

FOCUS



SCHOLARLY SPACES OF OPPORTUNITY RISE AT FLORIDA

It was an historical moment when Professor Mandla Makhanya laid a brick at the Florida Campus, in honour of the important role that research plays in the development of knowledge. The brick also gives expression to Executive Management's commitment to ensuring that Unisa develops research capacity, especially in the scarce skills in the country.

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Retirement isn't just a date,
it's a new life!

What was a dream of the university is now a reality and an exciting building project nearing completion. A walkabout and site visit to the Florida Campus on 5 September was an occasion to view the building progress and discuss possible challenges and opportunities.

The development will provide scholarly spaces for staff and students, with the College of Agriculture and Environmental Sciences (CAES) and the College of Science, Engineering and Technology (CSET) to benefit from a new reception area, a horticulture greenhouse, an engineering building, and a main laboratory building.

Viewing this magnificent building project on a walkabout were Principal and Vice-Chancellor, Professor Mandla Makhanya, and key stakeholders. "University Estates aimed to promote collegiality in its endeavours, ensuring that the building projects had the support

of its stakeholders and that an open and transparent culture was provided in which staff could communicate any concerns related to the developments," said Israel Mogomotsi, Acting Executive Director of University Estates.

UNISA



Working together, we can do more

Laying a foundation to enjoy prosperity at Unisa and ensure the university meets its strategic objectives best describes the signing of the Leriba Lodge declaration between Unisa executive management and Nehawu.

The signing of the declaration, which took place on 12 October at Leriba Lodge in Centurion, emanated from a relationship-building exercise (RBE) in March this year between Unisa management and Nehawu.

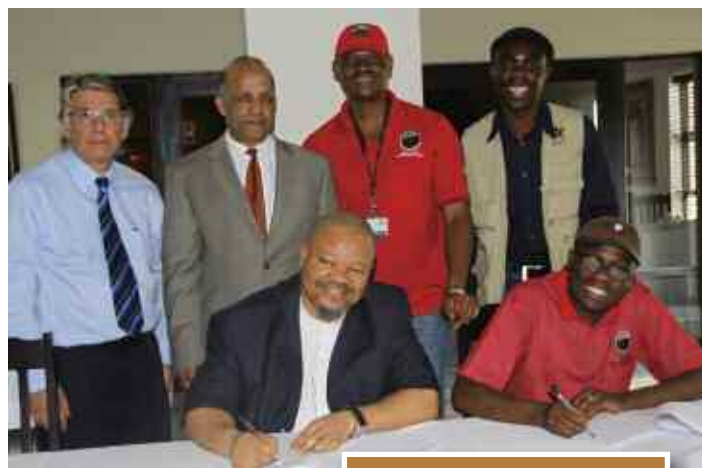
In addition to providing a frame of reference for constructive and healthy relations, the purpose of the declaration is to outline the acknowledgement and principles by which the parties will relate to each other, while making commitment to resolve any issues that are raised. The declaration also acknowledges harmonious stakeholder relations as a progressive pursuit in democratic South Africa, in the interests of long-term sus-

tainability of Unisa, as well as in the interests of Nehawu's constituency and management.

Principal and Vice-Chancellor, Professor Mandla Makhanya, described the signing as a significant day in the life of the university. "We all know the fractious relationship we've had with Nehawu, and we've been concerned about this as it is definitely not in the interest of the university to have such a relationship if we are to build this university we love.... Labour is a critical component in ensuring that the university has a clear-cut agenda that will assist in taking us to a brighter future where we can truly become a high-performance university."

He said that he envisaged a university where all staff felt part of that community. "We take this very seriously because once we believe and trust each other, there is so much more we can do and, at the end, we can all say we worked together to bring about a positive outcome."

Nehawu Gauteng Chairperson, Amos Monyela, acknowledged the milestones Nehawu had achieved.



He said the union represented the marginalised working community who were fighting to earn a wage that would ensure their families were taken care of. He said the challenges currently faced were because of managers who wanted to ensure they received major salaries and bonuses, while the marginalised worker was earning a low salary and no bonus.

"We are here today to sign a document to ensure that we put aside our personal greediness and put the will of the people before us. We are not going to be a union that is submissive because we signed a declaration; we will challenge issues when our workers are treated unfairly. We will differ,

Working together to achieve accord were, back, Prof. Barney Erasmus (Vice-Principal: Operations), Prof. Narend Bajinath (Pro-Vice-Chancellor), Thomas Motedi (Deputy Chairperson: Unisa Nehawu Office), and Mhlava Shibambu (Branch Secretary: Unisa Nehawu Office); and front, Prof. Mandla Makhanya and Amos Monyela (Chairperson: Nehawu Gauteng).

but as mature unionists and managers.... We will work together to achieve the vision of this university guided by the VC's 11Cs+1, because working together we can do more."

HONORARY DOCTORATES AWARDED

The spring graduation ceremonies have seen Unisa award two honorary doctorates.



Dikgang Moseneke, Doctor of Laws (*honoris causa*)

Prominent Justice and proponent of education

The degree of Doctor of Laws (*honoris causa*) was conferred on Justice Dikgang Moseneke on 20 September.

At the age of 15 years, Dikgang Moseneke was arrested, detained, and convicted for participating in political activity opposed to the apartheid regime. He was sentenced in the Supreme Court, Pretoria, to ten years' imprisonment, all of which he served on Robben Island. While on Robben Island, Moseneke studied privately and matriculated with a university entrance pass. He enrolled with Unisa where he obtained a BA

degree, majoring in English and Political Science. Subsequently he obtained a BLIS degree, and thereafter completed the LLB degree. All three degrees were conferred by Unisa.

Moseneke was elevated to the bench of the High Court Pretoria in 2001, and thereafter he was appointed to the Constitutional Court in 2002 and as the deputy chief justice in 2005. He was a founder member of the Black Lawyers Association (BLA), and of the editorial board of the *African Law Review*, published by the BLA to give a voice to disenfranchised

legal practitioners. Together with other progressive legal practitioners, he was a founding member of the National Association of Democratic Lawyers of South Africa (NADEL) and its first national treasurer.

"Everything I have achieved was made possible because of Unisa. The university made it possible for me to become an attorney, a businessman, junior counsel, senior counsel, a judge in the high court, a justice in the constitutional court, and deputy chief justice."

ACADEMIC SELECTED FOR PRESTIGIOUS ROLE AT SAYAS

It was a milestone event in the South African science and higher education sectors when the South African Young Academy of Science (SAYAS) was launched on 27 September. It was also a pivotal moment for Unisa as Associate Professor, Professor Mpfariseni Budeli, of the Department of Mercantile Law, was selected as one of the 20 founding members out of 150 nominations.



SAYAS, which was inaugurated by the Deputy Minister of Science and Technology, Derek Hanekom, is probably the highest gathering of South African young scientists as this is part of the Global Young Academy (GYA) and will collaborate with the established Academy of Science of South Africa (ASSAf), a prestigious scientific institution. The niche of SAYAS will be to focus on strengthening high-level skills amongst young scientists and promoting excellence.

The academy will also contribute towards providing evidence-based policy advice to government and society on issues affecting young scientists.

With these clear directives, Professor Budeli is excited to have been elected as one of the 20 founding members and inaugurated by Deputy Minister Hanekom at the launch. "As far as I am concerned, there is nothing more encouraging for a young academic than such a

national scientific recognition, which also comes with high intellectual and social expectations and responsibilities. Accordingly, being a founding member of SAYAS gives me an opportunity to participate in scientific debates with other young colleagues, national and globally."

Professor Budeli also acknowledged that, "This is recognition for Unisa, as we strive to establish ourselves as the African University

Deputy Minister Derek Hanekom, Prof. Mpfariseni Budeli, and Prof. Robin Crewe (President of ASSAf) at the launch of SAYAS and the inauguration of its 20 founding members

in the service of humanity and to take our rightful place among the leading research institutions in South Africa and on the continent."



Donato Francisco Mattera, Doctor of Literature and Philosophy (honoris causa)

Pre-eminent poet and literary activist

One of the African continent's pre-eminent poets, Donato Francisco Mattera, was awarded the degree DLitt et Phil (*honoris causa*) on 27 September. His writings are considered to be a valuable contribution to the anti-apartheid discourse and the wider context of 20th and 21st century South African literature.

Don Mattera has spent his life making a case for social justice and transformation of society. He was banned by the apartheid government from 1973 to 1982. During this period, he was under house arrest for three years. He found an outlet in writing poetry, essays, plays, short stories, and novels. Mattera's poetry ranges from po-

litical tributes and eulogies to innocent praise songs and highly emotional love songs. Es'kia Mphahlele described him as "... this ageless literary activist who makes music with his poetry".

"Yes, your child, my child, our child is God's child, yearning for life and learning. That must be the mantra of the new, liberated, changed and ready Unisa; service, sacrificing and struggling to create new people for a new caring and learned Africa, and for the creation of a new South Africa and for all its people. For a world characterised by caring, giving and a deeply compassionate people-defying military options that sow death, destruction, and human bondage.

