



UNIVERSITY OF
Swaziland **INSIDER**

Issue #3



**CENTRAL BANK OF SWAZILAND
GOVERNOR, MR MV SITHOLE
ADDRESSES UNIVERSITY COMMUNITY
UNISWA STAFF
MEETS CHAKAZA
HOLDING COMPANY**

UNISWA'S SENIOR STUDENTS VALEDICTION LUNCH



EDITOR'S NOTE



Mrs. Q. Z. Matse
- Senior Assistant Registrar (Corporate Affairs)

We wish members of the University a productive examinations period especially the students who will be writing the examinations. May we encourage students to contact the Student Welfare Office should the period prove to be extremely unbearable. While on this issue, we are grateful to the University for launching the University's Wellness Programme. This is a step in the right direction as noted by the Ministry of Health. Wellness has many dimensions and would be tackled accordingly.

In tackling the financial dimension of Wellness, the University Council has established Chakaza Holding Company. Members of the University Community are encouraged to share any suggestion with the Board of Directors of the Company who were introduced at a function in the Luyengo Campus. For the first time in the history of the University, the UNISWA Foundation hosted a Valediction Lunch attended by over a thousand completing students at Esibayeni Lodge.

We wish to congratulate Dr. Ajay Singh who was the Keynote Speaker at the International

Conference of Advances in Chemical Sciences and Allied Fields of Science, Health, Education and Environment which was held at Bhopal in India. The Keynote Lecture was based on two papers which Dr Singh jointly published with Professor Micah B. Masuku. The full abstract of the Lecture is on page 26.

Quality assurance is at the core of university operations, Professor Fowler has provided an article on Quality Matters: 1. The Context of Change which will be a three part series. We are very grateful for this and hope our readers will find it useful.

In this issue, we have the regulars like staff information, the Vice Chancellor's Corner, and profile of a University Graduate, our very own Mrs Busisiwe Simelane nee Nsibandze, Managing Director of Macmillan Swaziland. She is an industrious person whose roots are in UNISWA.

We wish to introduce our Intern from Limkokwing University of Creative Technology, Mr Sibusiso Doctor Lukhele, who is an Events Planner. He is helping the Office in a number of ways. Members of the University Community are encouraged to contact the Office for his services.

Last and by no means, least we wish to pass our sincere condolences to the Nkambule and Vilakati families on the untimely passing of Mrs Dumisile G. Nkambule.

Hope you will enjoy reading this issue. For comments and suggestions, please email: corporate-affairs@uniswa.sz

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Wellness Programme

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Dissemination Seminar organised by UNISWA Research Centre

On 26 April 2018, the UNISWA Research Centre [URC] held a dissemination seminar at the Conference Room, Faculty of Agriculture, Luyengo Campus of the University of Swaziland. The annual URC dissemination seminar provides a platform for UNISWA researchers to report the findings of their research projects to a wider audience of the University community and beyond. It also provides an opportunity for stakeholders to discuss very useful information concerning on-going as well as completed research aimed at addressing contemporary researchable problems

as well as provide opportunities for collaborative research, especially to fill gaps in knowledge and ideas for future research.

The seminar, which was unique in the number, the scope and the quality of papers presented, was officially opened by the Acting Dean of the Faculty of Agriculture, Prof. A.M. Manyatsi. Prof. Manyatsi emphasised the importance of research and further highlighted the role the University has played in national development, both in teaching and learning and in research, among others, since

“In keeping up with the commemoration of the 50/50 national celebrations, the UNISWA Research Centre will be publishing a special volume of expanded abstracts of research presented during the seminar.”



The Royal Swaziland Police were also present at the Dissemination Seminar

since independence. He noted that the forerunner of the University of Swaziland was the Swaziland Agricultural College and University Centre [SACUC], which was established in 1966. The first intake of the Certificate Course, graduated in 1968, 50 years ago. Thus the seminar, which was held as a part of the 50/50 national celebrations, provided an ideal setting for those in attendance to reflect and celebrate the great strides UNISWA

has made in knowledge generation, dissemination and utilisation in decision making, especially in the areas of science, technology and innovation.

The 2018 dissemination seminar was well attended as a handsome number of stakeholders participated through invitation by the researchers, who had collaborated with them during the research process. The contribution of the collaborators enhanced the debate and the discussions that followed paper presentations. This is a commendable initiative as it promotes thought-provoking and problem-solving research, an approach that has been reported to increase knowledge dissemination as well as high rate of technology adoption of research outputs. The UNISWA community also came out in large numbers.

Thirteen researchers [Table 1] presented research output for the day. There were also sessions where participants engaged in robust and scholarly debates. There was a

good mix of researchers in both the presented work and in attendance at the seminar, thus enhancing the mentor-mentee relationship that the UNISWA Research Centre encourages as a part of its promotion of improved research culture in the University.

This will not only improve the research culture at the University through mentorship and skills transfer but will also aid in research continuity and publication

of papers in scholarly journals.

In keeping up with the commemoration of the 50/50 national celebrations, the UNISWA Research Centre will be publishing a special volume of expanded abstracts of research presented during the seminar.

On behalf of the organising committee, the UNISWA Research Centre wishes to thank all those who contributed to making the dissemination seminar a success.



Some of the participants of the Dissemination of Research Results Seminar organised by the UNISWA Research Centre

Names of researchers, Faculty/Unit and titles of research project

Researchers	Faculty/Unit	Title of Research Project
A. J. Varkey, M. D. Dlamini and T.H. Gadaga	Science and Engineering, Health Sciences	Anti-bacterial and coagulant properties of locally grown moringa seeds in Swaziland.
M. P. Mabuza, O. T. Edje and B. H. Sukati	Agriculture	Climate-smart agriculture: Increasing crop yields on-farm through use of sunnhemp [<i>Crotalaria juncea</i> L]. Phase 2. Residual effects of sunnhemp as succeeding maize [<i>Zea mays</i> L.] crop.
J. A. Jibowo and M. A. Dube	Agriculture	Agricultural extension on cassava production in Swaziland



Researchers	Faculty/Unit	Title of Research Project
H. P. Dlamini and N. F. Awasom	Humanities	The emergence and development of community police in Swaziland since the early 1990s.
Y. Assefa and T. Dlamini	Agriculture	Ecology and genetic diversity of stem borers and their parasitoids in cereal crops and sugarcane of Swaziland
J. Furvin and J. P. Anbu	Library and Humanities	An annotated bio-bibliography of the literature of Swaziland.
O. T. Edje, G. C. Bwembya, J. M. Thwala and M. P. Mabuza	Agriculture and Science and Engineering	Effects of plant density and fertiliser rates on root, bark and leaf yield of moringa [Moringa oliefera Lam].
M. Okpeku, O. M. Arigbede, A. M. Dlamini, B. N. Dlamini and M. W. Tesema,	Agriculture	Morphometric and molecular evaluation of indigenous Swaziland goats using multivariate traits and Caprine K-Casein gene locus.
A. M. Dlamini, M. N. Mthiyane and B. J. Dlamini	Agriculture	Nutritive evaluation of mucuna forage and seed meal as a protein source for Nguni goats.
P. S. Dlamini and C. Maibvise	Health Sciences	Knowledge, attitude and practice of the University student towards HIV and AIDS.
O. M. Arigbede, G. Z. Khumalo, B. J. Dlamini and N. M. Mthiyane	Agriculture	Evaluation of the agronomic performance and nutritive value of selected tropical herbaceous forages for ruminants in Swaziland.
A. M. Dlamini and G. Z. Khumalo	Agriculture	Effects of feeding dairy cows with marula [Sclerocarya birrea L] seed cake as a protein supplement on milk yield, composition and product quality.
M. N. Mthiyane, A. M. Dlamini, D. Kibirige and D. N. Earnshaw	Agriculture	Melia azedarach forage and oyster mushrooms: Improving nutrition, milk production and health in dairy goats.

