

Graduation 2006

UKZN conferred degrees and qualifications on more than 8 000 graduates from 3-13 May.

Four thousand eight hundred of the graduates were female, confirming the important role the University plays in ensuring that women have access to higher education. Forty seven disabled students graduated and the University bestowed doctoral degrees on 95 candidates.

Thirty one percent (2 533) of graduates were from the Faculty of Management Studies. This is in line with the need to grow our economy and to prioritise local economic development. Just over 21% of graduates were from the Faculty of Humanities, Development and Social Sciences; these men and women will make a contribution in the fields of welfare, adminis-

tration, the fine arts and a range of other economic sectors. The third highest number of graduates (18,6%) were from the Faculty of Education.

The graduation ceremonies were an opportunity for parents, relatives and friends and the whole University community to share in the graduates' happiness and sense of achievement. The ceremonies are rites of passage which mark the successful conclusion of years of hard work by students, supervision by staff, and sacrifices on the part of the students' families.

Welcoming graduates, parents and guests at the various ceremonies, Deputy Vice-Chancellors and Heads of Colleges, Professors Fikile Mazibuko, Pumela Msweli-Mbanga, Leana Uys and Pete Zacharias noted that "it takes a university of distinction to provide top students with a prestigious, yet practical qualification". They added that research units at the



The colourful graduation procession held in the Sports Centre on the Westville campus included Professor PJK Zacharias, Dr FN Ginwala (Chancellor) and Mr Eugene Ngcobo (Macebearer).

Picture: Jeeva Rajgopaul

University receive national and international recognition for their high quality research output. UKZN has international links with

more than 250 institutions, which facilitates research partnerships, and academic and student exchange programmes – all of which

contribute to the excellent standard of education in our Institution.

- Bhekani Dlamini

Fellowship awards

TWO eminent UKZN scientists have received fellowship awards from the University.

Professor Denis Brothers' award was conferred at a graduation ceremony on the Pietermaritzburg campus on 6 May.



Professor Denis Brothers.

Professor Brothers is a senior Professor and Chair of Entomology in the School of Biological and Conservation Sciences on the Pietermaritzburg campus. His special teaching interests lie in morphology and the general classification of insects, and in general principles and practice of biological systematics. He is currently working on the systematics of various groups of wasps, both modern and fossils, including the description of a new Family.

"To me, it means recognition from my peers and colleagues of the worth of my work. I feel very honoured to be considered one of the top researchers/authorities in the University, especially since my research field is not a popular one and not one which generates significant grant support," he said. Professor Brothers is the President of two International Scientific

Societies, the International Society of Hymenopterists and the International Palaeontological Society, of which he is a founder member. He is also the current President of the International Commission on Zoological Nomenclature.

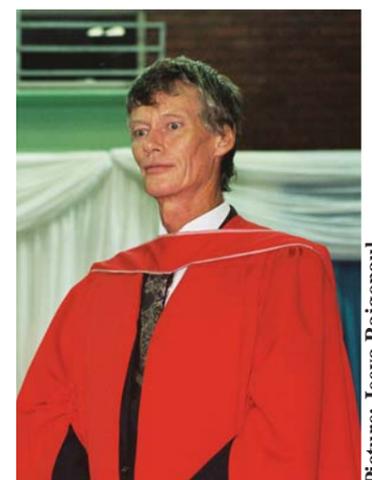
Petrologist and analytical geochemist Professor Allan Wilson received his fellowship award at a graduation ceremony on the Westville campus on 8 May.

"The award of a prestigious Fellowship at UKZN is an acknowledgement at the highest level of my contribution, service and commitment to the University for the better part of my professional life. It is the culmination of efforts in teaching, research and administration and therefore is the most important award that I have received. This award is by recom-

mendation of my colleagues at the University, as well as peers throughout the world. I have strived to build the best analytical laboratories in the country and I believe that has been recognised both by my peers, and by local and national industry," he said.

Professor Wilson is passionate about geology and about understanding the processes that have shaped our planet over three-and-a-half billion years. A major thrust of his research has been the study of the platinum deposits in the Bushveld Complex in South Africa and the Great Dyke of Zimbabwe, and, more recently, the Xinjie layered intrusion in China.

Professor Wilson paid tribute to the support that he has had from the University, the Faculty of Science and Agriculture, the Research Office and Deputy Vice-Chancellor



Professor Allan Wilson.

of Research, excellent technicians, and the many staff members that he has worked with.

- Bhekani Dlamini

See Pages 4 and 5 for more Graduation stories and pictures.

Picture: Jeeva Rajgopaul

Inside

2 The Equity Dialogue

3 Face-to-face with Kesh Govinder

5 UKZN achievers

8 Cinematic feast

The Equity

Making employment equity work for the University

Dialogue

UKZN's existing employment equity policy is under review and it is expected that a report will be submitted to Council at the end of the year, together with recommendations for revisions to the policy.

Members of the University community have an opportunity to contribute towards the development of a revised employment equity policy.

In order to generate debate among the University community and to facilitate feedback, the Equity Office will publish a series of articles in forthcoming editions of *ukzdaba* dealing with critical aspects of employment equity.

In this first article in the series, we look at the University's position on the appointment of non-South African academics.

