

CONDUIT

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Pictured: Postgraduate students at DUT's International Centre for Non-violence.

Most of the University study takes place in a world of its own. The International Centre of Nonviolence (ICON) is a bit different. Although it does all the things a University department does - teaching courses, postgraduate supervision, research - its way of operation is always very close to what is happening in the society around the Durban University of Technology (DUT).

One example is the Leadership 101 class taught by the ICON Director, Crispin Hemson. There are few opportunities to learn leadership skills in most universities, but even 1st year students have this chance at DUT. What is different about the course is that students do projects that take them directly into the community. For example, in 2017 one group investigated how people getting social grants are exploited at payout points and advised older people on how to protect their interests. Another group developed a foot-operated tap that saves water and is very hygienic, while one project focused on challenging the ways in which students on campus stay in racial groups.

There is also the Durban Leadership Programme that ICON presents in collaboration with other staff at DUT and with the African Centre for the Constructive Resolution of Disputes (ACCORD). This brings together a wide range of young and older students, who meet interesting leaders. The Programme encourages participants to practice leadership not just for personal career advancement, but also for service to humanity. Students have reported learning valuable lessons about themselves and their potential for leadership on the Programme. The Programme is open to all from 2nd year upwards and is increasingly popular with students.

ICON has used DUT's innovative General Education programme to raise important questions about the kind of society we want. A new module, Violence and Nonviolence, was taught in 2017 for the first time. It encouraged students to examine their own experiences and make sense of them, and then to plan ways of handling difficult situations in positive and nonviolent ways. ICON has also played a role in developing the Cornerstone module that first year students take.

INTERNATIONAL CENTRE OF NONVIOLENCE CONNECTS UNIVERSITY AND COMMUNITY

CRISPIN HEMPSON

At the postgraduate level, ICON has over 60 doctoral students in one of the biggest doctoral programmes in the country. Unusually, all students undertake some practical action in what is called the Peacebuilding Programme. Students take action for peace in their work and learn from the action they take. This Programme draws in students from across Africa, though the proportion of South Africans on the course is increasing. Topics cover many areas - the demilitarisation of Lesotho, for example, the use of music to reconcile groups in conflict, training journalists to report violence in responsible ways, dealing with xenophobic violence, for example.

At different points in your University career, we hope that we at ICON will have a chance to connect with you!



EDITOR'S CORNER

For the past year, the CONDUIT has been focusing on change within the department and the University.

The subject of change will be our primary focus because of the direction the University has taken and with the current changes taking place. In our November 2017 issue, I spoke about how culture changes is not dependent on our desires as individuals but more solely because of the organisation being transformed. Frances Hesselbein goes on to say that the culture of an organisation reflects the realities of people working together everyday and with our University the way we began our year, speaks volumes in terms of transformation and the culture of the institution.

When we enter into a new year, most people focus on fresh healthy resolutions. We promise to make changes for the advancement of ourselves, our lives and our families. Whether it is adapting a healthy diet, taking more responsibility at work, quitting habits that don't make us happy or work in the best of our interests, there is always a reason behind why we reach a conclusion that the new year should not be like the previous year. Whilst some resolutions don't live to see the day, most of the changes we seek are too difficult, scary and sometimes extreme- which can either make them fade out or take place in a slow pace.

I would repeat that change is never easy, it is also not for the faint-hearted. Often where work is concerned, it can be ultimately difficult to accommodate change or to even embrace something new and different. Doing things because of the way they have been done in the past- is so much better and comfortable. Has anything ever grown in comfort zones? Do easy situations challenge you to grow? My response would be no.

In an Institution of Higher Learning like ours, it is paramount that we don't stay the same. It is vital that we change with the times and transform accordingly. As I have grown and the longer I stay at DUT, the more I am learning to make lemon juice out of lemons presented before me, not just at work, but in life. Things aren't always going to be the same, nor will they ever go as planned, and that is just the way life is and probably has always been. Accommodating change will often take you higher than you could predict, however, this is primarily dependent on our attitudes.

During the past two years, the University has been evolving with change. Some of the results of change were seen during the staff strike impasse. It was not an ideal way to commence a new year and many would definitely emphasize that this was a different aspect of change- the gritty messiness of change. I have stated before that change can also be painful and make people anxious, I guess for DUT those were some of the characteristics of change we were exposed to earlier this year.

Well, there have been more changes within the University besides the historical staff strike we experienced. There has been another change in our Department, we had to bid farewell to Mr Motha who was our interim Media Officer and welcomed Mr Nduduzo Ndlovu who has since occupied that positions from February 2018. In January, the University also welcomed Dr Isaac Machi: Deputy Vice-Chancellor: People and Operations. Dr Machi, replaces Professor Khehla Ndlovu who left the University in November 2017. Dr Knowledge Ngwane is now the Acting Deputy Dean for the Faculty of Accounting and Informatics, his acting appointment took place after Dr Paul Green resigned. We would like to join the Faculty of Health Sciences in welcoming back Miss Thembi Mayisela, who is now the Faculty Officer, a post that had been vacant for a while after Mr Vikesh Singh, was appointed Assistant Registrar: Student Administration in May 2017. These are just some of the changes taking place in our University.

