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CONSTRUCTION OF THE NEW STUDENT CENTRE AND CENTRE FOR ENTREPRENEURSHIP AT STEVE BIKO CAMPUS IS UNDERWAY

WAHEEDA PETERS AND NDUDUZO NDLOVU

During his State of the University Address in 2019, Vice-Chancellor and Principal Professor Thandwa Mthembu said that the Durban University of Technology (DUT) management and Council have committed to upscaling the University's infrastructure and transforming the look and feel of DUT. He further said that a total of R420 million has been allocated to new buildings as part of DHET's Infrastructure and Efficiency Grant. This budget is to cater for both the New Student Centre on the Steve Biko campus as well as the New Engineering Building on the Indumiso campus.

Driving the project is DUT's Senior Director of Real Estate Management, Nyiko Gudlhuza, whose office is responsible for infrastructure. The team of the Infrastructure Project Management also consists of Ms Gugu Lushozi who is the project manager representing the University on this project.

Mr Gudlhuza spoke to Conduit about one of the key priority projects that is being undertaken by their office, which comprises the construction of a new Student Centre and Centre for Entrepreneurship, including a multi-purpose centre and parkade for 273 cars on the Steve Biko campus from October 2019.

With regard to construction progress, all demolishing works are 100% complete, de-stumping is 90% finished and tree-felling has been progressively executed. The earthworks is currently 70% complete, with the majority of the work outstanding at the Student Centre consisting of excavating the retaining wall footing and platform. The casting of piles is progressing well and is 97% completed.

According to the Project Progress Report, the contractor is earmarked to finish the bulk earthworks; foundations of the student centre; backfill and compaction of the platform to design level pile cap rebar, shutters and concrete; first floor decking; rebar to first floor deck; and lift the shaft from ground to first floor before the builders go on break in December 2020.

The report further states that the work planned for 2021 is to complete the top structures for the student centre and the multi-purpose hall, and all building finishes.

Mr Gudlhuza added that their work is also informed by some of the infrastructural backlogs that they have identified across the University campuses, which include the lack of quality spaces on campuses to accommodate the needs of end users. "The Campus Master Plan has been reviewed and innovative ways of creating space on campus have been explored. There is also a backlog in maintenance, and the University Council has approved various maintenance projects and new buildings over a five-year period. The implementation of these projects is underway," he said.

New buildings to be constructed over the next three years include:

- The New Administration Building on the Steve Biko campus next to Gate I
- Innovation Hub Building at the Horticulture site
- Consolidation of the Health Sciences Building on Ritson campus
- New lecture venues on Ritson campus
- New Building for Arts and Design on Ritson campus

Mr Gudlhuza urged the DUT community to bear with them as they execute all these



Picture: Construction work is underway at Steve Biko Campus.

upcoming projects. "The University is about to become a construction site because new buildings are coming up. DUT will never be the same again. New high-quality spaces are about to be constructed on campuses.

Furthermore, an application to the eThekweni Municipality for partial closure of Steve Biko Road has been made and approval is expected in March 2021 wherein boom gates will be installed if all goes well," he added.



EDITORS' CORNER

PROFESSOR SIBUSISO MOYO: DEPUTY VICE-CHANCELLOR: RESEARCH, INNOVATION AND ENGAGEMENT

With our focus on implementing ENVISION 2030 and our DNA of being people-centred and engaged, innovative and entrepreneurial, we have a solid foundation to make this a period of taking DUT to even greater levels of performance and impact by 2030. Despite the pandemic having its impact on our DUT community and affecting a number of those in our close proximity, there is also a lot to celebrate. We will remember 2020 as the first year where DUT managed to get listed as one of the Top 500 global universities as an outcome of the Times Higher Education (THE) World University Rankings 2021. It will also be remembered as the year where DUT ranked 10th globally for citations and fifth among all South African universities.



It is important to see the rankings within their context as they help to showcase areas of excellence and in this case, the quality of the research (citations), which has seen the University ranked 10th globally. As such, we have to continue to drive excellence in all our research, innovation, teaching and learning. Our staff achieving credentials remains an important focus area to ensure the percentage of PhDs (at 30% in 2020) increased to at least 45% to minimally align with the national average. This, in some sense, means ensuring that each one of us commits to creating an enabling environment and retaining and grooming the best talent!

On our regional and local platform, we have also had many firsts with our Community Engagement initiatives across faculties, the Urban Futures Centre and International Centre for Non-violence led by our staff and students, making greater impacts. We will be profiling these in detail in a separate edition of our engagement report. We are also ending the year with the highlights on the #CodeLikeAGirl programme, which is a collaborative initiative with the KZN Department of Education, Vodacom, the Centre for the Advancement of Science and Mathematics Education (CASME) and DUT. The week-long training of the 2020 #CodeLikeAGirl programme aimed at training young girls from various districts in KZN with coding skills, which they could use to build their own websites and for small enterprises in their communities. Inevitably, the programme is expected to assist young girls to develop an interest in computer science, analytical skills and critical thinking that can be applied at large in the Science, Technology, Engineering and Mathematical arena. It is hoped that this programme will be expanded with the lead of both DoE and Vodacom to reach more girls in rural KZN. This year, we trained 300 learners but the DoE had initially targeted 900 learners but due to COVID-19 protocols, it was not possible to manage a larger cohort.

Finally, the value-add of our researchers, postdoctoral fellows, postgraduate students, undergraduate students involved in innovation and entrepreneurship, support staff and strategic partners in South Africa and internationally is much appreciated. We have to keep on challenging ourselves despite the effects of the global pandemic COVID-19 to do better, remain relevant to our local and regional agendas and become the 'best versions of ourselves'.

I must also thank the DUT Communications Team that has helped put this edition together under the Corporate Affairs Division.

Have a blessed and safe Christmas and New Year!

ALAN KHAN: SENIOR DIRECTOR OF CORPORATE AFFAIRS

This will be a year that we will always remember. While the year has been dominated by COVID-19, the staff and students of DUT responded positively to the numerous challenges posed by the pandemic. Our University has embraced ENVISION 2030 and our strategic plan is already producing fantastic results. For the first time in our 113-year history, DUT has been ranked in the top 500 universities of the world and 10th globally for citations. The acclaimed Times Higher Education World University Rankings rated DUT among the Top 5 universities in South Africa, so congratulations to all members of the DUT community. We successfully hosted the Autumn and Spring Virtual Graduation ceremonies in June and November and we celebrated the success of our graduates. DUT students, staff and alumni have also won awards this year and they have made us immensely proud. On behalf of the Corporate Affairs team, I would like to wish you and your loved ones a safe and blessed December, and please remember to wear your mask, practise hand hygiene and follow physical distancing guidelines.