THE VICE CHANCELLOR'S CORNER

The Vice Chancellor attended a number of events and functions on campus during the past few months where he was often called upon to make speeches. Some of the events included:

THE LAUNCH OF CISCO CERTIFICATION

At this event, he thanked the team from UNISWA and Swaziland Posts and Telecommunications (SPTC) for the hard work that they had done prior to the launch. He thanked the Department of Computer Science



Dr. A. S. Metfula (centre) making a point during the launch of the Cisco Certification. He is flanked by the Acting Vice Chancellor, and the Dean of the Faculty of Science and Engineering

for entering a new phase, the implementation. The VC congratulated the team for having enrolled 48 students for exceeding the planned 30 student intake. The Professor further listed the benefits of the course and possible job opportunities.

SWACAA EMPLOYEES SUPERVISORY DEVELOPMENT PROGRAMME GRADUATION

The VC mentioned that both the vision and mission of the University was achievable with the involvement of the private sector. He thanked the Consultancy and Training Centre (CTC) for spearheading partnership with SWACAA. The VC congratulated the graduates for their success and also thanked the facilitators for a job well done. He also mentioned that CTC had plans to go international starting with the sub-Saharan region.

ADDRESS BY CENTRAL BANK OF SWAZILAND GOVERNOR, MR M.V. SITHOLE TO ECONOMICS STUDENTS

The Vice Chancellor thanked the organisers from the two institutions for realising the need to educate the public about issues around monetary matters which have a huge impact on the economic development of the country. He mentioned how the Governor, Mr M.V. Sithole was not new to the University as he was part of the Academic Staff for over 20 years. The VC mentioned that the University had an existing partnership with the Central Bank and Swaziland Economic Policy Analysis and Research Centre "In teraction between monetary policy, financial stability and economic growth and development."



The Acting- Vice Chancellor, Professor Ngidi Dlamini making his welcome remarks during the address of the Central Bank of Swaziland Governor

THE 2018 BOLESWA CONFERENCE

The Vice Chancellor welcomed all conference attendees especially the guests from the University of Botswana and National University of Lesotho to the Conference with the theme “Moral Regeneration.” He also mentioned the brief history of the conference that it was a joint event held rotationally three sister Departments of Theology and Religious Studies of BOLESWA countries’ universities annually. The VC also mentioned that it was the oldest links of the three universities having survived for more than three decades. The Department had maintained a synergic relationship through sharing academic papers and professional experiences. The VC noted that the theme was very relevant to the contemporary society due to the concern about the marginalisation of the core moral values as a result of the rise in secularism which had cost the world a great deal of morality. He mentioned how morality was no longer seen as a social affair but a private one. The Vice Chancellor mentioned how he was thrilled after noting the diversity and richness of papers to be presented and also learning that they would be published as proceedings and also as journal papers.

Corporate Affairs Office is proud to introduce its intern; Sibusiso D. Lukhele



Sibusiso Doctor Lukhele, currently doing internship at the University of Swaziland under the Corporate Affairs Office. The internship duration is three months which started on 12 March and will end on 12 June 2018. He is an Event Planner at the institution. He is currently pursuing an associate Degree in Event Management at Limkokwing University of Creative Technology after completing his SIGCSE at Siteki Nararene High School in 2015. He did primary education at Loyiwe Primary School.

He has a vision of seeing the University host impeccable/well planned events with clear objectives. The University needs a profession who will focus on planning University events without being overwhelmed by other commitments. It would be necessary for the University having an office focusing on the events which will act as a consultation point for every event.

BEYOND THE HR OFFICE:



#TEAMBUILDING #STAFFWELLNESS #UNISWAHIKINGCLUB
#MAHAMBAGORGEHIKE2018



The UNISWA Team that took up the Mahamba Gorge Hike Challenge

On Sunday 8 April 2018 staff members at the University of Swaziland, “the University of Choice in Africa”, left their offices and workplace to take part in one of the prestigious, largest and challenging hikes in the country, the Mahamba Gorge Hike. The 2018 hike was the fifth edition and UNISWA team is proud to have been participating since 2014.

In participating in the Mahamba hike, the University joins the rest of the country to a time of team

building and staff wellness. It is a time of testing one's level of perseverance as team members find ways and means to conquer the 7km hike together. Those who are stronger become a source of inspiration to those who find the hike challenging. It is also a time to put aside our different work roles and become one team, work together at the same level to survive and conquer the hike challenge. It is a time where members of the team get to know each other at a social level and build a good working relationship.



The day started with the long journey from Kwaluseni Campus on a bus to Mahamba where the real fun was first captured at the starting point, the old Mahamba Methodist Church. Team UNISWA was dressed in blue and had the opportunity to capture the starting moment of the hike through a group photo that included the organisers of the event and the Regional Administrator, Mr Themba Masuku.

The 7km hike usually starts just after 7 a.m. and on average it takes one and half hours to complete. Due to the long distance, Team UNISWA had 55 registered participants and started just after 8 a.m. It took some team members close to three hours to complete the hike. Their resilience and perseverance was appreciated because they completed the hike instead of abandoning it. This should be the same attitude staff apply even when faced with work challenges that is, pressing-on instead of giving up.

The hike to the summit of Mahamba Mountain is very challenging and tests one's fitness level to the core. Once at the summit one gets a good view of the two mountains and the Mkhondvo River passing through them. The hike downhill to the finishing point is even more challenging as the mountain is very rocky but Team UNISWA hikers were survivors and supported each other to the finishing point. Team members experienced a few bruises this time around but generally the Team, like the rest of the participants, enjoyed conquering the challenge.

The finishing point is where participating companies are awarded prizes as recognition for their different roles in the charity hike. It is also where most companies showcase their brands through setting up their gazebos for shelter and refreshments. This is where Team UNISWA also gets the opportunity to join other companies to network and enjoy refreshments. This year was no different; the team networked, registered its presence as an institution and had a good time getting to know each other better as UNISWA staffers.

For the Shiselweni Region, the hike is for raising funds for the under-privileged communities in the Region. UNISWA and the rest of the companies that partake in the hike do it for social responsibility, team building and staff wellness.

This activity will form part of the baby steps toward staff wellness activities for a healthy workforce at the University of Swaziland, "the University of Choice in Africa."

The organising team looks forward to having more members joining the Sibebe and Breast Cancer hikes which will take place later in the year. Team UNISWA would like to thank the Management for providing transport and USSA for sponsoring the 2018 hike.

