

RHODES UNIVERSITY  
*Where leaders learn*

The Rhodes University Community Newsletter

# Rhodos

Staff Edition

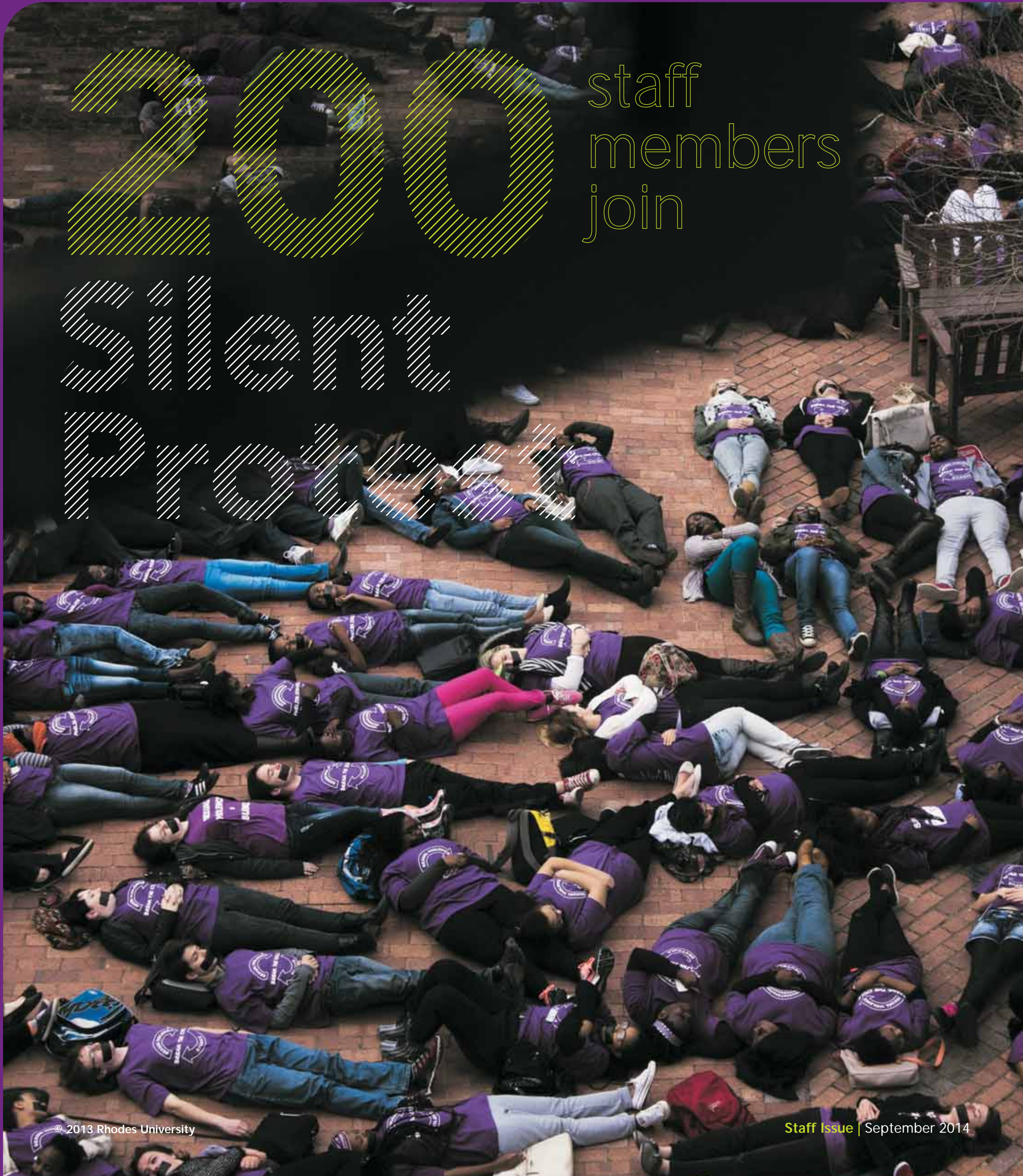
SEPTEMBER 2014

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their gratitude to  
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us with pictures.

# Rhodes Business School addresses critical skills shortage in SA

“Much needed and critical skills in South Africa are being addressed through Rhodes Business School’s Certificate in Sustainable Business Analysis. Selecting its intake from talented, historically disadvantaged South African graduates, this programme produces exactly the kind of high-quality Business Analysts that Standard Bank and industry urgently requires.”

These are the words of Standard Bank CEO, Sim Tshabalala, following the announcement at the end of July that Standard Bank hired all 28 graduates from the 2013/14 SAP Banking Specialist Learnership.

The learnership is part of the six-month Business Analysis programme offered by Rhodes Business School. The programme was launched in 2012 and this is the second intake of graduates on the programme, from which Standard Bank has hired 100%.

## 400 graduates trained and employed

The programme has, to date, trained approximately 400 Business Analysts in South Africa, who have taken up a range of specialist posts in banking and business throughout the country.

“Historically, South Africa has relied heavily on foreign nationals to fulfill this vital role. Business Analysts play an instrumental part in defining the ‘blueprints’ for our future operations, identifying business improvements as well as supporting IT initiatives,” says Tshabalala, a Rhodes BA LLB graduate with an LLM from the University of Notre Dame.

“Partnering with Rhodes Business School academics has proven to be a true win-win situation and we have already made significant inroads into addressing the local business analysis skills shortage. This programme is one of the most compelling reasons why I’m proud to be an Old Rhodian.”

## Developing skilled graduates and addressing unemployment

Rhodes Business School, with its focus on ‘leadership for sustainability’, is highly conscious of its role in South African society and its role as a bridge from academia to the business community.

“We conceived this programme in partnership with business to achieve two key objectives: to develop graduates in much needed skills areas and to address the major unemployment problem in South Africa,” says Professor Owen Skae, Director of the Rhodes Business School.

“Our focus at Rhodes Business School is ‘Leadership for Sustainability’ and the development of graduates to take their place in the economy is a very important part of this.”

## Business Analyst Lusanda Poni

One of the Business Analysis graduates working at Standard Bank, Johannesburg, is Lusanda Poni from the Eastern Cape, who graduated with a BCom from Rhodes University in 2007.

“I was an unemployed graduate when I was selected for the programme,” she explains. “I wasn’t totally unemployed because I was helping children to swim at my uncle’s swimming academy in Mdantsane, but this was not what I had studied to be.”

“So when I heard about the programme, I immediately applied and was really pleased when I was called for an interview. I hiked to Grahamstown to attend my interview at the Rhodes Business School. I was subsequently accepted, and, from day one, I realised this was my portal to what one of our lecturers described as ‘the beginning of the rest of our lives’”.

“I now feel I am where I want to be and I believe I am the best business analyst on the continent! I’m meticulous, I pay attention to detail and it’s an exciting, dynamic career. I love effecting change and seeing it benefit people.”

Such is the success of the certificate programme that Rhodes Business School is currently developing it into a one-year postgraduate diploma, which it intends to launch in 2016. It will be the equivalent of an Honours qualification and will invariably further populate the Rhodes Business School’s flagship MBA.

“It is a logical progression and confirms our commitment to professionalise a critical skill set in South Africa, that is needed as much in the public sector as it is in the private sector,” says Prof Skae.

## Rhodes Business School and Barifor

The Business Analysis Programme is a partnership between Rhodes Business School and Barifor, a business performance and consulting services company.

The founder and CEO of Barifor, Cedric Tyler, a Rhodes BCom alumnus, and a Visiting Fellow at Rhodes Business School, jointly developed the programme with Prof Skae.

It is based on Tyler’s ‘Business Genetics’ approach, described



Sim Tshabalala, Standard Bank CEO

in a book of that name which he co-authored with Stephen Baker whilst living and working in the United States. He returned to South Africa three years ago.

“It’s all about developing convergent and integrated approaches to assist companies in understanding how they operate and how to implement broad-scale, improved performance across the business,” Tyler explains.

## The 5 Ws Method

“Essentially what I’ve designed is a more complete, expanded approach to business processes, based on a thorough ‘5 Ws’ investigation method that analyses what the bank or company requires: who does what, where, when and with which information.”

He and Prof Skae matched this method to the escalating pool of unemployed graduates. They looked at the economic impact of South African banks hiring 300-400 foreign nationals per bank to do this work, and immediately recognised where they could make a difference.

“It was an innovative and exciting opportunity for us to take Cedric’s work that has had a profound impact on business modeling and business processes in leading United States organisations, and jointly academise it for the South Africa context,” explains Prof Skae. “In this regard, I must also acknowledge the role of my colleagues in the University, Mrs Lydia Palmer, Dr Karen Bradshaw and Mr Chris Upfold who made significant contributions, two of whom are Rhodes Business School alumni.”

## Immediate appeal

The Business Analysis Programme immediately appealed to Standard Bank’s head of Business Performance Improvement, Ian Weir, and Standard Bank’s head of Business Design and Implementation for Core Banking in South Africa, Wally Fisher.

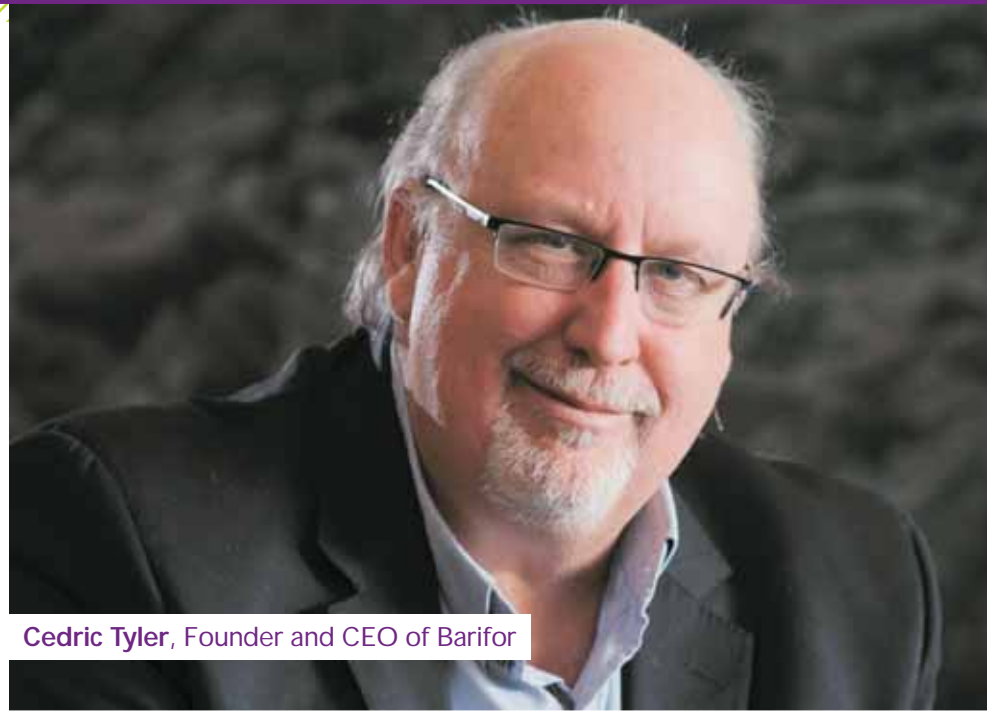
Standard Bank is currently migrating from the legacy system to SAP software in what is currently one of the largest banking SAP deployments in the world. It needs a large number of astute business analysts to achieve this.

“Rhodes Business School offered exactly what we wanted and needed, and partnering on this programme has been one of the best decisions we have ever made,” says Fisher.

## The growth of the graduates

“The growth of the learners on the learnership is exceptional. In their first week they were insecure youngsters, full of worries and doubts. They have since matured into highly professional, fully-fledged Business Analysts and Standard Bankers. Not only has this supported a key business objective of ours, it has helped people grow and find good employment, which flows back to their families, communities and the greater South African context.”

Weir, a Rhodes University BCom LLB graduate with an MBA from Cranfield (UK) adds: “Countless tasks are executed by computer systems, staff and customers daily in banks. The challenge globally is around getting processes right to ensure that customers consistently have a great experience despite the complexity of these tasks.”



Cedric Tyler, Founder and CEO of Barifor

“Put this together in the context of a bank like Standard Bank, which processes 25%-30% of the money in the South African economy, and you begin to understand the key importance of the Business Analyst. This is the person who translates what business needs and wants into a language that IT understands and can precisely implement,” Weir explains.

## Save the banks tens of millions of rands

He adds that the Rhodes Business School is the first in South Africa to deploy “the kind of comprehensive business analysis methodology they require, that will save the bank tens of millions of rands.”