NOXOLO MEMELA: COMMUNICATIONS MANAGER

When this year began, little did we know that so much would happen and unlike any other years of our lives. Some even dread talking about this year and would love to forget about it. Well, I choose to remember it and 2020 matters so much to me that I hope once you read this, it will matter to you too, or at least you will reconsider forgetting about the downs of the year 2020. The details and experiences gained this year might be what has and will shape me in the years to come. Most of you will agree that when we stop to focus on the negative impact of this year, we might find some really valuable lessons it has forced us to look into.

Don't get me wrong, but each one of us have been taking advantage of many things, whether it be our jobs, friends, family, money, love and even life itself, and for some of us, until the rude awakening of the coronavirus pandemic, we did not even respect some of these things. If 2020 did not humble your outlook on some of the things you took advantage of, then, I am afraid, nothing will and I am not a judge but, clearly you still have a long way to go.

This year, especially during the hard lockdown, I saw and heard of so many acts of giving, many moments of kindness and lovely words or texts exchanged throughout the world. The spirit of togetherness and in our country, *ubuntu*, was prevalent and still remains throughout. I have seen more people implementing better behaviours for themselves and the good of others, and organisations becoming more innovative – although some had to close down, some achieved important milestones they had set out for themselves. For once, as the world, we were all selfless and had the same purpose of working together to overcome the pandemic while looking out for each other.

Let us keep in mind that the pandemic has affected every one of us and at some point, broken down even those who were deemed to be the strongest psychologically, mentally, financially and some physically as well. I am not only referring to individuals but countries, organisations and sectors that have been just as affected.

People are not perfect, the world is not perfect, and our economic status as a country has been hit hard. Leaders are having to stay strong for themselves, their organisations and families and cannot afford to crumble; they are also not perfect but the year 2020 revealed that nothing needs to be a primary responsibility of one person, one country or one nation. It showed us that staying together in love, trust and *ubuntu* is possible. Yes, we might have thought it doesn't exist anymore or that we cannot care for one another. All we need is to sift through what works for us and refuse to dwell on what does not work while we fight for each one to lift another. We can do it and then one day we will look back at the year 2020 and be grateful while laughing about it, saying that we have made it.



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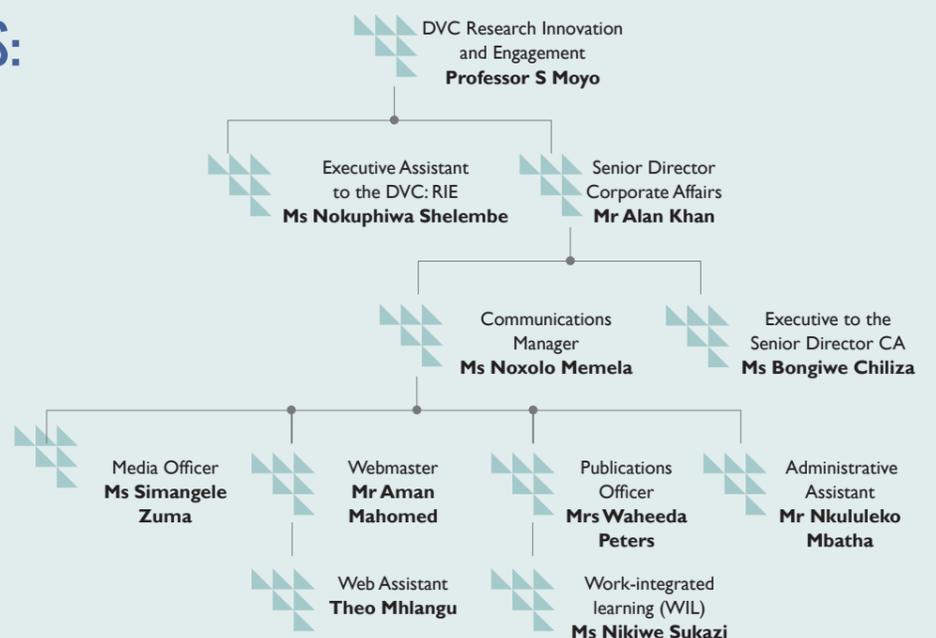
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NEW APPOINTMENTS TO THE DUT FAMILY

PROFESSOR KEOLEBOGILE SHIRLEY MOTAUNG

Director: Technology, Transfer and Innovation Professor Keolebogile Shirley Motaung joined DUT on 1 November 2020.

Prof Motaung, originally from Krugersdorp, a mining city in the West Rand, Gauteng Province, is an award-winning biomedical scientist who has received a number of accolades due to her continuous efforts in bridging the gap between science and entrepreneurship.

She holds a DTech Biomedical Technology degree from Tshwane University of Technology in conjunction with the University of California, USA and obtained her MTech Degree in Biomedical Technology from the Tshwane University of Technology. She obtained her BTech Degree in Biomedical Technology at Technikon Witwatersrand while she graduated with her National Diploma in Medical Technology at Technikon Pretoria in 1992.

Prior to joining DUT, Prof Motaung held the position of Assistant Dean: Research, Innovation and Engagement in the Faculty of Science at the Tshwane University of Technology for six years.

Her vision at DUT is to work closely with the undergraduate and postgraduate students and management team over the next few years to unlock new opportunities.

“My goal is to positively impact the changing landscape of technology, transfer, innovation and commercialisation through excellent leadership and planning. I plan to transfer scientific research results into tangible economic and social benefits and lastly carry those wonderful products/prototype to the marketplace,” said Prof Motaung.

As a professor, research scientist and entrepreneur, Prof Motaung said that she trains her postgraduate students not just on how to conduct research and become scientists, but also on how to become entrepreneurs. She emphasised that by becoming entrepreneurs, students can create jobs for themselves after completing their studies at a time when jobs are scarce and unemployment is high.

DR LINDA LINGANISO

Research Director: Dr Linda Liganiso joined DUT on 1 May 2020.

She holds a PhD in Energy Studies from WITS University, and pursued postdoctoral studies in Hydrogen Economy at the University of Kentucky in the United States from 2009-2010 where she published a number of research articles.

