Unisa Centre for Applied Psychology

great expectations

Commemorative report on 10 years of existence
1998-2008

UNISA
College of Human Sciences
<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>foreword</td>
</tr>
<tr>
<td>2</td>
<td>our journey of success</td>
</tr>
<tr>
<td>3</td>
<td>unisa centre for applied psychology</td>
</tr>
<tr>
<td>5</td>
<td>the early years</td>
</tr>
<tr>
<td>6</td>
<td>staff members and stakeholders involved in ucap since 1998</td>
</tr>
<tr>
<td>8</td>
<td>ucap staff over the years ...</td>
</tr>
<tr>
<td>10</td>
<td>ucap team (2008)</td>
</tr>
<tr>
<td>11</td>
<td>ucap staff/facilitator matters and centre activities</td>
</tr>
<tr>
<td>12</td>
<td>short courses/workshops</td>
</tr>
<tr>
<td>18</td>
<td>student composition over the years</td>
</tr>
<tr>
<td>19</td>
<td>finances of ucap over the years</td>
</tr>
<tr>
<td>20</td>
<td>special achievements</td>
</tr>
<tr>
<td>22</td>
<td>notable funding received</td>
</tr>
<tr>
<td>23</td>
<td>conferences and symposiums</td>
</tr>
<tr>
<td>24</td>
<td>research: focus areas and publications</td>
</tr>
<tr>
<td>27</td>
<td>community service and outreach</td>
</tr>
<tr>
<td>29</td>
<td>vep 10th anniversary celebrations</td>
</tr>
<tr>
<td>30</td>
<td>participation in media programmes</td>
</tr>
<tr>
<td>31</td>
<td>marketing at ucap</td>
</tr>
<tr>
<td>32</td>
<td>evolution of brochures at ucap</td>
</tr>
<tr>
<td>33</td>
<td>ucap’s 10th anniversary library exhibition may 2008</td>
</tr>
<tr>
<td>35</td>
<td>the official 10th anniversary celebrations</td>
</tr>
<tr>
<td>36</td>
<td>reflections on ucap from past and present staff, facilitators and students</td>
</tr>
<tr>
<td>38</td>
<td>towards the future</td>
</tr>
<tr>
<td>39</td>
<td>closing words</td>
</tr>
<tr>
<td>40</td>
<td>contact details</td>
</tr>
</tbody>
</table>
dear reader

The year, 1998, saw the reopening of the UNISA Centre for Applied Psychology (UCAP) by Juan Nel, a man with a vision, to create a ‘space’ where people and professionals alike could be empowered. With this in mind, UCAP was born. Initially offering a number of workshops and short courses pertinent to the development of people and communities alike, UCAP has grown through the years into a reality that has added value to the lives of many, with thousands of people benefitting through skills and professional development. Its involvement now also includes research and community engagement.

Like any vision, UCAP has had to overcome obstacles to be where it is today and may have many more to overcome, however UCAP has soldiered on to become one of the top accredited short learning programme providers in the country.

As we celebrate this milestone – the 10th anniversary of UCAP’s existence – we take a step back to reflect on the past decade, acknowledging the rivers that we have had to cross and the mountains that have had to be climbed, as well as the achievements that have come with those challenges. Join us as we take a short journey through UCAP over the past decade.

Compiled by
Ms Precious Mubiana
UCAP MA Research Psychology Intern 2008

Edited by
Ms Cheryl Easterbrook
UCAP Programme Coordinator 2009
The titles of the annual reports over the years suggest that from a humble beginning, UCAP slowly but surely started to make its mark. After hard work UCAP was finally here to stay. Significant milestones have been achieved in the past decade, although, there is always room for growth and improvement. Against all odds UCAP has survived even the hardest of times and is now better than ever. We can therefore safely say that the sustainability of UCAP is guaranteed. We are ready for the next phase of the Centre and as we celebrate the past decade, we have great expectations of a successful and prosperous future.

titles of the annual reports
A Small but Certain Beginning (1998)
An Accelerated Work Pace (1999)
Making our Mark! (2000)
Here to Stay! (2001)
A Significant Milestone (2002)
Against all Odds (2004)
Better than Ever (2005)
Sustainability Guaranteed (2006)
The Next Phase (2007)
Celebrating a Delightful Decade (2008)

Image: Titles of annual reports displayed at the UCAP Library Exhibition (May 2008)
who are we?
The University of South Africa (UNISA) Centre for Applied Psychology is housed in the Department of Psychology. While the Centre for Applied Psychology (“the Centre” or “UCAP”) is located in Pretoria, Gauteng, our focus is both national and international. UCAP offers unique services in which the discipline of Psychology is applied to real-life contexts and packaged in ways that make these services highly relevant to a South Africa in transition.

our mission is...
to promote the application of psychological knowledge in the solution of human problems and in the development of human potential.

what activities are we involved in?
While the aim of the Centre is achieved in a variety of ways, we primarily excel in:

- development and presentation of short learning programmes in accordance with the expressed needs of clients, such as mental health professionals, organisations and communities,
- organising of conferences, seminars, and skills training workshops on themes and topics relevant to the needs of the Centre’s clients.

Other activities include:

- rendering preventative and curative services to the community at both individual and group levels,
- carrying out relevant research and development projects,
- disseminating information by means of publications.

what services do we offer?
Our services include education, training and development; psychotherapy and counselling; process facilitation; expert advice; mentoring and supervision; and continuing professional development (CPD). The Centre specialises in the presentation of short courses and hosting of workshops. In almost all instances, including the short courses, the emphasis is on skills development in small groups. Psychologists (including other psychology professionals and students), other professionals (in particular social workers, educators, nurses and human resource practitioners), criminal justice officials, lay counsellors, and increasing
numbers of community workers and lay persons benefit from what the Centre has on offer.

the unisa psychology clinic offers a free service to unisa staff members, students and to the general public

Our services include psychotherapy and assessment in the following areas:

- child
- individual
- couple
- family
- group
- community

continuous professional development (CPD) service provider

We are an accredited service provider and the majority of courses and workshops are accredited for CPD points with the Health Professions Council of South Africa (HPCSA) and the South African Council for Social Services Professions (SACSSP).

ten years in the making

2008 was indeed a very special year in the life of UCAP, as it marked our 10th anniversary. Today, the Centre is known and respected as a leading provider of opportunities for CPD for healthcare providers and others. We take this opportunity to thank all stakeholders, and especially the UNISA Department of Psychology, our highly skilled and dedicated facilitators and our loyal and/or prospective clients for their valuable contributions to the establishment and maintenance of the Centre over the years.
introduction

The following extract from UCAP’s 1999 annual report introduces the initial activities during the first year of UCAP’s existence as a Centre.

a small and humble beginning

The year 1998 saw the reopening of the UNISA Centre for Applied Psychology (UCAP) after it closed in 1994. While application for the reopening of the Centre was made in November 1997 and the Director of the Centre (Juan Nel) was appointed in March 1998, activities only got underway in August 1998. Initial emphasis was on the writing of a constitution for the Centre; appointment of the Advisory and Executive Committees; and primarily on the development of administrative systems.

