

1000 DAYS

of listening, learning and
leading the vision forward.

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DAYS**

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MESSAGE FROM THE INTERIM VICE-CHANCELLOR: PROFESSOR RUSHIELLA SONGCA

"I am happy to share with you my one hundred days of listening, learning and leading the IGNITE vision forward.

On the morning of 2 March 2026, I was humbled by the warm reception I received from the university's statutory structures and broader community. The messages of support from the Chairperson of Council, Dr Mosidi Makgae; members of Council; Executive Management; Senate; the Institutional Forum; organised labour formations; the Students' Representative Council; Convocation; staff; students; and stakeholders affirmed that I was joining an institution rich in history, purpose, and potential.

I arrived at a significant moment in the university's journey. MUT stood at the intersection of leadership transition and the implementation of a bold new strategic direction through IGNITE 2030. It quickly became apparent to me that before leading change, I needed to understand the institution, its people, its aspirations, and its challenges. For this reason, I embarked on a deliberate 100-Day Engagement Plan. This approach was informed by my conviction that meaningful leadership begins with listening.

The engagement process enabled me to demonstrate respect for the institutional knowledge that exists across our university community. It provided an opportunity to identify both the challenges confronting us and the opportunities that lie ahead. Most importantly, it allowed me to build confidence that future decisions would be informed by consultation, evidence, and shared understanding rather than imposed from above.

Over the past one hundred days, I have engaged extensively with staff, students, parents, researchers, organised labour, alumni, community leaders, industry partners, government representatives, and international stakeholders. Every engagement has reinforced my belief that MUT possesses extraordinary strengths and that our future success will be built through collective effort.

As I familiarised myself with IGNITE 2030, I was struck by the clarity of its vision and the robustness of its strategic architecture. More importantly, I recognised the critical role of the cross-cutting strategic enablers that underpin the strategy and ensure that implementation remains measurable, sustainable, and impactful.

These strategic enablers include:

- Transformational leadership
- Good governance
- Financial sustainability
- Digital transformation
- Business continuity and risk management
- Stakeholder and community engagement
- Environmental sustainability
- Data-driven decision-making

These enablers have served as guiding principles throughout my first 100 days and have shaped every engagement, decision, and intervention undertaken during this period.



Professor Rushiella Songca, interim Vice-Chancellor and Principal

My leadership journey thus far has been characterised by extensive engagement across the university and beyond. These engagements have provided invaluable insights that have strengthened our shared commitment to advancing MUT's vision of becoming:

“A leading University of Technology advancing transformative education, pioneering research and innovation, and inclusive development.”

Together with Council, Senate, Executive Management, the Institutional Forum, organised labour, students, staff, and stakeholders, we have already begun making meaningful progress across the five strategic goals of IGNITE 2030:

- Future-Fit Learning and Teaching
- Financial Sustainability
- Research, Innovation and Digital Transformation
- Strategic Partnerships, Internationalisation and Visibility
- An Engaging, Inclusive and Supportive Environment

One of the most memorable moments of my first 100 days was visiting the family home of our Founder, Prince Mangosuthu Buthelezi. The visit offered an important reminder of the vision, courage, and commitment that gave birth to this institution. I was deeply honoured to be welcomed into his home, to witness the rich historical artefacts that tell the story of his life, and to pay my respects at his final resting place.

The experience reaffirmed the responsibility we all carry as custodians of his legacy. It is my sincere hope that this engagement becomes an annual tradition for future university leadership as we continue to draw inspiration from the values and vision that shaped MUT's establishment.

As we mark the completion of these first 100 days, I do so with gratitude for the trust placed in me and with confidence in our collective ability to shape this university's future.

The pages that follow highlight some of the milestones achieved during this period and reflect the progress we have made together in advancing IGNITE 2030.

While much work remains ahead, I am encouraged by what we have accomplished thus far and excited about the journey that lies before us.

Together, we will continue to ignite possibility, inspire excellence, and shape the future of Mangosuthu University of Technology.”