Skills

Scholarship thrives on the sharing of ideas, and the principle of academic exchange has been an integral part of universities since their inception. With the onset of globalisation, and the trend towards internationalisation, this feature of academic life has become even more significant. UKZN recognises the role of recruiting foreign staff in the interests of maintaining globally-competitive standards; there is little doubt that foreign academics immeasurably enrich the intellectual capital of the institution, using their unique skills and expertise to enhance the University's teaching and research capacity and to challenge insularity.

The importance of skills to South Africa's economic development was highlighted recently with the launch earlier this year by Deputy President Phumzile Mlambo-Ngcuka of the Joint Initiative on Priority Skills Acquisition (Jipsa).

University policy

The University has drawn criticism from those of its members who believe it is not doing enough to recruit internationally. The University fully acknowledges the need for active recruitment of foreign staff, particularly those with exceptional skills and specialisation in our identified scarce skill areas. However at the same time the University is committed to building capacity amongst South Africans

including through programmes like LEAP. It is also committed to giving all South Africans opportunities for employment. Accordingly, existing policy states that an appointable South African will be given preference over a non-South African ('appointable' in this case describes someone who could be successful in the post). The University's approach is also in line with current Department of Home Affairs policy.

Foreign black academics – for and against

Currently, the University does not actively solicit applications from foreign black academics for equity purposes but does advertise in international media where appropriate, particularly in respect of scarce skill posts.

Various arguments for and against the preferential treatment of foreign blacks have been advanced over the past few years.

One highly contentious view is that Africans from the continent deserve preference over Indians and whites because the former are indigenous to the region. Another argument is that foreign black academics serve as role models for other blacks in scarce skill categories. There is little evidence that such appointments lead to an increased interest by black people in general in a particular discipline, or to capacity building. As an example, the University of Durban-Westville actively recruited academics in Engineering from the African continent for a protracted period prior to the merger with the aim of capacity building amongst South Africans. By 2004, 20 out of the 26 academic staff at Westville were not South African but there was little evidence of a cadre of emerging black South African academics in this discipline as a result of the strategy.

Most arguments against preferential treatment rely on the rationale behind the employment equity legislation itself: the correction of distortions created by apartheid. Accordingly, there is a view that the beneficiaries of employment equity should be South Africans or exiled South Africans who were affected by apartheid. In this context, 'importing' black people boosts numbers but fails to address real

transformation and perpetuates disadvantage.

The issue is further complicated by differences in the positions of the Departments of Education and Labour.

In the Higher Education Plan, the Department of Education states that institutions will be expected to "develop employment equity plans with clear targets for rectifying race and gender inequities". However, in recognition of "the difficulties in the short to medium-term of achieving employment equity given the paucity of postgraduates

and consequently, the small pool of potential recruits", the plan encourages institutions "to recruit black and women staff from the rest of the African continent".

The view of the Department of Labour is slightly different:

Although foreign nationals may be included in the various designated groups as reported by the employer, it would be unacceptable to use these employees as the basis for measuring and setting numerical goals. Since the Act requires that employers compare their work-

force profiles with relevant local demographics, employers should strive to be representative of these.

Furthermore, while the view of the Department of Labour is that foreign blacks are not part of the designated group for the purposes of setting targets, the Employment Equity Act's definition of designated groups does not specifically exclude non-South African blacks.

What's your view? Should the University revise its policy? If so, how? Please send your comments to: equity@ukzn.ac.za

Editorial Send your news to news@ukzn.ac.za

ukzdaba – encouraging debate and dialogue

AS an internal communications tool, *ukzdaba* plays an important role. Its aim is to inform the University community, primarily staff, of the latest developments, who our achievers are and generally what's going on. It is presented in a stylish, environmentally-friendly and cost effective way, winning awards in both 2004 and 2005.

Our aim as the *ukzdaba* team is, however, to continuously improve the publication, to ensure that it continues to reflect the excellence inherent in our Institution. In doing this, we have realised through both the readership survey and executive input, that a more critical approach needs to be taken. The newspaper should not just be about reporting the good but also about reporting the controversial and maybe we have not done enough of that. Views inimical to management's have never been excluded from *ukzdaba* but we have now decided to give these a regular slot in the interest of stimulating debate and building a more open Institution.

In this issue we begin a new column, Face2Face, featuring an interview with union chairperson Professor Kesh Govinder. It is a column aimed at soliciting contributions from members of the University community who occupy leadership positions, those who are outspoken, controversial and provocative, but who enhance the quality of the debates on transformation and other University issues.

At the heart of transformation at UKZN lies issues of equity and it is for this reason that we begin in this issue a column called the *Equity Dialogue* which seeks to engage the University community in discussion over what must be an inclusive policy-making process. We trust that readers will enjoy, and be stimulated to respond to, the new columns.

Professor Dasarath Chetty, Executive Director, Public Affairs and Corporate Communications

The ukzdaba team



Dasarath Chetty Deanne Collins Bhekani Dlamini Fikisile Mabaso Thembeke Dlungwane Vidhya Singh

ukzndaba speaks to Kesh Govinder, Associate Professor in Applied Mathematics and the Chair of the National Tertiary Education Staff Union (NTESU) at UKZN

What were the key reasons for the nine-day strike?

The main motivation was really the 'corporatisation of UKZN'. All the issues raised during the strike could be placed under this banner.

What exactly does this mean?

