



**ONGOYE**

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**RESTRUCTURED FOR RELEVANCE**

# **UNIZULU APPRECIATION: CELEBRATING EXCELLENCE**

**UNIZULU NAMED ACADEMIC  
INSTITUTION OF THE YEAR BY ZCCI**

**CAPACITY AND SKILLS DEVELOPMENT  
CENTRE LAUNCHED AT UNIZULU**

**ON THE COMMUNITY  
ENGAGEMENT FRONT**



**UNIVERSITY OF  
ZULULAND**



# Year-end Message to the University Community



As we approach the end of the year, it is appropriate to look back on 2018 and reflect. The richness and diversity of UNIZULU continues to amaze me and there has been much to celebrate and remember. We are fast nearing the end of an eventful year. On a positive note we have achieved major milestones in the form of SAICA Accreditation granted for the BCom (Accounting Science) programme, the LLB CHE accreditation, the Vice-Chancellor's Awards for Excellence in Teaching and Learning as well as the Research and Innovation Awards hosted by the University to recognise and celebrate exceptional research-led innovations and products at all University levels that are having societal impact.

During the University official opening in February, I thanked you all for the

sustained warmth that you have afforded to the executive in pursuit of reaching institutional goals and collegiality. I have observed around the campus, there is participation in a variety of activities. There is a visible spirit of ONENESS. I wish to thank all those who have written positive messages and shared innovative thoughts which are aimed at seeing this institution further growing. I have come to realise what a truly diverse and remarkable institution UNIZULU is. As much as we have accomplished, I remain convinced that our potential is far greater. In considering the year closing, I touch upon just a few highlights below:

## **Strengthening the University's Leadership Group**

Mr P du Plessis was appointed to the role of Executive Director: Finance after a short-stint as the Executive Director: Institutional Support and Ms T Ramanyimi appointed as the Executive Director: Infrastructure. This has translated in the University leadership being boosted. I am grateful to lead a team of competent executives who have this institution's best interest at heart.

## **Establishing a durable foundation for our future work**

In preparing for a longer-term view of our work, other changes are also falling into place. In preparing the 2019 budget, several important process changes have been made and are intended to a) provide a longer horizon

to our financial view, b) more closely link activity/initiative planning with resource allocation, and c) enhance engagement of key stakeholders through input around prioritisation of resource deployment.

I am pleased to report that there are guidelines concerning delegations of authority for the University. These guidelines, when coupled with a comprehensive register of delegations, represent an important milestone to clarify and streamline who has authority by position to make decisions in key operational and strategic areas; provide a single point of reference of these matters; and enable further actions to flow on efficiently.

In closing, I convey my thanks to all members of the University community for your energetic contributions and engagement with our work during 2018. This has been a significant year for our University and I am most grateful for your support and encouragement as well as your willingness to challenge ideas and received wisdom as we have progressed.

The new year awaits us and brings a sense of anticipation as we journey onwards to realise the full potential of what we might achieve.

All good wishes for a restful and restorative season. Always remember that Christ is the reason for the season.



# Editor's Foreword

The year in focus is closer coming to an end. It was an eventful and exciting year which saw major milestones being achieved. In the last quarter, there were a number of meaningful engagements such as the Buttoning and Nurses Pledge of Service Ceremony, University Leadership Development Programme graduation ceremony, Long Service Awards, Ongoye Capacity and Skills Development Centre launch and various conferences and colloquiums. These are just a few of major conversations and achievements that we enjoyed as a university community.

The University was awarded the prestigious Zululand Chamber of Commerce and Industry Excellence Award in the "Institution of the Year" category. This is a major reputation booster and it is the first time that we have been recognised in the ZCCI Excellence Awards which has been in existence for many years. This is paramount to the University as we have to produce qualifications that are responsive and relevant to the neighbouring industry sector in our district.

Year 2018 and beyond has been earmarked for performance acceleration as there have been activation programmes for the Human Resource Department's Project Blue Sky. The University has reintroduced the Performance Management System (PMS). PMS is now a reality; let's buckle up and showcase our skills and potential as we move towards a performance-driven culture. By now you should have read the roll-out process in detail as we have completed our Individual Performance Agreements and are now in the scoring phase which must be completed on or before the due date stipulated in the communicate. The Human Resources Department is available to assist. Any queries must be directed to Mrs Lwazi Kleinbooi, Manager: Organisational Development, on 035 902 6964 or KleinbooiL@unizulu.ac.za. You may also contact your HR Business Partner.

The Communications and Marketing Division won 6 awards at the recent Marketing, Advancement and Communication in Education (MACE) Excellence Awards, thereby causing major shake-up in the ceremony that in the past was dominated by historically advantaged institutions. You will read more about our night of the stars in Cape Town in this issue.

