



# MUT

MANGOSUTHU  
UNIVERSITY OF TECHNOLOGY



*Celebrating*  
VICE-CHANCELOR'S

**100** DAYS IN  
OFFICE



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## INTRODUCTION

### *Welcome to a New Era of Leadership at MUT*

As we embark on this exciting journey under the leadership of Professor Nokuthula Sibiyi, the first female Vice-Chancellor and Principal in the 45-year history of Mangosuthu University of Technology (MUT), we are filled with optimism and a renewed sense of purpose. This special issue celebrates her first 100 days in Office, highlighting significant milestones and initiatives, as well as the transformative vision she brings to our Institution.

Professor Sibiyi's appointment is not just a personal achievement: it is a historic milestone for MUT and a beacon of hope for gender equality in higher education. Professor Sibiyi's journey is a testament to her resilience, dedication, and unwavering commitment to excellence. As she takes on this pivotal role, she brings with her a wealth of experience, a profound understanding of the challenges we face, and a clear vision for the future of MUT.

Professor Sibiyi's vision is to transform MUT into a leading Institution recognised for its academic excellence, innovation, and positive social impact. Her strategic goals for the next five years include expanding undergraduate and postgraduate programmes, enhancing academic staff qualifications, and building a sustainable future through initiatives related to climate change and sustainability.

In her first 100 days in the Office, Professor Sibiyi has already made a remarkable impact. From launching initiatives to promote gender equality and support women in leadership roles, to setting ambitious goals for academic excellence and international partnerships, her leadership is characterised by a bold and inclusive approach.

This special issue not only celebrates the achievements of the past 100 days, but also serves as a call to action for all members of the MUT community. Together, we have the power to shape and own the future of our University. Let us embrace this new era of leadership with enthusiasm, collaboration, and a shared commitment to excellence.



Professor  
Nokuthula Sibiyi



shape and own the future

## DIVING INTO THE FIRST 100 DAYS

### *Breaking Barriers: The Journey of Professor Nokuthula Sibiyi*

Professor Nokuthula Sibiyi's appointment as the first female Vice-Chancellor and Principal of MUT marks a major milestone in the Institution's 45-year history. As a significant step towards gender equality in higher education, her appointment is expected to inspire and empower women within the University and beyond.

Professor Sibiyi's story is one of vision and determination. Despite the socio-economic challenges she faced growing up in Umlazi Township, she excelled academically and eventually pursued a career in nursing. Professor Sibiyi obtained her first degree from the University of Zululand and later earned her Doctor of Technology from Durban University of Technology (DUT). Her academic career began at DUT, where she served as a lecturer and later as the Head of the Nursing Department. Her leadership and commitment to primary health care education earned her numerous accolades, including the Excellence Award for Leadership in Nursing Education from the Nursing

Education Association. During her tenure at DUT, Professor Sibiyi served as the Deputy Vice-Chancellor: Teaching and Learning and the Executive Dean: Faculty of Health Sciences.

In September 2022 Professor Sibiyi joined MUT as Deputy Vice-Chancellor: Research, Innovation and Engagements (RIE) and quickly made a strong impression as a committed and active leader. After serving as Acting Vice-Chancellor and Principal from May 2024, she was officially appointed to the position from 1 August 2024. Professor Sibiyi's vision for MUT includes enhancing research capabilities, promoting interdisciplinary collaborations, and introducing globally competitive academic programmes.

Professor Sibiyi's leadership at MUT is poised to bring transformative change, continuing the University's tradition of excellence and its mission to shape and own the future.



Professor Nokuthula Sibiyi

### *First Day in Office*

On 1 August 2024, MUT witnessed a historic moment as Professor Nokuthula Sibiyi began her tenure as the first female Vice-Chancellor and Principal in the University's history. The day was filled with excitement and anticipation as staff and students gathered to welcome their new leader. As Professor Sibiyi arrived at the main campus, she was greeted with a guard of honour formed by enthusiastic staff and students. The atmosphere was electric, with songs, dances and ululations creating a celebratory mood. Walking on the red carpet, she was met with cheers and applause, symbolising the hope and optimism her leadership brings to MUT. This warm reception set a positive tone, reflecting the community's support and eagerness to embrace the changes that lie ahead.