*By Mrs Treasure Dlamini,
- Senior Assistant Registrar HR
(Non-Academic)*



Team UNISWA participants resting at the end of the hike



Address by Governor Mr M. V. Sithole to Economics Students of the University of Swaziland

On 7 March, 2018 the Governor of the Central Bank of Swaziland, Mr M.V. Sithole, gave a lecture to the Economics students on “THE INTERACTION BETWEEN MONETARY POLICY, FINANCIAL STABILITY AND ECONOMIC GROWTH AND DEVELOPMENT IN THE CMA.”

Governors from the Common Monetary Area (CMA) (or representatives) were present as well as the UNISWA Management. The Acting VC, Professor M.D. Dlamini, gave the welcome remarks wherein he expressed sincere gratitude for the continued co-operation between UNISWA and the Central Bank of Swaziland (CBS). He emphasised the importance of policy makers’ interaction with the academic staff and students.

The focus of the lecture was to ensure that students appreciate and fully understand the basis of the CBS monetary policy decisions. The Governor started off by defining the following key terms; monetary policy, financial stability, economic growth and seigniorage i.e. profit made by government from printing money. This was done to ensure that all participants would

He followed with a brief history of the CMA which dates back to the Rand Monetary Area Agreement of 1974. The CMA Monetary Policy Framework was also presented, where the Governor highlighted how monetary policy has evolved in each of the CMA countries. The monetary policy transmission mechanism in the CMA was explained by the Governor. This basically indicates how monetary policy decisions affect the economic activities and prices in the CMA.



Mr. M. V. Sithole, Governor of the Central Bank of Swaziland making his address



It was also clarified that all indications are that the continued membership of Swaziland in the CMA was highly beneficial for the country. The disadvantages the country faces by remaining in the CMA were very minimal compared to the benefits. These include low inflation, low exchange rate fluctuations, free movement of capita, to name a few.

The main focus of monetary policy currently was price and financial stability the world over and so this was also true for CMA monetary authorities. Given this, the Governor explained how price and financial stability were linked with economic growth

in the CMA. The lecture ended with highlights on the challenges facing the CMA, such as sluggish economic growth as well as threats to financial stability. The latter was brought about by a variety of factors which include proliferation of virtual currencies (Bitcoin). He indicated that all these challenges require concerted effort in the monetary union.

*By Dr Dumsile F. Dlamini
- Economics Head of Department*



Students and Staff present listening to the presentation made during the address of the Central Bank of Swaziland Governor.



UNISWA Insider welcomes you to UNISWA!

Name	Position	Department
Dr Laudia T. Ogunniyi	Senior Lecturer	Agricultural Economics and Management
Dr Peter Y. Mhone	Senior Lecturer	Mathematics
Mr Bonvas M. Mogunde	Lecturer	Accounting & Finance
Ms Patience S. Dlamini	Assistant Coordinator	Institute of Distance Education
Ms Nonhlanhla N. Moletsane	Lecturer	Primary Education
Mr Sibusiso M. Nhlabatsi	Legal Principal Officer	Law
Ms S. Sithole	Administrative Assistant	Bursary
Ms Dumsile I. Mshayisa-Gamedze	Lecturer	Midwifery Science
Dr Alfred F. Tsikati	Lecturer	Agricultural Education & Extension
Mr Thabo Mzileni	Lecturer	English Language & Literature
Dr Christine N. Zamberia	Lecturer	Sociology & Social Work
Dr Musa Njabulo Shongwe	Lecturer	Law

Congratulations for receiving new qualifications!

Dr John P. Anbu	Senior Assistant Librarian	Library	Ph.D. (Banasthali Vidyapith University)
Dr Phindile G. Dlamini	Lecturer	Business Administration	Ph.D. (University of the Witwatersrand, Johannesburg)
Mr M.N. Msibi	Lecturer	Accounting and Finance	Masters (University of Nairobi)
Dr Lungile Mabundza	Lecturer	Sociology & Social Work	Ph.D. (University of KwaZulu Natal)

Congratulations for being appointed to senior positions!

Dr S.V. Mhlanga	Director	University Planning Centre (UPC)
Mrs Lindiwe W. Nhlabatsi	Director	Academic Office

All the best in future endeavors!

1. Ms Olina Ngwenya

All the best on your training!

1. Mr Welile M. Mamba

2. Ms Lungile F. Motsa

3. Mrs Khosi K. Dlamini

4. Ms Cynthia Mkoko

5. Mr Leonard Mhlanga

6. Mr Sifiso V. Musi



Mrs. Busisiwe M. Simelane nee Nsibandze – Managing Director of Macmillan Education in Swaziland and MSNP

Mrs. Busisiwe M. Simelane nee Nsibandze was born at eLwande in the Manzini Region and her marital home is at Kaphunga in the Shiselweni Region.

She pursued the Bachelor of Arts Humanities with the concurrent Diploma in Education from 1980 to 1984 at the University of Swaziland (UNISWA). Her majors were English and African Languages. After completing her studies at UNISWA, Busisiwe studied and passed the Master of Education Degree from St. Mary's University, Halifax, Nova Scotia - Canada, Diploma in Publishing with Kate McCallum Consulting in South Africa and Certificate in Lexicography: AFRILEX Consulting also in South Africa.

Busisiwe is currently the Managing Director of Macmillan Education in Swaziland and MSNP, a position she has held from 2009 to date. She is one of the few female Managing Directors the country has. Before then, she had held the positions of Publishing Manager, Commissioning Editor, Desk Editor with Macmillan Publishing Company. Mrs Simelane in her early years of her career had been a high school teacher with Cana High School and also lectured at at William Pitcher Teacher Training College.

Busie as she is affectionately called has fond memories of her time at UNISWA. "I will always cherish the time I spent with the athletics team; we were the winning team with me as the best 100m sprinter in the ladies category. We always brought the trophy home. The years I spent in the Student Christian Movement (SCM) made me who I am today. Those were precious times. My fourth year was the best, in the African Languages class we had such a good time. In as much as the course was hard, together we made it enjoyable and we were like family. "

While at UNISWA and in the world of work, Busie learnt that "no pain no gain, be it School, University or the world of work. Nothing comes on a golden platter. Operating in the stretch zone is the only way to success."

Her closing remarks remain a great lesson; "when I was a student I thought I knew it all but when I graduated I realised that learning had just begun. To date, I am still learning. Thanks to UNISWA for the solid foundation."

BMS



Introduction of Chakaza Holding Company to UNISWA

On Monday 9 April 2018 a function was held at the Cardiff Hall, Luyengo Campus, to introduce the Board of Directors of the Chakaza Holding Company. Chakaza Holding Company was established by the University Council to provide a third stream of income for the University. Mr Wandile Mathonsi, a member of Council made remarks on behalf of the Chairman of Council, HRH Prince Phinda.

In his welcome remarks, the Programme Director, Dr Salebona Simelane mentioned that all present had gathered to witness the fruition of a dream conceived by members of Council to establish a company to help generate a third stream of income for UNISWA.

“....all present had gathered to witness the fruition of a dream conceived by members of Council.....”

