

UJ@10 CELEBRATIONS

REFLECTIONS ON ACHIEVEMENTS



STRATEGY

BIOKINETICS
INTRODUCED BY
UJ SPORT AND
MOVEMENT

NOTEWORTHY

HONOURING
ENTREPRENEURIAL
GIANT DR RICHARD
MAPONYA

ENGAGED

FIRST YEAR
EXPERIENCE (FYE)
AT UJ – Q&A WITH
THE ADC

SPORT

UJ APPOINTS NOMSA
MAHLANGU AS NEW
SENIOR DIRECTOR
OF UJ SPORT



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Celebrating UJ@10 - a Throwback on Legacy

IT IS WITH great pleasure that we look back and say: “We are the benchmark for other institutions” in many instances. UJ is celebrating 10 years of existence this year and we look back with reflective emotion. Each and every one of us has her/his own good story to narrate to their colleagues, family and friends about how they became a part of the journey in building this historic University.

Your story, as a UJ employee wherever you sit or work in the University, is a story of hope, resilience, triumph, growth, and all that you attribute the success of UJ to. I am quite certain that we all see the next 10 years of this great University as a decade filled with more accomplishments – a future that will change the nature of ordinary dreams to extraordinary global attainments.

In this edition, we take a look at some of the defining moments that gave us the edge to cut through expectations; the awe-inspiring turns we took to develop a global brand of this magnitude; and what it takes to be a great University of choice. As this year is dedicated to reflecting on our journey and celebrating the achievements, we also look at the Divisions that play significant roles in UJ staff and student advances. This edition is an introduction of some of the highlights that we will share with colleagues – highlights

that cherish UJ as a young University which continues to set trends nationally and internationally.

As we continue the journey to shape the future of South Africa, and that of the African continent and the world at large, here we pause – and enjoy the view from the mountain top. You might have heard the virtuous stories of our colleagues during the first series of the Vice-Chancellor Visits at the four campuses. It is with those sweet emotional expressions that we will share with you in this and the upcoming editions of this publication, the journey of UJ.

These word-class spaces, what greatness in education do they have? Do you know the story of the UJ Choir? What are some of the defining moments that shape events in institutions such as ours? How did we get to this moment? You will know more about these in this year’s U@UJ. Share your voice – you are part of this generation.

Colleen

→ Write to us [see contact details on the left flank], join the conversations in the UJ staff gathering platforms, engage with fellow colleagues, and use the hashtag #UJat10 - share your stories of hope in the UJ@10 celebrations!



ABOVE
UJ choir in song
PHOTO: JAN POTGIETER



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UJ launches UJ@10 celebrations



RIGHT [CLOCKWISE]
At each of the four VC Campus Visits, staff shared positive stories for the years they have spent working at UJ. They shared cakes and cupcakes

PHOTOS: JAN POTGIETER AND YANDISA MONAKALI

UJ’S EXECUTIVE LEADERSHIP Group (ELG) and staff gathered for a morning of cupcakes, tea and the melodic ‘happy birthday’ rendition sung by the UJ Choir, in celebration of the University’s first decade. The first leg of the UJ@10 launch celebrations and the Vice-Chancellor (VC) Campus Engagement was held at the Bunting Road campus on 6 February 2015.

“Who would’ve imagined that ten years in 27% of South Africa’s black Chartered Accountants who end up flourishing in their careers come out of this University. Who would’ve thought that the first-year module completion last year was 82%?!” reflected the UJ’s VC and Principal, Prof Ihron Rensburg. “This is the legacy that we are building of this institution; an outstanding, great contribution to teaching and learning, and ultimately transforming opportunities.”

THE VC ATTRIBUTED UJ’S ACCOMPLISHMENTS TO THE EXTRAORDINARY COLLECTIVE EFFORTS AND VALUES OF UJ STAFF MEMBERS



The VC reflected on the achievements that the University as a collective have managed to attract in just ten years since the merger of the Rand Afrikaans University (RAU), The Technikon Witwatersrand (TWR) and Vista University into the now international University of choice.

“I must concede that the accomplishments that we have recorded at a global level, without a medical school, but with a comprehensive set of programmes have come far earlier than expected. I was pleasantly surprised and encouraged when these accolades started coming in three years ago,” Prof Rensburg said.

He attributed UJ’s accomplishments to the collective efforts and values of UJ staff members and their extraordinary efforts, great ambition, desire to accomplish, belief, hope, confidence and a resolve to face up to the challenges. “It’s been possible because of us. Each one of us plays an important, vital role in the making of this University. Those who were there from the beginning and the ones joining us today.” He further asserted that as UJ celebrates, the University community should be reminded of the journey, and the journey that lies ahead.

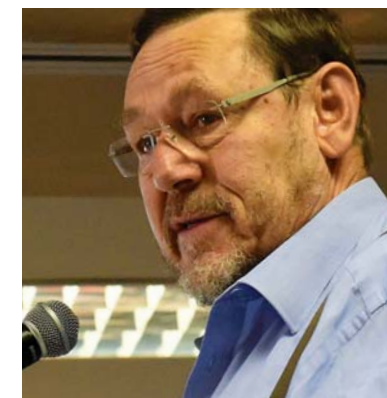
Prof Rensburg said: “It’s that conversation we have to make much more evident about who we are, who we are becoming and how we are redefining the meaning of a great University. I will argue that a great University is an embraceive University. It’s quite extraordinary how we have been able within no time to have an institution that is a number two brand in the nation. From the research done by Sunday Times,” he said

In conclusion, the VC encouraged staff for the long road ahead as the University journeys into a second decade. “Please remember that when we face extraordinary challenges, because



we will face them – to rise up, pick ourselves up, dust ourselves up and resolve towards this journey.”

During the celebrations, five UJ employees who have been at the University before the merger in 2005 regaled fellow colleagues with their memories. Ms Carine Kruger from the Operations Division told a story of how she evolved with the growth of the Bunting Road campus with the additions of the STH, FADA and Student Centre buildings. “I have had the benefit to be employed by an institution that supports the growth and development of its staff.” ❖





Sheer determination that gave the UJ Soweto Campus a facelift



BELOW [CLOCKWISE]
The launch of the UJ Soweto
Campus developments with
Minister Naledi Pandor
PHOTOS: JAN POTGIETER

THE OFFICIAL REDEDICATION of UJ's new flagship campus was a historic watershed moment of the Soweto community development. On 4 February 2011, the former Deputy President of South Africa, Kgalema Motlanthe, unveiled UJ's redeveloped Soweto Campus during the official academic opening.

Behind the Soweto Campus' sleek exterior are various venues and facilities splendid in contemporary design and decor. Immaculately furnished and boasting state-of-the-art equipment, the Campus' spacious venues combine aesthetics and

functionality in perfect harmony. During the unveiling, UJ's Vice-Chancellor and Principal, Prof Ihron Rensburg, said: "It is indeed a proud moment for the University of Johannesburg as we unveil and rededicate the revamped campus to the nation, staff and students and members of the Soweto and Johannesburg community. We are confident that this significant investment will consolidate UJ's footprint in Soweto, and South Africa as a whole, and yield a premier and unique campus of UJ. This has always been our aim and we intend for the Soweto Campus to be our flagship campus."

The ambitious R450-million development, which began on Youth Day in 2008, encapsulated the vision of the University to become an internationally recognised South African university that provides and expands academic and technological knowledge and skills with the aim of promoting growth and prosperity. Partnerships with industry also formed an integral part of the University's strategic goals.

Prof Rensburg acknowledged that this achievement would not have been possible without the ongoing investment by multiple partners, which



comprised of individuals and groups from the University, government and the private sector.

"We would like to thank everyone who has supported this ambitious goal by investing time, money, skills and commitment to this project of renewal which has culminated in a landmark intellectual hub that we can all be proud of," Prof Rensburg said, at the time.

"University education, intellectual endeavour and world-class educational facilities are not only the preserve of the rich, but of all our citizens, including the poor and marginalised. This is a proud quality of the University of Johannesburg and its founding institutions: that we are determined that this University, like the name that it carries, will always strive to be diverse, inclusive and cosmopolitan," continued Rensburg. "This is also why the University of Johannesburg and the Government of South Africa have joined hands to build a premier campus in the heart of Soweto."

During the unveiling, Prof Rensburg thanked the SA government for its efforts in supporting UJ to be what it is now and the contribution the University would make to society. "To the Deputy President of the Republic, we again wish to reiterate our gratitude to the Government for its support and investment in UJ. We also acknowledge



the significant support that we have received from the Johannesburg Metro," said Prof Rensburg. "We are keenly aware of our great responsibility to nurture and develop future leaders in the academic, professional and vocational domains and we acknowledge this sacred trust that has been bestowed upon us."

Unveiling the new campus, Deputy President of South Africa, Kgalema Motlanthe, addressed an auditorium filled with first-year UJ students and their parents, as well as guests which included former UJ Chancellor Wendy Luhabe, UJ Council Chairman Prof Roy Marcus, Winnie Madikizela-Mandela, Minister of Science and Technology Naledi Pandor, 'People's Poet' Don Mattera and former Kaizer Chiefs' player Jackie Masike.

"Universities thrive in social milieus which are supportive and interactive at different levels. In the case of Soweto, the one evident benefit of this approach is that it helps ensure that key sites of struggle do not become marginal but central in the cultural, social and economic life of South Africa," Motlanthe said.

"This Campus is a sign of the times, and, for that matter, a positive sign indicative of the determination of South Africans to break new ground in all key aspects of our existence. →



BELOW (CLOCKWISE)
The UJ Soweto Campus is now pulsating with lively student and staff population in the backdrop of a world-class infrastructure
PHOTOS: JAN POTGIETER

“Equipped with modern educational facilities, this Campus will, I am sure, have a positive impact on the Soweto community and Gauteng province at large. At a time when all of us are seized with the pivotal task of bringing about economic growth, reconstruction and development in our country, investment in education assumes immeasurable importance.”

