



JULY | AUGUST 2020 ISSUE

# UNIZULU

## Produces its First Chartered Accountants

# SA'S EDUCATION SECTOR

Still Not Transformed

# HONOURING the Great Women of UNIZULU

PPO Borehole Initiative



MY UNIZULU. YOUR UNIZULU. OUR UNIZULU

# EDITOR'S FOREWORD



Despite various setbacks we are experiencing as the country and challenges facing institutions of higher learning; the University of Zululand projects that are under the Physical Planning and Operations (PPO) Department are in full steam.

PPO has various projects underway and those that are planned to be launched in September this year. In our last page of this edition you will see what went down when the boreholes project was initiated. Drilling a borehole is a complex task that incorporates a number of stages: planning and drilling as well as manufacturing water pumps suited to the discharge rate. We therefore commend the team for this innovation. This is addressing the water shortages on campus so that we will now have a stable and efficient water provision on campus.

There are several projects and initiatives under PPO and here are a few that are worth-mentioning:

- The infrastructure implementation, design features, new sock and refurbishments
- Covid-19 Facility and Infrastructure priorities
- The Facilities Management Plan
- The Organisational Design processes: remodelling PPO for performance improvements and excellence
- Maintenance project planned, completed or underway
- The production of sanitiser chemical in-house (one of our projects as UNIZULU, which we are particularly proud of)
- The Boreholes Project (our greatest innovation)
- The Covid-19 business plan
- The Integrated Works Management System

These ground-breaking projects are under the efficient eye of seasoned leader and Executive Director: Infrastructure, Mr Thabani Mncwango (in the picture below). When he was appointed, in clarifying his leadership style he said: "I lead from the front, my leadership ethos is informed by values of pursuing institutional excellence through implementation of integration strategies, sectoral partnership, empowerment, to achieve efficient service."



This edition has highlights please visit the University website and our University Facebook page for ongoing updates.

Yours in the dissemination of news,

Gcina Nhleko  
Director: Communications and Marketing

# CONTENTS

## 01

Front Cover:  
UNIZULU

## 02

Editor's Foreword

## 03

Vice-Chancellor's  
Message

## 04

University  
Vice-Chancellor  
Celebrated by Local  
Artists

## 05

Honouring the Great  
Women of UNIZULU

## 06

Honouring the Great  
Women of UNIZULU

## 07

University Launches  
HeforShe Programme  
on its Campuses

## 08

SA's Education  
Sector Still Not  
Transformed

## 09

UNIZULU  
Produces its First  
Chartered  
Accountants

## 10

UNIZULU Academic  
Selected as Visiting  
Professor at Poland  
University

## 11

Academic to Sit on  
APRM National  
Governing Council

## 12

Spotlight on  
Covid-19 Ongoing  
Initiatives at  
UNIZULU

## 13

Spotlight on  
Covid-19 Ongoing  
Initiatives at  
UNIZULU

## 14

Faculty of Science  
and Agriculture  
Staff  
Acknowledgements

## 15

PPO Borehole  
Initiative

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# VICE-CHANCELLOR'S MESSAGE TO UNIZULU *Phenomenal Ladies*

As we celebrate Women's Month at UNIZULU I pay tribute to all women in our institution who are still pushing the boundaries to make UNIZULU, and this country, more inclusive. We pay tribute to the 20 000 courageous women who marched to the Union Buildings on 9 August 1956 to protest against the introduction and extension of Pass Laws. This year, we will commemorate Women's Month and Women's Day under difficult circumstances due to the Covid-19 and the promulgation of national state of disaster.

Equally, our country is facing another pandemic of gender-based violence and femicide, which has continued to rear its ugly head. We are committed to acknowledging the successes of the women in our community, using our collective voice and power to ensure that the deaths of thousands of women and children and marginalised people in our society are not in vain.

However, I write this message with a lump in my throat due to disturbing events over the past few weeks. The past few weeks have been exceptionally difficult and emotional for the UNIZULU community. As you know, one of our staff members, Mrs Fiksile Mabaso, was recently assaulted and killed in horrific circumstances. The tragic news of her death shook this University community down to its very foundations.