In brief, activities of the Centre for 1998 include: The first meeting of the Advisory Committee - held on 14 August 1998; the Executive Committee met twice during 1998 and the first meeting was on 5 October 1998; and the first workshop series was held from 6 October 1998 to 5 November 1998. The short course in Victim Empowerment and Support, the first short course of the Centre and a joint venture with the Centre for Industrial and Organisational Psychology, was presented twice during 1998.

Networking received substantial attention and, other than the Centre for Industrial and Organisational Psychology, links were also forged with the UNISA Diversity Awareness Programme and the UNISA Sexual Orientation Forum internally; and the National Crime Prevention Strategy Victim Empowerment Programme Reference Team, the Gay and Lesbian Organisation - Pretoria, and the Office of the Family Advocate, external to UNISA.

1999 UCAP pamphlet
Mr JA Nel (who became associate professor in 2008) has been director since UCAP’s inception in 1998.

members of the executive committee (1998)

In 1998 the executive committee comprised of the following members:

Director of Centre: Mr JA Nel (Chair)
Head of Department of Psychology: Prof E Beyers
Member of Department of Psychology: Prof FJA Snyders
Member of Department of Psychology: Mr P Johnson

members of the advisory committee (1998)

Head of Department of Psychology, UNISA: Prof E Beyers (Chair)
Vice-Principal, UNISA: Prof JA Döckel
Dean of Faculty of Arts, UNISA: Prof WF Meyer
Vice-Dean of Faculty of Arts, UNISA: Prof WJ Jordaan
Executive of Telkom: Ms W Miles-Davis
Director of ADAPT: Ms M Motsei
Treasurer of PsySSA: Ms S Motlatle
Director of Department of Health: Dr Y Pillay
Member of Department of Psychology: Prof FJA Snyders
Member of Department of Psychology: Mr P Johnson
Director of Centre: Mr JA Nel

NOTE: Did you know that the longest serving advisory/executive committee member is Prof Ricky Snyders?
Members of the Executive Committee: Ms Banti Mokgatlhe, Prof Fred van Staden; Prof Juan Nel, Prof Ricky Snyders and Mr Johan Kruger

members of the advisory committee (2008)

Chair of Department of Psychology, UNISA: Prof FJ van Staden (Chair)
Director of Department of Finance, UNISA: (Represented by Ms S Schutte)
Chairperson of the Cluster for Applied Human Sciences: Prof F Swanepoel
Member of Department of Psychology: Prof FJA Snyders
Member of Department of Psychology: Mr DJ Kruger

Member of Department of Psychology: Ms PB Mokgatlhe
Dean of the College of Human Sciences: Prof RMH Moeketsi
Deputy Dean of the College of Human Sciences: Prof O Mashile
Director of Centre: Prof JA Nel
Centre Manager (UCAP): Ms GG Thembani
Programme Accreditation and Registration, UNISA: Mr DP Baird
centre managers
Ms Zuzette J van Vuuren (Part-time, 1998–1999)
Ms Soraya Smith (1999–2001)
Ms Gladys Thembani (2004–present)

administrative assistant

academic assistants
Ms Nairopee Sewpershad (2001)
Ms Marissa Carpenter (2004)
Ms Cheryl Easterbrook (2006–2008)
Ms Desserie Gouws (2007)

events coordinator
Ms Cheryl Easterbrook (2008–till present)

intern research psychologists
Ms Roleen Kaplan (1999)
Ms Octavia Phayane (1999)
Ms Ingrid Dennill (2000)
Ms Madri Janse van Rensburg (2001)
Ms Charmaigne March (2003)
Mr Mulalo Ragimana (2005)
Ms Rea Buys (Volunteer, 2007)
Ms Precious Mubiana (2008)
Ms Thandeka Tshabalala (2008)

researchers
Charmaigne March (2004–2008)

messengers
Mr John Shakoane (2002–2007)
Mr Sihle Dludla (2007–2008)

Images from left to right
UCAP’s first administrative assistant: Ms Zuzette van Vuuren (1998–1999)
From left to right: Ms Gladys Thembani, Ms Soraya Smith, Prof Juan Nel (director) and Ms Gerette Erasmus (photo taken in 2006)
NOTE: Did you know that Roleen Kaplan, Charmaine March and Eileen Rich were once intern research psychologists at UCAP and have continued their involvement with UCAP through contract research and/or as facilitators?
UCAP staff (2008): Standing from left to right: Ms Thandeka Tshabalala (research intern) and Prof Juan Nel (centre director); Seated from left to right: Ms Precious Mubiana (research intern) and Ms Gladys Thembani (centre manager); Front row from left to right: Mr Sihle Dludla (messenger) and Ms Cheryl Easterbrook (events coordinator)

UCAP team hard at work
UCAP has provided many professionals in and outside the University with a ‘space’ in which they can offer various workshops and short courses. This space has over the years allowed for professional skills development.

Images:

Facilitators at UCAP: Prof PJ van Dyk and Prof AC van Dyk (an Executive Committee member and HIV course leader)

‘It’s fun time’

Stakeholders/facilitators at UCAP: From left to right:

Ms Lebo Makobe-Rabothata, Dr Matshepo Matoane and Dr Lesiba Baloyi

One of the facilitators of the HIV/Aids course: Dr Mapula Mojapelo-Batka

Facilitator at UCAP: Ms Elize Jacobs

Facilitator at UCAP: Ms Toni Raphael

Logotherapy, Dr Teria Shantall

NOTE: Did you know that UCAP has retained most of its presenters/facilitators over the years and included in these are Elize Jacobs and Pieter Koortzen who date all the way back to 1998?
victim empowerment short course (1998–present)

The Short Course in Victim Empowerment and Support was the Centre’s first short course and was the result of a joint venture with the Centre for Industrial and Organisational Psychology. The course entails a comprehensive training package including theory, practical skills, evaluation, supervision and certification and aims at providing learning opportunities for criminal justice officials, primary health care practitioners, medical rescue personnel, lay counsellors, human resources practitioners and mental health professionals in empowering and supporting different categories of victims in the South African context.

