

# Monday Paper

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## Max Price in office

Dr Max Price took office as UCT's ninth Vice-Chancellor on 1 July. Here he reflects on his first few weeks, and on the months and years ahead



Making contact: VC Dr Max Price has met with a few visitors since he took office on 1 July, among them students on the Vanderbilt Summer Programme, hosted at UCT in partnership with Vanderbilt University, Tennessee, US. Price and DVC Prof Thandabantu Nhlapo, fifth from left, front row, took some time out for a photo with the students.

Unlike the crash course on UCT that I took in my application process, my formal introduction to the university over my first days and weeks as Vice-Chancellor has been, by comparison, a gentle one.

For that, I should thank former Vice-Chancellor Professor Njabulo S Ndebele, Professor Martin West and the university executive. I am, I believe, one of the few lucky incumbents to have enjoyed a comprehensive transition and handover. There were still hands on the ship's wheel when I got here, and that induction period has proven to be invaluable to me.

But I still have a lot to learn about UCT's unique character, and I plan to spend the first three months of my term getting a feel of the land – how UCT operates, its much-discussed institutional culture, how we tackle society's big issues, how we tackle our

own issues, what we do right, what we don't, what needs to be fixed, what needs to be tweaked, and what simply needs to be applauded and supported.

This by no means implies that UCT as a university will be marching on the spot during this period, and I will make sure that the university continues to operate efficiently and smoothly.

But, of course, I have my own particular ideas of where I would like UCT to go over the next couple of years, points I stressed in numerous meetings during the application process. And there are issues near and dear to me.

These include transformation, where I believe we've laid the right foundation for progress. I was recently thrown into the deep end of the issue, if I may call it that, when I attended a Khuluma workshop. I was encouraged

by the manner in which staff felt they could speak openly about the topic and by the commitment of staff members across the board, to transformation, but also disheartened by the sense that many black staff still do not see UCT as a place and employer they can take pride in. But Khuluma is without question one of the initiatives that I spoke about earlier, that merit our applause and support.

Another issue that I take a special interest in is UCT's role in South Africa, Africa and the rest of the globe. UCT's commitment to social responsiveness, from scholars to administrative & support staff and students, is remarkable, and well in keeping with the mission of a socially responsible university in a fledgling democracy. But as impressive as our track record is, we can – as many have told me – do more.

We are also in an enviable position – pole position, in fact, going by several national and international rankings – as an African university to do much for our continent. I have been very vocal on my position that UCT should become the university of choice for international scholars who want to learn about Africa. We have everything and more that can be expected from a university in a cash-strapped developing nation – including, surely our greatest strength, some of the continent's and world's finest scholars. And while many may snort at the suggestion, we have an infrastructure second to few on the continent. (Speak to visiting scholars from other parts of Africa and you can hear the awe when they talk of our libraries, our facilities and, yes, even our access to the internet.)

We should surely make the most of this advantage.

I see a UCT that has become the hub of the south, and a UCT that can compete on equal footing with the ivy-league institutions in the north, without trying to be a clone of these institutions. I see us, rather, bringing our own distinctive perspective to intellectual partnerships and engagement.

On my international visits over the past months, I've seen the big picture. Now I need to home in on more domestic concerns, and I will be visiting a number of departments over the coming months.

As vice-chancellor of such a sprawling campus, it's going to be difficult to visit every department and meet with every staff member over the next few months, but I'm going to come as close to that as I possibly can.

And as I learned from Khuluma, the first part of engagement is to listen MP

# Plos' good work pays dividends

MYOLISI GOPHE

UCT staffer Andrea Plos has been awarded the Derek Krige Medal in recognition of her "outstanding" achievements in the field of technical support to marine science in South Africa.

The South African Network for Coastal and Oceanic Research handed the prestigious honour, which is given once in four years if there is a deserving person, to Plos on 2 July, during the 13th Southern Africa Marine Science Symposium in Cape Town.

For over 10 years, Plos, the principal technical officer in the Department of Zoology, has been providing students with technical and logistical support for their marine research.



The best: Andrea Plos' outstanding work for the Zoology department has won her the Derek Krige Medal.

She has been organising and running the department's ski boat and almost all the scientific diving operations.

In motivating for her nomination, students and staff at UCT described the contribution of Plos, president of the Employees Union, as "extraordinary and selfless".

A commercial diver and a skipper, Plos said she was shocked by the award and attributed it to the "great opportunities" she is exposed to.

"I'm fortunate to work in a department where I love what I do," she explains. "Students and staff always come up with cutting-edge research and I have the fun challenge to find technical solutions to their unusual and diverse projects. But I can say, they keep me young and fit – or dirty and tired," she laughed. **MP**

## Participants for doctoral Research

Bruce Bradfield, a trained clinical psychologist, would like to invite mothers who have survived childhood traumatic experiences, or have experienced their childhood as traumatic, to participate as volunteers in a doctoral study. Adult children of the volunteers are also invited. The research will involve a series of unstructured interviews, and seeks to understand how survivors of trauma cope with the memory of their past trauma, and how that memory may influence their relationships with their families. Bradfield, based in UCT's Department of Psychology, can be reached at 071 685 6463 or bc.bradfield@gmail.com.

# Top position for Schlechter

MYOLISI GOPHE

Growing the industrial and organisational psychology profession and ensuring that it is responsive to societal challenges are Dr Anton Schlechter's top priorities as he takes over the senior position in the field.

Schlechter, a senior lecturer at UCT's Section for Organisational Psychology in the School of Management Studies, was recently appointed president-elect of the Society for Industrial/Organisational Psychology in South Africa (SIOPSA). He begins a one-year term as president in June next year.

The society was established to

develop a fair and human work environment and conditions conducive to efficiency. To this end, SIOPSA strives to create conditions in which I/O psychologists will be able to deliver efficient and effective services for the benefit of all in South Africa.

Schlechter has been a member of the society's Western Cape committee for the past three years, and wants to build on SIOPSA's strengths.

"I would like to make sure that the organisation grows in stature, and that the profession, both in practice and in academia, is relevant to the current challenges facing the country," Schlechter explains. **MP**

# Cameron simply the best

MYOLISI GOPHE

Professor Robert Cameron of the Department of Political Studies has won the 2004 Pierre De Celles Award from the International Association of Schools and Institute of Administration (IASIA).