Throughout the day, Professor Sibiyi made it a priority to engage with the MUT community. She took the time to meet and greet staff and students, emphasising her commitment to being an accessible and approachable leader. Her genuine warmth and enthusiasm were evident as she listened to concerns, shared her vision for the future, and encouraged everyone to work together towards common goals. This interaction highlighted her dedication to fostering a supportive and inclusive environment at MUT. In her address to the MUT community, Professor Sibiyi outlined her vision for the University. She spoke passionately about her goals to enhance academic excellence, promote gender equality, and create a dynamic learning

environment. She stressed the importance of collaboration and unity, urging everyone to contribute to the University's strategic objectives. Her speech inspired confidence in her leadership and the direction in which she intends to take MUT.

One of the key aspects of Professor Sibiyi's first day was her focus on student welfare. She conducted a walkabout on campus, visiting student residences to gain a firsthand understanding of the challenges they face. Her commitment to improving living conditions and ensuring a safe and conducive learning environment was well-received by the student body.

The day also included several media engagements, with Professor Sibiyi sharing her vision and plans for MUT with a broader audience. Her interviews with various media outlets highlighted her strategic priorities and her determination to take MUT to new heights. Her ability to articulate her vision clearly and confidently resonated with both the MUT community and the public.

The day concluded with a celebratory event where staff and students enjoyed music, speeches and a large cake to mark the occasion. The sense of unity and collective purpose was palpable, as everyone came together to celebrate this new chapter in MUT's history.



On her first day in the Office. Professor Nokuthula Sibiyi was welcomed by throngs of staff members and students

## A Positive Reception

Professor Nokuthula Sibiyi's appointment has been met with widespread recognition and support from a range of stakeholders, including Government departments and strategic partners like the Moses Kotane Institute. Among other stakeholders, letters of congratulation were received from the family of Prince Mangosuthu Buthelezi, the Founder of the University; the Minister of Higher Education and Training, Dr Nobuhle Nkabane; the Deputy Director-General, University Education Branch, DHET, Dr Marcia Socikwa; Universities South Africa (USaf); and the MUT Chancellor, Sandile Zungu.



Professor Nokuthula Sibiyi, middle, with KwaZulu-Natal MEC for Education, Sipho Hlomuka, left, and Education HOD, Nkosinathi Ngcobo

*The reception of Professor Sibiyi as the new Vice-Chancellor and Principal of MUT has been overwhelmingly positive. Her leadership is seen as a significant step towards gender equality and a brighter future for the University and the broader community.*

On 29 August 2024, the MEC for Cooperative Governance and Traditional Affairs (COGTA), Thulasizwe Buthelezi invited Professor Sibiyi to join other top female leaders in COGTA (Cooperative Governance and Traditional Affairs). The MEC, Reverend Thulasizwe Buthelezi, praised her appointment as a groundbreaking achievement for the province and a significant step towards gender equality in leadership. The next day Professor Sibiyi honoured an invitation by the MEC for Education in KwaZulu-Natal (KZN), Mr Sipho Hlomuka. During the event, she delivered a speech to women in management and the executive of the KZN Department of Education, in which she said the Department of Education and MUT were key partners in educating and transferring skills to the youth of South Africa and beyond.

Stakeholders have expressed widespread support for Professor Sibiyi's vision and commitment to empowering women in the province. Her appointment is expected to inspire and empower the University community, particularly women, to strive for excellence and leadership roles.



Professor Nokuthula Sibiyi, right, with COGTA MEC, Rev. Thulasizwe Buthelezi

## "Investing in Women, Accelerating Progress" Professor Sibiyi speaks

On 8 August 2024, MUT celebrated Women's Day with the theme "Invest in Women: Accelerate Progress". The event highlighted the importance of gender equality and the role of women in leadership.

The celebration featured speeches from prominent female leaders, including Professor Nokuthula Sibiyi. She reiterated her commitment to creating a gender-balanced leadership at MUT and breaking the stranglehold of patriarchy. Professor Sibiyi emphasised the need for women to have the right credentials and continue their studies to ascend to senior positions.

The Women's Day celebration at MUT was a powerful reminder of the importance of investing in women. Under Professor Sibiyi's leadership, the University is committed to promoting gender equality and empowering women to achieve their full potential.



