

**ITHEKO LOKUVULWA NGOKUSESIKWENI KONYAKA WEMFUNDO
WAMA-2020**

ZK MATTHEWS HALL, MUCKLENEUK CAMPUS

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NJING. MANDLA S MAKHANYA

INQUNUNU NOSEKELA NGQONYELA

Iyunivesithi yaseAfrika ebumba ikamva kwinkonzo yobuntu

Ndiyabulela kuwe, Njing. Mulaudzi, mbhexeshi nkqubo wethu

- Usihlalo webhunga, uMnu. Sakhi Simelane
- Amalungu ebhunga
- Mrs Makhanya
- Amalungu amagosa ozakuzo
- UMnu. Maxim Jean Louis, Umongameli wase*Contact North*,
eCanada.
- Oogxa bam kulawulo lweziko nakulawulo olongezelelweyo
- Oogxa bam abavela kwizithili ezahlukeneyo.
- Umongameli weNSRC, abaphathi bayo kunye neenkokheli zabafundi
- linkokheli zeNEHAWU neAPSA

- linkokheli zamaqonga iWomen’s Forum neBlack Forum
- Abasebenzi bethu abahloniphekileyo ingakumbi abo bazibuthele iindebe ngokuthi bagqwese koko bakwenzayo.
- Abafundi baseUNISA
- Abahlobo bethu bonke beli ziko lethu lokufunda abasuka kwiindawo ngeendawo
- Amalungu amaziko eendaba

Ndicela ukuba nindivumele ndinamkele ngomoya ofudumeleyo nonke abo bathe bakwazi ukufikelela kulo msitho.

Ndingathanda ukwamkela okukhethekileyo koogxa bethu abathe bazimanya nathi ukusukela kulo nyaka, nabo bafike emva kokuba uqalile unyaka wemfundo kunyaka ophelileyo. Ulwazi endithe ndalufumana lubonakalisa ukuba kufike esixelenga nabo abangama-357 kunyaka wama-2019. Ngaxeshanye siye sawelwa ngumqa esandleni ngokuthi songeze abalibhozo oogxa bethu abangabaphathi ngaphandle kwabo ndathi ndabamkela kweyoMqungu odlulileyo. Ndithetha ngaba:

1. Ms Ziphora Anastacia Mamabolo	Executive Director: Risk and Compliance
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2. Adv Modidima Palmerston Manny	Executive Director: Legal Services
3. Prof Matoane Steward Mothata	Deputy Registrar: Student Administration and System Integration
4. Prof Zodwa Thembelihle Motsa Madikane	Executive Director: Leadership and Transformation
5. Prof Lungile Ntsalaze	Executive Dean: Accounting Sciences
6. Prof Kgomotso Masemola	Executive Dean: Human Sciences
7. Mr Bryton Siyanda Masiye	Director: Planning
8. Dr Motlatso Gladys Mlambo	Director: Institutional Research

Ndingwenela ukuba bamkeleke ngezandla ezishushu ezinobubele bonke oogxa bethu abathe benza isigqibo sokuzimanya neziko lemfundo yethu, kwaye ndiphinde kwakhona ndibanqwenelele ikamva elihle, eliqaqambileyo kweli ziko lethu elaziwa kwihlabathi jikelele. Kubo bonke abasebenzi abafikayo, ndithi inxalenye yeendlela zokuzinza kwiziko elitsha kukuziqhelanisa nabantu kunye nenkcubeko yelo ziko. Ngoko ke ndiyabakhuthaza ukuba bawufunde umqulu wethu obizwa *Unisa's Charter on Transformation* (iyafumaneka kumnatha wonxibelelwano lwethu okanye i-intranethi) ingakumbi okwaziwa njengee-11Cs plus 1, ezicacisa kakuhle indlela esizimisele ngayo ukulandela inkcubeko yenguqu kweli ziko.

Kusasa nje sincwase ukuba siphakamise sibulele abanye oogxa bethu

ngenxa yendlela abaziphethe ngayo, ukuzinikezela kwabo emsebenzini nokunyaniseka kweli ziko okungumzekelo ekufanele ukuba siwulandele sonke. Baphila ubomi babo njengayo kanye indlela esinqwenela ukuba sisebenze/sisebenzisane ngayo kweli ziko, kwaye imizamo yabo iqatshelwe yabukwa ngabaphathi, oogxa babo kunye nabafundi.