The Acting Vice Chancellor, Professor Mgidi Dlamini welcomed all to the event where the University would formally welcome the first Board of Directors of the Chakaza Holding Company. He mentioned that the University in its Strategic Plan for 2016 – 2021 took a deliberate decision to establish its own company that would help bridge the funding gap the institution was currently faced with. “I will be making a mistake

if I do not recognise the Members of the University Council who had the vision and furthermore supported it. Special thanks go to Chairman of Council, HRH Prince Phinda for his continued support for the University initiatives.” He then extended a special word of welcome to the new Board of Directors of Chakaza Holding Company. He mentioned that Chakaza Holding Company (PTY) Ltd was a company owned by the



The newly introduced Chakazi Holding Company Board of Directors with some members of University Council that attended the event



University of Swaziland and incorporated under Certificate No. 809 of 2016 in terms of the Companies Act of 2009. "Its objectives cover a wide range of sectors in Agriculture, Manufacturing and Services. Among its functions, some of the University's assets would be leased out so that revenue can be generated, as articulated in the University's Strategic Plan," he noted.

Professor Dlamini went on to mention that in the 1990s it became apparent that the University needed to re-think the diversity of its revenue sources through strategic planning processes, hence the establishment of the UNISWA Foundation in 2004. He also mentioned that the subvention received from Government was declining and noted that for example, the University is expecting to receive only 39% of the budget requested from Government for the Financial Year 2018/2019.

to support the Director of the Holding Company.

In making the remarks for the Chairman of Council, Mr Wandile Mathonsi, first tendered apologies for the Chairman who could not attend because of ill-health. He noted that the Chairman was passionate about the establishment of the Holding Company because of dire situation the University found itself in. Mr Mathonsi then introduced all members of the Council who had attended the function. He mentioned that the fiscal challenges facing UNISWA were not unique to the University alone but the country also suffered from them. Mr Mathonsi noted that the challenges the country faced regarding the SACU receipts would worsen in the next two years hence the need to establish the Holding Company.

He narrated how the University had requested E865 million from government and only received E335



Attendees of the unveiling of the Chakazi Holding Company Board of Directors to UNISWA staff which included Council members and SRC members

million. Mr Mathonsi also mentioned that internally generated revenue was only 29% of University revenue and 98% of it was from tuition fees. Since more and more students were self-sponsored, there would be bad debts and that could also cripple the internally generated revenue.

Mr Mathonsi mentioned that the Chairman of Council said he should invite those with ideas on revenue generation to come forward and share them with

The Acting Vice Chancellor then mentioned the activities that the University of Swaziland expected Chakaza Holding Company to perform. Professor Dlamini also mentioned that the University pledged

the Holding Company. The Chairman's Representative then appealed to all members of the University Community to support the Holding Company so that it could realise its objectives.



Mr. Sabelo Msibi, the Chairman of the Board of Directors making his remarks

CHAKAZA HOLDING BOARD OF DIRECTORS ARE INTRODUCED

The Programme Director, Dr Salebona Simelane then called upon the Chairman of the Chakaza Holding Company, Mr Sabelo Msibi who introduced Board of Directors. The Board comprised:

Ms Sihle Zwane	-	CEO, Swaziland Standards Authority
Mr Muzikayise Dube	-	NIDCS
Mr Brightwell Kunene	-	Swaziland Automated and Electronic Clearing House
Mr Mayibongwe Kunene	-	HR, Swaziland Standards Authority
Mr Phineas Magagula	-	CEO, Chakaza Holding Company

Members that were introduced in absentia were the Vice Chairman, Mr Zombodze Magagula, an established lawyer, former student of UNISWA and member of the University Council. Professor Micah Masuku, a member of Council, Dean of the Faculty

of Agriculture and also Acting Pro-Vice Chancellor of UNISWA.

In his remarks, Mr Msibi thanked the University Council for believing in them to do the job. Their main task was to ensure that UNISWA had extra income and that they would all in their powers make the Company work. He mentioned that they were appointed in November 2016. Since appointment, the Board had developed the company profile and began the process of recruiting the CEO. The CEO was appointed in October 2017 after which they began developing the strategic plan which had been finalised and would be rolled-out soon. He mentioned that their offices were in Manzini just above Kukhanya Offices. Mr Msibi also thanked Mr Tony Maseko, a member of Council who had asked to oversee the appointment of the Board. He thanked the UNISWA Management as well. The Chairman then invited staff to share their ideas with the Board. Those ideas would only be recommendations to the Board. He mentioned that the CEO and his team would be operational and the Board would put the Performance System in place for the CEO and his team.

The function was attended by Members of Council, Senate, and UNISWA Staff from the three campuses and the SRC.



Members of the SRC that attended the event



UNISWA's Senior Students Valediction Lunch

For the first time in the history of the University, the UNISWA Foundation hosted over a thousand senior students for a Valediction Lunch which was held at Esibayeni Lodge on Friday 13 April 2018. The keynote speaker was Professor Ivor Sarakinsky from the Wits Business School.

Professor Sarakinsky noted that a valediction was symbolic. It symbolised the ending of a previous life and the beginning of a new one. He noted that there were hard times in the life of student as previously noted by the Student Representative Council President, Mr Sakhile Ndzimandze. Such hard times according to the Professor included the night before an examination and difficult to manage interpersonal relationships. The hard times were only meant to mould each person to be a great future leader. Good and bad times mould each individual in life.

The Keynote Speaker encouraged students to maintain the relationships that they had created while at the University. Professor Sarakinsky noted that there were common identities with the Class of 2018 which the students should use to their advantage when they enter the professional world. He mentioned that it was easier for one to draw inspiration from people they were moulded with. He said they should strive to make those bonds everlasting. Former colleagues would open doors for the Class of 2018 and they in turn should do the same for them. Bonds were very important in professional

environments. He encouraged the students to have people they could call when they needed help. The Professor mentioned that good and bad times mould you to be able to work with others.

“Professor Sarakinsky encouraged the students to have fun in their professional lives. He encouraged them to be happy with the work they would do.....”



Final Year students displaying their outfits for the lens during their Valediction



The Guest Speaker of the Valediction, Professor Ivor Sarakinsky making his remarks.

Professor Sarakinsky encouraged the students to have fun in their professional lives. He encouraged them to be happy with the work they would do. They should maintain a positive attitude and be prepared to contribute in their chosen fields. The experiences at UNISWA had given the Class of 2018 the opportunity to find themselves in life. He mentioned with pride his former student Mr Vulindlela Simelane, of the UNISWA Foundation. He told the gathering that Mr Simelane was good and flew over the courses that he taught him. Professor Sarakinsky wished the students all the best in their examinations and he encouraged them to be in touch with the University.

Prior the keynote address, Pastor Mbongeni Lukhele had opened the function with a word of Prayer. The welcome address had been performed by the Acting Vice Chancellor, Professor Mgidi Dlamini who welcomed everyone to the inaugural event in the history of the University of Swaziland. He thanked all present for making time through their busy schedules to appreciate the students who would be writing their final exam in the next month and may graduate and become active members of the Swazi economy.

The Acting Vice Chancellor mentioned that some students in the Class of 2018 may have experienced

extreme hardships in getting to the point they were. “We trust that this period of your life will be one you will treasure for the remainder of your days on earth” he remarked. Professor Dlamini also mentioned how they may not have seen eye to eye with the Class of 2018 as an after-effect of a general state of economy globally, regionally and nationally that had forced budget allocations to interfere with institutional priorities. “We have all had to navigate rough waters with nothing else to go by on, but our faith is in an education system that remains the bed rock of our economy” he noted.

