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UNIVEN confers honorary doctoral degree on Former President of South Africa, Hon Kgalema Motlanthe

Former President of South Africa and former Chancellor of the University of Venda, Hon Kgalema Motlanthe was awarded an honorary doctoral degree in Administration by the University of Venda during the Spring Graduation that took place on Thursday, 05 October 2023 at the University Auditorium.

Dr Kgalema Motlanthe was honoured for his distinguished, significant, and outstanding leadership contributions to society, both in South Africa and internationally.

In his acceptance speech, Dr Motlanthe expressed his deepest appreciation, honour, and privilege to be part of this graduation ceremony and for the conferment of an honorary degree in the Faculty of Management, Commerce and Law.

Dr Motlanthe expressed that acceptance of this honorary degree also comes with a huge responsibility. The conferring of a degree is not the end but the beginning.

He maintained that institutions of higher learning bear the responsibility to produce graduates with the necessary will to change current social realities and further expand the aptitude of the mind. "This is the type of pedagogy that enables people to reimagine a new world, as many of the alumni of the University of Venda have and do".

As he continued with his speech he said "With hindsight, we know that tertiary education afforded many visionaries the means to understand the human condition as it manifested itself in the South African historical process. Dr Motlanthe further argued that tertiary education serves as a launching pad for personal intellectual and political epiphany. In other words, he said "Tertiary education sets students off on a journey for personal discovery, and what they discover about themselves creates a scaffold for how they wish to mould the world in which they exist."

Dr Motlanthe stated that "University is not a world apart, but an essential member of the living organism of education. Hence, if we drop this semi-utilitarian argument and turn to examine what a university really is and what it should do, no man who has the interest of people at heart can oppose university education."

He told attendees of the graduation ceremony that in the concrete life of students across the board, education has the potential to be a liberating force that equips one with the intellectual apparatus to transform human consciousness qualitatively from the impulse to dominate, to the ideal of common



humanity capacious enough to embrace the marginalised and vulnerable in society.

In addition, he said "Young graduates, you are the leaders of today as it is your generation that must take the torch forward and apply what you have absorbed in your studies and learnt in the university life, to reconcile the great potential with the great foe, of this future tech that has arrived today".

Dr Motlanthe concluded his acceptance speech by appreciating his wife Mrs Gugu Motlanthe who is an inspiration and driver of all that he does.

"Tertiary education sets students off on a journey for personal discovery, and what they discover about themselves creates a scaffold for how they wish to mould the world in which they exist."

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Five hundred and sixteen (516) graduated during Spring Graduation Ceremony at UNIVEN



Some of PhD graduates posing for a photo after the 2023 Spring graduation ceremony

The University of Venda (UNIVEN) held a Spring Graduation Ceremony that took place on Thursday, 05 October 2023 at the University Auditorium. About Thirty-four (34) PhD UNIVEN graduates crossed the stage of the University's Auditorium.

UNIVEN Chancellor, Adv Mojanku Gumbi mentioned that UNIVEN is honoured to be associated with Dr Kgalema Motlanthe. Adv Gumbi said these words during the graduation ceremony. She told graduates that they should give the University and their communities the reasons to smile. "Go out and solve the challenges of this country." She quoted Amanda Gowan – "It is a call to rise and rebuild for the sake of future generations, to leave the country a better place than what was left to us. While times may be dark, there is always light, if only we are brave enough to see it, if only we are brave enough to be it." Adv Gumbi concluded her congratulatory message by telling graduates to be brave enough to see the light and to be that light.



"Education has long been regarded as the cornerstone of progress and the beacon of hope for a brighter future," said the Vice-Chancellor and Principal, Prof Bernard Nthambeleni in his welcome remarks. Prof Nthambeleni further said that education is not just for employment prospects only, it (education) should contribute to the overall development of the personality of an individual and comes with a huge responsibility.

"As educated individuals, you have the power to be catalysts for change. Your talents, skills, and experiences should assist in driving innovation and creating solutions that benefit your communities," said Prof Nthambeleni.

UNIVEN has for the past four decades been a beacon of hope, a place where dreams take flight, a place where futures are shaped. The University stands tall as a testament to the power of education to transform lives and empower individuals to make a positive impact in society.

UNIVEN tops the list amongst the comprehensive universities in South Africa with the highest headcount enrolment numbers in the Sciences, Mathematics, and Health Sciences. UNIVEN continues to provide the best tertiary education and produce quality graduates who can compete with their peers both locally and internationally.

During this 2023 Spring Graduation Ceremony, a total of 516 graduates received their certificates, diplomas, and degrees. Of this total number, 79 graduates received their Honours degrees, 84 graduates received their master's degrees, and 34 graduates received their doctoral degrees. About 60% of graduates were females while 40% were males.

Prof Nthambeleni concluded his welcome remarks by mentioning that this Spring Graduation Ceremony marked a colossal transition in the University of Venda Executive Management structure as the University is bidding farewell to two of its distinguished leaders, the Deputy Vice-Chancellor, Teaching and Learning, Professor Jan Ernst Crafford and the University Registrar, Adv Edward Nkhangweleni Lambani.



Adv Mojanku Gumbi, Hon Kgalema Motlanthe, Mr Juneas Lekgetha, Prof Bernard Nthambeleni and Mrs Gugu Motlanthe



During this UNIVEN's Spring Graduation Ceremony, Former President of South Africa and former Chancellor of the University of Venda, Hon Kgalema Motlanthe received an honorary doctoral degree in Administration.



Chancellor Adv Mojanku Gumbi (4th from left in the front row) poses for a photo with Dr Kgalema Motlanthe (5th in the front row), members of Council, Executive Management Committee, and some members of the procession.

Department of Indigenous Knowledge Systems and Heritage Studies Showcase a successful Heritage Celebration



Internal and external delegates pose for a photo

As the country is observing an annual Heritage Month in South Africa, the Department of Indigenous Knowledge Systems (IKS) and Heritage Studies under the Faculty of Humanities, Social Sciences and Education at the University of Venda organised the 2023 Heritage Day celebration that took place on Friday, 29 September 2023 at the University D-Block.

The event which was attended by amongst others IKS gurus, Traditional leaders and Traditional healers, was celebrated under this year's world theme, "Heritage: Change and Continuity", emphasising the dynamic nature of heritage and heritage preservation due to its constant change and innovation. The National theme for this year's Heritage Month is "Celebrating our cultural diversity in a democratic South Africa."

Heritage celebration was seen as a significant occasion for the IKS Department as it aligns with its mission to promote, preserve, and celebrate the rich cultural heritage and indigenous knowledge of South Africa. The University of Venda is among the first institutions to introduce an Indigenous Knowledge systems programme in the country and such a programme is flourishing well. Several graduates have been produced and their impact is already felt country-wide.

Prof Crous Hlungwani of the Department of African Languages at UNIVEN welcomed the guests on behalf of the Executive Dean of the Faculty of Humanities, Social Sciences and Education. In his speech, Prof Hlungwani shared the significance of Heritage Month which is meant to strengthen social unity, forge a collective national identity, and promote literacy and oral history in our indigenous languages. He referred to Heritage Month as the right moment to reflect on our living heritage which encompasses traditions, oral history, performances, and indigenous knowledge systems. Prof Hlungwani indicated that all human knowledge is said to be rooted in traditions passed on from one generation to the next, one community to another.

He highlighted many benefits associated with indigenous knowledge systems such as heightened health through introducing traditional foods and healing modalities and improved social cultures. Furthermore, he also touched on threats that are associated with indigenous knowledge systems such as depopulation due to epidemics and malnutrition; the death of knowledge holders; Intellectual predation; language loss; decline in the perception of the relevance of indigenous knowledge among young generations. He finally encouraged people to continue to reflect on innovative strategies for preserving and promoting our heritage.

The Head of the Department of Indigenous Knowledge Systems (IKS) and Heritage Studies, Dr Matodzi Raphalalani presented the purpose and importance of celebrating Heritage Day. She said the occasion holds great significance in our lives, as it offers us the opportunity to reflect on and embrace the rich cultures, traditions, and histories that make us who we are. She expressed that Heritage is a day to acknowledge the contributions of our ancestors and predecessors who have paved the way for our present and future. She pointed out that Heritage Day serves as an educational platform that allows us to learn about the histories, traditions, and customs of various cultures, promoting tolerance and understanding. She alluded to celebrating our cultural diversity as not just a one-day event. It is a lifelong commitment to embracing the beauty of our differences, promoting unity, and advancing the principles of democracy. Dr Raphalalani called on the audience to continue building and promoting Indigenous Knowledge and our Heritage, hence our diversity continues to be our greatest asset.

The Manager of Heritage Resources from Freedom Park, Mr Victor Netshiavha presented a paper titled 'Uses of Heritage: A Case of Freedom Park as an Epitome of National Identity'. His presentation unpacked and laid bare the selective use of the past (heritage) to meet contemporary, cultural,

social, and political needs with reference to the creation of Freedom Park as a "new heritage" and an epitome of South African national identity. It is premised mainly on the work of Kurmo Konso who developed a conceptual framework that provides a survey of approaches to heritage where he divides the approaches into three groups – heritage as a set of valuable objects, heritage as part of the environment, and heritage as a socio-cultural construct. He alluded that Freedom Park's approach entwines environment, culture (IKS and spirituality and other aspects of living heritage), and history, in representing and presenting the South African identity. In this paper, Mr Netshiavha focused on a heritage that is based on the last meaning (socio-cultural construct).

It was advocated in his presentation that Freedom Park is a "new heritage" of the democratic dispensation, a symbol of national reconciliation and healing, contributing towards nation-building and ultimately a representative national identity. Its significance lies in its intangible values as a national memorial and shrine, contributing to the spiritual healing of the land and its people from the agony and trauma caused by the various conflicts in South Africa.

Pan African Cultural Activist, Historian and Human Rights Defender, Adv Siphon Mantula spoke about 'Celebrating heritage in a multi-cultural Society'. He said South Africans celebrated the day by reflecting on and appreciating the cultural traditions, languages, and customs that make the nation unique. Adv Mantula highlighted living heritage plays an important role in promoting cultural diversity, social cohesion, reconciliation, peace and economic development.