“I joined the Council for Scientific and Industrial Research (CSIR) for four years after that. At the CSIR, I was tasked with designing a demand-driven bio-project concept that aligned with the country’s needs at that time. I had no budget and own funds. It was at that time that I established a ‘Biotechnology research unit’ to do value addition to agricultural waste residues and develop different innovative commercial products. DBSA funded the unit to afford us human resources. We hired candidate researchers, including postdocs to deliver on the project,” said Dr Liganiso.

She worked for the University of Zululand (UNIZULU) for three years (2016-2020) where she was a Physical Chemistry senior lecturer. She received quite a number of research and innovation awards from UNIZULU, the Global Cleantech Innovation Programme, Leaders in Innovation Fellowship, to name a few.

It is from that background that she can confidently state what her contribution will be at DUT. As the Director of Research and Postgraduate Support and as a researcher at DUT, Dr Liganiso said that her role will be the following:

1. Setting up ‘Bioeconomy initiatives’ for a Sustainable Economy in line with Green Ecosystem of DUT’s Sustainability Perspective of ENVISION 2030. “We envisage a number of spin-off companies to emerge from the green initiatives to help DUT generate the third stream of income. Thank God that Prof Keo Motaung, our TTI Director, had just arrived to join us. With her expertise, we can only fly higher,” she said.
2. Develop, implement and evaluate research policies in line with ENVISION 2030.
3. Through UCDP, we have initiated and implemented the following programmes (in line with DHET requirements):
 - a) Women in Research and Innovation Programme (to support women to produce more research and innovation outputs). We have already supported a few women to boost their research outputs.



- b) Translation of the research findings into profitable enterprises (a certain percentage of UCDP supports EDHE goals). The first workshop on Research for Innovation and Entrepreneurship as held and 13 projects for staff and students are under incubation.
- c) To spark innovative thinking, a number of design-thinking workshops for postgraduate students have been offered to develop graduates with the acumen to initiate and/or respond to change in line with society perspectives of DUT’s ENVISION 2030.

MR BONGANI DERRICK MDEUKA

Director: Protection Services Mr Bongani Derrick Mdeuka joined DUT on 7 April 2020.

Prior to joining DUT, Mr Mdeuka was a former SAPS Colonel and Acting Cluster Commander of Crime Intelligence for eThekweni Central from 2017.

Mdeuka, whose career in SAPS spans about 33 years, is no stranger to DUT. Prior to his appointment, he was working closely with the Institution as a chairperson of the Joint Operations Command (JOC).

He said that he began his duties during lockdown, which came as an advantage to him as he had more than enough time to learn about and adapt to the new environment.

“I have done the University profile, checking and collecting data concerning the safety and security of students, staff and the University assets. I have visited all seven campuses to check if the University property is protected. It was also to see how the security guards are welcoming and treating students as they enter the University. I have managed to address some of the minor challenges identified in order to improve security,” said Mdeuka.

He said that his observation on the in-house residences was around fire safety, where he noticed that fire extinguishers are kept in the security guards’ room. “This is caused by the students’ behaviour, which is a concern. Fire extinguishers posed a threat when students are protesting – they take the fire extinguishers to break the doors and windows. They could even assault one another with them as we have students who are members of various political parties. This shows that students don’t place their lives first,” said Mdeuka.

Mdeuka said that students need to remember that they are not visitors at the University.

He said that they tend to destroy University property when raising their dissatisfaction, which will later affect them because the money that should be used to improve their learning ends up being used to fix the damage.

MS NTHANYISENI FREDERICA DHUMAZI

Chief Financial Officer (CFO) Ms Nthanyiseni Frederica Dhumazi joined DUT on 1 March 2020.

Ms Dhumazi holds a Master’s Degree in MCom Financial Management, which she obtained at the University of Pretoria in 2012. She obtained her Professional Qualification in Chartered Accountancy at the South African Institute of Chartered Accountants in 2011. Her Postgraduate Diploma in Auditing was obtained at the University of South Africa (Unisa) in 2000. Prior to that, she obtained her Honours Certificate in Theory Accounting, also at Unisa, in 1998. Her tertiary education began at the University of Venda where she obtained her BCom Accounting degree in 1994.

Speaking about her stay at DUT so far, Dhumazi said that the journey has not been an easy one.

“What is important for me is to make sure that the Finance team functions as a well-oiled machine that provides valuable service to the University community. Also, for us as a team to understand what the University seeks to achieve and know how to fit ourselves in there,” said Dhumazi.

Some of the challenges she came across is working remotely when people did not have resources. She said that they are now trying to move people from desktops to laptops to ensure the department does not get stuck should there be another need for people to work from home.

Her plans for 2021 is to make sure that their work strategy is being implemented in order to achieve the ENVISION 2030.



DR SOBUWA ELECTED AS THE CHAIRPERSON OF THE PROFESSIONAL BOARD FOR EMERGENCY CARE: HPCSA

WAHEEDA PETERS

Dr Simpiwe Sobuwa, a Senior Lecturer and Head of Department in the Department of Emergency Medical Care and Rescue of the Durban University of Technology (DUT), has been elected as the Chairperson of the Professional Board for Emergency Care: Health Professions Council of South Africa for the 2020-2025 term.

The Health Professions Council of South Africa (HPCSA) is a statutory body established in terms of the Health Professions Act, and is committed to protecting the public and guiding the profession. The HPCSA has 12 professional boards under its ambit. It provides control over education and training and registration of healthcare practitioners registered under the Health Professions Act. It also ensures that practitioners maintain ethical standards and that disciplinary action is taken against those who transgress the ethical rules.

Speaking on his exciting new role, Dr Sobuwa said: "I feel honoured to have been elected. It is a huge responsibility that I do not take lightly. My goal is to see the profession grow with the new qualifications, namely Higher Certificate in Management (HCERT) and Diploma in Emergency Care increasing in student numbers. We need to see the realisation of the end-user documents for the clinical practice guidelines for the profession," he said.

Also, as Board Chair, he serves on the Council of the HPCSA, which is an oversight structure of the organisation. He has chaired the IT Steering Committee of the HPCSA Council in the 2015-2020 term, which has been responsible for providing oversight to the number of ICT-related projects of the organisation.

Explaining more about his nomination process, Dr Sobuwa indicated that Board members are nominated by two people who are registered with the HPCSA. "From there, the Minister of Health constitutes panels that convene to select members who will be on the respective boards of the HPCSA. The Chair and Vice-Chair are elected at the Board inaugural meeting, which consists of 21 members," he said.