The award is for the best paper presented at the IASIA conference in Seoul, South Korea, that year, and Cameron came top for his paper on *Metropolitan Government Re-organisation in South Africa*.

IASIA is an association of organisations and individuals whose activities and interests focus on public administration and management.

The accolade has always been awarded at the organisation's annual conference, and although suspended for a short while, it has now been reintroduced and backdated.



Prestige: Professor Robert Cameron's paper on *Metropolitan Government Re-organisation in South Africa* has won him the 2004 Pierre De Celles Award.

Cameron's paper was about the development of democratic metropolitan government in South Africa. He says his department is trying to improve the academic field of public administration, which is often viewed as a nuts-and-bolts discipline.

"We try to develop a more intellectual approach to the standard of public administration," he says. "Hopefully, the paper was a reflection of that approach."

Cameron, who is set to receive the award at this year's IASIA conference in Uganda, is currently working on a National Research Foundation project looking at the state of academic research in public administration.

"We want to create a more knowledge-based approach to the discipline," he added. **MP**

# New hardware to study soft materials

MYOLISI GOPHE

The Electron Microscope Unit unveiled the newly-acquired cryo-FEGTEM, Tecnai F20 instrument recently, creating new opportunities for scientists to study "soft" materials.

The instrument, the first of its kind in South Africa, will be used to study biological macromolecules, viruses, polymers and micelles.

Associate Professor Trevor Sewell, director of the unit, said: "Scientists in the Western Cape now have ready access to microscopes that are comparable with the best in the world, and are in an unprecedented position, especially if the new instru-

ment is considered together with the similar microscope aimed at the study of 'hard' materials, recently opened at the University of the Western Cape."

Among those who attended the ceremony on 23 May were the previous owner of the instrument, Dr Richard Henderson of the Medical Research Council's Laboratory for Molecular Biology (LMB) in Cambridge, England, Dr Romilla Maharaj the executive director of Institutional Capacity Development at the National Research Foundation, Dr Felix de Haasm, an applications specialist from the manufacturer, FEI, and representatives of the South African agent, Apollo Scientific, Dr Alistair Douglas and Andries Gie. **MP**

# Kaplan wins humanitarian award

CHRIS MCEVOY

Battlefield surgeon Dr Jonathan Kaplan has become the 7th recipient of the prestigious Robert Burns Humanitarian Award.

Bestowed in honour of Scotland's 18th-century poet Robert Burns, the award recognises those individuals who put humanitarian concerns above all else.

Kaplan was shortlisted for the award alongside filmstar and UNICEF ambassador, Ewan McGregor, and founder of the Ozanam Clubs for disabled young people, James Lynch.

Kaplan studied medicine at UCT, then went into exile after his internship. He has since worked in conflict situations in places as diverse as Angola, Burma, Baghdad and Kurdistan.

Much of Kaplan's work has seen him perform life-saving surgery with limited resources, against the backdrop of death, disease and pov-



erty, while fighting his own extreme exhaustion.

Now 50, Kaplan lives in London and works as a surgeon and GP for the UK's National Health Services, although he remains on standby to go to war zones. He is also the author of two books, *The Dressing Station*,

published in 2001, and the recent *Contact Wounds: A War Surgeon's Education*, which was featured in the 2006 edition of *UCT News*. In *Contact Wounds*, Kaplan gives an honest and often shocking account of conducting surgery in extreme and primitive conditions. **MP**

# First woman law dean for UCT

Professor Pamela Jane “PJ” Schwikkard has made history at UCT by becoming the first woman to be appointed Dean of the Faculty of Law.

Five of UCT’s seven deans are women.

An accomplished and widely published scholar, Schwikkard has substantial experience in both academia and the legal profession. She completed her BA degree at Wits University before embarking on an LLB, graduating summa cum laude.

She was admitted as an Attorney of the Supreme Court of South Africa in 1990. Schwikkard went on to complete her LLM (cum laude) at the University of Natal. In 1999 she completed her LLD at the Univer-



sity of Stellenbosch.

Over the past 20 years Schwikkard has taught courses in gender and the law, criminal law, criminal

procedure, evidence, youth justice, conflict resolution, civil procedure, legal interpretation, legal skills and special contracts.

The new dean began teaching in 1987 as a contract lecturer at the University of Natal’s School of Law, later rising to senior lecturer. When she left this university in 1998 it was to take up a professorship at Rhodes University’s Faculty of Law.

In 2001 she joined UCT’s Faculty of Law in the Department of Criminal Justice and was appointed head of department in 2006. Last year she took on the dual role of deputy dean.

Vice-Chancellor Dr Max Price said her appointment marked a historic moment.

“It is the first time that a woman has led the Faculty of Law at UCT.”

He added that apart from the importance of her appointment in

transformation terms, her capabilities would contribute significantly to the university’s vision of being a research-led institution, as good as any in the world.

Asked about priorities for the faculty, Schwikkard said transformation topped the list.

“We need to transform our student and staff bodies. There have been quite a few initiatives on this front over the past years. It’s not a new priority for the law faculty. However, transformation is a difficult task. There is no magic wand. We need to keep trying new strategies and reviewing the success of those,” she stated.

Schwikkard will succeed Professor Hugh Corder as dean on 1 January 2009. **MP**

## Top book award for Natrass

Professor Nicoli Natrass of UCT’s School of Economics has won one of the country’s top academic book prizes, the Bill Venter/Altron Literary Award, matching her husband, Professor Jeremy Seekings, a previous recipient.

Natrass received the R75 000 in prize money for her internationally-acclaimed book, *The Moral Economy of AIDS in South Africa*, released in 2003. Seekings won the award in 2004 for his *History of the United Democratic Front in South Africa*.

*Moral Economy* was Natrass’ first book on AIDS – it was followed by *Mortal Combat: AIDS Denialism and the Struggle for Antiretroviral Treatment in South Africa* in 2007, compiled at the peak of AIDS denialism. It examined the government arguments that the use of antiretrovirals was unaffordable.

Wearing her economist’s hat, Natrass showed that, on the contrary, the state could have saved money if it had introduced a national mother-to-child transmission prevention programme.

She argued that the cost of treat-



Write on top: Prof Nicoli Natrass receives the Bill Venter/Altron Literary Award from Dr Bill Venter, Altron Group chairperson and eponymous founder of the award.

ing sick children with AIDS would be greater than preventing them from getting AIDS.