He indicated that history becomes part of our lives, and it is about the past, present and future. It is important to go back to the genesis of the essence of heritage and understand our cultural history and knowledge.

In his presentation, Adv Mantula referred the audience to the message said by the legendary reggae musician, the Bush Doctor Rudzani Colbert Mukwevho back in 2018 when receiving an honorary doctoral degree in Music from the University of Venda. Adv Mantula said that Dr Colbert Mukwevho 'encouraged young people to always strive for the best in everything they do. He singled out the challenge of the usage of the Tshivenda language which is deteriorating. He advised the youth to hold their leaders responsible but in a respectful way'. He further indicated that Dr Mukwevho's music is at the forefront of the upliftment of the language, culture and tradition of the Vhavenda people. Adv Mantula urged academics to write about the sentiments sung by Dr. Colbert Mukwevho.

He advised the audience that It is crucial to understand that we are commemorating Heritage Day but not commercialise it and these practices should be preserved for the benefit of future generations.

He claimed that wearing traditional or ethnic clothing just for that one day was inappropriate. We should find a means to redefine our heritage and culture rather than allowing people of other races to do so.

Adv Mantula said "Universities need to get to grips with cultural diversity in their multi-cultural spaces and realm".

He suggested that multicultural diversity can sometimes be a rainbow-colored monster and a serious threat to cultural unity and revolution.

He recommended that Cultural diversity continues to be an issue in South African Universities since students tend to misinterpret the term diversity- diversion, dilution. He mentioned that the fact still remains that every individual has his/her own views about cultural diversity, especially discrimination. The failure to address the issue of discrimination would continue affecting the student's development in academics.

Department of Indigenous Knowledge Systems and Heritage Studies Showcase a successful Heritage Celebration continued...

Mantula highlighted that universities should hold annual celebrations of diversity whereby students wear their cultural clothes and celebrate their differences as well as engage in community work and be visible in the sites of the struggle. He stated that the awareness and familiarization of other people's cultures would somehow reduce discrimination in the university.

Amongst the speakers, was the founder of TV Africa, Dr Nkamuyaho Rwacumika Aka Kihura Nkuba who spoke on 'Heritage, IKS and food security'. Dr Kihura Nkuba, is a lecturer of classical African history, a businessman and financial engineer. The founder of Action on Earth, an organisation that brings black people together to discuss African history.

Reflecting on his Heritage Day presentation, the audience was deeply moved by how he argued the intricate tapestry of cultures, traditions, and knowledge we explored under the theme "Heritage, IKS, and Food Security." In delving into this rich topic, he did not merely scratch the surface; he unearthed profound wisdom and invaluable insights that hold the key to securing our sustenance and preserving our cultural

heritage. He narrated the history of Africans as the custodians of the whole world before the whites conquered.

He said our heritage is more than a mere collection of historical artefacts or traditions. It is a living tapestry woven from the threads of generations, each strand representing a unique cultural practice, a traditional belief, or a culinary secret. It is a legacy passed down through centuries, embodying the essence of who we are as a people. Understanding and celebrating our heritage is not just a nod to our past but a commitment to our future.

He further highlighted that Indigenous Knowledge Systems (IKS) is the Guardian of Wisdom and embedded within our heritage are the Indigenous Knowledge Systems, ancient repositories of wisdom meticulously crafted by our forebears. These knowledge systems are not archaic relics but living libraries, offering profound insights into sustainable living, biodiversity conservation, and agricultural practices. Our ancestors were astute observers of nature, and their wisdom, often transmitted orally, holds the key to addressing contemporary challenges, such as climate change and food security.

He spoke much on food security from an African perspective and he said is not merely a matter of having enough food to eat. It encompasses the availability, accessibility, utilisation, and stability of food sources. Considering our heritage and IKS, he emphasised that it is becoming evident that food security is intricately linked to preserving indigenous seeds, sustainable farming practices, and traditional culinary knowledge. He noted that our ancestors cultivated diverse crops, nurtured a variety of livestock, and possessed culinary expertise that ensured both sustenance and culinary delight. He said that embracing these practices today is not a step back but a leap toward a more sustainable future. He further revealed it is our responsibility as Africans to ensure that this wisdom is not lost but celebrated and integrated into modern practices. This preservation effort requires a delicate balance between adaptation and preservation, between progress and conservation and we must empower younger generations with the knowledge of our past, encouraging them to explore the intricacies of our heritage and IKS and to innovate based on this foundation.

In summation, he concluded by encouraging Africans to love themselves and start doing business using the IKS resources which are abundant in Africa.

The presenter emphasised that Africans should desist from a Western mentality that purports to look down on African people as inferior. To students his message was loud and he pointed out that students should look beyond the University and be the custodians of the future of Africa.

The Faculty Manager, Dr Mafemani Baloyi rendered a message of support. He mentioned that the University of Venda is based in a fertile land with a rich heritage. Dr. Baloyi mentioned the African Indigenous Knowledge System as one of the research niche areas.

A vote of thanks was proposed by Prof Mashudu Mashige, the Faculty of Humanities, Social Sciences and Education Research Professor. He thanked and appreciated all the speakers for enlightening the audience with their speeches and presentations from which all the attendees will benefit.

The University of Venda is among the first institutions to introduce an Indigenous Knowledge Systems Programme in the country



Ms Tsakani Nyoni and Mr Andani Budeli

The Department of Indigenous Knowledge Systems and Heritage Studies host the Bachelor of Indigenous Knowledge Systems (BIKS), a four-year professional degree. The BIKS programme was inceptioned at the University of Venda in 2014 and has given birth to two staff members, Mr Andani Budeli and Ms Tsakani Nyoni, who are junior academics in the department. BIKS is interdisciplinary, intra-disciplinary and multi-disciplinary in nature thus making it unique and relevant to the University of Venda's strategic plan in the current discourse of African Renaissance, decolonization, transformation, and cultural diversity.

The main responsibility of the Department is to facilitate research, teaching and learning, information brokerage, networking, and service rendering. The Department also promotes the recognition of a multiplicity of knowledge systems in the global knowledge economy, which are culturally, place-based, and complementary to mitigate against the dominance of Western knowledge system in the global knowledge economy. It builds an active citizenry through the mobilisation of community-based knowledge systems in the knowledge economy and sustainable development process.

The University of Venda is among the first institutions to introduce an Indigenous Knowledge systems programme in the country and such a programme is flourishing well. Several graduates have been produced and their impact is already felt country-wide.

Moreover, Indigenous knowledge systems are a collection of societal systems

represented by the totality of products, skills, technologies, processes, and systems developed and adapted by cohesive traditional societies, and produced, applied, practised, and preserved over generations to ensure their long-term persistence, sanctity, and progress within their natural, social, and economic environments.

Through the Bachelor of Indigenous Knowledge Systems (BIKS) curriculum, our goal is to empower both students and the university population at large, regarding the significant role that IKS can play. We believe that IKS is a very important niche area for the university. IKS can play a role in employment creation, poverty alleviation and technology transfer. It can become an incentive mechanism to promote innovation; sustainable development, and thus become a powerful employment creator.

The Head of the Department of Indigenous Knowledge Systems (IKS) and Heritage Studies, Dr Matodzi Raphalalani said "Our curriculum complements and gives effect to the existing policies, the IKS policy as spearheaded by the Department of Science and Innovation, as well as the Department of Sports, Arts and Culture's policy on safeguarding intangible cultural heritage, which is derived from the 2003 UNESCO's Convention on safeguarding of Intangible Cultural Heritage, that South Africa is signatory to".

The University encourages interested prospective students to apply ONLINE before the closing date, which is Monday, 30 October 2023.

South Africa is one of the countries that respects and protects the rights of people with disabilities



On Thursday, 28 September 2023, the University of Venda (UNIVEN)'s Disability Unit held the 2023 Disability Indaba Day. This Disability Indaba took place at the University's Sports Hall.

In his keynote address, the Assistant Director Facility and Records Management, Limpopo Department of Agriculture and Rural Development, Mr Michael Mokone said South Africa is one of the countries that protects the rights of those living with disabilities.

He said this makes it possible that one day South Africa could be led by a President with disabilities. "People with disabilities should be provided with assistive devices that will enable them to do well in their studies. If we don't have assistive equipment to study, we are like the soldiers without guns, we are like the police officers without guns, and thus fighting the battles that we will not win. The assistive equipment is the only solution to assisting those with disabilities to achieve what they want to achieve."

Mr Mokone maintained that universities need libraries where visually impaired students can be accommodated. He said the country also needs libraries that are user friendly for all living with disabilities, including those that are using wheelchairs. "The Vice Chancellor's office should also be accessible to all, including to people with disabilities."

Mr Mokone continued to say that universities also need to hire language interpreters who will interpret for deaf students. He also spoke about graduates who are doing well out there such as Ms Kgothatso Montjane and Mr Thabang Manamela. This means UNIVEN is on the map because of such people.

Towards the end of his talk, he encouraged disabled students to fully participate in other extramural activities like everyone and show others that they (disabled students) can do even better than what abled students could do. "Let us make sure that students living with disabilities are catered for. We must always

make sure that we avail budgets for assistive devices for students living with disabilities.

When giving the Purpose of the Disability Indaba, Head of Disability Unit, Dr Tshifhiwa Mbuva said that the Unit has coupled the Disability Indaba Day with an awareness because they wanted to acknowledge what the University has done for this UNIT so far. She said she is grateful to see walking paths on campus that accommodate students living with disabilities. "This day has been organised to showcase what persons with disabilities can do".

Dr Mbuva expressed that the University is moving in the right direction. "We advocate for the world that do not discriminate anyone." She concluded her talk by mentioning that UNIVEN is a good example of the world that we want. "The University management is always available to assist disabled students," she concluded.

