



Produced by Public Affairs & Corporate Communications and the Equity Support Unit,
University of KwaZulu-Natal. Tel (031) 260 3267, Fax (031) 260 3269.





UKZN WOMEN

Making a Difference



LEADERS • ACHIEVERS • ROLE MODELS

The Premier University of African Scholarship





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I would encourage you...

“I would encourage you to reflect briefly on the sources of inspiration that women can be to each other – as achievers, mothers, sisters, and daughters. The first role – that of the individual achiever – inspires by example, and by the contribution that the achievements return to the community. The inspirational role of the mother is dual – the resilience and wisdom passed down through generations and the nurturing role that successful women provide for those who follow. Sisterhood, in turn, allows us to inspire one another through circles of support and identification, communication networks that foster a sense of belonging. And daughters are a source of inspiration because they represent our future, our anticipation of continued progress, embodying our hope of a society in which even the more subtle forms of discrimination finally are eradicated. Regardless of our degree of anonymity or recognition, regardless of our age or generation, each of us has a role to play in inspiring each other, adding to the momentum with which women continue to break down barriers and shatter stereotypes.”

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University of KwaZulu-Natal.

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Design by **AFROSPiCE**

August 2006

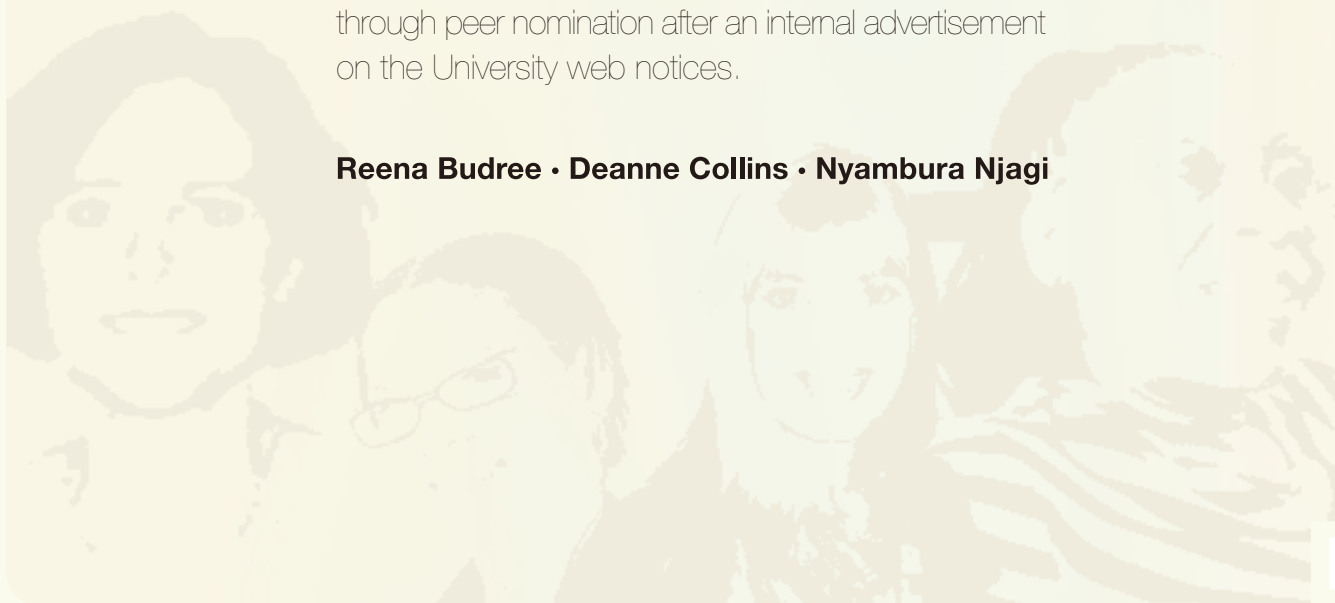
foreword

Overall at the University of KwaZulu-Natal (UKZN), women make up the majority of staff but once we disaggregate by level, women form a very small proportion of academic leadership and senior management. Yet even in this minority there are women of distinction who provide a beacon of inspiration both to their peers and future generations of women leaders.

They demonstrate exceptional leadership in their chosen fields and many of them use their leadership positions to have meaningful impacts on the development of other women at the University and in their communities.

This publication aims to honor the women achievers at UKZN. Their stories remind us that with courage, dedication, encouragement and hard work, each of us can achieve our goals. Every woman at UKZN is special and this publication is not exhaustive, neither is it meant to be exclusive. It was compiled largely through peer nomination after an internal advertisement on the University web notices.

Reena Budree • Deanne Collins • Nyambura Njagi



Dr Frene Ginwala

Chancellor



While the post of Chancellor is largely ceremonial and advisory, Dr Frene Noshir Ginwala occupies the position during a critical time for the University of KwaZulu-Natal (UKZN).

Her appointment is an acknowledgement of the need for change, for the reconciliation of past differences and the challenges of transformation.

UKZN Vice-Chancellor, Professor Malegapuru Makgoba says that "Dr Ginwala has been a role model for a lot of us intellectually and academically in her pursuit of a fair, just and equitable society."

Dr Ginwala played an active role in the struggle for change. She left South Africa on 22 March 1960, at the request of the African National Congress (ANC) and organised the escape of Oliver Tambo and Yusuf Dadoo to Tanzania, where they established an ANC office. She spent the following 31 years in exile, during which she served as Head of the Political Research Unit in the office of President Tambo and became known for her research on the transfer of military and nuclear technology. Dr Ginwala also served as spokesperson in the United Kingdom on sanctions, the nuclear programme and the arms and oil embargo relating to South Africa.

Dr Ginwala is the recipient of numerous awards and commendations at home and abroad, the most recent being the Luthuli Award presented by President Thabo Mbeki for her contribution to the struggle against gender oppression and for her tireless contribution to the struggle for a non-sexist, non-racial, just and democratic society.

Dr Ginwala says that she is honoured by the appointment and looks forward to serving the

institution: "Universities need to meet the challenges for the new democratic order by managing diversity at all levels, including that of race, culture and language."

"Universities need to meet the challenges for the new democratic order by managing diversity at all levels, including that of race, culture and language."

Professor
Ntomb Fikile Mazibuko
Deputy Vice-Chancellor

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Professor Mazibuko received her BA and Honours degrees in Social Work and Political Science and Communications from the University of Zululand. She went on to receive a Masters degree in Political Science from the University of Natal and

PhD in social work from the University of Illinois, Chicago. She is Deputy Vice-Chancellor and Head of the College of Humanities at UKZN.

Professor Mazibuko serves on the Professional Board for Social Workers of the South African Council for Social Service Professions. She also serves as Chairperson of the Advice Desk, a non-governmental organisation (NGO) which tackles the issue of domestic violence. She is an active member on the Durban-Chicago Sister City Committee and was instrumental in the co-ordination and hosting of academic and practitioner short-term exchange programmes between Chicago and Durban. Professor Mazibuko serves on the eThekweni Metro Committee on HIV/Aids and was also Principal Investigator on a joint HIV/Aids Academic and Research project with the Nelson R Mandela School of Medicine in 2002. Professor Mazibuko continues to serve on the Management Committee of the Centre for HIV/Aids Networking (HIVAN) at UKZN.

In 1999, Professor Mazibuko was recognised and honoured by the South African Social Workers Association for her contribution to the promotion of professional social work and community involvement. In 1995 she was recognised as one of the Unsung Heroes in South Africa, listed in Who's Who of Southern Africa, listed in the Old Mutual/Femina Women's Directory and received the Award of Excellence from the Convocation of the University of Zululand for sustained excellence in Humanities.

Other commendations include the Four Young Outstanding South Africans Award and being recognised as one of 85 Women of Our Times.

Through her teaching in the areas of social policy, community work, ethical issues and responsibility in community and professional development, Professor Mazibuko is making her contribution to the generation and regeneration of future academics in South Africa. She has supervised undergraduate, postgraduate and international students within the schools of Psychology and Social Work and the School of Community Development and Adult Education.

Through her teaching... Professor Mazibuko is making her contribution to the generation and regeneration of future academics in South Africa.

Professor Leana Ria Uys

Deputy Vice-Chancellor

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Professor Leana Uys has made a significant contribution to research and the science and practice of nursing. As Deputy Vice-Chancellor and Head of the College of Health Sciences, Professor Uys occupies one of the highest echelons of leadership

within the University; one where women have historically been underrepresented.

Professor Uys is a Registered General Nurse, Psychiatric Nurse, Nurse Educator, Nurse Administrator and Midwife. By remaining active in various professional organisations, such as the Sigma Theta Tau International African Honour Society for Nursing, where she has been President since 2001 and in South African Nurses in HIV/Aids Care, where she has been Chair since 2002, Professor Uys stays current in her field.

Professor Uys received her BA in Nursing from the University of Pretoria as well as an Honours in Psychology and Masters degree in Psychiatric Nursing and Nursing Education from the University of the Orange Free State, Bloemfontein. She went on to pursue Graduate Studies in Psychiatric Nursing, Nursing Education and Nursing Administration at Case Western Reserve University, Ohio and received her Doctorate in Nursing from the University of the Orange Free State.

Professor Uys' leadership capacity and commitment to producing relevant research in her field is evidenced by extensive publication. She has published 81 peer-reviewed journal articles and authored or co-edited 25 books. Her current work investigates "The influence of pregnancy on the progression of HIV/Aids in HIV-positive women in South Africa."

Opting for a university rather than a college and then accepting a position as lecturer at a university "opened up a whole new world" for Professor Uys; but being a nurse in a leadership environment has not been easy. "My profession is not one from which people usually expect leaders to come. In the health world, the expectation is usually that it would be a doctor that leads." Professor Uys credits her parents with providing the wisdom that has guided her throughout her career. "My father taught me that if things are wrong, it is my responsibility to correct them, not that of anybody else. My mother taught me that the careful way of correcting things might be more successful than the direct way." However, the Professor admits that "unfortunately I learnt my father's lesson better than my mother's."