Pictured: Dr Simpiwe Sobuwa

He stressed that it is so vital to be part of such an organisation, especially for staff at DUT, and to be serving in such structures as it speaks to the professional recognition of its staff members.

"I will be at the forefront of the developments in the emergency care profession. I am also able to keep abreast of the latest developments within the profession, which might affect our teaching and learning," he said.

With the pandemic this year, Dr Sobuwa explained how teaching and learning has been affected in his department, saying that Clinical Practice was severely affected as students could not attend clinical practice shifts.

"The pre-hospital call volumes have also been quite low in recent months as people are afraid to visit hospitals. This has meant less exposure for our students this year. Certain hospital units have been reluctant to accept students due to the pandemic, further adding to the reduced exposure," he said.

However, when asked about the Fourth Industrial Revolution, he relayed how the medical profession can adapt or enhance the role that they play in society.

"I think that medical advancements will happen much quicker and healthcare will more likely be available to everyone. We are starting to see drones delivering defibrillators to cardiac arrest victims and jet suits being piloted for mountain rescues, which will lead to quicker response times for patients in the wilderness setting," he said.

Going forward, Dr Sobuwa's goal is clear that research is key. "Pre-hospital emergency care research is severely lacking, particularly from low/middle-income countries such as ours. My goal is to increase research through increasing postgraduate students who will, in turn, be independent researchers in the profession," he said.

NAIDOO'S MASTER'S PAPER TAKES TOP SPOT AT VIRTUAL POSTGRADUATE CONFERENCE

WAHEEDA PETERS

Keegan Naidoo, a lecturer at the Durban University of Technology's (DUT's) Department of Fashion and Textiles and also a second-year Fashion Master's student at DUT, won best Master's Paper at the DUT's Faculty of Arts and Design virtual Postgraduate Conference recently.

"My paper was based on the impact that the global pandemic has had on my Master's study and how through resilience and hope, I have persevered. I was thrilled to have the opportunity be able to share my experience, which hopefully inspired my students and peers. Winning such an accolade was a great bonus," he said ecstatically.

The title of his paper was: Hope and Resilience in a Community-based Master's Study during Times of COVID-19: A Personal Reflection.

Naidoo said that the week he was supposed to commence with his data collection process, the national State of Disaster was announced due to the COVID-19 pandemic. This led to him applying for a change in research methodology and budget due to the challenges he had been experiencing with his study. He was meant to conduct the Raise Interest Workshop, which is based on a monitoring and evaluation technique called Most Significant Change.

"The workshop would have been conducted as a face-to-face group activity at The Clothing Bank (TCB) to measure the impact of corporate social initiatives on community members. Like many organisations in the country, TCB closed down as a result of the lockdown regulations and I was advised that I would not be able to conduct the workshop in 2020 as initially planned. This resulted in immense personal, emotional and mental pressure as the timeline for the completion of my study was severely impacted. However, this also called for hope and resilience during such times," he said.



Pictured: Keegan Naidoo

For Naidoo's winning paper, he drew on theories of hope, resilience and reflection to present the challenges that COVID-19 presented for his Master's project.

When asked why he chose such a topic, Naidoo stressed that during such trying times, everyone needed to remain hopeful and resilient and he wanted to inspire his students, colleagues and classmates to stay motivated and know that this too would pass.

Naidoo is currently in his second year of his Master's. "If it was not for the challenges posed by the global pandemic, I would have been submitting my study for examination now. I had to resubmit certain aspects of my study for review to accommodate the COVID-19 regulations. I was unable to conduct my fieldwork for six months. I only began in September instead of March," he said.

For Naidoo, winning best Master's paper at his very first conference presentation is certainly the greatest highlight thus far in his academic career.

When he started studying Fashion and Textiles at DUT in 2009, he also began working in the fashion retail industry. He said that this was one of the best decisions he had ever made as a student, as it helped him to harness all the qualities he needed to become a Fashion and Textiles lecturer, which has been a life-long aspiration of his.

His future goals include submitting his study in April 2021 and hopefully graduating in September 2021. He also intends on doing his PHD in the future.

As talented actress Angela Bassett once said, "There are times when you seemingly face insurmountable obstacles, but that is when you dig deep within your soul for the courage and fortitude to keep going and to never forget that despite life's detours, you are destined for greatness."

DUT OFFERS CODING TRAINING TO 300 GIRLS FROM RURAL SCHOOLS IN KZN

SIMANGELE ZUMA

Durban University of Technology (DUT) welcomed 300 girls from rural schools across KwaZulu-Natal to embark on a five-day training programme to acquire skills in coding and robotics.

DUT, in collaboration with its partners the KwaZulu-Natal Department of Education (KZNDoE), Vodacom and Centre for the Advancement of Science and Mathematics Education (CASME), held an opening ceremony of the 2020 Code Like A Girl programme at DUT's Ritson Campus in December.

The training was conducted to help the young girls to one day thrive as Science, Technology, Engineering and Mathematics (STEM) entrepreneurs and executives.

Welcoming the girls was DUT's Deputy Vice-Chancellor: Research, Innovation and Engagement Professor Sibusiso Moyo who said that coding is a key area because it gives one many ways, not just of using logic but also of providing solutions.

She acknowledged KZN Education MEC,

Kwazi Mshengu and his team for their passion for education and for ensuring that this project involving girls from different schools was a success. Prof Moyo thanked Vodacom KZN Managing Executive Chris Lazarus and his team for playing a big role in initiating this project and Henre Benson from CASME, an NGO that does a lot of work in schools, working with teachers in advancing Science and Mathematics education.

Recognising the DUT team behind this project, Prof Moyo expressed her appreciation to the Executive Dean of the Faculty of Accounting and Informatics, Prof Oludayo Olugbara, Chief Information Officer Dr Progress Mtshali, Director for Enterprise Development and Short Courses Prof Surenda Thakur, Head of Department for Information Technology Dr Jeanette Wing and the project leader Senior IT Lecturer Ebrahim Asmal.

She said it is hoped that this programme will help the girls to have an idea of what else is out there in terms of the technology arena so they can have a variety of career choices.

KZN Education MEC Mshengu assured both



Pictured: DUT's Deputy Vice-Chancellor: Research, Innovation and Engagement Prof Sibusiso Moyo, KZN Education MEC Kwazi Mshengu, Vodacom KZN Managing Executive Chris Lazarus and Vodacom's Banele Shabalala at the opening ceremony of the 2020 Code Like A Girl Programme.