In Umthwalume, KZN Midlands the bodies of five women have been discovered over the past six months. Unfortunately, the two suspects which confessed to the crime committed suicide. In so doing, they deprived the families of answers and justice regarding their dastardly acts. These events and others have left me shaken. I was deeply moved to experience first-hand the immensely caring response of this University community and resilience amidst the storm.

We celebrate this year's Women Month under the theme:

**“Generation Equality: Realizing Women's Rights for an Equal Future”.** The concept of Generation Equality is a global campaign and links South Africa to global efforts to achieve gender equality by 2030.

We want to join hands across spheres of government and with all sectors of society as part of a Decade of Action towards gender equality. We also want to see sustainable programmes that are geared towards achieving this goal.

This year we are also commemorating 60 years of UNIZULU's existence. I pay homage to the first female Vice-Chancellor, Professor Gumbi and the previous Vice-Chancellor, Professor Mazibuko for paving the way for women leaders.

I further pledge my support to Professor Greyling and Professor Kunene. They are trendsetters in accentuating deanship positions for women. This is a significant achievement towards transforming this University.

The University is playing a role towards dismantling patriarchy in all its forms as an underlying cause of many of the injustices women face on a daily basis. On the 30th of July 2020 the UNIZULU's HeForShe programme was launched by the Executive Director: UN Women and former deputy president of RSA, Dr Phumzile Mlambo-Ngcuka. HeForShe is an invitation for men and people of all genders to stand in solidarity with women to create a bold, visible and united force for gender equality and we are proud

that we are members of this movement.

Times have changed and we have to adapt, it is also the first time that our Women's Day is celebrated via virtual platforms. However, the message that this day carries is still poignant and significant. Dr Mlambo-Ngcuka said:

“For our society to attain the balance it needs for peace and prosperity, the future of manhood must include a broader definition of roles of both men and women”.

In conclusion, as the country continues to battle the Covid-19 pandemic, I encourage everyone in our University to play their part in fighting this invisible enemy by wearing their masks, sanitising regularly and washing their hands with soap and do their part to observe social distancing. Together we must overcome this pandemic.



**Professor X.A Mtsoe**  
Vice-Chancellor



# UNIVERSITY VICE-CHANCELLOR

## *Celebrated* by Local Artists



The University of Zululand (UNIZULU) Vice-Chancellor Professor Xoliswa Mtose's leadership ethos was acknowledged and celebrated by Simunye NRB, a group of artists who honoured female leaders in Richards Bay during the month of August.

The University Vice-Chancellor was honoured for her genuine interest in the betterment of students' life and experience on campus by facilitating access opportunities through various national and international engagements that promote UNIZULU. The partnership between UNIZULU and Appalechian State in the United States of America is one of many opportunities that she spearheaded and gave exposure to students and staff members to network with international counterparts.

**"I am deeply honoured and humbled by this kind gesture and commitment from local artists," said Professor Mtose.**

Besides the Vice-Chancellor, other worthy recipients included King Cetshwayo District Mayor Nonhle Mkhulisi, Boardwalk Inkwazi Shopping Centre Marketing Manager Angelique Wright, VW Richards Bay Manager Tracy Coetzer, and City of uMhlathuze Arts and Culture representative, Nana Tsatsi.

"This is a token of appreciation for all the work they do in the region," said Simunye NRB Chairperson Sphamandla 'Singir Ngema.

Later this month Simunye NRB will release its new short film, Sekwanele, as part of their ongoing campaign against gender-based violence.





# HONOURING the Great Women of UNIZULU

**In honour of the hardworking women who contribute to the successful running of the University of Zululand (UNIZULU), the institution recently held a virtual event where the issue of gender equality was unpacked.**

The event was held under the theme "Generation Equality: Realizing Women's Rights for an Equal Future". Professor Xoliswa Mtose, UNIZULU Vice-Chancellor, explained that the topic emanates from a global campaign and links South Africa to global efforts to achieve gender equality by 2030.

