January – July 2024

Improving Your
MENTAL HEALTH

BALANCING LIFE & ACADEMICS

Embracing your
TRUE SELF

Empowering **CAREER** Journey

UNEMPLOYMENT
Versus
TERTIARY
Qualification

VARSITY VIBES

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Editorial Note

Mr. Gerry Munyama
Director: Marketing, Communications and Stakeholder Engagement

The inception and subsequent publication of the Varsity Vibes series has been exceptionally rewarding across and beyond IUM geographical spheres. The content generated in the issue 'speaks' to the day-to-day trending University events, academic needs, and student lifestyle. The gratifying testimonials from the academia provide a greater cause to continue releasing the vibe, with the latest issue being the 4th. IUM is aware of student challenges such as copyright infringement, mental health, balance of life disequilibrium and aspects of career myopia, all of which have been addressed in this magazine.

To kick off the magazine publication, is the topical subject of academic referencing. Academic referencing is standard practice that should be part of the student 'DNA' and should be adhered to without compromise. Referencing is the backbone of the student development process in knowledge acquisition. A student who does not reference work is like a fish in a dry river, the results are futile. Academic history provides knowledge gaps for research and development which is key to student's success. It is the responsibility of the institution to enforce the referencing of any academic work lest it becomes embroiled in academic theft and copyright infringements.

IUM endeavours to produce students prepared to become industry leaders and entrepreneurs. It is archaic for students to only hope for employment as a sole goal for acquiring academic tertiary qualifications. Students should be equipped with relevant knowledge and skills to be entrepreneurs, and job creators of tomorrow. The issue will show why Entrepreneurship is more satisfying compared to job seeking.

In the alumni community, the economy took a downturn largely attributed to the chaos caused by the covid pandemic. The COVID-19 pandemic effects included a high rise in the unemployment rate. Unemployment did not spare graduates, who among others are questioning the importance of tertiary education in current times. Research has revealed that unemployment for those without tertiary education is high compared to the academic graduates. Society and families should encourage and strive for children to acquire tertiary education so that there are better prepared to work or initiate their businesses.

Varsity Vibes also took a jibe at the dark triad's personality traits in workplaces. These personality traits of the leaders can negatively affect productivity at work. The 'Dark Triads' can result in a lack of employee cooperation and coordination, employee manipulation, aggression, violence, staff conflict, poor work performance, falsifying performance reports etc. It is therefore critical for organizations to identify such personality traits during interviews and regular assessment after post-employment.

The publication also scrutinized the issues of mental health. Every student, despite their level, requires coping strategies to address some of the challenges they face at university. There is a quote that says, "All work and no play make Jack a dull boy". Students need to know how they can balance their lives through other mural activities at the Universities. Taking a rest and participating in other community engagement programs or University games can help in solving mental stress arising from academic pressure.

Besides all the above matters, a section of the publication has been dedicated to the IUM Graduate School of Business. GSB programs offer opportunities for personal development and hands-on skills enrichment through the interaction of like-minded organizational leadership assembly. It is self-actualizing for employees to enroll in such on-demand industry programs.

I would like to express my heart-warming gratitude to the IUM Media Team, Academic Staff and Management who worked in unison, to develop content that is relevant to all our IUM stakeholders.
So, wherever you may be, relax, read, and recharge your mind!

CONTENT

Varsity Vibes

Varsity Vibes is an IUM trendy magazine that communicates issues surrounding the academic and social environment of the youth.This medium seeks to keep students,staffs and all relevant stakeholders up to date with entire events surrounding everyday life at universities and their communities.

The magazine covers different aspects such as finance,health and trendy topics that fit well in different demographics.

This is a magazine made for everyone.

THE IMPORTANCE OF REFERENCING ACADEMIC WORK

Every time I start my class on referencing, I ask my students how they feel about the topic. The answers range from confusion to dislike, mostly remaining in the realm of feelings we perceive as negative. Referencing is expected from every student in almost every task given by lecturers. If you are reading this article, allow me to assume that you are a student and this title triggered something in you. You might experience feelings such as the ones mentioned before and, if my guess is right, allow me to give you a few reasons why you should love referencing.

Love referencing because it equals academic honesty. Who doesn't want to be labelled as an honest person? Or, let me ask the opposite: who wants to be labelled as dishonest, to say the least? When you become a student, you enter the academic community of your field and one of the principles that governs academia is "academic integrity". It is an expectation from you to act with honesty, responsibility and respect in all your academic work. Referencing reflects honesty and you should apply it with responsibility in all your writing.

Love referencing because it is a way to prove to your readers - currently, your lecturers - that you have done thorough research on the topic discussed. Listing authoritative sources brings credibility to your assignment or essay argument and validates your point. Please note that I said 'authoritative sources' and that is because your sources might invalidate your point if they are not chosen carefully. Hard work shows in the way you reference throughout your assignments and it gives you more credibility which, in return, will bring you better marks.

"Referencing"

Love referencing because it helps you go back with ease to any of the sources you have once consulted. You may be working on an assignment and think that once it has been submitted, you can set it aside altogether. Note that all assignments are meant to help you deepen your knowledge on a specific topic and to encourage your interaction with various sources outside of the lecture hall walls. Your list of references acts as a roadmap back to some of the most valuable sources that you have discovered in your research. They might help you when preparing for exams, for other assignments that relate to a topic previously researched or even when deciding on a topic for your final research project. If you do it right in the beginning, your list of references can be a valuable resource that you can go back to at a later stage.

Love referencing because it is a skill any researcher needs. Depending on where you are now, it might take you many more years before closing the 'academic research' chapter of your life. You might not even close it at all. Or, if you are about to complete your current qualification, allow me to assume that you are aiming to continue growing to the next possible level. In any case, referencing is a useful skill in academia and not something you memorise. Once you understand a few basic principles and mechanisms, and you thoroughly apply them in every single one of your assignments, it becomes an acquired skill. Referencing is part of the toolbox of any researcher, whether novice or experienced.

You might have disliked referencing up until now and maybe you always asked a friend to "fix your references"; or maybe you took another path and copied some references given in other articles you found online or in a book. Yet the worst scenario is when you make up your sources, coming up with names, titles, and journals. I challenge you to allow a shift in your perception towards referencing: love it because it makes you honest; love it because it shows you have done your research; love it because it helps you stay organised and keep track of important resources; love it because it is a skill that will make you more confident in any type of research work that you will do.

This is why you should love referencing.

By: Mrs Marinela Maghiar
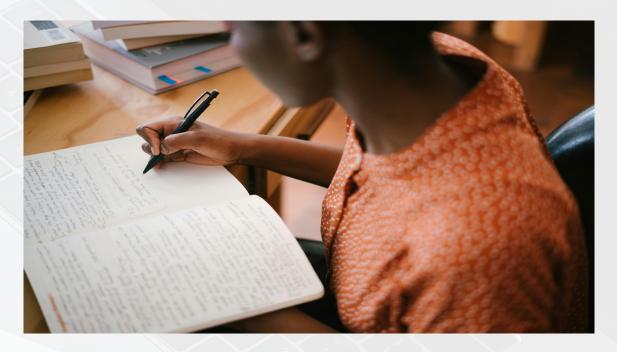Lecturer (Languages & Communication Department)
IUM Coastal Campus

> "Love referencing because it equals academic honesty. Love referencing because it is a way to prove to your readers, that you have done a thorough research. Love referencing because it is a skill any researcher needs.

Develop a
writing culture

Writing in itself means so many things: you can write about your day in your own personal diary; you can scribble your thoughts down on a page; you can even write an emotion-filled letter where you can vent without being judged. As a student, you should know how to express yourself through writing, it just so happens that most of our assignments are written assignments so one cannot escape the notion of writing.

Writing is a skill that has abundant benefits, both for now and when you finally acquire that qualification. This article seeks to outline the importance of writing for students, not only in their academic fields but also when they acquire their qualifications.

The most obvious reason for the importance of writing is that it improves communication skills, and, without communication, the real essence of life would be lost; this is why writing is so important for students. Writing, be it an academic piece or just a diary entry, allows you to learn the rules of your language and how to better establish your ideas. Writing regularly exposes you to the grammar of the language thus leading to the correct structuring of sentences, the correct/usage of words and spelling. One does not acquire these skills by loafing around all day and watching TV.