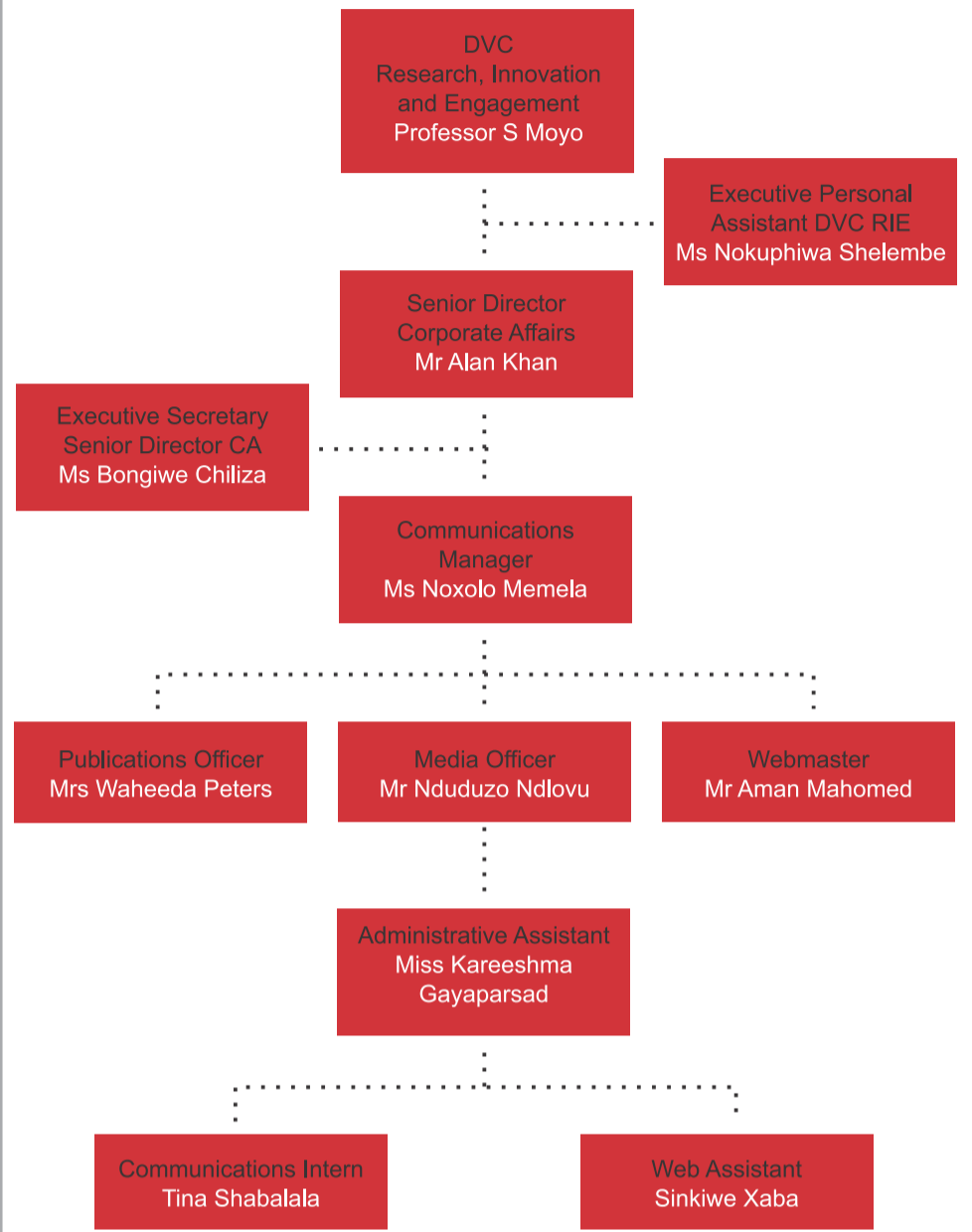
Our May issue looks at the changes taking place with our library infrastructure in the Midlands Centre. Our lead story highlights how our Centre for Non-violence connects our University and the community. We also review Anusha Karamchand's research paper which talks about the experience of graduates undertaking community service (Environmental Health). Karamchand with the assistance of Joy Kistnasamy was done in fulfilment of her Bachelor of Technology Degree in Office Management Technology back in 2014. We further dig into Dr Themba Msukwini's book titled: "An investigation into Human Resources for WIL." His book seeks to investigate the role, responsibilities and qualities of University and industry staff who facilitate support for learners in order to formulate guidelines which may structure the training of such individuals. The book was done in fulfilment of his PhD qualification in Human Resources Management.

Although change might push us into all sorts of directions (comfortable and uncomfortable), there are still great and exciting activities taking place within the University. Some of our colleagues are growing in all forms (academically and personally). The University steadfastly will be veered in the right direction at the right time. Ours is to not overestimate our current value and underestimate our contribution to the transformation and change of our institution. Remember challenges always change you, its up to each one of us whether they change us to be the best or to just be what we already are.