Professor Uys says that her proudest achievement was being appointed DVC of Health Sciences at UKZN. She also gains much fulfilment from small personal interactions with patients and colleagues. Something you didn't know about Professor Uys? "I have had three nicknames during my life, and all three have been birds – perhaps that I why I have become a keen birder!"

"My profession... is not one from which people usually expect leaders to come... the expectation is usually that it would be a doctor that leads."

Professor
Pumela Msweli-Mbanga
Interim Deputy Vice-Chancellor & Dean

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Professor Msweli-Mbanga is Dean of the Faculty of Management Studies and Interim Deputy Vice-Chancellor of the College of Law and Management Studies. She is also an African Management Scholar Fellow.

Professor Msweli-Mbanga holds a BSc from the University of Witwatersrand, an MBA in Marketing Management from Exeter University in the UK, a post-graduate degree in Marketing from the Chartered Institute of Marketing in London and a PhD in Marketing Management from Exeter University. She is a recipient of the Thuthuka grant, which helped her to complete her doctoral research entitled "Extra-role Performance in Direct Selling Organisations: Antecedents, Outcomes and Simultaneity." She is currently investigating women in management issues and corporate performance of BEE acquisitions.

Professor Msweli-Mbanga specialises in marketing management and the corporate performance of BEE companies. Besides recently publishing a book entitled *Direct Selling in Africa - Eight Rs of Building a Successful Business*, she has published 22 articles including conference and discussion papers. Professor Msweli-Mbanga is an active member of several professional organisations, including the Academy of Marketing (UK), the Chartered Institute of Marketing and the Southern African Institute for Management Scientists.

Like many of her colleagues, Professor Msweli-Mbanga, who grew up in Butterworth, Eastern Cape, did not always have it easy. She had to get special permission from the Department of Home Affairs to be admitted to Wits, considered a 'white' university at that time. After her studies, Professor Msweli-Mbanga worked for South African Breweries and then started a business

that would enable her to work from home so that she could take care of her son, Lusanda. She ran a marketing and distribution company for eight years; then later sold the business to pursue her studies at Exeter University, UK. Her vision for the Faculty of Management Studies is "to develop a vibrant and influential Faculty with a strong local, national and international reputation for leadership in African Scholarship."

Professor Msweli-Mbanga specialises in marketing management and the corporate performance of BEE companies.

Dr Edith Mneney

Registrar

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As the Registrar of the University of KwaZulu-Natal, Dr Edith Mneney occupies an important position on the University's Executive team. Her primary duties include attending to all legal matters involving the Institution and advising the Senate and Council.

Dr Mneney received her LLB Honours and LLM degrees from the University of Dar-es-Salaam, a post-graduate Diploma in Women's Law from the University of Zimbabwe and and LLD, Environmental Law from the University of Durban-Westville (UDW).

Before assuming her current post, Dr Mneney had extensive experience both as an academic and in the corporate arena. She served as Legal Advisor to the National Bank of Dar-es-Salaam as well as Corporation Counsel and Advocate to the high court for the Tanzanian Legal Corporation. Later she became a Lecturer of Commercial and International Law at the University of Nairobi and Senior Lecturer in Commercial, International, Trade and Labour Law at UDW. Before she was appointed Registrar at UKZN, Dr Mneney had already been Assistant Dean and Department Head for Mercantile Law and the Director of the School of Law at UDW.

To keep abreast of her field, Dr Mneney has been an active member of various committees and organisations including the Drafting Committee for National Forest Acts, the Drafting Committee for the National Veld and Forest Fire Act, the UKZN Senate and Faculty Boards and the Standing Advisory Committee on Intellectual Property Rights for the Ministry of Trade and Industry. Dr Mneney's research interests include Environmental Law, International Law and International Trade Law.

If you ask Dr Mneney what inspires her, she will tell you: "the knowledge that the sky is the limit for women who are prepared to take on new challenges. We can all make a difference". Dr Mneney's proudest achievement to date has been successfully studying for her Doctorate in Law while working full-time as a lecturer, "without compromising on my roles as a wife and mother."

"...the sky is the limit for women who are prepared to take on new challenges. We can all make a difference."

Ms Reena Budree

Executive Director : Equity

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Reena Budree occupies the challenging role of Executive Director for Equity. Ms Budree started her academic career at the University of Natal with a BSc degree, moving on to a LLB and LLM. She also holds a postgraduate diploma in management.

Ms Budree is an admitted attorney and practiced corporate law with one of the biggest and oldest law firms in Durban before moving to the University of Natal, where she was the Director for Equity and Transformation until 2003. Ms Budree has lectured part time in Corporate law, Labour Law and Patents and Trademarks. She is responsible for researching, conceptualising, drafting and advocating the equity related policies and strategies of the University.

Asked about coping with her stressful job, Ms Budree says early on she found this quote from an article by the Kellogg Foundation and reminds herself of it when she is down: "Resistance is perhaps the best early evidence that real transformation is actually occurring. Indeed, if there is no significant resistance to a change effort, it might be wise to consider the possibility that the planned change is superficial or trivial, rather than transformational."

Being the Project Leader for the Leadership & Equity Advancement Programme (LEAP) has been one of the most rewarding and encouraging aspects of her job. The programme is aimed at developing the next generation of academics in scarce skills areas. Another exciting component of LEAP is the capacity building Academy aimed at securing the leadership pipeline. In 2004 the University secured an additional grant from the Carnegie Corporation of New York to extend and enhance the programme.

Ms Budree is thrilled to see more women participating in leadership at the University: "I was often the only female and also often the only black person in many committees at the former NU and it was a very lonely and often demoralising experience. Thankfully now there are much more women, not only present, but actively participating and making a difference."

Ms Budree attributes her success to perseverance and hard work. Her own maxim adopted from Roosevelt: "Rules are not necessarily sacred, principles are." Her worst vice – "chocolates, isn't it everyone's?" To sum up equity at UKZN, "when all is said and done, a lot more is said than done, but we are getting there!" Without a doubt her proudest achievement is being appointed to the Executive of the new University.

"Resistance is perhaps the best early evidence that real transformation is actually occurring."

Professor Elizabeth de Kadt

Executive Director : Access

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As Head of the School of First Level Study, which brings together all students registered in their first year of study in the Howard College Faculty of Human Sciences, Professor de Kadt has developed considerable expertise in issues relating to access

and alternative access.

This has included enabling the registration of students who would otherwise not have been accepted and developing appropriate curricula for first-time entrants with a wide range of abilities and preparation in the field of academic development.

Dr de Kadt received her Bachelor's and Honours degrees in English, French and German from the University of Natal. She went on to complete a Doctorate in Philosophy at Albert-Ludwig Universität, Freiburg, West Germany. In 1992, Professor de Kadt also completed a three-year major in Zulu language and literature at the University of Natal.

Over the past five years, Dr de Kadt has worked actively both to introduce university studies to a wider range of students and to support students who are accepted for study. She is responsible for initiating the Extended Curriculum Programme for the Faculty of Human Sciences, which is attracting an increasing number of entrants from disadvantaged backgrounds. She has been substantially involved in the Industrial and Working Life Programme, an alternative access programme for adult learners which has become well-known within and beyond South Africa. At the same time Professor de Kadt founded The Writing Place, a staff mentoring programme for students that offers assistance in the development of academic literacy.

For her outstanding commitment to student development at the University of Natal, Professor de Kadt was nominated to attend the 10-week Bram Fisher Oxford Programme in 2001, which facilitated a synergistic approach on issues of academic development and management between four South African universities. The following year, Dr de Kadt was awarded funding from the Oxford Oppenheimer Committee, which enabled her to continue research in Oxford in related fields. In 2004 she became part of a team commissioned to develop the Draft Access Policy of UKZN.

Dr de Kadt has also been an active researcher in the fields of German language and literature, and more recently in sociolinguistics and contrastive pragmatics. She stays abreast of her field by regularly presenting at various local and international conferences and publishing numerous journal articles.

Through her life experiences as student, lecturer and mother, the key to her success has been to "take one day at a time."

For Professor de Kadt, raising three children and watching them grow while also seeing her research output increase are great sources of pride.

"Take one day
at a time."

Professor
Renuka Vithal
Dean : Education

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Professor Renuka Vithal is based at the Edgewood campus. She says the key focus for the new Faculty is to attempt to meet the needs of teacher education provision for the region.

Professor Vithal received her Bachelor's degree and BEd

Honours in Mathematics and Sports Science at the University of Durban-Westville and University of Natal. She completed her Masters Degree in mathematics education at Cambridge University, UK where her research focused on Ethnomathematics and its implication for mathematics curricula in South Africa. She completed her Doctorate at Aalborg

University in Denmark, where she investigated how the teaching and learning of mathematics relates to issues of democracy, social justice and equity in society.

Professor Vithal has published widely in her field. She is active in a number of organisations and serves as an Education Expert on the South African National UNESCO Commission and as an Institutional Auditor for the Council of Higher Education. Her management capacity in the Faculty of Education has been instrumental in the reorganisation of the discipline: "The Faculty of Education is a product of multiple mergers. We need to pull in one direction and focus on Faculty building in the same way we talk about nation building. Putting all the institutional structures and processes in place for the new faculty to work is an immediate priority," she says.

Professor
Relebohile Moletsane
Deputy Dean

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Dr Moletsane is Associate Professor of Curriculum & Gender Studies and Deputy Dean of Postgraduate Studies and Research.

She received her Bachelors degree and her BEd Honours in Psychology from the University of Fort Hare, and her MSc in Secondary

Education and PhD in Curriculum Studies from Indiana University.

