

SPIRIT

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**MUT Administrator's
Stakeholder Summit**

Eight-digit grant to reduce student debt at MUT

At last, a conference for students

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MESSAGE FROM THE EDITOR-IN-CHIEF



Editor-in-Chief:
Mbali Mkhize

We may be rooted in Umlazi, but Umlazi is not the destiny of our students. Sometimes students from disadvantaged backgrounds do not realise that they could also sit at the table with students from advantaged backgrounds.

They do not realise that they could be that girl who moved from Dlangezwa High School to one day sit at the table with industry captains that went to universities even outside South Africa .

- Dr Manyane Makua at the R30 million handover for MUT.

“That girl”, Dr Thandeka Ellenson, has become a woman who is revered for the diligence and initiative she brings to her leadership roles – which currently include that of acting head of the Department of Economic Development, Tourism, and Environmental Affairs (EDTEA) in KwaZulu-Natal.

“That girl” is an alumnus of MUT who has always looked after her alma mater, regardless of where she is appointed. She has used her position to remind industry captains that there is a university in Umlazi Township, and she conducts herself not just as a stakeholder but as a team member of the University.

Dr Thandeka Ellenson is not the only one who is flying the MUT flag high. There is a boy who studied at Umlazi Commercial High School and then at MUT. Today, that boy has taken MUT to the world and paved a way for MUT to participate in a BRICS competition on Artificial Intelligence held in China. His name is Mr Sandile Mahlaba, head of Microsoft Business in KwaZulu-Natal.

There are many Thandekas and Sandiles that leverage stakeholder relationships on our behalf for the great cause of MUT. This year we have seen how effective stakeholder relations management aids the University in its quest for positive perceptions, brand recognition and awareness.

Internally, we have also seen that MUT staff members have taken the opportunity to work towards the greater good of the University. Kudos to all those who have brought accolades and honour to the MUT brand, as can be seen from the many articles in our various touchpoints. We look forward to even greater teamwork and collaboration across the University and with our external stakeholders in 2024.



VICE-CHANCELLOR'S MESSAGE: LOOKING BACK ON 2023



Acting Vice-Chancellor & Principal:
Professor Marcus Ramogale

As we wrap up 2023, it is with a sense of pride that we note the great variety of team success stories across the University. Once again, teamwork was a hallmark of the year at MUT. Andrew Carnegie's well-known quotation couldn't be truer of MUT: "Teamwork is the ability to work together toward a common vision and the ability to direct individual accomplishments toward organisational objectives. It is the fuel that allows common people to attain uncommon results".

A few weeks ago, the Teaching and Learning Development Centre (TLDC) celebrated its 10-year anniversary with much pomp and ceremony. Over

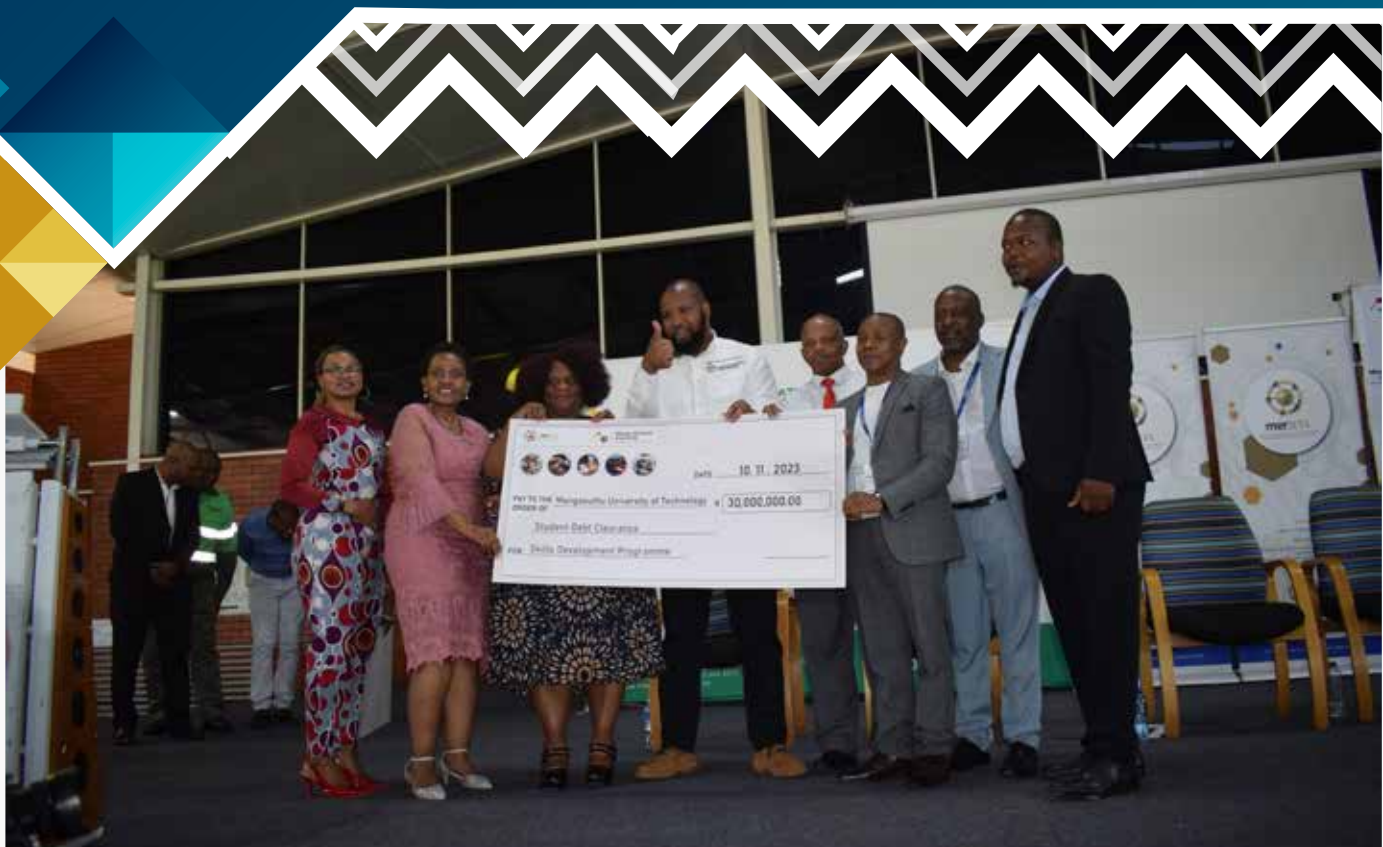
the last ten years, the University community has witnessed how the TLDC's ability to work together as a team has driven its success; and this spirit shone through again in its anniversary presentation. Such a team spirit is replicable, and what makes it possible is an understanding that no one is bigger than the institution they are serving. This team spirit was directly experienced when staff members recently put their collective heart and soul into the editorial process of their peer-reviewed publication, without prejudice for rank and educational qualification.

There have been many foot soldiers this year who have been advocating for teamwork and collaboration. Their resolve has contributed to most of the success stories that have grabbed our attention throughout the year.

I pay tribute to the administrator, Professor Lourens Van Staden, and his technical team comprising of Moretlo Mokuelo, Dr Dhaya Naidoo and Mr Paul Slack, for all their leadership support and contributions to making MUT a better place to be in. Their interventions have been instrumental in some of the successes we have gained. I also wish to acknowledge our support services, such as the Human Resources and Development (HR&D) Department and the Directorate for Planning and Research (DIPR) for the strategic leadership workshops on change management and strategic planning. Gradually, the uptake at top leadership is cascading down to the university community. To all team leaders, may you continue to rise for the betterment of MUT. Use all lessons learned in 2023 to create great teams.

It would be remiss of me not to acknowledge the role played by Student Services in also contributing to a united student body that acknowledged the newly-elected SRC leadership. Once again, we close the year with great teams administering our staff and students.

PARTNERING FOR THE FUTURE



KZN MEC, Siboniso Duma, in the centre flanked by MUT Executives and other stakeholders

EIGHT-DIGIT GRANT TO REDUCE STUDENT DEBT AT MUT

It is the story of the decade in KwaZulu-Natal and a first for MUT. As part of the province's Skills Revolution Campaign, which was launched on 11 November 2023 by MEC Siboniso Duma of the Department of Economic Development, Tourism and Environmental Affairs (EDTEA), R200 million has been secured from the Manufacturing Engineering and Related Services Sector Education and Training Authority (merSETA) to reduce students' arrears and facilitate knowledge acquisition in KwaZulu-Natal. Of this amount, MUT has been given a ground-breaking R30 million injection to help offset its student debt.

A month earlier, on 12 October 2023, MUT Acting Vice-Chancellor, Professor Marcus Ramogale, received a highly anticipated visit from Advocate Thembelihle Mapipa, Acting CEO at the Moses Kotane Institute, to sign a few documents in preparation for the handover.

"With the funder (merSETA) and Moses Kotane Institute (MKI), we are intent on settling a student debt with a view to enhancing scarce skills. This has been a long process that started with engagements by your Marketing and Communications team. The engagement and proposals struck a chord with us and we have also taken a resolution that this biggest grant in the history of MUT be celebrated by all strategic stakeholders," said Advocate Mapipa.

Humbled, Professor Ramogale said, “We are grateful for this funding as it will bridge the gap for the missing middle who owe millions to the University. These are the students whose parents earn more than R350,000 and are thus excluded from the state-funded student bursary scheme. The grant comes at the right time when we are putting systems in place for MUT’s financial viability.”

The Marketing and Communications (MarComms) team’s proactive stakeholder engagement and management efforts have been an investment in MUT itself. “The hard work undertaken by the Stakeholder Relations directorate, headed by Zama Sishi, is now bearing fruits. Government relations require long-term vision and a symbiotic approach towards partnerships,” said Mbali Mkhize, Senior Director in Marcomms.

LANDMARK WELCOME SPEECH FOR A R30 MILLION CHEQUE

Dr Manyane Makua, Acting Deputy Vice-Chancellor: Teaching and Learning, gave a captivating address at the launch of the landmark Skills Revolution Campaign, whose audience included the MEC for Economic Development, Tourism and Environmental Affairs (EDTEA); high-level executives from various government departments and universities; as well as students from various universities and institutions across the province.

“Today, we are here and very humbled by our MEC, Honourable Siboniso Duma, who has taken it upon himself to spearhead a Skills Revolution whose campaign objective is to promote self-sufficiency, job creation and economic rejuvenation by investing in human capital, and has secured R200 million from merSETA to settle students’ arrears in higher education institutions and facilitate knowledge acquisition.