On a personal note it is a pleasure to inform you that I have achieved the highly sought-after qualification, Accredited in Public Relations. This status is the highest level of registration with PRISA as an Accredited in Public Relations practitioner (APR). The APR status is mutually recognised by global institutes in New Zealand, Canada, Australia, United Kingdom, Puerto Rico, Malaysia, Singapore and the United States of America through the Global Alliance for Public Relations and Communications Management (GA). The accreditation process was exhausting and time-consuming, however, it was a vital



Gcina Nhleko

reflection journey and measure of my strategic interventions as a seasoned Public Relations Professional. It also translates in the UNIZULU brand being managed by a tried, tested and approved professional.

Until the next edition keep on being motivated, engaged and be inspired!

Have a well-deserved holiday.

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# Vice-Chancellor Rewards Support Staff for Excellent Work Performance



UNIZULU Vice-Chancellor Professor X Mtose (centre) with awardees of the Vice-Chancellor's Staff Appreciation Awards which took place at the KwaDlangezwa Campus Council Chambers.

In recognition of the outstanding performance and work ethic of select members of support staff throughout the year, the Office of the Vice-Chancellor, on Wednesday (5 December 2018), hosted the second annual Vice-Chancellor's Staff Appreciation Awards at the KwaDlangezwa Campus Council Chambers.

Similar to the Vice-Chancellor's Awards for Excellence in Teaching and Learning ceremony which sees chosen academic staff celebrated for their excellent teaching and learning strides, the Vice-Chancellor's Staff Appreciation Awards afford the Vice-Chancellor an equal opportunity to express her gratitude towards support staff whose work performance has been of an exceptional standard.

During her address, UNIZULU Vice-Chancellor Professor Xoliswa Mtose alluded to the fact in the same way that

academic staff are being appreciated for their various efforts, it was necessary that support staff be acknowledged as great instruments that have assisted the University in going forward"

"(These awards) serve as a token of sending my sincere gratitude and appreciation to you, and I wish I could (thank all staff at once), but that is impossible. So, I have to handpick certain people and thank them for the service that they have provided to the University of Zululand. It is this dedication and commitment which enables the University to deliver on its mandate," said Prof Mtose.

She concluded by saying: "Today, as Management, we recognise and reward the self-worth of our employees. The University now has heartbeats because precisely, you gave everything you have – your body, your soul and mind to this

University. Although this gesture is quite modest when compared to the amount of loyalty and energy that you have invested, to us, it means saying 'Thank you very much for the loyalty and dedication.' The challenges came, but we conquered and I think it's fair to say we have conquered 2018 with high notes. I would like to acknowledge the people that I work closely with for making all of this possible."

Speaking on behalf of all recipients, Smangele Simelane, Specialist: Employee Wellness, said the winners were honoured and humbled by the acknowledgement and appreciation for their hardwork and determination. Quoting legendary American poet Maya Angelou she said, "I have learnt that people will forget what you said, people will forget what you did, but they will never forget how you made them feel."

# CMD Awarded for Excellent Communication and Marketing Practices

The Communications and Marketing Division (CMD) at the University of Zululand (UNIZULU) is doing effective and commendable work in promoting the many successes and overall brand of the institution and it's got the awards to prove it.

The division bagged six excellence awards for the first time during the Marketing, Advancement and Communication in Education (MACE) Excellence Awards, held recently in Cape Town.

MACE is a body which fulfils a leadership role in the higher education, TVET and private education sectors within Southern Africa by adding value to practitioners in marketing, communication and advancement through high quality development

programmes, facilitating networking partnerships and transformation as well as promoting best practices amongst these professions at member institutions.

The excellence awards are held annually as part of the MACE congress, which sees marketing, advancement and communication practitioners convening to network, discuss topical issues and share best practices in the sector.

This year's awards were presented in 30 categories under three major divisions namely, campaigns, media and skills. CMD submitted 11 entries in the media and skills division and were a few points shy of receiving awards for all. Of the six awards won, three were received for photographs captured by Sphamandla Gumede, one for a video showcasing

UNIZULU's registration process (created by Samkele Sokhela and Hlumelo Nyikana, assisted by Nompilo Dlamini), one for #tag magazine which is created by CMD's editorial team and another for an article written by Naledi Hlefone.

On her division's record victory, Gcina Nhleko, Director: Communications and Marketing, said: "These achievements showcase the team efforts in a positive light. It is an accelerated benchmark measure to compete with peers in the industry. As a historically disadvantaged university which is rural based these achievements showcase that with focus and application of the best modelled practice nothing is impossible. We are beyond thrilled and this is a testament to effective communication channels used by the University to the maximum benefit."

Thumbs up for six awards won at the 2018 MACE Excellence Awards ceremony!  
From left: Hlumelo Nyikana, Multimedia Journalist; Nompilo Dlamini, Public Relations Officer; Sphamandla Gumede, Public Relations Assistant; Naledi Hlefone, Publications Officer; Precious Shamase, Communications Officer and Samkele Sokhela, Multimedia Journalist.



