



Message from the Deputy Vice-Chancellor and Head of College



Professor John Mubangizi.

This newsletter comes at a time when the year is coming to an end and everyone is looking forward to a well-deserved festive break. It is the third and final College newsletter for this year and its publication was deemed necessary due to the number of exciting events and activities that have taken place in the College in the last few months. Besides capturing those events and activities the newsletter gives us an opportunity to look back and take stock of the challenges we have overcome during the course of the year. But more importantly it gives us an opportunity to evaluate and assess our achievements and performance in meeting the key performance areas and strategic objectives that we set ourselves for the year 2009. In that regard there are some achievements that stand out:

- We were able to meet and surpass our enrolment targets for the year;
- We organized a successful research capacity building workshop;
- We hosted two successful international conferences – one in each faculty;
- The Faculty of Law was able to maintain its status as the most productive faculty in terms of 2008 research per capita productivity. Not to be outdone, the Faculty of Management Studies improved its 2008 research productivity by 100% (in terms of number of productive staff) and by 131% (in terms of productivity units);
- The School of Information Systems and Technology enabled us to be the first University in South Africa to introduce podcasting as an educational tool;
- The School of Accounting was able to improve SAICA accreditation status; and
- The Graduate School of Business received yet another PMR Africa Award making it the fourth consecutive year the School has been honoured with this prize.

Some of these achievements are captured in the stories contained in this newsletter whereas others are contained in easily accessible data. What is important however is that they are all signs and manifestations of a College determined to realize its vision of being “the leading College in the University in terms of the quality and quantity of research output and excellence in teaching and learning, within the context of the University’s mission of seeking to be the Premier University of African Scholarship”.

Let me conclude by thanking all the members of staff and the students for their contribution to what has clearly been a very successful year in the life of the College and the University. May I also wish everyone a restful festive season and a more productive 2010.

Enjoy reading this newsletter.

John Mubangizi

NRF rating for Professor Lesley Stainbank



Professor Lesley Stainbank.

The Dean of the Faculty of Management Studies, Professor Lesley Stainbank, has been awarded a C-rating status by the National Research Foundation (NRF) following an evaluation of her research progress.

Professor Stainbank is one of only a few Chartered Accountants in South Africa with a doctorate and an NRF rating.

The NRF C-rating is awarded to established researchers with a sustained recent record of productivity over the past eight years in the field. They also need to be recognised by their peers as having produced a body of quality work, the core of which has coherence as well as attesting to ongoing engagement within the field.

Furthermore, they need to have demonstrated the ability to conceptualise problems and apply research methods in investigating them.

Professor Stainbank's research interest area is in financial accounting or international financial reporting standards. She has completed research in three broad areas: Value-added and employee reporting; accounting education and professional accountancy education programmes; and differential reporting or financial reporting for small and medium-sized entities (SMEs).

A pioneer in her field, Professor Stainbank was one of the first academics to investigate value added reporting in South Africa to the extent she did in her masters and her research has provided a solid knowledge of the relevance of the value added statement in the South African context.

Her research on professional accountancy education is also unique and it made her the first accounting academic in South Africa to publish a study in that area in *Meditari Accountancy Research* in 2008.

Professor Stainbank is the Vice-President (membership) of the International Association of Accounting Education Research and a member of the Southern African Accounting Association. She is also a member of the steering council of the Accountancy Development Index which is an initiative of USAID's Benchmarking International Standards of Transparency and Accountability project. She sits on the editorial board of the *SA Journal of Accounting Research* and the *African Journal of Accounting, Economics, Finance and Banking Research*. She has been the editorial adviser to *Accounting Education: An international journal* since 2004 and in 2009 became the Associate Editor: *Financial Accounting for Meditari Accountancy Research*.

Professor Stainbank has delivered keynote addresses at national and international accounting conferences. Her work has been published in professional and accredited journals with internationally acclaimed academics.

She is currently supervising five masters students and one DBA student. Two of her masters students are staff members in her Faculty.

"There is a lack of research culture in accounting schools at Universities, and I have attempted to instil in my colleagues the necessity for research." She is pleased with the progress of her staff members because this will improve the research output of the Faculty.

"Being NRF rated has been a personal goal for a long time and I am very satisfied with the achievement."

As a seasoned researcher, Professor Stainbank has embarked on the road to continue exploring her areas of interest and contribute towards the creation of knowledge in her field.

Professor John Mubangizi, Deputy Vice-Chancellor and Head of the College of Law and Management Studies, congratulated Professor Stainbank for flying the flag high for the faculty and the accounting discipline.

- Hazel Langa

College strategic plan revisited

The College of Law and Management Studies' Strategic Plan (2007-2016) – formulated and adopted by the college in 2007 – was revisited at the end of October.

The College management congregated at Tala Game Reserve to examine the plan in order to evaluate the extent to which the strategic goals and objectives were being achieved.

Ten key priorities and challenges were identified in 2008 when the plan was assessed for the first time. These included: meeting enrolment targets; strengthening research and improving research output (particularly in the Faculty of Management Studies); filling of academic posts and stemming the high staff turnover; improving marketing and publicity; increasing postgraduate intake (particularly in the Faculty of Law); initiatives to increase PhDs among staff; enhancing international collaborations and partnerships; providing better facilities and resources for teaching and learning; enhancing capacity building and fostering collegiality and promoting transformation.

At a workshop facilitated by Ms Alison Walker and Ms Denyse Webbstock of UKZN's Quality Promotion and Assurance Unit, an analysis was done of the current state of affairs while managers reported on the progress achieved in addressing the abovementioned concerns. Overall, good progress had been made on most of the key priorities and challenges.

In terms of strengthening research, the hosting of a successful Society of Law Teachers of Southern Africa Conference in July by the Faculty of Law contributed towards research. In addition, the Faculty of Management Studies was about to host a Multi-Disciplinary International Conference. There were also many other research projects which the Faculties had embarked upon.

Progress was made in the enhancement of international collaborations and partnerships through projects such as the partnership between the Judiciary in India and the Faculty of Law; the launch of Podcasting and the NextEd projects

by the School of Information Systems and Technology.

After deliberations, new challenges were identified and these included focusing on improving the research per capita output by each academic in the Faculty of Law; tensions between teaching and research; the collapse of the schooling system which feeds UKZN; improving the image and facilities of the University by the relevant departments; addressing the challenges presented by the Central Applications Office; and shortening the long human resources recruitment processes.

The Deputy Vice-Chancellor and Head of College, Professor John Mubangizi, acknowledged that strategic planning was an ongoing process which needed to be monitored and evaluated regularly.

The efficient and committed management of the College is looking forward to addressing the new priorities in 2010.

- Hazel Langa

Strengthening ties with India

Four UKZN Law academics – Professors Karthy Govender, David McQuoid-Mason, Managay Reddi and Advocate Devina Perumal – were hosted by the National Judicial Academy (NJA) in Bhopal, India in July.

The NJA is a facility which provides the training of senior judges in India.

The invitation was a result of a relationship which was formed between UKZN and the Indian Judiciary when the Faculty of Law in association with the Indian and South African chapters of the Commonwealth Legal Association hosted a Social Justice Symposium with judges from India and South Africa in 2008.

In line with UKZN's Strategic Plan which aims to promote African-led globalization, the main purpose of the

visit was to establish links between the UKZN Law Faculty and specific accredited Law Schools in India.

The UKZN Law academics visited the Indian Law Institute and delivered diverse academic papers. Professor Govender's paper was titled: *The role of the courts in seeking the attainment of substantive equality in South Africa* while Professor McQuoid-Mason's paper was titled: *Street Law: what it is and how it works*.

Professor Reddi presented on: *Violence against women: Recent developments in South African Law* while Advocate Perumal presented a paper on: *The non-recognition of Hindu marriages in South African Law: Implications for the constitutional rights to equality and freedom of religion*.

A workshop in Street Law was conducted by UKZN Law academics at the Jawarlal Nehru University in Delhi.

Visits were made to the Law School of India in Delhi and Bhopal as well as the University of Delhi.

The group also had a meeting with the Cabinet Minister for Commerce and Industry, Mr Anand Sharma, to discuss future collaborations.

The visit to India was a success because the memorandum of understanding between the India Law Institute, the National Law School of India and UKZN Law Faculty is being drafted. All three parties are looking forward to staff and student exchanges and research collaborations.

- Hazel Langa

New Deputy Dean at Management Studies Faculty

Professor Krishna Govender has been appointed Deputy Dean of the Faculty of Management Studies on the Pietermaritzburg campus.

As the Deputy Dean, he represents the Dean on the campus making decisions about academic and administrative matters concerning the Faculty of Management Studies. He will also participate in activities which will drive and advance the vision and mission of the Faculty and UKZN.



Professor Krishna Govender.

Professor Govender holds a B Paed (UDW), B Ed (Unisa), BCom Hons (Unisa), MCom (Natal-P) and a PhD (UCT) while his research interest area is primarily service quality and services marketing. He also has an interest in entrepreneurship and small business management.

Prior to joining UKZN, he served as rector of a business university in Kigali, Rwanda, having been recruited by the William Davidson Institute at the University of Michigan to restructure and transform the School of Finance and Banking in Kigali into a premier African business university.

Professor Govender said he and his wife enjoyed working in Rwanda. "I personally derived much satisfaction by being able to contribute to the country's reconstruction through education, post the genocide which also destroyed the education system."

Professor Govender has also served as Executive Dean: Faculty of Business Management at the former Technikon Witwatersrand, where he was largely responsible for developing the new

Faculty of Management at the University of Johannesburg, and served as its interim Executive Dean for almost two years.