**"We want to join hands across spheres of government and with all sectors of society as part of a Decade of Action towards gender equality. We also want to see sustainable programmes that are geared towards achieving this goal," she said.**

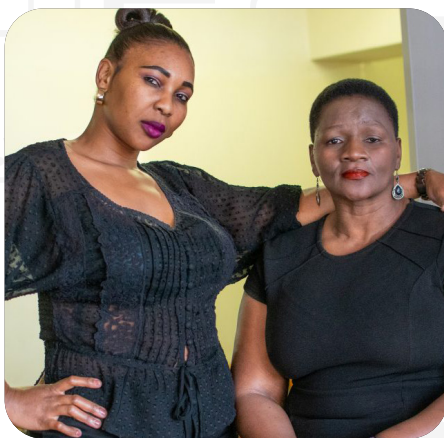
One of the ways in which Prof Mtose said the institution had contributed towards transforming itself was through its leadership. In the past three terms, the University has had female vice-chancellors. She also noted that in the academic space, two of the institution's faculties are being led by female deans.

UNIZULU Council Chair Nomarashiya Caluza, in her opening remarks, shared the same

sentiments acknowledging that there had, indeed, been progress with regards to changing some of the "enablers for the triple oppression of women". She explained that the triple oppression phenomenon refers to the repression of women based on their race, gender and class. In her view, the fact that UNIZULU has appointed three female vice-chancellors indicates that the institution is a site to display and test transformation. She stressed, however, that more barriers had to be broken in order for women to be empowered, hence she challenged Prof Mtose to prioritise empowerment programmes for women in the institutions.

In her presentation, Lisa Vetten, who was invited as a guest speaker, said that inequality is a multi-layered notion that needs to be viewed from different angles. She said it was crucial to think deeply about what the end result will be when considering equality. Using an illustration, she pointed out that sometimes in order to achieve equal outcomes, you may need to treat people differently because by giving them the same opportunity, achieving the same outcome is not necessarily guaranteed. So when we think about equality or try to achieve it, we need to decide whether we mean same opportunities but different outcomes or both same opportunities and outcomes. She used various statistics of areas where inequality clearly exists, paying specific attention to the gender pay gap. Looking at the data presented, it was apparent that a lot of factors influence pay gap, namely age, race, skilled/unskilled status and gender.





While the data analysis showed gaps in terms of the aforementioned factors, it was unequivocal that white men get the lion's share of income at the top and bottom part of the pay scale.

**“We can’t think of inequality in simple terms. We have to think of it as being layered and situated. Gender inequality is quite clearly shaped and influenced by race, age, professional status, by whether you work in a private sector, by whether you work in a public sector and by the kind of work you do and by childcare responsibilities and motherhood.**

**We also need to think about how groups and categories constructed. What characteristics are we looking at to try and determine how inequality is happening, and when we create these boundaries, who do we include and how do we exclude? And when we think about inequality, are we unintentionally creating new forms of inequality,” Vetten said.**

She concluded by saying that equality and inequality are dynamic and that we need to think about them in complex ways in order to address the multiple forms that they take all the time. - Naledi Hlelane





# UNIVERSITY LAUNCHES

## *HeforShe* Programme on its Campuses



In a bid to fight the disheartening issue of gender-based violence, the University of Zululand (UNIZULU) recently joined hands with the United Nations (UN) in launching a chapter of HeforShe, a UN initiative started by women in 2014 with the aim of mobilising men to actively work towards attaining gender parity and women empowerment.

Explaining the rationale behind the launch, UNIZULU Vice-Chancellor Professor Xoliswa Mtose said that the HeforShe project was adopted as a commitment to re-educate the men who belong to the UNIZULU community to be symbols of trust and security on the institution's campuses and society surrounding them.