# Ongoye Capacity and Skills Development Centre Launch a Resounding Success

The University of Zululand (UNIZULU) hosted the launch of the Ongoye Capacity and Skills Development Centre on Tuesday, 4 December 2018. This is resultant of a progressive partnership that has been formed with the John Langalibalele Dube (JLD) Institute which focuses on land research and community development programmes which involve skills and capacity development.

The main objective of the UNIZULU-based Centre is to capacitate unemployed women and youth with critical skills, knowledge and resources to enter the employment industry as well as to be established as emerging entrepreneurs. The trainings will be delivered in a variety of ways including learnerships. The ultimate result will be producing citizens who are fully active in the labour market, appropriately qualified with skills to innovate and contribute to the South African economy.

The University Vice-Chancellor, Professor Xoliswa Mtose, in her message of support mentioned: "This initiative is a positive response to the call and voices of multi-stakeholders especially the Department of Higher Education and Government who encourage the launch of centres of excellence that earnestly talk to the heart of the community. I have always maintained that Community Education and Training is a sector that is unique and has potential to bring tangible transformation to the historically marginalised communities. Besides focusing on basic education as enshrined in Section 29 of our Constitution, the University has taken a position that there is a need to reach out to the out-of-school youth, adults, especially women, who find themselves trapped as a consequence of generational injustices."

Dr Nzimande, JLD Institute Deputy Chairperson, alluded to the importance of possessing handy and practical skills that are an essential survival toolkit. "I



Dr Thandi Ngcobo, JLD Institute Executive Director, celebrates the launch of the Ongoye Capacity and Skills Development Centre with Professor X Mtose, UNIZULU Vice-Chancellor.

was once mandated by the former minister to accept the memorandum from the community of this area and the question I was asked by the community was how they could work with the university collaboratively. Therefore, this partnership is a solution as it will impact the community positively as a whole," Dr Nzimande explained, adding that the Institute appeals to those with financial muscles for funding in order to extend assistance to the community and advance them.

Dr Thandi Ngcobo, JLD Institute Executive Director, outlined the historical journey of the Institute. "The Institute was formed at the University of Kwazulu-Natal. There were funding gaps however we pushed ahead. The support that was endeared to us was amazing; the salaries were not the driving factor but the zeal and drive to make a difference was the motivator," said Ngcobo.

The Ongoye Capacity and Skills Development Centre carries a strong and bold legacy as it is named after John Langalibalele Dube (1871-1946) who

was the first president of the liberation movement and a Nobel Peace Prize laureate. The JLD Institute was formed with the aim of carrying forward the ideals, values and aspirations of the legendary statesman. Honourable Dube worked tirelessly for Africans to be recognised in major decision-making structures in the country. He established links with like-minded leaders and championed major issues that pertain to human rights including unobstructed land ownership; education; parliamentary representation; free trade and freedom from enforced labour. His vision lives on.

The launch of the Centre at UNIZULU provides the perfect location for developments as partnership with local corporates will be forged with an absolute aim of benefitting the communities within the King Cetshwayo District Municipality.

All programmes offered at the Centre will be accredited by the Quality Council for Trade Occupations (QCTO).

# Celebrating the Noble Nursing Profession



Dr Jane Kerr, Acting Head of Nursing Science Department, leads fourth-year nursing students and a few external stakeholders in reciting the Nurses Pledge of Service.

Students enrolled for the Bachelor of Nursing (BCur) degree at the University of Zululand (UNIZULU) were reminded to uphold the high standards of their profession during the Buttoning and Nurses Pledge of Service ceremony which took place at the Walter Gcabashe Chapel, KwaDlangezwa Campus on Thursday, 29 November 2018.

An old tradition of the Department of Nursing Science, the ceremony saw students in the various levels of the four-year BCur programme presented with buttons which are indicative of the skills that nursing students have acquired and the level of maturity they have reached in their journey towards qualifying as professional nurses. Final-year students also recited the nurses pledge of service, led by Dr Jane Kerr, the Acting Head of Nursing Science Department. Holding lit lamps in their hands, the students swore to, among other things, serve humanity, endeavour to practise their profession with conscience and dignity as well as to treat patients irrespective of their religion, nationality, race or social standing.

The event was attended by various University and external stakeholders who urged the students to model the selfless and exemplary behaviour of Florence Nightingale, the pioneer of modern nursing.

Professor Leon Vivier, the Deputy Dean of the Faculty of Science and Agriculture, said nursing was rated as the most trusted profession and thus advised students to practise their profession with integrity and honesty. To the final-year students, he said: "Congratulations from the Faculty of Science and Agriculture. We know that you'll carry the nursing profession forward and make a difference."