Another reason for its importance is that writing sharpens creativity on many levels. We all have a creative bone in our bodies; we all have the capabilities to write mind-blowing, and captivating books that beg the readers to turn the pages, and we just have to activate it. Writing every day, even short texts puts you in a position to exercise your brain by exploring different dimensions that you deem fit to convey.

Writing is a significant part of one's academics as it greatly contributes to better performance. It is one of the most important requirements a student must meet to get excellent grades and finally wear that dashing graduation gown. As I stated earlier, most of our assignments are written, which is why writing is so important.

At the end of the day, writing has been and will continue to be a part of our lives, from learning to write your name in kindergarten to writing academic essays in university. There is no escaping writing; the only way you are going to nail those presentations and academic writing is by developing a culture of writing. Start now while you still have time so that, when you graduate, you will not struggle with writing short or even longer pieces for your learners. Writing is also good for students when they are studying: when you write short summaries of what you are studying, it is easier for you to remember it during the test or exam.

Fast fact: 90% of jobs include writing, so it is better to develop that writing culture now while you still have time. So get up, get that pen and paper, and start writing!

By: Secilia P. Kandjungu
(IUM 3rd year student
IUM coastal campus)

From Job Seeker to Job Creator: Empowering Your Career Journey

By: Selma N Ruben
(IUM Alumni and currently a Research Scholar, University of Lucknow, India.)

In today's competitive job market, the traditional mindset of being a job seeker is gradually shifting towards a more empowering approach: becoming a job creator. While seeking employment has its merits, embracing an entrepreneurial mindset and striving to create opportunities for oneself and others can lead to a fulfilling and impactful career. Here are a few reasons why being a job creator is worth considering.

Firstly, as a job creator, you have the freedom to shape your destiny. Instead of relying on others to provide you with employment, you take charge of your professional journey. By identifying gaps in the market or pursuing your passions, you can develop innovative ideas and turn them into successful ventures. This autonomy allows you to align your work with your values and create a meaningful impact in your chosen field.

Secondly, being a job creator enables you to contribute to the economy and society at large. By starting your own business or organization, you have the opportunity to generate employment opportunities for others. This not only helps to reduce unemployment rates but also fosters economic growth and development. As a job creator, you become a catalyst for positive change, empowering individuals and communities through job creation.

Moreover, being a job creator cultivates a mindset of resilience and adaptability. Entrepreneurship often involves navigating challenges, taking risks, and learning from failures. By embracing these experiences, you develop valuable skills such as problem-solving, decision-making, and resourcefulness. These qualities not only benefit your entrepreneurial endeavours but also enhance your overall professional growth, making you a valuable asset in any career path.
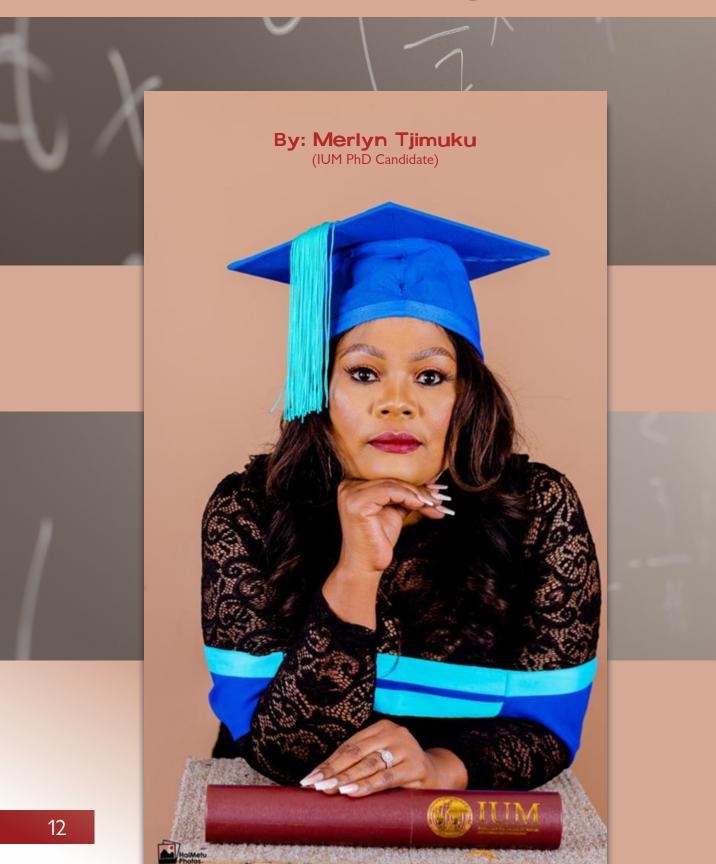
Additionally, being a job creator allows you to pursue your passions and create a work-life balance that suits your needs. When you are in control of your own business or venture, you have the flexibility to set your schedule and prioritize what matters most to you. This freedom can lead to a more fulfilling and satisfying career, as you can align your personal and professional goals.

Lastly, being a job creator opens doors to endless possibilities. It encourages innovation, creativity, and continuous learning. As you build your enterprise, you have the opportunity to explore new ideas, collaborate with like-minded individuals, and make a lasting impact in your industry. The journey of entrepreneurship is filled with excitement, growth, and the potential for great success.

While being a job seeker has its merits, embracing the role of a job creator can be a transformative and rewarding path. By taking charge of your professional destiny, contributing to the economy, developing resilience, and pursuing your passions, you can create a fulfilling and impactful career. So, dare to dream big, think outside the box, and become a job creator who not only finds success but also creates opportunities for others.

> **being a job creator opens doors to endless possibilities**

With so much **youth** **unemployment,** is a tertiary qualification still worth pursuing

By: Merlyn Tjimuku
(IUM PhD Candidate)

The issue of youth unemployment is a global concern, and it is particularly concerning for young people who are seeking higher education. The question of whether tertiary qualifications are still worth pursuing in the face of such high levels of youth unemployment is a complex one that requires careful consideration.

Firstly, it is important to acknowledge that the value of a tertiary qualification is not limited to its potential to secure employment. Pursuing higher education can provide individuals with the opportunity to develop critical thinking skills, expand their knowledge and worldview, and gain a deeper understanding of their chosen field of study. In this sense, the benefits of a tertiary qualification extend beyond career prospects and can contribute to personal growth and development.

However, it is understandable that many young people are concerned about the job prospects that await them upon graduation. It is true that, in some areas and industries, the job market can be highly competitive, and the presence of a degree may not be enough to secure employment. However, studies have shown that, on average, individuals with a tertiary qualification earn higher salaries and have lower rates of unemployment than those without.

It is also important to consider the changing nature of the job market. In recent years, there has been a significant shift towards jobs that require higher levels of education and specialized skills. In this context, pursuing a tertiary qualification can be seen as a long-term investment in one's career prospects.

Furthermore, the benefits of a tertiary qualification extend beyond individual career prospects. Higher levels of education are associated with increased economic growth, innovation, and social development. In this sense, individuals who pursue tertiary education are

not only investing in their own futures but are also contributing to the broader development of their societies.

In conclusion, while it is understandable that young people may have concerns about the job market, pursuing a tertiary qualification is still a worthwhile investment. Higher education offers a range of personal and professional benefits, and it can contribute to the broader development of society. Ultimately, the decision to pursue higher education should be based on an individual's goals and interests, rather than solely on concerns about employment prospects.

"it is important to acknowledge that the value of a tertiary qualification is not limited to its potential to secure employment"

"Higher levels of education are associated with increased economic growth, innovation, and social development"

"DARK TRIAD" PERSONALITY TRAITS IN THE WORKPLACE

The complex phenomena known as the Dark Triad of personality, encompassing Machiavellianism, Narcissism, and Psychopathy, exert a significant influence on the production and efficiency of organisations. These attributes are commonly linked to adverse consequences for both the individual and the organisation in which they are employed. In some instances, leaders who possess elevated levels of Dark Triad attributes demonstrate exceptional productivity in accomplishing tasks, however, they tend to employ more alarming and illogical reasoning arguments against their subordinates.

Their subordinates are likewise prone to resist persuasion, participate in protracted conflicts, and convey their dissatisfaction through extensive deliberations. Individuals who demonstrate dark personality traits, such as Narcissism, Psychopathy, and Machiavellianism, are prone to generating interpersonal conflicts, experiencing heightened

levels of stress, and making negative contributions to both their colleagues and the overall business.