NOXOLO MEMELA

Communications Manager

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Please send us your suggestions on what you would like to see being featured in the CONDUIT.

Your contribution to CONDUIT is highly appreciated and valued. Please share your new and fresh stories that highlight your successes as well as your growth. Remember there are some stories that cannot be featured in the CONDUIT because of their lifespan. There are stories that can be banked for the CONDUIT regardless of the period they occurred in, however most stories particularly those of events have a very short lifespan and are more suitable for the website and other Communication platforms. We will try our best to cater to the needs of the University community as a whole. Also remember, we share what is shared with us. When you inform us in good time and not under short notice period, your story is most likely to receive the right attention (100%) from the team.

Call and email us, we are at your service.

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Editorial Team and DUT Staff.

DUT WELCOMES ITS NEW CHANCELLOR: MS NONKULULEKO NYEMBEZI

NOXOLO MEMELA, WAHEEDA PETERS, NDUZUZO NDLOVU

The Durban University of Technology installed its new Chancellor, Ms Nonkululeko Nyembezi in March 2018.

Ms Nyembezi takes over from Judge Yuka Tshabalala. Currently, the Chief Executive Officer of Ichor Coal N.V., an international mining company focusing on thermal coal production in South Africa; Nyembezi has grown to become one of the most respected women in business in the world.

Ms Nyembezi has navigated a terrain that is still overwhelmingly male-dominated with seemingly effortless ease, excelling in the process with long strings of firsts following her trail. Known as South Africa's 'woman of steel', because of her successful career in the engineering field- with no doubt she has proven resilience in the high-demand corporate environment.

On her appointment, as DUT's new Chancellor, Ms Nyembezi, said it was a singular honour and privilege for her to be accepting her role as Chancellor at DUT, adding that her recognition from her peers was a gift, one that she did not take for granted. Confessing to doing mathematics for fun when she was at school, and for whom excellence was a habit, not an act, she made it clear that it was just a measure of good luck that propelled her to success. She stressed that the combination of hard work, high standards of excellence, and an astute recognition of how her engineering skills could propel her at a time when few women were excelling in the field, saw her leap from success to success.

Addressing attendees of her inauguration, Nyembezi spoke of success stating that she had been asked by many young people what is the formula for success. "Unfortunately, the answer to that question is there is none. Success is not a generic term, it means different things to different people. So, for example, in my case, I never spent half a minute formulating a private plan that I will be CEO in five years or Chancellor at DUT in 10 years. Such a thing, I have never done. My particular story has been falling into things," she said.

In her conclusion, Nyembezi highlighted that she was thrilled to be a part of DUT and to contribute in every way and watch it grow from strength to strength.

Her term of office as DUT Chancellor commenced on 1 April 2018 and will end on 31 March 2022.

Quick facts on the New Chancellor:

Ms Nonkululeko Nyembezi:

1. On 1 January 2018, she became the first woman to be appointed the Chairperson of the board of Alexander Forbes in its 81-year history.
2. She is a mother of two.
3. She was born in Pietermaritzburg and grew up in Claremont, Durban.
4. In 2012, she was listed 97 in Forbes list of the world's 100 most powerful women.
5. She has a BSc Honours degree in Electrical Engineering from the University of Manchester Institute of Science and Technology, a Master's degree in the same discipline from the California Institute of Technology and an MBA from Open University in the United Kingdom.



Pictured: Ms Nonkululeko Nyembezi on the night of her inauguration as DUT Chancellor.



Pictured: Ms Nonkululeko Nyembezi (DUT Chancellor), Mr Wiseman Madinane (DUT Chairperson of Council) and Professor Thandwa Mthembu (DUT Vice-Chancellor) share a light moment of laughter on the night of the Chancellor's inauguration.



Pictured: Mr Wiseman Madinane (DUT Chairperson of Council) and Ms Nonkululeko Nyembezi (DUT Chancellor).

NEW LIBRARY FOR DUT MIDLANDS CAMPUS

NDUDUZO NDLOVU

The days of smaller study rooms, limited operational hours and limited resources at libraries are over for the Durban University of Technology (DUT) students at the Midlands campuses, as DUT has completed a new state of the art library at Indumiso Campus and a major revamp at the Riverside Campus library.

The Conduit visited both libraries and spoke to the exultant DUT Subject Librarian, Lindiwe Gumede based at Indumiso Campus library, and she could not contain her excitement about the new establishments. "This is a major milestone and an historic moment for the DUT Midlands campuses. We are very grateful to Dr Martin Mandew, the Centre Director: Midlands Campus because he has been very supportive of this project," said Gumede.

When asked about some of the new innovative features at the Indumiso Campus library, Gumede said the library now has a 24 hour Study Centre, which offers a study area to students after the library operating hours. It also has a Postgraduate Research Commons dedicated to Postgraduate students and researchers, a new computer lab for training for approximately 50 students has also been built, social reading spaces for casual reading with relaxed seating and the Writing Centre has also been housed in the new library. Previously the Writing Centre was in a separate building.