In her keynote speech, Dr Sindi Mthembu, Principal of the KwaZulu-Natal College of Nursing, said it was a joyous moment for her to witness the fourth-year students lighting their lamps and reciting the nurses pledge of service. "Lamp lighting marks a significant era in your career as you progress in the noble profession. Congratulations for choosing nursing as a profession. You've

chosen one of the top priority careers in the world. As nurses, you are key in providing high standards of healthcare," said Dr Mthembu. She added that the students' conduct in the workplace has a large bearing on the credibility of nurses, especially those employed in the public sector. Thus, she urged the prospective professional nurses to take their rightful place as servants of the community.

Dr Mthembu also elaborated on the governmental compulsory community service programme, which stipulates that nursing students need to render their services in a rural health institution for one year, with remuneration. This phase of training bridges nursing students to their professional status. The allocation process, Dr Mthembu clarified, is facilitated by the Department of Health so as to place students in gazetted establishments.

"I am confident that the training you've received at UNIZULU has equipped you to withstand the conditions of the field. Go and ignite the hospitals wherein you'll work," Dr Mthembu concluded.

# UNIZULU Nanotechnology Guru's Research Grows at an Impressive Rate

Professor Neerish Revaprasadu is one of the leading academics at the University of Zululand (UNIZULU) and he is profiled worldwide and known for his impeccable research, especially in the field of nanotechnology. He has reached yet another milestone in his career by publishing an E-book titled *Nanoscience Volume 5*, the print version of which is due soon.

Prof Revaprasadu currently supervises five postdoctoral fellows, six PhD students and two master's students. He has hosted students from all over the world including Egypt, India, Cameroon, Tanzania and Ghana on a regular basis. His work on developing materials for energy applications is gaining traction. He is the pioneer and one of the leading figures in his field. His group has published 25 articles and three book chapters in 2018.

According to Prof Revaprasadu his work success is partly due to the University's support. "The support received for my research from the University is now paying dividends. UNIZULU policies and investment in research is vital to create world class sustainable and relevant research. I am grateful to the University for providing an enabling environment to carry out my work," he said.

*The Special Periodic Report on Nanoscience Vol. 5* provides a digest of the last twelve months of literature across the field of nanoscience. The series is published by the highly reputable Royal Society of Chemistry. The editors present critical and comprehensive reviews of the hottest topics in the field. Prof Revaprasadu (UNIZULU) and Dr John Thomas (University of Bangor) have edited the last two volumes. Anyone practising in the nano-allied fields, or has an interest in Nanoscience will benefit from this comprehensive resource.

The latest instalment in the series



**"The support received for my research from the University is now paying dividends. UNIZULU policies and investment in research is vital to create world class sustainable and relevant research. I am grateful to the University for providing an enabling environment to carry out my work." – Prof Revaprasadu**

*Nanoscience Vol. 5* provides a critical and comprehensive assessment of the most recent research and opinion from across the globe. Coverage includes diverse topics such as controlling chemistry of gold nanoparticles to dictate their cellular interactions; uptake and toxicity; use of metal complexes to prepare 2-D materials and nanoscale porphyrin superstructures. Dr Malik Dilshad Khan (Postdoctoral fellow at UNIZULU) and Prof. Revaprasadu have contributed a chapter titled 'Progress in single source precursors for layered 2D metal chalcogenide thin films and nanomaterials'.

The contribution of a chapter and co-

editing of the *Nanoscience* series has shown that he is a suitable commentator and practitioner in the field of nanoscience. He is involved in inviting contributions from various international scholars in the field. Important topics in the field of Nanoscience are highlighted in all the engagements he facilitates.

Through his work, Prof Revaprasadu has put the University name on the global map, showcasing that the University is an important international hub in the field of nanoscience. *The Special Periodic Report on Nanoscience Vol. 5* will be available in most libraries around the world. The book retails for 350 GBP on amazon website.



# Up Close with Mammusa Lekoa, Community Engagement Manager

The Community Engagement Office was established in October 2017 under the directorate of the Office of the Deputy Vice-Chancellor: Research and Innovation. The official launch of the office took place in November 2018. Ongoye caught up with Mammusa Lekoa to find out more about the launch and plans of Community Engagement (CE) Office. Read below.

## **Please take us through the components of Community Engagement (CE)**

Community engagement is a broad field which can be grouped into three major components. These include engaged scholarship (co-creation of knowledge with partners), engaged teaching and learning (an integration of engagement into curriculum and this can take a form of service learning) and engaged outreach and volunteerism (making meaningful contribution to communities with outreach programmes).

## **Is CE only directed to academic staff?**

CE is not only done by academics, however for continuity and sustainability academics take a lead on the projects because students come and go. Students become part of the engagement project through volunteerism or outreach and or service learning (especially the undergraduate students) or engaged research projects for their postgraduate studies (this is if a student's research project lands them into communities).

## **There are a lot of demands placed on academics (teaching and learning [TL], research and innovation [R&I] as well as CE). In your opinion, how best can one balance their workload so that none of these pillars are neglected?**

While I understand the pressure and expectation to fulfil all the higher education components, the recommended approach is to infuse CE into TL as well as R&I, not to treat it as a stand-alone.