"Having held the position of executive dean at another merged institution which also had multi-campus, I see many similarities between the challenges being faced by the staff and leadership at the Faculty of Management at UKZN and those at the University of Johannesburg," said Professor Govender.

He has delivered several papers in the field of services marketing at national and international conferences, and has published widely in accredited journals.

Announcing the appointment, the Deputy Vice-Chancellor and Head of College, Professor John Mubangizi, said: "On behalf of the College of Law and Management Studies I would like to congratulate him and wish him well in his new position."

- Hazel Langa

Research Capacity Building Workshop follow-up

A follow-up meeting was held recently to a Research Capacity Building Workshop hosted earlier this year by the Deputy Vice-Chancellor and head of College, Professor John Mubangizi.

Facilitated by Dr Christel Troskie-de Bruin from Asev Research and Development Consultants, the outcomes-based workshop provided a practical and hands-on approach to encourage academics to publish good research from their theses.

The follow-up meeting – to which all the original participants were invited – was organised to assess what the workshop achieved as well as to provide collegial space for supporting the researchers.

Dr Caroline Goodier said: "A small group of us met in the College Boardroom and, after a discussion focused on barriers to research writing, shared our research plans and activities. These ranged from papers submitted for publication to plans for expanding capacity in individual Schools."

The group found the meeting stimulating and encouraging and has planned to meet early in 2010 to discuss drafts of the current research articles in order to ensure that they keep to their plans for writing during the student break.

In the meantime a lively exchange of useful papers has been taking place electronically and the group has established itself as a supportive network of friends and colleagues.

- Caroline Goodier

UKZN's School of Accounting improves its SAICA accreditation status

UKZN is extremely proud of its School of Accounting's improved accreditation status which was recently communicated to the Head of School, Professor Nicholas Wood, by the South African Institute of Chartered Accountants (SAICA).

Institutions of higher learning providing accounting education and training, such as the School of Accounting at UKZN, are regularly monitored and evaluated by SAICA which is an accredited Education and Training Quality Assurance Body (ETQA). The ETQAs are accredited for the purpose of monitoring and auditing providers of qualifications registered on the National Qualifications Framework.

The various accreditation criteria against which SAICA evaluates education providers include: meeting various legal requirements, availability of resources, the educational programme, learner support and transformation requirements.

The higher accreditation status has been achieved by improving the

quality of the undergraduate and postgraduate programmes, most notably the standard of assessment and the effectiveness of tutorials. The School of Accounting has also recruited a number of young, recently qualified Chartered Accountants who together with more experienced staff form a committed team of academics.

With the assistance and support from staff, UKZN students have excelled in SAICA's Part 1 Qualifying Examinations. In 2008 UKZN produced four of the top ten students in SAICA's Part 1 Qualifying Examination. This was a significant achievement considering no other university in the country had more than one candidate in the top ten. Two out of 28 honours achievers, who sat the 2009 Part 1 Qualifying Examination, were from UKZN.

Ms Mandi Olivier, SAICA's Project Director: Education, said: "I'm particularly pleased that the pass rate for first-time candidates in the Part 1 examination for both full-time and distance learning students has exceeded 70% in 2008 and 2009. I also note the significant steps taken to



Professor Nicholas Wood.

improve pass rates within the programmes, particularly at the third year level."

Professor Wood commented: "The recognition from SAICA by way of an improved accreditation status is most welcome given the sterling effort and commitment from my staff but we won't rest on our laurels."

- Hazel Langa

Masters student attends public administration conference



Mr Mhlonipheni Dladla.

Public Administration in the Developmental State was the theme of an international Public Administration conference which was attended by Mr Mhlonipheni Dladla, a masters student from the School of Public Administration and Development Management in Pretoria recently.

Dr Thokozani Nzimakwe, an academic from the same School, presented a paper co-authored with Mr Dladla. The title of their paper was: *An integrated policy approach towards responsive and responsible government*.

The paper was well received and it stimulated a valuable discussion among the national and international academics and practitioners in the Public Sector.

- Mhlonipheni Dladla

UKZN academic completes book of SA Sports Law



Mr Andre Louw.

UKZN law academic Mr Andre Louw has completed a book on South African sports law for publishers, Wolters Kluwer International.

Wolters Kluwer Law International produce a series called the International Encyclopaedia of Laws which is aimed at comparative law. The series contains a sub-series dealing with different fields of law including administrative law, contract law and criminal law.

South Africa is the title of Mr Louw's book in the series: International Encyclopaedia of Sports Law.

Experts from different countries are requested by Wolters Kluwer International to write a monograph which sets out the relevant law – sport in this case – in that specific country. In this way, sports lawyers from other countries have a comparative source if they require information regarding treatment of relevant issues in that specific country's legal system.

Countries such as Australia, Italy, the United Kingdom, Russia and Belgium have been included in the series and South Africa is now the latest country to be covered.

The 512-page book is a valuable reference source on most aspects of Sports Law as it covers nearly all aspects related to the interaction between law and sport in South Africa. It is the most comprehensive, detailed and up to date text on SA sports law in existence.

Mr Louw recently attended the 17th annual conference of the British Association for Sport and Law (BASL) in London where he presented a copy of his book to the directors of the association.

The conference was attended by the members of the association; some of the top UK and European sports law experts and practitioners, including a member of the European Commission; the CEO of the English Football Association and representatives of the English Premier League and UEFA. Mr Louw's work was very well received.

Professor Rian Cloete from the University of Pretoria Law Faculty congratulated Mr Louw saying: "The book is so comprehensive that it is nearly a codification of all aspects of SA sports law."

Three academics of UKZN's Law Faculty contributed sections to the work on specialist areas. Professor Marita Carnelley contributed a section on Sport and Gambling Law, Mr Chris Schembri a section on Sport and Tax while Ms Benitha Witcher reviewed the draft section on Sport and Employment Law.

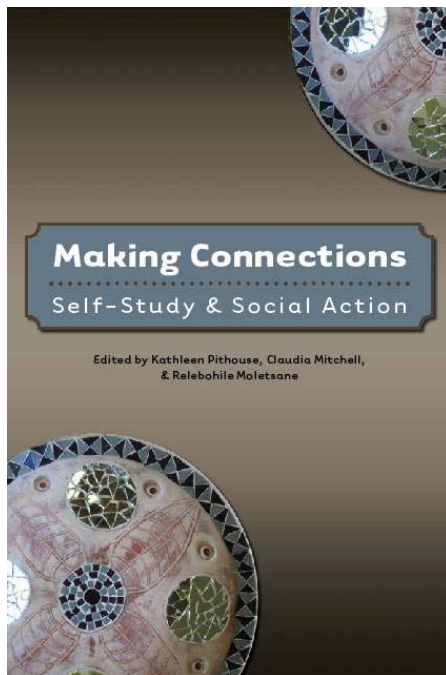
Mr Louw is passionate about sports law and when asked about the future he said: "I am currently in the process of instituting a new sports law module in the LLM Programme at Howard College for the second semester of 2010, and the plans are to develop a fully-fledged Sports and Entertainment Law LLM Programme from 2011 with two sports law and two entertainment law modules."

He plans to use the work as the textbook for such courses, as it contains a comprehensive and detailed syllabus of all sports law topics which need to be included in such a programme or modules.

- Hazel Langa

Professor Kriben Pillay contributes to new book on self-study and social action

Professor Kriben Pillay of the Leadership Centre is one of several local



Cover of the book: *Making Connections*.

academics who have contributed to an international book on self-study and social action entitled *Making Connections*, which was recently published in New York.

Edited by Dr Kathleen Pithouse, Professor Claudia Mitchell and Professor Relebohile Moletsane, *Making Connections* presents a trans-disciplinary, trans-cultural discussion of the dynamic interplay between self-study and our social world. Building on work done in the education field, the essays in the four-themed sections of this edited volume provide diverse perspectives on the social relevance of self-study in relation to: the self in memory, (re)positioning the self, creative (re)presentations of the self, and the development of self-knowledge.

Making Connections is the outcome of a self-study symposium held in July 2007 and hosted by the Centre for

Visual Methodologies for Social Change in the Faculty of Education, UKZN.

Professor Pillay's essay examined his own fictional writing as a form of self-study, which in turn became a vehicle for self-inquiry within the socio-psychological context of various forms of social oppressions.

"The stark fact of seeing the mechanism whereby the oppressed becomes the oppressor, turned the investigation from self-study to self-inquiry, where the latter is the felt recognition that *I am the other*. In this dissolution of the social constructs of identity, a new movement of social action is born," said Professor Pillay, whose area of specialisation is transformative spiritual intelligence.

A book launch will be held early next year.

- Kriben Pillay

Management Studies Faculty well represented at Teaching & Learning Conference

The Faculty of Management Studies had the highest number of academics attending the 3rd annual UKZN Teaching & Learning Conference at the Edgewood Campus in September.

Although the conference theme – Multilingualism, Multiliteracies and Innovative Teaching Technologies in Higher Education – was not directly linked to mainstream Faculty content subjects, academics put on their thinking caps to become "reflective practitioners" and shared their experiences from years of teaching experiences with delegates.

Some also provided exciting insight into their latest research, teaching and learning.

Professor Anesh Singh of the Graduate School of Business tackled the important concept of recognition of prior learning in his paper: *Let the*

doors of learning be open to all; while Professor Kriben Pillay, a recipient of the Distinguished Teachers Award, presented two 2-hour workshops on the use of illusion in the pedagogy of leadership studies.

