

NELSON MANDELA

UNIVERSITY



VICE-CHANCELLOR'S EXCELLENCE AWARD WINNERS

10 September 2019

The Tramways Building



OUR VISION, MISSION & VALUES

Our vision and mission define our long-term aims and purpose for existence.

VISION

To be a dynamic African university, recognised for its leadership in generating cutting-edge knowledge for a sustainable future.

MISSION

To offer a diverse range of quality education opportunities that will make a critical and constructive contribution to regional, national and global sustainability.

VALUES

Diversity

Excellence

Ubuntu

Social justice
& equality

Integrity

Environmental
stewardship



A MESSAGE FROM THE VICE-CHANCELLOR



Welcome to the 2019 Nelson Mandela University's annual Vice-Chancellor's Excellence Awards Dinner where, for the first time, we will jointly celebrate our top academic, professional, administrative and service staff in the categories of research, teaching, engagement, innovation, creative outputs, and institutional support.

Excellence is one of the University's six values, which we believe is core to achieving our vision of being a dynamic African university, recognised for its leadership in generating cutting-edge knowledge for a sustainable future.

As our outstanding role players and employees, you have made an important contribution to this endeavour in leading our University, its students, staff and the communities we serve by doing exceptional work in your specific area.

Together we are building a better university and community for all to strive and prosper.

I also wish to acknowledge the hard work and time that

you have devoted to your work, whichever your area of expertise.

A special word of thanks and appreciation goes to your families, colleagues and communities who have so enthusiastically supported you in your journey to success. You are worthy ambassadors of the University which proudly bears the name of a great global leader.

As you proceed with your daily task at our noble institution, I urge you to continuously strive to live up to our values and the essence of Nelson Mandela.

Please continue to live up to his challenge of being responsible and innovative, thinking of the needs of others and place these at the centre of all that you do.

Let us continuously grow and adapt in our pursuit of knowledge towards a better life for all.

Congratulations on your outstanding achievement.

Professor Sibongile Muthwa
Vice-Chancellor

"The power of education extends beyond the development of skills we need for economic success. It can contribute to nation-building and reconciliation." - Nelson Mandela



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RESEARCH EXCELLENCE AWARDS



"To be able to empower young, inquisitive minds through education is a privilege that will never escape me."

Prof Benita Barton

Chemistry

Associate professor in Chemistry, Prof Barton investigates a new, entirely different and considerably less energy-demanding and greener separation strategy for chemical mixtures, using host-guest chemistry. Currently, 10 to 15 percent of the world's energy consumption goes towards separating chemicals from one another.

Many chemicals have very similar physical properties, and

because they are derived as mixtures from fossil fuels or unselective syntheses, they are incredibly difficult, expensive and time-consuming to separate using the more usual physical techniques (fractional distillations, crystallisations).

Selective host compounds are able to extract one particular compound from the mixture. A simple filtration is employed to separate the host-guest complex from the other chemicals, and the host can then be readily recycled back into the process.

Prof André Keet

Research & Teaching

Located within and supported by a team of research assistants, research and postdoctoral fellows, research associates and visiting and honorary professors, Prof Keet's research explores universities as social institutions through notions of critique, plasticity and transformability, as ways to renew our academic traditions and practices in socially-just directions.

His research interests seamlessly align with the intellectual pursuits of Chair for Critical Studies in Higher Education Transformation (CriSHET), of which he is the current Chair.

Firmly rooted in the interior of the transformation project of Mandela University, CriSHET systematically builds networks, collaborations and solidarities across various intellectual, disciplinary, socio-cultural and geographical contexts to bring together different efforts on university transformation in conversation with one another around the broader objective of an engaged, civic institution.



"Transformative research – its own re/award."



FACULTY RESEARCHERS OF THE YEAR

"You have to take ownership and leadership of tomorrow. For that to be possible, you have to strengthen your capacity and widen your vision as a global citizen." Ban Ki-moon



Prof Janina Wozniak

Arts

Prof Wozniak is an associate professor in Media and Communication and her research focuses on media expression on the African continent.

Visual and written texts respond to complex experiences of their audiences, whose views are informed by history and power play in their immediate environment and by external forces.

Through the media, politicians regularly evoke facets of group identities as election currency. The historical trajectory of group identities and its impact since ancient trade, shifting religious identities, slavery, colonial periods and labour history against global economic patterns and ideologies over time are reflected.

The present media outlet and its products are interrogated against changing periods of governance and global economic pressures, since independence in Africa, to identify current ideologies and suggest possible improvements.

Dr Andrew Phiri

Business & Economic Sciences

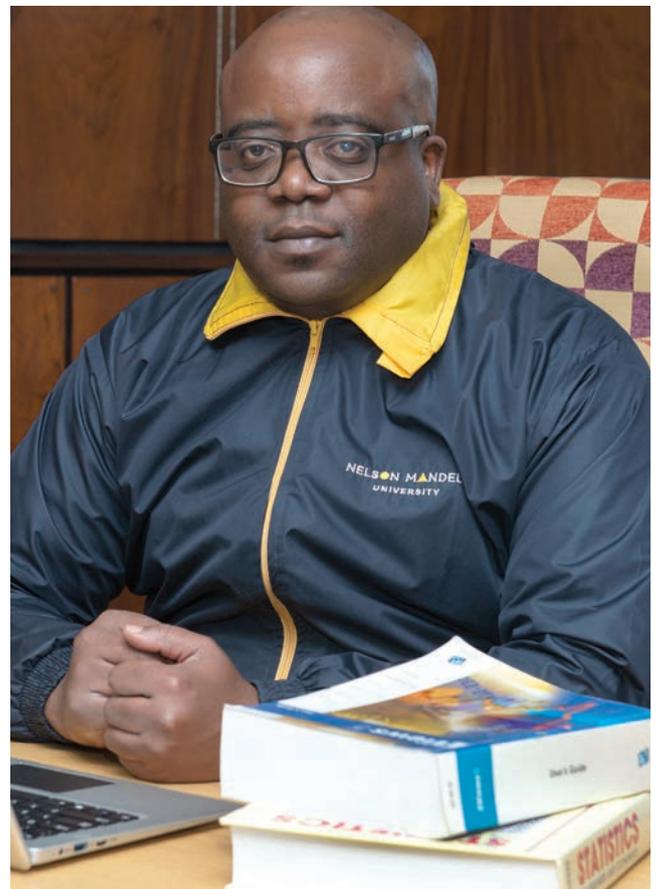
'New-era economics' is a discipline which emerged from the ashes of the global financial pandemic of 2007/2008, which many mainstream economists failed to predict and hence prevent, and this is the research focus of Dr Phiri, a senior economics lecturer.