**“We have to ensure that we empower communities and that what we do with them has impact.”**  
– *Mammusa Lekoa*

## **How do we make sure that our University stays connected to the community and the extended partners to address societal challenges?**

How we conceptualise projects and programmes is important. We have to ensure that we empower communities and that what we do with them has impact. It becomes easier to sustain the initiatives if communities are empowered to take over the programme or initiative. Also, the Community Engagement Office is there to support the initiatives and advise best ways to ensure continuity of these programmes.

## **Were you happy with how the launch took place? Is there anything that you would have done differently?**

I am very elated with how the launch went. I am humbled by the support of my manager, my colleagues from the Research and Innovation Office and the faculties as well as the external

stakeholders. I really don't have anything that I think I could have traded for the experience with the different stakeholders. To me, this is just the beginning of meaningful engagements that my colleagues and I are going to establish, sustain and implement to contribute towards social justice.

## **Any messages that you would like to convey to the University community regarding CE?**

CE is an important component of higher education and I am here to serve and support my colleagues to achieve their CE efforts. I would like to encourage colleagues to register their projects; this will assist the University to demonstrate and report back to the Department of Higher Education and Training.

I would like to encourage colleagues to harvest from their previous work (including work with students) findings that may be translated into programmes and messages that can impact community lives. We can innovatively disseminate the findings back to communities that were affected/who were part of the research and related stakeholders who can benefit. Another important thing is to influence policy—we should aspire to influence policies and practice with what we do on a daily basis, hence drawing implications of our research and packaging them for policy makers can translate into policies and regulations.

## **What is in the pipeline for the CE Office?**

Colleagues should expect more capacity building workshops, departmental seminars and policy dialogue seminars. Moreover, SAHECEF AGM is coming to UNIZULU in March 2019, I am inviting my colleagues to come and take part to assist in modelling CE in our university. They should also look forward to SAHECEF conference.

# UNIZULU Flag Raised High at the Business Excellence Awards

The prestigious Zululand Chamber of Commerce and Industry (ZCCI) Excellence Awards ceremony was held on Wednesday, 28 November at the Umfolozi Casino and Resort in Empangeni. The awards honour the accomplishments, achievements, value and contributions of corporates and education service providers who continue making inroads and improvements in their field of expertise.

It was therefore an exciting and a well-deserved moment when the University of Zululand (UNIZULU) was honoured and received the top honours as the Academic Institution of the Year during the glittering event.

The University was recognised for having sound and human values. It was also acknowledged for achieving major milestones for students through the accreditation of its BCom (Accounting Science) undergraduate degree which translates in students being eligible to study for their postgraduate degree (known as CTA, or equivalent) without needing to complete a bridging course or programme at a university that offers such SAICA-accredited programmes, provided they meet the entry requirements of that university.

Speaking at the awards function, Judith Nzimande, ZCCI President, expressed her pride and excitement at the institution's achievement, and congratulated the team who made UNIZULU's accreditation possible through collaboration, partnership and hard work.

UNIZULU Senior Lecturer and Head of Accounting and Auditing Department Sipelele Khomo was invited as the guest speaker for the evening and she left the audience mesmerised with the notion of what success entails.

Khomo also pointed towards the collaboration with the University of Cape



Sipelele Khomo (left), Head of UNIZULU's Accounting and Auditing Department and Dr Makhosazana Vezi-Magigaba, the Head of the Department of Business Management at UNIZULU accepting the Academic Institution of the Year award at the recent ZCCI Excellence Awards ceremony.

Town (UCT): 'UNIZULU's undergraduate degree accreditation would not have been possible without the partnership entered into between UCT and UNIZULU to provide the appropriate capacity-building support and development of staff. Staff from both universities must be congratulated on this achievement, as it is a direct result of their willingness to collaborate and learn from one another that accreditation has been achieved.'

It was also noted that projects like these do not come cheap. This project would

not have been possible were it not for the continued financial support of the BANKSETA investing R95 million in this project over a seven-year period. Therefore, befitting credit was extended to UNIZULU's leadership, whose vision and continued support in the implementation of this capacity building project made all of this possible.

ZCCI is the voice of business in the Zululand region, giving people of Zululand the chance to engage and communicate.

# Research and Innovation Excellence Recognised at Annual Awards

The University of Zululand (UNIZULU) recently recognised academics who have excelled in their quality and breadth of research-led innovation across the institution during a prestigious awards gala dinner held at the Umfolozi Casino, Empangeni.

The Research and Innovation Awards, organised annually by the institution's Research and Innovation Office, were launched in 2016 with the aim of recognising and celebrating exceptional research-led innovations and products at all University levels that are having societal impact.

In her opening remarks, Professor Xoliswa Mtose, UNIZULU Vice-Chancellor, congratulated all the awardees. "A special congratulatory note to all our colleagues (researchers, students, research technicians and managers at all levels and partners) who have been selfless and have contributed in various ways to ensure that our research and innovation profile outlook for 2018 is enhanced. Through research, we learn that improvement is an ever evolving cycle, therefore individual curiosity, often working without practical ends in mind, has always been a driving force for research and new ideas," Prof Mtose said.