Prof Moyo and Lazarus that they have a reliable partner in the KZNDoE.

"DUT is almost our second home now and we will continue to seek to exploit your resources, both in terms of physical and intellectual resources. We need to tap into the intellectual base in order to build the type

of education system that we want. There is no country that can be successfully led without a new information and knowledge base that you are producing. We will continue to rely on you and let's hope we will take this partnership to greater heights," said Mshengu.

HLOMISA SKILLS ACADEMY AIMS TO CONTINUE NURTURING SKILLS OF DUT YOUNGER PEOPLE AND ALUMNI

WAHEEDA PETERS

The Hlomisa Skills Academy forms part of 'Grow-Our-Own-Timber' programmes that the Durban University of Technology (DUT) has implemented in the quest for deliberate and effective talent management. This is recognition and appreciation that people are a source of everything that happens; a central theme that mainly anchors the Stewardship Perspective of ENVISION 2030.

DUT's Vice-Chancellor and Principal Professor Thandwa Mthembu, officially launched the DUT Hlomisa Skills Academy in November 2019 in response to a number of pathologies that management had identified had taken root over the years. Others are being addressed through a range of other interventions, which include, but are not limited to, organizational review and institutionalisation of a minimum qualifications for teaching and learning. Giving an overview of the Hlomisa Skills Academy, Prof Mthembu said that the aim was to look into how to integrate programmes that focus on nurturing skills of young people and alumni.

Conduit reporter Waheeda Peters spoke to Dr David Mohale, Director: Special Projects in the Office of the Vice-Chancellor, to give more insight into the Hlomisa Skills Academy's objectives and the way forward.

Dr Mohale indicated that the purpose and objective of the Hlomisa Skills Academy is to transform many more of DUT's highly gifted and precocious people so that they enhance their potential and capabilities as an integral part of the intelligentsia and societal leadership in DUT's quest for transform lives and livelihoods.

"Help to identify some of our A-team young staff members to ensure that they grow personally and professionally, not by default but by design; identify internal staff, students and alumni with potential, a clear professional/personal developmental plan, and provide internal/external mentorship, coaching, training and accelerated education; and deliberately use the Academy to train, educate and develop enough capable young people in our quest to meet the equity targets in appointments set out in DUT's Transformation Plan.

He also mentioned the integrated programmes that form part of the Hlomisa Skills Academy, which focus on nurturing skills of younger people, saying that in June this year, the Office of the Vice-Chancellor, assisted by the DVC: Research, Innovation and Engagement (RIE) and DVC: Teaching and Learning (T&L) tabled a document to the Executive Management Committee (EMC) titled: Strategic Capacity Building Interventions.

"Therein we proposed a range of interventions in pursuance of the GOOT objectives mentioned above. However, the EMC resolved to put such programmes in abeyance until we have had time to assess the short- to long-term implications of COVID-19 on the future of DUT. There were a series of interventions that EMC put in place, some of them which included revising the budget down. We have already started the scenario planning exercise that we are coordinating from the Office of the Vice-Chancellor and Principal. This exercise is among a number of considerations that will



Pictured: The Hlomisa Skills attendees at DUT. (Picture was taken pre-COVID).

stress-test our Strategy and inform a number of operational and tactical decisions likely to be taken by management" he replied.

With COVID-19 being a major disruption this year, Dr Mohale gave more clarity on the Hlomisa Skills Academy's affected programmes.

"Our focus this year was two-fold: we sought to ensure that all our beneficiaries were enrolled with various institutions to further their studies. I am happy to announce that 18 out of 20 were able to register. Their individual progress was influenced by how their respective institutions dealt with COVID-19 and the attendant national lockdown disruption. We knew that some of them would not complete this year as the

majority are registered for Master's degrees and one for PhD – these are multi-year programmes," he said.

He further relayed that the second dimension was to focus on leadership skills. "We were able to have a series of leadership training sessions facilitated ably by the Midlands Campuses Director Dr Joe Molete (12 in total), and had about four sessions that were facilitated jointly by some of the DUT internal senior colleagues and external experts," said Dr Mohale.

In terms of the plans, going forward he said that the EMC's decision in June meant that DUT will not be able to possibly consider additional intake for 2021.

DUT AND ITHALA DEVELOPMENT FINANCE CORPORATION SEAL THEIR AGREEMENT TO SUPPORT LOCAL ECONOMIC RECOVERY

SIMANGELE ZUMA



Pictured: DUT Vice-Chancellor and Principal Professor Thandwa Mthembu and Ithala Group Chief Executive Ms Pearl Bengu signed an MoU for local economic recovery.

The Durban University of Technology (DUT) signed a Memorandum of Understanding (MoU) with the KwaZulu-Natal Department of Correctional Services (DCS) in the Council Chambers at ML Sultan Campus in November 2020.

In the signing ceremony, DUT was represented by the Deputy Vice-Chancellor: Research, Innovation and Engagement Professor Sibusiso Moyo and the KZN DCS was represented by Nelson Lukhele from the Development and Youth Centre on behalf of the Acting Area Commissioner DJ Makhaye. Among the guests were Kuben Pillay from the KZN DCS Education and Training Durban Management, Director: Human Resource Development Council from the KZN Office of the Premier Nompumelelo Madonda, DUT's Dr Themba Msukwini from the Department of Co-Operative Education, Technology, Transfer and Innovation Director Prof Kelebogile Motaung, and DUT Research Director Dr Linda Linganisio.

The MoU states that it is the goal of the KZN DCS to rehabilitate and reintegrate prisoners into society, which may be achieved in full or in part by skills development and training. It is the mandate of DUT to provide tertiary education, skills development and training and to foster collaborations in KZN, as in its collaboration agreement with the Office of the Premier in KZN. The two parties signed the MoU to seal their partnership in achieving these goals.

Prof Moyo said that both parties agreed that DUT will facilitate interaction between the KZN DCS and DUT's regional, national and international partners. "We know that getting jobs is difficult, especially in our province where more than 50% of the youth are unemployed. Two of the things we are driving at DUT is entrepreneurship and innovation. When we train students, we want them to position themselves as part of the entrepreneurial ecosystem so that they are able to make a living for themselves," she said.

Prof Moyo believes that even as inmates, the youth have a potential to create jobs for their peers, who have had similar experiences. "The DCS will facilitate access to prison inmates on a structured basis, provided that timeous arrangements are made and prison security is not compromised. This information will be related to students who can access training within that sector. I do understand that there are facilities there that could be used for training. DUT will provide skills development programmes for DCS staff as well as students in the rolling out of its operations," she said.