Natrass said it was “really great” to win the prize and good to follow in the footsteps of her husband, her “harsh critic and strongest supporter”, who had tested her arguments during walks together on Table Mountain.

“This is yet another testament to the sterling work done by UCT

faculty,” says the Vice-Chancellor, Dr Max Price. “What’s particularly pleasing to me is that UCT scholars are doing, and are being recognised for, work on some very critical issues.”

*Moral Economy* was chosen by an independent panel chaired by Land Claims Court Judge Fikile Bam from a line-up of 25 titles submitted by universities from across South Africa. **MP**

## Stasis in some areas of higher education, movement in others

Since 1994 the South African higher education landscape has experienced relative stasis in certain areas, such as the decolonisation and deracialisation of inherited intellectual spaces, but great fluidity in others, such as private education.

This was the gist of Dr Saleem Badat’s keynote address, *The Trajectory, Dynamics, Determinants and Nature of Institutional Change in Post-1994 South African Higher Education*, at the opening of the recent Higher Education Close Up 4 conference. It was hosted by the Centre for Higher Education Development.

Nonetheless there had been up-

turns; for example, the nurturing of a new generation of academics that is increasingly black and female.

Values, goals and policies in higher education have also been recast as have legal structures and policy frameworks.

But economic and social inequalities still limit access to high-quality schools, and institutional cultures at some universities continue to ensure greater access – and success – for students from the “capitalist” and middle classes.

“The inadequacy of funding for financial aid, academic development initiatives and institutional redress, and prevailing institutional cultures,

mean that a significant advance in social equity and redress for African and coloured students – and those of working class and rural poor social origins – remains to be achieved.”

He said the social composition of academic staff had remained largely white.

“In 2005, black academics constituted only 37% of the total academic staff of 15 315, comprising between 12% and 90% of staff at universities. Women academics comprised 28% to 52% of staff at universities, overall made up 42% of academics and continued to be concentrated at the lower levels of the academic hierarchy.” **MP**



Prof Justin Lin, chief economist of the World Bank, spoke at a seminar hosted by UCT’s School of Economics and the Economic Society of South Africa on 9 June. Lin spoke on Food-price Spikes or Long-Term Challenges and Opportunities in Rural Development.

## Sakai fellowships for Marquard and Horwitz

MYOLISI GOPHE

UCT’s active participation in the Sakai Community has paid dividends, as two staff members have won Sakai Foundation Fellowships for 2008.

Stephen Marquard, co-ordinator of learning technologies at the Centre for Educational Technology, and David Horwitz, OLE developer in the same unit, were among the six people worldwide selected for 2008 fellowships.

They were the only Africans chosen, and the only two to come from the same institution.

The Sakai Community Foundation is an international open-source software platform made up of volunteer resources from many organisations around the world.

Six fellowships are awarded annually to acknowledge, celebrate and reward the recipients’ contributions. Each was awarded \$2 500 (R30 000) to be used in Sakai-related activities.

Marquard says UCT became involved with Sakai in 2005 when it was chosen to power Vula, the university’s online learning environment.

He added that the award reflects the university’s contribution, “in particular, our strategy of contributing local improvements that we make to Vula so that our work is also of benefit to other universities around the world”.

Some of the improvements made by UCT include a polls tool, performance improvements, and participation in the Sakai Quality Assurance programme, which included hosting a QA server for testing new releases. **MP**

## GSB’s Horwitz sets precedent

MYOLISI GOPHE

Professor Frank Horwitz, director of UCT’s Graduate School of Business, has won the Emerald Literati Network Outstanding Reviewer Award for the second year running.

It is the first time that the award has been won by the same person in two successive years.

Horwitz is an editorial board member of three international and two South African journals.

Emerald, based in the UK, is an international publisher of management journals and databases, which currently publishes 190 peer-reviewed journals. The Emerald Literati Network was formed as the Literati Club in 1991, and consists of all authors, editors and editorial board members who have contributed to Emerald journals since that time. This amounts to over 45 000

people from all over the world.

He received this year’s accolade for his contribution as an editorial board member of Corporate Governance – The International Journal of Business and Society.

Last year, he won the same award for his article review work on the Journal of European Industrial Training.

Annually, editors of Emerald Publishing’s journals nominate outstanding reviewers. Horwitz was selected at the Emerald Literati Network Awards for Excellence 2008 “for his impressive and significant contribution” as a reviewer to Corporate Governance during 2007.

He says he is “delighted and humbled” by his nominations. “These awards are important as they contribute to building the international academic profiles and reputations of active journal reviewers.” **MP**

# Deputy vice-chancellors selection process gets underway

The process to appoint three permanent deputy vice-chancellors in the Office of the Vice-Chancellor is formally underway and expected to culminate at the end of the year.

The successful candidates will replace Professor Cheryl de la Rey, who left UCT to head the Council for Higher Education; Professor Martin West, who retired on 30 June; and Professor Martin Hall, who will step down on 31 August.

“UCT is undergoing a change of guard at the top echelons of management,” Vice-Chancellor Dr Max Price said. “We’re looking for similarly outstanding candidates of stature and credibility to take the helm of these three senior portfolios, creating a strong base for the university’s development.

“The new DVCs will have a unique opportunity to shape UCT at an exciting time in its history; a period of what we hope will be characterised by far-reaching transformation.”

Applicants must be outstanding and adaptable academics with an established research track record and senior leadership experience in

an academic institution or research organisation.

Appointments are ordinarily five-year contracts, renewable in terms of the university’s procedures.

Their main task will be to help the Vice-Chancellor implement UCT’s vision and the implementation of Council and Senate’s strategic plans.

The VC and DVCs collectively oversee:

- academic leadership and planning in teaching and learning, research and innovation, and social responsiveness;
- the effective management of the university’s operations, administration, finances, human resources and facilities;
- the overall quality of the student experience, including recruitment and selection, student development, residences, international students and student governance;
- interaction with external partners, including government, local and international universities, alumni business and local communities, and donors;
- the promotion of transformation

and quality assurance;

- the performance of representative and ceremonial functions.

These functions may be clustered into four DVC portfolios. Though open to change over time, there will usually be one portfolio tied to research functions, and another to teaching, learning and quality assurance. A third concerns resources and operations. A fourth relates to student affairs, external relations, alumni and fundraising.