Ndithi halala kubo bonke abo bafumana iimbasa ngale ntsasa yanamhlanje, basebenze kakuhle ngokuzimisela. Babonakalisa umzekelo omhle kwabanye baphinde babonakalise inkolo yeli ziko yokufuna ukuphumelela emagqabini kuyo yonke imisebenzi esiyenzayo. Ndiyazi kwaye ndiqinisekile ukuba bakhona nabanye abathe abakhethwa ngexa nabo bezinikezela emsebenzini. Ndingathanda ukuba ndibabulele bonke nabo ngemisebenzi yabo abayiqhuba ngesidima kunye nentlonipho. Kuligugu kum ngaphakathi xa kukho abasebenzi abafana nani kweli ziko kwaye oko kuthetha ukuba sonke siya kuphumelela ngentsebenziswano elolu hlobo. Siyazibona iinzame zenu kwaye siyazingca ngani.

Boogxa bam niyayazi ukuba siphuma kunyaka wamahla ndinyuka emva kokuba bekuthethwa kakubi okanye kunconywa abasebenzi beli ziko kumaqonga onxibelelwano kwaye yonke into ebhalwa kula maqonga inefuthe kakhulu – ngakumbi phakathi kwabafundi. Abantu babizwa ngamagama kula maqonga onxibelelwano. Kananjalo ndingathanda

ukuba ndikhumbuze wonke ubani ukuba sisonke apha siyiUnisa, ngakumbi xa sijongene nabafundi okanye noluntu jikelele – olukhawulezayo ukukhalaza okanye ukuncoma esidlangalaleni. Oko kuthetha ukuba xa usenza kakuhle, neUnisa yenza kakuhle, kanti xa uzihlaza esidlangalaleni, neUnisa iyahlazeka. Ngoko ke ndingathanda ukuba ndinikhuthaze ukuba nilixabise igama leli ziko nokuba niphi na, ngokuqinisekisa ukuba niziphatha ngendlela ehambelana neengcinga kunye neendlela zokwenza izinto eUnisa.

Boogxa bam, kuninzi ukungquzulana nokungavisisani kumaziko emfundo ephakamileyo njengoko sidibene apha kusasa nje. Nathi ngokunjalo asisindanga. Mabini amaziko emfundo ephakamileyo esisebenzisana nawo (UKZN kunye neUWC) athe avalwa okwethutyana ngenxa yezenzo zokuqhankqalaza ezinobungozi nokungquzulana. Kuqale uqhushululu emva kwengxoxo ezingekho lula ukuba sizonjululwe liziko elinye. Nokuba izizathu zinesihlahla kangakanani na, xa kukho uqhushululu nokulwa akukho nto inokulunga. Abafundi ngabona balahlekelwayo xa isimo sinjalo – kanti ngabona bantu sizinikezele kubo. Akakho umntu ophumelelayo kwisimo esinje kwaye xa ndibona inani labantu abandibhalela ii-imeyile, nabavakalisa izimvo zabo kumaqonga onxibelelwano, kuyacaca ukuba abafundi badikiwe, banenkxalabo kwaye abasithandi isimo esikuso.

Okunye okubalulekileyo ekufaneleke ukuba sikuqondisise kukuba nokuba iimeko zoqoqosho nentlalo zinjani, okanye imingeni yezopolitiko injani, okanye kwindlela yethu esiyihambayo yokuba liziko eliphambili kwilizwekazi laseAfrika, asikwazi ukuba sime sodwa. Kananjalo asikwazi ukukholelwa ukuba asikudingi ukusebenzisana namanye amaziko emfundo ephakamileyo, kungenjalo sakuzifumanisa singasangeni ndawo kwiingxoxo ezisematheni. Njengoko iziko lethu ilelona likhulu e-Afrika kwiiYunivesithi zeODEL kwaye nakwihlabathi jikelele ilelinye lamakhulu, sinoxanduva lokuhlaba ifolo ekuphakamiseni iimbono zeODEL kuba kujongwe kuthi ngamanye amazwe asakhulayo nasibona njengomzekelo afuna ukuwulandela. Ndiqinisekile ngaloo nto. Kuyinyani emsulwa ukuba iyafana nqwa imiba eyimingeni kumaziko emfundo ephakamileyo kwihlabathi liphela. Okwahlukileyo ziimeko ezigqubayo kwiindawo akuyo amaziko ngamaziko. Loo nto ifuna ukuba sinyathele ngobuchule xa sikhawulelana nezo meko zahlukeneyo.