Leaders who exhibit higher levels of narcissism tend to exhibit substandard leadership skills and effectiveness in situations that require challenging tasks and tight collaboration among their subordinates. While Psychopaths are commonly perceived as individuals who engage in violent criminal behaviour, most of them manage to integrate into society. These individuals are commonly perceived as possessing manipulative, self-centred, and dishonest tendencies, along with a notable charisma and adeptness in shaping perceptions.

Psychopathic traits are linked to an increased likelihood of employee victimisation, managerial disruption, and subpar job performance. Individuals exhibiting elevated levels of narcissism have been found to demonstrate greater levels of creativity, while those displaying pronounced Machiavellianism and Psychopathy tend to be more inclined towards engaging in harm-oriented creative endeavours. Narcissistic individuals are said to possess an amplified perception of their worth and a tendency towards self-centeredness. They tend to overstate their expertise and skills, display self-centeredness, display a strong desire for admiration, and are more prone to exploiting others. Executives displaying these characteristics may falsify performance reports to enhance their pride and self-worth, especially if it enhances their social status.

The occurrence of unethical accounting report manipulation is closely associated with the establishment of performance targets for incentives and remuneration through accounting statistics. Leaders who exhibit excessive Narcissism may engage in earnings management, which can lead to suboptimal management practices. They are prone to manipulating outcomes to enhance performance, leading to the production of misleading financial reports. Executives who exhibit these traits have the potential to employ financial accounting outcomes to establish and shape opportunistic conduct as a subjective indicator of achievement or lack thereof,

hence fostering narcissistic tendencies and unethical decision-making.

A robust association exists between narcissistic leaders and fraudulent activities. While narcissistic leaders might contribute to a business's success, their limited oversight can result in unethical conduct that detrimentally impacts the company's interests. The narcissism and motivation of managers to engage in fraudulent activities heightens the danger of fraud. To examine the Dark Triad features and their influence on the efficiency of leadership, it is imperative to initially comprehend the nature of dark traits and the shared attributes that an effective leader possesses.

Machiavellianism is a detrimental characteristic that embodies an individual's pragmatic orientation, emotional detachment from others, and belief in the justification of tactics based on aims. Narcissism, on the other hand, is a negative characteristic, that is linked to a deficiency in empathy and an inflated perception of self-importance, evident in both leadership and non-leadership occupations. Psychopathy, which is a trait that is more commonly observed in occupations that do not involve leadership, is distinguished by enduring antisocial conduct, impulsiveness, self-centeredness, and a lack of remorse.

Therefore, assessing dark personality traits like Machiavellianism, Narcissism, and Psychopathy during the employment process is important, as these traits can harm an organization. The attributes of executives, including their personality traits, can impact decision-making processes. Maximizing profits is important for a corporation, but not at the expense of breaking laws or violating societal norms.

By: Dr. Hendrina P. Udjombala
(Acting PVC: Administration & Management)

Balancing Life and Academics:
ENCOURAGEMENT FOR STUDENTS AT EVERY LEVEL

As a PhD candidate at the International University of Management (IUM), I'm proud to be associated with this institution. But my academic journey hasn't been easy. I'm a full-time working woman with a demanding job, a mother of three, and married, which means I'm constantly juggling multiple responsibilities. On top of that, I've faced numerous health challenges. Despite all of this, I'm still pursuing my PhD degree. As a student, it's easy to become overwhelmed with the demands of academic life. However, it's important to remember that every student faces their own unique set of challenges, regardless of their level of study. Whether you're a first-year student or pursuing your PhD while juggling multiple responsibilities, here are some words of encouragement to help you achieve your academic goals. I'm here to tell you that if I can do it, so can you. No matter what challenges you're facing, with the right mindset, support, and resources, you can achieve your academic goals.

FOR FIRST-YEAR STUDENTS:
Starting university can be both exciting and intimidating. You're embarking on a new journey and facing new challenges. But don't worry! You have everything you need to succeed. Take advantage of your institution's resources, including academic support services, counselling services, and student organizations. Make connections with fellow students and professors, and don't be afraid to ask for help. Remember, the first year is about finding your footing and discovering what works for you.

FOR THOSE ABOUT TO COMPLETE THEIR DEGREES:
Congratulations! You're almost there! It's easy to become complacent at this stage, but don't let that happen. Keep pushing yourself to do your best and finish strong. Reflect on your academic journey and the skills you've developed along the way. Think about how you can apply these skills to your future career. Remember, the end of one journey is the beginning of another.

FOR HONOURS AND MASTER'S DEGREE STUDENTS:

Honours and master's degrees require a significant amount of work and dedication, but don't let that discourage you. You're gaining valuable knowledge and skills that will set you apart in your field. Focus on your research and coursework, and don't be afraid to ask for help when needed. Remember, this is your opportunity to become an expert in your field.

FOR PHD STUDENTS:

Pursuing a PhD is a significant undertaking, and it's easy to become overwhelmed. However, you've already accomplished so much just by being accepted into a PhD programme. You have the skills, knowledge, and dedication to complete this journey. Remember, it's not a sprint, it's a marathon. Take breaks when needed, and don't forget to take care of yourself. Balancing a PhD with other responsibilities can be challenging, but it's not impossible. Lean on your support system and remember why you started this journey in the first place.

In conclusion, regardless of your level of study, you have what it takes to succeed. Remember to take advantage of your institution's resources, make connections with fellow students and professors, and don't be afraid to ask for help when needed. Stay focused on your goals, and don't forget to celebrate your accomplishments along the way. Remember, every step of the academic journey is a valuable learning experience that will help you achieve your dreams.

> " No matter what challenges you're facing, with the right mindset, support, and resources, you can achieve your academic goals.

By: Merlyn Tjimuku
(IUM PhD Candidate)

BE A SUPERHERO OF YOUR OWN

I had only ever heard of immortals that possessed an insane number of superpowers. It is believed that real humans cannot possess such powers, but I beg to differ. I have seen human beings fight battles with their unique superpowers. I have seen a queen hold down her kingdom, a black young woman fight for her birth rights and mere girls redefine the odds. Humans do possess superpowers. My superpower is that I am Black and young and no one knows who I am. A young bold black woman from the most looked down community, ethnicity, country and continent. Do not feel sorry for me, though! Because this is a good thing. It fuels my superhuman powers, it gives me an advantage.

They say "People only notice a lion when it roars". That is exactly how I show up in a room, in other words, "pull up". People do not know who I am until I roar. It is like they say 'You feel the presence of royalty in the room, but you cannot quite pinpoint who they are or from which line', but either way you feel it. But the thing is... when you are unknown, people to question your legitimacy, and your presence in the room and they are playing the guessing game of the possibilities of who you might be. I love that. Right, there is your power:

you have them caring, questioning and possibly looking down on you; all you have to do is to keep them guessing/fathoming. Man, I love that moment. Remember to play it cool, calm and collected, they are now eating out of the palm of your hand without you lifting a finger or uttering a word. Now that is power!

Those are the moments I crave; the moments I live for. I love to be unpredictable, mysterious and peculiar. It gives you a sense of power that you have on the minds of the collective surrounding you, a boost of confidence because they do not know what to expect. I am the unknown. For all this to work, you need to dress to kill. Because at times confidence is sponsored by a piece of cloth. Be your style, embrace your outcast status "People will stare. Make it worth their while."—Harry Winston.

From the moment you walk into a room you occupy space because you are a powerful being and the thought of unleashing your intellectual capacity and knowledge should be like ecstasy on a Friday night with your kind. The mere thought should be like a drug that empowers you to greatness. So GenZ's... be your kind, embrace your differences and let your light shine, because your presence permits others to do the same.

With great powers come greater responsibility, so in the wise words of Socrates: "A good judge must hear courteously, answer wisely, consider soberly and decide impartially." The million-dollar question should be, what am I trying to convey here? Hear me out, fellow undergraduates. I want you to put yourself out there. So much happens on campus every single day. Be part of something, as a matter of fact, be that something. Your uni-days should help you discover your hidden talents, your passions and your confidence in yourself and your work. You are now an adult and I get it, adulting is hard. No one has a guide to it. We all go through the process clueless, aiming endlessly. But, trust me, it gets better.