Standard Bank is the first major supporter of the Rhodes programme. Deloitte South Africa also shared the vision and partnered with Rhodes Business School and the financial services Seta and FASSET, with the nationwide delivery of the programme in 2012 and 2013.

FASSET agreed to pay the learners’ fees for the programme and to pay them a monthly stipend. Deloitte hosted the Rhodes Business School lecture sessions on their premises and located suitable host employers.

Prof Skae highlights the huge significance of the partnership in the rolling out of the programme: “The opportunity to work with Deloitte, Barifor and having FASSET as a funding partner, with the support of host employers like Standard Bank, confirmed how we can combine forces to grow our South African talent. Each party brought something that each of us could not do alone, and the best part was that it worked.”

“What was exciting about the First National Bank programme was that we were training their existing Business Analysts. This demonstrated the versatility of this programme,” says Prof Skae. “Whether we are training novice or seasoned Business Analysts, they all confirm the value of our approach.”

## Thousands applied for the FASSET programme

Each time a call was put out for graduates to apply for the programme, thousands applied but only 100 per year could be accommodated across the five centres - Johannesburg, Pretoria, Cape Town, Durban and Grahamstown.

The format was a combination of lectures during the first week of every month of the programme, followed by in-house learning at host companies, where each learner was matched with a mentor for the full six months. The programme sets out to ensure that learners master technical, logical and holistic thinking combined with the interpersonal and communication skills. These are skills that Business Analysts require.

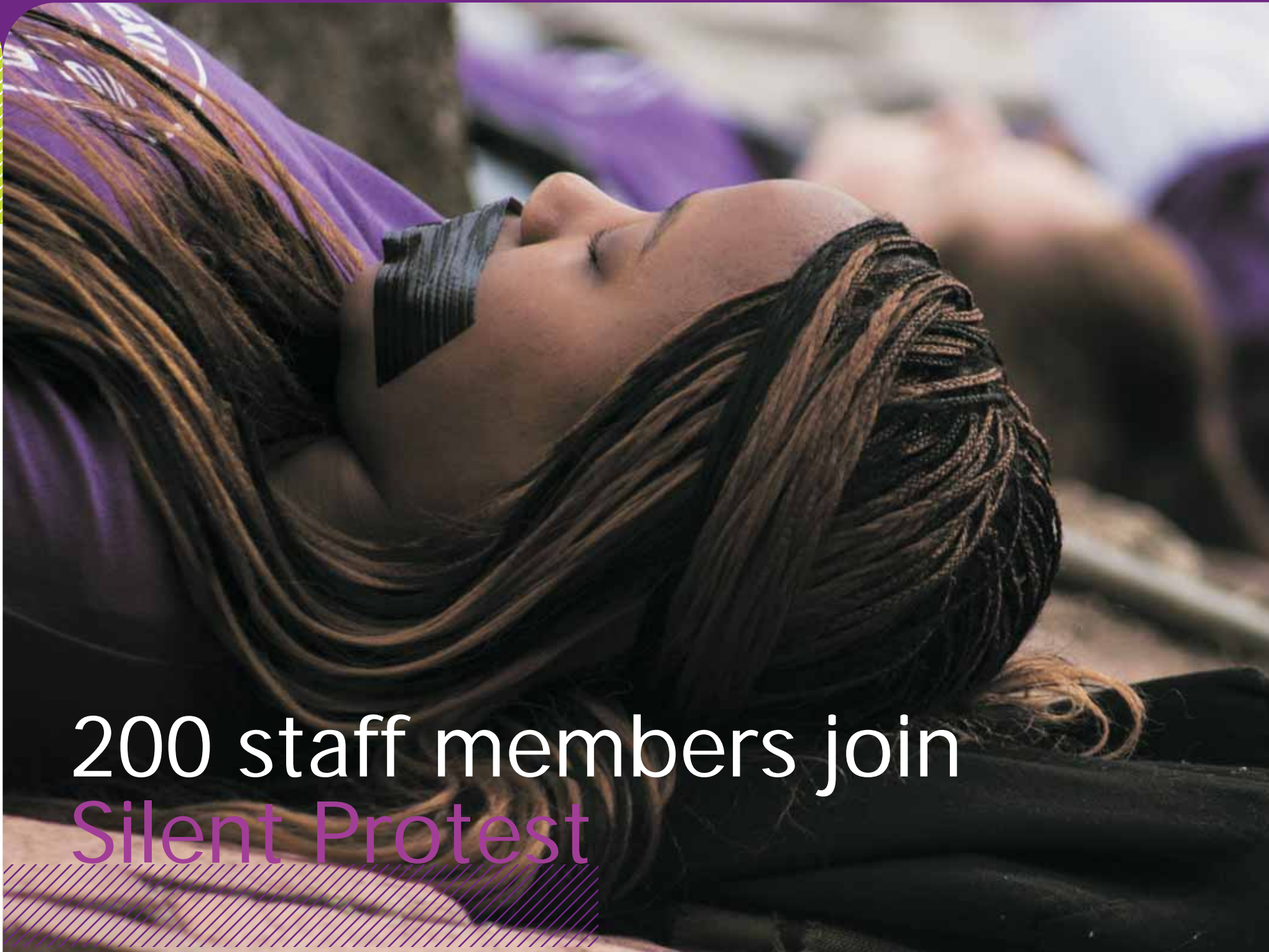
The programme has substantially changed the lives for the better of all the learners who have completed the programme.

## Other Clients and benefits

Rhodes Business School also successfully delivered the programme at First National Bank, training two cohorts of Business Analysts in 2012 and 2013.



Lusandi Poni, Standard Bank Business Analyst



## 200 staff members join Silent Protest

On Friday 1 August, more than 1 000 Rhodes University students and staff marched across campus to protest against rape and sexual violence. The protest which in the past has primarily been a student event saw 200 staff members from all levels of the university sign-up to participate this year.

The primary purpose of the Silent Protest is to highlight and challenge the attitudes and practices which contribute to a culture of silence around sexual violence in South Africa.

Fifty members of staff from Housekeeping participated in the protest. Ms Janine Harris, Manager of Housekeeping and Ms Sylvia Maqanda, a supervisor in Central Cleaning Services encouraged all the staff in their division to participate.

“As always the march in the morning is incredible to witness, as the taping proceeds, the silence falls and then when we march the conflicting feelings that one goes through, one person amounts hundreds and all you hear is the birds - life,” states Ms Harris.

This year the organisers were very specific about inviting staff members to participate as the scourge of sexual violence in our country affects us all.

“Over the years we have always seen the students wearing the purple t-shirts so it was really wonderful to be able to participate this year,” said Ms Maqanda.

Ms Gladys Memani who works in Central Cleaning Services was happy to be able to participate this year as she says the statistics are particularly worrying because

women and children are the most vulnerable and the most affected by rape and sexual violence.

“I was blown away this year with my staff that participated, proud of their strength as many wore survivor t-shirts. I was touched as the message this sent to the students and their peers was huge,” said Ms Harris.

The staff wore their purple t-shirts throughout the day and took turns participating with some marching in the morning and others participating in the Die-In. This was to ensure that all the residences and departments under their care were still attended to.

“The Die-In was very emotional because in the township these things happen, whereby you are called to see where a person has been found having been raped and murdered so it really brought the message home. It makes you think, I told my colleagues that they need to participate because it is a very good cause,” shared Ms Maqanda.

Many students and staff had their mouths taped for the duration of the day, a symbol of the silence that many survivors of sexual violence experience.

“The Silent Protest makes these silences visible. In a powerful way it raises public awareness about the extent of the problem of sexual violence and offers a space where, in large numbers, protestors can stand in solidarity with all survivors of sexual violence,” said Ms Kim Barker, the coordinator of this year's protest.

Although a record number of staff participated in the protest this year it is hoped that this number will grow next year. Dr Deborah Seddon, a lecturer in the English

Department who also has a role in organising the Silent Protest has participated many times.

“I’ve taped my mouth for the protest five times. I’ve discovered it is still possible to laugh, and to teach, even if you cannot speak. That realisation helps me every year. Remaining silent for a day is very challenging. It is an act of imagination. It teaches me a great deal about what survivors face every single day. I was heartened to see more staff involved this year. I hope many more will participate in future. This is a tangible way for academic staff to show support and solidarity for our own students and colleagues affected by sexual violence,” shared Dr Seddon.

The protest has in the past primarily focused on violence against women, however this year the focus broadened to include sexual violence targeting boys and men.

“We are acutely aware that silence and shame is as much of an issue for male survivors of sexual violence, and this year we are highlighting both statistics: In South Africa, 1 in 3 women will be sexually violated in her lifetime, as will 1 in 6 men,” said Ms Barker.

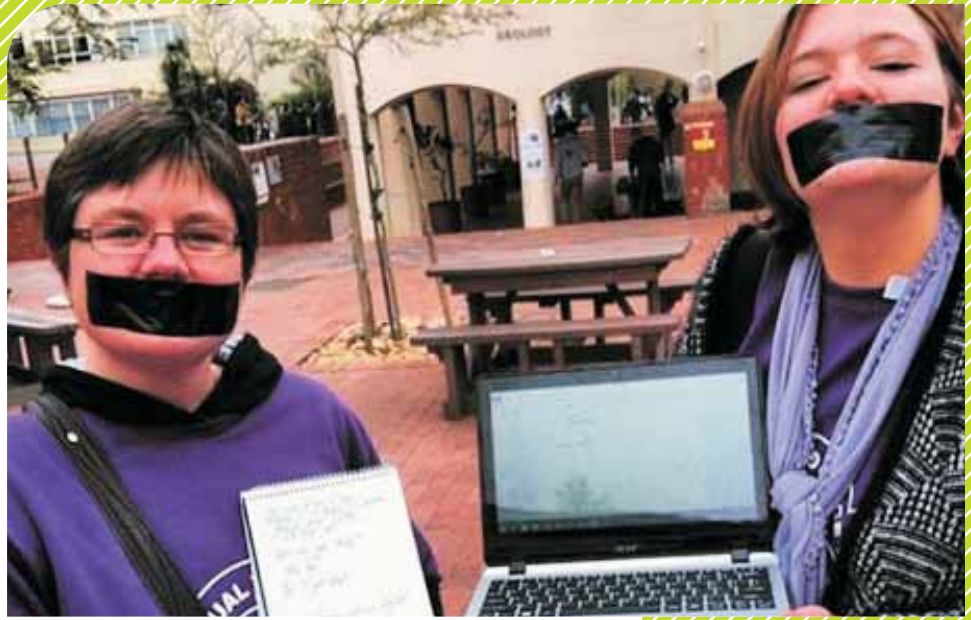
This was the first year in which Prof Pedro Tabensky participated in the Silent Protest. “My awareness of sexual violence in South Africa has really been increased lately and the Silent Protest and things that have happened before and after the Silent Protest, but related to the Silent Protest, have, I think, had a deep impact on the way I understand the place that is now my home. I still think it is largely a mystery to me how people can treat others so appallingly, but events such as the Silent Protest are helping me to start to get a grip on things,” shared Prof Tabensky.

In South Africa, violence in intimate relationships is so common it is normalised. The Silent Protest challenges the unspoken tolerance of violence in its many forms.

“Seeing the suffering, the shocking harm done to young women and men who are part of the Rhodes Community, was not only moving but life changing. How sad to live in a world where such things happen, where men are brought up to think that they can help themselves to the bodies of others, or men who think that ‘you must have enjoyed it if you survived’” added Prof Tabensky.

Ms Sue Smailes, Director of Special Projects spoke on behalf of Dr Mabizela and Senior Management at the breaking of the silence, “I would like to express our heartfelt thanks to you all, 1 700 in total, who have taken part in the Silent Protest today. We are humbled by what we have witnessed.”

“The eradicating and breaking the cycle of sexual violence must be central to any discussion on social transformation based on values of human dignity, equality and freedom,” said Ms Smailes.



# Dean of Students Office revamped



Acting Vice-Chancellor, Dr Sizwe Mabizela

The Dean of Students office has undergone a revamp this year, and not just in name. The name, however, is the most visible of the changes, and the story behind it goes back a number of years to a decision by the Rhodes University Senate to set up a task team looking into the use of titles within the university structure.

This task team, chaired by Dr Sizwe Mabizela, now the Acting Vice-Chancellor and the DVC: Academic and Student Affairs, made a number of recommendations, one of which was to affirm the practice that a staff member who moved from an academic into an administrative role would no longer use the title Professor, as they would no longer be 'professing their discipline.' Instead they would revert to their academic qualification which, in the case of a PhD, would be Dr. This move was not without its controversy, but it was accepted by Senate.

