



The University of Venda SRC Receives 1.3 million from Motsepe Foundation



Director Student Affairs, Azwidowi Mukheli and SRC President Gudani Tshamano

On 16 February 2023, the University of Venda Student Representative Council (SRC) was invited by the CEO and Co-founder of Motsepe Foundation, Dr Precious Moloi-Motsepe alongside with SRC members from other 25 South African Universities.

UNIVEN SRC President, Mr Gudani Tshamano thanked the Motsepe Foundation for the donation and outlined that the donation comes at the perfect time when they were having discussions with the Student Governance body about donating SRC funds to assist students during the 2023 registrations.

He further appealed to other foundations and big companies which are benefiting from government to follow the example set by the Motsepe Foundation. He committed that they would ensure that the R1.3 million is used fruitfully and will pay for the registration fee of students who are currently experiencing registration challenges due to unavailability of funds.

In her presentation, Dr Precious Moloi-Motsepe said that she has been pained by seeing young people dropping out of tertiary institutions because they do not have money for registration. Dr Motsepe further said it is for this reason that she took an initiative to assist where possible. This was to ensure that young people are able to complete their studies.

Student Representative Councils across South Africa deliberated and shared the challenges that they are going through in their respective institutions. They also shared ideas on how to resolve some of the challenges which they are facing at this present moment, especially around student funding. As part of solving the financial challenges which the SRCs are facing, Dr Precious Moloi-Motsepe has announced that Motsepe Foundation will be donating R30 Million which will be shared by all 26 South African Universities.

UNIVEN SRC was given R1.3 million donation which will assist with SRC programmes.



Student Leadership after receiving their donation from Motsepe Foundation

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Nduvho Madzivhandila flies UNIVEN flag high in Spain



A University of Venda student, Nduvho Madzivhandila, flew the South African and UNIVEN flags high as part of the programme Seeds for the Future in Spain, in collaboration with Huawei, for a period of six days. Nduvho is a Student Assistant in the Department of Information Communication and Technology (ICT) who participated in the Huawei programmes in 2022 when he was doing his final year in BCOM Business Information Systems.

He was nominated through our partnership with Huawei to represent South Africa in the Mobile World Congress that took place in Barcelona from 27 February until 02 March 2023. The invitation came from the

Association Internationale des étudiants en sciences économiques et commerciales (AIESEC), which is an international platform for young people to discover and develop their potential to generate a positive impact on society.

Nduvho said that he is excited to become part of the Seeds for the Future programme. "It is both satisfying and an honour to be chosen to be part of this Mobile World Congress, Barcelona 2023. Hardwork and sacrifices had finally paid off. I also feel that there is a sense of belief from my University for trusting me and allowing me to represent South Africa and my UNIVEN in particular".

When congratulating Nduvho, the Chief Financial Officer, Mr Botwe Kraziya, on behalf of the Executive Management and the University Community, encouraged him to put UNIVEN at the forefront and further said that UNIVEN is proud to be producing world-class students like him.

AIESEC in Spain covered Nduvho Madzivhandila for his maintenance and accommodation costs throughout his stay in Spain. He left South Africa for Spain on Saturday, 25 February 2023.

We wish Nduvho well on his trip and look forward to hearing about his experiences in Spain.

It's a done deal – UNIVEN Signs a Multi-Term Wage Agreement



On Tuesday, 21 February 2023, the University of Venda and NEHAWU signed a new multi-term wage agreement. The deal comes after a robust lengthy negotiation between the NEHAWU negotiating team and the management of the University.

The management and trade union have agreed on a two-year wage agreement effective from 01 April 2023 and expiring on 31 March 2025. This will guarantee workers within the bargaining unit a 6% wage increase across the board effective from 01 April 2023 to 31 March 2024 and another 6% increase effective from 01 April 2024 to 31 March 2025.

Adv. Rudzani Makhema, Head Employee Relations remarked that parties have agreed on a multi-term wage agreement to promote labour peace within the campus over a longer period. He further indicated that multi-term agreement saves time and brings predictability for the employer and the workers alike. The employer can plan and budget in advance for the concessions made in the agreement, whereas workers will know in advance the changes they can expect in their employment conditions for the period ahead.

The long-term agreement will provide University management and NEHAWU negotiating team many opportunities to continue to engage on matters of mutual interest through ongoing social dialogue, thereby promoting the principle of joint problem solving.

In addition, a successful dialogue will mean that future wage negotiations will only have to focus on a wage increase, while all other conditions of employment matters are resolved through bilateral engagements.

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UNIVEN GladAfrica Epilepsy Research Project and GladAfrica Foundation commemorates International Epilepsy Day



Staff members, PhD candidates and students during Awareness Fun Walk

In commemoration of International Epilepsy Day, the University of Venda's Faculty of Health Sciences through the GladAfrica Epilepsy Research Project (GERP) (University of Venda), led by Prof Lufuno Makhado, recently held an International Epilepsy Day Webinar which was curtain-raised by International Epilepsy Day Awareness Fun Walk from the UNIVEN Main gate to different parts of the University of Venda.

