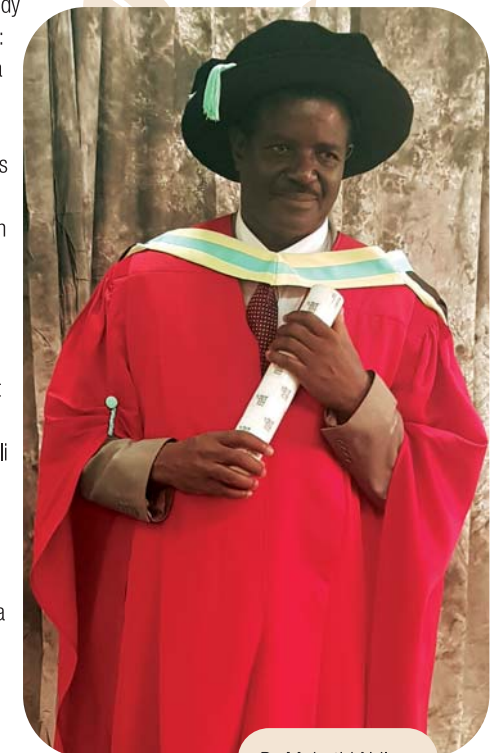
Prof Logan Naidoo

MUT’s initiative to develop staff qualifications continues to bear fruit, with two departmental heads from the faculty recently acquiring their PhDs. Dr Mphathi Ndlovu, the acting HOD of Marketing, obtained his PhD from DUT, while Dr Thobekile Luthuli, the acting HOD of Communications, obtained hers from the University of Zululand. Dr Ndlovu said his doctoral study and ongoing research will enable students in his department to receive tuition that is up-to-date and relevant. “Furthermore, MUT will benefit as the number of academics with PhDs increases and the base for supporting higher degrees expands,” he commented. The title of Dr Ndlovu’s thesis was Co-branding through soccer in KwaZulu-Natal, South Africa. At DUT, Dr Ndlovu’s promoter was Professor JP Govender and his co-promoter was Professor S Penciliah.

The title of Dr Luthuli’s study was Politeness in context: the case of apologies of a South African isiZulu-speaking community. Reading Dr Luthuli’s thesis could help in improving one’s understanding of an important aspect of Zulu culture: respect. Such an understanding could go a long way in reducing conflict where insufficient knowledge of the culture can be identified. Dr Luthuli said the qualification will put the department in an even stronger position to deal with challenging situations, as they serve a large number of students from poor backgrounds.



Dr Thobekile Luthuli



Dr Mphathi Ndlovu

# STUDENT MATTERS



## MUT improves security at its residences

The month of May 2018 will always be remembered at MUT for the trauma suffered by all those connected to the University in one way or the other. At this time the University lost one of its students, Zolile Khumalo, a 21-year-old quantity surveying student from Eshowe, in the north of KwaZulu-Natal. On 2 May the MUT community awoke to the devastating news that a female student had been shot dead at Lonsdale, one of the residences in the Durban Central Business District, by her ex-boyfriend and former MUT student.

The strength of government support for the Khumalo family and MUT was confirmed by a visit to the Khumalo family from Buti Manamela, the Deputy Minister of Higher Education and Training, on 6 June 2018 to convey his condolences. The family was informed that the government had plans to improve security at all higher education institutions.



Deputy Minister of Police, Bongani Mkongi, (middle) with MUT Executive Management, Prof Nokwethemba Ndlaazi, (left) and VC & Principal Dr Duma Enoch Malaza

From then on life at MUT became extremely tense and many questions were asked about the University security system and various procedures. What was most pleasing, was the numerous offers of assistance and general support, and the manner in which MUT dealt with the situation. Amongst other precautions, security at all the University residences has been 'beefed up' to prevent any further threats or loss of life.

The Deputy Minister of Police, Bongani Mkongi, showed support for the Khumalo family and MUT by going to court at least twice when the suspect appeared for a bail hearing. At the courthouse on 17 May 2018, Mkongi took some time to address the media on the issue. He reassured the nation that the police would do whatever was necessary to ensure that justice for Zolile was done. Mkongi also spoke about the general security at the country's universities as he had already been to Lonsdale and other residences that morning.

