

unisa centre for applied psychology

# great expectations

commemorative report  
on 10 years of existence  
1998-2008

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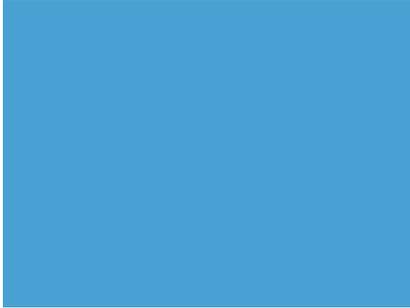


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## foreword



### 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*

## our journey of success

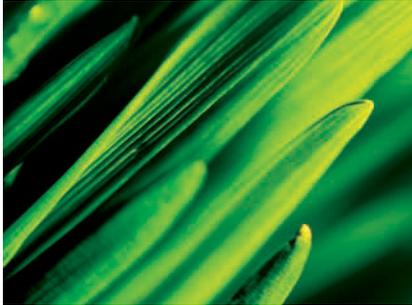


The titles of the annual reports over the years suggest that from a humble beginning, UCAP slowly but surely started to make its mark. After hard work UCAP was finally here to stay. Significant milestones have been achieved in the past decade, although, there is always room for growth and improvement. 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)  
Room for Further Growth? (2003)  
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.

**8 - 10 March 1999**  
 (Date: workshop runs over three evenings)  
 18:00 - 21:00  
 R350-00 per person  
 Theo van Wijk Building, 5th Floor, Room 150

This workshop addresses the needs of social scientists and of postgraduate students who wish to use discourse but lack the necessary practical experience. In so reviewing the theoretical basis of the approach, hands-on experience is provided in analysing or transcribing and coding texts. A variety of analytic techniques are introduced and common analytic problems highlighted with reference to published published discourse analytic studies. Finally, participants are given the opportunity to bring their own texts and to use the workshop for constructive criticism.

**GENERAL QUALITATIVE RESEARCH METHODOLOGY AND RESEARCH DESIGN**  
 Joy Catherine Payne  
 Lecturer in Psychology, UNISA

7. Research Psychologists, Health Workers doing Research, NGO Sector Researchers, All those in Social Sciences doing Qualitative Research.

7. Minimum 10 delegates Maximum 15 delegates  
 10 - 10 March 1999  
 (Date: workshop runs over two evenings)  
 18:00 - 21:00  
 R350-00 per person  
 Theo van Wijk Building, 5th Floor, Room 150

This workshop aims to introduce participants to scientific and quality, reliability and objectivity, as these are debated within the bounds of qualitative research. It is aimed to give participants a general methodological (method) overview of the differences between qualitative, mixed and critical research. Finally, the process of research design will also be addressed. All of the above is applied during homework sessions.

**QUALITATIVE RESEARCH IN PRACTICE: INDIVIDUAL INTERVIEWING**  
 Joy Catherine Payne  
 Lecturer in Psychology, UNISA

7. Research Psychologists, Health Workers doing Research, NGO Sector Researchers, All those in Social Sciences doing Qualitative Research.

7. Minimum 8 delegates Maximum 12 delegates

**DATE** : 26 - 27 March 1999  
**TIME** : 09:00 - 17:00  
**PRICE** : R350-00 per person  
**VENUE** : Theo van Wijk Building, 5th Floor, Room 150

This workshop is designed to give attendants both a theoretical and (especially) a practical knowledge of individual interviewing within the framework of qualitative research. It forms part of a larger series of workshops concerning qualitative research in practice, which also includes workshops on focus group interviewing, qualitative data analysis, and qualitative research design. The workshop is designed specifically for research practitioners who want to do qualitative research.

**A POSTNARRATIVE APPROACH TO THERAPY**  
 Presented by Peter Johnson  
 Department of Psychology, UNISA

**AIMED AT** : Counsellors and therapists who are conversant with the narrative approach to therapy

**QUANTITY** : Minimum 10 delegates Maximum 15 delegates  
**DATE** : 30 March 1999  
**TIME** : 09:00 - 17:00  
**PRICE** : R350-00 per person  
**VENUE** : Theo van Wijk Building, 5th Floor, Room 150

This workshop will challenge delegates to submit their own conceptual framework. It is based in the premise that the narrative approach to therapy, although it represents the most recent and most elegant articulation of the postmodernist condition in therapy talk in itself, largely neglects the responsibility for self-reflective revision. The present workshop seeks to re-examine the significance of language and meaning in therapy, by articulating that which resides beyond the narrative preoccupation. The dialectic between narrative and process, the notion of narrative as practice, in short, the story beyond the story, as therapists and counsellors who claim to be informed by the significance of language and meaning in our work, we must go on articulating, day after day, the consequences and possibilities set by our thinking, if only to prevent the relative stability from becoming just another approach, a legitimising discourse. As such, the workshop will address the subtle complexity, as well as the urgent simplicity, that we might have about our work as narrative therapists.