Another recommendation of the task team concerned the title "Dean of Students". It was acknowledged that the work carried out in that division fell into the area of support rather than academia, and Senate's decision had been to retain the title of Dean for a person leading an academic faculty,

or one whose primary responsibility remained academic in nature. At that time, Senate took the decision that once the incumbent Dean of Students resigned or retired, the title would change to become Director.

Towards the end of last year a number of staff members resigned from the Office of Dean of Students, and the Dean of Students, Dr Vivian de Klerk, announced her intention to take early retirement. The division had been in existence for some seven years by that point, and together these events precipitated the need for a review.

Since its creation, other divisions had come into existence, including the Division of Equity & Institutional Culture, and the review, therefore, explored whether some of the functions and responsibilities of the Dean of Students division could better be aligned with other divisions such as Equity & Institutional Culture and the Counselling Centre.

The former Vice-Chancellor, Dr Saleem Badat, asked the Registrar Dr Fourie to chair a short review panel to provide recommendations for Senate, and to avoid a long and drawn out process which could have led to important issues being placed on hold in the interim.

When Dr Mabizela received the report from the review panel, he offered the then Dean of Students the opportunity to read and comment on it, and to offer rebuttals if she felt they were necessary.

Dr de Klerk did give written responses to various items contained in the report, and Dr Mabizela's next step was to consult the Managers and other role players who reported to the Dean of Students' office. These included wardens, healthcare professionals, the Counselling Centre and Sports Admin, all of which received the report and were invited to give their comments before final recommendations were formulated for consideration by Senate.

"It was a widely consultative exercise," Dr Mabizela explains, and only after this consultation period were the recommendations formulated. Names for the revamped division were discussed, and that of Student Affairs deemed most appropriate.

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Part of the change which the division has undergone, and which is regarded as vitally important, was the adoption of an overarching goal, namely to ensure that the residences at Rhodes University should be holistic, vibrant living and learning spaces, not merely places where students go to eat and sleep.

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The Acting Director of the Student Affairs Division, Dr Colleen Vassiliou, has already reoriented the division and has begun moving it in this new direction; she has, Dr Mabizela says warmly, "done an absolutely marvellous job as Acting Director."

He noted that Rhodes was in the process of filling the post of Director of Student Affairs. He says the new Director, once appointed, will take the division to great heights.



Melissa Changuion and Sandy Norman, student volunteers at Rhodes University, read to children at the Hill Street Public Library. This was done as one of the many projects to celebrate and remember Nelson Mandela, July 21, 2014.



For the 67 minutes for Mandela Day on 18 July SRC financial administrator, Penny Kivitts, helped plant a vegetable garden at Umthathi Training Project.

## Trading Live for Mandela Day

The annual Trading Live for Mandela Day event was a little different at Rhodes University this year. Instead of being for a day only, it stretched over a full week, from the 18 - 25 July, and this extended timeframe gave those participating the chance to really get involved.

Trading Live is part of the international Mandela Day events which are organised to commemorate Madiba, and in line with the objectives of the Nelson Mandela Centre of Memory, which focuses on Nelson Mandela International Day as well as the archive Life and Times of Nelson Mandela and Dialogue for Social Justice.

Director of Community Engagement, Ms Di Hornby, and Ms Nosipho Mngomezulu of the Community Engagement Division, work hard at ensuring that Trading Live provides staff, students and the community of Grahamstown with opportunities to "take action to help change the world for the better, and in doing so build a global movement for good."

For the week of Trading Live just passed, Rhodes partnered with the Nelson Mandela Foundation and focused on the following service areas: Food Security, Literacy, Infrastructure and Shelter, Youth Leadership and Business Development, Holistic Wellness and Health, Arts and Information Technology, Early Childhood and High School Education, all areas where Grahamstown has need of interventions and assistance.

A Trade "consists of both an offer to do something for someone else in the community while at the same time requesting a service for your own organisation."

Trading Live is a means of demonstrating that everyone has something to offer, and not only that, everyone has something to learn.

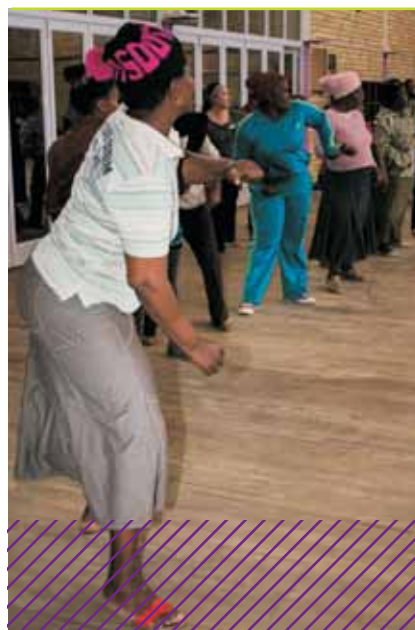
It is a reciprocal act, as opposed to a one way interaction, and this year around 150 teams of people undertook to participate in the event. Examples include the group of volunteers from the Housekeeping and Catering staff, who delivered food parcels to various destinations in the town, including the Assumption Development Centre in Joza and the Siyakhula Women's Knit and Crochet Group who, in turn, had given their time and talents to teach school learners how to knit. Kuyasa School for the mentally handicapped got involved and, with the assistance of Rhodes students from the Nelson Mandela Dining Hall, upgraded and extended their vegetable and herb garden.

The students concerned have undertaken to do more for the school, so that this is not a one day a year event. Other Trading Live events also involved gardens and gardening; Grahamstown Hospice and Jameson House joined forces to plant vegetables. This was particularly poignant as the students

worked together with the children of the Hospice children's support group, giving them not only the promise of home-grown food but also the skill of creating and maintaining a vegetable garden.

Many of the events arranged for Trading Live encouraged creativity and craftwork, such as those at the Little Flower Pre-school and Daycare Centre, and the volunteers from New House Residence who spent time with children at the Curry Street Library, singing, playing games and telling stories. Marimba lessons and painting classes, poetry workshops and reading clubs were held, dance classes took place, books were donated by the SRC and the Raphael Centre gave time to address the issue of HIV/Aids and TB, and the stigma surrounding these conditions. For a week, Grahamstown buzzed with shared endeavour and enthusiasm.

As Ms Hornby and Ms Mngomezulu stated in the press insert released for the Trading Live event: "In essence Trading Live is an invitation to open ourselves up to the possibilities of recognition of our shared fates and the need to work together to co-create our shared futures."



Mothers and their children taking part in a Zumba class at the Rhodes Health Suite on July 25, 2014. The class provided a fun way to end off the Nelson Mandela Trading Live week.



For the 67 minutes for Madiba SRC community engagement representative, Mapula Maonya, helped plant a vegetable garden at Umthathi Training, July 18, 2014.

# Prof Walker to take University sport to another level



Prof Rod Walker

Professor Rod Walker has led the university into a new era in sports by being elected to the Board of Directors of the Varsity Sports Company at their latest Annual General Meeting in June.

Rhodes became the 12th tertiary institution to join the University Sports Company and Varsity Sports when it signed the agreement in November last year. This enables them to take part in all Varsity Sports events should they qualify in the respective codes, competing across a number of sports against NMMU, UWC, UCT, Wits, UJ, TUT, UFS, Maties, UP-Tuks, NWU and the University of Limpopo.

The Board is composed of eight Directors with four from the level of Deputy Vice-Chancellor (DVC), three at the level of Head of Sports and one ex-officio Director is the head of University Sports South Africa. The Chair is Professor Tyrone Pretorius, newly elected Vice-Chancellor (VC) of UWC.

“I’m representing the VC or the DVC, that would be the best way of describing it,” explains Prof Walker. Having only signed late last year, Rhodes University did not have a vote at the latest AGM.

“There was support for Rhodes from other institutions which is quite important. I think that they thought it would be better to have someone from a small university like ours, to be a bit of a conscience to the big ones,” he said.

“I sent in a very brief CV which said I am Dean and HOD of Pharmacy, Chair of the Sports Council, I was involved in sports administration, played in sports at different levels and that I’ve been President of the Grahamstown Lawn Tennis and Croquet Club, I always like to put that part in,” adds Prof Walker.

The brief CV is a very modest account of Prof Walker’s involvement in sport when you look at his participation in Rhodes Sport alone. He came to Rhodes to study Pharmacy and played first team basketball from 1980 to 1983 and again from 1985 to 1994.

He left Rhodes in 1984 to complete his internship in Natal where he played for Natal. He returned to Rhodes for postgraduate studies and continued to play first team from 1992 to 1994. He was also involved in what was the equivalent of the Student Sports Council in those days and he was running the basketball club.

“In 1982 I made the Eastern Province side for the first time. And that same year I also made the national U/23 side but didn’t play any tournament against other countries because of the boycotting of sport due to Apartheid, but we played at a tournament with the national side. And that year I was also sportsman of the year. Everything happened in ‘82, my third year of Pharmacy,” he recalls.

A much younger image of Prof Walker hangs up in the Old Mutual Pavilion lounge from when he won sportsman of the year in 1982. He was also a finalist in 1983 and 1988.

In 1985 and 1986 he made the South African Universities’ Side. “That for me was better than making the provincial side. It was a Varsity Sport type thing and it was recognised at that level,” says Prof Walker.

He also sat on the Executive Committee of the Grahamstown Golf Club and Eastern Province Basketball.

The Directors run the Varsity Sports Company and look at opportunities to expand the offerings of sporting codes at a higher level. There will be both advantages and disadvantages for Rhodes as a result of being a smaller university located in Grahamstown.

Rhodes only has a sand-based Astro Turf and internationally they play on water-based Astro so there will need to be some negotiations around that. Prof Walker adds that there are strategies to work around these issues, “We are saying if all of you come and play on a sand-based Astro for a weekend, then everyone is playing on the same surface.”

On the positive side, the Varsity Sports Company relies on media for sponsorship and it is often difficult to fill the stands which doesn’t look very good for the sponsors on TV. “I think you would pack out the hockey field for a weekend in Grahamstown,”





Prof Rod Walker and staff crew



Prof Rod Walker

adds Prof Walker, "but the problem is having to qualify," as Rhodes Hockey failed to qualify for next year.

"I think there's value in being involved in the Varsity Sports Company as an institution because it gives our students exposure," he explains.

Rhodes needs to develop strategies and look to participating in sporting codes where we can qualify. Sevens Rugby, Beach Volleyball and Surfing are codes in which Rhodes could look to gaining exposure. There are only four universities that surf and therefore Rhodes would qualify as the top eight universities to qualify.

"For me it's an opportunity to be involved in taking University sports to another level. I always swore that I would never be involved in sports administration because that's what my mother did but look what's happened" adds Prof Walker.

"My mother played a lot of sport and she was very involved in sports administration in what was then Transvaal. She played hockey, cricket, tennis and softball. And she got very involved in Natal schools Hockey Administration. Both my sisters played provincial sport as well. I think they are naturally sportswomen, I had to work hard because I'm not naturally co-ordinated," he adds.

Prof Walker's recent foray is rowing and having experienced co-ordinating climbing into a rowing boat at the same time as him and landing short of the jetty, my natural inclination is to accept his "not being naturally co-ordinated" but his impressive CV of sporting achievements suggests that any of his sporting attempts are bound to be smooth sailing. He is in the staff rowing crew known as the Rhodes Masters who managed to beat the Wits staff team at Boat Race

in 2013 and will be defending their title this month (September 2014).

"I can't remember when I stopped playing basketball. I stopped playing basketball and started playing tennis. I was President of the Grahamstown's Lawn Tennis Club from 2006 to 2013. It's one of the three oldest clubs in the country based in Grahamstown. In fact the site of the Library is where they used to play in the 1960s," as he gestures out of the window to the library visible out his office window.

He continues to recall all his achievements. He was also appointed by the Minister of Health to sit on the Pharmacy Council. He turns to his PC to check his CV details.

"I am also President of the Old Rhodian Club, what have I done with my time?" he asks. It becomes clear that when it comes to the success of Rhodes students he always finds the time. The individualised attention given to his Pharmacy students is evident in the frames that line his office walls. Every Masters and PhD student that he has supervised over the years is given space on his wall. More impressively he can tell you where all 23 are currently employed.

"One of our big concerns about joining the Varsity Sports Company originally was worrying about students succeeding academically," says Prof Walker.

Although there are no costs involved with joining the Varsity Sports Company there are costs in terms of worrying about the academic success and stress placed upon athletes who are participating in sports at these high levels. He explains these as the tangible costs.