'New-era economics' assumes an extremely liberal, multidisciplinary stance, allowing data to speak for itself, rather than prematurely subscribe to particular schools of thought.

This new field separates the 'wheat from the chaff' in terms of which economic welfare policies are working and which are not.

Dr Phiri has published 13 peer-reviewed articles that highlight key inadequacies in fiscal, monetary, education, foreign investment, exchange-rate, household-debt and energy-related issues, all of which government needs to take heed, thereby ensuring the future well-being of citizens.

"As is the case with mankind, it is really doubtful that any economy can truly prosper without being highly sacrificial."



FACULTY RESEARCHERS OF THE YEAR

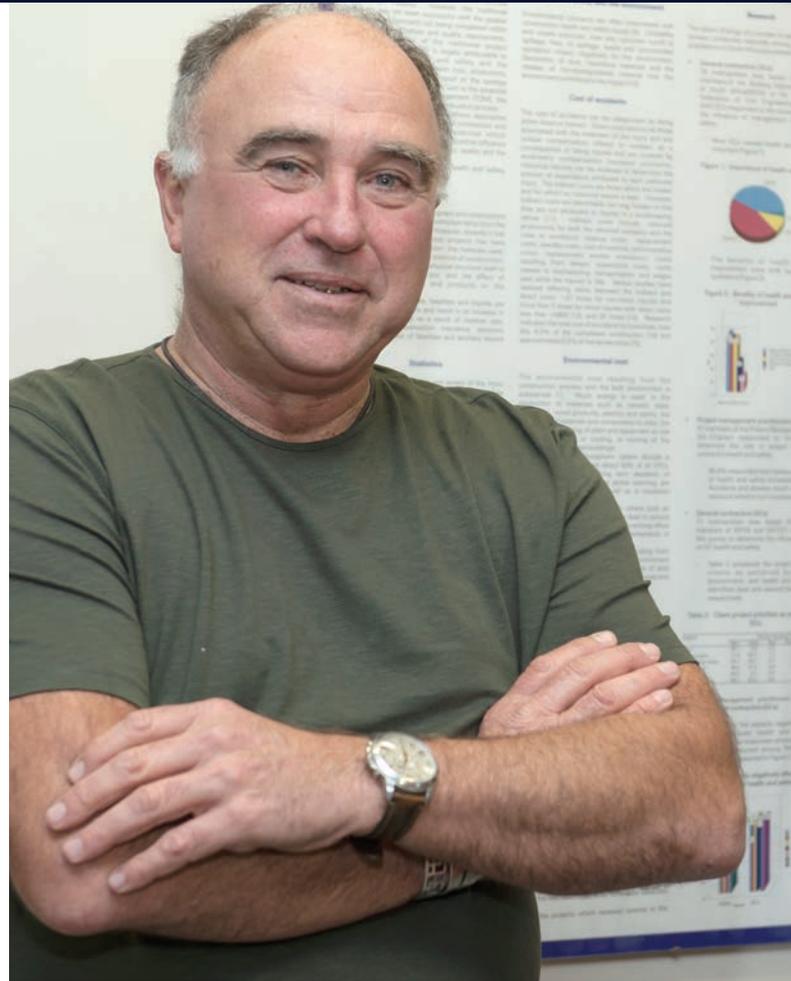
Prof John Smallwood

EBEIT

Construction, globally, not least in South Africa, generates a disproportionate number of fatalities, injuries, and occupational diseases, which has a negative impact on the health and well-being of participants and contributes to the cost of construction and developments. Construction Management Professor Smallwood lectures and supervises primarily construction health and safety-related research at postgraduate levels.

He conducts extensive personal and collaborative research relative to construction health and safety, occupational health, ergonomics, health and well-being, primary health promotion, quality management and risk management. Prof Smallwood believes that research precedes lecturing and engagement, to add value to knowledge development among students and society. Extensive interfacing with the built environment and contracting sector, in terms of students' and personal research, enables him to make a difference.

"Given that health and safety is a 'life and death' issue, meaningful research, and implementable recommendations, do 'make a difference'."



Prof Logamurthie Athiemoolam

Education

Exploring the value of creative arts-based approaches to teach across the curriculum, such as drama and theatre-in-education, is the research focus of Prof Athiemoolam, a professor in Language Education.

His research has uncovered the link between creative arts-based approaches and the enhancement of critical and creative thinking skills.

He has also discovered that drama-in-education, as a teaching strategy, contributes to the enhancement of reflective skills, leading to a better understanding of events, issues and the participants' experiences.

Globally, there is a realisation of the value of creative arts-based approaches as teaching strategies to enhance thinking skills. Hence, he has received numerous invitations from a range of institutions, both nationally and internationally, to present research papers and conduct workshops in this field.

"My research is driven by a passion to seek out new ways of knowing, new ways of doing and new ways of understanding the world."



FACULTY RESEARCHERS OF THE YEAR



Prof Ilse Truter

Health Sciences

Pharmacy's Prof Truter, is the leader of the Drug Utilisation Research Unit (DURU) in the Faculty of Health Sciences, which was established 25 years ago, making this a special year. The unit's research involves the study of the uses, effects and cost of medicine in defined populations. In the past year, studies have focused on Attention-Deficit/Hyperactivity Disorder (ADHD), treatment of pain, over-the-counter medicine and vaccines.

Studies typically analyse the usage patterns of medicine and their effectiveness and make recommendations to ensure that medicines provide cost-effective care. Prof Truter's research, therefore, primarily focuses on management principles in the context of pharmacy. From a health education perspective, an article was also published on the expectations among academic pharmacists in the workplace.

"Never stop dreaming, and never stop being curious ... the (research) journey is as important as the destination. Enjoy the journey!"