Professor Manoj Maharaj of the School of Information Systems and Technology, together with his co-presenter, Mr Albert de Lange, shared his views on the use of podcasting as a viable tool to enhance teaching and learning in higher education. A second paper presented by Professor Maharaj, with Mr Brett van Niekerk, dealt with information operations education in South Africa.

Dr Betty Mubangizi of the School of Public Administration and Development Management shared her experience of the "Newsflash" exercise which utilises the print media as both a teaching and assessment tool.

From the Faculty Education Unit, Dr Dianna Moodley shared findings from her research into perceptions of multilingualism at UKZN and Dr Jane Skinner spoke on strategies for teaching accounting to generation Y students.

The strength of the conference was the multi-disciplinary nature of the participants. Academics from a range of disciplines came together to tackle the challenges of teaching in higher education – a critical issue of concern given the high failure and dropout rate in universities. As with all conferences, a lot of work went into organisation and screening of abstracts and here Dr Caroline Goodier's work was invaluable.

- Betty Mubangizi and Caroline Goodier

School of Management hosts American-African-European Summer School

UKZN's School of Management hosted the third American-African-European (AAE) Summer School in October.

The AAE Summer School is an interdisciplinary and intercultural study programme for masters students from the Chemnitz University of Technology (TUC) in Germany, the University of Texas at El Paso (UTEP) in the United States of America and UKZN.

The theme of the 2009 AAE Summer School was: Intercultural Perspectives and Challenges of Equalization and Empowerment in South Africa.

The partnership between the three universities is in line with the College and UKZN's Strategic Plan which aims to promote African-led globalization.

Welcoming the delegates, the Head of School of Management, Professor Kantilal Bhowan, said: "This is the type of collaboration we value

extremely highly and we will do anything to ensure that the partnership we have continues."

Professor Bhowan participated in the first AAE Summer School in 2007 which was hosted by TUC in Germany.

"The Summer School programme aims to establish strategic international academic partnerships and collaborative initiatives such as scholarships, research collaborations, parallel qualifications, student exchange programmes, community outreach projects, and knowledge enrichment," said Ms Lindiwe Kunene of the School of Management.

Staff and students from TUC and UKZN participated in a two-week academic management programme which exposed them to the current trends and challenges in South Africa and Germany. They also visited the Mondi and Siemens plants in Durban and interacted with the business executives from the two organisations.

The two week programme afforded local and international students an opportunity to interact with each other, academics from different continents as well as members of the local business community. The whole experience, together with the rest of their study programme, raised their standing, knowledge and professionalism as trained managers.

In keeping with the theme, Ms Vannie Naidoo of the School of Management delivered a lecture on: *Intercultural Communication*. She outlined and discussed the various cultures of South Africa.

"In SA, most intercultural contact occurs in the business environment therefore organizations have an important role to play in influencing behavior and developing positive relationships," said Ms Naidoo.

The delegates were exposed to Durban's rich diversity of people and cultures when Ms Naidoo took them on a tour of the city and visited a Hindi Temple, the Maha Deiva Jothi Allyam and the Bangladesh Market in Chatsworth.

The delegates met with the Head of the Sathi Sunmarka Sungum of South Africa, Guru Krishna Naidoo, and they discussed the Hindu culture. Students interacted with the small business vendors at the Bangladesh market.

Even though UTEP was not able to participate this year they remain committed to the programme. Plans are underway for the fourth AAE Summer School scheduled to take place at TUC in Germany in 2010.

- Hazel Langa and Vannie Naidoo



Front row (L-R) Ms Vannie Naidoo and Ms Lindiwe Kunene of UKZN with Ms Tina Obermeit and Dr Schulz Klaus-Peter from TUC.

Back row (L-R) Mr Vumani Msimang, Mr Taahir Vajeth and Professor Kantilal Bhowan all from UKZN.



The delegates from Germany visited the Bangladesh Market in Chatsworth.



Participants of the third AAE Summer School at the farewell dinner.

Global economic crisis scrutinised at UKZN conference

Academics, business and government had the opportunity to explore solutions to the global economic crisis during a Multi-Disciplinary International Conference hosted by the University of KwaZulu-Natal's (UKZN) Faculty of Management Studies on its Westville campus.

Business Management Challenges in Turbulent Economic Times was the theme of the inaugural conference aimed at bringing together a variety of multi-disciplinary experts to discuss business and management-related problems in Africa and the world.

The Deputy Minister of Finance, Mr Nhlanhla Nene, was one of the keynote speakers and he delivered a talk titled: *How should the Governments respond to economic crises?*

In his talk he contrasted the two schools of thought on how government should respond to economic crises. He referred to Joseph Schumpeter's hypothesis of creative destruction which suggests that government intervention should be minimal because economic downturns are a natural way of forcing inefficient firms and businesses to go under. On the contrary, the John Maynard Keynes' economic theory advocates that government must respond robustly to severe economic shocks because the damage that such shock has on real economies would take a long time to repair.

Mr Nene acknowledged that different problems have different solutions and appreciated that there is some truth in both schools of thought and that extreme arguments on both sides are often wrong.

"It is appropriate for government to increase borrowings to sustain public spending and to raise investment, but it must be able to reduce its borrowings when the economy recovers," said Mr Nene.

While it is appropriate for government to increase their deficits during a crisis, it must present a credible path

back to a sustainable budget balance after the crisis had ended. Failure to do so would mean lower growth for many years after the crisis has ended," added Mr Nene.

He said the global economic crisis had taught the world that governments had a crucial role to play in stabilising the economy through fiscal and monetary policy and regulating the financial sector.

The South African government had generally done the right things by allowing revenue to fall and borrowing to protect public spending. The government had also been able to increase investment during this recession which would benefit the economy in future.

He concluded his talk by challenging the delegates to take advantage of the opportunity presented by the crisis and use it to increase employment and to improve the quality of public services.

Other prominent keynote speakers who delivered addresses included the Chief Executive Officer of the Johannesburg Stock Exchange (JSE), Mr Russell Loubser; Head of the Office of the Executive President of the South African Institute of Chartered Accountants (SAICA), Mr Graham Terry; Professor of Finance at Eastern Connecticut State University, U.S.A, Professor Chiaku Chukwuogor; Professor in the Harry S Truman School of Public Affairs at the University of Missouri, Professor Thomas G Johnson; Lead Research Economist of the African Development Bank, Dr Désiree Vencatachellum and the General Manager, Global Technology Services of Sub-Saharan Africa, Dr William R Lafontaine, Jr.

Over 120 academic papers were presented covering disciplines such as accounting, economics and finance, business management, information and communication technology, public administration, leadership, business law, and other disciplines relating to business and management sciences.



Moyo Dancers entertained the guests during the Cocktail Party hosted for the conference delegates.



Professors Dev Tewari and Lesley Stainbank and Mr Martin Challenor.



Mr Graham Terry (SAICA), Professor Dasarath Chetty (UKZN), Mr Nhlanhla Kunene (Deputy Minister of Finance) and Mr Russell Loubser (JSE).

The Deputy Vice-Chancellor and Head of the College of Law and Management Studies, Professor John Mubangizi, opened the proceedings and commented on the appropriateness of the theme saying: "The conference comes at a time when world economic conditions are getting tougher and tougher."

He applauded the Faculty for hosting the conference which created an opportunity for the sharing of knowledge with business and academic experts from across the globe.

- Hazel Langa

Universities urged to produce T-shaped students

Universities need to prepare people to be adaptive innovators or T-shaped students as they are more commonly known.

T-shaped students require deep education in their core discipline but also have an ability to think and act across multiple subjects.

This was highlighted by the General Manager, Global Technology Service of Sub-Saharan Africa, Dr William R LaFontaine Jr, in a keynote address titled: *Service Science, Management and Engineering: Developing the key skills necessary for success in a global economy.*



Lead Research Economist of the African Development Bank, Dr Désirée Vencatachellum and the General Manager, Global Technology Services of Sub-Saharan Africa, Dr William R Lafontaine, Jr.

Dr LaFontaine Jr made the address at the Business Management Conference hosted by the Faculty of Management Studies.

The conference gathered prominent national and international academics to deliberate on business and management-related problems in Africa and the world; hence the theme Business Management Challenges in Turbulent Economic Times.

“Universities have done a great job of creating people with specialised knowledge and we have seen the rewards. Today’s increasingly complex world of services requires an evolution of the role of education into the 21st century – the Information Age,” said Dr LaFontaine Jr.

He defined T-shaped professionals as deep specialists who have “contributory expertise” in their home discipline, but also have “interactional expertise” across a wide range of disciplines and business functions.

“Today over 250 universities across 42 countries are teaching Service Science and our intention is to grow this number.”

Dr LaFontaine Jr has the worldwide responsibility for licensing IBM’s patent, trademark and domain name portfolio. In addition, his team plays a critical role in the creation of technology-based strategic alliances with partners around the world.

Dr LaFontaine Jr said the results of a recent study conducted by IBM showed that eight out of ten students wanted their universities to revamp traditional learning environments.

“A high number of students highlighted the potential use of Online Gaming, Augmented Reality and 3D Worlds for involving citizens in planning the future of their cities in a smart and sustainable way.

“Sixty-four percent of students believe that the world has a chance to reverse carbon emissions by 2025. I take great hope from these results, knowing that the next collaborative generation of students are already thinking about how they can get involved and contribute to solving real world issues,” he said.