Dr Moletsane, who speaks, reads and writes six languages (Sesotho, Setswana, IsiXhosa, IsiZulu, English and Afrikaans) has received several distinctions for her research contribution, including

the Southern African Forgyat Foundation Fellowship for Aids Research at the Centre for AIDS Research, Emory University, Atlanta, USA. She is widely published and has authored and co-authored eight book chapters and two books.

Dr Moletsane stays abreast of her field by affiliating herself with professional organisations including the Kenton Education Association and the American Educational Research Association. She has served as Guest Editor for three publications and is on the board of *ChildrenFirst* and the Editorial Advisory Board of *Agenda*.

Dr Moletsane's proudest achievement has been raising a daughter and seeing her achieve five distinctions in matric. In her spare time, Professor Moletsane enjoys the Ballet.

Professor Sabiha Yusuf Essack

Dean : Health Sciences

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Professor Sabiha Essack is an Associate Professor of Pharmaceutics in the School of Pharmacy and Pharmacology. She completed her PhD at St Bartholomew's and the Royal London School of Medicine and Dentistry.

Professor Essack is a member of several prestigious societies and associations including the American Society of Microbiology and the International Society for Infectious Disease. She also serves on the National Executive of the Pharmaceutical Society of South Africa. Professor Essack has earned sizeable research grants for both the School and her own research from such institutions as the NRF, MRC, WHO and the Wellcome Trust.

Professor Essack has been instrumental in the re-organisation of the School of Pharmacy and Pharmacology by initiating the Antibiotic Resistance Research Unit. She also supervises PhD and Master's students.

Professor Essack's research fills a wellness-gap in the nation by helping to ensure equitable, accessible and affordable healthcare treatment for all. Her anti-microbial resistance research, for example, is providing the kind of technical and medical expertise that will provide answers for optimising the treatment of infection and infectious diseases, exacerbated by the HIV/Aids pandemic in South Africa.

Professor Essack's work ethic stems from her parents who taught her to "be true to yourself, be true to your faith and pursue your goals with integrity and professionalism."

She is praised by her colleagues for her intelligence and leadership ability. Professor Essack's proudest achievement is raising a hard-working and supportive daughter who wishes to follow in her mother's footsteps and the unconditional love and support that she receives from her husband. Something interesting that you may not know about Professor Essack is that the Dean is an avid Formula 1 racing fan.

"...pursue your goals with integrity and professionalism."

Professor Jenny Clarence-Fincham

Deputy Dean : Faculty of Humanities,
Development & Social Sciences

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Professor Clarence-Fincham is Deputy Dean for the Humanities, Development and Social Sciences. Her special interests lie in Critical Linguistics, Critical Discourse Analysis as well as Poststructuralist Linguistic and Identity Theory which explores the

relationship between language and power, particularly with regard to race, class and gender.

She has served as Director of the English Language Scheme, Programme Director of Media and Communication, and most recently as Head of the School of Language, Culture and Communication. Her contribution to these departments has been immense as she initiated and developed the ground-breaking curriculum for Learning, Language and Logic in 1984, a credit-bearing access course for speakers of English as an additional language. She also co-established the Department of Applied Language Studies and developed undergraduate and postgraduate courses in the field.

Professor Clarence-Fincham received the Distinguished Teacher Award in 2001. Her passion for teaching began when she was offered the opportunity to teach at the Federal Theological Seminary in Mbali Township near Pietermaritzburg in the early 1980s. It was here that she began teaching English as a second language in a politically and ideologically non-racial and democratic environment that opened her eyes to what the future could be like in South Africa.

Like other women academics, one of the most difficult obstacles she had to overcome in her early career was gender bias from male

colleagues. If she had a mantra it would be “consistency, communication and critical reflection”.

Professor Clarence-Fincham believes that South Africa still has much ground to cover in facilitating the transformation of society in terms of its ‘Africanisation’, as well as addressing gender and race inequalities and those inequalities facing differently-abled people. Her research in Applied Linguistics analyses the relationship between language and power. She hopes to contribute to an understanding of the ways in which powerful groups within institutions and societies constrain the language and actions of less powerful groups.

Professor Clarence-Fincham’s crowning achievement, careerwise, has been the Distinguished Teacher Award; followed by attaining her Doctorate and balancing academic demands with raising four children.

If she had a mantra
it would be
“consistency,
communication and
critical reflection”.

Professor
Jane Meyerowitz
Deputy Dean : Faculty of Science

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Professor Meyerowitz is an Associate Professor in the School of Geological and Computer Sciences, Computer Science Division. She obtained her BSc and MSc degrees in Computer Science from the University of KwaZulu-Natal.

Professor Meyerowitz keeps up with the fast paced world of computer science as a member of several professional organisations and associations including the Computer Society of South Africa; the Association for the Advancement of Computers in Education, USA; the Association for Learning Technology, UK and the Association for Computing Machinery Special Interest Group for Computer Science Education, USA.

Her research interests include computer science education, computer aided learning and multimedia.

Professor Meyerowitz was honoured with the Certificate of Excellence in Teaching in 1996 for her outstanding contribution to student development and learning in the field of computer science.

Professor Meyerowitz began her career in academia at UKZN through “a series of serendipitous events”. Central to these was being asked to act as leave-substitute lecturer on a part time basis for a semester - she never left. However, a successful career has not come without a price: “The hardest thing for me (as for many women) was juggling the demands of home, family and career - and dealing with the guilt when you have to compromise one of them”. But Professor Meyerowitz has overcome the challenges by adhering to good advice from various people. Growing up, her father taught her that “If a job’s worth doing it’s worth doing well”. As an adult, a mantra by Winston Churchill rang true: “You make a living by what you earn, you make a life by what you give”.

Lastly, Professor Meyerowitz cherishes this message from Jenny Joseph’s prose: “When I am an old woman I shall wear purple with a red hat that doesn’t go But maybe I ought to practice a little now? So people who know me are not too shocked and surprised when suddenly I am old and start to wear purple.”

Her appointment as Deputy Dean, the pride of watching her children and relationship with her husband blossom and the great sense of satisfaction from knowing that her encouragement has helped students to graduate are Professor Meyerowitz’s main sources of pride and achievement.

“ If a job’s worth doing it’s worth doing well.”

Dr Thenjiwe Magwaza

Director : Centre for Gender Studies

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Dr Magwaza is Director of the Centre for Gender Studies and a Senior Lecturer in the Programme of Gender Studies. She was appointed Commissioner on the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic

Communities by President Thabo Mbeki in January 2004.

Dr Magwaza completed her MA, MCom and Doctorate at UKZN. She is involved in numerous, simultaneous research projects and has published dozens of articles. Current research projects include an investigation into "Religion through an African Prism" and "The Role of the Interface between Oral Traditions/Indigenous Knowledges and Modern Technological Environments in the Development of South African Identity". As a member of the African Language Association of Southern Africa (ALASA) and the African Association for Lexicography (AFRILEX), Dr Magwaza keeps

abreast of developments in her academic and professional career. In 2004 she was awarded a sabbatical research grant by the Ethiopian - based Organisation for Social Science Research in Eastern and Southern Africa (OSSREA). The focus of the grant is research on Understanding Symbolism in contemporary Zulu Female Dress. During the 2005 period of her sabbatical leave, Dr Magwaza spent four months at Yale University, where she was a Fulbright Scholar for the South African Researcher Programme.

Dr Magwaza has been the recipient of several prestigious awards including the NRF Thuthuka Programme, researching male involvement/absence in caring for Aids patients, and an NRF IKS Focus Area, researching the representation of the 'identities' of African indigenous 'schooled' individuals post-1994.

Dr Magawaza is a very active member of community and civil society organisations. She is a board member of the Durban Lesbian and Gay Community Health Centre, the Gender Aids Forum, Embo Community Information Centre and sits on the Editorial Board of the Agenda Feminist Media Project.

Professor Eleni Maunder

Head of School : Dietetics and Human Nutrition

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Professor Maunder is the Head of School of Dietetics and Human Nutrition. She came to the University from a similar Discipline at Leeds Metropolitan University.

Past research projects include both human and

animal nutrition in the fields of energy balance, calcium, phosphorous and Vitamin D. A state-registered dietitian in the UK, she played an active role in dietetics education and developed a professional registration in Public Health Nutrition in the UK. She participated in developing the new course on Human Nutrition focusing on nutritional problems and the formation of nutrition and related policy programmes. She has participated in workshops

aimed at designing and implementing the Integrated Nutrition Programme for the Department of Health. She is a member of the working group which is developing Food Based Dietary Guidelines for the Department of Health. Research interests include the anthropometry, dietary habits and eating routines of school children in and around Pietermaritzburg, and identifying the determinants of stunting in young

children in KwaZulu-Natal. She was Director for the National Food Consumption Survey of Children aged 1-9 years in South Africa. Professor Maunder is an active Mentor on the LEAP programme and is willing to find time in her hectic schedule to develop and nurture young academics.

Professor **Roseanne Diab**

Director : Centre for Environmental Management

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Professor Roseanne Diab received her BSc, BSc Honours and MSc in Geography from the University of Natal and went on study for her PhD in Environmental Science at the University of Virginia, USA.

She has received numerous awards and grants, including the Fulbright Senior Researcher Scholarship and Ernest Oppenheimer Sabbatical Leave Grant in 2002, and the Rockefeller Foundation residency at the Bellagio Center in 2003. Recently, she has been awarded fellowships from UKZN and the Society of South African Geographers. She has published extensively, with 84 refereed journal articles, 23 research reports, nearly 100 conference papers and nine monographs and book chapters. Professor Diab is a member of several professional organisations, including the American Geophysical Union, the American Meteorological Society, the International Association for Impact Assessment and the Society of South African Geographers. She has served on many review panels for the CSIR, the NRF and other universities. She is a member of two international commissions, the International Ozone Commission (IOC) and the Commission for Atmospheric Chemistry and Global Change (CACGP).