The Webinar was aimed at uncovering and unleashing the evidence on the severe stigma that Epileptic people face in rural and urban communities. The Webinar was an engagement session aimed at awareness, and information sharing of findings from GERP with the central theme of Stigma faced by people living with Epilepsy.



As she was welcoming attendees, the Acting Executive Dean of the Faculty of Health Sciences, Prof Tshlidzi Mulaudzi indicated that the stigma around Epilepsy is very high, unlike other diseases.

Prof Mulaudzi explained that the symptoms of Epilepsy cannot be hidden, once a person gets a seizure attack everyone will be able to see that the person has been attacked and needs help. She mentioned that most people do not know a lot about the disease and that it can be managed. "It has a lot of physiological implications," She highlighted.

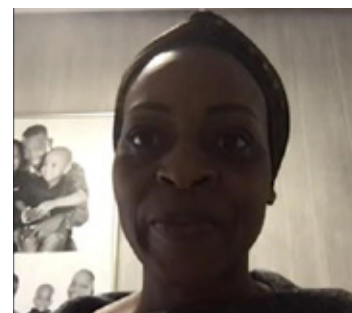
She further elaborated that previous studies have found that there is a low rate of marriages and high rate of divorce for people living with Epilepsy. "It shows that people do not understand this disease." Prof Mulaudzi said UNIVEN is excited to be associated with GladAfrica Foundation that saw a need to fund this project in order to educate people about Epilepsy to improve the quality of life for people living with the disease and find solutions to this problem of stigmatisation. Prof Mulaudzi also indicated that there are PhD candidates who are benefiting from this project.

...previous studies have found that there is a low rate of marriages and high rate of divorce for people living with Epilepsy. "It shows that people do not understand this disease."



The Deputy Dean, Research and Postgraduate Studies who is also the principal investigator in this research project, Prof Lufuno Makhado briefly shared the overview of how the project started. He mentioned that the GladAfrica Epilepsy Research Project was launched in February 2020 during International Epilepsy week. He said the Project has always focused on developing awareness programmes, culturally congruent interventions, and life skills guidelines for primary school learners. He said, "The latter is imperative in the reduction of stigma towards Epilepsy."

There were various presentations made during the International Epilepsy Day Webinar that unpacked various issues based on the available evidence from the Epilepsy South Africa (Mpumalanga and Limpopo Province Branch), GladAfrica Foundation Trust, and the GladAfrica Epilepsy Research Project.



Mrs Ntwanano Wendy Mashaba, Co-Chairperson GladAfrica Foundation Trust talked about GladAfrica Foundation Trust: Towards Eradicating Epilepsy-related Stigma. Followed by a presentation by Ms Rebecca Mashigo, Director Epilepsy South Africa, Mpumalanga and Limpopo Branch and the focus was on Collaborative approach aimed at ending stigma towards people living with epilepsy.



Ms Ofhani Musekwa, PhD Candidate, GladAfrica Epilepsy Research Project, University of Venda, presented on Stigma as perceived by people living with Epilepsy: GERP Findings.

UNIVEN GladAfrica Epilepsy Research Project and GladAfrica Foundation commemorates International Epilepsy Day Continued...



Attendees pose for a photo after the fun walk at the University's Main Gate



Ms Thendo Gertie Makhado, PhD Candidate, GladAfrica Epilepsy Research Project, University of Venda, highlighted the Impact of Stigma among future leaders (Primary School People Living with Epilepsy): GERP Findings

Ms Munyadziwa (Master of Public Health), Ms Musekwa Offhani (PhD in Psychology) GERP Students and Ms Mulalo Maumela (Project Administrator) kickstarted epilepsy week awareness campaign on Friday, 10 February 2023, where they had their first epilepsy week radio interview on UNIVEN FM. The purpose of the interview was successful as it created awareness about epilepsy week activities and conscientised the audience about epilepsy, its causes, management and stigma.

Ms Muimeleli Munyadziwa was interviewed on Vhembe FM on Monday, 13 February 2023 providing Epilepsy stigma related information and the importance of accepting people living with Epilepsy.

Prof Angelina Maphula was on Phalaphala FM on 13 and 14 February 2023, unpacking

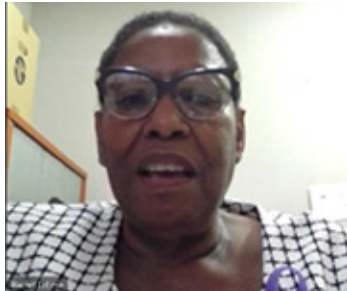
the stigma among people living with Epilepsy and the importance of awareness in our communities to ensure that people living with Epilepsy are not excluded nor discriminated against from social engagement based upon their illness.

Prof Maria Sonto Maputle Co-investigator in GERP had a successful radio interview with Capricorn FM on Thursday, 16 February 2023.

Everything was done in an effort to reach out to as many relevant audiences as possible striving to create awareness and curb the stigma experienced by people living with Epilepsy. "It is indeed a year that we need to join hands to eradicate stigma towards people living with epilepsy," expressed Prof Makhado.