- Thembeke Dlungwane

Public Administration academics participate in the Business Management Conference

Academics from the School of Public Administration and Development Management made a significant contribution to the Business Management Conference which was hosted by the Faculty of Management Studies in November. Some academics co-presented papers with masters students and others with academics from other institutions.

Dr Mogie Subban presented a joint paper with Dr Henk Theron, Deputy Director in the Department of Local Government and Traditional Affairs in KZN.

The paper was titled: *The sustainability of Integrated Development Planning: A case study of KwaZulu-Natal Province*. The highlight of the paper was that preparation for local development planning and assistance afforded to municipalities in fulfilling their developmental responsibilities was of paramount importance in the current context of service delivery. A key recommendation, among others, was the need to improve KZN's performance in the field of integrated development planning.

Dr Pregala Pillay and Dr Subban presented a paper with Dr Vasi Govender from UKZN Student Counselling. Their paper was titled: *Perspectives on African Leadership in the spirit of Ubuntu*. The thrust of the paper was a focus on collectiveness with an emphasis on *Ubuntu* (humanness and moral regeneration) and "*Umoja*" (togetherness).

Dr Subban and Professor Purshottama Reddy co-presented a paper on: *Municipal Governance and Public Administration: A strategic perspective*.

A key focus of the paper was that Public Administration lays the foundation for productivity and serves as a "catalyst" for service design and delivery, organisational structures, management issues of strategy, managing performance and other valuable output strategies for enhancing municipal delivery.

The nature, function and role of municipalities contributed significantly to the theorization and practice of public administration which discussion fulfils municipal planning. The paper provided a nuanced approach to the theory and practice of Public Administration in municipal strategic management. The presentation was a joint effort towards co-presentation and co-publishing from postgraduate studies, with Professor Reddy who was the promoter/supervisor for Dr Subban's doctoral thesis.

Mr Zwelibanzi Mpehle presented a paper titled: *Black Economic Empowerment in South Africa: Reality or illusion?*

Local governance restructuring and transformation in South Africa: a case study of Mandeni Municipality, was the title of a paper which Professor Reddy and Dr Thokozani Nzimakwe co-presented with Mrs Sumintha Ramlucken of eThekweni Municipality.

Dr Pillay co-presented with Mr Walter Shaidi of the Nelson Mandela Bay Municipality, Dr Derek Taylor and Dr Kishore Raga, both from the Nelson Mandela Metropolitan University, a paper titled: *An overview of the link between ward committees, development and community participation with reference to the Nelson Mandela Bay Municipality*.

Professor Yogi Penceliah presented a paper titled: *Public Sector Organizations as Learning Organizations for effective service delivery*.

Decentralisation, public service delivery and community governance: Implications for poverty reduction in South Africa, was the title of a paper presented by Dr Betty Mubangizi.

At a different session Dr Mubangizi co-presented a paper with Mr Mhlonipheni Dladla, a masters student she is supervising. The title of their paper was: *The changing practice of public administration: What role for community development workers?* This paper was based on the masters research Mr Dladla is currently working on.

Earlier this year Dr Mubangizi awarded Mr Dladla a bursary from her National Research Fund to help him pursue his Masters in Administration degree. Mr Dladla was also awarded a LEAP Scholarship to assist him complete the degree.

- Mogie Subban and Hazel Langa

Leadership Centre student presents two papers at Business Management Conference

A masters student at the Leadership Centre, Ms Cecile Gerwel, presented two papers at the Business Management Conference in November. Both papers were co-authored with her supervisor, Mr Shamim Bodhanya.

Organisational transformation and generative action: The Power of Appreciative Inquiry, was the title of the first paper which described Appreciative Inquiry as a form of whole systems change, which focuses on changing important aspects of a system as a whole.

The focus is on the positive and on that which already works. This is in contrast to the traditional problem-solving and deficiency orientation which is often undertaken in organisations.

Important principles of systems thinking and wholism underpin this approach in that the focus is on engaging as many parts of the system. It is therefore a mechanism of involving everyone in a meaningful way from the beginning in conceptualising and implementing change.

Benefits of utilising Appreciative Inquiry are that levels of trust and accountability can increase, thereby positively impacting on organisational culture, structure and processes.

The title of the second paper was: *An orientation and roadmap to Simulation and Gaming*, which highlighted the usefulness of simulations in decision making.

Ms Gerwel explained that a simulation essentially was an interactive, experiential, practical exercise allowing participants to engage in meaningful learning, in a safe environment where they made decisions and experienced the consequences.

“The ultimate goal is to have participants make connections between their experiences in the simulation and then transfer learning lessons to the real world.”

She said there were different simulations, some of which were computer-based, and others which were interactive. Simulations could be



Ms Cecile Gerwel.

used in academic settings to assist with research and could also allow undergraduate and postgraduate students to acquire practical skills, and make connections between content and experience. Simulations had also been employed in organisational settings with adult learners, where the focus was on active rather than passive learning.

Ms Gerwel uses simulations in her own research work.

- Hazel Langa

Leadership role played by refugee Christian leaders highlighted

The leadership role played by Christian leaders while addressing the challenges faced by refugees in Durban was the theme of a paper by a masters student from the Leadership Centre.

The paper titled: *Evaluating the responses to change by Congolese Christian Refugee Leaders in Durban*, was presented by the Reverend Assan Biruli during the Business Management Conference hosted by the Faculty of Management Studies in November.

The paper was co-authored with Reverend Biruli's supervisor, Professor Kriben Pillay.

“The war in the Democratic Republic of Congo (DRC) has seen many Congolese refugees settling in South Africa

– Durban being one of the main areas opted for settlement,” said the Reverend Biruli.

“In their struggle to reach a certain meaningful standard of life, refugee Christian leaders from the DRC have gone through rough and traumatic experiences.”

He highlighted hardships such as psychological stress, discrimination, and social exclusion experienced by the refugees daily in host countries.

“Christian leaders are, however, able to effectively generate positive social change among their mixed congregations. They do so by applying leadership situational theories relating to servant hood principles to address



Reverend Assan Biruli.

different challenges and factors that have hindered the promotion of social change among refugees,” said Reverend Biruli.

Reverend Biruli is a leader of a refugee church in Durban.

- Hazel Langa

The role of Indigenous Law in SA's constitutional democracy

The newly appointed Chief Justice of South Africa, Mr Justice Sandile Ngcobo, praised the Black Lawyers' Association Student Chapter (BLA SC) for recognizing the need to start debating Indigenous Law.

Chief Justice Ngcobo was invited by the BLA SC to speak at the Howard College Campus on customary law in the constitutional democracy.

"I am deeply touched by your invitation to address you on this topic because it shows your commitment as students to the values of our Constitution," he said.



Chief Justice Sandile Ngcobo receives a gift from Deputy Chairperson of the BLA SC, Miss Sthandiwe Mbotho and its Chairperson, Mr Sboniso Mkhize.

Looking relaxed as he addressed students and lecturers at the Faculty of Law, Chief Justice Ngcobo said he was pleased to return to his alma mater and present his topic: *The Place of Indigenous Law in Our Constitutional Democracy*.

Unpacking the subject matter, he said that during the pre-constitutional era, indigenous law - despite playing an intrinsic role in the lives of the majority of South Africans – was recognised as a special and personal law that operated apart from common law, but still under its structures.

"During the pre-constitutional era indigenous law was subject to common law and was therefore seen through the lens of common law."

The Chief Justice firmly stated that indigenous law had to be understood in the context of the transformation of society; highlighting that the constitutional recognition of indigenous law was especially important to black people whose way of life had previously been branded as either immoral or uncivilized.

"What the Constitution is saying is that your values, practices and your culture are just as important as any other racial group. This in a sense restores the dignity of the majority of black people."

Chief Justice Ngcobo emphasized the need to identify ways and means of establishing real indigenous law as opposed to abuses of indigenous law. He said that the partial recognition of indigenous law in the past and its subordination led to its marginalization in mainstream legal studies and practice.

"It is necessary here to emphasize the importance of developing indigenous law. This obligation is especially important because once a rule of indigenous law is struck down, that is the end of that particular rule. Yet, there may be many people who observe that rule, and who will continue to do so.

"The reality is that the rule will, irrespective of the court's decision, certainly continue to be applied unofficially – predominantly in the rural areas," he said.

- *Thembeke Dlungwane*

Ramaphosa challenges business to develop skills in SA

The corporate sector is lazy and tries to lay the blame elsewhere for the lack of skills in South Africa, said highly respected businessman and politician, Mr Cyril Ramaphosa.

Mr Ramaphosa was the keynote speaker at a business breakfast hosted

by UKZN's Enriched Management Studies (EMS) programme in Johannesburg on October 8 to celebrate the programme's 20-year existence.

"The corporate community talks about a lack of skills. As I hear this, it

seems as if there is a sense of hopelessness. I conclude that people who find reason to blame others are abdicating and checking out from doing anything regarding the problem at hand."

Mr Ramaphosa praised the EMS programme for the contribution it has made in developing more than 50 black chartered accountants and about 500 graduates who have contributed immensely in the business sector.

"If you do not have the skills you need, then produce them," he said. "The EMS programme decided 20 years ago that there was a need for black accountants and chartered accountants. They found that the best way to solve the skills shortage was to have a programme that was sharply focused," he said.