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<tr>
<th>NO</th>
<th>NAME OF SHORT COURSE</th>
<th>PRESENTERS</th>
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<tbody>
<tr>
<td>1</td>
<td>Victim empowerment and support course</td>
<td>Prof Juan Nel (course leader)</td>
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<td></td>
<td></td>
<td>Ms Elize Jacobs</td>
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<td></td>
<td></td>
<td>Dr Pieter Koortzen</td>
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<td></td>
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<td>Ms Charmaigne March</td>
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hiv/aids short course (2000–present)

The HIV/Aids Care and Counselling Course was developed from an initial meeting in 1999 when the Centre made a submission to the Department of Social Services and

Images:

Facilitators at UCAP: From left to right: Mr Pierre Brouard and Mr Stefan Blom

Participants in the HIV/Aids course (2007)

Facilitators at UCAP: Dr M Mojapelo-Batka and Dr M Matoane

The course can be considered to be the very foundation on which UCAP was built in accordance with its vision of empowering society. It continues to grow and expand its activities; not only is this course presented in the form of a short course but also in its expanded form to include research-related activities in this field. This course has increased cooperation between the Centre and the Department of Social Development, as well as other key departments and civil society organisations who serve on the National Victim Empowerment Programme Management Team. This course continues to attract a lot of participation from the public.
Population Development, Gauteng, in response to their request for a training programme for master trainers of the Department in HIV/AIDS Counselling. The Centre submission was approved in January 2000. After receiving positive feedback from the Department of Social Services and Population Development (now known as Social Development) regarding the success of the programme, it was decided to seek executive members of Senate (SENEX) approval for the programme as an official short course. Thus the HIV/AIDS Care and Counselling short course was born.

From its inception, the HIV/AIDS short course has been and continues to be one of the most popular courses bringing in large numbers of student registrations.

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<tr>
<th>NO</th>
<th>NAME OF SHORT COURSE</th>
<th>PRESENTERS</th>
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<tbody>
<tr>
<td>1</td>
<td>Orientation and background to HIV/AIDS care and counselling module 1</td>
<td>Prof Alta van Dyk (course leader)</td>
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<td>2</td>
<td>HIV/AIDS counselling skills module 2</td>
<td>Prof Alta van Dyk (course leader)</td>
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<td></td>
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<td>Prof Juan Nel</td>
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<td>Dr Matshepo Matoane</td>
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<td>Ms Patricia Oosthuizen</td>
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<td></td>
<td>Mr Pierre Brouard</td>
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<td></td>
<td></td>
<td>Mr Stefan Blom</td>
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<td></td>
<td>Ms Banti Mokgatlhe</td>
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<td>3</td>
<td>HIV/AIDS train-the-trainer for HIV/AIDS education and counselling module 3</td>
<td>Mr Stefan Blom</td>
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<td></td>
<td></td>
<td>Ms Puleng Segalo</td>
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<td></td>
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<td>Ms Banti Mokgatlhe</td>
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**emotional intelligence workshop series (2003–present)**

In April 2002, the Centre was approached by Dr Gawie Minnaar and Mr Riel de Kock to present emotional intelligence (EQ) workshops under UCAP’s auspices. There was potential overlap with the Interpersonal Skills in Diverse Contexts Short Course planned for the future, based on the undergraduate module of the Department of Psychology. However, the evaluation held after an in-house workshop proved to be overwhelmingly positive and the Centre thus decided to embark on a process of train-the-trainer in order to equip a larger team to co-present the proposed workshop series.

This workshop finally took off in 2003, and consisted of the establishment and piloting of the emotional intelligence series of workshops. The project team involved in processes leading up to the establishment of the series consisted of two psychologists external to UNISA, namely Mr Riel De Kock (Gawie Minnaar and Associates) and Ms Roleen Kaplan (Huxley Consulting), a previous research Psychology intern (UCAP), as well as psychometrist, Ms Brenda Zanchi (also from Huxley Consulting), working together with the students and staff alike that a workshop on the chapter was suggested. The interest on this topic grew to the extent that Teria Shantall and Cora Moore decided to develop a short course.

At the time that this initial workshop was being developed, UCAP was also in the process of being established as a platform for short courses and workshops. As such UCAP was identified as the perfect place to offer such a course. This course began as a workshop called Optimal Living and was accredited with the Health Professions Council of South Africa (HPCSA).

The course has developed over the years and continues to expand as can be seen with the extension of the course to Israel (where Teria is now a resident). Some of the past students have become trainers in the course.

**logotherapy short courses (2002–present)**

The initial Logotherapy workshop was developed by Teria Shantall and Cora Moore. This was a result of a chapter that Teria wrote on Victor L Frankl in an undergraduate Personology book “From individuals to the ecology context”. This chapter generated so much interest from
following members of the Department of Psychology: Mr D Johan Kruger, Ms Puleng Segalo, Ms Banti Mokgatlhe, Dr Matshepo Matoane and Prof Juan Nel. The emotional intelligence workshop series has continued to grow and has become one of the most popular workshops hosted by the Centre.

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<tr>
<th>NO</th>
<th>NAME OF SHORT COURSE</th>
<th>PRESENTERS</th>
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<tr>
<td>1</td>
<td>Emotional intelligence workshop 1 – Self-awareness</td>
<td>Mr Riel de Kock</td>
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<td>2</td>
<td>Emotional intelligence workshop 2 – Barriers to emotional intelligence</td>
<td>Mr Riel de Kock</td>
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<tr>
<td>3</td>
<td>Emotional intelligence workshop 3 – The self in relation to others</td>
<td>Ms Roleen Kaplan</td>
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developing and applying interpersonal skills (2005–present)

The Developing and Applying Interpersonal Skills Short Course was approved by SENEX in 2005. This was a result of two years of planning to develop a short course related to the Department of Psychology undergraduate module: Interpersonal Skills in Diverse Contexts. The team of presenters consisted of Dr Maria Papaikonomou (course leader) and Mr Riel de Kock with the initial help of Dr Val Rapmund.

The course offers participants the opportunity to understand other people and build more meaningful interpersonal relations in diverse cultural contexts to enrich their own lives and also enhance and enrich all those that they come into contact with. So doing, participants achieve an enhanced quality of life with improved self-management and healthier relationships and are thus equipped to address issues of diversity and conflict in their own lives and in the lives of those they interact with.

capacity development programme (2006–present)

In 2003, UCAP aided by the UNISA Foundation received a grant from the First Rand Foundation for the Capacity Development and Coaching of Victim Empowerment Programme District Co-ordinators of the Department of Health and Welfare in the Limpopo Province. The aim of the project was to strengthen the capacity of the six districts within the Limpopo Province in terms of their role in the Provincial Victim Empowerment Programme (VEP), through a skills development workshop and ongoing supervision and coaching, in consultation with the Provincial VEP manager. The training of the district co-coordinators focused on a participatory project management approach to address urgent priorities and the needs of government and community-based victim empowerment service.
deliverers in their respective districts. The project aimed to act on high priorities identified in a national situation analysis conducted by Prof Juan Nel and Mr D Johan Kruger during 2002 and 2003.

