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UCT wins multilingualism awards



Speech therapy: UCT medical students have been improving their communications skill, thanks to multilingual courses introduced over the past decade.

There's good reason UCT's submission for the 2010/2011 Multilingualism Awards of the Pan South African Language Board (PanSALB) ran into a few hundred pages; there was a lot of ground to cover.

But the effort paid off. In March, UCT was named the winner in the education category of the PanSALB Awards, a category that looks at the use and promotion of multilingualism in institutions of learning, including policies and tuition material. To be precise, the award was presented jointly to the Faculties of Health Sciences and Humanities at UCT for the training programmes in Afrikaans and isiXhosa that over the past decade have slowly but surely been incorporated into the formal MBChB curriculum of the Faculty of Health Sciences.

The backbone of this programme has been the Becoming a Doctor course, which spans the second and third years of the curriculum, and which was the brainchild of the designers of the new curriculum, led by Professor Janet Seggie of the Department of Medicine and Dr Nadia Hartman of the Educational Development Unit in the faculty.

It's been a team effort throughout. The Faculty of Health Sciences worked side by side with colleagues in the Faculty of Humanities and the Multilingualism Education Project (MEP) of the Centre for Higher Education Development.

In keeping with the collaborative nature of the work, three UCT scholars travelled to Sandton on 19 March to pick up the trophy – Professor Derek Hellenberg, head of the Division of Family Medicine in the School of Public Health and Family Medicine, and Dr Ian van Rooyen and Dr Mantoa Smouse, both of the School of Languages and Literatures.

Their submission to PanSALB gives a lot of back story. In particular it highlights how things get lost in translation when patients and doctors speak to each other in South Africa.

For example, recent research by Associate Professor Ana Deumert, head of linguistics in the Department of English Language and Literature, has shown that patients whose primary language differs from that used in the health system have a poorer understanding of their diagnosis, treatment recommendations and medication than other patients do.

So concerns were bigger than just doctors' bedside manner.

"It's essential that health professionals are able to communicate in the patients' mother tongues in order to deliver the best possible service with the best possible outcome to those patients," says Hellenberg.

So the Faculty of Health Sciences – with Hellenberg, Smouse, Van Rooyen and others at the helm – has introduced a train of initiatives to fill such gaps since 2003.

The faculty started with the Becoming a Doctor course in 2003 (Phase 1), part and parcel of its new curriculum. That was followed by Phase 2, a semester-long intensive grammar course in isiXhosa in 2008 and Afrikaans in 2011; then Phase 3 (funded by MEP), started in 2009, a four-week special study module in languages and family medicine, where some students actually live with host families in either Afrikaans- or isiXhosa-speaking communities for two and a half weeks. Last year saw the launch of Phase 4, the integration of languages in bedside teaching in year four (the start of the clinical years) of the MBChB programme.

Over the next few years there are also plans to include language learning and assessment into the final two years of the degree.

There've been other initiatives along the way. So, for example, the faculty translated the Department of Internal Medicine's four-CD compilation on clinical skills, until then only available in English, into Afrikaans and isiXhosa. This was also funded by MEP, and the CDs are now available as an open educational resource. (Key role-players in this exercise were Zukile Jama and Thuli Mcanda of the School of Languages and Literatures, UCT's Information and Communication Technology Services, and Sr Rae Nash, who headed the Clinical Skills Laboratory at that time.)

In addition, the work has spawned a series of research projects. Like the survey on the impact of the language courses on graduates in their workplace, and a pilot project on the feasibility of the integrated teaching of family medicine, clinical skills and languages in a clinical facility.

All this, says Associate Professor Mbulungeni Madiba, co-ordinator

of MEP, is possible because UCT has put the right foundation in place. Work such as that in the Faculty of Health Sciences springs from UCT's Language Policy, says Madiba, which takes as its starting point the need to prepare students to "participate fully in a multilingual society".

"It's a graduate-ness thing," he says. To his mind, programmes such as that for the MBChB programme should be duplicated across all UCT's professional degree programmes, notes Madiba. Already MEP, working with the School of Languages and Literatures, has drawn up and run a pilot short course for the Faculty of Law, with a view to incorporating it into the faculty's formal curricula in the near future.

He's often been teased, adds Madiba, that he heads up multilingualism efforts at UCT; the last institution some expected would pay much attention to the issue.

But if the PanSALB award is anything to go by, he notes, UCT is now setting the trend, and others may well soon start mimicking the university's award-quality initiatives. Morgan.Morris@uct.ac.za

Lung Institute celebrates decade of health-care innovations

Ten years ago, UCT took a bold step in establishing the UCT Lung Institute, a custom-built research facility that forms part of the Faculty of Health Sciences' platform for teaching and learning, but operates as a separate company addressing in research the priority health needs of the community.

That bold move has paid dividends. The institute has been instrumental in changing the way that asthma is monitored and managed worldwide; it has provided innovative training and task-shifting in the management of common lung diseases and HIV/AIDS in Southern Africa; and it has provided gold standard consulting on allergies.

Professor Eric Bateman, the institute's founder and head of the Institute's Lung Clinical Research Unit, said: "We can be justifiably proud of our achievements over the past decade, from pioneering community-based surveys of the burden of lung disease in South Africa, which have informed national and international health policies, to establishing a premier unit for testing new drugs for the treatment of tuberculosis, an urgent global necessity."

He said that the Institute is well-equipped to turn research into practical solutions, and cited the example of the Practical Approach to Lung Health in South Africa (PALSA) project, which was initiated by The Lung Institute's Knowledge Translation Unit (KTU) in response to a



Proud achievements: Prof Eric Bateman, the UCT Lung Institute's founder and head of their Clinical Research Unit.

request from a struggling, doctor-im-poverished Free State Department of Health. The question was how to develop the capacity to handle the range of lung and other chronic diseases in a resource-poor setting.

The unit, headed by Drs Beverly

Draper and Lara Fairall, sought to increase the capacity of nurses to diagnose and manage respiratory diseases, including TB, by developing guidelines and providing onsite training.

This evolved into a groundbreak-

ing, task-shifting programmes called PALSA-Plus, which consolidated un-complicated Anti-Retroviral Therapy (ART)-eligible adults to primary health care facilities where appropriately trained nurses could treat them, thus freeing up the dwindling

number of doctors in public facilities to concentrate on children and more complex cases. The programmes have since become the norm across most South African provinces, improving TB detection in the Free State by 70% and asthma management by 80%.

To date more than 110 000 copies of the guidelines have been distributed and more than 12 000 primary care nurses trained by the KTU team at the Lung Institute. The work was recently customised and implemented in Malawi and is being adapted for other sub-Saharan African countries.

The institute is a wholly-owned subsidiary of UCT with more than 70 employees, Bateman explained. Their work is financed entirely from grants and contracts for research. The budget has increased twelvefold as the Institute successes have garnered acclaim and accelerated over the years.

The institute is also a valuable research resource, having published more than 350 academic papers, and provides a training platform for many PhD and master's students.

"It has evolved into a national resource for the most modern and comprehensive assessment and treatment of lung diseases," he said.

Bateman concluded by thanking all of the researchers and administrative staff who had contributed to the successful first decade of research and clinical service. "We are looking forward to sharing our achievements in the decades to come." ■



Renewed friendships: Derek Wilson, Patricia Wilson, Marie-Elisabeth Wood, Phillip Wood and John Osterberg attended the 50th anniversary reunion of Old Belsen Boys.

Kopano anniversary rekindles old memories among alumni

'Kopano' is a Sesotho word that means a place of unity, and Kopano Residence at UCT aims to live up to its name.

The residence boasts a diversity of students from all walks of life and in all academic disciplines and levels of study, said warden Professor Evance Kalula at the 50th anniversary reunion of Old Belsen Boys, named after the residence's original name.

"Despite many changes over the years, the values are still the same; we are still united and the strongest residence at UCT," Kalula said to the alumni who had gathered to mark the occasion.

The four-day event gave the

group of 40-odd members – about 50% of the 1961 Belsen intake – an opportunity to meet up again with old buddies and tour the university. The reunion was organised by alumni Ken Price and John Osterberg.

The residence was originally named Belsen, after the Bergen-Belsen Nazi concentration camp in north-west Germany, as the residence initially housed students who had served in World War II. The name was changed to Driekoppen to mark the beheading of three slaves around the Mowbray area in 1724, but was changed to Kopano after 1994 as a celebration of unity.

Dr Stuart Saunders, one of Kopano's former wardens and former

UCT vice-chancellor, is turning 80 this year, and the residence is using that occasion to bring back as many old boys as possible to support the residence.

Appealing to the old boys, vice-chancellor Dr Max Price said the number of students at UCT had increased five-fold over the past 60 years, and the university is under pressure from the government to take on even more students. A key constraint to growth is the lack of residences, and former residents were urged to assist where they could.

"Investing in residences is investing in transformation," Price said. ■

New content management programme will bring order

Many people who engage with UCT come up against the frustration of not being sure where to find something (a form, a policy, tutorial notes, a researcher, a paper, a map). There are thousands of places to look; and once you have found what you're looking for, you're seldom certain that the information is up-to-date and correct.

The Enterprise Content Management (ECM) programme, a multi-year project supported by the VC's

Strategic Fund, will bring a level of order and organisation to UCT's information content. Apart from the challenges mentioned above, there is also a significant amount of duplication; one researcher may have 20 different profiles in as many different places, or if a brochure is published, it needs to be published simultaneously in many formats. Rather than just throwing technology at the problem and increasing the proliferation of business application silos,

UCT is starting at the beginning.

The first project in the ECM programme is focused on defining governance: policies, procedures, processes, roles and responsibilities, and frameworks, so that the university is able to standardise across the institution.