And of a Unisa, reborn, renewed, restored, revitalised, ready to lead and pave the path to peace, prosperity, purpose and a passion to serve our beautiful, beloved country, with patriotic zeal!"

Nearly 27 000 students will graduate at Unisa this year. During the spring graduation ceremonies nearly 6 000 students are graduating, in addition to the 21 236 students who participated in the autumn graduations.

In 2008, 17 923 students graduated, of whom 66% were women and 58% were African. In 2009, 22 675 completed their qualifications, of whom 69% were women and 63% were African. In 2010, 26 073 graduated, of whom 69% were women and 68% were African.

Coding meaning across apparent boundaries

Like many specialities, art has been influenced by technology and this was visible at an exhibition hosted by the Unisa Art Gallery in September. Entitled *Transcode // Dialogues around intermedia practice*, the exhibition displayed works by artists who work in traditional and new media, but whose creative processes are increasingly influenced by digital technology.



Mary Sibanda and Lawrence Lamoana, with *All in line* by Lamoana

Detail of installation, *Time will tell*, by Carolyn Parton

Unisa Visual Arts Lecturer, Gwen Miller, who curated the exhibition and displayed her work as part of research for her practice-led DLitt et Phil in Art History, said *Transcode* frames the theoretical gap between digital and analogue media and focuses on intermedia art practices that articulate the differences between hands-on and digital media. “*Transcode* exposes how artistic mediation processes can carry meaning across apparent boundaries to produce unexpected overlaps – a complex creative detour that offers an alternative way of imagining the presumed dualism

between traditional and digital art.”

She said through *Transcode*, the artist’s re-coding of traditional processes reveals formal and conceptual parallels contained by presence and embodiment. “Within these processes the artists explore assumed differences within unfolding dialogues while reconstructing grey areas – places where slippage and intervention may avoid rigid classification. The creative convergence of the individual expressions within *transcode* makes these liminal spaces visible.”

Miller said that the concept of transcoding implies not only a sharing of cultures, but also the potential for a cross-contamination between different disciplines.

Celia de Villiers (left) and the women responsible for *Syncrismic journey*: back, Lindiwe Maseko, Tshidi Leputla, Lesego Makua, Irene Ntombela, Susan Haycock, and Nomsa Sithole; and front, Alzina Matsosa and Evelyn Thwala.



Gwen Miller and her sons, Thomas and Oliver, stand in front of *Key to the family: Thomas and Oliver 1997-2011*



Detail of a collaboration by Gwen Miller and Fabian Wargau, entitled *System dialogue*



"Within the context of this exhibition, transcoding also points to the significant, yet often inconspicuous manner in which we adjust our lives in a world of ubiquitous technologies ... This omnipresence is experienced when one walks through the space of the exhibition, with a multitude of projections, interactive works, and an online web site being presented."

In terms of her doctorate, Miller clarified that the practice-led methodology accepts that the practical component is the core of the academic research and that it is evaluated *in situ*. The exhibition as a physical experience is also assessed by the examiners as this is a curated exhibition. "This implies that I conceptualised the exhibition to be a research project and invited other artists to make new art, thinking with me through their art and researching the concept from their different ideological interest angles ... My own artworks also formed an important part of the visual research."



The final 'document' that will be evaluated will contain visual archival material, a full catalogue, DVDs, and a thesis presented in a boxed format. Miller noted that the thesis is not only shorter than a doctoral thesis but is also written with the processes of visual research dominant in the perspective

of writing. "The perspective acknowledges that the artwork translates meaning and knowledge of the world in a unique and specific way that is not directly translatable in any text and has to be present as research in its physical form."

Exhibiting artists included Colleen Alborough, Celia de Villiers and the Intuthuko sewing group, Frikkie Eksteen, Lawrence Lemaoana, Churchill Madikida, Sello Mahlangu, Marcus Neustetter, Carolyn Parton, Nathaniel Stern, Minnette Vári, and Fabian Wargau.



Prof. Mandla Makhanya, Matlakala Bopape (Regional Director: Limpopo), and Dr Don Mattera

LIMPOPO CELEBRATES CULTURE, LANGUAGE AND ES'KIA MPHAHLELE

The months of August and September were lively ones for Unisa's Limpopo region as many events drew crowds in celebration of education, culture, and Professor Es'kia Mphahlele.

Taking centre stage was the second Es'kia Mphahlele memorial lecture on 2 September. In his address, Principal and Vice-Chancellor, Professor Mandla Makhanya, spoke about the remarkable student traits of the late Professor Mphahlele, linking this to the quality of graduates Unisa aims to produce.

Guest speaker at this celebration was Dr Don Mattera, South African author, liberation hero and activist, who enthralled the audience with his address entitled *Arts and culture as bulwarks in the battle against evils of any kind*. Dr Mattera asserted in his address that all genuine artistic and cultural practitioners have been in the frontline against tyranny, subjugation, corruption, and exploitation.

The third Es'kia Mphahlele reading and writing workshop took place on 2 September with Dr Mattera inspiring many through his talk entitled, *Find thyself, know thyself*

and love thyself through the arts. With the purpose of educating the youth on language and cultural diversity, the region held a cultural festival on 31 August. This platform brought together nine schools from the Capricorn District involved in drama, music, poetry and other performances in the various languages of the province.

With the Department of Information Science, the Limpopo region also hosted two scintillating storytelling evenings on 29 and 30 August. In her opening address, the MEC for Sport, Arts and Culture in Limpopo, Joyce Mashamba, noted that storytelling is an ideal way of bringing people together to learn more about foreign cultures as well as their own.

The audience was enthralled by storytellers Vasilisa Vavixani from Greece, Babalia Mutia from Cameroon, and young local raconteur, Brian Ramamoba, who is only in Grade R.

Eliminating the PhD (push-her-down) syndrome

Addressing the critical shortage of women in senior positions in the country's higher education sector is at the heart of HERS-SA, a self-sustaining, non-profit organisation, which hosts an annual academy in professional development for women employed in higher education throughout southern Africa. The seven-day academy, which took place in September in Cape Town this year, was attended by ten Unisa staff members from across the academic and administrative fields. There were a total of 79 delegates from South Africa, as well as women from Uganda, Tanzania, Botswana, Mauritius, and Namibia.

Addressing a range of key issues in higher education and critical areas related to personal development, 38 speakers and facilitators shared their time and experience in a variety of forums, providing not only information, but mentoring and exposure to role models which are critical elements of the academy experience.

Some of the Unisa delegates shared their thoughts on the academy with the *Focus* team:

Jo Cossavella, Communication Officer in Durban, said she received answers to questions she had for years. "It was very research and

academic orientated, so the relevance for me was the development opportunities that exist for women and how to go about making use of opportunities, especially in the regions." She enjoyed networking with women from other institutes and meeting her Unisa colleagues from Pretoria. "Enlightened, that describes it best for me. This was such a fantastic opportunity to see how other higher education institutes do things and then compare them with what we do at Unisa, especially since I work in a regional office."

Sharing some of the advice she learnt, Cossavella said, "We should have the drive to break down barriers between women – regardless of position or colour. There needs to be an elimination of the PhD, and no, I don't mean the qualification, I mean the push-her-down syndrome, which is exhibited by other women as well as men. At the academy, it was highlighted that women do not always support each other and they use other people's knowledge to leapfrog without acknowledging the recipient of the information ... I am definitely looking at doing things in a different way as my development is in my own hands and not that of the region. Being in a region should not put me at a

Empowered: The Unisa women who attended the ninth HERS-SA Academy in Cape Town are, back, Prof. Gugu Moche (Acting Executive Dean: College of Science, Engineering and Technology), Zandi Mogiba, Prof. Mpfari Budeli (Mercantile Law), Jo Cossavella, and Dr Eleonore Johannes (Acting Director: Quality Assurance); and front, Buyiswa Nkosi, Mpedi Mokonyama (Deputy Director: Database Management and Applications), Dr Mmankoko Ziphorah Ramorola (Further Teacher Education), Karen Redelinghuys (Employment Equity and Transformation), and Prof. Michelle Havenga.

disadvantage to any of the other Unisa women."

Professor Michele Havenga, Director of the School of Law, said many of the issues discussed at the academy were directly relevant to her portfolio and the speakers, generally, were very knowledgeable. "The sessions, and discussions afterwards, provided an opportunity to assess one's own experiences and approach in comparison to those of colleagues in similar positions within Unisa and at other universities, to obtain information on various aspects of higher education in a broad context, and to be guided and motivated regarding one's personal career." She said some of the sessions provided very simple, yet effective, ideas in respect of career development. "The networking potential unlocked by the academy is valuable. The interaction with other Unisa colleagues, many of whom I had not previously met, was also most enjoyable."

Buyiswa Nkosi, Manager of Salary Accounting, described her experience at HERS-SA as amazing. She was inspired by the journey, challenges and successes of women in senior positions from both academia and support services within higher education, and was exposed to the realities of being in a top job.