It means that UKZN is being run like a corporation where finance is the main rationale for decision-making. This is reflected in the fact that salaries are low (and so the budget looks better) as well as the tight control over academic and related matters by managers. 'Ordinary' staff have less say in the running of the University, which is typical of most corporations.

What gains did the strike secure?

The most obvious victory was the salary increase. We also managed to get task teams set up to take forward the many important issues raised during the strike. For me, the greatest victory was forcing the University management to actually engage in negotiation. Their stance in late 2005 was that a position had been decided on with regards to the salary increase and that there would be no further negotiation. Our strike action forced this intransigent position to be reversed. We also cannot forget the wonderful togetherness of all (non-Executive) staff at UKZN during the strike. It really built a unified University like no other event did.



Kesh Govinder.

What progress have the task teams made?

The governance task team has been making considerable progress. Unfortunately the finance task team has not met as yet. The issue of finding an appropriate independent chair has hampered its functioning. **Some say the unions are being used by conservative anti-merger forces.**

I certainly don't think so. Of course, during a strike, many elements will surface with their own agenda.

Why are there four unions at UKZN?

This is historical.

Will we soon see a unified union for the merged institution?

Discussions about this are ongoing. Quite honestly, we have all been too busy to look into our structures in any great detail over the past two years. We are more concerned with representing our members during these tumultuous times.

What is the unions' vision of transformation?

A brief glance at our equity report

makes it clear that our demographics are not representative of the region or the country. We must make a concerted effort to change the situation, but in an inclusive manner. We must supplement our various discussions with concrete, realistic plans. Transformation and equity is not just about racial issues. UKZN is also doing very poorly in the area of gender equity.

Then, there is the issue of transforming the ethos of UKZN. We are governed in a corporate style that continues to be exclusive rather than inclusive.

What kind of a university would you like to see UKZN become?

I would like to see UKZN become a truly excellent University by being at the forefront of cutting-edge teaching, taking its research excellence to new heights as well as being socially and politically relevant to South Africa.

What are the current 'bones of contention' between management and the unions?

The three main issues are governance, matching and placing, and a reward system for support staff. Despite the strike, University management is still not properly engaging with the unions and staff on a number of issues. On matching and placing, we need an agreement between the University and

the unions to review the first phase properly so that measures will be put in place to ensure that the mistakes of the first phase are not repeated. We cannot understand why the University refuses to open its books on the first phase of the exercise.

For some unknown reason, support staff have not received any recognition for their efforts over the past three years. While the academic staff have been able to apply for promotion, there is no equivalent system for the support staff. Apparently a performance management system is envisaged. This does not really make up for the poor manner in which support staff have been treated in this regard.

What are unions doing to ensure better rights for contract staff?

This issue has been discussed extensively in the Joint Executive/Unions governance task team. NTESU have also created a forum about this issue on our website (<http://ntesu.ukzn.ac.za>). We have also set up a subcommittee to formulate a proper policy on the employment of contract staff (including fair conditions of service). We hope to engage with the University on this policy once it has been finalised.

This interview has been edited and approved by the interviewee.

Student benefits from Golf Day

SPONSORS of the 2005 UKZN Golf Day, the WSP Facilities Management Group, presented a bursary cheque from the proceeds of the tournament at a function on the Westville campus.

Second year Mechanical Engineering student Barry Nyuswa was excited to receive the R10 000 bursary which he said would change his life for the better. His granny has been paying his fees and he is happy

to remove some of the financial burden from her. Hailing from a disadvantaged family with four children, Barry liked working with machines and moving objects from a young age. "When I did mathematics and physics at school I thought how could I transform this into something workable in life," he said. His interest led naturally to a career in mechanical engineering.

- Bhekani Dlamini



Picture: Marlian Padayachee

With the beneficiary, mechanical engineering student Barry Nyuswa, (second from left), are Professor Leana Uys (Deputy Vice-Chancellor and Head of the College of Health Sciences); Mr Nigel King (Office Director, WSP Consulting SA); and Mr Jay Ramchander (Director, WSP Facilities Management).

Distinguished alumnus visits UKZN



Picture: Thembeke Dlungwane

The Deputy Minister of Education of Ontario Province, Canada, Dr Philip Steenkamp, visited UKZN on 22 May, discussing labour market issues with academics from Industrial, Organisational and Labour Studies, after which he exchanged ideas on Access with Professor Elizabeth de Kadt, and was then briefed on the merger by Professor Dasarath Chetty, Executive Director, Public Affairs and Corporate Communications. Dr Steenkamp is a distinguished alumnus of UKZN, having graduated with a BA Honours degree on the Howard College campus in 1984. He earned his MA and PhD at Queen's University in Kingston, Ontario.

Graduation

First in languages

FRANCES HEATHCOTE graduated *summa cum laude* and top of her class in both French and German.

Currently a boarder mistress at a local girl's school, Ms Heathcote completed a Bachelor of Arts degree on the Pietermaritzburg campus. She has achieved consistently good results and received funding from the University throughout her studies. She also received a bursary from the German Embassy and was able to make sponsored trips to Reunion Island and Germany.



Frances Heathcote.

"I firmly believe that what we achieve is 90% the result of hard work and only 10% because of ability. While some may possess more talent and capability than others, we all have the same ability

to work hard. If Columbus had turned back before he reached America, no-one would have blamed him but no-one would have remembered him either."