The next step will be to examine the various content needs of information consumers and publishers and consolidate these across the silos in which UCT has been operating.

The inventory will include current IT applications and those still required.

The ECM programme provides an umbrella for many initiatives and interrelated projects currently under way, including:

- The Research Portal
- The Web Renewal project
- The Open Governance Intranet (Meeting minutes, policies, etc.)
- UCT OpenContent
- Staff and researcher directories
- Records Management

• UCT Knowledge Co-op
These projects will look at aligning applications and content sources; reducing duplication; making storage and publication of information easier and more streamlined; and ultimately, delivering to information consumers exactly what they need in the most appropriate form.

For further information, please contact Richard Higgs (richard.higgs@uct.ac.za). ■

Prestigious Pifer for Parnell

Professor Susan Parnell, of UCT's Department of Environmental and Geographical Sciences and the African Centre for Cities, is the recipient of the 2010 Alan Pifer Research Award for her work in urban poverty reduction and environmental management.

The annual award highlights the strategic goal of promoting socially responsive research, and honours a UCT researcher whose outreach work has contributed to the advancement and welfare of South Africa's disadvantaged people.

Pifer was a philanthropist, a president of long-term UCT benefactors the Carnegie Corporation, and the founding chair of the UCT Fund. He died in 2005.

"Susan's immense contribution to research has helped inform government policy," said Faculty of Science dean Professor Anton le Roex at the presentation event on 24 March. "Her work has set the social responsibility benchmark for the faculty."

The motivation statement for the award lists some of Parnell's many accomplishments since becoming involved in welfare policy debate in the post-apartheid period, when she contributed to the South African NGO Coalition's Poverty Hearings. Parnell

also served on the Advisory Board of Isandla Institute, a think-tank NGO focused on addressing the lack of policy research on the growing urban poverty problem, and she is currently a member of the board of Sustainable Energy Africa.

Parnell's academic work reflects her involvement with a number of key studies for the Cape Town Municipality. These academically rigorous policy reports underscore the fact that ideas about reducing poverty are not abstract notions, but could be mainstreamed into the specific roles and responsibilities of the municipality.

Parnell has also worked on the urban dimensions of poverty reduction that fall under national government departments, where she has been involved in developing key studies to assist in poverty reduction strategies, for the treasury, the presidency and other sectoral departments.

As the first director of the African Centre for Cities 'CityLab' programme, Parnell has been a major force in promoting the notion of the co-production of new knowledge that is directed at solving entrenched urban problems. She chairs the Cape Town Climate Change Think Tank, a partnership grouping of university,



Fighting pPoverty: Prof Susan Parnell, recipient of the 2010 Alan Pifer Research Award, with husband Prof Owen Crankshaw (left) and Prof Edgar Pieterse.

city and civil society intellectuals working on the urban implications of global environmental change.

"I usually dislike these big occasions," said Parnell on accepting

the award, "but there is great value in marking them, as you get to see the many people who influenced your work. Thank you for giving me the space and the opportunity to engage."

She added: "Systems certainly can change, and certainly can work for people. This is why it's really worth engaging."

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Many answers to financial crisis blame game

Video games, too much testosterone or human greed? These are just three of the many responses to the question posed by Sir Howard Davies at the recent Vice-Chancellor's Open Lecture: *Who or what was responsible for the recent global economic crisis?*

Sir Howard, the current director of the London School of Economics in the UK, answered this critical economic question in a number of ways.

Basing the lecture on his book *The Financial Crisis – Who is to blame?* Davies analysed some of the more likely answers and poked fun at some of the 'wild-card' theories

on the 2007 to 2008 crisis – which many economists believe was the worst since the Great Depression of the 1930s.

The crisis resulted in a severe economic recession, which included the collapse of large financial institutions, government bailouts, and plummeting stock markets. This, in turn, led to evictions, business closures and a dramatic decline in consumer wealth.

"Everyone seems to be blaming someone different," said Davies. "In the UK people mostly blame bankers and those who took on more debt than they could afford. A more depressing figure is the 32%

of American Democrats who put the blame for the crisis on 'the Jews'."

Davies explains that a "huge credit bubble" was created as banks, aware that less risk means less reward, lent people more and more money – despite a stagnant average monthly income. Through more available credit, people were able to finance an unrealistically high standard of living.

"Central banks looked like a driver going at the speed limit, but with the engines overheating and the wheels falling off," said Davies. "People were increasing their borrowing, but there was too little capital in the banking system – and the banks were allowed to continue operating under those conditions."

Davies argues that the lesson learnt here is that in the future, banks will need more capital to finance loans.

"Auditors were especially useless during that period," comments Davies. "They said that it was not their job to forecast the future, but if that was the case, what was the point of having them there in the first place?"

Davies acknowledges that there was probably a sizable amount of genuine fraud, although there is no evidence to support this.

"But there were things going on that are worse than fraud," noted Davies. "I think they actually believed they had created a money machine, so they were more guilty of naiveté than fraud. They thought that if something went wrong someone else would pick up the bill. In this case it was the taxpayer."

Davies also pointed the finger of blame at inefficient markets, incentives for traders that encouraged recklessness, and a capitalist system

in which regulation couldn't prevent the crisis from deepening.

Then there what he dubbed the "wild-card" theories. The Archbishop of Canterbury, Dr Rowan Williams, blamed "human greed" for the crisis.

"But," comments Davies, "one person's greed is another person's earnest desire to do better for himself and his family."

Another theory is that it's a 'boy thing' – that a testosterone-driven market encourages risky behaviour.

"However, they also found that introducing more women to the trading floor simply increased testosterone levels in men!" quipped Davies.

"I think we are now half way through a programme of remedy," concluded Davies. "We may never know the extent of some of the contributory factors, such as video games, which I think are worthy of more research. And that's as good a way as any to end an academic lecture – with a call for more research."

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Greed or game: Sir Howard Davies delivered the recent Vice-Chancellor's Open Lecture and deliberated on who was to blame for the recent economic crisis. (For video footage go to www.youtube.com/user/UCTSouthAfrica)

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Blending faith and health to improve well-being

During a four-day launch, the School of Public Health & Family Medicine (SOPH) welcomed a new partnership with the African Religious Health Assets Programme (ARHAP) – to be known as the International Religious Health Assets Programme (IRHAP). This research network works at the interface of religion and public health, to promote sustainable health among poor communities, especially in Africa, and includes a particular focus on the role of religious health assets within health systems.

One group in ARHAP-IRHAP's wider network, the Methodist LeBonheur Healthcare's Centre of Excellence in Faith and Health, based in Memphis in the US, will also be a partner in the new collaboration with SOPH, and was represented at the launch. The launch included the signing of a Memorandum of Collaboration and a seminar on 9 March.

Seminar presenters from Memphis outlined how ARHAP's work in Africa has provided important "learnings from the ground", which have to some extent helped shape an initiative taking place in Memphis – building a trusted health-care delivery system that blends what the hospital knows about disease with



New partners: At the signing of a recent Memorandum of Collaboration between UCT and the US Methodist LeBonheur Healthcare's Centre of Excellence in Faith and Health were (back) Prof Jim Cochrane (UCT), Prof Lucy Gilson (UCT), Dr Teresa Cutts (US), (front) Prof Leslie London (UCT) and Dr Gary Gunderson (US).

what religious communities know about life. Called the Congregational Health Network (CHN), this initiative is a partnership between

congregations and faith communities for sharing in the ministry of caring for CHN patients in the community.

The programme is having

remarkable effects in health care. In one case, the provision of CHN home-based care-giving services reduced the annual hospital visits of

an elderly man suffering from congestive heart failure from six to one. There are ample examples of other positive health outcomes, including significantly reduced mortality rates among CHN patients – and most of the community work is unpaid; it is done for "love, not money".

UCT recognises the tremendous value of ARHAP-IRHAP's work. As noted by Professor Leslie London, head of the School of Public Health and Family Medicine, "It is important not only to recognise that investing in systems outside of hospitals can improve health care outcomes, but to understand how that takes place – through what pathways and mechanisms; because if we understand that, we can potentially extrapolate to other contexts which are very different to Memphis and to the faith-based environments they are working in."

As the collaboration gets off the ground, the School will be supporting engagements between ARHAP-IRHAP, Methodist LeBonheur Healthcare, and its own health policy and systems work that further investigates these complex system dynamics and generates wider lessons for health system development in South Africa and beyond.

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Networking: VC Dr Max Price chats to new staff members at a welcoming function at Glenara.

VC welcomes new staff

UCT's high international ranking seems to be a drawcard not only for prospective students but for staff as well, attracting employees from as far afield as the US and Europe.

Among staff members who were welcomed by vice-chancellor Dr Max Price at a function on 17 March were Dr William Horowitz from the US, and Belmira Carreno, who has worked in Barcelona, Spain.

Like many other new staffers, they considered the move to UCT to be a wonderful opportunity. And UCT's eye-catching surroundings add to the appeal of working at the far end of Africa.

As Zimkhitha Mqutheni of the Development & Alumni Department and Lazola Magobiyane of Information and Communication Technology Services put it, the opportunity to study while working at the institu-

tion is the cherry on the cake.

Price told the new staffers that a university can be a lonely place, as people often work in silos; he urged them to use the welcoming function and other gatherings to network. He encouraged those gathered to take part in the activities and structures available, such as clubs and committees, saying "it is important to create a community across the university". ■

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Tough questions asked at timely symposium

The ESRC Rising Power Symposium 2011, a three-day symposium held at UCT in March on the state of education and labour in developing countries during times of economic change, was the third in a series of similar events, following meetings in São Paulo, Brazil, and Moscow, Russia.