The project ran for twelve months in 2003/4 with Ms Charmaigne March at the helm, an intern research psychologist with UCAP, and supervised by Prof Juan Nel. He was assisted by Mr D Johan Kruger, a lecturer in the Department of Psychology and a member of the Executive and Advisory Committees of the Centre. This was a pilot project that has been documented to provide lessons learnt and "best practices" for other districts in Limpopo and other provinces.

The “way forward discussion” at the end of the seven supervision and coaching sessions revealed that a follow-up project was necessary to provide the six district coordinators with an opportunity to disseminate their knowledge of information management, project management, facilitation skills, personal health and self-management and the bigger picture of victim empowerment to thirty sub-district coordinators. The extended roll-out of the project in 2005/6 proved to be most successful with the district coordinators improving their own skills and being primarily responsible for the planning and facilitating of an initial three-day workshop as well as seven coaching and supervision sessions for the sub district-coordinators.

Subsequently, as a result of its successful execution, the project was rolled out in North West province in 2007/8. A short course in capacity development was initiated in 2006 and continues to flourish, facilitated by Ms Charmaigne March as course leader.

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<tr>
<td>1</td>
<td>Care for the caregiver</td>
<td>Mrs Patricia Oosthuizen</td>
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This short course was born out of the HIV/Aids course. The philosophy of this short course, developed by Ms Patricia Oosthuizen, clinical psychologist and private practitioner, is that the factors that motivate one’s desire to facilitate the healing and growth of another human being are influenced as much by the thoughts, feelings and beliefs one is conscious of, as by those of which one is unaware. The same is true of one’s capacity to act in self-enhancing and constructive ways in the care of oneself. This course is designed to encourage self-reflection to increase the appreciation of the dynamics that support and inhibit one’s ability to care for oneself.

workshops

Many workshops have been offered at UCAP over the years, some of which have been discontinued for various reasons and others that are only offered on demand. Some of the workshops currently/ previously offered at UCAP include the following:
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<th>NO</th>
<th>NAME OF WORKSHOP</th>
<th>PRESENTERS (Previous and/or Current)</th>
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<tr>
<td>1</td>
<td>A basic orientation to logotherapy</td>
<td>Dr Teria Shantall, Prof Cora Moore, Dr Val Rapmund</td>
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<td>2</td>
<td>A shamanistic journey for therapists/healers</td>
<td>Prof Stan Lifschitz, Dr Corinne Oosthuizen</td>
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<td>3</td>
<td>A training workshop for psychotherapy supervisors</td>
<td>Prof Ricky Snyders</td>
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<td>4</td>
<td>A workshop on antiviral drug therapy: adherence counselling</td>
<td>Ms Saranne Meyersfeld</td>
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<td>5</td>
<td>Advanced quantitative research and statistical analysis</td>
<td>Dr Liezel Korff</td>
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<td>6</td>
<td>Advanced therapeutic skills</td>
<td>Mr Peter Johnson</td>
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<td>7</td>
<td>Advanced therapeutic techniques for depression and post traumatic stress disorder</td>
<td>Prof Bettie Wiechers</td>
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<td>8</td>
<td>Advanced workshop in sexology and sex therapy</td>
<td>Prof Elna McIntosh, Mr Eugene Viljoen</td>
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<td>9</td>
<td>Brief solution-focused therapy</td>
<td>Mr Peter Johnson</td>
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<td>10</td>
<td>Computer aided qualitative data analysis software</td>
<td>Ms Catherine Payze</td>
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<td>11</td>
<td>Critical incident stress debriefing</td>
<td>Ms Margaret Steyn, Mr Tinus Keyser</td>
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<td>12</td>
<td>Dancing (including twisting, turning and twirling) with children and parents in play therapy</td>
<td>Dr Nicolene de Meillon</td>
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<td>13</td>
<td>Data gathering techniques for qualitative research</td>
<td>Ms Catherine Payze</td>
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<td>14</td>
<td>Discourse analysis</td>
<td>Prof Martin Terre Blanche, Prof Vasi van Deventer</td>
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<td>15</td>
<td>Combating discrimination and enhancing diversity awareness workshop: train-the-trainer</td>
<td>Prof Juan Nel, Ms Hanli van der Westhuizen</td>
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<td>16</td>
<td>Ecosystemic hypnotherapy</td>
<td>Prof David Fourie</td>
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<td>17</td>
<td>Emotional intelligence</td>
<td>Ms Adriana Vorster, Mr Riel de Kock, Ms Roleen Kaplan</td>
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<td>18</td>
<td>Emotionally focused therapy</td>
<td>Dr Ansie Johnson</td>
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<tr>
<td>19</td>
<td>Exploring a narrative approach to our work</td>
<td>Ms Sylvia Poss</td>
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<td>20</td>
<td>Family systems assessment</td>
<td>Mr Peter Johnson</td>
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<td>21</td>
<td>Forensic psychology for UNISA Department of Criminology</td>
<td>Mr Peter Johnson</td>
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<tr>
<td>22</td>
<td>Health professions ethics</td>
<td>Dr Maria Papaikonomou</td>
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<tr>
<td>23</td>
<td>HIV/Aids care and counselling</td>
<td>Prof Alta van Dyk, Dr Matshepo Matoane, Mr Pierre Brouord, Mr Stefan Blom, Ms Banti Mokgatlhe, Dr Mapula Mojapelo-Batka, Prof Juan Nel, Mrs Patricia Oosthuizen</td>
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<td>24</td>
<td>HIV/Aids peer education workshop</td>
<td>Prof Alta van Dyk, Prof Peet van Dyk</td>
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<td>25</td>
<td>Integrated personality profiles on the 16PF</td>
<td>Dr René van Eeden</td>
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<tr>
<td>26</td>
<td>Interactional analysis and therapeutic goal setting</td>
<td>Prof Charl Vorster</td>
</tr>
<tr>
<td>NO</td>
<td>NAME OF WORKSHOP</td>
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<td>27</td>
<td>Interactive theatre techniques: an introduction to the work of Augusto Boal</td>
<td>Ms Manya Gittel</td>
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<td>28</td>
<td>Introducing HIV/Aids into the curriculum</td>
<td>Mr Kevin Joubert</td>
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<tr>
<td>29</td>
<td>Introduction to bereavement counselling</td>
<td>Dr Matshepo Matoane, Dr Maria Papaikonomou</td>
</tr>
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<td>30</td>
<td>Introduction to deconstruction</td>
<td>Prof Vasi van Deventer</td>
</tr>
<tr>
<td>31</td>
<td>Introduction to group psychotherapy</td>
<td>Prof Charl Vorster, Ms Alda Botha</td>
</tr>
<tr>
<td>32</td>
<td>Introduction to qualitative research</td>
<td>Ms Catherine Payze</td>
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<tr>
<td>33</td>
<td>Introduction to sex therapy and counselling</td>
<td>Prof Elna McIntosh, Mr Eugene Viljoen, Mr Gareth Hunt</td>
</tr>
<tr>
<td>34</td>
<td>Logotherapy: its premises and application in life, psychotherapy and counselling</td>
<td>Dr Teria Shantall, Prof Cora Moore</td>
</tr>
<tr>
<td>35</td>
<td>Managing HIV in the workplace</td>
<td>Mr Kevin Joubert</td>
</tr>
<tr>
<td>36</td>
<td>Methods and principles of group facilitation and -therapy</td>
<td>Mr Kevin Joubert, Prof Juan Nel</td>
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<tr>
<td>37</td>
<td>Observing parent-child relationship for the purposes of custody evaluation</td>
<td>Dr Nicole de Meillon</td>
</tr>
<tr>
<td>38</td>
<td>Optimal living</td>
<td>Dr Teria Shantall</td>
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<td>39</td>
<td>Person centred psychotherapy: a refresher course</td>
<td>Prof Charl Vorster</td>
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<th>NO</th>
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<tr>
<td>40</td>
<td>Programme evaluation</td>
<td>Mr D Johan Kruger, Prof Martin Terre Blanche, Ms Lebo Makobe Rabothata</td>
</tr>
<tr>
<td>41</td>
<td>Qualitative research in practice: individual interviewing</td>
<td>Ms Catherine Payze</td>
</tr>
<tr>
<td>42</td>
<td>Reforming our histories: a healing ritual for healers</td>
<td>Dr Corinne Oosthuizen, Prof Stan Lifschitz</td>
</tr>
<tr>
<td>43</td>
<td>Stress management for self-management</td>
<td>Ms Roleen Kaplan, Ms Brenda Zanchi</td>
</tr>
<tr>
<td>44</td>
<td>Teddy bear therapy</td>
<td>Dr Lesiba Baloyi</td>
</tr>
<tr>
<td>45</td>
<td>The introductory MIM (Marschak Interaction Method)</td>
<td>Dr Nicole de Meillon</td>
</tr>
<tr>
<td>46</td>
<td>The power of neuro-linguistic psychology</td>
<td>Prof Bettie Wiechers</td>
</tr>
<tr>
<td>47</td>
<td>Trauma debriefing and crisis management with children</td>
<td>Ms Elize Jacobs, Ms Toni Raphael</td>
</tr>
<tr>
<td>48</td>
<td>Using SSAIS-R</td>
<td>Prof Kate Grieve</td>
</tr>
<tr>
<td>49</td>
<td>Using the SSAIS-R to the advantage of the individual child</td>
<td>Dr René van Eeden</td>
</tr>
<tr>
<td>50</td>
<td>Working against violence</td>
<td>Ms Sylvia Poss, Ms Wilna Greylimg</td>
</tr>
<tr>
<td>51</td>
<td>Addressing sexual orientation in therapeutic and counselling contexts</td>
<td>Mr Kevin Joubert, Prof Juan Nel</td>
</tr>
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The number of participants in UCAP activities has grown from only a couple of individuals to thousands. This has mostly been due to the increase in demand and the needs of the community and society at large. Because of UCAP’s ability to cater and provide solutions to these needs, the Centre continues to attract a large numbers of participants from neighbouring countries like Botswana, Zimbabwe and Namibia, as well as the rest of Africa and the world all over. From initial annual participant numbers of 87, UCAP peaked at over a thousand students in 2003. The numbers of participants have continued to grow and have been maintained at about 600 to 900 students a year.