"I was inspired to lead and manage others with an intention. I was inspired to prepare and plan my

career, by firstly, excelling in my current job and engaging in events that will develop my skills. I was inspired to consistently take ownership of Unisa's vision and mission and consciously align my own behaviour to the 11Cs+1. I was inspired to lead by example and encourage others to be the best they can be ... I also enjoyed networking with women from South Africa, and other African countries. Africa is truly blessed with wonderful women who truly care about the development of our country and continent."

Zandi Mogiba from Library Services said she enjoyed the academy and learnt a lot, not only from the speakers, but also from the colleagues with whom she networked. "To engage with colleagues from different portfolios within higher education was delightful and informing and my expectations were met."

Mogiba realised that women in higher education across the continent share the same challenges. "The academy has given me some pointers on how to create an indelible impression and that success comes from self-packaging. The matters of good governance were also shared at length; and the idea of leaders as relationship builders, how we need one another as women to transform and change our institutions ... We need to make sure that as we climb up, we take other women with us."

IN THEIR EXPERT OPINION



Prof. Eric Udjo shares his thoughts on why every person in SA should be counted this month.

Census 2011 – Why all South Africans should be counted

A population census plays an essential role in the public administration of any country, including South Africa. October 2011 will see the third census conducted by a democratic South African government, an initiative with great benefits leading to planning and development. With this in mind, Focus sounded out Professor Eric Udjo, Research Director in the Bureau of Market Research, with specialisation in population studies, on his thoughts about the importance of Census 2011 and why every South African should be counted. This is what he had to say:

A census, literally, is the enumeration of all persons in a country at a specified time as well as the collection of socio-economic and demographic characteristics of the persons enumerated. Censuses are the main source of information about a country's population size and their characteristics. The information enables governments to plan and formulate appropriate policies to improve the standard of living of their people.

The 2011 South Africa census scheduled for October will be the third post-apartheid census since the 1996 and 2001 censuses and will attempt to enumerate all persons in the country. Aside from the 1970 South Africa census, censuses during the apartheid era were fragmentary, as they did not cover the whole of South Africa. All censuses worldwide have elements of under-count (or under-enumeration) but the lower the under-count the better. The 1970 census in South Africa had an undercount of 2%. It increased to 11% in 1996 and 17% in 2001. Everyone's participation in the 2011 census is essential to reduce the undercount experienced in the past censuses as well as to provide accurate information to enable well-informed planning in the country. Your participation in the coming census is therefore very important.

The list of Unisa experts can be viewed on http://www.unisa.ac.za/unisa_experts

Powering up through fun and wellness

With the health and wellbeing of Unisa staff inextricably linked to the wellbeing and full functioning of the university, these days proved the importance of balance in our lives. Urging staff on was Pro-Vice-Chancellor, Professor Narend Bajinath, who believes wellness must take a firm root in personal and collective consciousness. "We must intentionally desire to live as whole human beings. We can do this by adopting a healthy lifestyle, avoiding and dispelling toxic thoughts and discovering the power of generosity and gratitude. From this personal will to live and thrive, your wellness consciousness will contribute to a healthy organisational culture."

Pumped up by these inspiring words, staff geared up for the fun walk around campus with each participant receiving a gold medal at the finish line, proving that everyone is a winner at Unisa. This was followed by a power-hour aerobics class by Virgin Active instructor, Tshepo Madubanya. In total, more than 1 000 staff members from both campuses had registered for the walk.

The fun and wellness days also provided pivotal health and lifestyle information through various exhibitors such as Virgin Active, Colgate, Capitec Bank, Health Insight, CANSA, Mens Clinic, Unisa Employee Wellness, Argilla Pottery, Beauty Goddess, and a host of medical aid schemes.



The Mens Clinic provided pertinent information that many men feel they need to run from.

Stress is the default position that everyone seems to revert to under pressure. It was in this light that Unisa held the annual fun and wellness days on the Muckleneuk and Florida campuses on 15 and 16 September respectively.



Virgin Active instructor, Tshepo Madubanya, gets Unisa staff into shape for summer.



In high spirits after the Muckleneuk walk were Reagan Mabunda, Monde Ntshaba, and Professor Mfecane from the Centre for Business Management.



Taking a breather after the walk at Muckleneuk were Zelda de Villiers, Anna Bok, Marie Beneka, Aletta Pieterse, Gerda Fouché, Dorothy van der Westhuizen, and Pula Bisschoff, all from the Department of Examination Administrations.



Summer smiles were encouraged by the Colgate exhibitor at Florida Campus.



Screenings and health tests were provided by various medical aid schemes, including Discovery Health.





Sometimes going downhill can be fun!



Peel an orange competition with exciting prizes was one of the events at Florida Campus.



Evans Malepe (CSET) was first to the finishing line to claim his trophy.

Gold medals for every participant in the fun walk, proving that everyone is a winner at Unisa.



An impressive staff turnout could be seen at the Muckleneuk fun walk.



Taking part and encouraging staff was Prof. Narend Bajinath.



A walk for some and wheels for others: Joel Dolamo (Records Management), Pintias Nkuna (ARCSWiD), Tonny Matjila (HR), and Zelna van Niekerk (HRM).

CROUCH! TOUCH!

In 1995, when the country hosted the Rugby World Cup (RWC), the game was one loved by just some South Africans. When Nelson Mandela used rugby as tool to unite South Africa, however, support for the sport grew and the word *Amabokoboko* echoed through the streets of South Africa. A new brand was born, one that symbolised champions and unity. Now, 16 years later, the green and gold is proudly worn and the Springboks are supported by South Africans from all walks of life.

Unisa staff are amongst those South Africans, who, during September and October, displayed their immense support and excitement, and not only on Bok Fridays. The thrills, spills, excitement, pageantry, and passion of the 2011 RWC were definitely felt as one walked around the various Unisa campuses.

1. Showing off the College of Agriculture and Environmental Sciences (CAES) scrum style are Marthie van Wyk, Poppie Khoza, Chris Vlok, Ina Viviers, and Marjanne Coetzee. 2. Excited about RWC 2011 are Winston Mathebula (Protection Services) and Mandla Mathibe (Unisa Art Gallery). 3. Boks all the way: Louis Jonker and Janelle van Zyl from Management Accounting show their support. 4. Snapped in their Springboks supporter shirts are Marilize Els and Riana Horn from Financial Accounting. 5. Our blood is green: Phindile Nkosi (Human Resources) and Zandile Majeke (Examinations). 6. Getting behind the Boks are the women from Human Resources: Back, Dudu Mtjilibe and Belinda Ndlamandla-Ximba; and front, Annatjie Terblans, Phindile Nkosi, Nadine de Jager, Dorcus Moroe, and Dsiree Daile. 7. Danie Kamp (Finance) goes green for the Boks. 8. Taking a break to talk rugby are Johannes Bok (Assignments), Elna Schwartz (Finance), and Vusi Mtstsweni (Examinations). 9. Springboks all the way are Khedi Pitsoane (Graduations), Johan Joubert (CBM), and Jacques Greyling (CBM). 10. Marco Antonie (Finance) proudly wears his Springbok shirt. 11. Raring to go for RWC 2011 is Gavin Isaacs (Student Assessment Administration). 12. Showing his vibrant support for the Springboks is Baleni Mtshale (Sound, Video and Photography). 13. Proudly supporting the Springboks is Pamela de Jongh (BMR). 14. Madeleine Goetz (BMR) knows who her team is. 15. Doing the Haka is Lufuno Mususumeli (Study Material Publication Production and Delivery). 16. Proudly wearing her Springbok shirt is Talita Eckley (Records Management). 17. Motshedisi Chauke (Health Studies) is ready to cheer on the Boks. 18. Michelle Nienaber (Records Management) is all smiles in her Springbok jersey. 19. Leonard Ngoveni (Xerox Unisa) and Wendy Mthombeni (Study Material, Publication, Production and Delivery) are excited about RWC 2011. 20. All happy about RWC 2011 are Leonard Ngoveni (Xerox Unisa), Baleni Mtshale (Sound, Video and Photography), and Wendy Mthombeni (Study Material, Publication, Production and Delivery). 21. With a big thumbs-up, Richard Lusitni (Xerox Unisa) shows his support for the Springboks. 22. Rugby fans from Despatch and Corporate Communications are, back, Kefilwe Kepadisa, Rivonia Naidu and Itumeleng Mosehle; and front, Phemelo Mashala, Lesego Mekgwe, and Pretty Masemola.



PAUSE! ENGAGE!



Congratulations are in order to Dr Azwiy Tshivhase and Stan Fourie for correctly predicting who would walk away victorious at Rugby World Cup 2011.

Both staff members predicted that the All Blacks would lift the coveted Webb Ellis Trophy in a predictor competition held by the Department of Corporate Communication and Marketing.

Winning a R500 gift voucher to spend at the Unisa Shop, Dr Tshivhase, Director of Curriculum Development and Learning, predicted the closest score, saying that New Zealand would edge out France, 17–12.