IGNITING GOAL 1: FUTURE-FIT LEARNING AND TEACHING

Preparing graduates for a changing world

The future of higher education is being shaped by rapid technological advancement, evolving workplace expectations, and increasing demands for graduates who are adaptable, innovative, and socially responsive.

MUT's commitment to Future-Fit Learning and Teaching recognises these realities and seeks to position the institution at the forefront of educational transformation.

During the first 100 days, significant attention was directed towards understanding ongoing teaching and learning initiatives and identifying opportunities to strengthen academic excellence.



Professor Rushiella Songca wants priorities implementation and results



The LTDC team that organised the summit

One of the highlights of this period was the Interim Vice-Chancellor's participation in the 7th Teaching with Technology Summit, which showcased the university's growing commitment to building a culture of evidence-based teaching and learning.

The Summit, themed "Designing Learning that Works: Technology, e-Pedagogy, and the Pursuit of Student Success," demonstrated that technology in education must be guided by sound pedagogical principles and informed by scholarship and research.

In a moment that anchored the Summit's purpose, Professor Songca challenged participants with a call that resonated throughout the two days of engagement: "It calls on us to move beyond tools towards theory-informed practice and evidence-based innovation."

She further underscored that the central question facing higher education institutions is no longer whether to use technology, that question, she noted, has been answered. The more important question, she argued, is how technology is used, and to what end. This framing anchored the conversation firmly in student success, inclusion, and the persistent realities of the South African digital divide.

The Summit also served as an opportunity to reflect on MUT's tangible progress in digitally enabled learning and teaching. Student engagement on Blackboard has reached approximately 97.5 percent across a student population exceeding 14 000, while more than 120 academic staff members are supported annually through targeted development initiatives. Over 80 lecture venues are now equipped with core audio-visual technologies, with an ongoing rollout of interactive systems and lecture capture capabilities, all firmly aligned with the University's IGNITE 2030 Strategy.

Professor Songca also announced a significant step forward for the Summit's scholarly legacy: the development of a book project that will consolidate the intellectual work emerging from the platform and position African perspectives within broader global conversations on learning and teaching in higher education.

In the words of Professor Songca: "Through this Summit, we are actively shaping the future of learning and teaching."

Expanding academic opportunities

A major priority during the first 100 days has been advocating for the expansion of the university's Programme Qualification Mix (PQM).

The University has undertaken extensive engagements with the Department of Higher Education and Training to facilitate the lifting of existing programme restrictions and create opportunities for the introduction of new qualifications. These discussions form part of a broader vision to expand postgraduate opportunities and strengthen the university's capacity to offer Master's and Doctoral programmes in strategic areas.

The successful implementation of these initiatives will not only enhance academic offerings but also strengthen MUT's contribution to national development priorities and knowledge creation.

The future of MUT's academic project is one of growth, innovation, and expanded opportunity.



IGNITING GOAL 2: FINANCIAL SUSTAINABILITY

Investing in the Future



MUT management and executive administrators; Professor Rushiella Songca is left, seated

Financial sustainability remains a critical enabler of institutional success. Universities across South Africa continue to operate within increasingly constrained financial environments, making the diversification of income sources and strategic investment more important than ever.

During the first 100 days, a significant milestone was achieved through the allocation of approximately R58.8 million under the Sibusiso Bengu Development Programme (SBDP). This investment supports students, academic excellence, institutional competitiveness, and long-term sustainability. It also represents the Department of Higher Education and Training's (DHET) confidence in the current leadership, a strong signal that MUT's strategic direction is both credible and nationally recognised.

Looking ahead, MUT's executive management is at the cusp of developing a comprehensive Financial Sustainability Framework for the institution. This framework will provide a structured and forward-looking approach to resource mobilisation, expenditure management, and income diversification ensuring that the university is proactively positioned for long-term financial resilience. The development of this framework signals the leadership's commitment to moving beyond reactive financial management towards a deliberate, strategy-driven model of institutional stewardship.

Together, the SBDP allocation and the forthcoming Financial Sustainability Framework reflect a dual commitment honouring present obligations to students and staff while building the institutional foundations necessary to sustain MUT's growth under the IGNITE 2030 Strategy.