Prof Maria Sonto Maputle



Prof Rachel Lebeso, Research Professor in the Faculty of Health Sciences and Coinvestigator GERP at UNIVEN, acknowledged the guests.



The programme was facilitated by Prof Angelina Maphula who is the Co-Principal Investigator of GERP at UNIVEN's Faculty of Health Sciences.

The International Epilepsy Week also comprised of multiple engagements with radio stations. The team educated several communities through the following radio stations.



GERP students' team, Mrs Thendo Makhado (PhD Candidate), Ms Mulalo Maumela (Project Administrator), Prof Lufuno Makhado (GERP PI), Ms Muimeleli Munyadziwa (MPH graduate), Ms Muofheni Nemathaga (PhD Candidate), Mr Gudumela Nghonyama (Project Administrator) and Ms Offhani Musekwa (PhD Candidate)

Newly elected UNIVEN Mpumalanga Lowveld Alumni Chapter pledges to give back to their Alma Mater



Some of the launch attendees

On Saturday, 25 February 2023, UNIVEN Alumni from the Lowveld region of Mpumalanga gathered in large numbers at The Capital Mbombela Hotel in Nelspruit for the launch of UNIVEN Mpumalanga Alumni Chapter. It was a memorable occasion characterised by the singing of struggle songs in fond memories of their student days on campus. The theme that ran throughout the launch was about building relationships with stakeholders to seize fundraising, study and job opportunities.



The launch, which the President of Convocation, Mr Sylvester Motadi officiated, was graced by the presence of the University's high-ranking officials led by the Vice-Chancellor and Principal, Dr Bernard Nthambeleni.

The President of the Convocation, Mr Motadi, who was facilitating the programme, reminded the audience that the mandate of the Convocation is to deepen relationships between the University and its alumni and unite all alumni of the University Venda. He pointed out that "gradually, we are growing as alumni and as such, some of our alumni are starting to give back to our University. He appealed to those who are not yet employed to be patient and to have hope that things would work out in the end.



"We come from different cultural backgrounds as residents of the Lowveld region. We should unite and become a single force as UNIVEN graduates to help our alma mater to grow for the benefit of others. The greatest challenge facing us that should be tackled head-on is unemployment among graduates. The degree certificates we obtained from UNIVEN have opened doors for us, and we should open doors for others, especially unemployed graduates. The structure we are launching today will survive its constitutional mandate to see through all these challenges," said Adv. Sipho Mashele during his opening and welcome address.



Ms Shonisani Masutha gave a brief presentation on the Statement of the Executive Committee of Convocation. She thanked the alumni who were in attendance despite the forecast of Cyclone Freddy and braced for rainy weather conditions of the day.

Ms Masutha urged those who would stand for leadership positions to position the University for impact and relevance. She encouraged alumni to give back to UNIVEN in monetary terms or in kind as a way of helping disadvantaged students to access higher education. She informed the audience that they have developed a programme #40monthsR40 campaign as a way of assisting needy students. She advised alumni who were to be elected to lead the Mpumalanga Lowveld Alumni Chapter that they have a task to make sure that the University's vision, mission, and values are realised. Finally, she commended the coordinators, who were mainly females for ensuring that the event became a reality.



The Vice-Chancellor and Principal, Dr Bernard Nthambeleni, shared the State of the Campus address. He started his speech by remarking that he was pleased to be part of the gathering to witness the birth of UNIVEN Mpumalanga Lowveld Alumni Chapter and that he was encouraged to see SwissFranc Conference Room full to the rafters. Dr Nthambeleni informed alumni that the University they left many years ago is now a different University and is developing and growing in shape, character and size.

He informed alumni that UNIVEN is one of the six comprehensive universities in the country, which is continuing on a trajectory to deliver the highest quality teaching, research and community engagement for the citizens of the Republic of South Africa and even abroad.

Regarding academic projects, Dr Nthambeleni reported that in the current 2023-2025 enrolment plan, the total student headcount for undergraduate and postgraduate students for 2023 is expected to be 15 500. "45% of our student enrolment is in the Faculty of Science, Engineering and Agriculture and Health Sciences. He highlighted that UNIVEN top the list amongst the comprehensive universities in South Africa with the highest enrolment numbers in science and mathematics. "35% of our students are enrolled in the Faculty of Humanities, Social Sciences and Education and 20% are enrolled in the Faculty of Management, Commerce and Law".

"Our ministerial target for academic staff with PhDs in 2022 was 40% and currently, 44% of our academic staff have PhDs". He reported that UNIVEN academic staff with PhD qualifications of 44% is above the national average of 38% in the higher education sector.

With the appointment of the Deputy Vice-Chancellor of Research and Postgraduate Studies, we are exploring ways to provide targeted academic capacity development through the National Research Foundation, Thuthuka Rating track to assist academic staff with PhDs to move from emerging researchers to established researchers.

The Vice-Chancellor and Principal indicated that the number of our National Research Foundation (NRF) rated researchers continues to grow. He said these rated researchers contribute significantly to the research outputs of the University. He asserted that UNIVEN continues to provide the best tertiary education and produce quality graduates capable of competing locally and internationally with their peers.