The awards were divided into three categories namely, bronze, silver and gold. The Department of Public Administration walked away with the bronze prize for having produced the third highest units per capita. In the silver category, with the second highest units per-capita, was the Department of Chemistry and Microbiology. The Department of Nanotechnology walked



Members of the newly established Department of Nanotechnology celebrate after winning the top prize for the evening in recognition of being the department that produced the most units per-capita.

away with the grand prize in recognition of being the department that produced the most units per-capita.

According to Daniela Viljoen, Chief Research Admin Officer, the University's research output has grown since the inception of the annual Research and Innovation Awards ceremony. "It makes us proud to be part of such a vibrant and hardworking team of researchers and believe that we are going to grow in leaps and bounds in the years to come," Viljoen said.

Dr Andrew Kaniki, the Executive Director: Knowledge Advancement and Support (KAS) of the National Research Foundation (NRF), was invited as the keynote speaker during the event. He congratulated the recipients and urged them to continue their excellent work. "On behalf of the National Research Foundation, I wish to congratulate all of you who are being recognised in various categories for your excellent achievements in research and innovation-related activities. Without a doubt, this celebration and recognition of achievements are a clear indication that the University of Zululand and its researchers are committed to the intellectual project; to the pursuit of outstanding academic enquiry and discovery; to the development of this country's human capacity; to our collective quest for a sustained competitiveness of the country; a commitment to our

country's meaningful engagement in the knowledge economy and, consequently, to addressing South Africa's inequality and poverty," Dr Kaniki said.

Dr Kaniki also highlighted that according to the 2016 Vital Stats, published by the Council on Higher Education (CHE), UNIZULU's research output units per-capita had significantly improved from 0.26 in 2011 to 0.40 in 2016. "It is gratifying to see that the university has been progressing upwards, but you will all agree with me that there is room for improvement and for individuals to grow. The outcome of this is not only personal development and advancements if per-capita were even above 0.50, but the subsequent Department of Higher Education subsidy that would come to the university; subsidy that would be reinvested into even more research and academic work. Importantly, the number of researchers that contribute to the overall research output must increase. The number of researchers that access research funds not only from the NRF must increase! The institution cannot only depend on the few prolific researchers to carry the bulk of the university in terms of research output and sourcing/leveraging research funding," Dr Kaniki concluded.

# Instilling a Love for Science in Youth through ACCESS

The two University of Zululand (UNIZULU) groups who ran the six-month Mini Habitable Planet Workshop (MHPW) which was aimed at, amongst other objectives, instilling a love for science in high school learners, are walking proudly following the success of the project.

The MHPW is an extension of the Habitable Planet Workshop (HPW) which is run annually by the Applied Centre for Climate and Earth Systems Science (ACCESS). Funded by the Department of Science and Technology (DST) and the National Research Foundation, ACCESS is a consortium of several agencies, researcher councils, research programmes, universities and research groups who have combined efforts to deliver a range of outputs aligned to DST's Global Change Grand Challenge.

Through four programmes designed for varied target groups (university students, university students who are graduates of HPW, high school learners and teachers as well as the general public), ACCESS runs a series of training workshops (Habitable Planet Workshop) which are aimed at introducing students to the concept of Earth Systems Science (ESS). The concept refers to the combined elements (physical science, chemistry, social science, biology, politics, economics, etc.) that contribute to the habitable nature of Earth.

In 2017, HPW alumni from UNIZULU who were eager to create awareness around ESS, applied for funding to run the MHPW in previously disadvantaged high schools located in the Zululand region. Two teams were formed- one comprising HPW alumni alone and another consisting of HPW alumni who joined forces with the Richards Bay Industrial Development Zone (RBIDZ). Three schools located in Richards Bay and Gingindlovu were identified to partake in the project which ran from February to July.



Alumni of the Habitable Planet Workshop (seated) with learners who participated in the Mini Habitable Planet Workshop which ran over six months in the Zululand region.

Reflecting on the six-month journey, Thembinkosi Xulu, a part-time lecturer in the Department of Mathematics, Science and Technology Education said, "We had challenges at times with our busy schedules because we had various other commitments apart from our voluntary work with ACCESS but we always managed to pull through each time. Meeting all our objectives was definitely the highlight of it all."

At the heart of the project was attracting learners of the selected schools to pursue careers linked to ESS so that they could later conduct scientific research that would contribute to making South Africa a knowledge based economy.

The programme ran on Saturdays and entailed a series of core lectures around the various disciplines affecting the habitable nature of Earth, field trips to sites with practical examples of topics covered in the core lectures, interactive sessions where documentaries around

climate change were watched, sparking interactive debates and scientific games which further expounded the issue of Earth being habitable.