“We are impressed with the campaign as it acknowledges that higher education institutions are filled with students from historically disadvantaged institutions who most often owe universities millions of rands. Today our university, like other universities present here, will receive some reprieve as the donations we will receive will take away the burden from the finance departments. Honourable MEC, Mr Duma, we are grateful for this initiative which was submitted by the highest offices from Moses Kotane Institute and merSETA to your office. You got on board with an even more comprehensive campaign for all the people of KwaZulu-Natal.



Dr Manyane Makua

“Today, the Province chose education and skills development. Today, the Province chose universities so their mandate of changing lives may be sustained. It is a great pleasure, therefore, to express the gratitude of MUT and of all universities, TVETS, and private colleges for your generosity. We are appreciative and we commit ourselves to continue partnering with the Province as we change the lives of our students and communities.

“It would be remiss of me not to also thank you for the establishment of the MUT Digital Skills Centre which you are launching shortly. This Centre is for the people of Umlazi and was established so that they are not left out of development. As MUT grows, it wants to grow with its community. We take pride in being anchored in Umlazi Township.

“ To all beneficiaries of today’s programme, may this intervention by the MEC, MKI, merSETA and DHET improve your lives and let us all make KZN graduates shine and get the respect they deserve.

A NEW DAWN ON THE HORIZON FOR KZN

The youth is the future and their talents and innovative skills need to be harnessed now. That is the tone that Siboniso Duma, MEC for KwaZulu-Natal’s Department of Economic Development, Tourism and Environmental Affairs set as he launched the Skills Revolution Campaign on 10 November 2023 at MUT’s Pixley ka Isaka Seme Hall.

In his presentation, MEC Duma stated that “at this hour of destiny your country needs you and the future of SA. An amount of R74 million has been set aside to assist KwaZulu-Natal students who are struggling to pay their university fees. The move initiated by the Province of KwaZulu-Natal is a partnership between the Moses Kotane Institute (MKI) and the Manufacturing Engineering and Related Services Sector Education and Training Authority (merSETA) through its shareholder, the Department of Higher Education and Training. The funds will mostly assist students from disadvantaged backgrounds.”

Over R16 billion is owed by students in KwaZulu-Natal. According to MEC Duma, the Moses Kotane Institute is tasked with overseeing the initiative, which will help create an enabling environment for students to build their skills and enter the economy through employment or entrepreneurship.

As a first step, the Skills Revolution Campaign will clear at least R74 million worth of student debt in the province. This is the exciting part as students across four public universities in KwaZulu-Natal wait to find out if their performance met the criteria required. There is another R126 million which the MEC announced would be for



Siboniso Duma, MEC for KwaZulu-Natal’s Department of Economic Development, Tourism and Environmental Affairs

accelerating the acquisition of knowledge. Once more, the youth win as creators of jobs and knowledge.

MUT received the highest amount of R30 million based on the glaring inequalities that exist between higher education institutions. “We are grateful MEC for your generosity and your foresight that MUT needs to be given more opportunities to rid itself of its past history of being unequal to other universities,” said Dr Manyane Makua, Acting Deputy Vice-Chancellor: Teaching and Learning.

STAKEHOLDER SUPPORT FOR THE SKILLS REVOLUTION CAMPAIGN

The Skills Revolution Campaign was launched as a result of various engagements at the level of the Province of KwaZulu-Natal, the national Department of Higher Education and Training (DHET), the Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA) and the Moses Kotane Institute (MKI). This then led to engagements with the universities and other private institutes, all with the strategic intent of changing the lives of the most disadvantaged students.

Dr Thandeka Ellenson, acting head in the Department of Economic Development, Tourism and Environmental Affairs, said the campaign is being launched to create paradigm shifts among unemployed young people. “A skilled and progressive nation is the one that has a winning province such as KZN. Our intention is to shake up unemployment by creating much needed skills that are required by employers and also for young people to have exposure to innovative programmes that would sharpen their skills for today’s ever-changing needs,” she said.

The merSETA’s Chief Operations Officer, Mr Moses Kgotsane, added,



Dr Thandeka Ellenson, acting head in the Department of Economic Development, Tourism and Environmental Affairs

“ The student debt relief will remove the burden of debt for thousands of MUT students and students from other universities and will lessen the financial strain faced by universities. ”

The Deputy Director-General of the Skills Development Branch in the DHET, Mr Zukile Mvalo, commented, “The Post School Education System is a system we envision to provide a strong core

education system and training programmes. We are pleased that the KwaZulu-Natal Province has chosen to sharpen focus in this area.”

For this great initiative to become a success, it was important that all key stakeholders attended the ground-breaking event held at MUT’s Seme ka Isaka Hall. For those students and stakeholders who could not come to MUT, the programme was broadcast live through various media platforms. There were at least three outside broadcasts by Ukhozi FM and Gagasi FM together with MUT Campus Radio.

LAUNCH OF THE **DIGITAL SKILLS CENTRE**

MEC LAUNCHES UMLAZI DIGITAL CENTRE

When he was at MUT on 10 November 2023, to give the much-needed funds to the province's higher education institutions, including MUT, MEC for Economic Development, Tourism and Environmental Affairs, Sibusiso Duma, together with Acting Deputy Vice-Chancellor: Teaching and Learning, Dr Manyane Makua; and Deputy Vice-Chancellor: Research, Innovation and Engagement (RIE), Professor Nokuthula Sibiyi, officially opened the Umlazi Digital Centre that is based at the university. Dr Bonginkosi Zondi of the Community Engagement and Development directorate said the Umlazi Digital Centre was a collaborative initiative between the Moses Kotane institute (MKI) and the Mangosuthu University of Technology (MUT). Dr Zondi said the endeavour marked a significant step towards empowering the Umlazi and provincial community through digital trainings and skills development, in

order to respond to the provincial Digital Transformation Strategy for 2025.

According to Dr Zondi, the partnership between MKI and MUT is a testament to the power of collaboration and the commitment to the upliftment of the Umlazi community. "This centre represents a symbol of hope, opportunity, and transformation. In today's digital age, technology is a fundamental pillar of our interconnected world. With the increasing prevalence of computing, networking, and other technologies, the knowledge, and skills acquired by the trainees at the Umlazi Digital Centre will not be only valuable, but essential for our collective communities," said Dr Zondi.

Dr Zondi said looking into the future, the centre would continue to serve as a hub of excellence for education and skills development, while contributing towards curbing poverty, inequality, and unemployment. "This



Professor Sibiyi, MEC Duma, and Dr Makua

centre is not just about this moment; but about the countless moments yet to come, where the Umlazi community will be equipped with the tools they need to thrive in the digital era,” he said. Dr Zondi described the collaboration between the two organisations as “a shining example of how public-private partnerships can drive positive change and create lasting impact in communities”.

In partnership with Accenture and the Mentec Foundation, the Umlazi Digital Centre has already achieved remarkable milestones. “Over the past month, this Centre has successfully piloted a cybersecurity training program to 50 individuals, some of whom are dedicated staff members of the MUT,” said Dr Zondi.

This particular coincided with the University’s recognising the Cybersecurity Awareness Month - October. This is a time when the whole world focuses its attention on cyber security and other related problems. Dr Zondi said that the digital training courses that will be offered at the Umlazi Digital Centre, are designed not only to enhance the skills and knowledge of the participants, but also to instil a deeper understanding of the significance of changing workforces, a phenomenon that continues to

take working world by storm. This phenomenon is called fourth, or even fifth Industrial Revolution (4IR).

The Skills Digital Centre is part of MUT’s Anchor Strategy. “There is no way that as MUT we could be bent on developing while ignoring the plight of our communities. It was for this reason that upon my arrival at MUT I had to ensure that we fast tracked a formalized collaboration with the Moses Kotane Institute which has been a gateway for us to have this Skills Digital Centre in place”, said Professor Nokuthula Sibiyi, Deputy Vice-Chancellor for Research, Innovation and Engagements.

The Skills Development Centre is fully operational and targets Umlazi Township’s unemployed youth. “Many opportunities are available for those who are techno-savvy and I am grateful that the MEC for Economic Development, Tourism and Environmental Affairs has supported this initiative in his Revolutionary Skills’ Digital Campaign”, said Professor Sibiyi. “Creating techno-savvy communities must be lauded in light of new advancements in Artificial Intelligence. Most of the problems that could curb unemployment could be easily solved if people could understand that the gadgets which they carry everyday could be used for better use”, she added.

OVERSIGHT VISITS HIGHLIGHT THE IMPACT OF STUDENT SPONSORS

University students in South Africa face many challenges in their day-to-day lives, many of them due to a lack of financial resources. While the National Student Financial Aid Scheme (NSFAS) plays a critical role in student funding, there are also other sources of funding that some students benefit from – such as bursaries sponsored by government and business.

The MUT Financial Aid office liaises with these sponsors on an ongoing basis to ensure continued student support from business and government. In less than three months, at least three organisations have visited the University to verify the credentials of the students they support.

First up was a team from the KwaZulu-Natal Premier’s Office, led by its assistant director, Gugu Mkhize, which met the Financial Aid Office’s manager, Andrew Kubone, on 27 September 2023. The Premier’s Office funds eight students with full bursaries which cover tuition, books, laptops, meals, accommodation and transport, where required. The students are from all three faculties – Engineering, Management Sciences, and Natural Sciences.

According to Cynthia Nkosi, manager at the Financial Aid Bureau, the team’s visit was part of its annual oversight at all the institutions in the country where they support very needy students



Third from left, Gugu Mkhize followed by Andrew Kubone with officials from the Premier's office and MUT staff and students

who are identified by the Premier of the province during interactions with communities. "We also would like to know if the academic calendar of the institution has been interrupted, and do a physical audit, which included meeting the students," she said.

Less than a month later, the Financial Aid Office welcomed the Wholesale Retail SETA (W&RSETA), which sponsors 30 students at MUT. The W&RSETA's Sinovuyo Baloyi told the students that the aim of the bursary was to "take away the burden so you can focus on your studies". Baloyi reassured them that "the SETA will be funding you for the duration of the studies. But you need to pass your modules. We renew the contract every year. You need to pass more than 60% of your programme".

The last organisation to pay the Financial Aid Office a visit was Eskom, which provides financial assistance to seven Electrical Engineering students from S2 to S4. During the meeting, Eskom's Lesego Maupa was alerted

to the fact that the accommodation funds provided by Eskom are lower than the annual accommodation fees that students must pay, causing some students to go into debt. "Your issues have been noted and will be resolved," said Maupa. She also reminded the students that they needed to pass 80% of their studies in terms of their contract, and that repeats are not paid for.

MUT's Kubone appreciated the fact that the visits gave the sponsors a chance to know about the students' financial issues before it is "too late". The students were appreciative of the financial help from all the funders. Nkosinathi Maphumulo, an Advanced Diploma in Human Resource Management student, said, "I am so appreciative of the assistance. It is a great pleasure for me to be one of the selected students to be funded for my studies. Without Mangosuthu University of Technology's intervention and collaboration with such external stakeholders in assisting us as Advanced Diploma students, I would be swimming in debt".