Ngoku ke njengawo onke amaziko emfundo ephakamileyo kwihlabathi liphela, siyanyanzeleka ukuba sihlasele imiba emibini: ukufikela kwinqanaba lemigangatho ebekiweyo kwelethu ilizwe kunye nakwihlabathi jikelele ukuze sibe ngundaba mlonyeni kwezemfundo ephakamileyo nomgangatho wethu wemfundo ube phezulu. Iziphumo zale nkqubo kuba kuphume izithwalandwe ezinemfundo exhobisa

ukulungelana nexesha esiphila kule nkulungwane yama-21. Kufuneka izithwalandwe zethu zingene ngokuzithemba kwilizwe lempangelo noshishino, ziyiqonde kananjalo ukuba inkqubo yemfundo yeyobomi bonke, ubani kusengafuneka ukuba aphucule izakhono zakhe njengoko amaxesha eqhuba. Ndiyaniqinisekisa ndisithi isakhono sokungena lula kwiimeko eziguquka mihla le iseza kuba sesona singundoqo kubasebenzi beli lizwe litsha liziveza kuthi mihla le.

Inye kuphela indlela ekufaneleke ukuba siyilandele siliziko ukuze sihlale siyinxalenye yeentshukumo zehlabathi, kufuneka siqinisekise ukuba sigxininisa kumgangatho ophezulu wemfundiso yethu. Ngoko ke yinjongo yam, ikwangumsebenzi endiwuthunyiweyo, njengoko ndithunywa ngamalungu ebhunga – ukuba kulo nyaka singena kuwo sizimisele ukuphosa amandla wethu onke ukuba siphucule iindlela esifundisa ngazo nomgangatho wemfundo. Lo myalezo ubhekisa kuye wonke umntu onegalelo nalowo uchaphazelekayo kweli ziko lethu lemfundo ephakamileyo. Sisenza njalo nje, sakuqhubeka ngeenkqubo zethu zokuxhasa nokusebenzisana nabasezi-ofisini ukuze siqinisekise ukuba lo mgangatho wemfundo siwufunayo usukela kwisiseko esiluhlalima. Oku kunceda kwimisebenzi yophando kunye neyokuqamba iiprojekthi ezintsha kwanokuzibandakanya kwimisebenzi yoluntu. Leyo into akufanelanga ukuba iyaxoxisa.

Sizithetha nje zonke izinto, akufanelekanga ukuba silibale eyona njongo iphambili yeli ziko, namanye amaziko emfundo ephakamileyo, njongo leyo iyimfundo – ukufundisa abafundi. Indlela yokuqinisekisa ukuba siyayenza loo nto kukuba sikhuphe abafundi abanempumelelo nabanekamva eliqaqambileyo, nto leyo inokuqinisekiswa ngenkqubo yemfundo neyokufundisa ekumgangatho ophezulu. Ngamanye amazwi iprojekthi yemfundo nokufundisa yale yunivesithi.

Ndicela ukunixelesa ukuba yintoni na engeyiyo iYunivesithi. Iyunivesithi asiyondawo yokuba abantu banyuse izikhundla neminqweno yabo yezepolitiki lo gama besonakalisa inkqubo yokufundisa nemfundo. Iyunivesithi asiyondawo yobuqhophololo kunye nokukhohlakala okonakalisa ikamva lezizukulwana zethu. Asiyondawo yokulwa amadabi angomntu oyedwa okanye ukwahlula abantu ngokobuhlanga, ngaloo ndlela kunyhashwa amalungelo abanye abantu aqinisekiswe kuMgaqo Siseko. Ndifuna ukuphinda ndicacise kakuhle ukuba iyunivesithi yindawo yokuphuhlisa kunye nokufundisa abafundi. Kubasebenzi, iyunivesithi likhaya lokulola nokuphuhlisa ubumfundimani obukumgangatho ophezulu.