Motlanthe further pointed out the significance of remembering the old freedom fighters, who are recognised in the names of the Soweto Campus’ new spaces. “We could not be working for this integration of society and social coherence to underpin our national growth and development had it not been for the efforts, sacrifices and vision of some of these people who are today to be honoured by this great university,” he said. Aligned with the University’s commitment to bringing the

best the academic world has to offer to all UJ students, another important initiative for the Soweto Campus is the University’s partnership with Harvard University. This partnership involved a three-pronged project which incorporated an Education Leadership Institute, a Principal’s Network and a Leadership Development Programme.

The Educational Leadership Institute became the intellectual home for a network of principals, education officials and academics to engage collectively with the many complex issues confronting education in our schools across the country and beyond.

A PREMIER UNIVERSITY MADE ACCESSIBLE TO THE SOWETO COMMUNITY

The vision for UJ’s refurbished Soweto Campus was that it would become the Campus of choice for South African

students and be an engaging facility that cultivates the rich intellectual and artistic talent that continues to emerge from the extraordinary Soweto community. The extensive R450-million redevelopment of the revamped campus involved facility improvements, utility upgrades, the installation of high-quality information technology, new student residences, lecture halls, a student centre, law and health clinics, computer laboratories and sport amenities.

“The focus for the University is on enhancing academic space, expanding research capacity, providing support systems to assist staff and students to achieve academic goals and improving the quality of student life,” said former Soweto Campus Director, Dr Joe Manyaka, who now works as Senior Director: Campuses.



This has been translated in the form of primary academic offerings comprising management, economic and financial sciences, education and humanities with leadership training as part of the core curriculum. Initially, two doctoral, three masters, one honours, five undergraduate degrees and seven undergraduate diploma programmes were offered.

Other important dimensions of the academic and research rejuvenation at the Campus included the relocation of the Faculty of Education and its Centre for Education Practice and the establishment of the Centre for Local Economic Development. Community engagement and renewal activities of the campus are now focused on the Maths and Science Centre, the Law Clinic, the Funda UJabule Foundation Phase School, and the Centre for Small Business Development (CSBD).

Other developments on the campus included the construction of a bigger IT laboratory that houses customer support services, computer training facilities and innovative workspaces with 700 computers, a bigger library, new lecture halls and a legal aid clinic.

However, the Campus upgrading did not only focus on the academic aspects of student life. The developments included the building of sports administration offices, a sports clinic, a pavilion, two soccer fields, a cricket oval, four netball courts, an athletic track and a fully equipped gymnasium.

Commensurate with UJ’s commitment to its surrounding community, the Soweto Campus development aided local trade and industry by making use of contractors who agreed to utilise Soweto’s developing



businesses, thereby creating work opportunities for the unemployed as well as providing construction skills training for unskilled workers from the Soweto community. The result was evident with R37-million’s worth of construction contracts being awarded to local community businesses.

HONOURING RICH LEGACIES

The names of history ‘stalwarts at the Soweto Campus: Antony Lembede, Enoch Sontonga, Bram Fischer, Ellen Kuzwayo and TW Kambule.

These great South Africans all lived selfless lives so that others could prosper. There is no greater honour to the freedoms that we now enjoy, than to recognise those who have gone before us by building on the legacy they have bestowed. UJ is committed to continue in a similar vein to push forward in breaking barriers to learning – on all levels.

“To celebrate the new life of UJ’s Soweto Campus, we resolve to continue to join forces in the ongoing march for freedom, democracy, human dignity, equality and the social and economic development and transformation of our land, our continent and our world,” said Prof Rensburg. “And as we move forward, we will honour the individual and collective efforts of self-sacrificing people who lived lives beyond their own vision. We deem it necessary to honour those who have gone before us – as it reminds us that we stand on the shoulders of giants,” said Prof Rensburg, soon after the campus launch. ❖

→ *DFC and the two new lecture theatres on APK developments were covered in U@UJ’s Second Quarter Edition of 2014.





ABOVE
Lady Wendy Luhabe
PHOTO: JAN POTGIETER



Leading women leaders globally: Former UJ Chancellor Lady Wendy Luhabe

FORMER CHANCELLOR, LADY Wendy Luhabe, was inaugurated as Chancellor of UJ in September 2006. She led UJ for a period of over five years. In 2014, the South African businesswoman Lady Luhabe was appointed the Honorary Lieutenant of the Royal Victorian Order by the British Royal Family for her services at the Duke of Edinburgh's Award International Foundation.

Lady Luhabe played – and continues to do so – a vital role in uplifting and empowering communities all over the world.

“CIRCUMSTANCES IN MY LIFE SHAPED ME TO BECOME THE WOMAN THAT I AM TODAY. WE ARE RESPONSIBLE FOR OUR LIVES. WE SHOULD NOT WAIT FOR OUR PARENTS, THE GOVERNMENT OR ANYONE TO GIVE US SOMETHING IN ORDER TO ADVANCE OUR LIVES”



Lady Luhabe said: “Circumstances in my life shaped me to become the woman that I am today. We are responsible for our lives. We should not

wait for our parents, the government or anyone to give us something in order to advance our lives. However, to do better in life, we need people who will believe, inspire, challenge and guide us to become better, because there are moments when we have doubts and do not believe that we can achieve our dreams. Not everything that we do in our lives will be successful, but we need to keep trying. The world is desperate for leadership and I believe that women should step up to the task.”

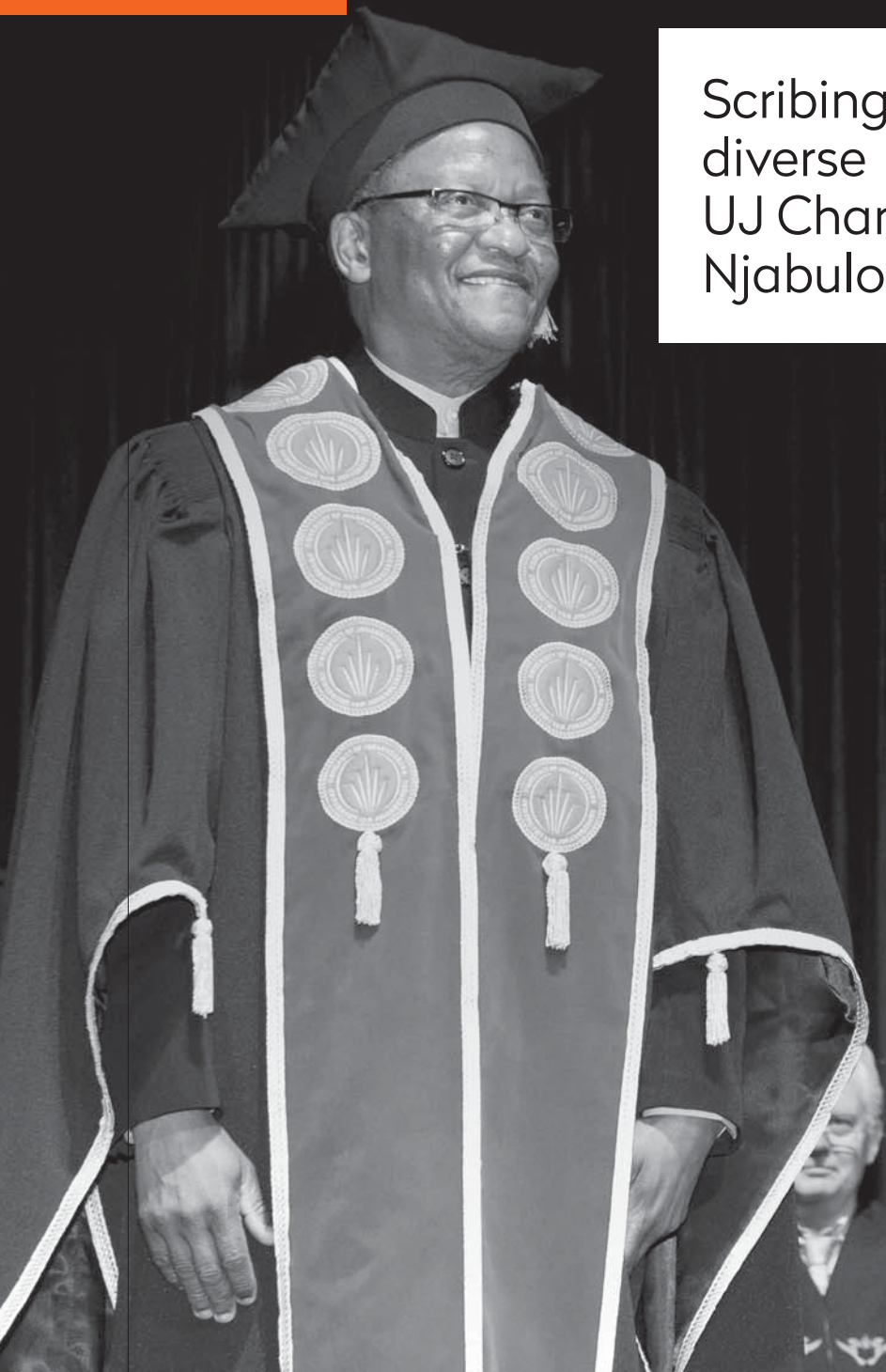
Lady Luhabe has been recognised for the 10 years she has given to working for the Duke of Edinburgh Awards, a leading youth charity that helps youth aged between 14 and 24 to fulfil their potential by learning skills for life.

She has pioneered many initiatives for the economic empowerment of women and their participation in South Africa's economic landscape. She is an active mentor, accomplished author and powerful role model who is known for her writing and speaking engagements. As a young woman raised by her mother who separated from her father in the 1960s, Lady Luhabe was raised in Daveyton in the East Rand, Gauteng, before moving to the Eastern Cape with her mother and her two sisters.

