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RESTRUCTURED FOR RELEVANCE

UNIZULU DISSECTS AFRICANISATION OF THE CURRICULUM ISSUE



From Left: Nhlanhla Cele, Executive Director: Institutional Planning; Prof Siphon Seepe, Deputy Vice-Chancellor: Institutional Support; Dr Ya Ashantewa K.Archer- Ngidi, Director for Afrikology; Prof Kwesi Kwa Prah, an Emeritus Professor of the University of Western Cape; Prof Mashupye Ratale Kgaphola, Executive Director: Richards Bay Campus; Professor Gideon De Wet, Deputy Vice-Chancellor: Research and Innovation; Professor Mahlomaholo Mahlomaholo, Deputy Vice-Chancellor: Teaching and Learning.

On Wednesday, 2 October 2019 the Transformation Office at the University of Zululand (UNIZULU) held a stimulating symposium where the topical issue of the Africanisation of the curriculum was discussed.

Held at the Council Chambers in the KwaDlangezwa Campus, the symposium was aimed at providing a forum for the UNIZULU community to engage in a dialogue and discussions on how the curriculum can be transformed to ensure that it adapts to African realities and is conversant with other pyramids of knowledge.

The symposium was officially opened by Professor (Prof) M Kgaphola, Executive Director of the Richards Bay Campus, who extended a warm welcome to all the attendees.

Nhlanhla Cele, Executive Director: Institutional Planning, emphasised that the issue of transformation was not a “cosmetic project” but rather an intellectual one. It was for this

reason then that the Faculty of Arts was a home for this intellectual engagement in partnership with the Transformation Office.

In her argument on how Africanisation can bring about gender balance in the curriculum, Dr Ya Ashantewa K Archer-Ngidi, Director for Afrikology who was invited as a guest speaker, argued that Africanisation of the curriculum should be approached as a collective project. She went on to say that higher education was often celebrated as an engine for development in Africa.

“We need to look at how we are encouraging this gender debate in universities and put it in a form of “womocentrisim”, which puts women at the centre of any discourse and not above or below,” said Dr Archer-Ngidi. In her opinion, for Africanisation to become real, social justice should be evident in our university communities. Research should support the Africanisation of the material.

[Read more on our website](#)

– Precious Shamase



UNIVERSITY OF
ZULULAND



UNIZULU Bolsters Richards Bay Campus Through Appointment of Executive Director



Brand New Gadgets for Survey Competition Winners



Five Minutes with Mandisa Makhaye



New Finance Director Aims to Strengthen UNIZULU's Finance Sector



New Member of UNIZULU Family a “team player”



UNIZULU BOLSTERS RICHARDS BAY CAMPUS THROUGH APPOINTMENT OF EXECUTIVE DIRECTOR

The appointment of Professor Mashupye Ratale Kgaphola as Executive Director: Richards Bay Campus has bolstered the University as it forges ahead with plans to offer engineering qualifications which are a much sought-after qualification in the job market.

While congratulating him, the University Vice-Chancellor Prof X. Mtsose described the appointment of Professor Kgaphola as timely considering the growth plans being made to take the institution to the next level.

Professor Kgaphola holds a B.Sc (Hons) and Ph.D. in Bio-Organic Chemistry from the University of Leeds in the United Kingdom. Amongst his notable achievements is the successful registration of an international patent in the USA in the field of catalytic chemistry, from his postdoctoral research work at North Dakota State University (USA). He has also undertaken professional training in higher education leadership, science and technology strategy and social policy, among other fields.

Professor Kgaphola has published a ground-breaking monograph proposing the restructuring of the higher education curriculum in South Africa (SA) by introducing a standard four-year undergraduate qualification. He is an award winning academic who has received a certificate for merit outstanding contribution to education which was awarded by the World Chancellors Congress in Mumbai. He was also awarded a CEO Golden Team prize by the Development Bank of Southern Africa and has served in higher education as well as science and technology advisory bodies both within and outside of SA.

Professor Kgaphola has previously held several high profile positions. He is the former Administrator of Mangosuthu



Professor Ratale Kgaphola, Executive Director: Richards Bay Campus.