Over a period of five years (2002-2007), the majority of participants have been psychology professionals. It should be noted that a large number of people who have participated in UCAP activities through workshops and short courses have postgraduate qualifications; however, an increase in the number of participants with lower qualifications has been noted in the last few years. It would seem that UCAP activities benefit a variety of people.
From humble beginnings and limited resources and capacity, UCAP has grown into a self-sustaining entity. The Centre has maintained a yearly growth in income and a stable financial position owing to the growth and expansion of the Centre and the popularity of its offerings.

Total of income over 10 years adds up to approximately R16.4 million
Extract from the UNISA Bulletin (staff newsletter 2000) and UCAP’s first donor funding (2004)
Limpopo leads the way on victim empowerment

Widespread poverty in the Limpopo Province has left thousands of people vulnerable to crime and violence. Despite the enormity of the problem, victim empowerment programme (VEP) district coordinators are tackling it with confidence, knowing they have the skills to make a meaningful difference.

Assisting traumatised victims takes more than commitment and a sympathetic ear. These qualities are important but, with so many victims and a limited number of VEP staff, effective delivery relies heavily on teamwork, good partnerships and referral systems, as well as communication, project management and research skills.

Realising these skills were desperately needed among VEP district coordinators in the Limpopo Province, the Unisa Centre for Applied Psychology put its expertise to work. With funding from the First Rand Foundation, the Centre launched a 12-month pilot capacity development and coaching programme for seven VEP district coordinators employed by Limpopo’s Department of Health and Welfare.

The first step was to present a short course on victim empowerment to all seven VEP district coordinators. This was important as it ensured a consistent approach across these districts towards victim empowerment issues.

Learning from real life not text books

Next, the Unisa team took the seven district coordinators through an intensive skills development process, focusing on project management skills, team-building, stakeholder analysis, research and evaluation, and participative leadership. “The focus was not on theory in textbooks but on real-life practice, ensuring the training and coaching were directly relevant to the work of the district coordinators,” says Charmaine March, the project leader.

Then, because many of the coordinators had been working in isolation, the Unisa team put together a resource manual, listing contact details of all victim empowerment service providers, from the South African Police Services through to non-governmental organisations.

In November 2004, at the end of the 12-month programme, the seven district coordinators had become experts in their field – so much so that they are regularly invited to present workshops hosted by government agencies and NGOs across the country.

Now, armed with skills that make them a formidable team, the seven VEP district coordinators are determined, with the help of the Unisa team, to cascade their skills down to the next level. The 70 sub-district coordinators in Limpopo Province.

“Now I can plough back”

“It makes me feel proud to plough back what I have learnt,” says one of the district coordinators. “Very often, members of my team at the office perceived the course as a luxury and that I was being advantaged above them. Now I can plant back what I have learnt and they will also benefit.”