As I exit my undergraduate days, I have this to say to my fellow final-year students. 'As we move on to the next phase in our lives, we are going to encounter a lot of people who will tell us there is only one way to meet the future. We will be forced to choose between our passions and jobs, but it is up to us to go out and carve our paths, make our own mistakes and learn from them. Learning should not end here. IUM is home; do not be a stranger. I know everyone has something in them that feeds their superhuman powers. Whether it is Mona's love for the culture or my homie, Miracle's passion for change or Frieda's resilience, we all have superpowers, and it is about recognising our powers within; it is about relaying on them when you need help.'

By: Shikokola Donacky Taleni
(IUM final year undergraduate student)

FINDING COMFORT IN EMBRACING YOUR TRUE SELF

In a society where comparisons force us to seek perfection, self-acceptance can be quite challenging, especially for the youth. We struggle to accept our flaws and to admire ourselves. We abandon our true selves in an attempt to fit in. We try to suppress ourselves and be who society thinks we should be.

Society's voice can be overwhelming, convincing us to be someone else and telling us how we should do things. We are made to believe that our interests are old-fashioned, that we have bad taste, that we are not perfect, that we are dull, and so on. We miss the chance to be ourselves while we are too busy trying to be perfect. Trying to please society, we fail to please ourselves. We find ourselves stuck trying to be who we are not, which is a rather sad thing.

 The youth of today are bombarded with messages and images that paint an unrealistic picture of perfection. It's no wonder that they find it hard to accept themselves for who they are. However, it's important to remember that each one of us was made as an inimitable and special individual. We all have our ways of doing things, different ways of responding to situations, different interests, likes and dislikes, and different personalities. These are the things that make us the people we are.

It is easy to lose ourselves in trying to be something we are not. However, the way to true comfort lies in embracing our true selves. Your one true self may be hard to know with all the voices around you, but if you listen carefully, it's there and calling out for

you to embrace it. Don't abandon who you are by trying to fit in or to find perfection. Don't suppress your true self trying to please society. Be yourself. Stop fighting who you are.

As young people, we must learn to love and accept ourselves for who we are. We must embrace our uniqueness and use it to make a positive impact on the world around us. We must stop trying to fit into society's mould and create our own path. The journey to self-acceptance may be challenging, but it's a journey worth taking.

"self-acceptance "

By: Ndinelago Ndapandula Ithindi
(UNAM 4th year Law student)

RECONNECTING WITH
NON-VIRTUAL REALITY

It is well known that technology is taking over. We cannot debate that. What we can rather debate is its effects: the good and the bad that it has brought upon human relationships.

Stepping through the door of disadvantages of human relationships:
People have lost the skill of face-to-face interaction. Yes, they see each other physically, but they don't see each other. They are glued to their screens. What's even more concerning is that what they are busy with on their phones is not of actual importance; this is just because they are addicted. People are seeing life through their screens and not through the real present life. When last did you look up and see if the sky is still blue? When last did you listen to nature's sounds around you? Because the sound from our ear pods and headsets has become the new norm. Simple greetings when passing by each other are few to non-existent. Sadly humanity is going down the drain.

Families are in each other's presence posting about their "happy moments together "for those on social media to see while in reality those moments are not being lived. Anything for the gram, to say the least. Laziness is also through the door of technological
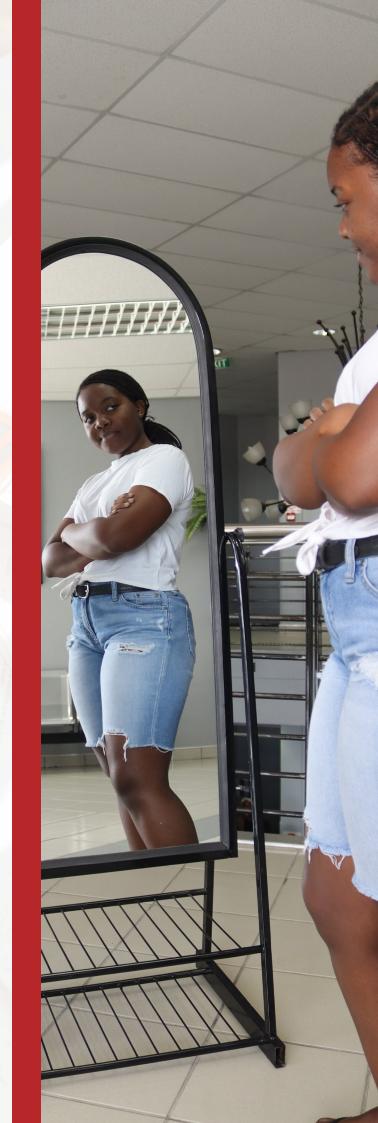
disadvantages. Young people mindlessly scroll through their phones for hours, rotting their young fresh minds. It's easy to read all 200 comments under a post but tiring to read 2 pages of a book. If this is not worrisome, then I do not know what is. The many hours being wasted on the screen can be used to learn a new skill, work on a goal or create experiences. Screen time is not a bad thing, but it shouldn't consume a person to the extent of it being the only thing they are occupied with.

Go out and experience things for yourself and not just see them through the screen. Life is meant to be explored. Live in the moment with your loved ones. Understand that not everything is meant to be posted, and that's all right. There is no need to prove it in the media. At the end of the day, you will only have pictures to look at, but not actual memories of it.

Technology is a beautiful thing and it will forever be here but do not let it take control of your relationships with other human beings and yourself as a whole. Get back into the non-virtual reality.

By: Joas Petrina
(IUM 3rd year Nursing student)

Redundant-Introspection: DO YOU SEE YOURSELF INWARDLY?

When we look in the mirror, we notice things about ourselves that we dislike and decide to change them. Whether it's working out, following a skincare routine, or changing our hairstyles or clothes.

What about inwardly? Do we inwardly look at ourselves in a mirror and see traits or habits that we are not pleased with and decide what to change about them? These habits or traits inhibit us from being the best versions we can be of our present and future selves as well as towards those around us. That is why we need redundant introspection so that we are self-aware. The majority of people are aware of others' habits and traits, but are they aware of their own?

Redundant introspection is both emotional and mental, but, most importantly, mental. As they say, we tend to suffer more in our minds than we do in real life. Examples of habits and traits include Toxic thoughts that keep us captive, being isolated, reckless money-spending habits, procrastination, gaslighting oneself and disregarding others' feelings. Redundant introspection can sometimes get uncomfortable because we might need to dig deeper within ourselves to find out why we are or behave in certain ways, touching the unhealed childhood trauma, thus breaking the cycle that we are in.

Fortunately, once we identify those reasons we can work towards eliminating them. Starting with small steps of course. Even with small steps, we might slip off from the path, but we should not let that stop the journey. Knowing it's okay to start over.
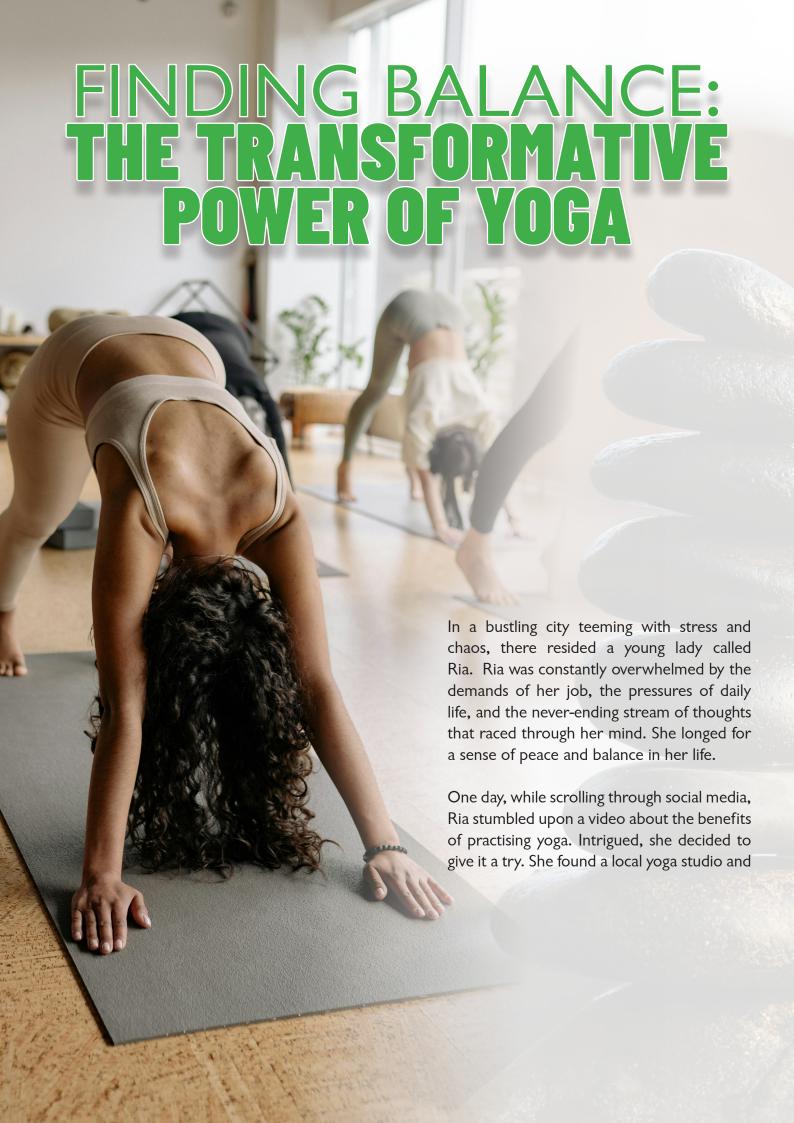
So you ask yourself: "How do I work on these habits and or traits?" Well, there are a lot of ways, including Reading books related to your situation, listening to podcasts, YouTubers and or any other persons that you know and feel may help you on this journey.