Azwiy Tshivhase, who just returned from Athabasca University, Canada, said winning the competition was a great start to his week. "On the day of the final, I landed at OR Tambo and I had one thing on my mind, to watch the game. I hurried through the airport like a possessed man. My son said to me that France would win and I told

him France couldn't win as I had entered a competition at work and I picked New Zealand as the winners ... This is amazing and what a welcome back to Unisa after a month in rainy and cold Canada!"

Azwiy predicted that New Zealand would win because "technically and psychologically" they were the better team throughout the tournament. "I was disappointed that the Springboks were knocked off early and Bafana Bafana have not been doing well. However, I am the most excited person at Unisa today because I won this competition. I am an ardent rugby supporter and, of course, my *bloed is groen*. Thanks to Corporate Communication and Marketing for organising the competition."



Stan Fourie, from the Directorate for Instructional Support and Services, also came close with his prediction, believing that New Zealand would beat France 30–17. This won him a R200 gift voucher to spend at the Unisa Shop.

Stan said: "It is a wonderful feeling to be one of the winners and I feel so proud that Unisa had this competition to show our support for our national team."

He said when the competition appeared on Intcom, he immediately decided to enter and knew after South Africa was eliminated that his prediction would come true and that the All Blacks would deservedly be crowned world champions. "The passion of the people and the team, together with their unbelievable preparations, were the key to the success that they yearned for. Twenty-four years to wait is a very long time."

Casting light on Deepavali celebrations

Deepavali, also referred to as Diwali, is perhaps the most well-known Hindu festival celebrated worldwide and in South Africa. This Hindu festival of lights, which symbolises the triumph of good over evil, is the most important holiday of the year in India. The festival gets its name from the row of clay lamps that lines homes to symbolise the inner light that protects from spiritual darkness. This festival is as important to Hindus as the Christmas holiday is to Christians.



India-Bangladesh border



India



Durban



Pakistan



South Africa

Deepavali, celebrated in October or November each year, originated as a harvest festival that marked the last harvest of the year before winter. India was an agricultural society where people would seek the divine blessing of Goddess Lakshmi, the goddess of prosperity, wealth, and abundance, as they closed their accounting books and prayed for success at the outset of a new financial year. Today, this practice extends to businesses all over the Indian subcontinent, which mark the day after Deepavali as the first day of the new financial year.

Dr Michel Clasquin from the Department of Religious Studies and Arabic, who specialises in Buddhism and Hinduism, said that while all religions have special days set aside in the calendar for celebrations and festivals, Deepavali is a special case because it is celebrated in three separate religions:

- In Hinduism, Deepavali commemorates the return of Rama and his wife Sita to the city of Ayodhya from 14 years in exile. The story of their exile, which started when Sita was kidnapped by the demonic figure of Ravana, is told in the Hindu sacred book called the *Ramayana*. But Deepavali also has links to that other great Hindu legend, the *Mahabharata*. It was during this time of the year that Krishna and his consort defeated the demon Naraka. In this way, the festival unites the two great sagas that have bound together Indian society for centuries, and which have exercised great influence over neighbouring cultures like those in Burma and Thailand.
- In the Sikh religion, Deepavali commemorates the time when their sixth guru was released from prison in 1619 along with 52 local kings. All of them had been imprisoned by the Mughal emperor of India.
- In the religion called Jainism, Deepavali is celebrated to recall the time when Mahavira, the founder of the religion, attained enlightenment, in the year 527 BC.

Over the centuries, Deepavali has become a festival that is enjoyed by most Indians regardless of their religion – Hindus, Jains, Buddhists, Sikhs, and Christians. It is also celebrated worldwide where Indians have established new lives and communities outside of the sub-continent.

As October saw Hindus worldwide celebrate Deepavali, some Unisa staff members shared their thoughts about this auspicious day:



Director of the School of Criminal Justice, Professor Kris Pillay, says the Deepavali morning begins with an oil bath, which is meant to purify and cleanse someone before prayer. "We normally then put on our traditional clothing ... The importance of the festival lies in welcoming Goddess Lakshmi into our homes, by conducting the morning prayer. As Deepavali literally translates to mean 'row of lights', we light lamps and make offerings of sweetmeats during the prayer. After handing out parcels, the family indulges in sweetmeats and other meals and we end the evening by lighting more lamps and small fireworks."



Yegis Naidu from the Department of Library Services says that Deepavali is significant for her family as it is the time when loved ones get together and celebrate the auspicious occasion.

She usually bakes different types of Indian sweetmeats, biscuits, and savoury snacks. "The sweetmeats are carefully laid out on platters and beautifully decorated to give away to neighbours, friends, and family."

Before placing clay lamps outside the house, the Naidu family also do a prayer inside the house. Yegis says she would like staff and society to know that Deepavali is not solely about lighting fireworks. "We respect animals and the privacy of our neighbourhood, and don't believe that lighting fireworks is the only way to celebrate this festival."



Pro-Vice-Chancellor, Professor Narend Bajinath, says Deepavali is the most important family event of the year. "This is one occasion when everyone blocks time to be with the extended family. It is also an occasion to reaffirm togetherness, charity, benevolence, and triumph over malevolent forces by sticking assiduously to virtuous principles and values ... It is a tradition to hand out parcels – to friends, family, and the poor. This is an important ritual in building or restoring the social fabric through acts of goodwill, demonstration of piety, and care for fellow human beings."

Because home has been Johannesburg for the last 12 years, the tradition for the Bajinath family is to congregate at the eldest brother's house, south of Johannesburg. "He is also the most traditional and can be counted upon to ensure that family traditions are preserved. The firework displays are always the most spectacular there, and go on until late at night."



Kamban Naidoo from the Department of Criminal and Procedural Law says Deepavali has both a spiritual and practical aspect. "On a spiritual level it is an auspicious time when Hindus offer prayers and observe rituals. On a practical level, however, it is also a time of celebration, indulging in decadent Indian sweets, paying visits to family and close friends, exchanging gifts and lighting the ubiquitous clay lamps and fireworks."

If possible, Kamban travels to Durban to celebrate Deepavali with his family. "The city is home to the largest Hindu community in South Africa and hosts one of the largest celebrations of the festival, replete with all the pomp and ceremony that befits this festival."



Director of the Advocacy and Resource Centre for Students with Disabilities (ARCSWiD), Dr Siva Moodley, says Deepavali is a festive occasion that allows Hindus to foreground their rich and colourful culture, which is characterised by thanksgiving, sharing, family reunions, joy, and love.

He says while there are popular sweetmeats, nowadays many families try creative ideas by combining recipes, or adding new ingredients to existing recipes. "Although I love sweetmeats, savouries of different shapes, sizes and tastes also feature prominently in the spread."

Looking at the South African Hindu celebration, Dr Moodley says, "Understanding and appreciating our diverse cultures is very important, and I am confident that the snippets of information woven into a general article on Deepavali would assist in enhancing that understanding."

Additional Information and pictures sourced from:

<http://kids.nationalgeographic.com/kids/stories/peopleplaces/diwali/>
<http://www.guardian.co.uk/world/gallery/2009/oct/18/religion-india#/?picture=354422318&index=9>
<http://www.biggerindia.com/nr/1921-made-in-india-remade-in-america.html>
http://news.bbc.co.uk/1/hi/newsid_6070000/newsid_6072900/6072988.stm
<http://photography.nationalgeographic.com/photography/photo-of-the-day/buddhist-festival-myanmar/>



Jenny Raubenheimer and Dr Madina Fabris in discussion over the library Italian book display.



TRANSLATING ITALY IN AFRICA

Unisa hosted a two-day *Colloquium d'Italianistica* (Colloquium in Italian Studies), themed *Translating: Italy in Africa*, in September. Reflecting on 150 years of Italian unity, the colloquium presented papers on postcolonial Italian literature as well as exploring related cultural themes such as the influence of African cooking on Italian cuisine, the architectural elements of the medieval Italian city translated into the South African environment, and the image of Africa on Italian opera.

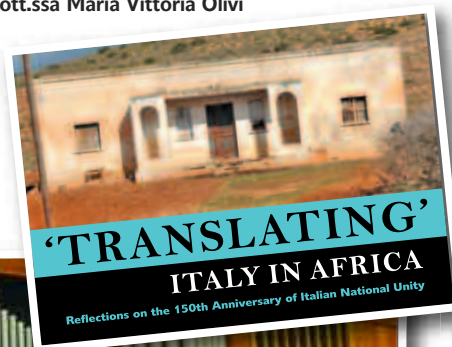
There were two very eminent speakers from Italy, the writer Valentina Acava Maaka and Itala Vivan, literary critic and specialist in African Literature from the University of Milan, both of whom gave keynote addresses. There was also an opera competition, *L'italiano All'Opera*, on the evening of the second day, which was sponsored by the Italian Institute of Culture (IIC) and Opera Africa.