After some serious speeches, staff had fun with their Vice-Chancellor and Principal, Professor Nokuthula Sibiyi, front, fourth from right

## Strategy in the Spotlight: The Vice-Chancellor's Lekgotla

From 11 to 13 September 2024, MUT's management team held the annual Vice-Chancellor's Lekgotla. This strategic planning session was crucial for developing the Annual Performance Plan (APP) and Institutional Operational Plan (IOP) for 2025. The Lekgotla provided an opportunity for the University's leadership to reflect on the past year's achievements and challenges. Our new Vice-Chancellor and Principal, Professor Sibiya, emphasised the importance of aligning MUT's goals with national higher education objectives and ensuring compliance with statutory requirements. During the session, the management team set key objectives and targets for the upcoming year. These include enhancing academic programmes, improving governance and operational efficiency, and strengthening community engagement. The strategic planning session is expected to drive institutional effectiveness and efficiency at MUT. By setting clear goals and performance targets, the University aims to enhance its academic and operational standards.

### Professor Sibiya's Approach to Strategy Development

Professor Sibiya has adopted a structured and collaborative approach to strategy development, ensuring alignment with MUT's broader institutional goals and the Administrator's 5-year development plan. Early in her tenure, she met with the Administrator's team to understand and integrate their requirements into MUT's strategic planning, aiming for synergy and efficiency in engaging stakeholders and consulting across the University.

Professor Sibiya constituted the Strategy Development Task Team (SDTT) which, along with the Directorate of Institutional Planning and Research (DIPR), led workshops, consultations and analysis sessions to define the core elements of the new strategy - 2025-2030. This structured and collaborative approach established a foundation for a comprehensive, inclusive and forward-thinking strategic plan.



Taking time to pose for a photo on day two. Professor Nokuthula Sibiya is sixth, from left, standing, with MUT executive, senior, and middle management

### Strategy Development Highlights

- **PQM Viability Workshop and Modelling:** A consultative workshop on MUT's Programme and Qualification Mix (PQM) viability was held to guide academic planning and resource optimisation. Under Professor Sibiya's leadership, thorough modelling was undertaken to inform the 5-year development plan and the institutional strategy, and create a strong, data-driven foundation for future decisions.
- **Drafting Strategic Building Blocks:** In a workshop facilitated by DIPR, Professor Sibiya and her Executive Management Committee (EMC) developed the basic building blocks of MUT's new strategy. This draft was later refined with input from the broader management team, reflecting MUT's commitment to collaborative strategic planning.
- **Comprehensive Analysis:** The SDTT, under Professor Sibiya's guidance, conducted detailed SWOT, TOWS, and PESTEL<sup>1</sup> analyses to understand MUT's internal and external environments thoroughly. These analyses were presented to all faculty boards, allowing for further input and alignment across departments.
- **Stakeholder Engagement and Consultation:** Professor Sibiya has led ongoing consultations with MUT's internal and external stakeholders. Since the draft strategy's development, contributions and feedback have been actively solicited from various University sectors, underscoring her commitment to inclusive planning. More consultations are still ongoing.
- **Benchmarking Exercise:** Professor Sibiya also led a benchmarking exercise by visiting the University of Mpumalanga (UMP) to gather insights on effective strategy development and implementation. This demonstrates her focus on learning from peer institutions to enhance MUT's strategic approach.

### A Strong Value Proposition

Professor Sibiya's leadership at MUT is defined by a commitment to inclusivity, alignment with institutional goals, and a data-driven approach to decision-making. Her vision emphasises not only MUT's growth and adaptability, but also its role as a community-centric University. By focusing on alignment with the 5-year development plan, Professor Sibiya ensures that the MUT Strategy reflects broader institutional priorities and achieves a balance between operational efficiency and innovative development.

<sup>1</sup> While SWOT and TOWS analyses both look at Strengths, Weaknesses, Opportunities and Threats, a SWOT analysis starts with an internal perspective (strengths and weaknesses), whereas a TOWS analysis starts with the external environment first (threats and opportunities). A PESTEL analysis considers the Political, Economic, Social, Technological, Environmental and Legal factors shaping the organisation's operating context.