"You can't go back and change the beginning, but you can start where you are and change the ending." C. S. Lewis

Prof Joanna Botha

Law

Prof Botha is an associate professor in the Department of Public Law and her research focuses on the development of a regulatory framework for hate crimes and hate speech, which appreciates that inter-group hostility is linked to social hierarchies and the power dynamics between

marginalised communities and those with 'in-group' status.

Prof Botha explores this issue by way of a contextually sensitive and people-orientated approach and with reference to South Africa's constitutional paradigm.

Her goal is to use engaged research to enhance the law's capacity to construct meaningful change and development in an inclusive South Africa.



FACULTY RESEARCHERS OF THE YEAR

“The vulnerability of marine predators to human activities and the excellent postgraduate student learning opportunities they provide, motivates my ongoing research.”



Prof Pierre Pistorius

Science

Zoology's Prof Pistorius focuses most of his research on the population ecology and behaviour of marine predators, such as seabirds, seals and dolphins.

Of particular interest are the influences of climate change and human activities on these species and their trophic interactions.

His research focuses strongly on the use of marine top

predators as ecological indicators for marine ecosystem-based management and spatial planning.

His research involves international collaboration with researchers from France, Norway, New Zealand, Australia, the UK, Seychelles and the Falkland Islands.

Prof Pistorius has published over 100 peer-reviewed scientific papers and obtained an H-index of 22.

During 2018, he authored 16 scientific papers in high impact international journals while supervising nine MSc and PhD students, as well as three post-doctoral candidates.

“Education is the great engine of personal development. It is through education that the daughter of a peasant can become a doctor, that the son of a mineworker can become the head of the mine, that a child of farm workers can become the president of a great nation. It is what we make out of what we have, not what we are given, that separates one person from another.” - Nelson Mandela



FACULTY EMERGING RESEARCHERS OF THE YEAR



Dr Janelle Vermaak

Arts

The doctoral research in Media Studies of Dr Vermaak, a senior lecturer in Media and Communication, focused on fan studies with specific emphasis on fans of the *Alien* film franchise.

However, her research interests vary, with publications ranging from designing digital communication strategies to online fan perception of the Evil Queen character.

Publications in the press include creating a fan-specific checklist for fans of the *Alien* film franchise and redefining the fairy-tale villain for contemporary television storytelling. She presented a paper at the Fan Studies North America conference in Chicago in 2018 and was invited to present a guest lecture at De Paul University after the conference.

“Research is not scary when you’re studying something that you’re passionate about and being encouraged to create and expand knowledge.”

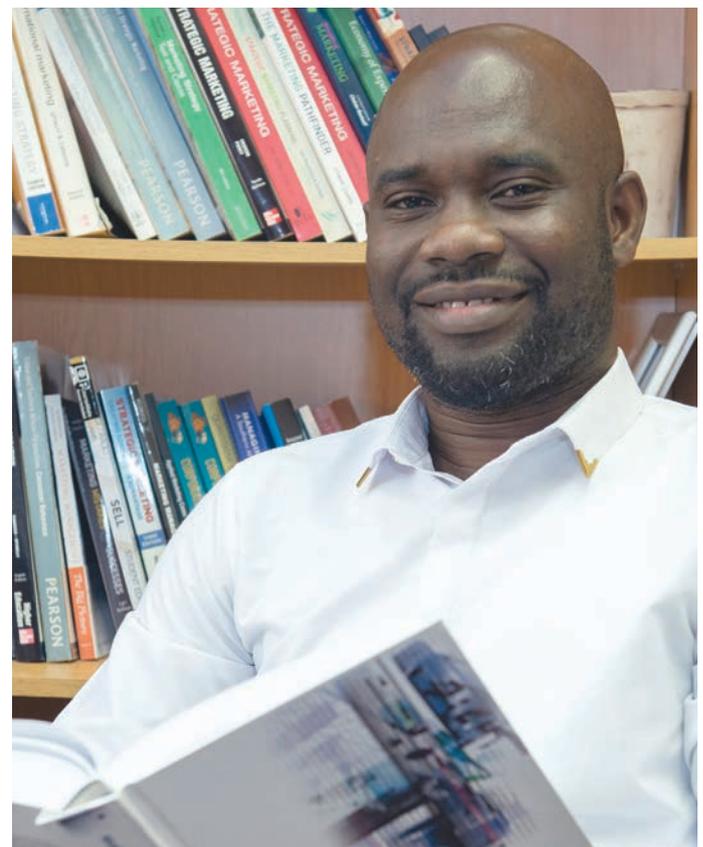
Dr Felix Amoah

Business & Economic Sciences

The experiences, satisfaction and behavioural intentions of tourists and guests in the tourism and hospitality industry and especially rural tourism destinations in South Africa, is the focus of Dr Amoah, a senior lecturer in Marketing Management.

Tourism has become a lucrative and fast-growing economic sector in several countries, yet despite the growth in international tourist arrivals to the country, little focus has been dedicated to the rural sector, which is underdeveloped compared to urban tourism destinations. Little information exists on tourists’ experience, satisfaction, and behavioural intentions in these areas. Tourism destinations, accommodation managers and governments may use Dr Amoah’s findings to improve their tourist experiences and promote a competitive platform for these tourism destinations to attract more tourists.

“If I cannot eliminate the challenges confronting our societies, I can help lessen the situation through my research.”



FACULTY EMERGING RESEARCHERS OF THE YEAR

Dr Heloise Sathorar

Education

Critical pedagogy and the application of a critical approach to teaching, learning, research and engagement is the research focus of Dr Sathorar, a senior lecturer in Education.

Through her work as Head of Programme for the BEd Senior Phase, Further Education and Training and the Postgraduate Certificate in Education programmes, she is engaged in curriculum transformation and works towards the democratisation of knowledge in teacher education. She works tirelessly towards decolonising the teacher education curriculum and proposes alternative ways of critically engaging with school communities by using participatory methodologies.

"Research gives us the opportunity to seek ways to enhance our lives to help make the world a better place for all."