UNISA

**A Workshop-series**

proudly presented by the



**UNISA**

**Centre for Applied Psychology**

1999 UCAP pamphlet

## staff members and stakeholders involved in ucap since 1998

### director

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

### members of the executive committee (2008)

In 2008 the executive committee comprised of the following members:

Director of the Centre: Prof JA Nel (Chair)

Deputy Director of the Centre: Prof AC van Dyk

Chair of Department of Psychology: Prof FJ van Staden

Member of Department of Psychology: Prof FJA Snyders

Member of Department of Psychology: Mr DJ Kruger

Member of Department of Psychology: Ms PB Mokgatlhe



2008 Advisory Committee meeting (27 March 2008)

**NOTE:** Did you know that the longest serving advisory/executive committee member is Prof Ricky Snyders?



*Members of the Executive Committee: Ms Banti Mokgathe, 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 Mokgathe

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

## ucap staff over the years ...



### centre managers

Ms Zuzette J van Vuuren (Part-time, 1998–1999)  
Ms Soraya Smith (1999–2001)  
Ms Gerette Erasmus (2002–2003)  
Ms Gladys Thembani (2004–present)

### administrative assistant

Ms Gladys Thembani (2002–2004)

### 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 Eileen Rich (2002)  
Ms Charmaine March (2003)  
Mr Mulalo Ragimana (2005)  
Ms Rea Buys (Volunteer, 2007)  
Ms Precious Mubiana (2008)  
Ms Thandeka Tshabalala (2008)

### researchers

Eileen Rich (2004–2008)  
Charmaine March (2004–2008)

### messengers

Mr John Shakoane (2002–2007)  
Mr Sihle Dlodla (2007–2008)

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*Images from left to right*

*UCAP's first administrative assistant: Ms Zuzette van Vuuren (1998–1999)*

*UCAP centre managers: From left to right: Ms Gladys Thembani (2004–present), Ms Gerette Erasmus (2002–2003) and Ms Soraya Smith (1999–2001)*

*From left to right: Ms Gladys Thembani, Ms Soraya Smith, Prof Juan Nel (director) and Ms Gerette Erasmus (photo taken in 2006)*



Images, clock-wise:

From left: Ms Gladys Thembani, Ms Gerette Erasmus, Prof Juan Nel and Ms Soraya Smith (10th anniversary party, 2008)

UCAP Staff (2006): Standing from left to right: Ms Eileen Rich (researcher), Mr John Shakoane (centre messenger), Ms Cheryl Easterbrook (academic assistant); Seated from left to right:

Ms Gladys Thembani (centre manager), Prof Juan Nel (director) and Ms Charmaine March (researcher)

Ms Eileen Rich (research intern, 2002 and researcher, 2004–2008) and Ms Charmaine March (research intern, 2003 and researcher, 2004-2008)

Ms Cheryl Easterbrook (events coordinator, 2008)

Mr Sihle Dlodla (centre messenger, 2007–present)

**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 team (2008)



*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 Dlodla (messenger) and Ms Cheryl Easterbrook (events coordinator)*

*UCAP team hard at work'*

## ucap staff/facilitator matters and centre activities



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.

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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?

## short courses/ workshops



### 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.

| NO | NAME OF SHORT COURSE                  | PRESENTERS   |
|----|---------------------------------------|--|
| 1  | Victim empowerment and support course | Prof Juan Nel (course leader)<br>Ms Elize Jacobs<br>Dr Pieter Koortzen<br>Ms Charmaine March |

*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.

### 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

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.

| NO | NAME OF SHORT COURSE   | PRESENTERS  |
|----|--|---|
| 1  | Orientation and background to HIV/ Aids care and counselling module 1      | Prof Alta van Dyk<br>(course leader)  |
| 2  | HIV/ Aids counselling skills module 2                                      | Prof Alta van Dyk<br>(course leader)<br>Prof Juan Nel<br>Dr Matshepo Matoane<br>Ms Patricia Oosthuizen<br>Mr Pierre Brouard<br>Mr Stefan Blom<br>Ms Banti Mokgatlhe |
| 3  | HIV/Aids train-the-trainer for HIV/Aids education and counselling module 3 | Mr Stefan Blom<br>Ms Puleng Segalo<br>Ms Banti Mokgatlhe  |

### 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

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.

