



University of Venda
Creating future leaders

UNIVEN Celebrates Women’s Month under the theme Accelerating Socio-Economic Opportunities for Women’s Empowerment



The University of Venda held a Women’s Month celebration to put a spotlight on issues that women are facing. The black and gold event took place at UNIVEN’s Auditorium, on Thursday, 17 August 2023.



In her welcome remarks, the Acting Executive Dean of the Faculty of Health Sciences, Prof Tshilidzi Mulaudzi said Women’s Day is the day when South Africans commemorate women who marched to the Union Buildings in Pretoria on this day in 1956, to protest against the apartheid pass laws that were introduced in 1952, which required black South Africans to carry passes when they left their homes. Initially, the Pass Law by then was aimed at African men but the apartheid government extended the issuing of passes to women. These laws were created to control the movement of black women. Women’s Day in South Africa represents a very crucial time that saw women decide to fight against a system of injustice. Prof Mulaudzi said, “We see strong, resilient women who fought for their rights, freedom and equality — despite the dangers of this pursuit.”

She indicated that whilst we celebrate our achievements, we also celebrate other women’s successes in all walks of life. We also use this month to reflect on the challenges that we continue to see in gender equality and women’s empowerment and to critically think about how best we can eradicate these gender inequalities.

Prof Mulaudzi mentioned that during August, UNIVEN celebrates the progress made by women in South Africa, including UNIVEN students and staff. She said the event is organised to encourage women to continue excelling, sharing issues affecting them and uplifting one another.



An award-winning certified Urogynaecologist, Dr Dakalo Muavha cut the teeth of his medical career at the University of Venda, where he enrolled for a Bachelor of Science for one year (known as Pre-Med). He then got an entry to MBCHB medical degree at the University of Pretoria, where he finally obtained his MBCHB medical degree.

During the UNIVEN Women’s Month celebration, Dr Muavha spoke about health challenges facing women. To be specific, Dr Muavha highlighted a condition that is also common, but most ignored condition that affects 1 in 4 women that most people do not know of, hence Urinary Incontinence. Dr Muavha explained that Urogynaecology is a subspecialty of Gynaecology that includes assessment, diagnosis through laboratory investigations and management for women with urinary tract infections, the symptoms include bladder pain, urinary incontinence etc. The causes may include pelvic floor injury after childbirth and complications from faecal incontinence.

He further indicated that Urogynaecological conditions can impact women’s physical and emotional well-being, financial, work, and social relationships.

Dr Muavha briefly highlighted Urinary tract infections complications such as incontinence which is the unintentional loss of urine. He also shared types of urinary incontinence, such as stress incontinence (urine leakage when coughing, sneezing, or exercising), overactive bladder, or urgency (urgently needing to go for a wee). Dr Muavha said some people with urinary incontinence can also leak urine without recognising that they need to go for a wee. Hence, some people have a ‘mixed’ type of urinary incontinence, meaning they have several types and associated symptoms.

He further alluded that many other forms of bladder and urinary system symptoms can bother people and do not involve incontinence, or any other urinary pattern disturbances.

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He stressed that all these issues can also limit your activity level and affect your self-confidence because they often cause urine or faecal leakage or problems with your menstrual cycle.

He encouraged women not to be ignorant and to be vigilant of their health, amongst others he urged women to do routine pap smears. He concluded by advising women to do Kegel exercises to prevent Urinary Problems. He further advised them to see a Urogynaecologist when they are experiencing urogenital problems. He then gave women the opportunity for interactional sessions where women asked questions and gained a lot of information regarding urogenital problems.



This was followed by a presentation by Prof Angelina Maphula, an Associate Professor and a qualified Clinical Psychologist in the Faculty of Health Sciences, Department of Psychology at UNIVEN. Prof Angelina Maphula spoke under the topic Bullying as a Phenomena among Women. She kickstarted her talk by explaining that bullying is usually famously known to occur among learners in schools. Bullying is a phenomenon that occurs everywhere in all areas – at home, church, work, etc. It was clarified that Bullying can be direct or indirect through various forms, namely: Physical, Verbal, Social, Cyberbullying etc. Prof Maphula indicated that women can be victims or perpetrators, sadly there are long-lasting psychological, and emotional effects. The negative outcomes of bullying include anxiety, low self-esteem, isolation, poor concentration, feelings of helplessness, depression and some victims of bullying may even quit their jobs or commit suicide. Prof Maphula emphasised that women must be aware of how they can be bullies without classifying themselves as such, in home settings women are usually influential, bullies would make everyone tremble and it is represented as a strength, some women shout unnecessarily, and this was said to be a type of bullying wherein children learn a way of being through observation, yet we have a community of young children bullying others. It was made clear that our children, our society is what we make it to be through the way we handle ourselves as women. Married women were warned to refrain from controlling behaviours because that is also bullying. At times husbands walk away from their favourite activities because the woman is a bully at home. In the same manner,

Prof Maphula also touched on the types of bullying at work from research findings, to name a few aspects - withholding information relevant to a person's employment/role is bullying, ignoring or excluding a worker from tasks with a deliberate intent to hurt them is also considered a type of workplace bullying. The emphasis also was that women must not mock other women, instead since it is women's month, the University of Venda women were encouraged to be kind, to support one another, and to help uplift each other. It was also indicated that people who bully others might have had a rough childhood that exposed them to a life of abuse, it might be that they also are not happy with their own life, or are driven by insecurities or strained relationships, that said, no one should bully another for any reason. A call to be aware of their mood was made for women to learn to manage their own emotions. Prof Maphula highlighted the 3 "R" of bullying, Recognise, Report and Refuse. In conclusion, Prof Maphula made a plea to all women to be kind through an analogy of "soft rain" that it makes less noise yet growing plants, it was emphasised that what wins the arguments is not noise "being loud" kind, soft-spoken words usually have more results than outburst. Everyone was encouraged to reflect and change as needed.



The Deputy Vice-Chancellor of Teaching and Learning, Prof Eucebious (Sebi) Lekalakala-Mokgele proposed a vote of thanks. She concurred with both the speakers that indeed women must take care of health matters. On the other hand, women were urged to refrain from bullying. Instead, they should help and uplift one another.

The event was organised within the Human Resources Directorate under the leadership of Director Mrs Uanda Ndou.



The Faculty of Health Sciences Senior Lecturer, Dr Thivhulawi Malwela was the Programme Director of the day.



The Head of Labour Relations, Adv Rudzani Makhema introduced the speakers on behalf of Mrs Uanda Ndou.



Tshildzi Mugeru explaining how to evacuate the hall in case of emergency



UNIVEN celebrates the achievements of women during women's month



Ms Sentawane Raseluma Jetted off to Japan through the SDGS Global Leader Programmes for Sub-Saharan African Countries



Dr Mercy Masakona-Madzivhandila's achievements in the music industry was celebrated



Sana Patel graduated with a Bachelor of Science in Physical science during the 2023 UNIVEN May Graduation Ceremonies and she is currently pursuing honours degree in Physics at UNIVEN



UNIVEN welcomed Prof Lekalakala-Mokgele as Deputy Vice-Chancellor of Teaching and Learning



UNIVEN Master of Science Student in Physics, Ms. Modjadji Rebecca Letsoalo joined the finalists for the prestigious 2023 South African Women in Science Awards



Thendo Gertie Makhado became a finalist for the 2023 South African Women in Science Awards



Prof Rachel Lebese was celebrated by UNIVEN and the Glad Africa Foundation



Prof Feza was selected in four categories of the HERS-SA Higher Education Women Leaders Awards



The National Research Foundation (NRF) and UNIVEN recognised and celebrated the excellent research work by Dr Mpelegeng Victoria Bvumbi



UNIVEN celebrated and acknowledged the contribution of Ms Lizeka Miza in the sport fraternity



Prof Tshitangano was selected to serve on the Ministerial Advisory Committee



UNIVEN's newly appointed Junior Lecturer, Ms Tsakani Emmarencia Nyoni completed the Mandela Washington Fellowship



Ms. Ronel Ronella Randela, a postgraduate student in the Faculty of Science, Engineering, and Agriculture recently received an award at the South African Institute of Physics Conference (SAIP)

The University of Venda and Hubei University of Technology celebrate the establishment of the Green Technology Confucius Institute during the BRICS Summit



As all eyes were on South Africa for the 15th BRICS Summit, history was made when dignitaries gathered at the NRF in Pretoria to celebrate a milestone achievement of the establishment of the joint Green Technology Confucius Institute (GTCI) at the University of Venda (UNIVEN) and cementing the relationship between Hubei University of Technology (HBUT) and the University of Venda. The signing ceremony took place on Tuesday, 22 August 2023.

Dr Bernard Nthambeleni and Professor Zheng Feng signed the MoU on Green Technology Confucius Institute facilitated by Dr Segun Obadire, UNIVEN's Director of International Relations and Partnerships and Dr Amy Long, Director of International Relations from Hubei University of Technology and witnessed by the distinguished VIPs.

The ceremony was attended by representatives from China, Hubei University of Technology led by President, Professor Zheng Feng, University of Venda led by the Vice-Chancellor and Principal, Dr Bernard Nthambeleni, DHET, Limpopo Provincial Government (Office of the Premier), UNIVEN Chairperson of Council, Department of Science and Innovation and other invited guests from NRF and CISR.



collaboration and mutual respect and stands as a bridge connecting our cultures and people."

Dr Nthambeleni indicated that this joint Green Technology Confucius Institute is expected to serve as a conduit for investing our efforts in empowering and nurturing our youth to become leaders, innovators, and responsible global citizens.

He further highlighted the aspect of

mentorship and role models that are also pivotal in youth transformation. "By providing platforms such as Green Technology Confucius Institute for interaction between experienced individuals and the youth, we create a cycle of learning, growth, and continuous improvement."

Dr Nthambeleni pointed out that this occasion marks a significant milestone in our diplomatic relations, reinforcing

the mutual respect and cooperation that exists between our countries and it would strengthen the ties between our universities and intergovernmental collaborations in both countries.

He showed that universities and governments can do more as they seek to forge partnerships that will benefit not only our universities but also the wider international community.



In his remarks, UNIVEN Vice-Chancellor and Principal said "This momentous occasion reflects our commitment to fostering cultural exchange, education, and understanding between our nations. The establishment of the Green Technology Confucius Institute at the University of Venda is a symbol of

"This momentous occasion reflects our commitment to fostering cultural exchange, education, and understanding between our nations. The establishment of the Green Technology Confucius Institute at the University of Venda is a symbol of collaboration and mutual respect and stands as a bridge connecting our cultures and people."

The University of Venda and Hubei University of Technology celebrate the establishment of the Green Technology Confucius Institute during the BRICS Summit...



He highlighted that with the efforts from both HBUT and UNIVEN, the Green Technology Confucius Institute has finally come into being.

Prof Zheng Feng extended a special gratitude to UNIVEN, especially Dr. Nthambeleni, and the entire UNIVEN leadership, as well as every member who has contributed to the application of the Green Technology Confucius Institute at UNIVEN. "Your enormous efforts and hard work towards our shared goal are highly impressive and deeply appreciated," he added.

In addition, the President of Hubei University of Technology emphasised that the Green Technology Confucius Institute at UNIVEN holds significant strategic importance for the international development of both universities. However, it does not only contribute to enhancing the international education standards of both universities, highlighting the unique features of green technology education on the global stage, and elevating our international reputation but also supports Chinese language education in South Africa and aids in the development of green technology in the country. This collaboration will deepen exchanges in education and humanities between China and South Africa, fostering friendly sentiments between our people, and working towards the common well-being of both countries.

President of Hubei University of Technology, Prof Zheng Feng started his talk by giving the background of the relationship between UNIVEN and HBUT which dates back to 2019 when the collaboration started with the signing of the Memorandum of Cooperation. In December 2019, the former President of Hubei University of Technology, Prof. Liu Defu visited South Africa and signed a cooperation agreement with UNIVEN. The agreement outlined intentions for collaborative initiatives, including the establishment of the Limpopo Institute and the application for hosting a Confucius Institute.

The partnership has grown with the support from the Chinese Embassy in South Africa, the Limpopo Provincial government, and a number of South African government departments.

Prof Zheng Feng reported that in March 2023 Dr Nthambeleni, headed a delegation to visit the Embassy of China in South Africa, reaffirming UNIVEN's strong commitment to the joint establishment with HBUT of the Green Technology Confucius Institute.

According to the President of Hubei University of Technology, later in August 2023, HBUT received an official notification granting approval for the establishment of the Green Technology Confucius Institute.

Prof Zheng Feng informed the audience that this year marks the 25th anniversary of diplomatic relations between China and South Africa, as well as a new historical phase in our friendly relationship.

He further mentioned that the cooperation agreement on the establishment of the Green Technology Confucius Institute, which HBUT and UNIVEN signed in collaboration with the Chinese International Education Foundation, will be released to global news media as a significant achievement of the BRICS Summit. The Green Technology Confucius Institute established by HBUT and UNIVEN is the very first, and currently the only Confucius Institute with green technology as its unique feature, in Africa and more broadly, all over the globe.



The delegates received a message of support from the Director General of the Department of Higher Education and Training, Dr Nkosinathi Sishi, who pledged commitment in support of this milestone and groundbreaking agreement. He advised the two co-signatories of the Agreement to make sure that implementation takes place.



When welcoming the audience, Prof Nosi Feza, Deputy Vice-Chancellor

Research and Postgraduate Studies said this is a particularly important day at UNIVEN as we are witnessing the significant occasion of the signing ceremony between the University of Venda and Hubei University of Technology.