MUT, AN ANCHOR IN THE UMLAZI COMMUNITY

MUT TO THE RESCUE AFTER LOCAL SCHOOLS ROBBED



Bheki Hlengwa, left, with KZN Education official and Embizweni learners in MUT computer lab

When three local Umlazi schools were robbed of their computer equipment just before their Grade 12 examinations, it was to MUT that they turned for help – and they were not disappointed.

A key part of MUT's strategy is to be an 'anchor' institution for the community of Umlazi in which it is situated. When the University received not one but three requests for help from its neighbouring high schools, it came up with a plan to ensure that their Information Technology (IT) and Computer Applications Technology (CAT) students would still be able to write their final practical examinations. As a result, about 100 Grade 12 learners from Velabahleke High School, Embizweni High School and Zwelibanzi High School wrote their practical examinations at the University's Chemical Engineering computer laboratories, with an official from the Department of Education present.

Velabahleke's Grade 12 learners wrote their CAT examination on 24 October 2023 and its principal, Bheki Mhlongo, was very appreciative of MUT's hospitality and sacrifice. Wamkelwe Mbedu, a learner from Velabahleke, said that "without the MUT help our future would have been a dam without water."

Embizweni and Zwelibanzi learners wrote their IT examination the following day. Embizweni High School teacher, Bheki Hlengwa, said on behalf of his school that "we wish to pass our gratitude to management of the

University for assisting us during our time of need. The assistance we received is great".

According to Mbali Mkhize, MUT's Senior Director: Marketing and Communications, "As a university, we are sensitive to the needs of our communities, particularly our immediate communities, that we want to grow with, as required by our Anchor Strategy. We regarded this challenge of the schools in Umlazi Township, where we are located, as a chance to assist schools that were in dire need. Helping our neighbours is the soul of the University." She commended Njabulo Zulu, head of the Department of Chemical Engineering, for making his department's laboratories available. Zulu, a religious leader, is also a mentor to many Pre-Tech students.

Another key role player was Zama Sishi, Director of Stakeholder Relations Management in the Department of Marketing and Communications, who knocked at many doors to ensure that the schools got the much-needed help. "These are our future students; we have to invest in their success while they are still at high school," said Sishi.

This story was picked up by the local media, and at least two radio stations interviewed Sishi about MUT's gesture. She reiterated that the University was guided by the philosophy that it should "grow together with its neighbours". "We also acted upon the fact that education is the only way to ensure a brighter future for the children of this country," she said.

KWAZULU-NATAL EDUCATION MEC COMMENDS MUT FOR ITS MESSAGE OF SUPPORT TO MATRIC LEARNERS

Baze bayenza into enhle MUT. (Wow, what MUT is doing is commendable.) These were the words of KZN Education MEC, Mbali Frazer, when she and Deputy Minister of Basic Education, Dr Regina Mhaule, bumped into a team from MUT during an examinations oversight visit at Umlazi Comprehensive High School (Umlazi Comtech).

The MUT team was busy distributing a message of encouragement from Acting Vice-Chancellor and Principal, Professor Marcus Ramogale, to matric students at local high schools. The University had framed the message so that could be hung on the wall for all students to read.



Holding the frame, second from right, Deputy Minister of Basic Education, Regina Mhaule, and KZN MEC Mbali Fraser, second from left, and KZN Education officials, Comtech Principal, and MUT official

“We believe there is no better time to inspire the Grade 12 learners than the time they are writing their examinations,” said Zama Sishi, Director of Stakeholder Relations in the Department of Marketing and Communications.

In his message, Professor Ramogale described the Grade 12 examination as the “ultimate test” and said that he was with the learners and their parents and teachers in prayer for the learners’ success. “All your hard work and sleepless nights have led to this moment. Do your best. Believe in yourself, and make it happen,” he wrote. He added that he was looking

forward to welcoming the learners to his institution in 2024.

MEC Frazer was inspired by the MUT Vice-Chancellor’s spirit of kindness and wished she could have a budget to enable MUT to spread the love to more schools in her province. Deputy Minister Mhaule also wished that all matric learners could receive words of encouragement like the 28 Umlazi high schools. Nkosinathi Shandu, the principal of Umlazi Comtech, said that they were grateful that MUT was wishing them well. “We want to make a promise to MUT that we are going to have good results. We also thank MUT for the great support they give to us,” Shandu said.

MUT ON THE INTERNATIONAL STAGE



Darlington Hove and Professor Msomi in China

MUT MATHEMATICIANS WIN THIRD PRIZE IN THE BRICS SKILLS COMPETITION

“ Opportunity knocks only once. You will never know if you will get another opportunity. ”

– Leon Spinks

When South Africa hosted the BRICS Summit in August this year, there were a number of side events that were organised at both provincial and national

levels. Thanks to the efforts of our passionate alumnus, Sandile Mahlaba (Microsoft Provincial PS Executive: KZN & MPL), MUT had the opportunity to host a BRICS delegation. Our Marketing and Communications Department (MarComms) seized it with both hands. The visit allowed the BRICS delegates to learn more about MUT, which they then invited to participate in the BRICS artificial intelligence competition, part of the overarching BRICS Skills Competition.

The invitation was an opportunity that the MUT mathematics department jumped at. Departmental head,

Professor Alfred Msomi, and his colleague, Darlington Hove, entered two of the competition categories: Data Analysis and Visualization, and Machine Learning and Big Data. The Data Analysis and Visualization competition took place online, and the Machine Learning and Big Data competition was conducted in China's Sichuan Province at the Guang'an Vocational and Technical College.

Leading up to their trip to China in November, the pair dedicated a week to an intensive training camp, focusing on two specific categories: the Data Analysis and Visualization competition and the Machine Learning and Big Data competition. "The Machine Learning and Big Data competition spanned four distinct modules of machine learning and big data, each lasting three hours, with the entire event unfolding over two days, although it took weeks to prepare," said Professor Msomi.

Explaining the importance of the opportunity, he said, "The competition fostered invaluable collaboration among participants and experts representing institutions from BRICS countries. The event was a pivotal component of the overarching vision of the BRICS Business Council, aimed at facilitating the exchange

of vocational skills among member nations. Our participation provided a valuable opportunity to engage in networking with fellow competitors hailing from diverse backgrounds within the BRICS community. Furthermore, it afforded us exposure to cutting-edge technologies and the latest advancements in applied research."

After the competition, the competitors visited the former residence of the late Chinese leader, President Deng Xiaoping, and participated in a panel discussion before an audience of approximately 150 international students studying in China. November 10 marked the Prize Giving Day, featuring the closing ceremony for the Machine Learning and Big Data competition.

"During the results announcement, it was a source of great pride that MUT secured the third place. This achievement is attributed to the diligent efforts of Darlington Hove," said Professor Msomi.

Both mathematicians have started looking at how they can turn their experiences into research and at the same time strengthen their teaching and learning expertise.

MUT BRINGS THE **EnergyWaterFood** NEXUS SUMMIT TO AFRICA

At its 40th anniversary celebrations in 2019, MUT declared, "We may be rooted in Umlazi Township, but we are destined for the world". And now, thanks to partnerships with universities across the globe, the world is beginning to come our way.

A case in point is the decision to bring the next EnergyWaterFood nexus summit to Africa. The summit is the flagship global conference of the Florida Agricultural and Mechanical University (FAMU), one of MUT's international partners. It has been FAMU's intention to bring the summit to Africa since 2015, and FAMU has chosen MUT to be a co-convenor of the landmark event in 2024.

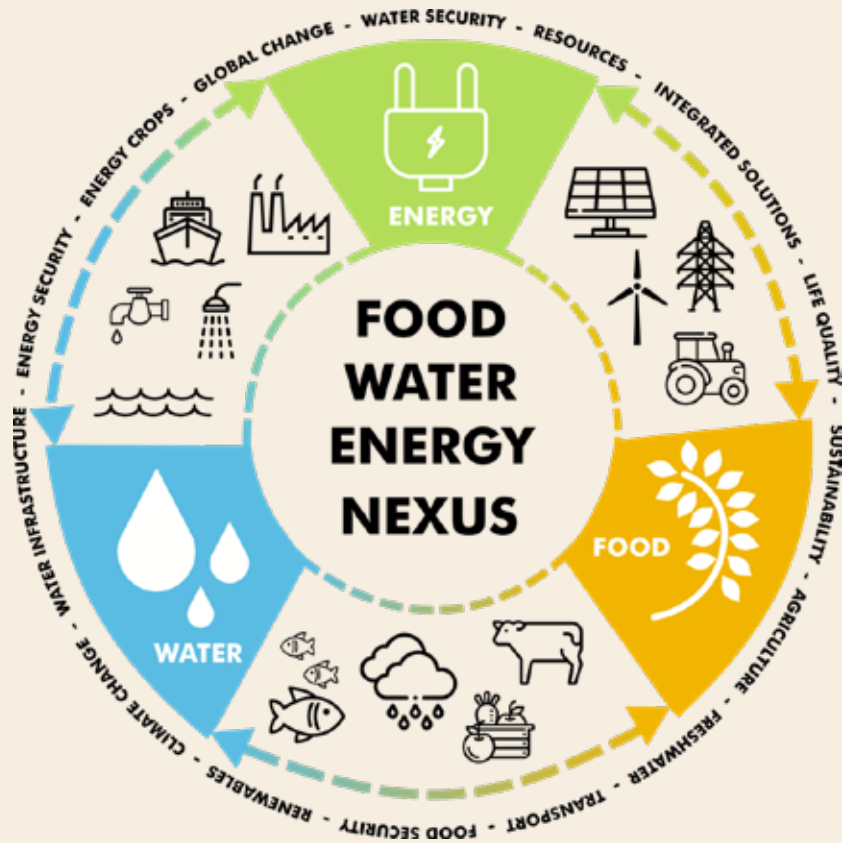
"I am happy and excited to take this summit to MUT and to make MUT lead this great conference for

Africa and other continents," said Dr Victor Ibeanusi, the executive dean of the School of the Environment at FAMU, which is located in Tallahassee, Florida.

Both MUT and FAMU have endorsed the conference and have set the ball in motion by moving with speed to establish a Local Organising Committee (LOC). Professor Nokuthula Sibiyi, MUT's Deputy Vice-Chancellor: Research, Innovation and Engagements (RIE), is the LOC Convenor. "We are ready to host this conference and it will be a great success. Individuals [from MUT] will chair conference tracks on energy, water, food, partnerships, and community engagement. This is a big conference, and we will use our footprint in four continents to get delegates that will contribute to the Sustainable Development Goals," she said.