"We need to budget in a different way to create academic support for these athletes," he says. Having competed at a high level throughout his studies Prof Walker is an example that it can be done through hard work and compromise, "You can do it, it just means you don't get five firsts, it's just balancing everything and hard work," advises Prof Walker.

## Funding boosts local choreographers

First Physical Theatre Company has resurrected itself from a project based company to a full time company through funding it received from the National Lottery this year. It has also reconstituted itself as an all-female company with two of the resident performers being locals from Grahamstown.

Artistic Director and Head of Drama at Rhodes, Prof Juanita Praeg, is thrilled with the results that the funding has allowed this year.

**“It has made it possible to reinvigorate the company and we have had the opportunity to dialogue and creatively play through collaborations with other dance practitioners in Africa and Asia resulting in a full programme this year.”**

The company kicked off 2014 by inviting the Keiga Dance Company from Kampala to do a two week residency with them. First Physical Theatre is hoping to attend their Transmissions Festival in Uganda later in the year to extend this newly founded collaboration.

“Keiga also worked with some of our Honours and MA students in the first week of the residency so it has been a rich and vital learning exchange,” added Prof Praeg.

In the second term Prof Praeg invited Mr Acty Tang, a past MA student of the Department now living in Hong Kong, to create a collaborative work with First Physical Theatre and the Drama Department. This work, entitled *Hunger*, was performed recently to great acclaim. The International Office also contributed to this production by funding Mr Tang's airfare to foster internationalisation at Rhodes.

“We've really tried to expand Lotto's money as well as the Rhodes funding grant and we've also just got a little bit of National Arts Council of South Africa funding which will help us to get to Kampala later in the year. So we've had quite a lot of international input and dialogue this year,” she added.

Prof Praeg invited Mr Tang to the Department to create a movement production because she believed that there were lots of students who were hungry to perform in a movement piece. The company worked with Mr Tang and 16 Drama students.

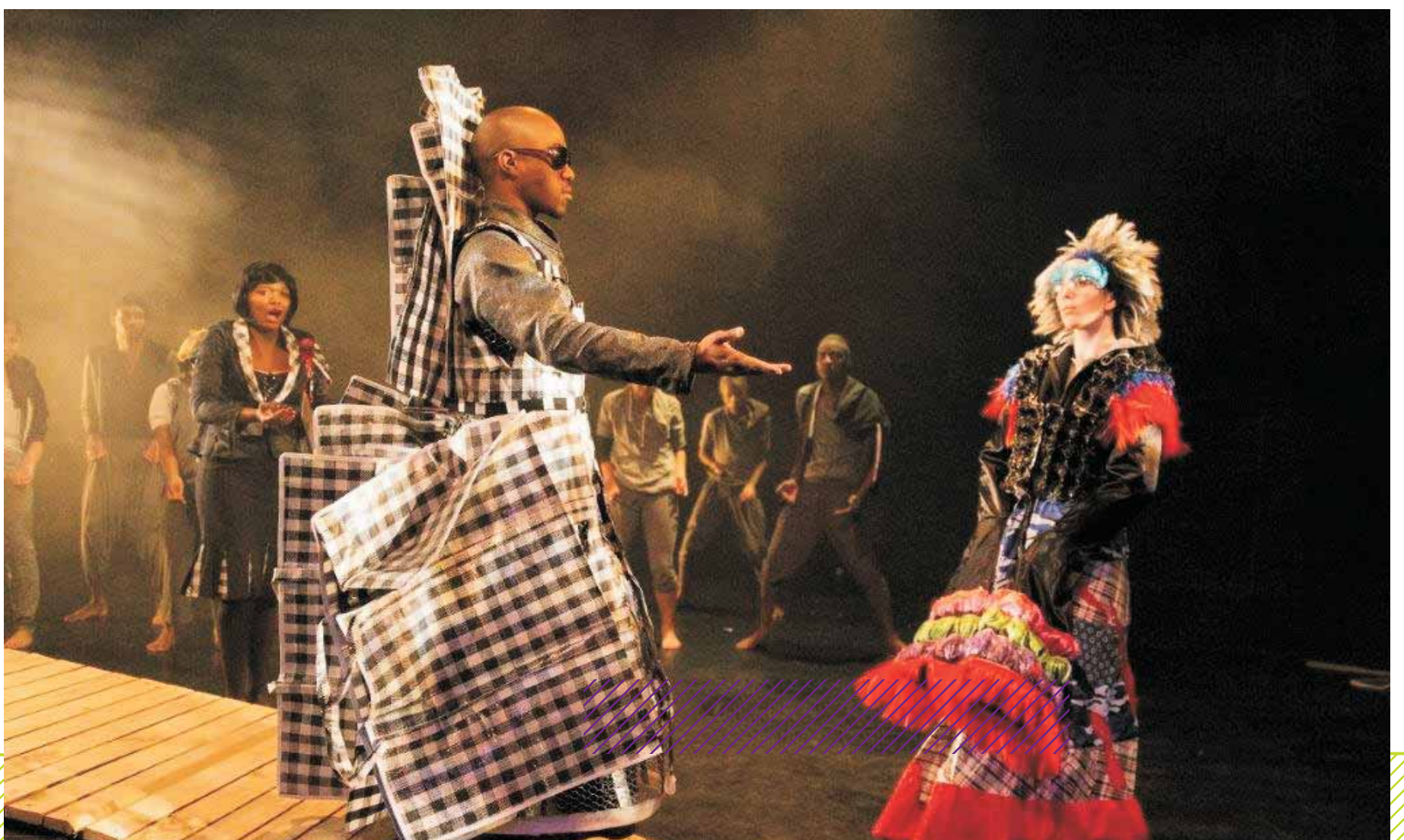
“It proved to be a wonderful injection of choreographic and movement energy into the Department and the company. Mr Tang was a young previous award winner for choreography and this year's young artist winner, Ms Nicola Elliot, is also a past student of the Department,” she proudly said.

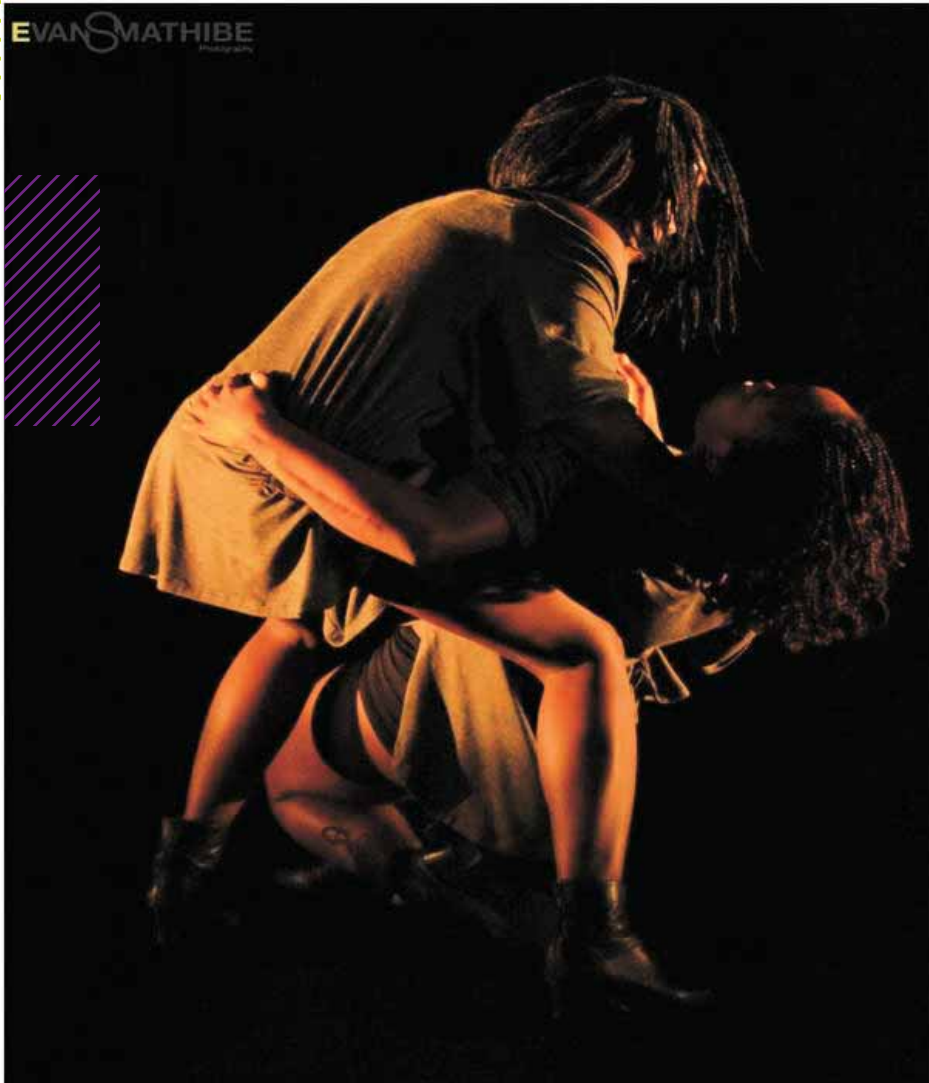
First Physical Theatre attended the Detours Dance Festival in Johannesburg in May this year and Nomcebisi Moyikwa's work, *Caught*, was invited by promoters attending Detours to the GIPCA LIVE ART Festival in Cape Town in August this year.

Moyikwa started her career in dance in Grahamstown with the Amaphiko Dance Company, and then joined the First Physical Youth Company as the company was much larger then and had enough funding which allowed them to have a youth company.

She performed in some of the First Physical Youth productions, whilst still at school, then came to Rhodes to study Drama. She did exceptionally well in her Honours year and followed this training with an internship at PJ Sabbagha's, Forgotten Angle Theatre Company, in Johannesburg in 2013.

**“So this is exactly what the vision of the company was. Stimulating and providing a platform for growing young choreographers, new and exciting choreographers,” she added.**





Prof Praeg described Moyikwa's journey as inspiring. "She's really keen on creating new images for the black female body in performing dance and questioning stereotypical representations of the black female body."

"I've always known that Nomcebisi really wants to make work and had beautiful potential to make work and be a choreographer, so I invited her to join the company in 2014 and the Lotto funding allowed me to invite her back," explained Prof Praeg.

The company members are Nomcebisi Moyikwa, Ntombizandile Nonyati and Maipelo Gabang. Tahlia Laric was company manager until recently. Athina Vahla, a Research Associate in the Drama Department will be joining as company manager and take them to JOMBA! and through to the end of year.

The company will present a programme of choreographic works at JOMBA! Arts Festival in Durban on 5 and 6 September.

**"It's one of the biggest dance festivals in the country. So it's very exciting that we were invited and we are taking up three strong works there," said Prof Praeg.**

Vahla is making a work called *Standing Taller Than Liberty* for JOMBA! And the company is hoping to invite a young pantsula dancer to collaborate on that work.

First Physical Theatre is passionate about collaboration and exchange and has started a community exchange programme with students from the Drama Department and a pantsula group from Joza. Sadly Rocky, who started the group, was tragically killed at the beginning of the year.

**"I think the idea of exchange has been the key working principle for growing the company this year, working with people from different worlds, different contexts and seeing how that shapes and influences what we do and how we work," explained Prof Praeg.**

The company has always worked with a three-pronged approach: artistic work, educational work and research work. The company aims to innovate and create original choreographic works that engage collaboration with different kinds of

artists, writers and musicians.

The educational programme has continued with the company offering Body Forms classes such as yoga and contemporary dance. On the research side the company has updated its archives at the National English Literary Museum (NELM) and has managed to digitise its video archives.

"I'm very proud of the quality of work and particularly the choreographic and movement research that's coming out of the company at the moment," said Prof Praeg.

**The Lotto funding and the Rhodes grant has allowed the company to stimulate and promote their choreographic voices and has pushed them performatively.**

"It would be wonderful to have more funding to really grow the company again, but when you don't have a lot of resources, it's about how to craft those resources so you can still do those innovative and exciting projects.

"I think that collaboration has been quite a key impulse in the company's work and it has been lovely to pick that up again...so when we realise we can't do this on our own it's better to collaborate. So shrewd and careful planning is important as well as inviting people in to share input and resources. This means that we grow with each other and with other people," she concluded.



## Lotto funds arts' writing



Ruth Simbao, Mbali Khoza and Ivy Kulundu-Gotz

**Residencies for Artists and Writers-Eastern Cape (RAW-EC) is a new and innovative learning project funded by Lotto and under the leadership of Professor Ruth Simbao in the Fine Art Department.**

Prof Simbao, who herself is a writer both in the academic and arts worlds, believes that there is a paucity of good writing about the visual arts in South Africa, and the problem is not only in the quality of writing.