This is an initiative of the Global Challenges and Social Change Initiative Network (a project led by Bath University in the UK) to examine the emergence of the ESRC's (the Economic and Social Research Council in the UK) so-called 'Rising Powers'. These include the BRICS nations of Brazil, Russia, India, and South Africa.

"We are dedicated to understanding education," said Dr Joanne Hardman of UCT's School of Education, the South African representative of the initiative. "The questions we're posing are hard-hitting, but these are questions we have to answer."

These questions include: what changes are envisaged in educational provision to ensure economic sustainability of rapid growth? What will be the likely educational consequences and



Global challenge: Speakers at the symposium included Dr Joanne Hardman and DVC Prof Crain Soudien.

responses to social challenges such as the urban-rural divide, social and economic inequality, and access to education? And how will the lives of children be transformed as these changes are implemented?

Delegates attending the symposium included project leader Professor Harry Daniels from the UK, Professor Angela Lessa from Brazil and Professor Anna Shvedovskaya from Russia.

"South Africa is an enormously dramatic country," said deputy vice-chancellor Professor Crain Soudien in his opening address. "And we have sometimes shied away from discourse on the intensity of the question of development."

"I hope you come to an understanding of how education can begin to realise its historic promise."

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Transformation events elicit intense debates

Launching UCT's first Transformation Month at an event at the beginning of March, members of the UCT executive, the Chair of Council, the director of the Transformation Services Office (TSO) and keynote speaker, Dr Pregs Govender, deputy chairperson on the South African Human Rights Commission (SAHRC) drew the audiences' attention to the importance of transformation in all spheres of life on campus and elsewhere in the country.

Vice-chancellor Dr Max Price said transformation remained a priority at UCT. "As articulated in our Strategic Plan our primary transformation aim is towards non-racialism through active redress, welcoming diversity, fostering inclusivity and recognising African voices."

"Transformation Month embodies all those objectives and in the process will help challenge gender, race and other stereotypes that keep our society locked in the past, as well as help dispel stigma associated with HIV/AIDS and misconceptions related to disability."

TSO director Glenda Wildschut said transformation referred to the process of change in societal values and norms, as well as the shifts in institutionalised relationships that take place over time.

She said it was fitting that Govender, a Commissioner of the Human Rights Commission, should



Meeting of minds: Photographed at the launch of the UCT Transformation Month were (from left) Dr Max Price, Glenda Wildschut, Archbishop Njongonkulu Ndungane and Prof Crain Soudien.

deliver the keynote address, because transformation at UCT had always been framed within the context of human rights. "This philosophy of human rights is also what underpins the programme of events and lectures over the next four weeks."

Chair of Council the Most Reverend Njongonkulu Ndungane said that as a nation South Africans were fortunate to have a code of human conduct, contained in the values of Ubuntu, which helps people reflect on their shared humanity. "As an

academic community striving to be morally responsible, UCT is in the privileged position of shaping creative, innovative and imaginative individuals who will in turn transform the world as the spirit of Ubuntu prevails."

He urged the UCT community to keep up the good work it was doing with regard to transformation.

Deputy vice-chancellor Professor Crain Soudien added that UCT finds itself in a time and place where it is thinking deeply about what it is and

how it goes about its business. At its heart, transformation is about creating a university that is hospitable to all, he said.

Govender placed transformation at UCT into a national and global context, saying that the transformation of any institution could not be separated from the transformation happening in general society. She spoke of how young people can be pivotal in changing the world, as illustrated by recent events in the Middle East. ■

"The decision by the Transformation Services Office (TSO) to make March 2011 Transformation Month has been very important for the University of Cape Town. It has added a very important public dimension to the wide range of activities being undertaken by the TSO. Each of the events has been memorable in its own way. Important about all of them is that they highlighted key issues being faced with respect to HIV/AIDS, disability and mediation by the University community. Responses after each of the events suggest that they precipitated intense debates and discussion. This is exactly what the TSO hoped for. I wish to thank everybody who participated in our events, particularly our guest speakers, performers and artists. I also wish to thank our director, Glenda Wildschut, and her colleagues in the TSO for taking this initiative." – Prof Crain Soudien.

Transformation office gears up to transform campus

Transformation Month, held campus-wide during March, has created the impetus for similar events and activities that will help the Transformation Services Office (TSO) intensify and advance UCT's transformation agenda, says TSO director Glenda Wildschut.

While it is difficult to assess the impact of Transformation Month, the programme was generally well-received, particularly the fun student activities. "One of the student events, the open forum dialogue on *White Fears*, *Black Rights* attracted more than 200 participants. This was, in my opinion, a really authentic discussion on race and diversity," says Wildschut.

"Those who experienced Transformation Month found the diversity of the programmes interesting, especially the mixture of artistic forms, and the way dialogue was facilitated by different methodologies – such as the round table discussion on tobacco control and human rights, and expert inputs by the UN rapporteur on disabilities."

Wildschut's interest in transformation stems from her involvement in structures and forums in the early 1990s, which paved the way for national transformation via the Transitional Executive Council, the Sub-Council on Defence and the Truth and Reconciliation Commission. "I feel that it is my duty as a citizen, and an honour, to be involved in transformation." Transformation, she adds, will take time and patience and a lot of hard work – both at a

personal and a collective level."

Wildschut and the TSO have been hard at work on the roll-out of the ADAPT programme that will facilitate transformation across campus. "ADAPT is aligned with the vision and mission of the TSO to foster an institutional climate that values diversity and fosters inclusivity. The content was refined and embellished upon to meet the demands of a post-Khulma era at UCT," she explains.

The first "train-the-trainer" phase of the ADAPT programme was recently completed. Twenty-three advisors are now skilled in several aspects of transformation facilitation. "Participants will become part of a process that supports UCT's mission in a structured and methodical way and will be in a position to champion the creation of a campus culture in which diversity is understood and valued, and in which emotional intelligence is promoted."

ADAPT is based on the same peer-education/peer-counselling premise as DISCHO's Anti-Discrimination Advisors (ADAs) programme, which trains group of peers who in turn can educate their colleagues in a structured, contained way and also refer people to the appropriate services when necessary.

"The immediate benefit of this type of programme is that ADAPT advisors/counsellors will become mentors who will have a positive influence on the attitude and behaviour of their colleagues. They will also impart knowledge and skills which will cascade further into the commu-

nity as participants share information and ideas with others," explains Wildschut.

"At the core of the ADAPT programme is the notion of better understanding of our differences and similarities, as well as that of furthering the corresponding understanding of our own responses when we are confronted by attitudes and behaviours different from our own."

The trainers include departmental heads, residence staff, scientific and technical officers, clinical psychologists, a social worker, lecturers, a nurse, administrators and others representing many facets of university life. They have all expressed their full commitment to the transformation of UCT and are eager to contribute to positive change on campus.

The second "reflective practice" phase of the programme will see the ADAPT trainees work in teams to hold workshops with the University Transformation Committees during June until August. The third phase will start with a pivotal planning workshop for all HoDs and Line Managers in order to strategise and plan the final roll-out of the programme to the rest of the university – this is expected to begin in October.

"We believe that ADAPT will prove to be an invaluable catalyst for change that will improve participants' intercultural competencies and leadership skills, which will in turn contribute to the longer-term leadership and strategic goals." ■



Gearing for change: The Director of the Transformation Services Office, Glenda Wildschut. (View the video at www.youtube.com/user/UCTSouthAfrica)

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SRC adds their weight to comprehensive transformation

The Students' Representative Council's Lethu Shange is passionate about transformation and the role it can play in nation-building.

Holder of the SRC's transformation portfolio, the third-year business science student's passion for transformation stems from being a social activist, and this interest dovetails with the SRC's key focus on transformation.

"It is our view that transformation is an SRC-wide responsibility and that it should be carried out and accounted for in all the actions undertaken by the SRC."

These include keeping up pressure to investigate different ways for students to gain equitable access; creating better support and development programmes; and establishing a culture of equal recognition and respect from both staff and students.

"We need to redress the historical imbalances of race, class, minority groups, special interest groups and gender. All of these fall under the progressive change needed in our institution so as to allow UCT to be a community institution serving its role

in the attainment of equality through equity."

Shange uses the example of one of the SRC's Transformation Month events, the Conscious Conversations, as a moment which gave him a glimpse of what a comprehensively transformed society would look like. "The Conscious Conversations event saw students debate the challenges facing South Africa. At this forum the views and opinions expressed bore testament to the potential of a truly transformed society when there is a corresponding will from the people themselves," he said.

Currently the Student Transformation Charter is under review within the Transformation portfolio, and Shange explains this will be opened up to the university community for their input, discussion and debate. "This is an outline of the principle that students must actively participate in their specific fields that will impact them and ensure that transformation is continuously on the top of the agenda."

He is also committed to lobbying for increased access for disadvan-

taged students and Black students. He posits that in the past the SRC may have fallen short in dealing with the structural elements of transformation. "We need to increase the transformation priority in the shape and size of the institution and in its institutional climate," he adds.

Speaking about transformation more broadly, Shange says that civil society and the state are doing a lot to advance the general development of South Africa. "These programmes might differ, but it is the appreciation of the continuous effort that the various spheres in our society are making that gives one hope that a potentially truly transformed society may be realised."

Shange draws on a quote from one of his essays: "What drives recently liberated nations to economic meltdowns and sabotage, civil wars and hatred is the amount of redress done and the commitment put towards it by those who can. We are such people, as students; let us decide together to shape this country to a more prosperous and giving land for all." ■



The SRC's Lethu Shange holds the transformation portfolio.

Unit transforms campus into an AIDS-competent community

While HIV/AIDS may not initially seem a close fit with UCT's transformation initiative, a clearer understanding of the issues surrounding the epidemic (such as prejudice) can serve as a catalyst for transforming people's belief systems, says HAICU director Cal Volks.