The Unisa Library, in collaboration with the IIC, hosted a display of Italian books and special collection material as part of the colloquium. Guests included the IIC Director,

Dr Madina Fabris, as well as Professor Itala Vivan.

The guests were welcomed by Library Information Resources Distribution Director, Jenny Raubenheimer, who commended the IIC for their collaboration, as well as their interest in the library. In presenting the display, Fabris stated that the books formed part of the collection sent by the Italian Ministry of Foreign Affairs to pay homage to the 150 years of Italian unity. The books are published by acclaimed Italian publisher, Franco Maria Ricci, who publishes the famous art magazine *FMR*, described by critics as "the most beautiful magazine in the world".

All the participants of the colloquium with Unisa staff from the Italian division and other organisers: Back, Sig.ra Alexandra Lee Stephenson, Prof. Aaron Carpenè, Dott. Pietro D'Alessio, and Prof. Giona Tuccini; and front, Prof.ssa Grazia Sumeli Weinberg, Dott.ssa Claudia Fratini, Dott.ssa Giannella Sansalvadore, Dott. Raphael D'Abdon, Sig.ra Irene Stewart, Dott.ssa Valentina Acava Mmaka, Prof.ssa Federica Bellucci, Dott.ssa Olga Filippa, Prof.ssa Itala Vivan, Dott.ssa Antonella Piazza, Dott.ssa Anna Rizza, Prof. Franco Arato, an unknown guest, Dott.ssa Marialaura Chiacchiararelli, Dott.ssa Flaviana Zaccaria, Dott.ssa Maria Vittoria Olivi



Professor of Music Studies at John Cabot University in Rome, Aaron Edward Carpenè, who was the accompanist at the singing competition, performs extensively in Europe and abroad as a soloist keyboard interpreter of early music. He is seen here with one of the competitors, Kelebogile Boikanyo. The competition was won by Brenda Thule.

INCENTIVES TO AVOID HIGH ELECTRICITY PRICES

In the past South Africa has been hit by unprecedented levels of load shedding brought about by a shortage of generation supply capacity of electricity. Since the country is still experiencing electrical power cuts, immediate interventions are needed. The rate of

consumption of electricity has been increasing significantly and the demand during peak hours has been a growing problem for both security of supply as well as cost of generation and transmission.

To address the above-mentioned issues, the Department of Mechanical and Industrial Engineering in the College of Science, Engineering and Technology hosted Dr Samuel Gyamfi, from Murdon University, Australia, at a seminar on 15 August.

His presentation was based on his doctoral thesis, *Demand response assessment and modelling of peak electricity demand in the residential sector: Information and communication requirements*. A demand response activity is an action taken to reduce electricity demand in response to price, or monetary incentives to maintain a reliable electric service or to avoid high electricity prices.

His research was conducted in New Zealand and academics in

Unisa were invited to conduct similar research in South Africa.



Dr Samuel Gyamfi



CSET says thank you to their support staff!

CSET support staff head for their roots

On 9 September, the College of Science, Engineering and Technology (CSET) support staff visited the Cradle of Humankind to connect with their roots. CSET's support staff might be known to be the best when it comes to administrative work, but on this occasion, they displayed other skills that they are perhaps not so well known for, such as cooking and art!

The Cradle of Humankind is a World Heritage Site. The name reflects the fact that the site has produced a large number of, as well as some of the oldest, hominid fossils ever found, some dating back as far as 3.5 million years ago.

The Roots Restaurant at the Forum Homini hotel is one of the

top ten restaurants in the country, and their *maître d'chef* gave the CSET support staff cooking lessons, after which they had to cook a specific meal. Prizes were awarded to Mpho Tshabalala and Susan de Klerk for presenting the best food. Staff then decorated the aprons that they were given as part of their cooking lessons to display their art skills.

They were later taken on a music journey, but travelled without moving. Everyone was relaxed during this session, and all enjoyed the African music that was played.

Bye the beloved country

South Africans have long been present in the United Kingdom. However, since 1994, their numbers in the British Isles and, in particular, London, have grown exponentially. By 2009, some had even predicted that over a million South Africans now called the UK home. While this number is an exaggeration, it is clear that this group comprises the largest portion of the South African diaspora.

Various labels chicken runners, exiles, and emigrants, these South Africans have regularly attracted attention in the media, yet there have been no serious studies of their story. *Bye the beloved country, South Africans in the UK 1994–2009*, by Robert Crawford, addresses that gap. It asks who these South Africans are, why they are in the UK, and what they were doing there. The answers to these questions not only provide a unique insight into the short history of South Africa's unofficial tenth province, but also help to answer the question of whether or not these South Africans will return to South Africa.

Robert Crawford lectures in Public Communication at the University of Technology, Sydney. Previously, he was the Monash South Africa Research Fellow at King's College, London. His publications include *Australians in Britain: The twentieth century experience* (2009), *But wait, there's more...: A history of Australian advertising* (2008), and *Consumer Australia: Historical perspectives* (2010). He is currently working on a history of public relations in Australia.



Bye the beloved country
South Africans in the UK 1994–2009

Robert Crawford
Unisa Press

Contact Laetitia Theart at theartl@unisa.ac.za or +27 12 429 3448, or visit the Unisa Press counter in the Es'kia Mphahlele Registration Hall on the Sunnyside Campus, which is open Mondays to Fridays from 08:00 to 15:45.

Retirement isn't just a date, it's a new life!

Stop living at work and work at living, is the advice given to Unisa staff who are retiring in the next five years.



Staff packed the Senate Hall for the Unisa Retirement Conference hosted by Human Resources. Presentations included talks on the emotional aspects of retirement, health, pension and provident funds, as well as financial planning and residence after retirement.

It was also the recurring theme at Unisa's Retirement Conference, hosted by the Human Resources Department on 21 September. The conference was aimed at creating awareness on various aspects associated with retirement.

Principal and Vice-Chancellor, Professor Mandla Makhanya, thanked staff for the decades they had spent serving the university. "You have succeeded in the enormous task of educating many South Africans and Africans ... The success of any organisation is due to the performance of its workforce ... Your expertise and dedication has made Unisa what it is today, a household name across the world and one of the leading institutions in open distance learning."

Prof. Makhanya encouraged staff who are nearing retirement to support succession planning at the university and to pass on their expertise and knowledge to younger colleagues.

Unisa is preparing for an exodus of a large cadre of staff expected to retire within the next five years. Krishnee Kisoonduth, the Director of Remuneration and Administration, said, in addition to Unisa hosting support workshops to assist staff with retirement-related issues, where possible, expertise would be retained through the granting of fixed-term contracts after retirement, especially in scarce-skilled environments. She also said that the extension of the retirement age from 60 to 65 years was a matter that was pending at the Unisa Bargaining Forum for negotiation.

Sharing their thoughts on retirement, this is what some Unisa staff had to say:



Laura Steyn, from the Department of Geography, said the focus on the negatives of getting old was "a bit depressing". However, she said the facts on depression were useful and these could perhaps be discussed at a workshop where people could approach the matter in a more jovial and supportive environment. She also enjoyed the aspects of financial planning. "The last speaker was very informative but there was just too much information to grasp fully. I came away feeling dissatisfied with retirement plans ... I would suggest retirement conferences from age 50, so then people can be more informed when they actually retire."



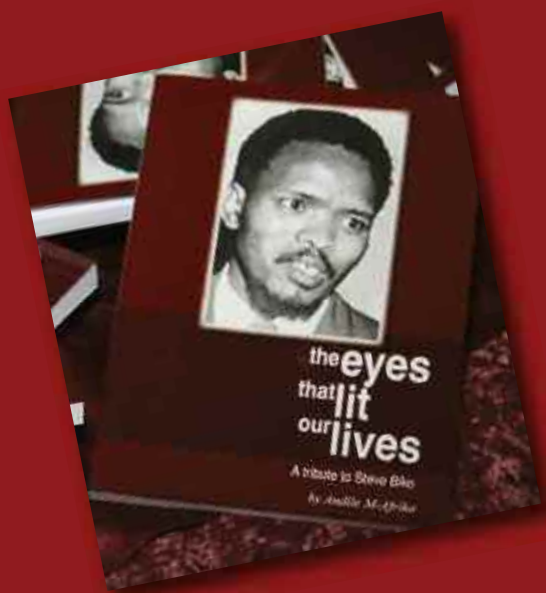
Letitia Ludick, from the Department of Planning and Coordination, described the conference as insightful. She thanked HR and all the speakers for their efforts. "I appreciate it so much and it made me think about retirement in a more serious way."



Izelle Jacobs, from the Department of Sound, Video and Photography, said she enjoyed the conference very much, especially the financial aspects. "I previously did not know so much, but the conference was very informative on financial advice ... When the speakers spoke on the different emotions that come with retirement, especially the negative ones such as rage and depression, it wasn't very nice to hear. However, I believe that even though we can become depressed or angry, it is up to each person to make sure that their mind is in the right place when they retire. It is only for our own good for us to learn to manage our emotions."