Vice-Chancellor and Principal, Prof Bernard Nthambeleni told attendees that living with disabilities could often make someone face certain challenges however those with disabilities should always remember that their disability does not define them. He told them that they should not be defined by the barriers that they come across in life. "For you to be UNIVEN registered students, means that you can achieve what everyone could achieve. We are happy that every year we get this kind of event, and he thanked the University's disability unit for taking care of the disabled students. The environment needs to be universal to accommodate everyone. We are ensuring that students with disabilities are also accommodated."

Prof Nthambeleni mentioned that this is one of the events that is close to his heart. He said as management they are in the final stages of completing the disability unit/ infrastructure where there are laboratories, accessories for the disabled and lecture halls. The University wants to make sure that those with disability can access places that

everyone can access. "The University has started to include graduates with disabilities as part of its staff members and we are happy that we have a number of staff members living with disabilities, but we will still add to this number."

"As you continue with your studies, always remember that you are not alone. Reach out to us, tell us your challenges, we are here to serve you. Your voice matters. Advocate for your needs. Appreciate your uniqueness. Always remember that in life there are things that we can't change. Set ambitious goals. Begin to celebrate your achievements. You have the power to shape your future," concluded Prof Nthambeleni.

UNIVEN Financial Aid Manager, Mrs Glenda Ramathavha spoke about funding for students with disabilities. She told them that there are various funding opportunities that cater for students with disabilities, but they need to pass their modules in order to be funded. Make sure that you don't fail your modules. She told students who are not funded by NSFAS to apply for the available funding through the Financial Aid office for those who are unable to do it on their own.

A Lecturer in the Faculty of Science, Engineering and Agriculture, Mr Gift Masuku shared his experience as a lecturer for students living with disabilities. He thanked the Vice-Chancellor and Principal, Prof Nthambeleni for always being available to

listen to students living with disabilities. Mr Masuku continued to express that the DSU unit always ensures that the challenges for those living with disabilities are addressed and limited. He told students to always remember why they are here and to never forget where they come from. "Use this opportunity that you have been given. Do not be a permanent resident here. Learn, pass and go to the work place. Where you don't understand, ask us questions. Seek for advice from us because we are here to serve you. Find yourself a mentor, someone who will guide you."

Ms Rendani Munyai from Disabled Student Council (SRC) thanked the University for always ensuring that resources are available for students with disabilities.

When giving a vote of thanks, the Director Institutional Planning and Quality Assurance, Dr Sannah Mativandela told them to know their abilities and not to dwell on their disabilities. She said students across South African institutions are given opportunities to share knowledge. "UNIVEN has opportunities for all staff members and students." She said she wishes for a world that sees disability as people who are powerful when given an opportunity and resources. "With determination and hard work, there is nothing impossible in life."

"As you continue with your studies, always remember that you are not alone. Reach out to us, tell us your challenges, we are here to serve you. Your voice matters. Advocate for your needs. Your voice matters. Embrace your uniqueness. Always remember that in life there are things that we can't change. Set ambitious goals. Begin to celebrate your achievements. You have the power to shape your future."

Adv Lambani played an instrumental role in UNIVEN's journey of growth and excellence

The Executive Management and Senior Management Committees (EMC and SMC) as well as the University at large will miss the University Registrar, Adv Edward Lambani immensely as he is stepping down from the role that he served diligently. The SMC bid him goodbye with mixed emotions for his enormous contribution to the University of Venda (UNIVEN).

Adv Lambani's journey with UNIVEN started when he enrolled for a Law degree which he completed in April 1988. He was later elected as the President of the University of Venda Convocation and subsequently served as a member of the Council from 1997 to 2003. His professional career with the University started on 01 January 2014 when he was appointed as the Director: Legal Services.

At an event that took place at Zebula Golf Estate, outside Bela-Bela on Thursday, 21 September 2023, all the Speakers described Adv Lambani as a man with an extraordinary sense of humour and that he will always remain a significant part of the University. Adv Lambani has been requested to stay on for a little while.

"Adv Lambani has been a pillar of strength and played an instrumental role in UNIVEN's journey of growth and excellence. His unwavering dedication, methodical and meticulous attention to detail, and commitment to academic integrity have left an indelible mark on our university", Vice-Chancellor and Principal, Prof Bernard Nthambeleni said.

Prof Nthambeleni commended Adv Lambani for providing strategic leadership by ensuring compliance with the Higher Education Act, University Statute, Policies, and various rules and regulations governing the University of Venda.

The Vice-Chancellor and Principal mentioned that Adv Lambani is responsible and



Adv Edward Lambani

participates in university-wide activities including Corporate Governance, Academic Administration, Committee Administration, Student Affairs, Records and Archives, Graduation Ceremonies, Sport and Recreation, and Campus Health.

Well-wishes came from different structures and divisions.

The Deputy Registrar, Mr Mpariseni Ligudu representing the Registrar's Division said, "He is a valued member of our team and has made a lasting impact on all of us within the Registrar's Division with his hard work, dedication, and unwavering commitment to excellence".

On behalf of all the directors, Dr Mutshinyalo Ratombo said "Your remarkable journey of your career in the sector has left an indelible mark on us as directors. Your visionary leadership, unwavering commitment to ethical leadership practices, and belief in the



power of unity to drive the university forward have inspired countless individuals, students, and directors both within and outside the University."

The Executive Deans were represented by Prof Tshilidzi Mulaudzi, Acting Executive Dean of the Faculty of Health Sciences who described Adv Lambani as a man of many talents and who is never too busy for anyone. She indicated that Adv Lambani needs to reflect on all that God did for Moses and that as Executive Deans they believe that as God was with Moses, He will also be with Adv Lambani and his family.

The Deputy Vice-Chancellor Corporate Services, Dr Robert Martin on behalf of the Executive Management confirmed the messages from other representatives that indeed Adv Lambani was an amazing person who has his way of dancing with words and a sense of humour.

In his response, Adv Lambani indicated that it is difficult to say goodbye to the people whom you have worked with for close to a decade, and it is also difficult to respond when you are parting ways with the people who loved you so much. He went on to say he feels encouraged to start a new journey, hence difficult to face the world without his colleagues. He thanked the EMC and SMC for recognising him while still alive.

The Deputy Vice-Chancellor Research and Postgraduate Studies, Prof Nosisi Feza appreciated Adv Lambani for his unwavering dedication and commitment to the University community. "Your guidance and support have made a lasting impact on us all".

"It has been such an honour to be part of this wonderful event", said the Director Supply Chain Management and Expenditure, Mrs Beauty Mutheiwana while extending heartfelt gratitude to the esteemed audience.

Prof Feza made it to the top during the HERS-SA Higher Education Women Leaders Awards



The Deputy Vice-Chancellor of Research and Postgraduate Studies, Prof Nosisi Feza is the winner of the 2023 Women in STEM award category. The 2023 Higher Education Resource Services South Africa (HERS-SA) Higher Education Women Leaders Awards were held in Cape Town on Thursday, 07 September 2023. She was nominated in four categories, and she was the finalist in the following three categories: Women in STEM; Lifetime Achiever and Trailblazer.

In her appreciation of the award, she said "This award gives me more confidence to explore my full potential. There is a delicious sense of accomplishment when you reach the finish line of what you were trying so hard to achieve. I am very humbled by this award".

Prof Feza further said "hard work does pay but it's never easy for us women because there is too much on our plates. She appreciated her parents and said "So I am thanking my dad and my mom today for being soldiers that are bleeding in heart, praying, teaching us how to do the clean work, the clean work is to bring light where there is darkness, the clean work is to sacrifice yourself so that those that are coming after you will have better, the clean life is to do everything with integrity and the clean life is not to worry when they don't recognise me because He does, the bigger one. I'm encouraging everyone here to keep up the good work".

The University Vice Chancellor and Principal, Prof Bernard Nthambeleni on behalf of the Executive Management and the University community said he is delighted by Prof Feza's achievement and always puts the UNIVEN flag high.



Mr Rudzani Mamphweli represents UNIVEN at the South African Prominent Young Leader Training Programme in China



Mr Rudzani Mamphweli visits to Great Wall of China

Mr Rudzani Bernard Mamphweli, a Junior Lecturer under the Faculty of Humanities, Social Sciences and Education represented the University of Venda at the South African Prominent Young Leader Training Programme in Henan Province, China from 18 August to 07 September 2023.

The 21-day training programme was aimed at deepening traditional friendships and better promoting win-win cooperation in multiple areas between Henan province and South Africa. The training programme included attending courses and visits to some of the Chinese top companies and

cultural heritage sites. Mr Mamphweli explained that the training programme provided lessons that would contribute to his academic/professional development. He said "I appreciate formal and informal engagements with scholars and experts in diverse fields. This training programme exposed me to fundamentals of various aspects of development and cooperation amongst BRICS partners, particularly with reference to China-South Africa relations, thus the training programme was a platform to capacitate himself and expand his career horizons". The training courses/seminars and

site visits opened a door of opportunity for further cooperation. Mr Maphweli indicated that he was privileged to have been part of this amazing experience of learning and experiencing the Chinese culture at the birthplace of Chinese civilization. He further highlighted the learning experience about the Chinese development model and the cultural heritage of Chinese people. In addition to this, he said "I wish there would be more opportunities for young South African leaders to travel to China for this kind of training programme, especially university students. I enjoyed the programme on Rural Poverty Alleviation: Policy, Practice and Experience; Practice of Rural Revitalization, and Contracting Development".



Graduation Ceremony



Picture with Mr Liang Jieye, Director General of the Foreign Affairs Office of the People's Government of Henan Province after the class on Introduction to Henan Province and Its Foreign Exchange and Cooperation.

DHET visits UNIVEN as part of its annual oversight visit



A group photo of delegates from both UNIVEN and DHET at 2Ten Hotel

On Thursday, 14 September 2023, the University of Venda's Executive Management, led by the Vice-Chancellor and Principal, Prof Bernard Nthambeleni hosted delegates from the Department of Higher Education and Training (DHET) as part of the annual oversight visit to assess various projects related to earmarked grants that were

started before COVID-19 lockdown. The meeting was held at 2Ten Hotel, Sibasa. The DHET delegates later visited the University to assess the progress of some of the funded projects.