This was also reiterated by the Acting Director: Cooperative Education Dr Themba Msukwini. Madonda from the Office of the Premier, who said that without DUT, they would not be aware that there are many human resource development activities taking place in the Westville Correctional Centre. "As a result of what was revealed to me through DUT, we have since looked at other facilities doing training and skills development in the form of specialised colleges that we were not focusing on. We hope to come up with tangibles after this relationship has been cemented," said Madonda.

DUT FORMS A MUTUALLY BENEFICIAL PARTNERSHIP WITH KZN DEPARTMENT OF CORRECTIONAL SERVICES

SIMANGELE ZUMA

The Durban University of Technology (DUT) signed a Memorandum of Understanding (MoU) with the KwaZulu-Natal Department of Correctional Services (DCS) in the Council Chambers at ML Sultan Campus in November 2020.

In the signing ceremony, DUT was represented by the Deputy Vice-Chancellor: Research, Innovation and Engagement Professor Sibusiso Moyo and the KZN DCS was represented by Nelson Lukhele from the Development and Youth Centre on behalf of the Acting Area Commissioner DJ Makhaye. Among the guests who were present was Kuben Pillay from the KZN DCS Education and Training Durban Management, Director: Human Resource Development Council from the KZN Office of the Premier Nompumelelo Madonda, DUT's Dr Themba Msukwini from the Department of Co-Operative Education, Technology, Transfer and Innovation Director Prof Kelebogile Motaung, and DUT Research Director Dr Linda Linganisio.

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Pictured: DUT's Deputy Vice-Chancellor: Research, Innovation and Engagements, Prof Sibusiso Moyo and Nelson Lukhele from the Development and Youth Centre at the KZN Department of Correctional Services signing the MoU.

the entrepreneurial ecosystem so that they are able to make a living for themselves," she said.

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DUT PARTNERS WITH PACC TO DEVELOP AFRICAN ARTISTS

SIMANGELE ZUMA



Pictured from left to right: Paular Dlamini (Founder and CEO Thendric), Johnny Muteba (Founder and CEO of Pan African Chamber of Commerce), Thandeka Zulu (CEO of Niya Consulting), Nishie Govender (Manager: Fundraising and Alumni Relations for the department), Pretty Zulu (Fundraising and Stewardship Officer) and Carissa Agyei (Global Shapers) during one of the meetings that ultimately led to the signing of the MoU. (Picture was taken pre-COVID).

One of the objectives of the Durban University of Technology's (DUT's) ENVISION 2030 strategy is to establish mutually beneficial partnerships to contribute towards the 'improving of lives and livelihoods' of the DUT community and society.

Working towards this vision is the Department of Advancement and Alumni Relations (AAR) at DUT, which recently signed a Memorandum of Understanding (MoU) with the Pan African Chamber of Commerce (PACC). AAR has also received support from Prof Deborah Lutge from the Faculty of Arts and Design, considering that the focus of one of the key projects to be undertaken collaboratively will focus on promoting the Arts in Africa.

The signing of the MoU comes after a series of meetings and engagements since the beginning of the year. It was signed by DUT's Deputy-Vice Chancellor: Research, Innovations and Engagement Professor Sibusiso Moyo and Mr Johnny Muteba, the Founder and Chief Executive Officer (CEO) of Pan African Chamber of Commerce.

DUT and PACC have pledged to work together to strengthen, promote and develop African arts and design as well as achieve effective and sustainable development outcomes in Africa.

This three-year partnership aims to maximise the economic, cultural and development opportunities for the African arts and artists. Both DUT and PACC aim to connect African artists internationally by supporting opportunities that promote and enhance the international reputation and reach of the African arts industry.

DUT's Fundraising and Alumni Relations Manager Mrs Nishie Govender said: "The relationship provides an opportunity for our students to engage with one another, thus ensuring a programme of capacity building. It is an honour for DUT to be considered the regional headquarters of the PACC and to contribute to the dialogue on African Arts and Culture."

Muteba said that PACC will assist with leveraging partnerships and networks to promote business development opportunities for African arts internationally.

He said that where possible, PACC will provide access for DUT to the foundations, councils and institutes to explore partnership opportunities and grant funding.

Furthermore, Muteba raised concerns that artists in Africa have limited opportunities to participate in an 'artist in residency' programme as compared to artists from Europe, North America, Asia and Latin America. He expressed that the contemporary art circles around the world lack knowledge and recognition of African artists. Lack of funding to support the African artists' travel costs to attend the residency programme is seen as one factor that is denying these artists the opportunity for growth.

About the Pan African Chamber of Commerce

The Pan African Chamber of Commerce (PACC) is a confederation of African chambers of commerce and industry, business networks and professional associations. It is dedicated to improving the economic environment of the African continent through enhancing the opportunities of businesses, fostering a spirit of entrepreneurship while advocating for business-friendly policy making.

YEAR-END MESSAGES

PEOPLE AND OPERATIONS

Dr Isaac Machi: Deputy Vice-Chancellor: People and Operations

At the beginning of the year 2020, the Division for People and Operations had put together its Annual Performance Plan for the year 2020, which is aligned with the University's EAPP, and covered the following areas:

Infrastructure Project Management Office (PMO): Responsible for the planning and implementation of new infrastructure development at DUT. By far, it is one of the largest sections within the PMO in terms of the financial resources required to deliver on this area. **Maintenance, Transport and Logistics:** Responsible for maintenance of all University buildings and DUT-owned student residences, both in Durban and Midland campuses. Transport and Logistics are also clustered together with Maintenance. In terms of the new structure being developed, a Director will oversee all three divisions. **Human Resources:** Alongside Infrastructure and Maintenance, this division is one of, if not the largest, at the University, both in terms of the financial resources (50% of the University's annual budget) and also a key aspect in terms of ensuring that all human capital aspects are taken care of. **Security and Occupational, Health and Safety:** Security and Occupational Health and Safety have been clustered together under the leadership of the newly-created position of the Director of Protection Services. **Legal:** Responsible for all legal matters at the University. **Risk:** One of the most important section at the University, as all risks are identified and are mitigated on through the Chief Risk Officer, who is responsible for this Portfolio. **Planning Unit:** Ensures coherent coordination of all facets of DUT for proper planning of all activities as opposed to being reactive with a potential of exposing the University to serious risk.