"In theory, there's no difference between theory and practice. But, in practice, there is."
- Walter J. Savitch

Dr Mark Kramer

Health Sciences

Clinical exercise physiology and biomechanics is the research focus of Dr Kramer, who lectures Biomechanics and Exercise Physiology in the Human Movement Science Department.

He specialises in injury prevention, such as the anterior cruciate ligament in the knee joint and shoulder mechanics for field sports and swimmers respectively; health

optimisation centering on enhanced cardiovascular and cardiopulmonary functioning; and performance enhancement, by altering the metabolic response within specific intensity domains.

Dr Kramer has developed and implemented various tools and technologies that enhance the teaching and learning of biomechanics and exercise physiology from undergraduate through to master's level to elevate the expertise fostered by all students.



FACULTY EMERGING RESEARCHERS OF THE YEAR



"Each day is a new canvas – fill it with colour."

Stephen Newman

Law

Stephen, a senior lecturer in Mercantile Law, focuses his research on the enforcement of the Consumer Protection Act and specifically, the role played by the administrative and regulatory bodies, established in terms of the Act, in assisting consumers in resolving their disputes with retailers and service providers. Consumer protection is the responsibility of both the provincial and national governments as well as the various ombud schemes. Because of the dual enforcement role between the provincial and national bodies, there is a risk that consumers are left without a clear route to follow in resolving their dispute. Stephen's research is aimed at clarifying each body's role in enforcement, as well as the route for consumers to successfully resolve their disputes.



Dr Adeniyi Ogunlaja

Science

Activities caused or influenced by humans have resulted in the release of toxic gases, such as carbon dioxide (CO_2), nitrous oxides (NO_x) and sulphur dioxide (SO_2), into the environment, resulting in major environmental and health concerns.

New severe environmental regulations call for much lower levels of heteroatom-derived pollutants, and this has

stimulated an intensification of research and development efforts toward new detection and removal processes.

Lecturer in Chemistry Dr Ogunlaja's research contributes to mitigation efforts for addressing these problems by designing improved nano-based materials with new and useful properties that could help with on-site detection, removal and photochemical conversion of these pollutants to new, useful products.

"If you have a passion for science and discovery, the vision continuously pulls you."



FACULTY EXCELLENT TEACHERS OF THE YEAR

“Creative thinking, individualism and freedom of expression are what drive our creativity. This is a process which continues to strive for equal, all-inclusive opportunities.”



Tarryn Rennie

Arts

Nelson Mandela stated: “As we let our own light shine, we unconsciously give other people permission to do the same.” Tarryn, as visual communication lecturer in Media and Communication, bases her teaching on this ideal.

She strives to equip students with design thinking processes involving critical, creative, problem-solving,

reasoning and evaluating thinking.

To think creatively, one needs to apply critical thinking by recognising problems, defining the issues at hand, thinking about these problems and ultimately providing an informed opinion.

Through the approach of critical thinking and applying it creatively, she encourages her students to explore new avenues, enhanced by technology to provide solutions they sometimes thought unachievable.

Lizel Bester

Business & Economic Sciences

As a senior lecturer in taxation and applied accounting, Lizel’s teaching approach is based on six scholarly teaching pillars.

Firstly, as an excellent teacher, you should be committed to your students and serve them to the best of your ability. Excellent teaching in the classroom is to be creative and innovative. Engagement in learning should be vibrant and relevant to the current working environment.

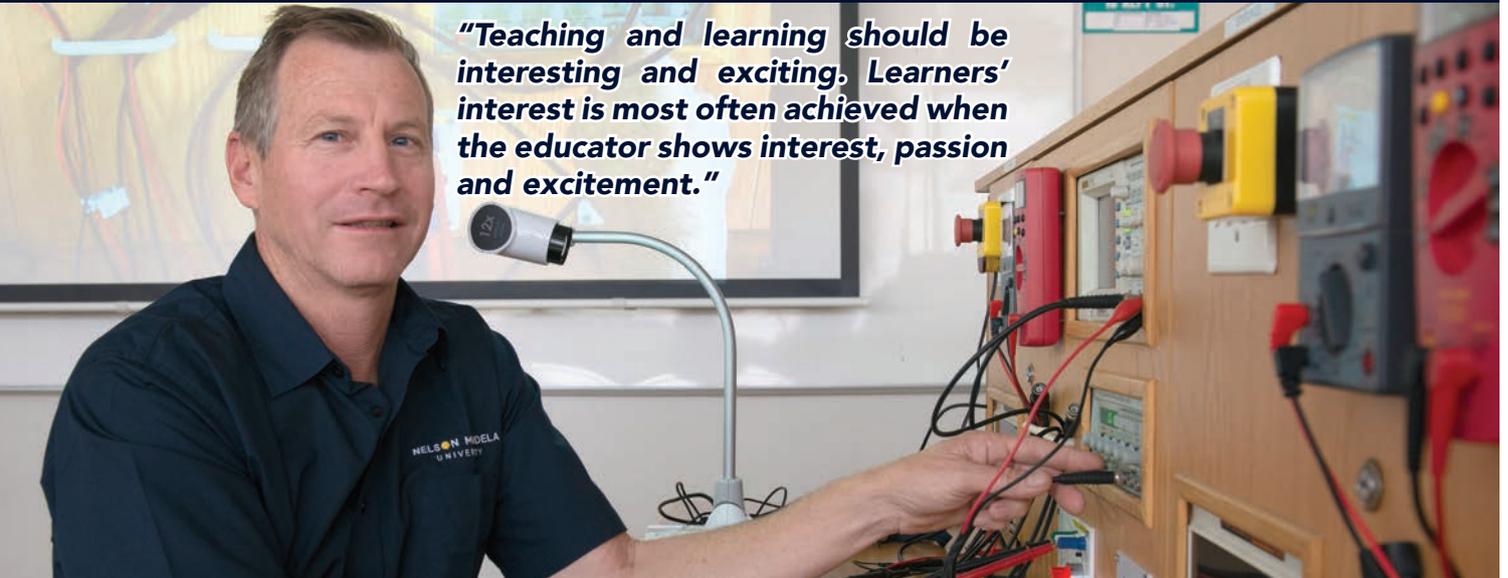
An excellent teacher should demonstrate instructional expertise. Your teaching should set the standard of excellence for your peers.