"For me it's also an issue of diversity of voice, diversity of knowledge, and diversity of the type of art that is written about and receives exposure," says Prof Simbao.

One problem with art writing is that the work of artists who are connected with prestigious commercial art galleries is written about the most, and other exciting work is sometimes ignored.

"If you are a large, established commercial gallery with enough respect and you suggest a particular body of work is important, people generally listen and go along with that. Not many writers are bold enough to critique work with enough substance or to go outside of the hierarchical and privileged structures of the artworld," adds Prof Simbao.

Hence Prof Simbao believes that there is a need to train young writers so that they have the confidence to share their views and writing.

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**"In terms of writers there's a need for new voices; there's a need for a younger generation of skilled writers who bring diversity of voice and diversity of perspective. There are exciting people around in South Africa, and I think younger writers need a chance to be mentored to develop as arts writers."**

The RAW-EC project consists of two artists' residencies. While the artists do not need to be based in the Eastern Cape, criteria for the selection of the writers was that they need to be based in the Eastern Cape and they need to be emerging writers who are eager to publish.

Most of the writing and viewing of art comes out of Johannesburg and Cape Town. Although there are a few galleries in Port Elizabeth there are very few opportunities for students and people living in the Eastern Cape to view interesting and cutting-edge art.

"RAW-EC is a way of bringing artists here so we are exposed to stimulating, cutting-edge work in the Eastern Cape, and it is also a way of developing emerging writers based in the Eastern Cape so that their voices are heard, through publishing, beyond the Eastern Cape," explains Prof Simbao.

Each writer is linked with an artist in residence as well as a mentor. The mentor is a senior writer based anywhere in the country who has a lot of experience in writing and publishing, while the writer is a person who has never formally published before.

The two artists chosen for a residency are Mbali Khoza and Igshaan Adams. Ivy Kulundu-Gotz, in her second year of her MFA has been assigned to write about Khoza, while Jennifer Ball, currently in her fourth year of Fine Art, has been assigned to Adams.

Adams completed his residency in May and has 10 pieces in progress to exhibit in Grahamstown in October. On his way to Grahamstown he purchased an old South African flag, which was really fragile and worn, and this became the canvas for his first piece.

Adams, who has worked with Islamic prayer mats in the past, brought an Islamic burial cloth and other materials with him which have become pieces, inspired by the Rorschach inkblot psycho-diagnostic tests.

He explains the inkblot inspiration, "I really liked them and wanted to unpack them and interrogate them and try to understand what it is about these shapes that are, according to Rorschach, supposedly so universal," explains Adams.

"I didn't really want them to look like inkblots. I'm just using the shapes and trying to project whatever I see in those shapes," says Adams, who is interested in opening up the way we perceive and represent identities in South Africa.

Adams has one piece spread out on the floor, the Islamic burial cloth, with an inkblot symmetrical design stitched into the cloth, any number of interpretations are to be made.

“What I find beautiful about them is that they start to read as maps and the stitching over the ‘maps’ are like meandering, cartographic journeys that someone has gone on” explains Prof Simbao. “One can start linking these to our continuously meandering identities.”

Residencies offer artists an unconstrained space to experiment. According to Adams, “the only constraint is that ideally you would like to see something produced that could be shown, but it can be a space for experimenting, it’s not a show at a commercial gallery where you might have certain pressures on you.”

Khoza’s residency commenced in June and both her and Kulundu-Gotz are extremely excited to be paired together as the resonances between Khoza’s work and Kulundu-Gotz’s MFA are uncanny.

Khoza is inspired by literature, especially that of African writers. “My attraction to African writers is the desire to find a style of writing outside of European style of writing. That’s my main interest,” explains Khoza.

She has been inspired by great African writers such as Dambudzo Marechera’s *House of Hunger*, and Lesego Rampolokeng’s *Horns for Hondo*.

“I think in my own work, I look at artists who deal with the idea of works that are autobiographical yet fictional, and that’s what Marechera does in his own work. I really enjoy that ability to use text in work, whether it be in video or performance work,” says Khoza.

Khoza believes that the act of translating a text from one language to another is a violent act and that there is a great loss, “When I speak isiZulu there is a certain way that I speak it, the sound and the feel of it is what creates the language and when you translate from one language to another you sort of mute that out and what you have is sort of a dead sound, it’s just sound.”

Khoza’s performance for *Blind Spot* at the National Arts Festival was based on a project in which she recorded a Senegalese man living in Johannesburg and proceeded to transcribe this recording into Zulu phonetics. In the performance *What difference does it make who is speaking?* that took place at the Eastern Star Press Museum, she sat in a chair with a microphone right next to her as she used a needle to puncture the paper.

“I sit there and I stitch, and you hear these amplified, violent popping sounds as I push the needle through the paper,” she explained. This sound of the needle piercing the paper creates a dialogue with the recorded sound of the Senegalese man’s voice.”

While Khoza explores the translation from one language to another Kulundu-Gotz’s MFA deals with her inability to speak her mother tongue.

“I’m from Kenya, and I’m looking at the production of English within my maternal lineage, because I think it’s important to speak about the mother in the mother-tongue; so I’m looking at those dynamics of production.”

Speaking about Khoza’s work, Kulundu-Gotz says, “I find her work very interesting because she deals with the flow of language, the intersections of language and the collisions of language, and she considers what happens in those translations.”

Both Adams and Khoza performed at the National Arts Festival in *Blind Spot* which was a collection of four performance art pieces curated by Prof Simbao. Adams performed in *Bismillah*, with his father who washed and prepared his body in an Islamic ritual as if he had died.



Jennifer Ball and Igshaan Adams stand in front of one of his artworks in progress.

Khoza’s piece *What difference does it make who is speaking?* deals with the translation of languages and the inherent violence and mutilation that it entails.

Although there is only sufficient funding for two residencies, Prof Simbao will pair up another two artists with writers who will also gain some experience in writing and publishing.

In October both Adams and Khoza will exhibit their work at the Alumni Gallery at the Albany Museum, and Prof Simbao, through the *Visual and Performing Arts of Africa* Humanities Focus Area will organise a colloquium in which the writers will present their work as conference papers. The mentors will comment on their work and the artists will also have the opportunity to comment on what has been written about them.

The colloquium and exhibition will take place in October and will be hosted by the *Visual and Performing Arts of Africa* Focus Area in the Fine Art Department. Both events will be open to the Rhodes community and to the public.

## Rhodes expands sports outreach programmes

Lotto recently awarded three different grants totalling R1.2 million to Rhodes University Sports Administration primarily aimed at outreach projects.

The first grant was for rowing high-performance and outreach projects to develop rowing, soccer, karate, netball and hockey. The second grant was for capital equipment and a smaller grant was for equipment for the new Joza Indoor Centre.

"Under rowing high-performance there are a lot of different things like equipment, testing and research, there's scholarships as well so a big chunk of that R1.2 million was basically for the rowing project. Two scholarships were given and the equipment is being purchased. We have just bought two boats for development purposes," said Head of Sport, Mr Mandla Gagayi.

The rowing high-performance is housed at the Human Kinetics and Ergonomics Department and is a collaboration between Sports Admin and the Department, but it will not serve Rhodes Sports alone.

"The aim is to develop rowing in the Eastern Cape and not Rhodes only. Yes, Rhodes rowing will be the primary beneficiary but if there are clubs and schools who may for example want to come for testing etc they can then book with HKE. So it's not only a Rhodes thing, we want to open it" added Mr Gagayi.

A light-weight pair and a heavy-weight double have already been purchased for development rowing.

"It's still in the set-up stages because we are waiting for lots of equipment to arrive, so currently they are just doing little bits, that which can be done with what is currently there, but I am sure that once the equipment arrives we will achieve our goals," he explained.

The soccer development and outreach projects have been extremely successful and are already showing results.

"It has gone very well so far having trained about 80 administrators in the

whole of Cacadu District. We have also trained 40 coaches and 31 umpires and we are hoping that there will be big improvements," said Mr Gagayi.

The soccer outreach has been all-inclusive with the intention of developing soccer in the entire District.

He is adamant that inclusivity is the best way to develop the sport, "It's actually going very well, we did not limit training to Grahamstown but included the whole Cacadu District - from Grahamstown to Graaf Reinet. Our belief is that if we only focus on Grahamstown it is not going to help our sport. We have strong administrators, coaches and umpires in Grahamstown, however, the people we play against are not at our level so we need to be inclusive and develop everyone."

Although the workshop was offered to clubs in different areas the results are paying off in Grahamstown. Linge Stars Football Club, based in Extension 6 in Joza has seen great improvements in their club and in their results in the Makana Football Association League. Linge Stars Football Club Coach, Mr Luyanda Mbinza attributes this to the coaches' workshop that he and his colleagues attended.

"We learnt new things, it was good. My colleague Andisile Kondile also attended and we combined the tactics that we learnt there and changed our tactics so we learnt a lot," said an enthusiastic Mr Mbinza.

"We were 12th last season and this season we are number four so it definitely worked", he exclaimed.

Another allocation of R800 000 was for capital equipment. Included in the capital equipment is a rowing boat trailer, soccer goal posts, as well as electronic scoreboards for soccer and cricket.

A further amount went to the outreach projects of football and netball so each received approximately R250 000 towards their outreach projects. This also went towards capacity building in the form of training of coaches, umpires and administrators.

"Eighty-seven thousand rand (R87 000) was allocated to the new indoor centre in Joza for which we were given a whole list of equipment that included basketball hoops, netball hoops, volleyball nets and spinning bikes. Unfortunately it was decided that all the money must go towards purchasing spinning bikes for the centre, so we will be buying spinning bikes but I am not sure how many we will be able to buy," added Mr Gagayi.

The Lotto funding has not only gone a long way to develop sport but it has also created employment opportunities as the league administrators, referee conveners, as well as the referees all receive a stipend during season for their work.

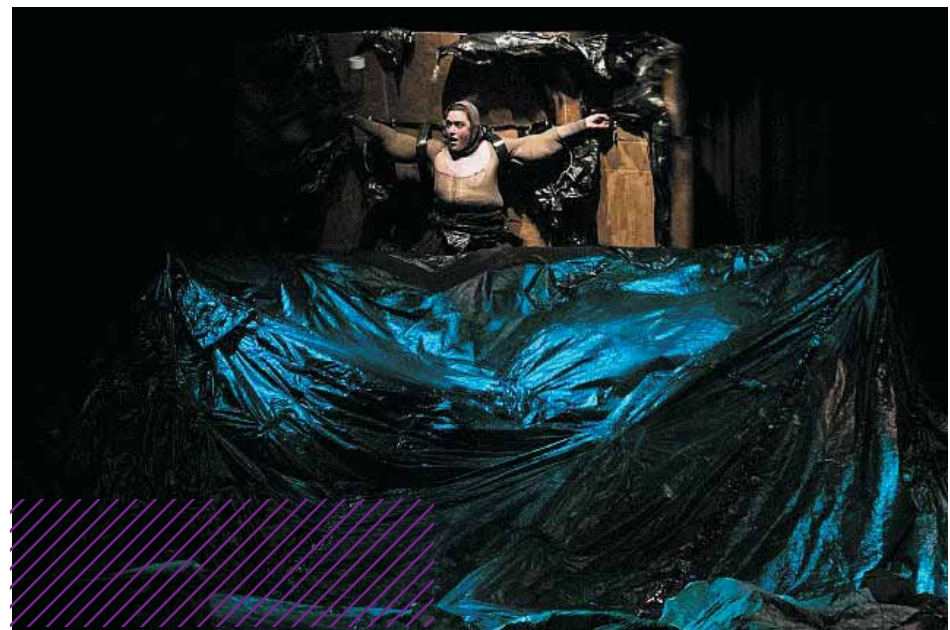


# “Praxis - theory informing practice - is a way of learning”

The Masters by Coursework offered by the Rhodes Drama Department shifted its focus around four years ago. Previously MA students were required to present their main project at the end of the first year of study; now they can choose to do coursework for a year and then, midway through their second year of study, and usually at the National Arts Festival, they can present their creative pieces before an audience.

This Festival run is often seen as practice for performing the work for external examiners early in the third term and this shifted focus, explains Drama Department HoD, Professor Juanita Praeg, allows students an extra six months to mature and grow their work.

Those who choose to follow this stream are usually working with practice-led research; preparing two research papers in their first year, presenting their big practical project and concluding with a research report, a reflective document covering the theory and the practice of their research. This praxis - theory informing practice - as a way of learning, is now encouraged within the Department even at undergraduate level.