According to another VEP district coordinator: “The project is highly valuable and appreciated. It has enhanced our skills in dealing with the various victim empowerment projects, as well as strengthening different VEP structures in the district.”

Mr March and her colleagues at the Centre for Applied Psychology, Mr Juan Nai and Mr Johan Kruger, would like to see similar skills development happening in the rest of Limpopo and other provinces.

“Valuable lessons have been learnt and best practices documented that could be put to good use everywhere in the country.”

Whether this will happen, however, depends on the willingness of donors to come forward to inject new funding into the programme.

Extract from the Tisianang News, UNISA (2005)
Following an initial meeting on 8 November 1999 the Centre made a submission to the Department of Social Services and Population Development, Gauteng, in response to its request for a training programme for master trainers of the Department in HIV/AIDS counselling. The tender, to the amount of R297 800-00, was finally awarded to the Centre in January 2000 and entailed an initial ten-day workshop (6–17 March 2000), monthly two-hour supervision sessions for a period of twelve months, ongoing support via an e-mail/fax hotline, and at least two formal feedback sessions to the Department (after six and twelve months) on the success of the training programme. Personnel (all attached to the Department of Psychology) who were involved in this important venture:

**facilitator team:**
- Prof Alta van Dyk
- Mr Peter Johnson
- Dr Matshepo Matoane
- Prof Juan Nel (project leader and main facilitator)
- Mr D Johan Kruger

**evaluation team:**
- Ms Louise Henderson
- Prof Martin Terre Blanche (team leader)

(Adapted from an earlier report)

During 2000 the Director, together with Mr D Johan Kruger of the Dept of Psychology, was joint recipient of the Marc Groenhuijzen Award at the 10th International Symposium on Victimology in Montreal, Canada, for research into the critical success factors for victim empowerment in South Africa.

In recent years, the Centre has received funding from various sources:
- R68 800 from First Rand Foundation for participatory action research project for Limpopo Capacity Development Project (2004)
- R10 000 from United Parcel for Limpopo Capacity Development Project (2005)
- R30 000 from the National Research Foundation (2005)
- R200 000 from First Rand Foundation (2005)
- R39 738.40 from the Limpopo Department of Health and Welfare
- R392 000 from First Rand Foundation for North West Province Limpopo Capacity Development Project (2007/8)
- R55 900 from Multi Agency Grants Initiative (MAGI) for Comparative study of Levels of Empowerment amongst LGBT people (2007/8)
- Most recently, in 2008 the Centre was the recipient of R600 000 from the South African Netherlands Research Programme on Alternatives in Development (SANPAD) as part of its research in the area of empowerment among lesbian, gay, bisexual and transgender (LGBT) individuals in South Africa.
symposium: a hitchhiker’s guide to curriculum design 6 october 1999

Thirty-six UNISA staff members participated in this highly successful four-hour symposium which was initiated by Prof Vasi van Deventer (Department of Psychology) and presented under the auspices of the Centre. Several lecturers from the Department (and one from another Department) used the opportunity to present their research findings to peers and this was followed by lively group discussions on topics, such as who the UNISA student is, creating new spaces for mutual learning, and gearing up for hi-tech assessment. No fee for participation was charged.

da symposium on synergistic intelligence 18 january 2000

Prof Ronel Langley (USA) presented the Centre’s second not-for-profit venture which was attended by ten UNISA staff members. No fee for participation was charged.

panel discussion: a psychology relevant to the needs of south africa 2000

This was the third not-for-profit venture organised by the Centre since its reopening in 1998. The panel discussion set out to establish what was required to ensure that Psychology was relevant to the needs of South Africa. The event took place on 1 September 2000, the day of the official launch of the Centre. More than 35 people attended the discussion which was facilitated by Juan Nel. Panellists included members of the Advisory Committee (ie Ms Shoki Motlatle, Ms Mmatshilo Motsei, Dr Yogan Pillay, Prof Ricky Snyders and Mr Peter Johnson).

discussion forum: assessment of detained youth 2005

58 participants representing several government departments, non profit organisations, and universities attended the Discussion Forum: Assessment of Detained Youth on 7 November 2005. The primary aim of the discussion forum was to discuss the Child Justice Bill with a variety of informed professionals who deal with children within the Criminal Justice System, to identify gaps in the present Bill and work towards a resolution drawn up by participants and is subsequently handed to Parliament.
UCAP specialises in two main research areas. These two research areas are (1) Sexuality: levels of empowerment among lesbian, gay, bisexual and transgender (LGBT) people in South Africa, and (2) The National Victim Empowerment Programme which focuses on trauma intervention and management for crime victims.

UCAP offers one-year internships for MA research psychology students who contribute to the advancement of the research development and capacity of the Centre.

publications

A. Books


B. Scientific journals


Currently under review:


C. Some local conference presentations


D. International conference presentations


MSM: Results from a community-based survey. World AIDS Conference. Mexico, August.

E. Other publications, reports and contributions


Networking internally and external to UNISA, advocacy, as well as involvement in community initiatives, have been significant features of the work of the Director for years. Volunteering in several structures and community-based settings has rendered several direct and indirect benefits for the Centre and also the Department of Psychology. These include marketing opportunities; opportunities to assess needs; in-house training contracts; and participation in television and radio programmes related to his areas of research and community involvement with the benefit of heightening the profile of the Centre and UNISA and creating access. Importantly, no longer is the Centre’s community service exclusively driven by the Director’s interests and volunteer involvements in structures: As of 2006, much of the community service has been successfully incorporated into the work of the Centre as a whole and, in particular, that of the researchers.

Some of the community service and outreach include the following:

1. ncps victim empowerment programme (vep) management team/ saqa sgb ve

Related community involvement includes

- member of the management team of the National Crime Prevention Strategy Victim Empowerment Programme, of which the Director has been a founder member since 1996

- continued participation in the Gauteng Provincial Victim Empowerment Programme Forum since 2003

- serving on the Victim Empowerment Standard Generating Body (SGB) of SAQA since 2003, the Centre assisted in the development of three qualifications, SAQA levels 2–4. In this respect, limitations set by the National Department of Education with regard tertiary institutions offering short learning programmes below NQF level 5 are severely hampering further growth of the Centre.

The output to be achieved by the NCPS Victim Empowerment Programme (VEP), which is led by the Department of Social Development, is a comprehensive model accommodating integrated service delivery for victims of crime and violence according to national standards. The Centre Director is often approached by this body for his expert opinion and/or to serve as consultant/ facilitator.