“I therefore, am not saying good bye to you today, but I am saying as you prepare to leave UNISWA it is time to say to you welcome to the other-side where we will stand together in partnerships in developing our national institution for the good of this country and generations to come. Finally I speak to you as a father; there is a Yoruba proverb that says “Where you will sit when you are old shows where you stood in your youth” Professor Dlamini noted. He encouraged student to be active members of the UNISWA Alumni.

Also speaking in the same function was the SRC President, Mr Sakhile Ndzimandze. He thanked the UNISWA Foundation for providing the valediction lunch. He noted that in UNISWA they as students had received a great foundation. He thanked the UNISWA Administration for providing education for the students. Mr Ndzimandze noted that their stay



The SRC President, Mr. Sakhile Ndzimandze making his final remarks to Final Year students during the Valediction.



at UNISWA had not been a honeymoon and the students had been through thick and thin. He also appreciated lecturers, professors and parents for the love. He encouraged students to use all that they had learnt at UNISWA. He requested his peers to represent UNISWA well at the world of work. Mr Ndzimandze encouraged the students to think wisely and take care of themselves. They should also consider the helpless and the hopeless. He wished the students all the best in their examinations. “Let’s go out and change the world. Education is a poor man’s shield and spear,” he concluded.

BE FRIENDS WITH THE UNISWA FOUNDATION

In making her remarks on behalf of the Chairperson of UNISWA Foundation Mrs Bella Katamzi, the Vice Chairperson, requested the Class of 2018 to be friends with the UNISWA Foundation as that would make their task easier. “Allow us time to work with you as a Foundation”. She further thanked the UNISWA Foundation, CEO, Dr Miranda Miles for the valediction lunch which was being held for the first time at UNISWA. “Dr Miles has landed UNISWA on a new journey”. Mrs Katamzi wished the students a bright future.

FATHER DAVID GOODAY – WORLD BANK ALUMNUS & FOUNDING LECTURER OF SACUC 1967

Father David Gooday also made remarks during the Valediction Lunch held at Esibayeni Lodge on Friday 13 April 2018. He came to Luyengo in 1967 to teach Education at the then Swaziland Agricultural College and University Centre (SACUC) which was later to become the current Faculty of Agriculture. Father Gooday worked in SACUC for 12 years and then worked for the World Bank for five years. He returned to live in Swaziland where he is still a farmer and a consultant at 81 years. He encouraged the class of 2018 to go and change the world.

He told the students to write the names of people they have met in their lives and treasure those relationships. Father Gooday encouraged students to belong to the UNISWA Alumni association. He requested that a name be coined for the UNISWA Alumni Association.

The Founding Lecturer of SACUC encouraged the students to continue with their education and to despise small assignments as not all would be privileged to get jobs. He told the students to be open to opportunities and position themselves well. “Keep your eyes open – read the newspapers and be aware of issues being discussed worldwide. Keep your sense of humour it will make you happy and you will live longer. Keep reading and continue to worship God.” he concluded.



Father David Gooday encouraging the student body to enjoy life and have fun during his address at the 2018 Valediction



ON BEHALF OF UNISWA FOUNDATION, “THANK YOU” – CEO DR MIRANDA MILES

The CEO of the UNISWA Foundation, Dr Miranda Miles, said the votes of thanks during the valediction lunch. In her remarks she first thanked the Almighty God for making the day possible. She thanked the Acting Vice Chancellor, and the UNISWA Management for leading UNISWA during tough economic times. Dr Miles thanked the Deans and teaching staff for giving their best sometimes under difficult conditions. She thanked the Support Staff and the Events Management Committee for running a smooth machine. Dr Miles thanked the Programme Director, Mr Hubert Maziya who gave the task his best even though he was contracted at the last hour. She thanked all those that provided entertainment and the UNISWA Foundation Team. She encouraged the students to keep the relationships they had created and narrated how great it felt to find an old classmate. Dr Miles thanked Father Gooday and Pastor Mbongiseni Lukhele for the spiritual support. Last but not least she thanked the Class of 2018 for attending the lunch and also choosing UNISWA for their studies. “Do not allow anybody to make you feel like your degree is inferior. We are proudly UNISWA.” she concluded.



UNISWA Foundation CEO, Dr. Miranda Miles addressing students at the Valediction event organised by the Foundation.

GREAT ENTERTAINMENT DURING THE VALEDICTION LUNCH

The number of speeches presented during the valediction lunch were punctuated by wonderful performances by students and a member of staff from the UNISWA Foundation. Mr Celimphilo Khanyile rendered a poem dedicated to the Class of 2018 on pursuing their dreams and not allow them to fade.

The Born to Worship a Christian something missing here from the Kwaluseni Campus provided musical item on two occasions which projected hope to the Class of 2018 on the journey they were yet to take. Dynamic Sounds, a duet by male students, had the audience crying for more.

Traditional dance by different student groups provided great

entertainment for the guests. Umiso and Ingadla was performed by Imbali from UNISWA. Lutsango from the students also performed a wonderful dance. The young men known as emajaha provided entertainment and had composed music on the valediction and 50/50 celebrations. Sibhaca a traditional dance by males also performed. The Programme Director, Mr Hubert Maziya was full of praise for all the performances.

“DO NOT ALLOW ANYBODY TO MAKE YOU FEEL LIKE YOUR DEGREE IS INFERIOR. WE ARE PROUDLY UNISWA.” SHE CONCLUDED.



Quality Matters: 1. The Context of Change

This is the first in a series of articles discussing and describing the key quality issues facing the University over the next five or more years. By the end of the series, the reader should have a good understanding of what we mean by quality, how the University proposes to address it, and why it is so important to the future of the University. Improving quality is not only about having the right quality assurance system in place but is also about creating the appropriate organisational culture.

This first article sets the scene. It paints a picture of the changing world of education, and the main drivers for change. It also sketches out a management of change framework that the University should adopt if it is to cope with and survive these changes.

Universities across most of the world led a sheltered and charmed life until about the mid-eighties. At that time, several factors combined to create a perfect “storm” of change. First there was pressure to change universities from being elite organisations to ones that serve the whole nation and beyond – massification. From 2000 to 2014, the global number of students enrolled in higher education doubled. At UNISWA, our enrolments have increased by 50% over the same time period, and are projected to triple by 2021 (circa 14,000 students). Increased enrolments has led to more graduates. This influx of graduates onto the employment market has had several consequences. First, it raised the question of relevance – why, in these challenging financial times, are we producing graduates with degrees that are not contributing to economic growth? And, even when the degrees are relevant, the knowledge and skills acquired by our graduates are not always those wanted by employers. We need more scientists,

engineers, doctors, nurses, teachers and other professionals, and these graduates should not only possess the relevant knowledge and skills of their chosen profession, but also the ‘soft’ skills of being good communicators, creative thinkers, innovators, problem-solvers, entrepreneurs as well as life-long learners. However, Universities are also about producing graduates that contribute to a society’s culture and not just to its economy.