"We now have more group rooms where students can work in groups, we have enough computer facilities for students to do online searches as we have most of our resources available online. There is also provision for the Mobile tech area for gadgets like Ipads and tablets for use by the students. We have printing facilities that allow our students to print, scan and email documents and information and we have expanded study space for students," said Gumede.

She said the Indumiso Campus library will cater mainly for Education, Nursing and Engineering students, but it will also be used by students who are registered for programmes at the Riverside Campus, as some of the students are staying in on-campus residences at Indumiso Campus.

"The library is considered the heart of any educational institution, and one of the key DUT Library objectives is to provide an enabling learning environment that promotes student success and advances the intellectual, social and emotional growth of students. It is also important to highlight that both libraries are user-friendly to both abled and disabled students, and they comply with all health and safety requirements," added Gumede.



She also urged students to take full advantage of these resources. Both libraries are now fully operational, and their operating are as follows: Indumiso Campus library are 07h30 to 24h00 from Monday to Thursday, 07h30 to 16h30 on Fridays, 08h00 to 16h00 on Saturday and the Study Centre will be open 24/7.

Public Relations Management, B-Tech student, Nomlando Khumalo based at the Riverside Campus, also shared her excitement about the newly refurbished library at the Riverside Campus. "The design is very captivating and welcoming, it is very conducive for studying and the study rooms are spacious, which will enable us to do our group work. I will definitely take advantage of these resources," said Khumalo.

DUT LABOUR UNIONS OUTLINE

NDUDUZO NDLOVU

The CONDUIT spoke to the Durban University of Technology's Labour Unions leadership to find out about the work that they do, and their views on labour related matters. This is also to assist DUT staff to better understand the role of Labour Unions.

Michael Mbatha of the National Education, Health and Allied Workers' Union (NEHAWU) said it is important to create harmony within the workplace by using conflict management skills.

"Our role is to organise labour at DUT. We have 22 shop stewards at DUT, for both Midlands and Durban. We strive to ensure that the workplace is a well-resourced environment which is free from all forms of exploitations. Nehawu is a democratic, transformative and a patriotic union. The union is committed to continuously changing and transforming the work place in order to improve the delivery of service to members. We believe that whatever we do must enhance service delivery to our members," said Mbatha.

"The Union work at the workplace is voluntary, and it is to ensure that the employer is adhering to the policies that regulate the workplace. Policies like the Recruitment Policy, Placement Policy, Promotional Policy; etc. The Union upholds the principles of equity at the workplace, while being sensitive to the make up of our constituency," added Mbatha.

Clement Zikalala from the National Tertiary Education Union (NTEU), also outlined the role of NTEU and their mandate to its members.

"We represent the interest of our members, we protect their rights and we embrace principles of transformation. We are a non-politically aligned Union. We conduct our affairs professionally and ethically through constructive engagement in order to safeguard the benefits of our members and to enhance the working conditions in the workplace. We believe that both the Employer and organised labour should have a programme in terms of the workshops/Training," said Zikalala.

DUT also has Tertiary Education National Union of SA (TENUSA) but by the time this publication went to production, (TENUSA) had not responded to questions submitted to them.

The Two Unions can be contacted at:

NEHAWU

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Pictured: NEHAWU DUT Branch, Chairperson, Michael Mbatha.



NTEU

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Email: nteu@dut.ac.za

Pictured: NTEU DUT Branch, Chairperson, Clement Zikalala.



DR MACHI AIMS TO DRIVE SUSTAINABILITY AT DUT

NDUDUZO NDLOVU

The Durban University of Technology's new Deputy Vice-Chancellor: People and Operations, Dr Isaac Machi is determined to contribute towards the sustainability of the University.

Dr Machi who joined the University in January 2018 spoke to *CONDUIT* about some of the strategic interventions that he believes are essential in order to secure the sustainability of DUT.

Dr Machi said one of his key focus areas is to ensure that DUT remains a sustainable University, and he believes that it is important to introduce systems and policies that will safeguard the sustainability of the University.

Dr Machi said the current landscape within the higher education sector poses a serious challenge in terms of sustainability, and government grants alone are not sufficient to support the optimal operations of the University.

"We need to benchmark DUT against other international or even national universities, in terms of their best practices when it comes to sustainability. For example, in Japan most universities have University Enterprises or University Estates, which are University owned companies that focus mainly on generating profit for universities as third stream income. This has proven to be a successful model internationally," said Dr Machi.

Dr Machi added that the University Enterprise can also assist DUT to insource some of the services that can be provided by the University Enterprise, which will also act as a cost cutting measure for the University.

As part of advocating for a sustainable University in line with the current Strategic Plan of DUT, Dr Machi believes that DUT should be a self-sustainable University by ensuring that all academic programmes are profitable and that they are not a liability. "I think we should come up with a performance management system with key deliverables for each programme and department. This process should be driven by Deans and Heads of Departments with assistance from Human Resources," said Dr Machi.

Dr Machi highlighted other pivotal issues that he wants to tackle, which includes curbing wasteful expenditure through strengthening procurement processes, streamlining staff recruitment with employment equity and to improve revenue generation for the University.



Pictured: Dr Isaac Machi, Deputy Vice-Chancellor for People and Operations at the Durban University of Technology.