"As such, the lessons learned in the HIV arena can further inform many aspects of UCT's transformation drive."

HAICU endeavours to equip graduates with both the professional and personal skills to respond appropriately to HIV. "This is the part of HAICU's mandate that specifically relates to transformation. It is also aligned with UCT's strategic objectives of creating future professionals and leaders who not only make a contribution to combating HIV and AIDS in their chosen discipline, but who have a strong sense of social justice. These graduates can help shift societal attitudes towards inclusivity and contribute to the creation of a society that values diversity."

The co-curricula aspect of HAICU's education work involves public awareness events and the unit's flagship student peer-education programme – the AIDS Community Educators (better known as ACEs).

"ACEs are trained to conduct HIV-awareness workshops (approximately 100 workshops throughout the year) and to create safe social spaces in which issues related to HIV, such as concurrent sexual relationships, can be discussed candidly and confidentially."

Matters such as dispelling stigma and shedding light on risk-taking behaviours (sexual concurrency, etc) are dealt with on an on-going basis at events held during term-time.

HAICU's efforts to transform



Aware: UCT students took part in the recent First Things First HIV testing campaign on campus in March. Second-year students Kwana Lechile (left) and Lua Dibble were among them.

UCT into an AIDS-competent community have also been directed at creating discipline-specific course components. First-year students in both the commerce and health sciences faculties attend lectures designed to stimulate their critical-thinking skills and equip them with appropriate professional discipline-specific knowledge about HIV and AIDS. HIV-related course components are also offered to fourth-year business science students and to students attending the Raymond Ackerman Leadership Academy at the GSB.

Evaluations show students of both faculties value this input: "External evaluators have found that the overwhelming majority of these students – an average of 96% – acknowledge the value of the discipline-specific aspects related to

HIV," Volks adds.

HIV programmes have been piloted and positively evaluated in the Faculties of Science and Engineering & the Built Environment (EBE). Discussions are under way at those faculties, with a view to integrating discipline-specific HIV course components into the curriculum in the near future.

An important aspect of HAICU's work is research into HIV and AIDS as it relates to the campus community. In collaboration with the HEAIDS (Higher Education HIV/AIDS Programme), HAICU has also been instrumental in benchmarking HIV responsiveness at UCT, and has also conducted UCT's first study on the residence population. This appraised trends in risk-taking behaviours relating specifically to HIV. ■

Disability Services help make UCT accessible to all

Every aspect of the work of the Disability Services (DS) is encapsulated in the unit's slogan – 'Promoting access, finding solutions', states DS Manager Reinette Popplestone.

Popplestone explains the DS team works together with students and other UCT staff to find solutions to challenges faced by people with disabilities who work and study at the University.

This ranges from creating access to existing inaccessible venues, to lobbying for accessible residential and work environments, to creating lecture and study materials for people with sensory impairments and to providing a range of support for people with physical and mental disabilities, such as learning disabilities, epilepsy, and other (invisible) disabilities.

"The work of the DS is complex and we are constantly making choices regarding how to allocate resources most effectively and most fairly," says Popplestone.

Since the unit first opened under the directorship of Kathy Jagoe in the late 1980s, great strides have been made at UCT, and the University is used as a benchmark for best practice at other institutions of higher education.

"We have made great progress with regard to creating access, and have had particular success with our 'retro-fitting' projects – that is, creating barrier-free environments in existing buildings and locales."

The most labour-intensive side of the DS's work is its huge scanning 'factory'. "We scan and convert hard copy into a range of electronic formats and although the software students use to access the electronic files is expensive, we are able to use technological advancements to assist many more staff and students," she says.

One of the DS's success stories has been the Abigail Mlotcha Day House for students with disabilities. The day house has proved a resounding success with students and it is an

extremely well-utilised space.

Popplestone believes its popularity is due to the fact that students with a disability do need an accessible, safe and welcoming space in which to unwind or study without the attention of curious onlookers – however well-meaning or sympathetic – they receive in public spaces.

In recent times the unit has recorded a considerable increase in the number of students with learning and related disabilities. "In the main these students have been diagnosed with Attention Deficit Disorder, dyslexia and other psychological and psychiatric conditions" says Popplestone.

The DS is responsible for making sure each case is bona fide and that these students are allowed extra time or other accommodations in relation to examinations.

Popplestone explains that this area of support is difficult to administer fairly, as students from disadvantaged backgrounds are often not able to provide the clinical assessments that verify their need for additional examination time.

The DS recently revised UCT's policy on disability and this was ratified by the UCT Council on March 26.

"We received input from internal and external experts during the initial drafts, and later took into consideration concerns and comments by members of Senate and Council. It will become the benchmark against which other universities measure themselves, but also against which UCT will be judged," maintains Popplestone.

"The policy in effect embodies only what the university is already striving to do – and mostly succeeding to do – and that is to deliver to people with disabilities who work and study at the institution, and increasingly importantly, also to those who visit it."

Popplestone added that the policy represented close on four years' work, and included inputs from a wide range of stakeholders. ■

Mediation a key to alternative dispute resolution - Rycroft

A recent address about alternate dispute resolution by veteran South African mediator Noluthando Orleyn and UCT's Professor Alan Rycroft and Zetu Makamandela-Mguqulwa illustrated the far-reaching transformative effects of well-contained and respondent-led dispute resolution in healing relationships in the workplace and elsewhere.

Rycroft, who holds the Chair of Commercial Law at UCT, said four key events at UCT will impact on the institutionalising of mediation as an important way of resolving disputes on campus.

He cited Senate's and Council's initial approval of the mediation policy in late 2009 and the corresponding establishment of the Ombud post; the appointment of Glenda Wildschut as Director of Transformation Services, which had consolidated the link between mediation and transformation; the appointment of Zetu Makamandela-Mguqulwa as the UCT Ombud; and lastly, the training of 26 mediators as an in-house resource for implementing the policy.

Rycroft and Orleyn used several examples of how different mediation methods led to innovative solutions and created a participative process whereby both parties were able to contribute to finding mutually beneficial solutions.

Rycroft said that while organisations are characterised by the need for change, the recipe of how to achieve this often focuses on notions of leadership and communication skills,

instead of the need for negotiation.

"The notion that change might actually need to be negotiated is often rejected or neglected. It carries with it the dark suggestion that the leadership team does not in fact hold the golden keys. Or, worse still, the vision could be compromised in negotiation with contrary stakeholders," he said.

He added that whenever there are multiple stakeholders in the workplace who have some form of power, then proposals for change must be negotiated if other costs are to be avoided. "Because employees also exercise power – from expending minimal effort through sabotage to resignation – change should be negotiated even in settings in which the employer appears to carry all the trump cards."

Rycroft believes the practice of negotiated change (as opposed to unilateral managerialism) is vital to productivity. "Research done at leading Australian universities suggests that, generally, 'staff will not give of their best in an authoritarian workplace where they are over-managed and undervalued'." Typically, staff react to this type of managerialism by disengaging and only doing the bare minimum of teaching and research, he said.

"Negotiation is rooted in a pluralist paradigm which recognises difference and is tolerant of competing interests. It recognises that we are essentially coalitions of individuals and groups. For the health of the institution the consent and co-operation of



In closing: Prof Alan Rycroft closes the Month of transformation. (To his left are Zetu Makamandela-Mguqulwa, UCT's Ombud Officer, and Noluthando Orleyn of the Peotona Group.)

these coalitions is a value that should not be neglected.

"The one thing we know with certainty is that conflict is unavoidable, and if not resolved wisely and fairly quickly, it tends to escalate. There is a need for institutions to design dispute systems which provide speedy, cost-effective and (where possible) relationship-enhancing processes to resolve disputes."

He described mediation as "a deeply transformative process which injects fresh energy and insight into a deadlocked situation".

"I don't know if you have ever thought how we as individuals come to change our opinions, prejudices or preferences. In my experience this

is seldom an intellectual process. It is most often the result of a personal encounter in which we are forced to confront our prejudice. Mediation offers that space. It is truly a transformative process."

University Ombud Zetu Makamandela-Mguqulwa began her address by congratulating the university for acknowledging the value of Alternative Dispute Resolution (ADR) and for accordingly adopting the Mediation Policy.

She described her mandate as an organisational Ombud as "a designated independent and neutral dispute resolution practitioner whose major function is to provide confidential and informal assistance to the university community."

Orleyn said that successful alternative dispute resolution centred on the parties controlling the process, not the mediator being in control. "This element of control is the distinguishing factor."

Recalling her experience of facilitating a negotiated settlement between rebel forces and the government in Sierra Leone, Orleyn said the mediators first went on a fact-finding mission before deciding that training was the best approach. "People were too scared and too angry." She noted that the process of resolution in SL was ongoing, and that their Truth Commission was helping the community to heal. ■

Debating UCT's identity

Spirited, yet collegial discussion arose at the Student's Representative Council-facilitated student panel discussion when participants debated the topic *To Whom does UCT belong?* at the Molly Blackburn Hall in mid-March.

Adjudicated by SRC deputy president Jessica Price, the panel comprised vice-chancellor Dr Max Price, SRC president Amanda Ngwenya, Amanda Mashanyare of the Zimbabwean Student Society, Khayaletu Makhubu of the Black Management Forum's UCT chapter and Ikey Tigers Captain Nick Fenton-Wells. Panellists spoke about UCT's place in Africa and globally, and questioned whose needs it should serve.

Price asked whether a university should belong to anyone, and said that one of the answers was that UCT belongs to the world and has a global responsibility.

Ngwenya said she did not believe UCT belonged to everyone, and that at its core it must remain a space for intellectual enquiry; and that it should serve as a symbol of what society can attain.