Boogxa bam kufaneleke ukuba thina ziyunivesithi sisijonge ngokutsha isivumelwano sethu kunye noluntu ukuze sixhobise abafundi bethu

ukulungiselela ilizwe esiphila kulo kule mihla yenguqokazi yezorhwebo yesine, (i4IR okanye i4th *Industrial Revolution*). Oku kuyimfuneko kuthi bahlohli bezemfundo.

Ngoko ke, sizezi yunivesithi nje, kufuneka siphinde silungise indawo yokuhlala eluntwini, sizibonakalise sibakhumbuze ukuba kanti sidume ngantoni, sigxinisisa oko kubazali kunye nakubafundi abathe babeka ithemba labo kuthi – ingakumbi xa *sibumba ikamva kwinkonzo yoluntu*. Konke oku kuthetha ukuba kufanele siphinde siyijongisise eyona njongo yethu ibalulekileyo: ukufundisa nokufunda, ukusebenzisana noluntu, ukwenza uphando nokuqamba iindlela ezintsha zokusebenza okanye ukuqamba iiprojekthi ezintsha. Andiphazami nakancinci xa ndisithi *iyunivesithi iyonke* kufuneka inike abahlohli ithuba lokuba benze le nto baqeshwe baqeqeshelwa yona – ukuqhuba inkqubo yemfundo nokufundisa ukuze baphathise abafundi imfundo elungele eli xesha singena kulo le 4IR – abafundi abakhula bengabantu abaneliso elibukhali nabaluthatha ngokufanelekileyo uxanduva lwabo eluntwini.

Ndicela ukubhekisa koogxa bam esijongene noxanduva lwenkqubo yokufundisa nabo, ndicela ukuthi kubo thina sinomsebenzi ongapheliyo kwaye kulindeleke okukhulu kuthi, kulindeleke ukuba sisebenze ngokuhambelana noxanduva nentlonipho yobufundisi ntsapho. Ndiyaqonda ukuba sele bekhona kwaye baninzi oogxa bam abaphila

ngaloo ndlela kumaziko ethu emfundo ephakamileyo kwaye siyabawonga namhlanje abanye babo. Noxa kunjalo ndiyazi ukuba abanye bethu balapha nje ukuze baqinisekise ukuba umvuzo wabo uyangena ekupheleni kwenyanga, bakhona ngomzimba kodwa ngomphefumlo abakho kunye nathi. Ababahloniphi abafundi bethu kwaye abazami nokuba babaqonde ukuba ngabantu abanjani. Abafumaneki ngawo onke amaxesha, kunzima nditsho nakoogxa babo. Abaphathi abandincedisayo banoxanduva olungxamisekileyo kwaye olubalulekileyo – kufanele balwe nomkhuba omtsha (njengokuba sixelelwa) wokuba abanye bethu besenza imisebenzi yamashishini wabo asecaleni besezifisini, abo bathenga abantu bokubakorekishela, abo bazenzela imali ngobuqhophololo ngokokude iiprojekthi zabafundi nemisebenzi yophando ibe yintlekisa, abo banobudlelwane obungamkelekanga nabafundi bethu, nto leyo ingamanyumnyezi aqhubeka kwiiyunivesithi zethu ezininzi. Yimizekelo nje embalwa le ndithetha ngayo kodwa kuninzi okunye okwenzekayo okungalunganga kwaye kufuneka konke oku kuphele. Zonke ezi zimanga zenziwa ngoogxa bam abathe mhlawumbi balahlekelwa kukuqonda ukubaluleka koxanduva abalunikiweyo, balahlekelwa lulwazi lwendlela yokuziphatha, endicinga ukuba bacinga ukuba kuyadlalwa kulo msebenzi. Oku kuziphatha, boogxa bam, kubonisa imeko emaxongo yesizwe sethu apho abantu bengayihloniphiyo imisebenzi yabo bagqibele ngokungahloniphi neziqo zabo.