Strategic infrastructure development



The recently upgraded MUT multi-coda sports field

The SB-DP funding will support a range of transformative initiatives, including:

- Upgrading computer laboratories for postgraduate students
- Acquisition of a glasshouse facility
- Refurbishment of the C-Block and Administration Buildings
- Development of a modernised Service Support Centre
- Expansion of sporting facilities and programmes

- Support for Mathematics and Accounting development within Umlazi schools
- Expansion of MUT Radio through migration from online broadcasting to FM
- Establishment of a fully-fledged International Office

These investments will strengthen the university's ability to deliver on its strategic objectives while simultaneously creating opportunities for future growth and sustainability.

Strengthening institutional resilience

The first 100 days have reinforced the importance of ensuring that every investment contributes meaningfully towards institutional resilience.

By improving infrastructure, enhancing student support systems, and creating new opportunities for external engagement, these developments position the university to respond effectively to future challenges while continuing to serve its stakeholders.



A massive improvement on one of the founding MUT buildings



IGNITING GOAL 3: RESEARCH, INNOVATION AND DIGITAL TRANSFORMATION

Building a research culture



Professor Rushiella Songca's call for a research culture was well responded to. Middle, seated, is Professor Songca, with MUT staff that attended the meeting



Professor Rushiella Songca

Research excellence remains central to the long-term aspirations of the university.

Recognising this, Council approved an R2 million research support allocation to strengthen research productivity and support academic staff in their pursuit of impactful scholarship.

The funding demonstrates a commitment to creating an environment in which research can flourish and where academics are empowered to contribute meaningfully to knowledge generation, innovation, and societal development.

Giving research a voice

One of the exciting initiatives emerging from engagements with researchers is the development of a Research Impact Vlog Series. A lot of work has been undertaken to ensure that this project is executed professionally. Beginning in June, Professor Songca will conduct a series of interviews with researchers from across the university to showcase the impact of their work.

The initiative seeks to bridge the gap between research and society by making academic work more visible, accessible, and understandable to broader audiences. The interviews will highlight how research undertaken at MUT addresses real-world challenges, contributes to innovation, informs policy, and improves lives.

Beyond visibility, the initiative is expected to strengthen opportunities for collaboration, support future funding applications, inspire emerging researchers, and reinforce MUT's position as a university committed to contributing to the generation and dissemination of knowledge.



Among the defining moments of Professor Songca's first 100 days was a deliberate, strategic conversation with MUT's women researchers spanning novice academics, emerging scholars, and seasoned professionals across both academic and support services. Listening closely to the lived realities of women who balance overwhelming workloads, family obligations, and the relentless demands of research, the VC gave voice and institutional weight to challenges that had long remained on the margins. From those conversations, a bold new initiative was born.

The result is WRIGHT — the MUT Women in Research Initiative for Growth and Transformation, a university-based platform created by women, for women. WRIGHT is designed to nurture women researchers at every stage of the academic journey, from final-year students and



Championing Women in Research: The birth of WRIGHT

postgraduate researchers to postdoctoral fellows and established academics. The initiative is anchored in a set of ambitious goals: increasing the number of women in research, improving postgraduate throughput, boosting research outputs and external funding, and strengthening research collaboration both locally and internationally. Critically, WRIGHT also aims to widen access to research infrastructure, resources, and writing support that women have historically found difficult to reach.

WRIGHT's planned activities reflect a holistic approach to women's empowerment in research. These include coaching and mentoring programmes, academic writing retreats, higher degree proposal writing support, research ethics training, and leadership development workshops. An Annual Women in Research Symposium will serve as a signature event, celebrating members' achievements and providing a platform for women to present their work. Through WRIGHT, MUT is making a clear institutional commitment to making advancement of women in research central to the university's vision.



Research as a strategic driver

Research and innovation are strategic drivers of development. As MUT advances towards its aspirations of increasing postgraduate enrolment, doctoral output, and research impact, investments in research capacity today will lay the foundation for future success.