Secondly, questions about the declining quality of qualifications have been raised. Employers complain that the standard of our degrees has dropped. Part of the quality problem can be attributed to the fact that average qualification of University staff is in decline because of massification. In the UK, for example, in 2010 less than half of the academic staff possessed a Ph.D. The 2017 figures for UNISWA also indicate that less than half the staff (44%) possess a Ph.D. However, the possession of a Ph.D does not necessarily make a good teacher. To address the quality of their teaching staff most universities have created



The Acting- Vice Chancellor, Professor Mgidi Dlamini stressing a point during the official unveiling of the Strategic Plan to staff

dedicated centres with a dual function to improve teaching quality and to introduce technology to enhance learning. In November, this year, the University Senate also recognised the need for a dedicated centre and approved the establishment of a new University Centre for Excellence in Learning and Teaching (CELT).

Finally, the cost of massification for our public universities in terms of building new infrastructure, paying more maintenance grants as well as the increased costs of running the universities, is becoming a significant financial burden on many governments. Not surprisingly funders have started to ask questions about whether they are getting a good return on their investments, not just in terms of quality and relevance of the graduates, but also whether universities' internal operations are cost-effective and efficient. In response, universities have become more business-oriented. They are also seeking to use technology as a cost-effective solution to address the issue of teaching increasing numbers of students, and to run their internal operations more efficiently and effectively.

The Government of Swaziland is not immune to these drivers for change. It established the Swaziland Higher Education Council (SHEC) in 2015 with the mandate to regulate all, private and public, the

Kingdom's Higher Education Institutions (HEIs). More specifically, SHEC was given the responsibility to specify the quality standards all HEIs must reach for their programmes to be accredited. SHEC is also authorised to undertake regular institutional audits to ensure these standards are being met.

The Government, through its National Policies and the SHEC, also recognises the importance of education as the engine for economic growth, and thus the critical role higher education plays in meeting the Kingdom's economic and cultural needs. The draft of the National Education and Training Improvement Plan II (NETIP II), for example, has clear strategic objectives and outcomes for the Higher Education Sector. Some of the activities relevant to UNISWA are described below:

Strategic Objective 1 includes improving the quality and relevance of HEIs by:

- Developing and implementing a research policy for knowledge generation and socio-economic development.
- Reviewing, developing and implementing strategic plans in all higher education institutions (including staff capacity development), inclusive of all institutions (public and private).

Further, Objective 2, to improve access and equity to higher education requires HEIs to:

- Develop an "open learning" approach through distance training courses (including e-learning approaches), for retraining and re-skilling those already at work.
- Develop a framework for the provision of Science, Maths and Technology Programmes.

Both the SHEC and NETIP II (p. 86) also stress the need for HEIs to:

- Contribute in in-depth labour market studies



to inform priority areas of training in collaboration with relevant ministries including skills surveys (by employment sector and skills type).

- Conduct stakeholder meetings in order to continuously engage with employers, especially the private sector.
- Develop and implement a plan for HE institutions to conduct relevant tracer studies according to agreed-upon priorities.
- Develop partnerships with industry to run study courses which combine theoretical training at a HE institution and practical training at the industrial partner company.

All the above have an impact on the University of Swaziland, and are reflected in our own Strategic Plan (2016-2021).

Unfortunately, like many countries, finding the resources to fund the ever-expanding costs of education against a backdrop of declining economic growth, is proving difficult. Indeed, the Government of Swaziland's spending on education in terms of percentage of total government expenditure has gradually declined over the last five years, and is currently (2017) about 15.8%. This compares well with, for example, Lesotho (16%) and Botswana (17%) but poorly with Namibia (25%). However, the Government of Swaziland's first funding priority is the Primary Education Sector, followed by the Secondary, with the Tertiary sector being a poor third. In response to the Government's funding priorities, the University is seeking to diversify and increase its revenue streams and so reduce its dependence on Government funding.

There can be no doubt that the University is facing a challenging time. We must, amongst other things, improve the efficiency of our operations, deliver high quality academic programmes, demonstrate the relevance of our programmes to the country's needs, and raise funds from non-governmental sources. Having a Strategic Plan that states how to meet these challenges is an important first step. However, the plan must be operationalised by identifying responsible



parties, necessary actions, performance targets and a timeframe to achieve our strategic objectives. The University Planning Centre is now in the process of cascading the operational plans to the University's Faculties, Institutes, Centres and Administrative Departments.

The second step is to fully understand the University's current level of performance. This provides the baseline against which improvements (targets) will be measured. SHEC requires the University to produce a Self-Assessment Report (SAR) to critically reflect on its performance against the SHEC quality standards. This document is key for the University to understand where it performs well, and what areas need improving. The latter is important, with or without SHEC, if the University is to continually seek to improve its performance and raise its standards.

Finally, change must be managed. Many people fear change or see no reason to change. The reasons for the change must be clearly communicated to all our stakeholders. Change should not be imposed, and our stakeholders must be consulted. One or two individuals rarely achieve change; it is a collective exercise in which we all have a part to play. The benefits and costs both at an institutional and personal level need to be recognised and addressed. Everyone, just like our senior managers, must be committed to the change,



and ready to facilitate the process through their behaviours and actions. Change will incur costs at a time we can least afford them, but resources need to be identified, prioritised and found. Last but not least, we must be seen to care by helping people adjust to the change. This might be through awareness exercises, counselling, and the provision of training and support. These are the “Seven ‘Cs’ of change” – Clarity, Communication, Consultation, Collectivity, Commitment, Costs, and Care.

The University has taken the first steps on the long and challenging road of transformation in order to achieve its vision of being ‘the University of choice in Africa’.

. THESE ARE THE “SEVEN ‘CS’ OF CHANGE” – CLARITY, COMMUNICATION, CONSULTATION, COLLECTIVITY, COMMITMENT, COSTS, AND CARE.

As time goes on, people will need to do their part to ensure that the University’s future is financially secure, that it delivers the highest quality educational experience to our learners, provides a nurturing and supportive working environment for all our staff, and is valued by our stakeholders.

*By Prof Chris Fowler,
- Blended Learning & Quality
Assurance Manager*

UNISWA *Photo Corner*



Thankyou to these staff members that made sure everything went well during the Valediction.



TADM students' work can be found displayed all over the Departments walls to showcase students' work and skills



Final Year students seemed to be enjoying themselves during the first Valediction hosted by the University



Fleet and Transport Management Training

Transport Officers from the three campuses of the University attended a training course offered by the National Versatile Institution, South Africa. It was held at Gooderson Tropicana Hotel in Durban.

The training was held over two days and it was indeed an eye opener. It advised the Officers on how they could participate in reducing unnecessary costs to the University. Transport Officers should be gate keepers for reducing costs in terms of fleet management. In addition, Officers were further advised not to take emotional decisions. As first Line Managers, the Officers were taught to learn to take decisions based on numbers. The Officers were taught the concept of “optimization.”

The training will help Transport Officers to manage the University Fleet using the modern ways, which would drastically reduce the unnecessary costs to the University. During the training it was pointed out that, the fleet should always be serviced. Transport Officers were fully

responsible for monitoring that the University fleet was serviced based on kilometre travelled and this done timeously. This was seen as a major option in terms of cutting the cost for the University.

Through this training, Transport Officers would be better placed to advise the University Management when it comes to fleet procurement.