Ngoko ke sicela ukuba oogxa bethu bakhe bazifune, bakhumbule ukuhlonipheka komsebenzi wabo, ukuzinikezela, ukuthembeka ekufundiseni nakweli ziko, nokona kubalulekileyo, igalelo labo elinyanisekileyo kwimfundo esemgangathweni yabafundi bethu. Silindele ukuba iingcali zemfundo zethu zizinikezele ngeentliziyo zazo zonke kumsebenzi abawuqeshelweyo. Sikwalindele ukuba ezi ngcali *ziziphathe* ziphinde *ziphathane* ngendlela ekowona mgangatho wokuziphatha uphezulu. Ayikho enye into eyakwamkelenga ngaphaya koko.

Sizimisele kakhulu ukuba siyinqande isaqala le mikhuba ingafunekiyo kwaye sincedisane kakhulu nabafundisi-ntsapho bethu ukuze nabo bakhuthazeke, bahlukane nokuzihlaza, begqumelela umsebenzi omhle wabanye abahlohi. IUnisa inomtsalane kakhulu kwabo bafundi basuka kumakhaya ahlelelekileyo, ngoko ke kudingeka abafundisi-ntsapho abazinikezeleyo kwaye *abafunayo ukufundisa* kwiyunivesithi enje, hayi abo bafuna nje imivuzo. Mna ukufundisa ndikwazi *kulubizo*, ngoko ke ndifuna ukwahlula phakathi kwabakubona kulubizo ukufundisa kwakunye nabo bazele umvuzo kuphela! Ndicela ukuphinda oko ndandikuthethile kulo nyaka uphelileyo. Uxolo mawethu! Ukuba uze eUnisa ngenxa yokuza kufuna umvuzo kuphela, ndithi kuwe ulahlekile awukho kwindawo ekulungeleyo kwaye awudingeki. Okubuhlungu ngaphezulu kwimeko

enjalo kukuba kwenzelwa nzima abafundi asebehlelelekile kakade kuba endaweni yokuba bancedwe, baxhotyiswe ngemfundo, baxhatshwazwa bahluthwe intlaka emlonyeni leli ziko bebethembe ukuba liza kubakhupha entluphekweni. IUnisa idinga abahlohli nabasebenzi abazinikezeleyo nabanenkathalo. Abafuneki abasebenzi abalindele umvuzo kuphela apha eUnisa.

Ndilindele ukuba bonke abasebenzi bakhwele kule nqanawa inye. Abo bakhetha ukuba bangahambi nathi bayakuzisola ekuhambeni kwexesha. Kuni basezifisini ndilindele ukuba niyixhase inkqubo yezifundo, nibaxhase kangangoko abahlohli. Nani niya kuphendula ngale nto. Ziya kubhabha nomoya zonke iinzame zethu zokuqinisekisa ukugcina umgangatho wemfundo yethu iphakamile, ukuqulunqa iindlela zokufundisa ezisemgangathweni, ukuthatha inxaxheba kwi-4IR naphakathi koluntu. Kananjalo, *akusayi kuba lulutho* ukufana sense uphando olufunekayo nolukumgangatho ophezulu ukuba abaxhaswa abafundisi-ntsapho, bexhaswa ngamanye amagosa asezifisini asebenza ngokuzimisela nangokuzinikezela kwinkqubo yemfundo nokufundisa.

Esizikithini sayo yonke le migudu ndithetha ngayo kukho abafundi. Boogxa bam, masiqinisekise ukuba njengokuba sifundisa nje, siphinda *sibaxhase* abafundi bethu, ngakumbi abo “bafunde ukulahla ithemba”, nesikubona

qho. Kufuneka sibaxhobisele ukuba bangalindi ukutyhalwa ngemva, bakwazi ukuziqhuba nokuthatha uxanduva ngezifundo zabo nangendlela yokuziphatha. Ubume beODEL bubodwa nje bufuna izakhono ekunzima ukuba abanye abafundi bazibambe, zibe zifuneka ukuze aphumelele umfundi. Sonke sinendima ekufanele siyidlalile ngakubafundi bethu – kufanele sibakhathalele kwaye sibe nomonde xa sisebenza nabo – sibaphathe ngendlela eya kuqinisekisa impumelelo ebomini.