On the same day the Deputy Minister also visited MUT, where he held a meeting with the University's management team. "As Deputy Minister, one of my briefs is to improve security at the country's higher education institutions," he explained. Mkongi shared his views with MUT management and pointed out what he thought needed to be done in order to improve security. He said that from a security perspective, some of the residences were unsuitable as student residences because of their location. Mkongi promised that his ministry would assist MUT to improve security at the University.

Manamela appealed to all young men and women at the University to change their attitude towards one another. Also present during the visit were Ms Nonhle Mkhulisi, District Mayor of King Cetshwayo District, Ms Bongie Simelane, Deputy Mayor of Mlalazi Municipality and Ms Fikile Luvuno, Ward Councillor. This was an indication that all stakeholders should stand together against all forms of violence, particularly gender-based violence.

Zolile Khumalo was laid to rest on 12 May 2018 in Eshowe.



Deputy Minister of Higher Education and Training, Buti Manamela, (middle) with Zolile's father, (left) and MUT's Senior Director of Planning, Dr Johan van Kolller at Zolile's home in Eshowe

## Student Affairs department organises programmes to empower students



MUT male students taking an oath that they will treat women with respect

Women should feel safe when we are around

- Musa Mseleku

Don't be a victim of rejection

- Khuzani

Only true men should be here

- Ndlelenhle Jiyane

Uphuma endlini eshayo, ugena endlini esha kakhulu. Asizilungise izinkinga

- Khuzani

MUT has viewed the killing of Zolile Khumalo as an opportunity to teach its students what is necessary in order for them to be better people who are not only ready for the future, but who will contribute to improving the future for themselves and future generations. The Department of Student Affairs, along with the Department of Marketing and Communications, compiled two programmes for male and female students. These were called Enough and Khuzani. The former programme was based on the movie Enough which highlighted violence against women. This was meant for the benefit of the female students. On 23 May 2018, MUT female students spent the evening at the University's Bozzoli Hall. Clad in pyjamas, they watched the movie then discussed the scourge of violence directed at women, and explored possible solutions.

A psychologist in the Department of Student Counselling, Lungi Mkhize, said they ran these programmes mainly as a result of the Zolile incident, and because there were cases of women abuse being reported. "We thought it was important to bring to our students' attention the importance of good behaviour. We are continuing with our programmes where we tell the students about the signs that indicate that something is not normal in a relationship, and what to do when bad signs appear," said Lungi. She added that the Housing Unit also carries the same message in the students' residences. She said they could only hope that students would comply. Perpetrators are put through the disciplinary process and those found guilty are expelled from the University.

The following night saw the University's male students gathering at Seme Hall to be part of the *Khuzani* campaign. The campaign echoed the traditional cultural practice of men gathering together to find a solution whenever there was a major problem in the village. The act of "coming together and finding a solution" was an affirmation of their manhood, and the village could look upon them as protectors.

The spirit of finding a solution was brought to the fore when the male students arrived in their numbers, singing traditional songs and doing Zulu dances before the formal programme began. They were more than ready to listen to guest speakers like Pastor Abraham Masinga; the Maskandi artist Nkosikhona 'Khuzani' Mpungose; and the well-known polygamist and reality show personality, Musa Mseleku. The speakers all told the students about the importance of respecting women. They agreed that the road to true manhood is difficult and that is why they need mentors.

Pastor Abraham Masinga addressed the students about the importance of being a good father and touched on the dangers of having a father who did not fulfil his role. He told the students how they could deal with growing up, and how that could affect women. He stressed that it was not right to sleep around and underlined the importance of waiting for the right time. "As a young man, you need an older person to coach you to be a better man. The only one that talks to you is the television. This can lead you to have delusions about your relationships. Stop watching porn. Stop wasting your data on things you don't need. Don't spend time on things that don't add value to your life. Find a father figure who will guide you and don't always try to impress others. Stop trying to be like other people, but be yourself and get satisfaction out of that. Focus on your dreams and don't worship other people's dreams," he said.

He emphasised the importance of focusing on one's studies, and warned the students they would not have anyone but themselves to blame for their failures. He said many people in South Africa are angry and demanding as a result of emptiness and lack of direction. He said the students needed to learn how to deal with rejection. "You need to focus on the future, and forget past bad experiences," he said. "We all have problems, so look for solutions. Don't bottle up your anger, rather speak to someone," he added. Although he commended the MUT students for their good behaviour, he asked them to take a vow that it would always be a priority in the future.