Professor Ramogale (third from right) with Dr Larry Robinson (fourth from right), and MUT and FAMU officials



MUT RESEARCH IN THE SPOTLIGHT

21ST ANNUAL MUT RESEARCH AWARDS

Together, we go far...Dean credits his win to the help of others

There's a saying, "If you want to go fast, go alone. If you want to go far, go together." The achievements of Professor Babatunde Bakare, acting Dean of the Faculty of Engineering, prove that you can not only go far, but sometimes faster too, when you link arms with others. When he was named top researcher at MUT at the 21st MUT Research Awards on 29 September 2023, Professor Bakare acknowledged the great research team that contributed to his win.

He repeated these thanks at the Research Indaba on 9 October 2023, when he expressed his gratitude for the support he receives from the Research Directorate, post-doctoral research fellows and his colleagues – including those he has supervised and those who have walked with him in his personal research journey.

"I work with a strong team of researchers; it has always been my vision to develop others as I grow. Therefore, it is only fair that we all take pride as a faculty that there were many role players in the work that led to me winning the Gold Award for the Most Productive Researcher in the Faculty of Engineering, the Senate Award, and the MUT Vice-Chancellor's Award for the overall best researcher in the University," Professor Bakare said.

Professor Bakare's story shows how the whole faculty has benefited from his research journey.

"In 2013 after receiving my PhD, I engaged Dr Mienie, the Research Director with a proposal that I wanted to



Professor Bakare, left, accepting his award from Professor Sibiyi

stay at MUT only if I was given an opportunity to conduct research. Dr Mienie accepted my proposal and provided seed funding for the establishment of a water lab. It is the same lab that has allowed many MUT staff to do their lab work and graduate, some with PhDs and others Master's," he said.

Professor Bakare also recognised external collaborators who have helped to develop his faculty's research capabilities. One example is Siyacanda Energy. "This milestone collaboration resulted in the launch of the Climate Change Centre at MUT. This centre is not just a resource to the Faculty of Engineering, it is open for use across the University."

Every Friday, 12 unemployed former MUT students are trained on climate pollution in this very Climate Change

Centre. “The vision is for the centre to generate revenue for the university; we want to open the Environmental Pollution and Remediation Research Lab to external entities to bring their samples to the lab for testing,” he added.

Professor Bakare’s story shows how teamwork and collaboration in the faculty are producing research that is impacting the greater society – so ultimately everyone wins.

A NEW DAWN FOR THE FACULTY OF MANAGEMENT SCIENCES AS FACULTY STAFF WIN AWARDS



Seated, second from right, Dr Ntshangase, with the award winners, and standing, MUT Management and a guest speaker from NRF

The Faculty of Management Sciences’ initiatives to improve research output, by conducting writing retreats and weekly research conferences since 2020, are bearing fruit. Its recent awards are the cherry on top. At MUT’s annual Research Awards on 29 September 2023, Dr Bheka Ntshangase, Acting Dean of the Faculty of Management Sciences, and Dr Bethel Mutanga, a lecturer in the Department of Information Communication and Technology (ICT), were announced as gold awards winners.

Their colleagues, Professor Sandiso Ngcobo and Dr Yvonne Mvuyana, received silver and bronze awards respectively.

For Dr Ntshangase, the awards demonstrate a new dawn for the Faculty of Management Sciences. “When I joined MUT almost five years ago, I said I wanted to improve the research output for the faculty, improve the Programme Qualification Mix (PQM), and increase the number of academic staff with PhDs to build

a foundation to introduce Master's and Doctoral programmes. This is the step toward the envisioned direction for the faculty.”

This was supported by Dr Mvuyana, who said her award “came at a right time since I have been working hard to improve research in the faculty, and also making a contribution to the body of knowledge”.

Dr Ntshangase’s research is in Public Affairs, Governance, and Public Administration and Management. Some of his themes are service delivery, social development, green recruitment, coalition governance, #FeesMustFall, and development planning. Commenting on coalition

governance, a topical issue in South African politics at present, Dr Ntshangase said that this is the future of the South African political landscape.

Dr Ntshangase’s research articles are published in the *Journal of Public Administration (JOPA)*, *International Journal of Social Science Research (IJSSR)*, *Journal of Entrepreneurship and Sustainability Issues*, *International Journal of Research in Business and Social Science*, *Insight into Regional Development*, and *Business Ethics and Leadership*.

Dr Ntshangase has called on staff in his faculty to publish at least one paper a year. “This can improve research output considerably,” he said.

NATURAL SCIENCES RESEARCH PROFESSOR WINS DVC: **RIE INAUGURAL AWARD**

Research costs money – but the flip side is that it generates money for the University, besides having the potential to build better capabilities in teaching and learning, research and community engagement. Recognising the important role of research and research funding, a new award was added to MUT’s annual Research Awards in 2024: the Deputy Vice-Chancellor: Research, Innovation and Engagement (RIE) Award – an award that is dedicated to those staff members that attract external research funding.

The inaugural prize went to the Research Professor in the Faculty of Natural Sciences, Theo Davies. Professor Davies secured R328 300.00 from Germany’s Alexander Von Humboldt Foundation for the purchase of fieldwork equipment for the execution of his proposed faculty research projects.

The elated Research Professor responded to the news with his characteristic humility. “I am deeply honoured to have been chosen as the Deputy Vice-Chancellor: Research, Innovation and Engagement (DVC: RIE) Award recipient for 2023. The award is testimony to the role that



Professor Davies, left accepting his award from Professor Sibiya

retired professors play in empowering junior and middle level faculty staff to a future of research excellence. I still enjoy doing this,” said Professor Davies. He thanked the DVC: RIE, Professor Nokuthula Sibiya, and her administrative network for their unwavering support for members of the Faculty Research Working Group who have been doing a sterling job with very limited resources.

MUT RESEARCH IN ACTION



Seated left, Professor Chetty, and Dr Ntshangase, and standing, Management Sciences faculty staff

NOVEL WAY OF CONDUCTING RESEARCH PRESENTED TO FACULTY OF MANAGEMENT SCIENCES STAFF

As MUT's research activity gains momentum, members of the Faculty of Management Sciences were fortunate to enhance their research skills through a presentation on Participatory Action Research (PAR), led by ex-UKZN sociologist Professor Dasarath Chetty.

Professor Chetty defined PAR as "a way of doing research that involves people who are affected by a problem or issue in finding solutions". The people who are affected by the research are not just subjects of

the research but are active participants in the research process. PAR is not just about understanding the world but also about taking action to change it – and the research process itself is an action that leads to change. Professor Chetty said that PAR was a powerful tool for social change "because it empowers people to take control of their own lives and communities".

According to Chetty, PAR involves rigorous and systematic inquiry. It values the knowledge and

experience of the participants and integrates it with academic or theoretical knowledge. PAR has been used in various fields such as education, health care, social work, community development and environmental justice.

He said that it was important for researchers to keep an open mind, and put away any form of ideology when conducting this kind of research. “It challenges coloniality, among other stumbling blocks,” he said.

The Acting Dean of Management Sciences, Dr Bheka Ntshangase, said that the faculty strives to conduct

research that brings solutions to real community challenges. He said the presentation created a synergy between the three pillars of the University – Community Engagement; Teaching and Learning; and Research, Innovation and Engagement – and added that the faculty would start to embark on participatory action research.

Dr Ntshangase added that with this type of research, the faculty would establish strong collaborations with communities. “The University will contribute to community development, where communities are fully participating in the process of finding solutions to their problems.”

ONCE A NURSE, ALWAYS A NURSE: PROF SIBIYA’S RESEARCH PUTS THE SPOTLIGHT ON HEALTHCARE ACCESS FOR WOMEN WITH DISABILITIES

She is an established academic and MUT’s Deputy Vice-Chancellor of Research, Innovation and Engagement (DVC: RIE), but Professor Nokuthula Sibiya still introduces herself as a ‘nurse’ – and her research is contributing to maternal and child health. She recently co-authored a paper with her PhD student, Doreen Mheta, and co-supervisor, Busisiwe Nkosi (both from Durban University of Technology), titled “Experiences of Women with Disabilities in Accessing Maternal Healthcare Services: A South African Case Study”. The paper was published on Professor Sibiya’s birthday on 24 October 2023.

The three researchers were interested in finding out how women with disabilities accessed healthcare services during pregnancy, childbirth, and post-partum care. They also wanted to explore the obstacles these women experienced, and how access to these services could be improved.

According to the study, access to maternal healthcare services is a challenge in most low- and middle-income countries, including South Africa.



Professor Sibiya, left, with her PhD graduate, Doreen Mheta

While the country has put some measures in place to improve the accessibility of maternal healthcare services, “vulnerable women, including women with disabilities, are still facing numerous challenges when trying to access these services”.

Twelve women with various types of disabilities were interviewed during the study. Their experiences showed that neither infrastructure nor the attitudes of service providers were appropriate. For instance, narrow passages and information in inaccessible formats were a challenge for women with visual impairments, while women with hearing impairments faced communication difficulties due to a lack of sign language interpreters in most facilities. Healthcare professionals were said to display “unfavourable attitudes” toward women with hearing impairments, and often overlooked them. Women with physical impairments faced similar challenges, from inaccessible buildings and small consultation rooms to equipment that could not be adjusted for their needs.

Research on this issue is scarce, say the authors, yet is vital for understanding the factors that impact healthcare access, in order to make maternal healthcare services more disability-friendly. According to the authors, more research is needed on maternal healthcare needs and utilisation according to different types of impairment. There is also a need for research that explores the knowledge, attitudes and beliefs of maternal healthcare providers regarding maternal healthcare for women with disabilities.

According to Professor Sibiyi, “ultimately, this study led to the development a framework for improving women with disabilities’ access to maternal healthcare services”. The framework explains access in four dimensions: accessibility, availability, acceptability and quality. Professor Sibiyi and her student are in the process of finalising a paper that will present the framework.

ANIL LONAPPAN GETS SIXTH ENGINEERING COUNCIL APPOINTMENT

A University staff member has become a vital cog in the ECSA (Engineering Council of South Africa) machine. Anil Lonappan, a lecturer in the Department of Electrical Engineering, holds several positions at ECSA, which now also include that of an Endorsement Assessor. This most recent appointment – his sixth – will include reviewing the Initial Evaluation Request from higher education institutions or private providers; commenting on the initial evaluation request received; and re-reviewing information that has been resubmitted by a provider, if necessary.

Presently Lonappan handles the portfolios of Assessor, Moderator, Reviewer, Evaluator and Trainer for ECSA’s peer review mechanism, and is a member of its Continuous Professional Development (CPD) Audit and Review Panel. He also takes care of ESCA’s applicant registration process.