“I feel as if the MA Programme has now settled into itself and become a real example of a performance methodology for our work, which is practice-as-research and practice led research. Performance can be a way of knowing, a site of methodology,” Prof Praeg said, adding “what is exciting about the MA Programme and what these awards bear out, is that the work that is going out is being acknowledged as distinguished and having a particular and quite unique excellence. The work being produced is provocative, and it is obvious that the MA Programme is working to produce young innovative performance and theatre makers.”

Prof Praeg also noted that one of the things that distinguishes Rhodes Drama is that its staff are themselves still involved in creating and performing, and there's a sense that the research done in the Department highlights what is special about Rhodes Drama: the corporeal imagination, the new and provocative ways of framing work, and, in the case of the current Masters cohort, new ways of questioning conventional representations of the female body.

So what makes this programme so exciting? It tries to frame the eternal questions in new and fresh ways and outside experts in various fields of the dramatic arts are asked to come for short residencies at Rhodes. Among them Butoh practitioners, leaders in the field of clowning, and artists who help the students explore the personal, autobiographical side of their creativity.

Additionally, a tight theory programme has been developed. Rather than operating in a prescriptive way, the staff of the Department really try to get students to excavate what it is that excites them, because, says Professor Praeg, researchers who are excited about the work they are doing will produce exciting research.

The current cohort in the MA Programme is producing a diversity of female voices addressing issues such as race, class, gender, and the invisibility of the female structures of feeling, in innovative and creative ways.

The unusual and excellent quality of this work was highlighted by a recent email from Mr Nathanael Vlachos, an American student who spent time in the Department carrying out research for his PhD in Anthropology:

“Rhodes Drama strikes me as a place where students and faculty alike strive to embody excellence. It's not at all a cookie-cutter or prefabricated form of excellence. There is a pervasive sense of authenticity that drives people to cultivate their own unique style, their own bodily vocabulary and their own aesthetic. This ethic is driven by faculty who work hard to shape and mentor students even as they continue their own journeys of becoming.”

## Department of Anthropology to advance Institutional Development Plan

The Department of Anthropology, one of the fastest growing departments at Rhodes University, has been awarded a Lotto Grant for the establishment of a new Postgraduate Diploma in Heritage Management. Head of Department and proposer of the course, Professor Rose Boswell, said that it will start next year.

"This particular course was appealing to the Lotto Committee because first of all it has both a kind of scholarly content: so theoretical discussion of heritage and its management; and then there is also a practical component to it: there is field work or onsite research which is proposed and also a proposal to equip those who have gone through the course with a practical understanding of how heritage is actually managed at world heritage sites for example across South Africa," said Prof Boswell.

"The aim of course is to get this to be self-sustaining, but fundraising will have to happen again to maintain the course, said Prof Boswell. "I think the university also has an interest in maintaining a course of this nature because we need more options for students who are going into postgraduate study because not everybody wants to do a straight scholarly degree in a particular discipline and in this particular case the postgrad diploma allows for a little bit of inter-disciplinarity."

The project will advance Rhodes University's Institutional Development Plan (IDP) by boosting postgraduate enrolment, increasing research output, fostering interdisciplinary work and contributing to the Department of Higher Education's goals of social transformation and educational excellence.

The various specialisations in the Department of Anthropology allow for the development of niche interests as well as the cross-fertilization of ideas. The proposed project will be coordinated by Prof Boswell, who has experience in anthropological research on cultural heritage management, and Dr Penny Bernard given her interest and specialisation in indigenous knowledge systems (IKS), cultural landscapes and sacred natural sites.

The course is in the process of accreditation and will hopefully be implemented from next year.

"We only heard in 2013, and then in that time we also realised that with the new rules as far as the accreditation of courses is concerned, this particular course would have to be accredited by the Higher Education Quality Committee (HEQC), essentially it had to go to that particular body for accreditation. And that is quite a long process, so that is basically what I have been involved in since August 2013 when we were actually told about the funding, and it has gone through various bodies since then and apparently now it's at the last level of the accreditation process," she added.

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**The course will draw a broad range of students, those who have qualified with a degree in Humanities as well as those who are working in the field. The diploma will be offered over two years, part-time.**

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The first year will be more theoretical and the field work will be done in the second year. A maximum of 10 students can be accommodated on the course which is recommended by the university as the ideal number for postgraduate diplomas. Additionally the funding is also limited to the cost of the course and Prof Boswell believes that admission will be quite a competitive process.

Heritage specialists from all over the world will teach on the proposed course. Professor Sophia Labadi from Kent University in the UK, who runs a heritage centre and has done quite a lot of work for UNESCO in her career, will speak to the students about the heritage conventions, and also the conceptualisation of heritage in very broad terms.

Dr Michael DiGiovine has published a book on World Heritage Tourism and



Prof Rose Boswell

what happens at world heritage sites. DiGiovine's book is currently used in the Anthropology 3 Course on heritage.

"It's a fantastic book. It basically explores what happens after a site is nominated to the world heritage list and funding is given by UNESCO and the whole site is set-up for tourism purposes," explained Prof Boswell.

The course will tackle issues of tangible heritage management: the management of sites, monuments, potential archeological sites, sites that are palpable, things that are palpable, and also intangible cultural heritage such as living heritage, oral history and folklore.

Prof Boswell is working closely with various interested parties across the campus for joint collaboration including Dr Lee Watkins from the International Library for African Music (ILAM), who has an interest in heritage issues; Dr Sarah Driver from the Law Faculty, who has an interest in intellectual property rights and indigenous knowledge; Dr Robbie van Niekerk from ISER, who is interested in the Jazz Heritage of the Eastern Cape and Dr Cornelius Thomas from Cory Library.

Within the Department of Anthropology, the work of Dr Michelle Cocks, who works on biocultural diversity, will be seminal to this postgraduate diploma. She will provide insight into natural heritage management and natural resources.

A number of bursaries have been worked into the budget to support students who are participating in the course. Equipment and materials will be paid for as well as field trips. Dr Penny Bernard has a number of contacts in the North Eastern Cape, and further North in the country and with her input the course will offer field trips to sacred sites in order to investigate the experience of living heritage, and the local management of living heritage.

Although Archaeology is not offered at Rhodes, the course will bring in an archaeological component, so that students have an understanding of the significance of archaeology to Heritage Management. Prof Boswell hopes to bring Prof Innocent Pikriay, from the University of Pretoria, to teach on the course as he has done quite a lot of work on the natural and cultural landscape of Mapungubwe.

The proposed diploma will benefit enormously from two other heritage projects that Prof Boswell is currently running. One is a local project that is funded by the Rhodes Research Committee on Heritage Management in a "Settler" Town. Thabo Seshoka, a local student in the Anthropology Department, together with Prof Boswell, is looking at immigrant and local people's experiences of cultural heritage in a town that has a lot of colonial history.



# 59% participation rate for RU Staff Survey

Rhodes University staff members came out in their numbers to express themselves during the staff survey, which ran from 25 July to 14 August. A total of 973 surveys were completed: 591 online and 382 hardcopy, indicating a 59% participation rate. The survey was conducted by the Office of Equity and Institutional Culture.

Staff members were offered a unique opportunity to express themselves in three official languages: IsiXhosa, English and Afrikaans, which are the most spoken languages in the Eastern Cape. Of the 382 hardcopy surveys completed 244 were in IsiXhosa, 126 in English and 12 in Afrikaans.

In order for the survey to be a success and allow for full analysis, a minimum of 30% participation had to be reached. Preparations and strategies were put in place to offer everyone working at Rhodes an opportunity to complete the survey.

These strategies included a consultation process where a team of staff survey assistants visited various departments and divisions to promote it. Staff members who do not have computer access were encouraged to complete the survey at Eden Grove, the Senior Common Room and The Great Hall in the hardcopy format.

Political and International Studies Lecturer and member of the RU Staff Survey Committee, Dr Sally Matthews, said the survey has been a great success by achieving a participation rate that is far higher than most other universities have managed to get in similar surveys.

**“This makes it easier for us to draw valid conclusions from the results of the survey. Once we have finished processing all the surveys, we will begin to analyse the results. The analysis of the results will take some time given the high number of responses, but we hope to be able to release a report by early 2015,”** said Dr Matthews.

“The report will assist the Office of Equity and Institutional Culture as well as various other bodies within the university to implement interventions to improve the way that staff at Rhodes University experience working here,” she said.

“We hope to conduct a similar survey in three years’ time (i.e. in 2017) in which we will be able to assess if such interventions have indeed improved the institutional culture of Rhodes University,” she added.

Speaking about the importance of the survey, Mr Sibusiso Mtshali, Co-ordinator of the RU Staff Survey said the survey is a unique opportunity for the institution to reflect critically on the intended and unintended consequences of its policies, protocols as well its operational structures and systems.

The Dean of Commerce, Professor Dave Sewry is looking forward to what the survey uncovers, the results and the analysis. “My expectation is that the analysis and thereafter will lead to an institution that everyone is comfortable in and if they do not feel comfortable, why is that so,” he added, “The survey asked difficult questions which will require thought in analysis. The real work will start after the analysis.”

Ms Nonhuthuzelo Faku, a supervisor at Central Cleaning Service, who completed a hardcopy in isiXhosa in the Senior Common Room said, “I feel like the questions asked were too generic and not relevant to me, my division and my experiences. I am not sure if changes can be made from the answers I provided. I am however grateful for the opportunity that we were all given to take the survey.”



Mr Shane Isaacs

Accounting Lecturer, Ms Lindsay Webber has been working at the institution for nearly four years said, “The survey was marketed well and easily assessable. The fact that the institution is conducting these kinds of surveys and allowing everyone to participate makes staff feel like their opinions are valued.”

A second year Masters Student and first year teaching assistant at the Politics and International Studies Department, Yvonne Phyllis, completed the survey online, “I have been working at Rhodes for two years and I feel like students are used as cheap labour which is frustrating and I indicated so in the survey. By doing the survey, I hope amendments will be made and this will change.”

“This survey benefits our office strategically since it allows us to have a baseline benchmark indicating how RU staff perceives the institution in relation to issues of equity and institutional culture at Rhodes in 2014, and hence going forward can help us make informed interventions that will benefit staff and the institution,” said Mr Mtshali.

**“The results of this survey must enable the institution and its stakeholders to identify areas within the institution that need attention, praise and support to make Rhodes a ‘home for all’,”** he added.

“I would like to extend a special ‘thank you’ to all participants across the University who have taken the time to complete the survey and to those who were in the pilot exercise to test the survey tool,” concluded Mr Mtshali.

The Survey is a result of a collaborative effort by members of various Faculty from across the institution who formed the Staff Survey Committee, which included researchers from Economics, Politics and International Studies, Linguistics, CHERTL and Statistics working alongside the Divisions of Human Resources and the Office of Equity & Institutional Culture and in consultation with the Nehawu and Nteu Unions.



From left to right: Mr Mbuyiseli Patrick Faltein and Mr Vuyani Matebese

## Bitten by the bug

From securing goods in shops as a security guard to ensuring the security of the pereskia stem-wilter, Mr Vuyani Ntyinkala knows how to care for people, property and more recently insects.

He has been tasked with mass rearing the pereskia stem-wilter at the Waainek tunnels. He recently joined the team having come through a training programme offered by the Department of Entomology in collaboration with the Grahamstown Area District Relief Association (GADRA).

On the 2 August 1995, Mr Ntyinkala was riding his bicycle home from work as a security guard when a motorcar failed to stop and crashed into him. This resulted in him spending a month in Settler's Hospital.

"I dislocated my left hip, the bone had come out of the socket and the bone that joined both had come off," he explains. This left him with a permanent disability. Despite his disability he worked in part-time jobs and tried his hand at buying and selling goods.

"It was difficult to find work after the accident because the only job I was qualified for was in security and because of my dislocated hip I couldn't stand for a long time. And if you are a security guard in a shop then you need to be able to stand for long hours and I couldn't do that anymore," he explains.

Although he was receiving a disability grant, Mr Ntyinkala desperately wanted to work. Ever the optimist with an attitude of "nothing gets me down", in his 30s he returned to high school to complete his Standard 10. He was much older than the other students he explains laughing.

"While I was redoing Standard 10, my son was in primary school in Middledrift doing Grade 4," he laughs.

Mr Ntyinkala believes in setting a good example for his four children emphasising the importance of education. His wife also volunteers her time as an Early Childhood Development volunteer in Middledrift. She would love to move to Grahamstown but first needs to find a position doing what she loves - taking care of young children.