Professor Nokuthula Sibiya

### Alignment with the 5-Year Development Plan

Professor Sibiya's approach integrates MUT's new strategy with the Administrator's 5-year development plan, preventing redundancy and ensuring consistency in stakeholder consultations and decision-making processes. This alignment allows MUT to strategically support the Administrator's mandate, while setting a strong course for MUT's future beyond 2026.

While leading the development of MUT's new strategy, Professor Sibiya ensures the meticulous implementation of the current strategy, demonstrating her commitment to maintaining continuity and achieving MUT's existing goals with precision.

## Supporting Future Leaders: Exam Message to Grade 12 Learners

As Grade 12 learners across South Africa prepared for their final exams, Professor Nokuthula Sibiya extended a motivational message to encourage and support the learners during this critical period.

Professor Sibiya stressed the importance of staying focused and calm and advised learners to reflect on their teachers' guidance, and prioritise their studies. She also highlighted the significance of education in shaping their's

and the country's future. Addressing parents, she urged them to support their children by providing a conducive environment for studying and providing encouragement and understanding. Her message reflects her dedication to education and her commitment to supporting future leaders. Her motivational words are a source of inspiration for learners and their families as they navigate this important milestone.



Extending my heartfelt wishes to all Matriculants

After years of hard work, dedication, and perseverance, the time has come for you to showcase your knowledge, skills and resilience. I encourage you to approach these exams with confidence and calm. Believe in yourself and stay focused on your goals. Remember that these exams are not the end but the beginning. They open doors to new opportunities and experiences.

I wish you the best of luck for your examinations and hope to see some of you as MUT first year students in 2025.

**Professor Nokuthula Sibiya**  
Vice-Chancellor and Principal  
3 October 2024

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shape and own the future

## Vice-Chancellor's Installation Ceremony



Committed to bringing much needed changes. Professor Nokuthula Sibiya addressing attendees at her installation

The installation ceremony of Professor Sibiya as Vice-Chancellor and Principal on 1 November 2024 was a resounding success, marked by the participation of over 200 staff members, government officials, Vice-Chancellors from various South African universities, dignitaries, industry partners, alumni and Umlazi Township community. In her heartfelt message of thanks, she expressed deep gratitude for the support and enthusiasm shown during the event. Professor Sibiya acknowledged the critical role of staff in achieving a united and prosperous MUT, and highlighted the positive impression created by their participation.

In her speech Professor Sibiya outlined her vision for transforming MUT into a leading Institution recognised for academic excellence, innovation and positive social impact. Following the ceremony, Professor Sibiya discussed with various institutional structures future projects and collaborations, reinforcing her belief in the collective strength and shared vision of the University community.

### Highlights of Professor Sibiya's installation speech

- **Introduction:** Professor Sibiya expressed gratitude to the University Administrator, Professor Lourens van Staden, and University stakeholders for their support. She emphasised the significance of her appointment at

a pivotal moment for MUT, marking the beginning of a collective quest for excellence and resilience.

- **Acknowledgments:** Professor Sibiya thanked God, her family, mentors, colleagues and friends for their unwavering support. She highlighted the importance of community and collective effort in her journey.
- **Vision for MUT:** Professor Sibiya aims to transform MUT into a leading Institution recognised for academic excellence, innovation and social impact. She envisions an inclusive and dynamic learning environment and calls for collaboration to achieve this vision.
- **Leadership and Governance:** Professor Sibiya stressed a need for transformational leadership and good governance. Professor Sibiya highlighted the importance of the University Council in providing stability and strategic vision, and argued for effective collaboration with student leaders and stakeholders.
- **Repositioning MUT:** Professor Sibiya introduced the concept of "business unusual" to elevate MUT. She announced the development of a new strategic plan to guide MUT through to 2030, aiming for innovation, inclusivity and alignment with evolving demands.

