

UNIVERSITY OF ESWATINI



2021 REPORT OF THE 2022 VICE CHANCELLOR

VISION

The University of Choice in Africa



MISSION

To be responsive to national and international neeeds through excellence in teaching and learning, research and innovation, entrepreneurship, and community engagement for sustainable development.



CENTRES

KWALUSENI CAMPUS
Private Bag 4, Kwaluseni M201, Eswatini
Tel: +268 2517 0000 Fax: +268 2517 0001

LUYENBO CAMPUS
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Tel: +268 2517 0500
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P O Box 369, Eswatini Tel: +268 2517 0700 Fax: +268 2517 0701 e-mail: healthscience@uniswa.sz

CENTRE FOR EXCELLENCE IN LEARNING AND TEACHING Private Bag, Kwaluseni M201, Eswatini Tel: +268 2517 0060 Fax: +268 2517 0001 e-mail: hwmanana@uniswa.sz

CONSULTANCY & TRAINING CENTRE
Private Bag 4, Kwaluseni M201, Eswatini Tel: +268 2517 0085 Fax: +268 2517 0001 e-mail: ctc@uniswa.sz

CENTRE FOR COMMUNITY SERVICES
Private Bag 4, Kwaluseni M201, Eswatini Tel: +268 2517 0000 Fax: +268 2517 0001

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UNESWA RESEARCH CENTRE P O Luyengo, Luyengo Tel: +268 2517 0000 Fax: +268 2517 0001 e-mail: research@uniswa.sz

INSTITUTE OF DISTANCE EDUCATION
Private Bag 4, Kwaluseni M201, Eswatini Tel: +268 2518 7083 e-mail: ide@uniswa.sz

ESWATINI INSTITUTE OF REASEARCH IN TRADITIONAL MEDICINE, MEDICAL & INDIGENOUS FOOD PLANTS Private Bag 4, Kwaluseni M201, Eswatini Tel: +268 2518 6818; Fax: +268 2517 0001

e-mail: eirmip@uniswa.sz



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CHANCELLOR OF THE University of Eswatini







UNIVERSITY COUNCIL

APPOINTED BY THE CHANCELLOR



Chief M. Dlamini Chairman of Council



Chief B. Dlamini

Vacant

Vacant

Vacant

EX-OFFICIO MEMBERS



Prof. J.M. ThwalaVice Chancellor



Prof. T.H. Gadaga Pro-Vice Chancellor (Academic)



Chief S.M.M. Khumalo Attorney General

APPOINTED BY THE MINISTER FOR EDUCATION



Mr. V. E. Dlamini

Vacant

Vacant

Vacant

UNIVERSITY COUNCIL - continued



ELECTED BY SENATE



Prof. A.M. Manyatsi



Prof. P.S. Dlamini



Prof. C. Maphosa

ELECTED BY GRADUATES

ELECTED BY STUDENTS



Mr. S. Dlamini



Mr. V. Masuku

Vacant

ELECTED BY ACADEMIC & ADMINISTRATIVE STAFF

ELECTED BY NON-ACADEMIC STAFF

APPOINTED BY COUNCIL

SECRETARY TO COUNCIL



Dr. P. Horton

Vacant



Mr. M. Mdluli



Mr. Z. R. Magagula



Dr. S.S. Simelane

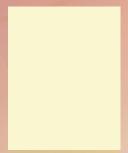


* UNIVERSITY SENATE

EX-OFFICIO MEMBERS



Prof. J.M. Thwala Vice Chancellor



Vacant



Prof. T.H. Gadaga



Registrar

AGRICULTURE



Dr. D. V. Dlamini



Prof. A.M. Manyatsi

Prof. A. O. Ajayi

CONSUMER SCIENCES



Prof. W.K. Solomon



Dr. T.E. Sibiya

COMMERCE



Prof. K. O. Emenike



Prof. P. N. Joubert



Mr. B.S. Gule

EDUCATION



Prof. O.I. Oloyede

HEALTH SCIENCES



Prof. P.S. Dlamini



Mathunjwa-Dlamini



Dr. F.S. Shabalala



Dr. V.L. Kelly

UNIVERSITY SENATE - continued



HUMANITIES



Prof. H.L. Ndlovu



Prof. C.H. Horford



Dr. S.M. Nyawo

SCIENCE & ENGINEERING



Prof. S.S. Motsa



Prof. H. Beckedahl



Dr. S.K. Mkhonta

SOCIAL SCIENCES

Prof. Z. Pathan

Dr. M. N. Shongwe

Dr. S. Vilakati

LIBRARIAN

STUDENTS

Vacant

Vacant

Vcant







Prof. T.H. Gadaga

MISSION

The Pro Vice Chancellor (Academic) is tasked with driving the University's academic aspirations as espoused in the University of Eswatini Act, statutes and the strategic plans that the University develops from time to time. The PVC (Academic)'s mission is to facilitate the University's core business through excellence in teaching and learning, research and innovation, entrepreneurship and community engagement." According to the Strategic Objective 3 of the 2018-2022 Repackaged Strategic Plan, the University aims "to offer an excellent academic experience for all our students and deliver best value to all our stakeholders". This report focuses on the successes and challenges encountered during the academic year 2021/2022.

PROGRAMMES

The University currently offers 48 undergraduate and 25 postgraduate degree programmes. Five programmes were reviewed during the reporting period. On a regular basis, the University reviews current programmes and introduces new ones.

Thirteen (13) new programmes were developed during the 2021/2022 academic year. Nine (9) were approved by the Senate and await submission to ESHEC. Four (4) were accredited by the Eswatini Higher Education Council (ESHEC). The four programmes were Master of Science in Computer Science, Master of Arts degree in African Languages and Linguistics, Master of Arts degree in African Literature and Post-Graduate Diploma in Taxation.

TEACHING AND LEARNING

The 2021/2022 academic year was characterised by numerous disruptions due to the COVID-19 pandemic and class boycotts by students. The country declared a state of emergency due to COVID -19 in March 2020, which continued into 2021. In 2021, there were three hard lockdowns which precluded face-to-face teaching and learning. The University therefore adopted the Blended Learning approach.

Adoption of Blended Learning was initially slow as the University was not well prepared for this mode of course delivery due to various technical challenges. These challenges included lack of data for staff and students, lack of suitable devices and lack of experience with this mode of teaching and learning. The University organised training for staff through the Centre of Excellence in Learning and Teaching. About 74% of the staff participated in the courses.





Student protests that delayed the academic year were mainly due to the fact that they were not ready to sit examinations because they claimed they had already lost time. Other issues included refusal to pay for failed courses, the billing system on residence fees, and demands for scholarship for all students enrolled at UNESWA.

The 2021/2022 Academic year subsequently ran from 22nd November, 2021 to 4th November, 2022, which was almost 12 months, as opposed to the usual nine months duration. However, all assessments and examinations were ultimately completed.

New policies on teaching and learning were developed including Programme Design and Review Policy, Guidelines on Online Teaching and Learning, Blended Learning Policy, and the Teaching, Learning and Quality Assurance Framework. A Teaching and Learning Handbook was also developed and is available for use by staff. The policies address the requirements of ESHEC Standards in preparation for institutional accreditation. Senate approved a concept note on the design and implementation of parallel programmes in order to increase access to programmes and enrolment.

RESEARCH

Despite funding challenges that have been experienced by the University, several research projects by UNESWA academic staff and their partners at various link universities in the region and internationally were undertaken. Several members of staff were successful in their grant applications. Nine externally grant funded projects were on-going during the 2021/2022 academic year. The University shall continue to pursue this line of funding as a matter of strategy. Researchers shall align their focus areas towards addressing contemporary challenges

as espoused in the Sustainable Development Goals (SDGs), Agenda 2063 – The Africa we want, and the National Development Strategy. During the reporting period, four research policies were developed and approved by the Senate.

QUALITY ASSURANCE

The Centre of Excellence in Learning and Teaching (CELT) continued to monitor quality issues at the University. Quality Assurance (QA) committees in Faculties were set up. End course of evaluation by students commenced. It was done electronically through the Moodle system. The University continued to engage ESHEC on Institutional Accreditation. This remains a key activity for the 2022/2023 Academic year.

INNOVATION

The University continues to promote innovation to raise the profile of the University and contribute to national development. In this endeavour, the University facilitated establishment of Incubation hubs at the Faculties of Agriculture, and Consumer Sciences. An Innovation Hub was also set up the Faculty of Science and Engineering.

FUTURE PROSPECTS

The University's Vision is to the University of Choice in Africa. This is particularly achieved by providing relevant programmes that attract both local and international students. Several new multidisciplinary programmes are being developed. This will require additional resources and improved infrastructure. The University will therefore need new investment and streams of income. The University also aims to improve its World and Africa rankings and the relevant metrics will continue to be improved.





Mission

The mission of the Registry is to provide excellent administrative and academic support services to the University through proper application of policies and careful implementation of Rules and Regulations.

ACADEMIC OFFICE

GRADUATION STATISTICS 2021/2022

FACULTY/ INSTITUTE	PROGRAMME	TOTAL	FEMALE	MALE
AGRICULTURE	B.Sc. ABE	25	8	17
	B.Sc. Agric. Econ. and AgBMgt.	59	22	37
	B.Sc. Agric. Ed.	30	9	21
	B.Sc. Agricultural Extension	16	9	7
	B.Sc. Agronomy	35	10	25
	B.Sc. Animal Science	41	12	29
	B.Sc. Animal Science (Dairy Option)	16	8	8
	B.Sc. Horticulture	19	6	13
COMMERCE	B.Comm. (New Programme)	87	45	42



FACULTY/	PROGRAMME	TOTAL	FEMALE	MALE
CONSUMER	B.Sc. Consumer Science	14	13	1
SCIENCES	B.Sc. Consumer Science Education	41	35	6
	B.Sc. Food Science Nutrition and Technology	36	26	10
	B.Sc. Textiles, Apparel Design and Management	2	2	0
EDUCATION	B.Ed. Primary (Science)	11	8	3
	B.Ed. Primary (Social Studies)	5	2	3
	B.Ed. Secondary (Business Education)	52	36	16
	B.Ed. Secondary (Humanities)	26	21	5
	B.Ed. Secondary (Science)	24	13	11
	B.Ed. Primary (Language Arts)	20	17	3
	Certificate in Adult Education	5	4	1
	Diploma in Adult Education	12	8	4
	Post Graduate Certificate in Education	109	67	42
HEALTH	B. Nursing Science	9	8	1
SCIENCES	B. Nursing Science (N/P)	50	24	26
	B.Sc. Environmental Health Food Science	21	12	9
	B.Sc. Environmental Health Science (N/P)	19	11	8
	B.Sc. Environmental Management and Occupational Safety and Health	12	4	8
	B.Sc. Environmental Management and Water Resources	16	6	10



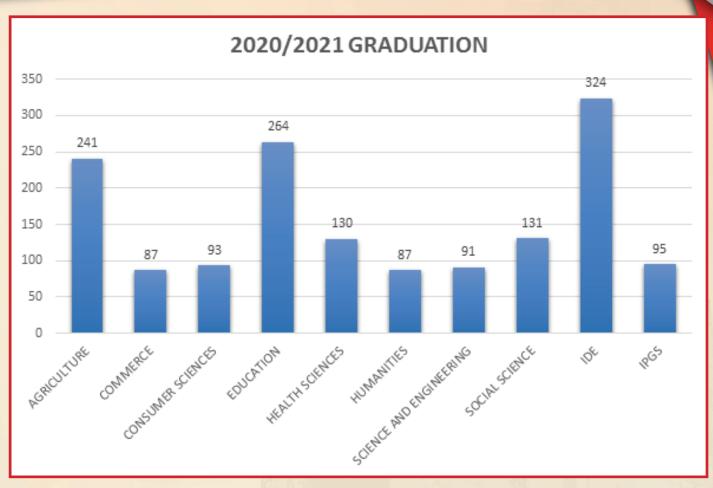


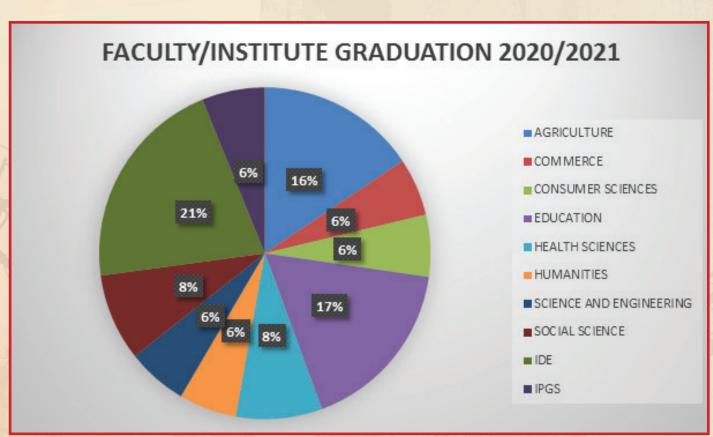
FACULTY/	PROGRAMME	TOTAL	FEMALE	MALE
INSTITUTE				
	Post Diploma Certificate in Midwifery	1	1	0
	Post Diploma Certificate in Nephrology	2	1	1
HUMANITIES	B.A. Humanities	59	38	21
	B.A. Journalism and Mass Commmunication	22	13	9
SCIENCE AND ENGINEERING	B.Eng. (Electrical and Electronic)	17	3	14
	B.Sc.	72	30	42
	B.Sc. Comp. Sc. Ed.	1	1	0
	B.Sc. IT	2	1	1
SOCIAL	B. Social Work	47	40	7
SCIENCE	B.A. Social Sciences	59	33	26
	LL.B. (N/P)	26	10	16
IDE	B. Comm. (IDE)	2	0	2
	B.A. Humanities (IDE)	24	14	10
	B.Comm. (N/P) - IDE	23	17	6
	B.Ed. Ad. Ed. (IDE)	20	12	8
	B.Ed. Primary (IDE)	11	11	0
	B.Ed. Primary (Social Studies) - IDE	27	18	9
	B.Ed. Secondary - IDE	48	32	16
	B.Ed. Secondary (Commerce - IDE)	26	15	11
	Cert. Psycho-Social Support	73	64	9
	Certificate in Portuguese	1	0	1
	Dip. Law (IDE)	2	2	0
	P.G.C.E. (IDE)	63	48	15
IPGS	M.A. History	1	0	1
	M.Ed. Curr. and Teach.	9	6	3
	M.Ed. Eductnl. Fnd and Mgnt.	12	9	3



FACULTY/ INSTITUTE	PROGRAMME	TOTAL	FEMALE	MALE
	M.Ed. Primary Education	1	1	0
	M.NSc. FNP	4	4	0
	M.Sc. Agric & App. Econ.	15	7	8
	M.Sc. Agric. Ed.	7	3	4
	M.Sc. Animal Science	2	2	0
	M.Sc. Computational Physics	4	1	3
	M.Sc. Consumer Science Education	7	7	0
	M.Sc. Crop Science	1	1	0
	M.Sc. Environmental Resource Management	6	4	2
	M.Sc. Food Science and Technology	2	1	1
	M.Sc. Mathematics	6	2	4
	Master of Business Administration	11	6	5
	P.hD. Agricultural Education	1	1	0
	P.hD. in Agricultural and Applied Economics	3	2	1
TOTAL		1545	849	577

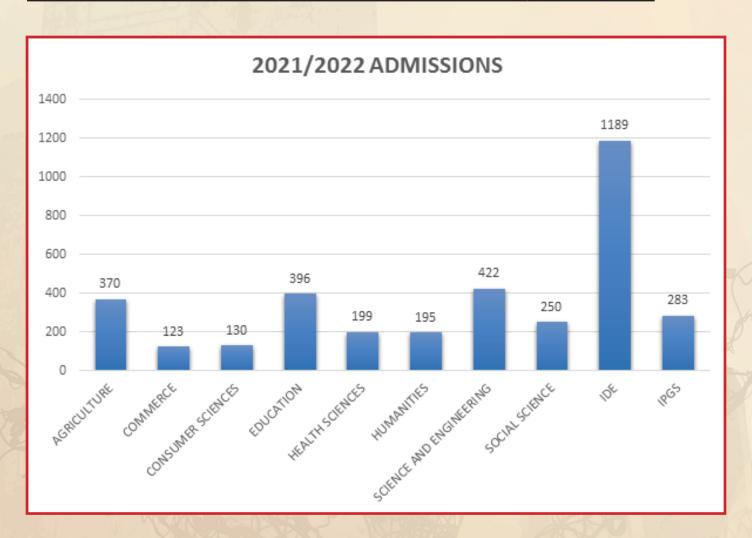




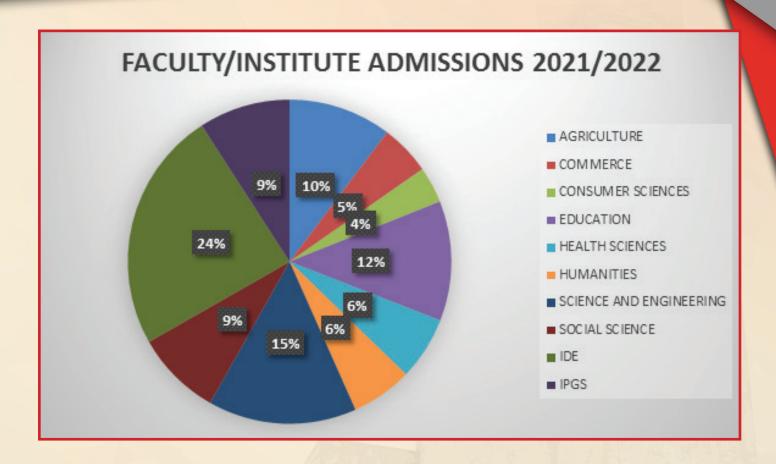




FACULTY / INSTITUTE	2021/2022		
	TOTAL	FEMALE	MALE
AGRICULTURE	370	135	235
COMMERCE	123	61	62
CONSUMER SCIENCES	130	107	23
EDUCATION	396	233	163
HEALTH SCIENCES	199	107	92
HUMANITIES	195	123	72
SCIENCE AND ENGINEERING	422	147	275
SOCIAL SCIENCE	250	145	105
IDE	1189	722	467
IPGS	283	161	122
TOTAL	3557	1941	1616



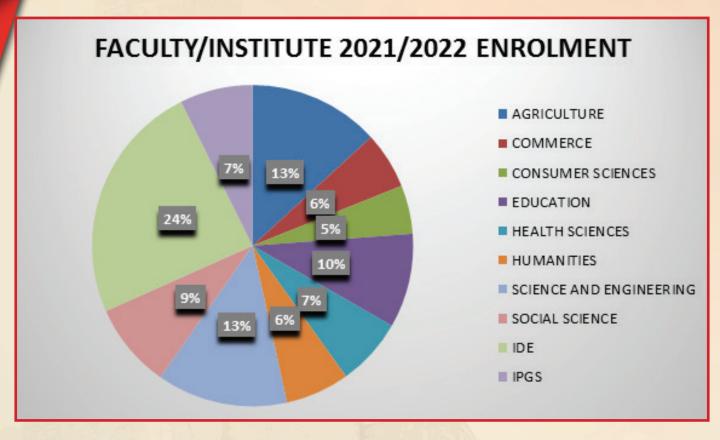




2021/2022 ENROLMENT

		7.734
2021/2022		
TOTAL	FEMALE	MALE
1059	379	680
459	227	232
393	327	66
760	445	315
547	289	258
517	336	181
1058	377	681
689	397	292
1951	1223	728
590	347	243
8023	4347	3676
	1059 459 393 760 547 517 1058 689 1951	TOTAL FEMALE 1059 379 459 227 393 327 760 445 547 289 517 336 1058 377 689 397 1951 1223 590 347





New Programmes

- Master of Science in Computer Science
- Master of Arts Degree in African Languages /Linguistics
- Master of Arts Degree in African Literature
- Postgraduate Diploma in Taxation

CORPORATE AFFAIRS OFFICE

The Corporate Affairs Office incorporates four units within it:

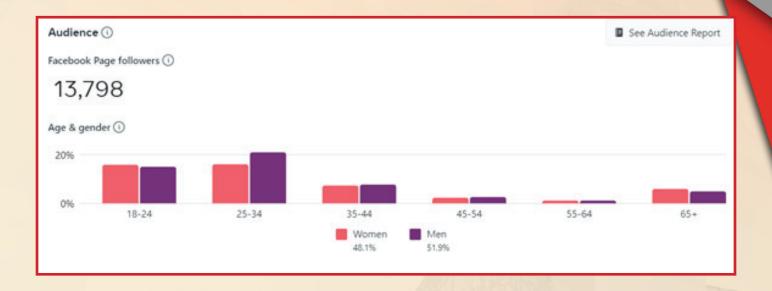
- · Corporate Shop;
- Marketing Office;
- · Publications/Information; and
- · Web and Graphic Design.

All four units work harmoniously together to deliver on the mandate of the Office. The Corporate Shop is operating well since staff and students patronise it. The Shop has limitations in that it is not able to stock to its potential and demand because the University has financial challenges.

The Marketing Office during the period under review worked on a number of projects. Together with the Information and Communication Technology Centre toiled to roll-out e-mail signatures. Supported by the Office of the Physical Planner, the Office rehabilitated the gate entry signage at the Kwaluseni Campus. The Office also worked on the University's Power Point Template which was at the beta-testing stage. The Office also manages the University's Facebook Page through Content Creation and CI Collateral Management. The tables and graphs below indicate the increase in page visits and likes .Although the Office has serious budget constraints, it has been able to support faculties, departments and units in their marketing endeavours.

Registrar's Office - continued





Location	Towns/cities Countries	Location	Towns/cities Countries
Marzini, Swaziland	4,998	Swaziland	12,015
Mbabane, Swaziland	3,268	South Africa	871
Matsapha, Swaziland	964	Lesotho	213
Nhlangano, Swaziland	448	Botswana	129
Ezulwini, Swaziland	352	Mozambique	61
Siteki, Swaziland	265	Nigeria	42
Piggs Peak, Swaziland	205	United States	39
Maseru, Lesotho	160	Zimbabwe	33
Malkerns, Swaziland	151	Zambia	31
Big Bend, Swaziland	147	Tahwan	30

Audience

By the end of the period, page followers were 13.7k, with 48.1% women and 51.9%. The most dominant age groups are 25-34 and 18-24. 87% of our followers are local, with Manzini and Mbabane being the most dominant cities.

Reach & Page visits

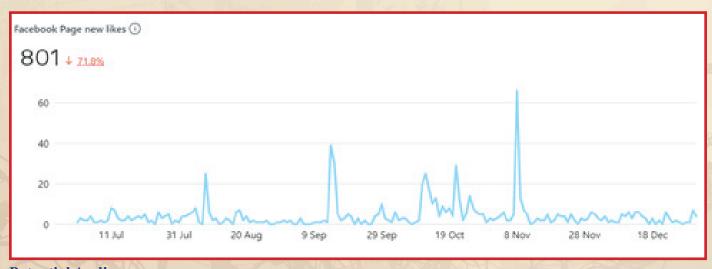
We reached a total of 172,229 users, during the months of October and November (2022) having the highest reach the page has ever achieved since inception, and we had 89,053 page visits.





Page Likes

Page likes increased by 801 from 12,997.



Potential Audience

There is a potential audience ranging between 279,000 and 328,300 viewers, that can be tapped into if we were to engage in paid advertising, through Facebook paid ads.

Registrar's Office - continued



Estimated audience size ①

279,000–328,300

People on Facebook and Instagram in Swaziland and 2 other filters se

The Publications/Information Office continued to convene meetings of the University's Events Management Committee and executed well planned functions through the dedicated team. The office also broadcasts programmes on the University on national radio — Eswatini Broadcasting and Information Services. The Office also publishes University-related publications including the University Calendar, University news and Graduation stationery. During the COVID-19 era, the Office was convenor of the University's multi-sectoral COVID-19 Task Team which worked tirelessly to keep the University up to standard as required by the regulations that were provided by the Government then.

The Web and Graphic Design Office continuously maintains the University Website through regular updates to align with current University activities. The Office also uploads onto the website University news updates. During the period under review, the Office worked on the Research Centre and the Faculty of Commerce websites. The Office continued to design University Publications including the 2019/2020 Vice Chancellor's Report and the Faculty of Science and Engineering Newsletter, to mention a few.

HUMAN RESOURCE OFFICE

STAFF COMPLEMENT

The overall staff complement for the University of Eswatini stood at 873 of which 438 (50.2%) were Academic and Administrative and 435 (49.8%) were Non-Academic Staff.

For the Academic and Administrative Staff, females make up 181 (41%), males were 257 (59%) and for Non-Academic Staff, females constitute 168 (39%) and males were 267 (61%).

ACADEMIC AND ADMINISTRATIVE STAFF BY RANK

Faculty	Male	Female	Total
Professors	11	1	12
Associate Professors	20	8	28
Senior Administrative Staff	20	14	34
Administrative Staff	23	16	39
Senior Lecturers	34	12	46
Lecturers	122	140	262
Research Fellow	6	1	7
Teaching Asst. & Admin Asst. & Trainee Asst.	3	6	9
Sabbatical Fellow	1	0	1
Total	240	198	438



ACADEMIC AND ADMINISTRATIVE STAFF BY CITIZENSHIP

Faculty	Swazi Citizens in post	Expatriates	Total
Administration	25	1	26
Bursary	12	1	13
Physical Planning	1	0	1
DSA	9	0	9
UNESWA Foundation	2	0	2
Agriculture	37	16	53
Commerce	14	7	21
Consumer Sciences	11	4	15
Education	26	13	39
Health Sciences	37	7	44
Humanities	27	14	41
Science and Engineering	57	21	78
Social Sciences	39	9	48
Institute of Distance Education (IDE)	11	4	15
Library	10	2	12
Centre for Learning and Teaching (CELT)	2	0	2
Centre for Community Services (CCS)	0	0	0
Internal Audit	3	0	3
Information Communication & Technology Centre (ICTC)	1	0	1
Legal Office	2	0	2
University Planning Centre (UPC)	2	0	2
UNESWA Research Centre (URC)	1	0	1
Eswatini Institute for Research in Traditional Medicine, Medicinal & Indigenous Food Plants (EIRMIP)	6	0	6
Entrepreneurship & Business Development Centre (EBDC)	0	0	0
Consultancy & Training Centre (CTC)	1	0	1
UNESWA Pension Fund	3	0	3
TOTAL	339	99	438





ACADEMIC AND ADMINISTRATIVE STAFF BY FACULTY AND GENDER

Faculty	Male	Female	Total
Administration	17	9	26
Bursary	7	6	13
Physical Planning	1	0	1
DSA	7	2	9
UNESWA Foundation	2	0	2
Agriculture	39	14	53
Commerce	15	6	21
Consumer Sciences	5	10	15
Education	15	24	39
Health Sciences	19	25	44
Humanities	19	22	41
Science and Engineering	65	13	78
Social Sciences	25	23	48
Institute of Distance Education (IDE)	6	9	15
Library	4	8	12
Centre for Learning and Teaching (CELT)	1	1	2
Centre for Community Services (CCS)	0	0	0
Internal Audit	2	1	3
Information Communication & Technology Centre (ICTC)	1	0	1
Legal Office	0	2	2
University Planning Centre (UPC)	1	1	2
UNESWA Research Centre (URC)	1	0	1
Eswatini Institute for Research in Traditional Medicine, Medicinal & Indigenous Food Plants (EIRMIP)	4	2	6
Entrepreneurship & Business Development Centre (EBDC)	0	0	0
Consultancy & Training Centre (CTC)	0	1	1
UNESWA Pension Fund	1	2	3
TOTAL	257	181	438



NON-ACADEMIC STAFF BY CADRE AND GENDER

Cadre	Male	Female	Total
Secretarial	0	65	65
Accounting	9	10	19
Nurses	1	4	5
Library	14	16	30
Cleaners and Laundry	0	19	19
Workshop	9	0	9
Drivers	35	0	35
Technologist	33	15	48
Technical	32	17	49
Switchboard Operators	1	3	4
Photocopier Operators	5	0	5
Tractor Driver	6	0	6
Farm	23	0	23
Security	3	0	3
Maintenance	67	4	71
Refectory	29	15	44
Total	267	168	435

STAFF DEVELOPMENT

Being cognisant of the need for staff development as well as succession planning, the University continues to provide opportunity and facilitate both short-term and long-term training of its staff.