For Professor Diab the road to academia has been an incremental process of development that began with the decision to undertake her doctoral studies abroad. The experience provided her with access to excellent mentors early in her career. An invitation from Professor Malcolm Scourfield in the late 1980s to help establish an Ozone Research Group at the University of Natal was particularly significant, as it exposed her to collaborative research with physicists and atmospheric chemists and made her part of an international scientific community.

Professor Diab's initial challenges include the fact that science was not offered at matric level at the all-girls' school that she attended, which resulted in "many hours of self study to enable me to work in the field". Her research is helping to deepen scientific understanding and broaden global awareness of environmental problems that impact on everyone: "One of the biggest environmental challenges that we face is global climate change. Unfortunately there are still too many people who do not take it seriously."

Professor Diab's proudest achievement has been the successful fusion of her career and family life; each enriching the other: "I have a very supportive husband, and three happy, independent and well-adjusted children".

Professor
Isabel Apawo Phiri

Head : School of Religion & Theology

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Professor Isabel Apawo Phiri says that her career in academia began when other academics recognised certain aptitudes that she possessed and encouraged her to take them further.

A proud Malawian, Professor Phiri obtained her BA in Education from the University of Malawi, MA in New Testament Studies and Religious Education from the University of Lancaster, UK, and her Doctor of Philosophy in Religious Studies from the University of Cape Town.

She has authored and co-authored more than 35 publications and is an editor of the *Journal of Constructive Theology*. But the path to her successful career has not always been clear: "My major problem was that I did not have role models. I was not sure I was doing the right thing." She overcame the lack of mentorship by realising that she is both a 'pioneer' and role model for future generations of women.

Professor Phiri's passion is to "promote the theological education of as many South African women as possible, who will go back to their faith communities and work toward promoting social justice for all, with an emphasis on gender".

Her proudest achievement was becoming the General Co-ordinator of the Circle of Concerned African Women Theologians, a continental organisation that works to promote research by African women from the perspective of African religions and culture.

Something most people don't know about Dr Phiri is that her biggest desire is to learn how to ride a bicycle. Recently, "I tried and fell against a concrete fence... [But] the desire is still there", she laughs.

"People noticed potential in me at a time when I did not think much of myself."

Professor
Rosemary Wildsmith-Cromarty

Head : School of Language, Literature & Linguistics

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Professor Rosemary Wildsmith-Cromarty obtained her BA and HEd from Wits University, MA in Applied Linguistics from Essex University and her PhD from the Institute of Education, London.

Her research interests include the translation of cognitive academic concepts and language from English to isiZulu and back as well as second language acquisition and language teaching. She is doing collaborative research on these topics with colleagues from Wits, UCT, Rhodes and the North-West Province. She collaborated with colleagues in order to mount a bilingually-taught course in isiZulu and English on the

teaching of isiZulu as an additional language. She also established the UKZN Language Centre, which offers English language courses to international students and the local community in business and workplace English and looks to include Arabic in the curriculum in the future.

Professor Wildsmith-Cromarty is currently Chair of the Southern African Applied Linguistics Association. She has published numerous articles and is the Author of *Thinking through Language: Classroom Communication*, which was inspired by the language acquisition process of her three sons.

Professor Wildsmith-Cromarty's road to academia was challenging because she had to fund her own education and encountered "a lot of discrimination against women moving up the ladder". Having overcome these obstacles, she has this advice for other women: "Consider ALL opportunities that come your way. Always look for what is good/positive in every 'bad'

situation. Whatever comes your way, seize it as an opportunity and make it work for you".

Professor Wildsmith-Cromarty's research and teaching are helping to develop more professional approaches to education in general and to teaching languages in particular: "We need to spread awareness of the value of learning 'other' languages, especially for international liaison and trade, and we need to provide access to the learning of African languages by other language speakers for intercultural understanding and communication."

Professor Wildsmith-Cromarty's greatest achievement has been striking a balance between career and family through the process of writing her book. A little known fact about the Professor is that she "prefers the company of young people (15-25) to any other age group: "They are the future, and therefore far more interesting than anyone else!"

Professor **Vishanthie Sewpaul** Head : School of Social Work & Community Development

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Professor Vishanthie Sewpaul was the Chair of the Global Standards Committee on Social Work Education and Training until 2004.

The Committee culminated in a Global Standards document that was adopted by the General Assemblies of the International Association of Schools of Social Work.

Her research contribution is substantial with the delivery of nearly 50 scientific papers at national and international conferences, 55 peer-reviewed journal articles and book chapters. She is also the co-author of *Social Work in Times of Neoliberalism: A Postmodern Discourse*. In 2004, she was appointed Deputy Editor of the *Journal of International Social Work*, the first

person from the South to receive such a prestigious distinction. In recognition of her research contribution, Professor Sewpaul was voted one of the 30 top researchers at UKZN.

Professor Sewpaul's contribution in the area of social work extends beyond the realm of academia. She has an impressive community service record, including organising transport for 15 terminally ill children to Nelson Mandela's birthday celebration in Cape Town in July 1997; acting as part of the lead organising committee of the Joint Universities Committee on Social Work; serving on the Interim Committee of Social Work Associations; facilitating social work students to provide trauma debriefing to families affected by the Durban Throb nightclub disaster in April, 2000; and facilitating numerous phone and radio counseling sessions on gender, infertility and reproductive technology.

Professor
Julia Botha

Head : Department of Therapeutics
& Medicine Management

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Professor Botha, who holds BPharm and PhD degrees from Rhodes University, says that the start to a distinguished career in academia began at home with encouragement from her father, who felt that girls and boys should get the same opportunities of education, especially in maths and chemistry. If she had a mantra it would be, work hard, stick to the goal but consider others along the way .

Through her teaching and research, Professor Botha is helping to fill a great education backlog in South Africa. Besides having published over 40 papers in her discipline she has taught pharmacology and therapeutics to medical students over many years; mentoring some to reach prominent positions. She is Chair of the University of KwaZulu-Natal Environmental Committee and has played an important role in environmental education: "The public is

generally unaware and unconcerned about the damage that they do to the environment everyday. Some of what is being destroyed is irreplaceable".

Professor Botha's proudest achievement has been the publication of a book, *Bring Nature Back to your Garden*, co-written with her husband. The original edition won a University of Natal Book Prize for popularising science in 2001 and has been translated into isiZulu. Proving that academics have a less serious side, Professor Botha likes to laugh at herself and be around people who can also laugh at themselves.

"The public is generally unaware and unconcerned about the damage that they do to the environment every day."

Professor
Miriam Adhikari

Head : Department of Paediatrics

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Professor Adhikari is a Professor in the Department of Paediatrics at the Nelson R Mandela School of Medicine.

She received her MBChB from the University of Cape Town, FCP (Paeds) from the College

of Medicine and her MD from the University of Natal. She has received several awards for her research, including the 1996 Soroptomist International award for Health and has received numerous grants in support of that research through such organisations such as the Medical Research Council of South Africa, Akromed, Roussel, Nestle and the Wellcome Trust.

Professor Adhikari is widely published in her field having authored and co-authored five books on paediatric health care and published over 100 journal articles. She has facilitated workshops on a variety of health-related topics ranging from breastfeeding to bioethics to strategic planning in the medical field. As a lecturer, Professor Adhikari is contributing to the development of women academics through the successful supervision of MSc and MMed theses.

Professor Adhikari has kept current in her field by sitting on the boards of various health related organisations including the American Institute of Ultrasound, the Commonwealth Association for Mental Handicap and Developmental Disabilities and the Medical Association of South Africa.

In the late 1970s, Professor Adhikari found that life was very difficult for a “young, Black, Muslim woman married to a Hindu.” She relocated to King Edward hospital in Durban from the University of Cape Town to further her career

in Paediatrics. She found the situation little better in Natal where she was forced to register herself with the Province each year because she was a “non-Natal Indian working in Natal.” Fortunately, the Professor’s unique upbringing in Cape Town’s District Six taught her to respect people of all races and to look past colour barriers. Her father taught her to believe in herself, abandon arrogance and that education would lead her to the answers that she sought in life.

According to Professor Adhikari, parents are the first educators and have a critical role in helping the nation heal itself from the legacies of apartheid, crime and violence, by cultivating interpersonal skills in their children and teaching basic respect and discipline at home.

Her proudest achievement is marrying a loving and supportive husband (also a Paediatrician) and raising a strong family. One thing that is little known about Professor Adhikari is that she is a self-confessed “chocoholic”!

Professor Patricia Berjak

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Professor Berjak was, until recently, the Head of Division for the School of Biological Sciences, Chair of the UKZN Electron Microscope Unit and has enjoyed a long and distinguished career in academia studying plant cell biology.

She graduated from the University of Natal with an MSc in Mammalian Physiology and Biochemistry and then attained a Doctorate in Cell Biology; this after completing a BSc Honours from the University of Witwatersrand. Professor Berjak keeps up to date with developments in her profession through active membership of associations such as the Electron Microscopy Society of South Africa, the SA Association of Botanists, the Royal Microscopical Society, the

International Association for Plant Tissue Culture, and features in the Who’s Who of South African Women. Dr Berjak has also received numerous honours including the Distinguished Woman Scientist award from the National Department of Science and Technology in 2004 and becoming President-Elect of the International Society for Seed Science.

Professor Berjak’s commitment to teaching and the production of highly qualified graduates is evident by her track record of research supervision. Thirty-one students have obtained their MSc degrees and twelve their PhDs under her supervision. Two of her former students were awarded Bronze Medals from the South African Association of Botanists for their PhD theses. Another student was awarded the EMSSA/Phillips prestigious prize for the best paper published in international literature integrating microscopy with other investigative

approaches. Some have been appointed as members of staff in various national and international universities while still others have found success in the private sector. Professor Berjak has published and co-authored over 120 journal articles and presented more than 100 conference papers in her distinguished career.