Self-introspection helps self-awareness. Self-awareness helps self-improvement. Self-improvement helps you become the best version of yourself.

> "
> Self-introspection helps self-awareness. Self-awareness helps self-improvement.

By: Joas Petrina
(IUM 3rd year student)

FINDING BALANCE:
THE TRANSFORMATIVE POWER OF YOGA

In a bustling city teeming with stress and chaos, there resided a young lady called Ria. Ria was constantly overwhelmed by the demands of her job, the pressures of daily life, and the never-ending stream of thoughts that raced through her mind. She longed for a sense of peace and balance in her life.

One day, while scrolling through social media, Ria stumbled upon a video about the benefits of practising yoga. Intrigued, she decided to give it a try. She found a local yoga studio and

attended her first class with an open mind and a willingness to learn. As Ria stepped onto her mat, she was greeted by a serene atmosphere and a gentle voice guiding her through the practice. With each breath and movement, she began to feel a sense of calm wash over her. The outside world faded away, and she became fully present in the moment.

Through regular practice, Ria discovered the profound impact that yoga had on her physical, mental, and emotional well-being. Physically, she became stronger and more flexible. Her body felt more energized, and she experienced relief from the aches and pains that had plagued her before.

Mentally, Ria found that yoga helped quiet her racing thoughts. As she focused on her breath and moved through the poses, she learned to let go of worries and anxieties. Yoga became a sanctuary where she could find stillness amidst the chaos of life.

Emotionally, Ria discovered a newfound sense of balance and inner peace. The practice of yoga taught her to be kind and patient with herself, to listen to her body's needs, and to cultivate self-compassion. She found that the lessons she learned on her mat translated into her daily life, allowing her to navigate challenges with grace and resilience.

As Ria continued her yoga journey, she began to share her newfound passion with others. She invited her friends to join her in classes, organized yoga sessions in her home, and even started teaching beginner's classes herself. Through her actions, she hoped to inspire others to experience the transformative power of yoga.

Word of Ria's journey spread throughout the city, and more and more people began to embrace the practice of yoga. The city, once filled with stress and chaos, started to transform into a place of peace and mindfulness. People from all walks of life came together on their mats, finding solace and connection in the practice. Ria's story serves as a reminder of the importance of practicing yoga. It is a tale of finding balance in a hectic world, of nurturing the body, mind, and soul. Through yoga, we can cultivate strength, flexibility, and inner peace. We can learn to be present, to let go of what no longer serves us, and to embrace a life filled with mindfulness and compassion.

So, let us all take a moment to unroll our mats, breathe deeply, and embark on our yoga journey. In the practice of yoga, we discover not only physical benefits but also a path towards self-discovery, healing, and a more harmonious existence.

By: Selma N Ruben
(IUM Alumni and currently a Research Scholar, University of Lucknow, India.)

IMPROVING THE 100 PERCENT OF MENTAL HEALTH IN YOUTH LIVES

The majority of the youth in today's nation go through a lot, and this is what is called mental health issues which can be challenging, difficult to cope with and causing a lot in their minds. This leads to them seeking motivation and inspiration in the end. What is mental health exactly?

Mental health deals with the mind, and our emotional, psychological and social well-being. It includes the effects on how we feel, think and act, and it also determines how we handle stress, how we relate to others and how we make healthy choices from childhood and adolescence to adulthood. Mental health is all about everything in the youth's minds.

Many young people struggle with their mental well-being and this struggle almost always happens among students. What happens when someone is struggling with mental health and what can be done for someone to improve this?

Mental health issues include changes in personality, changes in emotion, isolation, sudden absence of self-care, hopelessness, warning signs of suicide, feeling depressed or experiencing sleep problems. Most young people exhibit some of these mental signs that lead them to almost quit working hard in their academic life. Sometimes one may see another one feeling down, stressed and isolated. Someone might start being alone, overthinking about why so much is happening, such as problems in families, personal life and failure in their academic life, people only coming and going in life, or relationship breakups. Youngsters struggling with these issues hardly express themselves due to the stigma and the fear of discrimination.

Young people with mental health issues severely suffer in daily life and the more they keep what is bothering them to themselves, the more the mind is at risk of coming up with things that may cause them to harm themselves, such as committing suicide. Issues of mental health are not always good for one to hide, therefore, if you are feeling guilty of something it is always a risk in life. One youth once expressed, "If I report this mental issue in my mind, it will be a stigma or discrimination".

How to improve mental health in the youth:

It is significant for today's youth to seek mental health societies for enrichment about mental health. These mental health societies provide knowledge about how to deal with depression, and anxiety and how to cope with shame and intolerance. Another precaution is to seek advice, guidance or counselling from nurses, counsellors or someone they trust. Also, more attention should be paid to other actions that would help improve today's youth's mental health. These actions include Listening to music, eating proper, nutritious food, jogging, walking, good sleep and socializing.

Listening to music may help the youth to feel happy. For example, music that one loves through the lyrics can be cheerful, encouraging, inspirational and motivational. Eating proper nutritional meals can make you have a good appetite, good health and an attractive body. Jogging and walking in mornings and before sunset can help one to calm down and forget what has negatively affected the mind. Good sleep can help one to also calm down and feel relaxed thereafter. Socializing helps one to express what is bothering the mind

and become happy. Socializing is all about discussing important things that matter in life which promotes relief from negative thoughts of feeling down, feeling alone and unimportant.

In conclusion, do not let yourself be troubled, depressed or bothered for a long time. Address the mental health society to help yourself as well as others rather than looking away when you are mentally affected. Mental health has several positive impacts on your personal as well as public life. These advantages include high self-esteem, eagerness to go to university or an improvement in one's academic performance. The seriousness of these great outcomes should encourage you to try to help improve your mental well-being. It is always a great thing to know what mental health is, how to be aware of mental health, the challenges one may encounter when mental health is at risk and how to deal with it permanently. Without knowledge of mental health, there are always chances of lacking expressional skills and ending up with long-term stress issues and overthinking. Look impeccable, be cheerful and be a youngster.

By: Mirjam N Haimbodi
(IUM 4th year student)

IUM-GSB WELCOMES YOU

Namibia has a growing and diverse business landscape with opportunities across various sectors. With its extensive landmass, Namibia is rich in natural resources, including fisheries, minerals, and various tourist attractions such as diverse wildlife and expansive landscapes. These sectors play a significant role in the country's economy and present opportunities for entrepreneurship and investment.

Students embarking on their postgraduate journey through the IUM Graduate School of Business (IUM-GSB) can expect a life-changing experience characterized by academic rigour, hands-on application, and personal development. Students should expect to be challenged intellectually as the curriculum is designed to foster critical thinking, analysis of complex problems, and the development of innovative solutions that are the bedrock of a thriving and emerging economy such as Namibia.

IUM-GSB offers various business disciplines that are tailor-made to cater to the gaps within the Namibian business sector. Some courses include finance, economics, human resources, and many relevant programs. These course offerings subsequently, on completion, lead to the awarding of postgraduate diplomas, MBAs, and PhD qualifications. Furthermore, IUM-GSB is on the cusp of offering business development interventions that inspire the individual, the enterprise, and the public sector with a transformational learning journey designed to equip executives with research-backed thought leadership skills across multiple areas.