DHET saw it important to look at other earmarked grants which are also interlinked

with the purpose of Sibusiso Bhengu Development Grant (SB-DG). These grants include the Clinical Training Grant, Foundation Provision Grant, University Capacity Development Grant, NGAP, Infrastructure and Efficiency Grant, and Presidential Employment Stimulus.

DHET is currently conducting oversight visits to eight universities benefitting from the SB-DG. The development and support of Historically Disadvantaged Institutions (HDIs) of higher learning in different areas have also been one of the Minister of Higher Education, Science and Innovation's priorities for many years.

During this meeting, delegates from UNIVEN and DHET gave feedback on the assessment and progress of the projects earmarked under different grants.

Sibusiso Bhengu Development Programme (SB-DP) intervention is specifically tailor-made to address objectives such as: strengthening and capacitating institutional management and governance structures, systems and

processes, including governance; to improve teaching and research infrastructure, student housing, ICT, and Digital transformation; to enhance student experience through a focus on student life and success; to enhance staff development and support; to ensure that the academic enterprise is responsive and reflects the university's individual identity in a diversified higher education landscape; to enhance research and innovation, the promotion and support of relationships and partnerships, locally, regionally and internationally. When giving the High-Level Overview of the Historically Disadvantaged Institutions (HDIs) and initiatives, Dr Shaheeda Essack from DHET indicated that DHET needs to understand the challenges faced by these HDIs because this will enable DHET to assist where possible. She mentioned that DHET wants to assist universities in managing these grants.

UNIVEN Vice-Chancellor and Principal, Prof Bernard Nthambeleni thanked the delegation from DHET for making time to listen to the challenges of the HDIs while assisting to tackle some of these challenges.

Academic Development Unit (ADU) in Collaboration with the Department of Human Resource Management and Labour Relations Hosted a highly successful webinar

In line with Strategic Thrust 2: Entrepreneurial University, the Academic Development Unit (ADU) under the Centre for Higher Education Teaching and Learning (CHETL), in partnership with the Department of Human Resource Management and Labour Relations, recently convened a distinguished webinar around the overarching theme of "Infusing Entrepreneurship into Curriculum in Higher Education." The primary objective of this webinar was to inculcate an entrepreneurial mindset within the academic community, fostering innovative thinking and enabling educators to strategically contribute to the University of Venda's overarching goals and strategic direction.

The webinar marked a significant milestone in the University's continuous efforts to fulfill the mandate of ADU, which is steadfastly committed to championing innovation and upholding the principles of academic excellence within higher education. Moreover, the webinar's primary emphasis was the meticulous exploration of methodologies and strategies for the seamless integration of entrepreneurship education into the University of Venda's curricula. One hundred and ten (110) academics attended the webinar.

The webinar was graced by two distinguished speakers who delivered insightful presentations on infusing entrepreneurship principles into higher education curricula. The two speakers were Professor Chukwuma "Chux" Gervase Iwu from the University of Western Cape and Dr Marcia Lebambo from Tshwane University of Technology (TUT).

Professor Chukwuma "Chux" Gervase Iwu presented on the topic: Intensifying and prioritising imaginable opportunities in entrepreneurship uptake among South African higher education graduates while Dr. Marcia Lebambo presented on: How to strengthen entrepreneurship within the faculty and the university at large, resulting in an entrepreneurial university. Both speakers were introduced by Professor H. Ngirande, the interim HoD for Faculty of Management Commerce and Law (FMCL) Foundation Programme and also attached in the Department of Human Resources Management and Labour Relations (HRM&LR) and at the University of Venda.

The workshop commenced with the Head of the Academic Development Unit (ADU), Dr Ravhuhali, delivering the opening address and outlining the purpose and objectives of the webinar. In his opening remarks, Dr Ravhuhali highlighted that the webinar was in response to the UNIVEN's Strategic Plan 2021-2023, specifically, Strategic Thrust 2: Entrepreneurial University, and the call by His Excellency the President of South Africa, Dr Cyril Ramaphosa, to address the national crisis of unemployment. He further alluded that the webinar marks the beginning of discussions regarding the infusion of entrepreneurship in the curriculum, specifically at the University of Venda.

In his presentation, Professor Chux Gervase Iwu began by pointing out that Entrepreneurship constitutes a distinct discipline and does not enjoy the same popularity among students as other well-established fields. He suggested that to curb this state, there is a need for entrepreneurship research. He further posed some critical questions for self-reflection when it comes to entrepreneur education, some of which are: how do we teach entrepreneurship? Who

should teach it? What is the best method for teaching entrepreneurship, and lastly, what opportunities exist to make entrepreneurship an attractive field of study? Furthermore, he urged academics to engage themselves in evaluations (student and self) to reflect on their practice. Academics were encouraged to utilise local materials or examples in their curriculum and borrow some teaching materials from the Sustainable Development Goals (SDGs) and entrepreneurial ecosystem.



Professor Chux Gervase



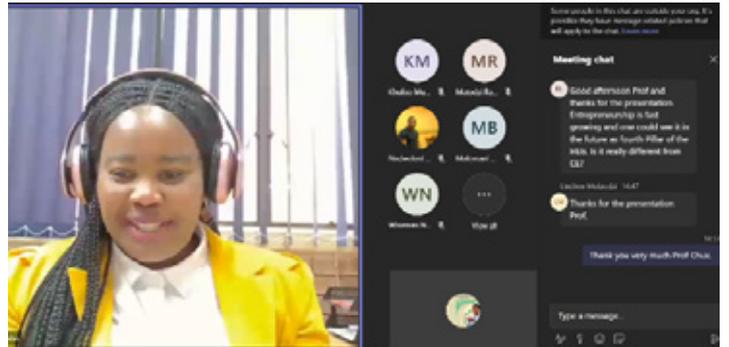
Professor Chux concluded by highlighting, among other points, the necessity for continuous curriculum revision, with a particular focus on work-integrated learning and internships. He also stressed that entrepreneurship should be integrated into education at all levels.

The second guest speaker, Dr Marcia Lebambo provided comprehensive insights into the integration of entrepreneurship principles into higher education curriculum. She commenced her presentation by outlining the two schools of thought in the discourse on entrepreneurship education. The first school of thought advocates for motivating students to start their own businesses, while the second emphasised encouraging students to foster creativity, be opportunity-oriented, exhibit proactiveness, and nurture innovation.

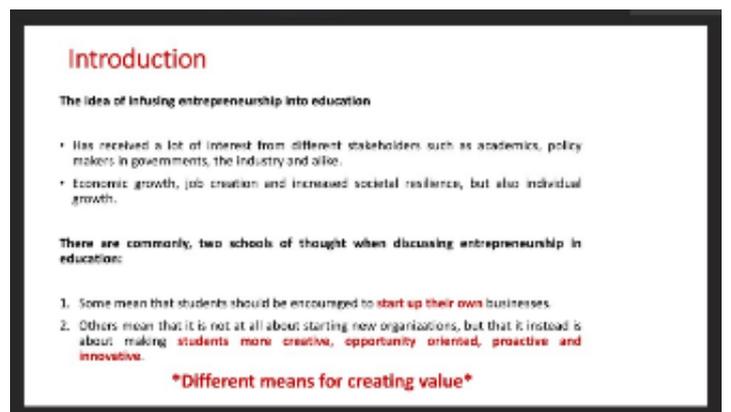


- > SDGs
- > Entrepreneurial ecosystems
- > GEM stats on entrepreneurship education/training

Professor Chux Gervase's presentation slides



Dr Marcia Lebambo



Dr Marcia Lebambo's presentation slides

Dr. Marcia Lebambo also emphasised the significance of collaboration and active participation within an entrepreneurial society. She stressed the necessity for establishing a support structure within the University to facilitate the infusion of entrepreneurship into the curriculum. She went on to suggest that it is feasible to infuse an element of entrepreneurship into all programmes, irrespective of the faculty they belong to. She also shared the Framework for Strengthening Entrepreneurial University, which focuses on the Macro, Meso, and Micro levels of operation to support the infusion of entrepreneurship in the curriculum. She concluded by encouraging academics to assess entrepreneurial traits and intentions among students in their learning and teaching

In conclusion, the webinar exceeded expectations in terms of attendance, engagement, and constructive feedback. It provided valuable insights and resources to academics interested in infusing entrepreneurship principles into their learning and teaching activities. In his closing remarks, Dr Ravhuhali, the Head of the Academic Development Unit (ADU), extended a warm vote of thanks to the guest speakers for their willingness to share best practices. He also expressed gratitude to all the academics who had sacrificed their time to attend the webinar, as well as Prof. Ngirande, particularly for inviting the guest speakers. The unit remains committed to supporting the academic community in their pursuit of innovative and relevant curriculum development.

The webinar marked a significant milestone in the University's continuous efforts to fulfill the mandate of ADU, which is steadfastly committed to championing innovation and upholding the principles of academic excellence within higher education.

Thendo Makhado and Rebecca Letsoalo Shine at the South African Women in Science Awards

Two University of Venda (UNIVEN) staff members have put the University on the map during the South African Women in Science Awards (SAWISA) held in Durban on Friday, 08 September 2023. This momentous event was graced by the presence of the Minister of Higher Education, Science, and Innovation, Dr Blade Nzimande.

UNIVEN Vice-Chancellor and Principal Prof Bernard Nthambeleni congratulated the two winners for making UNIVEN proud.

The two outstanding young women in Science Thendo and Rebecca were also honoured at home during the 2023 Vice Chancellor's Excellence Awards held at Sibasa 2Ten Hotel on Tuesday, 12 September 2023. They were recognised in the special category of Women in Science.



Ms Modjadji Rebecca Letsoalo, a 25-year-old Master of Science Student in Physics, brought

back home the prestigious 2023 SAWISA Fellowships category as a Master of Science Student in Physics at the University of Venda. The awards recognise and reward excellence by women scientists and researchers, and profile them as role models for younger women, under the theme of Harnessing technological change and innovation to achieve gender equality and empower women and girls.