Applicants may indicate their interest in some or all of the functions or portfolios, although it should be understood that the clustering of responsibilities could change over time.

The advertisements for the three DVC posts are being circulated nationally and internationally. The university community has until 1 August to nominate suitable candidates. Other applications must be submitted by 15 August. Nominations, with a brief motivation, should be sent as early as possible for follow-up by the selection committee (see advertisement right for nomination and application details).

## Selection committee

Jeremy Gauntlett, chair (representing Council)

Vuyiswa Doo (Council)

Archbishop Njongonkulu Ndungane (Council)

Ebrahim Patel (Council)

Dr Max Price (as Vice-Chancellor)

Prof Melvin Ayogu (Deans)

Prof Paula Ensor (Deans)

Prof David Aschman (Senate)

Prof Bongani Mayosi (Senate)

Prof Lungisile Ntsebeza (Senate)

Assoc Prof Pumla Gobodo-Madikizela (academics)

Dr Ulrike Rivett (academics)

Edwina Goliath (professional and support staff)

Dr Marilet Sienaert (professional and support staff)

Thulani Madinginye (students)

Thando Vilakazi (students)

Prof Francis Petersen (nominated by VC on grounds of diversity, experience or expertise)

Prof Thandabantu Nhlapo ((nominated by VC on grounds of diversity, experience or expertise)

## Transformation at UCT under the spotlight

MEGAN MORRIS

The ministerial committee on discrimination in higher education, set up by Minister of Education Naledi Pandor in the wake of the video row at the University of the Free State, stopped at UCT last week.

Over the visit on 15 July, the committee, led by UCT’s Dr Crain Soudien, met separately with three UCT constituencies - the university executive and members of Council, student leaders and house committee representatives, as well staff representatives.

Professor Martin Hall, deputy vice-chancellor responsible for transformation, had prepared a document for the committee chronicling UCT’s transformation initiatives. In their meetings, the committee posed some hard questions. Including why UCT is, to all appearances, failing to hold on to black, especially African, staff.

“As someone still very new to



Hard look: Prof Martin Hall and VC Dr Max Price at last week’s meeting with the ministerial committee.

UCT, the visit gave me a chance to see how ‘other outsiders’ view transformation at UCT, as compared to the insider’s view I enjoyed at the Khuluma workshop recently,” said Vice-Chancellor Dr Max Price. “It’s obvious that there are some big questions we have to answer, and a lot of hard work we still have ahead

of us.

“To some extent, it is precisely because we are identifying the problem that we appear, both internally and externally, as having a long way to go. I strongly urge all UCT staff to sign up for a Khuluma workshop. It is really a worthwhile experience”.



Opportunities to join the University of Cape Town

## Deputy Vice-Chancellors

The University of Cape Town invites applications and nominations for up to three appointments as Deputy Vice-Chancellors in the Office of the Vice-Chancellor.

The primary task of the Deputy Vice-Chancellors (DVCs) is to support the Vice-Chancellor (VC) to ensure the effective implementation of the University’s vision and the implementation of strategic plans decided upon by Council and Senate.

The VC and DVCs collectively perform the following main functions: • academic leadership and planning in the areas of teaching and learning, research and innovation, and social responsiveness • overseeing the effective management of the University’s operations, administration, finances, human resources and facilities • optimising the overall quality of the student experience, including recruitment and selection, student development, residences, international students and student governance • interacting with external partners, including government, local and international universities, alumni, business and local communities, and donors (fundraising) • promoting transformation and quality assurance • performance of various representative and ceremonial functions.

These functions may be clustered into four DVC portfolios. Although the grouping of functions may change over time, there will usually be one portfolio primarily concerned with the research functions, and another with teaching, learning and quality assurance. A third will principally be concerned with oversight of resources and operations. Applicants may indicate their interest in some or all of the functions or portfolios, although they should understand that the clustering may change or be reallocated over time.

Applicants must be outstanding academics with an established research track record and experience in a senior leadership role in an academic institution or research organisation. They will require qualifications, experience and adaptability appropriate to senior leadership positions in a leading African university in a time of exciting transformation.

To apply, please submit (1) a letter of motivation which addresses the above criteria, including a statement on your potential contribution as part of the Office of the VC, (2) a detailed curriculum vitae, (3) a one-page summary of your CV, and (4) the names and contact details (e-mail and telephone) of three referees.

Applications will be treated in strict confidence and the selection procedures allows confidentiality to be maintained until the final recommendation is made by the selection committee. (See <http://hr.uct.ac.za/recruitment/specapps/dvc.php> for details of selection process).

Applications should be sent to Ms Yvonne Macdonald, (Ref: 1706-MP), e-mail: [Yvonne.Macdonald@uct.ac.za](mailto:Yvonne.Macdonald@uct.ac.za), tel. 021 650 2216, from whom further information and a detailed job description should be obtained.

Nominations with a brief motivation may also be sent to the above. These should be sent as early as possible, which the selection committee will then follow up.

Closing date for receipt of applications is 15 August 2008 (1 August 2008 for nominations). The University reserves the right to extend the closing date if deemed necessary and reserves the right to make no appointment.

UCT is committed to the pursuit of excellence, diversity and redress. Our Employment Equity Policy is available at <http://hr.uct.ac.za/policies/ee.php>.



[www.uct.ac.za](http://www.uct.ac.za)

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## The 4th JD Baqwa Annual Memorial Lecture

The fourth annual JD Baqwa memorial lecture will be delivered by the general-secretary of the All Africa Council of Churches, the Reverend Dr Mvume Dandala, at Forest Hill Residence on 1 August.

The lecture series aims to promote open dialogue and raise awareness of the challenges faced by South African society. It also aims to forge meaningful solutions to the most pressing challenges on the very many different strands of national life.

Dandala is a distinguished South African, whose political awakening took root under the tutelage of the then South African Students Organisation. In 1997 he was elected presiding bishop of the Methodist Church in Southern Africa, while doubling as the president of the South African Council of Churches, until his current appointment.

In 2002, President Thabo Mbeki

awarded him the Silver Order of the Grand Counsellor of the Baobab. He has also won the Golden Dove Peace Award and the Paul Harris Fellowship Award.

Dandala holds a Diploma in Theology from John Wesley College’s Federal Theological Seminary of Southern Africa, and a Bachelor of Arts and a Master’s of Arts in theology degree from the University of Cambridge. He has also holds honorary doctorate degrees from the University of Transkei and the Faculty of Protestant Theology in Cameroon.