Musa spoke about making choices. He said, "You can choose whether you want to be a good or bad person". He went to town about being a ladies' man - isoka. Nowadays this is not advisable because times have changed and there are many dangers, even to the point of being life-threatening. "What kind of man would look after the children he has fathered with his wife, but neglect those he fathered with the other women he did not marry?" he asked. He appealed to the students to lead honest lives which would benefit them in the future. He spoke at length about the challenges of polygamy and commented, "You need to satisfy all of your wives, and look after your children". He asked the question: "How do you abuse the person you love?"

Khuzani discussed the importance of trust between men and women. He used the example of mobile phones which may not be touched, and added that this type of secrecy is often a sign of problems within a marriage. He grew up in a broken family, so could speak from experience. He warned the students not to have babies that they would not be able to care for. "We need to love our women and never hit them. I beg you to remember this," he said. "Rather walk away when there is conflict."

Thembi Kweyama, the Dean of Students, commented on the fact that there are many male students who ill-treat others at MUT. She appealed to students to respect one another and make a point of discouraging any abusive language or rudeness between their fellow students. "Treat the girls like your sisters," she advised.



MUT girl students had a lot of fun during the movie night but still took away the message of the evening

### Sister Mkhwanazi talks about GBV

**The head of the University Clinic, Sister Nomsa Mkhwanazi, talks about gender-based violence, and suggests that it is mainly a result of socio-economic imbalances which in most cases favour men.**



Sr Mkhwanazi

You may not be aware of the fact that in South Africa, one in four women aged 18-29, have experienced intimate partner violence. Despite progressive legislation, gender-based violence (GBV) is still prevalent in South Africa.

### What is GBV?

Although different scholars define GBV differently, there is a common belief that GBV entails violence emanating from unequal power distribution between genders and normative role expectations within the context of a particular society. In South Africa, and many countries in the world, GBV is a human rights violation. In some cases it is perpetuated by cultural, social, religious and economic factors. Models like socially accepted gender inequality, religious practices, cultural norms and the low socio-economic status of certain women, makes them vulnerable. After having said that, it should be noted that men are also known to experience GBV.

The socio-economic factors influencing the spread of GBV, namely poverty, unemployment and gender inequality, need to be eradicated for us to win the battle against this scourge. Legislation needs to be effectively communicated to reach the masses and be adequately implemented for citizens to benefit from their constitutional rights.

### Acts of GBV

Acts of GBV include, but are not limited to: stalking, sending dead pets, written and or verbal threats, unauthorised entry into workplaces or residential places, selling and/or damage of property and valuables, personal use of financial resources and prohibiting one from accessing sexual and reproductive rights (such as the use or non-use of contraception), and choice of safe sex.

Non-partner violence and violence related to exploitation includes sexual harassment and intimidation at work, in educational institutions and elsewhere; trafficking in women and forced prostitution; sexual slavery and violence perpetrated or condoned by the state. GBV also includes violations of the rights of women in armed conflict, such as systematic rape, sexual slavery, forced pregnancy, forced sterilisation, forced abortion, forced use of contraceptives, prenatal sex selection, and female infanticide.

### How predominant is GBV?

Many cases go unreported due to feelings of guilt and shame, stigma and discrimination. This also prevents victims of abusive relationships from leaving such relationships. Unfortunately, the reporting systems are not client-friendly.

# STAKEHOLDER ENGAGEMENT



Saphinda Primary School pupils showing off their newly acquired books from Sage Foundation. With them are school Principal, District officials, eThekweni Municipality representatives and Sage members

### MUT and partners source mobile libraries for local primary schools

*Inkunzi isematholeni!* This is a very powerful isiZulu expression that says that a great leader will be among the younger section of any society. Loosely translated, it means it is advisable to look after the younger ones so that they will grow and become better people. This is the kind of thinking that informed Mr Ahmed Motala, CEO of New African Education when he approached MUT's Marketing and Communications department (MarComms) with an idea of securing a mobile library for Umlazi schools.