In a triumphant celebration of excellence and dedication to the world of science, Thendo Gertie Makhado, a 28-year-old PhD candidate at the University of Venda, claimed the prestigious DSI-Ndoni Mncunu Fellowship Doctoral Award at the South African Women in Science Awards 2023. In a night filled with accolades, it was the University of Venda that stood tall as the sole historically disadvantaged institution represented at the ceremony in DSI-Ndoni Mncunu Fellowships. This recognition is a testament to the unwavering commitment of the University to foster talent and promote groundbreaking research.



Prof Bernard Nthambeleni (middle) poses for a photo with Thendo Makhado (left) and Rebecca Letsoalo

The President of Convocation, Mr Sylvester Motadi receives Royal Golden Fellow Award in India

The President of UNIVEN Convocation, Mr Sylvester Motadi, received an International Royal Golden Award during the award ceremonies hosted by the International Research Council of Eudoxia Research Centre at Radisson Blu Hotel Guwahati in India. Mr Motadi attended the occasion of the awards on the 30th of August 2023. The award was conferred as a token of appreciation for his outstanding contribution to leadership, management and research.

In congratulating Mr Motadi, the President of Eudoxia Research Center, Prof. Rhituraj Saikia said, "In a contemporary society that places a premium on flexibility and specialised knowledge, Mr Masa Sylvester Motadi emerges as a symbol of unwavering commitment and notable accomplishments. The individual's trajectory, distinguished by a strong emphasis on scholarly rigour, effective leadership, and a steadfast dedication to effecting meaningful change, serves as a compelling illustration of the transformative

potential of education. Mr Motadi's enduring legacy as a mentor, scholar, public servant, and visionary serves as a source of inspiration for future generations. It serves as a poignant reminder that a strong desire for knowledge, combined with a deep commitment to serving others, possesses the capacity to effect transformative change in both individual lives and communities worldwide".

"Heartfelt congratulations on your remarkable achievement. It is amazing to see such a professional research institute in the Asian continent recognising your leadership and research prowess. You are a true embodiment of our mission of producing locally relevant and globally competitive graduates. I believe that this achievement will strengthen the foundation upon which the University alumni can publish more research papers to increase our research units and research throughput rate," said the Vice-Chancellor and Principal, Professor Bernard Nthambeleni, in praising Mr Motadi for a well-deserved award.



Mr Motadi (middle) receives the award

"I believe that this achievement will strengthen the foundation upon which the University alumni can publish more research papers to increase our research units and research throughput rate,"

Prof. Thomas Horky presents a lecture on Understanding the European Media System: Journalistic Cultures, Normative Values, and Independence



On Tuesday, August 29, 2023, the Department of English, Media Studies, and Linguistics in the Faculty of Humanities, Social Sciences and Education at the University of Venda held a Public Lecture at the Research Conference Centre. Prof. Thomas Horky's Lecture focused on Understanding the European Media System. Prof. Horky comes from the Macromedia University of Applied Sciences in Germany.

In his welcoming remarks, the Executive Dean of the Faculty of Humanities, Social Sciences and Education, Prof Bongani Bantwini, extended a warm welcome to the esteemed guest speaker, Prof Thomas Horky. He said the speaker is a remarkable and respected scholar in Journalism and Media Studies.

He described Prof. Horky as quite an accomplished scholar and prolific researcher in the field of journalism. He mentioned that the event is taking place when the University of Venda is in the third year of implementing the 2021-2025 Strategic Plan. One of the strategic thrusts is to establish

linkages, partnerships and internalization to strengthen strategic local, regional and international partnerships to enhance the quality of academic projects by producing well-equipped students to compete globally. The university wants to produce students who are globally competitive and locally relevant. He said this strategic thrust will enable UNIVEN to attain the highest possible academic wealth within and outside the borders of South Africa and the African continent at large. The university is, therefore, challenged to strengthen its international profile and visibility as well as to promote scholarly partnership and engagement.

The event was seen as a testimony of our university's commitment to foster linkages and partnerships. Prof Bantwini shows that he is confident that the lecture will provide valuable insight and perspective on this subject. In addition, the lecture will provide staff and students with an opportunity to learn about the dynamic forces that are driving journalistic normative values

and how these are mediated by local and global factors in this era of digital transformation and artificial intelligence. He indicated that the lecture would open pathways and equip students and academics with empirical knowledge and insight to effectively participate in intercultural scholarly dialogue and conversation in the field of journalism and media studies. Most importantly, he highlighted that the talk would lay a foundation throughout to informed comparatives between different media systems of the global North and South and this would be the beginning of more fruitful, solid and friendly collaborations and partnerships. He encouraged students to take advantage of the Public Lecture and interact so that they can learn how to benefit from opportunities in Germany and other European countries, which he promised to share throughout the week.

In his address, a full Professor of Journalism and Media Studies at Macromedia University of Applied Sciences, Germany, Prof. Thomas Horky presented about Understanding the European Media System: Journalistic Cultures, Normative Values and Independence. Prof. Horky shared his thoughts on the contemporary significance of journalism to staff and students and South Africa at large. He started his presentation by giving the history of mass media, which has been built on the history of World War 11.

He said it is very important to report on mass media properly and that today's European media landscape is coined by history. Prof Horky mentioned that while mass media became a tool of the dictatorship during the Nazi era, in Germany the post war media system started anew under democratic signs. He said Germans love reading newspapers. They are still an old-fashioned media, minimal digitalisation. He mentioned that

in Germany the press is not regulated by the government, but by the Press Council that is built by the press itself. He said, "it is self-governed." The freedom of the press is quite good. He emphasized that journalism is different for different people.

Prof Horky mentioned that Germany has a vast diverse print media, hence they do not pay to get journalistic content, "we get it for free." He mentioned Germany has a daily sports newspaper with the biggest readership.

Despite changing landscape due to other competitive players in the advertising market, like broadcasting and digital media, the periodical press today still plays a major role in disseminating political background and local information, encouraging analysis, critique forming opinions, educating, counseling and entertaining.

Prof Horky reported that Germany is among the countries with the highest amount of press agencies in its own language which is one reason for the high competition in this segment. He shared with the audience that the main and internationally active news agency is the Deutsche Pressagentur which is regarded as the primary source of news, whereas the other news agencies are complementary sources. He said the radio and TV landscapes are quite similar.

The guest speaker was introduced by the Head of the English, Media Studies, and Linguistics Department, Prof. Matodzi Lambani. Prof. Ernest Klu from the English, Media Studies, and Linguistics Departments offered a vote of thanks.

Research Professor Mashudu Mashige of the Faculty of Humanities, Social Sciences, and Education facilitated the programme of the Public Lecture.



Strengthening Postgraduate Supervision Course for emerging scholars



Strengthening Postgraduate Supervision (SPS) facilitators Professor Emmanuel Mqgwashu from Northwest University (NWU) and Professor Suriamurthee Moonsamy Maistry from the University of Kwazulu-Natal, with the Academic Development Unit Team led by HOD Dr F Ravuhali at 2Ten Hotel.

The Academic Development Unit (ADU) in collaboration with Rhodes University hosted and facilitated a short course aimed at strengthening postgraduate supervision (SPS) within the university. The course is delivered through the blended learning approach in which Phase 1 is three days of contact sessions and Phase 2 is five weeks of online sessions on RUconnected and Zoom. The SPS short course is, therefore, meant to run from the 26th of September 2023 to the 02nd of November 2023. Phase 1 of the course took place from the 26th to the 28th of September 2023 at 2Ten Hotel, Sibasa. Amongst the participants of the course are emerging scholars from the four faculties within the university as well as Academic Developers from ADU. Facilitators from Rhodes University were Professor Suriamurthee Moonsamy Maistry attached to the University of Kwa-Zulu Natal, School of Education, and Professor Emmanuel Mfanafuthi Mqgwashu, Director of the Centre for Higher Education Professional Development (CHEPD), Faculty of Education, North-West University. Both professors are prominent scholars in Higher Education studies.

On the first day of phase 1, Dr. Fhatuwani Ravuhali officially welcomed the facilitators and the participants. In his welcoming address, He emphasized the criticality of the course with reference to the university's Strategic Thrust 1: Student-centeredness and engaged scholarship underscored by Strategic Objective 1: To enhance student well-being and success. Dr. Ravuhali indicated that it is important for academics to receive formal professional development with regard to the supervision of postgraduate students to respond effectively to the university's strategy and produce quality master's and Ph.D. graduates. After his welcoming address, the facilitators led the engagements henceforth, where some of the key aspects which were reflected on included amongst others the value of scholarship in higher education, higher education context in postgraduate studies, social justice in postgraduate education, supervision with a

humanising pedagogy, supervisory practices, and supervisory processes and so on. All the topics involved a rigorous engagement with each one of them, leading to participants' self-retrospections and reflection on their own practices.

The focus of the second day was on analysing case studies, these are case studies that have challenges related to supervision. Participants were requested to identify key issues that affect supervision and also come up with solutions to the problems identified with reference to the topics that were already covered in the previous sessions. It was through the sessions that participants became cognisant that supervision does not only end on the research topic being investigated but goes beyond the research. Participants were implored and encouraged to be mindful of students as holistic beings who might encounter diverse challenges that can directly affect the research they are undertaking. The facilitators also emphasised the importance of having a good relationship with students, so they are comfortable around their supervisors. Furthermore, the importance of understanding different policies within the university was also highlighted as key to supervision, these are policies such as the Research Policy, Conflict resolution policies, Supervisor -student contract, and any others that are related to and support postgraduate students' supervision.

The final day of the contact sessions focused mainly on academic writing in postgraduate studies and giving feedback on students' writing. With regards to writing, the facilitators indicated that as emerging supervisors we must inculcate the culture of pre-writing, drafting, and later on editing to our students. Exercises were also given to participants to practice free writing. In terms of feedback, the words Instructivist and Constructivist were used to engage participants on the type of feedback that should be given to students. When further exploring the two words the facilitators indicated that feedback should be on a continuum between instructivist and constructivist and, shouldn't be one-sided.