She graduated in Arts from the University of Fort Hare in 1977 and a Bachelor of Commerce from the University of Lesotho in 1981. Lady Luhabe worked for a few local companies a year after graduating from the University of Lesotho. Some of the major South African corporates she worked for were BMW and a cosmetics company, before clinching a three year work experience in the USA.

After 10 years of national and international business experience, Lady Luhabe founded Bridging the Gap in 1991, a consulting firm which helped balance business equality. Lady Luhabe founded the firm solely to help prepare emerging black South African graduates to enter the corporate world and grow small business entrepreneurs.

Lady Luhabe is also famous for her sterling work in founding Women Investment Holdings in 1993, a company which sought to start women participation in the South African economy. Amongst her many accomplishments, she was listed as one of the 50 Leading Women Entrepreneurs of the World, Global Leader of Tomorrow in the World Economic Forum, and became the Chancellor at UJ in 2006. ❖



Scribing a UJ with diverse leadership: UJ Chancellor Prof Njabulo S Ndebele

PROF NJABULO NDEBELE was inaugurated as the Chancellor of UJ in November 2012. He is the second Chancellor of the University since the merger in 2005.

Prof Ndebele took over from Lady Wendy Luhabe, a well-known businesswoman and entrepreneur, who served the University for over five years. Lady Luhabe was appointed as the newly merged University's first Chancellor in 2006.

The appointment of Prof Ndebele came at an opportune time to complement the strategic direction of the institution. With 50 528 undergrad students, 6 453 postgraduates and 3 323 academic staff, UJ has made its mark in Research. Research output has more than doubled since the merger and continues to make notable breakthroughs in a number of fields. UJ has positioned itself as an important player in the higher education arena, both locally and internationally.

"In Prof Ndebele, we have found someone with exceptional leadership qualities and a demonstrated commitment to values such as

equity/equality, diversity, economic development and corporate citizenship that are so important to us," said Prof Roy Marcus, Chairperson: UJ Council.

Prof Marcus added: "We see him as a leader who will assist UJ in moving forward to the next plateau of excellence in teaching, research, community outreach and innovation. He is someone with proven success in bringing about partnerships with government and industry, and someone who can help further our standing as a premier African City University."

Prof Ndebele was awarded a Bachelor of Arts in English and Philosophy by the University of Botswana, Lesotho, and Swaziland (now the National University of Lesotho) in 1973; a Master of Arts in English Literature by the University of Cambridge in 1975; and a Doctor of Philosophy in Creative Writing by the University of Denver in 1983. He also studied at Churchill College, University of Cambridge, where he was the first recipient of the South African Bursary.

Prof Ndebele served as Vice-Chancellor and Principal at the University of Cape Town from July 2000 to June 2008, following tenure as a scholar in residence at the Ford Foundation's headquarters in New York. He joined the Foundation in September 1998, immediately after a five-year term of office as Vice-Chancellor and Principal of the University of Limpopo in Sovenga, in the then Northern Province. Previously he served as Vice-Rector of the University of the Western Cape. Earlier positions include Chair of the

Department of African Literature at the University of the Witwatersrand; and Pro-Vice-Chancellor, Dean, and Head of the English Department at the National University of Lesotho.

An established author, Prof Ndebele recently published a novel *The Cry of Winnie Mandela* to critical acclaim. An earlier publication, *Fools and Other Stories*, won the Noma Award, Africa's highest literary award for the best book published in Africa in 1984. His highly influential essays on South African literature and culture were published in the *Rediscovery of the Ordinary* collection.

Njabulo Ndebele served as President of the Congress of South African Writers for many years. As a public figure, he is known for his incisive insights in commentaries on a range of public issues in South Africa.

Prof Ndebele is also a key figure in South African higher education. He has served as Chair of the South African Universities Vice-Chancellor's Association from 2002–2005, and served on the Executive Board of the Association of African Universities since 2001. He has done public service in South Africa in the areas of broadcasting policy, school curriculum in history, and more recently as chair of a government commission on the development and use of African languages as media of instruction in South African higher education. He is also President of the AAU and Chair of the Southern African Regional Universities Association.



LEFT
Prof Njabulo Ndebele

BELOW (DOWN)

Prof Ndebele with UJ council member, Prof Roy Marcus (standing, middle), and his family
Prof Ndebele with his family at a dinner party at the STH after his inauguration at APK

PHOTOS: JAN POTGIETER



He holds honorary doctorates from universities in the United Kingdom, Netherlands, Japan, South Africa and the United States of America. The University of Cambridge awarded him an Honorary Doctorate in Law in 2006, and he was made an honorary fellow of Churchill College in 2007. In 2008 the University of Michigan awarded him another Honorary Doctorate in Law. ❖



RIGHT (DOWN)
President Obama greets the audience on his arrival at the YALI conference in Soweto
UJ Marketing and Brand, the event's organisers, wave to the photographer
PHOTOS: JAN POTGIETER

Dr Barack Obama making history

ALMOST TWO YEARS ago, UJ Soweto Campus welcomed the President of the United States of America, Barack Obama on 29 June 2013. POTUS led a Young African Leaders Initiative (YALI) meeting with an invited delegation of influential young leaders from across Africa.

Some of the attendees asked President Obama questions relating to terrorism, the economy, trade in Africa and the US foreign policy. This was the first time that he addressed masses in Soweto, a historic part of South Africa which is now symbolic of tourism, culture, and a growing middle-class.

During his engagement, the 44th and current US President announced the launch of the Washington Fellowship, now called The Mandela Washington Fellowship. The fellowship saw 46 young South Africans join a total of 500 emerging leaders, screened from 50,000 applicants from across the continent for a 6 week training program in some of the finest US universities. Enhancing their skills in Entrepreneurship, Public Management, and Civic Engagement. Tebogo Ditshego, an UJ Alumnus and one of Forbes Magazine's top 30 African Entrepreneurs Under 30 for 2014, was selected as one of the exceptional recipients of the fellowship.

On Thursday, 22 May 2014, a year after President Obama's visit, the University's Faculty

of Law conferred an honorary doctoral degree to the US President in acknowledgement of his social and intellectual achievements that strengthen international diplomacy.

USA Ambassador to South Africa, Patrick Gaspard, accepted the honorary doctoral degree - Doctor Legum (Doctor of Laws) honoris causa – on behalf of President Obama during the first session of 2014's second graduation series of the University. More than 2100 students received recognition for their academic achievements during that second graduation series, which took place between 22 May and 11 June 2014.

AMBASSADOR GASPARD SAID, "I RECOGNISE WHAT HAS BEEN BUILT IN THIS INSTITUTION AND IN YOUR LIVES... I KNOW THAT YOUR ACHIEVEMENTS HERE ARE NEARLY MIRACULOUS AND ARE TO BE GUARDED LIKE PRECIOUS TREASURE"



In his acknowledgement speech, Ambassador Gaspard said, "I recognise what has been built in this institution and in your lives because my orientation in struggle and self-liberation is informed by L'Ouverture and Lumumba. As a pilgrim for democracy who travelled to your country a quarter of a century ago when



places not far from here like Boipatong Township were filled with the spectre of revolution and death, I know that your achievements here are nearly miraculous and are to be guarded like precious treasure."

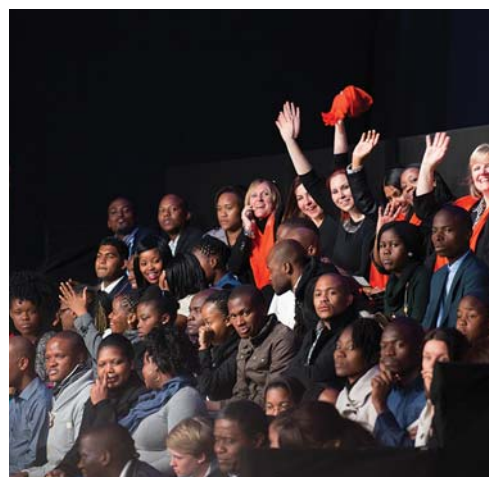
Ambassador Gaspard further highlighted the achievements of the bilateral partnership between the USA and South-Africa. He sighted the joint accomplishments on healthcare where through the US PEPFAR program the rate of HIV transmissions were significantly reduced and vulnerable children are protected, as well as the capacitation of lasting healthcare infrastructure in even the most rural parts of the country.

He further highlighted the prospects that a new demographic South Africa holds for international development, saying: "Through the African Growth and Opportunity Act, South Africa was able to export over \$2 billion dollars of duty free goods to US markets last year alone. Over 600 American companies have planted roots here and are contributing more than 150,000 good jobs to the economy. All of this is occurring as global investors get more deeply engaged in Africa as a target rich

environment with a young and hungry workforce and increasingly more democratic structures."

Prof Ihron Rensburg, the Vice-Chancellor and Principal of UJ said: "The University's vision is to be an international University of choice, anchored in Africa, dynamically shaping the future. The mission to support this vision is to inspire its community to transform and serve humanity through innovation and the collaborative pursuit of knowledge. The values which underpin this vision and mission are: Imagination, Conversation, Regeneration and an Ethical Foundation. President Obama has demonstrated distinguished social and intellectual achievement related to the University's vision, mission, values and strategic goals and is thus a worthy recipient of the degree Doctor Legum (Doctor of Laws), honoris causa."

Prof Patrick O'Brian, Executive Dean of UJ's Faculty of Law, echoed Prof Rensburg's sentiments highlighting that: "President Obama's acceptance of the honorary doctorate further gives credit to UJ's reputation for innovation, achievement, excellence and community service in our strive to become the Pan-African epicentre of critical inquiry." ❖





10 years of a diversity soundtrack - the story of the UJ Choir

Against great odds, the UJ choir went from almost only white to completely integrated – and globally recognised – in a few years.