The Deputy Director-General, International Cooperation and Resources, Department of Science and Innovation, Mr Daan Du Toit also expressed a message of support for this initiative.



The Chairperson of UNIVEN Council, Mr Juneas Lekgetha thanked and appreciated all the people who participated in the establishment of this eminent institute.



A group photo after the signing ceremony

Golfers tore up the greens and cheer as they played for a good cause during the 2nd UNIVEN Annual Vice-Chancellor and Principal Golf Day



After the success of last year's Vice-Chancellor and Principal's Golf Day, on Friday, 04 August 2023, golf lovers gathered at Tzaneen Country Club again to support the initiative of raising funds for the University of Venda (UNIVEN)'s financially needy students. This 2nd UNIVEN Vice-Chancellor and Principal's Golf Day went off without any hitch. The day kicked off with a cloudy morning of scattered rain showers, but later, just before tee-off, few drops of showers ceased. The sun shone kindly down for the event from just after midday.



In the afternoon of that day, the Vice-Chancellor and Principal, Dr Bernard Nthambeleni and the Captain of the Tournament, Mr Rallion Razwinane announced the winners of the Tournament. Dr Nthambeleni appreciated the partnership that is beginning to bear fruit. He mentioned that the University cannot do it alone without partners and sponsors.

"Having partners and sponsors who are determined to change other people's lives is encouraging us to even do much better than what we are doing. We consider ourselves blessed by having people like you and we are grateful for that."

Dr Nthambeleni mentioned that the reason for hosting this annual Vice-Chancellor Golf Tournament is to raise awareness of supporting our financially needy students.

He further said that these students need proper education because when we teach one student from each family, we change the situation of the whole family, and at last, there will be a transformation in the whole community.

Dr Nthambeleni thanked the sponsors for their continuous contributions in support of UNIVEN students. He appreciated the commitment shown by participants for making time out of their busy schedules regardless of rainy weather conditions.



In his vote of thanks message, UNIVEN's Chief Financial Officer, Mr Botwe Kraziya conveyed a special thanks to sponsors and donors for their support that has led to the success of this Golf Day. He appreciated their helping hand and generosity. Mr Kraziya assured them that the contribution received will be used for a good cause.



When welcoming golf lovers, Director Revenue and Financial Aid, Ms Tshilidzi Ramulondi told them that in the spirit of raising funds for the needy and academically deserving students, UNIVEN acknowledges and appreciates the sponsors for their willingness to continuous support. She said the purpose is to enhance the core business of teaching and learning and to make an impact by contributing to the sector, socioeconomic needs, and taking our youth from the streets.



When speaking on behalf of sponsors, Head of Sectors, Standard Bank in Limpopo, Ms Leande Petersen said as sponsors they understand the value of partnership and collaboration. She indicated that they are honoured to partner with the University of Venda. "From an education perspective, for us, we understand that we want to retain and nurture talent in Limpopo Province and specifically for the University of Venda.



The sponsors were acknowledged by the CEO of UIGC, Dr John Mudau while the Director Marketing, Branding and Communication, Dr Takalani Dzaga presided over the prize giving programme.



Golfers tore up the greens and cheer as they played for a good cause during the 2nd UNIVEN Annual Vice-Chancellor and Principal Golf Day continued...

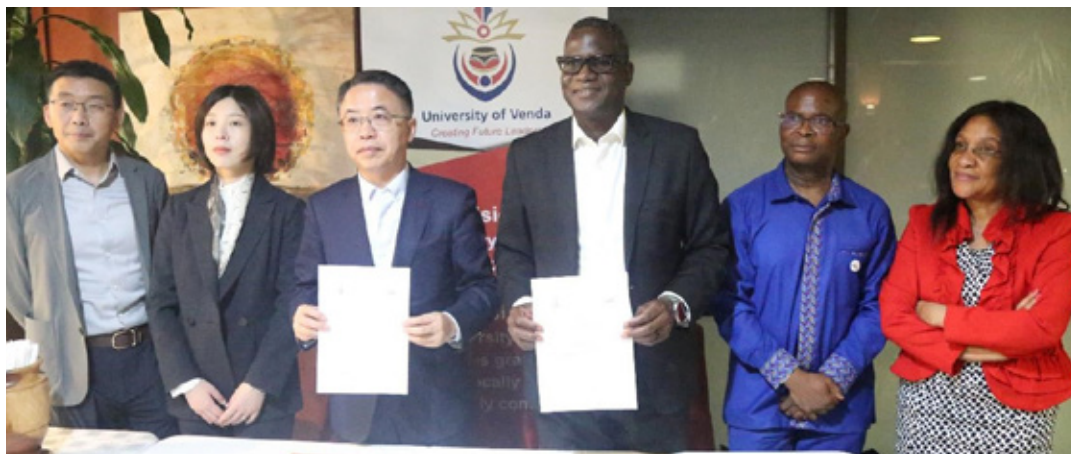
The winners were announced during the prize giving ceremony of the 2nd Annual Vice-Chancellor and Principal Golf Day. Position number one went to the team (Hulisani, Bruce, Goerge and James) with 102 points. Followed by team (Andrew, Tika, France, and Norman) who got position two with 92 points. Position three went to team (Taki, Bongani, Rali, and Sam) with 83 points. Position number four with 76 points

went to Team (Jonas, Seletsi, Naomi, and Merriam). Team (Caspper, Rams, Pieter and Raffle – Kingsgate) got position five with 76 points but was beaten on a count out. Position number six went to team (Andy and Regionald) with 73 points. The longest-day players of the tournament with 58 points were team (Desmond, Kaizer, Tendani and Ngenie).

Pictures of the winners of the 2nd Annual Vice-Chancellor's Golf Day:



Zhejiang University International Business School and UNIVEN enter into a Service Level Agreement



Dr Bernard Nthambeleni and Prof Ben Shenglin displaying the signed Service Level Agreements with witnesses from each institution

On Monday, 14 August 2023, the Zhejiang University International Business School (ZIBS) delegation visited the University of Venda (UNIVEN). UNIVEN Vice-Chancellor and Principal, Dr Bernard Nthambeleni warmly welcomed the arrival of the ZIBS delegation. The Executive Dean of the Faculty of Management, Commerce and Law, Prof Modimowabarwa Kanyane and Prof Ben Shenglin delivered a brief speech expressing their expectations for future cooperation. The meeting took place in the boardroom of the Faculty of Health Sciences building whereas the signing of Service Level Agreement took place at 2Ten Hotel in the evening of the same day.

Both parties have conducted in-depth exchanges on the programme, student enrollment, MBA programme cooperation and collaboration discussions, joint research, and faculty-student visits between ZIBS and UNIVEN, and have reached relevant cooperation intentions.

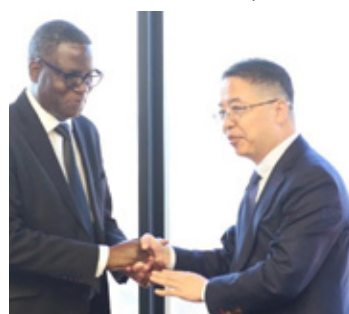
The delegation was warmly welcomed by representatives of the UNIVEN, led by the Vice-Chancellor and Principal, Dr Bernard Nthambeleni including the Deputy Vice-Chancellor of Teaching and Learning, Prof Eucebious (Sebi) Lekalakala-Mokgele and the Executive Dean of the Faculty of Management, Commerce and Law Prof Barwa Kanyane.

During the signing of this Service Level Agreement, Prof Barwa Kanyane mentioned that both UNIVEN and ZIBS need to identify the top A flyer students and staff members

who will be exchanged. "UNIVEN has always been producing top graduates, we already have the first cohort of those students, and this indicates that we are ready for the implementation."

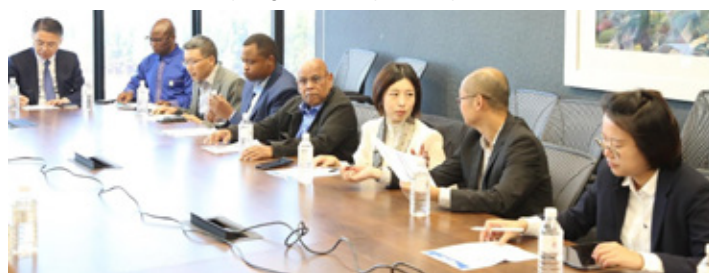


Executive Dean of the Faculty of Management, Commerce and Law Prof Barwa Kanyane



Dr Bernard Nthambeleni and Prof Ben Shenglin shaking hands before their meeting at the boardroom of the Faculty of Health Sciences

Dr Bernard Nthambeleni said UNIVEN is happy to be associated with one of the top Chinese institutions. He thanked participants from both UNIVEN and ZIBS for this initiative and for working hard in making sure that this Service Level Agreement becomes a reality. "We have highly skilled staff members, and this gives us comfort that through this Service Level Agreement, we will be able to produce the best products or to deliver the mandate of the calibre that we want. This partnership should be able to give us the best results that we are anticipating."



Head of ZIBS delegation, Prof Ben Shenglin said he is happy that ZIBS was able to partner with a university situated at the gateway to Africa. "We believe that this Agreement will bear the best results ever. This journey that we have started will assist to achieve the best results," he said.



When giving a vote of thanks, University Registrar, Advocate Edward Lambani said through this Service Level Agreement, both UNIVEN and ZIBS need to share knowledge and give each other equal responsibilities. He said the determination to collaborate with each other is the key towards a successful partnership.



ABASA Limpopo congratulates the University of Venda for achieving SAICA accreditation for its BCom Accounting Sciences degree programme



Prof Vusani Moyo (middle), Department of Accountancy, University of Venda, receiving the University of Venda's ABASA SAICA-accreditation acknowledgment award from the ABASA President, Ms Linda Maqoma

The Association for the Advancement of Black Accountants of South Africa (ABASA) proudly presented a recognition award to the University of Venda (UNIVEN) for achieving the SAICA accreditation for BCom Accounting Sciences at the University on 03 July 2019. The award occurred at an ABASA Limpopo Gala Dinner at Fusion Boutique Hotel, Polokwane on Saturday, 12 August 2023.

Prof Vusani Moyo, from the Department of Accountancy at the University of Venda, received the award on behalf of the University. "The SAICA accreditation means that the dream of becoming a Chartered Accountant while studying at the University of Venda has been brought closer to our students. Since 2019, many of our BCom Accounting Sciences graduates have qualified as Chartered Accountants after completing their PGDA/CTA at the University of Johannesburg. A SAICA accreditation is a significant achievement for the University of Venda, and special thanks to ABASA Limpopo for this recognition," Prof Moyo said.

Mr Timothy Mokobodi, the Deputy Chairperson of ABASA Limpopo and

Chairperson of ABASA Limpopo Education Committee remarked, "As ABASA Limpopo, we congratulate the University of Venda for this milestone achievement, and we wish the University all the best in achieving their CTA accreditation. We strongly believe that as accounting professionals and professional bodies, we will gather at the University of Venda sooner or later to celebrate the CTA accreditation."

ABASA Limpopo extended its invitation to the student leaders of the ABASA student chapter at the UNIVEN. The aim is to expose the student leaders to the professionals and leaders in the accounting profession to inspire them to do great in their studies.

At the same event, ABASA Limpopo, celebrated candidates who passed their accounting final board exams.



Timothy Mokobodi AGA (SA) – Deputy Chairperson of ABASA Limpopo

On behalf of ABASA Limpopo, Mr Mokobodi welcomed all the stakeholders at the gala dinner and also celebrated the achievements of candidates who passed their final accounting board exams.



Setlogane Manchidi – Head of Corporate Social Investment at Investec Bank

Mr Setlogane Manchidi did the sponsor address wherein he shared how proud Investec is to be part of celebrating the accounting professionals across the country with ABASA. In his address, he said, "Someone picked you up when you were having difficulty picking yourself up." Some of those people may have even departed to the next life. This celebration would be meaningless if we do not stop to reflect on acknowledging and thanking those who share in the success. We are very thankful for the presence of such people and opportunities in our lives. Simply, you are who you are, and you are where you are today because of other people. As we celebrate you today, we celebrate the many others who contributed to your achievement."

In his closing, he said, "When all is said and done, more is said than done".

In his opening, Mr Kgokolo said, "It takes a long night of studying and working to get where we are and to transform some of the organisations!". He then said he would like to talk about the dark side of leadership, which he referred to as "imposter syndrome, which we continuously go through so that we continuously as leaders go through and improve on them so that you can see that leadership is real and is about human and not superhuman."

He went on to define the imposter syndrome as "a psychological term that talks about the continuous self-doubt that we impose on ourselves, the persistent fear to do things



Thomas Kgokolo CA (SA), MBA – Managing Director at Nghala Mining Holdings (Guest House)

beyond what you are at and when we talk about the imposter syndrome is something that will keep you a place you do not want to be but you adhere because you have self-doubt. He went on to say that people with this syndrome when they succeed, say it was luck rather than taking ownership of their success.

In his closing, he said, "I do not want you to leave here knowing that it is all glamorous sitting on the boards. Just know that it is hard work, we are fighting the issues of inequalities and inequities, and the conversations are tough.