Former speakers at the Baqwa lecture series, established in memory of the late warden of Forest Hill, include retired Anglican Archbishop Reverend Njongonkulu Ndungane, UNISA vice-chancellor Professor Barney Pityana, and Professor Malegapuru Makgoba, vice-chancellor of the University of KwaZulu-Natal.

## Horwitz to join UK business school

Professor Frank Horwitz, director of UCT's Graduate School of Business (GSB) since 2004, has been named as the new director of the Cranfield School of Management in the UK, one of Europe's leading and globally ranked business schools. He will take up the post on 1 April 2009.

Horwitz is one of the longest-serving GSB members of faculty, having been at the school for nearly 23 years, eight of which were as acting director or director.

There have been many highlights for the GSB under Horwitz's watch. These include four consecutive appearances on the *Financial Times*' top-100 MBA ratings, a top-10 rating by the Economist Intelligence Unit for executive education, and full re-accreditation by the European Quality Improvement System.

"As management at UCT, we are excited for Professor Horwitz and congratulate him on his new position," said Vice-Chancellor, Dr Max Price. "Professor Horwitz is a



Prof Frank Horwitz, director of the GSB, has been appointed as the new director of the Cranfield School of Management in the UK.

leading academic who contributed significantly to the growth of UCT's GSB to its international status, and he leaves a stable and successful business school.

"On behalf of UCT, I wish Professor Horwitz well in his new endeavour."

Horwitz joins two other GSB academics who have secured leading posts overseas – Dr John Affleck was elected as the first lay vice-president of the University of Notre Dame and holds the Notre Dame Chair in Finance in the Mendoza College of Business, and Dr Michael Page was recently appointed Dean of Business at the McCallum Graduate School at Bentley College.

Horwitz described his appointment at Cranfield as a hugely exciting and challenging new opportunity.

"Cranfield is a world player in a highly competitive business school environment and I am deeply honoured to be appointed to lead this top school," he said. "It will no doubt be hard to leave the Graduate School of Business, which has been my career home for so many years."

UCT will work to select a successor to take the GSB reins in 2009.

## UCT and the 2010 Soccer World Cup



UCT has set up a task team to coordinate UCT's participation in the 2010 FIFA Soccer World Cup, in keeping with government's request that higher education institutions play a proactive role in the event.

At its first meeting, the committee reported on work that's been ongoing for some 18 months at UCT, says Deputy Vice-Chancellor Professor Thandabantu Nhlapo, who chairs the team. This includes approaches made to, for example, Student Housing and Sport & Recreation.

Other units, such as the Institutional Planning Department, reported on provincial and city plans for 2010

and how UCT could strengthen its representation on those bodies.

It was agreed at the meeting that UCT has much to offer the event and opportunities to tap. This includes accommodation and transport; student (and staff) volunteers for the event; arts and culture, be it in events linked to the World Cup itself or, for example, a free-standing theatrical programme at the Baxter or Hiddingh Campus; and marketing of UCT as an educational institution.

The task team urges all members of the UCT community who are involved in 2010 initiatives on behalf of UCT, or who are approached for involvement, to advise the team – Nhlapo, John Critien or Geoff Page – of these.

"The aim is not to take them over," says Nhlapo, "but to have a central clearing point with a bird's-eye view of the whole UCT operation in all its facets. This is absolutely crucial if logistical disasters are to be averted.

"Imagine the overbooking of facilities because the right hand did not know what the left hand was doing."

The task team is made up of:

- Prof Thandabantu Nhlapo (chair)
- John Critien (Properties and Services)
- John Donald (Sport and Recreation)
- Judy Favish (Institutional Planning)
- Peter Grant (Finance)
- Moonira Khan (Student Affairs)
- Gerda Kruger (Communication and Marketing)
- Dineo Noganta (Communication and Marketing)
- Geoff Page (Properties and Services; servicing officer)
- Murray Steyn (Communication and Marketing)
- Prof Enrico Uliana (Finance)
- Dr Karen van Heerden (Registrar's Office)
- Grant Willis (Student Housing) <sup>MP</sup>

## Urgent notice concerning Jammie Shuttle routes

Those who travel along Baxter Road will have noticed the building works at the Tugwell Terminus interchange. The upgraded facility will provide a safer, more efficient and effective service and passengers are thanked for their patience during this process.

This is the route the buses will follow:

### Tugwell Route

- The Baxter Theatre Centre (Baxter Road) – as agreed with the theatre – will be the collection point for the main route to upper campus.
- The smaller buses ("Senior" buses) will proceed to Burg Road – as agreed with Rustenburg Girls' Junior School – from where it will turn left into Main Road, and left into Woolsack Drive towards upper campus.
- The larger "Explorer" Jamie Shuttles will not take the Burg Road route, but will travel via Bremner instead.
- The drop-off point for the trip from

upper campus to middle campus will be the Kopano bus stop, at the swimming pool, where all passengers will disembark. Campus Protection Services will be in attendance at this stop.

### Rochester, Clarinus, Medical School, Forest Hill, Liesbeeck, Mowbray

- The bus will travel from upper campus, via Woolsack Drive, turning left into Main Road and proceeding to these destinations.
- The bus will return to upper campus along the same route: by travelling down the Main Road and turning right into Woolsack Drive.
- The drop-off point is on Woolsack Drive at the School of Dance.
- The bus leaving upper campus will be allowed to collect passengers along Main Road, at Tugwell, going north along the Medical School, Liesbeeck, etc, routes.

### Claremont

- The bus will travel from upper

campus, via Klipper Road, along the Main Road to Claremont.

- It will return to upper campus via Main Road, turning left into Woolsack Drive and will stop at the School of Dance.
- The Baxter loading area will not be used as a collection or drop-off point. Tugwell buses will be used to access this route.  
Sandown/Dean Street  
The Sandown/Dean Street service will not be affected.

### Hiddingh

- The Hiddingh service will not be affected.

Please note that no passengers will be allowed to board upper campus-bound Shuttles at the drop-off in the Main Road. All timetables are subject to change. Information will be available on the UCT website and at the bus stops. Or contact the Shuttle Office on ext 685 7135/689 3496. Normal service will resume in four to six weeks. <sup>MP</sup>



## LETTER

### Transformation at UCT

On 23 June, the *Cape Argus* published a letter apparently written by a UCT staff member in which he or she claims that UCT is appointing unqualified African staff members at the expense of whites and coloureds. Here is the response by Professor Martin Hall, DVC responsible for transformation, to this letter, which has been sent to the *Argus* for publication.