Congratulations are in order for the members of staff listed in the table below that acquired new qualifications.





NEWLY ACQUIRED QUALIFICATIONS

ACADEMIC AND ADMINISTRATIVE STAFF

NAME	RANK	DEPARTMENT	QUALIFICATION
Dr. Jothan Dhemba	Senior Lecturer	Sociology and Social Work	PhD (Social Work), UNISA
Dr. Bafana W. Dlamini	Lecturer	Business Administration	DBA (UKZN)
Dr. Dumsani C. Dlamini	Lecturer	Law	LLD (International Law), (UJ)
Dr. Percis P. Khumalo	Lecturer	General Nursing Science	PhD (UNISA)
Mr. Siyabonga Mabuza	Lecturer	Community Health Nursing	MNSc (UB)
Dr. Fortunate N. Magagula	Lecturer	Midwifery Science	DNSc (Neonatal Nurse), (UJ)
Mr. Welile M. Mamba	Lecturer	General Nursing Science	MNSc (UP)
Dr. Cynthia H. Mkoko	Lecturer	Academic Communication Skills	PhD (WITS)
Dr. Skhumbuzo B.S. Mlipha	Research Fellow	UNESWA Research Centre	PhD (UP)
Ms. Menzi P. Ngwenya	Research Fellow	EIRMIP	MSc (Food Science & Technology), UNESWA
Ms. Sihle Nxumalo	Lecturer	Environmental Health Sciences	M.Tech (Andhra University)
Dr. Talent Rugube	Lecturer	IDE	PhD (UKZN)
Dr. Mduduzi C. Shongwe	Lecturer	Midwifery Science	PhD (Yang-Ming University)
Ms. Siphesihle Sithole	Assistant Bursar	Bursary	MBA (UNESWA)
Ms. Nothando Thwala	Lecturer	Electronic and Electrical Eng.	M.Sc. (University of Strathclyde)
Dr. Goodness X. Tshabalala	Lecturer	In-Service Education	PhD (Education Management Law & Policy), (UP)
Dr. Isabel L. Zulu-Moyo	Lecturer	Mathematics	PhD (NUST)
Dr. Ian B. van Zuydam	Lecturer	Geography, Environmental Science and Planning	PhD (Environmental Management), UNISA
Dr. Thulile Zwane	Lecturer	Economics	PhD (UNESWA)



NON-ACADEMIC STAFF

Cadre	Male	Female	Total
Dr. Khabonina Dlamini	Senior Personal Secretary	Social Sciences	PhD Adult Education (UKZN)
Mr. Sipho M. Hleta	Accountant	Bursary	B.Com (Regent Business School)
Dr. Hlobsile Kgomo	Senior Technologist	Chemistry	PhD (UNISA)
Mr. Sanele Ndlela	Technician	Curriculum & Teaching	MSc (Punjabi University)
Dr. Kwanele Simelane	Technologist	Environmental Health Sciences	PhD (UKZN)

TRAINING LEAVE

ACADEMIC AND ADMINISTRATIVE STAFF

The following members of staff proceeded on training leave:

NAME	POSITION	DEPARTMENT
Mr. Johnson Dlamini	Assistant Registrar	Academic Office
Ms. Nompilo Dlamini	Lecturer	Community Health Nursing Science
Ms. Notsile H. Dlamini	Teaching Assistant	Animal Science
Ms. Vuyo Gama	Lecturer	Sociology and Social Work
Ms. Luyandza Mamba	Teaching Assistant	Statistics and Demography
Mr. Delisa Masilela	Lecturer	Geography, Environmental Science & Planning
Ms. Telamsile Mkhatshwa	Lecturer	African Languages and Literature
Ms. Andile Mkhonta	Teaching Assistant	Food & Nutrition Science
Mrs. Dumsile Mshayisa	Lecturer	Midwifery
Ms. Mandisa Ndlovu	Trainee Assistant Librarian	Library
Mr. Siphamandla Tsabedze	Trainee Assistant Librarian	Library

Registrar's Office - continued



TRAINING LEAVE

ACADEMIC AND ADMINISTRATIVE STAFF

Non-Academic Staff

No member of staff proceeded on training leave during the period under review.

RETIREMENT

The University extends its gratitude to the following employees for having served the institution until their retirement.

Academic and Administrative Staff

NAME	POSITION	DEPARTMENT
Prof. Chandraiah Esampally	Professor and Co- ordinator (Academic Studies)	Institute of Distance Education
Mr. Bernard Dlamini	Lecturer	In-Service Education
Mrs. Jabulile Dlamini-Mdluli	Lecturer	General Nursing Science
Prof. Musa A. Dube	Associate Professor	Agricultural Education & Extension
Mr Dumisani Gwebu	Lecturer	Business Administration
Mr. Khanyakwezwe Khumalo	Lecturer	Sociology & Social Work
Dr Sithembile Kunene	Senior Lecturer	Biological Sciences
Dr Dudu Mamba	Lecturer	Curriculum & Teaching
Dr Sabelo Manyatsi	Lecturer	In-Service Education
Ms. Faith Mkhonta	Snr. Assistant Librarian	Library
Dr Nkosazana R. Mkhonta	Lecturer	General Nursing Science
Mr. Joseph Mtshali	Lecturer	Environmental Health Science
Dr. Patricia Musi	Senior Lecturer	Consumer Sciences
Ms. Thulile Ndzimandze	Deputy Librarian	Library
Dr. Minenhle Ngcobo	Senior Lecturer	Curriculum and Teaching
Dr Bonga S. Nkosi	Senior Lecturer	Biological Sciences
Prof. Olufunlayo I. Oloyede	Professor	Curriculum and Teaching
Mr. Job Shongwe	Senior Assistant Registrar	Registry
Dr Thoko Sibiya	Senior Lecturer	Food & Nutrition Sciences
Mr. Dennis Vilakati	Senior Warden	Student Affairs
Ms. Noliqhwa Zwane	Lecturer	Academic Communication Skills



Non-Academic Staff

NAME	POSITION	DEPARTMENT
Mr. Maqhuzu Dlamini	Tractor Driver	Farm
Mr. Samuel Dlamini	Head Waiter	Refectory
Ms. Thembi Dlamini	Receptionist	Registry
Mr. Phazamisa Dube	Artisan Attendant	Maintenance
Mr. Josiah Gama	Mail Clerk	Registry
Mr. Shadrack Jele	Mechanic I	Transport & Workshop
Mr. Sabelo Khumalo	Waiter	Refectory
Mr Eugene Mabuza	Carpenter II	Maintenance
Mr. Nicholas Magagula	Light Duty Driver	Transport & Workshop
Ms. Lindiwe Magongo	Assistant Accountant	Bursary
Mr Elphas Masilela	Storeman	Farm
Ms. Veronica Mavuso	Personal Secretary	Health Sciences
Ms Theresa Mdluli	Senior Domestic Bursar	Refectory
Ms Lindiwe Mhlanga	Technologist	Electric & Electronic Engineering
Ms. Zodwa Mkhaliphi	Personal Assistant	Registry
Mr Solomon Mkhatshwa	Electrician III	Maintenance
Mr. Petros Msibi	Artisan Attendant	Maintenance
Ms. Thulile Mtetwa	Junior Library Assistant	Library
Mr. Petros Nhlabatsi		Light Duty Driver
Mr. Mfanufikile Nhlengethwa	Inspector of Works	Maintenance
Mr Meshack Nkambule	Senior Clerk of Works	Maintenance
Mr. Assah Nsibandze	Technologist	Farm
Mr. Mathokoza Shongwe	Principal Library Assistant	Library
Ms. Zanele Shongwe	Laundress	Maintenance
Mr. Anthony T. Sigudla	Electrician I	Maintenance
Ms. Patricia Zikalala	Junior Library Assistant	Library
Ms. Thabsile R. Zikalala	Waitress	Refectory

Registrar's Office - continued



PROMOTIONS

There were no promotions during the period under review.

RESIGNATIONS

During the period under review, the staff members listed below resigned from service:

Academic and Administrative Staff

NAME	POSITION	DEPARTMENT
Mr. Armstrong Dlamini	Lecturer	Political and Administrative Studies
Mr. Mfundza Ginindza	Records Manager	Registry
Dr. Caroline Gurajena	Lecturer	Computer Science
Judge Maxine Langwenya	Lecturer	Law
Judge Khontaphi Manzini	Lecturer	Law
Dr. Nomazulu Ngozwana	Lecturer	Adult Education
Dr. Kayi Ntinda	Senior Lecturer	Educational Foundations & Management
Dr. Chibueze Okeke	Lecturer	Mathematics
Dr Sabelo Manyatsi	Lecturer	In-Service Education
Ms. Faith Mkhonta	Snr. Assistant Librarian	Library
Dr Nkosazana R. Mkhonta	Lecturer	General Nursing Science
Mr. Joseph Mtshali	Lecturer	Environmental Health Science



Non-Academic Staff

NAME	POSITION	DEPARTMENT
Mr. Sandile Dlamini	Workshop Foreman	Transport & Workshop
Ms. Nolwazi Fakudze	Internal Audit Clerk	Internal Audit
Dr. Hlobsile Kgomo	Senior Technologist	Chemistry
Ms. Sanele Khumalo	Senior Technologist	Consumer Sciences
Mr. Lee Madzinane	Principal Library Assistant	Library
Mr. Winter Makhanya	Technologist	Computer Science
Ms. Sihle Masina	Library Stack Assistant	Library
Ms. Lindelwa Maziya	Stores Receiving Clerk	Bursary
Mr. Mfanaleni Zikalala	Technologist	General Nursing Science
Ms. Sibonsile Zwane	Personal Secretary	Internal Audit

LEAVE OF ABSENCE

Academic and Administrative Staff

Three (3) members of staff proceeded on leave of absence:

NAME	POSITION	DEPARTMENT
Mrs. Treasure P. Dlamini	Senior Assistant Registrar	Registry
Judge Muzikayise Motsa	Lecturer	Law
Dr. Mduduzi I. Shongwe	Lecturer	Agricultural Bio-systems and Engineering

SABBATICAL LEAVE

Academic and Administrative Staff

Two (2) members of staff proceeded on sabbatical leave:

NAME	POSITION	DEPARTMENT
Dr. Sifiso Nkambule	Senior Lecturer	Physics
Prof. Pinky E. Zwane	Associate Professor	Textile & Apparel Design

Registrar's Office - continued



SABBATICAL FELLOW

Academic and Administrative Staff

One Academic staff member spent his sabbatical leave at the University of Eswatini:

NAME	POSITION	DEPARTMENT
Prof. Moffat Tarusikirwa	Sabbatical Fellow	Institute of Distance Education

RESEARCH FELLOW

One Academic staff member conducted Post-Doctoral research activities at the University of Eswatini:

NAME	POSITION	DEPARTMENT
Dr Johnson O. Akintonde	Research Fellow	Agricultural Education & Extension

DECEASED

Academic and Administrative Staff

Four (4) members of staff passed away

NAME	POSITION	DEPARTMENT
Ms. Thandanani Dlamini	Lecturer	Journalism & Mass Communication
Dr. Mzomba Dludlu	Lecturer & Co- ordinator (Education)	Institute of Distance Education
Prof. Micah Masuku	Associate Professor	Agricultural Economics & Management
Mr. Sonnyboy Shongwe	Projects Officer	University Planning Centre

Non-Academic Staff

Nine (9) members of staff passed away:

NAME	POSITION	DEPARTMENT
Ms. Fikile Dlamini	Typist II	In-Service Education
Mr. Mluleki Dlamini	Transport Officer	Transport and Workshop
Ms. Nomvuyo Dlamini	Senior Personal Secretary	Legal Office
Mr. Thulani Dlamini	Plumber II	Maintenance



Mr. Patric Gama	Clerk of Works	Maintenance
Mr. Muzomuhle Mkoko	Stores Clerk	Transport and Workshop
Mr. David Simelane	Senior Security Officer	Registry
Mr. Simon M. Simelane	Asst. Domestic Bursar	Refectory
Ms. Nomcebo Zwane	Waitress	Refectory

NEWLY APPOINTED STAFF MEMBERS

The University enjoyed success in its recruitment drive to fill vacant positions. The table below contains a list of new members of staff appointed during the period under review:

Academic and Administrative Staff

NAME	POSITION	DEPARTMENT
Prof. Onlyide Akingbe	Associate Professor	English Language and Literature
Dr. Phumlile Anderson	Lecturer	Academic Communication Skills
Ms. Zamekile Bhembe	Lecturer	Biological Sciences
Prof Zewdu Debele	Associate Professor	Agricultural & Biosystems Engineering
Ms. Bagcinile B. Dlamini	Faculty Administrator	Consumer Sciences
Dr. Nkhululeko L. Dlamini-Nxumalo	Co-ordinator and Lecturer (Education)	Institute of Distance Education
Dr. Rejoice K. Dlamini	Lecturer	Curriculum and Teaching
Dr. Sicelo I. Dlamini	Lecturer	Agricultural Economics and Management
Ms. Thembi T. Dube	Lecturer	In-Service Education
Ms. Zinhle L. Dlamini	Principal Officer	UNESWA Pension Fund
Ms. Sanele Khumalo	Co-ordinator	Consumer Sciences
Mr. Thembinkosi M. Kunene	Lecturer	Mathematics
Dr Shell-May F. Liao	Lecturer	Physics
Mr. Ntandoyenkosi G. Mamba	Warden	Student Affairs
Dr. Mancoba Mangwe	Lecturer	Animal Science
Dr. Machawe I. Maphalala	Lecturer	Biological Sciences
Ms. Qondile A. Maseko	Lecturer	Sociology and Social Work
Ms. Bong'sipho T. Masuku	Administrative Assistant	Bursary
Mr. Richard N. Masuku	Deputy Registrar	Registry
Ms Zee C. Masuku	Field Co-ordinator	Sociology and Social Work
Dr Mpumelelo Matse	Lecturer	Physics
Prof Gerald Mazarire	Associate Professor	History
Mr. Sizwebanzi M. Mngomezulu	Lecturer	Political and Administrative Studies



Ms. Naledi B. Mokoena	Lecturer	Midwifery Science
Dr Mandlenkosi Mpofu	Senior Lecturer	Journalism & Mass Communication
Prof. Sambulo Ndlovu	Associate Professor	African Languages and Literature
Mr. Thulani R. Nhlabatsi	Lecturer	Community Health Nursing Science
Dr. Cynthia N. Nhleko-Mazibuko	Lecturer	Academic Communication Skills
Dr. Thulisile Nkambule	Lecturer	Curriculum and Teaching
Mr. Senzo Ntshakala	Lecturer	Crop Production
Dr Faith Nyamakwere	Lecturer	Animal Science
Dr. Christopher Omoregie	Senior Lecturer	Adult Education
Dr. Hanky Sereo	Lecturer	History
Prof. Fortune Sibanda	Professor	Theology & Religious Studies
Dr. Samkele S. Tfwala	Lecturer	Geography, Environmental Science and Planning
Ms. Nomaswazi N. Thwala	Lecturer	Business Administration
Prof Lodrick Wangatia	Associate Professor	Textile & Apparel Design
Mr. Mfanaleni J. Zikalala	Lecturer	General Nursing Science

Non-Academic Staff

Two (2) members of staff proceeded on sabbatical leave:

NAME	POSITION	DEPARTMENT
Mrs. Nombuso Chirwa-Shongwe	Technologist	Computer Science
Ms. Setsabile Dlamini	Technician	Institute of Distance Education
Mr. Wandile M. Dlamini	Assistant Binder	Institute of Distance Education
Mr. Sibusiso Lukhele	Shop Assistant	Corporate Affairs
Ms. Andile Malambe	Clerical Officer	In-Service Education
Mr. Sandile S. Masango	Technologist	Electrical and Electronic Engineering
Ms. Sindi Mohale	Clerk of Works	Maintenance
Ms. Siphesihle B. Msibi	Technologist	Institute of Distance Education
Mr. Thandokuhle Q. Ndlovu	Technologist	Chemistry
Mr. Thabani T.G. Ndzinisa	IT Technician	Academic Office
Mr. Kuhle S. Ntshalintshali	Technologist	Animal Science
Mr. Njabulo C. Sacolo	Architectural Technician	Maintenance
Ms. Lungile Sifundza	Technologist	Agricultural Bio-systems Engineering





Mr. Sabelo Sikhondze	Senior Security Officer	Registry
Ms. Tebenguni Simelane	Personal Secretary	Internal Audit

SECURITY SECTION

MISSION

The Security Section is to ensure that the University of Eswatini is a safe and conducive place for staying, teaching and learning, research training, community services, provision of opportunities for consultancy, professional leadership and enterprise development.

PRIMARY DUTIES OF SECURITY PERSONEL

- Preventing and combating crime;
- Preservation of peace and order;
- Protection of life, property and information;
- Bringing of offenders before justice.

UNESWA SECURITY STAFF COMPLIMENT

The security section was outsourced save for the senior posts. They are deployed as follows:

DESIGNATION	QUANTITY	TOTAL
Chief Security Officer	1	1
Senior Security Officer - Kwaluseni	0	0
Senior Security Officer – Luyengo	1	1
Senior Security Officer – Mbabane	1	1
TOTAL	3	3

Taking into consideration the complexity of security work, the number of students, staff members, activities that take place in the Kwaluseni Campus as compared to a number of years back, it is about time that the University of Eswatini consider hiring the Senior Security Officer for the Kwaluseni Campus to alleviate the work load that is done by the Chief Security Officer.

- The Security Section was involved in the orientation of new students in year 2021/2022 under the theme for the academic year #The Future of Education is in E-Learning-Embracing The New Normal";
- The Security Section was also involved in the preparation and provision of security services during: The World AIDS Day held on Friday 26 November 2021;
- The Project Closure event for training of Caregivers of OVCs Nationwide in Eswatini held on Tuesday 22 February 2022;
- The IMCG Conference hosted by the Geography Department held on Tuesday 22 March 2022;
- The On-line Graduation Ceremony conducted by I. D. E. held on Friday 27 May 2022;
- The signing of MOU Women Farmer's Foundation held on Tuesday 31 May 2022 at Luyengo Campus;
- The Choral Music Competition held on Saturday 16 July 2022 and all went well;
- On Saturday and Sunday 27 and 28 August 2022, the Security Section was involved in The Tennis Tournament that was held at Kwaluseni Campus Tennis Courts on 27 28 August 2022;
- The cultural dance event hosted by the Indian High Commission in Eswatini which was held at the Sports Emporium Kwaluseni Campus. Security services were provided for the event and everything went smoothly;
- The Mr/Miss UNESWA 2021/2022 which took place in Kwaluseni Campus;
- The Indaba X Award Ceremony that was organized by partners that included University of Eswatini,

Registrar's Office - continued



FSRA, Central Bank, ESCOM and CFI; and

• The launch of Postgraduate course to be undertaken by the Faculty of Commerce and all went well.

COVID-19 PERIOD

During the COVID-19 pandemic, the Security Section screened all personnel who were entering the University of Eswatini Main Gates and also in other areas like the Administration Block, Library, Refectory and hostels. They also made sure that everyone who was entering had their masks put on correctly as well as sanitizing or washing of hands before entry.

WORKSHOP AND TRANSPORT DEPARTMENT

VISION

To provide safe, reliable, effective, efficient transport operation which will best meet the needs of the customers

MISSION

The mission of the Workshop and Transport Department is to ensure that it provides a service that is environmentally friendly, cost effective and economically sustainable for the University of Eswatini.

OBJECTIVES

The objectives of the Workshop and Transport are:-

- Promote a safe and secure, reliable and sustainable service to the University;
- Ensure that the University gets return on the investment it had put in place in the Department;
- Improve the standard and ways of doing things within the department by becoming more effective and efficient in the use of new technology;
- The provision of readily accessible information for the assistance of the University stakeholders where the need for transportation services arises; and
- Encourage a professional approach to fleet management and transport operations.

The Workshop and Transport comprises of two sections that complements one another in their operations to ensuring that the University receives reliable and efficient transportation services.

The Workshop section is responsible for the maintenance and servicing of the University Fleet of vehicles which comprises of Tractors, Sedans, LDVs, Mini Buses, Trucks and Buses. It ensures that all University vehicles are serviced properly and spares are genuinely provided timeously, and the vehicles are available to all the customers at all times.

The Transport section is responsible for making sure that all University transportation needs are fulfilled adequately and the allocation of vehicles is done in the most efficient and economically way. It ensures that vehicles are provided according to the different needs of the University and the utilisation of fuel is done in an economical manner to reduce the risk for the University.

*Note: Vacant Transport posts are due to retirement, transfers and non-renewal of work contract.



Workshop and Transport Statistics

WORKSHOP	2020	2021	2022
Workshop Manager	Vacant	Vacant	Vacant
Workshop Foreman	Vacant	Vacant	Acting (1)
Grade 1 Mechanic	1	Vacant	Vacant
Grade 11 Mechanic	2	2	1
Grade 111 Mechanic	1	1	1
Boilermaker	1	1	1
Mechanic Attendant	Vacant	Vacant	Vacant
W/Shop Attendant	Vacant	Vacant	Vacant
W/Shop Storeman	1	1	1
Total	9	5	5

WORKSHOP	2020	2021	2022
Transport Manager	1	1	1
Transport Officer	3	2(1)	2(1)
Assist. Transport Officer	2	2	2
Heavy Duty Drivers	13	13	11 +2 Vacant
Light Duty Drivers	29	29	27 + 2 Vacant
Tractor (Drivers)	6	5	4 + 2 Vacant
Total	48	48	46

Transport: 1 x Light Duty driver who retired and has not been replaced.

2 x Light Duty Driver were transferred to the Bursary Department.

1 x Tractor Driver retired and has not been replaced.

1 x Tractor Driver had his contract not renewed; he was attached to Chakaza Holdings.

Workshop: 1 x Grade 1 mechanic retired and was not replaced.

1 x Workshop Foremen who resigned and has not been replaced.





LEAVE OF ABSENCE

FLEET DESCRIPTION	QTY 2019	QTY 2021	QTY 2022
Sedans	25	15	15
Ldvs	18	12	12
Mini Buses	14	6	6
Ambulance	1	1	1
Fire Fighting Vehicle	1	0	0
Buses	5	5	5
Trucks	3	2	2
Tractors	13	9	9
Trailers	9	9	9
Farm Impliment	20	10	10
TOTAL	108	59	59

Note: The total number of University Fleet was reduced in 2019 due to financial challenges.

CHALLENGES

During the 2021/22 financial year there were challenges experienced due to having an older fleet which resulted in the unnecessary increase to the operational expenditure. The cost of spares has continued to increase while the available resources are shrinking and resulting in some of the vehicles not being serviced on time. The non-replacement of retired and resigned staff members has reduced the efficiency in the provision of transportation services from the Department. However, the Department has been able to provide the limited necessary transportation services to all University departments through the ever conscious and dedicated Transport and Workshop personnel.



Vision

Our vision is excellence in the provision of administrative leadership and counselling services to students at the University of Eswatini; and the promotion of educational and administrative support to all structures of the University.

Mission

The Department of Student Affairs endeavours to provide leadership, social, extra-curricular and counselling programmes to all students. It seeks to challenge students to become responsible and productive citizens of the country, and to support the University's educational and administrative goals.



Mr. M. Kune

OBJECTIVES

The main objective of the Department is to provide professional and student-oriented activities and services designed to enrich student's holistic development.

ORIENTATION

The orientation programme for new students is of utmost importance. It is a preparation programme that aims to acclimatize the newly enrolled undergraduate and postgraduate students, enabling them to smoothly transition into the academic and research environment at the University. It helps alleviate fear, intimidation and insecurity. It is a time when students have a lot of their academic, personal, social and financial questions answered. The orientation took place from

1st -3rd November 2021. The theme of the orientation was "#The future of Education is in e-learning-Embracing the new normal". The event is also meant to expose students to academic and social life at the university. The students had joined the institution at a very unprecedented time of COVID-19, which had negative impact on the teaching and learning systems resulting to the migration from face-to-face learning to blended learning.

SCHOLARSHIP HIGHLIGHTS

Scholarship issues continue to be at the centre of student challenges. The Department of Student Affairs continues to experience an influx of students in need of help in this area. It is encouraging to see the support shown by private companies in this endeavour Eswatini Water Services Corporation increasing.





sponsored two students in the Faculty of Science and Engineering as part of an on-going bursary support offered to the University of Eswatini students. Eswatini National Provident Fund provided E100 000 sponsorship to an underprivileged student in the Faculty of Social Sciences - Bachelor of Laws (final year student). The Student Affairs Office remains open to external support from other companies/organizations towards the endeavour.

STUDENT ACTIVITIES:

• The Students through the Student Representative Council (SRC) managed to stage the 2022 Fresher's Balls successfully in August and September 2022. The SRC Executive also managed to host the 2021/22 Mr and Ms. UNESWA.

• The Acting Sports Officer together with SRC Internal Affairs and Sports Directors organized a tournament dubbed 'Varsity Knockout Tournament' where four institutions of higher learning joined the three different campuses from UNESWA. The games were played over two weekends in September. Participation was in three different sporting codes, namely soccer, volleyball and netball. The Kwaluseni Campus managed to take the first prizes in both males and females volleyball team. Furthermore, Luyengo Campus took the first prize in soccer.

WARDEN'S UNIT

STUDENTS' ACCOMMODATION REPORT

Herein is accommodation statistics of all the three campuses;



HOSTEL	KWALUSENI	LUYENGO	MBABANE	TOTAL
Carrying capacity (without c/rooms)	1111	392	264	1767
Actuals	1156	329	296	1781

The University of Eswatini (all campuses) has accommodated 1781 students as shown in the table above.

condemned rooms continue to be utilized by students notwithstanding that they are not supposed to be utilized and that is a cause for concern.

HOSTELS

The hostels (all campuses) are dilapidating at an alarming rate. This is partly due to failure to maintain them. Bathrooms, toilets and those rooms adjacent to bathrooms need serious attention. Leaking taps and toilets were not being repaired. Some of the

A shortage of mattresses in all three campuses has become a very serious issue. A sizeable number of mattresses have worn out. Others have become very thin and unusable. They must be replaced immediately (see table below). Other necessary stuff required are dust bins and common room lockers. Without the lockers, students' luggage take up more space and minimize movement in the room.

Summary of hostel requirements

ITEMS	KWALUSENI	LUYENGO	MBABANE	TOTAL
Mattresses	200	100	60	360
Lockers	100	20	20	140
Dust bins	150	80	50	280
Bulbs	550	200	150	900
Key blanks	150	150	150	450
Door cylinders	15	10	7	22



DISCIPLINE

The national political unrest in the country affected most institutions in the country. The University was not spared. Some student politics have escalated to the national politics level. Some students have joined political parties and have become radical and irrational. There were many class boycotts and demonstrations



from July to September, 2022. University facilities were seriously damaged in the process. During such demonstrations, staff members are at risk. However, a process is in place to put those students to book. Pilfering of students' belongings become rife when the University is closed due to class boycotts and strikes.