ABASA University of Venda – Student Chapter Leaders with the ABASA President, Ms Linda Maqoma



ABASA University of Venda and University of Limpopo – Student Chapter Leaders

ALL4WASH Summer school brings together future Water specialists from Africa and Norway to learn from each other



Group photo of the whole delegation

The Norpart Erasmus Capacity building project led by Prof Natasha Potgieter, the Executive Dean of the Faculty of Science, Engineering and Agriculture, recently held a successful two-week 2023 summer school for postgraduate Master and Doctoral students. Facilitators were from Norway, Mali, Ghana, South Africa, Tanzania, Uganda, and Ethiopia. A total of 30 delegates were part of the summer school for the 2 weeks, while the 4 students from Norway stayed until 20 July to work further with the ONE HEALTH research group in the Faculty of Science, Engineering and Agriculture.



Delegates in the lab learning how to assess water quality



Norway delegation who stayed for 3 weeks to work with the UNIVEN students in the field



Mashamba potters visit

her understanding of the challenges and complexities of providing clean water and adequate sanitation. She is currently researching the "Impact of pollution on urban surface water quality in the Kumasi Metropolis - A Case Study of the Aboabo River." Aside from being a career woman and student, Beatrice is a wife and mother of two.

This project has one Master student from Ghana who will spend three months as part of the capacity building and she will be working under the mentorship of Prof Traore and Prof Potgieter. Beatrice Addai-Yeboah is a results-oriented engineer with over nine years of experience working on Water, Sanitation, and Hygiene (WASH Projects), Environmental and Social Impact Assessments, and other engineering assignments. She has experience working as a Water Treatment Engineer and Environmental, Health, and Safety Engineer with an Independent Power Producer in the energy sector and has developed Standard Operating Procedures for several industries in the sector. She is multidisciplinary and has functioned excellently in other sectors such as the social sector. She has efficiently worked on several Socio-economic Baseline Studies, Social Impact Assignments, Resettlement Action Plans, and Gender and Poverty Assessments among others for several national projects.



Masters student from Ghana, who will be working on a project for 3 months at UNIVEN

Beatrice works as a Research Assistant with Social and Engineering Professionals Limited (SnE) in Accra, Ghana. She holds a Bachelor of Science degree in Chemical Engineering from Kwame Nkrumah University of Science and Technology and is currently pursuing a Master of Science degree in Water Supply and Environmental Sanitation. She has taken advanced courses in water treatment, and wastewater management among other courses which has deepened

The theme of the 2023 summer school in South Africa was "Achieving social inclusion through water quality management". The first day started with a GENDER IN WASH WORKSHOP and during the remaining two weeks, the delegates spent time working in groups doing theory, practical sessions in the Microbiology laboratories and going out to the field where they were put into teams to assess water quality and investigate WASH activities around the water sources and water storage practices. They also visited a water treatment plant and had time to learn more about the Venda culture.



Faculty of Health Sciences uplift Small Business owners at a community engagement Workshop



In accordance with the University of Venda's Strategic Thrust:1 in the Strategic Objective: 3, to strengthen the engagement of students, staff and community stakeholders, the UNIVEN Faculty of Health Sciences held a Small Business Owners and Leaders Community Engagement workshop that took place at the Research Centre on 16 July 2023.



Mr. Rhulani Chauke, a Lecturer in the Department of Nutrition spoke on how to set up a business. He encouraged business owners to network and research the businesses in which they are involved.

He further encouraged business owners to create business plans and operate many different businesses separately instead of managing them as one. He said, "People should go out and knock on the doors and approach big institutions."



Department of Economics Senior Lecturer, Dr. Azwifaneli Nemushungwa talked about managing business finances. She said being an entrepreneur requires dedication. Dr. Nemushungwa mentioned that people should stop blaming the government for job creation because it is their duty to create jobs for their own. Dr. Nemushungwa said financial management is important for a business to grow. She mentioned that business owners should not misuse money in the name of spending their profit.



UNIVEN Farm Manager, Ms. Thiffheli kutama encouraged people to plant different types of vegetables. She said it would be good for food security and would assist people in generating money for sustainable living. She said planting also assists with purifying the air, so people shouldn't be ashamed of selling their products.

She encouraged people to brand their products, it is very important for businesses to have a better competitive advantage. She told them to make their products outstanding and to advertise their business.



The Centre for Incubation Senior Manager, Ms. Shumani Nembudani educated the attendees on how to market and grow their businesses. She said business owners should ask their customers for feedback on their products. She mentioned that, marketing and growing a startup business in the Vhembe region may present unique challenges such as limited access to infrastructure and resources, also have lack of awareness about new products or services. Ms. Nembudani said that there are also opportunities like community engagement and building a strong relationship with local customers.



In their responses and vote of thanks representing business owners were Ms. Sidedzha Joyce and Ms. Mphaphuli. They appreciated the University for organising

this event. They believe there won't be hunger anymore since they are equipped by the knowledge which is coming from the University.

The Department of Business Information Systems (BIS) empowers Underprivileged Matric Students from the local high schools



The Group Photo of the July 2023 Session (from right to left: Mrs. N. Patala (1st), Dr. S. Madzvamuse (2nd), Mr. L. Mashau (3rd) – BIS Lecturers; Mr. E. Murudi (4th) – Teacher from Marude Secondary School; not visible in the back row are Mr. MF Manzira, Mr. V. Netshirando, and Dr. W. Munyoka – BIS Lecturers)

The Department of Business Information Systems (BIS) undertook an initiative to assist underprivileged students from the local high schools in applying for 2024 university placements using online systems. The events occurred every fortnight, from 15 May 2023 to 11 August 2023, in the BIS Computer Labs. Higher education holds significant importance for underprivileged students, offering them opportunities to transform their lives and the communities they come from. Moreover, access to higher education is crucial in promoting social cohesion and mobility and reducing economic inequality. However, underprivileged students often face barriers when applying for university spaces, such as a lack of resources, proper guidance, and information on selecting the right degree programmes in line with the subjects they are doing at matric

Photo above shows a group of the students and their teacher from Marude Secondary School in Ngovhela Village and the BIS staff members for the session on 28 July 2023.

The initiative's primary objective was to support and guide underprivileged students throughout the university application process, leveraging online platforms. This aligns with the UNIVEN "SO 3: To strengthen engagement of students, staff, and

community stakeholders." The specific goals were to:

- **Equitable Access:** Ensure all identified underprivileged students have equal access to the university application process and information.
- **Guidance:** To provide step-by-step guidance on navigating online application portals for various South African universities, preparing required documents, and meeting deadlines.
- **Information Dissemination:** The BIS Department took the opportunity to disseminate information about available academic programmes across the four faculties in the university and other universities in South Africa, the available scholarships, and financial aids to help students make informed choices.
- **Empowerment:** Empower students with the knowledge and skills necessary to present themselves effectively through their application essays and future interviews.
- **Digital Literacy:** Enhance matric students' digital literacy skills, enabling them to interact with online application systems confidently.

Potential Impact:

- **Long-Term Empowerment:** The initiative equips underprivileged students with the right digital skills and application knowledge, empowering them for university applications and future endeavours.
- **Breaking the Poverty Cycle:** Access to higher education can break the cycle of poverty and create opportunities for future generations. Thus, by assisting underprivileged students, the BIS Department plays a pivotal role in changing lives.
- **Institutional Change:** The BIS Department always struggles to attract students to its undergraduate programmes; this initiative goes a long way in highlighting our programmes, and those across the University. This initiative aids the university-wide careers day, highlighting the importance of such initiatives to the wider university and calling for more investment in improving accessibility and support for underprivileged applicants.

In the closing remarks on the last session, Dr. Willard Munyoka expressed his gratitude. He appreciated the BIS Community Engagement team, coordinated by Mr Lawrence Mashau, and all the BIS team members for tirelessly contributing to the successful community engagement. He also expressed his heartfelt thanks to the school teachers who coordinated their high school students and arranged to come to BIS Computer Labs for assistance. Overall, assisting underprivileged students in applying for university placements through online systems has shown promising results in improving their access, confidence, and overall success in the application process for university places. Addressing their challenges, this initiative contributes to a more inclusive and equitable higher education landscape. Ongoing efforts and support from educational institutions, government agencies, and civil society can amplify the impact of such initiatives and create a brighter future for underprivileged students. The BIS Department and the University of Venda are proud to be part of the dedicated change-makers bridging the digital divide between underprivileged rural students and the higher education landscape.



Meshack Ramutanda, 3rd year BIS student assisting Marude Secondary School students to apply for university places



Taking charge of their online university application after being oriented.

The Faculty of Health Sciences celebrates Nelson Mandela Day at Tshimbupfe village



The University of Venda (UNIVEN) Faculty of Health Sciences collaborated with the Isa Mathivha Foundation for the 67 Minutes Mandela Day to promote a healthy quality of life for the elderly (senior citizens) at Tshimbupfe Village in Vuwani. The event took place on 18 July 2023 and created a platform for elderly people to come together and engage in various activities and learn about resources available to support their physical, mental, and emotional well-being.



Programme directors, Mr Mulaudzi (Top) and Dr Julia Mafumo (Bottom) welcomed the guests and introduced the speakers for the day



Clinical Social Worker and Executive Director who is the Founder of Isa Mathivha Foundation, Ms Pfarelo Mathivha welcomed the elderly with warm porridge. She stated that every Tuesday the elderly people come to the clinic to collect their medication for high blood, diabetes and other chronic conditions. They sometimes drink their medication when coming from the clinic.

Dr Shonisani Elizabeth Tshivhase said that most men and women lose their eyesight due to old age and it affects their literacy capabilities. She said the loss of eyesight limits them from doing things such as walking and driving at night.



UNIVEN Biokinetics students, demonstrated exercises that elderly people could do in the morning. These exercises include stretching their bones and muscles to maintain and

reduce the chances of getting illnesses such as high blood pressure and sugar diabetes, jogging, neck exercise, shoulder exercise, leg exercise and stretching their knees.

The Faculty of Health Sciences celebrates Nelson Mandela Day at Tshimbupfe village continued...



Ms Martha Maringa from the Department of Social Development spoke about the mental health of elderly people. She mentioned that aging comes with mental health issues like dementia and loss of memory which could be resulting from stress or depression. Ms Maringa also thanked the Department of Health for conducting community-based health care for the elderly people.



In his vote of thanks, Mr Ndife Mulaudzi urged elderly people to exercise. He told them that morning exercises could help them to live a healthy long life. Mr Mulaudzi thanked sponsors for sponsoring this event and for collaborating with Isa Foundation to make Mandela Day beneficial to the elderly people.



The elderly entertaining themselves with indigenous games (Muravharavha and Ndode)



UNIVEN Nutrition students mentioned types of sugar diabetes and the way they could be controlled through a healthy balanced diet. These students mentioned that the risk of being overweight and eating fatty foods makes it difficult to control sugar levels and high blood pressure of elderly people. The students stated that it is important to drink water every day and manage food portions to maintain their health.



Students and staff from the Department of Advanced Nursing Science, Biokinetics, Recreation and Sport Science, Nutrition, and Public Health, went to John Mutheiwana High School in Tshimbupfe village to commemorate Nelson Mandela Day.



In his vote of thanks, Mr Ndife Mulaudzi urged elderly people to exercise. He told them that morning exercises could help them to live a healthy long life. Mr Mulaudzi thanked sponsors for sponsoring this event and for collaborating with Isa Foundation to make Mandela Day beneficial to the elderly people.



Old Mutual and Sanlam sponsored the elderly people with blankets, while the UNIVEN Faculty of Health Sciences conducted check-ups.



Mrs Thendo Makhado assisting the elderly people with the cutting of the cake

The Faculty of Health Sciences celebrates Nelson Mandela Day at Tshimbupfe village continued...



Various departments of the University's Faculty of Health Sciences visited John Mutheiwana High School at Tshimbupfe village and conducted awareness campaigns on teen pregnancy, its negative impact on learners, and voluntary HIV testing. Students learned about the causes of teen pregnancy and HIV as well as ways for prevention. These learners were further taught on how to control their eating habits in order to focus during their learning sessions. The Department of Public Health concentrated on substance abuse while Recreation and Sport Science facilitated health risks in behaviour and exercise.



Isa Mathivha Foundation, Receptionist and Administrator, Ms Rotonda (is it Rotonda or Rotondwa) Netshimbupfe dedicated her time to massage elderly people during Mandela Day. She said, "These people are old, and they need to be refreshed, I also want to put smiles on their faces and make them feel special and appreciated."



The elderly people displaying food packs that they have received from Isa Mathivha Foundation



Research Professor in the Faculty of Health Sciences, Prof Rachel Lebesse (Left) during Mandela Day celebrations at Tshimbupfe



The UNIVEN Faculty of Health Sciences staff members and students conducting check-ups on elderly people

The Faculty of Humanities, Social Sciences and Education increases its academic height of greatness

Rising the academic ranks to full professorship has been the commitment of Professor Bongani Bantwini since he commenced his tenure as the Executive Dean of the Faculty of Humanities, Social Sciences and Education on 01 May 2021. There are hard traces revealing that the Faculty of Humanities, Social Sciences and Education is a result of a merger of the former School of Education and School of Human and Social Sciences. A celebration event held recently at 2Ten Hotel to acknowledge academics who have been promoted to Associate Professorship and Full Professorship is a testament to the strong bond between these two former schools and testimony of a growing faculty.



Pastor Dr Lufuluvhi Mudimeli DTH (Systematic Theology)

Pastor Dr Lufuluvhi Mudimeli opened the event with a Word of God from Psalm 75: 6 which reads thus: "For promotion cometh neither from the east, nor from the west, nor from the south" (KJV). She expressed that it is important for people to understand that God is the only one who puts down one and raises another. She emphasised that authentic promotion is God-orchestrated, and He uses certain people to orchestrate promotion. She advised the audience to give credit to the people that God uses to promote them and always guard against biting the hand that feeds them. During her speech, she also warned the audience that God does not promote people to create toxic environments for others but to help them grow professionally, academically, emotionally and in all other aspects of life.