Lonappan says that the expertise gained from ECSA “will help MUT to prepare well for the future ECSA



Anil Lonappan is also a member of SAIMC

accreditation visits. It is a feather in MUT's cap to have representation in ECSA's core business activities".

...and he finds time to publish too

Between his responsibilities as an Electrical Engineering lecturer and office bearer for ECSA, Anil Lonappan also devotes time to other important academic activities. He has 51 research articles so far, including one co-authored and published with Renjith VishnuRadhan, from the Indian Institute of Technology in Bombay, India, and with T.I. Eldho of the Harbor Branch Oceanographic Institute, Florida Atlantic University, United States. The paper was titled: "A microwave-based technique as a feasible method to detect plastic pollutants in experimental samples". It was published in Elsevier's *Journal of Hazardous Materials*, which has an impact factor of 14.224, which makes it ninth out of 279 in Environmental Sciences. Highlights of the article are also reported in *Current Science*.

Lonappan said that the Indian Institutes of Technology (IITs) are centrally-funded technical institutes located across India. They are under the ownership of the Ministry of Education of the Government of India and are governed by the Institutes of Technology Act, 1961. This act declares them as Institutes of National Importance

and lays down their powers, duties, and framework for governance as the country's premier institutions in the field of technology.



MUT ACADEMICS HIGHLIGHT RELATIONSHIP BETWEEN **TRADITIONAL AND WESTERN MEDICINES**

On more than one occasion, the University's academics and researchers have highlighted the need for traditional and western medicines to work together to deal with various human ailments. On 28 September 2023, the University's North Campus welcomed local traditional healers and western doctors to a phytomedicine conference organised by Dr Karishma Singh, a senior lecturer in the Department of Nature Conservation, and Dr Thanda Mbanjwa, a lecturer in the same department.

According to Dr Mbanjwa, the conference celebrated Heritage Day by creating awareness on the significance and relevance of traditional medicine in current times. Furthermore, the conference aimed to bridge the gap between traditional knowledge and scientific knowledge.

Dr Mbanjwa said that during the event it was made clear that both traditional and western medicine are equally important, and that there is a need to



Second from left, Professor Roger Copoosamy, and right, Professor Kuben Naidoo, with some of the traditional healers

integrate them to improve healthcare coverage and systems. He said traditional healers and western medical doctors could work together to provide solutions for many human ailments. According to Dr Singh, many medicinal plants are found growing right on our doorstep.

Experts in the field of phytomedicine like Professor Roger Copoosamy, the Dean of the Faculty of Natural Sciences, and Professor Kuben Naidoo, the Head of the Department of Nature Conversation, were also part of the conference that included lecturers and students from the department. Professor Naidoo gave a history of the use of traditional medicines in Greece and India and

emphasised the need for the two ways of healing to be employed in tandem with each other.

Attendees had an opportunity to view some of the traditional medicines that were on display. One of these medicines was *Ilabatheka (African Potato) (Hypoxis Hemeracollidea)*. Dr Mbanjwa said this medicine is used to deal with several human ailments. “The rootstock of this plant has also been used as a purgative and to expel internal parasites. Its infusions and preparations are used in immune boosting tonics given to people suffering from autoimmune diseases such as HIV/AIDS, but it is by no means a cure,” he added.

FACULTY OF MANAGEMENT SCIENCES LECTURER'S **PhD FOCUSES ON THE TEACHING & LEARNING OF ACCOUNTING**

The number of MUT staff achieving their PhDs keeps increasing. The most recent staff member to be capped is Lungani Makhathini of the Department of Accounting and Law, who graduated from Durban University of Technology (DUT) on 19 September 2023. The topic of his study was: *Reflexive praxis and systemic factors influencing teaching & learning in accounting discipline within South Africa*. Dr Makhathini said he chose this topic to examine his practice and assess the factors behind the high failure rates in Financial Accounting, which result in students taking longer to graduate – or even worse, dropping out mainly within their first year of study.

Dr Makhathini said that some of the challenges identified in his research were “the difficult nature of the subject; the lack of qualified Accounting education teachers; lack of supporting staff; poor lecture venues; inadequate classrooms; and the lack of a model office for students to practise what they learned from the textbook”. Dr Makhathini’s proposed solutions lay in addressing of the transition from high schooling to university; proper learning strategies at a student-centred university; and the influence of high school accounting. Dr Makhathini’s promoter was Dr Stan Hardman from the University of KwaZulu-Natal.



Dr Lungani Makhathini

AT LAST, **A CONFERENCE FOR STUDENTS**

The Faculty of Natural Sciences is a pioneer in several things, including being the first faculty to offer a Master’s degree. It made history again on 28 September 2023 when it launched its inaugural Student Research Conference at the University’s North Campus, at which twelve students from the Department of Biomedical Sciences presented their final year research dissertations.

The head of the Biomedical Sciences department, Dr Nhlanhla Nsele, said the students’ research was “groundbreaking”, and that the students’ conference was the first of its kind. This was music to the ears of the Deputy Vice-Chancellor: Research, Innovation and Engagement (DVC:RIE), Professor Nokuthula Sibiyi. Professor Sibiyi explained the importance of research in higher education, and in society in general, to faculty students, together with learners from Menzi



Facing the camera, from right, Dr Nsele, Professor Sibiya, and Dr Thobile Poswa, Environmental Health HoD, and Menzi High School learners

High School and Velabahleke High School, and said that she was “living research”. Professor Sibiya, who has supervised many Master’s and PhD students, said she was a life-long learner herself because research is supposed to generate new information and uncover new ways of doing things. She commended the Biomedical Sciences department for introducing research to students and learners at a very early stage. Professor Sibiya’s very constructive words inspired Anelisa Mpanza, a Grade 12 learner from Menzi High School.

Ningi Jaya, a Biomedical Sciences lecturer and the founder of the Student Research Conference, said that the conference emanated from her department’s “unwavering commitment to fostering excellence, not only in teaching and learning, but also in the pursuit of excellence in research among our students. We have observed that our students embark on remarkable research projects that significantly contribute to the body of knowledge within the field of medical laboratory sciences”. Because those students seldom have a chance to disseminate their research findings to the wider university community and the department’s

industry partners, she envisioned the conference as “an ideal platform to enable this crucial exchange of knowledge”.

Jaya also said that the conference served as “a beacon to illuminate the field of medical laboratory science, offering invaluable career guidance to high school students seeking clarity about future career paths”. Another aim was “to enlighten and inspire the next generation of scientists”, with the conference serving as a networking hub to foster connections between aspiring young scientists and their established counterparts.

The department’s industry partners were also on site and participated in presentations to provide more information about working and training platforms, and what they have to offer future medical laboratory scientists. Also present were support companies and industry partners.

“As such, the Student Research Conference stands as a testament to our department’s commitment to excellence, knowledge sharing, career development, and fostering a community of passionate scientists,” said Jaya.

LOADING: A BRAND NEW INTERDISCIPLINARY PROGRAMME IN HUMAN SETTLEMENTS

It is all systems go as the University has received approval for the new Advanced Diploma in Human Settlements. Dr Bheka Ntshangase, Acting Dean of the Faculty of Management Sciences, could not hide his excitement when he shared the news that the faculty has passed all the approval stages.

“What makes me prouder is that through this new programme, we are responding to and aligning with the University’s research focus areas as articulated in the University’s strategic plan. The faculty had the responsibility to deliver on the vision and initiative of a Department of Human Settlements, which started with the establishment of a Chair a few years ago. I can without a doubt tell you that the Advanced Diploma will be rolled out in 2024,” said Dr Ntshangase.

The announcement of the new programme at the Research Indaba in October 2023 was a perfect fit to the agenda and theme for the day, which focused on promoting interdisciplinary research at MUT and

the alignment of MUT research to the 17 Sustainable Development Goals (SDGs).

Dr Ntshangase explained how the new programme would foster cross-faculty collaboration. “The structure of the programme cuts across the University. There is no way you can attempt to solve human settlement challenges without considering energy and environmental issues. Some of the modules for the advanced diploma will be offered by the Engineering faculty while some will be from the Natural Sciences faculty. Also, this programme is open across disciplines. Students will be able to register if they hold a diploma certificate regardless of the discipline,” said Dr Ntshangase.

Conversations with potential students have already started and have sparked an interest, especially with civil servants. Internal conversations have also started between the Department of Marketing and Communications and the Dean’s office on how the student recruitment team will market this new addition to the University’s Programme and Qualification Mix.



Dr Ntshangase



MUT VC, fifth from left, and Administrator, sixth from left, and MUT staff and the Administrator's team

MUT ADMINISTRATOR'S IMBIZO WITH WIDE-RANGING STAKEHOLDER GROUPINGS

The MUT Administrator, Professor Lourens Van Staden, has remained true to his initial commitment to engage key University stakeholders to canvas their views and perspectives on the conditions at MUT that led to the appointment of multiple assessors and administrators by the Ministers of Higher Education, Science and Technology.

On 11 and 12 September 2023, Professor van Staden, together with his technical team, hosted a summit in order to:

- Solicit stakeholders' recommendations on restoring proper governance and management at MUT; and

- Inform the development and implementation of a 5-year development plan to address the problems and challenges identified in the Assessors' and CHE reports.

These objectives aligned to two of the items in the Terms of Reference (ToRs) for his appointment, as detailed in the Government Gazette on 10 October 2022.

In his invitation to all levels of management, the Institutional Forum, ConvExco, and organised labour, Professor van Staden also reminded the invitees that "the Council on Higher Education's (CHE) Institutional Audit Report on Mangosuthu University of Technology is

still outstanding. Once the final report is released by the CHE, I will reconvene the summit to factor the findings and recommendations into the 5-year development plan”.

Professor van Staden added that the summit would be a safe space that would enable “freedom of expression and encourage robust engagement with the hard truths facing the University without the fear of recrimination or victimisation”. Professor van Staden strongly encouraged all invitees to familiarise themselves with

the Pityana/Favish and Staak Assessors’ Reports, the Administrator’s Terms of Reference and the MUT Strategic Plan and Student Enrolment and Efficiency Plan.

The Administrator’s Technical Team comprises of seasoned professors who have many years’ experience between them in the fields of human resource management, financial management, audit and risk management. They are Dr Daya Naidoo, Moretlo Mokuele and Paul Slack.

ANNUAL WIL IMBIZO TELLS INDUSTRY REPRESENTATIVES **THEIR VOICE COUNTS**

MUT is well known for its established work-integrated learning (WIL) programme, which is dependent on maintaining a dedicated network of WIL providers in industry. The University’s annual WIL Imbizo, run by MUT’s Department of Co-operative Education, plays a crucial role in maintaining a good relationship with its stakeholders. This year’s WIL Imbizo on 21 September 2023 was attended by 170 delegates – up from 120 in its inaugural year in 2018. Industry representatives travelled from as far as Johannesburg, while others joined the event virtually.