Mushanyare expressed the view that UCT's position in Africa meant that it had an



Participants in the Students' Representative Council discussion included (from left) VC Dr Max Price, Amanda Ngwenya (SRC president), Amanda Mashanyare (president, ZimSoc), Nick Fenton-Wells (Ikey Tigers captain), and Khayaletu Makhubu (UCT Black Management Forum).

obligation to people living in the SADC region, and she questioned why SADC students had to pay higher fees than South African students. Responding to that point later in the debate, Price explained that South African students were subsidised by the South African government, with tax money, and that SADC students should rather question why their own governments were not contributing financially to their studies.

The Black Management Forum's Makhubu said although he believed UCT was currently in "the hands of the elite," every student had a right to be heard at UCT. "Africa should rightfully claim what belongs to them," he added.

Some of the discussion centred on the

currency of the 'Ikey' brand, and participants had differing views on whether the university benefited from brand-building so closely aligned with UCT rugby. Ngwenya said that all members of UCT should feel they have ownership of the Ikey brand, and that other sporting codes and societies could use the halo effect of the brand to their advantage.

Fenton-Wells said that rather than being divisive, sport had the potential to unify students

with common interests, and he urged all students to make use of the wide range of sporting facilities available to them. "Team sports especially facilitate success and help integrate and bond students to the university." Responding to later criticism of the Rugby Club's seemingly elevated status at UCT, Fenton-Wells said that sponsorship deals and the fact that the Intersarsity Series was televised nationally had propelled UCT's rugby team into the spotlight.

Responding to a question from the audience about student participation in university governance, Price explained that the SRC is represented on almost every important committee at the university, and reminded the assembled students: "They are your voice." ■



Transformation in song

Renowned composer and musician Philip Miller presented a talk at UCT on 3 March as part of the Month of Transformation. In the talk, titled *Music and Transformation*, Miller, a UCT law graduate, outlined the process of producing his award-winning choral work, *Rewind: a Cantata for Voice, Tape and Testimony*. Designed and directed by Gerhard Marx, the work features vocalists Sibongile Khumalo, Fikile Mvinjelwa, Arthur Swan and Kimmy Kota, is based on the testimonies of the Truth and Reconciliation Commission, and commemorates the victims of apartheid. It has been performed in Johannesburg, the US and the UK, and will appear at the Baxter Theatre in May. ■

UN Special Rapporteur spotlights disability rights

UCT alumnus and UN Special Rapporteur on Disability for the Commission for Social Development Shuaib Chalklen delivered a message to the UCT community about the need for civil society to take responsibility for expanding and protecting their rights – especially those pertaining to disability.

Chalklen said that UN conventions such as the Convention on Disability, to which South Africa was a signatory, placed a responsibility on government to follow through with its commitment to expand and protect the rights of people with disabilities.

Chalklen, together with UCT's Disability Services Manager Ms Reinette Popplestone, spoke about the politics of disability recently in the Sir Richard Luyt Room during a lunchtime Transformation Month event. Chaired by the TSO Director, Glenda Wildschut, the discussion was entitled: *Then and Now: How*

accessible is UCT to people with disabilities?

A student in the late 1980s, Chalklen said he would never have been able to address people in the event venue, as at the time the Otto Beit Building was not accessible to wheelchair-users.

He recalled that during his studies he had to rely heavily on friends and fellow students to gain access to many venues on campus. He stopped attending his psychology lectures in the New Science Lecture Theatre because of the difficulty he had in gaining access. "I just gave up [going to lectures], although I continued attending study groups and tutorials."

He said in the 1980s UCT had followed the "deficit model" of disability, which viewed disability as an all-encompassing personal deficit or tragedy that dominates all aspects of an individual's life.

The deficit or 'tragedy' model

of disability is one of the greatest obstacles to disability rights, as it can make even people with disabilities internalise its precepts, Chalklen claimed.

Chalklen paid tribute to the pioneering work of the late Kathy Jagoe, who was Director of the then-Disability Unit, which was established in 1988. "She did amazing work and she did it despite great difficulties, trying to bring awareness to the campus community about disability."

He believes that despite UCT's role in the struggle against apartheid there was resistance to other forms of change, and that Jagoe had to overcome huge resistance in her drive to create a barrier-free campus for all.

Chalklen said one just has to look at human rights movements across the world: resistance is symptomatic of change. "Whenever there is change, one can expect the opposite push!"



Shuaib Chalklen

Popplestone acknowledged the progress made by her predecessors, Jagoe and Mike Watermeyer, in advancing the rights of the disabled at UCT.

In closing, Wildschut said there was a need to have more of these kinds of conversations about disability, and that the TSO would ensure this debate maintained its momentum. ■

Body a vessel for the soul – Samuel

A UCT audience of staff and students were spellbound by an emotionally charged performance by Remix Dance Company at the African Studies Gallery recently.

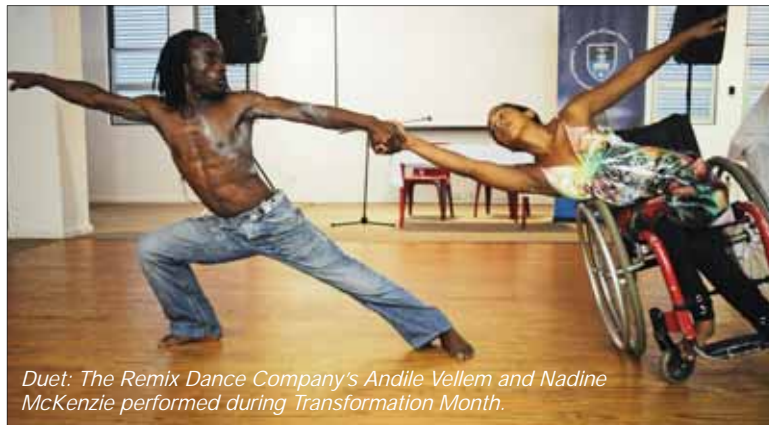
The performance by the renowned Cape Town-based integrated contemporary dance company was preceded by head of the UCT School of Dance Gerard Samuels' talk about integrated dance in South Africa, and was followed by Remix choreographer Malcolm Black's address.

Manager of Disability Services Reinette Popplestone chaired the panel discussion with Samuel and Black.

The panellists discussed the origins of integrated dance and asked the audience to reflect on their own experience of watching the extract from a full-length work, *Offkey*, choreographed by Black and performed by Owen Manamela, Mpotseng Shupin, Andile Vellem and Nadine McKenzie.

Remix, whose company includes both abled-bodied dancers and those with disabilities, have been critically acclaimed for their technical quality and ability to convey emotion, as well as for their ability to make audiences transcend the notion of dance being the sole domain of the able-bodied.

In 2001 Samuel established a youth-based integrated dance company in Durban called LeftfeetFIRST Dance Theatre, which continued its mission of inclusion and integration under the umbrella of the professional



Duet: The Remix Dance Company's Andile Vellem and Nadine McKenzie performed during Transformation Month.

contemporary dance company Flatfoot Dance.

Contextualising the discussion about the integration of the disabled in the performing arts and dance in South Africa, Samuel said there was an historic absence of the disabled as a community of artists, especially in mainstream theatre spaces.

After the performance Black discussed his thoughts about integrated dance with the audience. In his introduction he suggested that at its core, segregation was perhaps part of human nature and was adopted as a strategy to preserve people's identities, cultures and wealth. However, he pointed out that while segregation leads to less understanding of others, the term 'integration' can be viewed with a degree of scepticism.

"Does integration reduce the unique to a common denominator, or

is it possible that integration can preserve uniqueness and nurture a bigger understanding and acceptance of what we know?" Black asked.

Samuel said it was important to unbundle the foregrounded identity of this new group of dancers with disabilities, who offer particular limitations and strengths – both of which are valuable to the creative artist and teacher-choreographer.

"In other words, the wheelchair is seen as a choreographic device and not a hindrance. A re-focus on the humanity of each individual might allow us to reconceptualise dancing bodies that are not tall, with straight blond hair, and/or skinny, to re-look and 're-search' other ways of moving that are free from the obsession to master some 'technique' goal that seems to define the body as a machine and not as a vessel for the soul." ■

The right to smoke a "smokescreen", say experts

The thorny issue of a human-rights-based approach to tobacco control was debated at an international roundtable, hosted by the Faculty of Health Sciences on Tuesday 22 March as part of the university's Month of Transformation.

Professor Denver Hendricks, chair of the faculty's Transformation Committee, explained: "The idea underpinning this initiative is to mainstream tobacco control into the human rights, good governance and rule of law framework."

In addition, the intention is for tobacco control to be integrated as a pivotal women's and children's rights issue, to the advancement of the Millennium Development Goals and the human rights agenda. These objectives were introduced by Professor Richard Daynard and Dr Rangita de Silva from Northeastern University in the US. The two have successfully initiated tobacco control partnerships in over 15 countries.

Speakers from the National Council Against Smoking (NCAS), the Cancer Association of South Africa (CANSAs), the Medical Research Council and UCT's School of Public Health were given the opportunity to educate the roundtable participants about tobacco control issues, and their organisations' particular approaches to

tobacco control.

"Tobacco use has to become less and less normal, more and more an unacceptable behaviour," said Peter Ucko of the NCAS. The discussion continued, focusing on issues such as the particular vulnerability of women and children to tobacco-related diseases, the objectifying of women in tobacco advertising, and the "glamorising" of smoking in the popular media.

Professor Leslie London of UCT's School of Public Health pointed out that protecting a human right can infringe on the rights of others; and in this instance, it can be argued that protecting people from the harmful effects of tobacco use infringes on the right of the individual to make use of tobacco products. But the premise that effective tobacco control is for the public good entrenches the right to enforce it, he added.