Zama Sishi, Director of Stakeholder Relations in the department, said their view was that all levels in the basic education phase must be given attention. "Students at post-matric level often lack the most basic principles of writing in both English and isiZulu, and most likely other languages as well. We decided that merely talking about this was not enough, so our department decided to do something about it.

"We have been sourcing sponsorship for high schools in the township, but now we are including the lower levels as well. We started with Saphinda and Khalipha primary schools and secured mobile libraries for them through our partnership with New Africa Education Foundation. These were greatly appreciated by the schools." The Saphinda mobile library was sponsored by the Sage Foundation, while the one supplied to Khalipha was sponsored by Mancosa.

Thenjiwe Zulu, principal of Saphinda Primary, was delighted with the gift and accepted it gratefully. She praised MUT and their partners for their foresight and thanked the sponsors for being part of an initiative that sought to improve the quality of the pupils' education.



MUT's Innocent Dimba, (seated) interacting with learners in Limpopo

### KZN to Limpopo and Limpopo to PE in a quest for the best student

Nelson Mandela once said, "Education has the power to change the world." That is why many hours on the road did not deter the MarComms' student recruitment team! They had embarked on a long journey to reach out to the Vanda community in order to offer them study opportunities available at MUT. The recruitment team was amazed at the number of Limpopo students who were attracted to the MUT brand and wanted to leave Thohoyandou to experience the beautiful city of Durban. "It amazed me to see the number of female learners interested in engineering in this province," said Ayanda Blose, a Schools' Liaison Assistant at MarComms.

The career exhibition which took place at the University of Venda, exposed Brand MUT to over 15,500 learners from 98 schools. MUT did not appeal only to Grade 12 learners in Venda, but to the whole community. They also distributed flyers and MUT-branded items to older people on the streets and in shopping malls. Undoubtedly, MUT made a positive impact on the community of Thohoyandou.

From 19 to 23 February, the MarComms team also participated in a career expo in Nelson Mandela Bay, Port Elizabeth.

"Our mandate is to deliver a diverse student population. This we will never achieve if we do not take our student recruitment drives outside KZN. We decided to showcase the MUT brand in the Eastern Cape by attending the Port Elizabeth - Nelson Mandela Bay Career Exhibition in an attempt to attract high quality students while diversifying the University,"

said Innocent Dimba, Schools' Liaison Officer at MarComms.

MUT not only reached out to the Port Elizabeth learners through the career exhibition, but also took the initiative of delivering information brochures and the MUT Spirit to different libraries in Nelson Mandela Bay. "One of the best things you can do for a South African child is to make sure that he or she chooses a career that he or she is passionate about and will be best suited to the level of subjects being studied. We are proud to say MUT has done its utmost to expose learners in the Eastern Cape, Port Elizabeth and Limpopo to the vast number of opportunities available at MUT," added Innocent proudly.

### Marcomms gives interns a rite of passage

The Department of Marketing and Communications (MarComms) continues to be one of the best incubators for students, particularly those from the departments of Marketing and Office Management and Technology. Recently MarComms took in three Office Management and Technology students, namely, Gugu Mkhize, Nontoko Nzama and Zakhele Khumalo.

Zakhele said, "Working in the Vice-Chancellor's office carries a great deal of weight and responsibility. It requires one to pay attention to everything in need of the VC's attention." Likewise, Gugu and Nontoko are walking with an extra spring in their step now that MarComms has given them direction and affirmed the value of what they are studying. Both Gugu and Nontoko say that MarComms has given them a chance to grow and experience the world of work.

"Well, I just feel as if I am a grown-up now. I finally understand what my mom used to tell me, and I feel more in control of my life than before. It also teaches me to be responsible and to improve my communication skills," said Gugu.

Both interns agreed that MarComms was an excellent place where they could turn theory into practice and gain experience in multi-tasking. Although they felt rather intimidated at first, they soon "got the hang of it". They are proud of the projects they have led and finished. So far they have organised for the NSFAS activation project on campus. They also took part in organising the June 16 celebrations and the programme to be followed when the University Vice-Chancellor held a string of meetings with different stakeholders on campus. They are thriving on the challenges MarComms offers them, and now see themselves as being more efficient as MarComms has given them a rite of passage. Gugu said working at MarComms has improved her interpersonal skills and has taught her to deal with diversity in the workplace. Nontoko said that her communication skills have improved since she joined MarComms.