On accreditation of qualifications, he stated that after a lengthy review process by the South African Institute of Chartered Accountants our Postgraduate Diploma in Accounting/CTA had received full accreditation by SAICA and Council on Higher Education and the programme will be offered in 2024. He reported that the LLB

Newly elected UNIVEN Mpumalanga Lowveld Alumni Chapter pledges to give back to their Alma Mater continued..

programme received its Council on Higher Education accreditation.

Dr Nthambeleni continued to report about the establishment of Law School at the University of Venda. "Our law graduates no longer have to relocate to Polokwane or Pretoria and Johannesburg to do their articles to qualify as lawyers or attorneys," he said. He informed the audience that the University introduced Performance Management System and developed an Automated Performance Management process which has been rolled out to the entire University. All employees, from the gardener to the vice chancellor, are subjected to performance management with a view to improving individual and overall institutional performance.

As he continued, he indicated that the process to establish a TB Research Unit at the University of Venda working with Tshilidzini Hospital is in the pipeline.

The Vice-Chancellor and Principal went on to inform alumni that UNIVEN opened Business Advisory Centre in Makhado Crossing Mall in Limpopo Province after a successful discussion with Dr Mike Nkuna of Masingita Group of Companies. Again in 2022, the University acquired a piece of land in Makhado Local Municipality, and they are

moving with plans to establish a UNIVEN satellite campus in Makhado, Louis Trichardt.

The University is in its third year of implementing the strategic plan 2025 and a new service delivery model intended to position UNIVEN for impact and relevance.

Four strategic thrusts underpin the University's five-year strategy: Student Centeredness and Engaged Scholarship; Entrepreneurial University; Governance for Outstanding Scholarship, and Linkages, Partnerships, and Internationalisation.

"We are working hard to safeguard the UNIVEN's brand image. People should feel proud to be associated with our University based on the quality of our offerings, the quality of our students, our research, and community engagement output."

In conclusion, Dr Nthambeleni appreciated the efforts of the Executive Committee of Convocation and assured them of his management support in their plans.

He finally reported that Motsepe Foundation has given the University of Venda R1.3 million rand to assist missing middle students. He made a call to alumni to raise funds for struggling students as Motsepe Foundation promised that for each million rand raised, they would match it.



In his inaugural speech, the newly elected chairperson of Mpumalanga Lowveld Alumni Chapter, Attorney of the High Court, Mr Katekani Lamula mentioned that his team will continue to support UNIVEN as an institution that is always open to new ideas. Regarding the electricity crisis, Mr Lamula said that alumni chapters should assist the University by addressing some of the challenges that the University is faced with and provide solutions.



In the highly contested elections which were conducted by the Director of Legal Services, Adv. Eric Nemukula, nine officials were elected. Mr Katekani Lamula was elected Chairperson, Mrs Maria Shabangu as the Deputy Chairperson, Miss Neliswa Motha as Secretary, Ms Vukosi Nicol Ngobeni as Deputy Secretary and Adv. Zanele Maake as the Treasurer. The portfolio holders are Ms Lindokuhle Shongwe (Research and Innovation), Mr Sandile Bob Masango (Membership and Recruitment), Mr Aubrey Mashile (Special Projects and Community Outreach) and Mr Nkosinathi Bhila (Events and Marketing).



The top Five of the newly elected committee



The newly elected UNIVEN Mpumalanga Lowveld Alumni Chapter committee



The newly elected committee posing for a photo with Dr Nthambeleni, Mr Motadi, Ms Masutha, Mr Ligudu, Adv Nemukula and Dr Dzaga

The UNIVEN, Kaunas University of Applied Sciences collaboration continues to create mobility and research opportunities for UNIVEN staff and students



Mr Wilfred Ledoux Tchasse highlighted that the funds for Mobility under Erasmus plus seek to expand to other African nations and UNIVEN can assist with their linkages and partners in the region. He added that Kauno Kolegija Higher Education Institution prioritises domestic internationalisation and that they would encourage travel and student exchanges to UNIVEN.

Internationalisation of higher education has become a priority among most universities globally as it enhances a distinct advantage in the quality of a university's core business and produces graduates that are able to compete in the global village. Strategic Thrust:4 of the University of Venda's Strategic Plan 2021-2025 speaks about Linkages, Partnerships, and Internationalisation. It is for this reason that UNIVEN's International Relations and Partnerships Directorate recently hosted KAUNAS University of Applied Science at UNIVEN Council Chambers. This meeting was intended to gauge the progress in the partnership, discuss the opportunities under the Erasmus plus mobility programme and share ideas on how entrepreneurship can be inculcated in the university's core business.

Southern African Development Community (SADC) region. Mr Dikgale highlighted the range of programmes offered at UNIVEN. He further noted that there are specialised research fields that UNIVEN is striving for until 2025.

Mr Dikgale mentioned that UNIVEN co-ordinates internationalisation programmes, supports entrepreneurship and social cohesion among both domestic and international students. He outlined that the Buddy Programme and the Collaborative Online International Learning (COIL) programmes are examples of how we can connect UNIVEN with the local and international community.