Some of the solutions presented included instituting legal action against tobacco companies and prohibiting the sale of cigarettes.

One of the outcomes of this meeting is that the partner organisations will meet to plan the implementation of a pilot programme in schools, to mobilise students concerning the issue of tobacco control and to advocate for changes to legislation. ■

DISCHO supports community in challenging discrimination and harassment

First established in 2001, the Discrimination and Harassment Office (DISCHO) serves as UCT's office of first report, advice and support with regard to all matters of discrimination and harassment on campus.

DISCHO's role has grown in scope over the years to incorporate policy work, policy implementation and education and awareness, as well as the training and deployment of Anti-Discrimination Advisors (ADAs) and Sexual Harassment Advisors (SHAs).

The latter are playing an increasingly important role in the unit's ability to manage cases effectively and create a better understanding of

discrimination and harassment policies and procedures on campus, says DISCHO director Francois Botha.

The office is the first port of call for staff or students experiencing any type of discrimination or harassment, adds Botha. The case details are recorded, alleged transgressions are referred for investigation, and a support service (a SHA or ADA) is made available to complainants and respondents.

"The appointment of advisors to complainants and respondents helps facilitate the dispute and creates a neutral field of engagement," Botha explains. While some cases are handed over to local authorities, DISCHO's

advisors continue to provide support services.

The office also provides a range of legal advice, trial assistance and organises Protection Orders in cases involving gender violence. It also runs disciplinary hearing preparation programmes, as well as workshops on a variety of issues, including masculinity, race and gender.

DISCHO recently trained its first cohort of Student Support Officers (SSOs). These student volunteers have been trained to assist with a range of student-related cases involving gender violence, such as rape and sexual harassment. During their training SSOs have become acquainted with

the justice system and are equipped to support and accompany fellow students to the University Tribunal and/or the Magistrate's Court when needed.

Botha explains DISCHO utilises a complainant-centred approach to cases, particularly for cases of gender violence. The office provides a 24-hour support service especially for victims and survivors of sexual assault, rape and harassment.

"Since 2008 there has been a significant increase in reported cases across the spectrum of harassment as well as an increase in the number of mediations. This could be ascribed to the fact that people are more aware of their rights and the availability of

recourse, and because of the revised policies related to sexual and racial harassment."

The increasing percentage of both students and staff making use of mediation services is encouraging, Botha adds. "This may be indicative of the need for a more creative and therapeutic approach to dispute resolution on campus."

DISCHO has been instrumental in designing the ADAPT programme – the Transformation Services Office's campus-wide initiative aimed at encouraging bridge-building and creating safe spaces for dialogue on a range of transformation issues (see article on the TSO on pg 5). ■

UCT scholar to head European ethics group

Professor Julian Kinderlerer, holder of the Chair of Intellectual Property Law at UCT, has been re-appointed to membership of the European Group on Ethics in Science and New Technologies (EGE), and has also been elected to a five-year term as the group's president.

The EGE is considered the most important ethics advisory body in Europe. Made up of 15 individuals, this independent, pluralist and multidisciplinary body advises the European Commission, the Council and the Parliament on ethics in science and new technologies related to community legislation or policies.

"The EGE members serve in a personal capacity and are asked to offer independent advice to the Commission," comments Kinderlerer.

EGE members are appointed on the basis of their expertise, and on a geographical distribution that reflects the diversity in the European Union.

The position allows Kinderlerer

to influence official EGE Opinions and debates on legal issues in various fields of technology research and development.

In its last mandate, the EGE provided the commission with opinions on topics ranging from the use of cloned animals in food to the ethics of new developments in agriculture, from nanomedicine to synthetic biology. It will shortly begin looking at ethical issues resulting from information communication technologies and the need to ensure that ethical values are fully respected when developing security technologies.

In 2005, UCT secured a R3-million grant over five years from South Africa's Innovation Fund to establish the chair to which Kinderlerer was appointed. This was enhanced by funding from the Andrew W Mellon Foundation to set up, in parallel, an Intellectual Property Policy Unit, which Kinderlerer heads. ■



CD gives sound to an exhibition

The UCT Choir has produced a CD that adds a distinctive voice to a new book and exhibition celebrating both African landscapes and rock art.

Made in Translation: Images from and of the landscape, on show at the Iziko South African Museum until September, is showcasing the ways in which landscapes have been translated or transformed via rock art. The exhibition is curated by Iziko's Petro Keene and Professor Pippa Skotnes, director of UCT's Michaelis School of Fine Art. Skotnes also edited *Rock Art: Made in Translation – Framing images of and from the landscape*, a book accompanying the exhibition. The CD is included with the book.

At the exhibition launch last year, the UCT Choir was asked to perform their piece, *Sounds of Africa*, which is an evocation of a thunderstorm and the sounds of birds and insects, Skotnes noted.

"I wanted the interpretation of a thunderstorm and the sounds of the landscape to be playing in this space [the exhibition] to draw attention to the act of translation."



In the end, the choir produced an expanded version which included the lullaby *Ukuthula* and Peter Louis van Dijk's piece, *Horizons*.

The CD is on a continuous loop in the exhibition, allowing visitors an opportunity to immerse themselves fully in the content of the exhibition, says choir director John Woodland.

"Including the CD in the book allows people to take the sounds of the landscape home with them."

The UCT Choir is planning to release their first CD, which will include the thunderstorm sequence, soon. ■

New training advances skills in addictions care

The Department of Psychiatry and Mental Health has developed a new part-time postgraduate diploma to provide mental health workers with advanced training in addictions care.

The 24-month course starts this month and is open to registered mental health and health workers such as general practitioners, social workers, psychiatric nurses, nurses and psychologists.

One of challenges in addressing substance abuse and addictive disorders in South Africa is the limited workforce – and limited evidence-based training opportunities, says course convener, Sharon Kleintjes.

"This new qualification will provide graduates with a good grounding in evidence-based care for addictions, exposure to the latest thinking, and practical experience of addictions treatment in clinical settings and supervision."

Students working in clinical settings will be required to apply their new knowledge within their field, under supervision, while those who don't will complete a 10-week placement in a clinical environment prior to graduating.



New offering: The Department of Psychiatry and Mental Health will launch two new part-time postgraduate diplomas in advanced addictions care. Those who have been instrumental in the development include (from left) Dr Don Wilson, Sharon Kleintjes and Assoc Prof Bronwyn Myers.

The programme will arm graduates with knowledge of alcohol and drug epidemiology in South Africa, the ability to conduct comprehensive assessments, and a theoretical understanding of addiction. Participants will also acquire special expertise in the provision

of evidence-based behavioural interventions for alcohol and drug dependence, knowledge of how to manage addictive disorders among special populations, as well as skills and knowledge on how to monitor treatment service quality and client outcomes. ■

User-friendly Office 2010 to become the standard on campus

From 1 April, all newly-purchased computers will come pre-installed with Office 2010, and any machines brought into the ICTS workshop will be returned with this new version of Microsoft Office. Apple users shouldn't feel left out, as all new Macs will be sold with Office 2011 for Mac.

Office 2010 has been available to campus since 1 March and UCT staff members are urged to install it. It is intuitive and easy to use, focusing on providing tools that help people create professional-

looking documents easily and enhance productivity.

Instructions on how to install and use the new productivity suite are available on the ICTS website. Go to www.icts.uct.ac.za | Desktop Support | Supported Software | Microsoft Office | Microsoft Office 2010.

If you'd like to see what Office 2010 looks like before you dive in, then attend one of the Show & Tell sessions that are taking place across campus during April. A number of sessions have already

taken place during March, but you can still attend on one of the following dates:

Kramer Law
Room 4A
13:00 - 14:00 5 April

Barnard Fuller Conference
Room 1 & 2
09:30 - 10:30 6, 11, 20 April

You don't need to book; just choose a date that suits you, and arrive early. ■

Documentary screening

UCT, in association with the Chief Albert Luthuli Foundation, will host a special screening of the documentary *RFK in the Land of Apartheid: A Ripple of Hope*, on Wednesday 6 April. In the documentary, released in 2009, filmmakers Larry Shore and Tami Gold use archival footage and interviews in South Africa and the US to tell the story of Robert Kennedy's 1966 visit to South Africa. Kennedy's Day of Affirmation speech in Jameson Hall at UCT on 6 June that year is said to be one of his best known South African speeches. (Listen to a recording and read a transcript of that lecture at www.americanrhetoric.com/speeches/rfkcapetown.htm.) There will be a discussion with the filmmakers and other panellists after the UCT screening. ■

Full day for NIH visitors

A delegation from the National Institutes of Health (NIH) in the US visited UCT recently to inspect a number of research sites, meet with the Faculty of Health Sciences deanery, and attend the first Vice-Chancellor's Open Lecture of 2011, where Dr Francis Collins, director of the NIH, and Sir Mark Walport delivered an address.

The full day's programme included a visit to the Khayelitsha Site B Community Health Care Centre, the base for several research projects of UCT's Clinical Infectious Diseases Research Initiative, and the Institute of Infectious Disease and Molecular Medicine. There researchers spoke to the delegation about

their work, some of it funded by agencies of the NIH.

At GF Jooste Hospital in Manenberg, Dr Charlotte Schutz explained the Trial for the Optimal Timing of HIV Therapy After Cryptococcal Meningitis (COAT) study, which aims to decrease the mortality rate in cryptococcal meningitis in HIV-positive people. This is a recently-initiated project and is funded by NIH.

The delegation also visited the Red Cross War Memorial Children's Hospital, where they met researchers to discuss NIH-funded projects.