"I returned to school to complete my Standard 10 because I realised that you struggle to find employment if you don't have matric at least. It is also the key to studying further," he explains.

After completing his Standard 10 in 1998 he joined GADRA. He completed a basic bookkeeping and basic computer qualification. He further completed the cooking and nutrition course at Umthathi Training Project.

"At GADRA we were taught different skills including sewing and then this course in biological weed control which I completed and then was able to get a job here at Rhodes," explains Mr Ntyinkala.

"I'm looking after these insects now and we are trying to get more and more. I am hoping that there are going to be more during the summer time," he explains.

Mr Ntyinkala's task is to keep the insects living optimally to encourage breeding. The pereskia is changed daily in order to ensure that the pereskia stem-wilter has plenty to eat. He also sprays the cage with water so that they have access to drinking water.

He is not at all worried about mass rearing the insects and very optimistic about his task, "I think I can get lots of these insects, they are going to grow quickly."

It's a freezing cold day and the wind is pumping but Ntyinkala is not worried. "They'll be okay, I have them in a room where it's warm so they'll be okay," he says confidently. It seems there is nothing that can get him down.



Dr Iain Paterson and Vuyani Ntyinkala

# National Arts Festival Awards for Drama

The National Arts Festival proved to be an excellent testing ground for the 2014 Masters' cohort of the Rhodes Drama Department. All four of the MA students this year are women, young South African theatre and performance practitioners, all with different theatrical signatures and interests.

The MA offered them the opportunity to present their work at the Festival, midway through their second year of study. This body of work, showcased in Master's Season 2014, garnered a number of prestigious awards and created a vibrant buzz around the work of the Department.

Liezl de Kock, who created and performed in *Piet se Optelgoed*, received a Silver Ovation in the Physical Theatre genre of the 2014 Standard Bank Ovation Awards. *Solo*, devised and directed by Hannah Lax, was awarded the Best Student Theatre Production Award in the SA Post Office Student Theatre Awards.

*Piet se Optelgoed* saw de Kok, known for her work with the *Conspiracy of Clowns*, conspiring with the rubbish society discards to embody what Drama Department HoD Professor Juanita Praeg describes as "an object, grotesque woman; a fringe dweller, a woman in exile" who uses black plastic bags and other detritus to create a shell for herself, a house to carry on her back.

de Kok herself describes her character as "a horror story told to children when they don't behave" and describes her piece as a story of revenge on a careless society which disposes of the weak, innocent and defenceless.

The issue of social responsibility drove her to explore the concept of the abject and the grotesque, of the Buffon or 'irreverent clown'. *Piet se Optelgoed* was one of the highlights of the 2014 National Arts Festival, and de Kok has been invited to take it to the new Cape Town Fringe Festival later this year, and then to the Amsterdam Festival in 2015.

*Solo* left audiences sobbing with its visceral portrayal of grief, mourning, and the in-

between spaces of life and death. The story of a mother's loss, and her journey to an underworld to try and reclaim her daughter, has deeply mythical undertones and Lax's skilful director's hand coaxed sterling performances from her cast to take the prestigious award, which saw *Solo* placed above all other student theatre presented at the Festival.

*Trace*, conceptualised and performed by Pumela 'Push' Nqelenga, created an excited buzz around her embodiment of four different nameless women living on the edge.

Nqelenga traced the histories of these women through her on-site work. In the segment entitled 'Woman Under a Tree', the small audience was transported to the township in a taxi. 'Women in a Corridor' was performed in the Main Admin Building (which Rhodes was kind enough to allow the use of).

In 'Woman Outside Checkers' she portrayed a hawker selling glasses, adopting a different persona with each pair of spectacles. Nqelenga also portrayed an onstage diva making a number of mistakes, which allowed her to represent the essence of clowning: namely the politics of failure or how to fail well.

The fourth member of the MA cohort, Ilana Cilliers, did not present her work at Festival but had previously presented *HerTz*, a site-specific performance in a local squash court, which was an exploration of sound technology with performance to elicit affective responses in an audience.

The alumni of the Drama Department also excelled this year. Nicola Elliot, a past choreography student won the Standard Bank Young Artist Award for Dance and Wesley Deintjie, Gavin Krastin, Shaun Acker, Zanne Solomon and Daniel Buckland won the Ovation Awards.



## Rhodes honours Old Rhodians

Rhodes University honoured six Old Rhodians who have enhanced the reputation of the University during the annual awards ceremony which took place at Gavin Reilly Postgraduate Village on Saturday (30 August 2014).

Ms Konehali Gugushe and Ms Unathi Msengana received the Emerging old Rhodian awards. Ms Msengana was born and bred in Grahamstown. She is a singer, actress and radio presenter who has one of the most recognisable voices in South Africa, hosting one of the biggest breakfast radio shows in the country.

The Distinguished Old Rhodian awards were presented to Ms Imogen Mkhize, Judge Jos Jones, Mr Lincoln Mali and Mr Rich Mkhondo.

Accepting their awards at the Gavin Reilly Postgraduate Village on Saturday, the recipients shared personal anecdotes of their years at Rhodes and relived some of their fondest memories.

Judge Jones dedicated his award to his late father, who also attended Rhodes University in the 1930s and went on to serve as associate professor of Law and chairman of the sports union at Rhodes University.

“My association with Rhodes started long before 1959 when I arrived here as a student. Both my mother and father attended Rhodes and their love for Rhodes was passed on to me and my siblings,” he said, adding that while he was the eldest child and the first of the children to attend Rhodes, his six brothers and sisters followed suit.



Judge Jos Jones



From left to right: Judge Jos Joes; Mr Lincoln Mali, Mr Rich Mkhondo and Ms Imogen Mkhize

"My father's years at Rhodes were some of the happiest of his life and I would venture that if there were Old Rhodian awards in his day he might well have been a candidate," he said. Judge Jones said he received the "best possible retirement present" from Rhodes University in the law conference the university held in his honour. "Nobody could've received a better retirement present than what Rhodes gave me. Rhodes has undergone enormous changes in my time and I am enormously proud to be an old Rhodian," said Judge Jones.

Describing Rhodes University as her "favourite *alma mater*" Ms Mkhize said her association with Rhodes is one of her most treasured legacies. "I ascribe my optimism directly to Rhodes. We were at the forefront of history when the institution acted on the need to recognise ethnic and cultural inclusivity in various forms. What a privilege to have been part of that history," she said.

Mr Mali paid homage to the adage, "it takes a village to raise a child", saying that "members of that village are here today". "I have a responsibility to live up to now through this honour bestowed on me. I know that you can't be a role-model if you don't know yourself - that is the challenge I have in the years that remain so that there is congruence between my actions and who I am as a person."

"Maybe one day in old age will sit on my stoep watching my children play and reflect on this momentous day and maybe only then I will be comfortable to recall a worthy distinguished old Rhodian. Till then I owe the university a great debt only to be repaid by living out the honour of being the best I can be. My leadership journey continues," Mr Mali added.

Rhodes University alumni are honoured for their outstanding accomplishments in their professional or personal lives. The prestigious awards are specifically intended to acknowledge Old Rhodians as role models who are part of the greater Rhodes University family.



From left to right: Judge Jos Jones; Old Rhodian Union Committee: President: Prof Rod Walker and Dr Sizwe Mabizela



Ms Imogen Mkhize



Mr Lincoln Mali and Acting Vice-Chancellor, Dr Sizwe Mabizela



Acting Vice-Chancellor, Dr Sizwe Mabizela and Mr Rich Mkhondo

## Students today are highly appreciative of funding

For the past 21 years, Mr John Gillam, the Manager of Postgraduate Funding at Rhodes, has put his heart, mind and soul into making sure that thousands of postgraduate students receive scholarships, bursaries and loans. Without these, many would not have been able to achieve their dreams.

"When I see postgraduate scholarship students succeeding in their lives and careers, I feel extremely humbled and proud of them," he says. And succeed they have, many directly attributing Mr Gillam as a key role player in their achievements.

### Where would they be today?

In Mr Gillam's job the question that is always foremost on his mind is 'what if they hadn't received funding support, where would they be today?' Some might still have been very successful; others would have fallen by the wayside.

"This is why I am passionate about postgraduate funding, which is about ensuring that all students who deserve the opportunity to pursue postgraduate studies are able to do so," he explains.

### You will always see students here

Should you visit his office on any given morning - Room 206 in the Main Administration Block at Rhodes - you will always see students here, finding out what scholarships or bursaries best suit their line of study and seeking Mr Gillam's advice and guidance.

He is well known for his open door approach and for his commitment to helping students, ably supported by his office's admin assistants, Ms Lizele Strydom and Ms Nichole de Vos.

### Saloon car racing and dreams of exploring the Far East

His is a highly stressful job that leaves him little time for leisure or his favourite sport: saloon car racing in Port Elizabeth and East London where he supports the Terry Moss Audi A4 team.

He also enjoys photography but has to keep his eye on the 1100 scholarships and bursaries his office administers, leaving little time for landscapes and sunsets or dreams of exploring the Far East, which is what he would like to do some day.

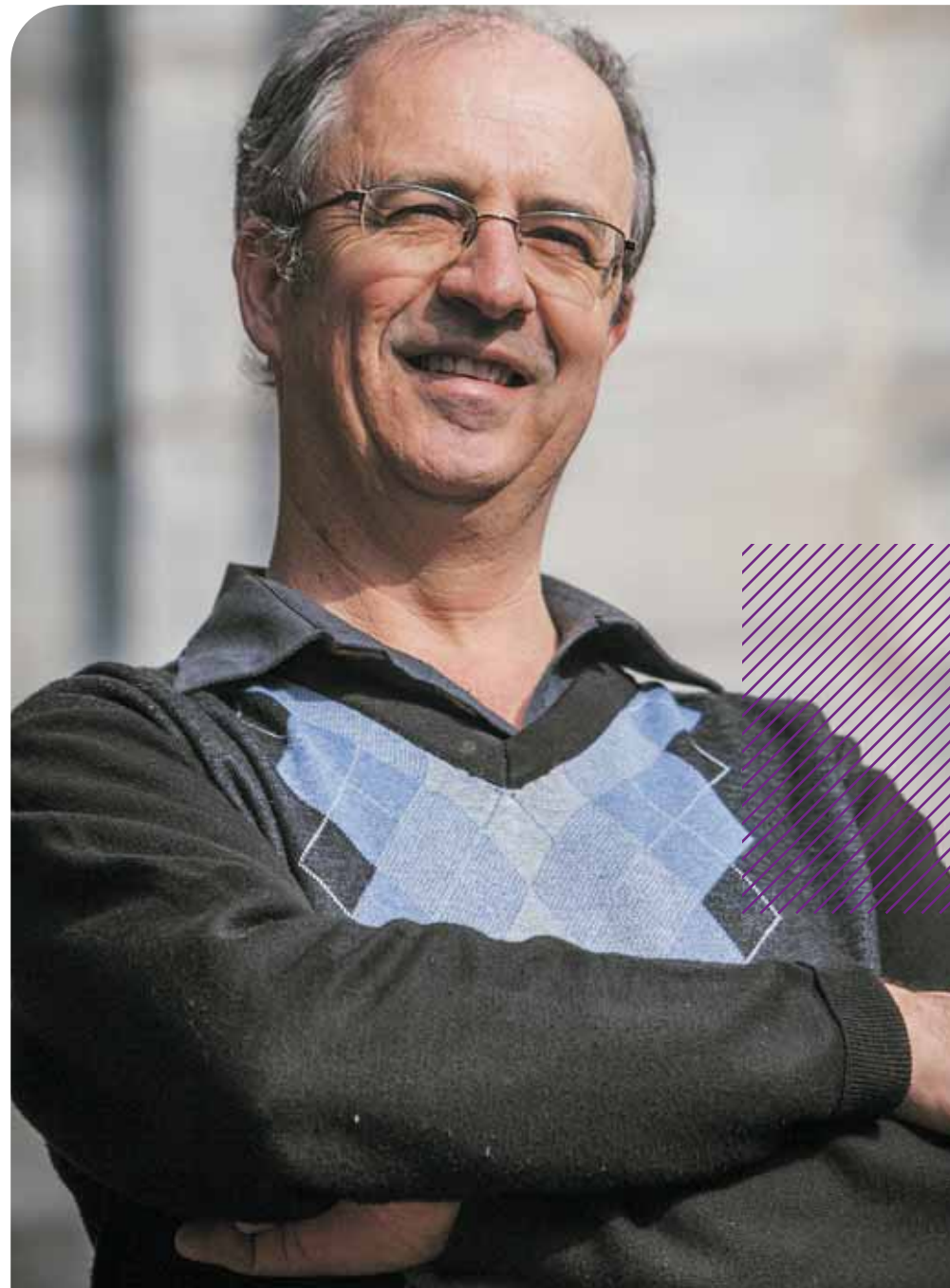
"Managing postgraduate funding is stressful, that's true, and certain personal pursuits need to take a back seat, but at the same time my work is highly rewarding," says Mr Gillam who feels a profound calling to play his part in our country's future by securing postgraduate funding for deserving scholars.