2. networking and community service with regards to sexuality and sexual minorities issues

**OUT LGBT Well-Being**

The Director is a founding member and has been serving on the Board of this non-governmental organisation (NGO), focused on the health and well-being of lesbian and gay individuals, since 1996. Among others, he has
played a substantial role in initiating and maintaining the OUT Study Group aimed at the continuing professional development of psychologists and social workers. He co-facilitated the OUT psychotherapeutic support group he co-founded in 1996, for 10 years. Two research articles have been written and several presentations at conferences have been based on research into this group.

**South African LGBT Joint Working Group**

UCAP is a founding member and participant since 2003 in the Lesbian and Gay Joint Working Group (JWG) which aims to strengthen the LGBTI sector so as to maximise responses to LGBTI needs and rights. This is done through research; advocacy; constructive dialogue and collaboration; public education; social mobilisation; and positive expressions of diversity. They are committed to developing partnerships; enabling the collective use of resources; and drawing on the strengths of participating organisations in contributing towards the realisation of equal access to services and rights for LGBTI people.

**Southern African Sexual Health Association (SASHA)**

The Director served as president of this non-governmental organisation (NGO) from 2001–2004. Planning for the first African sexology congress scheduled for February 2004 was one of the areas that demanded much of the attention of the Association. Some progress was made in the development of a formal multi-disciplinary sexology qualification for health care professionals, one of the longer-term objectives of SASHA in which it was envisaged the Centre may have played a substantial role.
The Victim Empowerment Programme recently celebrated its 10th anniversary. This celebration coincided with the 10th anniversary of UCAP. The celebrations took place in Durban from the 18–20 August 2008. As part of the management team of the VEP, UCAP attended the celebrations and presented the findings of a VEP programme evaluation study conducted in 2008.
the director, juan nel, has participated in a variety of media programmes related to his areas of research and community involvement:

In 2006 alone, these included:

- Appearance on television programme (E files on ETV) on 3 January 2006: ‘Straight’ women who fall in love with gay men
- Appearance on television programme (Fokus met Freek on SABC TV2) on 30 June 2006: Die lot van misdaadslagoffers (The fate of victims of crime)
- Input on radio programme (Monitor on Radio Sonder Grense) on 8 July 2006: Vigilante groepe (Vigilante groups)
- Appearance on television programme (Jika Jika on SABC TV1) on 21 October 2006: Gender issues, sexuality and safer sex
- Appearance on television programme (Pront uit met Marietta on Kyknet, DSTV) on 25 & 28 November 2006: Oor gay-wees (On being gay)

The important practical contribution made by the Centre’s research, and other services with regard to victims of crime was recognised by UNISA in an article that appeared in the *Sunday Times* on 22 October 2006.

Also, UCAP researcher, Ms Charmaigne March, and the Developing Capacity action research project featured on SABC 2 (Kaelo Miracle stories) on 20 November 2006.
Marketing of the Centre includes designing and printing brochures for the workshop series and short courses; designing advertisements for a variety of media; and maintaining a corporate identity for the Centre and the Department of Psychology.
Throughout the development of UCAP there has been an evolution in the brochures used as part of the marketing activities of the Centre.
The exhibition was one of the activities planned to celebrate the 10th anniversary of the Centre for Applied Psychology (UCAP). It took place at the main campus library from 19–22 May 2008.

Invitations for the opening were extended to all staff members of the Department of Psychology and the opening was a great success. Also present were Prof Fred van Staden, the chairperson of the Advisory Committee of the Centre and Department of Psychology who gave a brief background of the Centre. Thereafter Prof Juan Nel, the Centre’s Director, took the audience on a journey through the Centre and its activities and successes. Ms Gladys Thembani (Centre Manager) introduced the Centre staff, explained the activities planned for the exhibition week, declared the event open and invited everyone to enjoy the refreshments.

The exhibition stall displayed all the Centre products of the past 10 years, including the research products with all the accolades and recognition received, not only nationally but also internationally. Pictures of all those involved in making the Centre a success (the staff, short course and workshop facilitators) were displayed on boards. Competition entry forms and brochures for the short courses and workshops were available.

Seminar series were held as part of the exhibition and topics presented included logotherapy, bereavement, developing capacity, HIV/Aids train-the-trainer, interactive theatre, interpersonal skills, emotional intelligence, introduction to trauma intervention and -management, journaling as an adjunct to therapy, emotional intelligence and methods and principles of group facilitation.

The exhibition ended on a high note with great prizes being given away. The main prize was won by Mr LN Magala who chose to do the victim empowerment course. Three other courses were awarded to Ms H F Segane (HIV/Aids), Ms T Lesufi (Care for the caregiver) and Ms M Mosehla (Developing capacity). Two other winners each received a book voucher of R250 from Exclusive Books.
Students at the UNISA Library exhibition showing interest in the UCAP 10th Anniversary Exhibition

UCAP celebrates first decade

A striking exhibition in the Unisa Library foyer on the Muckleneuk Campus showcased the history and current offerings of the Unisa Centre for Applied Psychology (UCAP), illustrating the Centre’s teaching and learning offerings, research contributions and community involvement.

Ten-year-old UCAP can look forward to a wonderful adolescence and adult life if its infant and childhood development is anything to go by. In just ten years, the Centre has developed from “just a twinkle in Juan’s eye” (Dr. Juan Nel, Director of UCAP) to a “professionally run avenue where we can present short courses and workshops to our colleagues and to the public, thereby contributing to the very important dissemination of knowledge and the honing of skills.” These were the words of Professor Fred van Staden (Chair of the Department of Psychology and also Chair of the UCAP Advisory Committee) at the opening of the exhibition.

Professor van Staden also pointed out that the Department of Psychology has become financially well off owing to the financial growth and sustainability of UCAP.

Centre Director Dr. Juan Nel gave a brief overview of the Centre’s development and current offerings. From presenting only a handful of workshops and one Short Learning Programme (SLP) in 1998, the Centre now offers almost 36 workshops and seven SLPs, several with two or more stand-alone modules. The Centre is recognised as one of the largest providers of continuing professional development for psychologists and social workers in South Africa.

The Centre has a long history of community service and activism and is involved in several networks and structures, including being a founding member of the National Victim Empowerment Programme (VEP), which also celebrates its 10th anniversary this year.

Four years ago, in response to the demands of the College of Human Sciences Management, UCAP also embraced research, which today constitutes almost half of what the Centre does. Primary focal areas for this are in line with national priorities, namely trauma intervention and management, which is in response to the endemic crime and violence in the country, and sexual health and rights, which, among others, is in response to the HIV/AIDS pandemic. Both fields also address prejudice and discrimination.