Dr Machi said he has embraced the challenges imposed by the prolonged staff strike impasse. "The staff strike impasse has enlightened me on a number of things. Firstly, I think there is a great need for DUT employees to have a workshop on change management in order to ensure that they embrace changes introduced by management. There is also a need for ongoing engagements between management and unions, so that there is a shared vision between staff and management to drive the University forward," explained Dr Machi.

Dr Machi told *CONDUIT* that DUT employees should always know that they are critical stakeholders within the DUT community, and that their contribution is focal to the execution of the University's mandate, which is to develop much needed skills base for our country.

He also encouraged DUT employees to work together with management towards making DUT a relevant, responsive and resilient University. "DUT employees should continuously engage with the Human Resources

Department to offer input on how the University can assist them to develop because they are important stakeholders to the growth of the University," said Dr Machi.

Born in KwaMachi, a village located in KwaZulu-Natal's south coast, Dr Machi holds a Doctor of Philosophy Degree in Experimental Solid-State Physics, which he obtained at the age of 28.

Dr Machi is a reputable executive and has acquired extensive experience within the higher education sector.

Prior to joining DUT, Dr Machi served as the Regional Director for all the University of South Africa (Unisa) Centres in KwaZulu-Natal. His other previous positions include Executive Director for Richards Bay Campus at University of Zululand, Executive Director for Academic Affairs at the National Institute for Higher Education in Mpumalanga, the Group Head of iThemba Laboratories in Gauteng, and Senior Lecturer and Deputy Dean of the Faculty of Sciences at Unisa.

MAYISELA RETURNS TO DUT AS FACULTY OFFICER

NOXOLO MEMELA

People always say that there is no place like home and this has been the case for Thembisile Mayisela who has returned to the Durban University of Technology's (DUT's) Faculty of Health Sciences (FHS) as its Faculty Officer.

Mayisela replaces Vikesh Singh who left the Faculty in July 2017, to be Assistant Registrar: Student Admissions. The mother of three is not new in the streets of DUT nor of those of the Faculty of Health Sciences. After completing her studies at the then Technikon Natal, she joined her current faculty as the Technical Assistant in the department of Radiography.



Pictured: Thembisile Mayisela - Faculty of Health Sciences Faculty Officer.

However, being a woman who is always striving for excellence while she grows in her career, she later joined the Faculty of Management Sciences as a Faculty Assistant before moving to the University of KwaZulu-Natal's College of Agricultural Engineering and Science to be their Academic Administrative Officer.

When Mayisela saw the opportunity to return home (DUT & FHS) she grabbed it with both hands and before she knew it, she was appointed as the Faculty Officer and commenced her duties in April 2018. "DUT is my home and I would rather give my worthwhile contributions to this University," said Mayisela.

However, within a month as Faculty Officer, Mayisela has seen a dire need for the Faculty and the University to improve their student administration activities. "As an Institution we are still behind with regards to achieving paperlessness in our student admin activities. I would like to see us taking strides towards a paperless office," she said.

Furthermore, Mayisela shared with the *CONDUIT* some of the essential qualities that she believes are required in order for a person to become a Faculty Officer. "This role (Faculty Officer) requires someone who is an analytical thinker and who is able to solve problems. Communications also plays a vital role, therefore you must be an efficient communicator," said Mayisela.

NEW YEAR -

FRESH START!

SAMANTHA RAJCOOMAR - EMPLOYEE WELLNESS MANAGER.



Did your 2017 go as planned? Are you feeling discouraged or sidetracked? It is that time to reflect on what you had accomplished last year and how you will make this year, 2018, even better.

Some people say resolutions last only until the first crisis erupts. Use your personal goals as effective guidelines to focus on all and get around to doing all that can make this year your best yet. Have a mission statement to help you stick to your effective life plans, whether work or personal. Remember that life happens. Even if those plans become thwarted by events outside your control, it is okay. Your road map here will help you pick up where you left off or reevaluate your priorities and goals. Make the years ahead your best years ever.

Affirm your Life

Using positive affirmations on a daily basis can really transform your life. I think it is a perfect opportunity to shift your mindset a little and make sure that this year is a happy and very positive one. Thinking positive is the singular best thing that you can do for your life. It is free, it is simple and all it takes is the ability to change your mind. Formulate new goals this year. Dig within, and discover what you would like to have happen in your life this year.

Define your Priorities

What is your focus for the year? In order to reach your goals, define just a few priorities and expend your energy supporting those priorities instead of spreading yourself thin trying to keep up with too many priorities and rank them in order of importance. Where does God, work, marriage, kids, family, health, etc. fit into your life?

Establish good Self-discipline

No one wakes up one day suddenly blessed with self-discipline. Instead, you need to practice self-discipline by developing your ability to control your desires and impulses for long enough to stay focussed on what needs to get done to successfully to achieve your goal. It is about taking small consistent daily actions that help you form critical habits that support your objectives. Identify your weakness, have an internal desire, drive and motivation that propels you forward toward your goal, be it work, family or health. Remember however you decide to build up your self-discipline and establish habits, it will be worth it when you start becoming more productive, happy and healthy.