The first 100 days have therefore focused on ensuring that research remains firmly embedded within the university's broader vision for transformation and growth.



MUT staff members that attended the Research Ethics workshop, with facilitator from UNISA, Leonie Louw, seated, left





IGNITING GOAL 4: STRATEGIC PARTNERSHIPS, INTERNATIONALISATION AND VISIBILITY

“Forging connections for a brighter future at MUT



Leaders! From left, MUT Council Chair, Dr Mosidi Makgae; HRH, Prince Zuzifa Buthelezi; and MUT interim Vice-Chancellor and Principal, Professor Rushiella Songca

No university can achieve its ambitions in isolation. Strategic partnerships remain essential to expanding opportunities for students, strengthening research and innovation, enhancing institutional visibility, and ensuring long-term sustainability.

During Prof Songca's first 100 days, the University has made significant progress in strengthening relationships with

stakeholders across government, industry, communities, and international partners. These engagements have been guided by our strategic objective of deepening national, socio-economic, and industry collaborations while positioning MUT as a university that is connected, relevant, and globally engaged.



The MUT and Buthelezi teams, with their principals, seated, from left, Dr Mosidi Makgae, MUT Council Chair; HRH Prince Zuzifa Buthelezi, son of MUT Founder, HRH, Prince Mongosuthu Buthelezi; and MUT interim Vice-Chancellor and Principal, Professor Rushiella Songca

Institutionalising the Friends of MUT Network

One of the most significant milestones during this period has been the formal institutionalisation of the Friends of MUT Network. Recognising the importance of attracting, retaining, and nurturing meaningful stakeholder relationships, the University has approved a clear framework to guide its understanding, implementation, and advancement of this initiative.

The Friends of MUT Network is envisioned as a voluntary strategic giving and partnership platform designed to:

- Mobilise social and financial capital.
- Connect industry with students.
- Expand developmental and innovation opportunities.

- Strengthen philanthropy and collaborative engagement; and
- Build a sustainable ecosystem of support around Mangosuthu University of Technology.

The initiative represents a new chapter in strengthening MUT's advancement agenda by creating structured opportunities for alumni, business leaders, philanthropists, government agencies, and community stakeholders to contribute meaningfully to the university's growth and development.

Ultimately, the Friends of MUT Network seeks to build lasting partnerships that create shared value for the institution, its students, and society at large.

Reviving the legacy of Prince Mangosuthu Buthelezi

Another important development has been the agreement reached with the Founder's Family to resuscitate the Annual Prince Mangosuthu Buthelezi Lecture. The lecture is envisioned as a flagship intellectual platform that honours the legacy of the university's Founder while simultaneously advancing the institution's academic reputation, intellectual influence, fundraising capability, and public visibility.

More than a commemorative event, the Annual Prince Mangosuthu Buthelezi Lecture will provide a platform for robust dialogue on issues of national and global significance while inspiring future generations of leaders.

Importantly, the lecture will serve as a powerful mechanism to continuously embed the aspirations of IGNITE 2030 in the consciousness of the university community, partners, and stakeholders. Through this initiative, we seek to honour our past while also shaping and owning the future of MUT.



HRH Prince Zuzifa Buthelezi

Advancing internationalisation through research collaboration

Our commitment to internationalisation has continued to gain momentum through increased participation in global academic and research engagements.

A notable highlight was the participation of MUT researchers in the South African-Swedish (SASUF) Academic-Industry Meeting Day (AIMDay), an initiative that brought together researchers and industry partners to address real-world challenges through collaborative problem-solving.

The participation of MUT academics demonstrated the growing intersection between internationalisation and research excellence at MUT. It further showcased our researchers' ability to engage meaningfully with global knowledge networks and contribute to international conversations that drive innovation and societal impact.

The enthusiasm and commitment displayed by our researchers reaffirmed that internationalisation is no longer a peripheral activity but an integral component of our institutional growth and development.



Strengthening visibility and trust



The University's efforts to enhance institutional visibility and stakeholder confidence were further affirmed through national recognition at the 2026 South Africa Leadership Awards.