In his welcome address, Dr Manyane Makua, Acting DVC: Teaching and Learning, commended the delegates on the great partnerships with MUT. The head of the Department of Environmental Health, Dr Thobile Poswa, articulated the importance of the role that employers play in the development of the University’s students.

Giving a report to the industry representatives at the event, Dr Fundiswa Nofemela, the Director of the Department of Co-operative Education,

gave feedback on actions that the 2022 Imbizo had recommended. She explained to delegates that some of the improvements in WIL at MUT arose from WIL Imbizo engagements. Dr Nofemela also reported that the Employer Plenary session gave industry



Dr Fundiswa Nofemela



Delegates at the WIL Imbizo

representatives a chance to share best practice in WIL. “There was a SETA Plenary where a panel of SETAs shared with the delegates opportunities for funding,” she said.

Dr Nofemela pointed out that a “welcome feature at the event was numerous compliments that came from industry as students’ mentors expressed great satisfaction with MUT’s WIL students, while citing necessary improvements. Ronnie Maisela, who had travelled all the way from Johannesburg, only had good things to say about MUT students and told the delegates that one of the 2023 WIL students at his company had been offered employment, even before the end of her training”. Maisela is from U-Afrika Gaming Technologies.

Mbali Sibiyi, from Umgeni-UThukela Water, commended the University on incorporating industry’s concerns in its improvement plans. Dr Nofemela assured delegates that the suggested improvements would once again be incorporated into the WIL improvement plans.

MUT LEGACY

CHANCELLOR PLANTS THE SEED FOR **MUT'S VERY OWN BUSINESS SCHOOL**

MUT Chancellor, Sandile Zungu, is rallying support for an ambitious project: MUT's very own business school. At the Alumni Fundraising Dinner on 20 October 2023 at the Oyster Box Hotel in Durban, Zungu and his wife, Nozipho, pledged R10 million towards establishing such a school at MUT.

Speaking at the event, Zungu said that he wanted to leverage his reputation to attract the business sector to the University. "My decision to take up MUT's Chancellorship was also based on my observation that these small, poor, previously and currently black institutions have a hard time attracting funding from the private sector in particular," he explained. "For institutions like MUT, it is a sad tale of doing work that is not glamorous enough for some funders and not being trusted enough with donations. We must remedy that."

Zungu also commended MUT for its role in assisting students who are not well-prepared for higher education when they are already at the University. Zungu said that MUT's role was recognisably important even at the policy level, but this did not earn the University the necessary accolades.

"I have yet to encounter a university-ranking body that recognises teaching students to write in English, to use a computer, to use a library for the first time, and to type instead of writing with a pen on paper, all of which are skills we assume students come to university with," explained Zungu. "As if that is not enough, after all that work these students graduate and move to the UKZNs, UCTs, UPs and the Wits Universities of this world." The Chancellor is in talks with the University on how and when the pledge money would be used.



MUT Chancellor, Sandile Zungu



HONOURING THE LEGACY OF OUR FOUNDER, **PRINCE MANGOSUTHU BUTHELEZI**

The Alumni Fundraising Dinner would not have been complete without paying tribute to the University's late founder, Prince Mangosuthu Buthelezi, whose table was headed by his son, Prince Zuzifa Buthelezi.

Prince Zuzifa was given perhaps the most difficult task of the night, paying tribute to his father and his extensive legacy. Prince Zuzifa was raised to the podium as an iconic song by his paternal grandmother, the legendary Princess Constance Magogo KaDinuzulu, was played – a profound moment in the proceedings.

Speaking of his father's legacy, Prince Zuzifa stressed the significance of supporting historically disadvantaged institutions like MUT because of the role they have always played in society. Prince Zuzifa added that the MUT Founder held higher education in such high regard because he recognised that when the struggle for freedom ended, more people of colour would be required to build a democratic South Africa.



HRH, Prince Zuzifa Buthelezi

Prince Buthelezi was also instrumental in bringing the Founder's network to support the event.

LONG-SERVING ANALYTICAL CHEMISTRY HEAD **LEAVES A LEGACY**

MUT has been steadily improving its student outcomes over the years – and it's thanks to people like Dr Michael Mwitwa Shapi who go above and beyond in their role. Dr Shapi, who hails originally from Zambia, joined the University on 9 May 2003 and poured his heart and soul into the institution until his retirement in 2023.

As head of the Department of Analytical Chemistry, Dr Shapi has seen thousands of his students filing past him at their graduation ceremonies. These days, he says "most students can complete their three-year diploma programme in an average time of four to five years...a notable improvement from the six to seven years that prevailed when I first came here. It makes me feel I have done a good job as the departmental in-charge".



From left, Dr Shapi, Xhosa Msimango of his department, and a student

Several staff members, both support staff and academics, have attained higher qualifications through Dr Shapi's encouragement. He is also proud that "more than 90% of graduates from the Department of Chemistry, which I head, get employed, mostly in industry, within three months after graduating".

MUT Analytical Chemistry graduate, Dr Lethiwe Mthembu, is one of the beneficiaries of Dr Shapi's legacy. He was her Analytical Chemistry III lecturer and he used to tell his students they should come back to study their BTech.

Dr Mthembu did go back for her BTech, and Dr Shapi assisted her "like a father". When a tutor was needed, he gave her a job, and her fees were covered by the National Research Foundation (NRF). She is currently a Postdoctoral Fellow at DUT, a part-time lecturer at MUT, and a reviewer for the NRF. She has also won awards and travelled internationally.

"It all started with Dr Shapi," said Dr Mthembu, who has "tried to pass on what I learned from Dr Shapi to

show students that I care and that they should continue studying".

Dr Shapi completed his BSc (Hons) at the University of Zambia in 1982, while lecturing at the Zambia Institute of Technology. He then completed his MSc and PhD in Helsinki, Finland, where he worked as a researcher. After obtaining his PhD in 1992, Dr Shapi came back to Africa and worked first as a Quality Assurance Officer at Zambia Consolidated Copper Mines (ZCCM), and then as a Scientific Officer at Botswana National Veterinary Laboratory. In 1998 he joined the former University of the Transkei as a research associate and lecturer, and four years later he moved to the former Cape Technikon as a lecturer. He joined MUT in 2003 – relieved to finally have a "permanent and pensionable position that came with a permanent resident permit".

True to his love for education and knowing its advantages well, Dr Shapi also made it possible for his fellow Zambian students to study at MUT.

SRC ELECTIONS IN THE BAG



Left, SRC President Thobisa Dalasile, and MUT Acting VC, Professor Ramogale in a red gown, and the rest of the SRC

The University's new student leadership has once again been elected seamlessly. Following the election on 5 October, the 2023-2024 Student Representative Council (SRC) was inaugurated on 19 October at the new Student Centre, on the University's main campus.

PEACEFUL SRC ELECTIONS A SIGN OF **VOTER MATURITY**

Welcoming the new SRC at the inauguration, the Acting Vice-Chancellor and Principal, Professor Marcus Ramogale, thanked the University students for their now well-known exemplary behaviour throughout the election period. Professor Ramogale also thanked the outgoing SRC for conducting themselves well during their tenure. The Acting Vice-Chancellor gave the outgoing SRC

glowing testimonial letters, and said the letters were well deserved.

Whereas other higher education institutions often experience problems during and after student leadership elections, MUT has become popular for its peaceful elections. "This shows that MUT has students who are

mature enough to know that voting is not a matter of life and death. Elections are just a normal process of electing leaders in a democratic situation. When there is peace, you have an atmosphere that supports teaching and learning. Thank you for your contribution to this,” Professor Ramogale said.

He told the students that he was hoping that other institutions in the country would emulate MUT’s example of stability. “In 2011, the audit team advised MUT to choose what it wanted to be known for. The University and its students chose ‘stability’ among other things,” he added.

VICE-CHANCELLOR SETS THE TONE FOR EFFECTIVE STUDENT LEADERSHIP

As a kick-off to further engagements on the subject, Professor Ramogale gave the new SRC some constructive advice that will make them better and more effective leaders beyond their time as student leaders.

“As student leaders, you are always placed under pressure by opportunists because they know they will not be held accountable. The people who are pushing you are not there when there is trouble. Student leaders must manage these pressures. Learn to achieve things through negotiation. Some promises you made might not be achieved. The pressure you will bear will be a test for your leadership,” he said

On the topic of order, he cautioned: “In life the real world has no tolerance for disruptive behaviour. You can achieve what you need without resorting to unlawful behaviour.”

Professor Ramogale said that history would always applaud those who bring law and order. That is why the world still applauds Nelson Mandela’s leadership, he said. “President Mandela came out of jail not a bitter man. This is not an easy achievement. A politician thinks about the next election. Statesmen think about the long-term impact of their leadership, and put the country first, not themselves,” he said.

“My advice is: don’t be a populist. Be a leader. Lead with realism. This is the highest form of courage. Your decisions may have positive or negative results. Lead students well. Don’t be a hero. Those who are heroes today are zeroes tomorrow. Exercise leadership

with maturity and intelligence,” Professor Ramogale concluded.

The student leaders were also addressed by other members of staff that deal directly with them. The University Registrar, Dr Phumzile Masala, advised them to familiarise themselves with all the documents that regulate their relationship with the University management, staff, students and other stakeholders. “Come to meetings prepared,” Dr Masala said. Dr Mthoko Ntuli, the Student Development Officer in the Department of Student Affairs, said the student leaders must learn to negotiate well, a process he called “constructive engagement”.



Professor Ramogale

NEW SRC PREPARED TO **START ON** **“CLEAN SLATE”**

After listening to the speeches during the inauguration, the new SRC President, Thobisa Dalasile – a third-year Accounting student from Flagstaff in the Eastern Cape – told the attendees that the new SRC intended to start on a clean slate with University Management. “Let us sit down and fix all mistakes that happened in the past,” he said to the Acting Vice-Chancellor and Principal, Professor Marcus Ramogale.

Dalasile said that he was aware of the historical perception that management and the SRC are “enemies”. However, that was not the case with the new council. He said he appreciated the presence of the Acting Vice-Chancellor and Principal at the event, and added that if he had not been not there, his speech would have been “just words”.

The SRC President said that the SRC was prepared to engage with management on issues affecting the students, in particular the outstanding issues of expelled students of 2022. He also addressed other strategic partners of the student leadership. To the Dean of Students, Dr Thembi Kweyama, he said, “Since all matters of the SRC are at your office, I hope we are

going to work very well together. I should also say that I will be visiting your office almost every day regarding student issues. Please give us your time and advice and we are also willing to take advice from you.”