The IUM-GSB business school model is about more than just theory; students can expect to gain practical skills and real-world experience. Students are exposed to experiential learning activities, which involve case studies, internships, and consulting projects that allow the application of classroom knowledge in real-world business scenarios. Such opportunities prepare students for a successful career in their respective fields. Besides academic rigour, students develop vital soft skills such as teamwork, time management, problem-solving, and communication.

As we live in a global village, IUM-GSB approaches its mandate from a worldwide perspective. The international marketplace is full of complexities, and we provide students with a global mindset to tackle today's dynamic economy. Our students form part of the critical business leaders operating in this interconnected world, offering solutions and navigating cross-cultural environments to identify opportunities and address global challenges. Furthermore, we foster a culture of creativity and risk-taking while upholding ethical principles and social responsibility.

We at IUM-GSB are pleased to welcome you into our fold as we create positive change using cross-cutting teaching and learning methodologies (blended and cutting-edge knowledge sets that create value and contribute to sustainable economic growth in Namibia.

> ❝
>
> students develop vital soft skills such as teamwork, time management, problem-solving, and communication.

By: Dr. Ishmael Mubwandarikwa
(Director: IUM Graduate School of Business)

LEVERAGING **GENERATIVE AI** ADVANCEMENTS FOR **CYBERSECURITY** IN NAMIBIA

The recent rapid advancements in machine learning (ML) and artificial intelligence (AI) have led to a significant shift in the digital landscape. These technologies have advanced to new heights, with generative artificial intelligence (AI) at the forefront. They have moved from supervised to unsupervised, semi-supervised, reinforcement, and deep learning.

Generative AI has brought about a profound shift that has brought about greater transparency in both our personal and business systems. This technological advancement does, however, also present a possible risk: hackers, who previously relied on highly skilled technical knowledge, now have access to Generative AI tools. This specific breed of AI technology is capable of producing a variety of content formats, such as text, images, audio, and synthetic data. As a result, the environment surrounding cyber threats has grown more complex and sophisticated, making it more difficult to put effective preventive measures in place.

The advancement of Generative AI technology has completely changed cybersecurity procedures, changing the traditional methods that were once thought to be best practices. To effectively counter these emerging threats, the traditional defence in-depth strategy involving technical tools, security policies, and awareness programs now needs to evolve. It's interesting to note that cybersecurity specialists can successfully use the same AI technology that cybercriminals exploit for defensive purposes:

Malware Detection: To stay ahead of evolving threats, generative artificial intelligence models trained on large malware datasets are utilized to generate synthetic malware variants.

Password Cracking: Using artificial intelligence (AI) to produce possible password combinations based on recognized patterns, which helps develop more robust authentication techniques.

Threat intelligence: AI can be used to identify new threats, understand attack patterns, and extract insights from large amounts of cybersecurity data.

Adversarial AI Defense: Using generative artificial intelligence (AI), artificial adversarial examples are created to train machine learning models and improve defence against advanced attacks.

Phishing detection: Generating synthetic phishing emails to train detection systems, reinforcing email filters, and enhancing user education on phishing attempts.

Network Traffic Analysis: Simulating network traffic using AI to aid cybersecurity professionals in identifying irregular patterns and potential threats.

Important industries in Namibia that hold sensitive data and have essential infrastructure include banking, healthcare, security, water, and telecommunications. Generative AI is positioned as a potent tool to improve security across these sectors due to the pressing need to strengthen their systems against cyber threats. The incorporation of AI into national cybersecurity strategies is paramount for safeguarding critical infrastructure. Both national and organizational levels in Namibia should prioritize discussions and policies centered on AI adoption to enhance cybersecurity across sectors.

This involves:

National Agenda: Focusing on incorporating AI into national cybersecurity strategies, prioritizing cybersecurity enhancements, and allocating resources for AI-based security measures.

Organizational Focus: Emphasizing the integration of AI-driven security solutions into existing infrastructure, mitigating risks, and fostering proactive cybersecurity measures.

Forums, conferences, and workshops should serve as platforms for discussing AI's role in securing critical infrastructure. Collaborations between government bodies, industry experts, and AI technology providers are essential for knowledge sharing and the development of tailored AI solutions for specific sectors.

Given the benefits and drawbacks AI has for cybersecurity, Namibia and other developing countries must embrace these technologies. By incorporating AI into cybersecurity measures, professionals can protect vital systems and data, fend off evolving threats, and ensure sustainable growth and development.

> **"**
> AI technology providers are essential for knowledge sharing and the development...

By: Mrs. Iyaloo N. Waiganjo
Lecturer (Faculty of Information and Communication Technology)
IUM Dorado Campus

BOOK REVIEW:
THE PURPLE VIOLET OF OSHAANTU

The Purple Violet of Oshaantu is a novel written by Andreas Neshani in 2001, set in the northern part of Namibia in a village called Oshaantu. It tells the story of Mee Kauna who according to the villagers of Oshaantu, is referred to as "The Purple Violet" because of her beauty. She got married to Tate Shange and came to live with him in Oshaantu village.

Neshani tells the story of Mee Kauna, a submissive, unhappy wife who was in an abusive unfaithful marriage and, when her husband, Tate Shange died, she was blamed for killing him. While reading Neshani's novel, one can explore the theme of patriarchal dominance and experience the cultural norms of the Aandonga people.

This novel is a must-read because it paints a picture of how society treats women, especially when they become widows. Neshani tells this breathtaking story, narrating through Mee Ali, who is Mee Kauna's best friend and who is happily married to Tate Michael. Mee Ali has a peaceful loving marriage, but some women in the village are envious of her because her husband treats her well.

The Purple Violet of Oshaantu has interesting characters such as Mee Maita, who is a church elder but believes that marriage should be one miserable long experience and women should suffer. Mee Maita also believes that, if a husband does not cheat on his wife, then he is not okay. Mee Maita was always happy when Tate Shange abused mee Kauna. There is also Mukwankala who tells it like it is and strongly opposes abuse against women.

The Purple Violet of Oshaantu is similar to Sifiso Nyathi's novel "The Other Presence" whereby death in African society does not happen naturally or innocently but is always blamed on someone. In "The Other Presence", when Akapelwa died, elder Sinvula, his father's brother, was blamed for his death. Akapelwa's mother, Ma Simanga and the villagers believed that elder Sinvula bewitched Akapelwa though a doctor explained what had killed him. They refused to believe the doctor. This is the same thing that had happened to Mee Kauna; her in-laws blamed her for her husband's death, especially due to the fact that she did not shed any tear for her husband's death.

I would recommend that anyone who likes reading and those who want to explore the Aandonga culture to read The Purple Violet of Oshaantu. This novel is also a must-read for readers who like good stories and interesting characters.

"

I would recommend that anyone who likes reading and those who want to explore the Aandonga culture to read The Purple Violet of Oshaantu.

By: Loi-Freedom Wilika Rebby Nambahu
(English 2nd language teacher
Uuyoka Combined School)

32ND ANNUAL
SAARMSTE
CONFERENCE HOSTED AT IUM

IUM OFFICIAL OPENING OF THE ACADEMIC YEAR 2024

(The year of diligence and concerted efforts towards achieving our set goals)

IUM SUMMER GRADUATION

DAVID NAMWANDI TRUST ANNUAL HALF MARATHON 2024 2ND EDITION

21KM: University & College Students : All 14 Regions

10KM: High School Learners (Age 15-19) : All 14 Regions

DATE: SATURDAY, 08 JUNE 2024

VENUE: WINDHOEK
ROUTE: IUM MAIN CAMPUS DORADO PARK
FROM IUM MAIN CAMPUS DORADO PARK, TOWARDS DAAN VILJOEN GAME RESERVE

TIME: COLLECTION OF BIBS START AT 6AM

REGISTRATION FEES

University & College Students:	N$10.00
High School Learners:	FREE

DUE DATE FOR REGISTRATION OF PARTICIPATION: FRIDAY, 24 MAY 2024

TRANSPORT AND ACCOMMODATION FOR ALL PARTICIPANTS WILL BE AT OWN COST

WINNING PRIZES

UNIVERSITY & COLLEGE STUDENTS (MALE & FEMALE)
1ST PRIZE N$5,000.00 | 2ND N$2,500.00 | 3RD N$1,500.00

HIGH SCHOOL LEARNERS (MALE & FEMALE)
1ST PRIZE N$5,000.00 | 2ND N$2,500.00 | 3RD N$1,500.00

MARATHON STARTING & ENDING POINTS:
THE MAIN ENTRANCE OF IUM, AT DORADO PARK MAIN CAMPUS, ONTO HENDRIK WITBOOI DRIVE TO SAM NUJOMA DRIVE HEADING IN A WESTERN DIRECTION TOWARDS DAAN VILJOEN GAME RESERVE AND BACK

Register at www.ium.edu.na for participation

Enquiries: Ms. Taleni Matheus 081 452 4420 | t.matheus@ium.edu.na

PHOTO SPLASH
DNT ANNUAL HALF MARATHON 2023

Our Hallowed Home, IUM!