A few cases of alcohol, contravening visitors' hours, cooking, harassment, loud music, misconduct (insubordination), conflicts among roommates, squatting and substance abuse have been reported.

CASE	KWALUSENI	LUYENGO	MBABANE	TOTAL
Alcohol	11	8	8	27
Contravening visitors' hours	6	6	4	16
Cooking	3	2	1	6
Harassment	1	0	0	1
Loud Music or Noise	6	3	2	11
Roommates conflicts	0	0	0	0
Squatting	5	3	4	12
Substance	0	0	0	0
Theft	4	2	3	9
Total	36	24	22	82

COUNSELLING AND DEVELOPMENT

Counselling and psychotherapy

As an institution like the rest of the world, the University is slowly recovering from the impact of COVID-19, but the effects are far from over. The student counselling service at the University continues to strengthen collaborative programmes with social partners in response to COVID-19, mental health issues, suicide and HIV new infections to improve general wellness of students. Initiatives taken in response to these include; amongst others; COVID-19 trainings on guidelines and preparedness, training on suicide and prevention, Mental Health Launch and awareness campaigns, Research on suicide case studies at campus level has unveiled a number of psychosocial challenges.

One important aspect was food shortage which saw an expansion of food aid through (Lijaha Sisu) in all three campuses through the support from companies and individuals. A total of six hundred students (600) benefited from the exercise in the campuses. HIV/

AIDS Health promotion activation and information programmes continued to be held. Other forums provided by CCDU during this period included; UNESWA Open House Week 2022, Counselling and development services availed for UNESWA students.

Career Guidance and Development

Career Guidance and Development is availed to all prospective and on-going students. There is growing number for students that seek guidance to explore and plan future career endeavours based on their individual interests, skills and values. Participation in career guidance enhances linkage of academic and career experiences and thus, improves career preparation and management. The on-going students are exposed to the world of work through attachments and internships.

The student counselling and Peer counsellors & Educators responded to invitations from the following schools: Mbabane schools Career Fair hosted by the Municipal Council at the Prince of wales Stadium, Eswatini Career Expo held at Waterford KaMhlaba





Career Support Initiative (CSI), Mpaka High School Career Expo. The unit also participated in a Virtual Career Expo for youth at Maseyisini Inkhundla, International Career Expo-Eswatini held virtual on the 22nd -26th March 2021. The Taiwan Fund for Children and Families hosted 15 high school students. The Counselling and Admissions Office offered extensive knowledge on potential career options that the University offers as part of training and skills development to those students.

Student Development

As a result of COVID-19, The University Leavers Entrepreneurship Empowerment Programme (UNELEEP) virtual forums was created to train students on leadership and job search. Students were exposed to CV writing, preparation for interviews, networking and others exposed to programme related jobs. Peer support and mentorship engagement with stakeholders' forums continue to be a training strategy used by the counselling office to train students in leadership skills to address psychosocial issues and student development.

• CCDU and Admissions Office hosted 15 high school students funded and mentored by the Taiwan Fund for Children and Families to receive extensive knowledge on potential career options that the University offers as part of the children's training in skill development, leadership and self-discipline. They were also offered a University campus tour and had greater insights and excitement about the possibility of joining the prestigious University of Choice. This event was held on 2 October, 2021.

- Regional World AIDS day commemoration 2021-Tertiary students from UNESWA, IDM and Gwamile Voctim participated in the event held at Kwaluseni Campus. Students' stories were documented and presented at a high-level platform where influential people and the general public were in attendance.
- Student Interns the CCDU Office engaged with six final year Bachelor of Social Work students to support the Office as interns in pursuit to put in place sustainable interventions to keep the students safe psychosocially due to the diverse challenges paused by COVID-19 and lockdown. The Social Work Interns brought a lot of improvement in terms of the Office's vibrancy and strength needed by the unit in responding to students on time through: student reception to the office, Peer to peer support and mentorship, hostel intervention, international student support and comprehensive response through holistic and collaborative approach with students. The students were placed strategically under the supervision of counsellors in the three campuses.

STAFF DEVELOPMENT:

CCDU staff participated in the following:

- Workshop on Psychosocial Support & Mental Health which was held at Mountain Inn hotel, Mbabane.
- Virtual Seminar by Coordinating Assembly of Non-Governmental Organization (CANGO) and the Ministry of Health



- implanting a program for HIV prevention among Adolescent Girls and Young Women in Tertiary Schools.
- Participated in a Seminar for PhD students hosted by the Faculty of Education, IDE conference Room, Kwaluseni Campus.
- Virtual Seminar on how to tackle stigma & discrimination held by EAPSA Edu Virtual Seminar
- Workshop on Edupression Suicide Prevention Services held at the Hilton Garden Inn Hotel, Mbabane.
- South to South Learning Network the Tertiary global HIV prevention Coalition, Harare, Zimbabwe.

Research conducted

CCDU Conducted research in the following areas:

- The Impact of COVID-19 on Student's Mental Health;
- An Evaluation of the Mentorship Exercise for Freshers' 2021/2022;
- A Case Study Report on suicide amongst UNESWA students (2022)

STUDENT OUTREACH

Students' involvement in Education for Sustainable Development;

- The Green Team continues to engage in Education for sustainable development and related student activities. The team conducted a clean-up campaign exercises in Kwaluseni area targeting the ever busy road leading to the OK foods outlets.
- Peer Counsellors & Educators (PCE) students and CCDU participated in Suicide Awareness Campaign at Kwaluseni & Luyengo Campuses with the Theme: "Anyone Can Play a role in Prevention of Suicide" in (2022).
- PCE, CCDU staff, Hold MY Hand student Association in collaboration with Eswatini Breast Cancer Network embarked on an outreach to four (4) cancer affected families at the Mafutseni, Sigombeni in 2021, Shewula and Sitsatsaweni in 2022 constituencies where students presented clothing

and food items. The outreaches were conducted in line with the University's mission on community engagement for sustainable development.

- In 2021, PCE and SRC members (Kwaluseni & Luyengo) participated in a focus group discussion on HIV infection rates in Kwaluseni Inkhundla hosted by Regional Multi-Sectorial HIV&AIDS Coordinating (NERCHA) in Manzini.
- PCE's participated on the "Youth Know Your Numbers Campaign". The event was coordinated by the Ministry of Health and focused in provision of health services and cancer.

COVID -19 /WELLNESS AND SELF -CARE

- In 2021CCDU staff, PCE and International students participated in a team building exercise held at Mlilwane Nature Reserve. The CCDU, in an attempt to address mental health issues posed by the COVID 19 and Lockdown that exposed students to psychosocial challenges.
- In 2022, an open house week was held in collaboration with social partners in the three campuses in order to bring health services and information to students and staff in all three campuses of the university
- PCE's, CCDU staff and International students participated in an outreach which was held at the Tfutjana Lodge at Mkhondvo in 2022.
- PCE's participated in the "Youth Know Your Numbers Campaign". The event was coordinated by the Ministry of Health and focused on the provision of health services and cancer screening. Students participated in peer to peer engagement with the youth of the area in providing information and sharing experience on University life. The event was held at Ludzeludze Sports Ground.

Advent of COVID-19, lockdown and Task Team Involvement

In response to the concern, a UNESWA Task Team was set up to develop an action plan for enhancing the awareness, and propose measures that would assist to curb the possibilities of infection from the virus. Student Affairs was represented by Ms. Sindi Gumede and Mr. Babili Kunene. Amongst other duties, the Task Team was to:





- Develop clear guidelines distributed to all employees and students;
- Monitor and making assurance that distribution of sanitizers was done effectively;
- Conduct training of all staff members both academic and non-academic; and
- Training of all students in the campuses.

Challenges posed by COVID 19 to students at the University

- Students were greatly affected by the pandemic. An increase in problems presented by the lockdown, was noted such as dealing with on-line learning, increased academic workload and others at home.
- The above mentioned problems impacted students negatively since they could not be reached to report their challenges as they were not supposed to migrate due to travel restrictions imposed by the lockdown requirements.

• The mounting pressure of dealing with personal challenges, academic pressure and COVID-19 resulted to some students dropping out and others developed mental health illnesses due to failure to cope.

NEW MEMBER OF STAFF

The Office welcomes Mr Ntandoyenkosi Godswill Mamba who has joined the Department as the Warden in the Luyengo Campus.

Faculty of Agriculture



Vision

The vision of the Faculty of Agriculture is leadership through Excellence in Education, research and community service.

Mission

In order to serve the needs of the Kingdom of Eswatini and beyond, the Faculty seeks to be aggressive and innovative in teaching, research, community service and entrepreneurial development.



Prof. A. M. Manyatsi
DEAN

OBJECTIVES

The objectives of the Faculty of Agriculture are to:

- Adopt teaching strategies that are responsive to the needs and aspirations of the internal and external environment of the Faculty of Agriculture in favour of proper balance of teaching, research, and community service;
- •Produce human resources at tertiary levels that are well equipped for the job market and self-employment;
- Collaborate and develop partnership with relevant stakeholders in the development and dissemination of agricultural technology and information;
- Conduct demand-driven research and guide students relevant research training aimed at sustainable agricultural productivity;
- Disseminate research-driven information in a usable form to stakeholders;
- Develop and operate commercially viable enterprises to generate funds for the University; and
- Provide consultancy services and demand driven short courses to clients.

EXECUTIVE SUMMARY

The Faculty of Agriculture is located 27km from Manzini along the Manzini-Bhunya road, and it is ideally situated for agricultural purposes. The Faculty is offering 8 Bachelor's degree programmes. The programmes are in; Agricultural and Biosystems Engineering, Agricultural **Economics** Agribusiness Management, Agricultural Education, Agricultural Extension, Agronomy, Animal Science, Animal Science (Dairy option), and Horticulture. The Faculty had 1031 students registered for undergraduate programmes. Furthermore, the Faculty had 53 academic staff members. A total of five major research projects, (with external funding) were completed, and six were in progress. During the reporting period, five articles were published in national journals, and 88 articles were published in international journals. Two books, and two book chapters were published. Thirteen national workshops were attended, and 9 national workshops were hosted. Twenty-four international workshops/seminars were attended. The Faculty had links with several institutions and organisations. They included the African Economic Consortium, African Conservation Tillage Network,



Department of Agricultural Research and Specialist Services, Woman Farmer Foundation, and Eswatini Water and Agricultural Development Enterprise. ENACTUS UNESWA – Luyengo Campus was crowned national champion in 2022.

STUDENT ENROLMENT IN THE FACULTY OF AGRICULTURE

The Department of Agricultural Economics and Management conducted a consultancy on Project Evaluation for the Farmer Group Economic Strengthening (FGES) project for World Vision Eswatini.

PROGRAMME	NUMBER OF REGISTERED STUDENTS
BSc in Agricultural and Biosystems Engineering	88
BSc in Agricultural Economics and Agribusiness Management	156
BSc in Agricultural Education	188
BSc in Agricultural Extension	113
BSc in Agronomy	188
BSc in Animal Science	121
BSc in Animal Science Dairy	93
BSc in Horticulture	84
TOTAL ENROLMENT	1,031

ACADEMIC STAFF PROFILES BY DEPARTMENTS, GENDER, HIGHEST QUALIFICATION AND RANK

The six departments of the Faculty of Agriculture are:

- Agricultural and Biosystems Engineering (ABE)
- Agricultural Economics and Management (AEM)
- Agricultural Education and Extension (AEE)
- Animal Science (ASC)
- Crop Production (CPR)
- Horticulture (HRT)

The Faculty of Agriculture had a complement of 53 academic staff members. Out of that 14 (26%) were females and 39 (74%) were males. The majority of staff (72%) had PhD as their highest qualification. Three staff members were on study leave. A total of 14 staff members (26%) were at professorial level (Associate Professors and Professors).



DEPARTMENT OF AGRICULTURAL AND BIOSYSTEMS ENGINEERING

Name	Male	Female	Highest Qualification	Rank
Prof. A. M. Manyatsi			PhD	Professor
Prof. B.R.T. Vilane			PhD	Associate Professor
Prof. Z.W. Debele			PhD	Associate Professor
Dr. M.M. Mkhwanazi	V		PhD	Senior Lecturer
Dr. M.V. Dlamini			PhD	Lecturer
Mr. W. Mukabwe			MSc	Lecturer
Miss Z.P. Ndlela			M En Dev	Lecturer
Total	6	1		

DEPARTMENT OF AGRICULTURAL ECONOMICS AND MANAGEMENT

Name	Male	Female	Highest Qualification	Rank
Prof. J.O. Ajetomobi	V		PhD	Professor
Dr. D.V. Dlamini	V		PhD	Senior Lecturer
Dr. D. Kibirige	V		PhD	Senior Lecturer
Dr. A.A. Mengistu	$\sqrt{}$		PhD	Senior Lecturer
Dr. N.P. Nkambule		$\sqrt{}$	PhD	Senior Lecturer
Dr. L.T. Ogunniyi			PhD	Senior Lecturer
Dr. A.S. Singh	$\sqrt{}$		PhD	Senior Lecturer
Dr. B.P. Dlamini		$\sqrt{}$	PhD	Lecturer
Mrs. D.D. Dlamini		$\sqrt{}$	MSc	Lecturer
Dr. S.G. Dlamini	V		PhD	Lecturer
Dr. S.I. Dlamini	V		PhD	Lecturer
Total	7	4		



DEPARTMENT OF AGRICULTURAL EDUCATION AND EXTENSION

Name	Male	Female	Highest Qualification	Rank
Prof. E.A. Alademerin	V		PhD	Professor
Prof A.O. Ajayi			PhD	Professor
Dr V. C. Asogwa			PhD	Senior Lecturer
Prof. M. P. Dlamini		$\sqrt{}$	PhD	Associate Professor
Dr.M.M. Dlamini	V		PhD	Lecturer
Ms Z.M. Gule		$\sqrt{}$	MSc	Lecturer
Dr M.P. Mathenjwa			PhD	Lecturer
Dr W.B. Sikhondze			PhD	Lecturer
Dr. A.F. Tsikati	V		PhD	Lecturer
Total	7	2		

DEPARTMENT OF ANIMAL SCIENCE

Name	Male	Female	Highest Qualification	Rank
Prof. A.M. Dlamini	V		PhD	Professor
Prof. V.E. Chikosi			PhD	Associate Professor
Dr. G.Z. Khumalo	V		PhD	Senior Lecturer
Dr B.N. Dlamini	V		MSc	Lecturer
Ms N. Makhubu*		√	MSc	Lecturer
Dr. M.C. Mangwe	V		MSc	Lecturer
Ms M.P. Mdziniso			MSc	Lecturer
Dr F. Nyamakwere			PhD	Lecturer
Dr. T.S. Sigwane			PhD	Lecturer
Dr R.L. Vilakati			PhD	Lecturer
Ms N. Dlamini*			BSc	Teaching Assistant
Total	5	6		

^{*}On study leave

Faculty of Agriculture - continued



DEPARTMENT OF CROP PRODUCTION

Name	Male	Female	Highest Qualification	Rank
Prof H.R. Mloza-Banda	√		PhD	Professor
Prof T. Tana			PhD	Professor
Prof Y.A. Armide			PhD	Associate Professor
Dr D.M. Earnshaw			PhD	Senior Lecturer
Dr B.E. Dlamini			PhD	Lecturer
Mr S.G. Dlamini			MSc	Lecturer
Mr M. Mabuza*			MSc	Lecturer
Mr S. Ntshakala			MSc	Lecturer
Mr V.B. Simelane			MSc	Lecturer
Dr B.H. Sukati	√		PhD	Lecturer
Total	9	1		

^{*}On study leave

DEPARTMENT OF HORTICULTURE

Name	Male	Female	Highest Qualification	Rank
Prof. P.K. Wahome	V		PhD	Professor
Prof. M.T. Masarirambi	V		PhD	Associate Professor
Dr. C.S. Mavuso			PhD	Lecturer
Mr K.A. Nxumalo			MSc	Lecturer
Mr V.D. Shongwe	V		MSc	Lecturer
Total	5	0		

^{*}On study leave

RESEARCH COMPLETED DURING THE REPORTING PERIOD

The major research that were completed during the reporting period were funded by the African Economic Research Consortium (AERC), and the Food and Agriculture Organisation of the United Nations (FAO). They covered areas of food security agricultural transformation, and financing agriculture enterprises. The other researches were conducted on behalf of FANRPAN and CANGO.



Names of researchers	Title of Research	Source of funding and amount
Aleign Ademe Mengistu and Abule Mehare	Agricultural Transformation and Food Systems in Ethiopia: Impact Assessment and Policy Indicators	African Economic Research Consortium (AERC)
B.P. Dlamini, Yoseph Armide, S.S. Mlipha & T.P. Nkambule	Food Loss Trade and Nutrition Assessment	Food and Agriculture Organisation (FAO)
J.O. Ajetomobi, S.G. Dlamini, D.V. Dlamini & B.P. Dlamini	Informality and Financing of Small and Medium Enterprises in Eswatini	African Economic Research Consortium (AERC)
A.M. Manyatsi	FAO Regional Conservation Agriculture Study. National Report for Eswatini	Food, Agriculture and Natural Resources Policy Analysis Network (FANRPAN)
A.M. Manyatsi	Review and presentation of the 3rd Biennial Review Report – Malabo declaration. Report for Stakeholder Consultation - Eswatini	Coordinating Assemble of Non-Government Organisations (CANGO) - Eswatini

RESEARCH IN PROGRESS

A total of six major research projects were ongoing during the reporting period. The research studies were addressing issues of agriculture, food security, youth unemployment and sustainable use of resources. The funders of research included African Economic Research Consortium (AERC), Agricultural Research Council of South Africa, International Atomic Energy Agency (IAEA) and African Academy of Science. The highest amount of funding was about E8,100,000 from African Academy of Science, and it is funded over a period of four years.



Names of researchers	Title of Research	Source of funding and amount
D. Kibirige, B.P. Dlamini, H. Mloza, & V. Chikosi	Evidence-based Sustainable and Resilient Food Systems: Lessons from South Africa, Eswatini, Namibia and Zimbabwe	SADC/ARC-South Africa, E316,750
J.O. Ajetomobi, S.G. Dlamini, D.V. Dlamini, L.T. Ogunniyi &	Food Loss Trade and Nutrition Assessment	Food and Agriculture Organisation (FAO)
D.D. Dlamini	Determinants Of Youth Unemployment: Evidence from Eswatini	African Economic Research Consortium (AERC)
Prof. Y. A. Armide, Prof. T. Tana and	FAO Regional Conservation Agriculture Study. National Report for Eswatini	Food, Agriculture and Natural Resources Policy Analysis Network (FANRPAN)
Dr. B.H.Sukati	Root Zone Water And Nutrient Retention under Vegetable Production in Soil Amended with Zeolite	Agricultural Research Council, South Africa, E2,234,758
Dr M. Mamabolo, M Lungwana, N. Ngcobo, T. Moyo, D.Kibirige, B.P. Dlamini, H. Mloza-Banda, V.E. Imbayarwo Chikosi and O. Mombo	Evidence-based Sustainable and Resilient Food Systems: Lessons from South Africa, Eswatini, Namibia and Zimbabwe	ARC, South Africa/ R1,763,000
Simelane VB, Mkhonta KA, Jankuloski L	Mutation Breeding For Early Maturing, Drought Tolerant and Nutritious Cowpea Varieties	The International Atomic Energy Agency (IAEA)
C.S. Mavuso,		
N. Hlophe, Z. Phiri, M. Dlamini and		
M. Zikalala	Harnessing Plant Biotechnology Techniques for the Upliftment of Smallholder Agripreneurs in Eswatini	African Academy of Sciences - EURO 449,896 (about E8,100,000).



PUBLICATIONS

Publications in National Journals

A total of five articles were published in local journals. The publications covered areas of agricultural education, application on fartilisers, performance of broilers and assessment of performance of maize landraces.

Department	Number of publications	Areas of research
Agricultural Education and Extension	3	Research methodology in agricultural education, classroom climate in learning of agriculture at secondary schools, and in-service training needs of secondary schools.
Crop Production	2	Application of inorganic fertilisers on plant production and performance of broilers, assessment of genotypes by performance of maize landraces
Total	5	

Publications in International Journals

A total of 88 articles were published in international journals during the reporting period. The Agricultural Education and Extension Department was leading with 29 publications. It was followed closely by the Department of Crop Production with 26 publications. The Agricultural Economics and Management had 18 publications.

Department	Number of publications	Areas of research
Agricultural and Biosystems Engineering	8	Use of organic fertilizer for vegetable production, infiltration and moisture retention, modelling water drainage, irrigation methods, irrigation and water management, evaluation of irrigation
Agricultural Economics and Management	18	Economics of agriculture, food security and vulnerability, demand and supply of food, food chain, production and efficiency in agriculture production, marketing, imports and exports of agriculture commodities, competition in agriculture
Agricultural Education and Extension	29	ICT-based agriculture extension, technologies in agricultural education, modelling in agricultural education, education theories and teaching practice, virtual learning in high schools.
Crop production	26	Agronomy and physiology of cops, farming and climate change, fertilizer use and crop yield, soil and water management practices, irrigation of crops, conservation agriculture, plant breeding

Faculty of Agriculture - continued



Horticulture	7	Medicinal plants extracts, post-harvest preservation of horticulture products, storage and life extension of fruits and vegetables.
Total	88	

Published book or book chapter

A total of two books and two book chapters were published. Publications included teaching practice handbook for institutions of higher learning, knowledge exchange model to develop capacity of universities, and secondary school administration.

Department	Number of publications	Areas of research	
Desta, A. Alademerin, E. A., Bariso, E. B. & Odunaike, K. O. (2022).	African Doctoral and Masters Academy (ADMA): A Knowledge Exchange Model to Develop the Capacity of Universities. Under the African Diaspora Support to African Universities Programme Research Partnership Networks. 2015-2022.	Council for the Development of Social Science Research in Africa (CODESRIA	
Alfred F. Tsikati, Edward Alademerin & Minenhle Ngcobo (Editors) – (2021)	Teaching Practice Handbook for Institutions of Higher Education in Eswatini.	Macmillan	
Dludlu, H.; Anderson, P. & Alademerin, E. A. (2021)	Secondary school administration and Involvement in the implementation of Teaching Practice in Eswatini. In Tsikati, A. F, Alademerin, E. A and Ngcobo, M. (Eds). Teaching Practice Handbook for Institutions of Higher Education in Eswatini. In press.	Macmillan	
Dlamini, M. P. (2021)	Chapter 31 – Strategies for Improving Teaching Practice. In Tsikati, A. F. Alademerin. E. & Ngcobo, M. (Eds.). Teaching Practice Handbook for Institutions of Higher Education in Eswatini. pp. 438-452. (ISBN# 978-0-7978- 0633-7).	Macmillan	



WORKSHOPS AND SEMINARS

National workshops and/or Seminars

A total of 13 national workshops were attended, and 9 workshops were hosted. The areas for the workshops/ seminars included agricultural economics, education for sustainable development, financial literacy, climate change and crop and vegetable production.

Department	Workshop/ Seminars attended	Workshops hosted	Act ivy/Areas of research
Agricultural and Biosystems Engineering	2	3	Conservation agriculture, climate change, progress on Malabo declaration, sustainable livelihoods
Agricultural Economics and Management	2	2	Agribusiness, financial literacy for farmers, sustainable financial inclusion for women farmers. Thesis dissemination
Agricultural Education and Extension	5	4	Education for sustainable development, vocational education, agricultural education curriculum delivery
Crop production	4	0	Mid-term review of TAVI project, genome editing, wild vegetable collection
Total	13	9	

International workshops and/or seminars

Members of the Faculty attended 24 international workshops. Some workshops were attended in person, while others were attended virtual. The areas of workshops included conservation agriculture, education for sustainable livelihood, land tenure and land management, and plant biotechnology techniques.

Department	Number of workshops	Areas of research/Theme of workshop
Agricultural and Biosystems Engineering	4	Curriculum in land tenure and management, review of country report on Malabo implementation, conservation agriculture in SADC region, meeting for Deans of Agriculture in SADC region.
Agricultural Economics and Management	1	Sustainable financial inclusion for women owned farms and firms.
Agricultural Education and Extension	11	Education for sustainable development, exhibition of Change Projects, continuous assessment for inservice needs of teachers



Crop Production	1	Wild vegetable germplasm regeneration and characterization.
Horticulture	7	Harnessing plant biotechnology techniques, storage life extension of horticulture products, extraction of medicinal plants products.
Total	24	

LINKS WITH OTHER INSTITUTIONS/ORGANISATIONS

The Faculty of Agriculture had links with several institutions. The international institutions/organisations that the Faculty had links included African Economic Research Consortium, African Conservation Tillage Network, the International Atomic Energy Agency, and the World Vegetable Centre. The local organisations were Eswatini Water and Agricultural Development Enterprise, Woman Farmer Foundation, Department of Agricultural Research and Special Services, and the Ministry of Education and Training. The outcome or impact of linkages to the Faculty included holding of seminars and workshops for staff members and farmers, as well as award of fellowships for MSc and BSc students.

Name of institution with link	Brief objectives of linkage	Impact of linkage
African Economic Research Consortium (AERC)	Capacity building consortium in Sub-Saharan Africa that manages the Collaborative Masters Programme in Agricultural and Applied Economics (CMAAE)	Thesis dissemination workshops, farmers training workshops, departmental staff research funding, seminar and workshop trainings for AEM staff, institutional grants to buy laptops, projectors in the department
Department of Agricultural Education and Extension and MoET Schools Agriculture Programme	To assist inspectorate with inservice training of Agriculture teachers, conducting research and collaboration on mutual interests.	Continuous needs assessments of inservice needs of teachers, networking and collaboration with MoET Schools Agriculture Programme and beyond
African Conservation Tillage Network (ACT), Nairobi	The Crop Production department is Member, International Conservation Agriculture Advisory Panel (ICAAP - Africa). Group of global	Visibility of the institution through affiliation, Focal reference point on climate smart agriculture for local and regional practitioners
Ministry of Agriculture	Development of SADC Harmonized fertilizer regulatory framework	Establish harmonized rules governing production, sale, distribution, trade and quality control of fertilizers in SADC to ensure the supply of quality fertilizers to the markets of Member States



Department of Agricultural Research and Specialist Services (DARSS)-Ministry of Agriculture and The International Atomic Energy Agency (IAEA)	Principal Investigator and Project Counterpart-Cowpea Mutation Breeding Project: Breeding for early maturing, drought tolerant and nutritious (Fe/Zn) cowpea varieties	Practical exposure of staff member to mutation plant breeding
Department of Agricultural Research and Specialist Services (DARSS)-Ministry of Agriculture and The World Vegetable Centre (WorldVeg)	Scientific/Technical member- Taiwan Vegetable Initiative (TAVI) project from the World Vegetable Centre (WorldVeg	MSc and BSc fellowships award to students through the Taiwan Vegetable Initiative (TAVI) project
Woman Farmer Foundation (WFF)	Train youth, adults and women farmers on Technological Tunnel Production	Development of training module on tunnel crop production
Eswatini Water and Agricultural Development Enterprise	To reduce post-harvest losses through solar drying	Government extension officers and farmers have been taught about solar drying to reduce postharvest losses and solar drying are to be distributed to each RDA, selected farmers and UNESWA

CONSULTANCY

A staff member was part of a consultancy team that conducted a feasibility study that produced a detailed design of earth dams and irrigation infrastructure at Kaphunga, Kaliba, Ndushulweni and Mgambeni in the country. The staff member who is agronomist by profession was tasked to conduct soil suitability analysis for irrigation and vegetable crops production; and evaluation of crops and cropping patterns for market oriented production under irrigation

Staff member	Brief description of consultancy	Period undertaken
Prof T. Tana	Prof. Tana was a member of consultancy team that conducted a feasibility study that produced detailed design and construction supervision for earth dams and irrigation infrastructure at Kaphunga, Kaliba, Ndushulweni and Mgambeni. Prof Tana, who is an agronomist was tasked to do soil suitability analysis for irrigation and vegetable crops production; and evaluation of crops and cropping patterns for market oriented production under irrigation.	June 2021 to June 2022

Faculty of Agriculture - continued



AWARDS, RECOGNITIONS & HONOURS

ENACTUS UNESWA Luyengo Campus was crowned national champions for 2022. As a result, the Team was invited to participate at Enactus World Cup that was held in Puerto Rico in October, 2022. The Team could not honour the invitation due inadequacy of funds to cover the trip. On another note, a staff member (K.A. Nxumalo) was awarded best oral presentation for Postharvest Congress exhibition in 2021. An MSc student (Bongumenzi Matsenjwa) was awarded Master's Research Funding from World Vegetable Centre.