FOR THESE 63 talented people both African and Western music is home, a beautiful diverse comfort zone. Singing together, the UJ choir members build bridges between the cultures in South Africa.

In the beginning of the merger, the thinking was that a choir can sing either Western or African music well, but not both. It is impossible to coach a truly African and truly Western sound out of the same people, said academics and lay people alike, citing lots of technical musical problems. One would end up with a sound that would never blend really smoothly, went the reasoning.

“Would you be prepared to merge the two choirs?,” asked the choir master’s boss, Rita van den Heever, the Cultural Officer. Choirmaster Renette Bouwer, well known as a conductor of choirs winning international competitions and a solo singer herself, was faced with a dilemma.

Bouwer said yes, with two conditions, even though the thought made her wake up in a sweat

at night. “I wanted to audition all the singers. I wanted to make sure the people have the potential to grow into what I wanted to teach them with Western music. The auditions would not be based on colour, but on musical talent alone.

“And I wanted someone to advise me about African music, because I know almost nothing about it and I don’t want to pretend to know. That is the worst kind of stress - to pretend you know how to do something, but you don’t.”

SINGING TOGETHER, THE UJ CHOIR MEMBERS BUILD BRIDGES BETWEEN THE CULTURES IN SOUTH AFRICA



Finding the person to train the choir on African music was not difficult. Bouwer had noticed a young choir master by the name of Sidumo Jacobs at choir festivals a few years before. Jacobs was from Cradock in the Eastern Cape. He had trained as a choirmaster at the University of Port Elizabeth (UPE), now known as the Nelson Mandela Metropolitan University (NMMU), with conductor Junita Lamprecht. While studying, he got experience helping the UPE Choir with African music. By 2001, Jacobs had trained the RAU

Choir to sing some African songs, a few weekends a year.

“He had a fantastic conducting technique already, so much better than mine. I just learned bits and pieces on my own, but he had this beautiful way of conducting,” says Bouwer. When Jacobs moved to Johannesburg to become a music teacher at St John’s College, Bouwer immediately asked him to become the part-time African music conductor for the UJ Choir.

NEW WAYS OF FINDING TALENT

Bouwer found she could not rely on her existing talent-finding techniques any more. Previously, the students coming for auditions in the almost all-white choir all had official training in Western choir music. They knew not to imitate opera singers. They could easily sing semi-tones, the half-steps in European music scales so beloved of classical composers like Bach, Mozart and Beethoven. Bouwer knew what to look for in an audition.

Now, when students from tiny villages in rural areas came to audition for the merged UJ Choir, she had to start listening in a new way, altogether. They may not have heard Western music before. Many were unable to sing semi-tones on their first try. Some had trouble singing something that Bouwer played on the piano. →



RIGHT
UJ choir masters
Mr Sidumo Jacobs and
Ms Renette Bouwer
PHOTOS: JAN POTGIETER

In her previous RAU choirmaster life, she would fail students immediately for these problems.

And yet, the talent was there. She just had to find new ways of finding it. This cost her her usual way of working. Previously a student would sing one audition to get into the choir. Now Bouwer would let students come for ‘pre-auditions’ instead, let the successful ones sing in the choir for a few months and then do the final audition for the coveted spots.

The pre-audition became a training session of sorts, says Bouwer. If someone had not heard

NO COMFORT ZONE

Meanwhile students who were used to the different choirs apart, now had to face a diverse choir together. All of a sudden, everyone was singing everything. The comfort zone of sticking to music from ‘your culture’ only was torn away.

At least they knew about semi-tones because of the pre-auditions. But there were lots of words to learn off by heart in European languages like Finnish, Russian and German. Slowly, each singer learned to read Western music notation well enough for choir singing.

The students who did not know African music faced new challenges too. Local languages to pronounce properly and immensely subtle flexibilities in rhythm which cannot be written down. This was completely unlike the predictable sewing machine-like rhythms in European or popular music and could really frustrate those used to reading ‘accurate’ classical music staff notation.

And then there was the difference in music scales, the basic building blocks in melodies. Students who only knew music from English-language or Western-style TV and

radio stations were in for a shock. The steps in the African music scale are different to those in European scales. They had to listen hard to their colleagues who knew traditional African music and aim for notes they were not used to.

PEACEMAKER

After the merger, getting along with each other was sometimes difficult, says Bouwer. “Singing together is a lot like making love - it is really intimate. We had some tension in the beginning. For example, if some people were not ready to sing the Western music, I would not allow them to sing it in concerts. And they would be upset.”

An Accounting student, Sabelo Mthembu, is said to have made all the difference at that time. He sang in the RAU Choir and transferred into the UJ Choir as a senior student. Mthembu calmed people down. He explained what was going on and helped them, so they would sing better at their next auditions. “He was the silent peacemaker. If it wasn’t for him, it would have been much more difficult,” says Bouwer.

GROWING PARTNERSHIP

Working together with Sidumo Jacobs was a partnership from the beginning, says Bouwer. “Each of us have our own way of working with the choir - and not messing up the ‘other’ sound. I don’t attend his rehearsals and he does not attend mine. The experience of this partnership is so good, the idea of maintaining the diversity of expression in the choir without Jacobs is unthinkable,” says Bouwer.

A year after the integrated UJ Choir was born, in 2006, it won a gold award and a special jury prize for multicultural achievement in the global competition the RAU Choir had won outright in 2001, the International Choir Competition of Advent and Christmas Music in Prague.

CONDUCTED BY WORLD-FAMOUS COMPOSER

In 2007, when the UJ Choir was two years old, Rita van der Heever pulled off a cultural hat trick. She invited world-famous composer Karl Jenkins, to come to Johannesburg and conduct his Western choral work *The Armed Man* – a

Mass for Peace at the Johannesburg City Hall. Jenkins had trained in classical music and started out as a jazz musician.

Some say Jenkins is the living European composer whose work is most often performed around the globe. He has composed music for films, choral works and advertising jingles. *The Armed Man* calls for a mass choir, so UJ invited another four choirs to join in.

FORTY YEARS

In 2010, Van den Heever asked Jenkins again to conduct his Stabat Mater, at the Johannesburg City Hall with the UJ choir and an orchestra of 75.

Stabat Mater also requires a huge choir. For this concert UJ had to rally everyone who had ever sung in the choirs before and after the academic merger. All the RAU Choir and UJ Choir alumni, the then UJ Choir members, together with the Akustika Chamber Singers from Pretoria, gave a splendid performance.

At five years old, the UJ Choir did the supposed impossible - singing a world-famous Western composer’s music beautifully. Karl Jenkins was so impressed with the 2010 UJ Choir performance of his Stabat Mater in Johannesburg, he recommended that the choir be invited to perform the work as part of a mass choir at the world-famous Carnegie Hall in New York in January 2011, in the “Concert for Peace - Celebrating the Spirit of Martin Luther King, Jr.”

This year (2015), Bouwer and the Choir will invite alumni from the UJ and RAU Choirs to sing with them in a celebration concert. Also this year, forty years after RAU opened its doors in 1974, ten years after the UJ merger, choir singers from several generations will make gorgeous African and Western music together. ❖

AT FIVE YEARS OLD, THE UJ CHOIR DID THE SUPPOSED IMPOSSIBLE - SINGING A WORLD-FAMOUS WESTERN COMPOSER'S MUSIC BEAUTIFULLY

”



LEFT
The UJ choir comprises of an eclectic group of students from various backgrounds and races studying different careers, among many things
PHOTO: JAN POTGIETER





UJ Sport and Movement Studies introduces 'Biokinetics', a course few SA institutions offer

ooo In 2016, UJ's Sport and Movement Studies Department will introduce Biokinetics, a new four year bachelor's degree that will standardise training for students, to its curricular.

BIOKINETICS IS A relatively new profession (25-years-old) and is a home grown South African degree. A trained Biokinetic professional delivers second phase rehabilitation to patients and clients, while physiotherapists provide first phase rehabilitation. In this course, students will have theoretical classes backed with clinical training.

UJ's Sport and Movement Studies Department will be one of the few South African higher education institution's departments that offer this degree. In the first year, UJ will only take 25 first year students in order to ensure quality teaching and learning, and to scale how students perform in this new programme.

This is what Prof Yoga Coopoo, from the Department, says this course will offer the UJ community: "As part of this programme, our Biokinetic clinic will continue to function as a community outreach programme for staff and students. The clinic's services include therapeutic physical activity programmes for chronic disease patients, i.e. diabetic, hypertensive, cardiac and many other such pathologies. The clinic is also involved with health days for staff and students at UJ at specific times

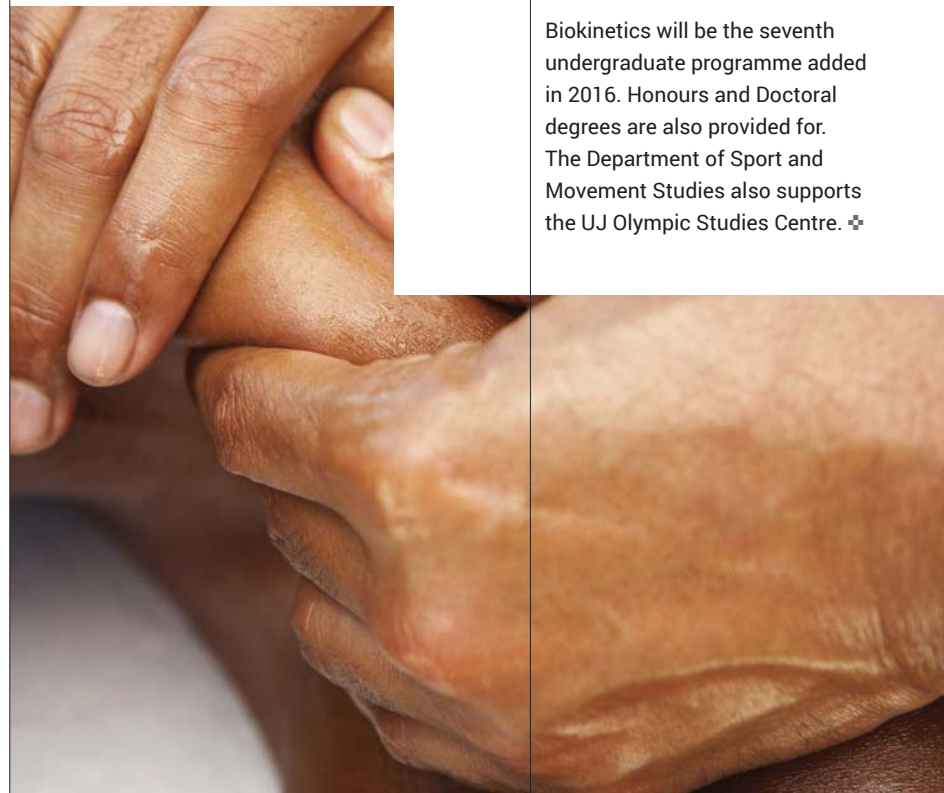
during the year. We also offer Orthopaedic rehabilitation at the clinic." The degree will be offered at the Doornfontein campus.