Internationalisation and partnerships officers from Kaunas University of Applied Sciences, Ms Jolanta Valiaugiene and Mr Wilfred Ledoux Tchasse presented about the Kauno Kolegija and outlined their geographical position and programmes offered in English at Kauno Kolegija Higher Education Institution, Lithuania. They highlighted that their institution does not offer masters programmes, but this programme will be introduced in the year 2028.

The Kauno Kolegija Higher Education Institution Internationalisation and partnerships officers stated that the purpose of their visit was to increase regional collaboration on social entrepreneurship

and skills development. They pointed out that the initiative, in conjunction with Erasmus+, emphasises the best practices for entrepreneurship, collaboration and knowledge transfer for social entrepreneurship and other ventures like tourism, as well as capacity building and global citizenship.



Ms Jolanta Valiaugiene emphasised how Kauno Kolegija worked together with businesses, having students create proposals and make job proposals to businesses. She also emphasised the need for sustainability and a greener planet. The areas of the partnership were also discussed where she mentioned that a contract is in place for Kaunas University of Applied Sciences to consider two students and three staff members from UNIVEN for the Mobility Programme in 2023.



Representing the Executive Dean of the Faculty of Management, Commerce and Law, Prof Armstrong Kadyamatimba gave a brief Overview of UNIVEN programmes in Business, Commerce and Law as well as research. He emphasised sustainable entrepreneurship and areas of research on social issues and protection as possible research areas that can be pursued.



The Acting Director International Relations and Partnerships, Dr Segun Obadire presided over the meeting



Partnership Officer, Mr Thabo Dikgale gave a brief presentation on the history of the University of Venda and its important geographical and historical setting in the



Delegates during the visit to informal traditional food markets in Thohoyandou



Picture taken at the Old Thohoyandou Parliament Building, standing next to Mphaphu Ramabulana statue

The University of Venda inducts council members on roles and responsibilities of council and its committees



Attendees of the Induction Workshop

The University of Venda (UNIVEN) organised a Council Induction Workshop primarily for the members of the Council to recognise their roles and responsibilities. The council is tasked with the responsibility to exercise general oversight over the institution and its operational affairs. Council members are duty-bound to act in the best interests of the University. It is for this reason that the University held a high-level two-day workshop from 16-17 February 2023 at the CSIR International Convention Centre in Pretoria.

The workshop was crucial because the University has always been sharing, educating, and keeping council members well-informed about the developments that are taking place at the University.



On day one of the workshop, UNIVEN Vice-Chancellor and Principal, Dr Bernard Nthambeleni presented the strategic overview of the University governance. Dr Nthambeleni shared a brief overview of UNIVEN Strategic Plan 2025 in which he explained the vision, mission, values and the four Strategic Thrusts. He further touched on UNIVEN positioning statement which is 'Positioning the University of Venda for impact and relevance'. "We want the University of Venda that is impactful, influential, productive, efficient and effective as an institution of higher learning".

"As a comprehensive University, our undergraduate programme is a key part of the engine that drives the University". He indicated that the Management is committed to improve the University of Venda's brand image so that people should feel proud to be associated with the University based on the quality of our offerings and teaching as well as our reputation. He further pointed out that the intention is to expand the influence

of the University beyond Limpopo Province borders by emphasising the University's unique identity. Dr Nthambeleni also talked about strengthening partnerships and collaborations in support of the University initiatives such as the possibilities of offering joint degrees with other renowned institutions of higher learning. In addition, Dr Nthambeleni showed the importance of building a good reputation with higher education professional bodies such as Council on Higher Education (CHE) and other statutory bodies and science councils. As he continued, he indicated that the University is intending to partner with the Musina Makhado Special Economic Zone (MMSEZ) to be a training ground for skills required by the Special Economic Zone.

In his presentation, he also highlighted an overview of UNIVEN finances in which he shared that for the past five years, UNIVEN achieved unqualified audit reports by the Auditor General South Africa.

Dr Nthambeleni reflected on the state of governance and administration and said that UNIVEN management supports all committees of the Council as they provide oversight over the institution. In outlining governance of teaching and learning, he mentioned that UNIVEN's Programme and Qualification Mix (PQM) contains only the Higher Education Qualifications Sub-Framework (HEQSF) aligned, Department of Higher Education and Training (DHET) approved, CHE accredited and South African Qualifications Authority (SAQA) registered qualifications.

This was followed by a presentation by the Director of Internal Audit and Risk, Mrs Diana Makwarela who together with the Head of Governance and Compliance, Mr Fhatuwani Ndou, presented on Governance, Ethics and Compliance Approach and Action Plan.



Director of Internal Audit and Risk, Mrs Diana Makwarela



Head of Governance and Compliance, Mr Fhatuwani Ndou



Later in the day, the University Registrar, Adv. Edward Lambani informed members about the evaluation of individual members of Council and its committees, (including the Chairperson of Council)



Director Legal Services, Adv Eric Nemukula, presented about Council Code of Conduct and how to exercise oversight of Governance maturity of the institution. He reiterated that

the Council is expected to perform its duties in line with the University Statute and Higher Education Act .