Top engineer

NEWLY-QUALIFIED mechanical engineer Jean Pitot, who graduated as the top engineering student at UKZN, is inspired by the pioneering spirit of innovation, adventure and creativity that defines the profession for him.

Mr Pitot (22) believes that the engineering profession "is at the



Jean Pitot.

heart of the advancement of mankind in every shape and form".

He is currently working on his Masters project at the University. This involves research into the advanced analysis of composite material rocket nozzles. It will enable him to study an aerospace-related topic.

A hard-working person who has a desire to succeed, Mr Pitot says that the secret to his success is "probably a collection of values that characterise who I am". His advice to students is that "what you put in is what you get out". He doesn't believe, however, in the need to turn one's bedroom into a study sweatshop. Instead, he advocates studying smart and making sure of priorities.

Law boffin

CANDIDATE attorney Leishen Pillay was named top law student for the past four years of his academic career. He is serving his articles at Strauss Daly Attorneys Incorporated in uMhlanga Rocks.

Leishen (22) loves litigation on commercial matters but at Strauss Daly Inc. he is being exposed to the whole gamut of property law. He believes the legal profession is a good foundation for everything in life, because it allows one to make an informed opinion.

He attributes his success to dedication and commitment and he

points out that nothing is possible without the combination of the two elements.



Leishen Pillay.

"Women can excel"

MRS Sindile Amina Ngubane is not only a wife and a mother of three children, she is also a top student who graduated *summa cum laude* with a Bachelor of Education Honours in Educational Technology.

After teaching for four years, Mrs Ngubane realised that what she was earning could not give her children the type of education and life that she wanted to provide for them. She left teaching to becoming a full-time student. She admits that it was not easy, and that sometimes her children did not understand why she had to be away from them all the time.

She is registered for a Masters Degree in Digital Media Studies which involves the development of digital teaching materials, creation and maintenance of websites, collection of data and data analysis using digital means and software. Her future plans include studying towards a PhD, and research using digital means in the field of education and communication.

"The best way of motivating yourself is to always be positive and believe that you are doing it for your personal growth and a better future. To all the women, including mothers, wives, grandmothers out there, know that you can excel as long as you learn how to manage your time. Seeing yourself in a better world with your family always drives you to succeed", she said.

Stories: Bhekani Dlamini and Thembeke Dlungwane

Pictures: Bhekani Dlamini, Jeeva Rajgopaul and supplied

Overcoming hurdles

FORMER gardener and construction worker Mxolisi Russel Mchunu has received his Masters degree in History. Mr Mchunu, who works as an educational officer and lectures in History, hails from KwaShange near Pietermaritzburg.

While still at school, he decided to pursue "this something called 'Masters degree' even though I had no clue what it meant". After finishing matric in 1996 he worked as a gardener and in a road construction company, which paid him R350 a month. He enrolled in an access programme at the former University of Natal in 1998, and went on to study at the former University of Durban-Westville to do a teaching degree. But lack of finances still posed a challenge. He had a good matric, but only discovered he qualified for remission of fees late in the day.

He gave up his studies in teaching and went on a Media and Com-

munications degree at Howard College. He received a Killie Campbell bursary, TEFSA and Black Academia Scholarship to pursue further studies.



Mxolisi Mchunu.

Pharmacy star

PHARMACY graduate Sumayya Motala graduated *summa cum laude*, obtaining more than 85% in all her courses over four years of study. She is currently serving a one-year internship at King Edward VIII Hospital in Durban.

Her ultimate goal is to go into industrial research and do a Masters degree in pharmacology through part-time study. "Hard work and dedication helped me achieve this. You have to enjoy what you are doing, just like I love pharmacy. It opens up vast opportunities. I can teach, work in industry or the public sector." Ms Motala was inspired by her aunt who was a pharmacist.

She advises fellow students "to attend lectures all the time, create a good working relationship with lecturers and be self-disciplined". She adds that voicing your concerns, doing extra work and striking a balance between fun and work lead to success. She misses her fun days at the University.

special

Doctors all A family affair

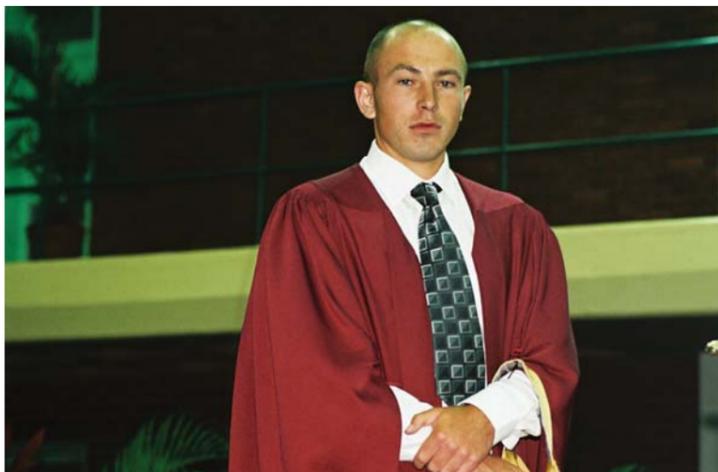
NINETY five candidates received their doctorates at the graduation ceremonies in May. Among them were:

Mxolisi Ngongo, whose thesis was entitled “A sociological study of sex education in a primary school”.