**“We hope to reimagine and reconstruct the culture of safety, trust and security for all on campuses, particularly women. We commit to the reorientation**

**of men to values of humanity and respect where we all support women emancipation in University and society at large,” she added.**

This move was applauded by Dr Phumzile Mlambo-Ngcuka, the Executive Director of UN Women, who was invited as a guest speaker during the launch. Having seen the positive impact of the project in the past years, she assured the University that it was on the right path. Through HeforShe, many partners have effected tremendous changes in terms of raising awareness about the effects of and alleviating domestic abuse, increasing the representation of women in leadership and increasing the number of females who penetrate predominantly male-dominated fields, among other issues.

Dr Mlambo-Ngcuka said it would be left to the University to identify areas to address as well as come up with innovative ideas on how

to tackle them. The HeforShe team will be available to provide guidance to the institution at any given point.

In her view, launching the HeforShe chapter is especially important for students as they are on the path of becoming leaders.

According to Nhlanhla Cele, Executive Director: Institutional Planning, the implementation of the UNIZULU chapter will be two-fold. The first aspect involves a commitment drive where male employees and students will be encouraged to take part in the UNIZULU HeforShe initiatives, signing up either on social media or physically.

**“In our attempts to get men to make the pledges, whether staff or students, we will provide a wide range of areas where they can make a personal commitment to this change,” Cele said.**

The second aspect of the programme entails “gender balance”. To meet this objective, gender equality training and sessions will be run, and debate platforms opened up around this issue. The academic curriculum is also intended to be utilised in order to impart knowledge on social justice and public good values to students. - Naledi Hlefane

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#### CAPTION

Dr Phumzile Mlambo-Ngcuka, Executive Director of UN Women, commended the University of Zululand for its willingness to grapple with gender issues through the recently launched chapter of HeforShe at the institution.





# OPINION PIECE

# SA'S EDUCATION SECTOR

## Still Not Transformed

The minister of higher education, science and innovation recently released a report of a Ministerial Task Team (MTT) whose core mandate was to investigate the paucity and marginalisation of South African black academics in our universities.

The MTT investigation has laid bare the harsh realities and the systemic barriers that are still faced by black students and academics across the system. Indeed, much of what has been exposed has been the cry of many in the post-1994 era, but which was so often muffled under the pretext of "transformation plans".

Arguably, the report raises not only educational transformation issues, but fundamentally suggests some disconcerting political and sociological questions. One of these questions relates to the extent to which black academics and education activists may have, perhaps unwittingly, been demobilised in relation to the transformation agenda. Taking account of only permanent South African staff, and using the comparative figures of 2007 and 2017, a number of broad trends emerge from the report. Black academics across the University system increased from 39% in 2007 to 53% in 2017, while white academics decreased from 61% to 47% during the same period.

But the bigger story lies beneath the aggregated figures.

In general, historically disadvantaged institutions (HDIs) carry the highest proportion of black academics, while historically advantaged institutions have the lowest percentage of blacks. The latter group varies from 5.1% at Stellenbosch University to 32% at the University of Johannesburg, in terms of black academics. Male staff, overall, held a greater proportion of doctoral degrees than female staff.

Consequently, male staff dominated the senior positions while females dominate the junior levels. In terms of South African staff, 52.6% of white staff held doctorates. African, coloured and Indian staff with doctorates comprised 30%, 38.1% and 41% of their respective groups.

As far as broader institutional culture is concerned, the task team has explicitly flagged racism and sexism as deserving special attention, to the extent of even proposing that these should be tackled in "direct and visible ways". One is prompted to ask if there should be any surprise that the #FeesMustFall and #RhodesMustFall activists have manifested

such high levels of alienation, especially at historically white Universities.

Trends with regard to postgraduate enrolment are not encouraging. A 2015 Study on the Retention, Completion and Progress Rates of SA Postgraduate Students shows the postgraduate pipeline in South Africa decreases substantially as students progress from undergraduate to postgraduate studies.

The majority of students who did doctoral study did so part time, resulting in the completion time average of five years instead of the regular three years. African and coloured students have the lowest completion rates followed by Indians, while white students have the highest throughput rates.

The challenge now is for the University sector to do an introspection and ask how we can improve our performance for the long-term benefit of our nation and our very institutions.

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#### CAPTION

Professor Mashupye Kgaphola,  
Deputy Vice-Chancellor: Research and Innovation.