Professor Berjak has been the keynote and guest speaker at numerous conferences delivering addresses on recalcitrant seeds nationally and internationally. She addressed the Symposium of the 3rd World Academy of Science in Alexandria Egypt at the end of 2005.

But the road to academia wasn't always easy. Like many of her female colleagues, Professor Berjak experienced gender bias from senior

male academics who "would only consider a woman for appointment if there were no qualified male applicants". She offers the following advice: "One is capable of doing anything but one has to be pro-active and keep focused. Your future is in your hands." Professor Berjak's proudest achievement has been finding and nurturing the "mutual good choice" made when she married her husband, also a scientist at UKZN. Few people realize that Professor Berjak is also an accomplished ballroom dancer and loves to fly planes – although these days she seldom has time for the latter.

Professor Ruth Teer-Tomaselli

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Ruth Teer-Tomaselli is a Professor in the Culture, Communication and Media Studies department (CCMS).

She received her Bachelors degree in English and Political Science as well as her Honours and Master's degrees in Development

Studies (*cum laude*) from the University of Witwatersrand. She went on to complete her PhD in Cultural Media Studies at the University of Natal.

Professor Teer-Tomaselli is the recipient of numerous research grants and has been instrumental in developing several important modules in CCMS. She keeps abreast of developments in her field through research, conference proceedings and membership of various professional organisations. She serves as Chair Designate for Southern Africa in the ORBICOM, Worldwide Network of UNESCO Chairs in Communications, is a member of the international board of the World Radio and

Television Council based in Montreal Canada and served as Vice-President of the International Association for Media and Communication Research (IAMCR) from 2002 to 2004. She has published widely.

Professor Teer-Tomaselli's path to academia has been fraught with challenges. She was appointed to the first independently-elected Board of Directors of the SABC, but on trying to enter academia was told she "was wasting her time, as young mothers NEVER finished their degrees". She proved them wrong: "If people outside the University believed I was worth appointing to one of the highest positions in the country, then I would just pursue the University until they realised I was serious".

Her proudest achievements include "raising two intelligent, thoughtful and responsible young adults, having a marriage that works for both of us, and receiving letters of appreciation from students who have entered the economy as resourceful, well-prepared citizens of integrity". Professor Teer-Tomaselli is also passionate about gardening and photography.

Professor Eleanor Preston-Whyte

Director : HIVAN

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Professor Eleanor Preston-Whyte has enjoyed a full and extensive career in academia and is respected nationally and internationally for her research in the field of Social Anthropology and for her experience in co-ordinating research projects.

Professor Preston-Whyte received her BSc, Honours and Phd degrees from the University of Natal (UND). She has occupied several academic and management positions, including serving as Deputy Vice-Chancellor in Research and Development at UND and Interim Director of the Africa Centre for Population Studies and Reproductive Health in Mtubatuba. Currently, she holds a research professorship in the School of Development Studies. Together with Professor

HM Coovadia, she also serves as Director for HIVAN, the University-based Centre for HIV/Aids Networking.

Professor Eleanor Preston-Wyte works extensively across the social and behavioural sciences and actively seeks collaboration with biomedical colleagues in pursuit of answers to problems for which integrated medical and social solutions are necessary, HIV/Aids is foremost among such challenges. She has published widely in the field Social Anthropology, with her specialist subject spanning the dynamics of family and kinship structures, adolescent sexuality and reproductive health, and more recently, HIV/Aids and Population Studies. She has served on numerous national and international research and funding bodies, resulting in the development of a wide network of colleagues and potential partners who contribute to HIVAN's continued success.

Professor Juliet Armstrong

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Professor Juliet Armstrong is Associate Professor in Ceramics on the Pietermaritzburg campus. She received her BA and MA in Fine Arts from the University of Natal, and a Post-graduate Diploma in Leicester, UK.

She stays at the cutting edge in her field as a member of the South African Association of Art Historians, the Association

of Potters in Southern Africa and the Natal Association of Artists.

Taking her mother's advice to "always believe in yourself" and "put all your money into your head" helped Professor Armstrong make the difficult decision to leave an abusive relationship and pursue her dreams. Through her journey she has had to battle with lack of self confidence, overcome the language barriers in her research due to lack of fluency in isiZulu as well as struggle to accumulate the appropriate historical knowledge in her field. Through it all she has

this advice to share with future generations of women achievers: "Stop and listen; there is a lot to be learned from others".

Professor Armstrong has organised half a dozen conferences and exhibitions and has been invited to conduct 23 lectures on ceramics and art history themes. In 2004 she presented a paper at the Rorkes Drift Design History Society Conference in Belfast.

Professor Armstrong's proudest achievement is finding a career that she enjoys and becoming "empowered to understand, speak about, market and expose her own work" as a result of her research in Zulu Ceramics. A little known aspect of her life is that she will eat just about anything, with a few notable exceptions.

Professor
Quarraisha Abdool Karim
Head : CAPRISA Women & Aids programme

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Professor Quarraisha Abdool Karim is an infectious diseases epidemiologist whose research involves understanding the evolving HIV epidemic in South Africa; factors influencing the acquisition of HIV infection in adolescent girls; and sustainable

strategies to introduce HAART in resource-constrained settings.

She holds a number of academic posts simultaneously. Apart from serving as an Honorary Associate Professor in Public Health and Family Medicine at the Nelson R Mandela School of Medicine, she is also an Associate Professor in Epidemiology at the Mailman School of Public Health at Columbia University, Director of the Columbia University Southern African Fogarty AIDS International Training and Research Programme in Durban, Head of the CAPRISA Woman and Aids Programme and Executive Member of the HIV Prevention Trials Network.

Professor Abdool Karim obtained her BSc in Microbiology and Biochemistry from the University of Durban-Westville and her Honours in Medical Biochemistry from the University of the Witwatersrand. She holds an MSc in Parasitology from Columbia University, New York and went on to complete a PhD in Medicine at the University of Natal. She also obtained a

Higher Education Diploma from UNISA in mathematics and physical science and a Diploma in Public Service Management from the University of Pretoria.

Dr Abdool Karim's career in public health research began when she was offered a newly created post at the Medical Research Council's Community Health Research Division to initiate epidemiological research in KwaZulu-Natal in 1988. She was responsible for establishing the HIV/Aids and STI programme in the National Department of Health post-democracy and served as its first Director between 1995-1996.

Professor Abdool Karim is widely published in the field of HIV/Aids and has over 70 peer reviewed papers, editorials, commissioned reports and book chapters to her credit. She co-authored a comprehensive textbook on HIV/Aids in South Africa with her husband, Salim Abdool Karim.

Professor Abdool Karim believes "the only obstacle between you and what you want to do or where you want to go is yourself. Believe in yourself and everything is possible. Never fear to tread where no-one else has".

Her pride and joy is her three children, Safura, Aisha, and Wasim, serving as Governing Council Member for the International AIDS Society and delivering the plenary address at the 12th and 15th International AIDS Conferences in Geneva and Bangkok respectively.

Professor Catherine Burns

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Professor Burns enthusiasm and dedication to motivating her students is evident to anyone who engages in a conversation about education with her.

She sees History as a key component of many areas of human knowledge. Professor

Burns was instrumental in forming the Programme of Gender Studies from Women's Studies and headed both that Programme and the Programme of History. She has been appointed Associate Professor in the newly formed School of Anthropology, Gender and Historical Studies.

As an enthusiastic educator Professor Burns laments that the value placed on education by many students has changed in the past 20 years. She recalls a time when activist students believed that the purpose of Higher Education was not "to get a highly paid job," but rather "to become part of a new generation of thinkers, to produce something new and original, to break away from some of the weaker patterns of the past, to discover one's own views; and through all of these processes, become part of creating a better world". She feels that education is the most powerful tool that human beings possess. On the other hand, she expresses her constant amazement at the dedication of "truly excellent students at UZKN".

Professor Burns has published widely on the themes of women in history, gender and medicine. She has begun work on the history of human disease patterns and how human beings have responded to the challenges of ill health and the search for healing over the last 200 years in this region. She notes that the manner in which the world has responded to the HIV/Aids pandemic signifies that we have fared little better than our ancestors in the way that we respond to new diseases in terms of

fear, denial and stigmatisation. She adds that health-seeking behaviours and disease treatment should be informed by lessons of the past.

Professor Burns is proudest of her relationship with fellow historian Keith Breckenridge and the birth and mutual nurturing of their vibrant daughter, as well as earning her PhD and working with a number of "outstanding" Masters and PhD students. She has always dreamt of becoming a Spanish dancer!

"The problems facing South Africa will not be solved without the ingenuity of young people who strive for academic excellence with informed imagination."

Professor
Theresa Helen Taillefer Coetzer
Head : Biochemistry

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Professor Theresa Coetzer is an Associate Professor of Biochemistry in the School of Biochemistry, Genetics, Microbiology and Plant Pathology.

She received her BSc in Biochemistry, Botany and Zoology, BSc (Hons) and MSc in Biochemistry from the

University of Stellenbosch and her PhD in Biochemistry from the University of Natal.

Professor Coetzer has received numerous awards and grants for her research including the 2003 NRF Evaluation and Rating B Category for 'Researchers who enjoy considerable international recognition by their peers for the high quality of their recent research outputs.' She is an active member of a number of organisations including the Parasitological Society of Southern Africa, the South African Society of Biochemistry and Molecular Biology, the South African Royal Society, and the International Union of Immunological Societies.