From January to March, deliverables began on a very high note in all areas as we declared 2020 a year for delivery. Then the unexpected happened from April when the entire country shut down as a result of the COVID-19 lockdown. As per the directive from the Management Committee, People and Operations had to craft a Business Continuity Plan that ensured operations within the portfolio continued. It was business unusual and while in some areas there were minimal disruptions, others were seriously disrupted, especially during the levels 5, 4 and 3. Areas most affected included infrastructure developments and maintenance, with some envisaged projects being delayed for almost the entire year. The rest continued to function optimally – Human Resources, Legal, Risk, Security and Planning units.

In 2021, our division will be focusing on catching up and accelerating those projects that were adversely affected this year, while at the same time ensuring that the work planned for 2021 continues uninterrupted. We will need to work beyond the call of duty as the workload will considerably increase for almost all sections.

RESEARCH, INNOVATION AND ENGAGEMENT

Prof Sibusiso Moyo: Deputy Vice-Chancellor (DVC) Research, Innovation and Engagement

This year has been a remarkable one for DUT in terms of its research, innovation and engagement agenda. We must also always remember that to do well in driving research and innovation, the quality of our teaching and learning needs to be of a high standard as this has a direct impact on the pipeline – both in terms of the capacity and ability of our graduates to adapt to new changes and apply new methods and ideas to tackling problems in their respective fields. Our staff also need to be creative and innovative in the way they tackle their research questions as they mentor emerging researchers and contribute to the knowledge production cycle and its associated products.



We have a number of governance frameworks that range from contracts management, conflict of interest declarations, private work, maximising and diversifying income streams, and Information Technology policies and guidelines to ensure that we create an enabling environment that has integrity, is secure and is protected from cyber attacks, which are constantly on the rise. You will notice that in our messaging, we now promote our values as part of ENVISION 2030 and many of these policies also address these to ensure that as we engage with others, whether internally or externally, we embed those values as part of our engagements. In 2021, we want to be able to introduce data analytics tools to help us monitor performance and how our operations improve over time through regular feedback. We have already started this for some of our support units within DUT, e.g. ITSS and Corporate Affairs. Our ITSS Department, as part of the Knowledge Information Cluster, is helping divisions across DUT to include feedback loops around customer service.

People form a critical part of our success and hence performance management, which has now been rolled out to all staff levels, and is something we will be encouraging each of the divisions to implement with their staff. We have engaged with HR to have an online platform that should ease the administrative load with manual paperwork. On the Research side, we are collaborating closely with Teaching and Learning to ensure the UCDG is focused to drive staff qualification completions and increase research productivity. We will be reviewing the rewards system and publication incentive cycle to encourage rapid quality publications.

Conversion of our research and innovations to commercialisable products will also be our main focus areas. We would like to set up a number of spin-off companies over the next five years, starting with the few we have already identified. Policies/strategies around this are also underway following the appointment of our new Director for Technology Transfer and Innovation.

We are extremely excited that DUT Management recommended the establishment of the Centre for Entrepreneurship and Innovation, which Council approved in 2020. Hence, we will be rolling this out in 2021. There will be calls for naming the Centre and also the Engagement strategy of the University. Job creation, entrepreneurship, agility, creativity and innovation will be our main deliverables. In this we ask for all our staff and students to collaborate and assist us to take DUT to where it should be by 2030. Be proud of your Alma Mater! Best wishes and stay safe over the festive season and I hope you do get some well-deserved rest!

TEACHING AND LEARNING

Professor Nokuthula Sibiba: Deputy Vice-Chancellor: Teaching & Learning

The COVID-19 pandemic disrupted the 2020 academic year and forced us to reconsider how to accomplish the goals of teaching and learning (T&L). DUT began to offer online T&L in June 2020 following the Minister of Higher Education, Science and Technology, Dr B.E. Nzimande's announcement on in May that higher education institutions would resume on 1 June 2020. Almost 90% of students have been engaging in multi-modal blended teaching and learning.



Guided by the principle of stewardship as reflected in our ENVISION 2030 strategy, a student survey was conducted in response to the reported low student attendance at mask-to-mask lectures during Alert Level 2. It indicated student

preferences, as DUT works towards successfully concluding the academic programme, provided clarity on how we could proceed regarding Alert Level 1 T&L and how we deal with full contact lectures vs online lectures. The survey highlighted the student preference for blended multimodal online teaching and learning.

DUT continues to provide data to all students to ensure that T&L is taking place. A low-tech mode of teaching is used for T&L. We also provide printed material and USBs with loaded learning material to students who have challenges in accessing online T&L.

No one knows when face-to-face classes and 'normal' university activities will resume. A number of countries around the world including South Africa are experiencing a resurgence in COVID-19 infections. When 'normal' activities do resume, we can expect to see more blended teaching and learning.

We urge you to continue to follow the public health guidelines to prevent the further spread of the virus. Under the leadership and guidance of the DUT COVID-19 Response Task Team, there are protocols in place to ensure safety of staff and students. We wish you a blessed, safe and restful holiday.

EXECUTIVE DEANS

Professor Brian Pearce: Acting Executive Dean: Faculty of Arts & Design

This year, our Fashion Show, which is usually one of the highlights of the year, was a virtual one, while productions in the Drama Department had to be restricted in terms of audiences and student numbers. The judging for our Emma Smith Award Scholarship took place online this year and our Dean's Dialogue Series was successfully held as a series of webinars.

As we reflect on the past year and all that has happened, we can be grateful that we have grown and developed in spite of many difficulties.



Professor Olu Olugbara: Executive Dean: Faculty of Accounting and Informatics

This year will be remembered as the most unprecedented invasion of coronavirus. We monitored the development closely from the Faculty Exco and continued to make critical adjustments as the months wore on to ensure that all our students progressed satisfactorily. Consequently, the year has been peppered with more planning, reporting and monitoring meetings than ever before.

We were overwhelmed with decision-making at the beginning of lockdown and subsequent lockdown regulations. The precipitous switch to an online platform to salvage the academic year was not the perfect solution because students who experienced challenges around data, devices and connectivity would be disadvantaged.

Merry Christmas and Happy New Year. Welcome to 2021 in advance.



Professor Bhekisipho Twala: Executive Dean of the Faculty of Engineering and Built Environment

I would like to thank everyone in the Faculty family for the incredible work, dedication and commitment that you've shown year in and year out. I am honoured to have been selected as your dean last year, and to have the opportunity to work with staff, students, alumni, university and industry partners as we head into the future.