Graeme Shannon, who studied the “Effects of sexual Dimorphism on the Movements and Foraging Ecology of the African Elephant”.



Mxolisi Ngongo.



Graeme Shannon.

No obstacle too great

VISUALLY impaired student, Dharshan Naidu received his BA Honours degree in Industrial Organisational and Labour Studies.

Mr Naidu is currently involved in research for his Masters thesis on the effectiveness of the disability

grant for the visually impaired. He says that UKZN has all the necessary resources, but not enough staff to help blind students. He thanks all staff in the Industrial Organisational and Labour Studies for their continued support, especially Professor Ari Sitas.



Dharshan is accompanied by his brother Rushen Naidu.

TWO husband and wife teams who graduated prove that love and dedication go a long way towards success.

Phakamile (known as PK) and his wife, Nqobile Vicky Madonsela are a case in point. Phakamile is a Principal Accounting Officer deployed for the past year as Campus Financial Manager, Howard College & Medical School. He has served on numerous decision-making bodies at the University.

Nqobile is an environmental scientist and a registered Professional Natural Scientist. After having spent the first five years of her career with the Council for Scientific and Industrial Research (CSIR), she recently joined Golder Associates Africa, an international environmental and engineering consulting firm, as an environmental practitioner.

The couple met 10 years ago at the University of Swaziland whilst doing undergraduate study. They joined the then University of Natal, got married in 2001 and enrolled for a Postgraduate Diploma in Business Management and Bachelor of Science Honours, respectively. Having achieved this goal, the next step was Masters Degrees.



Phakamile and Vicky Madonsela.

Phakamile received his Master of Business Administration (MBA) on 13 May, while Nqobile graduated on 8 May with a Master of Science (MSc) (Environmental Science) degree. The couple celebrated their fifth wedding anniversary on 12 May. Their secret for success? “Support each other at all times, and draw from each other’s strengths when the road gets long and hard.”

Mr David and Mrs Ganesh Govender also celebrated their joint achievements. While he received his National Professional Diploma in Education (NPDE) (*summa cum laude*), she was awarded a Bachelor of Com-

merce in Business and Information Systems.

The newlyweds tied the knot on 7 January this year. Mr Govender, a teacher, is currently doing an Advanced Certificate in Education (ACE), while Mrs Govender is registered for a BCom Honours degree.

She advises other couples that “no matter how busy they are, they must always take an hour a day and just talk to each other about your day over a cup of tea/coffee together and at least once a week go out and forget about all the work you have to do. Just enjoy each other’s company while you can”.

Dreams fulfilled

DESPITE finding the University “disabled unfriendly” Free Stater



Andrew Lifalakhe Smith.

Andrew Lifalakhe Smith (27) graduated with his LLB. He hopes to represent the needs of disabled people in Parliament one day.

Zodwa Zwane (32) graduated with a Bachelor of Social Sciences and Development Studies. She says that she is determined to break the stereotypes surrounding disabled people. “We may do things differently, but with the right attitude, nothing is impossible.”

Thirty one year-old Tembinkosi Shezi received a degree in Media and Communication Studies. His studies were financed by the Department of Labour. Tembinkosi, who hails from Mariannhill, would like to start an organisation for people with disabilities in his community. His dream is to work for companies like Vodacom and Telkom.

Challenge

DR Nicholas Waterman received his PhD in Business Administration for his study on “Commercial Sex Work in Maseru: an exploratory study of public policy-making in Lesotho”.

Having witnessed the desperation of young girls soliciting in the main thoroughfares of Lesotho’s capital where he worked, he observed that there was no public acknowledgement of their presence, despite the fact that the country has a high prevalence of HIV/Aids.

Living in Maseru for the duration of his research, Dr Waterman had to travel 1 200 km to Durban to attend lectures, tutorials and write examinations.

He describes the programme at UKZN as “well-structured and flexible enough to adapt to my own personal and professional interests”.

Gift of the Givers bursaries

The 2006 Gift of the Givers bursary and scholarship holders were presented to Dr Sooliman, founder of the organisation, at a function on the Pietermaritzburg campus. This humanitarian and disaster relief organisation has contributed R1.3 million towards scholarships

and bursaries for undergraduate students in the agricultural fields.

Dr Sooliman expressed his pleasure at being involved with the School of Agricultural Sciences and Agribusiness and congratulated the recipients. He emphasised the importance of agricultural develop-

ment in Africa and commented that "seventy percent of economies in Africa depend on agriculture" and therefore, "we want agriculture to come right to the top".

- Vicky Crookes



The 2006 bursary and scholarship holders with Dr Sooliman (left-right) Nonhlanzeko Mthembu, Thandi Msomi, Nqobile Nkosi, Dr Sooliman, Pam Neubert, Michelle Brown, Cindy Moon, and Nkosi Mkwanazi.

Global leaders

UKZN students Rebecca Arangies and Amy Juliet Morrow are two of the six South African students who have been named 2006 Goldman Sachs Global Leaders.

For five years, the Goldman Sachs Global Leaders Programme has identified and developed some of the world's most promising future leaders. The UKZN students are among 100 outstanding second-year students selected from over 70 of the world's top colleges and universities.