- **Academic Growth and Development:** Key initiatives include expanding undergraduate and postgraduate programmes, enhancing academic staff qualifications, and fostering a culture of research, innovation, and community engagement. Professor Sibiyi announced the renaming of the Faculty of Natural Science, to Faculty of Applied and Health Sciences to reflect MUT's commitment to societal needs.
- **Research and Community Engagement:** Professor Sibiyi outlined plans to establish a Centre for Entrepreneurship, introduce a Research Capacity Building Programme, and introduce Master's and Doctoral programmes. She emphasised aligning community engagement with MUT's strategic goals and fostering partnerships with external stakeholders.
- **Holistic Student Support:** Professor Sibiyi stressed the importance of holistic student support for personal and professional growth, aiming to prepare students for the dynamic job market.
- **Institutional Culture:** Professor Sibiyi called for a strong institutional culture based on accountability, integrity, respect and excellence. She introduced the "EXCEL" mantra to inspire staff and students to strive for academic excellence, innovation, community development and leadership.

- **Conclusion:** Professor Sibiyi pledged to lead with dedication to MUT's values and urged all stakeholders to commit to transforming lives and shaping the future of the University.

### Prayer and Spiritual Guidance

A prayer session held on the evening of 1 November 2024, facilitated by Reverend Lucky Zondi, provided spiritual grounding and guidance for Professor Sibiyi's leadership. The session, attended by her spiritual leaders, family members, and MUT colleagues, emphasised the importance of prayer and faith in achieving true success. Professor Sibiyi expressed her commitment to leading MUT with wisdom and integrity, viewing her role as a divine calling to serve the University community.

### Post-Installation Engagements

Following the installation ceremony, Professor Sibiyi held several productive meetings with various institutional structures to reflect on post-installation projects and enhance her vision for MUT. These discussions centred around key initiatives that will drive the University forward and ensure it continues to meet the needs of its community and beyond.



The stage party gave Professor Sibiyi a standing ovation

## Media Engagements Raise the Profile of our VC and University

The announcement of Professor Sibiyi's appointment was met with extensive media coverage, which significantly raised the profile of MUT. Her adept handling of media relations has been a key factor in this increased visibility. Professor Sibiyi's vision for the University, which includes taking MUT to new heights and ensuring it is not "business as usual", has been widely disseminated through various media channels. This media engagement has brought a

renewed focus on the MUT brand and its potential under her leadership. Professor Sibiyi has been interviewed by various media outlets, discussing her plans to engage with student leadership, address funding issues and fast-track projects to improve the University's financial situation. These media engagements are part of her strategy to lay the foundation for long-term success and impact.

## uDengezi Communication Platform Launched

To enhance internal communication, Professor Sibiyi introduced uDengezi, a monthly online publication aimed at fostering a culture of honesty, fairness and professionalism within MUT. This platform allows the Vice-Chancellor and Principal to share her vision, achievements and plans with the University community, breaking away from past challenges, and focusing on future successes. The publication is intended to keep all stakeholders informed about and engaged in the University's progress.

**VC NEWSLETTER**

Date Issued: 03 September 2024

Dear Colleagues

**Introducing the VC communication platform**

The appointment of Professor Nokuthula Sibiyi as the Vice-Chancellor and Principal of MUT is a giant step in the history of the Institution, the advancement of social justice, and the recognition of the contribution of women in the betterment of life for all. Partnering with the university community towards a common goal and vision is what Professor Sibiyi emphasised in her presentation before her appointment, and her subsequent communication with the public and the University, via the media, after her appointment. To achieve her goal of working towards a shared vision has given birth to a publication called uDengezi, a communication platform for the VC to connect with and engage internal stakeholders at least once a month. uDengezi will profile the major changes that will happen at the University in the next five years.

**So, what's in the name?**

uDengezi is a very important part in the life of a Zulu person, and by extension, everybody's. All cultures have an equivalent of uDengezi, for similar reasons. uDengezi is a big piece of broken 'ukhamba', which is kept well, and used when required. uDengezi is the VC's precious gem of communicating her vision, achievements, and celebration of the University's successes. It will be published every month. The Vice-Chancellor will use this publication to challenge the University to bring an era of honesty, fairness, boldness, optimism, and professionalism. Breaking away from the painful past and tackling problems as they arise, and making decisions that will shape the future are all at the cornerstone of this publication.

Join the VC as she communicates the wisdom of her people through uDengezi.