Name of recipient	Brief description recognition, award or honours
ENACTUS Luyengo Campus	ENACTUS UNESWA Luyengo campus was crowned national champion for 2022
Kwanele Andy Nxumalo	3rd All Africa Postharvest Congress and Exhibition (AAPHCE) 2021: Best Oral Presentation Award. Award sponsored by the Consortium for Innovations in Postharvest Loss and Food Waste Reduction.
Bongumenzi D. Matsenjwa (MSc student in Crop Science)	Master's Research Funding from World Vegetable Centre.





Prof. P. N. Joubert
DEAN

Vision

Leadership through Excellence in Education

Mission

To be forward-looking in developing programmes that are responsive to the needs of the individual, public and private sectors through training, research and community service programmes.

OBJECTIVES

The objectives of the Faculty of Commerce are to:

- Train and develop multi-talented students;
- Offer undergraduate and post-graduate programmes responsive to the needs of the individual, private and public sectors;
- Foster quality teaching that will increase students' capacity for inquiry, analytical, and communication skills, as well as leadership abilities;
- Promote partnerships, collaborations and linkages with the private sector, public sector, international agencies and institutions;
- Encourage professional growth and development of Faculty members;
- Provide management and executive development training programmes;
- Conduct research and disseminate findings;
- Contribute positively to community engagement and development.

EXECUTIVE SUMMARY

Preamble

The demand from the global economy, business and government has prompted the need to produce 21st century graduates and certificate programmes that are aligned to emerging skills gaps.

In view of the above, The Faculty of Commerce is committed to developing responsive educational and professional programmes that are niche driven to service the needs of all the key business, economic, technological, social, political, legal and agricultural sectors nationally, regional and globally in vast disciplines including Accounting and Finance, Management, Marketing, Entrepreneurship, Strategy, Information Systems, Human Resource, Procurement, Purchasing and Supply Chain, Effective Service Delivery, Taxation, Public Accounting, Effective Performance Management, Informatics, Business

Faculty of Commerce - continued



Analytics and many other programmes based on emerging needs and trends. The Faculty is anchored on the three conventional pillars of higher education institutions, namely: Teaching, Research and Community Engagement. However, to bring in the local context and yet remain global, the Faculty has embraced a fourth pillar, namely, Entrepreneurship. This Pillar is in line with the Third Strategic Plan (2016-2022) of the University of Eswatini.

DEPARTMENTS/CENTRES

- Accounting and Finance
- Business Administration
- Entrepreneurship and Business Development Centre (EBDC)

ACADEMIC STAFF BY DEPARTMENT, GENDER, HIGHEST QUALIFICATIONS AND RANK

In the past academic year, there has been a great revamping in the academic staff cadre with an increased number of doctoral degree holders as well as senior standing. Furthermore, the Faculty is approaching near full complete of teaching staff, a relative new phenomenon in the Faculty staffing position.

DEPARTMENT OF ACCOUNTING AND FINANCE

Name	Male	Female	Highest Qualification	Rank
Prof. K. Emenike	V		PhD	Associate Professor
Dr. F. Kwenda	$\sqrt{}$		PhD	Senior Lecturer
Dr. H. Matsongoni	V		PhD	Senior Lecturer
Dr. K. Agyemang	$\sqrt{}$		PhD	Lecturer
Mr M.E. Dlamini	V		MSc., CA (SD); MIFC;CFC; FCCA	Lecturer (On secondment to Administration)
Mr. Z. Mndzebele	V		ACCA, MBA	Lecturer
Mr. B. M. Mogunde	V		MBA Accounting	Lecturer
Mr M. N. Msibi	1		MSc., CA (SD) SAICA APC	Lecturer
Mr T. H Shongwe	V		MSc. & ACCA Part II	Lecturer
Ms. S.V. Sihlongonyane		$\sqrt{}$	PGCE; MBA	Lecturer
Total	9	1		

DEPARTMENT OF BUSINESS ADMINISTRATION

Name	Male	Female	Highest Qualification	Rank
Prof. P.N. Joubert		$\sqrt{}$	PhD	Associate Professor
Prof. N.M. Mndzebele		$\sqrt{}$	PhD	Associate Professor
Prof. Prinsloo (Part time, Visiting Professor, North West University)			PhD	Associate Professor





Name	Male	Female	Highest Qualification	Rank
Dr. H. Bimha			PhD	Senior Lecturer
Dr. J.W. Kule	$\sqrt{}$		PhD	Senior Lecturer
Dr Williams (Part time, Visiting Professor, North West University)		V	PhD	Senior lecturer
Dr B.W. Dlamini	$\sqrt{}$		PhD	Lecturer
Dr. P.G. Dlamini		$\sqrt{}$	PhD	Lecturer
Mr L.B.S. Gule	$\sqrt{}$		MBA	Lecturer
Mr. L.L. Hlophe	$\sqrt{}$		MBA	Lecturer
Mr S.T. Lukhele	$\sqrt{}$		MA	Lecturer
Ms Z.F. Mabusela		$\sqrt{}$	MM	Lecturer
Mr N.E. Maseko	$\sqrt{}$		MBA	Lecturer
Mrs N. N. Thwala		$\sqrt{}$	MBA	Lecturer
Total	8	6		

DEPARTMENT OF ACCOUNTING AND FINANCE

Name	Male	Highest Qualification	Rank
Dr. P.G. Dlamini	Female	PhD	Interim Director

Note: Staff in the Faculty also serve as support staff to the EBDC

Research completed and Published in 2021/2022

A total of 17 research articles were published in international journals in the year 2021/2022 In the department of Accounting and Finance; and department of Business Administration published 6 articles as indicated below.

Research in progress – Summary report in 2021/2022

Research projects in progress are in the following areas:

Sustainability of supply chain performance through inventory and collaboration management: A case of selected transportation fuel companies in Harare, Zimbabwe. Authors=Kudzanai Bimha and Happyson Bimha(self-financed).

Dr Kule is evaluating an Impact of performance pressure on employee in-store behaviour in the retail industry in Manzini Region, Eswatini.; and Deconstructing dimensions to measure the effect of resilience on performance of Small and Medium Enterprises in Eswatini: a literature analysis. There is also a number of research in progress are carried out by students in Marketing, Information systems, Human Resource Management, Operations Management, Project Management, Accounting and Finance areas.

Publications in 2021/2022)

These have already been covered in item 2





DEPARTMENT OF ACCOUNTING AND FINANCE

Department	Workshop/ Seminarsattended	Workshops hosted	Activity/Areas of research
Accounting, Finance and Business Administration	Institutional Employability Strategy Workshop	Commonwealth of Learning (COL).	Production of Modules
Accounting & Finance	Evolving Trends in Interdisciplinary Research and Practices	NewYork	Linkages between stock markets in Southern African Custom Union before and during COVID-19 Pandemic (By Emenike, K. O).
Business Administration	BCA-WA-Ethics II	EDCTP program:sponsored by the European Union	The Fundamentals of Research Ethics Training for ethics reviewers, ethics review administrators, ethics committee members, ethicists, and bioethicists based in Africa (By Dr J.W Kule)

Consultancy

Teaching of ACCA by the Faculty of accounting Staff members are actively involved in this area because of the essence of applied research and the significance of integrating business practice in our curriculum. The Faculty of Commerce continues to service CTC actively in the Consultancy space in different areas in Accounting, Finance, Marketing and Management. For Instance, Mr Nathie Maseko and Mr Mfundo Msibi consucted one on Financial and Business Management Training June 20 – 24, 2022 @Esibayeni Lodge for the Construction Industry Council

AWARDS, RECOGNITIONS & HONOURS (STUDENTS)

Al-	00101000					
2019/2020						
AWARD	AWARD CRITERIA 1					
Dean's Award	Overall Best Student	Thwala Sive				
FNB Prize	Best Accounting Student	Nxumalo Siphesihle Vuyile				
SNG Prize	Best Accounting Student	Nxumalo Siphesihle Vuyile				
FINCORP Prize	Outstanding Student in entrepreneurship (Best in BUS304)	Zwane Lethinhlanhla Londiwe				
REDI Prize	Best final Year Student in Commerce (Management)	Thwala Sive				





2019/2020					
MTN - Marketing Best Marketing Student		Dlamini Simphiwe			
	2020/2021				
Dean's Award	Overall Best Student	Mavimbela Nothando			
FNB	Best Accounting Student	Mavimbela Nothando			
KPMG	Best Accounting Student	Mavimbela Nothando			
FINCORP	Outstanding Student in entrepreneurship (Best in BUS304)	Mavimbela Nothando			
MTN - Marketing	Best Marketing Student	Mlangeni Sakhile			

STAFF: AWARDS, RECOGNITIONS & HONOURS

Dr. P.G Dlamini

- Board Member: First Finance-a subsidiary of Fincorp
- Board Member: Imbita Women's trust

Prof Joubert

1. Board Member: Swaziland Development Finance Corporation (FINCORP)(2017-2022 2. Board Member: Institute of Development Management (IDM) (2017-2022)

Mr. N. Maseko

• Board Member: Financial Swaziland Regulatory Authority (FSRA)

Mr. M. Msibi:

• Board Member: ESwatini Higher Education Council (ESHEC)

Faculty Responsibilities

Academic Programmes: The Faculty has two Departments: 1) Department of Accounting and Finance, and 2) Department of Business Administration. The faculty offers undergraduate programmes, consisting of Bachelor of Commerce in Accounting and Finance; a Bachelor of Commerce in Management and a Bachelor of Commerce Marketing, in addition to Post-graduate Diploma in Taxation, a Master of Business Administration (MBA-Accounting MBA-Management, MBA-Finance); and a PhD programme.

Further New Programme Developments in Accounting and Finance

The Department of Accounting and Finance's Postgraduate Diploma in Taxation programme is accredited by Eswatini Higher Education Council (ESHEC). The Postgraduate Diploma in Taxation programme is a one year (2 semesters) and its main objective is to promote professionalism in tax administration in Eswatini by producing tax experts who can be employed in the private and public sectors as tax administrators, tax auditors, tax planners and financial planning consultants among other jobs.

Faculty of Commerce - continued



Students Enrolment in 2021-2022

Faculty of Commerce Enrollment						فنفنفن
			S	pecializations		
LEVEL OF STUDY	Females	Males	Total Enrolled	Accounting & Finance	Management	Marketing
Level 1	66	64	130			
Level 2	105	100	205			
Level 3	72	81	153			
Level 4	52	55	107	170	27	62
	295	300	595]		

The programme was launched at the Kwaluseni Campus. The launch was attended by Eswatini Revenue Services (ERS), ESHEC and Revenue Appeals Tribunal (RAT), captains of industry, tax practitioners and consultants. It caught the interest of different sectors of the economy with the highest numbers from Eswatini Revenue Services (ERS).

The Faculty Initiatives in support of its growth and diversification Strategy, and in line with that of the University is also due to mount already approved programmes within the University structures under the Business School. These are the Bachelor of Commerce in:

- Information Systems and Management
- Operations and Supply Chain Management
- Human Resources and Strategy
- Marketing [Revised Programme]
- Accounting and Finance [Revised Programme]

These Developments are inclusive of the following:
1) Entrepreneurship and Business Development
Centre (EBDC), 2) Community Service 3) Enactus,
and 4)Innovation Lab.

Relationship of these programmes to the Mission of the Faculty of Commerce, Strategic objectives of the University of eSwatini and the National and global Skills Gap

The Faculty of Commerce aspires to assist individuals in acquiring the knowledge, attitudes and skills needed to be productive and responsible citizens in the global economy. The Faculty of Commerce intends to do this by offering academic programmes that are responsive to community needs. First, these programmes are responsive to a demonstrated local and global need for the particular skills and knowledge to be developed in students. Second, it is responsive to the requests from members of eSwatini Public Procurement community, whilst the information systems responds to the Digital age and 4th Industrial Revolution. Similarly the other programmes are responsive to new accounting Standards introduced; and Finance needs of the 21st Century Business. There is further a lot outcry on customer service hence the revised programme addressing the digital marketing era. We have also seen changing attitudes and values of the new generation of employees requiring better improved approaches and strategies. The major in Marketing responds to the need to constantly create and communicate value to customers. The major in Information Systems and





Management speaks to the need to train managers with the skills and appetite to leverage and manage information for effective organizational functioning, while the major in Human Resources and Strategy adopts a strategic view of organizations and thus, will help students to appreciate and develop functional framework for effective people management as a tool for organization effectiveness. Finally, globally, we have seen a lot of corporate scandals requiring improved financial controls to mitigate risks, hence the major changes introduced in the Accounting and Finance Space.

Other Faculty Developments

1. COVID-19 Challenges, Teaching and Learning, Internship and stakeholder engagements

Internship: The Faculty and staff continue to collaborate with Partners in both the Private and Public sectors in affording students the opportunity for industrial or workplace experience.

The Faculty has always remained committed to serving business and industry as well as State-Owned Enterprises (SOEs). This is evidenced by practice of bringing industry executives and senior government officials including executives from Development Partners whereby they provide input on programmes offering including opening their companies/organisations for students' placement to facilitate work-based learning a critical component to our graduates. The New Faculty programmes are thus an output of industry, government and University engagements. They provided input which guarantees that the programmes are indeed bridging unique skills gaps. Further there are seminar courses in which executives are invited as guest speakers to make presentations followed by discussions and discourses in different Seminar Series. Their participation in and contribution are of reciprocal benefits to the education enterprise and business and industry. Whiles they take home what the education enterprise is engaged in, the institutions draws from the business and industry real workplace experience. The students gain from both experiences.

Faculty of Commerce - continued



COVID-19 and high student enrolment, caused major limitations in students placement which were counteracted by alternate programmes that complemented students placement in respective organisations with the executives bringing the workbased learning into the University. Some of the highlights of the work-based sessions included the following remedial action to counter the challenges.

Further partnerships continue to be developed with industry captains to enhance students workbased learning and their employability. Among the key partners we have The Audit Firms, SNG Grant Thornton , PWC, Eswatini Telecommunication Service, MTN, The Central Bank of Eswatini, Eswatini Royal Insurance Coportation(ESRIC), The Royal Science and Technology Park. Eswatini Revenue Service(ERS), Eswatini Sugar Corporation, Eswatini Electricity Service, Reddy Consulting Service, Eswatini Water Services, Fincorp, Inyatsi, First National Bank, NedBank, Tibiyo, MTN, Eswatini Financial Services Authoity, Eswatini Bank, Standard bank, FInCorp, Ubombo Sugar Sugar Company, Royal Eswatini Corporation, The Eswatini Municipalities, The Government of Eswatini Ministries, Youth Development Fund, The other Professional Accounting Firms, Higher Education Council (ESHEC)among many others that have enabled the faculty in fulfilling some of these initiatives including graduate programmes that have enhanced work based learning. These are an outcome of regular interactions with the partners. Other partners are external and have signed MOUs with them like Northwest university and Kwazulu Natal University.

Donations and Gifts-in-Kind:

The Faculty of Commerce has continued, and successfully mobilise resources from business and industry, State-Owned Enterprises (Parastatals) and other long standing Partners from the inception of the Faculty. This was in pursuit and indeed in recognition of the fact that the Faculty of Commerce was "brain

child" of the private sector. The Faculty continues to recognise this endeavour by the private sector, and also continue to afford the same sector the opportunity to continue taking ownership of such an initiative.

Some of the Companies and organizations offer financial assistance and special awards to motivate positive performance among students; whilst others contributes towards refurbishing and furnishing the Faculty facilities. Central bank of Eswatini refurbished the Computer Lab including purchase of new Computers; Swazi Bank: Contributions by this entity included the refurbishing of the class room which these partners initially contributed towards the construction of these classrooms from inception. Some of the partners have continued to take ownership of their respective classrooms to reflect contemporary State-of-the--Art technology. The refurbishing of the classroom included: 1) supply or installation of new desks; 2) Projector and projection screen; 3) Air conditioning, and 4) Face-lifting of the classroom to include painting and wall decoration.

2. Entrepreneurship and Business Development Centre (EBDC)

This entity is an arm of the Faculty. The Entrepreneurship and Business Development Centre (EBDC), as a business-oriented entity that was established to provide an enabling environment for business start-ups. The purpose of the Centre is to bridge the gap between entrepreneurship theory and practice in contribution to the mission of the university which seeks to ".... promote entrepreneurship and community engagement for sustainable development." The faculty offers academic courses in entrepreneurship, both theory and applied. The centre leverages on this to augment the application aspect by linking academic activity to the Eswatini business sector activity.

The specific objectives of the centre objectives are to Ideally, to offer: a) Business development guidance, assessment, financial and project management training and tools, b) Start-up support programmes,





c) Mentorship, and d) Facilitate access to networking with public and private sector partners, potential markets and investors, e) Provision of business information and opportunities. In a sense EBDC is aiming at being a "One Stop Call" business centre. It is in this vein that some of the Faculty initiatives reported are coming from the EBDC.

Past Activities

- 1. The Centre has facilitated guest lecturers for students drawn from the business sector to motivate and share experiences in entrepreneurship.
- 2. Has collaborated with lecturers of entrepreneurship to support students in the applied entrepreneurship course. The practical activity varies between years. For instance students have previously been linked with Tinkhundla youth groups in collaboration with the National Youth Council, to write business plans for potential businesses that could be submitted to financial institutions for funding. The aim was to leverage on the business planning lessons provided to students.
- 3. The Centre has collaborated with the Centre for Financial Inclusion, Imbita Womens Finance Trust, and the Central Bank to stage a workshop for Stokvels in Swaziland after conducting a mini research on Stokvels in the Country. Stokvels are an important informal sector savings vehicle whose information needs to be formally acknowledged and recognized.
- 4. The Centre also worked closely with the PVC Administration to develop the Commercialization Policy and Entrepreneurship Policy for UNESWA.
- 5. The most recent activity is as follows:
 The Centre collaborated with the Youth Enterprise Revolving Fund (YERF) to train 60 Fund applicants in Business Plan preparation and documentation. Fifty participants turned up for the training which was divided into two cohorts for greater engagement. The participants were drawn from unsuccessful applicants whose businesses were deemed by the Fund to have

a potential but were hindered by poor presentation of business plans and limited Business Planning and management skills. The modules covered the following topics:

- Entrepreneurship Concepts
- Business Idea generation
- Business plan front matter and description
- Industry analysis and marketing plan
- Production operations plan
- Human resource plan
- Financial plan
- Risk analysis and attachments

The training was launched by the Minister of Sports, Youth and Culture on the 27th September 2021. It was conducted between the 27th September and 1st October 2021 facilitated by Dr. P. G. Dlamini, Ms. Z. Mabusela and Mr. N. Maseko was the resource person for the Marketing Module. The training was successful and a second group attended in January 2022.

The EBDC is engaging the YERF again to collaborate on launching a Young Entrepreneur of the Year award.

Royal Science Technology Park (RSTP): The Faculty remains committed to the phenomenon of Globalisation. This commitment is evidenced by the growing positive relationship with Royal Science Technology Park. The Faculty and RSTP collaborated in hosting the Global Entrepreneurship Week (GEW). RSTP and EBDC started a business initiative: "Start-Up Grind". This initiative works with Small Medium Enterprises (SMEs). The purpose of the initiative is to motivate and encourage aspiring SMEs as well as students with interests in SME Future Prospects



3. Community service by Faculty of Commerce

The Faculty of Commerce had an active role in capacitating Eswatini Construction Industry Training through ECI Association. The major Facilitators were Mr Nathi Maseko, Mr Mfundo Msibi and Doctor Bafana W. Dlamini. The Construction Industry is growing in Eswatini requiring capacity building on the Management, Marketing and Financial Aspects of their Business.

MOU-Faculty

Under the auspices of the MOU between the UNESWA and UNDP, a study of one of the US universities in the partnership was undertaken. Given, in part, the intent of the MOU and the academic programing in the Faculty, the Dean of the Faculty of Commerce was part of the study Tour Team. The overall purpose of the study tour was to learn of best practices in collaborations between universities and Science Technology Parks (STPs). The objectives were:1) Determine how the Royal Science and Technology Park (RSTP) and the University of Eswatini can collaborate or partner with business and industry to result in business start-ups and spinoffs; 2) Ascertain the interconnectedness between universities, RSTPs and industry in view of successes with Indiana University-Purdue University Indianapolis (IUPUI). 3) Establish how economic recovery can be driven by ICT, Biotechnology & Engineering, and 4) Determine how ICT, biotechnology, and engineering foster integrating such that they help in the industrialisation of the economic recovery of the country.

The Faculty of Commerce, as a participant entity in this initiative, is well positioned to inculcate and cultivate an internal culture of innovation and entrepreneurship in both students and staff. Students can be assisted to develop their research projects into business ideas.

4. ENACTUS

ENACTUS, formerly Student in Free Enterprise (SIFE), is the brain child of the Faculty of Commerce. The UNESWA, through the Faculty of Commerce, introduced ENACTUS in the other tertiary institutions, namely: 1) Southern Africa Nazarene University, 2) Eswatini College of Technology, 3) Limkokwing University of Technology, 4) Ngwane Teachers College, 5) William Pitcher Teacher training College, and 6) Vocational-Commercial Technical Institute-Matsapha (Gwamile).

Students in the Faculty of Commerce, through and with ENACTUS, continue to design, develop and implement the business enterprises as community development projects. Among other aims, ENACTUS business enterprises/projects undertaken in the communities, aim at combating unemployment among the youth in particular, alleviating poverty and foster business innovation. This is in support of the fourth Pillar of the University, namely, to foster entrepreneurship.

Through ENACTUS and Support from UNDP students with their Coordinator Ms Zothile Mabusela managed to secure land at Mbikwakhe for Mushroom production and vegetable production project. They have started harvesting and selling their produce which is a very encouraged entrepreneurial initiative.

5. i-lab and Virtual reality training Programmes

The Faculty of Commerce is leading the rollout of a MeetingInVR Virtual Reality (VR) training program under the facilitation of Ms. Zothile Mabusela. The training program has entered its 2nd year of implementation, from 05th of May to 14th May. There are 18 students partaking in this cohort, in 5 teams. The first UNESWA cohort partook virtually between the 25th October and 09th November 2021 and it comprised of 12 students in 4 teams. The Faculty of Engineering is responsible for technical support and offers an advisory role through the assistance of Mr Banele Matsebula and Dr Andile Metfula.



MeetingInVR is a virtual reality platform that allows for brainstorming, complex idea generation prototyping and collaborations for teams and business entities. This training is a bespoke hybrid entrepreneurship training model developed by Dr Ping Zheng at Christ Church Canterbury University (CCCU) that mixes virtual and physical environment using Virtual Reality technology to stimulate creative idea generation and innovation. The entrepreneurship training workshop is based on an Online Virtual Innovation Lab (iLab) for idea creation and prototyping.

This project is part of the Higher Education Partnerships in Sub-Saharan Africa (HEP SSA) funded through the Royal Academy of Engineering (RAE) and supported by the Anglo-American Group Foundation and the UK Government through the Global Challenges Research Fund. The CCCU is collaborating with University of Essex (UoE) on the implementation of iLab with MeetingInVR license for entrepreneurship training. The funding partners have requested for participating teams to be comprised of students registered in the Engineering and Commerce faculties by default, due to the nature of the program and a further addition of dynamic mix of students from other faculties.

Objectives of the project:

- (1) Train educators and future entrepreneurs to understand entrepreneurship education and innovation process;
- (2) Facilitate student entrepreneurship and speed up commercialization processes in the higher education context.
- (3) Promote entrepreneurial culture within higher education;
- (4) Improve new idea generation and implement through VR user experience
- (5) Increase number of student led start-ups and improve entrepreneurial competency;

Project Sustainability

- The participating teams will undergo business incubation for a minimum of a month from late June to end of June for further refining and prototyping of business idea.
- In August/September 2022, all teams will participate in a comprehensive startup pitch competition against students from the University of Essex, adjudicated by industry panelists. The role of the panelists is to evaluate and give feedback on the start-up pitch presented by student teams and also link them up with potential investors or industrial partners to assist in access to funding the start up.
- There are plans in the pipeline to attract and train staff teams to partake in the upcoming cohort training to enable sustainability

6. UNESWA combating the Spread of COVID-19

The American Embassy, through the Eswatini Government structures, namely, National Disaster Management Agency (NDMA) decided to work with UNESWA. UNESWA appointed the Faculty Commerce to coordinate this project. Collaborating entities were the: 1) Ministry of Health, 2) Ministry of Commerce and Industry, 3) National Disaster Management Agency, and 4) Swaziland Standards Authority. A firm, Textile Company in the country, was identified to manufacture the face masks and personal protective Equipment. Prior to the rollout, the Department of Chemistry at UNESWA conducted laboratory tests to ensure the face masks met the World Health Organisation (WHO) quality standards. Subsequently, over 230,000 Face Masks and 4000 Personal Protective Equipment manufactured by the Textile Company was distributed across the country. With the assistance of NDMA, distribution of the masks included: Health care centers, Umbutfo Defence Force, Eswatini Royal Police, selected public places such bus terminals.



Challenges and Constraints

The staffing situation has improved greatly in the last academic year. The Faculty is now operating at near full staff complement. The challenges of human resource constraints are on the decrease. There is yet need to enhance the staff complement in the Department of Accounting and Finance, and the Department of Business Administration in particular because of the plan to mount a Business School which has since been Approved by the University Structures but its operationalization awaits final accreditation of the newly established programmes in the Faculty.

The faculty continues to experience resource constraints arising because of the current fiscal position whilst the faculty continues to expand its programmes. The expansion has not been accompanied with resource expansion, rather resources continues to shrink, a situation that warrants immediate attention. If not immediately addressed it can dampen the staff and students morale; and affect teaching effectiveness as bigger and state of art classrooms are urgently needed for the caliber of market served. This may also derail the faculty from achieving its mission, goals and objectives.





Vision

The vision of the Faculty is to be the Faculty of Choice in Consumer Sciences for sustainable development in Southern Africa

Mission

The mission of the Faculty is to produce professionals through quality teaching, and to conduct innovative and entrepreneurial projects through research and be involved in community engagement for sustainable development.

OBJECTIVES

The objectives of the Faculty of Consumer Sciences are to:

- Provide trained human resources at undergraduate and postgraduate levels to meet the needs of the nation and beyond;
- Promote interdisciplinary and demanddriven programmes aimed at improving the well-being of individuals, families and communities;
- Apply science and technology in research for developing innovations to benefit the business sector and the country as a whole, and disseminate research outputs;
- Establish linkages and collaborate with national and international academic and research institutions to advance knowledge for sustainable development;
- Offer short-terms training in various areas of Consumer Sciences;
- Provide professional consultancies;

- Engender innovative ways for resource mobilisation;
- Inculcate entrepreneurial thinking in students; and
- Improve facilities for enhanced quality assurance in the teaching and learning environment.