Andikwazi ukuyigqiba intetho yam ndinganixelelanga iindaba ezimnandi zokuba malunga nokuphela konyaka odlulileyo iBhunga leYunivesithi yethu liye lavumelana ukuba kuqalwe isikolo esibizwa *Thabo Mbeki School*. Ukuba ndinganichazela kancinci ngaso, ndingathi esi sisikolo esinkqenkqeza phambili ekufundiseni **ulwazi nobungcali obusekelwe kubuAfrika** kwizifundo zolawulo, ubudlelwane bamazwe nemicimbi yawo ngenjongo zokuququzelela Imvuselelo YobuAfrika (*African Renaissance*) nomanyano. Esi iza kuba sisikolo sokuqala e-Afrika esineemfundiso ezilolu hlobo – sibe kumgangatho olingana ne*Kennedy School* ese*Harvard University*. Sisikolo esineengcambu nesokuziqhenya ngobuAfrika, esisekelwe **kwilifa lolwazi** lwalowo owayefudula engumongameli weli lethu kunye nezinye iinkokheli zeengcinga zobuAfrika ezikwilizwekazi leAfrika. Injongo ephambili yesi sikolo kukuphuhlisa inkathalo nokuzinikezela kwiinkokheli zama-Afrika nakwezinye iindawo, iinkokheli

eziza kuguqula umgangatho weAfrika, ziphuhlise iAfrika kunye nehlabathi liphela. Esi sikolo sifundisa ngesimbo esikhethekileyo nesisodwa esisekelwe kubu-Afrika ngokungqiyama ***ngeembono zobu-Afrika, iingcambu zolwazi neendlela zokufunda (African ideologies, epistemologies and methodologies).***

Okwenza ukuba esi sikolo sahluke kwezinye kukuba siyingcambu yeengcinga ezingqamelene nelizwe lase-Afrika kwihlabathi jikelele – ***sinenkqubo yemfundo eyimbalasane*** enokuthathwa ngumfundi nokuba ungowaphi, xa efuna ukufunda aliqonde ilizwe laseAfrika. Esi sikolo siza kuncedisa kakhulu ekuvuseleleni ezentlalo, ezoqoqosho, ezombuso nezenkcubeko kuma-Afrika (*African Renaissance*). Siza kongeza ixabiso leenkqubo zolawulo ekuhlaleni, kwiingingqi nakwilizwekazi lonke. Umz. limvumelwano phakathi kwamazwe eManyano YeAfrika (*African Union*), imigaqo nkqubo, izibhengezo kunye nezicwangciso zophuhliso zamazwe.

Esi sikolo esibizwa *Thabo Mbeki School* sisekelwe ***kwiinqobo zokuziphatha*** awayephila ngazo owayesaba ngumongameli woMzantsi Afrika kunye nezinye iinkokheli zeengcinga zobu-Afrika, ingakumbi iingcinga zabo ezizezi: 1) Imvuselelo yobu-Afrika (*African Renaissance*); 2) Ingingca yobu-Afrika ngobunkokheli; 3) ukuphuhliswa kwabasetyhini njengamaqabane alinganayo kuphuhliso lweAfrika; 4) ukulungiselela ukuba ulutsha

nemilwelwe bathathe inxaxheba kuyo yonke imicimbi yesizwe eAfrika; 5) ukufunda ubuchule bolawulo bobu-Afrika njengesixhobo sokwakha uxolo, uzinzo, ukusombulula iingxwabangxwaba nomanyano lwama-Afrika; ekugqibeleni 6) ulawulo olulungileyo njengesiseko esiyimfuneko yohlaziyo lweAfrika.

Manenekazi nani manene, njengoko singena kule minyaka ilishumi ilandelayo siyile yunivesithi, masizimisele ukuba ngabahloholi abaliqondayo icham lamathuba amaninzi avulekileyo apho singaxhamla khona, nyathelo elo liya kuthandwa kwaye lihlonitshwe ngabazali, abafundi kunye nabanye oogxa bethu kwamanye amaziko emfundo ephakamileyo. Ndiyakholelwa kakhulu ukuba singaphumelela ukuba sinokusebenzisana.

Ndiyabulela.