The day ended with a vote of thanks from Dr Manyage who appreciated the facilitators for taking time to prepare and facilitate the entire session. He also appreciated UNIVEN colleagues for participating in this

short course. He further encouraged all the participants to start working on their draft assignment and to continue attending Phase 2 of the SPS course online session via Zoom.

Prof Feza to Serve As a Member of The University-Led Collaborative Projects Proposal Review Panel



The Deputy Vice-Chancellor Research and Postgraduate Studies, Prof Nosisi Feza has been appointed by the Department of Higher Education and Training to serve as a member of the review panel for the University Capacity Development Programme's (UCDP) University-led Collaborative Projects Subprogramme proposals.

This sub-programme aims to encourage collaborations in a range of areas between South African universities and other partners in and outside the country. Funding to support the implementation of the University-led collaborative projects is made available through the University Capacity Development Grant (UCDG).

The University of Limpopo (UL) was appointed by the Department as the implementation support partner for this sub-programme.

Key features of the University-led Collaborative projects include that the project must:

- be of strategic importance to the higher education system;
- have sector wide participation and sector wide benefit;
- be aligned to one or more of the focus areas (Student, staff and Programme/ Curriculum Development) identified for support through the UCDP;
- have one university that will function as a fund-holder and coordinator, but involve multiple universities on an equal partnership basis (implementation as per approved plans); and
- have the potential to lever additional resources for the UCDP overall, e.g. through securing partnerships with other organizations who can contribute to resourcing the project.

The Vice-Chancellor and Principal, Prof Bernard Nthambeleni congratulates Prof Feza on her willingness to participate in this important process of the implementation of the UDCP.

The Faculty of Science, Engineering and Agriculture held the 1st SAMRC- UNIVEN Symposium on Antimicrobial Resistance and Global Health



Attendees of the 1st SAMRC-UNIVEN Symposium on Antimicrobial Resistance and Global Health

On 29 September 2023, The Faculty of Science, Engineering and Agriculture held the First South African Medical Research Council (SAMRC) – UNIVEN Symposium on Antimicrobial Resistance and Global Health. This Symposium was held at 2Ten Hotel, Sibasa.

When delivering the research mandate of the Faculty of Science, Engineering and Agriculture, the Executive Dean of the Faculty of Science, Engineering and Agriculture, Prof Natasha Potgieter said this is the first of many symposiums to come. She said she looks forward to many collaborations with other health research organisations. Prof Potgieter congratulated Prof Bessong for his hard work and for always making things happen. She further presented a bit of background of the University's Faculty of Science, Engineering and Agriculture. She explained the research mandate for the Faculty of Science, Engineering and Agriculture where she said the faculty wants to appoint more young researchers to mentor the upcoming young researchers. "I also want to see more joint publications and to have more Post-Doctoral Fellows. Support staff members to get advanced skills, knowledge, and attributes to deliver on the strategic plan of the university," she said.

Dr Mboneni Muofhe from the Department of Science and Innovation (DSI) said they need to add into the aspect of community

impact. He told Prof Bessong that they are proud of what he is doing, making an impact on people's lives. Dr Muofhe said when COVID-19 hit the world, we knew that science needed to play its role to contain the situation. "The Department is in the process of establishing the Centre for pandemic response. Let us now be ready to respond to these pandemics. We have institutions of higher learning with the capacity to contain future pandemics. We will put universities at the Centre of this pandemic response Centre." He mentioned that the department wants UNIVEN to be at the front of this Centre. "Let us put our focus on the role of science. Dr Muofhe said we need to find ways of fighting and winning. He said science cannot be separated from the word of God. He further highlighted the importance of science in bettering people's lives. "If you want to do well in research, you need to respect communities because those are the people who determine your future and they have made you the person you are today," he concluded.

Prof Liesl Zuhlke spoke about Extramural Research and Internal Portfolio, SAMRC. She spoke about the significance of South African Medical Research Council Extramural Units and Stakeholder Engagements where she mentioned that this Centre values stakeholders and communities. "We engage stakeholders including community members on daily basis. We listen to communities and

listen to their needs. Engaging stakeholders builds trust and creates hopes in the communities that we serve."

Prof Pascal Bessong gave the background on antimicrobial resistance when talking about the overview of the SAMRC-UNIVEN Unit. He said the Unit started off on HIV drug resistance. He presented some of studies that they have conducted in trying to find solutions for some of the challenges. Amongst the areas where studies were conducted was Dzimauli which is under Rambuda Traditional Authority.

Dr Robert Ndjeka who is the Chief Director: TB Control and Management at the National Department of Health spoke about TB drug resistance in South Africa: Challenges and gaps for research. He said drug resistance is a very big global problem and researchers need to work even harder in order to control mortality. When talking about drug resistance – Tuberculosis, he said globally, TB funding is still the biggest challenge as well. The drug development and resistance mechanism is still a challenge as well. There is a pressing need for new and more effective drugs to treat Drug Resistance- Tuberculosis. Dr Ndjeka also highlighted some of Research gaps in this field. "We have witnessed spectacular improvements in TB Control globally and locally over the recent past. However, we are still experiencing challenges such as a huge gap between number

diagnosed and TB notifications, high death rate (56% of TB patients in South Africa).

Prof Maphoshane Nchabeleng who is the Head: Department of Microbiology at Sefako Makgato Health Sciences University. She is also a member of the National Antimicrobial Resistance Committee. She spoke about the role of the South African Antimicrobial Resistance Committees. Prof Nchabeleng told attendees to try to slow down the Antimicrobial Resistance. "We need to start looking at indigenous plants to assist us in these challenges. AMR is a complex public health risk with higher crisis level. It requires a global joint efforts. There is also a need for collaborations," she said.

Prof Vhonani Netshandama, the Director Community Engagement at UNIVEN presented about the relationship between researchers and study communities. She indicated that researchers need to listen to the communities where they collect data. "We need to know how to communicate messages and at the same time educate these communities." Prof Netshandama continued to speak about societal and economic impact that researchers are making in various communities. "Researchers need to ask themselves the questions of what difference has their research made in other people." Prof Netshandama mentioned that stakeholders of these research projects are the traditional leaders of communities where data is collected. "These are the custodians of the rivers where our researchers collect samples from," she said.

The Symposium had a round table discussion: engaging stakeholders for evidence corporation on antimicrobial resistance stewardship and this round table symposium was moderated by Dr Andrew Musyoki who is the Scientist at Sefako Makgato Health Sciences University.

Prof Teke Apalata who is the SAMRC-UNIVEN UNIT Co-PI: Walter Sisulu University gave the closing remarks.

Prof Angie Maphula spoke about the challenges of antimicrobial resistance which is a concern in South Africa. She thanked Rambuda Traditional Authority for allowing them to collect data in their area and all stakeholders who are making sure that this research project becomes a success.

The Human Resources Department held the first of its kind Colloquium



The University of Venda's Department of Human Resources, attached to the Corporate Services Division, organised a unique first-of-its-kind Colloquium under the theme 'Modelling Human Resources for Organisational Success in the 21st Century'. The event that coincided with the Spring Day, took place at the University Auditorium on Friday, 01 September 2023.

This occasion served as a platform for inclusive learning that encouraged participation and the exchange of knowledge.

Dr David Raphaelalani, a Senior Lecturer in the Department of African Languages introduced UNIVEN Lexicography: Tshivenda ndi Mini? Which was recently launched. The National Lexicography is housed at UNIVEN's Faculty of Humanities, Social Sciences and Education. He shared the basics of conversing in Tshivenda, especially with the new employees who joined UNIVEN. Dr Raphaelalani proudly mentioned that UNIVEN is the only University that offers five indigenous languages from the first level to PhD. Tshivenda is one of the eleven official languages in South Africa.

The Deputy Vice-Chancellor Corporate Services, Dr Robert Martin concurred with Dr Raphaelalani that people should indeed know the basics of Tshivenda since the majority of the people at UNIVEN speak Tshivenda. The University is flexible in terms of allowing people to speak in a language with which they are comfortable. Dr Martin raised an important element when he articulated that "We are the University of Venda ... not the University for Venda people. We attract staff and students from all over the globe and while they are here, we encourage them to be able to engage their neighbours, shopkeepers and many others in Tshivenda. He further expressed that UNIVEN is not a rural University, but a University based in a rural setup. "This is an institution we developed with a sense of pride and trust," stated Dr Martin.

As he welcomed the audience, he appreciated and recognised people who accepted the invitation to be part of this auspicious event. Dr Martin suggested that in the next event, we would see more senior students as Human Resources (HR) is an important factor to engage with in any career. He put into perspective what UNIVEN

is trying to achieve. Dr Martin indicated that the University needs to contribute to what HR is doing, and HR as well, needs to position itself on how they are going to contribute.

The Director of HR, Mrs Uanda Ndou spoke about the evolution of the HR profession from historical, present and future.

Mrs Ndou shared the UNIVEN journey from 2019 (Transactional HR); 2020 to 2023 (Transition from transactional to strategic HR) and 2024 (Continuing with Strategic HR). She also shared the key challenges UNIVEN had to deal with.

Mrs Ndou also talked about the following: Institutional staffing plan; performance management; Integrated wellness programmes; talent management; career pathing; employee relations; HR technology and governance.

The Guest speaker Mr Tebogo Mokoena, who is the Director of BOMANTSIKA (PTY) Ltd, shared his knowledge and experience on the topic of Modelling HR for Organisational Success in the 21st Century. Talking about the role of Human Resources, he cited Forbes, which speculates that an organisational culture refers to the environment that employees are constantly immersed in. He went on to say "In order, for this culture to be one which is conducive to the ultimate goal of many organisations, i.e., growth, the Human Resources department needs to ensure that it develops, shapes and cultivates values, norms, and behaviours which sustain a positive work environment characterized by sound employee health and wellbeing, full engagement and positive morale among others.