Doraval Govender, Senior Lecturer: Department Criminology and Security Science, said the overall contents of the conference were good and he found all the sessions to be informative. "I enjoyed the presentation by Alexander Forbes on the retirement annuities and the presentation on physical fitness the most, but I believe, for the next conference, there should be a focus or presentations on new developments in retirement planning as well as regular workshops or seminars on planning for the future."



Steve Biko era brought to life

It is better to die for an idea that will live, than to live for an idea that will die.

– Steve Bantu Biko

The Steve Biko Book Launch Organising Committee, in conjunction with Unisa's Office of the Principal and Vice-Chancellor, hosted the launch of *The eyes that lit our lives* on 12 September – exactly 34 years to the day that Steve Bantu Biko was killed. Written by Andile M-Afrika, the book is a tribute to the late Black Consciousness (BC) stalwart of the struggle for liberation and features interviews with some of Biko's comrades.

Extending a welcome and talking about the role of Unisa in knowledge production was the Vice-Principal of Institutional Development, Dr Molapo Qhobela. "We are a university tasked with the generation of ideas and knowledge, so tonight we celebrate one of the sons of the soil, as it is important for us to always be present in the communities we serve."



Back, Prof. Itumeleng Mosala (BC Stalwart), Prof. Mandla Makhanya (Principal and Vice-Chancellor), Abbey Makoe (Co-chairperson: Organising Committee and BC Stalwart), Prof. Tinyiko Maluleke (Acting Deputy Registrar), Dr Gomolemo Mokae (BC Stalwart), and Dr Molapo Qhobela; and front, Andile M-Afrika, Simphiwe Dana (Musician), and Dr Duma Ka Ndlovu (Producer of *Muvhango*)

Fulfilling his musical calling

Frans Mahlobogwane's musical story resembles that of the biblical tale of the young Samuel, who did not understand when the Lord first spoke to him. The release of his CD was prophesied in 1998 by Bishop Thabo Masekela, but it took a long time for this prophecy to be fulfilled.

Frans grew up in a Christian family as a pastor's son. This, as well as his membership of the church choir, helped to shape him as a singer as well as a person. He delayed the process of recording from 1998 until 2011 since he had not yet written any songs and no songs were ready to be recorded. However, as soon as he decided to record, all the ideas began to flow. He met his backing vocalist and band members to learn the songs, "They all blended well and we went to the studio in April." It did not take them long to record the 14 tracks, eight of which Frans composed and arranged.

Many people go into music to make money and often things do not go their way. Frans says, "If I make money in the process it is fine; however, my intention was not money but to spread the word." Titled *Uyaphendula* (*He answers*), the CD was launched in August at AFM Doxa Deo in Pretoria, and is a fusion of jazz and reggae, with lots of African rhythm.



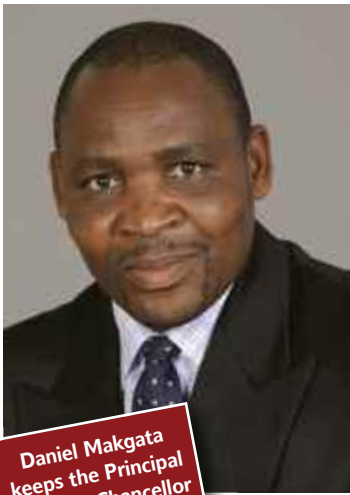
Senior Lecturer in the Department of Jurisprudence, Frans Mahlobogwane, has released a gospel CD, *Uyaphendula*.

Frans wishes to reach many people. "These are songs that give people confidence in God." The praise and worship songs are meant to minister to all people, young and old. The release of his album saw him performing at the Psalms Alive Conference in Pretoria alongside other prominent South African musicians such as Tebs David, Zaza, Maira and Gali. There are plans for another CD, as well, which he intends releasing at the end of 2012 or at the beginning of 2013. He will do it differently this time though. "With that CD, I am going to record it live."

"I have always sung soprano, but I do sing tenor when there are no tenor singers." Frans says he has always had a small voice. "The people who knew me as a young boy say my voice has broken and got broader; however, I still feel it is small."

Given his passion for singing, it was expected that he would study music when he started his tertiary education, but he chose law. "I never regarded music as a career; I have always wanted to study law," he says. "The intention was never to practise as a lawyer, but to be a legal advisor. My father was not comfortable with me practising." He obtained a BProc at the former Vista University in 1998.

He went on to study further and graduated with an LLB from Unisa in 2001, and in 2004 he obtained his LLM at the same institution. He did his articles and was admitted as an attorney of the High Court of South Africa in 2006. Lecturing was never in his mind, though. "It just came my way and I am content with what I am doing." He is now a Senior Lecturer in the College of Law's Department of Jurisprudence.



Daniel Makgata keeps the Principal and Vice-Chancellor moving.



GBooi Sepato assists the smooth flow of documents and publications in and out of the Department of Corporate Communication and Marketing.

MEN IN MOTION

It is a job that needs dedication, discipline and order to succeed, said Daniel Makgata, Security and Executive Driver in the Office of the Principal. In fact, it was very difficult to find an open slot for this interview with *Focus* given his busy schedule.

His 30 years in Unisa started when he joined the Plumbing Department in 1982. After spending some time there, he was promoted to the Directorate: Protection Services in the Campus Control/Traffic Department. "Professor Mandla Makhanya is the fourth principal I am working with, the others being Professor Marinus Wiechers (1994–1997), Professor Anthony Melck (1998–2001) and Professor Barney Pityana (2001–2010)."

Daniel's job entails driving the Principal and Vice-Chancellor, the Chairperson of Council, and the Chancellor of Unisa. "I have to ensure that they all arrive on time for all events." He also serves as a messenger who receives and sends confidential information. "My work requires me to travel around a great deal delivering and collecting documents." He has to visit the Department of Higher Education, embassies, and The Presidency, and whilst doing all this, "I must ensure that I keep up with time."

He always makes time and makes sure that the car is clean and ready to go at any time, as well. Daniel points out that, given the nature of the work he does, he is always on duty. When Professor Makhanya travels abroad, he must be available to collect him at odd hours, should there be any flight changes. Since he spends so much time with the Principal, he finds that a close relationship is the result. "The Principal becomes more like my brother, my father, and my family, too."

When the pressure mounts, Daniel also works with Geelbooi 'GBooi' Sepato, the Driver for the Department of Corporate Communication and Marketing. GBooi said that, if there are big events and absences, he assists the Office of the Principal. However, on a daily basis he collects and delivers mail between the department and Despatch. "I also deliver Unisa's monthly staff newsletter, *Focus*, the annual report, and other corporate publications to management. I have to handle cheques and I have to do that with due diligence." He added that he enjoys his job as he gets to interact with high-profile people. He travels a great deal, as well, going to Florida Campus and further afield to the regions. "I sometimes have to work odd hours since some events run very late." GBooi, who joined the former Vista University in 1992, boasts many years of accident-free driving experience.

THE RIGHT TO KNOW YOUR RIGHTS

Knowing your rights is no more a luxury for the few. Everybody can be informed and educated and this is exactly the reason for a series of lectures hosted by the Department of Private Law, the first of which took place on 7 September.

Hoping to bring together colleagues from all sectors of the university, the lectures created an information base on rights in specific areas of law. Starting the series was Chair of the Department of Private Law, Professor Hanneretha Kruger, who presented on *Law of persons: Children and disabled persons*. She focused on the Children's Clause, also delving into issues of protection rights in the constitution, family and parental responsibilities, exploitive labour practices, registration of the birth of children, marriage of children, consent to medical treatment, and children obtaining contraception.

Professor Kruger spent the second half of her lecture informing staff on the protection of the rights of disabled persons in the constitution, specifically life, dignity, privacy, equality and bodily and psychological integrity.

Of this lecture series, Professor Susan Scott of the Department of Private Law said, "These are not academic lectures but information sessions where we would like to have input from the attendees. If there is sufficient interest, we intend to make this an annual happening with topics differing from year to year, or presented on popular demand. This is really a project by which we intend to be of service to the wider Unisa community."

Other lectures in this series by academics in Private Law were as follows:

- The Consumer Protection Act (Riaz Ismail)
- Law of Succession: Wills – do you have one? (Oscar Matsemela)
- Law of Property: Ownership and possession of property - does the law protect me? (Professor Susan Scott)
- Family Law: Marriage, divorce and children (Professor Leentjie de Jong)
- Law of Delict: Delictual liability of the Minister of Police (Professor Johann Knobel)

Prof. Susan Scott, Prof. Hanneretha Kruger, Riaz Ismail and Prof. Johan Lötter (Associate Professor: Department of Economics) found the first lecture of the series to be most informative.





School receives positive SAICA accreditation report

Following the accreditation visit by the South African Institute of Chartered Accountants (SAICA) in August, the School of Accounting Sciences (SAS), in the College of Economic and Management Sciences (CEMS), received a positive accreditation report. The following aspects were highlighted.