HISTORY OF SPORT AND MOVEMENT STUDIES DEPARTMENT

The department had its origins in the Faculty of Education in 1976. It then moved to the Faculty of Economic and Business Sciences within the Department of Industrial Psychology. When Professor Gouws was appointed, it became the Department of Sport and Movement Studies. In 2005, after the merger, between RAU, TWR and Vista, the department was moved into the faculty of Health Sciences.

The student numbers in 2005 were about 120 in the four graduate programmes and 120 in the Diploma programme. Currently, there are 590 undergraduate registered students and 200 National Diploma students. In 2016, the Department will offer for the first time the four year Biokinetic professional degree and a Certificate in Sport Administration and Certificate in Coaching. The Department is restructuring the undergraduate programmes and the national diploma.

BIOKINETICS WILL BE THE SEVENTH UNDERGRADUATE PROGRAMME ADDED IN 2016



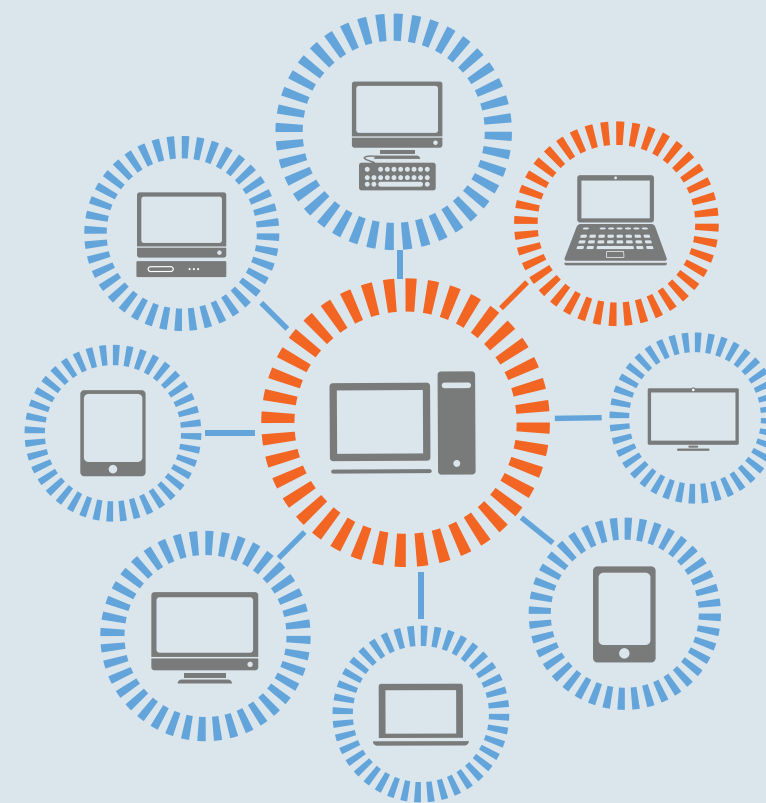
RIGHT [CLOCKWISE]
IMAGES: SHUTTERSTOCK

OTHER ASPECTS RELATED TO THE DEPARTMENT

The Department of Sport and Movement Studies offers six other undergraduate programmes that were provided for the past 39 years. These are:

- **BA Sport Psychology**
- **BA Sport Communication**
- **BA Sport Development**
- **BSC in Sport Science offered in the Faculty of Science**
- **BCom Sport Management and a**
- **National Diploma in Sport Management**

Biokinetics will be the seventh undergraduate programme added in 2016. Honours and Doctoral degrees are also provided for. The Department of Sport and Movement Studies also supports the UJ Olympic Studies Centre. ❖



New intranet service made better

ooo UJ has introduced a new Intranet, providing easy accessibility, functionality and custom features!

THE NEW INTRANET is built on SharePoint 2013. It is the "Rolls Royce" of Intranet platforms offering the latest and greatest collaboration features. These features include shared workspaces, shared document repositories, calendars, role and permission based access to content, meaning each department or unit can have their own private workspaces and powerful search functionality.

Other features include Web 2.0 features like Wiki's, Surveys Blogs, to name but a few. Each Faculty now has its own workspace which includes a document repository, custom RSS feeds and other customised features. The new Intranet acts as a gateway to most of UJ's existing internal systems like Oracle, e-Wellness and many others.

Clients can now make online booking requests for photography, car rentals and upload their own Departments' circulars. Each staff member has his or her own My Sites space where an employee can build and maintain his or her own profile. ❖

→ If you have any queries relating to the University's new Intranet, please send an email to Mr Werner Raubenheimer at wernerr@uj.ac.za.



Noteworthy@10

Irish President engages with young African youth leaders at UJ's Soweto Campus

DO NOT ALLOW yourself to be judged by the failures of the economy. This was the President of Ireland's, President Michael Higgins, sentiment when he engaged with young African youth leaders at UJ's Soweto Campus on 17 November 2014. In his address, entitled "Challenges and Opportunities in Africa," President Higgins sketched some of the paradoxes and puzzles of economic empowerment; South Africa's democracy 20 years on; the power of history and globalisation.

Dealing with the past, and the legacy of Apartheid in South Africa, formed the first part of his address. President Higgins spoke on a number of topics, highlighting the support from Ireland for the anti-Apartheid struggle and the building of a shared future. In this context, the President touched on Ireland's shared experience of colonisation, the legacy of the First World War and Ireland's historical relationship with Africa which is very different from other European nations.

The theme for the second part of President Higgins' address focused on equality of opportunity and an inclusive economic growth. President Higgins reflected on opportunities for African economies. He engaged with the audience on education, inequality, the strength of financial markets in competing with sovereign governments and migration issues.

President Higgins visited UJ as part of his official state visit. During his African engagement, he also visited Malawi and Ethiopia. The choice of Soweto and specifically the UJ Soweto Campus is symbolic. It links the South African struggle for democracy and human rights with the civil rights movement in Ireland. It further demonstrates UJ's and the Irish President's passion for youth development on the continent and globally. UJ is continually seeking to empower young African leaders through exposing them to exceptional

voices globally and locally. The Irish President's engagement follows on other successful leaders such as USA President and UJ alumnus, Dr Barack Obama and the Prosecutor of the International Criminal Court, Hon. Fatou Bensouda. Sir Hilary Beckles, The Chairman of the Caribbean Community of Nations (CARICOM) and Prof Adebayo Olukoshi, Past Executive Secretary of CODESRIA and current Head of the United Nations Institute for Development and Economic Planning in Africa also engaged youth at UJ. Dr Agostino Zacarias, the United Nations Development Programme representative to South Africa and Adv. Thuli Madonsela, SA Public Protector, are also amongst the luminaries. ❖



ABOVE
Irish President Michael Higgins' (seated, second from right) visit to UJ bolstered a UJ image that promotes democracy in the global village

PHOTO: YANDISA MONAKALI



LEFT (DOWN)
During Diversity Week at UJ, students from various countries around the world showcase their cultures and traditions

Ms Lorraine Viljoen
PHOTOS: JAN POTGIETER



Transformation in a newly established University: **The story of the UJ Transformation Unit**

Q&A with Ms Lorraine Viljoen, Head: UJ Transformation Unit.

TRANSFORMATION IS ONE of the items that appear at the top of the agenda when people talk about the democratic South Africa. With UJ being one of the result changes in the democratic era of the country, transformation took centre stage in the University's establishment.

Here, Ms Lorraine Viljoen, Head: UJ Transformation Unit, shares the story of the Unit. "The desire to create a better future for our children keeps me focused and motivated. It is not about me or the institution, but the legacy we leave behind," she says. We caught up with her to understand and share with you how this landmark initiative emerged.

1 Please explain to us how the Transformation Unit came about in the University of Johannesburg (UJ).

A Since the merger in 2005, UJ embarked on a well-planned process to achieve transformation:

The merger was a very well managed process. It included specific building blocks to ensure stability and buy-in from all constituencies. It is regarded as the most successful merger in the country.

A very strong brand was developed and was managed very well from the beginning. UJ is now the 2nd strongest university brand in South Africa.

The Substantive Merger Process, which included the development of a new academic architecture, the design of an organisational structure and processes that were fit for purpose and the placement of staff in the new structures deemed to be fair and equitable.