In terms of effective contribution to overall organisational strategic planning, Mr Mokoena indicated that the HR department must move from being a mere compliance function to one that occupies a particular strategic role in an organisation. This must be done by ensuring that its strategy is aligned with the organisational strategy, among others, identifying talent gaps, formulating sustainable talent management frameworks and implementing relevant operational plans to attract, develop, and retain skilled employees. He further highlighted that the HR department should be at the forefront of supporting sustainable organisational growth.

He pointed out that HR needs to ensure that their interpretation and application of the law are purposive in nature. This will ultimately ensure that the stated legal objectives are attained.

It was shown that the HR department needs to cultivate a positive work environment that maximise employee productivity. By so doing, it must ensure that there is clarity around roles and their expected outcomes.

Mr Mokoena said that the Human Resources department needs to ensure that Line Managers are properly equipped to establish and maintain sound employer-employee relations.

He articulated that it is a well-known fact that the HR department often encounters significant challenges when it comes to attracting, hiring, engaging, and retaining top talent. To address this, he advised that HR department needs to be seized with developing effective and efficient recruitment and retention strategies, building a compelling employer brand, and implementing efficient selection processes. The ultimate aim of these strategies should be to reduce turnover and create a talent pool that drives business effectiveness and success.

Addressing the challenges faced by HR Departments, Mr Mokoena asserted that the boomers are reaching their retirement age and will be replaced by millennials. Therefore, HR needs to assist organisations in managing the dynamics that come with this new type of employee.

He stated that digital Training for all employees should be seen as a necessity.

Human Resources need to change its recruiting and hiring practices and build digital skills among current employees because every department, not just IT, will need workers who are familiar with artificial intelligence. Robots will take on more work, but humans won't be left behind.

It was discovered that because of COVID-19 many employees, especially knowledge workers, could be productive while working from home. It so happens that employees also prefer this working arrangement. It is the responsibility of the HR department to work out how it can tailor existing HR policies around this new way of doing things.

The Director Institute for Rural Development, Prof Joseph Francis facilitated the panel discussion. Panel members were comprised of Prof Hlanganipai Ngirande, Mrs Beauty Mutheiwana, Dr Willard Munyoka, Ms Tshilidzi Ramulondi and a guest from the University of Mpumalanga, Prof Mfundo Myeki. Prof Francis's dynamics made members learn to work together. He advised them to be accountable for their own actions. Prof Francis guided members that they should communicate with each other and always give feedback.

The Occupational Health and Safety (OHS) Officer, Mr Thabelo Makanani shared with the audience the evacuation procedure to be followed in case of emergency.

The Director of Marketing, Branding and Communication, Dr Takalani Dzaga facilitated the programme.

Mr Ambros Mogashoa, UNIVEN NEHAWU Branch Secretary proposed a vote of thanks.



The Strategic Planning Session marks a crucial milestone for UNIVEN's performance trajectory



Senior and Executive Management on the first day of the strategic planning session

The University of Venda (UNIVEN) held the Strategic Planning Session for the 2024 Annual Performance Plan and Divisional Operational Plans, between 21-22 September 2023, at Zebula Golf Estate, Bela-Bela. The session was attended by the Executive and Senior Management. The purpose was for the University leadership to align the Annual Divisional Operational Plan to the ARISE Value Chain Operating Model tied to the 2024 Annual Performance Plan.

The strategic planning session marked a very crucial milestone for UNIVEN's performance trajectory. Discussions of this strategic session reflected on the University's previous year's performance where participants revisited the University's Operating Model and the ARISE Value Chain, its relevance to planning, performance management, risk management and reporting. Participants further considered and finalised their Integrated Entrepreneurship, Innovation and Biodiversity Plan including considering the Report of Mid-Term Strategy from the External Panel of Reviewers and considering the Draft of the 2024 UNIVEN Annual Performance Plan, Planning and Performance Review Committee Terms of Reference.

UNIVEN's Executive and Senior Management considered the alignment of all Divisions/ Business Units to the ARISE Value Chain, Operating Model, tied up to the 2024 Annual Performance Plan and the respective Annual Divisional Operational Plans. They further articulated what has worked and what has not worked while they were reflecting on mechanisms to be in place to achieve the remaining planned results.

According to the University's Vice-Chancellor and Principal, Prof Bernard Nthambeleni, UNIVEN's overall performance against its respective Annual Performance Plans in the last two years stood just above 60%. He told participants that there is an urgent need to ramp up the University's performance in 2024 across all 4 strategic thrusts, and more importantly on Student Centeredness and Engaged Scholarship and Entrepreneurial University.

The Annual Performance Plan, Divisional Operational Plans and the Quarterly



reports are key drivers for monitoring the implementation of the University's Strategic Plan 2025.

Prof Nthambeleni told members of the Executive and Senior Management that this planning session provides them an opportunity to reflect on their achievements, learn from their challenges, and set a clear path forward to make UNIVEN a best performing institution.

He further indicated that this planning session provides a platform and opportunity for them as the leaders of the University to set the tone regarding the implementation of the University's strategic plan; communication, understand the strategic direction of the University, and provide space to outline the strategies and tactics needed to achieve the university's goals and addresses any challenges that may hamper progress.

UNIVEN signs a memorandum of understanding with Rambuda Traditional Authority



Prof Bernard Nthambeleni, Vice-Chancellor and Principal of the University of Venda led a delegation comprising of the Senior Management Committee, researchers, students, and support staff to Rambuda Royal Council to formalise the relationship between UNIVEN and Rambuda Traditional Authority through the signing of a Memorandum of Understanding (MoU). The relationship that was cemented on 27 September 2023, has a history of nearly a decade.

The MoU will amongst others assist communities from both parties to hold jointly organised meetings/workshops, on subjects of mutual interest; cooperate in the field of community engagement, including work-integrated learning; cooperate with each other in engaged scholarship; share and utilise knowledge, skills, expertise, and experience in designing and executing development initiatives together and design together mechanisms or ways of improving the delivery of services, said Prof Vhonani Netshandama, Director of Community Engagement.

It is of great importance to Work together with traditional leaders as we can bring solutions to problems that are within communities. Traditional leaders have deeprooted knowledge and understanding

of their communities, which can provide valuable insights into the challenges they face. By collaborating with them, we can tap into their wisdom and experience to develop more effective and culturally appropriate solutions that are likely to be embraced by the community, she said.

The MoU will create a sustained enabling environment for the University, partner with the local community on interdisciplinary research which seeks to develop strategies and approaches for enhancing people's livelihoods; jointly mobilise resources such as funding required to implement programmes that enhance the capacity of the University to deliver on crucial community-based programmes.

In his remarks, the Vice-Chancellor and Principal, Prof Bernard Nthambeleni pointed out that the University is honoured and privileged to be in sustained working relations with the communities as we strive for relevance and societal impact. He said the signing ceremony is a landmark of formalising the relations that have been established over the years.

He shared that the University prides itself on its ability to facilitate engagement in a manner that talks to the local traditional leadership for impactful research, social

innovation, entrepreneurship, and higher education for sustainable development. Prof Nthambeleni said, "The University is proud and excited that amongst others, one of our best professors did his community -public health work with many families under the stewardship of the late Thovhele Rammbuda, where local community health workers were also appointed to monitor the growth of children (Under Mal-Ed project)".

He also reported on the Rural Entrepreneurship community training Project that was piloted in the year 2022 at Vele Resource Centre and has since then trained over 60 youth from Rammbuda and Khakhu communities together with UNIVEN students. He concluded his talk by saying "Mutingati udo ri thusa u bvelela sa University, na vhu rangaphanda ha sialala ho dzhia vhudifhindulelei na ndango zwitshi elana na vhudimiselani na u tama u diitela tshanduko nga rine vhane - Hoping that this MoU will open opportunities to work together in a mutually impactful way".

The audience received remarks by Thovhele Avhatendi Rambuda Ratshibvumo the 2nd of Ha-Rambuda. "We are delighted that the University of Venda and the Rambuda Traditional Council have agreed to this Memorandum of Understanding and that has resulted in this signing ceremony", said Thovhele Rambuda.

Thovhele Rambuda Ratshibvumo 2nd further said, "We are living in a time where the relevance and role of traditional leadership in the modern age is increasingly being questioned". As communities grapple with the increasing challenges faced by both the South African and global economy, he reiterated that the role of the traditional leader is increasingly being placed under

heavy scrutiny. "We have a duty to remain relevant in these times by ensuring that we respond to the needs and cries of our communities, now more than ever".

He indicated that they are aware of the University of Venda's reputation for academic excellence and its strong commitment to creating an even stronger national and international academic presence. Thovhele Rambuda told the audience that no traditional council, no matter how large or well-endowed, can address future challenges by itself. In this era of globalization, the advent of the fourth industrial revolution and interdependence cooperative partnerships with other institutions of academic excellence around the world is not an option, but a necessity.

He continued to say the MoU should be the foundation on which future students from the Rambuda traditional boundary and its neighbours will be built. The research and innovative ideas that will emanate from this relationship should be mutually beneficial to both institutions and most importantly the community at large. Thovhele advised the University to also utilize Nwanedi Nature Reserve for its research activities.

He proposed to the University to introduce short courses to assist traditional leaders. In his conclusion, Thovhele highlighted that as a traditional council, they are running a project to assist grade 12 learners to further their studies and they encourage them to take UNIVEN as their first option. The Rambuda Traditional Council also offered the University an Office space that will be used to assist its community in many areas depending on their needs such as assisting learners with applications, entrepreneurship, legal matters, and many more.

"The University is proud and excited that amongst others, one of our best professors did his community -public health work with many families under the stewardship of the late Thovhele Rammbuda, where local community health workers were also appointed to monitor the growth of children (Under Mal-Ed project)".



UNIVEN Faculty of Science, Engineering and Agriculture Hosts Faculty Industry Day for Work Readiness



The Faculty of Science, Engineering and Agriculture Hosted 2023 Faculty Industry Day (work readiness) recently at the auditorium.