University of Technology (MUT) where he initiated and led an institutional stabilisation process and was subsequently appointed Vice-Chancellor in the same institution. He spearheaded the conceptualisation of the first strategic plan for MUT, and is heralded for his transformation initiatives through inter alia fast-tracking the appointment of female leadership into key executive positions at MUT.

He brings to UNIZULU tried and tested leadership strategies through high-level conceptual thinking including idea generation. He has also pointed out that he is at UNIZULU to learn as he facilitates meaningful engagements with other leaders and stakeholders. "I hope to make some contribution to the unfolding transformation debates and programmes in the University," he mentioned.

His hobbies include reading, exploration of ideas and life itself. He is interested in making sense of the political economy and promoting scholarship that is centred in African development. He has recently (September 2019) published a collection of poetry titled, "Songs of Love and Life: a Soulful feed of Poetry".

– Gcina Nhleko-Mdluli

EDITOR'S NOTE



Gcina Nhleko
Director: Communications
and Marketing

Our National Development Plan clearly outlines that for South Africa to achieve its goal for 2030, the country must place science, technology and innovation at the centre of its developmental agenda. It is therefore refreshing to note that our institution is planning and hosting high-level impact conferences and seminars.

The recently held 9 Tastes of Nuclear Physics really show the privileged space that modern physicists enjoy through hard work as they master their craft. We are encouraged by the involvement of many stakeholders in ensuring that science takes its rightful place in the society and economy in general.

There are a number of upcoming conferences at the University. Please check our communication platforms which will keep you updated and informed.

Until the next edition.

BRAND NEW GADGETS

FOR SURVEY COMPETITION WINNERS

The Institutional Research Office (IRO), an office of the Institutional Planning Directorate at the University of Zululand (UNIZULU), handed over brand new Samsung tablets (Samsung Tab E 9.6IN') to two lucky winners of the 'Staff and Student Climate Survey' competition last week.

IRO hosts a range of research projects annually to gain insights into different aspects of student experiences. Projects include conducting research on first-year student experiences, postgraduate student experiences and graduate destinations.

Sikholiwe Mbuyazi, a BCom Foundation student, and Hlengiwe Masinga, from the Physical Planning and Operations (PPO) department, are the owners of the brand new tablets. Their gadgets were presented to them on Tuesday, 8 October 2019.

The survey was conducted in October 2018 via an online platform which allowed participants to respond to questions anonymously. Two separate survey questions were drafted for staff and students. In the data collection process the questionnaire was translated into isiZulu in order to accommodate staff who do not necessarily need computing devices to perform their duties and for language convenience.

The study was undertaken to ascertain what the views, perceptions and experiences of staff and students on the institutional climate (which, within the study, refers to the experience of 'what it feels like' to work/study at UNIZULU) and culture at UNIZULU were. This was in response to the recommendations of the Council on Higher Education (CHE) special audit of UNIZULU which was conducted in 2017.

The CHE audit report read: "The HEQC recommends that the University of Zululand undertake a student and staff climate survey to establish areas of institutional culture improvement for both staff and students, and put in place measures to address systematically the challenges that are identified."

When they participated in the survey, both winners confessed that their intention was more on contributing towards the research that was conducted than bagging the prize. It came as a pleasant surprise to both of them when they received calls from IRO informing them of their victory after a lucky draw process. The lucky draw was attended by representatives from the Human Resources Division, Employee Consultative Forum as well as the SRC administrator.



Sikholiwe Mbuyazi, BCom Foundation student, and Hlengiwe Masinga, from the Physical Planning Operations section, are winners of brand new Samsung tablets. Their victory comes after their participation in the Institutional Research Office's survey on views, perceptions and experiences of staff and students on UNIZULU's institutional climate and culture.

Neither of the pair had ever won in a competition before so the overall mood of the handover ceremony was euphoric. Masinga said she was very eager to participate in the survey as it presented her with the perfect opportunity to contribute towards bringing about change in the institution. She added that God had been so gracious because she had even won a tablet. Without hesitation, she said that the tablet would be utilised by her unemployed daughter for the purpose of sending online job applications.

For Mbuyazi, it felt great to have an additional gadget to her smartphone. She said she could not wait to show her friend and family her prize.

According to IRO, the handover ceremony was held as a way of celebrating with the winners as well as to show transparency in the selection process of the winners.