After the Renewal and Integration Project was completed, the University embarked on a University-wide Cultural Integration/Change Management Project that included the first Institutional Culture Survey that was conducted in 2008. →





UJ IS NOW
THE 2ND
STRONGEST
UNIVERSITY
BRAND IN
SOUTH AFRICA

The Survey was seen as an essential diagnostic process to assist the University, and specifically the Culture Integration Project Committee, to understand what the culture strengths and fault lines were in order to develop and implement strategies and interventions that would assist in the journey to become a unified, truly merged institution. The Survey was thus designed to measure the success of the merger and the degree of cultural integration achieved by UJ during the formation years of the merger process.

This process was managed by the Organisational Design and Projects Office in the Human Resources Division.

As the Project unfolded in 2009, a need was identified to investigate the feasibility of establishing an Office at UJ dedicated to issues of transformation, culture change management and diversity. An environmental scan of higher education institutions, both nationally and internationally, was undertaken to determine the existence, functions and managerial location of structures in these institutions devoted to transformation, culture change management and diversity matters.

① When was it established?

A The Management Executive Committee approved the establishment of a Transformation Unit and a MEC Transformation Committee for UJ in 2010. The Committee functions in accordance with a Charter (approved on 22 February 2011). The purpose of the Committee, which is a subcommittee of the Management Executive Committee, is to assist the Management Executive Committee with planning, implementing, monitoring and evaluating the transformation agenda of UJ. Its composition and functions are stipulated in the UJ Transformation Charter. →



ABOVE (CLOCKWISE)
The International Student Festival is one of the many activities that UJ put forward in celebrating diversity. This forms part of the many UJ Transformation matters reflected in the UJ values
PHOTOS: JAN POTGIETER



The Unit became operational on 1 January 2011 with the transfer of Ms Lorraine Viljoen, formerly responsible for OD and Projects in the Human Resources Division, to the Transformation Unit.

❶ What are the core values and vision of the Transformation Unit?

Ⓐ The purpose is to coordinate institutional transformation processes and related initiatives that contribute towards the creation of a unique culture in support of the UJ vision, strategic objectives and the enhancement of global excellence and stature (GES).

VISION: An inclusive culture that embraces change and reflects the UJ Values.

MISSION: We are committed to promoting the transformation agenda of UJ by endorsing and fostering multiplicity of values, beliefs, intellectual and cultural viewpoints through:

- Cultivating an open and transparent culture
- Empowering our people to reach their full potential
- Encouraging and promoting diversity through the way we do business
- Adhere to the principles of social justice and inclusion
- Promoting equality of opportunity and respect for human dignity

❶ What does the Transformation Unit deal with on an every day and annual basis?

Ⓐ The Transformation Unit plans annual programmes and events that respond to the strategic objectives of the Unit and programmes are uniquely designed around current issues and debates. The focus annually is on the following:

- Facilitate the implementation of the Institutional Transformation Plan that is aligned to the UJ Strategic Objective 2025;
- Navigating Cultural Transformation that is inclusive where people from all over the world from diverse cultures, perceptions, convictions and opinions interact in a spirit of mutual understanding and trust;
- Foster a Leadership Culture that creates a shared direction, shared values and alignment and commitment to transform the institutional culture that will support global excellence and stature (GES);
- Advancing the transformation agenda in all UJ environments through creating awareness and playing an advocacy role;
- Support DHET and HESA project and significant days/ events to promote social cohesion and inclusion and promote Human Rights;

OUR ANNUAL EVENTS:

- Open conversations – Addressing current debates
- Annual Colloquium
- Workshops/Seminars focusing on Race, Diversity and Transformation Challenges in

Higher Education

- Commemorating national and international special days and events (monthly)
- Staff Day
- Diversity Week
- Leadership development
- The Institutional Culture Survey (Either conducting the survey or working on the improvement plan)
- Ad Hoc project assigned by the MEC

❶ How has the journey been so far?

Ⓐ It was not always an easy journey, but being able to contribute towards establishing an institution of Excellence and Stature has been a privilege.

❶ The Transformation Unit plays a vital role in promoting the UJ culture through studies such as the UJ Culture Survey. Please share with us how the results portray the UJ Community in a nutshell.

Ⓐ The results of the 2014 Culture and Climate Survey show that the University has much to celebrate. Positive progress has been made in many areas since the first survey was conducted in 2008. It is evident from the results that UJ has established a strong culture over the past ten years and that employees are generally happy working at UJ. It is important to note that the 2014 Survey focused more on the current climate at UJ and how this climate supported

the new strategic directions the University had embarked on in terms of Global Excellence and Stature. Across the University, the results show that UJ staff members feel a strong connection to the University and to academic life in general. Close to 80% of all staff enjoy being at work, feel proud to be working at UJ, and promote UJ as their employer of choice.

❶ Are we doing better as a University compared to other universities in South Africa, in terms of transformation?

Ⓐ Transformation is a very broad concept and covers many different aspects. Due to the merger, the institution was able to deal much quicker with many of these aspects. The management of the University is also very committed to the transformation process and leads the process. So yes, compared to other universities, the University has made a lot of progress and compares very well, but there is still work to be done.

❶ The current work you do, how is it different from when UJ has just been established in 2005 and the few years after that?

Ⓐ The work that I have done since 2005 has provided the building blocks for what we are currently doing in the Transformation Unit. The University has managed the change process very effectively by ensuring that we complete one process before moving on to the next.

❶ How would you describe the legacy of the Transformation Unit at UJ over the years?

Ⓐ If you take into consideration the various stages since the merger that finally culminated into the formalising of the Unit and the work after that, I think the Unit has made a significant contribution. All major projects were transformative in nature and contributed to making the University the success story it is today. The Culture Surveys have showed progress in terms of the Culture Index, indicating that the intervention made since 2008 was positive. The results of the 2012 Survey also indicated that UJ has moved on and that there were no longer merger related issues. As a result of this, a decision was made to develop a new survey that will measure progress in terms of the new Strategic Objectives 2025.

❶ Do we fare well in terms of demographics at UJ?

Ⓐ Yes we do; both student and staff demographics. In terms of staff, the University has an Employment Equity Plan that provides guidance on targets set by Council in terms of race, gender and disability. The Vice-Chancellor has placed a major emphasis on the appointment of black women in leadership positions and is also committed to the development of women in leadership positions. ❖



BELOW
The International
Student Festival
PHOTOS: JAN POTGIETER





BELOW

From left to right: UJ VC Prof Ihron Rensburg, Gauteng Premier David Makhura, Dr Richard Maponya, and International Relations Minister Maite Nkoana-Mashabane

PHOTO: JAN POTGIETER

Honouring entrepreneurial giant Dr Richard Maponya

THE FACULTY OF Management at UJ hosted the Inaugural Annual Dr Richard Maponya Lecture on Entrepreneurship on 18 November 2014, at the Turbine Hall in Newtown, Johannesburg.

In Dr Maponya's presence, the Executive Dean of UJ's Faculty of Management Professor Daneel van Lill thanked the entrepreneurial giant for setting the terms that UJ can follow. Prof van Lill spoke on the similarities both the Faculty and the Richard Maponya Institute shared as he called Dr Maponya 'UJ's angel on the Christmas tree' for the influential grandfather that he is for the business society.

Dr Maponya created a thriving business empire despite Apartheid restrictions at the time. Dr Maponya opened a dairy product shop in 1950s Soweto before moving onto property and racehorse breeding. He is the founder of the National African Federated Chamber of Commerce and Industry (NAFCOC) and opened his own retail development, Maponya Mall, at the age of 87. He is still engaged in the development of several business enterprises including, Maponya Motor City and the Dr Richard Maponya Institute, which provides skills and training for young entrepreneurs.

The Vice-Chancellor and Principal of UJ, Prof Ihron Rensburg, briefly spoke on UJ's continuous journey with Dr

Maponya. "We do these things not lightly. It is one thing for an institution to consider and make a decision to honour someone. It is another for the person the university seeks to honour to accept. It is with grace that you have also accepted recently that the Small Business Week of the Soweto Centre for Small Business Development at UJ be named in your honour."

Gauteng's Honourable Premier, David Makhura, took to the podium and thanked the University for doing important work. He applauded UJ for awarding Dr Maponya an ambassador for township-economy and one of the greatest black entrepreneurs of our generation, with an

honorary doctorate and for the significant investment with the establishment of the Soweto Campus.

As part of the festivities for Global Entrepreneurship Week 2014, Prof Robert Dale Hisrich was invited to deliver the first lecture themed: "Creating Successful New Enterprises - The Key to Economic Growth of South Africa". Prof Hisrich is the Garvin Professor of Global Entrepreneurship and Director of the Walker Centre for Global Entrepreneurship at the Thunderbird School of Global Management, the world's leading school of global business, based in Arizona, United States of America. ❖



DR MAPONYA IS AN AMBASSADOR FOR TOWNSHIP-ECONOMY AND ONE OF THE GREATEST BLACK ENTREPRENEURS OF OUR GENERATION



First Year Experience at UJ – a holistic and integrated home for new students



Q&A with Dr Andre van Zyl, Director: ADC, and Ms Soraya Motsabi, Senior Coordinator: ADC.

IN THE PAST ten years at UJ, many initiatives have been introduced and some revamped to create a warm and welcoming environment for a UJ community that would offer a new way of doing things in South Africa. In doing so, the University's management embarked on various enterprises including the First Year Experience (FYE) in the Academic Development Centre (ADC).

Here, Dr Andre van Zyl, Director: ADC, and Ms Soraya Motsabi, Senior Coordinator: ADC, share the story of how this leading initiative came about:

❶ Please explain to us how the ADC – particularly the First Year Experience (FYE) – came about?

A ADC was formed when the Learning Centre (from RAU) and the Academic Support Unit (TWR) merged. The problems faced by students in adapting to University and succeeding academically came to prominence and efforts at addressing these issues were often very good, but piece-meal and fragmented. During 2007, project Mpumelelo (success) was launched to investigate ways of providing more coherent and longitudinal support. This grew into the first formal First Year Experience discussions

taking place at UJ during 2009. The UJ FYE was implemented with seven focus areas during 2010 and has grown into a nationally leading initiative since then.