The award, received by Professor Songca on behalf of the University reflected the collective efforts of staff, students, Council, and stakeholders to advance the university's mission to produce graduates equipped to succeed in a rapidly changing world.

In accepting the award, Professor Songca emphasised the unique context within which MUT operates:

"It is an honour for me to receive this award on behalf of my university. We are based in a township, and as such, many of our students come from townships and rural communities. We therefore strive to ensure that we produce graduates with the relevant skills required by the world of work. We are guided in achieving this by our Academic Identity, which places strong emphasis on graduate attributes and student success."

This recognition serves as a reminder that excellence is not determined by geography but by purpose, commitment, and impact.



The Executive Hotel, one of MUT's students residences



MUT

MANGOSUTHU
UNIVERSITY OF TECHNOLOGY



UR
Université
Internationale
de Rabat

Expanding global academic partnerships

Our strategic objective of growing global academic and research collaborations was further advanced through two significant achievements.

The first was the endorsement of a collaborative partnership with the International University of Rabat. This partnership creates exciting opportunities for academic collaboration, research development, staff engagement, and student mobility while strengthening MUT's footprint on the African continent and beyond.

The second achievement was the successful participation of approximately 80 students and Information Technology lecturers in a Data Visualisation training programme facilitated through BRICS collaboration initiatives.

The programme exposed participants to contemporary digital skills that are increasingly essential in the Fourth Industrial Revolution and data-driven economy. An official certificate ceremony will soon be held to recognise participants' achievements and celebrate this important milestone.

Together, these accomplishments demonstrate that internationalisation at MUT is increasingly becoming a vehicle for academic excellence, innovation, skills development, and global engagement.



New in MUT's internationalisation portfolio,
the **International University of Rabat**



IGNITING GOAL 5: AN ENGAGING, INCLUSIVE AND SUPPORTIVE ENVIRONMENT

Creating a campus where everyone can thrive



MUT campus is a productive and a happy place for all

A truly successful university is also defined by the quality of the environment it creates for its students, staff, and stakeholders. At the heart of IGNITE 2030 is a commitment to building a university community that is engaging, inclusive, supportive, and responsive to the needs of all who learn, work, and engage at Mangosuthu University

of Technology.

During the VC's 100 days in office, the University has made encouraging progress in strengthening the physical, digital, social, and governance environments that support the success of the MUT community.

Enhancing inclusive infrastructure and digital access

The MUT strategic objective of improving inclusive infrastructure and digital access has seen visible progress across the university. The IT&N department has made great strides in ensuring the registration process will be fully digital, beginning with this year's July registration.

Members of the university community will have noticed ongoing improvements to campus aesthetics, study spaces, dining facilities, and recreational areas, including the student cinema. These developments are contributing to an environment that promotes learning, well-being, and a stronger sense of belonging.

The University has reignited important conversations about critical infrastructure projects that are strategically

significant to the institution's future. Discussions have resumed regarding the Executive Hotel Student Residence project as well as engagements relating to Enduduzweni. These projects represent important opportunities to strengthen student support infrastructure and enhance the overall student experience.

The University is also making steady progress in our collaboration with the Information Technology division to improve and automate processes, with a special focus on the registration process. The objective is to create a more seamless, efficient, and student-centred registration experience that leverages technology to improve service delivery and operational effectiveness.

Strengthening student wellbeing and inclusive culture



The SRC President, Mdumiseni Chonco, left, with Professor Rushiella Songca

Creating an inclusive university requires intentional efforts to cultivate a culture where every student feels valued, supported, and empowered to succeed. In pursuit

of our strategic objective of advancing transformation and fostering an inclusive institutional culture, several important initiatives are currently underway.

Student Ambassador Programme

One of the exciting developments is the establishment of a Student Ambassador Programme. A comprehensive concept document has been finalised, and the university will soon issue a call for student ambassadors.

These ambassadors will play an important role in mobilising students towards responsible citizenship, promoting positive values, and leading change-making initiatives that contribute to a vibrant campus culture.