DEPARTMENTS

There are three Departments under the Faculty:

- Consumer Science Education and Community Development
- Food and Nutrition Sciences
- Textiles and Apparel Design

EXECUTIVE SUMMARY

The Faculty of Consumer Sciences was established in July 2016 and is located at the Luyengo Campus



situated 27 km from Manzini along the Manzini-Bhunya road. The Faculty currently has three Departments offering four Bachelor of Science degree programmes in Consumer Science, Consumer Science Education, Food Science, Nutrition and Technology, and Textiles, Apparel Design and Management with a total student population of 395. Moreover three post-graduate programmes are offered at Masters degree level: Consumer Science Education, Food Science and Technology, and Textiles with two options (Textile Science and Technology and Textile and Apparel Design). In addition to teaching the Faculty is involved in research and community services.

ENROLMENT AND STAFF

Student enrolment in the Faculty stands at 309 this academic year with about 88.7% of the student population being females. The current enrollment has decreased compared to the previous academic year. Enrollment profile by programme shows that about 41% of the students are enrolled in Consumer Science Education, 24% in Consumer Science, 32% in Food Science Nutrition and Technology and 3% in Textiles Apparel Design and Management.

STUDENT ENROLMENT BY GENDER AND DEPARTMENT

Year of Study	В	.Sc. CC	S	B.	Sc CO	SE	В	Sc FSN	NT	В.	Sc TAD	M
	М	F	Total	M	F	Total	М	F	Total	M	F	Total
1	2	13	15	1	23	24	8	24	32	0	2	2
2	4	20	24	2	35	37	2	23	25	0	1	1
3	1	10	11	2	22	24	2	20	22	0	3	3
4	5	19	24	3	39	42	1	19	20	0	3	3
Total	14	60	74	8	119	127	13	86	99	0	9	9

M = Male; F = Female

Total = 395

ACADEMIC STAFF PROFILES BY DEPARTMENT, GENDER AND HIGHEST QUALIFICATION AND RANK

Academic staff profiles by department, gender and rank are shown in the tables below.

DEPARTMENT OF CONSUMER SCIENCE EDUCATION AND COMMUNITY DEVELOPMENT

Name	Male	Female	Highest Qualification	Rank
Ms. D.C. Dlamini			M.Sc. Consumer Science Education	Lecturer
Ms. S. Khumalo			M.Sc. Nutrition	Lecturer
Dr D.C. Mabuza	$\sqrt{}$		PhD in Education: Curriculum	Lecturer
Dr M. Mpofu			DED Education Curriculum	Lecturer
Mrs. N.B. Simelane			M.Sc. Human Ecology	Lecturer
Total	1	4		





DEPARTMENT OF FOOD AND NUTRITION SCIENCES

Name	Male	Female	Highest Qualification	Rank
Prof. W.K. Solomon	$\sqrt{}$		D.Eng.	Professor
Mr S.Z. Dlamini			MSc	Lecturer
Dr T.P. Nkambule		√	PhD	Lecturer
Dr J.S. Shelembe	$\sqrt{}$		PhD	Lecturer
Ms A. Mkhnota*		V	On Study leave	Teaching Assistant
Total	3	2		

^{*}On study leave

DEPARTMENT OF TEXTILES AND APPAREL DESIGN

Name	Male	Female	Highest Qualification	Rank
Prof. L. Wangatia	V		PhD in Polymer Chemistry and Physics	Associate Professor
Prof. P.E Zwane			PhD Textiles and Conc. Sc.	Associate Professor
Dr E. Apunda			PhD Cons. Sc	Lecturer
Ms L. Mabuza		√	M. Cons. Sc. Clothing Management	Lecturer
Dr. B. Makhanya			PhD Cons. Sc.: Clothing Management	Lecturer
Ms. S. Moyo		√	M. Sc. Textile Engineering	Lecturer
Total	1	5		

Challenges

The laboratories in the different departments are not functional to the expected level due to shortage of equipment. The shortage of equipment has affected both undergraduate and postgraduate programmes. It has become common for postgraduate students to get stuck at the research stage after completion of the course work for the same reason. Though Departments have put effort to secure funds to improve the existing facilities, no appreciable results have been achieved so far. The current poor status of the laboratories has also put the Departments in a weak position to

collaborate with academic and research institutions, the industry and other stakeholders to conduct collaborative research and carryout community development projects.

Completed Research

A total of eight research projects have been completed in 2021/22 academic year. Some of the results of the research have been published in peer reviewed international journals. Most of the projects are sponsored by the researchers themselves. The completed research projects and the researchers involved are listed below.

Faculty of Consumer Sciences - continued



- Mpofu, M., Manwa, L., Mudekunye, J. & Manwa, L. Segregation by Gender: Experiences of Learners in Practical Subjects in the Eswatini and Zimbabwean context. Sponsored by the researchers (2022).
- Ndzingane, T.S., Masarirambi, M.T., Nxumalo, K.A., Kunene, E.N., Earnshaw, D.M., Mpofu, M., Dlamini, D.V. & Sihlongonyana, S.S. Effects of Organic Fertilisers on Growth, Yield and Nutritional Content of Sweet Basil (Ocimum basilicum L.). Sponsored by the researchers (2022).
- Manana, R.H. & Mpofu, M. School Based assessment in Food and Nutrition Practical Examinations: Eswatini Teachers' Experiences. Sponsored by the researchers (2021).
- Shumba, S., Mswazie, J. & Mpofu, M. The Impact of COVID-19 Pandemic on Religious Beliefs and Practices in Matebeleland South Province, Zimbabwe. Sponsored by the researchers (2021).
- Dumisa Celumusa, M., & Simon Bheki, K. The 'What', 'How', and 'Why' of Classroom Groupings: Educators' reflections. Sponsored by the researchers. (2021).
- Mabuza, D. C., Makhanya, B. P., & Simelane, N.Z. Prevalence Of Bipolar Mood Disorder Related Symptoms Among A Selected Group Of Students At The University Of Eswatini. Sponsored by the researchers (2022).

- Mabuza, D. C. & Mpofu, M. Preparation for Teaching Practice. Teaching Practice Handbook for Institutions of Higher Education in Eswatini Sponsored by the researchers (2022).
- Mabuza, L Sonnenberg, N Max-Pienaar, N Natural versus Synthetic Dyes: Consumers' Understanding of Apparel Coloration and their Willingness to Adopt Sustainable Alternatives. (2022)

Research in Progress

Five research projects are in progress where three are in the Department of Consumer Science Education and Community Development and two in Food and Nutrition Sciences:

- 1. Mpofu, M. & Magagula, H. The Pedagogical Knowledge for Teaching Fashion and Fabrics Practical Skills to High School Learners.
- 2. Mpofu, M., Manwa, L. & Manwa, L. Sustainability of Community Nutritional Gardens in Southern Africa: A Checkout on Factors that Influence Development of Collective based Projects in Zimbabwe and Eswatini.
- 3. Mabuza, D.C. & Dlamini, B.B. Who Do Educators Teach In The Classroom?
- 4. Z. Dlamini, J.S. Shelembe, Solomon W.K. Quality Characterization of Honey Produced in the Kingdom of Eswatini
- 5. N. Tsabedze, Solomon W.K. and J Shelembe. Development and Application of Fiber-rich Ingredient from Sugar Cane for Bake Products.

PUBLICATIONS

A total of 24 publications (22 journal articles and two book chapters) were published in peer reviewed journals as summarized in the table below:



DEPARTMENT OF ACCOUNTING AND FINANCE

Department	Number of publications	Areas of research
Consumer Science Education and Community Development	4	Education, Curriculum, Nutrition & diseases
Food and Nutrition Sciences	10	Food Safety, Food Microbiology, Food Processing Technology and Product Development, and Food Process Engineering
Textile and Apparel Design	10	Home Economics curriculum in Eswatini,
Clothing Selection to Mitigate the Effect of Ultraviolet light, Use of Bacterial Isolates in the Treatment of Textile Dye Wastewater, Statistical modeling of Key Body Dimensions in Developing the Size chart, Reflection on COVID-19 Educational Contexts, Nanomaterials, Polymer Films		

WORKSHOPS AND SEMINARS

One staff member in the Department of Food and Nutrition Sciences attended the RUFORUM Triennial conference in Benin. Members from the Textile and Apparel Design Department attended two international workshops entitled "Training Workshop on Laboratory Management System (ISO)" and "Research Training Workshop - Getting Published:

Writing for Journal Publication". Workshops on "Nutrition Baseline Survey"; "Employability of Graduate"; "Validation of Report on Small-scale Laboratories"; held in the Kingdom of Eswatini were also attended by members from Department of Food and Nutrition Sciences.

Faculty of Consumer Sciences - continued



COMMUNITY SERVICE

The Department of Food and Nutrition Sciences secured grant in 2019 from Regional Universities Forum for Capacity Building in Agriculture (RUFORUM) to assist student entrepreneurship projects (startup businesses). The aim of the project was to incubate student businesses that are involved in value addition to agricultural produce. Four student companies were selected for incubation. The companies were involved in chili sauce, fresh cut vegetables, pork meat and sausage and indigenous chicken processing, During the 2021/22 academic year, the companies

were assisted with product development utilizing the facilities in the faculty. All four companies were registered with the Registrar of companies. However, the progress of the businesses was not satisfactory. The reasons for slow progress, among others, were that after graduation the members of the businesses groups could not come together and continue with their business activities because they live in various part of the country and also, some members got job and left the company.





Vision

To become a faculty of choice in Africa through Leadership in issues pertaining to Education; Excellence in teaching and learning; Life-long learning and Research-guided instruction

Mission

To promote relevant education by providing individuals with opportunities for personal and professional development, enabling them to respond to the ever-changing demands of the country's education, economic, political and social system. The Faculty aims to develop skills, knowledge and values that are critical in promoting excellence in teaching, learning and research.

OBJECTIVES

The objectives of the Faculty of Education are to:

- Train competent teachers for primary and secondary schools and to provide life-long learning opportunities for young and older adults:
- Further the education of professionals and other personnel working or intending to work in the field of education at pre-primary, primary, secondary, tertiary and higher education levels and any other area within the education system;
- Co-operate and forge links with national and international institutions, agencies and individuals interested in promoting the

development of education and related areas of knowledge;

- Identify the needs of teachers and other professionals and meet these needs through in-service, part-time, and distance education and full time training modes;
- Initiate and carry out research in curriculum development and evaluation, special education, school administration and education and training of adults;
- Work with the Ministry of Education, Colleges and other stakeholders in education and training;
- Provide consultancy services in the areas of education and training; and
- Provide community service.

Faculty of Education - continued



EXECUTIVE SUMMARY

The main mandate of the Faculty is to produce enough quality teachers for the country's educational sector especially the schools. The Faculty of Education presently has five departments namely: Educational Foundations and Management, Primary Education, Curriculum and Teaching, In-service Education and Adult Education. The Faculty has five programmes as follows: two in Adult Education, two in Curriculum and Teaching and one in Primary Education. In addition, the Faculty is offering four programmes through IDE: B. Ed. Adult Education, B. Ed Secondary Education, B. Ed. Primary Education and PGCE. The Faculty offers four Post Graduate programmes: Masters in

Adult Education, Curriculum and Teaching, Primary Education and Educational Foundation. The Faculty is in a bid to increase the number of programmes offered in response to the needs of the school system intends to introduce B. Ed Primary Early Childhood Education option which has been approved by Senate, and M.Ed. Science Education (Physics) programme. The Faculty has enrolled students for a Ph.D. Programme by research, however a majority of students have left for South Africa citing challenges with finances. The Faculty has a journal "UNESWA Journal of Education (UJOE) which is produced twice in a year since 2018.

ADULT EDUCATION

Name	Male	Female	Highest Qualification	Rank
Dr N. F. Ilongo			PhD	Senior Lecturer
Mr P. Biswalo	V		MSc	Lecturer
Ms S. Maduna		V	MSc	Lecturer
Ms L. Ngcobo			M.Ed	Lecturer
Dr C.O. Omoregie	V		PhD	Lecturer
Dr S. Pitikoe		V	PhD	Lecturer
Totals	3	3		

CURRICULUM AND TEACHING

Name	Male	Female	Highest Qualification	Rank
Prof O.I. Oloyede		√	PhD	Professor
Dr P. Mthethwa	V		PhD	Senior Lecturer
Mr B.M. Dlamini	V		M.Ed.	Lecturer
Dr R.K. Dlamini		$\sqrt{}$	PhD	Lecturer
Ms Z.T. Dlamini		1	M.Ed.	Lecturer
Dr V.L. Kelly		1	PhD	Lecturer
Dr F. Mahvunga	V		PhD	Lecturer
Dr D.S. Mamba		1	PhD	Lecturer
Ms. P. Mkhonta		1	M.Ed.	Lecturer
Dr. T. Nkambule		1	PhD	Lecturer
Dr J. Osodo	V		PhD	Lecturer
Dr L.P. Pereira		$\sqrt{}$	PhD	Lecturer



Name	Male	Female	Highest Qualification	Rank
Ms. L. Sihlongonyane		$\sqrt{}$	M. Ed.	Lecturer
Dr J. Simelane		$\sqrt{}$	PhD	Lecturer
Totals	4	10		

EDUCATIONAL FOUNDATION AND MANAGEMENT

Name	Male	Female	Highest Qualification	Rank
Dr. B.S. Dlamini	V		PhD	Senior Lecturer
Dr. R. Mafumbate			PhD	Senior Lecturer
Dr. D. Makondo	V		PhD	Senior Lecturer
Dr. S.K. Thwala		$\sqrt{}$	PhD	Senior Lecturer
Dr. Y.A. Faremi	1		PhD	Lecturer
Miss S. Malindzisa		$\sqrt{}$	Masters	Lecturer
Dr. N.H. Nsibande			PhD	Lecturer
Dr. C.B. Silvane	1		PhD	Lecturer
Totals	4	4		

IN-SERVICE EDUCATION

Name	Male	Female	Highest Qualification	Rank
Mr F.K. Dlamini	$\sqrt{}$		MEd	Lecturer
Ms T. Dube		$\sqrt{}$	MEd	Lecturer
Mr S.M. Mavimbela	$\sqrt{}$		MEd	Lecturer
Dr G.X. Tshabalala		V	PhD	Lecturer
Totals	2	2	Totals	2

DEPARTMENT OF PRIMARY EDUCATION

Name	Male	Female	Highest Qualification	Rank
Dr. S. Bhebhe		\checkmark	Ph. D	Senior Lecturer
Dr. Z.G. Nxumalo		V	Ph. D	Senior Lecturer
Dr M.P. Dlamini	$\sqrt{}$		Ph.D	Lecturer
Ms N.N. Moletsane		V	M.Ed.	Lecturer
Totals	1	3		

Faculty of Education - continued



Enrolments

The Department of Adult Education runs two programmes in the Faculty of Education namely the Certificate in Adult Education and the Diploma in Adult Education. The Department of Curriculum and Teaching also runs two programmes in the Faculty of Education namely the Bachelor of Education (B Ed) Secondary and the Post Graduate Certificate in Education (PGCE) programmes. The department

of Educational Foundations and Management is a servicing department to all the departments. Lastly the Department of Primary Education runs the Bachelor of Education (B Ed) Primary programme. The Primary Education department has restructured the programme to allow students to do all the primary teaching subjects. It has also introduced a specialization in early childhood education. A summary of enrolment in these programmes is shown in table 2 below.

Enrolment in the Faculty of Education, by programme by gender

Department	Programme	Male	Female	Total
Adult Education	Certificate in Adult Education	6	14	20
	Diploma in Adult Education	10	37	47
Curriculum and Teaching	B Ed Secondary	226	265	491
	PGCE	38	57	95
Primary Education	B Ed Primary	3	5	8
Total Enrolment FOE		283	378	661

Staff turnover

The Faculty of Education has a total of 35 academic staff made up of one Professor, nine Senior Lecturers and 25 Lecturers. Of the 35 staff members, 23 possess PhD while 12 are in possession of a Master's degree. The Faculty through the department of Adult Education welcomed one staff member Dr C.O. Omeregie who replaces Dr D. Jele who retired. Three staff members left the Faculty two from the Department of Educational Foundations and Management those are Dr K. Ntinda and Dr J. B. Mpoza, and one from Aduult Education, Dr N. A. Ngozwane, processes to find their replacement are on course. From In-service Education Department one staff member was conferred with a PhD degree and three staff members acquired Certificate in Online Training for Educators offered through the Institute of Distance Education.

Research completed

- (i) Dlamini-Nxumalo, N., Tshabalala, G. and Mosabala, M. (2022). Effectiveness of teaching practice in Eswatini in Tsikati, A. Aldemarin, Ngcobo, M. (eds). Teaching practice handbook in Eswatini. Macmillan: Matsapha. Funded by MOET.
- (ii) Thwaka, S. K.; Mngomezulu, D., Dlamini, N, Inclusive Early Childhood Development and Education in Southern and Eastern Africa Action Research Projects for Competence Building, Funded by Norwegian Government (2018- May 22)
- (iii) Dlamini Khanyisile Rejoice and others. History Awake Book 1. Funded by Macmillan
- (iv) Portia Mkhonta-Khoza and Musa Nxumalo. Integration of Skills in Lesson Preparation by Student Teachers. In (Eds) Handbook on Teaching Practice for Institutions of Higher Education in Eswatini. Ministry for Education and Training. Self-Funded.





(v) Phindile Makhubu, Portia Mkhonta and others. SiSwati Setfu Module. Funded by Ministry of Education and Training

Research in progress

Five research projects are in progress, four selffunded and one funded by UKRI UK.

- (i) Title; An evaluation of UNESWA in-service programmes offered to teachers. Progress; 30% done
- (ii) In-service student teachers' e-learning experiences for technological pedagogy sustainability after the COVID-19 pandemic: A case of a university in the Manzini region of Eswatini Sithulisiwe Bhebhe*

- (iii) Supporting university lecturers in sustaining the integration of technology pedagogies in training in-service teachers after the COVID-19 pandemic phase Sithulisiwe Bhebhe*
- (iv) Digitalisation of the school management system (SMS) in the Fourth Industrial Revolution (4IR): Administrators' perspective in Eswatini. Dlamini, Mfanasibili*
- (v) Safe, Inclusive Participative Pedagogy: Improving Early Childhood Education in Fragile Contexts. F. Shabalala, S.K. Thwala and C. Dlamini. Funded by UKRI UK.

PUBLICATIONS

Publications in National Journals

Department	Number of publications	Areas of research
Adult Education		
Curriculum and Teaching	6	History Teaching Practice Higher education Education Informal Education Science Education
Educational Foundations &Management	6	Educational Administration Wellness of Learners Psychological Stress and Coping Strategies

Faculty of Education - continued



International Journals

Department	Number of publications	Areas of research
Adult Education	4	ICT in Higher Education COVID-19 in Higher Education Inclusive Education
Curriculum and Teaching	9	Curriculum studies Educational Technology Mathematics Education Business education Education and African languages Language Education
Educational Foundations & Management	6	Educational Administration and Psychology
In – Service Education	2	Education management
Primary Education	14	Education

See Appendix 1

WORKSHOPS AND SEMINARS

National workshops and/or Seminars

Department	Workshop/Seminars attended	Workshops hosted	Act ivy/Areas of research
Inservice	Developing online teaching materials for Eswatini high schools	AfroCloud, Kenya	Training on the AfroCloud platform
Inservice	Improving the quality of Mathematics and Science Instruction in Secondary Education through ICT integration	New Jersey Centre for Teaching and Learning	Development of project proposal
Inservice	Development of four- year SGCSE syllabuses	Ministry of Education and Training	Developing syllabuses
Educational Foundations and Management	Paper presentation	Hosted by IDE for 7 SADCC countries Department of	challenges and lessons learnt during the COVID-19 pandemic in the Kingdom of Eswatini
	Qualitative data collection methods	Educational Foundations and Management	Research



Department	Workshop/Seminars attended	Workshops hosted	Act ivy/Areas of research
Adult Education	Lifelong learning in Higher Education	Department of Adult Education	Lifelong learning
	Academic integrity	Department of Adult Education	
Primary Education	NCC Orientation workshop	National Curriculum Centre	
Curriculum and Teaching	Use of recycled waste in developing instructional materials at the University of Eswatini	University of Eswatini	Organizing -Presenting
	Macmillan Writers workshop The teaching of the	MacMillan	Presentation of chapter framework and manuscript
	new poetry anthology "Umvemve"	MacMillan	Presentation on how to teach Poetry' Umvemve" the new anthology preparing learning and teaching materials
	Panel Workshop	National Curriculum Centre	organizer and Facilitator
	Orienting PGCE and BEd students, in preparation for their teaching Practice session	Teaching Practice Committee	

International workshops and/or seminars

Department	Number of papers	Areas of research/Theme of workshop
Adult Education	-	Adult Education
Curriculum and Teaching	12	curriculum
Educational Foundations & Management	2	for Academic Researchers-25-27 July 2022 Zanzibar Beach Resort, Zanzibar Island
		Project evaluation, learning outcomes & project report- South Africa, Sandton

Faculty of Education - continued



LINKS/COLLABORATIONS WITH OTHER INSTITUTIONS/ORGANISATIONS

- The Faculty through the Department of In-service Education collaborates with Ministry of Education and Training in curriculum development and teacher professional development.
- The Faculty through the Department of Educational Foundations and Management has collaboration links with Queen Maud University College where an exchange programme for students and lecturers in special and inclusive education between the two universities will take place.
- Some staff members from the Department of Curriculum and Teaching collaborate with Macmillan Eswatini in the Production/writing of school materials to ensure that teaching and learning is in alignment with school needs
- Members of the Faculty especially from In-service Education Department and Curriculum and Teaching work in close collaboration with Examination Council of Eswatini (ECESWA).
- Most staff members from all departments are involved as external examiners for some universities in South Africa, they are also occasionally used as reviewers of journal articles.
- Members of the Faculty work in close collaboration with Inspectors from the Ministry of Education and Training and they also serve in various National Subject panels under the Ministry of Education and Training where they contribute towards curriculum development in different school subjects.

AWARDS, REGOGNITIONS & HONOURS

Ms Portia Mkhonta was recognised as the best researcher for the siSwati language by Siswati Pannel from the ministry of Education and Training on the 21st February 2022.

COVID-19 IMPACT

COVID-19 revealed the need for tertiary institutions, and their staff to be abreast in technological developments. The departments converted most of their programmes to online platforms since face-to-face learning and workshops could not be held due to COVID-19. Staff members had to adhere to requirement of blended learning and compiled teaching material according to the appropriate styles for blended learning and online learning. The exchange programmes of students from Queen Maud's University did not take place due to the COVID-19 pandemic.





Vision

To be a dynamic centre of excellence in knowledge production, critical thinking, intellectual engagement, and innovative programmes.

Mission

To provide quality programmes in humanities that are recognized for their academic quality, creative output and responsiveness to societal needs of the 21st Century.

OBJECTIVES

The Objectives of the Faculty are to:

- Introduce postgraduate programmes in Faculty's departments that do not currently offer them;
- Provide short-term needs-based training programmes;
- Introduce More courses/programmes in the area of Applied Humanities;
- Promote A culture of research and publication;
- Promote high academic quality in the various disciplines of the humanities;
- Establish new programmes in Performing Arts;
- Introduce a faculty-level ethical framework for research ethical clearance;
- Review course and programme offerings in all Faculty's departments;
- Build Strong links with industry and other institutions:
- Establish Faculty-wide quality assurance tools for postgraduate studies;
- Acquire space for Faculty conference/seminar room;

- Produce online Faculty handbook; and
- Have new programmes accredited by ESHEC.

DEPARTMENTS

The faculty has six departments:

- Academic Communication Skills
- African Languages and Literature
- English Language and Literature
- History
- Journalism and Mass Communication
- Theology and Religious Studies

EXECUTIVE SUMMARY

The ongoing University's challenging financial situation, frequent class boycotts, Covid-19, and a series of unplanned shutdowns, all made it very difficult if not impossible for teaching and learning to go on smoothly. Teaching and learning were frequently interrupted as students had to be sent home from time to time due to circumstances beyond the University's control. Online teaching and learning too did not go without their own challenges. Many of the students

Faculty of Humanities - continued



were, for many courses, not registered and were as a result, not able to access Moodle platform where teaching and learning were to officially take place. Many of the daily operations of the Faculty were also negatively affected. As a result, not many objectives that the Faculty had set for itself were achieved.

Among the objectives that the Faculty managed to achieve, the following are worth mentioning: New postgraduate programmes: MA in African Languages, MA in African Literature, and MA in Religious Studies were approved by Senate. The first two of these have been successfully accredited by

ESHEC. A self-assessment report is being prepared for the MA in Religious Studies in view of having the programme submitted to ESHEC for accreditation. The PhD programme in the Department of History, for the first time in a long while, has students that have registered for it. Several departments of the Faculty are currently working on programme review and introduction of new programmes. Many members of the staff have published book chapters and journal articles in a number of internationally recognized journals. The Faculty was able to organise and hold its seminar series for members of staff and postgraduate students successfully.

Student Enrolment Summary for 2021/2022

BA Humanities	Males	Females	Total
Year 1	33	67	100
Year 2	62	36	98
Year 3	26	54	80
Year 4	56	40	96
Total	177	197	374

BA JMC	Males	Females	Total
Year 1	19	17	46
Year 2	16	15	31
Year 3	17	20	37
Year 4	5	15	20
Total	57	67	134

The Faculty has a total of about 508 students. 234 of these are males while 264 are females. Thus in terms of students' gender, there are more females than males in the Faculty.



ACADEMIC STAFF BY GENDER, QUALIFICATION AND RANK

ACADEMIC COMMUNICATION SKILLS STAFF

Name	Male	Female	Highest Qualification	Rank
Dr M. Letsoela		$\sqrt{}$	PhD	Senior Lecturer
Mrs P. Anderson			MA	Lecturer
Mr M. Maduna	$\sqrt{}$		MA	Lecturer
Dr C.H. Mkoko		$\sqrt{}$	PhD	Lecturer
Dr C. Nhleko-Mazibuko		$\sqrt{}$	PhD	Lecturer
Mrs S.G. Shongwe		$\sqrt{}$	MA	Lecturer
Ms K.Sikhondze			MA	Lecturer
Mrs L. N. Simelane		V	MA	Lecturer
TOTAL	1	7		

N.B: Three of the 8 staff members serve Luyengo and Mbabane campuses. There are 150 students in this department. The rate of staff-turnover is moderate.

AFRICAN LANGUAGES AND LITERATURE

Name	Male	Female	Highest Qualification	Rank
Prof. S. Ndlovu			PhD	Associate Professor
Prof. G. Makaudze			PhD	Associate Professor
Dr. J. Furvin			PhD	Lecturer
Dr. F Lukhele			PhD	Lecturer
Mrs. G. Malaza			MA	Lecturer
Ms. T. Mkhatshwa			MA	Lecturer
Dr. T. Motjope-Mokhali		$\sqrt{}$	PhD	Lecturer
Mr. V. Magongo	V		BA	Teaching Assistant
TOTAL	4	4		

There are 378 students in this department. The rate of staff-turnover is moderate.

Faculty of Humarities - continued



ENGLISH LANGUAGE AND LITERATURE

Name	Male	Female	Highest Qualification	Rank
Prof. O.A. Akingbe			PhD	Associate Professor
Dr. P.A. Dlamini			PhD	Lecturer
Ms. T.G. Dlamini		$\sqrt{}$	MPhil	Lecturer
Dr. V.T. Dlamini		$\sqrt{}$	PhD	Lecturer
Mr. L.M. Mhlanga			MA	Lecturer
Mr. T.L. Mzileni	V		MA	Lecturer
TOTAL	3	3		

There are 188 students in this department. The rate of staff-turnover is moderate.