# UNIZULU Produces its First Chartered Accountants

The University of Zululand (UNIZULU) is in a celebratory mode as the first batch of BCom (Accounting Science) graduates who had enrolled for postgraduate degrees, in order to qualify as chartered accountants, have successfully completed their studies.

This comes after the University was granted accreditation by the South African Institute of Chartered Accountants (SAICA) for its BCom (Accounting Science) programme in April 2018. The accreditation meant that as of 2018, any student with a UNIZULU BCom (Accounting Science) undergraduate degree was eligible to study for a postgraduate degree (the CTA or its 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.

Beaming with pride, the Dean of the Faculty of Commerce, Administration and Law, Professor Lorraine Greyling, said clearing exams for the chartered accountancy profession was certainly noteworthy. According to her, it was an even more difficult journey for UNIZULU graduates, starting with the UNIZULU BACC undergraduate degree, and then having to relocate to a new city and University (UCT), a new environment and different culture to complete the intense and competitive training and final exams.

**“Sacrificing everything else for their studies has made their dream come true, and we salute our first UNIZULU CA ambassadors,” she boasted.**

Prof Greyling attributed this wonderful news to interventions of the Department of Accounting and Auditing staff over the past few years.

Among those who nailed the exam is Thobani Mzulwini, who hails from KwaMakhutha, a township in Amanzimtoti, Durban. Mzulwini got an unexpected call from Thuthuka Bursary and that call changed his life. He was offered a bursary to study to become a CA(SA). Mzulwini has recently returned from Australia, where he was seconded by Deloitte as a senior auditor. He came back with international exposure and experience. - Precious Shamase

#### CAPTION

The University was granted accreditation for its BCom (Accounting Science) by the South African Institute of Chartered Accountants in 2018.





# UNIZULU

## ACADEMIC SELECTED AS VISITING PROFESSOR

### *at Poland University*

Professor Khajamohiddin Syed, one of the University of Zululand's (UNIZULU) eminent academics, has recently been selected to be a visiting professor at the University of Warsaw, Poland for a period of one month.

His selection was made as part of the Visiting Professor Programme (VPP) at the University of Warsaw Biological and Chemical Research Centre (CNBCh UW). The VPP targets outstanding scientists who work outside of Poland and are eager to share their knowledge and experience with scientists working at the CNBCh UW. Apart from knowledge sharing, the programme also promotes the establishment of collaboration and student exchange.

To be selected, Prof Syed had to follow a stringent application process which involved being peer-reviewed by a committee. Among the areas that are assessed is the visiting professor's contribution to the development of their discipline (the number of publications in high-ranking scientific journals serves as evidence), leadership in the scientific community, international recognition (as evidenced by membership in national and international committees and societies, editorial offices, etc.) and awards granted, among other criteria.

Speaking about his visit, Prof Syed said he is looking forward to it as it will not only strengthen collaboration, but also seek University-level collaboration from which

other staff members belonging to different departments from UNIZULU will benefit.

The Dean of the Faculty of Science and Agriculture Professor Nokuthula Kunene congratulated Prof Syed, saying "his nomination is a validation of his hard work and the quality of his research".

Prof Syed's research involves all living and non-living entities in the world, such as viruses. Working together with researchers from the United States of America, United Kingdom, Canada, Europe, India, Chile and South Korea, the academic names P450 enzymes from all microbes. P450 enzymes are very important in the development of drugs that protect humans from diseases. Prof Syed's laboratory not only names the P450 enzymes, but is also involved in designing P450-enzyme-based new drugs against pathogens.