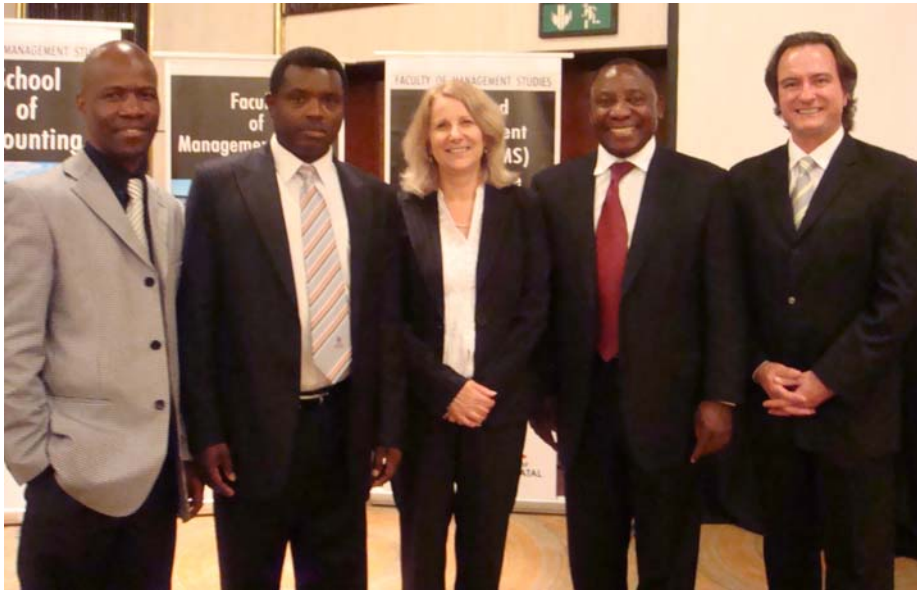
Mr Ramaphosa encouraged the business sector to work with universities by identifying the skills shortage and crafting courses that they will fund and develop.

"Act in your own interest and act in the interest of the country as a whole. Any economy will always need highly qualified people, and the corporate sector, in a pointed way, needs to embark on bold initiatives that will be in their best interest. UKZN decided to be revolutionary in addressing a need and a problem that faced the country."

He encouraged those who were beneficiaries of the EMS programme to contribute to the growth of the programme and also encouraged the University to further contribute positively to the skills shortage problem the country was facing.

"Do what you do best; anticipate the skills shortage, execute and produce results. That is the only way we can address the skills shortage," he said.

- Xoliswa Zulu



From left: Mr Jabulani Zikhali, Professor John Mubangizi, Professor Lesley Stainbank, Mr Cyril Ramaphosa and Mr Bruno van Dyk.



Mr Willem van der Post from Deloitte with Mr Cyril Ramaphosa of Shanduka.

Colloquium on Indigenous Knowledge and Leadership in Africa

UKZN's Leadership Centre partnered with Africa!Ignite recently to host a colloquium entitled Indigenous Knowledge and Leadership in Africa.

The colloquium was part of a pilot research project – funded by the National Research Foundation – which is intended to kindle dialogue around the history, mythology, philosophy and value strands of leadership thought to have originated on the African continent.

Professor Cheryl Potgieter, UKZN's Dean of Research, opened the colloquium saying the project is in line with UKZN's research goals because researching indigenous knowledge is UKZN's primary strategic research area.

Professor Potgieter cautioned and encouraged the delegates to take a constructive and critical approach when working with indigenous knowledge systems and leadership.

Professor John Volmink, Deputy Chairperson of Africa!Ignite, addressed the delegates and focused on the global challenges – including finance, health, climate change and oil prices – which have created new forms of governance and leadership as well as extreme pressures for global co-operation.

Professor Volmink acknowledged that the challenges also created opportunities for more humane projects shaped by a new and global ethic and

driven by new forms of values and ethics.

“I hope that what we will be doing here is to construct a gathering of voices from diverse places to contribute to the broader understanding of what it means to lead in Africa,” added Professor Volmink.

Mr Stan Hardman of the Leadership Centre, and Ms Wilna Botha and Mr Sammy Njenga of Africa!Ignite, assisted by a team of researchers, looked beyond the borders of Africa for what it means to lead on the continent, highlighting the emerging themes of the findings. These included the context of leading in Africa, changes and influences that have happened over the centuries, the different perspectives, the criteria for evaluating leaders in Africa, the challenges of contemporary leadership in Africa and the role models and good practices in Africa.

Thought leaders responded to the findings and dealt with many aspects of leadership. The panel of thought leaders was made up of eminent scholars which included Professor Stella Nkomo of the University of Pretoria, Professor Faith Ngunjiri of Eastern University in the United States; Professor Emmanuel Ngara from the Lead and Inspire School of Leadership in Pretoria, Professor Zodwa Motsa from Unisa, Dr Kojo Aidoo from the University of Ghana and Ms Penine Uwimbabazi, a PhD student in Policy and Development Studies at UKZN.

The colloquium was targeted at students of leadership and facilitators of leadership education and development.

Conversations on indigenous knowledge systems and leadership in Africa are continuing. To be part of the network, forward an email to:

leaders@ukzn.ac.za

- Hazel Langa



L-R: Ms Candice Steele from the NRF, Dr Pearl Sithole from UKZN and Ms Sithembiso Tshabalala, UKZN Masters student.



L-R: The coordinators of the colloquium Ms Cheralyn Terblanche from the Leadership Centre and Bhashnie Naicker from Africa!Ignite.



Front row (L-R): Dr Faith Ngunjiri, Professors Yonah Seleti, Emmanuel Ngara, Kriben Pillay, Zodwa Motsa and Ms Candice Steele. Back row (L-R): Ms Wilna Botha, Dr Mark Dent, Professor Stella Nkomo, Ms Penine Uwimbabazi and Mr Stan Hardman.

Moot Court 2009

Law students had the opportunity to argue complex cases at the 38th Ellie Newman Memorial Moot Court Final Competition held at the Howard College Theatre in October.

Presiding over this prestigious event in the Faculty of Law's academic calendar were distinguished judges, Ms Justice Leona Theron, Mr Justice Piet Koen and Mr Justice Achmat Jappie.

Proud parents and lecturers of Mr Morebodi Jamba, Ms Camilla du Toit, Mr Sboniso Mkhize and Mr Jovan Nair listened attentively as the points of

arguments intensified.

In the end the judges decided that Mr Jamba was the overall winner.

Mr Justice Jappie said: "The bar has a very good future; we were very impressed with the standard. The topics were not easy and we were very impressed by the level of arguments presented by the students."

The hypothetical case argued by appellant Ms du Toit and respondent Mr Jamba dealt with the burning of the new South African flag by Mr Wickus Van Rensburg who then

unfurled the old South African flag and waved it vigorously. The incident took place at an international cricket match which was broadcast locally and internationally.

After an avalanche of complaints from spectators the United Cricket Board decided to apply for a declaration that the conduct of Van Rensburg be deemed to be hate speech in terms of section 10 of the Promotion of Equality and the Prevention of Unfair Discrimination Act 2000.

"We were particularly pleased with Mr Jamba...If there was ever a case of burning of a flag he would be my choice," said Justice Jappie.

Ms du Toit received an award for best female advocate from the Department of Justice and Constitutional Development. The sponsorship is part of the department's national programme of advancing advocacy skills amongst women.

Dean of the Faculty of Law, Professor Managay Reddi, said that mooting was regarded by the Faculty as an essential component of a well rounded legal education and an important stepping stone for entry into the legal profession.

"The law profession requires students who are not armed with only academic theory and substance, but who are also adequately prepared and well versed with the procedural aspects of the profession. The Moot Court programme familiarizes students with various aspects of litigation and courtroom procedures," said Professor John Mubangizi, Deputy Vice-Chancellor and Head of College.

UKZN law students also secured third place when they competed in the All Africa Human Rights Moot against seventy-five African Universities.

Participants were final year LLB students Ms Bhavna Ramji and Ms Amy Harpur who were accompanied by Ms Lee Stone, a Senior Lecturer in the Faculty of Law.



Mr Sboniso Mkhize, Ms Camilla du Toit, Professor Managay Reddi, Mr Morebodi Jamba and Mr Jovan Nair.



Mr Justice Piet Koen and Mr Justice Achmat Jappie, Ms Justice Leona Theron and Professor John Mubangizi.

Student Nkosingiphile Ntombela relives his trip to Germany

The lights of the city shining brightly like stars beneath us evoked a heavenly feeling deep within me as our aircraft began its approach for touch down in a foreign land.

We had left Durban International Airport for OR Tambo in Johannesburg the previous day.... it was the first time I had flown. As we took off and flew into the clouds and then into the sunshine my heart skipped a beat as I prepared myself for the exciting adventure which lay ahead.

In Johannesburg, colleagues from the Students in Free Enterprise (SIFE) presented us with tracksuits and we also met some of SIFE-SA representatives who were flying with us.

After that we had something to eat in one of fast food shops and headed to the exchange to change our currency to Euros.

We took off at 7pm on the long flight to Berlin. The journey lasted about 14 hours but the food we were served on the flight helped the time to fly by!

On arrival we took a bus to a train station a few kilometres away where we caught a train which dropped us close to the Estrel Hotel where we were staying.

We checked in at the hotel – the reception area was surrounded by a variety of shops and a restaurant

The International Competition started on the Sunday with a cultural fair in which the 40 competing countries showcased their heritage, dressing in clothes that defined their culture.

Photographs were taken, songs sung and indigenous items exchanged. The participating countries were then formally introduced by SIFE World Headquarter personnel who presented us with SIFE World Cup Medals for being representatives of our countries.

We were then advised what leagues we would be competing in the next



The UKZN SIFE team at the airport before they took off to Germany.