Throughout the workshop, the fundamental role of Council was made very clear. The Council, through its oversight and governance role, is expected to be the pillar of strength in the University.



The Chairperson of Council, Mr Jeneas Lekgetha welcomed the Council members and emphasised that the purpose of the workshop was also to look at the governance of the council itself. He indicated that workshops like this are very resourceful and are organised to equip council members with skills for ensuring smooth running of the University.



Deputy Vice-Chancellor Teaching and Learning, Prof Jan Crafford presented about the process of awarding honorary degrees. Prof Crafford indicated that the awarding of honorary degrees was based on Chapter 14 (92) 1-17 of the revised statute of the University of Venda.

The University of Venda inducts council members on roles and responsibilities of council and its committees continued.



Chief Financial Officer, Mr Botwe Kraziya's presentation was based on the insurance covers within the institution.



The Deputy President of Convocation, Mr Rudzani Mushweu presented about the responsibilities of the Convocation at the University of Venda. Amongst other things, Mr Mushweu presented about the importance of launching UNIVEN Alumni Chapters for the purpose of maintaining good relationship between the University and its alumni, resource mobilisation initiatives and ensuring that their performance is aimed at supporting the University's strategic plan.



CEO PricewaterhouseCoopers (PWC), Ms Shirley Machaba, who is a proud UNIVEN alumna, presented about the King IV Report on Corporate Governance and its application in Institutions of Higher Learning. Amongst other things, Ms Machaba presented about recent governance challenges/changed focus; Introduction of Information Technology Oversight; Integrated Governance Framework; Governance of Organisations; Accountability of Directors; Ethical Leadership and Culture; Governance Structure and Oversight.

In closing the Induction workshop, the Chairperson of Council, made reflections on the Induction workshop and how the induction has served its purpose. It was made clear during the workshop that members of council exercise their responsibilities in the interests of the University as a whole rather than as representative of any constituency. He concluded by thanking all participants as well as the organisers of the workshop for the job well done.



The Council Induction workshop was facilitated by the Deputy Vice-Chancellor Corporate Services, Dr Robert Martin.

UNIVEN Faculty of Health Sciences conducts training on Ubuntu Philosophy for their first-time entering students

The University of Venda (UNIVEN) Faculty of Health Sciences held an orientation programme for first entering students on Ubuntu philosophy. This training gave the first entering students the opportunity to revive their indigenous knowledge by learning more about the Ubuntu philosophy and devising means of how to live and practice the ubuntu philosophy by applying the values and principle in their daily lives, education, and work.

The Ubuntu Philosophy training themed "A different caliber of health professionals UBUNTUFIED!" took place at UNIVEN's D Block. Ubuntu is a Nguni term meaning "humanness" and equivalent to the Venda and Tsonga "Vhuthu" and "Vumunhu" respectively. The values of Ubuntu include



respect, trust, compassion, humility, solidarity, equity, mutual responsibility, social justice, communalism, and interdependence. Ubuntu promotes a spirit of community over individualism.



Prof Rachel Lebesse, Faculty of Health Sciences Research Professor mentioned that "today was very important as it was about Ubuntu." She said the term Ubuntu consists of values and principles; she urged the students that they must reflect the Ubuntu values in every day of their lives. "I am because you are" that is how she defined Ubuntu. She mentioned that students must have Ubuntu to be a caring person "a human being must have Ubuntu as a moral compass that will direct the individual decision-making and enable them to differentiate between what is wrong or right.

Prof Lebesse outlined the values of Ubuntu as Respect, Trust, Honesty, Compassion, Kindness, warmth, sharing, patience and neighbourly. She further said all these aspects are the most essential elements that forms the individual's moral compass that will teach them to choose between right and wrong.

She also mentioned Ubuntu Principles as norms that guide action. Prof Lebesse advised the students to implement the principles by using collectivism and solidarity, collaboration, participatory decision-making, communication, sharing of responsibility and challenges. Interconnectedness, sense of belonging, and dialogue that emphasises communication and solving problems by reaching a consensus method.



Dr Grace Netshisaulu, Senior Lecturer Advanced Nursing Science, facilitated the activities where students were expected to analyse scenario one and two titled "From me to my patients/my colleagues - Interactive session." She mentioned that the Ubuntu principles are part of our everyday lives. She further said no view is wrong and there are no judges where there is Ubuntu.

The main objective of the workshop was to create a foundation on which our students in the Faculty of Health Sciences should base their career paths and service to the communities.



Above are pictures of first entering students during the presentations that they made about Ubuntu values and principles.

UNIVEN Senior Managers continue with the journey of positioning the University for impact and relevance



Executive and Senior Management posing for a photo at Ingwenyama Conference and Sport Resort

The University of Venda acknowledged that through learning and lessons learned, its envisaged dream of being an impactful, influential, productive, efficient and effective Institution stays alive. Learning allows for reflection on what has worked and what has not and provides an opportunity to refine the strategy and approach of the project to achieve or improve results.