### Dear Sir

On 23 June you published a letter from a self-identified "white South African" who claimed to work at UCT and who complained that "I am continually confronted with racism where under-skilled black people are given jobs over better-qualified coloured and white applicants". We have not been able to match the name and address of the author of this letter with a current employee at UCT. Nevertheless, it is important that we respond to this fallacious statement, which is insulting to many of the more than 3 000 people whom we value as the staff of our university.

As with all organisations with more than 50 employees, we have an Employee Equity Plan and report regularly to the Department of Labour on our progress towards meeting our targets. We regard diversity as an asset and we aim to get to a situation where the overall demographic profile of our staff is much the same as the overall demographic profile of our wider society. We employ staff over the

widest possible range of skills and professional expertise – plumbers, paediatricians, secretaries, engineers, librarians and philosophers. In each and every appointment we try and match experience, qualifications and potential with the needs of the particular job. While in every case we try and make an equity appointment we do not have quotas, do not exclude any applicant on the basis of race or gender, and do not compromise on quality.

In reality, the situation at UCT is the opposite of your correspondent's assertion. Despite our efforts, we are still not moving fast enough in transforming our staff profile. As with many organisations, we are still employing white South Africans in greater numbers than their representation in the population as a whole. As the just-published StatsSA General Household Survey shows, white South Africans are much more likely than black South Africans to complete high school, graduate from university, find employment and to hold down top jobs. Like many other institutions, UCT has a way to go in attracting the full range of talented people who can contribute to our objectives as a university. In the meanwhile, there is no basis for your correspondent's claim that white and coloured South Africans are unfairly treated in our employment practices.

Sincerely  
Martin Hall  
Deputy Vice-Chancellor

## Upcoming events

The following are major university events coming up over the second half of the year.

- Vice-Chancellor's Concert - 30 & 31 July
- Installation of the Vice-Chancellor - 19 August
- Steve Biko Lecture - 11 September
- Long Service Awards - 2 October
- Fellows Dinner - 16 October
- Ad Hominem promotions cocktail - 4 November
- Retirees Dinner - 17 November
- Distinguished Teachers Dinner - 4 December
- Graduation - 8-12 December



UNIVERSITY OF CAPE TOWN  
IYUNIVESITHI YASEKAPA • UNIVERSITEIT VAN KAAPSTAD

The Vice-Chancellor Dr. Max Price  
has pleasure in inviting you to the Inaugural Lecture of

### Professor Di McIntyre

SA Research Chair: 'Health and Wealth' Health Economics Unit  
School of Public Health and Family Medicine  
Health Sciences Faculty

on

### Just health care: people or profits?

Wednesday 30 July 2008 at 17h00

Student Learning Centre Lecture Theatre, Anatomy Building,  
Faculty of Health Sciences, University of Cape Town

Guests to be seated by 16h45  
Refreshments will be served after the lecture.

Please RSVP for catering purposes to:  
Centre for Extra-Mural Studies  
Tel: 021- 650 2888 · Fax: 021- 650 2893 · Email: [ems@ched.uct.ac.za](mailto:ems@ched.uct.ac.za)

## A DAY IN THE LIFE *of the IT Helpdesk first-level support (telephonic) team*

### Who works in the first-level support team and what do they do on a daily basis?

The first-level support team consists of 11 consultants who provide telephonic support to approximately 5 000 UCT staff members and postgraduate students. They answer and respond to phone calls, as well as calls logged via the web or email, and handle approximately 2 000 calls a week.

### How does the process work? What happens after a call has been received?

The call is logged in the call logging system and a reference number is allocated. A consultant will attempt to solve the problem while the customer is on the phone. The Helpdesk aims to solve the problem and close the call on first



AT the coalface: Jeffrey September fields a call at the ICTS Helpdesk.

contact. If a call cannot be fixed over the phone, then it will either

be sent to the second-level support team, who will visit the caller in his

or her office, or it will be sent to another IT service point where the necessary steps will be taken to resolve the call; eg networks, servers, network space, etc.

### What are the skills required for the job and why choose this as a job?

Consultants need strong IT knowledge and the ability to communicate well. They should be able to problem-solve and need to have patience to deal with upset or angry customers. Call centres are highly stressed environments, so consultants need to be able to cope with the stress.

The job is challenging and rewarding for consultants when they solve a problem, enabling the customer to continue with their work. And it's exciting being exposed to

new developments in information technology.

### What is the strangest thing to have happened in the line of duty?

A consultant was once asked to go to someone's office to clean their monitor after a bird flew into the room and pooped on it.

### What are the highs and the lows of the job?

The Helpdesk has considerate customers, say consultants - they're always very appreciative and indicate that they know how stressful work must be at the Helpdesk. On the downside, it is really frustrating when an issue makes the calls to the Helpdesk spike suddenly. Then the stress levels skyrocket and it is difficult to keep control of all the calls.

## Price hosts difficult dialogue on first day

CHRIS MCEVOY

Dr Max Price, on his first day in office, was greeted with warm applause in the Jameson Hall on 1 July as he announced that this was his first official function as the vice-chancellor of UCT.

Price was the host and MC at the second Difficult Dialogues panel discussion, which is part of a series of talks presented by the Cape Argus and the Economic Justice Initiative. The talks aim to encourage ordinary South Africans to deliberate on the present state of their communities.

"Offering a protected space to debate issues is a key role of universities in democratic countries," said Price. Referring to the fact that this was his



First day: VC Dr Max Price (middle) with Archbishop Emeritus Desmond Tutu, Dr Mamphele Ramphele, Prof Wilmot James and Heidi Holland.

first event as UCT's vice-chancellor, Price commented: "I couldn't think of a more appropriate event."

The topic for the second discussion was Zimbabwe, and the panelists

included Archbishop Emeritus Desmond Tutu, former vice-chancellor Dr Mamphele Ramphele, the author of *Dinner with Mugabe*, Heidi Holland, and Professor Wilmot James. **MP**

## Coming home: New ED for human resources



Going up: Charles Khotso Raphoto takes the helm as executive director of the Human Resources Department on 1 August, succeeding Dave van Eeden who has been redeployed in the Office of the Vice-Chancellor.