Alongside this, two former marketing interns at MarComms have now become full-time employees in the Department.



From left, Nontoko Nzama, Zakhele Khumalo and Gugu Mkhize, all Office Technology students

# ALUMNI CORNER

## Growing a caring family of alumni

As MUT approaches its 40th year of existence and celebrates the sound education of 35,000 graduates, we are proud to reap the rewards of the strong values of caring and sharing among our alumni. The most important beneficiaries of this brotherly and sisterly attitude of our many alumni, are our current MUT students.

The touching story of **Siboniso Xulu**, a disabled first-year marketing student, revealed that our former students are a caring family of alumni. Without their assistance, Siboniso would have been unable to achieve his dream of completing his diploma at MUT. Siboniso hails from the distant rural area of Emahujini near Mtubatuba in northern KwaZulu-Natal. He is afflicted with cerebral palsy, a physical disability that affects his hands, and his fingers in particular. This makes writing a major challenge. Siboniso is the first student at MUT to be engaged in an extensive adjustment of the teaching, learning and assessment methods. He will be the first MUT student to be granted oral assessment.

After carrying out a thorough assessment, the MUT psychologists recommended that Siboniso be offered a specialised laptop with a mouthpiece that would automatically transcribe the verbal content. Since Siboniso was being raised by an unemployed, single mother in impoverished conditions, it became clear that Siboniso would need a good Samaritan to enable him to prepare and submit any written work. A proposal submitted by the Alumni Relations Office to 10 alumni who had also graduated in the Department of Marketing, was received with great compassion by **Ntandokazi Kheswa**, an alumnus of 1997.

Ntandokazi is a director of Hippo Park Engen, a filling station located on Nandi Drive, north of Durban. Born and raised in K section in Umlazi, Ntandokazi joined MUT after passing her matric at Vukuzakhe High School, also in Umlazi. She is generous and kind-hearted and owes a great deal to the community of Umlazi and MUT. This institution has prepared her to be able to provide not only for herself and her family, but also for the families of her employees. She gives credit to her parents for their guidance in developing her loving, caring disposition and her desire to protect others.

In 1995, while a student at MUT, Ntandokazi was crowned Miss MUT and had to become a role model for her fellow female students. Over twenty years later, this was an attribute that led her to make a major contribution towards Siboniso's dream of completing his diploma. Ntandokazi's donation now gives hope to Siboniso and other students who have to navigate higher education amidst the challenges of disability.

In giving advice to youngsters who have a dream of making a difference, Ntandokazi said, "You must be prepared to work hard, respect money and be hands-on. Being hands-on gives moral support to staff and contributes to positive team work." Ntandokazi is proud of being granted the opportunity to support a fellow student as she is a strong believer in making a positive difference in the lives of others.



Ntandokazi Kheswa, (right) with an employee at her Engen filling station

## A young entrepreneur grounded by ethics and selflessness

**Nkululeko Mthembu** is a young entrepreneur well-grounded in strong ethics and selflessness. It all began with just a R1,000 registration deposit from his gran's pension grant, yet today he is an established professional quantity surveyor who has worked on mega projects in South Africa. At the tender age of 21, he was already responsible for a R200 million international project. Nkululeko was part of a team that did cost management for the cargo terminal at King Shaka International Airport, a project that involved monitoring of exchange rates and foreign currencies.

As a student Nkululeko did not have the money to pay his fees, but an announcement by his HOD, Mr Ravi Chetty, that a top student would get in-service training organised by the department, motivated Nkululeko to work hard. He became top student in his second year which earned him the in-service training at LDM, which was the start of a very successful career.



Nkululeko, (right) showing Zama Sishi, Director: Stakeholder Relations, MUT, some of his projects

Nkululeko graduated with a diploma in Quantity Surveying at MUT and has since furthered his studies with two other institutions, obtaining a B.Tech and a B.Sc in Quantity Surveying. In May 2018 when MUT was faced with the tragic passing of Zolile Khumalo, a first-year Quantity Surveying student who was shot and killed by a former partner at her residence, Nkululeko wanted to lend a hand to his alma mater. "Where I come from we did not have much, but I didn't realise how poor we were because I come from a strong community background. I believe in giving without expecting anything in return. When I read in the paper about the tragedy at MUT, I knew I needed to lend a hand and share the little that I have. I believe in sharing whatever I have and helping those that can't afford basic necessities. In order to take my mind off my demanding work, I prepare food parcels and donate to those who need support."