– Naledi Hlelane

FIVE MINUTES WITH MANDISA MAKHAYE

During the month of September, the University of Zululand (UNIZULU) organised a weeklong training for its emerging researchers. The first of a series to take place between 2019 and 2020, the Capacity Enhancement Programme (CEP) was conducted by the South African Technology Network (SATN). The objectives of SATN programmes are to strengthen the teaching and research capacity of institutions, enable qualified academics to deepen their knowledge of research methodology in their disciplines; ensure that they complete their Master's and PhD programmes in the required time; enhance their supervision skills and ensure submission of high-quality papers for publication to accredited journals.

Naledi Hlefone recently caught up with one of the participants of CEP. Follow the interview below.

Please briefly tell us about yourself

I am Mandisa Samukelisiwe Makhaye, an nGAP (New Generation of Academics Programme) lecturer in the Department of Criminal Justice. I am currently working towards completing a PhD in Criminology and Forensic Studies with UNIZULU.

How far are you with your studies?

I am currently in the data collection phase, conducting interviews in three institutions of higher learning in Durban.

What prompted you to further your studies?

I have always aspired to make an impact as a South African woman. I discovered that my strength and passion was in reading and writing and I knew that my impact would have to be in research. South Africa needs radical and innovative researchers who produce sound and implementable research outcomes to get to a standard of first-world countries. A PhD for me is more than just the "Dr" title, but the type of contribution my study and future research endeavours will have in the country and internationally.

How did you come to know of the SATN CEP?

It was an institutional initiative. Staff members working towards their PhDs were selected to participate.

What impact has participating in the CEP had on your research and supervisory work?

Participating in the CEP has strengthened my research skills impeccably. Being taken through the research process by experts of research has been very beneficial. The content and discussions are applicable and one can always go back and revise and apply to their own studies. Methodologies and practices that at first seemed far-fetched to us as novice researchers are now clear and practical. The PhD journey is often a lonely one. Participating in



Mandisa Samukelisiwe Makhaye.

this workshop has created a space where we can feel supported and know that whatever issues we face, we are not alone. An example I would make is that after attending the first workshop, I was able to go back to my proposal and spot problems with my own work, which is not easy when one is not well equipped with research skills. I substituted a rather useless objective with one that spoke to my study aim. Not only that, I was able to revise my entire interview schedule which would have yielded weak data. I am at a phase where I can confidently carry out my study without fear of the unknown.

In your opinion, what makes this programme unique and effective?

This programme is unique in the sense that it addresses the research process through the lens of a PhD candidate. Our mentors pay specific attention to our current needs. It is effective because we are not abstractly engaging with the research process but are learning and applying it simultaneously.

Any last words?

This opportunity should be made accessible to every PhD candidate in every institution. It is more than just a workshop, it's career building. Thank you to UNIZULU for giving us this opportunity; it will yield fruits of success.

- Naledi Hlefone

NEW FINANCE DIRECTOR AIMS TO STRENGTHEN UNIZULU'S FINANCE SECTOR



Matimu E. T. Maluleke, newly appointed Director: Budget and Management Accounting in the Finance Directorate.

The University of Zululand (UNIZULU) is delighted to announce the appointment of Matimu E. T. Maluleke, who assumed the position of Director: Budget and Management Accounting in the Finance Directorate on 1 September 2019.

Maluleke reports directly to the chief financial officer. Her role is to provide strategic direction in the Budget and Management

Accounting Division's areas of responsibilities, including budgets, treasury, projects and assets, and to report to Executive Management on the performance of these areas.

Expounding on what triggered her to venture into finance Maluleke said: "I didn't have interest to study medicine unlike many of my friends and against my parents' wishes. My options were either accounting or law. The career exhibition that I attended while in my grade 9 is what elucidated my love for accounting, when I was introduced to chartered accountancy as a career. I decided there and then that this is what I would like to do."

Her biggest career highlight has been qualifying as a Chartered Accountant (SA). To play her part in strengthening her field, she has committed to mentoring and coaching her subordinates to become professional accountants.

Delineating what she envisions for the Finance Division in the long term, Maluleke said she would like to see the division filled with competent and determined staff "who develop finance policies that translate to sound financial management and governance, clean audit as well as improved and efficient processes".