Turning to the University Registrar, Dr Phumzile Masala, he expressed the SRC leadership’s willingness to work with the Registrar’s office towards a successful registration of new and returning students next year.

The inauguration was followed by a three-day induction workshop on 6-8 November, at which leaders in the Student Affairs department took turns training the new SRC. Dr Mthoko Ntuli, Student Development Officer in the Department of Student Affairs, described the workshop as a “crucial meeting”.

The SRC President said he learnt from the three-day workshop. “I learnt how the institution is governed, and how to lead the SRC before leading the students. And how to conduct myself in an ethical manner. This will empower and guide the manner in which I will approach student issues,” said Dalasile.



SRC President, Thobisa Dalasile

EMPOWERED ADMINISTRATORS CONFERENCE TURNS 10

Founding and convening the Empowered Administrators Conference for 10 years is no mean feat...and this year's event was a celebration of the incredible team, institution and supporters that make it happen every time.

The 2023 Empowered Administrators Conference (EAC), which took place on 21-22 September, showcased a decade of empowering office professionals to maximise their potential and excel in their roles. Attendees gathered to reflect on strategies for enhancing agility, quick thinking and efficient task completion in the dynamic realm of administration.

MORETLO MOKUELE SETS THE TONE

The event's keynote address was delivered by Moretlo Mokuele, a distinguished member of the Technical Team supporting administration at MUT. In a stirring and motivating speech to all office professionals in attendance, she said that the primary objective of the two-day conference was to foster an environment where administrators can readily embrace change, approach their work enthusiastically, and unlock their true capabilities.

Mokuele used the analogy of sharpening an axe to stress the significance of staying informed and adaptive to the evolving work environment. "These two days are an opportunity to sharpen your axe," she said. Key ingredients in sharpening one's axe as a professional are self-reflection, skill development, and enhancing one's ability to adapt to change – the very things that the EAC focuses on.

Mokuele focused on the important concept of being "agile" in office administration. She emphasised that agility requires proactive planning and urged attendees to analyse the service environment comprehensively. "Agility means proactive planning; we need to take planning very seriously because if we properly plan for the service that



Moretlo Mokuele

we provide, you get to analyse the environment that you are to service," she said.

Her address closed with words of encouragement and guidance, urging attendees to approach their administrative roles with utmost seriousness. "Always be willing to adapt to change, sharpen your axe," she reiterated, encapsulating the essence of continuous growth and adaptability within the administration sphere.

REPURPOSING YOUR SKILLS FOR A BETTER FUTURE - ABSA BANKER



Sandile Masengemu

Invaluable insights on personal purpose and skill repurposing were shared by Sandile Masengemu, an accomplished leader in the banking sector and a graduate of the ABSA IMD Accelerated Development Programme (equivalent to an MBA). Masengemu emphasised the importance of understanding one’s purpose before repurposing one’s abilities for the future, as purpose illuminates the path towards meaningful change.

In a thought-provoking address, he challenged EAC attendees by saying, “The change that we are looking for is not coming from MUT or anyone

else, but you.” He further probed, “Who are you?”, underscoring that one’s identity is more than a mere name and surname – it embodies a purpose that should drive actions and decisions.

Masengemu eloquently detailed the crucial role of influence in shaping a successful life. He also advocated for versatility and urged professionals to seek new skills continuously. Merely accepting existing skills as sufficient for the future inhibits progress, he argued.

Addressing the ongoing transformations within the nation, Masengemu shed light on the potential impact of developing new skills within the office environment. Defining learning as a proactive response or solution to challenges, he said, “Learning is not discovering what others already know, but resolving our issues”.

On the topic of repurposing one’s skills, Masengemu used a triangular perspective to explain the repurposing principle. He identified philosophy as the foundation and base of the triangle, while attitude is its central component. Drawing from his professional experience, he highlighted instances where impeccably dressed individuals lacked the appropriate attitude, which negatively affected workplace dynamics. He also delved into the interconnectedness of philosophy with language and effective communication.

JADE MTHIYANE ON BEING THE BEST BRAND TOUCHPOINT

Jade Mthiyane, a distinguished event organiser and brand specialist, highlighted the importance of office administrators being the best possible “brand touch point” in their work. In order to do that, she argued that you have to first understand the brand you represent. She began her presentation by sharing compelling brand advertisements to unpack the concept of a “brand identity”.

Understanding the brand brings to light any discrepancies between your personal values and actions and the brand you represent, and allows you to align yourself accordingly. In this way you get to embody the brand essence and become an exceptional brand touchpoint (the point of contact between a brand and the customer).

Addressing the significance of communication in enhancing the brand experience, Mthiyane stated, “Every brand touchpoint is a channel of communication”. She explained that effective communication at these touchpoints can have a profound impact on customer and stakeholder perception.

She also emphasised the importance of stakeholder engagement and collaboration, setting the stage for Mbali Mkhize’s informative presentation that followed.



Jade Mthiyane

MBALI MKHIZE OPENS EYES ON **EFFECTIVE STAKEHOLDER MANAGEMENT**



Mbali Mkhize

Mbali Mkhize, Senior Director of the Marketing and Communications Department, addressed the topic of stakeholder engagement and management – a key skill for an office administrator. In her presentation on “Understanding the stakeholder quadrant,” she highlighted the key factors contributing to successful partnerships with stakeholders. These include effective communication, early and frequent consultation, compassion, meticulous planning, and establishing strong relationships.

Delving into stakeholder management, she emphasised the strategic processes of engaging stakeholders effectively and said that comprehensive stakeholder profiling was necessary to get the best possible results.

Mkhize concluded her insightful presentation by emphasising the power of nurturing positive branding. This attracts positive online conversations and fosters strong relationships with stakeholders, ultimately benefiting individuals and organisations.

DR MANYANE MAKUA ADVOCATES FOR EMOTIONAL AND SOCIAL INTELLIGENCE AT WORK

The Acting Deputy Vice-Chancellor: Teaching and Learning, Dr Makua Manyane, provided valuable guidance to office professionals on presenting themselves appropriately, showcasing the benefits of astute awareness and ‘street smarts’ in the working environment. But equally important are emotional and social intelligence, which he unpacked in detail.

Human intelligence has traditionally been measured according to the Intelligence Quotient (IQ). IQ focuses on cognitive ability which is crucial for problem-solving in mathematical, theoretical and educational domains. Dr Makua highlighted that, while IQ is essential, it doesn’t solely address the intricacies of human interactions within an organisational context.

Moving beyond traditional IQ-based intelligence metrics, Dr Makua advocated for the development of emotional intelligence, referred to as Emotional Quotient (EQ). He defined EQ as measuring an individual’s capacity to cultivate and sustain harmonious relationships, emphasising the importance of understanding and managing emotions effectively.

Dr Makua stressed the need for emotionally intelligent individuals in leadership roles, especially in high-pressure situations where rational responses are critical.



Dr Makua Manyane

For this reason, fostering emotional intelligence is an indispensable aspect of effective leadership.

He then went on to focus on the essential concept of social intelligence or Social Quotient (SQ). Emphasising the value of treating others with respect and kindness, he highlighted the significance of navigating social and professional spaces with finesse. Dr Makua illuminated how social intelligence heightens awareness, fosters leadership, and cultivates valuable networks, positioning it as a pivotal asset for personal and professional success.



Dr Makua, with the Marcomms team, and Radio crew after delivering the landmark Masterclass

LIFE LESSONS THAT WE OFTEN LEARN LATE

A Master Class series by Dr Manyane Makua, Acting Deputy Vice-Chancellor: Teaching & Learning

It is never too late to learn lessons in life. In this series I look forward to sharing some short insights that I have gathered on my personal journey, which I hope will be useful for you on yours. I hope these will be meaningful to you and that you will share them with your friends and network.

1. Understanding people

Learn early how to deal with people and with yourself. Learn to master yourself and your emotions. Learn early to project yourself and take responsibility.

You may be the problem in your family and society. It doesn't take a lot to say, "I'm sorry." The issue is how you deal with disagreements. Don't run away from conflicts.

You need to understand that there are people who think there is something wrong when everything is peaceful. Some people want you to lose your peace. Walk away if a particular conversation disturbs your peace and wisdom is absent. Sometimes just "shut up"; the power in remaining silent is amazing.

2. Time

There are many proverbs and idioms that show the value of time, such as the following:

- Procrastination is the thief of time.
- Time and tide wait for none.
- Do not wait; the time will never be 'just right'.

Many of us delay doing things, telling ourselves, "I still have time". Each and every day of your time on earth is precious. In Act II, Scene VII of Shakespeare's play *As You Like It*, the character Jacques speaks about the seven ages of man from birth till death. He sees the world as a

temporary stage where all of mankind plays a different role in the seven different stages of life.

Don't reach the end of your life and have regrets, like "I'd have loved better", "I'd have studied more", "I'd have worked harder". The most deceptive stage is youth; young people believe they have all the time in the world.

3. Money

Financial literacy is a lesson that one needs to understand and master at an early stage. You need to be financially proud, and remember that it is not about how much money you get, but how you use it. You need to understand the psychology of money and live below your means. You need to learn the difference between savings and investments.

Be patient with yourself. Never measure yourself in relation to your friends. Don't allow yourself to be put under pressure.

4. Learn early to be grateful.

Be grateful for the people in your life who help you to advance and maintain a positive attitude all the time.

5. Learn to forgive

It's not a choice. You do this for yourself. Let people go – forgive them and go away.

Don't let things that happened to you impede your future. Let them go out of your mind/space.

6. Stay humble.

Everybody will get a break in life; stay humble as you succeed. Humanity makes you a great person. Life will explain your power.

Till next time, remember you can never change people. Human beings change themselves.

MUT WEBMASTER PRESENTS ON **MASTERING A PROJECT MANAGEMENT PLAN**

Our MUT Webmaster, Jay Roopsunker, delivered a compelling presentation focusing on project management as a key skill of an agile office administrator. The enlightening discourse centred on effectively breaking down projects into manageable segments, devising appropriate timelines for each segment, understanding organisational needs and goals, and determining the optimal course of action for their achievement.

Highlighting the importance of effective meetings for project success, Roopsunker outlined best practices for approaching conferences and collaborating with team members as a professional manager. He emphasised the importance of setting ground rules and clarifying expectations to align the team with project goals, which ensures a productive and cohesive approach to project initiation and execution.