The programme is designed to nurture future leaders while creating opportunities for students to participate in national and international leadership, development, and exchange programmes. Through this initiative, we aim to cultivate graduates who are not only academically competent but also socially conscious, ethically grounded, and committed to making a positive contribution to society.



Professor Rushiella Songca

Promoting Human Rights and good citizenry

The university's Human Rights Day commemorations held in March provided an important platform to reaffirm our commitment to dignity, equality, justice, and respect for all.

Beyond a single event, the commemorations reinforced the need to embed human rights principles into everyday university life. Professor Songca's aspiration is that these values become evident not only within our lecture rooms but also across our residences, campuses, workplaces, and interactions with the broader community.

By fostering a culture rooted in human rights, mutual respect, and Ubuntu, we strengthen the social fabric of our institution and prepare graduates who are equipped to contribute positively to a democratic and inclusive society.



Human Rights are central to Professor Songca. At the very least, people should acknowledge each other by greeting, she says

Developing graduates for the future

During Professor Songca's engagement with the academic project, she had the opportunity to familiarise herself with the Teaching and Learning portfolio's work on graduate attributes.

These attributes represent a powerful statement of the kind of graduates we seek to produce and the values that should define the MUT educational experience. The emphasis placed on developing graduates who are innovative, ethical, entrepreneurial, socially responsible,

and capable of succeeding in complex and rapidly changing environments is the most humbling approach a University could bestow upon its primary customers; the students.

These attributes will undoubtedly strengthen the employability of MUT graduates while ensuring that they remain relevant and competitive within the global labour market.



MUT management is forging forward with the IGNITE 2030 plan

A strong institutional culture must be supported by equally strong governance systems.

One of the important achievements during this period has been the approval of the Supply Chain Management (SCM) Policy. This policy serves as a critical governance instrument that strengthens accountability, transparency, and ethical decision-making within the institution.

Without clear procurement and supply chain frameworks, institutions expose themselves to significant reputational, operational, and financial risks. The approval of this policy, therefore, represents an important step towards strengthening institutional governance and protecting the long-term interests of the university.

Governance reform at MUT is not limited to policy approval alone. In 2026, the institution is taking deliberate steps to

digitise key administrative functions across Finance and Human Resources. This digitisation drive is designed to improve institutional efficiency, reduce administrative bottlenecks, enhance data integrity, and create more responsive service delivery for both staff and students. By automating and streamlining processes that have historically been paper-based or manually intensive, MUT is building the operational infrastructure necessary to support a modern, accountable, and agile university.

Together, the SCM Policy and the digitisation of core administrative functions reflect a coherent governance vision that pairs policy rigour with operational modernisation, and positions MUT to meet the demands of an increasingly complex higher education environment with confidence and integrity.

Building a stable and effective leadership team

Strong institutions require strong leadership structures. During this period, the University has completed several critical leadership appointments that contribute towards a fully functioning executive team.

These appointments include:

- Deputy Vice-Chancellor: Research, Innovation and Engagements.
- Interim Deputy Vice-Chancellor: Resources and Planning.

- Senior Director: Human Resources and Development; and
- Interim Dean of Students.

These appointments strengthen accountability, improve operational effectiveness, and provide the leadership capacity required to advance IGNITE 2030's ambitions.

While there is still much work ahead, these developments provide a strong foundation upon which we can continue building a university that is responsive, effective, and future-focused.





1000 DAYS

of listening, learning
and leading the vision
forward

**The next phase focuses
on transformation,
innovation, sustainability
and student success**

**Celebrating progress, partnerships
and possibilities**

Shape and own the future



LEADING THE VISION FORWARD



Igniting 2030 for a brighter and a more productive MUT

“As I reflect on my first 100 days as Interim Vice-Chancellor and Principal of Mangosuthu University of Technology, I do so with a deep sense of gratitude, optimism, and responsibility.

These past one hundred days have been a journey of listening, learning, engaging, and understanding. They have reaffirmed my belief that MUT possesses extraordinary strengths; committed staff, resilient students, supportive stakeholders, dedicated leadership structures, and a proud history rooted in service to society.