HELEN THÉRON

The director of Student Housing and Residence Life, Charles Khotso Raphoto, takes the reins as new executive director of the Human Resources Department on 1 August.

He succeeds Dave van Eeden who joined UCT in August 2001. Van Eeden has been redeployed in the Office of the Vice-Chancellor.

Raphoto describes the move as "coming home". A human resources specialist, he took the helm of Student Housing and Residence Life at

the beginning of May last year.

From where he now stands, this experience provided invaluable insights.

"It's not only the insights but the appreciation of the university as a place of growth and development."

Born in Soweto, Raphoto graduated (BSocSc) from Rhodes University in 1993. He returned to Johannesburg to complete the Management Advancement Programme at the Wits Business School in 1997. In 2001 he completed an MBA at the Gordon

Institute of Business Science at the University of Pretoria.

Before joining UCT, Raphoto was a human resources executive for NCP Chlorchem, and a human resources consultant. Previous positions include group HR director for Smollan Holdings, and HR executive for Barloworld and the South African Breweries.

He was a member of the governing board of the Chemical Studies Education and Training Authority.

The UCT HR department employs 62 people.

On his biggest challenges, Raphoto is reflective.

"I am reluctant to sound prescriptive, save to say that one needs to enhance the perception of a listening and responsive HR service."

Nonetheless he believes UCT faces challenges similar to those in higher education institutions worldwide.

"I think what may differentiate us will be how we deal with or resolve conflict. I think this is the biggest single challenge in higher education, and the institution that can manage this effectively will retain a competitive edge."

His most valuable tool?

"My absolute belief in human potential." **MP**

## HAICU short course

Staff from HAICU (HIV/AIDS Coordination - UCT) taught the short course *Creating Social HIV/AIDS Change Agents (SHACA)* from 23 to 27 June.

Sean Brown, Puleng Phooko, Lucina Reddy and Cal Volks were joined by guest lecturers, including independent consultant Azola Goqk-wana, Marius Harmsen from the Cape Peninsula University of Technology, David Coetzee of UCT's Department of Public Health and Mabuti Mkangeli from the Triangle Project.

The five-day course is administered by the Centre for Open Learning and is designed for professionals who are unable to take more than a week off work to study. The course aims to equip participants with the critical skills to enhance their capacity to respond appropriately to the challenges of HIV/AIDS programme

design and implementation.

The 25 participants came from a diverse range of occupations in both the public and private sectors. They examined whether current South African HIV prevention and support programmes are appropriately constructed and implemented to influence the choices people make, and what critical changes need to be put in place to make the programmes more successful.

The course explored issues such as circumcision, the role of men in the epidemic, HIV/AIDS-related stigmas, vaccines, microbicide, HIV treatment literacy and the role of traditional healers. Participants were also taught about programme management, and had to complete a course assignment on applying theory in their context.

This is the third year that HAICU has run this programme. **MP**

## Comedy probes our relationship with camera, image and celebrity

With their fingers firmly on the pulse of contemporary society, Prisch Productions and UCT's Drama Department present a witty, mixed-media comedy that questions what is real in contemporary society.

Poking fun at the delicate white underbelly of the couch potato, while marveling at the speedy fingers of the modern-day techno-geek, *click-X-cess* takes a comic look at our relationship with camera, image and celebrity in today's fast, consumerism-obsessed world.

Alicia Price and Anne Hirsch

met two years ago in their postgraduate programme at UCT. Finding they shared the same sharp sense of humour and desire to comment on their digitised, media-obsessed world, the duo began to collaborate under the name Prisch Productions.

They enjoyed a successful month-long run with their previous collaboration, *Face-IT*, at the Kalk Bay Theatre earlier this year.

*click-X-cess* will be showing at the Arena Theatre from 22 to 26 July 2008. The show starts at 20h15. Tickets R35 for adults and R25 for students. **MP**



## Van Heerden's *Asbesmiddag* takes the prize

UCT's Professor Etienne van Heerden has scooped the Afrikaans category of the M-Net Literary Award for his novel *Asbesmiddag*.

Van Heerden, Professor in the School of Languages and Literatures and a postgraduate supervisor in creative writing, was one of six winners to receive the prestigious award, which



is given to best entries in Afrikaans, English, Nguni, Tshivenda and Xitsonga. Each winner received R30 000.

*Asbesmiddag*, van Heerden's 11th book, draws parallels with the author's own life. Like Van Heerden, the main character is a writer from Stellenbosch and a lecturer in creative writing at a Cape Town university. Another character in the book sounds suspiciously like a well-known Afrikaans businessman.

But Van Heerden insists: "...this novel is strictly fiction".

The novel focuses on the role of the artist and the ethical problems that confront a writer of fiction.

## Another award for doctor author

HELEN THÉRON

UCT alumnus and author Professor Cecil Helman (MBChB, 1967) will receive the George Abercrombie Award from the Royal College of General Practitioners at their annual general meeting in November.

The award is given for outstanding contributions to the literature of general practice.

Helman's memoir, *Suburban Shaman: Tales from medicine's frontline*, won the Royal College of General Practitioners' 2007 Medical Journalists Association Book Award.

In March 2006 *Suburban Shaman* was the BBC Book of the Week, and it was later serialised on Radio 4.

The work draws on Helman's rich

medical and anthropological experience, reflecting on health and illness within the bounds of community, tradition and history.

It was previously published in South Africa in 2004 as *Suburban Shaman: A journey through medicine*.

Helman qualified with an MBChB at UCT in 1967, and studied social anthropology at University College London. It was only after a trip to the US that he found he could combine his twin interests through medical anthropology, a "new and marginal discipline" back in the 1970s.

*Suburban Shaman* is filled with stories of how the lives of doctors and patients are interwoven, a picture of medicine that goes well beyond science. **MP**

## UCT expertise for book on Prince Edwards Islands

Five UCT staffers have contributed their considerable knowledge of the vast Southern Ocean marine and islands ecosystems to a new book that gathers 60 years of research by South African scientists and their colleagues on the Prince Edward Islands.

These islands, including Marion Island and Prince Edward Island, the peaks of two largely submarine volcanoes, are situated about 2 000km from South Africa and 2 300km from Antarctica.

They are the most southerly part of South Africa's official territory.