UNIVEN Vice-Chancellor and Principal, Prof. Bernard Nthambeleni in his welcome remarks said students who are in their final year and those that are pursuing their postgraduate studies to be able to interact with professionals from various industries and government departments. He thanked the faculty for organising the industry day and for their dedication to ensuring that students know that they are not only interested in teaching and learning but they are also interested to know where students go after getting their degrees.

He further said that they are aware of the issue of the unemployment rate in South Africa and that most of the graduates face dire challenges in the labour market. He urged students to interact with the colleagues that were present and ask questions so that they can be able to explain how they can open these doors of opportunity and not wait until they finish their studies.

In his conclusion, he said the Faculty Industry Day aims to prepare students for the job market and also to create a network for them to be able to interact with potential employers.

Faculty of Science, Engineering and Agriculture Executive Dean, Prof. Natasha Potgieter said the purpose of having the Industry Day was because it is important for them to make sure that final year students are exposed to industries outside the world and urged students to open their mind to see where they can make a difference in an entrepreneurial way by starting their own business.

She further indicated that one of the good things about being in the Limpopo Province is that there are many opportunities in agriculture and that they need to get the young minds and the difference they can make in agriculture. She encouraged students not to wait for opportunities to come, but to turn around and make the opportunities for themselves.



Mr. Tobi Mzobe is a professional Development Coordinator at the South African Council for Natural Scientist Professions (SACNASP), he said that their role is to register scientists, regulate and enable the scientific workspace in the country, and that their vision is to proactively advise the Government and stakeholders to the Contributions of Natural Sciences in South Africa.

Mr. Mzobe said that it is important for science graduates to be registered by SACNASP for them to be able to practice because the degree only gives them the academic background that enables them to gain knowledge in that space, but being registered gives you recognition as a professional scientist. He mentioned that SACNASP also organises a lot of network opportunities that are specific to various practices.

He further mentioned that they work with agricultural science bodies or voluntary associations to organise activities or networking sessions where they get to meet industry professionals that are in that field to help navigate student's field through mentorship or programmes if they are practicing.

Computer Scientist Entrepreneur, Eric Mulovhedzi encouraged students to consider entrepreneurship as a path. He spoke about what he found through his research at the University of Cape Town

that we cannot develop our own devices (smartphones or laptops) from scratch. All these encouraged him to learn how to programme robotics (microchips) for the past ten years.

He further encouraged students to fight so that they could be the first generation to develop their own devices. He told students that through his development of the microchip, they managed to build their own boom gates, barcode scanners, weighbridge for mines and that their latest is an electric self-driving car that uses an app to start the engine. Mr. Mulovhedzi promised to come with some prototypes in the future.

Department of Science and Innovation Deputy Director, Mr. Livhuwani Masevhe, encouraged students and prepared them as they are to exit the University soon. He said that the University of Venda has produced great graduates who are employable and possess entrepreneurship skills and have a basic knowledge of science. We are living in a world where robotics is the order of the day, but the question is are we prepared?

Mr. Masevhe said the world that is waiting for them requires one to be patient because one of the problems out there is that people are not patient. He encouraged students to spend each and every minute thinking about positive things so that they could be productive. "Success is not solidified by distinctions". He further encouraged science

students to ask questions to their future colleagues.

Mr. Emmanuel Mudau is a farmer and the Founder and CEO of Mathuba Genetics. Mr. Mudau said Mathuba Genetics is here to empower students with Knowledge and skills for farming and good genetics to start their farming journey.

He further encouraged the students to volunteer at his farm so that they could gain experience and knowledge. He urged the agricultural students not to go and relax after getting their qualifications because farmers are undermined. He encouraged them to go out and prove that the University of Venda can produce the best agricultural science graduates because employers want people who will make a difference.

Faculty of Science, Engineering and Agriculture Experimental Farm Manager, Ms. Thifheli Kutama expressed a word of gratitude.

"Success is not solidified by distinctions".

The University of Venda signs a Memorandum of Understanding with the South African Human Rights Commission

The University of Venda (UNIVEN), and the South African Human Rights Commission (SAHRC) recently signed a Memorandum of Understanding (MoU) at the Senate Chamber. The MoU was initiated by the Ismail Mahomed Centre for Human and Peoples' Rights, Faculty of Management Commerce and Law, UNIVEN.



Prof. Eucebious Lekalalaka-Mokgele, the DVC Teaching and Learning noted that the MOU is unique because it is the first of its kind that UNIVEN is having with a chapter 9 institution. UNIVEN, in her view, strongly believes, as part of its strategic objectives, that building linkages and partnerships towards the realisation of standards of human rights protection is important. This is because all hands must be joined so that out of the ashes of the apartheid, a beautiful nation, and perhaps more importantly, a new conscience can be fostered where all human beings are treated as equal in dignity and rights. She reiterated beautifully that it does not, therefore, come as a surprise that since the early years of the establishment of UNIVEN, the Ismail Mahomed Centre for Human and Peoples' Rights was conceived as an institution to drive some of our strategic objectives for realising constitutional and national expectation in relation to social justice and human rights protection.

Upon more careful reflection on the MOU between these two institutions, the DVC further viewed, it is not difficult to see that the MOU will foster and advance responsive and engaged experiences of all critical stakeholders including UNIVEN students and communities that it serves in the awareness creation, education, knowledge and application of human rights and social justice. It will also benefit the two institutions in the enhancement of research and the building of novel knowledge systems in the human rights and social justice field.



In his welcoming remarks, the Interim Director, School of Law, Prof Lonias Ndllovu, standing in for the Executive Dean Faculty of Management Commerce and Law mentioned that the University of Venda is pleased to embark in the journey with the South African Human Rights Commission. He said the MoU is aligned with the 2021-2025 strategic plan. In his view, "we are looking at the collaboration beyond signing this Memorandum of Understanding."



In his remarks, Prof Ademola Oluborode Jegede, the Interim Director of Ismail Mahomed Centre for Human and Peoples' Rights, Faculty of Management Commerce and Law, UNIVEN also thanked the attendees, emphasising that the two institutions will benefit a lot out of this MoU which was initiated by the Ismail Mahomed Centre for Human and Peoples' Rights.

While justifying his optimism, Prof Jegede explained that South Africa is rightly adjudged by commentators to have one of the most progressive constitutions in the world. But even for a country with a constitution so promising, it is known and understood that human rights are never a given, textual provisions are not enough, efforts and initiatives are always required for human rights to be enjoyed and respected. He said the signing of this MoU between the South African Human Rights

Commission and University of Venda signals the importance of the need to strengthen the collaboration towards the protection of human rights in South Africa particularly in Limpopo Province.

Prof Jegede concluded his talk by mentioning that the Ismail Mahomed Centre for Human and Peoples' Rights is pleased for the significant role it played in ensuring the birth of this MoU between the two institutions. He said he believes that as a strategic centre in the fulfilment of key strategic goals of University of Venda, this MoU is a necessity and will greatly be useful in fulfilling our mandate which is to foster and enhance the culture of human rights protection and advance social justice through research, advocacy, and training. He said, "It will be useful in addressing the human rights concerns during our time."



In his address, the Provincial Manager at the South African Human Rights Commission,

Mr Victor Mavhidula said SAHRC appreciates the opportunity to partner with University of Venda. And work with the Ismail Mahomed Centre for Human and Peoples' Rights on its mandate. He mentioned that human rights are being violated in several spaces including the use of electronic gadgets we have. "People use social media to violate other people rights, unaware." Mr Mavhidula continued to say that the collaborate with the University is meant to enable the SAHRC to be used as the case study.



The Legal Officer at SAHRC, Ms Tsiko Maboho mentioned that the mandate of the SAHRC is aimed at promoting, monitoring human rights, and protecting constitution of democracy. She emphasised that the organisation educates people about human rights and is pleased to be collaborating with University of Venda and in particular, the Ismail Mahomed Centre for Human and Peoples' Rights to promote human rights.



Ms. Sephiwe Lubisi from Legal Services facilitated the signing of the MoU.



Exchange of the Signed MOU by the two institutions



A group photo of some of the attendees



School of Law HOD for Criminal Justice, Dr Mulaudzi gave a vote of thanks.

Staff members attend Employee and Wellness Day in numbers



Offering an employee wellness day is a great way for any organisation to show their employees that the organisation cares about their well-being. It can also be a great team-building exercise and being physically active can improve brain health, help manage weight, reduce the risk of

disease, strengthen bones and muscles, and improve your ability to do everyday activities. It is for these reasons that on Thursday, 07 September 2023, the University of Venda's Human Resources Department organised an employee wellness day. This employee wellness day took place at UNIVEN Stadium.

The day started with a fun walk from UNIVEN Stadium to Maungani gate, walking on the road up the hill alongside the University fence and coming back. Upon coming back, there was a formal programme, followed by several sporting activities until 15:30 in the afternoon.

When welcoming staff members and other stakeholders, Director Marketing, Branding and Communication, Dr Takalani Dzaga said in order for staff members to be productive, they need to be healthy. "It is for this reason that the University has decided to allow staff members to exercise every Wednesday afternoon." Dr Dzaga expressed that the Human Resource Department has set aside this day to make sure that staff members are always healthy.

In his vote of thanks, the Head of Organisational Development and Training, Mr Esrom Phungo gave a vote of thanks. He thanked stakeholders and staff members for taking the time to participate in this wellness day. Mr Phungo advised staff members to make use of the stalls of service providers because they were invited to service them on that day. "A healthy body houses a healthy mind. Let us take care of our bodies," he said.

Dr Gudani Mukoma, Ms Tshilidzi Munyai, Mr Godfrey Netshiongolwe, Mr Eric Mufamadi and Mr Mowali Mukovhe represented organisations that were exhibiting and providing services at the Wellness Day.



If you spot anything out of the ordinary on campus - contact the University Hotline by calling toll free number **0800 212 755** or email: **univenhotline@tip-offs.com**

Improper conduct includes the following...

- 1. Financial misconduct,**
- 2. Misuse or misappropriation of University assets,**
- 3. Health and safety risks,**
- 4. Plagiarism,**
- 5. Fraud and corruption.**

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