"Everything I have earned was gained on merit. I always pushed my boundaries and when I felt I had reached my limit as an employee, I opened my own business," he said. "When I opened my business I wanted a challenge. There are not many African quantity surveying firms in Durban. My business, Azadi Consulting, based in Berea Road, Durban, is founded on ethical business policies. I don't believe in disadvantaging others to get ahead. I believe in sustainability and have reinvested all the profits back into the business," he added.

Nkululeko has a long list of beneficiaries, including primary school learners, the church, needy communities and giving back to MUT. Over the years he has taken a number of MUT Quantity Surveying students for Work-integrated Learning. When he donated towards the Zolile Khumalo cause, he became the first alumnus to be introduced to the new Vice-Chancellor, Dr Duma Malaza. Nkululeko could not believe that his gesture earned him the honour of spending time in the VC's office and engaging with him.

## A warm welcome for the MUT team at Hulammin PMB

The alumni relations team that visited alumni at Hulammin PMB was so warmly welcomed that it seemed as though the alumni had never left MUT. At Hulammin there is a community of MUT graduates who have made it their business to mentor and guide one another as the company takes on more and more graduates from the various MUT engineering departments.

Steven Mhlongo, a control and instrumentation expert at Hulammin, is like a father to the younger graduates. Steven graduated at MUT in 1997 with a diploma in Electrical Engineering (heavy current). He chose MUT because it was a better option for him financially as he could stay with a relative and walk to lectures and back. He said, "The background from MUT made it very easy for me to transition from being an ordinary high school learner to fitting into the instrumentation sector. At MUT it is not all about being a bright student, but about commitment and knowing your dream."



Steven Mhlongo, (middle) with Khaye Mathonsi, (left) and Zinhle Mbongwa. All are MUT Alumni

Steven's own experiences as a learner from a rural school showed him that the major challenge for learners is access to information. He has made it his business to visit schools and give them valid information that will guide them in preparing for tertiary education. He schedules three to four sessions a year, taking his younger colleagues along with him to speak to learners and provide them with information relating to the different sectors within the engineering field. His main message to the learners is that not only people from rich families go to university and become engineers; it is possible for learners from all walks of life to access education and change the livelihoods of their families.

MUT is the "number one" institution Steven speaks of. He is such a loyal brand ambassador and believes that MUT bridging programmes have transformed the lives of many young people from rural schools who may not have earned immediate access to mainstream qualifications. Steven is passionate about personal growth and earlier this year he graduated with a Bachelor of Business Administration to support his engineering background with business management knowledge.

## A well-rounded graduate, thanks to her lecturer

Most academics are completely unaware of the impact they make on the lives of the many learners who stream in and out of their lectures. Phila Mtetwa, a lecturer in the Department of Electrical Engineering, is a super-hero in the eyes of her former students, especially female students.



Zinhle Mbongwa

Zinhle Mbongwa, one of Phila's students who is employed in the male-dominated environment of Hulammin, pays tribute to Phila for revealing the bare truths of the engineering industry - especially the many forms of gender-based injustices that females have to deal with. "Phila taught us independence and the need to defend ourselves against male dominance. In this industry you constantly have to deal with chauvinistic colleagues who pass derogatory comments, undermine you, or even refuse to work with you just because you are a woman. The best strategy is to prove your worth through the quality of your work," said Zinhle.

Zinhle says the three years spent at MUT taught her exactly what is practised in industry. "What is practised in class and in the labs is very similar and very relevant to what I am working on. This includes drawings, panels, grooming and plant etiquette," she said.

## HR graduate makes it big in a mining firm

An impressive car of German origin has been parked at the University Clinic parking area for almost 24 hours. Those who know anything about this car will see it in a different light. It is a symbol of determination, loyalty, focus, foresight and all the positive sentiments one can think of. It belongs to Mxolisi Ngwenya, an HR graduate. He drove all the way from Richards Bay, in the north of KwaZulu-Natal, for two reasons - for an interview with the scribe of the story, and to find himself at MUT once again. This is a place that 'found' him four years ago and gave him love, support and most importantly, knowledge.