Be Realistic

If your goals are too audacious, you may get frustrated with lack of progress and ignore them. On the other hand, if they are too small, you are more likely to procrastinate because you will have "Plenty of time to get them done."

Step Out of Your Comfort Zone

Do not get too comfortable and allow your comfort zone to provide you with mental security coupled with regular happiness, low anxiety and reduced stress. Push the boundaries of your comfort zone. Although difficult, it is good for you when you do it. Challenging yourself builds confidence. Taking risks can lead to big rewards and there is so much to gain with courage and curiosity.

Be a Little Less Serious

As you strive for work and family success, you can get bogged down with the serious issues. Take time to laugh. Smile when you hear something funny. Enjoy life's different quirks and appreciate it. Life moves fast and if you do not stop and look around, you will miss it.

Quit Complaining

"I cannot do this", "I am so tired", "I look horrible", "I am so stressed" - do you ever find yourself thinking these things? How often do you tell yourself "I feel great today" or "I got this!" If you are that nagging Nancy that is always complaining about the state of office politics or the fact that Jane's holiday was approved before yours, or someone driving a better car and owning a fancier house or any other irrelevant topic, it is probably time to quit complaining. If you have not noticed that people are avoiding you like the plague, now is your time to reflect and realise why. When complaining becomes your purpose, stress and depression becomes your path.

Build Positive Relationships

Ultimately, the ability to develop relationships at home and at work determines how good and positive one feels. Essentially building relationships is all about communicating effectively, appreciating diversity, developing mutual respect, listening attentively and acting responsibly. Remember that wires can get crossed and messages misread, so leave your ego behind, get up and walk those important steps to build valuable relationships. Start today and develop a selfless healthy and lasting ambiance with colleagues, friends and family.

Strive for Good Health

Remember that good health is your most important investment. You experience your life through your body. Ill health impairs productivity, compromises the quality of life and affects you physically, emotionally and financially. Investing in your health is simple. It could mean taking walks after dinner or signing up at the gym, eating that well-balanced meal or resisting alcohol consumption and smoking. A little change daily will for sure reap wonderful returns.

Improve Your Work-Life Balance

When your work life and personal life are out of balance, your stress level is likely to soar. There was a time when the boundaries between work and home were clear. Today, however, work is likely to invade your personal life and maintaining that work-life balance is no simple task. Consider the cost and reclaim control. Work-life balance is not out of reach, so start by evaluating your work life relationships, and then apply specific strategies to help you strike a healthier balance. For as long as you work, juggling work and home will be a challenge therefore start setting limits and boundaries and care for yourself.

Managing your Money

Would it not be nice if there was a magic formula or one easy trick that made it so simple that you never have to worry about money again? If you are tired of constantly being stressed out about money, then maybe it is time to get a hold on your finances. Often, the hardest part of setting financial goals is taking the first step. The first thing you should do is to write specific goals about what you want to do with your life and your money. Finances can affect many different areas of your life. Your goal to travel, your goal towards retirement, home ownership, starting a family and changing careers all affects how you will plan your finances. Create a financial plan, stick to your budget, get out of debt and do not be afraid to ask for advice.

If you want to be happy, set a goal that commands your thoughts, liberates your energy and inspires your hopes." - Andrew Carnegie

THE QUANTIFIED SELF

DR COLIN THAKUR



There is a view that the Internet, through the smartphone has finally connected the world. It follows that people are connected. The mobile moment is defined as that point when the number of devices is equal to the number of people in the world. Indeed Facebook's Zuckerberg claimed the 6 degrees of separation, that separates every human being, has through social media (SM), been reduced to 3.5. Moreover, people are anecdotally reporting positive experiences with SM technology to remain connected to family. On the other hand, some folk bemoan the disconnection of the nuclear family.

It is serendipitous that WhatsApp with 1.3 billion active users and Facebook with 2.7 billion active users has more users than the population of either China or India. With the progress in technology it is logical that the connected world has at some point becomes introspective.

The within. The notion of continual self-monitoring is the holy grail of medical and health practitioners. Until recently our brilliant GP typically had just one visit, with its associated sparse data point to make a prognosis on your health. With modern wearable technology she potentially has a whole data range for more accurate prognosis.

Medical monitoring of patients evolved from ICU primarily as a critical life prevention mechanism. This progressed to unwieldy portable, more like luggable, monitoring devices. The miniaturisation of these devices led to wearable technologies whose continual monitoring capabilities allows for discrete

time-based or interval-based monitoring which help data analysts such as doctors to reveal deviations or anomalies.

We live in a measured and measuring society. We measure by time, distance, location, event, and other variables. Each of these measurements takes place in a different context and evokes different meaning within those contexts. This measurement occurs once in a while, or continuously. We may measure others, or oneself. So it comes as no surprise that the notion of self-measurement has evolved, which morphed into a term you will begin to see much more often "the quantified-self". Some folks also use the term self-logging or life-logging.