Lastly, an excellent teacher self-reflects, by evaluating your own teaching, seeking ways to improve and keeping up to date with the latest developments.

“Knowledge is Power,’ said Francis Bacon. I believe that to invest in knowledge, an excellent teacher must be passionate and the rest will follow.”



FACULTY EXCELLENT TEACHERS OF THE YEAR



"Teaching and learning should be interesting and exciting. Learners' interest is most often achieved when the educator shows interest, passion and excitement."

Alan McGillivray

EBEIT

Alan, an Electrical Engineering lecturer with expertise in electronics and projects, has, from the beginning, made it his goal to teach and educate students in an interesting, meaningful and exciting fashion - the way he always wanted to be taught.

He strongly believes that where possible, all taught

theoretical principles should be practically backed-up and demonstrated.

Alan is passionate about trying new methods of interaction with students through his subject presentation and practical, hands-on training.

He loves seeing the growth of students' interest, excitement and hunger for more knowledge in the field of Engineering. He also understands the challenges and difficulties some of the students face.



Yiota Moutzouris

EBEIT

The work environment of the School of ICT, where excellent teachers go to tremendous efforts to assist students, has encouraged Information Technology lecturer Yiota to continuously find ways of assisting a large number of students to pass a subject with a high failure rate.

She believes she is blessed to be surrounded by these teachers.

To aid understanding, Yiota provides her own video clips, links to YouTube videos extra weekly exercises and quizzes, in addition to her updated slides.

She is extremely excited about her new idea of creating videos in her students' own home languages. She treats her students with respect at all times, encourages them to ask questions and they are always welcome in her office.

"I want my students to enjoy my lectures. This drives me to constantly improve my way of teaching for the better."



FACULTY EXCELLENT TEACHERS OF THE YEAR

Dr Marelize van Heerden

Education

The teaching philosophy of Dr Van Heerden, a lecturer in initial teacher education, is grounded in the belief that learning occurs through experiences, and her pedagogy is guided by a deep desire to bring forth social change. She is intentional about creating experiences for her students and focuses on creating spaces for them to interact with the Self and with Others, to make sense of themselves and the world.

Dr Van Heerden believes her purpose is to expand her students' sense of Self, Others and the world in a manner that recognises dignity, humanity, equality and freedom for all people.

She finds purpose and fulfilment in the thought that her students will "go and do the same" as they become the teachers of the future.

"Pass on the passion! Be it for music, dance, dignity, joy or life!"



Dr Lia Kritiotis-Germanis

Health Sciences

Pharmacy lecturer Dr Kritiotis-Germanis believes that an excellent teacher is able to juggle five balls in the air: motivating students; explaining complex concepts in a way that is easy to understand; creating a safe space for students to express opinions and to challenge theories; showing warmth and compassion, and displaying consistency.

At some point, one or more of these balls is likely to fall. An excellent teacher, however, has earned rubber juggling balls, which simply bounce back and allow the teacher to regain a natural teaching rhythm without affecting students negatively.

Dr Kritiotis-Germanis strives to juggle her five rubber balls to the best of her ability to ensure that students never need to trade in these rubber balls for glass ones.

"Educating the mind without educating the heart is no education at all." Aristotle



FACULTY EXCELLENT TEACHERS OF THE YEAR



"We need to create spaces to empower students to take ownership of their learning and engage in ways that suit them."

Tina Hokwana

Law

Lecturer in Mercantile Law Tina believes that lecturers must provide safe spaces where students are seen, valued, cared for and respected, as well as opportunities to learn from one another's varied experiences and perspectives. To create this, she draws on student experiences to enrich the curriculum.

Lecturers can show they value students' lives and identities, by learning the proper pronunciation of a student's name or getting to know where they come from; or by building the curriculum around personal narratives and incorporating identity-based responses into the content.

Tina aspires to values, such as deeply listening to others; trusting their integrity; risking sharing ideas and exploring new ones; speaking the truth as we see it and asking questions on identity, power and justice.

Dr Suresh Juglal

Science

Teaching is an art consisting of various techniques, strategies and skills, many of which the teacher prepares for, while some arise impromptu in the classroom.

The improvement of this art develops through experience and practice, believes Dr Juglal, a senior lecturer in Mathematics and Applied Mathematics. A teacher could touch a life forever, therefore teachers have to be cautious in their approach to students as they must also contribute to their students' moral and ethical development.

Be thoroughly prepared, enthusiastic and dynamic; use practical examples; quality is more valuable than quantity in mathematics, rather do fewer examples in greater depth; active student participation, problem-solving activities and humour, are some of the teaching principles Suresh believes in.

"Mathematics is a non-spectator sport in which the teacher enables his student to plan, strategise and execute, for the student to conquer the game."



FACULTY EMERGING EXCELLENT TEACHERS OF THE YEAR



Danai Tembo

Business & Economic Sciences

The teaching process of Danai, a lecturer in Development Studies, is guided by firstly, 'one size does NOT fit all' and secondly, 'meet them where they are and take it from there'.

She believes that each student is unique and learns differently. This means that for her, teaching cannot be a

plug and play exercise.

She needs to continuously 'change it up' not only to keep her students engaged and interactive, but to ensure that each person has the best chance to take in and retain the information presented in each lecture.

She feels that if they are going to leave university equipped with tools to address societal issues, it has to start in her classroom.

"Teaching—there is no greater calling."

Reinhold Gallant

Education

Seeing the world in complex, multidimensional ways, drawing understanding from an internally grounded sense of self and having respectful interdependent relationships with others, are key to developing individuals in the 21st century.

Lecturer in Initial Teacher Education, Reinhold's teaching approach is to create possible ways for students to derive meaning from cognitive, intrapersonal and interpersonal dimensions, which can mediate learning.

He strives to determine students' contextual realities to customise an approach to teaching and learning. When students can apply the subject to their lived experiences, success is almost guaranteed.

Another goal is to introduce the subject's usefulness within the non-educational realm. Students see a benefit in learning the material if it is applicable to their futures within the world.

"I am inspired by a transformational curriculum that is Africanised, that considers formal, informal and cultural knowledge."