- Leadership in the school
- The new programme qualification mix (PQM) and two-year CTA programme
- The strong response of the school towards SAICA's competency framework
- The school's commitment to quality
- Open distance learning (ODL) initiatives
- The school's contribution to the accounting profession
- The number of chartered accountants coming out of Unisa
- The contribution by staff members to the various SAICA committees and the SAICA examinations

Prof. Valiant Clapper (Deputy Executive Dean: CEMS), Sandy van der Walt (SAICA), Prof. Jackie Arendse (SAICA), Prof. Elmarie Sadler (Deputy Executive Dean: CEMS), Prof. Karin Barac (Director: SAS), Prof. Christo Cronjé (CoD Professional Programmes: SAS), Mandy Olivier (SAICA), Prof. Hellicy Ngambi (Executive Dean: CEMS), and Prof. Jeff Rowlands (SAICA)

LINKING ART MAKING AND ART THINKING

What is the link between art making and art thinking? Is it possible to offer PhDs in art? What is the link between an artist as a researcher and an artist as a maker?



These were some of the concepts discussed at a lecture held by the department of Art History, Visual Arts and Musicology on 23 September.

Guest lecturer, Professor Kenneth Hay, who is a professor of Contemporary Art Practice at Leeds University, shared his thoughts on some of these questions, which are of partic-

ular interest to art practitioners, art promoters, current and prospective postgraduate art students, and all those involved with research within the humanities.

Professor Hay is an authoritative voice on the discourse surrounding practice-led research in visual arts, including new media and film studies. His pioneering work in this

regard has seen numerous international doctoral students concluding their qualifications successfully. Apart from Professor Hay's ground-breaking work at the University of Leeds, his own cutting-edge art projects have been represented on international circuits of major events such as the Venice Biennale and film festivals in Berlin.

During the lecture, Professor Hay spoke on PhDs in art practice and provided case studies to illustrate the possibilities of offering art PhDs. Focusing his lecture on the film work of Galvano Della Volpe, and translatability, he discussed some methodological and anthropological questions for practice-based or led PhDs.



Dr Vaughn W Baker addressed Unisa staff on open theism, a recent theological movement that has developed within evangelical and post-evangelical Protestant Christianity as a response to certain ideas that are related to the synthesis of Greek philosophy and Christian theology.

Open theism explored

Some say there are too many factors at play in the world to have only one view of God. Open theism, otherwise known as free will theism or openness theology, might be the answer, as it provides an alternative view on God.

This was discussed at a seminar held by the College of Human Sciences on 26 September entitled *Divine temporality and missio Dei: The relationship between open theism and missions*.

Keynote speaker, Dr Vaughn W Baker from Texas, USA, discussed open theism and its characteristics, saying that it is the belief that God does not exercise precise control of the universe but leaves it 'open' for humans to make significant choices that impact on their relationships with God and others. Open theists believe that this implies that God does not know the future in detail. They affirm that God is omniscient, but deny that this means that God knows everything that will happen.

Dr Baker says it is important to understand that open theists are Christians, who believe God's greatest attribute is love, but also that people are created to be in meaningful relationships with God and others, and as moral beings must have the ability to make real, responsible choices in their lives.

In terms of the effects of open theism on evangelism and missions, Dr Baker says that aspects such as prayer, strategies, and current trends all come into play. "Prayer is really important and, in terms of strategies, does it undermine God's sovereignty if we become open to different ways of doing things?" He also questioned whether God's temporal ways are accidental or essential. "I believe they are essential ... we know that God is love and we cannot speak of God without speaking of creation."

Additional information accessed from http://www.theopedia.com/Open_theism.



Standing, Prof. Dorothy Farisani, Prof. Sunelle Geyer, Moitsadi Zitha, Prof. Henri Fouché, Marcel van der Watt, and Bernadine Benson; and seated, Advocate Anastacia Mthembu, Advocate Nomagugu Hlongwane and Prof. Tana Pistorius

Sharing law research experience

The College of Law Young Researchers Sub-Committee recently invited three speakers within the college to share their research experience with young researchers. Professor Tana Pistorius, Professor Henri Fouché and Marcel van der Watt spoke at length about research tips and how research can be conducted.

The Young Researchers Sub-Committee plays a vital role in research and capacity building initiatives in the College of Law. It is also significant in creating awareness around policies relating to research. The aim of the committee is to build the capacity of new, young and upcoming researchers and to create an environment conducive to research and creation of knowledge.

Reflecting on narrative responsibilities

Stories come with responsibilities and, for narrators, there should be an obligation to meet those responsibilities. These were the thoughts of Dr Vera Caine, from the University of Alberta's Faculty of Nursing, during a recent presentation at Unisa.

Her presentation, entitled *Narrative inquiry as a qualitative research methodology and phenomena: Reflections on relational responsibilities*, was aimed at academic staff as well as master's and doctoral students.

Dr Caine situated narrative inquiry within narrative methodologies

and reflected on relational responsibilities.

"Responsibility as a word grew from the word 'response'. We are born into our responsibilities, our relationships shape them, and when we make connections more visible, we deepen our responsibilities." Dr Caine also believes that



Law seminar inspires

Prof. Rushiela Songca, Dr Puseletso Letete, (Senior Lecturer: Tax Law); Prof. Stella Vettori (Labour Law and Social Security Law), Prof. Annet Oguttu, (Law); Prof. Muthundine Sigwadi (CoD: Mercantile Law), Prof. Krisandren Pillay, (Director: School of Criminal Justice), Prof. Tim Vollans, and Prof. Reuven Avi-Yonah

The Department of Mercantile Law recently hosted a seminar featuring Professor Reuven Avi-Yonah, Irwin I Cohn Professor of Law at the University of Michigan Law School, and Professor Tim Vollans, Principal Lecturer in Law at Coventry University Law School. The seminar was officially opened by Professor Rushiela Songca, Deputy Executive Dean of the College of Law.

Speaking on *Tax convergence and globalisation*, Professor Avi-Yonah said that it is becoming clear that tax laws are turning out to be similar in most countries because of globalisation. He added that convergence is more pronounced in trading blocs like the European Union. "Some convergences are inevitable but that does not mean that they are all good," was his conclusion.

Professor Tim Vollans shared tips on the skills of writing a successful and publishable paper in his presentation, titled *Writing for publication in tax and commercial law*. "With new legislation and case-law abounding, there is no shortage of material to identify the problem on which it is tempting to comment....However, the delivery of a judgement will prompt a wave of commentary and publishers may have to reject for reasons of space otherwise strong contributions."

He pointed out that the target audience is crucial. "Writing for a commercial client audience in a trade journal may not carry the academic kudos of a piece in the *Law Quarterly Review*, but may generate external, applied research, interest." He concluded by saying that the knowledge or expertise balance is vital but no more so than the intelligence or interest balance. "It remains crucial to understand why your target audience should read your writing."

narrative work is more than a methodology. "It is how we relate with people. We tell stories in order to live."

Dr Vera Caine is a methodology specialist on narrative inquiry with a successful research career. As Co-Chair of the Health Equity Area of Excellence in the Faculty of Nursing at the University of Alberta in Canada, she has been able to combine her clinical and teaching interest with her programme of research. She is particularly interested in methodological and philosophical issues in narrative inquiry as well as visual narrative inquiry.



Engaging on narrative inquiry were Prof. Gloria Thupayagale-Tshweneagae (Department of Health Studies), Dr Vera Caine, Prof. Sizwe Mavundla (Department of Health Studies and Head of Research Committee), and Prof. Gisela van Rensburg (Department of Health Studies).



INAUGURAL LECTURES



Professor Ann-Mari Hesselink

Criminology and Security Science

South African criminology: Evolution from a conventional to a contemporary science and practice

28 September 2011

Criminology in South Africa has advanced over the last decade from a conventional, 'paper-based' science to a contemporary practical field where criminologists as professionals have much to offer. Traditionalist-criminological interests in crime, research, theories, crime prevention and control, and policy guidance have been supplemented with more practical and realistic contributions in practice. In her inaugural lecture, Professor Ann-Mari Hesselink outlined the vital contributions made by South African criminologists as professional practitioners within the criminal justice, corporate and private sectors. South African re-

search contributions and outputs within criminology, professional advice offered in various spheres, and criminologists in practice were presented. Lastly, a practical illustration by means of a case study on the role, focus and contribution of criminologists within corrections was presented.

Ann-Mari Elizabeth Hesselink obtained a BA, BA Hon (Criminology), and a master's degree (*cum laude*) at the University of Pretoria. She completed her DLitt et Phil in Criminology at Unisa during 2004. Professor Hesselink currently specialises in the criminological assessment, crime analysis, profiling, rehabilitation and reintegration indicators for offenders at various correctional centres in Gauteng, and has assessed, profiled and worked with all types of crimes and offenders, including gangsters, serial killers, serial rapists, rapists of infants, cannibals, armed robbers, and complex economic-related offenders.