❶ What are the core values and vision of the FYE?

A DEFINITION OF THE UJ FYE

The FYE has been conceptualized as a holistic initiative which encompasses all aspects of first year student experience in the context of an invitational and equitable institution. It comprises of both curricular and extra-curricular initiatives, and is far more than a single event, programme or course. It attempts to establish an ethos and a way of life, through which all first year students will experience the transition into university life.

PRINCIPLES/ELEMENTS OF THE UJ FYE

As part of the planning process, the following principles were developed to undergird the UJ FYE's implementation and were also informed by the UJ values.

- An initiative of the University and a holistic approach to the total student experience;
- Embedded within the preferred UJ →



ABOVE

UJ first year students participate in activities that prepare them for their studies and building relationships during the Health Sciences First Year Welcome

PHOTO: JAN POTGIETER



student experience, starting with the application to UJ and ending with alumni status.

- Incumbent on the University to ensure that students are provided with enabling learning environments.
- To enable as many students as possible to achieve their full potential.
- The FYE requires the contribution and support of all sectors of UJ - both Faculties and Support Divisions.
- Based on the participation of all Faculties in terms of common principles. A common core combines with specific Faculty ethos and needs.
- Informed by and grounded in ongoing developmental and evaluative research.
- Requires commitment from students and support and development by staff.
- First year teaching requires special expertise from the academic staff, who must in turn be assisted in meeting these challenges.
- All components of the FYE strive, as far as possible, to be fully integrated.

❶ What does the FYE deal with on an everyday or annual basis?

- Ⓐ The main function of the FYE office is to coordinate and support institutional efforts aimed at improving first year persistence and academic success. This mainly entails the academic environment as the main “experience” a student has, which increasingly grows to involve all aspects of the student experience.

❶ What major work have you done in the last ten years of UJ?

- Ⓐ The following eight broad initiatives were identified, as constituting a first phase of implementation:
- 1 Placement testing, aimed at assisting Faculties in selecting and placing students in the most appropriate qualifications and modules.
 - 2 The initial two-week Orientation programme was re-designed. This programme ‘kick-starts’ the FYE, by orienting students to studying at UJ and building an initial awareness of the academic expectations, activities and values associated with UJ.
 - 3 An ‘extended Orientation’ approach, which involves stranding and embedding themes from the initial Orientation throughout the first semester. ‘Extended Orientation’ includes strands on academic development (literacies and learning skills), Library orientation, and Edulink orientation, each of which should be integrated into core first year curricula.
 - 4 Ongoing tracking of student performance and immediate identification of students who seem not be ‘engaging’ and therefore may be, or are ‘at risk’, with appropriate interventions. The SAFENET tracking system is partly in use with the final development work currently being conducted.
 - 5 Senior students: The involvement of senior students takes a number of forms such as tutorial programmes, mentoring programmes and community



↑
ABOVE (CLOCKWISE)
UJ first year students
PHOTOS: JAN POTGIETER



engagement. Senior students are seen as a key element in facilitating successful student integration.

- 6 Co-curricular activities, e.g. organised sport, clubs and societies, and cultural activities, provide a wide variety of learning, and friendship building opportunities and facilitate a ready acceptance of the diversity in the UJ community. Such activities are widely promoted and form a fourth strand of ‘extended Orientation.’
- 7 Focus on residences as centres of academic excellence. UJ would like to create an optimal learning experience for the relatively limited numbers of students in residences, and those associated with day-houses; this involves the establishment of guided learning communities, which have been

shown to have a very positive impact on student learning.

- 8 Subsequent developments: Good progress has been made on all the initial initiatives with a number of working groups and sub-committees having been established at UJ. Current efforts of the FYE committee are aimed at sustaining these current



initiatives as well as acting on newly emerging themes.

Newly emerging themes for the FYE committee include increasing the level of student involvement in all FYE structures and activities. This is being pursued by way of a UJ FYE student forum that will meet three times a year. All faculties and campuses will be represented on the forum and it will provide an opportunity for students to give inputs into the broader FYE process. To reach the students, the FYE Office conducts workshops for senior students e.g. Residents academic advisors (RAA) and also for the new students by conducting the “Stepping Up Workshop”.

Consideration is also given to an enhanced role for parents and care-givers. The fact that many UJ students are worried about food has come to the fore through the Initial student experience survey (ISES) research. During the second half of 2011, a FYE website was created. The website is designed in a ‘frequently asked questions’ format with various stakeholders providing input on the questions they get asked the most.

❶ How has the journey been so far?

- Ⓐ The UJ FYE has become part of the institutional fabric; working at first year transitions and first year success is part of the institutional culture. The initial proposal was adopted by Senate in 2009 and two committees have been established that drive the FYE. These committees are formed by Faculty members and members of Departments that deal with first years.

❶ Are we doing better as a University compared to other universities in South Africa, in terms of making sure that our first year students are well looked after?

- Ⓐ UJ is probably the leading university in the country with regards to thinking about first year transitions in a holistic and integrated way. The UJ FYE has contributed to creating a culture within the institution where the majority of institutional role players take their role in creating an environment conducive to student success seriously. →



❶ The current work you do, how is it different from when UJ has just been established in 2005 and the few years after that?

A In 2005, UJ did not have a focus on first year students. The FYE coordinates all support services for first year students. It forms links between services and the Faculties. Research is conducted and shared with all stakeholders so that everyone realises who our students and what their needs are. Through the first year experience, we realised that 35% of our first year students are worried about food; 37% are worried about transport and 33% are concerned about accommodation. This information is shared with the relevant stakeholders and plans are put into place on assisting the students.

❶ How would you explain/describe the legacy of the ADC/FYE at UJ over the years?

A The ADC/FYE has contributed to shaping UJ's culture to the accessible excellence we are building on now. Many national institutions are not open to actually serve the students they accept. UJ has made huge strides towards creating a teaching and learning environment that values the students we take and gives them a reasonable chance at success.

❶ What are your annual events/activities that you do?

A The FYE does the following in a year:

- Conducts two major studies, that is; we build our data on the student profile (SPQ) and also the initial student experience survey (ISES).

- Coordinates the First Year Seminar and ensure that it is run efficiently.
- Conducts workshops for Senior students (House Committees and Residence academic advisors)
- Ensures that the FYE is on the academic agenda of all faculties through the Teaching and Learning Committees or Faculty FYE committee (FFYE).
- We also hold an annual FYE conference with internal and external participants.
- Liaises with departments and interested people on FYE.

❶ Please share with us any other vital information that you regard as important within the 10 years of UJ done in FYE, that I may not have asked for in the above questions.

A During 2014, we established Senior Student Experience (SSE) initiative - the first in the country - to continue the good work being done under the auspices of the FYE into the other undergraduate years. The SSE is implemented currently. The FYE work at UJ has also elicited national and international recognition. This has included Chairing the First Year Success Special Interest Group that is a part of the Higher Education Learning and Teaching Association of Southern Africa (HELTASA); various presentations at different universities and international speaking opportunities. The culmination of the FYE work at UJ has been the establishment of a National Resource Centre (SANRC) for the FYE and students in transition on the UJ campuses. ❖



UJ remembers Gloria Sekwena

10 JANUARY 2012 marked a turning point for UJ with the late registration stampede at the Auckland Park Bunting (APB) Road Campus. The tragedy led to the passing of Ms Gloria Sekwena, a mother who had accompanied her son, to register for the academic year. Ms Sekwena, died when the crowd, desperate to gain a space at UJ, surged forward crushing people against the gates. This highlighted the national plight that thousands of young people in South Africa face in the quest for quality education.

The University officially opened the Gloria Sekwena Gate (east side entrance) at the APB Campus on 3 April 2014, in honour of Ms Sekwena.

UJ Vice-Chancellor and Principal, Prof Ihron Rensburg, said that the monument served as a remembrance of the life of a person and its meaning. "The name takes on new meaning for millions who will pass through this gate. They will ask who Gloria Sekwena is, and they will learn about hope and pain, and the sacrifice made for them to be there," said Prof Rensburg.

Sekwena's uncle Mr Tshepiso Ramphele, who spoke on behalf of the Sekwena family, said the remembrance will help the family heal. "This monument is the bittersweet symbol of the loss that will be with us forever. Time heals, and this monument will help us heal even more," he said. At the ceremony, a blessing was given by Father Bistro of the Roman Catholic Church,



LEFT (CLOCKWISE)

UJ Vice-Chancellor and Principal Prof Ihron Rensburg, Mr Joseph Seun Sekwena and UJ Chairperson of Council Prof Roy Marcus Gloria's uncle Mr Tshepiso Ramphele, who represented the Sekwena family, said that the monument symbolises the loss that will be with the family forever.

Ms Sekwena's widower Mr Sekwena lays down a wreath

PHOTOS: JAN POTGIETER

and thereafter the UJ Choir sang as Sekwena's widower Joseph Seun Sekwena, along with Prof Rensburg and UJ Chairperson of Council, Prof Marcus, cut the ribbon and revealed the monument. Prof Roy Marcus in his closing remarks, said: "She will teach us new values." ❖



SEEN AT UJ — PAST 10 YEARS



RSA: President Jacob Zuma

President Jacob Zuma visited UJ twice since 2005. The first time he came to the University was in 2009 when he was hosted at the School of Tourism and Hospitality (STH), but most recently in 2012, President Zuma engaged with the

UJ community of staff and students, as well as people from Gauteng Province, when he opened the third Soweto International Conference on Entrepreneurship and Small Business Development, at UJ's Soweto Campus on 15 May 2012.