Maluleke's greatest trait is her awareness that opportunity favours the prepared. Maluleke has seized various opportunities in her working profession. This includes contributing to the efficiency of the Project Management office in terms of policies, business processes and procedures as well as contributing to the efficiency of the Intellectual Property office in terms of policies, business processes and procedures regarding royalties.

Striking balance between her work and home is extremely important to Maluleke. Having had a keen interest in the home economics subject during her high school, the finance expert does a lot of cooking and sewing during her spare time.

– Precious Shamase

NEW MEMBER OF UNIZULU FAMILY A “TEAM PLAYER”

The University of Zululand is pleased to announce the appointment of Shati Phakoane, Physical Planning and Operations Director: New Built.

Phakoane's role entails providing support to the maintenance team, consequently he will be working with both the new built staff while assisting with the maintenance of the current structures.

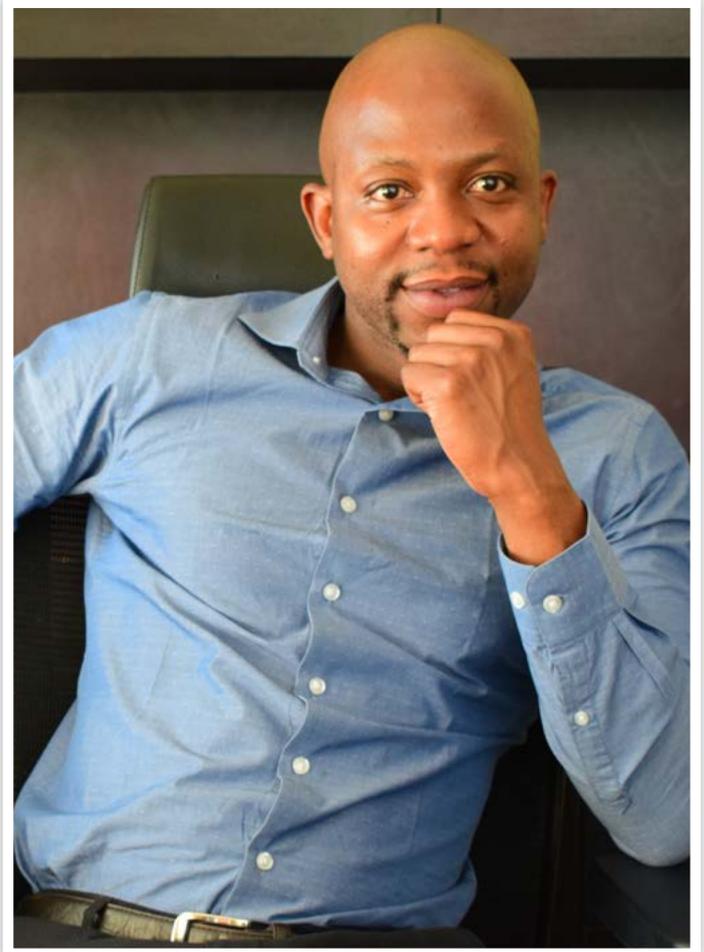
While he initially studied Mechanical Engineering, Phakoane later enthused to civil engineering and is now a qualified B.Eng Civil Engineer who also holds an MBA from the Gordon Institute of Business Science at the University of Pretoria. He comes with breadth and depth of experience congregated over the years while working as a contractor and holding numerous senior management roles in various companies within the infrastructure space. Among these positions is the Executive Director role he plays in the consultancy company he founded in 2012.

What Phakoane appreciates the most about civil engineering is that it is very broad and exposes one to various inter-related fields. “(Civil engineering) is challenging. I like learning new things; everyday there is something new that needs to be solved, therefore it works for me,” he said.

Phakoane described his leadership style as collaborative. “I enjoy working with my team. We sit, discuss things and come up with “our plan”. It is never my solutions. In that way, it is easier for them to do the work because they are owners of the solution,” he explained.

On what keeps him motivated, Phakoane said “achievement”. He gets excited when things get done, and done in the right way.

After a long productive day in the office, Phakoane unwinds at the gym. He is a part-time gym instructor and football coach.



Shati Phakoane, Director: New Built in the Physical Planning and Operations section.

– Precious Shamase