FACULTY EMERGING EXCELLENT TEACHERS OF THE YEAR



“Be like a tree ... stay grounded, connect to your roots, bend before you break, enjoy your unique beauty and always keep growing.”

Karin Gerber **Health Sciences**

Nursing Science lecturer Karin is passionate about people. She is a nurse at heart and, through her love for her profession and patients, fulfils a crucial role as an educator. She believes that if knowledge and experiences are not shared or made to be understood, we cannot grow a new

generation of independent people or professionals.

She finds it invigorating to discuss theory, link it to practice and see the “light bulb” moment when the student makes the correct connection.

To her, every student, under- or postgraduate, has the ability to succeed; it is merely finding the best way to facilitate the process that makes teaching such a rewarding option.



Anita Noah **Science**

For Anita, a Chemistry lecturer, teaching is not just about standing in front of a classroom and teaching the fundamental principles of Chemistry topics.

It is also about inspiring students to develop their passion for lifelong learning and to take charge of their own personal development beyond the classroom.

Self-awareness is the first step to personal development. Anita encourages her students to be conscious of their likes and dislikes, so they may better identify with who they are, their values, talents, passions, principles and purpose. In this manner, they can define their own goals and work towards achieving them.

“Applying one’s knowledge is extremely important. Acquired knowledge which is never put to good use is a waste of the time and effort acquiring it.”



ENGAGEMENT AWARDS

Dr Tim Pittaway

Agricultural Technology Transfer Programme Excellence Award STEM

Dr Pittaway as Agriculture and Game Ranch Management lecturer, continuously builds linkages between the classroom and the community through engaged student teaching programmes and professional/discipline-based agricultural services.

He has integrated an Agricultural Technology Transfer programme into the curriculum, assisting underserved and disadvantaged communities over the past three years with food security.

More than 70 community sustainable agricultural projects have been established through workshops, school vegetable gardens and church kitchen gardens.

The students teach sustainable agriculture techniques, gain off-campus experiential learning and learn to overcome the challenging peri-urban agriculture environment.

Under Dr Pittaway's leadership, the students developed an agriculture website and a tri-lingual series of agriculture teaching booklets which are distributed to schools in the metro and its surrounding areas.



"The task of the modern educator is not to cut down jungles, but to irrigate deserts." - C.S. Lewis



"Learning begins with something unfamiliar, or seeing something familiar from a different perspective. As an architect and teacher, I always strive to be learning."

John Andrews

Architectural Engagements with Our Human Origins - Project Award

As second-year design studio head of Architecture, a core focus of John's work has been an attempt to redefine the architectural design studio as a platform for staff and students to collectively integrate and contribute to the core functions of academia: learning and teaching,

research and engagement.

These explorations have been facilitated by the studio's engagements with clients and communities for the design of real architectural projects; set in an authentic project context and underpinned by a socially sympathetic cause and real-world ethical responsibility.

This is in the hopes of creating a situated, critical and inclusive education while generating creative research and contributing, in a tangible way, to the community at large.



ENGAGEMENT EXCELLENT TEAM AWARDS



Institute for Coastal and Marine Research

This leading ocean sciences institute strives for excellent transdisciplinary research in global change, living resources and food security, biodiversity, conservation and management, building capacity, advancing coastal and marine environment knowledge and the University's Ocean Sciences Strategy.

Engagement includes research-based training, workshops, public lectures and short learning programmes, as well as providing consulting and contract studies to local authorities and the broader public.

Members include more than 250 staff and postgraduate

students, and both local and international external research collaborators.

Five South African Research Chair Initiative holders in Shallow Water Ecosystems, Law of the Sea and Development in Africa, Marine Spatial Planning, UK-SA Bilateral Research Chair in Ocean Science and Marine Food Security and Identities and Social Cohesion in Africa form part of the entity.

"The ocean is deep within our souls; it speaks to our culture, economy and rich bio-heritage. Together, we can preserve and sustain the ocean and life."

Prof Veonna Goliath The School@Home Project

This project lead by associate professor in Social Development Prof Goliath, started seven years ago with Education, Social Work and Psychology students providing voluntary academic tutoring and supervised prosocial peer engagement for grade 10 to 12 learners from underserved and historically marginalised communities.

Students benefit from their experiential learning while developing into fit for purpose graduates.

Staff have been recruiting the students as volunteers, and 650 learners from 18 schools have benefited from the project as an alternative to engagement in harm-inducing behaviours, so prevalent in society.

The project is an impactful, vibrant Community of Practice, also benefiting from the University's Department of Arts, Culture and Heritage external partnerships with NGO's, SADRAT and The Uniting Reformed Church.



"If you want to go fast, go alone; if you want to go far, go together' – this African proverb underpins our work."



INNOVATION AWARDS



Prof Jean Greyling

Excellence Award

TANKS powered by Tangibl™ is a unique coding application (app) introducing learners from disadvantaged communities to coding concepts, enticing them into software development careers.

The app uses puzzle pieces and image recognition on a mobile device to execute the "code" built, making use of actual puzzle pieces.

Under the supervision of Computer Science associate professor Greyling, an honours student, Byron Batteson, designed TANKS.

Prof Greyling conducted field studies, piloting and the technology scale-up.

He also participated in regional, national and international innovation events. In March, 2019, UNESCO recognised TANKS in Paris as one of 60 global projects reaching out to disadvantaged communities. It was also runner-up as Technology Innovation of the Year at Africa Tech Week. Over 5000 learners have been reached through workshops.

"TANKS powered by Tangibl™ has the vision to reach thousands of learners in remote areas across our continent, introducing them to computer coding."