The UKZN SIFE team flying the South African flag high in Germany.

day after which a colleague and I were shown around the convention centre where the competition was taking place.

Monday was another exciting day for all the Universities with the standard of competition being very high.

First round results were announced in the ceremony room with only two of the five teams in each of the eight groups proceeding to the next level.SIFE-UKZN was in the semi finals!

The draw was made revealing that one of the teams we were competing against was Germany – the host nation.

The next day the competition was fierce and the finals teams were later announced – they were: India, Canada, Germany and Egypt. The ideas those students had (especially the Egyptians) and the way they integrated them with the presentation was illuminating for us.

Before the announcement of the winning team, the SIFE World head-



UKZN SIFE team networking with students from other countries.

quarter chairman addressed us. It was an exciting moment with the speech concentrating on why we deserved to be part of SIFE.

Egypt were the deserving world champions, with India second and Canada third. We then went to a club where members of all 40 teams chatted together about the competition, our different cultures, projects, and universities and we exchanged contact information.

The next day we went to town to see the South African Embassy building and met the Ambassador. The Embassy was situated in a very upmarket area and we learned the quarter had been created during the Nazi era of Adolf Hitler.

Across the road was a big park where people could sit and eat their lunch.

The Embassy building itself was designed by two South African architects who studied in Germany, so the building had design influences of both countries. The grounds contained plants, rocks and wood brought in from South Africa.

Before we knew it our visit to Germany was over and we were on the plane back home.

The trip was one of the highlights of my life and I am very grateful to everyone who made it possible for me. I also believe that it happened because of my own hard work and loyalty to the SIFE organisation.

- Nkosingiphile Ntombela

MEC urges students to give back to society

The MEC for Finance in KwaZulu-Natal, Mrs Ina Cronjé, has appealed to Economics and Finance students at UKZN to use their wisdom to help build the nation.

“As finance and economic students you have knowledge and information that can help so many people to live better lives. I urge you to move the knowledge from your computers to ordinary people. People’s lives will certainly improve when they have a better understanding of financial management,” she said.

Mrs Cronjé was a guest speaker at an awards ceremony hosted on the Pietermaritzburg Campus by the School of Economics and Finance in the Faculty of Management Studies. The School honoured more than 30

students who performed exceptionally in individual modules and courses this year.

Mrs Cronjé applauded UKZN for celebrating excellence. “We have come to the end of the academic year. This is the time when most schools review their progress and deserving students are rewarded for their hard work.”

The MEC encouraged the students to give something back to society. “You can choose to take from society or to give to society.”

Mrs Cronjé said the Provincial Treasury department and other government departments needed graduates with analytical skills. “The most successful people are eternal students. It is

crucial that we maintain a broad perspective and willingness to expand our knowledge and experience.

“I am confident that we have a new cohort of researchers, innovators and entrepreneurs in the making. They will be the ones to drive our future economic success or failure.”

Head of the School of Economics and Finance, Professor Trevor Jones, said it was important that schools reward high performing students. “Rewarding excellence is something UKZN takes very seriously.”

The event was supported by the KwaZulu-Natal Provincial Treasury, the Pietermaritzburg Chamber of Commerce represented by its CEO, Mr Andrew Layman, the University of KwaZulu-Natal Scholarships Office and the School of Economics and Finance.

- Thembeke Dlungwane



MEC for Finance in KwaZulu-Natal, Mrs Ina Cronjé (centre) celebrated excellence with the School of Economics and Finance on the Pietermaritzburg campus.



Mr Clayton Kachecha receiving a Certificate of Merit for the Honours Mathematics for Economists from the CEO of the Pietermaritzburg Chamber of Business, Mr Andrew Layman.



Mr Gareth Forbes receiving two first prizes for the Honours Quantitative Methods in Finance and Honours Portfolio Management from Ms Ina Cronjé.



Mr Adelit Nsabimana receiving two certificates of Merit for the Masters Advanced Macroeconomics and Masters Mathematics for Economists from the CEO of the Pietermaritzburg Chamber of Business, Mr Andrew Layman.



Ms Kim Ingle receiving the first prize awards for Honours Mathematics for Economists and Honours Intermediate Econometrics from Ms Ina Cronjé.

Chevening Scholarship for law graduate

UKZN law graduate and qualified attorney, Ms Lauren Meyer, has been awarded the prestigious Chevening Scholarship to pursue her studies for the Bachelor of Civil Law (BCL) Degree at the University of Oxford in the United Kingdom.

The BCL is a one-year, taught Masters of Law course. Ms Meyer has chosen International Law and Human Rights Law subjects.

The Chevening Scholarships are designed for graduates who are already established in their careers and who show real leadership potential. Ms Meyer's scholarship will cover her academic tuition fees, college fees, accommodation costs, living expenses and flights to and from the United Kingdom.

Candidates go through a rigorous selection process in order to qualify for the scholarship. They need to demonstrate that they possess personal, intellectual and interpersonal attributes reflecting leadership potential. They should have a strong academic background and at least three years' work experience in the fields of: human rights, environment, poverty reduction, sustainable development, climate change, governance, science and technology or media.

All this was not a challenge for Ms Meyer – a dedicated and hardworking person.

While at UKZN she received many awards based on her excellent academic performance. She was awarded an entrant merit scholarship and an academic merit scholarship for tuition fees. She was awarded the Dean's Commendations for outstanding academic performance every year and Certificates of Merit in Legal Studies, Psychology and Philosophy courses. In 2004 she represented UKZN at the annual African Human Rights Moot Court Competition in Dar-es-Salaam, Tanzania, where she and her team mates finished fourth overall out of 65 universities.

She gained invaluable experience at the Webber Wentzel firm of attorneys where she specialized in corporate law and structured finance.

In 2008 she decided to expand her experience by doing voluntary legal work in the non-profit sector. She worked at Lawyers for Human Rights on a refugee and migrant rights project. This involved working directly with refugees, particularly from Zimbabwe and the Democratic Republic of Congo, and assisting them with asylum applications and appeals.

"I then worked at the South African Human Rights Commission where I performed research and wrote legal opinions on freedom of speech and discrimination issues," said Ms Meyer

Early this year she moved to London where she worked as a Casework Officer at the Parliamentary and Health Service Ombudsman in Westminster. The Ombudsman is an officer of the House of Commons whose role is to investigate complaints that injustice has been caused by maladministration on the part of UK government departments or other public bodies.

Ms Meyer said: "These varied working experiences had a significant impact on the way I viewed legal practice and also led to my desire to further my knowledge of International Law and Human Rights."

"Simply being in Oxford is an inspiration in itself – besides the beautiful surroundings and architecture, I am following in the footsteps of some truly great academics and lawyers. "Justice Edwin Cameron, a judge at the Constitutional Court of South Africa, read for the BCL at Keble College and is also a patron of the Oxford Commonwealth Law Journal of which I am now an Associate Editor," said Ms Meyer.

She advises undergraduate students to participate in extra-curricular activities and to join student leadership groups and charity organisations that interest and inspire them because she believes it will not only enrich their university experience and allow them to form diverse friendships, but these the activities will bolster their CVs in a way that strong academics on their own cannot.

"Even if students don't have any idea of what their careers will be in the future, participating in a broad range of activities will open doors. If students do have broader career goals, it's important to start reading about different organisations and participating in internships as soon as possible. University life can be exciting and fulfilling and every opportunity should be cherished," said Ms Meyer.

- Hazel Langa



L-R: Ms Lauren Meyer at Christ Church, Oxford with a friend, Ms Livia Aumand.

Students design a software programme for small auto dealers

Third year students from UKZN's School of Information Systems and Technology (IS & T) have created and implemented a user friendly software programme to benefit operators of small sized used vehicle dealerships.



The winning team (L-R): Mr Sayed Enayat Sayed Ally, Mr Yusuf Ismail, Mr Mohammed Yusuf Essa, Ms Fatima Shaik and Mr Yusuf Gora Mahomed.

Designing and implementing a live web system is part of the Applied Information Systems module which comprises final year students, originating from a background of Computer Science and IS & T, implementing a live system in a team environment after analysing all the business processes within a specific company chosen by the team.

The winning team analysed the operations of Impulse Auto, a used vehicle dealership in Durban. An automated system known as *AUTOmate* was structured by the students once the analysis was completed. It is envisaged that the new system will assist the dealership with better control of the inventory.

From a marketing point of view, the system will enable the used car dealer to create more awareness of their businesses through the website. The system will manage the history of the vehicle which will assist when the vehicle is being sold

The winning team of five students, comprised Mr Yusuf Gora Mahomed, Ms Fatima Bibi Shaik, Mr Mohammed Yusuf Essa, Mr Sayed Enayat Sayed Ally and Mr Yusuf Ismail.

IS & T business partners and sponsors of the floating trophy, Price Waterhouse Coopers, handed over the trophy to the students during a ceremony in November.

Head of School, Professor Manoj Maharaj, said: "We are proud to say that Innovative Business Systems and all other groups have made a great effort towards showcasing their outstanding systems and look forward to observing the major project students in 2010."

The team leader, Mr Yusuf Mohamed, said: "It is absolutely amazing to know that we have set a standard at UKZN. The lecturers were amazed at the level of talent."

- Hazel Langa

UKZN Deputy Dean of Law at colloquium in China



UKZN's Professor Michael Kidd presents on behalf of the IUCN Academy of Environmental Law a set of environmental law books to the Chairman of the Research Institute for Environmental Law at Wuhan University, Professor Wang Shuyi.