It is for this reason that members of the University of Venda Executive (EMC) and Senior Management (SMC) went to a three-day learning and reflection expedition at Ingwenyama Conference and Sport Resort, White River in Mpumalanga. The first day, February 08 was meant for Executive Management Committee strategic engagements followed by Thursday, 09 and Friday 10 February wherein the University of Venda Executive and Senior Management Committees took part in an inclusive 2022 Performance Feedback and 2023 Strategic Planning.



When setting the scene, Vice-Chancellor and Principal, Dr Bernard Nthambeleni welcomed the new senior managers who joined the University recently and told them that they have made the right choices by joining UNIVEN. Amongst other factors that he presented on, Dr Nthambeleni highlighted a brief overview of UNIVEN Strategic Plan 2025.

He further spoke about protecting the image of the institution; positioning the UNIVEN for impact; UNIVEN Service Delivery Model; UNIVEN Performance Reviews in context; Strategic Plan Implementation in the context of University service delivery mandate. Dr Nthambeleni mentioned that there has to be consequences for those who conduct illegal dealings and those who take bribes for certain favours in exchange for the University's services.

In his remarks, the Vice-Chancellor and Principal emphasised that the need for the University of Vendas' core business identity cannot be delayed further, and it should be a driver of the University's future investments and programmes mix. He challenged both EMC and SMC members to work hard to produce concrete and sustainable niche areas that would make the University known for and be proud of.

He concluded his talk by telling senior managers that they need to identify

something that distinguishes the University of Venda from other universities.

During the workshop, University divisional heads presented their divisional plans focusing on the reflections of division/directorate achievements based on the 2022 Annual Performance Plan's Strategic Objectives or their footprint of the work of their divisions in the 2022 academic year. Divisional heads further presented and discussed high-level activities in the Operational Plans for 2023 in support of the 2023 Annual Performance Plan; Challenges and mitigations linked to Annual Performance Plan and operational Plans indicators including key risk and audit issues.

On the second day of the workshop, the Vice-Chancellor's Operational Plan; Strategic Risk Register; Performance Agreements/ Contracting and a Template for EMC and SMC Assessment were presented and discussed for finalisation.



Deputy Vice-Chancellor Corporate Services, Dr Robert Martin gave guidelines, aims and expected outputs of the sessions.

UNIVEN Senior Managers continue with the journey of positioning the University for impact and relevance continued..



Director Internal Audit and Risk, Mrs Diana Makwarela gave a reflection on the management of Internal Audit and readiness for 2023. In her reflection, Mrs Makwarela listed directorates that will be audited in 2023.



Mrs Madzhe and Mrs Muthewiana's presentations were based on the reflection of the 2023 Institutional Planning and Budget Alignment.



Risk Officer, Mr Tinyiko Sibiya spoke about the 2022 Risk Monitoring and gave the strategic risks monitoring results. Mr Sibiya outlined risk statements of focus. He also outlined the factors affecting risk ratings. Amongst other things, he spoke about Risk ratings versus Performance; Sample of 2022 whistleblowing reports received; Strategic Risk Monitoring Challenge; Whistleblowing reports and Proposed Solutions. He also highlighted some of the 2023 operational risk reviews outstanding. Mr Tinyiko Sibiya concluded on day two of the workshop by presenting about Monitoring of Risks.



Deputy Vice-Chancellor Research and Postgraduate Studies, Prof Nosisi Feza presented the post approval updates on the Research and Postgraduate Divisional Operational Plan.



Director Institutional Planning and Quality Assurance, Dr Sannah Mativandelela gave the Performance Feedback where she objectively spoke about: Cumulative Performance Outlook, Current Challenges and Recommendations.



Deputy Vice-Chancellor Teaching and Learning, Prof Jan Crafford presented about the Post Approval Updates on the Academic Divisional Operational Plan.



University Registrar, Adv Edward Lambani presented about the 2022 Registrar's Divisional Feedback and the Registrar's Divisional Operational Plan for 2023.



Director Human Resources, Uanda Ndou presented about the 2023 HR Operational Plan.



Chief Financial Officer, Mr Botwe Kraziya presented the 2023 Finance Divisional Operational Plan including post approval updates on the divisional operational plan.



Dr TV Dzaga presented about the Marketing, Branding and Communication 2023 Operational Plan.



On the second day of the Strategic Planning Workshop, Director Strategy and Monitoring, Dr Mutshinyalo Ratombo presented about the approved UNIVEN integrated Planning, Budgeting, Monitoring, Evaluation and Reporting (PBME and R) Framework; Performance Information Management System (PIMS); 2022 Annual Reporting Process. Dr Ratombo concluded by outlining the 2022 Annual Report Project Plan and the 2023 University reporting readiness.



Director Protection Services Department, Mr Ratshilumela Mulaudzi presented on the plans to secure campus and protect staff and students in 2023.

In his way forward and closure on the last day of the workshop, Dr Nthambeleni told senior managers that he is pleased to see that we are beginning to build a high-performing institution. He encouraged senior managers to work together to find energy solutions during loadshedding because diesel to keep generators on during loadshedding is becoming too expensive. We need to find alternatives for affordable energy supply. He said the University Faculties and the support departments need to be integrated. "We need to work together as one to find solutions to the current challenges that the University is faced with." He further encouraged senior and executive managers to continue working hard to make UNIVEN a world-class brand. He ended by highlighting the importance of communication among staff members.