Prof Mashudu Mashige

In his welcome address, Prof Mashudu Mashige, the Research Professor in the Faculty of Humanities, Social Sciences and Education, expressed his excitement to be part of a testament to the adaptability of true, dedicated and committed educators. He described the event as a practical demonstration of educators' commitment to advancing knowledge at the highest pinnacle of all academic grades. He also stated that watching the Faculty of Humanities, Social Sciences and Education grow from a humble platform of academics to its great academic height of imparting lessons and conversations around academia's interactions is one of the key aspects every university aims to achieve.



Dr Mafemani Baloyi



Prof Bongani Bantwini

The FHSSE Executive Dean, Prof Bantwini, described the event as a relaxed platform to reflect and plan ahead on how the celebrated academic achievement would contribute better towards the development and acquisition of sound research, analysis and critique skills and academic writing skills to enhance the student's performance and success. He went on to say, "This is one of the best ways of demonstrating that your hard work is appreciated and admired. We sincerely appreciate your dedication and commitment to the core business of the University and encourage you to continue enhancing our students' learning experiences through engaged scholarship characterised by high impact research output. Your hardly earned title of the professorship is commensurate with your academic achievements and the rest is bonus. The word, 'professor' derives from Latin as 'a person who professes'. 'Professor' does not denote a qualification but a senior academic staff grade, that is, an academic rank of experts in their field. Therefore, your professorship should help you work through difficult questions and problems to achieve the answer and keep you confident in handling difficult tasks. As a professor, you should develop a skill to prioritise tasks that will stay with you for a lifetime.

The event also serves as a form of message that encourages you to thrive and rise up to the next academic level. We are fully aware of the fact that academic achievements do not come easily even to the best and brightest. It is a challenging exercise that requires intensive research and extensive publications, postgraduate supervision, academic citizenship, and dedicated service to the University. This rare academic achievement is a clear demonstration of your being proactive, engaged with the task at hand, and striving to achieve your best.

Congratulations on your new title and the new role that awaits you. I remain truly committed to creating an enabling environment to help expand your skill set that advances the research field and passes on the knowledge that prepares our students to excel in both classroom and beyond. I encourage you to model the latest instructional methods, approaches, and best practices in essential areas such as curriculum development and academic supervision".

Prof Bantwini concluded his speech by introducing the guest of honour and keynote speaker, Prof Moeketsi Letseka, who is a UNESCO Chair from the University of South Africa (Unisa), as a teacher of note who tirelessly weaves a tapestry of wisdom to all and sundry.



Prof Moeketsi Letseka, a UNESCO Chair from the University of South Africa (Unisa) was invited to inspire the newly promoted associate professors and full professors and caution them about the responsibilities and expectations that come with being promoted to professorship. The first salvo that Prof Letseka fired was a stern warning to the newly promoted professors to desist from being carried away by the 'ego'

reference of 'Prof' they will receive as they walk along the corridors of UNIVEN. He cautioned them that it is easy to be lulled into complacency by others constantly referring to them as 'Professors'.

Prof Letseka challenged the newly promoted professors to search for their 'h' indexes on Google Scholar – h-index is the metric for evaluating the cumulative impact of the researcher's scholarly outputs, measured by citations – the h-index of 20 is good, 30 is outstanding and 40 is truly exceptional in the humanities, social sciences and education. Prof Letseka advised that "professorship comes with the perceived capacity to solicit and win multimillion Rands or external donor-funded Dollars in order to generate the 'Third Stream Funding' in support of evidence-based research projects. Such external donor-funded research projects should serve as training and mentorship hubs for young and emergent scholars to learn the craft of conducting large scale tracer and longitudinal studies, and to produce research papers that are submitted to be considered for publication in international and accredited scholarly journals. It should be from this envisaged body of knowledge that professors can then confidently go to lecture halls and theatres where they should teach, profess on their scholarship, and promote the next generations of scholars."

Prof Letseka's enlightening discourse on the value of continuous learning, expectations and responsibilities that come with promotion to professorship was received with loud applause.

The following academics were promoted from associate professorship to full professorship and from senior lecturers to associate professorship.



Professor Runhare Tawanda From associate Professor to Full Professor D. Ed (Education Policy Studies) Interim Director: School of Education



Professor Mashau Takalani Samuel From Associate Professor to Full Professor D.Ed. (Comparative Education) Interim Deputy Dean: Research and Postgraduate Studies



Professor Klu Kwesi Ernest From Associate Professor to Full Professor D.Ed. (Educational Linguistics) Department of English, Media Studies and Linguistics

The Faculty of Humanities, Social Sciences and Education increases its academic height of greatness continued...



Associate Professor Babane Morris Them bani From Senior Lecturer to Associate Professor D.Ed. (Xitsonga) Department of African Languages



Associate Professor Hlungwani Madala Crous From Senior Lecturer to Associate Professor PhD (African Languages) Department of African Languages



Associate Professor Matshidze Pfarelo Eva From Senior Lecturer to Associate Professor PhD (Anthropology) Interim Deputy Dean: Teaching and Learning



Associate Professor Mulovhedzi Shonisani Agnes From Senior Lecturer to Associate Professor D.Ed. (Early Childhood Education) Department of Early Childhood Development



Associate Professor Chauke Mkhacani Thomas From Senior Lecturer to Associate Professor PhD (Xitsonga) Department of African Languages



Associate Professor Lambani Matodzi Nancy From Senior Lecturer to Associate Professor D. Tech (Language Practice/Applied Linguistics) Department of English, Media Studies and Linguistics



Associate Professor Mulaudzi Lindiwe Melody Pearl From Senior Lecturer to Associate Professor PhD (English Education) Director: Centre for Higher Education Teaching and Learning (CHETL)



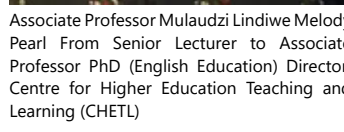
Associate Professor Ndlovu Isaac From Senior Lecturer to Associate Professor PhD (English) Department of English, Media Studies and Linguistics



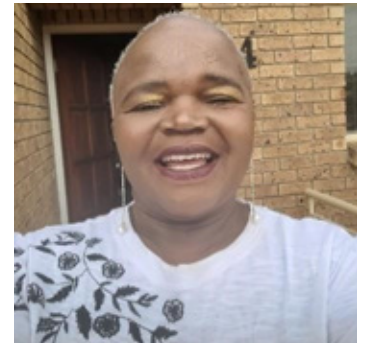
Associate Professor Chari Tendai Joseph From Senior Lecturer to Associate Professor PhD (Media Studies) Department of English, Media Studies and Linguistics



Associate Professor Litshani Ndanganeni Florence From Senior Lecturer to Associate Professor D.Ed (Educational Management) Department of Educational Studies



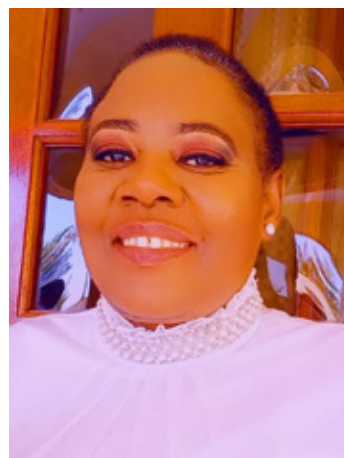
Associate Professor Mudau Thizwilondi Josephine From Senior Lecturer to Associate Professor D.Ed. (Sociology of Education) Department of Youth in Development



Associate Professor Tshifhumulo Rendani From Senior Lecturer to Associate Professor PhD (Sociology) Department of Arts and Social Sciences



Associate Professor Dzimiri Patrick From Senior Lecturer to Associate Professor PhD (International Relations) Department of Human Sciences



Associate Professor Kgari-Masondo Maserole Christina From Senior Lecturer to Associate Professor PhD (History) Department of Human Sciences

The Faculty of Humanities, Social Sciences and Education increases its academic height of greatness continued...



Adv. Prof. PE Matshidze represented academics promoted from Senior Lecturer to Associate Professor. She acknowledged Prof Letseka's caution against the vanity that might accompany the newly acquired title and promised that they will fully commit to the core values of scholarship.



Prof Tawanda Runhare represented academics promoted from Associate Professor to Full Professor. He said, "as emerging scholars, we commit to nurture early career researchers (ECR) to produce generations of thinkers. The buzz word should be 'grant application' which serves as a strong muscle to access valuable and reliable data resulting in rigorous and innovative studies."



Emeritus Professor Lee, who is attached to the Department of African Languages, gave a message of support to the newly promoted professors. He appreciated Prof Bantwini's kind heart for extending the invitation to him and two members of his team to be part of the august event. He said, "I am very proud of University of Venda because it allowed me to serve as its Emeritus Professor to develop African languages. We have opened a highway for the bidirectional flow of scholarly information for impact to respond to many unanswered linguistic questions."



Prof Geoff Mapaya who has been serving as a full professor for some time at UNIVEN passed the vote of thanks. Prof Mapaya described Prof Letseka as a mobile library. "Prof Letseka, your speech was very loud and clear. Your emphasis on pursuit of impactful research in academia cannot pass unnoticed. We sincerely embrace this rare opportunity that advocates the advancement of knowledge aimed at the growth of scholars. We fully cherish the gift that you have presented to all of us. We are the blessed few".



Prof Kgari-Masondo proposed a toast to a thunderous applause. All academics danced to 'amapiano' music to all sorts of styles.

UNIVEN launches Tshivenda ndi mini? Sessions



Mrs Uanda Ndou (sixth from left) poses for a photo with a group of new employees

The University of Venda (UNIVEN) through the Department of Human Resources has on Tuesday, 01 August 2023 launched Tshivenda ndi mini? Sessions. During the Onboarding of new employees, the Tshivenda Lexicography Unit will share the basics of conversing in Tshivenda.

Director Human Resources Department, Mrs Uanda Ndou indicated that the first beneficiaries of this are the new staff members who joined the University on 01 August 2023.

"We are the University of Venda... not the University for Vendas. We attract staff and students from all over the globe and while they are here, we need them to be able to engage their neighbours, shopkeepers and many others in Tshivenda", said Mrs Ndou as she welcomes a group of employees who joined the University with effect from 01 August 2023.

"We are the University of Venda... not the University for Vendas. We attract staff and students from all over the globe and while they are here, we need them to be able to engage their neighbours, shopkeepers and many others in Tshivenda", said Mrs Ndou

Internal Audit and Risk Directorate conducts a Combined Assurance Workshop that will assist in addressing and mitigating significant risks



Attendees of the 2023 Combined Assurance Workshop

The University of Venda (UNIVEN) has established a combined assurance forum with the assurance providers of the University. The objective of the forum is to follow a coordinated approach that ensures that all assurance activities provided by management, internal assurance providers and external assurance providers adequately address significant risks facing the University and that suitable controls exist to mitigate significant risks and meet regulatory requirements.

In accordance with the University Combined Assurance Framework and related Terms of Reference for UNIVEN Assurance Providers Section 9, role players attended the combined assurance workshop that took place on 01 and 02 August 2023 at Forever Resort, Bela Bela. This workshop was organised by the Internal Audit and Risk Directorate.

This Combined Assurance Workshop was organised to conduct training on the approved combined assurance forum and implementation plan. During the workshop, role players discussed and reviewed the Combined Assurance Framework. They had further reviewed and discussed the terms of reference of the committee to cater for the external members of the forum. Role players also discussed the combined assurance reporting format to oversight committees.



The workshop was facilitated by Ms Mahlase Shokane from the University's Internal Audit and Risk Office



In her opening and welcome message, Director Internal Audit and Risk, Mrs Diana Makwarela indicated that all staff members are at the point where everyone is already settled into the 2021-2025 Strategic Plan. She said this workshop contributes to the strategic objective 10 of the University of Venda's strategic plan in terms of governance systems. Mrs Makwarela continued to mention that management is always there to ensure that policies and procedures are applied and used properly. This is also to ensure that controls of certain areas are being adhered to. "Council and Executive Management saw a need to establish this forum because it is the one that is going to assist the Council in assessing the adequacy and effectiveness of the internal control environment and assessing the integrity of the information used for reporting and decision-making," she said.



Presentations were also delivered by External Auditors from Chapu Chartered Accountants and Registered Auditors as well as the University's Internal Audit service provider, Moflanalo Chartered Accountants and Auditors Incorporated.

Internal presentations were delivered by Mr Sam Khoza (Director ICT), Adv Sephiwe Lubisi (Head: Legal Services), Mr. Thabelo Makananise (OHS Officer), Mrs Mavis Madzhe (Director Financial Management and Reporting), Mr Tinyiko

Sibiya (Head Risk Management), Mr Lufuno Netshifhefhe (Head Quality Assurance), Tebello Mofokeng (Head of Management Information System) and Mr Fhatuwani Ndou (Head of Governance and Compliance).

Internal Audit and Risk Directorate conducts a Combined Assurance Workshop that will assist in addressing and mitigating significant risks continued...



Mr Fhatuwani Ndou, Head of Governance and Compliance, presented about Combined Assurance. His presentation clarified Combined Assurance and its benefits to effective governance and management. He further outlined the Combined Assurance process, which includes:

- Appropriately identifying strategic risks.
- Mapping identified risks and associated controls to appropriate/relevant assurance providers.
- Developing a combined assurance implementation plan.
- Assurance reporting to oversight structures.