The final stop of the day was at the collaborative Centre of Excellence, Chronic Diseases Initiative in Africa, which is a partnership that

includes UCT, Stellenbosch University, the University of the Western Cape, the South African Medical Research Council, the Western Cape Provincial Government, the Shree Hindu Mandal Hospital, the Ministry of Health and Social Welfare in Tanzania, and Harvard University in the US. ■

Doing the rounds: (Front from left) Dr Francis Collins, director of the NIH; Prof Heather Zar, head of UCT's School of Child and Adolescent Health; Dr Roger Glass, director of the Fogarty Institute for Innovation; and (back, from left) deputy dean Prof Gregory Hussey and Stacy Wallick of the Fogarty Institute for Innovation.



High school learners get legal wise



Lawyers in the making: Palesa Hoye and Sibabalwe Galitshana (middle), flanked by Meetal Jain of the Democratic Rights and Governance Unit and Prof Jaco Barnard Naude, won the Regional Mini-Moot Court Competition.

High-school learners from the Western and Northern Cape provinces tested their legal skills when they took part in the recent Regional Mini-Moot Court Competition, organised by the UCT's Faculty of Law and the University of the Western Cape's Legal Aid Clinic.

In view of the audience, which included the Minister of Basic Education, Angie Motshekga, and representatives from the Western Cape, Northern Cape and KwaZulu-Natal Departments of Education, the Grade 11 and 12 learners argued

both as applicants and respondents on Constitutional matters that affect them and the community. Arguments centred on corporal punishment, and rights to education and dignity, said the organisers, the Democratic Governance and Rights Unit (DGRU).

The DGRU said the aim of the regional competition was to give learners an opportunity to learn and practise legal advocacy skills and constructing arguments.

The competition was won by the team of Palesa Hoye and Sibabalwe Galitshana of Kimberly Girls' High.

The learners were also addressed by the UCT Jessup Moot Team that represented South Africa in the Jessup International Law Moot Court Competition in Washington.

The regional competition helped the learners to prepare for the inaugural annual National Schools Moot Court Competition in Johannesburg and Pretoria recently. UCT law students have visited schools in the Western and Northern Cape provinces, teaching learners about the Constitution and the context of the facts of the cases they were given for that competition. ■

We remember: Robert Jacobs

The Department of Botany, and especially his colleagues who work in the teaching laboratories, will sorely miss Robert Jacobs, who died of a heart attack on Tuesday 8 March. Robert joined the university in August 1983, working first in the Building Services Section on the Groote Schuur Campus. In January 1986 he was transferred to the chemistry department, where he first worked as a member of the cleaning staff and as a departmental messenger. After restructuring of the support staff in the Faculty of Science, Robert came to botany in June 1989. He worked his way through the ranks and in November 1990 he was promoted to departmental assistant. In 1998 he became the



laboratory assistant of the first-year laboratory, where he has worked for the past 12 years. This classroom is the space where botany students come in contact with practical science work for the first time in their careers. His contribution will always be remembered and appreciated as there are many generations of science students who benefited from

his dedication to maintaining and preparing the teaching venue for many practical sessions. Robert is survived by his wife, children and grandchildren, to whom UCT presents deepest sympathies. He will be remembered as a good colleague, a friend and committed employee who was always ready to go the extra mile to help in of the department. ■

How many steps in the corridors of knowledge

Would you like to know how many steps you walk per day?

The Exercise Science and Sports Medicine Research Unit (ESSM) is conducting a research study among UCT employees to measure how much they walk and to document the most frequently used walking routes.

All UCT employees based on upper campus are invited to participate in this research study. You will receive free blood pressure, cholesterol and body mass index testing. In addition, you will receive information on your daily and weekly step accumulation.

Requirements:

- The study duration is 10 weeks and measurements will take place at baseline

(week 0), five weeks and 10 weeks.

- Each participant will be asked to report on their habitual levels of physical activity and dietary habits in two questionnaires.
- You will also be asked to wear a pedometer (step counter) for seven consecutive days during certain weeks. Please note that one group will receive weekly messages related to their walking, while the other group will receive the information at 10 weeks.

If you are interested in participating in this research study, please contact Dr Tracy Kolbe-Alexander (tracy.kolbe-alexander@uct.ac.za; 021 650 5126) or Kyrah Fraser (frskyr001@uct.ac.za; 021 650 4569). ■



EDUCATION NEWS
FROM AFRICA AND
THE WORLD

(Sources: AllAfrica, Chronicle of Higher Education, Times Higher Education)

In his inaugural lecture, Professor Dennis Hayes of the **UNIVERSITY OF DERBY** in the UK called for a return to universities full of "dissident voices wanting to save the world" and an end to seeing students as "vulnerable".

THE QUALITY ASSURANCE AGENCY has launched a full investigation into the impact of course closures on academic standards and quality at the **LONDON COLLEGE OF COMMUNICATION** in the UK. The first-of-a-kind inquiry follows the closure of 16 courses and 26 redundancies at the institution.

THE UNIVERSITY OF BIRMINGHAM in the UK has announced that it will charge maximum fees of £9 000 per annum. The

press release cites the university's "inspirational student experience" and its £600 million investment in "a wide range of transformational projects" as factors for the increase.

PEKING UNIVERSITY in China is planning to screen students to identify those with "radical thoughts". University administrators said their aim is to help students with problems, not quash independence.

Heavy drinking among students has remained relatively steady — and a cause for concern — for the past three decades, revealed David Anderson, director of the Center for the Advancement of Public Health at **GEORGE MASON UNIVERSITY** in the US, at a **COLLEGE** student educators international conference.

THE UNIVERSITY OF CALIFORNIA in the US will launch a Center for Laboratory Safety to promote best lab practices. This follows the 2008 death of a staff researcher, who was severely burnt after she was splashed with a volatile chemical compound that.

Delegates from 11 UK universities attended the **NATIONAL UNIVERSITIES COMMISSION** in Nigeria in a bid to identify various opportunities for partnering with Nigerian universities to increase access to quality tertiary education in the country.

THE UNIVERSITY OF JOHANNESBURG has terminated its relationship with the Israeli institution, **BEN GURION UNIVERSITY**. This is the first South

African institutional boycott of an Israeli institution and a watershed moment in the growing Boycott, Divestment and Sanctions (BDS) of Israel campaign.

Foreign students will find it tougher to study and work in the UK from 2012, when the British government will introduce stricter entry rules aimed at limiting students' stay and curbing illegal immigration.

THE NATIONAL COUNCIL FOR HIGHER EDUCATION in Uganda has passed a new law to combat the "misuse of honorary titles" which bars universities and other institutes from awarding honorary professorship. The law allows for honorary doctorates only.

Chris.McEvoy@uct.ac.za

EVENTS

Philosophy Society Meeting

When: Tuesday 12 April @ 20h00,
Speaker: Dr Soran Reader (Durham University, UK). Title: How we need the concept of Need to help us to help. Venue: LS3B, 3rd Floor, Robert Leslie Social Science Building.

GSB Research Seminar. Title: "The Mind of China: An assessment of South Africa's relative importance for China's Global Strategy." Speaker: Steven Kuo Date: Wed 13 April, 13:00 – 14:00. Venue: Syndicate Rm 1, GSB, Breakwater Campus, Portsworld Road, Green Point. RSVP: tamlyn.mawa@gsb.uct.ac.za

3rd WIND POWER AFRICA - Conference and Renewable Energy Exhibition Date: 9 – 11 May 2011. Venue: Cape Town International Convention Centre. For more information contact: UCT Conference Management Centre, Tel: 021 4066733, Website: www.afrivea.org/events/wpa2011

Jubilee Congress of the Commission on Legal Pluralism Theme: Living Realities of Legal Pluralism. Date: 8-10 September 2011. Venue: Kramer Building, Middle Campus, UCT. Contact: Deidre Raubenheimer, Tel: 021 4066167, Email: deidre.raubenheimer@uct.ac.za, Website: www.commission-on-legal-pluralism.com.

African Conference on Software Engineering and Applied Computing Date: 19-23 September 2011. Venue: Ritz Hotel, Cape Town. Contact: Deidre Raubenheimer, Tel: 021 4066167, Email: deidre.raubenheimer@uct.ac.za, Website: www.acseac.org

VACANT POSTS

EXECUTIVE AND ACADEMIC POSTS:

Senior Lecturers (2 posts), UCT Graduate School of Business, Closing date: 8 April 2011

Professor/Associate Professor/ Senior Lecturer: Finance, UCT Graduate School of Business, Closing date: 8 April 2011

Professor and Senior Lecturer, Allan Gray Centre for Value Based Leadership, UCT Graduate School of Business, Closing date: 8 April 2011

Lecturer/Course Convenor: Biomedical Forensic Sciences, Department of Clinical Laboratory Sciences, Faculty of Health Sciences, Closing date: 8 April 2011

Professor: Education, School of Education, Faculty of Humanities, Closing date: 6 May 2011

Lecturer/Senior Lecturer: African Linguistics, Department of English Language & Literatures, Faculty of Humanities, Closing date: 16 May 2011

Professor/Associate Professor and Head of the Division of Chemical Pathology, Department of Clinical Laboratory Sciences, Faculty of Health Sciences, Closing date: 20 May 2011

RESEARCH, PROFESSIONAL, ADMINISTRATIVE AND SUPPORT POSTS (PASS)

Professional Research Nurse, Department of Child & Adolescent Health, Faculty of Health Sciences, Closing date: 4 April 2011

Co-ordinator: Societies & Dayhouse, Division of Student Life and Development, Department of Student Affairs, Closing date: 4 April 2011

Sports Co-ordinator, Sport & Recreation Division, Department of Student Affairs, Closing date: 4 April 2011

Project Manager, Department of Child & Adolescent Health, Faculty of Health Sciences, Closing date: 8 April 2011