HISTORY

Name	Male	Female	Highest Qualification	Rank
Dr. W.T. Kalusa	$\sqrt{}$		PhD	Senior Lecturer
Dr. N. Dlamini	$\sqrt{}$		PhD	Lecturer
Dr. S. R. Dlamini		$\sqrt{}$	PhD	Lecturer
Ms. H. Mhlanga		V	M.A. History	Lecturer
Mr. D. Nhlabatsi	$\sqrt{}$		M.A. History	Lecturer
Dr. H. Sereo	$\sqrt{}$		PhD	Lecturer
TOTAL	4	2		

There are 240 students in this department. The rate of staff-turnover is moderate.

JOURNALISM AND MASS COMMUNICATION

Name	Male	Female	Highest Qualification	Rank
Dr. M. Mpofu			PhD	Senior Lecturer
Dr. H. Evans			PhD	Lecturer
Ms. S. Mohammed			MA	Lecturer
Dr. M.V. Mthembu	V		PhD	Lecturer
Ms. R. Musvipwa			MSc	Lecturer
Ms. N. Ndzinisa			MSocSc	Lecturer
TOTAL	3	3		

There are 150 students in this department. The rate of staff-turnover is moderate.



THEOLOGY AND RELIGIOUS STUDIES

Name	Male	Female	Highest Qualification	Rank	
Prof. Fortune Sibanda	$\sqrt{}$		PhD	Full Professor	
Prof. F.C.L. Rakotsoane	$\sqrt{}$		PhD	Associate Professor	
Dr. S. Nyawo		$\sqrt{}$	PhD	Senior Lecturer	
Dr. E. Tofa	$\sqrt{}$		PhD	Senior Lecturer	
Ms. J.N. Vilakati		$\sqrt{}$	M.A.	Lecturer	
TOTAL	3	2			

There were 344 students in this Department. The rate of staff-turnover is moderate.

RESEARCH ACTIVITIES

Completed research

Four research projects were completed during the year under review.

Research in progress

Kalusa Walima, is currently gathering secondary data to supplement the archival material he collected a few years ago in order to write a paper on the significance of state funerals to the consolidation of democracy in Zambia.

Dlamini Shokahle R. is currently gathering data to supplement archival material she collected a few years ago in order to write a paper on the professionalization of Nursing in Swaziland

Professor S Ndlovu was a co-researcher in the following research: Hannah Gibson, Lutz Marten (SOAS University of Essex), Nico Nassenstein, AndreaHollington (Johannes Gutenberg University) Sambulo Ndlovu (University of Eswatini) Fridah Kenana (Kenyatta University), Ellen Hurst (University of Cape Town) Project-"Morphosyntactic microvariation and youth language practices in Africa" DFG (German Research Council)- In partnership with Johannes Gutenberg University-Mainz, Germany and the University of Essex, UK.

There is an ongoing research work titled "Beyond Poverty: Why are Some Children more Vulnerable to Commercial Sexual Exploitation than Others?" by Rejoice Makaudze*, Eliot Tofa** and Tichavona Mushonga***
Funded by Council for the Development of Social Science Research in Africa

Ndlovu, S. 2022. Ndebele kinship terminology and lingo-cultural dynamics. Funded by The Humboldt Fellowship

Sonene Nyawo is doing a desktop research on Indigenous Spirituality, Peacebuilding and Development in Eswatini.

Research hypothesis: Whilst religion can be a causal factor to conflict, it can also remarkably contribute to peacebuilding which is complimentary to development; thus peace, development and religion become an intertwined web. Thus indigenous religions are significant to Africans because they serve as a social urge and a carrier of values, enabling them to understand who they are, how to behave in various contexts, and how to solve difficulties.



PUBLICATIONS (Published in 2021/2022)

International Journals

Department	Number of publications	Areas of research
Academic Communication Skills	2	Applied Linguistics
Journalism and Mass Communication	1	Covid-19 Pandemic
History	3	Social and Nursing History
Theology and Religious Studies	4	Gender and Religion African Christianity Christian Religion

WORKSHOPS AND SEMINARS

National workshops and/or Seminars

Department	Workshop/Seminars attended	Workshops hosted	Act ivy/Areas of research
History	Dlamini Nhlanhla, "Data Collection, Analysis and Presentation" Faculty of Humanities Seminar Series, Commerce Conference Room, 22 November 2022.	UNESWA	Research Project Writing
Theology and Religious Studies	Sonene Nyawo. report presented at a virtual dissemination workshop to Cabinet on A Commissioned National Study: 'A Situation Analysis of Sexual and Gender Based Violence (SGBV) at Eswatini,'	The Deputy Prime Minister's Office in collaboration with the University of Eswatini, funded by United Nations Agencies on February 2021. UNESWA	Sexual and gender violence
	Rakotsoane, F.C.L. 2022. Types of research and structure of a journal Article. A Seminar Paper presented at the Faculty of Humanities' Seminar Series at UNESWA, Kwaluseni Campus.		Research Project Writing





International workshops and/or seminars

Department	Number of papers	Areas of research/Theme of workshop
Theology and Religious Studies	1. Sonene Nyawo. "Are we stepchildren to Mother Earth? Deprivation of land tenure to women in Eswatini", presented at the Circle International Conference - hosted by the Circle of Concerned African Theologians, at RH Hotel, Pretoria, 24-26 July 2022.	titled Religion/Theology Constructions of Earth and Gender: Theological and Ethical Reflections on Contemporary Environmental Crisis
	2. Participated in an online Dedication of the African Women Devotional Bible to which I contributed, on Monday 8th March 2021.	A feminist perspective of Job's wife
	3. Participated in virtual Africa Reconstruction Global Summit hosted by World Economic Congress(WEC), on 8th – 10 February 2021,	themed 'Worldwide Collaboration – Sustainable Reconstruction.'
	4. Rakotsoane, F.C.L. virtually participated in a Webinar titled: "capacity development for national climate adaptation and mitigation strategies" organized and hosted by the Southern African Regional Universities Association (SARUA) held on 22 November, 2022.	Climate Change
	5. Rakotsoane, F.C.L. virtually attended a Research for Ethical Data Science in sub-Saharan Africa (REDSSA) Seminar Series titled: "Big Data and Artificial Intelligence (AI) in Health Research: Ethical, Legal, and Social Issues (ELSI)" coorganized and hosted by the Centre for Medical Ethics and Law, Stellenbosch University & the	Research Ethics
	Centre for Bioethics, University of North Carolina, from 26-28 October 2022 at	



Department	Number of papers	Areas of research/Theme of workshop
Academic	Nhleko-Mazibuko, N.	Linguistics/Applied Linguistics
Communication Skills	Third Graders' Written Narrative:	
	An Analysis of Discourse	
	Structures in the Siswati	
	Language. Paper presented at	
	the Southern African Linguistics	
	and Applied Linguistics Society	
	(SALALS) Annual Conference. North-West University,	
	Potchefstroom, South Africa, June	
	27-30, 2022	
	Mkoko, C.H.	
	African Linguistics Workshop	
	and Conference Attendance:	
	African Linguistics School 6,	
	Porto Novo, Benin – July 16-30.	
	2022.	
	2. African Linguistics Workshop	
	Attendance: Seshegopuo	
	Linguistics Winter School 2022,	
	University of the Free State,	
	Bloemfontein – July 3-9, 2022	

LINKS WITH OTHER INSTITUTIONS/ ORGANISATIONS

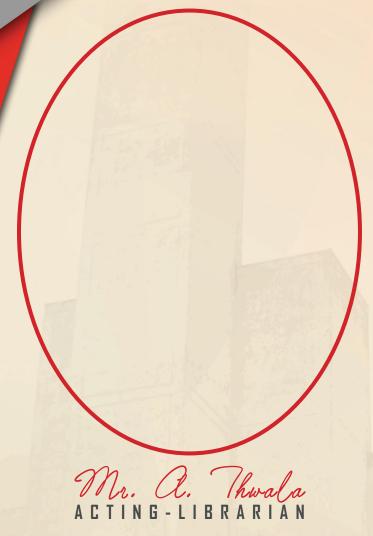
Professor Fortune Sibanda is a Board member of the African Consortium for Law and Religion Studies (ACLARS). This is an international organization that seeks to promote academic studies and research on the interface of law and religion in Africa. This is a platform where new and experienced members share ideas through annual Conferences on issues pertinent to societies in Africa. Research output in this area is an apt response to societal needs of the 21st Century where religion and law have great influence. The output is often published as Conference proceeding. This is vital in attaining the mandate of the University as no one is left behind. Willing members of the Department/Faculty can participate in ACLARS.

Professor Francis C.L. Rakotsoane is a member of the Research for Ethical Data Science in sub-Saharan Africa (REDSSA) Consortium. The Research for Ethical Data Science in sub-Saharan Africa (REDSSA) Consortium has the overall aims of:

- (a) Producing new knowledge in regard to the ethical, legal and social implications of conducting data science;
- (b) To develop evidence- based, context specific guidance for the conduct and governance of data science initiatives; and
- (c) To strengthen the culture of responsible data science in sub-Saharan Africa.

The consortium seminar series equip members with skills they need to be able to effectively and efficiently perform their work of providing ethical review of research protocols and other research works at their home Institutional Review Committees or Research Ethics Review Committees.





Vision

The vision of the Library is excellence in information service deliver for education, research and community service in Eswatini and beyond

Mission

The mission of the Library is to provide quality and responsive information services, resources and spaces to support teaching, learning, research and administrative functions of the University.

OBJECTIVES

The objectives of the UNESWA Library are to:

- Develop a user-friendly information technology infrastructure that would increase the utilization of electronic information resources and enhance accessibility;
- Develop a collection with adequate resources to meet the emerging learning and teaching models.
- Construct a new purpose-built Library;
- Library for the Mbabane campus and upgrade the existing Kwaluseni and Luyengo Library infrastructure;
- Collaborate with other libraries and information centres in the country, region and beyond;
- Explore diverse sources of funding;

- Develop Library staff through education and training;
- Promote the usage of Library resources and services; and
- Ensure that the Library resources and research outputs are preserved for long term use.

LIBRARY USERS

There has been an increase in the number of registered Library users. The growth in numbers of Library users during the period under review, is shown below.

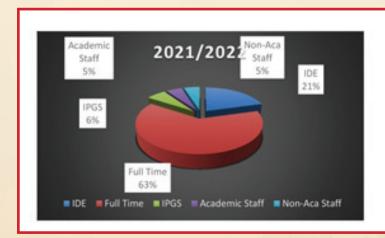


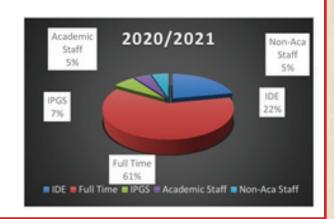
Library users Statistics by categories -April 2020 to December 2022

		2020/2021	2021/2022			
	Male	Male	Female	Total		
IDE	728	1223	1951	698	1149	1847
Full Time	2706	2776	5482	2796	2873	5669
IPGS	243	346	589	211	325	536
Total	3705	4347	8022	4347	3705	8052

	Dec-20	Dec-21	Dec-22
Academic & Administrative Staff	448	443	438
Non-Academic Staff	463	444	435
Total	911	887	873

Graphical representation of Library Users for 2020/2021 and 2021/2022





INFORMATION RESOURCES

Books/Monographs

It has been another challenging period for the Library especially with the acquisition of information resources to support teaching, learning and research activities of UNESWA due to inadequate funding. As a result, the Library only managed to acquire books through generous donations from various donors. Notable donations came from the Indian High Commission and from individual professionals who were either retired or left the University. During the period under review, a total of 2915 monographs in print format were added to the collection, thus raising the total collection by 307,225 in the year 2019/2020 to 310,140 by the end of December 2022. The following table depicts the acquisition of print resources into the three libraries.



Monographs added to the Library Collection

Year	Monographs added	Total at the end of the Period
Apr2020 - Mar 2021	732	307.957
Apr2021 - Mar 2022	520	308,477
Apr2022 -Dec2022	1663	310,140
Total	2915	310,140

Institutional Repository (IR)

The Institutional Repository for the University is maintained by the Library which showcases research output of the University and also provides digital access to the intellectual output of the university. During the year under review, the Institutional Repository collection grew from 2,900 items in 2019/2020 to 3487 items in 2022 which shows a positive growth of 587 items compared to 2019/2020.

Institutional Repository resources

Item Categories	UPTO 2022
Theses / Dissertations	2886
UNESWA Research Journals of Agriculture Science and Technology (UREJAST)	415
Other Research Publications /Articles	186
Total	3487

International Standard Book Number (ISBN)

The University Library being the National Agency responsible for issuing International Standard Book Number (ISBNs) to local authors and publishers, continued to serve the country by providing a total of 212 numbers during the period under review. This number is slightly higher than the previous years. Eighty-four (84) publications were deposited to the Library which shows a variance of close to 60%.

International Standard Book Numbers (ISBNs) Issued

Years	Numbers	Deposited	Variance
Apr2020 - Mar 2021	40	6	34 (85%)
Apr2021 - Mar 2022	135	74	61 (45%)
Apr2022 -Dec2022	37	4	33(33%)
Total	212	84	128 (60%)

Journals/Serials

The period under review was very challenging for the Serials. The library could not continue to sustain its print and electronic subscription to Journals. JSTOR was the only database which was available for users during this period.



The usage statistics of EBSCOhost and JSTOR are depicted in the table below in the number of downloads.

	JSTOR DATABASE USAGE April 2020 - December 2022										
Apr-2020	May- 2020	Jun- 2020	Jul- 2020	Aug- 2020	Sep- 2020	Oct- 2020	Nov-2020	Dec- 2020	Jan- 2021	Feb- 2021	Mar- 2021
636	675	981	2082	1729	1508	602	2415	2516	1804	808	781
Apr-2021	May- 2021	Jun- 2021	Jul- 2021	Aug- 2021	Sep- 2021	Oct- 2021	Nov-2021	Dec- 2021	Jan- 2022	Feb- 2022	Mar- 2022
827	479	634	337	2485	3357	2077	1225	681	2126	1141	1914
Apr-2022	May- 2022	Jun- 2022	Jul- 2022	Aug- 2022	Sep- 2022	Oct- 2022	Nov- 2022	Dec- 2022			
1788	780	533	891	1086	2205	1629	1684	374			

	EBSCOHost DATABASE USAGE April 2020 – December 2021										
Apr-20	May- 20	Jun-20	Jul- 20	Aug-20	Sep- 20	Oct- 20	Nov-20	Dec- 20	Jan- 21	Feb- 21	Mar- 21
40	561	466	534	392	901	1487	2102	4919	8810	352	360
Apr-21	May- 21	Jun-21	Jul- 21	Aug-21	Sep- 21	Oct- 21	Nov-21	Dec- 21			
473	99	210	104	2317	2563	856	397	316	475	1355	2417

USAGE OF THE COLLECTION

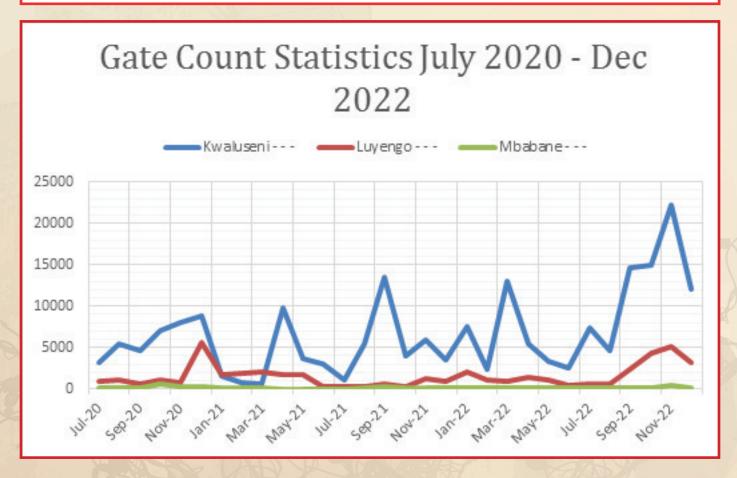
Physical visit to the Library

Despite the after-effects of the COVID-19 pandemic, the Library continues to be used by patrons as the main source of information as clearly demonstrated by the physical visits to the Library. During April 2020 to March 2021, the total physical walk-ins for the three libraries was 57274. It increased to 84794 during April 2021 to March 2022 and during April 2022 to December 2022 it was 106785 as depicted below.



Library Gate Counts Statistics

Gate count Statistics for the three campus libraries											
Month/ Year	Kuzhseni	Luyeogo	Mbabane	Month! Year	Kuulusani	Luysogo.	Mbabane	Month/ Year	Kuuluseni	Luyengo	Mbabane
Apr-20	-	-	-	Apr-21	9810	1677	-	Apr-22	5391	1400	109
May-20	-	1.0	· 5	May-21	3612	1677	-	May-22	3278	998	65
Jun-20	-	1.0	· .	Jun-21	2997	188	-	Jun-22	2557	409	61
Jul-20	3243	825	84	Jul-21	1115	222	7	Jul-22	7280	630	100
Aug-20	5407	1130	152	Aug-21	5437	272	69	Aug-22	4539	660	86
Sep-20	4638	520	126	Sep-21	13510	540	214	Sep-22	14570	2300	161
Oct-20	6998	1098	543	Oct-21	3931	192	70	Oct-22	14928	4275	153
Nov-20	8081	714	201	Nov-21	5905	1295	137	Nov-22	22149	5055	364
Dec-20	8798	5590	238	Dec-21	3497	972	51	Dec-22	12109	3090	68
Jan-21	1602	1680	78	Jan-22	7538	2111	135				
Feb-21	795	1865	34	Feb-22	2387	1080	35				
Mar-21	622	2010	152	Mar-22	13011	930	170	8			
Total	40184	15432	1658	Total	72750	11156	888	Total	86801	18817	1167
	57274			84794			106785				



University of Eswatini Library - continued



Circulation and Usage of Print Monographs

Library users continue to use the print collection as one of the major sources of information. During the period under review, a total number of 25,520 circulation transactions had taken place at the three campus libraries. This is slightly lower in comparison with the previous years. The main reason for the decline in the circulation and usage of print resources is mainly due to the limited access to library print resources during the COVID-19 pandemic and during the national lockdowns.

Circulation and Usage of Print Monographs

Library	Total
Kwaluseni	20391
Luyengo	531
Mbabane	4598
Total	25520

LIBRARY STAFF

Library Senior Staff by Gender and Qualification

Name	Male	Female	Highest Qualification	Rank
Mr A. Thwala			MLIS	Acting Librarian
Dr J.P. Anbu	V		PhD	Senior Assistant Librarian
Mr N. Dlamini			PhD	Senior Assistant Librarian
Dr N. N. Dlamini		V	PhD	Senior Assistant Librarian
Dr S. D. Sorokhaibum		V	PhD	Senior Assistant Librarian
Ms K. K. Dlamini		$\sqrt{}$	MLIS	Assistant Librarian
Dr N. Mathabela		$\sqrt{}$	PhD	Assistant Librarian
Dr R. N. Saulus		$\sqrt{}$	PhD	Assistant Librarian
Ms N. Vilakati		$\sqrt{}$	MA Inf. Sci.	Assistant Librarian
Ms N.V. Khumalo		V	PGCE, PG Dip Inf Sci.	Trainee Assistant Librarian
Ms M. Ndlovu		$\sqrt{}$	BSc, PG Dip Inf Sci.	Trainee Assistant Librarian
Mr S. Tsabedze			BSc, PG Dip Inf Sci.	Trainee Assistant Librarian



Research and Publications by the Library Academic Staff:

Following Publications were published by the Library Academic Staff members during the period under review:

- Anbu, John Paul and Kataria, Sanjay "Mobile Optimized Library Websites: A case with Southern African Library Websites" a chapter in the book Emerging Trends for SMART Libraries, ed. Sonal Singh, B K Singh and Neelam Thapa, New Delhi: Shree Publishers & Distributors. 2021. Pages 740 751. ISBN. 9788183299114.
- •Anbu,JohnPaulandKataria,Sanjay"Emerging Trends in Mobile OPACs Options and Solutions in Creating Mobile Optimized Library Catalogues" in the Proceedings of the 5th IEEE International symposium on Emerging Trends and Technologies in Libraries and Information Services. Noida: Bennett University. pages 1 -7. ISBN: 9781538608272
- Alamu, LK, Sanni, SA, Rajabu, N, Yusuf AO, Mathabela NN (2022) Analysis of twitter conversation on COVID-19 pandemic in Africa 2019-2020. Journal of Health Promotion and Behavior, pp272-283
- Mathabela, N. N. (2021). Library Services During the COVID-19 Pandemic: A Case of the University of Eswatini (UNESWA). The Christian Librarian-Journal of Association of Christian Librarians 64(1), 12.
- Satyabati Devi, S. "Building strong Libraries in Eswatini: The role of Eswatini Library and Information Association (ESWALA)" LIS Research in 21st Century: Some Facets. 2021
- Tsabedze, V., and Saulus, N. (2022). Efficiency of MOOCs in leveraging access and quality Library and Information Science Education in the era of COVID-19 in Eswatini. Vol. 16 (1), pp. 59-76, DOI: 10.1080/1533290X.2022.2035477. *Journal of Library & Information Services in Distance Learning*.

• Tsabedze, V. W., Mathabela, N. N., & Ademola, S. S. (2022). A Framework for Integrating Artificial Intelligence into Library and Information Science Curricula. In T. Masenya (Ed.), Innovative Technologies for Enhancing Knowledge Access in Academic Libraries (pp. 233-246). IGI Global. https://doi.org/10.4018/978-1-6684-3364-5.ch014

The Following papers were presented at various international conferences by the library academic staff during the period under review:

- •Mathabela, N.N. "SchoolLibraries in Eswatini: A Case of Two schools" ACL Conference 2022, hosted by Association of Christian Librarians, Cedarville, Ohio and online, (poster presentation) 13-15 June 2022
- Thiyam, S. D. "In novative e Library Services and Knowledge Management in the Post COVID-19 Pandemic" International conference on "Innovative practices in Business, Education and Environment for Sustainable Development in Post Covid-19 Pandemic", 2022 Biramangol College, Sawombung.
- Thiyam, S.D "Role of Library in preserving the culture and development of the society: A case of Eswatini (Swaziland)" International conclave on Literature, culture, Library and Society, 2022 Manipur University, Manipur
- Thiyam, S.D. "My definition of eSwatini" International conclave on Literature, culture, Library and Society, Manipur Multilingual Poet's meet.2022Manipur University, Manipur
- Thiyam, S.D. "Library services during COVID-19: The experience of the University of Eswatini Libraries. XXXVII IATLIS-CU conference 2021 Kolkata, India
- Thiyam, S.D and Mathabela N.N. "Digitization of legal documents: A case study of Eswatini" The African Continent Conference on Digitization UKS. Thiyam S.D and Mathabela,N.N, 31st August-1st September 2022

University of Eswatini Library - continued



• Thiyam, S.D and Mathabela N.N. "Digitization of Special Collections – Problems and Prospects: A case study of UNESWA Libraries" in African continent conference on Digitization. South Africa the International Virtual conference Thiyam, S.D and Mathabela N.N. (August 2021)

CHALLENGES

The library and its services were seriously handicapped by severe financial constraints faced by the University. The non-payment of invoices for the periodicals and the databases had resulted in the curtailment of these services to the library users. Despite the financial challenges, the Library continued to ensure that the available information resources and services were provided to support the teaching, learning and research of staff and students.

Towards the end of March 2020, the operations of the Library were suddenly disrupted because of the Corona Virus pandemic and the Library had to operate in an unfamiliar space in the absence of interaction with patrons and the full complement of staff. This uncertainty continued until the end of 2021 which prompted the Library to have a number of safety measures to be in line with the national emergency standards. During this period the Library had to learn and adapt on how to provide services during this crisis and prepare for the future.

The financial challenges compromise the Library in providing a robust collection of books in electronic format to support the teaching, learning and research. Inadequate number of computers for use by students in all three Libraries has frustrated the library users because most of the current information resources are available only in electronic format.





Vision

A world renowned centre of excellence for post-graduate education

Mission

To provide academic excellence through teaching, research and community service in all the disciplines which offer Post-Graduate Programmes, and continuously meet the high level human resource development needs in the Kingdom of Eswatini, the Region of Southern Africa, and the international community.

OBJECTIVES

The specific objectives of the IPGS include the following:

Prof. A.M. Dlamini

- To coordinate, plan and implement postgraduate studies programmes throughout the University;
- To establish post-graduate programmes at an international standard, in areas relevant to the cultural, intellectual and economic development of the Kingdom of Eswatini;
- To meet the personal and professional development needs of the graduate output of UNESWA strengthened programmes at the Bachelor level;
- To provide professional manpower in areas relevant to national development goals; and,
- To provide training in research.

ACTIVITIES

Graduation and Teaching

A face-to-face graduation ceremony was prevented by the COVID-19 Pandemic during the reporting period. However, during the 2021/22 academic year, 50 Masters' students and 3 PhD students completed their studies and were ready for graduation.

The COVID-19 Pandemic made instructors to diversify their teaching strategies. Instead of rely on the conventional face to face approach, a blended teaching-learning approach, involving on- line via the Moodle Leaning Management System platform and face to face where possible. Research, involving surveys and laboratory works were delayed until time when restrictions and lockdowns were eased.

Institute of Post-Graduate Studies - continued



Scholarships and Graduate support

IPGS is grateful to a number of organisations who have sponsored postgraduate training during the reporting period. These included:

- Queen Elizabeth Commonwealth Scholarship
- 1 international student each year
- RUFORUM 2 PhD international students
- RISE 4 Msc and 2 PhD local students
- Eswatini Sugar Association (ESA)- 1MSc. Research stage local student each year

Programmes being processed for Approval are:

- M.A. in Population studies
- MSc. in Electronics and engineering
- M.A. in Religious Studies

ENROLMENT

The list of numbers of registered students in the various departments offering post graduate programmes are presented below. Many of the students who registered in 2019 have finished their Theses and Dissertation examinations and are waiting for graduation.

NEW POST-GRADUATE PROGRAMMES

New Post-Graduate Programmes that were approved

Five new post-graduate programmes were approved by Senate to commence during the reporting period and they include:

- M.A. in African Literature
- M.A. in African Languages and Linguistics
- MSc. in Computer Science
- MSc. in Mathematics
- MSc. in Textiles

Registered post graduate students by Department and Programme as at March, 2023

Department	Programme	Number
Agricultural Economics & Management	MSc. Agriculture & Applied Economics	16
	Ph.D Agriculture & Applied Economics	7
Agricultural Education & Extension	MSc. Agricultural Education	4
	MSc. Agricultural Extension	0
	Ph.D Agricultural Education & Extension	6
Agricultural & Biosystems Engineering	MSc. ERM - ABE	1
Adult Education	M.Ed. Adult Education	9
	PhD by Research	1
Animal Science	MSc. Animal Science	2
	MSc. ERM-Livestock &Environ	2



Institute of Post-Graduate Studies - continued

Biological Sciences	MSc. Conservation & Ecology	3		
	MSc. ERM – Biodiversity Conservation &	1		
	Management			
	PhD by Research	1		
Business Administration	MBA	84		
	PhD by Research	1		
Chemistry	MSc. Chemistry	6		
	MSc. ERM – Environmental Chemistry &	2		
	Management			
Consumer Sciences Education and	MSc. Consumer Science Education	11		
Community Development				
Crop Production	MSc. Crop Science	3		
	MSc. Crop Protection	2		
	MSc. ERM – Environmental Crop	0		
	Production			
Curriculum and Teaching	M.Ed Curriculum and Teaching	24		
	PhD by Research	4		
Educational Foundations	M.Ed. Educational Foundations & Management	51		
&Management	PhD by Research	1		
Food & Nutrition Sciences	MSc. Food Science &Technology	6		
General Nursing	M.NSc. Family Nurse Practice	12		
Geography, Environmental Science &	MSc. ERM – Land Water Resources	17		
Planning	Management			
	PhD by Research	1		
Horticulture	MSc. Horticulture	3		
	PhD by Research	1		
Primary Education	M.Ed. Primary Education	14		
History	M.A. History	2		
Physiscs	MSc. Computational Physics	1		
Mathematics	MSc. Mathematics	12		
	PhD by Research	2		
Midwifery	M. Sc. In Midwifery	4		
Department of Textiles and Apparel Design	M. Sc in Textiles	8		
Total 32				

Institute of Post-Graduate Studies - continued



CHALLENGES

The challenges identified by IPGS include those identified during the development of its Strategic Plan and they are as listed below:

- Limited number of postgraduate students;
- Limited structure of the Institute of Postgraduate Studies;
- Poor visibility of the Institute of postgraduate Studies;
- Inadequate funding for postgraduate students;
- Inadequate research facilities;
- Inadequate information technology facilities;
- Inadequate number of senior academic staff; and
- Inadequate marketing of programmes to attract international students.