He closed off the presentation by emphasising that combined assurance practices can promote transparency and integrity of reports across the University, improve efficiency by eliminating duplication of efforts, and even minimise the inevitable effects of "audit fatigue."



Acting Director Institutional Audits at Council on Higher Education (CHE), Dr Sanele Nene delivered a presentation on Legislative mandate of the CHE/HEQC. He told the attendees that the Higher Education Act 101 of 1997, as amended clearly outlines that CHE exists to advise the Minister on higher education matters, assumes responsibility for quality assurance in higher education and training, monitor and evaluate developments in higher education, contribute to the development of higher education through research, promotes student access to higher education and publish information and reports on developments in Higher Education. When speaking about the Higher Education Quality Committee (HEQC), Dr Nene said that the CHE discharges its quality assurance mandate through its permanent committee, the HEQC. He continued to mention that the mandate of the HEQC is to audit the quality assurance mechanisms of institutions of higher education, to promote quality assurance in higher education and to accredit programmes of higher education.

Amongst other things Dr Nene Spoke about HEQC Approach to Quality Assurance where he indicated that CHE's Quality Assurance Focus is on Teaching and Learning, Research and Community Engagement.

Some of the pictures of the workshop participants including those who delivered presentations during the workshop



Internal Audit and Risk Directorate staff members



UNIVEN held a successful Supplier Open Day as part of stakeholder engagement

The University of Venda (UNIVEN)'s Supply Chain Management and Expenditure Department held the 2023 UNIVEN Supplier Open Day, as part of education, awareness information sharing about the Procurement processes, Payments, project financing and Tax matters. To continue building relationships with prospective and current suppliers, the University of Venda held its 2nd Annual Supplier Open Day at the University Stadium on Friday, 25 August 2023.

Influential institutions such as the Limpopo Provincial Treasury, Thulamela Local Municipality, various Banks, South African Revenue Services, Accounting and Audit Firms and many other companies participated in this event through exhibitions as well as to give guidance to current and prospective suppliers who were in attendance.



The Vice-Chancellor and Principal, Prof Bernard Nthambeleni stated that in alignment with UNIVEN Strategic Objective 3, to strengthen engagement of students, staff and community stakeholder, the University management decided to host this Supplier Open Day. He said that this event is meant to position the University of Venda for impact and relevance.

The Vice-Chancellor and Principal commended the suppliers for their positive response and support which he viewed essential in shaping a joint vision of building a better and more sustainable University.

Prof Nthambeleni indicated that supplier development remains a critical intervention in our efforts to grow and sustain small businesses. "This initiative will be a catalyst to unlock markets for our small businesses and cooperatives in all our communities. Expanding access to market opportunities for small businesses is one of the most precious national investments any institution can ever produce," added Prof Nthambeleni.

He further called for partnerships with the private sector to empower SMMEs and create the space and opportunities for them to participate in the economic growth of our country.

"We must never consider our mission accomplished and freedom achieved until all our people blacks, workers, women, children, youth, and people with disabilities - have been extricated from the crippling jaws of economic exclusion and are empowered to taste the fruits of our liberation".

In addition, Prof Nthambeleni expressed that in developing small businesses, we will be able to draw most of the historically marginalised citizens into the mainstream economy. He highlighted that, in order to unlock this potential of SMMEs, the University Supply Chain Management policy focuses on five critical principles that seek to drive the development and sustainability of the small business sector, namely: fairness, equity, transparency, competitiveness, and cost-effectiveness. It was emphasised that

the crucial responsibility of institutions of higher learning is to create an enabling environment for small business to take their rightful places in the mainstream economy.

Supplier education and access to finance have been seen as key constraints entrepreneurs face, whether a start-up or an existing SMME wishing to diversify or explore a new opportunity.

In his concluding remarks, Prof Nthambeleni said "We are committed to working with all complying businesses and we need the support from our financial institutions and major suppliers to create the enabling environment for local procurement".

He finally thanked the CFO, Director of Supply Chain Management, Finance Team, and organisers for this noble initiative.



UNIVEN Chief Financial Officer, Mr Botwe Kraziya mentioned that he is proud of the Department of Supply Chain Management and Expenditure for planning an incredible event. He said UNIVEN is the University that cares about the students, staff, and their success. The CFO said UNIVEN cares about business owners and the Supplier Open Day is meant to support them. "We are grateful to the organisations and suppliers that have partnerships with UNIVEN for their support," he said.



In her vote of thanks, the Director of Supply Chain Management and Expenditure, Mrs Beauty Mutheiwana urged the suppliers to partner with the University of Venda. She said the prospective suppliers must grab the information that is on exhibition stalls and make sure they fill in forms properly for them to be in the UNIVEN Suppliers database. She appreciated all the exhibitors and guests for showing up and contributing to the success of UNIVEN Supplier Open Day.



Below are other speakers who were featured on the Programme of the day:



Speakers who addressed the suppliers and prospective suppliers were Ms. Lerato Msimeki, Acting Director of Supply Chain Management Limpopo Provincial Government, Mr Bongani Lukhele, Standard Bank South Africa, Mr Kwanele Dlamini, ABSA, Ms Mpolokeng Botipe, NedBank, Ms Matshidiso Ngwako, African Bank, Ms Brenda Murulana, CAPITEC Bank, Mr Tshifiwa Vhudele, Limpopo Enterprise Development Agency (LEDA), Ms Botshelo Monyela, Small Enterprise Development Agency (SEDA), Mr Rabelani Mulaudzi, MMSEZ, Mr S Kwinda, Thulamela Municipality and Ms. E Thaela, Department of Labour.

UNIVEN held a successful Supplier Open Day as part of stakeholder engagement continued...



Performance by UNIVEN Choir.



Performance by D'braz.



Ms Layla Mbenzi and Mr Takalani Thabo facilitating the event



The Faculty of Humanities, Social Sciences and Education strengthens its strategic partnerships to position Univen for impact and relevance



Executive Dean of the Faculty of Humanities, Social Sciences and Education Prof Bongani Bantwini

In its efforts to strengthen stakeholder participation in realising its strategic objectives, the Faculty of Humanities, Social Sciences and Education convened its second stakeholder meeting on campus on 17 August 2023 as a follow-up to the first meeting held on the 29th of November 2022 which established an Education Advisory Committee.

The first meeting held on 29 November 2022 brought together key stakeholders from the Limpopo Province, amongst others, Non-profit organisations (NPOs), Entrepreneurs, Business Sectors, Teachers' Unions, the Limpopo Department of Education (Head Office Officials, District Directors and Circuit Managers), TVET Colleges, Municipality, Traditional Leadership and Cultural Organisations, to mention a few. The purpose of the first meeting was to lay the ground for the establishment of the Education Advisory Committee and forge a common understanding of the draft Terms of Reference (ToR) in a manner that serves as a tool to facilitate the achievement of the strategic objectives. When unpacking the purpose of the meeting, the Executive Dean, Professor Bongani Bantwini said, "the need for the Faculty of Humanities, Social Sciences and Education to connect and forge strong ties with its valued stakeholders cannot be overemphasised for many strategic reasons. We fully understand that success is a process. It is high time that our stakeholders have a say in matters such as curriculum development and reimagining the curriculum content to ensure that the community receives quality education. It is the responsibility of this august structure to explore a variety of participatory approaches and methods to determine the resources that can be leveraged for our student's development."

Prof Bantwini unpacked the faculty's strategic plan's trajectory and the stakeholders'

expectations that will create a competitive advantage by providing the services that will help raise the flag of the University high. Prof Bantwini concluded his opening remarks by throwing some rhetorical questions such as, "What will the process be to get our commitment validated and formally approved by the relevant key stakeholders and authorities? What specific role will the Education Advisory Committee (EAC) play and how will it help validate and approve the University and the country's commitment? Who will contribute resources for commitment operationalisation? Colleagues, our community expects us to answer these questions honestly, not tomorrow but today."

The meeting constituted the UEAC committee as follows:



Chairperson: Mr AP Madavhu (Lemba Cultural Association Chairperson)

Mr Mushavhi Adziambei Patrick Madavhu is no stranger to engagements in academic venture, transformation, student affairs and the University's social responsiveness because he is an alumnus of the University of Venda where he earned his BA and UED.

He also holds a Diploma in Events Management from Damelin and Grade A PSIRA (Private Security Industry Regulatory Authority) and is serving as the Moderator and Assessor of the Security Industry affiliated to ETDPSETA. Mr Madavhu is a well-known businessman in the Limpopo Province and beyond. He is the CEO of Madavhu Investments, Tshipembe Mzansi Projects, Gingirikani Security Services and Rondy Bosch Lodge. He is also currently serving as the Chairperson of Lemba Business Council, Mashau Development Trust NPC and a Board Member of the Black Economic Empowerment Cleaning Association (BEECA).



Ex-officio Member: Prof Tawanda Runhare (Interim Director of the School of Education)

The interim Director of the School of Education, Prof Tawanda Runhare, facilitated the process of identifying schools that need support to ensure that they produce quality Grade 12 results. Eight schools were identified for assistance, namely Dimbanyika, Marude, Todani, Vhafamadi, Wilson Maligana, Khwara Secondary Schools. Tshiluvhi Full-Service Primary School was also included based on its high enrolment and diversity. All these schools were also part of the stakeholder meeting and were presented with the science kits donated through Prof. Runhare's efforts.



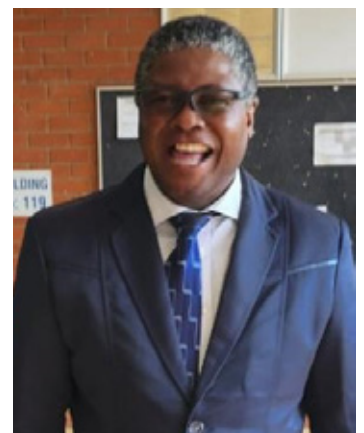
Deputy Chairperson: Ms. Sussan Malima (Limpopo Department of Education, Director of Human Resources Development and Performance Management and Development Systems/HRDC & PMDS)



Deputy Secretary: Mr Mzamani Shadrack Maluleke (Circuit Manager of the Malamulele Central Circuit)



Secretary: Dr Mafemani Baloyi (Faculty Manager of the Faculty of Humanities, Social Sciences and Education)



Ex-officio Member: Prof Bongani Bantwini (Executive Dean of the Faculty of Humanities, Social Sciences and Education)

The Faculty of Humanities, Social Sciences and Education strengthens its strategic partnerships to position Univen for impact and relevance continued...



The School Principal, Ms Angeline Thikhatali Mudau of Wilson Maligana receives the Science Kit



The School Principal, Mr Ntshengedzeni Chester Rambuda of Dimbanyika Secondary School receives the Science Kit



The School Principal, Mr Kenneth Baloyi of Vhafamadi Secondary School receives the Science Kit



Members of the UNIVEN Education Advisory Committee

In his acceptance speech, Mr Mushavhi Adziambei Patrick Madavhu said, "I am very humbled by this recognition. This is a challenging assignment that demands huge responsibility and accountability. We are determined to serve our university with honour and distinction. We hope that this is not for compliance's sake or a box-ticking exercise which saw many vibrant

structures collapsing due to a lack of vision and support. We commit to learning and understanding the University's Strategic Plan so that we can make meaningful contributions to curriculum development and research endeavours. Together with my fellow members, we will pivot the Faculty of Humanities, Social Sciences and Education into serving as a transformative vehicle

that will see our students land into jobs and/or entrepreneurship immediately after completion of their programmes."

In his concluding remarks and vote of thanks, the Executive Dean, Prof Bantwini said, "We cannot thank you enough for setting aside all your commitments to make this day a reality. Time is a precious gift no one can buy. I do not doubt that this committee

will attract many other participants from a broad range of stakeholders who will be co-opted to serve with you. We have done our community and citizenry a great service that they will cherish forever. We truly believe that this committee will help instil a culture of qualitative change and facilitate meaningful transformation within a broader democratic society."

The first Professional and Postgraduate Students Career Day to benefit UNIVEN students

On Saturday, 19 August 2023, the Post Graduate Committee under the Student Affairs Directorate in collaboration with the Academic Development Unit (ADU) held a successful professional and postgraduate students career day event. The event was held at the University of Venda (UNIVEN) Sports Hall.

This first Professional and Postgraduate Students Career Day was aimed at supporting UNIVEN students who are doing fourth level, Honours, Masters, and PhD students. The programme was supported by ADU under the Centre for Higher Education Teaching and Learning through the office of the Head ADU, Dr Fhatuwani Ravhuhali. Envisaged and envisioned to be a yearly postgraduate support programme, it was also aimed at advancing and achieving the following key strategic objectives as stipulated in the UNIVEN's Strategic Plan: SO1: To enhance student well-being and success; SO3: To strengthen engagements of students' staff and community stakeholder; SO6: To develop an entrepreneurial culture; and SO5: To enhance research outputs for innovation and impact. Furthermore, the event was also aimed at providing postgraduate students with knowledge on how to apply for National Research Funding and postgraduate scholarships in partnership with NRF, for their consideration.

The invited guests included, amongst others Capitec Bank representatives, the UNIVEN NRF coordinator, Department of Employment and Labour representatives, Instructional Leadership Institute, and the Delite Training Academy representatives.

When welcoming postgraduate students and guest speakers, and outlining the purpose of the gathering, the Head ADU, Dr Ravhuhali noted that the event is aimed at sharing knowledge and ideas as well as networking for all the postgraduate students. Dr Ravhuhali hinted that it is a special day that should be understood and known as the "Beginning of the beginning of the postgraduate journeys beyond study halls' walls. He noted that this is a journey that was not explicitly outlined in the UNIVEN's academic calendar and therefore, is the first of its kind in the University of Venda's history. "We have invited various external stakeholders and envisaged future partners which are crucial in the advancement of our postgraduate students as they are here to share key areas that would help all our students both educationally and in career development matters.