USA: President Barack Obama

Almost two years ago, the UJ Soweto Campus welcomed United States President Barack Obama on Saturday, 29 June 2013, where he led a Young

African Leaders Initiative (YALI) meeting with an invited delegation of students from Africa and the rest of the world.



IRELAND: President Michael Higgins

President Michael Higgins engaged with young African youth leaders at the UJ Soweto Campus on Monday, 17 November 2014. In his address, entitled "Challenges and Opportunities

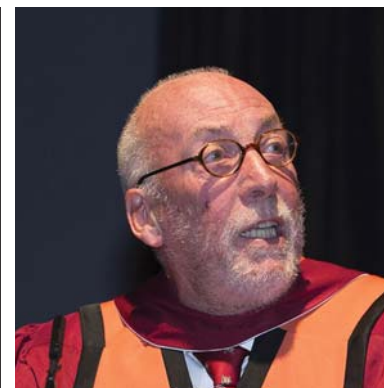
in Africa," President Higgins sketched some of the paradoxes and puzzles of economic empowerment; South Africa's democracy 20 years on; the power of history and globalisation.



RSA: Kgalema Motlanthe

Former Deputy President of South Africa, Kgalema Motlanthe, was at UJ during the unveiling of the revamped Soweto Campus on 4 February 2011. Motlanthe, accompanied by the then Minister of Education, Minister

Naledi Pandor, and UJ's former Chancellor, Lady Wendy Luhabe, and other UJ delegates, Motlanthe said that the Soweto Campus would attract students from various parts of the country and the world.



NETHERLANDS: Prof Kees Immink

Prof Kees Immink, "the father of the CD", is one of the most prolific inventors of the 20th century in consumer electronics. He accepted an honorary doctoral degree – Doctor Honoris Causa for Technical and Scientific Research during the University's second graduation series of 2014. UJ's Faculty of Engineering

and the Built Environment (FEBE) conferred the honorary doctoral degree on Prof Immink as acknowledgement for his instrumental role in the development of digital audio, video and data recording systems, and for the profound impact his contributions and inventions has made in today's digital society.



RSA: Public Protector Adv. Thuli Madonsela

Advocate Thuli Madonsela recently became a regular guest at UJ, honouring invitations to engage the UJ community on issues pertaining to governance and moral obligations to public figures and citizens. Adv. Madonsela attended

the inaugural UJ Alumni Day and Convocation, and also engaged staff and students on a great deal that South Africa could have achieved more in the past 20 years if it were not for maladministration and corruption.



SEEN AT UJ — PAST 10 YEARS



RSA: Minister Naledi Pandor

Now serving as the Minister of Technology, Minister Naledi Pandor, has visited UJ quite a number of times. She launched (when she was the Minister of Education) the

Soweto Campus refurbishments and new constructions project in 2009, and attended the Campus' Official Opening in 2011. She recently attended Engineering Week at UJ.



NOBEL LAUREATE: Klaus von Klitzing

UJ hosted Nobel Laureate, Klaus von Klitzing, on Monday, 24 November 2014. Klaus is heading the department "Low Dimensional Electron Systems" at the Max Planck Institute for Solid State Research in Stuttgart, Germany. He was born on

28th June 1943 in Schroda, and studied Physics at the Technical University of Braunschweig. In 1985, the Nobel Prize in Physics was awarded to Klaus von Klitzing "for the discovery of the quantized Hall effect".



NOBEL PEACE LAUREATE: Robert Huber

Also, UJ hosted Nobel Laureate, Robert Huber (Chemistry, 1988) on Monday, 24 November 2014. The two shared their views on the value of investing in Science and Technology when they delivered an interactive talk at UJ. Robert Huber was born in 1937 in Munich. He studied chemistry at the Technische

Universität München (TUM), where he also completed his Ph.D. and habilitation. Since 1972, he has been a member of the Max-Planck-Gesellschaft and Director at the Max-Planck-Institut für Biochemie until his retirement in 2005. In 1988, the Nobel Prize for Chemistry was awarded to Robert Huber.



LEFT

Ms Nomsa Mahlangu

PHOTO: COLLEN MAEPA



The new leader of UJ Sport – Ms Nomsa Mahlangu

UJ MANAGEMENT ANNOUNCED the appointment of Ms Nomsa Mahlangu as the new Senior Director of UJ Sport – Ms Mahlangu started in her new portfolio in January 2015.

Ms Mahlangu was previously Head of Department: Sport Administration at the Durban University of Technology. She holds a BA Honours degree in Human Movement Science and a degree in BLS Event and Facility Management from the University of the Free State.

She has completed various courses and certificates in sport from the National Sport Council; the Free State Sports Academy; the Fluminense Academy in Brazil and Pretoria Technikon.

Ms Mahlangu held various leadership roles, which include: Board Member FIFA World Cup in 2011; SAFA NEC Member 2009 to date; Chairperson of the OC AWC 2010; and Board Member of AFCON 2013 and CHAN.

She served as the Head of Delegation for Team SA Universiade Kazan and has represented South African Students in the Federation Internationale Du Sport congress in Italy in 1997, and in Sweden in 1998. In 2003 Ms Mahlangu was appointed as Head of Delegation for the Banyana Banyana Women's Soccer Team. She is the recipient of the 2011 CEO Magazine MIW Award Winner and the 2011 Nominee Administrator of the Year SA Sport Award. ❖

→ Please visit the following web address to watch videos of Ms Mahlangu talking about her new role at UJ: <http://www.uj.ac.za/EN/podcast/Pages/-Nomsa-Mahlangu-takes-up-office.aspx>



Sport

Three UJ Hockey coaches appointed as national coaches for international tournaments in 2016

FOLLOWING A GREAT display of competency in South African hockey, UJ's Sport hockey coaches, Robin van Ginkel, Patrick Tshutshani and Garreth Ewing received national honours. The three UJ sporting heroes will steer South Africa's Men's Under 21 (Ewing), Women's Under 18 (van Ginkel), and Women's Under 16 teams (Tshutshani).

South African Hockey Association appointed the three coaches to the leadership positions for the 2015/16 season. In 2014, Ewing acted as an assistant coach for South Africa's senior men's hockey team. He has great emphasis and focus on the game's technical and tactical aspects. According to Ewing, his appointment will help him to showcase student talent and success on an international level. "It's an honour to represent South Africa at any level and also a huge challenge. This is my first head coach appointment at national level and I'm really looking forward to working with what looks like a very talented group of young men," said Ewing. Ewing added: "I will also have a lot more say in the selection process at U21 and U18 level for the next two years as we identify the best possible combination of players to take us through qualifying and hopefully to the Junior World Cup." Van Ginkel is currently the Sports

Sciences Manager at UJ Sport, UJ Ladies 1st team & Southern Gauteng Senior Men's provincial coach.

On the other hand, Tshutshani's experience as an assistant coach to the SA women's Under 21 team in the 2013 Junior World Cup earned him respect in the game. Tshutshani highlighted that the Under 16 team required a person with more responsibility as he will be working with raw talent. "The job also requires a coach with the ability to identify and nurture youngsters for the development of SA hockey," He also headed up the U18 ladies' programme for the 2014 Youth Olympic Games in Nanjing, China. Tshutshani said he was honoured to be appointed as a head coach for the national team.

Speaking on the appointments of the three coaches, UJ Hockey Manager, Ms Elize Le Roux, said that open communication and early planning will help the UJ coaches on finding the best solutions for both the UJ hockey players, coaches and the sport itself, for the sport to develop. UJ Sports 2015 ambitions have taken another positive spin to its hockey players. Gareth Heyns, UJ's first team captain, achieved his four national caps during the recent test series against Austria in Durban.

Taylor Dart and Brandon Panther also played in the series, while Jason Briggs, first team men goalkeeper, was part of the national squad at the camp although he did not play.

The 19-year-old Keegan Kieck, men's first team player and a second year student at UJ, was selected to represent South Africa at the Indoor World Cup in Leipzig, Germany from 4 to 8 February 2015. Keegan is the youngest player to represent South Africa at this level. Moreover, the second camp (in Cape Town) for the national men's team was recently announced and the following players from UJ have been invited to attend the test series against Belgium: Gareth Heyns, Brandon Panther, Clinton Panther, Jason Briggs, and Lance Louw (UJ club player and UJ Ladies 2nd team coach).

The UJ female athletes have also shown character. The first national ladies camp was held in Cape Town from Monday, 19 January 31 January 2015, and the following ladies from UJ were part of the squad: Kaila Flemming, Bernadette Coston, Lillian du Plessis, and Carmen Smith (if selected for the test matches, she will earn her first cap for SA. Carmen is a 19 year old player). ❖



HORROR STORY *by Greg MacArthur*

DIRECTED BY **ALBY MICHAELS**
➡ FROM **26/08** . UJ CON COWAN THEATRE, APB CAMPUS
(SOUTH AFRICAN PREMIÈRE)
UJ STUDENT DRAMA PRODUCTION

UJ ARTS & CULTURE

P R E S E N T S
E V O L U T I O N X



THATSOQUEER FESTIVAL
➡ FROM **28/09** . VARIOUS VENUES



TIN BUCKET DRUM *by Neil Coppen*

DIRECTED BY **JADE BOWERS**
➡ FROM **11/08** . UJ CON COWAN THEATRE, APB CAMPUS
UJ PROFESSIONAL PRODUCTION



#TOYITTOYI

CHOREOGRAPHED BY **KIERON JINA**
➡ FROM **29/07** . UJ CON COWAN THEATRE, APB CAMPUS
UJ STUDENT DANCE PRODUCTION



FROM INFANCY TO

Global Stature

IN JUST
one Decade

On 1 January 2015, only 10 years into existence,
we were ranked in the top eight universities in Africa
and amongst the top 4% of universities worldwide.*

THIS IS THE ART OF ACCOMPLISHMENT.



*According to the 2014/2015 Quacquarelli
Symonds (QS) World University Rankings

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