The IPGS also notes threats from its external environment as listed:

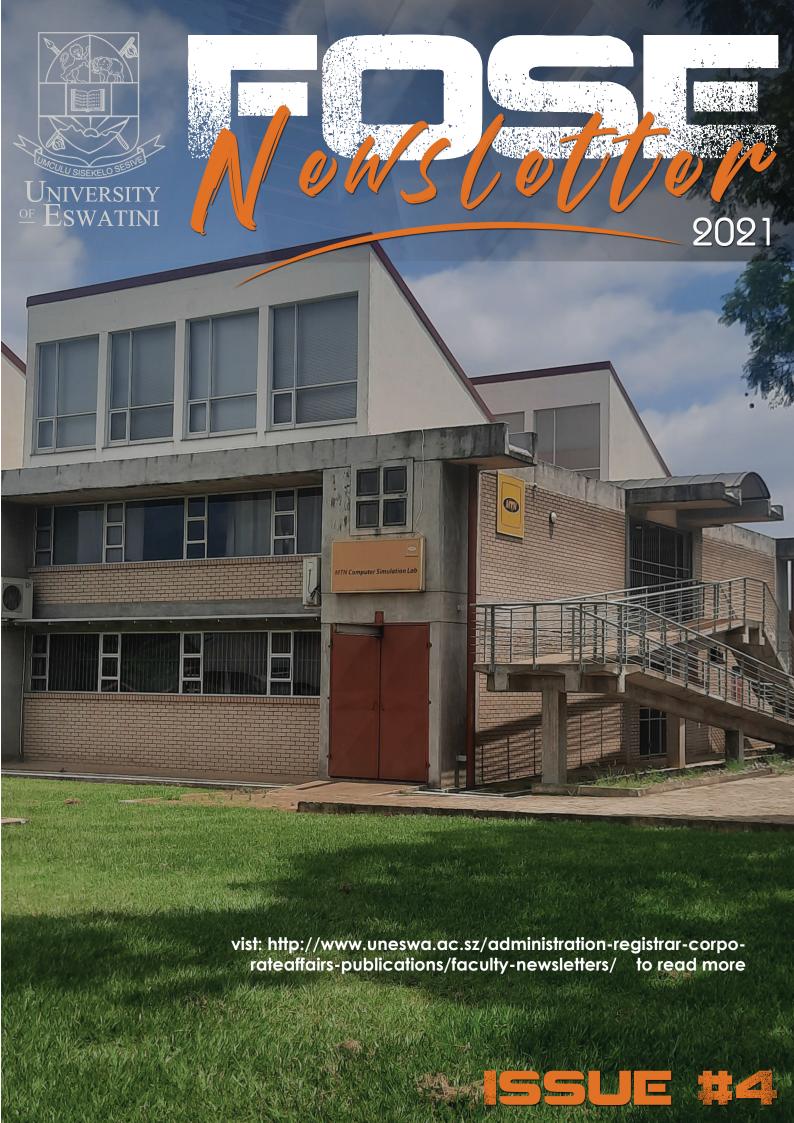
- Reduced funding;
- Government's policy on postgraduate studies;
- Rapid turn-over of qualified academic staff;
- Over-reliance of students on sponsorship;
- Delayed implementation of staff succession policy; and
- Presence of long-distances postgraduate programmes from other countries.

TEACHING OF PART-TIME POSTGRADUATE STUDENTS

In 2017, Senate approved the teaching of part-time postgraduate students outside normal working hours. This was done to attract potential students who are engaged in fulltime employment to enroll for postgraduate courses. The arrangement began in January 2017. This is achieved through:

- Teaching from 5.00 PM to late during midweek;
- Teaching over the weekend; and
- Doing block teaching during the vacation.

Departments normally consult with their students and agree on a convenient option.



Centre of Excellence in Learning & Teaching (CELT)



Vision

To be a centre of choice that will lead the drive for quality and excellence in university teaching and learning in Africa.

Mission

To ensure our students receive the best quality teaching and learning experience, through the application of sound pedagogical theory and practice, and by creating a supportive environment for the professional development of our teaching and administrative staff.

OBJECTIVES

CELT aims to provide Continuous Professional Development to staff by:

- Training and supporting teaching staff in the design and delivery of outcome-based curricula; blended learning; effective assessment; and class room management;
- Assisting staff in the development of teaching and learning materials for both online and face-to-face delivery;
- Organising selective in-service activities for the administrative staff of the University;
- Organising management training for deans, heads of department, tutors and assistant tutors; and
- Introducing new member of the academic staff to the University units, policies and procedures relevant to teaching and learning.

CELT is also responsible for ensuring the following Quality Assurance activities:



Dr. S.S. Shongwe ACTING-DIRECTOR

- The regular quality reviews of all degree programmes;
- Approval of the pedagogical aspects of all new degree programmes;
- The quality of online and face-to-face teaching;
- The establishment of academic standards;
- Benchmarking teaching and learning performance against other leading institutions;
- Collection and analysis of data on teaching and learning performance;
- The monitoring of the effectiveness of Faculty and Department's quality assurance mechanisms; and
- Compliance to the University's Teaching and Learning Policy.

Promotes and disseminates its activities by undertaking appropriate and collaborative action research, publishing in reputable journals, and in participating and organising conferences and workshops.



Centre of Excellence in Learning & Teaching (CELT)

- continued



Faculty Administrators workshop on ESHEC Automated registration system

EXECUTIVE SUMMARY

Since the transformation of the UNESWA Centre of Excellence in Learning and Teaching (CELT) from the Academic Development Centre (ADC) in 2018, the Centre has continued to offer training to staff on critical areas such as: online design and development of quality instructional materials fit for the blended learning system chosen by UNESWA. Also, a contemporary strategy was used during the New Staff orientation training, in which the pertinent material was delivered over the course of three days both online and face-to-face. Further, a number of new training sessions, such as using an e-portfolio (CN e-portfolio) as an online assessment tool, online learning, teaching, and authentic online assessment delivered via webinars have been organised and offered to staff. As part of its collaboration with the Institute of Distance Education Information and Communication Technology Centre on teaching and learning training provision, CELT also offers training on educational principles for curriculum design, delivery, and evaluation for academics. This training is especially helpful for using the University's Moodle learning management system. In addition to in-person training, CELT is recommending a support system to assist staff in improving the quality of their instruction and that of their students learning. Training, resources, and expert help make up the three

pillars of a teaching and learning support system. Regarding resources, CELT has already produced a more thorough Teaching and Learning Handbook as well as a number of online resource guides. The specialized people in CELT identified and trained potential champions from the several UNESWA faculties on developing authentic online educational resources. However, the evaluation report showed that CELT needed more human resources in order to provide greater technical assistance to academics as they created multimedia content.

With respect to supporting the quality assurance (QA) of UNESWA's teaching and learning, the Centre has achieved four main goals:

- The creation of Faculty-based Quality Assurance Committees with the specific responsibility of ensuring quality through the compliance and improvement of the University's teaching and learning policies and procedures.
- The drafting of more key QA Teaching and Learning policies and procedures.
- The creation of QA evaluation instruments to measure the effectiveness of various QA interventions (e.g. online readiness index).

Centre of Excellence in Learning & Teaching (CELT)



- CELT works closely with all University units to prepare UNESWA for the assessment for accreditation visit from the Eswatini's Higher Education Council (ESHEC).
- CELT participates in a number of ad hoc committees for the university which includes the Self-Assessment and Accreditation Committee and the Notional Hour Credit Implementation Committee.

WORKSHOPS/SEMINARS/CONFERENCES

HOSTED BY CENTRE

	All tyte and	
	TITLE/THEME	DATE
NATIONAL	DEANS, TUTORS & HODS ORIENTATION	
	Orientation of Faculty Deans, Heads of	28 September 2021
	Departments & Tutors	29 September 2021
		30 September 2021
	ORIENTATION OF NEW ACADEMIC STAFF MEMBERS	
	Orientation of new Academic & Administration Staff members (2 days)	23 November 2021 24 November 2022
	Orientation of new Academic & Administration Staff	16 November 2022
	members (3 days)	23 November 2022
		30 November 2022
	ONLINE TRAININGS	
	Authentic Online Assessment Webinars	16 August 2021
		2 September 2022
		22 September 2022 12 October 2022
		10 November 2022
	Moodle Support	6 October 2021
		22 November 2022
	Online Learning, Teaching and Moodle support	20 April 2022
		21 April 2022
	Using an e-portfolio as an Online Assessment Tool (CN e-portfolio)	20 September 2022
	FACULTY OF HEALTH SCIENCES	
	EDUCATION PRINCIPLES FOR CURRICULUM	11 August 2022
	DESIGN DELIVERY & EVALUATION	1 September 2022
	ESHEC	
	Higher Education Programme Development Process, Standards & Accreditation	9 February 2022
	ESHEC Institution Establishment & Registration System	7 November 2022
	Rollout	8 November 2022
	Notional Hour Credit System Training	2 December 2022



Centre of Excellence in Learning & Teaching (CELT)

INTERNATIONAL	Internal and External Quality	25 – 29 July 2022
	Assurance and Frameworks Symposium organized by	
	the	
	Association of African Universities (AAU) - State	
	University of Zanzibar	

WORKSHOPS/SEMINARS/CONFERENCES

ATTENDED

NAME	TITLE/THEME OF CONFERENCE	TITLE OF PAPER PRESENTED	DATE(S) AND VENUE
Dr Sipho S Shongwe	SADC-CDE: The Conversation	Ensuring quality in teaching and learning during the COVID-19 crisis: Response and lessons learnt by the University of Eswatini	20/04/2022 Virtually hosted by the University of Botswana

LINKS WITH OTHER INSTITUTIONS/ ORGANISATIONS

The mission of CELT is to establish connections with outside entities that will advance institutional teaching and learning. This includes two CELT members who have represented the University in government-sponsored workshops on ESHEC accreditation and registration. This group's work will affect the credit system used by UNESWA and the need that all undergraduate programs be turned into honours degrees.

COMMUNITY SERVICE

CELT staff addressed mentored a group of secondary school teachers on online learning and teaching

CELT published a written manual on online ICT integration, design, and development. The article primarily targets high school teachers as a source of knowledge and inspiration to introduce innovative teaching techniques into their teaching and learning.

priversity flarming and Institutional Advancement Centre



Vision

Excellence in the delivery of strategic and evidence-based planning services to academic and management organs of the University by **7Π74**.

Mission

The mission of the University Planning and Institutional Advancement Centre (UPIAC) is to:

- Be the hub of the strategic evidencebased planning activities and
- Provide professional and technical advice on planning matters at the University.



Dr. S.V. Mhlanga DIRECTOR

OBJECTIVES

TThe objectives of the University Planning and Institutional Advancement Centre are to:

- Serve as a technical planning centre and secretariat to the Academic Planning Committee (APC) and related committees:
- Facilitate, harmonize, coordinate and monitor the preparation of the Strategic Plans;
- · Facilitate, harmonize, coordinate and monitor the implementation of the Strategic Plans:
- Facilitate the evaluation of the implementation of the University strategic Plans;
- · Collect, prepare, process, analyse and disseminate University data;
- Facilitate the Academic Planning of the University;
- Coordinate the establishment of University links with external partners; and
- Capture reports on the implementation of Memorandum of Agreement with external partners.

EXECUTIVE SUMMARY

Achievements

The mandate of the University Planning and Institutional Advancement Centre covers four main functions. Firstly, it is to coordinate and prepare the University Strategic Plans and monitor their implementation. Secondly, it serves as the clearing house for linkages and partnerships for the mutual benefit of all parties involved. Thirdly, it collects, processes, analyses and disseminates University data. Lastly, it mobilises resources from local and international philanthropists to further the objectives of the academic and research functions of the University.

During the period under review, the UPIAC concluded the implementation of the University Strategic Plan for 2018-2022. A new Strategic Plan for 2023-2028 has been initiated in accordance with the Statutes of the University.



University Manning and Institutional Advancement Centre

In the reference period, two PPP initiatives began in earnest after entering into an MOU in 2019 with Lilima Lemaswati Consortium led by the founding member, Dr Anna Mokgokong. First, a Medical Academy was earmarked for establishment at the Faculty of Health Sciences with the assistance of the University of Pretoria. A Business Plan for this initiative was developed by Enterprises UP for implementation as soon as possible for readiness in terms of the first intake in January 2024. Second, a concept for infrastructural development in a form of 2 000 bed-spaces for Student Accommodation adjacent the Luntsatsama dry watercourse at the Kwaluseni Campus was agreed upon. Several inspectorate missions from Lilima have visited the physical site and provide the required professional advice on related dimensions of the project.

The Centre continued to collect, compile, analyse and disseminate University data to both internal and external stakeholders. It also coordinated the drafting and signing of Memoranda of Understanding (MOUs) and Memoranda of Agreement (MOAs). The UPIAC successfully prepared and submitted PEU quarterly reports, Ministry of Education and Training quarterly reports, and Ministry of Education and Training Annual Reports, and has remained the Secretariat to various University committees.

Notwithstanding the current constraints, members of the staff in the Centre are actively involved in peer-reviewed research for publication in reputable journals, and also continue to serve in national organs as part of community engagement.

Challenges

The tight squeeze on the University's fiscal envelope, as in the previous years has continued to impose limitations in the implementation of some of the key capital projects for the achievement of the teaching and research objectives. An associated short-coming arose from the high incidence of potentially successful MOAs that are never executed by their proposers due to inadequate financial resources.

Furthermore, the response rate from departments regarding staff workloads has remained quite low and this is a cause for concern to the UPIAC since it compromises the planning activities of the Centre. Direct access to some University database is still unavailable. This is more pronounced in the case of the Human Resource (HR) module. The consequential effect of this is that the HR data are not captured by the Centre. Moreover, the fact that there are many points of accessing University data continue to make it difficult to have uniform official statistics due to different numerical values being quoted, thus making the statistics unreliable. Lastly, there is no platform yet to publish University data.

Centre For Community Services (CSS)



Vision

Community service for national development

Mission

To facilitate the provision of quality and relevant community services and the integration of community services as a core function of UNESWA.



Mr. C. Dlamini DIRECTOR

OBJECTIVES

The objects of CCS are to:

- Promote the development of academic based community service programmes;
- Support the integration of community service learning programmes and curricula in cooperation with partners;
- Support volunteerism and extra-curricular community involvement by students and staff;
- Promote corporate partnerships with communities and service sectors;
- Facilitate the integration of community service in UNESWA's quality assurance of programmes;
- Promote community service-oriented research aimed at solving national

development problems;

- Promote the marketing of integrated community service projects and programmes;
- Create an operating budget for community service to be utilized by departments, centres and units; and
- To support and encourage UNESWA to give recognition to staff for community service.

EXECUTIVE SUMMARY

The report covers the activities of the Centre for Community Services (CCS) of the University of Eswatini for the period of 2021/2022 with the following strategic objectives (1) partner with approved like-minded institutions in and outside Eswatini, (2) Strategically Assess the effectiveness of community service programs and activities and



Centre For Community Services (CSS) - continued



improve visibility, and (3) Develop joint charity activities with students, UNESWA employees, and staff. These have been largely the main areas where CCS activities were happening. There is a need for CCS to strengthen linkages and partnerships with different stakeholders within the University and outside the University, as this creates a pool of professionals to be used for community services since there is a demand for community services. This is the opportune time for the institution to escalate efforts to address community impediments. If UNESWA acts with speed, there are opportunities that institutions can latch on to create demand for university skills and an appetite for the community to

appreciate what a university is to the community. The bridge between community and university and vice versa is community services. The report is developed based on strategic objectives where specific activities were undertaken in alignment with the UNESWA strategic plan and work plan of CCS. As the Centre for Community Services secretariat, we continue to facilitate linkages with external organizations ranging from schools, communities and community-based organizations, government ministries, and United Nations partners. During the period under review, the centre has established working relationships with the World Bank, the UN Group i.e., UNICEF, and the school community.



WORKSHOPS/SEMINARS/CONFERENCES

HOSTED BY CENTRE

	TITLE/THEME	DATE
NATIONAL		Network of Excellence on Land Governance in Africa (NELGA)
	Salesian High School Improving Academic Performance and Teaching for Results Emotional Intelligence	01 July 2022
	Manzini REO in collaboration with the Ministry of Education and Training • Emotional Intelligence and Stress Management	22 September 2022
	The Coordinating Assembly of NGOs (CANGO) • Socio-economic and Governance Crisis – How Can Civil Society Position Itself?	29 September 2022
	Esigcineni High School • Working Towards Academic Excellence	3 October 2022
	Swazi National High School • Life After High School: "Done but not finished"	15 December 2022

WORKSHOPS/SEMINARS/CONFERENCES

ATTENDED

4	NAME	TITLE/THEME OF CONFERENCE	TITLE OF PAPER PRESENTED	DATE(S) AND VENUE
2	Central Bank of Eswatini to the Post Budget Seminar with the Economics Association of Eswatini	Eswatini Post Budget Seminar	How the social sector interprets the budget, paying attention to social issues, the youth, and vulnerable groups	3 March 2022 Sibane Hotel, Ezulwini
100	European Early Childhood Education Research Association (ECCERA) 2022	Cultures of Play: Actors Affordances and Arenas	Learning from Play: Methodological implications from community case studies in Brazil, Eswatini, Palestine and South Africa	23rd - 26th August 2022 – University of Strathclyde, Glasgow, Scotland



RESEARCH ACTIVITIES

The Building Capacity for E-Learning and Teaching in Social Work Education in Eswatini Grant supported by Academic Without Borders (AWB) in Canada signed by the Vice-Chancellor on 22 March 2021 has been delayed by COVID-19 restrictions in getting the volunteer to come to UNESWA for commencement of face-to-face activities. During the period under review, the consultant (assigned by AWB) and Director of CCS developed an assessment tool that will be used to assess the online and blended learning needs of the Faculty of Social Sciences.

COMMISSIONED STUDIES

RESEARCH TEAM	TITLE	SOURCE OF FUNDING	DATE OF COMPLETION
Dr. J. Dhemba Dr. LP Mabundza Ms Q Maseko Mr. CN Dlamini	Study on the Opportunities and Challenges of Formalising Kinship Care in the Kingdom of Eswatini	SOS Children's Village	31 March 2023
Mr. CN Dlamini Dr. Julie Drolet Academic Without Borders (AWB)	Building Capacity for E-Learning and Teaching in Social Work Education in Eswatini.	Academic Without Borders	TBD

LINKS WITH OTHER INSTITUTIONS/ ORGANISATIONS

• The World Bank Country Director for Southern Africa (responsible for Eswatini, Botswana, Lesotho, Namibia, and South Africa), Ms. Marie Francois Marie-Nelly made an official mission to Eswatini on March 1-5, 2022. On her first day of arrival, she engaged with the Youth in Eswatini to secure their input and views about the challenges and opportunities to promote shared prosperity and reduce poverty in the country. These inputs will inform the strategy for the World Bank in Eswatini, the Country Partnership Framework, 2022-2027. Through the facilitation of the Centre for Community Services students from the Faculty of Science and Engineering, Social Sciences, Consumer Sciences, Agriculture, and Commerce engaged with the Director at the United Nations Conference Room. The table below shows the students who were invited and participated in the meeting with the World Bank. The UNESWA students actively engaged in robust debate with the

World Bank team which included Adamou Labara (Country Manager, IFC), Bekele Debele (Program Leader), Muna Salih Meky (Practice Manager: Education), Douglas Pearce (Practice Manager: Finance, Competitiveness & Innovation), Thomas Buckley (Senior Operations Officer), Elizabeth Ninan (Senior Education Specialist), Zandile Ratshitanga (Senior External Affairs Officer), Rajeev Gopal (Senior Country Officer, IFC), Zivanemoyo Chinzara (Economist), Marie Nezam (Counsel), Ruth Connick (Operations Officer), Indira Bongisa Lekezwa (Social Protection Specialist), and Caroline C. Koech (Digital Development Specialist). The World Bank indicated their interest in further engaging with UNESWA on other activities that would be of interest to both the bank and the University for example, research, panel discussions and engagement on issues of national interest.

Centre For Community Services (CSS) - continued



Student Name	Faculty	Contacts
Linda Dlamini	Science and Engineering	78660937 or 79660937 dlamini1245@gmail.com
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Simiso Khoza	Consumer Sciences	7636 3331 simisokhoza1996@gmail.com
Nomvuyo Dlamini	Agriculture	78049128 or 79431841 nomvuyodlamini696@gmail.com
Mphumelelo Manyatsi	Commerce	78600163 or 79719117 mphumeleloscandza9@gmail. com
Siyabonga M Hlatshwayo	Education	76693654 or 79687355 cyaacebisa@gmail.com

- On Friday 16, September 2022, UNESWA students participated in a United Nations (UN) gathering of a group of young people to participate in the virtual session titled the "Transforming Education Summit Watch Party." The summit was hosting the young people at Happy Valley Ezulwini to allow them to engage with other youth of the world who were gathered in New York City. The Mobilization Day was youth-led and youth-organized and involved the full participation of a wide range of stakeholders. It intended to serve as a platform to convey the collective recommendations of youth on transforming education to decision and policymakers, informed by the Summit Youth Declaration. It also focused on mobilizing the global public, youth, teachers, civil society, and others to support the transformation of education across the world. The session was moderated by Nonhlanhla Hleta-Nkambule (UNICEF, Eswatini), with Guests UN Resident Coordination, Mr. George Wachira. From the UNESWA side, Ms. T. Mamba (DSA's Office) and Mr. CN Dlamini (Director CCS) were chaperones for the UNESWA students. The UNESWA students together with other students from other tertiary institutions including high schools were hosted overnight through UN funding at the Happy Valley Hotel.
- MoU between the UNESWA and the University of Calgary, Edmonton, Canada. Under the

MoU with the University of Calgary on Transforming the Field Education Landscape (TFEL), the CCS Director was invited to visit the University of Calgary at both the Edmonton and Calgary campuses. The University of Calgary is a research-intensive postsecondary institution with the largest social work education program in Canada and offers a rich learning environment for international scholars. The TFEL project hosted this visit and covered the airfare (economy class), accommodation, and per-diem expenses related to the trip. This was in furtherance of the collaboration between the University of Eswatini and the University of Calgary through our Memorandum of Understanding (MOU). As the Director of Community Services at UNESWA, and contact person in the TFEL project at UNESWA, the Director was able to explore ways of strengthening research partnerships and exploring new opportunities in field education and other areas which UNESWA would deem necessary to grow the partnership. During the visit, the Director CCS was primarily involved in the TFEL research activities, including:

- Co-facilitating a seminar based on our research on the State of Social Work Field Education in Africa;
- Engaging in research writing for a peer-reviewed publication; and
- Meeting TFEL researchers, social work academics, and field education staff to explore teaching and



Centre For Community Services (CSS) - continued

research opportunities; and

• Other activities will take place in Edmonton, Calgary, Banff, and various locations in Alberta. Some of the visit's outcomes will be reported during the next reporting period.

COMMUNITY SERVICE

The Faculty of Health Sciences continues to report community services activities during every reporting period. Even though not commissioned by the CCS, the following activities were reported by in 2022.

The Faculty of Health Sciences, under the facilitation of Mrs. C.H. Dlamini, sourced three containers from the Rotary Club for use in selected community-based activities. One of the containers has been allocated to the Mbabane Campus Rotaract Club, where it is used for different projects, such as manufacturing cattle feeds for distribution at a fee. The other two containers are earmarked for the development of a public clinic within the Faculty, where members of the public are expected to come and access health services at subsidized rates. Some Faculty members within health sciences conducted some training and/or community education in various sessions, detailed as follows:

- Ms. S.A. Nxumalo: is assisting Form 5 students with the tertiary application processes and career advice (which began in January earmarked to end in October 2022).
- Ms. L.D. Hlophe was invited to an educational motivational session organized for young people in Siteki.
- Mr. S.M. Masuku, Mr. S.J. Nkambule, and Mr. M Mamba were invited to be part of the waste management institute conference which further published their papers which were presented on waste management in Eswatini. Mr. S.J. co-authors his paper with Dr S.V Dlamini and Ms. L.D. Hlophe.
- Mr. S.F. Mabuza conducted multiple debriefing sessions with ten survivors at Swaziland Action

Group Against Abuse (SWAGAA) in July and August 2022.

The Faculty of Health Sciences through The Department of Community Health Nursing Science, comprising of staff and students, in collaboration with Population Services International (PSI), Swaziland Action Group Against Abuse (SWAGAA), Georgetown University, Manzini Health Regional Office and King Sobhuza II Public Health staff, and Matron from The National Psychiatric Referral Hospital held a one-day Health promotion event with the theme: "Bhekinkhosi United Against Gender-Based Violence." The event was held at Bhekinkhosi on 19 November 2022. Major services that were rendered to the community include the following:

- Screening for diabetes mellitus (high blood sugar levels), hypertension (high blood pressure), and human immunodeficiency virus (HIV);
- COVID-19 vaccinations;
- Health education on Gender-based violence (GBV), Diabetes Mellitus hypertension, and mental health;
- Provision of counseling by trained professional counsellors; and
- Donation of clothes by Ms. Gcinile Ntshangase to the elderly participants during the event.

Further, a debriefing session on Mental Health issues and Mental Health Disorders was conducted by Mr. S.F. Mabuza of the Faculty of Health Sciences at Nkonyeni on 29 November 2022 with 26 participants from the Eswatini Water and Agricultural Development Enterprise (ESWADE). This is one of the areas where the CCS believes UNESWA especially through the Faculty of Health Sciences in collaboration with the Faculty of Social Sciences specifically the Department of Sociology and Social Work can play a role in not only debriefs but in establishing centres where issues of mental health can be dealt with from both awareness and therapeutic levels.

Consultancy & Training Centre (CTC)



Vision

To provide quality consultancy and training services in Eswatini and beyond

Mission

To contribute to the development of Eswatini by providing quality skills training and consultancy services to government, development partners, non-governmental organizations, parastatal organizations, private sector companies and individuals.



Ms. 2.S. Dlamini DIRECTOR

OBJECTIVES

- Meet consultancy and training needs of clients;
- Initiate and enhance stronger linkages between UNISWA, government, nongovernmental organizations, and parastatal organizations, private sector and individuals;
- Provide an opportunity for UNISWA staff and clients to interact, network and share skills, knowledge and experience;
- Generate income with a view to augmenting the financial resources of UNISWA:
- Provide an opportunity for staff to enhance their expertise by integrating theory and practice;
- Provide a data base for the pool of professional expertise;
- Provide top quality consultancy and training services to satisfy clients;
- Develop a flexible action oriented culture; and
- Conduct short term training courses including customized courses.