Her research is aimed at developing a vaccine and diagnostic test for cattle trypanosomosis (nagana or sleeping sickness) based on the

proteases of the parasite. She is part of an international consortium of researchers funded by the European Commission's 5th and 6th Framework to do this research. She has published widely in her field.

Professor Coetzer cites her parents' hard work and sacrifices to put her through university as the initial support that shaped her career but acknowledges her own hard work in seeing that career blossom. A major challenge in her academic career has been sourcing large enough grants to maintain international competitiveness. Through the challenges of completing her PhD while lecturing full-time and establishing a research career, Professor Coetzer discovered that "the harder you work, the luckier you get".

Professor Coetzer's proudest achievements in chronological order have been obtaining her PhD, being awarded a J William Fulbright Foreign Scholarship Award for research in the USA, giving birth to two healthy children and being awarded a B-rating by the NRF.

"The harder you work,
the luckier you get."

Professor
Judith L tge-Coullie

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Professor Coullie has published numerous books and articles in the area of gender studies, particularly Women s Studies and Masculinity.

She received her PhD in the

United States from Syracuse University where a certain women professor "absolutely blew the cob webs out!" The lecturer was terrifying at first; she even tried to drop the course. However, she decided to stay in the class and became inspired by what she now calls an "uncompromising intellectual challenge" that started her on a path of life-writing, including

biographies and autobiographies. If Professor Coullie has a mantra it is to “be true in what you do, who you are and to your dreams”, which was inspired by her parents whom she says never told her that, but lived it every day.

She hopes to promote reconciliation in South Africa through her research and publications. She regards the publication of her book, *The Closet of Strangers*, as her crowning achievement. The book features life-story pieces and praise poems from 52 South African women from all walks of life – from prostitute to member or parliament. The book is her way of paying

tribute to the massive contribution and sacrifices that women have made in the building of the South African nation.

Something people don't know about Professor Coullie? She is a committed vegetarian!

“Be true in what you do, who you are and to your dreams.”

Dr Catherine Cress

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Dr Cress has excelled in the field of science where she has the opportunity to do interesting and exciting research in astrophysics.

She has been intrigued by physics since she was a child, and says that receiving a fellowship to study in the United States at Columbia

University influenced her to specialise in astrophysics and gave her an opportunity to meet leaders in the field. As the South African government has chosen Astronomy as a niche research area, Dr Cress and her colleagues are fortunate to work in an area furnished with new resources, such as a recent investment in one of the largest telescopes in the world. Dr Cress contributes to research in her field by publishing regularly.

It has been challenging for Dr Cress to work in a field that is typically male-dominated. She is the only woman among 28 faculty members in Physics. Although she is still overcoming this challenge, she has succeeded in her field by “going against the flow” of societal trends and resisting more lucrative offers outside of

academia. If she has any advice, it is to “follow one's own mind”.

Dr Cress feels proudest when she receives letters from former undergraduate students who say that her teaching made the difference in their research careers. She also takes great pride in the publication of various research articles. One thing that people generally don't know about Dr Cress is that she can't resist the challenge of cracking a Sudoku puzzle!

If she has any advice, it is to “follow one's own mind”.

Professor Colleen Thelma Downs

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Professor Colleen Downs is an Associate Professor in the School of Biological and Conservation Sciences. She completed her BSc Honours, PhD and MEd at the University of Natal.

Her attention was diverted from the medical field earlier in her tertiary education, when she was given the opportunity to study zoology during a vacation course and developed an interest in physiology. Discovering a dearth of information on South African mammal, reptile and bird ecophysiology, which explores the diet choices, transit times and energy balances of various animals, Professor Downs entered an academic and research career in the ecophysiology, conservation and management of Southern African vertebrates. She has also developed an interest in science education.

Professor Downs' colleagues and postgraduate students are currently involved in research on tortoises, crocodiles, avian frugivores and nectarivores, Cape Parrots, pelicans, rock hyrax, Oribi, bushbuck and feral cats. She has been interviewed on radio and television and has delivered dozens of public talks on her research, particularly on the endangered Cape Parrot. She has written and peer-reviewed over 130 reports and articles. Professor Downs has also presented at local and international conferences and is a registered member of a number of professional organisations. She has been awarded 11 research grants including the World Parrot Trust, the Mazda Wildlife and the Mail & Guardian Green Trust Award for her Cape Parrot Research.

A fulfilling academic career has helped Professor Downs get through difficult times in her life. After the death of her first husband, she persevered with her work with the support of friends and colleagues. Her advice: "Don't leave

things unfinished, rise above when things get tough and maintain a cheerful outlook on life by enjoying what you do".

Her research on two of KwaZulu-Natal's threatened national treasures, the Cape Parrot and the Oribi, helps educate people about something special in their own backyard that is facing extinction. Her proudest moments include receiving her Doctorate, which was special because it meant so much to her parents; seeing students succeed when they have tried their best and watching her two daughters "develop a love of life".

An interesting fact that few people know about Professor Downs is that she is a 'down-down champion' who impresses her research assistant every day with her ability to down a litre of water!

"Don't leave things unfinished, rise above when things get tough and maintain a cheerful outlook on life by enjoying what you do."

Professor
Sabine Marschall

Co-ordinator : Cultural & Heritage Tourism Programme

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Dr Marschall is an Associate Professor and Co-ordinator of the Cultural and Heritage Tourism Programme at the University. She hails from Germany but is now permanently residing in South Africa.

Dr Marschall studied at the Justus-Liebig-Universität Gießen and then at the Eberhard-Karls-Universität Tübingen in West Germany where she completed her Masters and PhD in Art History. Her research interests include 20th century South African architecture, community mural art in South Africa, art historiography, visual representation of HIV/Aids, monuments and heritage sites in South Africa and Cultural and Heritage Tourism. With two books, several articles, book chapters and contributions to exhibition catalogues to her credit, Professor Marschall is widely published in her field. One of her books, *Community Mural*

Art in South Africa, received the Hiddingh-Currie Award from the UNISA Press in 2003. She has received numerous grants and awards in support of her research endeavors and was been awarded a Certificate of Excellence by UKZN in recognition of her distinguished contribution to research.

Professor Marschall got her 'break' into academia while living in the United States when she was hired as a Lecturer in the Department of Fine Art and History at the University of Durban-Westville. She says that although it took some time to adjust, it was the best move she ever made and that people should not be afraid to take a chance on their dreams. Professor Marschall's most inspirational quote is from the Dalai Lama who said that "one has to take great risks in life to attain great love or achievement".

For Professor Marschall, seeing that students are enjoying her course is the most rewarding experience of teaching. She is also an enthusiastic ballroom and Latin American dancer.

Professor
Sheryl Hendriks

Assistant Head of School :
Agricultural Sciences & Agribusiness

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Professor Sheryl Hendriks holds several degrees, all from the University of Natal (BSc Home Econ, BSc Hons Home Econ, MSc Home Econ and PhD (Agric Econ)).

She is an initiator and leader of the internationally unique transdisciplinary Food

Security Programme. She co-ordinates and facilitates food security and related research across Disciplines, Schools, Faculties, and campuses and more recently with regional collaborators.

She received a University of Natal Distinguished Teachers Award in 2003 in recognition of innovation and excellence in teaching and was promoted to Senior Lecturer in 2003 and Associate Professor in 2005. She was rated

one of the University of Natal's most promising researchers (under 40) in 2003.

Professor Hendriks is Assistant Head of the School of Agricultural Sciences and Agribusiness. Since 1998 she has launched the Food Security Programme; completed a PhD; published extensively and supervised numerous postgraduate students. She has generated R3 037 000 in research funding in

addition to raising two sons. Her research interests are household food security, empirical measurement of food security, agricultural development and household coping strategies.

Her advice: "Protect your research development by finding a mentor who publishes frequently and does not see themselves as your line manager and religiously observe a weekly research day".

Professor Maryann Green

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Professor J Maryann Green holds an impressive list of degrees. She has a BSc Home Econ Hons (Stell); MSc Home Econ (Natal) in textile science and a PhD (Oklahoma State University) in Educational Administration.

At present she is Professor and Head of Community Resources, School of Agricultural Sciences and Agribusiness on the Pietermaritzburg campus. Her lecturing responsibilities relate to Community Development and Housing/Infrastructure technologies. Her research interests include the impacts of renewable energies and water

provision on community development, income generation for local economic development, and HIV/Aids impacts.

Maryann points out that her achievements were not without personal sacrifice, "I have continued to lecture and study through the birth and raising of three children. I have a photo of me studying for my masters, sitting with my books inside a playpen, with my children leaning over the bars from the outside!" For academic success, she suggests that women choose supportive husbands and close family members who can step in during crises. She would not, however, trade jobs and feels that her lecturing is contributing to a quality future for her students and the country.

Professor Dorrit Ruth Posel

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Professor Dorrit (Dori) Posel received her BSc and Honours degrees from the University of Natal (*cum laude*) and went on to receive her Masters degree in Economics from UND and her PhD in Economics from the University of Massachusetts, Amherst.

She is an Associate Professor in the Department of Economics and has received numerous grants and awards, including the UKZN Vice-Chancellor's research award, the National Research Foundation President's Award, a research fellowship at the Research Programme in Development Studies at Princeton University, and graduate school fellowships from the University of Massachusetts, Amherst.

In 2004 her research paper, co-authored with UKZN's James Fairburn and Frances Lund, received the best paper award at the African Econometrics Society Conference. In an article in *Nature* in 2005, which was co-authored with Samuel Bowles of the Santa Fe Institute in the US, Professor Posel uses South African data to test whether individuals favour kin to the extent that kin altruism models predict. Over the past few years, she has published papers on the nature of household headship, intra-and inter-household resource allocation, remittance behavior, internal labour migration and labour force participation in South Africa.