Wearable technology or devices are smart electronic devices that can be worn on the body as implants or accessories. Wearable devices such as activity trackers use a combination of sensors, gyroscopes, location detectors to make increasingly educated guesses about the health and current activity of an individual. Examples of wearables products include Fitbit, TomTom and Garmin. The pervasiveness of the smartphone together with wearable technologies, as a tuple combination, has been the game changer primarily because these devices automatically synchronise data which is then stored in the cloud. One can now build a long period of data about one's health which can really support the medical practitioner make accurate diagnoses of an existing condition or even pre-empt a looming one.

I use Fitbit to collect the number of steps I walk each day with a goal of 10,000 per day. It really does motivate me and I feel despair when I miss my target. Sometimes I just wish I could tie my FitBit to my hyperactive Jack Russell so I can reach my daily milestone!

The real-time monitoring of individual's vital signs and activities has provided an opportunity not just to the individual but also to the business sector. Discovery uses telemetry systems to monitor the behaviour of their insured vehicle owners. Good legal driving behaviour is rewarded by a discount in monthly payments. Why would Discovery do this? It's simple economics that the more compliant the drivers are, the lower the claims pay-out and the associated cost of honouring these claims.

This is superficially a great idea. But the essence is that you have exchanged your privacy in exchange for a discount, albeit a significant one. Would you be happy if your health or activity data, collected over months or years is used against you, sold to an employment agency? What if a competitor hacks your data and changes the data to make you look bad?

A competitor may discover information about you through this data and share this information as malicious gossip. This is a real risk. If politicians can kill each other, why not destroy a potential competitor digitally? I doubt one will get a life sentence for this unethical behaviour, even though the consequences to the victim is horrendous.

Consider you applied for a job, and the potential employer gains access to such data and discovers that you are hypertensive. They may well decide that you are a health risk and not even interview you? We could harvest information to deny a colleague promotion. While ethical companies like Discovery will do no such thing, can we make similar assumptions about new start-ups?

A drive-by download is where a hacker gets sufficiently close to you to download your information from your smartphone. A drive-by download of your activity history is now possible if you do not set your wearable security securely? Ransomware is the extreme consequence of such activities where not only do hackers gain access to your system, they also lock your machine with a time-bomb until you pay the unlock fee. This time-bomb is literal and a descending time clock displays towards zero to force you to pay. Several colleagues have already paid small amounts to retrieve their systems.

The advantages of wearable technology is that it reinforces good behaviour through the Hawthorne Effect. This Hawthorne Effect recognises that when people are conscious of being observed they generally behave much better. The wearable system may raise an alert when you are unable to talk for yourself for example when you become disabled in an accident.

The disadvantages of monitoring systems are that a claim may be repudiated through data collected, privacy invasion, the possibility of personal liability, location tracking, the illicit tracking of competitor information in sports or at work.

Joe Cocker's raunchy ballad "Leave your hat on" requires serious updating. Surely one must now leave our wearables on! Even more urgently, the law has a huge role to help prevent abuse of this data. As always, great technology must be exploited. This however introduces new, sometimes unexpected, risks which must be carefully assessed and mediated.

Dr Colin Thakur is a digital activist who is committed to the dream of "one person, one connected device." He is the KZN e-Skills CoLab Director at the Durban University of Technology. His areas of research include e-democracy, Social media, and unstructured big data.

SURVEY SHOWS FACTS AND FEELINGS ABOUT E-LEARNING AT DUT

URSULA VOGHT

Every two years the e-Learning Project conducts a survey to find out more about the use of e-learning at DUT. This year's survey included new questions aimed at finding out more about staff members' experience of e-learning and their take on it, going beyond teaching practice in the classroom.

The survey was sent to all DUT staff. The majority of the 218 responders were academic staff (74%) based in Durban (90%) with a roughly equal spread across the faculties. 73% of responders had students enrolled in an online classroom. 98% of these had uploaded content to the classroom whilst about half had used it to conduct assessments, 42% to encourage student interaction through discussion boards, and 35% gave students the opportunity to complete online quizzes. 90% had used their classroom to communicate directly with students.

The ThinkLearnZone was the most widely used tool, with 79% of responders using the Blackboard based Learning Management System. 6% of responders used Moodle and 1% Edmodo. About half of responders had attended formal e-learning training (52%) which suggests there are a number of users who have never been trained. 78% are keen on completing a certified short course on e-learning. Research is an area for development, with only 10% of responders saying they have written an article or presented on e-learning.

This year's new questions gave us some information on what are perceived to be the biggest barriers to e-learning in the responder's area of work: at the top was reliable access to Wi-Fi, with student access to devices coming in a close second. Time constraints followed some way behind.

77% of responders felt that the use of e-learning was suitable to their subject area and 76% agreed with the statement

'e-Learning is the future'. There were mixed views on whether e-learning would reduce the workload in the long run, with 40% in agreement but 35% disagreeing. There was some concern that e-learning might reduce the numbers of teaching positions in higher education, with 23% agreeing - however, 57% disagreed or strongly disagreed that this would be the case.

Our final questions were around support and reflected a mixed bag of responses. Those who had contacted the helpdesk or undertaken individualised consultations were the most satisfied, however, in each case there was a large number of responders who had not accessed support or training during 2017. We encourage these individuals to take advantage of what is on offer and feed back as to whether it meets their needs.