## Gender Forum Engagement

On 2 November 2024, Professor Sibiya met with the Gender Forum to discuss initiatives aimed at promoting gender equality within MUT. As the initiator of the Gender Forum during her tenure as Deputy Vice-Chancellor: Research, Innovation and Engagement (RIE), Professor Sibiya underscored the need to create a safe and supportive

environment for everyone. The forum's Chairperson, Dr Mabongi Mvuyana, assured Professor Sibiya of their commitment to collaborating with other departments and external organisations to amplify their efforts in addressing gender-related challenges.



MUT's first Gender Forum leadership. Seated, from left, Khanyi Gasa, Professor Alfred Msomi, Dr Mabongi Mvuyana. Standing, from left, Dr Paulette Naidoo, Pinky Khoza, Dr Thobeka Makhathini, Thabo Zwane

## Sustainability and Climate Change Engagement

Professor Sibiya also met with the Women in Climate Change group on 2 November 2024 to discuss sustainability initiatives. This dynamic group of women is leading research on climate sustainability, focusing on areas such as wastewater management, air pollution control and sustainable agriculture. Their work contributes

valuable insights and solutions to local and global climate-related challenges. Professor Sibiya encouraged other women researchers at MUT to engage with these initiatives, aligning with her vision for a sustainable and greener University.



Professor Sibiya, second from left with Women in Climate Change members, from left, Dr Mabongi Mvuyana, Dr Thobeka Makhathini, Professor Busisiwe Nkonki-Mandleni, and Professor Xolile Mkhize

## Celebrating 100 Days in Office

To mark her 100 days in the Office, Professor Sibiya celebrated by donating food parcels to local schools to local high schools, Umlazi Comtech and Ndukwenhle. Professor Sibiya also handed certificates of participation to learners of these schools who attended and competed in the EnergyWaterFoodClimate Nexus Summit. This interaction with local schools is part of MUT's Anchor Strategy which aims to improve the lives of the University's neighbours

and foster a supportive relationship with the surrounding community. Professor Sibiya encouraged learners to pursue higher education at MUT, highlighting the University's strong engineering programmes and the success of its graduates. She also shared her vision of incorporating entrepreneurship into academic programmes to empower graduates with business skills.



Professor Nokuthula Sibiya, fifth from left, with Principal of Ndukwenhle, Siyanda Mbonambi, fourth from left, and school learners



...now at Comtech High, Professor Sibiya, fourth from left, with school Principal, Nkosinathi Shandu, and school learners



At Comtech, Professor Sibiya, sixth from left, delivered some food parcels. Others are Comtech and MUT staff members

# THE FIRST 100 DAYS AT A GLANCE

## August 2024

- **1 August 2024:** Professor Nokuthula Sibiyi officially begins her tenure as the Vice-Chancellor and Principal of MUT.
- **4 August 2024:** Professor Sibiyi expresses gratitude for the warm welcome and outlines her vision for MUT in her first official communication.
- **8 August 2024:** Women's Day celebration with the theme "Invest in Women: Accelerate Progress." Professor Sibiyi emphasises the need for gender equality and support for women in leadership roles.
- **15 August 2024:** 11th Teaching & Learning Focus Conference. Professor Sibiyi highlights the importance of excellence in teaching and learning and the need for international partnerships.
- **29 August 2024:** Recognition by the MEC for Cooperative Governance and Traditional Affairs. Professor Sibiyi's appointment is celebrated as a groundbreaking achievement for gender equality.

## September 2024

- **2 September 2024:** Launch of the VC's communication platform, uDengezi, to engage with internal stakeholders and communicate major changes at MUT.
- **11-13 September 2024:** Vice-Chancellor's Lekgotla takes place – a strategic planning session to develop the Annual Performance Plan (APP) and Institutional Operational Plan (IOP) for 2025.
- **19 September 2024:** Student Representative Council (SRC) elections are conducted smoothly, marking a new era of student leadership at MUT.
- **25 September 2024:** Portfolio allocation for the newly elected SRC members.
- **30 September 2024:** As part of her active efforts to enrich research at MUT, Professor Sibiyi facilitated a postgraduate supervision workshop.