Professor Michael Kidd, UKZN's Deputy Dean of Law, attended the International Union for the Conservation of Nature Academy of Environmental Law's Seventh Annual Colloquium in Wuhan, China, in November.

Environmental Governance was the theme of the Colloquium with Professor Kidd delivering a paper entitled: *Making environmental law better; A South African Perspective*.

Professor Kidd is a member of the academy's Governing Board which met in Wuhan to discuss the academy's present and future activities, including the hosting of the 2011 Colloquium in South Africa, organised by a partnership of several South African law faculties, including UKZN's Law Faculty.

Professor Kidd has been appointed onto the Academy's steering committee for the Teaching the Teachers programme, which has two main aims: increasing the number of environmental law teachers in law faculties around the world and further capacitating those who are already teaching environmental law at tertiary level.

During the Colloquium, Professor Kidd also discussed the establishment of links between the UKZN Law Faculty and the Faculty of Law at Wuhan University, which look promising.

- Michael Kidd

Leadership academic plays role in initiating conference in Greece



Drs Pieter Schrijnen, who initiated the Deep Learning Conference in Greece.

When Professor Kriben Pillay first read about the Deep Learning Conference on Integral Leadership, held recently on the island of Lesbos in Greece, he was intrigued to hear from the conference initiator, Drs Pieter Schrijnen of the Delft University of Technology, that he had indirectly played a part in the conference's genesis.

Drs Schrijnen wrote: "I am still grateful for the meeting in Oman – you introduced me to the perspective of nonduality. I have been wrestling with that concept, being a Westerner, and tending to be a rational individual, etcetera. My ponderings gave rise to the theme of this conference: the mutuality, interconnectedness of the learning within oneself and around oneself."

Fifteen participants from eight countries, made up of organisational development consultants and academics, explored deep learning over three days within the context of leadership and transformative change, each bringing their facilitation, teaching and research skills to experience first hand the emergence of collective wisdom in a structured group setting.

The term 'deep learning' is mostly associated with the organisational learning work of celebrated theorist Peter Senge.

Unlike traditional academic conferences, conference papers formed the background to the deep learning exploration, while the immediate inquiry was direct engagement with different kinds of organisational dysfunction.

Professor Pillay said that it was one of the most meaningful conferences he has attended, where theory and practice were collapsed into one journey of discovery.

The next conference of this nature will be hosted by the Leadership Centre in KwaZulu-Natal early in 2011. Professor Pillay and Dr Elysebeth Leigh of Australia were appointed co-editors of a dedicated conference journal.

Organisational learning consultant and host of the conference in Greece, Mr Stefanos Michiotis, is particularly keen to introduce Professor Pillay's research on illusion and organisational training to Greek audiences.

*Dutch Academic Title: Doctorandus

- Kriben Pillay

Dr Mogie Subban shines as programme director at a high profile provincial convention

Dr Mogie Subban of the School of Public Administration and Development Management was invited by the Office of the Premier in KwaZulu-Natal to be the Programme Director and participate in a Provincial Public

Sector Human Resources Convention at the ICC in Durban in October.

The conference, which aimed at sharing best practices in human resources to improve service delivery

in the public sector, was attended by about 450 delegates from both public and private sectors.

A highlight of the conference was the gala dinner at which best practices in human resources were acknowledged in some public institutions. The Department of Safety and Community Liaison received the bronze award, the Department of Finance got the silver award while the Department of Transport received the gold award for their outstanding contribution and best practices in human resource management.

Mrs Primrose Khumalo, General Manager in the Office of Premier, placed on record their profound and utmost appreciation for Dr Subban's facilitation and chairing of the sessions in the conference proceedings.

Dr Subban also received a special vote of thanks for her contribution and efforts to assist in the presentation of a report on the conference to the Premier's Office. Her participation in the conference reinforces her ongoing interaction with the Office of the Premier.

In June 2009 Dr Subban was invited to speak at the Public Service Week celebration hosted by the Office of the Premier at the City Hall in Durban, whilst Dr Pregala Pillay, the Head of School, was invited to chair a session in the function and celebration. The School of Public Administration and Development Management has a long-term partnership and collaborates on a regular basis with the Office of the Premier.

- Mogie Subban



Dr Mogie Subban with Mrs Primrose Khumalo, General Manager in the Office of the Premier and the KZN Premier Honourable Dr Zweli Mkhize,) at a gala dinner held at the ICC, Durban, in celebration of a human resources convention.



Dr Mogie Subban as programme director at the Provincial Conference proceedings.

Leadership Centre adopts Action-in-Autism

The newly formed NGO, Action-in-Autism, has been adopted by the Leadership Centre as part of its commitment to creating meaningful community outreach programmes.

Action-in-Autism recently opened its first Early Learning Intervention and Resource Centre at the ABH Amitabh Bachchan premises in Asherville, Durban, with an intake of six autistic spectrum learners and a staff of four.

Founder and chairperson of Action-in-Autism, Ms Liza Aziz, said that plans were underway to open another unit for six more learners in January but emphasised that the demand was much greater than their limited capacity. In June next year the Centre will also open a protected work space for young adults with autism.

The Leadership Centre's input into the NGO is to help embed the principles of a learning organisation, so that as Action-in-Autism grows it will not be beset with the kinds of problems that often afflict NGOs that struggle for resources.



Together here are Action-in-Autism personnel (from left) founder and chair Ms Liza Aziz, educator Ms Kirsten Miller and teaching assistants Ms Pinky Cele and Ms Ursula von Benecke.

To initiate this process, the first workshop with the staff was held in October at the Leadership Centre where the group was taken through an experiential journey on being a

learning organisation, which was facilitated by Professor Kriben Pillay of the Leadership Centre.

- Kriben Pillay

Conflict Resolution & Peace Studies Programme achievements

Several major achievements have been recorded in the Conflict Resolution & Peace Studies (CRPS) Programme, according to its head, Professor Geoff Harris.

PhD theses have been submitted during the second semester by Mr Sylvester Maphosa, Mr Carl Stauffer and Mr Henri Myrntinen.

Mr Maphosa, who evaluated peace building by NGOs in post-conflict Burundi, has been appointed as senior analyst with the States in Transition programme of the Institute for Democracy in Southern Africa (IDASA) in Pretoria.

Mr Stauffer's theses examined the various narratives used to explain and justify the Matabeleland massacres in Zimbabwe during the 1980s. He has been appointed as a Professor of

Restorative Justice and Development at Eastern Mennonite University in Virginia in the United States

Mr Myrntinen has studied the violence of militia and gang members in Timor Leste since 1999. He will continue in the post of South East Asia analyst at the International Crisis Group, Indonesia. He recently co-edited, with Ms Vanessa Farr and Mr Albrecht Schnabel, *Sexed Pistols: The Gendered Impacts of Small Arms and Light Weapons* (United Nations University Press, 2009).

Publishing

Mr Jonathan Madu, whose PhD research concerns widows in rural Nigerian communities who are typically dispossessed by their husband's relatives, has published: *Gender Inequality and the Ibo Indigenous Systems of Peacemaking and*

Governance in the Africa Peace & Conflict Journal vol 2, no. 1, 2009, 63-70.

New appointment

Mr Christopher Baumann, who has been a part-time lecturer in the CRPS for three years – with funding provided by the German Church Development Service – is to join the Centre for Christian Spirituality in Cape Town which was founded by Archbishop Emeritus Desmond Tutu. His task is to develop a project with men in Cape Town churches, exploring the relationship between male identity, conflict behaviour and spirituality. The overall aim of the project is to reduce destructive conflict behaviour/violence by men – both in relationships with women and children but also with other men.

- Geoff Harris

Durban Harbour Port Engineer presents paper at School of Management function

Port-Engineer of the Durban Harbour, Mr Rajen Chetty, was invited by the Department of Supply Chain Management under the School of Management to present a paper to the postgraduate students in the Advanced Transportation and Logistics Honours Programme.

The title of Mr Chetty's paper was: Infrastructural Development for Intermodal Logistics. Since shipping plays a vital role in South Africa's economy, the paper presented was of great relevance to the students who were able to meet and discuss various issues about shipping with Mr Chetty

– a major role-player at the largest port in the Southern Hemisphere and Africa.

Shipping is one of the cheapest per ton modes of transport used to move goods in global trading. Port infrastructure is also key to unlocking international growth, trade and economic development in KwaZulu-Natal and South Africa.

A large amount of investment has been made at the Port of Durban to facilitate efficient and improved trade within the continent of Africa.



Seated: Ms Vannie Naidoo and Mr Rajen Pillay with UKZN Students (standing).

Visit by Kenyan trade delegation

Mr Donny Pethan, General Manger: Export Development and Promotion at Trade and Investment KZN, visited UKZN's School of Management with a Kenyan trade delegation to participate in a postgraduate seminar in the Advanced Transportation and Logistics Programme.

Students interacted with delegation members and Mr Pethan.

The discussion at the seminar focused on transport issues relating to imports and exports in both South Africa and Kenya. The seminar provided an excellent opportunity for students at UKZN to gain relevant practical exposure about the various modes of transport used in importing and exporting commodities in Africa.

- Vannie Naidoo



Ms Vannie Naidoo, UKZN students and the members of the Kenyan Trade Delegation.

Professor Purshottama Reddy addresses Mauritian conference

Professor Purshottama Reddy of the School of Public Administration and Development Management was in Mauritius recently to present a paper at a Commonwealth Roundtable on Mauritian Local Government.

Increasing the Competence of Councillors and Officials in South Africa, was the title of his paper which highlighted the fact that capacity development was a major challenge at the local level given the public protests experienced recently against poor service delivery.