### A wonderful future in South Africa

"I believe there is a wonderful future in South Africa for all students who work hard, are well educated academically, well equipped with life skills, and who are committed to this country and its people," says Mr Gillam.

He is part of the team at Rhodes that is constantly seeking new funders and donors to accommodate the growing number of postgraduates. At the same time he puts considerable effort into nurturing the relationships with Rhodes' existing funders and donors, always keeping them informed about where their money is going and what is happening at Rhodes.

It goes without saying that he has seen significant equity and gender changes at Rhodes over the past 21 years, with an increase in scholarships dedicated



to black South African and women students. In addition, he says there has been a definite change in attitude to funding amongst all postgraduate students over the last few years.

### Highly appreciative of funding

"Students today are highly appreciative of funding because they know that the economy is tough and that every cent counts. Their awareness is heightened by the fact that all postgraduates and academics today are expected to seek funding for their research areas, and they realise it is hard come by."

Mr Gillam believes that a postgraduate degree is becoming increasingly important in the professional arena.

"Companies are looking at candidates with more than an undergraduate degree. Scholars with an Honours, Masters, Doctoral or Postdoctoral degree have a distinct advantage, not only in pursuing academic opportunities but also throughout business and industry."

As a research-active university Rhodes has proactively focused on growing its postgraduate students numbers over many years.

### 60% of postgraduates at Rhodes receive financial aid

"I'm proud to say that at Rhodes today over 60% of our approximately 1800 postgraduate students are receiving funding through the University's scholarship and bursary programmes, as well as external donor support, such as the National Research Foundation and supervisor funds.

**"Our postgraduate target is around 2500 students and we are working towards achieving the ideal where every postgraduate student at Rhodes receives some sort of funding towards their university costs" says Mr Gillam; himself is a Rhodes graduate with a Geology degree and a postgraduate diploma in Higher Education.**

"My postgraduate diploma was one of the best things I ever did. It made me realise that getting people professionally educated and trained, and helping to develop them, is the best road to change in South Africa."

He wanted to play his part in this and decided to drop geology in favour of taking up a post in financial aid at Rhodes in 1993.

### No regrets

Looking back on his 21 years at Rhodes, Mr Gillam says he has no regrets about not pursuing a career in geology: "In my chosen career I have been able to actively contribute to the growth and success of my fellow South Africans. Had I pursued the geology path, I might have landed up in the mining industry, and contributed to the exploitation of people and the environment for the benefit of a handful of shareholders and the money industry."

Mr Gillam is no money chaser, never has been. He has an educational and philanthropic drive, demonstrated in his work and in his involvement in various fund-raising initiatives in Grahamstown, including Hospice.

### Passion for education

His passion for education at all levels has been evident through the 12 years he has served on local school governing bodies.

He has also channeled his energies into giving back to the University by serving on the Old Rhodian Committee (Honorary Treasurer), ORU Bursary Sub-Committee; RUMED (RU Medical Aid Board), as well as assisting the HR Division by chairing selection committees when requested. He has actively supported the Postgrad Liaison Sub-Committee in their growth and development on campus.

In addition, he and his wife Janette have established two bursaries through monthly deductions off their salaries in memory of his late parents - one in Physics where his father, Del, worked as a technical officer from 1971 to 1996, and one in Anthropology where his mother, Doreen, was the secretary in the Anthropology Department from 1975-1988.

### 42 years in Grahamstown

He has lived in Grahamstown for 42 years. His parents moved from Johannesburg to Grahamstown to take up posts at Rhodes when he was 10 years old. Today, the next generation of Gillams - John, Janette and their daughter Katherine - are also all at Rhodes.

Janette is in the Registrar's division at Rhodes where she focuses on postgraduate admissions, graduation and examination processes.

Katherine is in first year at Rhodes, studying Drama, History, English and Politics, with a view to potentially pursuing an academic career one day. She, too, is community-minded, and is part of a group of Rhodes students who regularly visit children in Alexandria to help with their schooling, reading and writing.

Mr Gillam adds that it has been wonderful to raise their daughter in Grahamstown where she attended Victoria Girls, which he describes as "an extremely good school, providing her with a strong foundation and life skills, and, most importantly, an environment where she was very happy."

### The lifestyle and high quality of education

He says they made a conscious decision to settle in Grahamstown because of the lifestyle and high quality of education.

"With hindsight it was an excellent decision and the nature of my job has allowed me to remain inspired and to interact with people from all over the world."

### Grown tremendously as a person

Mr Gillam says he has grown tremendously as a person and as an administrator through the influence of many people with whom he has worked at Rhodes through the years.

"I learnt about discipline, work ethic, attention to detail, time management and efficiency from the person who first employed me in 1993, Dr Moosa Motara, as well as from my first Manager, Ms Maureen van Hille".

### Freedom and responsibility

"I learnt about research, development and about growing my portfolio and postgraduate numbers from the first Dean of Research at Rhodes, Professor John Duncan, and from the current Deputy Vice-Chancellor of Research and Development, Dr Peter Clayton, who entrusted me with a large amount of responsibility, and, in so doing gave me the opportunity to grow as a person whilst developing postgraduate funding in the best interest of Rhodes, with consultation of the various stakeholders at all times."

### Strategic thinking, writing skills and understanding people

"I learnt about strategic thinking, writing skills, deeper understanding of people and of South Africa's past history from our former Vice-Chancellor Dr Saleem Badat and from the current Director of Research, Ms Jaine Roberts who has also inspired me to register for my Masters degree in 2015". He will be researching the impact of scholarships from Rhodes on the lives of postgraduate students over the past 20 years.

**"I have also learnt an immense amount from the students," he continues. "Their intellect and enthusiasm has inspired me and I am always so pleased to hear from past postgraduates - to find out where they are and what they are doing. I am still in contact with many of them, some are living in other parts of the world; others are in various careers in South Africa and over 60 of them are pursuing their academic careers at Rhodes."**

He adds that students have also taught him very early in his career about transparency: "They have taught me how important it is to be open and frank with them because they pick it up in an instant if you are not."

### Going on to great things

Mr Gillam has seen many, many scholarship students go on to great things, including the current Chair of Rhodes Council, Mr Vuyo Kahla, who was the recipient of an Abe Bailey Fellowship in the 1990s. At the age of 26, Kahla was appointed Assistant Legal Adviser to former President Nelson Mandela in 1996.

"I have also had the pleasure of witnessing many former scholarship recipients transform into the leading global academics they are today. This is the greatest reward for me and this is why I often say, humbly, that I have one of the most privileged jobs at Rhodes, for which I am extremely grateful."

## Q&A with Sarah Fischer

The University recently consulted staff members with regards to the proposed remuneration policy. The Director of Human Resources (HR), Ms Sarah Fischer and Deputy Director, Ms Susan Robertson presented key issues regarding the draft policy to staff.

Rhodos interview Ms Fischer to find out more information about remuneration policy.

Rhodos: Could you please tell us briefly about the proposed remuneration policy draft and how often do you revise policies?

Sarah: This is the first remuneration policy of the University. We have a range of protocol documents (see our website <http://www.ru.ac.za/humanresources/>) but no policy document. Policies typically get revised every 3 to 5 years.

Rhodos: Why is it important to revise policies?

Sarah: The review of policies in general is important to ensure that the policy remains current and meets stakeholder needs.

Rhodos: Why is it important to consult staff members before you finalise it?

Sarah: There is consultation with the unions on all HR related policies. This is standard practice. However, it is also common practice to consult more widely with the introduction of a new policy such as the remuneration policy.

Rhodos: How was the consultation process with the Unions and staff members?

Sarah: The consultation process started with the unions years ago and the concepts of a possible policy were worked through in great detail. The policy was then drafted.

Once the draft policy was set, the consultation process with all staff started. This included nine presentations to staff on the presentation, 370 staff attended, the policy was translated into isiXhosa as well.

Then a remuneration survey on the policy was conducted for staff on grades 6+ and academics. It was agreed with NEHAWU that feedback from grade 1 to 5 would come via the union.

The survey results have been written up and have been fed back to NTEU who are going to be working further with the constituency. The feedback from both unions and the survey will be used to review the relevant elements of the policy before a final policy is tabled.

Rhodos: How was the proposed remuneration policy received by staff members generally?

Sarah: The survey went to 807 staff and there was a 45% response rate with a good spread of academic and support staff from the different areas of the university. The survey indicates support for all but two proposals of the policy.

Rhodos: Was there any opposition to this draft policy?

Sarah: There is a strong lack of support for paying an equity premium for members of under-represented groups and there is a need to revisit the remuneration range proposed.

Rhodos: If there was opposition, how are you going to deal with this?

Sarah: We will consult further with the unions on these items.



Rhodos: Is this the first time that you have introduced presentations in isiXhosa?

Sarah: It is common for HR to do presentations on policy matters in isiXhosa.

Rhodos: Why do you think it's important to have presentations in isiXhosa?

Sarah: This is a first language amongst many of our staff and the University needs staff to make informed choices about the proposals on the table.

In order to make informed choices, staff need to understand the issues and these are best explained in the individual's first language.



# Rhodes coxed four wins SA Champs



From back to front: Jed Theron, Nick Greeff, Robert Stuart-Thompson and Tristan Wentworth competing at USSA earlier this year.

Rhodes University Rowing Club won the coxed four at the South African Championships (SA Champs) recently. The team consisting of Jed Theron, Robert Stuart-Thompson, Tristan Wentworth and Nick Greeff coxed by Nicola Wilmot won the national event.

"We expected to do well but we always knew that we had to race well to win and we did race well," says Theron.

The team raced against the old Edwardians and Wits. "I don't remember the others, I just remember pain" laughs Stuart-Thompson.

The club entered four races, the coxed four, the eight, coxless four and coxless pair. "The coxless four took place before the coxed four and that's the one we were training for and really hoped to do well and we just didn't really perform" states Wentworth.

Although the crew didn't do as well as they hoped to in the coxless four they managed to pull it together this year and according to Wentworth, "I think of the SA Champs I've been to as Rhodes, we've performed the best."

The SA Champs is not a university event, "there are other clubs that are not from Universities, but rather from specific regions that include athletes who don't have to go to varsity to compete. For example at a regatta such as this, Rhodes is allowed to use athletes that are not enrolled at the varsity," explains Theron, "We went there with big goals and we got a lot out of it."

"We just jumped in a four at one stage and it went nicely, we just kind of clicked together which is quite nice," but although the four enjoy rowing together the choice of crew is based on times, "It's all performance based so you'll do trialling on the ergo, and then also on the water, it's also very much up to the coach and the captain," adds Wentworth.

All four rowers are part of A-Crew who will row Boat Race later this year. There

is a difference in where the team was this time last year and their current performance, "I think it's a big improvement from last year, the mentality and how we've pushed it so far," states Greeff.

Asked what we can anticipate from the Rhodes crew at Boat Race this year, all four agreed that we can expect, "big things." According to Theron the teams are dedicated, "We started our training on 6 January, so there's a lot of sacrifice but these sorts of victories make it worth it."

There are a few other changes in how they are preparing for this year's event, "We've got a new coach, his name is Chris Holliday, and he's pretty on the ball," adds Theron.

"I think at the end of the day with the rowing club, there's no excuses, there's no substitute for hard work so I think what we believe is; what you put in is what you get out. Obviously we didn't get the results last year so we are putting in more this year and it's not like we trained soft last year, we trained flippen hard but now we've got to train even harder," explains Wentworth.

The Rhodes crew are not too concerned with how their competitors training is getting on, "I mean it's difficult to keep tabs unless you are on a conversational basis but we sort of dislike all other crews, try not to talk to them" jokes Theron, "No, it's pretty similar, if you are trying to be a world-class athlete, especially in rowing you are going to be doing similar things, a lot of egos, a lot of water time, a lot of gym sessions and cross-training, the difference lies in the coaching and all the finicky things."

The Senior SA Champs took place early this year at the Roodeplaat Dam in Pretoria.

Boat Race will take place in Port Alfred on 19 and 20 September 2014. The men's A-Crew placed fourth at last year's event and are hoping for better results this year.