The Transport Officers who attended the training were attended the training were grateful to the University for the opportunity and were looking forward to further training for the Department. The training was attended by:

1. Mr. Jabulani Ndlangamandla- Transport Officer (K)
2. Mr. Victor Mpila - Transport Officer (L)
3. Mr. Mluleki Dlamini – Transport Officer (M)
4. Mr. Musa Ndzabandzaba- Assistant Transport Officer (K)

*By Mr Jabulani
Ndlangamandla,
- Transport Officer
(Kwalusemi)*



UNISWA Transport Officers posing with the facilitator of the training while displaying trophies and rewards at the end of their training



UNISWA elegantly launches Wellness Programme

After many years of working on the Staff and Wellness Programme, the University finally launched it on Wednesday 25 April 2018 at the Kwaluseni Campus, Graduation Arena.

All members of the University community had been invited to join the event but could not all attend due to tight schedules as examination would begin soon. Those that were able to attend, made the most of it and could say the day was one to remember.

The launch began with aerobics that were led by Mr Mlondi Msibi. Members of the University community with different fitness levels found something to do in terms of exercise. The Acting Vice Chancellor, Professor Mgidi Dlamini, who was the guest speaker and his entourage also participated in the aerobics. Mr Mabili Kunene, the Acting Chairperson of the Wellness was the lively Programme Director for the event. His directing skills also attracted passers-by who ended up participating and enjoying the event.

Members of the University community and partners were welcomed by Dr Samuel Mhlanga who stood in for the Pro-Vice Chancellor, Professor Micah Masuku. In his address, he extended a warm welcome to the guests and visitors who had put aside all their engagements to attend the launch. “We acknowledge ... this is the beginning journey for the University that will last for many years to come”.

Mr Sipho Makhubu from the Health Promotion Department, mentioned that the Ministry of Health was very happy to witness the positive journey that the University was undertaking. He then introduced the partners that had attended the event to offer their services to members of the members of the University community.

In his address, the guest speaker, Professor Mgidi Dlamini, thanked the organisers and the partners for the successful event. “The University has for a long time desired to have a wellness programme for its staff and students, however,

**“WE
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COME”.**

circumstances have not been conducive for the implementation of the plans. It gives me great pleasure therefore, that today such plans have come to fruition,” he noted.

Professor Dlamini mentioned that wellness as defined by the National Wellness Institute was “an active process of becoming aware of and making choices about a more successful existence.” He mentioned that the term wellness was partly inspired by the preamble to the World Health Organization’s constitution of 1948 and was also in line with SDF 3 which aimed to ensure good health and well-being



The Acting- Vice Chancellor, Professor Mgidli Dlamini and his entourage visiting one of the stalls during the Wellness Programme launch

for people of all ages. “The realization of the above are reasons which have prompted UNISWA to embark on the drive to promote health and well-being among staff and students in order to realise the full benefits of a healthy UNISWA community,” the VC noted.

The Vice Chancellor mentioned the various dimension of wellness and expressed hope that the Wellness Programme would help promote wellness and lifestyle change. He acknowledged that UNISWA had done a lot to address health issues. He mentioned the promise of primary health care services through the UNISWA Clinics and the availability of sporting facilities in the various campuses. Professor Dlamini also recognised the national sporting activities undertaken by staff and students. “I have seen UNISWA groups in national sporting events and the latest being the hiking teams which participated in the three hiking events which were: the Mahamba Gorge, Sibebe and Breast Cancer. I cannot leave out the UNISWA Staff Sports Association, where different universities participate as well as the Intervarsity Games for students. He encouraged more staff members and students to participate and be active in the activities he had mentioned.

The Vice Chancellor then thanked the Ministry of Health for the technical support and all stakeholders and partners who had mounted exhibitions. He also thanked the organisers of the event for a job well done.

Soon after the Vice Chancellor’s address, participants then engaged in more sports. The sporting codes included the tug-of-war, score a basket, sack race, egg and spoon race and sitting volley ball.

The Assistant Registrar, Mr Mathokoza Malinga, performed

closing remarks. He thanked the University Senate for the permission it granted to hold the event. “The planning of an event of this nature is paved with difficulties especially when the University is struggling financially.” Mr Malinga acknowledged financial support received from the University Management. He too thanked all stakeholders and partners who had mounted stalls.

“With the current economic landscape causing higher health care costs, implementing a wellness programme is something companies ought to seriously consider. Not only do wellness programmes promote a healthier workforce, they can also have a big impact on the bottom line by helping a company maintain a healthy, productive and satisfied workforce” Mr Malinga noted.



Staff and students doing aerobics during the Wellness Programme launch



International Conference of Advances in Chemical Sciences and Allied Fields of Science, Health, Education & Environment “AICAE-2018” 8-10th March 2018, Bhopal, India

Delivered lecture as a keynote speaker on “Applications of statistics, Normality and Data Transformation” in prestigious International Conference of Advances in Chemical Sciences and Allied fields of Science, Health, Education & Environment “AICAE-2018”, organized by Department of Chemistry, Career College, Bhopal, India in collaboration with Royal Society of London, Royal Society of Chemistry, North India (Chapter) and Global Research & Welfare Society (GRWS) sponsored by M.P Council of Science & Technology, India, held on 8-10th March 2018, Bhopal, India.

This keynote lecture was based on two published articles

1. A. S. Singh and M. B. Masuku (2014), Normality and Data Transformation for Applied Statistical Analysis, International Journal of Economics, Commerce and Management, Volume II, Issue 7, pp.1-11.
2. A. S. Singh and Micah B. Masuku (2012), Statistical techniques in agricultural research: Note, World Journal of Agricultural Sciences, 8(6): 568-84.

ABSTRACT OF THE PRESENTED LECTURE:

ABSTRACT:

Advance applied science researches have witnessed a dramatic change in knowledge and an exponential increase in technology. A lot of these technical developments involve applied researches and these researches deal with groups rather than individual cases, and usually field and experimental study. The goal of applied research is to provide data to support existing knowledge by filling information gaps or develop new methods. Agricultural research requires proper study design, management, data collection and analysis to obtain statistically sound results. Applied researchers and scientists have an important role to play in development of a nation. In view of the day to day radical changes in applied research, the scenario is becoming tough for scientists and associated scholars. Statistical science is concerned with the aspect of theory of design of experiments and sample investigation and drawing valid inferences from using various statistical methods. The statisticians design the experiments, trials and analyse the data and interpret the facts. Statistical design and technique helps to describe the involvement of complex phenomena



Dr. Singh presenting his keynote Lecture during the conference

and behaviour of growth. The impact of associated factor can be analysed with the help of simple statistical design, sampling techniques with inferential statistics. The techniques of drawing valid interpretation depend on how the data has been gathered and the research objective.

No doubt applications of statistical techniques are common in scientific and multidisciplinary research. Statistical tools are useful to describe the numerical facts as well as relationship between the factors and also to test the independence of attributes. Some researchers use statistics to explain the findings of phenomenon. However some other researchers use statistical tools without understanding of statistical technicality. Statistical errors are very common in scientific research and 50% of the published articles have at least one error. These errors are mainly about the important assumption of normality. The concept of normality and data transformation are the most important part when using statistical techniques. The assumption of normality is required for most of the statistical tools.

The main purpose this paper is to highlight the basic statistical techniques used for analysis and interpretation of investigations, and also to discuss the concept of normality and how to test the normality of data and data transformation for better results.