Goldman Sachs Global Leaders, who represent more than 40 countries to date, are chosen precisely because they already know how to make a difference in the world. In addition to their academic achievements, many have already begun to find solutions for problems across the globe. Amy Morrow, for example, initiated a public awareness and community outreach programme in the Tongaat, Kwa Zulu-Natal area in 2005. This initiative has subsequently been named HIVACT and takes the form of a school society that focuses on Aids awareness and education in the school and community. Continued

monitoring and research of its effectiveness is done.

"Global Leaders are extremely talented academically and have already shown proven leadership abilities and a strong interest in global affairs," said Stephanie Bell-Rose, President of The Goldman Sachs Foundation, as she announced the 20 US and Canadian 2006 Goldman Sachs Global Leaders. "Goldman Sachs and IIE created this programme to help these promising young people develop their leadership skills and goals at a critical juncture in their academic careers in order to become even more effective agents of change."

Each Global Leader receives a \$3 000 grant for educational expenses. In addition, 50 of this year's 100 Global Leaders, including Ms Morrow, have been selected to participate in the annual Goldman Sachs Global Leadership Institute, July 8-14, 2006, in New York City. At the Institute, they will spend time with renowned leaders from the private, public and nonprofit sectors, learning about leadership and global issues.

The 1st LEAP Academy 2006



EVOLVING policy, legislative frameworks and other environmental factors have redefined the notion of leadership in Higher Education. No longer can university leaders and managers slip into an administrative career stream without specialist training. The leadership and management functions of the modern Higher Education institution demand particular knowledge and skills that cannot be developed fully through the process of osmosis by which past and current generations of university administrators have had little choice but to learn their jobs.

The LEAP Academy, which is funded by the Carnegie Corpor-

ation, reflects the University of KwaZulu-Natal's proactive approach to building the leadership pipeline. Ms Reena Budree, Co-Project leader for LEAP, says that the Academy is intended to fill a very serious training vacuum by providing up-to-date, cutting-edge and locally relevant training for new and emerging leaders and managers within the University.

The Academy incorporates ongoing short professional development workshops and seminars, networking opportunities and culminates in a 4-day interactive workshop.

Presenters are experts in their field drawn from South Africa and where possible internationally.

The Academy is aimed at existing and aspirant Deans, Deputy Deans, Heads of Schools and Directors of Support Divisions. The response to the first call for participants was phenomenal.

Applications are submitted through the Deputy Vice-Chancellor/ Head of the College of operational unit.

The first Module on 29 May held at the University Innovation Centre, entitled Academic Planning, was presented by Professor Nthabiseng Audrey Ogude, Deputy-Vice Chancellor (Academic) at the Nelson Mandela Metropolitan University.



Professor Ogude.

Professor Ogude is an accomplished academic and researcher. When she became the first black woman to obtain a doctorate in analytical chemistry at Wits University in 1992, she did not see it as something to be proud of: "Instead, I found it sad, and almost ridiculous," she reflects. "It reminded me of the history of this country more than anything else. It says something about South Africa that it took that long for a black women to achieve something like this."

The second session on 12 June 2006 was on Partnership Development and Institutional Advancement, presented by Professor Mahlubi Mabizela, Research Specialist in the Education, Sciences, and Skills Development (ESSD) Research Programme of the Human Sciences Research Council (HSRC).

There was also a workshop by Ms Shelagh Gastrow entitled "Exploring the Donor World". Shelagh Gastrow is the Execu-

tive Director of Inyathelo: The South African Institute for Advancement which she helped to establish in 2002.



Professor Mahlubi Mabizela.

The next module on Research Planning and Development is on 26 June. Presenters include Professor Cheryl De La Rey, Deputy Vice-Chancellor Research at the University of Cape Town, Gerhad Moolman and Andrew Kaniki from the NRF as well as Professor Ahmed Bawa.

Scientist elected to WHO committee

Professor and senior scientist in the department of Paediatrics and Child Health, Anna Coutsoudis has been elected onto two prestigious groups. She has been elected to serve on the Technical Steering Committee of the World Health Organisation's Child and Adolescent Health Department.



Professor Anna Coutsoudis.

The Technical Committee reviews the policies, activities and budget of the department. Recommendations for research and development and programme implementation provide the World Health Organisation with an independent assessment of the Department's activities, said Professor Coutsoudis.

Her second appointment is to serve as the South African representative of a technical co-operation project between the National Energy Corporation and the International Atomic Energy Agency (IAEA) based in Vienna. The IAEA has initiated a large programme of research into "using isotopes to assess nutrition intervention programmes related to HIV/Aids in Africa", explained Professor Coutsoudis. "In March this year, Dr Gurpreet Kindra from the Department of Paediatrics and I attended a meeting at the IAEA in Vienna to discuss our particular project which will examine the impact of providing breastfeeding HIV-infected women with nutritional supplements."

Professor Coutsoudis serves on numerous local, national and international bodies and is highly respected for her research in breastfeeding and HIV and Mother-to-Child transmission of HIV. She is currently an advisor to the Department of Health on nutrition policies.

International recognition



Professor Henda Swart.

THE internationally-acclaimed journal *Utilitas Mathematica* has dedicated its latest volume to UKZN Professor of Mathematics Henda Swart in appreciation of her research and service to mathematics, in particular graph theory, in South Africa.