According to Nqobile Sithole, a grade nine learner from Nhlavuzza High School, participating in MHPW was an eye-opener for her as she did not know which subjects to choose in Grade 10. Having learned about ESS, she said she was definitely interested in pursuing a career in science.

"What we wanted to do was debunk the misconception about science being difficult. With the right resources and guidance, everyone can study and understand science. As products of rural schools, we have managed to pursue careers in science too. We therefore wanted to inspire the youth to follow suit," Xulu said.

He expressed his sincere gratitude towards Professor Kunene for her unwavering support (both financially and morally) throughout the six months.

# Empowering IKS Holders and Innovators with Invaluable Knowledge



From left: Carol van Wyk, DST Director in Knowledge Management; Gogo Qho, IKS expert; Tom Suchanandan, DST Director in Advocacy and Policy Development; Prof Hassan Kaya, CIKS-UKZN Director and Thembekile Kheswa, Lecturer in UNIZULU's Consumer Science Department.

The old Congolese proverb which says "You cannot teach the forest pathways to an old gorilla" can easily be likened to the nature of orally passing down indigenous knowledge from generation to generation.

This was the opinion during discussions held at a recent workshop co-hosted by the University of Zululand's (UNIZULU) Research Office, Consumer Science Department, Indigenous Knowledge Documentation Centre, the University of KwaZulu-Natal Centre for Indigenous Knowledge Systems (UKZN-CIKS) and the Department of Science and Technology (DST).

The workshop was held with the intent of promoting indigenous knowledge management and production as well as to expound intellectual property rights of indigenous knowledge systems (IKS) practitioners to maximise their opportunities for the commercialisation of their products and innovations. It was also aimed at reducing the vulnerability and exploitation of traditional/indigenous

knowledge holders within the King Cetshwayo District Municipality.

According to Tom Suchananda, DST Director in Advocacy and Policy Development, most knowledge in developed countries is legally protected, but this is not the case in developing countries such as South Africa. This leaves developing countries susceptible to biological piracy and misappropriation of traditional knowledge.

To work towards curbing this issue, traditional leaders and community members were thus introduced to DST's National Recordal Systems, a digital database which the department uses to collect, persevere and promote IKS. Carol Van Wyk, DST Director in Knowledge Management, carefully explained that the process of managing the IKS information entails storing it in a platform that won't change archived material over time. Using the memory chain exercise (broken telephone), Van Wyk emphasised how information can easily be recorded falsely from

one generation to another generation, thereafter highlighting the importance of preventing further loss of knowledge by using digital databases.

Currently, DST has proposed a legislative document to aid in the protection, promotion and development of IKS. Suchananda outlined recent developments in IKS such as the proposed legislation bill which aims to contribute towards protecting IKS and IKS practitioners, particularly those situated within KwaZulu-Natal. Suchananda reckons the legal document will provide positive effective measures to ensure the preservation of biodiversity and prevention of the commercialisation of IKS products without rightful compensation of the IKS practitioners.

The organising team plans to host a series of workshops where it will continue to educate communities located within the King Cetshwayo District about IKS developments and resources available for the preservation of this essential part of life.

# A New Dawn for Performance Management at UNIZULU



Lwazi Kleinbooi (right), Project Manager for Project Blue Sky, hands over a gift to the guest speaker during the launch of Project Blue Sky at the King Bhekuzulu Hall, KwaDlangezwa Campus.

The Human Resources Division (HR) at the University of Zululand (UNIZULU) recently launched Project Blue Sky, a new initiative aimed at further promoting excellence in staff performance, at the KwaDlangezwa Campus.

The initiative is a planned change management intervention aimed at facilitating the implementation of the Performance Management System (PMS) which was reintroduced to the institution in 2016 in order to realise its vision and mission. Project Blue Sky was recently birthed with the hope of bringing a catalyst to PMS. It is being rolled out in a collegial manner with the participation of the Steering Committee (EXCO) Sponsor, Project Manager, representative for academia, representative for support staff and change agents. The change agents have been trained and are fully equipped to support their fellow colleagues, in successfully implementing PMS.

According to Lwazi Kleinbooi, Project Manager for Project Blue Sky, engaging the various stakeholders of the University in the implementation process of Project Blue Sky is geared towards helping staff members to comprehend what PMS is about as well as what its benefits are for the institution.

The PM cycle is divided into three phases namely, the contracting phase from 1 January to 30 March, mid-year review phase starting from 1 July to 30 July and the year-end assessment phase starting from 1 November to 30 November. The current challenge facing the university is that not all employees have been compliant thus far. With Project Blue Sky, the goal is to see 100% staff compliance by March 2019.

During her speech at the launch, UNIZULU Vice-Chancellor Professor Xoliswa Mtose expressed delight in the level of excitement exuded by members of staff

during the event. She mentioned that the project was a breakthrough in the institution. "From now onwards, staff and Executive Management will sing from the same hymn," Prof Mtose said. She urged staff to continue serving the University with integrity and thereafter encouraged change agents to make meaningful contributions to the project in order to see it bearing fruits. Finally, she thanked HR for joining hands with Executive Management in making the day a success.