Professor Hesselink has compiled and co-authored various study manuals in criminology for several academic institutes in Gauteng as well as for Unisa. She has published widely and has been a speaker at numerous national and international conferences.



Professor Michelle Kelly-Louw

Mercantile Law

The statutory in duplum rule as an indirect debt relief mechanism

6 October 2011

One useful debt relief mechanism that was included in the National Credit Act of 2005 is the statutory *in duplum* rule. This is a special rule against the accrual of further unpaid interest and other costs of credit when they equal the outstanding principal debt in terms of a credit agreement, and it operates as long as a consumer is in default.

In her inaugural lecture, Professor Michelle Kelly-Louw focused on the application of this statutory rule against the backdrop of a judgment by the Supreme Court of Appeal and the application of its common-law counterpart. She concluded that the statutory rule provided a better form of debt re-

lief than that of its common-law counterpart, and was needed in South Africa.

Michelle Kelly-Louw holds Bluris (*cum laude*), LLB, LLM (*cum laude*) and LLD degrees, all from Unisa, and has a Diploma in Insolvency Law from the University of Johannesburg. In 2008, she received the Unisa Principal's Prize for Excellence in Research and, a year later, she received the Resilience in Research Award. In August 2010, she received the Department of Science and Technology's award for Distinguished Young Woman Scientist (Academic Excellence in Social Sciences) and, in 2011, she received the Unisa Women's Forum 2011 Woman of the Year Award for the category Achievement.

Professor Kelly-Louw has been extensively involved in the drafting of legislation. She is a member of the Association of Insolvency Practitioners of South Africa, a board member of the International Association of Consumer Law, a member of the editorial advisory board of the *International Journal of Law and Management* (UK), and an advisory member of the *Journal for Estate Planning Law*.



Professor Davie Mutasa

African Languages

The language question in Africa

13 October 2011

In his inaugural lecture, Professor Davie Mutasa called for a renewed zest for the promotion and use of African languages in major domains on the African continent. Africa is a heterogeneous continent with a multiplicity of languages. Although the African Union (AU) recognised diversity on the continent, there are odds against the use of African languages in education at all levels.

The challenges include, among others, social and economic inequalities, conflict of interest, political will and the strength of English. However, Africa has to value African languages so that they carry philosophical and scientific discourse to unprecedented heights. This can be done by view-

ing the politics of terminology with a different eye, changing mindsets, and introducing bilingual education as the strategy to pave the way.

Davie E Mutasa was appointed full professor at Unisa in 2010. He holds academic credentials from the University of Zimbabwe and Unisa. He read thirty papers at conferences, among them, two keynote addresses. Professor Mutasa has forty publications to his credit, including first prize in a literary award for his novel.

He was invited by the Minister of Education, the Honourable Naledi Pandor, to address her ministry, MECs and directors. He was invited to a panel discussion on language matters at the North-West University, which featured vice-chancellors from two universities.

He has promoted 21 master's and doctoral students. He is a member of academic associations, an associate editor, adjudicates articles, books and abstracts; and has served as a member of an advisory group on languages of learning and teaching.



Professor Alta van Dyk

Psychology

Antiretroviral adherence in South Africa: Are we burning our bridges?

26 October 2011

The national antiretroviral treatment programme in South Africa commenced in 2004 and today we have one of the largest antiretroviral programmes in the world. There is, however, growing concern about ARV adherence, the development of drug-resistant HIV, and drug failure. In her inaugural lecture, Professor Van Dyk addressed treatment adherence following the national antiretroviral rollout in South Africa and barriers to adherence.

She concluded that rates of ARV adherence in South Africa were probably similar to rates of adherence to treatments for other chronic diseases, namely between

40% and 50%. Professor Van Dyk made suggestions on how to assist ARV users to overcome adherence challenges and to reach the required adherence level of 90% or more. If this is not achieved, a huge health crisis can be predicted. Alta van Dyk obtained her honours degree in Nursing Sciences in 1987 from the University of the Free State and her PhD in Psychology in 1991 from Unisa. She is an NRF-rated researcher, Category C3, and has conducted research in topics ranging from racial attitudes, predictors of student achievement at tertiary level, civil war in Central Africa, and Western versus traditional African perceptions of mental health. Her main research focus since the late 1980s has been on various aspects of HIV and AIDS.

She has authored and co-authored various books and scientific articles and has participated at numerous international and national conferences. Professor Van Dyk has been involved in research-related community engagement, community development, and capacity development in a wide range of facilities throughout urban and rural sub-Saharan Africa.

FROM THE VICE-CHANCELLOR'S DESK

As part of Unisa's Executive Management training programme, extended management have regular training sessions during which key aspects of leadership and management are dealt with within the context of our vision, mission and value proposition, and, of course, our institutional ethos. The aim of these sessions is to equip, empower and inspire colleagues to be more rounded and competent managers and leaders.

At the most recent training session held from 10 to 11 October, I asked colleagues to revisit the role and application of the integrated performance management system (IPMS), with a view to determining its currency and value in a transforming institution, its alignment to its own stated aims and objectives, and the need for extended management to engage critically and honestly with their roles as managers of the system, in terms of their own performance and that of those who report to them.

In my address, entitled *Power, people and performance management: Charting a new direction as servant leaders*, I reaffirmed my belief in the necessity of the IPMS as a tool for the efficient and effective management of the institution. However, I counterbalanced that with my ongoing concerns around the sometimes subjective and erratic application of the IPMS (especially the ratings) across the institution, disparate and ineffective management and leadership styles, and the worrying delay in arriving at a final resolution at the Unisa Bargaining Forum (UBF) on the rollout of performance bonuses to staff.

One of the chief criticisms of the IPMS by staff has, in fact, been that they are not given bonuses and therefore see no reason to conduct or participate in performance assessments. The general perception is that management pays

themselves bonuses, while they withhold the same from staff. It would be remiss of me not to set the record straight. Negotiations are currently underway with the UBF as all such issues pertaining to staff from levels 5 and below reside within the domain of the UBF.

Staff at levels 4 and above fall outside the UBF. Their situation is handled directly by management, including the implementation of their bonuses. There is good news on the horizon, because within the context of the good progress that has been made on negotiations at the UBF thus far, I sincerely hope that this matter will soon reach resolution so that we can begin the payment of performance bonuses to all our staff.

Another serious criticism revolves around the subjectivity of some managers in the application of the evaluation and rating process. This problem exists across the institution. Some managers tend to be overly strict and even punitive in the application of the ratings while others tend to be overly generous, handing out extremely high ratings as a matter of course. Similarly, certain managers from across the institution have given themselves very high ratings while their staff somehow seem to lag behind. I therefore raised the following issues for critical discussion and attention:

- If a manager's staff are not performing well, how is it possible that they rate themselves highly? Surely staff performance is also a reflection of management and leadership skills and ability?
- If the institution is not performing optimally, how can extended and top management justifiably receive high performance ratings? Surely their overall management and leadership must impact in a real way on institutional performance?

- How does one arrive at an IPMS that aligns individual, staff and institutional performance in such a manner that it reflects accurately the various synergies that contribute to the overall picture that is Unisa?
- How does one provide appropriate IPMS guidance and standards to staff and managers, especially in terms of ratings, that will facilitate a more even-handed and objective application of the IPMS across the institution?
- How can we expedite the process of bonus rollout to the entire institution?
- How can we, as servant leaders and ethical managers, apply the IPMS in such a manner that it contributes to Unisa becoming a high-performance institution?

I concluded my address as follows: "When it comes to the IPMS we tend to focus on the more technical, quantitative aspects and their implications for the institution and its performance, and rightfully so. It is, after all, a performance management tool. However, we need to remember that our IPMS must also be accessible and acceptable to the vast majority of our staff, to the extent that they will become willing and excited participants in the process, rather than reluctant adherents to a perceived imposition. They will need to see and understand the benefits that the system holds for them, and the most effective way of ensuring that that will happen is through the example that managers provide as the key members (or, if you prefer, leaders) of their respective teams. ...A shared understanding amongst top and extended management, in particular, of your collective role in promoting equitable, professional performance management is key to its acceptance and success. That, of course, means that at



your level, too, fierce competitiveness, territorialism, and egotistical behaviour will need to be replaced by teamwork, by support and collaboration."

I am pleased to say that extended management took the message to heart and engaged wholeheartedly in all of the issues raised in a very open and frank manner and within the context of servant leadership. The discussions resulted in an agreement to rework the IPMS into a format that will allow for its even-handed and realistic application. Managers will be provided with far more support and guidance than has previously been the case. In a parallel process, institutional performance indicators are also nearing completion and these will contribute to a more realistic assessment of performance. In a dynamic institutional environment, it is appropriate and proper that tools such as the IPMS should be revisited on a regular basis to ensure their currency and alignment with institutional transformation. It has been pleasing to see the manner and alacrity with which extended management has responded to the challenges put before them. I trust that the envisaged changes will come into effect during the course of next year. As this happens, our institution will be kept fully apprised. I look forward to an effective IPMS that resonates strongly with all who work at Unisa.

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