RESEARCH PAPER ASSESSES EXPERIENCES OF GRADUATES UNDERTAKING COMMUNITY SERVICE ENVIRONMENTAL HEALTH

NDUDUZO NDLOVU

A strong conviction and perseverance on her research topic eventually paid off for Durban University of Technology (DUT), Department of Community Health Studies Secretary, Anusha Karamchand, as her research paper was published in the accredited SA Journal of Human Resource Management in 2017.

Her topic 'Experiences of Community Service Environmental Health Practitioners' was initially declined when she pitched it for her research project in fulfillment of her BTech in Office Management Technology back in 2014. "It took a lot of convincing for my topic to be considered back then because they said it was not related to the qualification I was studying for. When I was eventually given the opportunity to pursue it, I ensured that I gave it my all and I even obtained a distinction for it," said Karamchand.

She said the idea for her topic was triggered by the constant venting of frustrations by graduated Environmental Health students who had completed their community service year. "Graduates from our programme shared with me their frustrations regarding the appalling working conditions that they endured during their community service year, which is a compulsory professional board and health sector requirement. This inspired me to conduct research on this in order to get a full understanding of their experiences and recommend possible solutions," she explained.

Karamchand said her co-author in the published paper, Joy Kistnasamy motivated and assisted her to transform her research project report into a publishable research paper. "Joy was very instrumental in encouraging and mentoring me on how to put together a research paper, and I'm very grateful for her assistance," said Karamchand.

The research paper focused on assessing the experiences of DUT environmental health graduates during their community service year. "The research has shown that community service assisted graduates gain valuable experience, but the conditions of employment were not very conducive to enhance their knowledge base," she said.



Pictured: DUT's Anusha Karamchand and Joy Kistnasamy with their published research paper.

The research paper has already scored Karamchand and Kistnasamy an invitation from the South African Local Government Association (SALGA), where they presented their paper during their Municipal Health Summit in January 2018.

"SALGA was very impressed with our presentation. The delegates resolved that the Department of Health will be lobbied to intervene on the challenges faced by graduates during their community service year," she added.

Karamchand said she is very excited by the impact and prospects of their paper, and she is even considering doing another research paper focusing on how the managers and supervisors rate the performance of DUT environmental health graduates during their placements in community service.

Another notable achievement is that the research paper is now used as teaching material in Environmental Health programmes at DUT, Mangosuthu University of Technology and Cape Peninsula University of Technology.

The paper is available for free on www.sajhrm.co.za.

STRONG PASSION FOR WIL DRIVES DUT'S DR MSUKWINI TO PUBLISH HIS FIRST BOOK

NDUDUZO NDLOVU

Strong passion for Work Integrated Learning (WIL) and perseverance were the main driving forces behind the author of the book titled "An Investigation into the Human Resource Capacity for WIL."

This book was penned by Dr Themba Msukwini who is the External Engagement Manager at the Durban University of Technology's (DUT) Co-operative Education Department.

It is based on thesis that was done by Dr Msukwini in fulfillment of his PhD qualification in Human Resource Management obtained from the DUT. The title of his thesis was, "An Investigation into the Human Resource Capacity needs to facilitate learner support of Work Integrated Learning at a University of Technology. A Case Study of the Durban University of Technology."

Dr Msukwini's journey towards completing his PhD had its own challenges as he had to endure the strain of suffering from a stroke in 2013, which impaired his speech which has since drastically improved. "It was a very difficult period because I was not able to have a verbal conversation with anyone as my speech was impaired, but through perseverance and passion for what I'm doing, I was able to complete my thesis and eventually write this book. I also received great support from my family, supervisor and colleagues, and I am very grateful for their support," said Dr Msukwini.



Pictured: Author, Dr Themba Msukwini handing over his book to Faizal Salfa from the KwaZulu-Natal Public Service Training Academy, during the book launch held on 11 April 2018 at the Durban Exhibition Centre.

His book seeks to investigate the role, responsibilities and qualities of University and industry staff who facilitate support for learners in order to formulate guidelines which may structure the training of such individuals.

"The objective is to formulate a human resource capacity profile that will inform the capacity needs for Co-op Practitioners to facilitate learner support by doing a survey, analysing the findings, interpreting the data and drawing conclusions. The survey was conducted by formal interviews as well as using questionnaires that are designed for DUT WIL students, Co-op Practitioners, WIL graduates as well as employers," explained Dr Msukwini.

Furthermore, he said the book also aims to determine the competencies, characteristics, personality traits and communication skills of Co-op Practitioners. It examines skills and resources for such qualities. "Through this book I want to equip the beginners in the facilitation of learner support with skills and also address their human resource capacity needs," said Dr Msukwini.

This book was first published in November last in Germany. It is currently available on request. "I'm currently engaging with bookshops to sell this book, and I'm also targeting institutions of higher learning. One of the TVET colleges is already using my book as a teaching material. I'm also planning to do a series of seminars to promote this book" said Dr Msukwini.

The book is available on www.lap-publishing.com and its retail price is 79.90 Euros.