## October 2024

- **1 October 2024:** Inauguration of the new SRC President and members.
- **4 October 2024:** Professor Sibiyi extends a motivational message to Grade 12 learners preparing for their final exams.
- **7 October 2024:** Professor Sibiyi conducts a benchmarking visit to the University of Mpumalanga to gather insights into their rapid institutional progress.
- **13 October 2024:** Progress with strategic senior leadership appointments, including the recruitment process for key positions.
- **18 October 2024:** Visit from Umlazi Comprehensive Technical High School to congratulate Professor Sibiyi on her appointment.
- **30 October 2024:** Meeting with the newly elected Convocation Executive to discuss future collaborations and fundraising initiatives.

## November 2024

- **1 November 2024:** Installation Ceremony. Professor Sibiyi is officially installed as Vice-Chancellor and Principal of MUT. The event is marked by high attendance and positive energy, reflecting a united vision for MUT's future.
- **2 November 2024:** Gender Forum Meeting. Professor Sibiyi meets with the Gender Forum to discuss initiatives for promoting gender equality at MUT. She emphasises the importance of creating a safe and supportive environment for all.
- **2 November 2024:** Women in Climate Change Meeting. Professor Sibiyi engages with the Women in Climate Change group, highlighting their research on sustainability and environmental stewardship. She encourages participation in climate-related initiatives.
- **7 November 2024:** 100 Days in Office Celebration. Professor Sibiyi celebrates her 100 days in office by visiting two local schools. She emphasises MUT's commitment to community support and encourages learners to pursue higher education at MUT.



Comtech staff and learners visited MUT to congratulate Professor Nokuthula Sibiyi, seated, right. Also seated is Comtech Principal, Nkosinathi Shandu



Professor Nokuthula Sibiyi, fourth from right, welcomed the newly elected SRC



Professor Nokuthula Sibiyi, seated, second from right, with Professor Thoko Mayekiso, UMP Vice-Chancellor and Principal, also seated, third from right, and MUT and UMP staff

## IN HER OWN WORDS

Professor Sibiyá's own words, shared over the last 100 days in office, offer a glimpse of her passions and vision for the future of MUT.

### On Leadership and Vision

- "My appointment as the Vice-Chancellor and Principal comes at a pivotal moment and especially at such a crucial time when the University must embody resilience, perseverance, and unity to embark on a journey towards achieving excellence and greatness."
- "I see MUT as a University that fosters an inclusive and dynamic learning environment, where both staff and students are empowered to reach their highest potential."
- "Being an African woman who grew up in the 'marginalised' settlement of Umlazi Township, I learned to thrive amid diversity, develop and embrace an all-enduring spirit of resilience and hope."

### On Gender Equality

- "Out of 26 universities in the country, only seven are led by women. Women must triple their efforts to get to where men are. Universities were made by men for men. MUT has been led by men for 45 years of its history."
- "My message is, let us continue to chip away at patriarchy."
- "I will support the ascending of MUT women to senior positions, but they need to be prepared. They need to have the right credentials and continue their studies."

### On Academic Excellence

- "One of my priorities is strengthening international partnerships so that MUT is elevated to producing graduates who can compete at a global level."

- "We need to look back and reflect on how we have done for the past five years towards achieving the academic agenda of the University. This year we begin crafting a strategy for the next five years."
- "I invite you to work with my office towards repositioning MUT into a thriving township higher education institution that can produce graduates of global standard and quality."

### On Community and Student Engagement

- "As a University, we appeal to all learners to stay calm, and reflect on what their teachers have been telling them since the beginning of the year - do what is right for your future."
- "I am committed to creating an agile university that identifies threats and works towards creating a harmonious university."
- "Each of you plays a vital role in bringing stability to our University and striving for excellence across all areas of our operations. Together, as one community, we hold the power to shape a brighter future for MUT."

### On Personal Reflections

- "I am still overwhelmed by the positive messages and your outpouring of love towards me and my family. The prayers and commendations are inspiring, and I am humbled by all the great gestures."
- "Had my passion not been a career in nursing, I am without a doubt certain that I would have registered here at MUT as a student and saved my parents' meagre savings by being a 'stay at home student'."



Professor Nokuthula Sibiyá, left, with DHET Minister, Dr Nobuhle Nkabane



Professor Nokuthula Sibiyá, middle, with her PA, Ritta Nzama, left, and Secretary to the DVC: RIE, Nqobile Khathi on Administrative Professional's Day



Professor Nokuthula Sibiyá



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