Representatives from Capitec Bank took the postgraduate students through money management issues at their age as students. They emphasised that they are excited to be part of the conversation and were not there to talk about Capitec Bank, but to raise critical financial awareness matters. Postgraduate students were told about the importance of saving money starting with the little they have as students.



Event partners and guests from CAPITEC BANK, Mrs. Brenda Morulana and Mr Samson Kgomoesoana (SK)

Dr Ravhuhali emphasised that the most important idea behind this gathering was to make sure that post-graduate students are aware of the areas that could give them the support they need. He further noted that at the Centre for Higher Education Teaching and Learning, there are a lot of initiatives that are geared towards supporting students from First Year Experience (FYE) to post-graduate studies. He further highlighted that although UNIVEN doesn't have a Writing Centre, ADU has two crucial programmes and activities Writing Consultancy and Practitioners and Academic Advising both of which are aimed at assisting, supporting, mentoring as well as guiding both under and postgraduates to produce research output (proposals, mini and full dissertations/thesis) and assignments that are academically sound and competent. Centre for Higher Education Teaching and Learning is always open to assisting both students and academics with the aim of enhancing student well-being and success.

There were two visual presentations via Microsoft Teams by the Instructional Leadership Institute and Delight Training Academy. Mrs Linci Abrahams from the Instructional Leadership Institute presented on Scientific Research Skills and how to develop poor background societies and improve the quality of basic and higher education by improving the schools' level of functionality within their functional areas.



The Postgraduate Committee's chairperson, Mr Victor Rakheila addressing the postgraduate students on the importance of the event

Mrs Abrahams alluded to the importance of social development in communal disadvantaged schools focusing on advancing Sustainable Development Goal (SDG) 4 (Quality Education) of Sustainable Development Goals Agenda 2030. Partnership with various stakeholders was suggested as one of the ways through which institutions of higher learning together with students and parents can work towards achieving the set objectives.

Furthermore, Mr Nthulana Mulondi from Delight Training Academy shared with UNIVEN postgraduate students how an entrepreneur journey began as a way of encouraging students not to wait for someone or some institutions or company to employ them but, to look at ways through which they can initiate entrepreneurial opportunities for themselves. They further emphasised that the issue of unemployment can only be solved by university graduates who can be easily adaptable to different environments.

Dr Nkosinathi Sotshangane shared the knowledge about NRF applications and funding and what is expected from the applicants. Postgraduate students were encouraged to start their applications in time to ensure that they get their grants in time. All applicants who applied in 2022 received their grants and others are still receiving them. Dr Sotshangane also clarified to the postgraduates in cases where a student moves from one university to another. He indicated that if students leave the university to join other universities while funded, they cannot move with the NRF funds since funding was meant for a student at UNIVEN. Dr Sotshangane also clarified to students how they could apply for NRF Funding and NRF Criteria and introduced other funding opportunities as well as requirements for all Honours, Masters, and PhD. He further encouraged postgraduate students to contact him in case they encounter some challenges when applying for funding.



Dr Nkosinathi Sotshangane from NRF (Left) shared the knowledge about NRF and Dr Ravhuhali ADU Head on the purpose of the event

Mr Emmanuel Ravhudzulo from the Department of Employment and Labour (DEL) Thohoyandou explained to the students the importance of the department and its mandate to the citizens and abroad. Services offered by DEL includes employment placements, career counselling, database registration, and other developmental skills programme (technical skills, digital skills, Interpersonal skill, self-motivation etc.). He encouraged students to register on the database of the DEL as it is a platform that can facilitate their placements in job places.

Director Institute for Rural Development, Prof Joseph Francis encouraged postgraduate students to take every opportunity seriously as they are in the advanced stage of education and employability. Prof Francis further highlighted the importance of research for their future field of work and how much could help students have a related knowledge of what they are specifically dealing with and how to engage people by also applying ethics while applying morals. He further noted that when students are at the postgraduate level it means that a character is in the final stage of purification where a testimonial from the recent people, they were working with will be needed, thus referencing within their CVs will be needed and it is always important for a graduate to clear his or her ways to be ready to face the world.



Mr. E Ravhudzulo from the Department of Employment and Labour Thohoyandou and Prof. Joseph Francis from the Institute for Rural Development addressing postgraduate students

The role of Limpopo Provincial Government in achieving clean audit outcomes in local government

On Tuesday, 08 August 2023, the University of Venda (UNIVEN) in collaboration with South African Association of Public Administration and Management (SAAPAM) held a Public Lecture by Ms Makholo Seriana Kgoahla. The Public Lecture titled 'The role of the Provincial Government in achieving clean audit outcomes in local government: Limpopo experiences' took place at the University's Research Conference Centre.



When delivering a Public Lecture on 'the role of the Provincial Government in achieving clean audit outcomes in local government: Limpopo Experiences', Ms Makholo Seriana Kgoahla who is the Deputy Director General at the Department of Cooperative Governance, Human Settlement and Traditional Affairs (CoGHSTA) Limpopo said the Department of CoGHSTA has designed different kinds of support to various municipalities in the province. She further indicated that the Department of CoGHSTA and Provincial Treasury have entered into an agreement to support municipalities. "Department of CoGHSTA is structured in a way that it could mirror municipalities. This Department has a strategic position that is there to support municipalities in the province." She told attendees that the municipalities are assisted on how to review their financial statements before they could submit their annual financial statements. This is done to assist these municipalities to detect technical audit issues before submissions.

Ms Kgoahla said municipalities deal with a lot of assets, this is why you will find municipalities struggling a lot on issues of audits. Matters relating to supply chain management and asset management are of concern within the municipalities hence CoGHSTA supports these municipalities.

"The Municipal Chart of Accounts is the responsibility of the National Treasury. They need to ensure that proper training is provided to municipalities. Over 50% of municipalities are unable to prepare their annual financial statements by themselves, some still depend on consultants' services," she said.

Ms Kgoahla continued to indicate that most municipalities in Limpopo are still facing several challenges largely emanating from poor leadership. However, the national and provincial governments are there to assist these municipalities. In essence, the support of these departments to municipalities is legislated and clearly defined.

When answering some of the questions asked by the attendees of the event physically and on various online platforms, Ms Kgoahla said municipalities are different and they are operating in different places. "It is difficult to attract reputable Chartered Accountants to conduct these Annual Financial Statements in municipalities that are largely rural because they are not financially viable. We (as government) need to find ways to entice young people and professionals to stay in the province because we need their services." She encouraged attendees to love their areas and have passion to build their own province because through their services, the province could progress and improve to become a better province.

"We need to ensure that we have a watertight contract that we enter into with these consultants. These consultants should not work alone but they should collaborate with officials that are responsible for that task."

To produce good younger professionals in government, Ms Kgoahla said, interns should be given job descriptions on their areas of operation. They should not be given tasks that are not within their job description or that are not in line with their key performance areas.

"We all have responsibilities as local communities and relevant stakeholders to hold municipalities accountable. We all need to realise the areas that need to be changed and let us all address these challenges together. Legislation is clear on who should do what and when should that be done. Challenges that are there in local government are also there in the National Government" she said.



Dr Michael Nekhavhambe who is a Senior Lecturer in the Department of Public and Development Administration was the programme director and he delivered opening and welcome remarks.



Prof John Mafunisa welcomed the guests and all the attendees.



Dr Harry Munzhedzi who is the Head of Department of Public and Development Administration rendered the purpose of the Public Lecture. He indicated that collaborating with SAAPAM to invite a senior government executive was necessitated by having a desire to have a senior practitioner with massive experience in public policy implementation. "It is important for students of Public Administration and Local Government to interact with those who are in government particularly senior executives to impart their experience in the practice of public administration. Ms Kgoahla was a better fit for the occasion with the knowledge and experience she has in government."

Prof Ricky Mukonza from the Faculty of Humanities at the Tshwane University of Technology spoke on the behalf of SAAPAM Limpopo chapter. He said theory without practice is empty whilst practice without theory is bliss. "We applaud UNIVEN and Dr Munzhedzi for this initiative."



Mr Johannes Bopape introduced the keynote speaker.



Dr Phellecy Lavhelani giving a vote of thanks



Dr Harry Munzhedzi, Ms Seriana Kgoahla, Prof Mafunisa and Joseph Bopape



Attendees of the Public Lecture

The University of Venda embarked on the journey to review its 2021-2025 Strategic Plan for Impact



Dr Aldo Stroebel, Prof Sandile Songca, Dr Bernard Nthambeleni, Prof Neil Roos, Dr Thandi Lewin and Dr Vuyisile Phehane

The University of Venda has set out to embark on a Mission of producing graduates that are locally relevant and globally competitive with effect from 2021. This strategic move has seen the University's radical departure from its predecessor Strategic Plan 2016-2020 in terms of focus, operational, and structural configuration. At the core of the University's strategic interventions is the deliberate intention to "position the University for impact and relevance," not only within the confines of South Africa but also across the African continent and the globe.

In leaving this mantra the University of Venda appointed a team of external experts to conduct UNIVEN Strategic Plan Mid-Term Review. An external panel was appointed comprising a comprehensive set of competence areas relevant to higher education strategy generally. This interdisciplinary team brought with them multiple institutional and professional lenses to the task.

The main objectives of the expert review panel were to Conduct a comprehensive review of the effectiveness of the University's current Strategic Plan and implementation successes and weaknesses that need to be addressed (including ARISE value chain) as well as to advise the University's executive management on the mechanisms, tools, and action plans that would assist in addressing the identified strategic weaknesses and staying on course.

The University of Venda Executive Management and Senior Management met with a team of external experts to launch the process of UNIVEN Strategic Plan Mid-Term Review. A team of external experts led and chaired by Prof Sandile Songca from the University of Kwazulu-Natal (UKZN). Other members of the team are Prof Neil Roos (UFH), Dr Thandi Lewin (UJ), Dr Vuyisile Phehane (TIA) and Dr Aldo Stroebel (NRF). The launch took place on 31 July 2023, and this was followed by a feedback session on 03 August 2023.



In his welcome, the University of Venda's Deputy Vice-Chancellor (DVC), Corporate Services, Dr Robert Martin said UNIVEN wants the panel to look at the review of the UNIVEN Strategic Plan that is being implemented since 2021, and now it's the third year of the implementation. He said it will be great to get the eyes and ears of external people, that are untainted by UNIVEN business to look at what UNIVEN Management has implemented and dreamt of, whether it is still the same and on the right track.

He said this review is important because UNIVEN's Strategic Plan is coming to an end in 2025. He said, "It is important to hear your honest and frank opinion both from a strategic point of view and also from an implementation point of view".

Dr Martin said, "As people that are involved in strategy and management we talk about strategy gaps, and it is that gap we are interested in because those elements in the strategic gap will point us in the right direction when taking corrective action".

He further said this scope speaks to the link between the Strategy and Business Operating Model of the University and to see whether the University has succeeded in bringing the ARISE Value Chain Model into what is done. He mentioned that the panel will see in the strategic plan that UNIVEN has mapped out Strategic Objectives over the ARISE Value Chain, such that it is aligned with value chain elements addressed by certain strategic objectives.

He said UNIVEN is proud of the Business Operating Model, which puts the academic project in the middle. He asked the panel to give feedback on whether the steering structure of the business model is playing its role in terms of strengthening the academic project and whether those departments or units that are steering or enabling are really contributing as they should. "The feedback would help us from a management point of view, to know how to do this going forward.



The University of Venda Vice-Chancellor and Principal, Dr Bernard Nthambeleni presented a comprehensive overview of UNIVEN Strategic Plan 2021 – 2025 in which 2023, marked the third year of the implementation of the University's Strategic Plan 2021-2025.

He started his presentation by alluding to the UNIVEN Strategic Planning Framework wherein he said every five years the University of Venda develops a new strategic plan to help guide the University's growth and shape its future. He indicated that the process is done in consultation with staff, structures, and student body, and is informed by an evaluation of the University's

performance on the previous term's strategic goals. Highlighting the background and context of UNIVEN Strategic Plan 2025, the Vice-Chancellor and Principal explained the vision, mission, values and the four Strategic Thrusts. He further touched on the 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".

UNIVEN adopted Council approved integrated Planning, Budgeting, Monitoring, Evaluation and Reporting Framework to implement its Strategic Plan 2025. The framework adopted the Results-Based Management approach with a clear articulation of performance standards in the Strategic Plan; Institutionalised Executive Management performance review processes; high employees work rates and ethical standards as well as good corporate governance.

The Vice-Chancellor and Principal pointed out that the methodology of the Mid-term Review process follows a two-phase approach with a view of assessing the progress or results of the implementation of the Strategic Plan 2021-2025. The first review phase was the institutional self-evaluation or internal review led by members of Executive and Senior Management, which took place in June at Kruger National Park Skukuza Camp. He mentioned that the Executive Management appointed an external panel of experts to conduct the second phase. The Vice-Chancellor and Principal further mentioned that "The panel has been requested to conduct an independent objective review of the current Strategic Plan's successes and weaknesses in line with the review's terms of reference.

In reflection on the achievements emanating from the current strategic plan implementation, in line with the University of Venda's strategic thrust of becoming an Entrepreneurial University and giving students a competitive advantage, the University management took a decision to offer all first-year students who registered in 2023 to take on a compulsory online Entrepreneurship course in partnership with Technological Higher Education Network South Africa and all final year and Honours students will be required to take on a compulsory Artificial Intelligence course partnering with the University of Johannesburg. Students will receive certificates upon completion and at no cost to them.