Director Facilities Management Department, Mr Aluwani Magadani presented about the Facilities Management Operational Plan for the year 2023.

"We need to work together as one to find solutions to the current challenges that the University is faced with."

Utilising a Portfolio as a Reflective Tool for Learning and Teaching at The University Of Venda

The Academic Development Unit (ADU) recently held a Portfolio Development (PD) workshop. This workshop was held on Microsoft Teams. Initially, the workshop was intended for contestants for the incentivised teaching awards better known as the Vice Chancellor's Excellence Awards in Teaching, however, ADU decided to give all university teachers an opportunity to attend. The workshop was attended by seventy-nine (79) academics/university teachers from the four faculties with Ms. T. Tshililo as the programme director. The objective of the workshop was to discuss how the University of Venda teachers can navigate ways to develop a Teaching Portfolio (TP) that can be submitted for the VC Excellence Awards in teaching at the University of Venda.

Though the PD workshop was aimed at assisting academics/teachers to develop a teaching portfolio for the incentivised teaching awards, the aim is to develop a teaching portfolio that is more of a reflective document for the purpose of reflecting deeply on student learning, and how such could influence the way students are taught. The Academic Development Unit (ADU) Head, Dr. Fhatuwani Ravhuhali, welcomed all the attendees and made an appeal to all participants to engage during the workshop. Dr. Ravhuhali created a knowledge-building and sharing atmosphere where everyone was given an opportunity to share their views throughout the workshop proceeding. He further emphasised the importance of having a portfolio as a university teacher

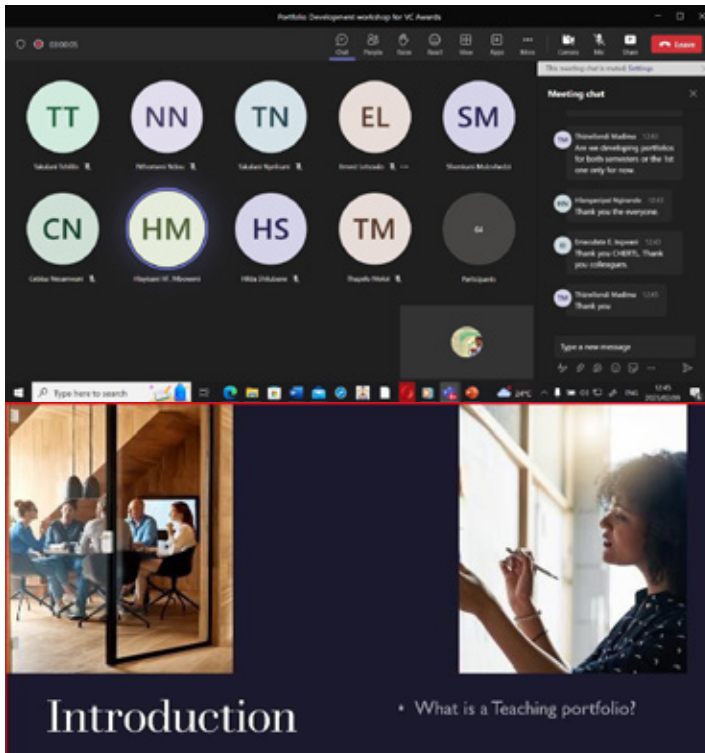
which serves as a reflective tool for learning and teaching.

Dr. Ravhuhali facilitated the engagement with university teachers alongside educational development (ED) practitioner, Mrs. Mboweni-Pataka on how academics/teachers can utilize their teaching and learning experience to create a reflective portfolio. Facilitators highlighted three vital parts which constitute a teaching and learning portfolio which are, the brief explanation about the candidate, the reflective narrative, and the appendices of evidence to substantiate the reflective narrative. Facilitators further gave attendees an opportunity to engage on how they can narrate their reflective piece with a focus firstly on the context, which is the University of Venda, the local and global context of universities including the curriculum they teach and the way of teaching. The second reflection was on knowing the students within our context where academics are expected to know who their students are and how they are supposed to ascertain students' epistemological access in their classrooms. The last reflection was on knowledge of the profession and the discipline. Participants were encouraged to reflect on disciplinary knowledge and aspects of the course or programme students are struggling with and how this is addressed through diverse teaching approaches. Colleagues were encouraged to reflect deeply on what informs their teaching, their values, and beliefs regarding learning and teaching (Teaching philosophy). This section of the presentation shed some light on how best university teachers can contribute meaningfully to the Scholarship of Teaching and Learning (SoTL).

Lastly, academics were encouraged to reflect on their own growth to become excellent university teachers, and how they are utilizing the peer and students' evaluation feedback to reflect on their own teaching practice.

Dr. Ravhuhali appreciated all those who attended the workshop and encouraged them to contact the ADU for mentoring as they continue to build on their reflective portfolios.

Academics were encouraged to reflect on their own growth to become excellent university teachers, and how they are utilizing the peer and students' evaluation feedback to reflect on their own teaching practice.



We would like to hear from you!

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