Now Mxolisi is dealing with grown-up issues at Rio Tinto's Richards Bay Minerals site. Rio Tinto is the second largest mining company in the world after BHP Billiton. Richards Bay Minerals mines minerals in the form of zircon, rutile, ilmenite and pig iron from the sand dunes at Richards Bay. Forty percent of the world's ilmenite comes from the RBM site.

"Men my father's age are calling me 'Mr' just because I work at the Human Resources Department. One of them gave me a lift to the mining site and I commented on his poor driving. He almost lost control of the car when I told him I was from HR. He apologised profusely. Many people are under the impression that HR represents the company, which seems to frighten them," said Mxolisi. Because Mxolisi is so young, he decided to grow a beard in order to look a little older.

The former Pinetown Boys' High learner, whose family originated from Mtubatuba in the north of KwaZulu-Natal, attributes his position and stature at RBM to the good decisions that he took at MUT. Firstly, he decided to prioritise his studies. "I studied to know, not to pass. I also decided to join Enactus, which moulded me into what I am today.



Mxolisi Ngwenya

I was able to do a well-received presentation in Canada in April 2018, thanks to the skills I learnt while I was a member of Enactus. I appeal to students to join any social club on campus as they will learn from it," he said.

Mxolisi recruits graduate engineers for the metallurgical department on the two-year Excellence Path programme. At this stage they are already employed full-time, and they stand a chance of promotion within two years. Mxolisi has employed four graduates so far. One is Thandeka Mthiyane, a Chemical Engineering graduate with a B.Tech from MUT, who competed with other graduates with B.Sc.s in Chemical Engineering. "She did so well, they had to hire her," said Mxolisi. Thandeka reports to another former MUT student, Sbuji Mbuyazi, who is a Principal Advisor in the metallurgical department.

Mxolisi handles all HR issues for this department, which comprises over 260 of the mining site's 4,000 employees. Mxolisi could be promoted in the next three months and become an HR Advisor in the same department. His employment band will change, and so will his pay package, besides the number of people that will report to him. But for now, he is still enjoying looking after his large staff, even though it's hard work.

His biggest challenge so far has been handling different personalities on account of the age difference. "The managers are very demanding," he said. "It's important to manage the relationship well." But the training he received at MUT prepared him for such challenges. "Although I worked at MUT for less than a year, the experience prepared me for such challenges. I am often called in as a translator and have a good relationship with elderly guys. They used to see HR as protectors of the company. Now they have someone who communicates with them in their language and their culture."

Mxolisi also gives great credit to MUT's Department of Human Resources where he studied, and to the Department of Student Affairs where he worked before securing his current position. He said that at Student Affairs he learnt how to deal with people who have different perspectives; for instance, students from different political formations and unions with different views. This prepared him for what he now has to deal with at RBM.

Unfortunately, he has also had to dismiss people on account of misconduct. "That breaks my heart, but I have to do it. I recently fired a man who had been working for the company for over 15 years. He made a comment about a colleague of ours that passed away in a Rio Tinto company in Canada. When someone passes away, all Rio Tinto companies have to observe a minute's silence. While colleagues were doing so, this man said, 'Oh, he was just a white man!' Any form of racial discrimination is not tolerated in our company," said Mxolisi.

Mxolisi has some advice for anyone who wants to study at MUT. "Grab the chance with both hands. Don't get lost in the murky world. Carry out careful research on your chosen career field. Do something that excites you. Study to gain as much knowledge as you can. This is what I did, and why I ended up writing a letter to my former HOD, Ms Kotelana. I love what I do. It's fun."

As the saying goes,

“It takes a village to raise a child.”

Graduates and willing friends of MUT are welcome to support the alumni donate-a-bench project or the alumni bursary fund.

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The core purpose of MUT is to contribute to the advancement of vocation-based education and training that will enhance the country's skills and competitiveness for the development of humanity.

## 7<sup>th</sup> Empowered Administrators Conference

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## 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.

## Vision

The vision of mangosuthu University of Technology (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, technology development and transfer and community engagement.

Produced by the Department of Marketing and Communications


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