Dr Nthambeleni further talked about the ARISE Value Chain Model that was developed by the Executive Management. He said the Model was conducted to match the Strategic objectives of each thrust with the ARISE Value Chain Model to ensure strategic alignment.

He also spoke about UNIVEN Strategy design principles, Strategy and Organisational design, and UNIVEN Strategy at a glance.



The Chair of the Review Panel, Prof Sandile Songca, presented the outline of the Review Plan in line with the Terms of Reference. He presented a concept of what is the panel going to do. Prof Songca promised that the first draft of the report would be available on Thursday, 03 August 2023, hence the final report to be available mid of August.

On Thursday, 03 August 2023, Prof Songca presented the report outlining the preliminary findings of the assessment of the mid-term review of the University of Venda Strategic Plan 2021-2025 which was conducted by the external panel comprising Prof Sandile Songca DVC Teaching and Learning, University of UKZN; Dr. Aldo Stroebel DVC Research, Innovation and Internationalisation; Prof Neil Roos

Dean of Faculty, Future Professors Programme; Dr. Thandi Lewin Higher Education, DHET experience and Dr. Vuyisile Phehane Entrepreneurship and Intellectual Property Executive.

The panel engaged with multiple UNIVEN stakeholders around their experience of the current Strategic Plan, ideas for the remainder of the strategic cycle and proposals for the orientation of the next Strategic Plan.

The panel presented the preliminary report to the University Executive management and some of the Senior management members. Presentation of the report was in accordance with the Terms of Reference.

The preliminary report was well received by the University of Venda led by the Vice-Chancellor and Principal, Dr Nthambeleni. The University will study the report and see what can take the University to the future.



The panel of experts



A Group Photo

The University of Venda hosts Delight Training Academy for an Employability workshop



UNIVEN SRC and Convocation in collaboration with Delight Training Academy hosted a one-day Employability Skills Training Programme workshop, targeting final-year students and unemployed graduates of the University of Venda. The event took place at the University Auditorium on 27 July 2023.



When facilitating the programme, Entrepreneur and Actor, Mr Mohale Motaung said everyone who is in the venue is very fortunate and should appreciate the fact that they have made it to the workshop. He mentioned that the programme is focusing more on how you will survive in the outside world.



In his welcoming remarks, Student Governance Administrative Officer, Mr Andisani Mathelemusa said he appreciates the Delight Training Academy for choosing the University of Venda to host this workshop. He stated that there is no guarantee that after graduating students will get a job. "It is best for each and every one of you to pay attention so that you can be equipped with knowledge during this workshop."



The Chief Executive Officer (CEO) Delight Training Academy, Mr Ndivhuwo Nedomboni said the Delight Training Academy's main objective is to train leadership skills, office administration, identify gaps and train people. He mentioned that if graduates are sitting at home due to unemployment, it discourages students who are still studying. "We are here to equip you so that you may become the light to your community", he said this when addressing graduates and unemployed students during the Employability workshop.



In his message of support, SRC President, Mr Gudani Tshamano said each student should pay attention to the information that is shared by the different entities that are present. It is an honour for him to have accepted the Delight Training Academy's request to host the first of-its-kind workshop at UNIVEN. "I hope students will gain something at the end of this workshop", added Mr Tshamano.



Finance and Accounting Services Sector Education and Training Authority (FASSET), Mr Thifhelimbilu Rathogwa said FASSET has a new project called Administrator Outstanding Study Debt Repayment Programme. The main objective of this project is to pay debts that students are owing the university. He mentioned that this programme can be applied by someone who is still studying or has graduated. He emphasised that it only funds anyone who is enrolled in Finance related courses, Management or Information Technology courses. This project only consolidates up to R40 000 per year.



The audience also received a presentation from the Dean of Student Affairs, University of Fort Hare, Mr Lufuno Tshikhudo. He spoke of how to search for a job, interview skills, where to search for jobs, and how to identify business opportunities. He warned young people to be cautious about what they post on social networks since it might ruin their chances of being employed.



Delight Training Academy, Human Resources Specialist, Ms Umitha Ramnath encouraged youth to volunteer. She said unemployed people should do any kind of community work to boost their Curriculum Vitae.

Ms Ramnath further discouraged people from including their pictures while drafting online CV "People should draft short CV because we are dealing with many clients, one page is more than enough, she says."

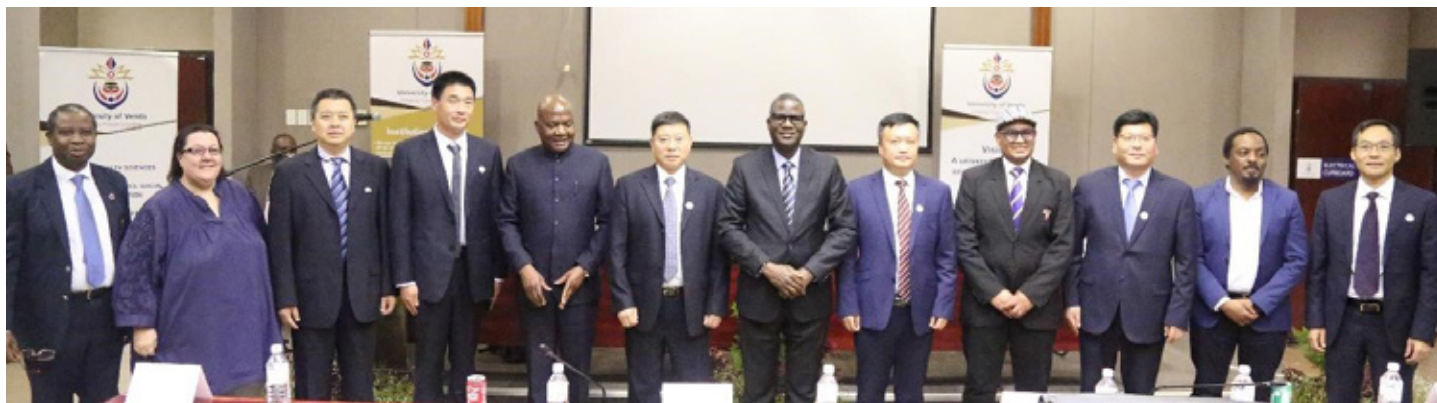


Senior Programme Manager, Delight Training Academy, Ms Thozeka Tshangela presented on good habits and self-care, working online. She advised young people to also check for jobs they can work remotely and encouraged them to take risks for a good course.

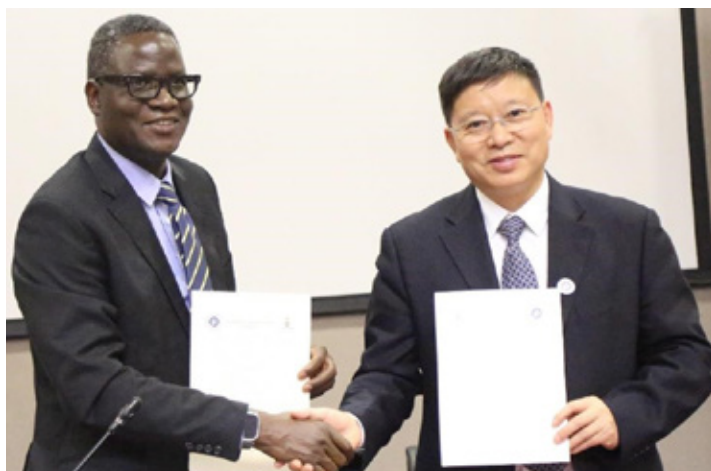


Small Enterprise Development Agency Representative, Ms Bophelo Monyela presented about SEDA's services such as training for food handling, mentorship, and assistance with business plans. She said SEDA also offers business counselling for businesses that have collapsed.

UNIVEN and Henan Polytechnic University sign a Memorandum of Understanding



UNIVEN and Henan Polytechnic University delegation posing for a photo after the signing of MoU



On Monday, 07 August 2023, the University of Venda (UNIVEN), and Henan Polytechnic University signed a Memorandum of Understanding (MoU) that will benefit staff, students, and the surrounding communities of both universities. The signing ceremony of this MoU took place at UNIVEN's Research Conference Centre.

In his welcome remarks, Dr Bernard Nthambeleni said this visit marks another milestone to strengthen ties between two nations. He said China has a rich history in science philosophy. As a powerhouse China has made it in the science space. "Our university takes pride as being the hub for ideas and knowledge. We believe this exchange of ideas will also contribute to the advancement of both our staff members, students, and organisations in all spheres." Dr Nthambeleni mentioned that one UNIVEN junior lecturer will be attending a workshop at the Henan Province (in China) later this month "and we hope that he will be in good hands." Dr Nthambeleni told the Chinese delegation that UNIVEN's engineering programme is still new, and the University of Venda believes that collaborating with Henan Polytechnic University will strengthen the programme.

"Our collaboration will bring solutions to some of our farming challenges in this area. It is through dialogue and openness that we can discuss a progressive future. We need to also bear in mind that universities connect communities and organisations with people. May this visit be memorable and rewarding for both universities. We always need to remember that our collaboration is based on respect and honesty," he said.

In his remarks, President of Henan Polytechnic University, President Xiaolin Yang indicated

that Henan Polytechnic University has more than eighty (80) programmes and most of them are similar to those that are offered by UNIVEN. He indicated that there are currently 67 research platforms at the university.

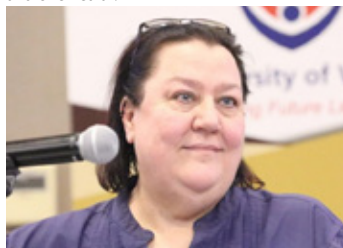
"Since its establishment, Henan Polytechnic University signed MoUs in more than 100 countries and more than 140 MoUs have been signed so far. We have attached most of our MoUs to the African continent. We are currently working with 16 African countries, and we believe that through this MoU, the partnership between both universities will bear the best fruits. We also believe that this MoU will strengthen the relationship between the two universities." President Yang mentioned that he hopes that both UNIVEN and Henan Polytechnic University can contribute to the development and growth of rural areas and improve people's lives.



When introducing guests, Director in the President's Office at the Henan Polytechnic University, Prof Rong Tao, said that they are here to discuss cooperation and the way forward about matters regarding the MoU.



The Acting Director International Relations and Partnerships, Dr Segun Obadire gave a brief overview of UNIVEN and collaboration areas. Dr Obadire started by presenting about the University and its four faculties. "We are regarded as a comprehensive University, we have about 80 programmes in different departments. We need to jointly establish green technology research laboratories and centres for hydrogen powered buses, information and communications technology, biotechnology, data sciences agriculture and Engineering." He mentioned the proposed UNIVEN niche areas that is African Heritage and IKS, transformative education, law and transformative justice, sustainable development, digital transformation and one health.



In her overview, the Executive Dean of the Faculty of Science, Engineering and Agriculture, Prof Natasha Potgieter said the faculty has 27 NRF Rated researchers. She further presented the faculty structure and expressed that the delegates came at the right time when the faculty is working on the agricultural projects and programmes. "We are also busy in discussions about establishing the centre for agroprocessing. She presented the Vuwani Science Resource Centre and the research activities that are being conducted. Amongst other niche areas, Prof Potgieter spoke about Indigenous Knowledge Systems, Centre of Excellence in renewable energy research, biogas, solar energy, agriculture, horticulture research, and soil science research. She concluded by indicating possible areas of partnerships in the Faculty of Science, Engineering and Agriculture.



Prof Yang Yuzhong, Vice-Dean of the Energy, Science, and Technology, Henan Polytechnic University gave a brief overview of the School of Energy Science and Technology.



Prof Jin Yi, Vice-Dean, School of Resources, and the Environment spoke about Henan Polytechnic University's School of Resources and the Environment. He said there are more than 500 postgraduate students in the School of Resources and Environment. He also indicated that they are interested in partnering on Mining Engineering as well as on Transportation Engineering in terms of joint exchange of students.



Adv Eric Nemukula facilitated the signing of the MoU.



University Registrar, Advocate Edward Lambani gave a vote of thanks. He said he believes that this MoU will assist both universities to progress positively and to assist students from both partnering universities.

UNIVEN breaking barriers over the First “Biogas” Hackathon in South Africa



Participants, judges, and mentors of the Bio-gas Student Hackathon 2023

The University of Venda (UNIVEN) in partnership with the United Nations Industrial Development Organization (UNIDO) and through the Centre for Entrepreneurship and Rapid Incubation hosted the first ever Waste to Energy Student-based Biogas Micro digester Hackathon, titled “From Waste to Energy,” which took place recently at UNIVEN Sports Hall. This event was designed to offer a platform for student innovators and entrepreneurs to come up with unique solutions for the biogas industry.

UNIDO has been working in collaboration with the Department of Forestry, Fisheries and the Environment (DFFE), Department of Mineral Resources and Energy (DMRE), Department of Trade, Industry and Competition (DTIC) and other entities in implementing a project being co-financed by the Global Environment Facility (GEF), titled “Promoting organic waste-to-energy and other low carbon technologies in small, medium and micro enterprises (SMMEs) scale: Accelerating biogas market development in South Africa.” UNIDO partnered with UNIVEN to achieve this acceleration.