Dr Nicole Vorster

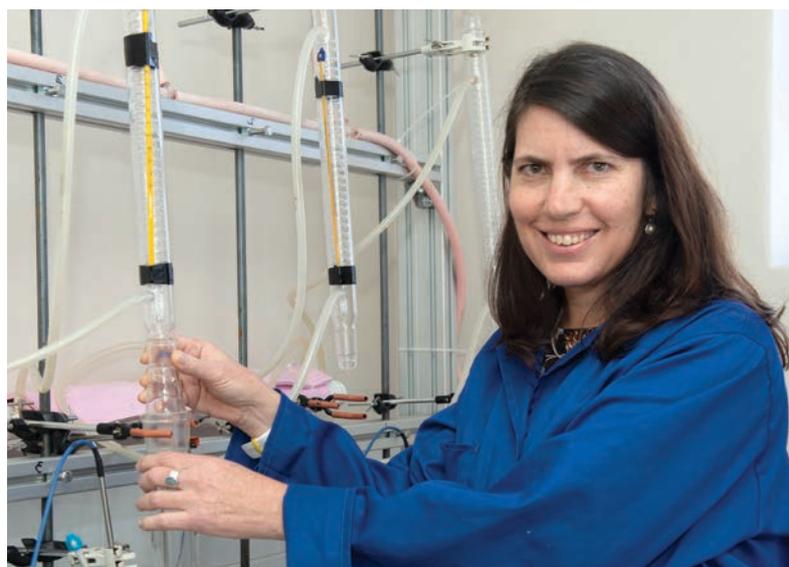
Emerging Excellence Award

The innovation project of Dr Vorster, a Formulation Science lecturer in the Chemistry Department, is an optimised antioxidant extract from olive pomace, the by-product of olive oil processing.

In 2016, Dr Vorster and her PhD student, Marthie Postma-Botha, developed a unique extraction process to produce optimised olive pomace extracts for use in cosmetic skincare products.

The extracts contain many antioxidants which stimulate moisturisation, anti-ageing, UV-protection and have anti-microbial properties. Prototypes of cosmetic products containing these extracts were showcased at the Innovation Bridge in 2017, the resulting intellectual property (IP) was accepted in 2018, and the technology readiness level of 5 (TRL5) reached.

Funding was also approved in 2019 to conduct market feasibility studies for the commercialisation of the extracts.



"I admire innovators and entrepreneurs for their contribution to society. Applied research and teaching students to be innovative have inspired me to become an entrepreneur."



CREATIVE OUTPUT AWARDS

David Bester

During 2018, senior music lecturer, David, was involved with 11 creative projects as soloist, chamber musician, conductor and composer.

Through the performance of a wide variety of repertoire, including a number of significant South African and World premieres, he has contributed meaningfully to the discourse surrounding certain composers and their works. Much of David's creative work during 2018 was positioned at the intersection between violin pedagogy and research-based performance practice.

He is specifically interested in the way in which research-informed performance practice and reflective pedagogical methods enlighten and enhance one another.

This practice-based research, in turn feeds into his teaching practice through the Nelson Mandela University String Ensemble and the Eastern Cape Philharmonic Orchestra.

"Making music has opened my eyes to the immense creative power unlocked when we truly listen, look and express authentically."



Dr Erika Bothma

Through her roles as a music educator, performer, adjudicator and examiner, Dr Bothma, as senior Music lecturer, sees herself as an ambassador for the wonder of music. She believes that music plays a huge role in everyday life and speaks to each of us differently, while we respond to the varying degrees of our capacity.

Music is an emotional factor addressing the joys and sorrows of society - it gives us solidarity, beauty, ecstasy, dreams and romance ... of all the arts, music is definitely the truest to life!

Erika feels wonderful being in a position to share the impact and mystery of music through her own teaching and performing, and perhaps change the course of somebody's life forever!

"Music is my life – my life is music! Non-negotiable is a spontaneous imagination and a sense of enjoyment and delight."



CREATIVE OUTPUT AWARDS

Prof Heidi Saayman-Hattingh

As an associate professor in Visual Arts, Prof Saayman-Hattingh is currently engaged in practice-based research and her exhibition *Site* brings together private narrative, family albums, and public historical narrative, in the form of popular media, to question the naturalised understanding of English-speaking South African women.

This understanding is to centre on engaging the real and the imagined.

The photographic image presents a trace of the real and a site of memory, which can be viewed from differing perspectives.

Using public archived material from women's magazines, *Homestead*, *Woman's Weekly* and *Outspan*, as well as the private family albums of her great aunt Mollie Smith (1914-2008), a white middle-class South African citizen of Scottish descent, Prof Saayman-Hattingh curates and repositions images from the mid-1920s to mid-1930s.

"What seems ordinary and every day can reveal much about our past, our present and our possible future."



Andrieta Wentzel

The pleasure and excitement of public sculpture is that no artwork is made by a solitary author, but is rather created by a team of skilled, creative and passionate individuals, believes senior lecturer in Visual Arts, Andrieta.

The making of the Mandela Bench involved over 50 people, many of whom are students or graduates of the Visual Arts Department. Making a public sculpture in the Art Studio provides both undergraduate and postgraduate students with access to a long, complicated and exciting process.

Andrieta's love of making thus combines with the practice and the transfer of knowledge and skills to students, who are both co-authors and audience.

"Combining design and research skills, which result in a successful collaborative and enduring artwork, provides total creative fulfilment."



PROFESSIONAL & SUPPORT STAFF (PASS) AWARDS



Payroll, Finance Department Team Award

The Payroll Division often goes beyond the call of duty to contribute to staff morale.

Apart from unqualified audit reports for the past six years, they had to calculate over 900 individual overtime payments manually, before developing a streamlined process.

As their Mandela Day contribution, they each personally paid for the name change Infoslip logo and a more user-friendly look.

The team also processed payroll calculations on very short notice to be able to pay out increases just after these were accepted.

With the reintegration process, they resolved concerns and escalated urgent matters. The ITS User Group also requested the team to present on best practices for the submission of SARS EMP501 reconciliations.

“We contribute to the Vision and Mission, by ensuring that our valued staff are promptly and accurately remunerated for their excellent service.”

Imtiaz Khan

Manager: Research Capacity Development

Peromnes level 8-9

Imtiaz is an outstanding member of the Research Capacity Development Department, in his persistence and resilience, and the seamless way he does over and above what is expected.

He delivers a high standard of service to “clients”, students, academics and external funders and has cultivated strong relationships with partner departments and primary funders, such as the National Research Foundation, as well as research managers around the country.

This ensures that the University is aware of what is happening in the sector, benchmarking and sharing mutual challenges. Imtiaz mentors and helps to train colleagues, and is also a cohesive influence in the department, making each one feel a part of something more than just having a job in a department.