Professor Swart, who is a fellow of the Royal Society of South Africa said that she is "overwhelmed and humbled by knowing that the three guest editors and 48 fine mathematicians from Australia, Canada, South Africa, Thailand, the UK and USA, have dedicated good research papers to me". The special edition was prepared without her knowledge. She says that the honour will inspire her to rededicate herself to contributing to the development of graph theory. This includes collaboration with the fine graph theory group at UKZN and co-researchers from abroad, as well as helping undergraduate and postgraduate students discover the joys of mathematics.

Professor Swart introduced the first undergraduate course in graph theory offered in South Africa in 1980. She recalls that "the subject is so exciting that it drew students into research projects". Three of her more than 20 postgraduate students have been rated by the Foundation for Research and Development. She established the

Graph Theory Research Group at UKZN, which is now under the able leadership of Professor Peter Dankelmann. She feels that "it is very important that we work as a group and involve our students in our research".

Having introduced an undergraduate and an honours course in cryptography, Professor Swart has attracted students from both mathematical sciences and computer science. She is involved in joint research with her peers from UKZN, Israel and the USA.

She is the recipient of numerous scholarships, including the Vacuum Union Scholarship which enabled her to be awarded the first doctorate of science in Mathematics at the University of Stellenbosch.

As part of her community involvement, Professor Swart has served on the board of prism (Planned Route into Science and Mathematics), which provides post-matric tutoring to enable students from disadvantaged communities to be admitted to the University. She also served the 'Bright Future' educational project in Eshowe for some years. The project prepares matriculants for examinations by offering free tuition during the January and June vacations.

- Bhekani Dlamini

Pioneer

A UKZN lecturer has brought together two of the oldest traditional healing techniques and aspects of drama to devise a combination course that she believes will help unlock people's true potential, as well as create an awareness of imbalances within the body.

Dr Pamela Tancsik, a lecturer at the Opera School says she hopes the concept of PranaDrama will help people adopt a different attitude to stress and ways of dealing with it.

PranaDrama merges aspects of Hatha Yoga, Ayurveda and drama. While researching the concept Dr Tancsik said she

discovered that yoga was included as part of the curriculum at most UK and US drama studios. While PranaDrama is new to Durban and South Africa, it could benefit people from all walks of life. "Although thus far I have had drama students in attendance, the asanas and postures help with inner stress and particularly people who are in crises."

Dr Tancsik also hopes to help people cope with pain in their lives: "Pain is viewed with a negative attitude by society, but the course promoted a different approach to dealing with it. When doing the exercises you might experience pain that you

would otherwise ignore. The idea is to use the pain experienced as a window to show the imbalances within your body. The exercises are designed to show you the reality of your body."

When Dr Tancsik is not imparting knowledge to students, she writes and performs in puppetry in her spare time.

For more information on the next PranaDrama Course call Dr Pamela Tancsik on 082 4031-707.

- Beverley Sigamoney

Cinematic feast

Organised by UKZN's Centre for Creative Arts, the 27th Durban International Film Festival takes place from 14-25 June. An extensive programme of over 300 screenings at 25 different venues across the Durban district will be augmented by free workshops and seminars to inspire young filmmakers and stimulate the film industry in KwaZuluNatal.

With films from over 50 countries, the Festival opens a window onto filmmaking around the world. Including numerous award winners, the line-up of cutting edge feature films is supplemented by a prime selection of topical documentaries and short films. A highlight of the festival is the presence of local and international filmmakers who will present their films, interact with audiences, and participate in the extensive workshop and seminar programme.

The festival will also present the leading African productions of the past year. South African representation is a core component of the festival, with seven feature films, 19 documentaries and 18 short films.

Following the success last year of the collaboration with the Wavescape Surf Film Festival, and celebrating Durban's legendary status as Surf City, DIFF hosts a six-day focus on the cult genre of surf movies.

The Festival Competition will culminate in a special Awards



NU-METRO CINECENTRE (SUNCOAST) SNEDDON THEATRE (UNIVERSITY OF KZN)
CINEMA NOUVEAU (GATEWAY) STER-KINEKOR MUSGRAVE (MUSGRAVE CENTRE)
EKHAYA (KWA-MASHU) BAT CENTRE (ESPLANADE) AND OTHER VENUES www.cca.ukzn.ac.za



Night on 24 June, where awards in 15 categories will be announced before the festival closing party.

Other special events include the Durban Film Office (DFO) Youth in Film Music Concert on 16 June in Gugu Dlamini Park, alongside a shortfilm programme, and a SABC scriptwriting competition for 10-15 year olds, and the African Refugee Cultural Day of activities at BAT

Centre on 17 June. Wajahat Khan, the master sarod player from India, gives a oneoff performance in conjunction with a special screening of the great Satyajit Ray's *The Music Room* on June 22 at Nu Metro Cinecentre, Suncoast.

Full festival details can be found on www.cca.ukzn.ac.za or by calling: (031) 260 2506 or 260 1650.

Sport Corner

UKZN Power Lifting

THE first UKZN STRONGMAN Power-Lifting contest, under the auspices of the Westville campus Sports Union and the Department of Sport Science, was held at the Westville campus quad on 20 April.

Fifteen strongmen took part in the competition, which attracted a huge crowd of both students and staff. The sport of power-lifting consists of three lifts, namely the Squat, Bench Press and the Deadlift. The contestant who lifts the heaviest weight in relation to his bodyweight is judged the winner.