UCAP also hosted a well-attended series of seminars to explain and demonstrate its offerings. The final event on Thursday saw three students each win a short course, as well as three more students each winning an Exclusice Books voucher.

Extracted from Focus, UNISA staff newsletter (May 2008)
The UNISA Centre for Applied Psychology (UCAP) recently celebrated its 10th birthday in style at a function at The Performer theatre in Brooklyn, in a room beautifully decorated in black and orange, UCAP’s “corporate colours”.

The superb sounds of the band, Voodoo Child, were interspersed with short speeches about UCAP’s achievements and the sheer grit and determination of its founding director, Prof Juan Nel. Juan, in turn, thanked his “dream team” and everyone who supported UCAP. He also thanked everyone who had helped the Centre to become recognised as one of the largest providers of continuing professional development for psychologists and social workers in South Africa.

ucap celebrates its 10th birthday

Guests were treated to exquisite food and ice-cold champagne, and it wasn’t long before everyone joined Juan and Prof Fred van Staden (Chair of the Department of Psychology and also Chair of the UCAP Advisory Committee) on the dance floor as the perfect end to a thoroughly enjoyable celebration.

Note: Extracted from UNISA Intcom (August 2008)

Images:

Prof Juan Nel
“Having a good old time” (Prof Juan Nel, UCAP director)
“…and everybody had fun”
Let the party begin
Step, step ... one two
UCAP is a shining light for the discipline of Psychology in Africa – its applied short courses have reached and informed thousands that would never have been reached otherwise.

UCAP and the Department of Psychology have been able to strengthen each other in a symbiotic partnership of mutual growth. All academic departments can only benefit from a Centre that has the application of its discipline at heart.

Prof Fred van Staden  
Chair: Department of Psychology

Growth, a system of change, embracing diversity, and empowering those who become a part of it all involve that which is UCAP.

Ms Cheryl Easterbrook

It’s fabulous to have the professionalism of UCAP to partner with.

Hope to have a long standing relationship that will continue to grow from strength to strength!

Ms Manya Gittel

My dealings with UCAP have been efficient and pleasant. I could rely on your doing what was undertaken.

Ms Sylvia Poss

Joining the Centre for Applied Psychology as a Research Psychology Intern in 2004 was one of the best decisions I have ever made. Under the guidance of the Director of Centre, Juan Nel so many avenues were opened up for me to explore. I have grown both academically, professionally and spiritually in the past four years. Juan, who set such high standards and continues to be ‘a hard act to follow’, fostered my loyalty towards the centre!!

Ms Charmaine March

The Centre is a warm, caring and chaotic place where communities form and bond around issues pertinent to the psychological wellbeing of our societies. Good luck for the futures, and congratulations on a great past!

Mr D Johan Kruger

Being a presenter at UCAP has offered me an opportunity to impart knowledge, to share experiences and to learn from diverse groups of people from South Africa and beyond. It has been an enjoyable journey!

Ms Puleng Segalo

UCAP, has provided me with such a rich and exhilarating experience in the short time that I have been here. I have grown so much be it academically and personally. Thanks you for this opportunity UCAP!

Ms Precious Mubiana
The Centre has provided me with an opportunity to grow professionally and also the personal contact to work with people from the grassroots.

Dr Matshepo Matoane

What a fulfilling experience it is to be a part of UCAP’s development since its inception… Initially but a vision and an ideal, UCAP has become a ‘voice’ in, and viable vehicle to address matters that have direct relevance to the lives of the majority of South Africans and Africans, in general.

Prof Juan Nel

Being part of the UCAP team has been a fantastic experience with a tremendous amount of opportunities.

Ms Thandeka Tshabalala

My involvement is mainly as a co-facilitator and facilitator of the HIV/Aids workshop. This workshop attracts such a diverse group of participants. Every time I get involved in the co-facilitation of the workshops I get so enriched by the wealth of knowledge and real life experiences that are shared within a very short period of time. Each workshop I got involved in left a mark in my life as an academic and clinical psychologist. The contacts that we created within the workshop also seem to continue long after the training has been completed. It is really fulfilling to hear from the participants how the knowledge and skills acquired through the UCAP workshops is used in improving the quality of life on a personal and community level. UCAP your role in providing empowerment and awareness for both the professionals and students over the past 10 years has really impressed me. Keep up the good work. I also appreciate and always enjoy the support of the administrative team running the Centre.

Dr Mapula Mojapelo-Batka

Working at UCAP has brought all the different parts of me together and helped my to feel like one person.

I am able to express myself fully and experiment with new things. This is a very exciting and enabling working environment. Thank you for the coffee, UCAP!

Ms Gladys Thembani

I find UCAP very fascinating. The working environment is great.

There is a lot of work going on but the way in which it done just make the working environment pleasant. It gets hectic sometimes but that’s just how we like it.

Mr Sihle Dludla
What a delightful decade this has been ...

One thing is clear: The Centre’s achievements to date are the product of the energies, enthusiasm and expertise of many coming together around shared interests. The many faces and names contained in this report bear witness to the above.

In her foreword to this commemorative report, Ms Precious Mubiana, invited us on a journey through UCAP over the past decade. A journey is exactly what she took us on ... Thanks for a sterling job, Precious! Cheryl, also a big thanks to you for taking the editing upon yourself.

As we look towards the future, I know that the Centre will continue to flourish: we will expand what we are already good at and we will embrace new challenges in areas such as research and direct services.

Hold on – this is going to be an exciting ride.

Prof Juan Nel
Director
UCAP would like to take this opportunity to thank all the Executive Committee Members and the Advisory Committee Members for their guidance and efficiency in helping to steer UCAP and its vision in the right direction; the facilitators, who have turned the aims and objectives of UCAP into a reality through their dedicated service in facilitating much-needed skills in society; and the participants, who make the very existence of UCAP possible. Finally, we would like to also thank all the other stakeholders who have contributed in one way or another to the growth and success of the Centre over the past decade.

Thank you for joining UCAP on our journey down memory lane. Thank you again for your contributions – it is because of your assistance that we are where we are today!

We look forward to working with you as our partners for the next decade...

Thank you  Baie dankie  Rea leboga  Siyabulela  Siyabonga

Ms Precious Mubiana
UCAP Research Psychology Intern
E-mail: ucap@unisa.ac.za
Web: www.unisa.ac.za/ucap
Phone: +27(0)12 429-8544/3794
Fax: +27(0)12 429-6853
Office hours: 08:00 – 16:00 weekdays only
contact details
E-mail: ucap@unisa.ac.za
Web: www.unisa.ac.za/ucap
Phone: +27(0)12 429-8544/3794
Fax: +27(0)12 429-6853
Office hours: 08:00 – 16:00 weekdays only