"I am proud to say that we, from the University of Zululand, created a P450 database (<http://www.p450.unizulu.ac.za/>) that is now used by researchers across the world. This is a great achievement as this is a unique database for P450 research in the world, containing P450s belonging to all organisms. We successfully

launched this website with researchers from Poland (Prof Dominik Gront) and the USA (Prof David R Nelson). This page is now active and researchers across the world are using it. He plans to visit the University of Warsaw once

"Research collaboration with Prof Dominik Gront is already taking place and because of this collaborative effort our doctoral student, Mrs OO Akapo, has visited the University of Warsaw to complete bioinformatics analysis towards her doctoral degree," Prof Syed highlighted.

the Covid-19 situation becomes contained and international flights resume. The modest professor attributed his academic success to his students from his laboratory for their tireless work and also the ICT Department for helping to create the P450 database. - Precious Shamase

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#### CAPTION

Prof Khajamohiddin Syed.



# ACADEMIC TO SIT ON APRM National Governing Council



their activities at both political and economic levels. African leaders have reaffirmed their commitment to the promotion of democracy and good political governance through the Declaration on Democracy, Political, Economic and Corporate Governance”.

The University of Zululand (UNIZULU) is rejoicing with academic Dr Nokukhanya Jili who has joined the National African Peer Review Mechanism (APRM) National Governing Council for a three-year term wherein she will represent academics in South Africa.

Her appointment comes after she was nominated by the South African Association of Public Administration and Management (SAAPAM) board, which she is a member of.

APRM is a tool for sharing experiences, reinforcing best practices, identifying deficiencies and assessing capacity-building needs to foster policies, standards and practices that lead to political stability, high economic growth, sustainable development and accelerated sub-regional and continental economic integration. An organ of the African Union (AU), APRM was established in March 2003 to fast track the implementation of the New Partnership for Africa's Development (NEPAD).

The National Governing Council of APRM is a national structure that will, among others, ensure the strategic functioning of the APRM at national level and provide strategic policy guidance for its implementation; ensure that the country review process is technically

competent; credible and free from political manipulation; lead the APRM sensitisation programmes country-wide and ensure that all stakeholders participate in the process and own it. The structure will also ensure that all the concerns outlined in the self-assessment reports and in the country review reports are addressed in its National Programmes of Action (NPOA).

The structure is comprised of representatives and key stakeholders from government; civil society; private sector; academics, marginalised communities, organisations representing women, youth and people with disabilities. The Minister for Public Service and Administration, Senzo Mchunu, is among the members and is the APRM Focal Point for South Africa.

**According to Dr Jili, the structure “encourages African leaders to set up parameters for good governance to guide**

Dr Jili heads the Department of Public Administration Management and during her term, she hopes to use her academic background in working towards promoting socio-economic development, achieving sustainable development and eradicating poverty.

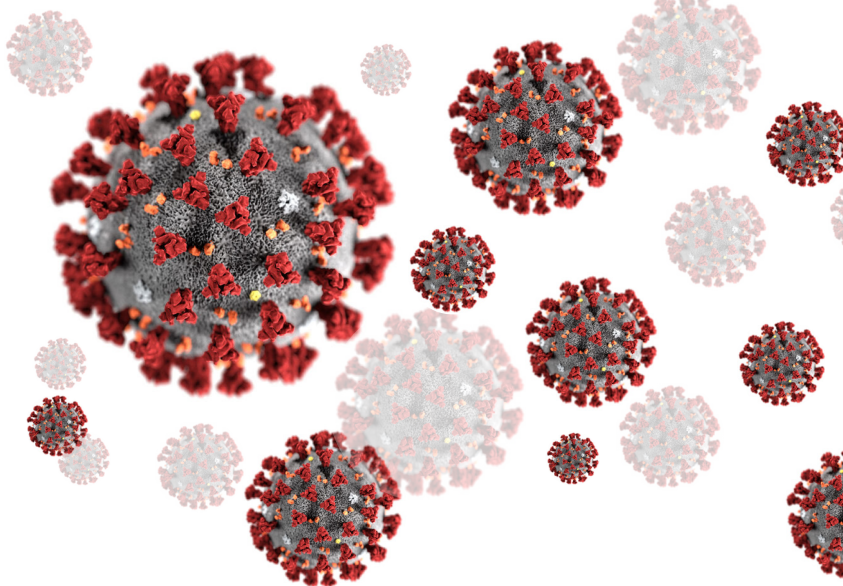
Dean of the Faculty of Commerce, Administration and Law Professor Lorraine Greyling said: “These are extremely prestigious appointments and great evidence that UNIZULU staff are influencing national affairs and having real impact in our wider society. Congratulations to Dr Jili on her appointment.”