Also in attendance during the launch were Raynolds Ngcobo, Executive Director: Human Resources and Nhlanhla Cele, Executive Director: Institutional Planning and Pieter Du Plessis Executive Director: Finance, who had deep appreciation for the efforts HR and change agents were putting into the successful implementation of both Project Blue Sky and PMS.

# What are your hopes or aspirations for 2019?



In 2019 we wish to continue to build a dynamic and vibrant faculty, through high quality teaching, research and community engagement. We will implement a number of postgraduate supervision intervention strategies to better support emerging supervisors to increase postgraduate graduations. The supervision workshops conducted in 2018 provided space for emerging supervisors to come together with the focused intention of learning about supervision. The programme provided opportunities for collegial support networks to be developed within the faculty and across the University. We will intensify postgraduate co-supervision by pairing experienced and emerging supervisors to develop supervision capacity of emerging supervisors. Postgraduate Student Support in the form of postgraduate students' workshops will form a part of this strategy to strengthen postgraduate supervision in the faculty. This will assist us to address the proposed increase in research graduates as per the National Development Plan (NDP): Vision for 2030.

**Prof Mncedisi C. Maphalala, Dean of the Faculty of Education**

I aspire to see the infrastructure development project being accelerated at UNIZULU. It would be good to see and read more about the achievements of UNIZULU in the media space. I hope to see rigorous awareness campaigns on the University's strategic plan for each staff to understand the University's developmental projections and how the implementation of performance management system would assist the University to realise its goals. Continuous staff development and the development of policy and procedures on succession planning (a process to identify, assess, develop talent and capacity for continuity in various positions within the University) would be great to witness in 2019 as well. I would also be happy to see campaigns or other mechanisms aiming to inculcate values of UNIZULU in all staff to ensure effective interaction between internal and external stakeholders when disseminating various responsibilities of UNIZULU. I hope that there be consequences for non-compliance with the UNIZULU's rules, policies and procedures. Lastly, I wish that there be no strike action(s) during the 2019 academic year.



**Mlamuli Kheswa, Deputy Registrar**



It is always good and wise to assess or reflect on the journey taken in order to articulate ambitions for the new year ahead. There has been academic progress in 2018, more especially within the sub-system which in this case is our faculty (Faculty of Arts). The challenge has been staff shortage and the huge student enrolment, which has somehow stifled or delayed progress in other academic areas. For 2019, it is my wish to see UNIZULU reviewing the student vs lecturer ratio in terms of teaching and learning so student vs lecturer contact can have a bigger impact. The Faculty of Arts will have its 10th conference in 2019 and it is my wish to have a successful internationally accredited conference. I wish to see execution of all strategies and plans communicated to us; women in research growing and having a positive impact; our campus improving in terms of cleanliness, maintenance and renovation and safety and security being prioritised. I also hope that fatalities will be reduced; that we can address the issue of alcohol consumption for our students; that we can devise a strategy to solicit more funds for some of the points as aforementioned and build/strengthen more partnerships with industry and other institutions. Lastly, I wish we can regain a positive image as an institution and that peace and unity can prevail.

**Dr S'mangele Cele, Lecturer**

My hope for 2019 is that we as an institution of higher learning learn a thing or two from our late Prof Kamwendo. Let his legacy live on. Let us remember the things that he stood for; to develop and improve our University. We can copy his style; that man was brave. I hope that people will learn (from him). I look forward to my retirement next year. I hope that UNIZULU will excel in every area and live up to its vision as well as mission.

**Khenani Makhoba, Lecturer**





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## Long Service Awards were presented to the following staff members in 2018

### 10-YEAR SERVICE

Dr IS Kapueja  
Miss TF Mngomezulu  
Miss NN Ngema  
Mr T Mthimkhulu  
Mrs MC Dlamini  
Mr LC Mkhwanazi  
Dr SPTshabalala  
Dr A Krishnannair  
Dr BT Gamede  
Dr ACG Weyers  
Mr SK Naras  
Mr SN Thwala  
Mr RS Molaolwa  
Miss CD Mdletshe  
Mrs S Khanyile  
Mr S Ntenti  
Mr MF Mathenjwa  
Dr S Govender  
Dr GM Naidoo  
Mr S Heeralal  
Miss NP Khumalo

### 20-YEAR SERVICE

Miss NP Shoba  
Prof MO Adigun  
Mr ST Mbambo  
Mr MP Mtshali  
Mrs V Mntambo  
Miss YT Canham

### 30-YEAR SERVICE

Mr SS Ntuli  
Dr SA Vilakazi  
Mr BM Mkhwanazi  
Miss NM Chalufu  
Mr D Reddy

### 40-YEAR SERVICE

Mr S Nkosi



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