ACKNOWLEDGEMENT:

First of all, I would like to remember God and thank Him for everything. I would also like to acknowledge Prof. M. B. Masuku his invaluable inputs. I would also like to acknowledge my institution, Department of AEM, Faculty of Agriculture, University of Swaziland for allowing me to conduct my academic and research activities, and lastly thanks to all my well-wishers.

*By Dr. A. S. Singh,
- Senior Lecturer, Department of
Agric Economics and Management*



Dr. Singh and some of the participants of the International Conference

REST IN PEACE MRS DUMSILE GREETER NKAMBULE NEE VILAKATI



Mrs Dumsile Greeter Nkambule nee Vilakati was born on 28 of March 1966 in Manzini RFM hospital. She attended primary school at Swazi National Primary School before proceeding to complete her high school at Swazi National High School. She then obtained a Diploma in

Accounting & Business Studies at the University of Swaziland (UNISWA) in 1985, which she followed up with a Bachelor of Commerce conferred by the same university in 1991. She furthered her studies by completing her Master's in Business Administration degree at the California State Poly-Technic University Pomona. In 2016, she enrolled at the South African College of Theology where she was studying theology until her untimely demise. Her academic capabilities can be evidenced by her featuring on the coveted Dean's list in the 1988/1989 academic year at UNISWA.

In September 1991, she was appointed as a Teaching Assistant at UNISWA. She was later appointed by UNISWA as a Lecturer in Marketing in 1994. She held this position until her demise. She had served in UNISWA's structures where she held the positions of Director: Centre for Community Service and Senator from 2010 and 2014 respectively. She has also served as Faculty of Commerce Tutor. She was also appointed as Faculty Advisor of Enactus Kwaluseni, a student enterprise development programme that sees students from different countries contesting for championship through presenting their social enterprise ventures. The Enactus Kwaluseni team represented the country in a number of occasions in this competition, having travelled to Germany, Malaysia and the United States of America. In the US (Washington DC), the team attained fourth position in a contest that involved 32 countries.

She undertook a number of academic research, projects in areas such as tourism, women development, marketing for non-governmental organisations, corruption perception as well as academic performance disparity. Mrs Nkambule was engaged as a lead consultant in a number consultancy projects by companies such as the Swazi TV, Swaziland Water Services Corporation, Swazi Bank, Swazi Plaza, Swaziland Electricity Company to name a few.

Mrs Nkambule also served in a number of boards. They included the Family Life Association of Swaziland, Swaziland Airlink, Swaziland Global Fund Country Coordination Mechanism, Isibuko Foundation as well Diabetes Swaziland. She held various positions in these boards ranging from board member to chairperson. She also participated in a number of seminars and judging panels. She was part of the judging panel in the Business Women of the Year, Technoserve Business Plan, Technoserve Grows to Gains Competitions as well as the Swaziland Tourism Authority Tekuvakasha Awards. She developed training material for Lusweti on HIV and alcohol.

She was worshipping at the Jesus Calls Worship Centre at Matsapha. Dumsile was a renowned poet who was an active member of the UNISWA Poetry Group.

She is survived by her husband Noah Nkambule the founding member of Swazi Gospel Singers, two children Lindinkosi and Bonginkosi as well as two grandsons.

May her Soul Rest in Peace!

RIP
D G



Swaziland Civil Aviation Authority Supervisory Development Programme - Graduation Ceremony

The Consultancy and Training Centre (CTC) facilitated a Supervisory Development Programme (SDP) Graduation for Swaziland Civil Aviation Authority (SWACAA). This graduation ceremony was held at the Sports Emporium, Kwaluseni Campus, on 23 February 2018 where a total number of 19 graduates received their SDP Certificates after being trained for three months beginning from 13 July to 29 September 2017. They attended 10 sessions that were conducted weekly on Thursdays and Fridays. This is the second group that has been trained on SDP as the first group of 21 delegates was successfully trained and graduated on the 2 December 2017.

The modules that they studied are listed together with the names of Course Lecturers:

- Employee Relations and Industrial Relations- Mr Leo Dlamini
- Organisational Development and Change Management – Professor Patricia Joubert
- Project Management – Mr Collin Kamalizeni
- Performance Management – Mr Nathi Maseko
- Finance for Non Finance Managers- Mr Bafana Dlamini
- Stress Management and Effective

- Communication- Mrs Ncamsile Mbingo
- People Management and Motivation,
- Coaching and Development- Ms Prudence Hlatshwayo

The cadre that graduated on this day were from the listed departments:

1. Finance;
2. Airport Operations;
3. Air Traffic Inspection;
4. Marketing;
5. Information Technology;
6. Electrical;
7. Air Traffic Engineering;
8. Aerodrome Information Management;
9. Flight Safety Standards;
10. Air Traffic Control;
11. Airport City Planning; and
12. Ramp.

The Programme Director for the SWACAA Supervisory Development Graduation Programme was Ms. Zanele Dlamini, CTC Director, who welcomed the graduates and invited guests from SWACAA as well as UNISWA Management and staff from UNISWA.



Welcome remarks were made by Professor Hebron Ndlovu, Dean of Faculty of the Humanities, who represented the Vice Chancellor Professor Cisco Magagula, Professor Ndlovu at the event congratulated the graduates on their hard earned toil that reaped fruitful achievement of receiving the Supervisory Development Programme Certificate.

This was then followed by remarks made by Mr Solomon Dube, Director General from SWACAA, who echoed the remarks of the VC's Representative. Mr Dube beseeched the University of Swaziland to exchange more on research as this was one area that could sure bring forth great rewards, growth and sustainability to the University. The partnership that SWACAA had with CTC would ensure that the SADC Civil Aviation supervisors' get encouraged to be trained on the programme, thus there is a potential for the University of Swaziland to be global in their trainings.

The awarding of certificates followed immediately after the remarks from the SWACAA Director General. The students were awarded certificates by Professor Ndlovu, Dean Faculty of Humanities, the Vice Chancellor's representative alongside Mr Solomon Dube, Director General from SWACAA.

Best performing delegates who received gifts in addition to the SDP certificates are listed below:

Closing remarks were made by Professor Ndlovu who made a summary of the event and congratulated the graduates who received their Supervisory Development Programme Certificates.

The event ended at 1200 noon after which there was a photo shoot and refreshments served.

Course Name	Name	%
Project Management	Hariye John	97%
Industrial Relations and Employee Relations	Manyatsi Mxolisi	87%
Industrial Relations and Employee Relations	Hariye John	96%
Finance for Non-Financials	Mdluli Gugu	97%
Effective Management		
Effective Communication	Mzileni Makhosazana	90%
Stress Management	Maseko Simphiwe	100%
People Management	Mabuza Sabelo	96%
	Dlamini Wandile	96%
Organizational Development & Change Management	Dlamini Colani	79%
Performance Management	Mzileni Makhosazana	89%

Overall Best Performers:

Male Category:	Dlamini Wandile	87%
Female Category:	Mdluli Gugu	85%
	Simelane	
	Nomathemba	85%

by Ms Zanele S. Dlamini
- Director CTC

University of Swaziland Mbabane Campus



University of Swaziland(Corporate Affairs, 2018

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Proofreading by Ms Lindiwe Simelane,
ACS Department