- Precious Shamase

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#### CAPTION

Dr Nokukhanya Jili.



# Spotlight on COVID-19

## Ongoing Initiatives at UNIZULU

As part of its service-driven culture to provide efficient and effective services to students through provision of meaningful activities and improved service delivery, the UNIZULU Campus Health Clinic has implemented progressive response measures for Covid-19.

Amongst the initiatives undertaken between June and August are the following:

- Facilitation of decontamination, deep cleaning and maintenance of the residences in compliance with the national government Covid-19 regulations and preparation for the return of students.
- Distribution of Covid-19 related posters.
- Monitored infection prevention and control measures.
- A Covid-19 daily screening demo video was recorded as a means of reminding people of the importance of daily screening before they enter the place of work in accordance with Covid-19 regulations.
- Infection prevention and control measures- cloth material masks secured for UNIZULU employees.
- Park home has been constructed and completed for further screening and isolation for Covid-19 cases.
- UNIZULU Clinical Nurse practitioners were trained by the King Cetshwayo District Department of Health (DoH) for testing and screening for Covid-19 following the DoH Protocol. The intervention is aimed at equipping staff to manage and deal efficiently with the Covid-19 pandemic for staff and students.
- Residence students were permitted to fetch their belongings from University residences as well as privately rented residences

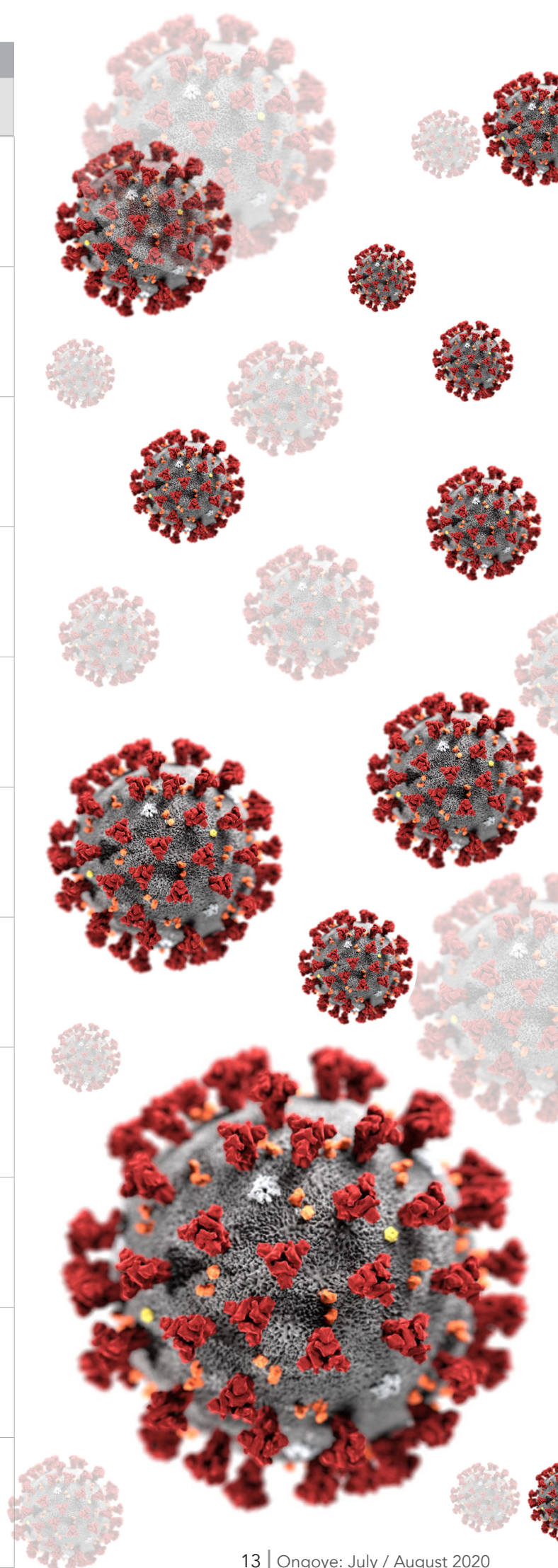
**The above measures have ensured that the University is a safe and ready space to work in and this has increased compliance with Infection Prevention and Control Protocols.**