In the Land of the Brave, stands a place of higher learning,

Where students come from far and wide, with a desire burning.

The International University of Management, a guiding light of hope,

Where knowledge is gained, and dreams are given scope.

With a focus on excellence, and a commitment to growth,

IUM prepares its students for success, and helps them both

to develop their skills, and find their place in the world,

As they become leaders, with their flags unfurled.

From Education to Hospitality, Business to environmental Studies ,

IUM offers a range of programmes, for students to see

the possibilities that await, as they embark on their journey,

Their hearts beat by creating bonds, and lifelong friendships sown.

Oh, IUM, the international hub of fine and sharp minds,

Where academic shaping future forever binds.

In IUM legacy, we are forever blessed,

The only University dedicated to its people's future.

By: Aron Tuhadeleni Ombili Kalola
(IUM, 2nd year student)

JOIN THE IUM ALUMNI ASSOCIATION!

Attention all IUM graduates!
Don't miss out on the chance to stay connected with your alma mater and fellow graduates!

Register now to become a member of the IUM Alumni Association and enjoy exclusive benefits and opportunities.

Membership fee:
N$150.00 per year

Ready to join?
Visit www.ium.edu.na/alumni or contact our Alumni Relations Office for assistance.

Let's build a strong IUM alumni community together.

Saima M. Shande, Class of 2023

SCAN THE QR CODE TO JOIN ALUMUNI ASSOCIATION

Contact us: Ms Taleni Matheus | +26481 452 4420 | t.matheus@ium.edu.na

Office of the IUM Alumni Relations

IUM ALUMNI MEMBERSHIP BENEFITS

1. Network

Alumni network creates a platform to gather professionals from different industries to discuss topics of mutual interest.

2. Career Guidance

Career guidance provides professional help to IUM Alumni Association members. Such career guidance will help them choose the right career path and transition into the new field with great

3. Alumini Newsletter

The "IUM Alumni e-Focus" is a newsletter for the IUM Alumni Association members and the global community. It keeps the alumni informed, educated and entertained about current affairs at the university and the IUM Alumni Association. This is a quarterly newsletter and can be delivered via email upon request from an alumnus or can be accessed on the IUM website.

4. Special Invitations

Alumni members who pay their membership fees on time without falling behind with their payments will receive special invitations to special events of the IUM Alumni Association as well as the university functions.

5. Mentorship Programmes

Provides IUM alumni Association members with a structured mentoring programme. This programme will provide a road of skills and knowledge transfer.

6. Alumni Events

Provides a wide range of EVENTS:
Resource mobilization, alumni homecoming sport fiesta and meat Festival,class re-union,alumni award ceremony ,cruise event at sea,alumni night out at a lodge,alum sports day with fun games and public lectures.

PROGRAMMES:
(1) Alumni scholarships
(2) alumni mentorship
(3) alumni career guidance
(4) alumni leadership

Provides a wide range of **EVENTS:**
Resource mobilization, alumni homecoming sport fiesta and meat Festival,class re-union,alumni award ceremony ,cruise event at sea,alumni night out at a lodge,alumni sports day with fun games and public lectures.

PROGRAMMES:
(1) Alumni scholarships
(2) alumni mentorship
(3) alumni career guidance
(4) alumni leadership
(5) alumni entrepreneurship.

COMMUNITY ENGAGEMENTS:
(1) Social Corporate responsibility
(2) Education on HIV/AIDS
(3) Education on COVID-19
(4) Tutorials on Math, Science and English.

SPORTS ACTIVITIES:
(1) IUM Founder cycling
(2) IUM Founder marathon
(3) IUM Founder golf day
(4) IUM Founder comrade's marathon.

7. Volunteer Opportunities

IUM Alumni Association members can volunteer for a variety of events organised by the Office of the IUM Alumni Relations.Volunteer opportunities in the office of the IUM Alumni Relations are in the following area:Events, Programmes, Community Engagement and Sports activities.

8. Give Back To Future Students

Resource mobilisation to give back to the IUM Alumni Association to establish scholarships for IUM students and fund the Alumni activities.

9. Journals and Online Resources

IUM provides free access to all its IUM Alumni Association members to make use of online academic resources. These online resources

Your network is your networth

PHOTO SPLASH
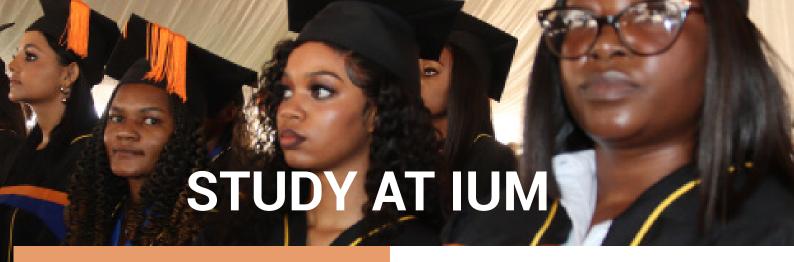## ALUMNI BREAKFAST

STUDY AT IUM

FACULTY OF EDUCATION (EDU)

DIPLOMA IN EDUCATION (PRE AND JUNIOR PRIMARY) (NQF LEVEL 7)

BACHELOR OF EDUCATION HONOURS (PRE AND JUNIOR PRIMARY) (NQF LEVEL 8)

BACHELOR OF EDUCATION HONOURS (SENIOR PRIMARY) (NQF LEVEL 8)

BACHELOR OF EDUCATION HONOURS (SECONDARY EDUCATION) (NQF LEVEL 8)

BACHELOR IN EDUCATION: EDUCATIONAL LEADERSHIP, MANAGEMENT AND POLICY EDUCATION HONOURS (NQF LEVEL 8)

POSTGRADUATE DIPLOMA IN EDUCATION (NQF LEVEL 8)

POSTGRADUATE DIPLOMA IN HIGHER EDUCATION (NQF LEVEL 8)

MASTER OF EDUCATION – EDUCATIONAL LEADERSHIP, MANAGEMENT AND POLICY EDUCATION (NQF LEVEL 9)

DOCTOR OF PHILOSOPHY (PHD) IN EDUCATION (NQF LEVEL 1)

FACULTY OF ENVIRONMENT & SUSTAINABLE TOURISM (EST)

CERTIFICATE IN SUSTAINABLE OCEAN AND AQUACULTURE MANAGEMENT (NQF LEVEL 5)

CERTIFICATE IN WATER RESOURCES MANAGEMENT (NQF LEVEL 5)

CERTIFICATE IN TOURISM, HOSPITALITY AND EVENTS MANAGEMENT (NQF LEVEL 5)

CERTIFICATE IN OCCUPATIONAL HEALTH AND SAFETY (NQF LEVEL 5)

CERTIFICATE IN TRANSPORT AND LOGISTICS MANAGEMENT (NQF LEVEL 5)

DIPLOMA IN SUSTAINABLE OCEAN AND AQUACULTURE MANAGEMENT (NQF LEVEL 6)

DIPLOMA IN WATER RESOURCES MANAGEMENT (NQF LEVEL 6)

DIPLOMA IN HOSPITALITY AND EVENTS MANAGEMENT (NQF LEVEL 6)

DIPLOMA IN ECOTOURISM AND PROTECTED AREAS MANAGEMENT (NQF LEVEL 6)

DIPLOMA IN OCCUPATIONAL HEALTH AND SAFETY (NQF LEVEL 6)

DIPLOMA IN SUSTAINABLE OCEAN AND AQUACULTURE MANAGEMENT (NQF LEVEL 6)