Project Co-ordinator, Department of Child & Adolescent Health, Faculty of Health Sciences, Closing date: 8 April 2011

Administrative Officer, Department of Medicine, Faculty of Health Sciences, Closing date: 11 April 2011

Senior Research Officer & Research Officer, Perinatal Mental Health Project (PMHP), Department of Psychiatry & Mental Health, Faculty of Health Sciences, Closing date: 15 April 2011

Part-time Research Nurse: Pharmacology, Department of Medicine, Faculty of Health Sciences, Closing date: 20 April 2011

UCTRF Benefits Officer, Human Resources Department, Closing date: 30 April 2011

POSTS FOR UCT STAFF ONLY:

Part-time Receptionist/Secretary, Department of Historical Studies, Faculty of Humanities, Closing date: 8 April 2011

To view the full advertisements and application requirements for each post, please visit www.uct.ac.za and click on "Vacancies"

PROPERTY/ACCOMMODATION

"Rhodes Manor: Short-term Rental: Furnished apartment, 3 Bedrooms, 2 Bathrooms, in Rhodes Manor (opposite Baxter Theatre) available for short-term rental. R10 000 per month, negotiable. Contact: Sharon at 0836556550"

Rosebank: (Ambleside) 1 bedroom apartment, tastefully furnished. Security, parking, pool, laundry. Six-month lease (April- Sept.) to postgraduate visiting academic, non-smoking. R5000 contact 0216850442

Rondebosch: College Road. Furnished bachelor flat in secure block. Lock-up garage available. 5 mins walk from Jammie Shuttle in Sandown Road. R3600 p/m. Please e-mail catherine.hole@uct.ac.za or 0823376822

Kirstenhof: Fully Furnished, 1-bedroomed flat, separate kitchen, lounge/dining room, air-conditioned, own garage, garden, access to pool. R5500 pm includes water, electricity, DSTV and Wireless Internet. Available to November 2011. Regret no smokers. Call 0741123537 or 0217012722 a/h

Claremont: Two bed roomed house, one bathroom (shower over the bath) to rent from 25 April to 31 July 2011 at R6000 per month from 1 May, to mature post graduate individual or couple. Security good with Trellidors and ADT contract. Maid service, water and rates included in rental. Pre-paid electricity obligation of tenant. Pleasant garden to relax in with automated irrigation. Contact Linda on 0216838286 for further details.

Rondebosch: Two-bedroom serviced apartment in Rondebosch secure complex, mountain view, garden, swimming pool, dining room (meals optional), garage. Tenant must be 55 years or older. Contact: Joan Tuff on 0214066686 or joan.tuff@uct.ac.za

Fish Hoek: Fully furnished house for long-term rent, 3 bedrooms, 2 bathrooms, swimming pool, safe off-street parking. Contact Natasha at 0785077267 or holiday@capecoastal.com

Hiddingh Estate: Garden flatlet to rent in leafy Newlands super secure, close to UCT, Cape Town, Claremont and all the amenities. Secure off-street parking available 1st April to view contact 0731416380

Keurboomstrand: Holiday house available April 1—20, sleeps 9, near beach, 3 bathrooms, 5 bedrooms (3 twin, flatlet with doublebed, singlebed) R1200/day call 0827773205/ 0216850077 email edityourlife@gmail.com

FOR SALE

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Car: Mercedes-Benz, Elegance series, E280 in excellent condition. Rands 55,000. Contact Azila at 6502948 or 0825047446 or email: Azila.Reisenberger@uct.ac.za

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Tigers go for the kill and bag a final

You can hardly blame the University of the Free State players for looking a little shell-shocked after the first half of their Varsity Cup semi-final against UCT's Ikey Tigers at UCT on Monday 28 March.

Within 11 minutes UCT had run in three tries and had raced 21-3 ahead; after 23 minutes they'd added two more tries and were 35-3 ahead; by the time the referee had blown for half-time – offering the Shimlas a chance to regroup and figure out what day it was – UCT pretty much had the game in the bag at 45-3. By then the Tigers had amassed six tries, all converted by flyhalf Demetri Catrakilis, with a Catrakilis penalty thrown in for good measure.

As UCT had hoped, most of those tries came from Free State mistakes.

"Our game plan was to put as much pressure on them in their half, and then possibly live off that," said coach Kevin Foote after the match. "And the guys did that perfectly."

Foote, understandably, made a number of half-time changes. And while in the first half the UCT players had put in ferocious tackles despite the generous elbow room the scoreline allowed them, they didn't show quite the same application in the second half.

Free State, in turn, had to be commended for not just rolling over. Yes, the final score of 57-20 in UCT's favour was not flattering or befitting a semi-final, but the Shimlas did manage to outscore the Tigers by 17-12 in that second half, scoring three tries to UCT's two.

That said, UCT surely convinced the bookies that they should be favour-

ites going into the final on 11 April. This after log-leaders the University of Johannesburg (UJ), the most consistent outfit over the Varsity Cup and with (on paper) the easiest of the possible semi-final draws, suffered a surprise 11-25 defeat at home at the hands of neighbours the University of Pretoria's Tuks, who had finished fourth on the log.

The statistics now favour UCT. This will be the Tigers' third Varsity Cup final, so the players shouldn't come down with any big-stage butterflies; Tuks have reached their first final. And the Tigers did beat Tuks in Pretoria just a week ago, if just barely at 19-17.

But it would be foolish for anyone to count their chickens just yet. Instead, says captain Nick Fenton-Wells, UCT will try and do what they do best – running rugby.

"All we're going to focus on is what the Ikeys are about."

Again, though, the Tigers will be frustrated that they won't be hosting the final because they lack the facilities. The Tuks win would have earned UCT, who finished higher on the log, the right to a Cape Town game. (See related story on UCT's plans for a new stadium - <http://www.uct.ac.za/mondaypaper/?id=8492>.)

For now, though, location isn't too much of a worry, said Foote immediately after the UCT game and before the kick-off of the UJ-Tuks tie.

"They're [UJ and Tuks] both from up north, so we understand their style of rugby – it's physical, so we've got to stop that, no matter who we play against."



Hands off: UCT's Peter Haw fends off a Shimlas defender. (Photo by Luke Walker/Gallo Images.)

However, some UCT fans haven't been so understanding about the choice of venue, and have been more than a little put out that UCT won't be enjoying backyard advantage. And they've been very vocal – online especially – about their team having to travel to Pretoria to play the final there.

But, explains Duitser Bosman, managing director of Varsity Cup, the competition's constitution makes it very clear that if a team doesn't have the SuperSport-approved lights to host a televised semi-final (UCT played

the early game, so lighting was not an issue) or final, the game will be moved to the opposing team's ground.

(Newlands is not an option, as the rules stipulate that the selected venue should not be able to host more than 20 000 people.)

"Varsity Cup understands the frustrations of the UCT supporters, and we wish we could do it differently," says Bosman. "But in the interest of the development of infrastructure and the future of this competition, this rule has come about, and since it has been

accepted by all the clubs, we have no choice but to impose it."

The UCT Rugby Club has also endorsed the Varsity Cup ruling.

"We are very grateful to our supporters for the way they've been behind us," says coach, Kevin Foote. "But we knew going into the tournament that we wouldn't be able to host a home final, and the players have accepted this and are 100% ready to go to Pretoria and compete there, and do our best for Varsity."

Morgan.Morris@uct.ac.za

Multiple wins for economics students



A slew of prizes recently scooped by UCT's School of Economics prompted the department's first mini prize-giving event, held on 2 March.

A gold medal was presented to

Winning streak: Attending the School of Economics mini prize-giving were (from left) Matthew Butler-Adam, Prof Murray Leibbrandt, Salma Kagee, and Prof Martin Wittenberg.

Dr Cally Ardington, who won the prize for the best doctoral thesis in South Africa, and to David Buchanan, who took the prize for the best honours-degree essay, both as judged by the Economic Society of South Africa

Other essay writers who brought it home for UCT were prize-winners in the recent Nedbank and Old Mutual Budget Speech Competition. Salma Kagee was named the winner

of the best essay in South Africa award in the undergraduate section, and second and third prizes in the postgraduate category went to Carl Veller and Matthew Butler-Adam, respectively.

Veller also took UCT's annual Keswick Prize for Lucidity, awarded to a third- or fourth-year student in any technical field for the most lucid essay on that subject.

Chris.McEvoy@uct.ac.za

Show heart, students urged

As is the custom each year, second-year physiotherapy students undertook to sacrifice certain habits, including flashy hairstyles and jewellery, to abide by their professional code of conduct when engaging with patients.

Prior to the commencement of their clinical rotations, the students took an oath to fulfil their duties to themselves, their patients, society, the profession, their colleagues and other professionals.

At the recent oath ceremony, Associate Professor Shajila Singh (head of the Division of Communica-

tion Sciences & Disorders) delivered a lecture on professional ethics and called on the students to respect patients' rights and render an equal service.

"Whether you are treating the son of a prominent politician or a person from an informal settlement, the level of your service should be the same," Singh said.

It's not about rules, however, Singh said; it's about the heart and the mind wanting to provide services in an ethical and professional way.

"Show empathy, warmth, compassion and tolerance. That will

make you excellent physiotherapists."

Singh reminded students that they represent themselves, the university and the profession, and should conduct themselves in a way that will honour those constituencies. ■

Careful conduct: Lecturers Shamila Manie, Assoc Prof Shajila Singh, and Prof Seyi Amosun (back) celebrate with students (middle, from left) Siyabonga Zulu and Niki Machida; and (front, from left) Nadia Umuneza, Diana Kgokong and Kathryn Waterman, at the oath ceremony for physiotherapy students.