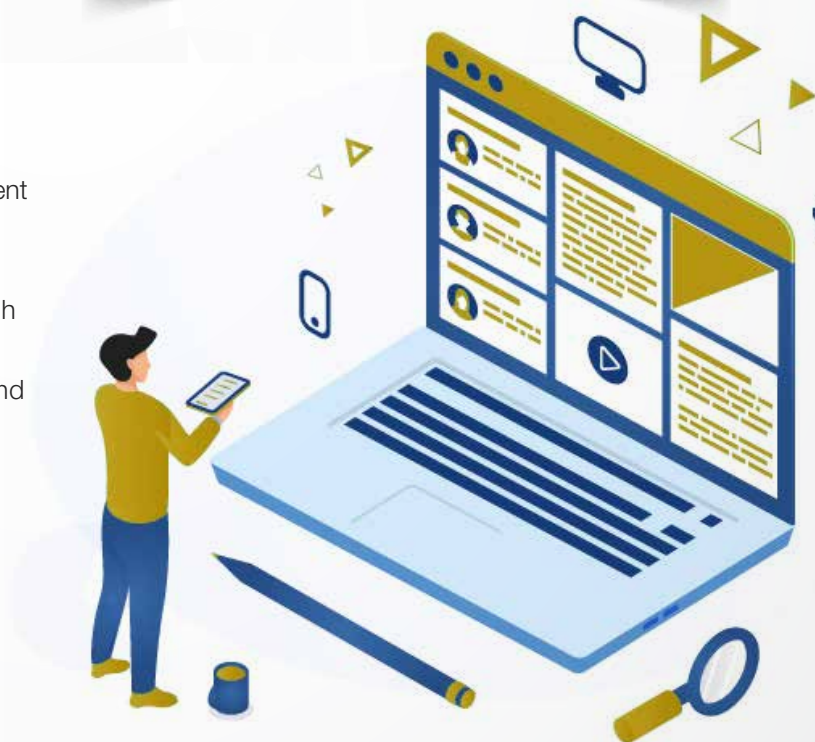
He also spoke on the significance of maintaining a positive attitude within the workplace, allowing for constructive feedback and fostering an encouraging work environment.

A significant focal point of Roopsunker's discussion was understanding and adhering to corporate policies, which are crucial for consistent responsibility and efficient implementation at every project stage.

In conclusion, Roopsunker guided the audience through the project completion process, emphasising the evaluation of initial project goals, timeline adherence, and cost analysis. This comprehensive, outcome-focused approach aims to hold everyone accountable and maintain focus on their respective tasks.



Jay Roopsunker



IT GURU SHARES TIPS ON **BECOMING MORE AGILE**



Danielle Venter

Danielle Venter, a distinguished professional in Information Technology (IT) and Project Management, delivered an insightful presentation focusing on achieving exceptional service through systems. Her aim was to empower office professionals to elevate their performance and contribute value to their workplace.

In the opening of her presentation, Venter argued that 75% of one's job success is determined by factors such as optimism level, social support,

attitude, and the ability to view stress as a challenge rather than a threat. This highlights the pivotal role of mindset and emotional intelligence in professional success.

Coming to the topic of agility, Venter said that this is about comprehending and responding to dynamic situations swiftly, fostering a proactive mindset, and continuously seeking effective methods to accomplish business tasks. She said that enhanced productivity assists with individual and organisational success, and stressed the importance of mastering one's job to work "smarter, not harder".

Transitioning into the core of her presentation, Venter urged professionals to strive for mastery in their respective fields, emphasising the value of being a proactive office professional who is always prepared with solutions before being prompted. In her view, continuous learning fosters innovation and embraces positive change.

In the latter part of her presentation, Venter unveiled valuable tips and tools to attain mastery and agility. She highlighted Microsoft To-Do as a powerful tool for efficient task management, email organisation, weekly planning, and seamless task assignments. SharePoint is another essential tool as it streamlines work processes by centralising documents, automating tasks, and facilitating effective communication. Venter also mentioned using ChatGPT to leverage the power of AI (Artificial Intelligence) to enhance one's efficiency and produce high-quality work that impresses colleagues and stakeholders.



MUT RADIO AWARDS



MUT Radio team at the awards ceremony

MUT Campus Radio Station is probably the only radio station established outside a journalism department. In spite of that, the station has begun to draw listeners from across the globe.

On Saturday, 25 November, the Radio Station held its first recognition awards. These are the winners:

- **BEST RADIO PRESENTER WINNER:**
Sibusiso Lushozi
(Vuku'bangene Breakfast Show)
- **BEST NEWCOMER WINNER:**
Lindelwa Maphumulo
(The Weekend Breakfast Show)
- **MOST IMPROVED WINNER:**
Bongumusa Mabi
(MUT Top 30 Chart Show)
- **BEST CONTENT PRODUCER WINNER:**
Bhuto'mncane
(Ushuni Wengoma)
- **BEST NEWS ANCHOR WINNER:**
Amahle Mncwango
- **PODCASTS WITH MOST ENGAGEMENT WINNER:**
Vuku'bangene Breakfast Show

MUT ENACTUS AND PARTNERS HOST A TECHNOLOGY MASTERCLASS

Although they are known for their involvement in business, the MUT Enactus this time was involved in highlighting the importance of technology in business. On 7 November 2023, the University's North Campus hosted a Digital Transformation Masterclass, which was organized to shed light on the advancements in technology and prepare individuals for the imminent Fifth Industrial Revolution (5IR). The Digital Transformation Masterclass, a collaborative effort between Enactus MUT, Blackhorse, Dunga Creations, and Dawn Hutchnson, aimed to educate participants on the utilisation of cutting-edge technologies and their applications in various fields. The Deputy President of the MUT Enactus, and Marketing Diploma student, Nolwethu Buthelezi, said that the primary objective of the meeting was to equip attendees, especially students, with the necessary knowledge and skills to seamlessly adapt to the forthcoming 5IR. Although 4IR is currently regarded as the latest point in technological advancement, the attendees were shown by four exhibitors, Regent Business School, Go Digital SA Foundation, Ithala Edu Platforms and Dunga Creations, how technology has been progressing over time. That way they would learn to appreciate the new technology, and that human development has been influenced by technology for a long time, and that this technology wave continues.

The collaboration between Enactus MUT and other partners emphasizes the importance of technology in the realm of business. Buthelezi said: "Entrepreneurs, being the driving force of our economy can significantly benefit from the knowledge gained at the Masterclass. By leveraging technology, entrepreneurs can enhance their productivity, reduce dependency on foreign resources, and contribute positively to the economy." She also said that the Masterclass serves as a platform for entrepreneurs to learn and implement technological solutions within their ventures.



MUT students observing one of the exhibitions

The Masterclass also addressed concerns regarding the impact of technological advancements on employment. Buthelezi said, "while it is true that every revolution brings about changes in the job market, technology-driven innovations also create new employment opportunities. As machines require skilled operators, there is a need for individuals to adapt and acquire relevant skills to secure employment in the evolving job landscape".

The attendees were introduced to innovative technologies such as 3-D printers. For Buthelezi, from a business perspective, such printers "can be instrumental for entrepreneurs in developing prototypes for their businesses". Buthelezi also said that attendees would be awarded certificates upon successful completion of the Masterclass. The certificates will validate the attendees' newly acquired expertise in technology utilisation.

The exhibition witnessed the participation of over 50 students. Buthelezi said the event provided a valuable learning experience, fostering a deeper understanding of the transformative potential of technology in the lives of people and businesses.

Nasiphi Matikinca, Public Relations Officer of Enactus MUT, said she learnt the purpose of digital transformation. Matikinca said that prompted her to think that strategies are essential for digital transformation to keep up with the 4IR.

MUT CHOIR EXCELS AT ANNUAL FESTIVAL

The University's Choir won the 2023 edition of the Higher Education Institutions Performing Arts Festival (HEIPAFEST) competition that took place from 9 - 11 July 2023 at the Tshwane University of Technology in the Gauteng province. The festival was held at the State Theatre – Tshwane where most of the country's universities participated.

The MUT Choir obtained 84.5 percent and was declared a winner in the own choice and Isitibili category. The University choir was followed by Walter Sisulu University– Umtata campus, with 75 percent. The MUT Choir placed third in the Western and African category. These two positions resulted in the choir getting the overall percentage of 76.5., and a win.

The manager of the MUT Choir, Student Development Officer, Dr Mthokozisi Ntuli, said that even though the University does not have a music academic department, "the choir nonetheless performs exceptionally well. We always out-perform our competitors," said Dr Ntuli. The MUT Choir's secret is its determination, organisation and long hours of practising, even over the weekends.



MUT Choir at the HEIPAFEST



Some of the MUT ENACTUS members

MUT ENACTUS LEAVES A MARK IN THE **NATIONAL COMPETITIONS**

Once again, MUT Enactus has succeeded in the national competitions. The Enactus network is a global network for higher education institutions where students are mentored by their universities to participate in projects that provide solutions to community challenges and such projects are aligned to the Sustainable Development Goals and in South Africa, to the National Development Plan 2030.

At MUT, Enactus programmes are championed by the Dean of Students, Dr Thembi Kweyama. This year, she led the MUT Enactus Team to a national recognition

where the team showcases their social entrepreneurship projects and the work they have done so far. These teams work on their enterprises to address various social, economic, and environmental challenges in their communities.

Kudos to the MUT Enactus team for winning a laptop as well as being recognised for Design Thinking Innovation. The team's win is no mean feat for a young institution which does not offer wide-ranging post-graduate qualifications. The work of Dr Kweyama and MUT Team Enactus is therefore applaudable.

MAKING THE BRAND COME ALIVE



Creating MUT positive brand perceptions at home, nationally and internationally in our corporate appare

Here is to the New Year and reflections on brand MUT. Wishing you a Happy festive season and a happy New Year. Join us in this journey of brand visibility.

APPROVED MUT LOGO VARIATIONS



OUR BRAND STRATEGY STATEMENT

shape and own the future

We seek to embed a value-driven institutional culture that puts our people first as the major asset of the University who embrace and promote diversity, and ensure the sustainable use of resources. Strategic partnerships and engagement are key to the success of our strategy.



Our vision

To be a transforming, equitable, sustainable and academically excellent University of Technology anchored in its communities. The vision is an expression of a commitment to:

- i. Grow in academic stature
- ii. Be fair and inclusive
- iii. Grow in harmony with our resources
- iv. Grow together with our communities



Our mission

To offer technological, career-directed educational programmes focusin91 on innovative problem-solving research and engage with government/business/industry and communities as end-users.



Our values

We encourage an environment of dialogue and discovery that fosters integrity, excellence, inclusiveness, respect, collaboration and innovation. MUT's core values reflect how we have pursued our plan as well as how we will fulfil our mission and realise our vision. Each value reflects rich, shared meaning on how we go about shaping and owning the future:



ACCOUNTABILITY



INTEGRITY



RESPECT



EXCELLENCE

These values define what MUT stands for and what we bring to work. We undertake to uphold them regardless of whether or not they are rewarded and even if at some point they become a competitive disadvantage.



shape and own the future

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