The organiser of the event, Mr Deckline Leitao, said that "the aim of the power-lifting contest was to build an interest in strength training amongst students. Like bodybuilding, power-lifting requires discipline, focus and respect for one's body". He noted that there was a huge increase in students joining the gym after last year's Mr UKZN Bodybuilding contest.

Sameer Khan scooped the UKZN STRONGMAN, BEST SQUAT (165 KG) and BEST DEADLIFT (232.5 KG) titles. His total lift was 507.5 KG at a bodyweight of 74.9. Sameer, 19, is in his second year of a BCom Accounting on the Westville campus, was inspired by

his neighbour who is involved in power lifting. Reza Moodley won the BEST BENCH PRESS title with a lift of 120 KG at 71.2 KG bodyweight. Joe Xaba was judged the Best Future Potential, and Byron Blom was judged the Crowd Favorite.

The main sponsor of the show was SSS Supplements and Gym located at Westville village, and the winner walked away with supplements worth R800. The owner of the company Mr Naveen is a former graduate from the sport science department. Public Affairs presented UKZN track suits to the winners, and also provided gifts for the judges. Gift vouchers worth R100 each for the UKZN STRONGMAN winner were sponsored by Les John's Café, Lower Café, Welile Caterers and Florists, SS Connections, Premier Bookshop, and Adams Bookshop – Westville.

The Discipline of Physiotherapy sponsored a full body massage for the top title winners. Organisational support was provided by UKZN International, Westville and the International Students Association, Westville.

- Bhekani Dlamini



Sameer Khan won the UKZN Strongman competition.

Picture: Sally Giles

Kwasha

It's happening!

Send your diary of events to events@ukzn.ac.za

BOOK LAUNCH Professor Cromarty, Head of School for Language, Literature & Linguistics will be hosting two forthcoming events: the LLSA/SAALA conference and a book launch on Wednesday 5 July at the Science Lecture Complex, Howard College campus. The book is entitled *Understanding Concepts in Mathematics and Science*. For further information contact Jacqui Ingram-Klopper, Tel: (031) 260 1854.

SCHOOL OF LANGUAGE, LITERATURE AND LINGUISTICS OF THE UNIVERSITY OF KWAZULU-NATAL HOWARD COLLEGE CAMPUS, will be hosting. The Joint Annual Linguistics Conference 2006 of the South African Applied Linguistics Association and the Linguistic Society of Southern Africa. This Conference will be held in the Science Block, 5-7 July 2006. For further information, contact Esme Billiet, Tel: (031) 260 2617 or email: billiet@ukzn.ac.za

SOUTH AFRICAN SOCIETY OF BIOCHEMISTRY AND MOLECULAR BIOLOGY. 20TH CONFERENCE. A MOLECULAR MEANDER IN THE MIDLANDS. The Biochemists at UKZN Pietermaritzburg are hosting the 20th Conference of the South African Society of Biochemistry and Molecular Biology under the title of "A Molecular Meander in the Midlands". The conference runs from 2-6 July 2006 on the Pietermaritzburg campus. The conference has attracted over 300 delegates

from Southern Africa. Further information can be found at <http://www.sasbmb.org.za/sasbmb2006/> or contact Professor Dean Goldring, Conference Organising Committee.

THE SCHOOL OF MUSIC PRESENTS PUBLIC EXAMINATION RECITALS

Mon 19 June

(Classical) Masters Students Bernard Kruger (French Horn) accompanied by Liezl-Maret Jacobs; and Antoinette Olivier & Olga Fadina (Classical Voice) accompanied by Andrew Warburton.

Howard College Theatre
5pm – 7.30pm

FREE
Enquiries: 260 3353

(Jazz) Post graduate Music students Nathi Zungu (Piano - BA. Hons) and Nikki Lotter (Bass Guitar - B.Prac.Mus) accompanied by fellow UKZN Music students.

Centre for Jazz & Popular Music

5pm – 7pm
FREE
Enquiries: 260 3385

Tuesday 20 June

Masters Students Antoinette Olivier (Classical Voice) accompanied by Andrew Warburton; Marina Solomon (Harp) and Kim Watson (Flute) accompanied by Liezl-Maret Jacobs.

Howard College Theatre

5pm – 7.45pm
FREE
Enquiries: 260 3353

Wednesday 21 June

Masters Students Filip Kormuth (Piano) and Bernard Kruger (French Horn)

Howard College Theatre
5pm – 7.30pm

FREE
Enquiries: 260 3353

For Further information contact:
Debbie Mari, Tel 031-260 3353,
e-mail: marid1@ukzn.ac.za

SOCIAL BADMINTON (PIETER-MARITZBUG CAMPUS) takes place every Tuesday evening from 7-9 pm. Both beginners and more experienced players are very welcome to join our small friendly group. The cost is minimal but the benefits enormous. For more information contact Glynn Davies, tel. office (033) 260 5242 home (033) 386 555 7or email: daviesgr@ukzn.ac.za

The University of KwaZulu-Natal will be hosting its 3rd **GOLF TOURNAMENT** on Thursday, 31 August 2006 at the Bluff National Park. For further information please call Shakila Thakurpersad on ext. 7893 or email: thakurpersads@ukzn.ac.za

Compiled by Fikisile Mabaso

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