Professor Posel says that "receiving the Vice-Chancellor's award is a big honour. It's a privilege to be recognised not only by my own peers but also by the broader research community at UKZN. Recognition is always very motivating and inspiring".

"It's a privilege to be recognised not only by my own peers but also by the broader research community at UKZN. Recognition is always very motivating and inspiring."

Dr Deevia Bhana

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Since 1998, when she began her career in academia, Dr Bhana has gathered expertise in the field of childhood and gender studies. She is currently a senior lecturer in the Faculty of Education.

Dr Bhana received her PhD from the University of Natal in 2002. Her research focused on gender and childhood sexualities in children between the ages of six and nine; a subject she says sits uncomfortably with many parents and educators because children are often uncritically observed as asexual, innocent beings. Recently Dr Bhana was awarded the Advanced African Research Fellow by CODESRIA to investigate the links

between HIV/Aids and sexuality in children. She says that her passion is to see that justice is done when it comes to children. She has published in peer reviewed journals, in books and was a key note speaker at an international conference on childhood in Melbourne in November 2005.

Dr Bhana's proudest achievement is being able to balance a career in academia with motherhood: "Being a mother in academia is challenging because the work that goes on behind the scenes in a woman's personal life is often not recognised in the academic sphere". She has overcome these challenges by staying true to her "goal oriented" personality, working hard and always striving to do better, a belief system which she says was passed down from her father.

Dr Kalpana Hiralal

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Dr Hiralal is a Senior Lecturer in the School of Anthropology, Gender and Historical Studies. She received her BA and MA (*cum laude*) degrees in History from the University of Durban-Westville and went on to complete a Doctorate in History at the University of Natal.

An NRF Thuthuka – Women in Research Scholarship grant afforded her the opportunity to conduct post-doctoral research at Dalhousie University, Canada between August 2004 and January 2005. While in Canada Dr Hiralal attended and chaired several conferences and seminars. She was awarded the Certificate of

Excellence in 2004 for making significant progress in the National Research Foundation's Thuthuka Programme.

Dr Hiralal's work and research helps to inform students and the general public about the contribution and struggles of women in different sectors of the economy. She focuses particularly on the roles women have traditionally fulfilled in resistance movements and within their communities.

For Dr Hiralal, the birth of her daughter, receiving her PhD, balancing a career in academia with motherhood and the unconditional support of her husband are cherished achievements and memories. Those who know Professor Hiralal can attest to her great sense of humour.

Dr Julie Parle

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Dr Parle, a Lecturer in the Department of History, is building a pathway to better debate and understanding of mental health in Southern Africa.

Bachelors and Masters degrees in History from the University of Natal. Her research and teaching interests include the history of gender, colonialism, disease, environmental change, multiple therapeutic strategies, as well as investigating witchcraft, spirit possession, religion and medical pluralism. Her work is helping to further develop the institutional and professional histories of psychiatry in southern Africa and the South and to broaden conceptualisations of the African and Indian communities' attitudes toward and agency in the process of caring for mentally ill family members and psychiatric committal.

Dr Parle has been a member of various professional organisations including the African Studies Association (USA), the KwaZulu-Natal Women's Writings in Progress Group, the Society for the Social History of Medicine and the South African Historical Society. Through her teaching and thesis supervision, she is helping to develop interest in health related history and has supervised several Masters students. She has developed a course within the University's Access/Foundation Programme called "Africa in the World" which is designed to introduce previously disadvantaged students to the long term history of our continent.

Her doctoral thesis was nominated for the CODESRIA Best African Doctoral Scholarship Prize. She is delighted to be working in a stimulating and supportive academic department which is especially enriched by the presence of "gifted and hard-working graduate students".

Dr Photini Kiepiela

Project Director : HIV Pathogenesis Programme

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Dr Photini Kiepiela, who heads the research team at the HIV Pathogenesis Programme at the University of KwaZulu-Natal's Nelson R Mandela School of Medicine, was a finalist in the Science and Technology category in the Shoprite Checkers / SABC 2 Women of the

Year Contest. She obtained her BSc, MSc and PhD from the University of Natal and has published widely in her field.

Dr Kiepiela's work in KwaZulu-Natal has had a major impact in HIV/Aids research both locally and internationally. She initiated the HIV Pathogenesis Programme (HIVPP) at UKZN and has grown the unit into a highly successful research operation.

Based on three years of research among communities in the province hardest hit by the HIV epidemic, recent findings of the extensive study by the HIVPP team indicate that certain immune-response genes play a key role in the

body's defense against HIV. The work, performed in conjunction with Harvard and Oxford Universities, provides a greater understanding of how some people can survive symptom free while others rapidly develop Aids.

Dr Kiepiela, who always prays before making important decisions, says that the key to her success has been her spiritual belief system: "I have always been encouraged by the word of God. In times of trials and hardships, in times of joy and laughter I have always held onto my belief and personal mantra – "Be still and know that I am God".

Dr Kiepiela's proudest achievements have been raising, along with her husband, two well-educated and respectful daughters and being nominated as one of the finalists in the Shoprite Checkers Woman of the Year in Science and Technology. The honour also raises the profile of the rest of the HIVPP team.

Dr Kiepiela has worked with international organisations and researchers to make the HIVPP programme a success. She is passionate about her work and an inspiration to researchers.

Dr Ncoza Dlova

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Dr Dlova is a nationally recognised Senior Consultant and Lecturer in the Department of Dermatology in the Faculty of Human Sciences at the Nelson R Mandela School of Medicine.

Some of her expert advice on skin treatment has been featured in local magazines. She has received several awards for her presentations and research, including Best Registrar presentation finalist for her papers on "Leucocytoclastic Vasculitis" and "Klinefelters Syndrome and Leg Ulcers". Dr Dlova was awarded the Astra Zeneca Clinical Senior Prize

Award in 2004 for her research on use of clay as sunscreen.

Dr Dlova sits on the boards of the Dermatology Society of South Africa and is an Executive member of the College of Dermatologists of South Africa. She also sits on the Editorial Board of *SKINmed Dermatology for the Clinician* and *Global Images* journals. Among her research interests are investigations into the use of indigenous herbs and plants for skin lightening, the use of clay as a sunscreen agent, cosmetic dermatology, tele-dermatology and manifestations of HIV on the skin.

Dr Dlova received her MBChB from the University of Natal and was a Fellow of the College of Dermatologists of South Africa. She says that winning a scholarship to study at the National Skin Centre in Singapore and St Thomas Hospital in London during her training as a registrar in dermatology were great eye opening

experiences that encouraged her to achieve excellence in her craft. Her most difficult hurdle was lack of mentorship in local training. She sees the importance of her work as “nurturing students and registrars and encouraging them to be the best that they can be as well as striving to make a positive difference” to people around her. Dr Dlova’s community service record is impressive. She regularly gives talks at community awareness functions and has facilitated information sharing via posters, pamphlets and videos. She participates in the Flying Doctor Service run by the Red Cross, which involves flying to rural hospitals and providing dermatology services.

Dr Dlova’s proudest achievement is being able to strike a balance between her career, family and social life. One aspect of her life that Dr Dlova is not too proud to share: “I enjoy my sleep!”

Dr Chantal Koorbanally

Post-doctoral fellow

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Dr Koorbanally received her Bachelor s and Master s of Chemistry degree from the University of Natal and is registered as a Post-doctoral Fellow in the School of Pure and Applied Chemistry.

She is the recipient of several scholarships and grants from the NRF and the PSE travel grant, which allowed her to further her studies in Applied Chemistry. She has published numerous articles, delivered talks and displayed posters at various conferences.

Dr Koorbanally is using her considerable expertise in applied chemistry to conduct culturally relevant and socially conscious research in the area of Medicinal Chemistry and Natural Products. Her research can help forge links between medical science and traditional or indigenous practices. By finding a scientific

base for traditional medicines, the possibility of offering more affordable alternatives to medical drugs increases. Through her years of hard work Dr Koorbanally has learned a valuable lesson: “Some people are just born brilliant and not much effort is needed for success. But there are those of us who have to work very hard for it and believe me, there is nothing that hard work can’t achieve”.

Professor Koorbanally is most proud of the day that she received her PhD award letter and she also takes great pride in being part of a family that inspires and encourages her to do her best. People who know her best know that she loves collecting and compiling quotations. Her favorite is by Thomas Jefferson: “When you reach the end of your rope, tie a knot in it and hang on”.

“... there is nothing that hard work can't achieve.”

Professor
Joan Jaganyi
Research Fellow

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Dr Joan Jaganyi is a research fellow based at the Centre for Environment and Development, School of Environmental Sciences.

Her research specialisation is water management and she is working on a project which will identify how predictions of river change can translate to predictions of social impact. The research has engaged communities on the Pongola river floodplains extensively and empowered them to form a water user association (WUA). She and her

colleagues are now building a knowledge base through research to support the WUA managers and the relevant government department decision makers to make decisions based on scientific knowledge. The project has also supported Masters and PhD students and exposed undergraduate students to field research by collecting data as vocational employment. The project has had very high impact on the ground. The outcomes of this project are already being implemented by Department of Water Affairs.

Professor
Thajasvarie Naicker
Head : Optic & Imaging Centre

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Dr Thajasvarie (Anita) Naicker is Head of the Optic and Imaging Center (OIC) at the Nelson R Mandela School of Medicine. Her varied research interests lie in the field of Medical Science, principally in cell ultra-structure.

Dr Naicker has been the recipient of numerous grants and awards, including a Flemish fellowship at the University of Leuven, Tech RMS from the Royal Microscopical Society (UK) and MMedSc and PhD from the University of Natal. Dr Naicker was voted as one of the top two "Most Promising Researchers" at the Faculty of Medicine in 2002. In 2005, she accepted an

invitation to spend her sabbatical at the Department of Human Reproduction at Cambridge University.