DIPLOMA IN TRANSPORT AND LOGISTICS MANAGEMENT (NQF LEVEL 6)

DIPLOMA IN MARITIME AND PORT MANAGEMENT (NQF LEVEL 6)

POSTGRADUATE DIPLOMA IN ENVIRONMENTAL STUDIES (NQF LEVEL 8)

POSTGRADUATE DIPLOMA IN TRANSPORT AND LOGISTICS STUDIES (LEVEL 8)

FACULTY OF ENVIRONMENT & SUSTAINABLE TOURISM (EST)

BACHELOR OF SUSTAINABLE OCEAN AND AQUACULTURE MANAGEMENT HONOURS (NQF LEVEL 8)

BACHELOR OF WATER MANAGEMENT FOR DEVELOPMENT HONOURS (NQF LEVEL 8)

BACHELOR OF ENVIRONMENTAL MANAGEMENT AND SUSTAINABLE DEVELOPMENT HONOURS (NQF LEVEL 8)

BACHELOR OF CLIMATE CHANGE MITIGATION AND ADAPTATION HONOURS (NQF LEVEL8)

BACHELOR OF CONSERVATION AGRICULTURE MANAGEMENT HONOURS (NQF LEVEL 8)

BACHELOR IN ECOTOURISM AND PROTECTED AREAS MANAGEMENT HONOURS (NQF LEVEL 8)

BACHELOR OF HOSPITALITY AND EVENTS MANAGEMENT HONOURS (NQF LEVEL 8)

BACHELOR OF SUSTAINABLE OCEAN AND AQUACULTURE MANAGEMENT HONOURS (NQF LEVEL 8)

BACHELOR HONOURS IN TRANSPORT AND LOGISTICS MANAGEMENT (NQF LEVEL 8)

MASTER OF SCIENCE IN MARITIME AND SHIPPING MANAGEMENT (NQF LEVEL 9

MASTERS OF SCIENCE IN TRANSPORT AND LOGISTICS MANAGEMENT (NQF LEVEL 9)

MASTER OF SCIENCE IN CLIMATE CHANGE MITIGATION AND ADAPTATION (NQF LEVEL 9)

MASTER OF SCIENCE IN INTEGRATED ENVIRONMENTAL MANAGEMENT AND SUSTAINABLE DEVELOPMENT (NQF LEVEL 9)

MASTER OF SCIENCE IN ECOTOURISM AND PROTECTED AREAS MANAGEMENT (NQF LEVEL 9)

DOCTOR OF PHILOSOPHY IN ECOTOURISM AND PROTECTED AREAS MANAGEMENT (NQF LEVEL 10)

MASTER OF SCIENCE IN CONSERVATION AGRICULTURAL MANAGEMENT (NQF LEVEL 9)

MASTER OF SCIENCE IN WATER, SANITATION AND HEALTH ENGINEERING (NQF LEVEL 9)

MASTER OF BUSINESS ADMINISTRATION IN INTEGRATED NATURAL RESOURCES MANAGEMENT (NQF LEVEL 9)

MASTER OF SCIENCE IN OCEAN AND AQUACULTURE MANAGEMENT (NQF LEVEL 9)

DOCTOR OF PHILOSOPHY IN TRANSPORT AND LOGISTICS MANAGEMENT (NQF LEVEL 10)

DOCTOR OF PHILOSOPHY (PHD) IN NATURAL SCIENCE (NQF LEVEL 10)

DOCTOR OF PHILOSOPHY (PHD) IN INTEGRATED NATURAL RESOURCES MANAGEMENT (NQF LEVEL 10)

DOCTOR OF PHILOSOPHY (PHD) IN SUSTAINABLE DEVELOPMENT (NQF LEVEL 10)

DOCTOR OF PHILOSOPHY (PHD) IN SUSTAINABLE OCEAN AND AQUACULTURE MANAGEMENT (NQF LEVEL 10)

DOCTOR OF PHILOSOPHY IN SUSTAINABLE WATER RESOURCES MANAGEMENT (NQF LEVEL 10)

DOCTOR OF PHILOSOPHY IN TRANSPORT AND LOGISTICS MANAGEMENT (NQF LEVEL 10)

DOCTOR OF PHILOSOPHY IN ECOTOURISM AND PROTECTED AREAS MANAGEMENT HONOURS (NQF LEVEL 8)

FACULTY OF HEALTH SCIENCES (HS)

CERTIFICATE IN HEALTH AND WELLNESS STUDIES (NQF LEVEL 5)

CERTIFICATE IN PHARMACIST ASSISTANT (NQF LEVEL 5)

DIPLOMA IN HEALTH AND WELLNESS STUDIES (NQF LEVEL 6)

POSTGRADUATE DIPLOMA IN PAEDIATRIC NURSING (NQF LEVEL 8)

BACHELOR IN NURSING HONOURS - BNUR HONS (NQF LEVEL 8)

BACHELOR OF HEALTH AND WELLNESS STUDIES (NQF LEVEL 7)

BACHELOR OF HEALTH AND WELLNESS STUDIES HONOURS (NQF LEVEL 8)

MASTERS IN HIV/AIDS MANAGEMENT (NQF LEVEL 9)

MASTER OF NURSING SCIENCE (NQF LEVEL 9)

DOCTOR OF PHILOSOPHY IN NURSING (NQF LEVEL 10)

FACULTY OF INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

CERTIFICATE IN BUSINESS INFORMATION SYSTEMS (NQF LEVEL 5)

DIPLOMA IN BUSINESS INFORMATION SYSTEMS (NQF LEVEL 6)

BACHELOR OF SCIENCE IN BUSINESS INFORMATION SYSTEMS (NQF LEVEL 7)

BACHELOR OF SCIENCE IN BUSINESS INFORMATION SYSTEMS HONOURS (NQF LEVEL 8)

BACHELOR OF SCIENCE IN ELECTRONICS ENGINEERING HONOURS (NQF LEVEL 8)

BACHELOR OF SCIENCE IN SOFTWARE DEVELOPMENT (NQF LEVEL 7)

BACHELOR OF SCIENCE IN SOFTWARE DEVELOPMENT HONOURS (NQF LEVEL 8)

MASTER OF SCIENCE IN INFORMATION TECHNOLOGY (NQF LEVEL 9)

DOCTOR OF PHILOSOPHY IN INFORMATION AND COMMUNICATION TECHNOLOGY (NQF LEVEL 10)

CENTRE FOR LANGUAGES AND COMMUNICATION (CLC)

BACHELOR OF ARTS IN ENGLISH AND APPLIED COMMUNICATION HONOURS (NQF LEVEL 8)

FACULTY OF STRATEGIC MANAGEMENT AND BUSINESS ADMINISTRATION (SMBA)

CERTIFICATE IN FINANCE MANAGEMENT (NQF LEVEL 5)

CERTIFICATE IN BUSINESS ADMINISTRATION (NQF LEVEL 5)

CERTIFICATE IN HUMAN RESOURCES MANAGEMENT (NQF LEVEL 5)

CERTIFICATE IN MARKETING MANAGEMENT (NQF LEVEL 5)

DIPLOMA IN FINANCE MANAGEMENT (NQF LEVEL 6)

DIPLOMA IN BUSINESS ADMINISTRATION (NQF LEVEL 6)

DIPLOMA IN HUMAN RESOURCES MANAGEMENT (NQF LEVEL 6)

DIPLOMA IN MARKETING MANAGEMENT (NQF LEVEL 6)

POST GRADUATE DIPLOMA IN PUBLIC POLICY AND MANAGEMENT (NQF LEVEL 8)

POSTGRADUATE DIPLOMA IN ALTERNATIVE LABOUR DISPUTE (LEVEL 8)

POSTGRADUATE DIPLOMA IN KNOWLEDGE MANAGEMENT SCIENCES (NQF LEVEL 8)

BACHELOR OF FINANCE MANAGEMENT (NQF LEVEL 7)

BACHELOR OF FINANCE MANAGEMENT HONOURS (LEVEL 8)

BACHELOR OF ACCOUNTING HONS (NQF LEVEL 8)

BACHELOR OF BUSINESS ADMINISTRATION (NQF LEVEL 7)

BACHELOR OF BUSINESS ADMINISTRATION HONOURS (NQF LEVEL 8)

BACHELOR OF HUMAN RESOURCE MANAGEMENT (NQF LEVEL 7)

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