World class legislation and a best practice local governance model had been introduced, said Professor Reddy. However, enhanced service delivery, responsive local governance and

financial viability were critical to the sustainability of the system over the long term.

“Political parties should review the whole issue of cadre redeployment as it has impacted negatively on municipal performance and more specifically service delivery.”

Professor Reddy observed how effective local government was in Mauritius – an Indian Ocean island with a population of 1 260 403.

Local government comprises five municipal councils in the urban areas, with the capital Port Louis having City status. In the rural areas, there is a two tier system of four district

councils and 124 village councils. The country has one of the strongest economies in Africa and boasts a stable democracy and local government there for more than 200 years.

The Roundtable was also addressed by the Mayor of Johannesburg and Chairperson of the South African Local Government Association, Councillor Amos Masondo; the Minister of Local Government in Uganda, Mr Adolf Mwesige; Secretary - General of the Commonwealth Local Government Forum, Mr Carl Wright and Chairperson of the Local Government Association of England and Wales, Councillor Margaret Eaton.

Purshottama Reddy

Golden Key International Award for UKZN academic and students



Dr Mogie Subban with the Golden Key International Honour Society Certificate.

Dr Mogie Subban, a lecturer in the School of Public Administration and Development Management, has received the Golden Key International Award for her commitment to academic excellence and was placed among the top 15% of students at UKZN.

She received a certificate of academic merit and has taken up membership with the UKZN Chapter of the Golden Key International Honour Society.

Dr Subban said: “I am delighted and proud that three of my students from my undergraduate class were also recipients. Their hard work, dedication and commitment to their studies have also contributed to their rewards.”

She is proud to be associated with the Society which has established chapters at 350 universities throughout South Africa, Canada, Australia, New Zealand, Malaysia, the United Arab Emirates and the United States. Golden Key establishes a network between talented university students from diverse academic backgrounds and involvement in the Society reinforces students’ interaction with university leaders and with the Society’s corporate partners.

Dr Subban is grateful to the Vice-Chancellor’s Office, the Deputy Dean of Students, Dr Bhekithemba Ngcobo, and the KZN Chapter of Golden Key for the worthwhile opportunity and nomination.

- Mogie Subban

School of Management Studies academic teaches in Sweden

Ms Vannie Naidoo of the School of Management Studies completed a two-month teaching stint at Gavle University in Sweden on the Linnaeus Palme Exchange Programme.

“This was a great learning experience and it helped contribute further to teaching and research collaborations with Sweden,” said Ms Naidoo

She taught on the various programmes including the Postgraduate International Programme: Gender and Leadership under the guidance of Professor Maria Fregidou-Malama; and the Undergraduate programme: Customer Relationship Management with Dr Aihie Osarenkhoe.

“Teaching alongside my colleagues from Sweden was a very interesting and enlightening experience for me. One of the most challenging and thought provoking courses I taught

was on gender and leadership issues,” said Ms Naidoo

“This was a very contemporary course that stirred interesting debates that I enjoyed thoroughly as a young academic. By having such cross-cultural collaborations, I was also able to interact with a very broad international student population from all over the world.”

The students were from Sweden, Finland, China, Greece, Holland, Germany, Iran, Philippines and Spain.

Ms Naidoo presented her PhD research proposal during a research seminar which was organized by Professor Akmal Hyder from the University of Gavle. The seminar was attended by marketing and management academics from Gavle as well as Gothenburg University. “This was a very enriching experience as it helped



Ms Vannie Naidoo with Mr Barry Strydom in Sweden.

me as a PhD student see a new paradigm in my service marketing research,” said Ms Naidoo.

Ms Naidoo is grateful to the management in the Faculty of Management Studied and colleagues from Gavle University for the support and encouragement she received.

- Vannie Naidoo

Significance of women in the business world examined



Ms Nomalizo Dyili.

The Significance of the Female species in the Business World: A 21st Century Perspective, was the title of paper presented by Ms Nomalizo Dyili of UKZN’s School of Management at a Black Management Forum monthly meeting.

Ms Dyili started her presentation by highlighting the roles played by women in society. She examined the history of South Africa which showed that through the years women had suffered oppression, injustice, inequality, discrimination and abuse, among other things.

“This is the background under which today we find ourselves having to engage on issues concerning women. One of those issues is: the Significance of Women in Business. A major stumbling block women often face in their lifetime is to reconcile starting a family with pursuing a career,” said Ms Dyili.

In a developing country like South Africa, a need existed for sound political, social and economic policy frameworks to guide businesses on how to grow and flourish, especially those managed and owned by women. Business was a source of a country’s survival and effectively contributed to societal development, transformation and the economy.

Ms Dyili strongly believes that education plays an important role in the empowerment of women. Partnerships between the institutions of higher learning and the private sector could assist in preparing the graduates in general for the workplace.

“We need an education system that is structured to enhance creative thinking and an entrepreneurial spirit. We need an education system that allows children of school-going age to come up with entrepreneurial ideas and be supported in their endeavors. The focus must be on the girl child.”

Regarding investment in women, Ms Dyili said: “South Africa’s economic environment has changed fundamentally. Opportunities are available for women on a larger scale, but as long as society fails to invest in women as credible resources, we are not going to see women championing the economy of this country.”

She concluded her talk by highlighting qualities which make women effective and productive: “Women who make minimal profits selling sweets in taxi ranks or sewing school uniforms can manage to change a household for the better. Women are multi-taskers and are intuitive.”

- Nomalizo Dyili

Law and Management Studies stalwarts honoured

Long serving staff members in the College of Law and Management Studies were honoured at a celebratory dinner hosted by the Deputy Vice-Chancellor and Head of College, Professor John Mubangizi.

Special awards were made at the same function to a distinguished teacher and a researcher at the College.

Twelve certificates were awarded to support and academic staff members for completing 15 years of service and

one certificate was awarded for the completion of 25 years of service to the University.

Certificates of excellence were awarded to Professor Kriben Pillay and Professor Shannon Hocter in recognition of the distinguished contribution they have made to teaching and research in 2008 respectively. Professor Mubangizi referred to the two academics as the bright shining stars who addressed the core functions of the University.

The event was also a year-end function for the College and Professor Mubangizi thanked the College Management for many milestones achieved in 2009.

Staff, spouses and other family members who attended the dinner were entertained by the Amathunzi Jazz Duo.

- Hazel Langa



Professor Lesley Stainbank congratulating Ms Avril Raman for 15 years of service to the University.



Ms Fikisile Mabaso pictured with Professor Lesley Stainbank.



Professor John Mubangizi congratulating Professor Kriben Pillay for the distinguished contribution he made to teaching with Professor Michael Kidd applauding.



Mr Barry Strydom with Professor Lesley Stainbank.



Professor Managay Reddi congratulating Ms Patricia Luthuli for completing 15 years of service to the University.



Ms Shereen Revashunkar receiving an award from Professor Lesley Stainbank.



Professor Yousuf Vawda with Professor Managay Reddi.



Fun and laughter at the end of the year.

Workshop to prepare Grade 12 learners for accounting exam

The South African Institute of Chartered Accountants (SAICA) in conjunction with UKZN's School of Accounting hosted a two-day workshop to prepare Grade 12 learners from the Umlazi and Pinetown districts for their final accounting examination.

The intensive workshop was attended by more than 300 learners including those who wrote the Pastel Thuthuka Accountancy Olympiad examination in August. The Olympiad is a joint initiative between SAICA and Softline Pastel in KwaZulu-Natal aimed at supporting the advancement of accountancy as a learning area and to

nurture the active interest in learners for future development, particularly to Grades 11 and 12.

Mr Msizi Mkhize, Transformation Manager at SAICA, conducted the workshops with the assistance of UKZN accounting lecturers, BCom accounting students and the recipients of the Thuthuka Bursaries. Together they assisted the learners with useful examination techniques, encouragement and motivation.

"This workshop has made me believe that it is possible to get an 'A' symbol for accounting,"

said Mr Wanda Zulu from Vukuzakhe High School in Umlazi.

"This surely improved my ability to tackle the different types of questions," said Ms Phelokazi Mzukwa from Mowat Park High School.

The workshop was a huge success and plans are being made to conduct more in Durban and surrounding areas in 2010.

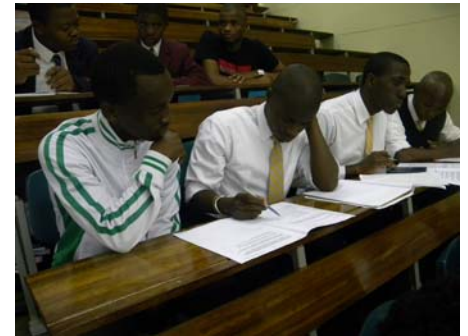
- Hazel Langa



Grade 12 learners in one of UKZN lecture theatres.



Mr Msizi Mkhize from SAICA preparing the matriculants for the final examination.



UKZN BCom Accounting student assisting the learners.

Upcoming College Events

Faculty of Management Studies Reunion

Date : Friday, 30 April 2010

Venue : Westville Campus

Detailed communication will be sent to all members of the Faculty of Management Studies Alumni in January 2010.

Faculty of Law Reunion

Date : Friday, 15 October 2010

Venue : Howard College Campus

Date : Saturday, 23 October 2010

Venue : Pietermaritzburg Campus

Detailed communication will be sent to all members of the Faculty of Law Alumni in 2010.

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Please submit newsworthy stories to
Hazel Langa – College PRO

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