LINKS WITH OTHER INSTITUTIONS/ ORGANISATION

Signed Memorandum of Understanding with Construction Industry Council (CIC)

COMMUNITY SERVICE

Free On-line training on Stress Management to:

- 1) Southern African Nazarene University (SANU) Senior Management
- 2) Ministry of Natural Resources and Energy Staff Members

COMMENT ON THE COVID-19 ERA

The COVID-19 pandemic disrupted the Training of Caregivers (ToC) European Funded project delivery timelines and the office requested for a six months extension to complete the project in collaboration with Save the Children.



CHALLENGES

None responsive requests to administration proposals that affect the office staff work load.

LESSONS LEARNT

The CTC Office learnt the benefits of having a flexible attitude towards client needs and adapting to the environment.

WORKSHOPS/SEMINARS/CONFERENCES

HOSTED BY CENTRE

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	TITLE/THEME	NUMBER OF PARTICIPANTS	DATE
NATIONAL	Signing of Memorandum of Understanding between the University of Eswatini and Construction Industry Council	Construction Industry Council	11 July 2019 University of Eswatini, Kwaluseni Campus
	Training of Caregivers (ToC) Nation- wide Project Funded by European Union 11th European Development Fund	Signing of Training of Caregivers Nation-wide Contract Agreement Extension of 6 months request submitted to EU NCSD collaboration for handover after completion of the ToC project Final ToC Project Report	01 February 2019 to 30 September 2021
	Short Course Offerings Face to face Online training Seminar/s	10 delegates – Leadership & Influence 11 delegates Empowerment Seminar 1 Change Management during lockdown & Post COVID-19 1 Stress Management and Wellness for Employers & Employees	01 April to 31 August 2020
	Recruitment of African Development Bank Officer commissioned by Ministry of Finance	3 Final shortlisted interviewees	14 April 2021
	Combined Financial Accounting & Risk Management Training commissioned by Stefanutti Stocks Construction Swaziland (Pty) Ltd	24 participants	07 June to 18 June 2021
	Development and Review of the Parliament of Eswatini Strategic Plan 2021-2025	o Parliament of Eswatini Strategic Plan 2021-2025 document available.	9 April 2021 to 15 October 2021
	Training of SOS Village Staff on Performance Management and Emotional Intelligence	20 participants	07 September to 10 September 2021

Consultancy & Training Centre (CTC) - continued



	TITLE/THEME	NUMBER OF PARTICIPANTS	DATE
	Project Management Training Course commissioned by Construction Industry Council (CIC)	62 participants	13 September to 23 September 2021
	Bereavement and Counselling Training Course for NATTIC Staff	14 participants	26 October and 2 November 2021
	Farmers Training on Practical Course on the use of Agro-Industrial by-products for feeding goats commissioned by Eswatini Water & Agricultural Development Enterprise (ESWADE)	19 participants	16 December 2021
	Financial and Business Management Course commissioned by Construction Industry Council	29 participants	Group 1 28 February to 3 March 2022
	Financial and Business Management Course commissioned by Construction Industry Council	40 participants	Group 2 20 June to 24 June 2022
	Launch of Eswatini Water Services Corporation (EWSC) Management Development Program (MDP) Course Topics: MDP Leading a Customer Centric Organization	26 participants	16 June 2022-24 February 2023 EWSC Head Office, Ezulwini
	Leading Change with foresight for growth Root cause analysis Emotional Intelligence Demystifying Leadership Integrated Lean 6 Sigma Financial Ratios Financial Statements Personal Mastery Ethics in the workplace Effective communication People Management and Discipline Performance Management Diversity and Inclusion		
	Financial and Business Management Training course commissioned by Construction Industry Council	74 participants	19 to 21 July Esibayeni Lodge, Matsapa
	Project Management for Bio Medical Staff commissioned by Ministry of Health and Construction Industry Council	10 participants	15 to 26 August 2022, Esibayeni Lodge, Matsapha
	Training on Developing Effective Tender Specifications course commissioned by ESPPRA	15 participants	30 August to 01 September 2022 Sibane Sami Hotel
	Procurement training for Government Suppliers doing Business with the Public Sector commissioned by ESPPRA	17 participants	20 to 21 September 2022 Happy Valley Hotel, Zulwini





Vision

URC sees a body of scientists and students linked to the broader innovation systems who respond collectively to societal development challenges

Mission

URC's mission is to foster collaboration, innovativeness and adaptive capacity of researchers to develop and sustain high quality, responsible, and impact oriented research.

OBJECTIVES

The University Research Centre shall be responsible for but not limited to:

- Facilitating and coordinating research proposals' submission by staff to the Research Board and monitoring the implementation of these:
- Compiling research reports;
- Developing and maintaining the profile of research and researchers at the University and beyond:
- Preparing and publishing research abstracts and output of the University;
- Facilitating activities of the University research journals, editorial committees and the preparation of the journals for publication;
- Organizing research related seminars and workshops;
- Recommending and commissioning studies of institutional or national importance;

- Monitoring and evaluating research at the University; and
- Liaising with the national research body, the Eswatini Institute for Research in Traditional Medicine, Medicinal and Indigenous Food plants (EIRMIP) and other research organizations at national and international levels

EXECUTIVE SUMMARY

Developing and maintaining the profile of research and researchers at the University

• The URC completed receiving staff bios for uploading on URC website but the latter is not functional

University Research Centre - continued



Preparing and publishing research abstracts and output of the University

• The URC continued to prepare and code research abstracts and output of the University for uploading on its website under development.

Facilitating activities of the University research journals, editorial committees and the preparation of the journals for publication

- The URC invited staff to join a Webinar series for African OA journals editors and publishers which took place February 10, 17 and 24, and March 3, 10, 17 and 24, 2022.
- The URC recommended to the Vice Chancellor the names of Editor –in-Chief and Associate Editors for the UNESWA Journal of Research and the UNESWA Journal of Agriculture, Science & Technology that are hosted by the URC.
- The URC developed a Procedure for Publishing University Research Journals and Other Scholarly Publications.

Organizing research related seminars and workshops

• Following the Webinar series for African OA journals editors and publishers, the URC in collaboration with the University Library and Elsevier, organised a Webinar on August 29, 2022 for UNESWA Staff entitled, "Tips for Selecting Open Access Journal Publishing"

Recommending and commissioning studies of institutional or national importance

- The URC received support for conduct of a national study entitled "The Assessment of Food Loss along the Bean Supply Chain, and the Situational Analysis of Trade, Nutrition and Related COVID-19 Impacts in Eswatini". The study was availed to the following members of staff across different Departments:
 - 1. Dr SSB Mlipha, URC
 - 2. Dr BP Dlamini, Faculty of Agriculture
 - 3. Prof YA Armide, Faculty of Agriculture
 - 4. Dr LPN Mabundza, Faculty of Consumer Sciences

Monitoring and evaluating research at the university

The URC developed the following instruments in support of the monitoring and evaluation of research at the University

	POLICY	STATUS
1.	Code of conduct for responsible research and publication	Approved by Senate
2.	Research Policy	Approved by Senate
3.	Procedure for review and investigation of allegations of research misconduct and other violations of research integrity	Approved by Senate
4.	Procedure for Publishing University Research Journals and Other Scholarly Publications	Under review by University Research Board
5.	Policy and Procedure on Research Overheads	Under review by University Research Board
6.	Procedure for Appointment of Adjunct and Visiting Researchers	Under review by University Research Board



WORKSHOPS/SEMINARS/CONFERENCES

HOSTED BY CENTRE

	TITLE/THEME	DATE
NATIONAL	The Assessment of Food Loss along the Bean Supply Chain, and the Situational Analysis of Trade, Nutrition and Related COVID-19 Impacts in Eswatini - Validation Seminar	22-23 February, 2022

COMMISSIONED STUDIES

RESEARCH TEAM TITLE SOURCE OF FUNDING DATE OF			
RECEAROTI TEAM	11122	COOKCE OF TONDING	COMPLETION
Dr. S.S.B. Mlipha; Dr. B.P. Dlamini, Prof. Y.A. Armide; Dr. T.P. Nkambule; Dr. L. P. N. Mabundza	The Assessment of Food Loss along the Bean Supply Chain, and the Situational Analysis of Trade, Nutrition and Related COVID-19 Impacts in Eswatini	Food and Agriculture Organization of the United Nations (FAO)	March 2022
Dr. M.C. Shongwe; Ms. S. Myeni; Dr. M.S. Simelane; Dr. F.S. Shabalala; Dr. S.K.S. Masuku; Mr. B. Mamba; Ms. S. Gulwako; Mr. B. Mdziniso; Dr. S.S.B. Mlipha	Partnership to Enhance Analytical Capacity and data use in Eastern and Southern Africa (PERSuADE)	Global Fund	December 2023

University Research Centre - continued



CONSULTANCY

• Dr. S.S.B. Mlipha conducted a study for the Institute for Humanities in Africa under the HUMA-LASPAD PROJECT. The consultancy was titled The State of African Scholarly Publishing and Dissemination and the date of completion was June 2022.

COMMUNITY SERVICE

• Dr. S.S.B. Mlipha was appointed to serve as a University representative in the following Committees; The Industrial Development Policy Review Committee as well as the Financial Literacy Strategy drafting Committee for the Kingdom of Eswatini. He also served as one of the UNESWA representatives in the EPO-ARIPO University IP outreach and capacity-building project.





Eswatini Institute for Research in Traditional Medicine, Medicinal and Indigenous Food Mants (EIRMIP)



Dr. G. Sibandze

Vision

Research Institute of Choice in Africa on Traditional Medicine, Medicinal and Indigenous Food Plants

Mission

To be responsive to national and international needs through excellence in relevant research and innovation on traditional medicine, indigenous medicinal and food plants.

The Institute seeks to serve as Eswatini's leading institution for the design, coordination and execution of multidisciplinary research in traditional medicine, medicinal and indigenous wild edible plants. It strives to combine the expertise of scientists and Traditional Health Practitioners (THPs), with a view to producing plant-derived pharmaceuticals and to promote the use of traditional medicine in national health care. It also seeks to raise general awareness regarding the nutritional value of underutilized indigenous edible plants.

OBJECTIVES

The objectives of the Institute are to:

- Conduct ethnobotanical surveys for indigenous non-cultivated fruits, vegetables, and medicinal plants in order to establish and maintain a database;
- Document available Bio-resources and their technological exploitation;
- Establish a gene bank for under-utilised indigenous fruits and vegetables which could be used to broaden the food base;
- Propagate food and medicinal plants in order to conserve biological diversity;
- · Conduct bioassays of medicinal and

indigenous food plants with the aim of isolating and identifying bioactive compounds from plants;

- Develop isolated compounds into new drugs for the treatment of common diseases;
- Provide a forum for the meeting of researchers on medicinal and food plants with nutritionists and traditional health practitioners (THPs) in an atmosphere of mutual trust and respect;
- Organise workshops and seminars;
- Setup a staff profile whose expertise will reflect many scientific disciplines such as Botany, Microbiology, Biochemistry, Pharmacology, Chemistry, Nutrition,

Eswatini Institute for Research in Traditional Medicine, Medicinal and Indigenous Food Mants (EIRMIP) - continued



Agronomy, Medicine, Information Technology and the Social Sciences;

- Work towards making traditional medicine a safe and acceptable alternative system of health care; and
- Ensure that the research conducted in the Institute contributes towards food security and improved healthcare for the Eswatini nation and beyond, thus leading to economic development.

EXECUTIVE SUMMARY

During the year under review, the Eswatini Institute for Research in Traditional Medicine, Medicinal and Indigenous Food Plants (EIRMIP) continued to service its core mandate of research in traditional medicine, medicinal and indigenous food plants. Although there were many challenges, particularly, the COVID-19 pandemic which saw operations slowing down, some activities not being feasible and at times laboratory work completely halted because of the national shutdowns, EIRMIP has persevered through these trying times and engaged with her stakeholders to produce work of high quality amidst the challenges. One of the important lessons during the COVID-19 era has been the relevance of herbal medicine in the country's public health sector. The use of alternative medicine for the management of COVID-19 symptoms

highlighted the popularity of herbal or traditional medicine and thus the need for investment in testing and regulating of herbal medicines in the country. It is imperative that investment into the necessary facilities is done in order for UNESWA to be relevant and bring the necessary solutions when it is most crucial. The Institute contributed towards knowledge dissemination and was featured in the UNESWA radio programme to help disseminate appropriate information on the use of herbal medicines for the management of COVID-19 symptoms.

Furthermore, in the period under review, the Eswatini National Trust Commission (ENTC), through the Strengthening National Protected Areas Systems (SNPAS) project, awarded EIRMIP seed funding to establish ecotourism infrastructure at the Mafutseni Research Farm. The funding was to the tune of Two Hundred and Fifty Thousand Emalangeni and was to build ablution facilities and install are borehole on site. This was additional to funds EIRMIP had received from SNPAS to extend it nursery and construct a store-room/tank stand. Another important milestone during this period was the declaration of the Mafutseni farm as as Other Effective Area-based Conservation Measure (OECM). This renders the site a recognised protected area for in situ conservation of biological



Council viewing the nursery



Eswatini Institute for Research in Traditional Medicine, Medicinal and Indigenous Food Plants (EIRMIP) - continued

diversity. Establishing ecotourism activities on site will help the farm to be self-sustaining in the long term and has the potential to generate revenue for the University.

EIRMIP had the pleasure of welcoming the University Council Chairperson, Chief Prince Mkhumbi. He was leading members of Council on a site visit to the farm in Mafutseni. The Vice Chancellor Prof. J.M.Thwala, Pro-Vice Chancellor Prof T.H. Gadaga, Director EIRMIP, Dr. G.F. Sibandze, some members of the UNESWA senior management and EIRMIP staff were present at the occasion.

During the period under review, EIRMIP embarked on a value addition project, where indigenous plants are used to produce value-added products. Some of the piloted products include jams, fruit juices, teas, cough syrups and some cosmetic products. These products have been thoroughly researched and therefore meet the standards and requirements for food, nutraceutical or cosmetic products.

The Institute has also established collaboration with the Eswatini Sugar Association (ESA), through which funding is provided to a final postgraduate student in the science or science related fields, to conduct research on the stick of sugarcane to produce valueadded products. To date, two students have benefited from this partnership, with a third underway.

Additionally, EIRMIP also received funding to conduct various projects and among these is the TWAS Research group award to Dr G.F. Sibandze (Director of the Institute) for USD 39,000. This funding will help the Institute to purchase research equipment, consumables and further support two postgraduate students to study towards a Master's degree programme. The students' research will be aligned with the current research at EIRMIP.

In terms of staff development, Ms Menzi Ngwenya successfully completed her Master of Science in Food Science and Technology. Ms Menzi was then promoted to the position of Research Fellow in the Institute. Mr Emmanuel Kunene proceeded to pursue his doctoral studies in Taiwan. The Institute wishes Mr Kunene well in his studies and welcomes Dr Patricia Carmichael who has stepped in as Part-time Agronomist whilst Mr Kunene is away. The Institute also bid farewell to Dr Meshack Dludlu who took up a lecturing position in the Department of Biological Sciences. Dr Dludlu was an invaluable member of the Institute and is wished well in his new role. EIRMIP continues to collaborate with Dr Dludlu on projects of mutual interest.

WORKSHOPS/SEMINARS/CONFERENCES

	NAME	TITLE/THEME OF CONFERENCE	SOURCE OF FUNDING	DATE OF COMPLETION
	Sibandze G. F.	Comprehensive Cancer Care Sensitization Workshop	Food as Medicine	16 April 2021 at The George Hotel, Manzini, Eswatini
The second second	Sibandze G.F., Dludlu M.N., Kunene E.N., Vilane V.S., Ngwenya M.P., Magagula N.	4th Eswatini Biodiversity Research Conference	The Value of Plant Resources in Eswatini - Sustainable Utilisation and Conservation of Indigenous Plants	14 July 2022 at Simunye Country Club, Eswatini
Control of the contro	Vilane V.S.	Masters in Intellectual Property Program (MIP) Alumni Regional Conference on Intellectual Property for Business	Current Status of the University of Eswatini towards Commercialization of Intellectual Property	7-8 December, 2022 at The Rainbow Towers Hotel, Harare, Zimbabwe.



NAME	TITLE/THEME OF CONFERENCE	SOURCE OF FUNDING	DATE OF COMPLETION
Sibandze G. F.	Association of Commonwealth Universities Annual General Meeting	Equal Opportunities at UNESWA	8 December 2022, virtual meeting

RESEARCH ACTIVITIES

EIRMIP's research has continued to focus on the phytochemical and biological investigation of indigenous plants in order to provide a scientific basis for their efficacy and also provided data on their interaction with standard drugs. Research to add value to indigenous wild food plants is also underway and the aim is to develop high value- products with superior nutritional content that can also be of commercial value. The Institute reckons that in order to effectively reap commercial benefits from indigenous plants, a sustainable supply is essential and therefore, research is also ongoing to develop technology for their propagation, with special focus on retaining the phytochemicals essential for biological activity. The table below outlines some of the projects conducted at EIRMIP during the reporting period.

RESEARCH TEAM	TITLE	SOURCE OF FUNDING
Ngwenya, M.P. and Vilane, V.S., Sibandze, G.F.	Development of New Food Products using Indigenous Plants	UNESWA
Vilane V.S. and Sibandze G.F.	Isolation and Structure Elucidation of Bioactive Compounds from Indigenous Medicinal Plants	UNESWA
Sibandze, G.F. Vilane, V.S, Kunene E.N., Ngwenya M.N. and Magagula, N.	Genetic Diversity and Chemical Profiling of Cannabis from Eswatini and South Africa	SADC
Gomes, C.D., Ndlovu T., Thwala, J.M., Shelembe J. and Sibandze G.F.	Production of Biodegradable Plastic from Sugarcane	ESA
Sibandze, G.F.	Herb-drug Interactions Between Commonly Used Herbal Preparations and Standard Antimicrobial Drugs	UNESWA
Sibandze, G.F. Vilane, V.S, Kunene E.N., Ngwenya M.N., Dludlu, M.N. and Magagula, N.	Investigating Artemisa afra (umhlonyane) for Respiratory Illnesses	UNESWA
Carmichael P.N., Kunene, E.N., Vilane, V.S.	Influence of Different Seasons and Propagation Media on Rooting Potential and Phytochemical Profiles of Warburgia salutaris (sibhaha)	UNESWA
Carmichael P.N., Kunene, E.N., Vilane, V.S.	Effect of Organic Soil Amendments and Harvest Time on Yield and Secondary Metabolites (anti-oxidants) of Siphonochilus aethiopicus (sidvungule)	UNESWA
Dludlu, M.N., Kunene, E.N. and Sibandze, G.F.	Developing a Conservation Strategy for Warburgia salutaris (sibhaha) and other Threatened Plant Species in Eswatini	UNESWA



Eswatini Institute for Research in Traditional Medicine, Medicinal and Indigenous Food Plants (EIRMIP) - continued

RESEARCH TEAM	TITLE	SOURCE OF FUNDING
Dludlu, M.N.	Taxonomic Studies on the Psoralea and Hypoxis species in Eswatini	UNESWA
Dludlu, M.N.	Ethnobotany and Biogeography of the Flora of Mahamba Gorge	UNESWA
Dludlu, M.N.	Mapping the Utilisation and Threats to Indigenous Food Plants in Eswatini	Taiwan Africa Vegetable Initiative (TAVI)

LINKS WITH OTHER INSTITUTIONS/ ORGANISATIONS

continues EIRMIP established and grow collaborations with various institutions, both locally and internationally. An MOU with Malmo University in Sweden was signed to facilitate joint research between the two institutions. Currently the collaboration has facilitated research titled "Indigenous Climate Observatory: Local knowledge for Local Change" whose focus is on the sustainable utilisation and conservation of the pepper-bark tree or sibhaha (Warburgia salutaris). The project is done with local communities where the tree naturally grows. EIRMIP is also collaborating with the Agricultural Research Council (ARC) in South Africa under a SADC funded project investigating the Genetic and phytochemical diversity of cannabis in South Africa and Eswatini. The local partners for this project are the Royal Eswatini Police Service (REPS and the Ministry of Health. Through EIRMIP's partnership with the Eswatini Sugar Association (ESA), research to develop value-added products from the stick of sugarcane is ongoing. The Institute continues to work with other stakeholders such as government departments, non-governmental organisations and other institutions which have mutual interest.

COMMUNITY SERVICE

During the reporting period, the Institute staff served in national Boards and Committees where they contributed to national development projects in the area of biodiversity conservation, science, technology and innovation, plant genetic resources, food and nutrition, climate change to mention a few. Dr G.F. Sibandze served as a member of the Royal Science and Technology Park (RSTP) Board, and also participated and contributed to the national climate change adaptation of the health sector in the country. She was also involved in assisting the Ministry of health in development cancer nutrition guidelines. Dr M.N. Dludlu served as a member the National Evaluations Committee of informal protected areas for consideration as Other Effective Area-based Conservation Measures (OECM) sites, member of the Technical Working Group on the declaration of Special Habitats using the Flora Protection Act of Swaziland (2000) and as a member of the Environmental and Biosafety Research Ethics Committee (EBREC). Ms Ngwenya served as member of the Multisector Food and Nutrition Coordination Forum in Eswatini wherein she participated in the development and validation of the Food and Nutrition Bill in Eswatini. Mr E.N. Kunene served as a member of the Steering Committee of the Strengthening National Protected Area Systems (SNPAS) project.

University Teaching Farm



Vision

Excellence in practical agriculture and new technology provided to students during their study.

Mission

The mission of the teaching farm is to provide excellent teaching, research and practical learning experience to all Agriculture students and teaching staff through provision of required resources



OBJECTIVES

The objectives of the Teaching are to:

- Provide facilities for practical learning for students, staff and other interested parties;
- Provide facilities for research that focus on development of agriculture in Eswatini and the region;
- Develop a self-supporting capacity through improved revenue generation;
- Foster the involvement of the University in commercial farming; and
- Provide extension services in the areas of comparative advantage.

EXECUTIVE SUMMARY

The Teaching Farm is an integral part of the Faculty of Agriculture. Its aim is to provide the requisite practical illustrations of the agricultural principles taught in class. It serves as a teaching unit for students' entrepreneurial projects and research by both staff and students. It consists of 72 hectares of arable land. Seven ha of land has irrigation system installed, and mainly used for rye grass (fodder) production. The Farm has a dairy unit. Shortage of operating funds continued to be a challenge in the provision of farming inputs in the Farm. This affected production in the Farm and contributed to livestock mortality for both cattle (particularly dairy herd) and pigs.



FARM PRODUCE AND SALES

The Farm generates money through the sale of various products. The list of products, their corresponding quantities and the total revenue generated from them is shown in Table 1. About 54% of the milk is sold to Lactalis Eswatini. Another 22% is sold to Hlanusakhe Dairies, while 21% of the milk is sold at the University Farm Produce Shop. About 4% of the milk is consumed locally (campus refectories and departments).



Beef herd in readiness for dipping

Farm sales for the year 2021-22

Item Sold	Quantity	Units	Amount (E)
Milk	77 050	L	538 860.60
Pork/Porkers	3 435	Kg	122 435.00
Pig weaner	82	Each	41 000.00
Male Dairy Calves	12	Each	6 000.00
Meat (Dairy Cow)	102	Kg	4 590.00
Emasi	280	L	2 800.00
Dry White Maize	700	Kg	2 660.00
Boar (Culling)	1	Each	2 500.00
Pig Head	3	Each	200.00
Emty bags	20	Each	20.00
Total			721 183.60

A total of E 721 183.60 was generated from the Farm's activities during the year under review. A majority of revenue generated from the Farm came from the Dairy Unit (sale of milk, male calves and meat). This was followed by income from the piggery unit.



LIVESTOCK STATISTICS

Cattle stock at the end of 2021-22

Class	Dairy Herd	Beef Herd
Bull	2	1*
Cows	45	23
Steers	8	16
Ox	0	2
Heifers	33	11
Male Weaners	0	8
Female Weaners	6	7
Male Calves	4	0
Female Calves	6	1
Total	104	69

^{*}Bull belongs to Government of Eswatini and was loaned to the University through the bull loan scheme.

The Farm has a total of 173 animals, (104 and 69 under the dairy herd and beef herd respectively). The Farm is experiencing high level of mortality especially under the dairy herd. This is mostly attributed to shortage of feed as this herd mostly relies on planted pasture and the current financial situation of the institution inhibits efficient fodder production. A total of calves were calved under the dairy herd and 18 calves under the beef herd during the 2021/22 financial year.

Piggery stock at the end of 2021-22

Class	Teaching Farm	Pig Enhancement Project
Boar	1	4
Sows	9	0
Gilts	3	0
Porkers	0	1
Growers	2	0
Weaners	8	0
Piglets	17	0
Total	40	5



A total of 45 pigs were available at the end of the reporting period, 42.5% of which were breeding stock (i.e. boar and sows). As illustrated in Table 3, 82 pig weaners, 54 porkers (sold live-weight or slaughtered) and 1 boar (culled) were sold during the reporting period. Eighteen farrowings occurred during the year under review, with an average of 2 farrowings per sow per year. A total of 235 piglets were produced. The piglet mortality rate was also very high and mainly attributed to shortage of funds to provide proper farrowing structures and adequate feeding and suitable environment to nurse the piglets.

Fields Operations

About 23 ha were planted with yellow maize and harvested for silage to feed dairy cattle during the year under review. From this area, about 188 tons of silage was instilled in two silage pits. The area planted with white maize was 1.5 ha.

Dairy cattle were also grazed on 9.7 ha of planted rye grass and 3.3 ha of kikuyu grass.

STUDENTS' ACTIVITIES/PRACTICAL LESSONS

In addition to the learning practicals that the students conduct in the Farm they also conducted entrepreneurial projects. Under the piggery units the Farm had two groups of students doing piggery entrepreneurial projects and some students engaged in vegetable growing projects in the fields. Practical lessons undertaken by students on cattle include dehorning, branding and milking among others.

COMMENT ON THE EFFECTS OF COVID-19

The University in aligning itself with the COVID-19 regulations advised most staff to work from home. However, this arrangement was not practical to implement in the Farm as the Farm's operations can only be physically carried out on site. Instead of working from home, the Farm only prioritised key operations like livestock husbandry operations and irrigation. Also to minimise close proximity between employees the Farm took advantage of the openness of the working environment and assigned employees on task that would prevent them from being closer to each other. The curfew affected the movement of Farm staff as some especially the dairy attendants were required to start work very early in the morning. However, the provisions of the letter from the University confirming that such employees were required on duty during lockdown assisted in facilitating the staff movement.

Another effect that the Farm experienced during the COVID-19 period was psychologically-related. Whilst no one succumbed to the disease in the Department employees were losing their relatives, friends and colleagues (from other departments) due to the pandemic. This caused a lot of fear and uncertainties.

The pandemic also affected the learning (practical aspect) for the students who were conducting practical in the Farm. As students were mostly away from Campus and mostly learning online, and few practical lessons were conducted in the Farm.

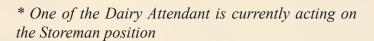
University Teaching Farm - continued



PERSONNEL

The table blow indicate Farm staff by cadre

Category	Number
Farm Manager	1
Livestock Technician	1
Farm Foreman	1
Storeman	Vacant
Dairy Attendant	9*
Piggery Attendant	2
Field Attendant	8
Total	22





A group of weaners at the piggery house



Dairy herd taken to feeding barn



Yellow maize for silage