Most importantly, they have confirmed that the future of our university will be determined by our collective willingness to work together in pursuit of a common vision.

Throughout this period, I have been guided by the values, mission, goals, and strategic enablers contained within IGNITE 2030. Every engagement, every discussion, and every decision have been informed by our shared commitment to building a university that is academically excellent, financially sustainable, socially responsive, and globally relevant.

While we have made encouraging progress across all five strategic goals, the work of transformation is ongoing.

As we move into the next phase of implementation, I will remain focused on several critical areas that will determine our long-term success:

- Strengthening financial sustainability and institutional resilience.
- Advancing research excellence, innovation, and digital transformation.
- Enhancing student success, retention, and graduate employability.
- Strengthening governance, accountability, and ethical leadership.
- Expanding strategic partnerships and international collaborations.
- Building stakeholder confidence and institutional reputation.
- Advancing transformation, inclusivity, and social cohesion.
- Improving infrastructure and digital capacity; and
- Ensuring that every initiative contributes meaningfully to the aspirations of IGNITE 2030.

Equally important will be our ability to proactively monitor strategic risks and implement effective mitigation measures. Success will require us to remain agile, responsive, and accountable as we navigate an increasingly complex higher education environment. In one year's time, we will have an opportunity to reflect on how far we have progressed and whether our actions have remained aligned with the ambitions we have set for ourselves. That reflection will be measured through reports and indicators, as well as by the tangible impact experienced by our students, staff, partners, and communities.



As we continue this journey, I call upon every member of the MUT family to embrace and embody our MY-MUT values:

- M** **M**astery – striving for excellence in everything we do.
- Y** **Y**earning for Growth – continuously learning, improving, and innovating.
- M** **M**utual Respect – valuing one another and appreciating our diversity.
- U** **U**buntu – recognising our shared humanity and collective responsibility; and
- T** **T**ransparency – acting with integrity, honesty, and accountability.

These values must be reflected in our daily actions, our interactions with one another, and the culture we seek to build across our institution.

The first 100 days have demonstrated what is possible when we listen before we lead, engage before we decide, and collaborate before we act.

Together, we will continue to ignite possibilities, inspire innovation, strengthen our communities, and advance Mangosuthu University of Technology as a leading University of Technology that empowers society through transformative education, pioneering research, entrepreneurial graduates, and meaningful partnerships.

The future of MUT is not something we wait for. It is something we shape together.”

Professor Rushiella Songca

**Interim Vice-Chancellor and Principal
Mangosuthu University of Technology**

100 Days. One Vision. One University.

IGNITE 2030

From Vision to Delivery.

12 June 2026



Collective Pledge on

MUT Strategic Goals

We are MUT. Together, we commit to:

1. **Future Fit Learning and Teaching:** We will embrace innovation in how we learn and teach, preparing graduates who are ready for the world of tomorrow.
2. **Financial Sustainability:** We will be responsible stewards of our resources, ensuring MUT remains strong and capable for generations to come.
3. **Research, Innovation, and Digital Transformation:** We will dare to discover, create, and lead turning ideas into solutions that matter.
4. **Strategic Partnerships, Internationalisation and Visibility:** We will open our doors to the world, building bridges that elevate MUT's impact far beyond our campus.
5. **An Engaging, Inclusive, and Supportive Environment:** We will ensure that every person at MUT feels they belong, is supported, and can thrive.

This is our promise to each other, to our communities, and to our future.

MUT IGNITE 2030 VALUES Pledge

I am (YOUR NAME & SURNAME).

I commit to

Mastery : giving my best in everything I do.

I commit to

Yearning for Growth : never settling, always learning.

I commit to

Mutual Respect : honouring every person I encounter.

I commit to

Ubuntu : because my success is bound to yours.

I commit to

Transparency : acting with integrity, even when no one is watching.

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days of leadership.

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"IGNITE 2030: From Vision to Delivery."

"100 Days of Listening, Learning and Leading Together."



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shape and own the future