A Hackathon is a time-limited, often team-based event that allows participants to think creatively and exclusively on a singular task and objective whilst researching on the internet and ideating. It is aimed at attracting student entrepreneurs and for them to foster innovative projects that could become successful businesses. The Bio-Gas Student Hackathon took place over a 48-hour period at UNIVEN Sports Hall and was facilitated by Dr Gamuchirai Mutezo, Founder and CEO of Madam Waste.



Dr Gamuchirai Mutezo (Madam Waste)

Dr Gamuchirai Mutezo expressed the way this platform has been made available for students to highlight their research projects. “Think innovatively about how and where to use biogas and then link it to their personal and professional growth. Get ready, you are tomorrow’s energy decision-makers,” she said. Dr Mutezo continued to say that, in an era where urbanisation, energy demand and waste generation are proliferating, it is befitting to encourage students to be part of the solution generation. She mentioned that a Hackathon is an idea to connect, solve, and present over a relatively short period of time.

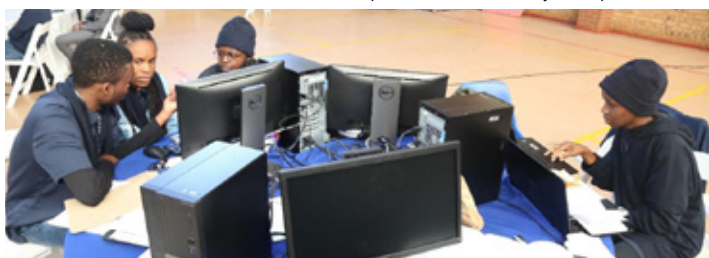


The judging panel members was comprised of Prof Joseph Francis, Director of the Institute for Rural Development (UNIVEN), Mr Nokwazi Moyo, National Project Officer (UNIDO), Mr Gordons Ayres, Managing Director of AGAMA Biogas (Pty)Ltd, Ms Senisha Moonsamy, Head of Innovation Skills and Enterprise Development and Support (ISD) at the Technology Innovation Agency (TIA), Prof Sampson Mamphweli, Head of Energy Secretariat of South African National Energy Development Institute (SANEDI).

To enlighten the twenty-four students more on what was expected from them, that is to develop solutions in three main areas: biogas production, storage, and utilisation. Facilitators gave participating students three masterclasses: Introduction to Biogas Basics, Introduction to Entrepreneurship (business model canvas), and Commercialising and

funding (this included solution pricing and fundraising, pitch deck and presentation style).

Students were divided into six groups with four members each as follows: Be Versatile, Bio Gen, Green Energy Mavericks, Eco Gas Warriors, Biogas Solutions and Limdev. Confusion, disagreements, tears, nerves, and excitement rose as the flow of ideas, the sound of keyboards clicking, and the buzz of conversations continued while facilitators and mentors assisted the students over the remaining 36 hours. The facilitators and mentors on the ground were Dr Livhuwani Nkondo, Ms Shumani Nembudani CA(SA), Ms Makole Magoro, Dr David Tinarwo, Prof Norman Chiliya, Prof Hlanganipai Ngirande from UNIVEN, Dr Gamurachai Mutezo, (Madam Waste), and Ms Patricia Makhubele representing UNIDO.



Student participants hacking away in preparation for their pitch

UNIVEN breaking barriers over the First “Biogas” Hackathon in South Africa continued...



Senior Manager, Centre for Entrepreneurship and Rapid Incubation, Ms Shumani Nembudani, mentioned that this hackathon was a success. She said, “Even in the midst of much confusion and anxiousness, students enjoyed their time hacking away and demonstrated an ability to be solution driven.”

Ms Nembudani said she has no doubt that the solutions generated and pitched to the panel of judges can yield numerous benefits for local communities and the environment, bridging the institutional, technological, and economic opportunities and challenges.

To follow are the groups that participated in the UNIVEN Biogas Hackathon 2023:



Members of the Eco Gas Warriors group



Members of the Be Versatile group



Members of the Biogas Solutions group



Facilitators, Judges and Mentors

After some intense deliberations, the following teams won: Green Energy Mavericks, Bio-Gen and LimDev.

The event concluded with incubation support commitments as the winners’ prizes from the Technology Innovation Agency (TIA). A special guest appearance was made by the Vho Thovhele Gole Mphaphuli, Chief of the Local Area.

Participants expressed the following as key learnings and skills developed: Collaboration and dedication is the key to success, even though there is pressure and less time, teamwork makes the dream work. Critical thinking and group work, the key takeaways for me would be the importance of biogas and as an entrepreneur being able to commercialize anything that comes my way, I got to understand the requirements of an investor more and how to produce solutions, and Biogas Student hackathon 2023 was a rewarding experience that equipped me with essential skills to develop and present business ideas in the biogas sector effectively. The event highlighted the significance of innovation, collaboration, and adaptability in tackling real-world challenges in the renewable energy domain.



The team that took first and win the Hackathon was Green Energy Mavericks.



The team that took second place was Bio Gen



The team that took third place was LIMDEV

UNIVEN Celebrates National Science Week with Agricultural Learners



In celebrating the commencement of National Science Week, the University of Venda's Faculty of Science, Engineering, and Agriculture hosted a Science Dialogue on 01 August 2023 under the theme "Transforming lives through evidence-based science." This hybrid event took place at the UNIVEN Sports Hall and was also attended by Agricultural learners from Dimani and Mphaphuli High Schools.



The Executive Dean of the Faculty of Science, Engineering and Agriculture, Prof Natasha Potgieter said this year the University of Venda was blessed to host the launch of the National Science Week.

Prof Potgieter said this week through the Vuwani Science Resource Centre and the Department of Physics are having different dialogues to honor the National Science Week that was launched on 22 July 2023 at UNIVEN. She further said the panel consisted of experts in the science field. Prof Potgieter urged the learners to listen and enjoy Science Week. She encouraged the young students to come up with the mindset of how to improve the science that exists around them or invent their own science solutions to problems they see around them.



When introducing the guests, the UNIVEN Experimental Farm Manager in the Faculty of Science, Engineering, and Agriculture mentioned that UNIVEN invited experts in science and learners from Dimani and Mphaphuli High Schools who are studying Agriculture and Physical Sciences. Ms. Kutama encouraged the learners to enroll at UNIVEN, making sure that the University is their first choice of study in Agriculture. "UNIVEN is the best in the area and specializes in Agriculture," she added.

Prof Potgieter encouraged the young students to come up with the mindset of how to improve the science that exists around them or invent their own science solutions to problems they see around them.



Dr David Tinarwo

Dr David Tinarwo, an academic and renewable energy researcher in the Department of Physics at the University of Venda facilitated the dialogue session.

During the panel discussion, Dr Tinarwo reiterated the importance of taking part in the solution to the challenges the communities are facing. He implored the learners to exercise caution and use energy sparingly, using energy-efficient devices in homes, switching off lights in unused rooms, and raising awareness of waste-to-energy conversion technologies. He took the opportunity to mention the waste-to-energy projects he is doing in the province and gave examples of schools like Tiyani Secondary School, and the communities of Blouberg and Leolo in Sekhukhune that benefited from the projects of the Bioenergy research team. He emphasised the roles that school learners can play in resolving the food security and energy crisis.



Mr. Shumani Mushavhanamadi

Agricultural Official, Mr. Shumani Mushavhanamadi presented innovative ways to mitigate the challenges of growing millets for the sustainability of livelihood.

UNIVEN Celebrates National Science Week with Agricultural Learners continued...



Farmer, Mr. Phungo Ernest, presented on Socio-Economic challenges the community is facing due to load-shedding.



Prof Samson Mamphweli, Head of the Department of Science and Innovation and Energy Secretariat at South African National Energy Development Institute (SANEDI), talked about the situation of electricity demand and supply and the cause of the currently experienced load-shedding in the country and encouraged and informed the participants of the support availed by the government to the tune of R15,000.00 given back to those who acquire solar photovoltaic. He emphasized the impact of including renewable energy and energy storage and encouraged the youth to be involved in bringing solutions to the current challenge.



Mr. Malitsha Mufhadi, who is also a farmer, presented his experiences in energy and food security in South Africa.



In his vote of thanks, Prof Joseph Kirui from the Department of Physics mentioned that the session was meant for learners to learn about Agriculture. He said, "We want our learners to assist with food security and do something good for the community."



Dr Patrick Mukumba, an academic and renowned researcher in the field of renewable energy, and senior lecturer in the Department of Physics at the University of Fort Hare engaged the dialogue participants on the potential of biowaste to mitigate the impacts of load shedding. He challenged participants, especially farmers, and learners from schools to start to see the organic waste they produce as a valuable resource for energy and fertilizer. Dr Mukumba gave examples of successful countries that use biogas from municipal waste management plants to generate electricity and run buses and generators. He also talked about the wind potential and developments of low-speed wind turbines to improve the supply of wind turbines in the country.



The Department of Marketing, Branding, and Communication's Assistant Schools Liaison Officer, Mr Justice Lebopa was the Programme Director of the National Science Week Dialogue.



Prof Nithaduleni Samuel Nethengwe presenting gifts to panel members.

UNIVEN hosts DTIC THRIP workshop to uplift SMME in the Vhembe District



The University of Venda hosted the Department of Trade, Industry and Competition (DTIC), Technology and Human Resources for Industry Programme (THRIP) workshop on 10 August 2023 at UNIVEN Sports Hall.

The important event was meant to provide awareness regarding entrepreneurship and the available funding, facilities and resources.



In his Welcome Remarks, Vhembe District Municipality representative, Mr Mukundi Mushapi mentioned that the Municipality was developing a local development on Research and Innovation. He said this development is the beginning of a journey where individuals access the incentive by the Department of Trade, Industry and Competition (DTIC).

Mr Mushapi mentioned that the office has been commercialised to create Jobs, and that research needs to be conducted and developed through the University as students could be a ground breaker for innovation.



DTIC representative, Mr Molefe David mentioned the programme was initiated by the National Research Foundation Programme. He said in 2016 the programme was then transferred to the DTIC due to the lack of resources.

Mr Molefe said that the purpose of the programme is to support SMME's and ensure that they are profitable enterprises, and the entire purpose of this programme is to ensure that SMME's were able to offer their products in the market and give them the opportunity to industrialise and participate in a competitive market. He also mentioned the industries DTIC is currently focusing on is Chemical, biotechnology, Environmental sciences, Aerospace, Mining, and Communication Technology.

Mr Molefe presented about Technology and Human Resources for Industry Programme (THRIP). He outlined the mandatory conditions whereby an applicant must be a registered legal entity in South Africa in a form of a Pty (Ltd), a CC or an NPO. He said participants could also have a partnership agreement with the NRF, the Higher Education Institution or the Science and Engineering Technology Institutions.

He further mentioned the funding criteria and processes that take place. He explained that if one is a large company or a registered association THRIP will give them 50% funding and the large enterprise will come up with the rest of the funding.

Mr Molefe concluded his talk by presenting about the Support Programme for Industrial Innovation (SPII) which is designed to promote technology development in South Africa by providing financial assistance to small and micro enterprises in the form of a nonrepayable grant.

Mr Molefe said that the purpose of the programme is to support SMME's and ensure that they are profitable enterprises, and the entire purpose of this programme is to ensure that SMME's were able to offer their products in the market and give them the opportunity to industrialise and participate in a competitive market.



In his presentation, Mr Dion Mphahlele from DTIC explained the Technology and Human Resources for Industry Programme (THRIP) application process. He said the DTIC has 67 active projects and wanted to ensure there is equal participation so that the application process and claims process runs smooth.

Mr Mphahlele mentioned that the whole purpose of this programme is to promote the development of innovative products. He said an application will not just be offered without ensuring the necessary requirements are met as development and subsequent production must take place in South Africa.



In her presentation, Technology Transfer Coordinator, Ms Makole Magoro said it was important to put a patent on a product or service to avoid theft of an idea. She said the University of Venda offers commercialisation especially if the products were invented by UNIVEN.



In her presentation, a representative from Limpopo Economic Development Agency (LEDA), District Coordinator, Ms Dikedike Mahlabeogoane said it is LEDA's mandate to improve the economy of the Limpopo province and offer support to small business enterprises by assisting to register businesses at no cost.



Director the program, Mr Mihlalo Maswanganyi.

UNIVEN scoops ICT awards at the 2023 HUAWEI SOUTH AFRICA ICT Talent Development Awards



The University of Venda (UNIVEN) staff member, Mr Anza Negota, received an award on behalf of the ICT Department for being the Most Active ICT Academies 2023 H1, while two students, Mr Nduvho Madzivhandila and Ms Dineo Lebea received the awards for being the most Active Huawei Ambassadors of the year 2023 during the 2023 HUAWEI SOUTH AFRICA ICT Talent Development Awards ceremony that took place on Friday, 28 July 2023, at the Huawei Office Park, Woodmead.

The collaboration with Huawei enables University students to be exposed to ICT related industry programmes, enhancing their employability chances. Programmes offered include 5G, AI and data communications. The programmes are accessible to every student regardless of the field of specialisation. However, participants usually come from computer science and business information systems. Therefore, it is

envisaged that the awards will inspire more students to participate in the programme. This will also, in turn, increase the students' success rate.

Ms Tabani Njaba, the UNIVEN Coordinator and facilitator of the Huawei programmes, is appreciated for persistently putting in efforts in the programme to ensure that the objectives of the University are achieved through this collaboration. The award recipients also thanked her, the ICT Department, and the University for affording them a platform where they could excel on.

Mr Sam Khoza, the Director ICT Services is appreciated for his unwavering support of the programme. Staff and students are encouraged to take advantage of these

programmes, as they contribute positively to guaranteeing successful candidates' job interviews.



We would like to hear from you!

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