### COVID 19 Statistics

Category	Indicator	University Total	Kwa-Dlangezwa	Richards Bay
Screening	Average daily number of individuals (students) screened on entry to campus during the two week reporting period	150	150	0
	Average daily number of individuals (staff) screened on entry to campus during the two week reporting period	457	420	37
Testing	Total number of individuals (students) referred for testing to date (cumulative)	0	0	0
	Total number of individuals (staff) referred for testing to date (cumulative)	12	11	1
	Total number of positive cases recorded- (students) to date (cumulative)	0	0	0
	Total number of positive cases recorded- (staff) to date (cumulative)	9	9	0



COVID 19 Statistics				
Category	Indicator	University Total	Kwa-Dlangezwa	Richards Bay
Isolation and Quarantine	Total number of individuals (students) referred to isolation facilities to date (cumulative)	0	0	0
	Total number of individuals (staff) referred to isolation facilities to date (cumulative)	2	2	0
	Total number of individuals (students) requested to self-isolate to date (cumulative)	7	7	0
	Total number of individuals (staff) requested to self-isolate to date (cumulative)	30	30	0
	Number of individuals (students) in quarantine (cumulative)	0	0	0
	Number of individuals (staff) in quarantine (cumulative)	0	0	0
Deaths	Total number of Covid-19 reported deaths (students)	0	0	0
	Total number of Covid-19 reported deaths (staff)	0	0	0
Com-munication	Total number of formal communiques to the University community during the two-week reporting period	90	45	45
Covid-19 Positive cases	Number of staff	10	10	0
Covid-19 recoveries	Number of staff	9	9	N/A







# FACULTY OF SCIENCE AND AGRICULTURE

## *Staff Acknowledgements*

### Academic Progress

<b>Dr Melusi Sibanda</b>	Qualification: Postgraduate Diploma in Higher Education (PGDip(HE)) from UKZN (April 2020)
<b>Dr Fabian Nde Fon</b>	Qualification: Postgraduate Diploma in Higher Education (PGDip(HE)) (NQF 8) from UKZN (April 2020)
<b>Dr Thembekile Kheswa</b>	Qualification: PhD from UKZN (April 2020)
<b>Prof Unathi Kolanisi</b>	Qualification: Senior Leadership Development Programme from UKZN Extended Learning (awaiting graduation)
<b>Dr Ngwanamoelo Ndwandwe</b>	Qualification: Management Development Programme (MDP) from UKZN (awaiting graduation)
<b>Prof Viswanadha Pullabhotla</b>	Qualification: PG Diploma in Higher Education
<b>Dr Tebogo Segapelo</b>	Qualification: PG Diploma in Higher Education
<b>Phumlani Zondi</b>	Qualification: Master's degree in Applied Mathematics under Dr MB Matadi's supervision

### Promotions

<b>Dr Melusi Sibanda in the Department of Agriculture was promoted to Senior Lecturer</b>
<b>Dr Corlina van Jaarsveld in the Department was promoted to Senior Lecturer</b>
<b>Dr Anneke van Biljon in the Department of Human Movement Science was promoted to Senior Lecturer</b>
<b>Dr Musa Mathunjwa in the Department of Human Movement Science was promoted to Senior Lecturer</b>
<b>Dr Ceboliyazakha Ndlangamandla in the Department of Physics was promoted to Senior Lecturer</b>
<b>Dr Mathews Mthembu in Department of Biochemistry and Microbiology was promoted to Associate Professor</b>



# PPO BOREHOLE INITIATIVE







MY UNIZULU.YOUR UNIZULU.OUR UNIZULU

## Communications and Marketing Division

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