“Work hard, be competitive, inspiring and have a positive impact in people’s lives. I believe that happiness is increased when success is shared.”



PROFESSIONAL & SUPPORT STAFF (PASS) AWARDS

Karen Snyman

**Manager: Student Life and Events
Peromnes level 8-9**

As a team player and leader in Student Governance and Development, Karen is hardworking and contributes both as a team player and leader.

Her innovation and strategic thinking have led to an effective new business model for her department. Under her leadership, a new niche area of student entrepreneurship, which could not get off the ground, was launched and is now on track.

She demonstrates results-oriented, excellent performance. Karen has also resolved many challenges facing student societies, always bringing all parties together towards the objectives. She also ensures that projects are completed and that all clients are satisfied.

Her ability to forge partnerships with external bodies assisted in delivering the essence of many of the year's activities.



"Ask what makes you come alive, and go do it. Because what the world needs is people who have come alive." Howard Thurman



Nomatungwa Mti

**Assistant Accountant: Accounts Payable
Peromnes level 8-9**

Despite Nomatungwa's diagnosis with a serious illness, she has continued to do her job, perform to the highest standard and leads her team by example.

Working in Finance, she goes through checks and balances, ensuring that policies are adhered to, and approves volumes of invoices with speed and accuracy. Her peers find it easy to communicate with her and find her extremely cooperative.

Nomatungwa is professional and puts the client first. She always goes the extra mile to ensure payments are on time and is always willing to listen to solve problems.

Payment of suppliers' accounts is done promptly and enhances our service to University departments. Nomatungwa is most reliable and ensures that the job gets done.

"Whatever you do, do it with determination and make a difference."



PROFESSIONAL & SUPPORT STAFF (PASS) AWARDS



"Finding system solutions for processes and procedures to enhance quality, efficiency and service excellence."

Salome van der Riet

System Administrator: Student Accounts

Peromnes level 8-9

Salome's work is always of the highest quality, accurate and sets the standard for others to follow.

She recently received an unqualified audit for the 2017 GAP funding process and was also invited as one of only eight people in South Africa to attend an ITS workshop on student account matters and future development. Salome is always looking to improve and develop current programmes and systems.

She is always willing to assist colleagues, and spends time and effort to ensure accurate information in the highest quality management reporting.

In 2018, she worked some 160 hours of overtime to prepare GAP funding processes for registration the next day.

Salome is a recognised expert and has extensive knowledge of administrative systems interlinking with student accounts.

Kendra Roodt

Admin Assistant: Industrial and Organisational Psychology

Peromnes level 10-12

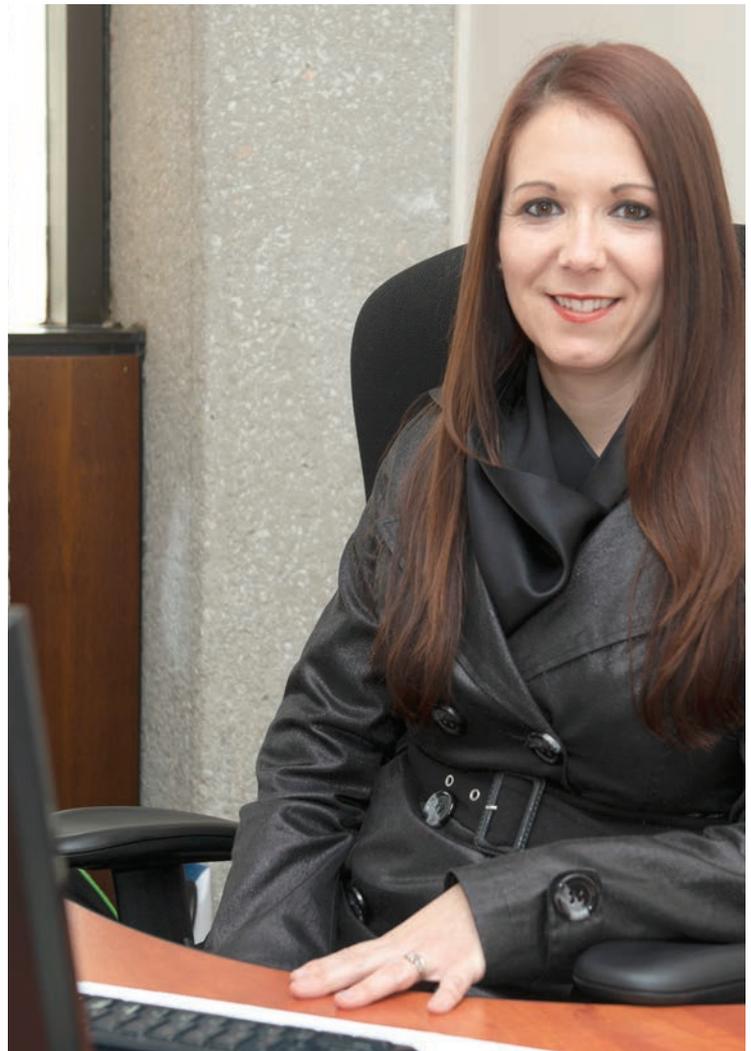
Kendra is referred to as the hub of her team with a delightful sense of humour. She is a highly efficient and experienced employee, who plays a critical role in the administration and management of her department and is known for her network of University contacts.

She copes very well with pressure and ensures accurate financial transactions and academic data. She provides a friendly reception, support, and advice to students and colleagues.

The department values her loyalty, patience, teamwork, exceptional attention to detail, as well as institutional knowledge and memory. She also monitors the head of department's appointments, conversations with students, decisions and commitments.

Kendra demonstrates innovation and creativity, enabling staff and students with administrative requirements and reasons for celebrations.

"My positive working environment assists me in doing my work to the best of my ability."



TOP RESEARCH & TEACHING AWARDS

RESEARCHER OF THE YEAR

The top researcher among the various researchers of the year.

EXCELLENT TEACHER OF THE YEAR

The top teacher among the various excellent teachers of the year.

EMERGING RESEARCHER OF THE YEAR

The top researcher among the various emerging researchers of the year.

EMERGING EXCELLENT TEACHER OF THE YEAR

The top teacher among the various emerging excellent teachers of the year.



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