The researchers are Professor Johann Lutjeharms and Dr Isabelle Ansonge of the Department of Oceanography, the Animal Demography Unit's Dr Marianne de Villiers and John Cooper, as well as Professor Peter Ryan of the Percy FitzPatrick Institute of African Ornithology.

The book, *The Prince Edward*

*Islands – Land-sea interactions in a changing ecosystem*, is edited by Professor Steven Chown, director of the DST-NRF Centre of Excellence for Invasion Biology at Stellenbosch University and Prof William Froneman, director of the Southern Ocean Group at Rhodes University.

It was recently launched aboard the South African Antarctic research and supply ship the SA Agulhas.

A number of scientific expeditions visited the area in the late 1800s, gaining impetus after the islands were annexed in 1947. In 1965/66 the late Professor EM van Zinderen Bakker led a group of South African biologists and geologists to the islands for the first formal scientific expedition.

A formal, interdisciplinary programme has continued at the islands since, growing to include a wide range of disciplines. **MP**

## Biography on Nobel winner rooted in South African science

HELEN THÉRON

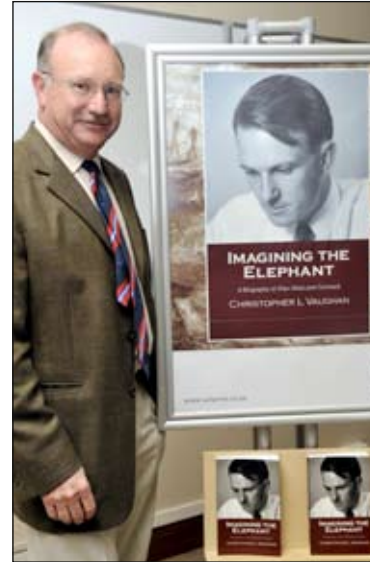
There are two remarkable things about Allan MacLeod Cormack, the subject of Professor Kit Vaughan's newly launched biography, *Imagining the Elephant*.

The first is that Cormack, a 'lowly' physicist (albeit UCT trained), was co-winner of the 1979 Nobel Prize in Physiology or Medicine for his computer-assisted tomography (CAT) scanner.

Second, Cormack's work, conducted at the southern tip of Africa, revolutionised the future of imaging – and inspired a new generation of medical scientists such as Vaughan.

When Cormack died in 1998, Vaughan, then a biomedical engineer in the Department of Human Biology, approached Cormack's family about plans to create a UCT research group to honour his scientific contributions.

They agreed and the MRC/UCT Medical Imaging Research Unit was



Prof Kit Vaughan (deputy dean, research, Faculty of Health Sciences) with his biography on "modest genius", alumnus and Nobel Laureate, Allan MacLeod Cormack. The book is published by UCT Press, relaunched under the Juta umbrella.

launched in May 2000, with Vaughan its director.

But the book is not about science. It's about a family man, his discoveries, and the way those changed our world. Its writing launched an odyssey for Vaughan himself, taking him to Boston, Scotland and England to flesh out his research.

And Cormack's science did change the world. Guest speaker at the launch, neurosurgeon Professor Graham Fieggen, said computer-assisted tomography had revolutionised his discipline, allowing clinicians to identify objects normally hidden in a traditional 2D X-ray.

A highlight of the launch was the brief address by Cormack's elder sister, Amy (Amelia) Read. Vaughan had been able to present her with a hot-off-the-press copy of the book on her 90th birthday.

Proceeds will go to the Allan Cormack Book Fund, to help needy students buy physics and maths books. **MP**

## Call-a-novel

CHRIS MCEVOY

Several graduates from UCT's master's programme in creative writing are contributing to a new project, Novel Idea, which will produce fiction written specifically for cellphones.

Writers participating in this unique literary experience include UCT alumni Lauren Beukes, Diane Awebuck, Sarah Lotz and Henrietta Rose-Innes, who are all published authors.



Each will contribute a story written in 28 episodes, none of which will be longer than 1 000 characters. Daily episodes will be sent to subscribers via SMS.

Stories range from a blind-date thriller to an animal smuggler adventure story. Readers will have the opportunity to vote for their top writer, and aspiring student writers will also have the opportunity to contribute.

Novel Idea, which is a project of cellphone content providers Mobfest, is a subscription-based service, and is now open for registration.

To register, SMS the word "novel" to 33879, or go to Mobfest's website, [www.mobfest.co.za](http://www.mobfest.co.za), for more information. **MP**

## Art installment brightens pharmacology

CHRIS MCEVOY

The Department of Clinical Pharmacology at UCT's Medical School received an innovative facelift with the unveiling of a new art installment by Michaelis lecturer and award-winning artist Fritha Langerman.

The nine pieces on display, which will remain as a permanent fixture at the department's entrance, are made from chrome steel. The installment was commissioned by the department, and although abstract in nature, it aims to represent biomedical science and a visual ordering of knowledge and

information.

"The installment provides a visual index for the department," explains Langerman.

Langerman uses multiple repeated images in her work, echoing the rose windows of medieval churches. Additionally, by using both simple tools and modern technology that reference the mass-produced 18th century Encyclopédie and the internet search engine, Google, her work reflects three of the great knowledge systems in history.

Professor Gary Maartens, head of the Department of Clinical Pharma-



Visual order: Artist Fritha Langerman's work is a new permanent fixture at the Department of Clinical Pharmacology.

colony, is more than happy with the facelift. "It's changed the way I walk into work," he quips. **MP**

## UCT graduates shine at film festival

Three UCT graduates will be showcasing their work at the forthcoming Encounters international documentary film festival.

The festival, which runs in Cape Town at the Nu-Metro complex from 3 to 23 July, will screen films directed by Liz Fish, Tamarin Kaplan and Robyn Rorke.

*Urban Cowboy*, directed by Fish,

tells the inspiring story of former gangster Kendre Allies, who was inspired by working with horses. Today he owns a riding school and 38 horses.

Kaplan's *Breaking the Line* tackles the controversial issue of racism in rugby. Against the backdrop of apartheid, a handful of white friends joined KWARU, the black Kwazakele Rugby Union, news of which caused alarmed

reactions.

In *Shamiela's House*, Rorke spotlights one Cape Flats woman's experience with a housing scheme. The film takes on the perspective of the community as Shamiela navigates the corruption and mismanagement that has caused so much emotional trauma to some of the city's most vulnerable citizens. **MP**