Her proudest achievements have been her ability to balance career and home life, obtaining the transmission electron microscope for the Optics and Imaging Centre, obtaining her PhD and learning how to ride a bicycle at the age of 40.

And while the demands of academic life may seem overwhelming at times, few are privy to Professor Naicker's real sources of solace: "My son thinks it hilarious that I am constantly having lengthy conversation with my dogs; sharing both my sorrows and joys. They are wonderful listeners and I am convinced they understand me!"

Ms
Nonhlanhla Ngcobo
Campus Librarian

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Nonhlanhla Ngcobo joined UKZN in July 2003, employed as a Subject Librarian at the Medical Library.

In August 2005 she was appointed Campus Librarian, Medical School campus, a post she is occupying at present. Before joining UKZN, Ms Ngcobo

worked at eThekweni Metro Libraries in different departments/libraries and acquired extensive library management experience. She has a BSoc Sc AUDIS (Advanced University Diploma in Information studies) and B Bibl (Hons).

She is married, with two children. Her advice to other women: "Your attitude determines your altitude. A positive attitude, combined with determination and perseverance will get you where you want to be".

Mrs
Sheryl Scheepers

Senior Manager : Human Resources Administration

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Sheryl Scheepers has spent a combined 20 years of her life at this University and the University of Natal. Originally intending to pursue a career in nursing, she had to give up her studies due to personal circumstances.

Ms Scheepers started her career at the University as an Administrative Officer on the Pietermaritzburg campus and from there it has been a steady climb to success. She believes that her achievements in life are largely as a result of others believing in her. She also credits the love and support of her family and the strength of her religion in helping her to succeed.

People who know her are often struck by her compassionate nature, calm demeanour and ready smile even in the face of hostility and aggression. Her coping mechanism is to live

each day as if it's the last with no space for harbouring resentment.

Ms Scheepers is the proud mother of two daughters and a son. Both her daughters ventured into previously male dominated careers. She confides that they both lament the fact that they have to work harder than their male counterparts to get ahead. She believes, however, that the winds of change are sweeping through the working world and has this advice to offer: "Young women, prepare yourselves so that you are ready when these exciting opportunities present themselves. Look to the future with hope and faith".

Ms
Pamela Adams

Acting Manager : University Events, Public Affairs
& Corporate Communications

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In her 25 years at the University Ms Adams has experienced many changes and also undergone an enriching learning experience.

Starting off as Personal Assistant to the Director of Development at the University of Durban-Westville, she also

served as the Senior Functions Officer and was the Acting Director of Public Affairs and Corporate Communications at UDW in 2001/2002. Ms Adams is presently studying towards a Postgraduate Diploma in Leadership and Management.

“My work has deepened my understanding of the education environment and how important it is to foster synergistic relationships with all stakeholders, both internal and external. I have had the opportunity to build significant relationships between the University and the leaders of our nation, foreign dignitaries and captains of industry.”

Ms Adam’s vision in life is to “strive to use my god-given talents of creativity, intellect and imagination and to be a beacon of hope to family, friends and colleagues. As Mother Theresa said: ‘We sometimes feel that what we do is just a drop in the ocean, but the ocean would be less because of that missing drop’”.

Ms
Jane Kabaki

Co-ordinator : Leadership & Equity
Advancement Programme

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Ms Jane Kabaki is the Leadership and Equity Advancement Programme (LEAP) Co-ordinator in the Equity Support Unit. She holds an LLB (Hons) from the University of London and a Masters in Business Law from the London Guildhall University in the UK.

Although she has only been at UKZN for a year she has been involved in Equity and Advancement programmes nationally and in other universities for the past nine years. She has worked in the development sector for Aid

agencies and international NGO’s in a number of developing countries. “As an African woman, I’m passionate about equality and justice. I grew up in a family of eight – two brothers and five sisters, and I’ve always been acutely aware of the inequities within society especially in education, and the general lack of opportunities for women, particularly African women. I am fully cognizant of the pressure and backlash my parents withstood in order to provide education, especially higher education to African daughters.”

“It’s an honour to be a mother. I think I shall be proudest though when my PhD is finally sewn up”. Things you don’t know about Ms Kabaki – “I love running”.

Ms
Nora Buchanan
Campus Librarian

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Nora Buchanan, Campus Librarian, Howard College is a warm, sensitive individual who immediately puts you at ease.

The sparkle in her eyes, ever ready smile and her good humour are her trademarks.

“The best career advice I have ever heard is: ‘Find out what you like doing best and get someone to pay you for doing it’”.

Ms Buchanan was born in Durban but grew up in Rhodesia (“before it became Zimbabwe, so it was a long time ago”, she laughs!) and Johannesburg. After completing matric and a secretarial course she worked for a time in Johannesburg before deciding to pursue an academic career. “My parents encouraged me

and, four years of hard slog later, Bachelor of Arts degree and postgraduate diploma in library science in hand, I began my career in librarianship in the corporate library world in Johannesburg.” Now, more than 20 years later, she still really loves her work: “I’m passionate about libraries and reading and would not have chosen any other career – well, maybe it would have been fun to be a spy ...” Ms Buchanan is a fitness fanatic and is regularly seen jogging at lunchtime. A milestone for her was her recent appointment as Campus Librarian for one of the University’s biggest libraries on the Howard College campus.

“Find out what you like doing best and get someone to pay you for doing it.”

Ms
Vasanthie Naidoo
Interim Director : Housing

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Vasanthie Naidoo joined the University in 1994 as Senior Housing Officer and was later appointed as Manager for the Pietermaritzburg and Edgewood campuses.

In 2004, she was appointed as Interim Director. She is currently studying towards a Masters degree in Business Administration.

“Working with young adults is exceedingly challenging and sometimes very daunting when managing difficult and real life situations. In my 12 years at the University, the most important

lesson attained from working with young adults is, ‘in order to be successful and cope with the challenges, manage those challenges with inner strength and don’t personalise them’”.

Ms Naidoo is immensely proud of her two children, a son and daughter. Her daughter has just graduated in Genetic Engineering whilst her son is majoring in Maths and Physics. “As a single parent, student and career woman, I’ve had to juggle many situations and face many challenges”. She credits her deep spirituality for her success. She is currently training in and practices spiritual healing, body alignment and crystal healing. “To accomplish your goals and objectives, it’s important to have faith and belief in yourself”.

Ms
Anne Momogos
Acting Director : Administration

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Starting her first job in 1974 at the age of 16, Ms Momogos was first introduced to working life on campus in 1988 when she joined the University as an Administrative Assistant within the Security Services Section.

At the time, Anne had no intention of pursuing a career within the Security field, but being a traditionally male dominated industry, it soon became apparent to her there was a pressing need for active female participation, especially to enable female victims of crime to have a choice as to whom they interacted with when reporting crime of a sensitive nature, such as rape.

Taking a pro-active approach to this need, Ms Momogos qualified within the security rank

structure and in 1990 was promoted to Senior Security Officer. She believes one of the greatest challenges for working woman is succeeding simultaneously at home and at work. She has faced many challenges over the years – such as succeeding in an area which is dominated by and traditionally viewed as a male domain, managing and developing a large team of predominately male members whilst creating a campus environment that is safe and secure for students, staff and those interacting within it, and, at the same time, being a wife, mother, and home maker.

Ms Momogos believes life presents us all with similar challenges, to varying degrees, and the only difference is how we choose to deal with it. She believes in taking responsibility for your own development, creating your own opportunities, creating opportunities for others along the way and being willing to go the extra mile.

Mrs
Lynette No I
Chairperson : Nehawu

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Mrs Lynette No I, is Chairperson of Nehawu at UKZN, She says that she was humbled by the opportunity to head up a branch of a national union and has enjoyed working with the staff and management in order to address some of the difficult challenges.

Lynette draws strength from her religion and believes that the most important thing is to treat

everyone with respect and dignity – “after all, everyone is a human being”. The most difficult challenge for Lynette has been changing mindsets. She says that union work is generally reserved for males but she proved to them that “we can work together without having to look at the individual’s race, sex or colour, because what really matters is getting the job done.”

“Women are born leaders” and Lynette believes that we must “continue to strive to lead and make a contribution to a fair and just society for all”.

Ms
Deanne Collins

Acting Publications Manager : Public Affairs &
Corporate Communications

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Ms Collins received her Masters degree in History from the University of Natal in 1978. She spent a year at the Killie Campbell Africana Library, where she pioneered an oral history programme documenting resistance struggles in KwaZulu-Natal.

For the following 20 years, Ms Collins worked in the progressive trade union movement, as a shop floor organiser, educator, researcher and editor. She served as the National Education Officer for the National Education, Health and Allied Workers' Union, and as the Managing Editor of the South African Labour Bulletin. She was a member of the Congress of South African Trade Unions (COSATU)'s National Education Committee and of COSATU's task team which contributed to the drafting of South Africa's Reconstruction and Development Programme (RDP).

Ms Collins joined Public Affairs at the University of Natal in 1999 as the editor of the *Indicator* journal. She has been Acting Publications Manager since 2004, editing and overseeing the production of a myriad of publications for UKZN's various constituencies.

Asked about the role publications play in the new Institution, she says: "Transformation can be a difficult process. It has the potential both to divide and unite individuals. Publications can play an important role in facilitating positive transformation. They not only inform, but provide a space where people can have 'conversations' and debates. Used properly, media is a very powerful and empowering tool".

Her pet hate is "prejudice of any kind. We need to be much more conscious of the feelings and

needs of others. Prejudice destroys not only the person who is its target, but demeans the one who is prejudiced as well".

A single mother of "the best ten-year old in the universe – all mothers think their child is the best", she remains inspired by Karl Marx's words: "The philosophers have only interpreted the world in various ways; the point is to change it".

"The philosophers have only interpreted the world in various ways; the point is to change it".