Departments have positively responded to online, blended teaching, learning and assessments. Staff have made sacrifices on the ground to ensure academic continuity and to be responsive to students. Research productivity remains strong – with potential innovations, patents, collaborative partnerships and engagements. State-of-the-art facilities, lab and equipment acquisitions in both Steve Biko and Midlands campuses bode positively. The Urban Features Centre continues to engage in exciting projects that impact the vulnerable in societal spaces, thus improving lives and livelihoods of people living in the city, and bringing significant attention to DUT. The Faculty has explored better strategic options towards ENVISION 2030.

Despite our successes, we have found ourselves tasked with learning how to adapt in real-time amid the COVID-19 pandemic that has significantly disrupted the global higher education sector. Our students, faculty and staff have adjusted remarkably well in the face of this unprecedented challenge.

I look forward to leading the Faculty as we continue to grow in size and stature to become the fastest-rising faculty of engineering and the built environment in the nation. Happy holidays!



Professor Ashley Hilton Adrian Ross: Interim Executive Dean: Faculty of Health Sciences

We have had to find within us the commitment, adaptability and creativity that are intrinsic to the ENVISION 2030 that will frame our University's progress over the next decade.

We have all adapted to the challenges (and virtues) of online teaching and learning, and re-imagined how we might ensure the people-centred nature of our educational philosophy. We have maintained our student-led focus on the provision of high-quality teaching and learning, and worked creatively and unrelentingly at providing necessary clinical and laboratory experiences for our students.

The extraordinary challenges and strains associated with COVID-19 have taught us to be aware of the value of family and friends and the preciousness of time spent with them, and the strength of the human spirit.

May you all be blessed with the joy and warmth of family, and the very welcome period of rest and relaxation that will allow for reflection on the year that is past and the exciting challenges that lie ahead. Stay safe and be well.



Professor Fulufhelo Netswera: Executive Dean: Faculty of Management Sciences

The year 2020 has been a once-in-a-lifetime experience for all of us in higher education. Firstly, the academic year was abruptly halted, leaving many to wonder if it would become the first academic year to be written off in centuries. Secondly, higher education quickly adapted and was catapulted into adopting innovative technologies and teaching and learning methods that ordinarily would have taken us years to normalise. Thirdly, this academic year has engendered a different way of thought about the interconnectedness of students with their academics or lack thereof as well as the importance, interest and relevance of continued reliance on physical space. Notwithstanding the absence of proper learning devices, over 90% of our learners were able to engage in continuous teaching and learning and assessments and for that reason, 2020 has been a differentially successful academic year.

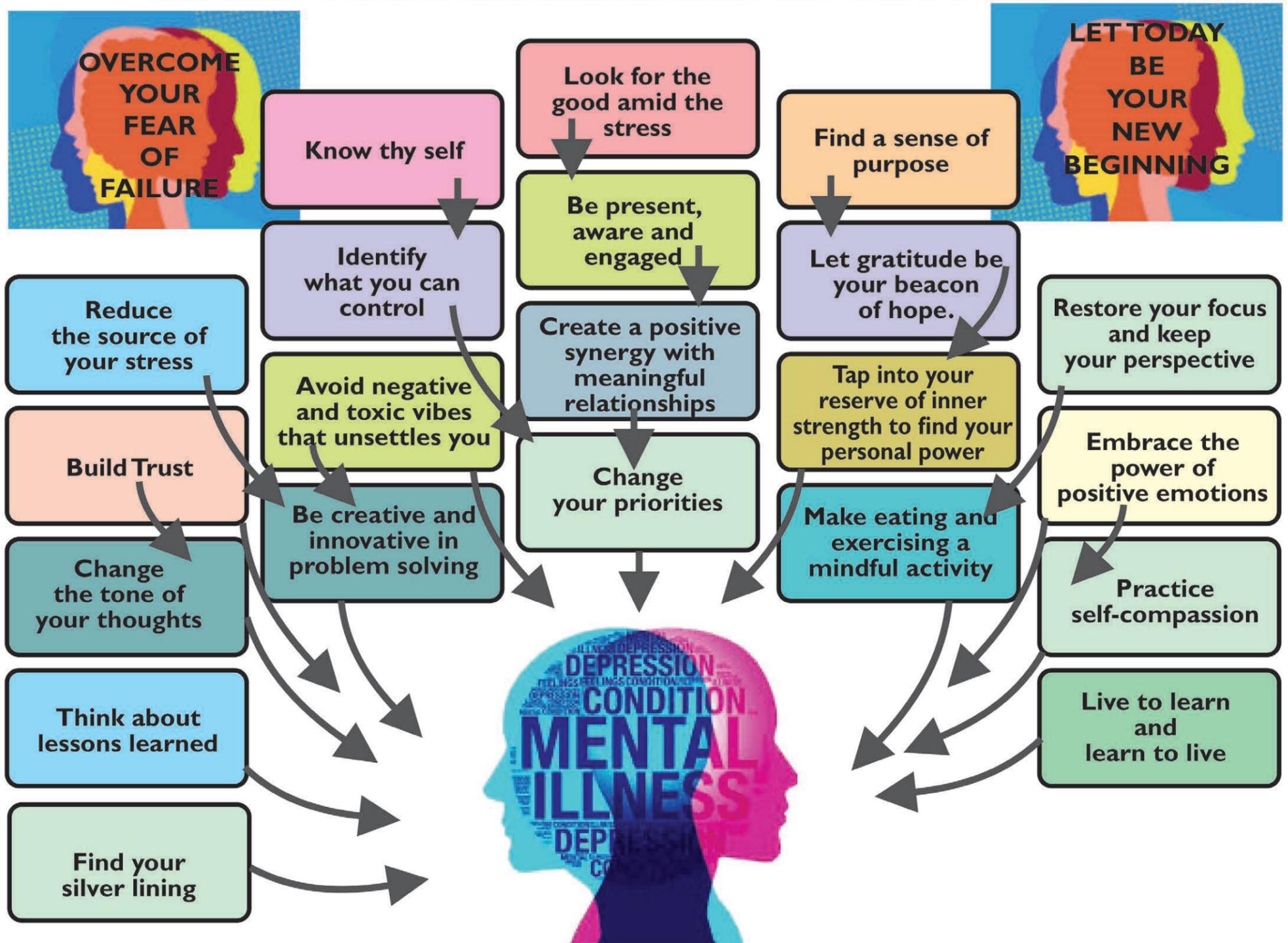


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