### 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

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.

| NO | NAME OF SHORT COURSE   | PRESENTERS       |
|----|--|------------------|
| 1  | Emotional intelligence workshop 1 – Self-awareness                     | Mr Riel de Kock  |
| 2  | Emotional intelligence workshop 2 – Barriers to emotional intelligence | Mr Riel de Kock  |
| 3  | Emotional intelligence workshop 3 – The self in relation to others     | Ms Roleen Kaplan |

### 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 Papaikonmou (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.



*From left to right: Ms Keit Shirinda-Mthombeni and Mr Lesiba Molepo (members of the Dept of Psychology) and Mr Riel de Kock (a facilitator of the emotional intelligence workshops)*

| NO | NAME OF SHORT COURSE                         | PRESENTERS                              |
|----|--|---|
| 1  | Developing and applying interpersonal skills | Dr Maria Papaikonmou<br>Mr Riel de Kock |

### 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-ordinators 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 Charmaine 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 Charmaine March as course leader.

| NO | NAME OF SHORT COURSE | PRESENTERS          |
|----|----------------------|---------------------|
| 1  | Developing capacity  | Mrs Charmaine March |



*Prof Juan Nel (director of UCAP) and Ms Charmaine March (course leader and facilitator of the capacity development workshop)*

### care for the caregiver (2008–present)

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.

| NO | NAME OF SHORT COURSE   | PRESENTERS              |
|----|------------------------|-------------------------|
| 1  | Care for the caregiver | Mrs Patricia Oosthuizen |

### 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:

| NO | NAME OF WORKSHOP   | PRESENTERS<br>(Previous and/or Current)                |
|----|--|--|
| 1  | A basic orientation to logotherapy   | Dr Teria Shantall<br>Prof Cora Moore<br>Dr Val Rapmund |
| 2  | A shamanistic journey for therapists/healers   | Prof Stan Lifschitz<br>Dr Corinne Oosthuizen           |
| 3  | A training workshop for psychotherapy supervisors  | Prof Ricky Snyders                                     |
| 4  | A workshop on antiviral drug therapy: adherence counselling                                  | Ms Saranne Meyersfeld                                  |
| 5  | Advanced quantitative research and statistical analysis                                      | Dr Liezel Korff  |
| 6  | Advanced therapeutic skills  | Mr Peter Johnson                                       |
| 7  | Advanced therapeutic techniques for depression and post traumatic stress disorder            | Prof Bettie Wiechers                                   |
| 8  | Advanced workshop in sexology and sex therapy  | Prof Elna McIntosh<br>Mr Eugene Viljoen                |
| 9  | Brief solution-focused therapy   | Mr Peter Johnson                                       |
| 10 | Computer aided qualitative data analysis software  | Ms Catherine Payze                                     |
| 11 | Critical incident stress debriefing  | Ms Margaret Steyn<br>Mr Tinus Keyser                   |
| 12 | Dancing (including twisting, turning and twirling) with children and parents in play therapy | Dr Nicolene de Meillon                                 |
| 13 | Data gathering techniques for qualitative research   | Ms Catherine Payze                                     |
| 14 | Discourse analysis   | Prof Martin Terre Blanche<br>Prof Vasi van Deventer    |

| NO | NAME OF WORKSHOP   | PRESENTERS<br>(Previous and/or Current)   |
|----|--|---|
| 15 | Combating discrimination and enhancing diversity awareness workshop: train-the-trainer | Prof Juan Nel<br>Ms Hanli van der Westhuizen  |
| 16 | Ecosystemic hypnotherapy   | Prof David Fourie   |
| 17 | Emotional intelligence   | Ms Adriana Vorster<br>Mr Riel de Kock<br>Ms Roleen Kaplan   |
| 18 | Emotionally focused therapy  | Dr Ansie Johnson  |
| 19 | Exploring a narrative approach to our work   | Ms Sylvia Poss  |
| 20 | Family systems assessment  | Mr Peter Johnson  |
| 21 | Forensic psychology for UNISA Department of Criminology                                | Mr Peter Johnson  |
| 22 | Health professions ethics  | Dr Maria Papaikonomou   |
| 23 | HIV/Aids care and counselling  | Prof Alta van Dyk<br>Dr Matshepo Matoane<br>Mr Pierre Brouard<br>Mr Stefan Blom<br>Ms Banti Mokgatlhe<br>Dr Mapula Mojapelo-Batka<br>Prof Juan Nel<br>Mrs Patricia Oosthuizen |
| 24 | HIV/Aids peer education workshop   | Prof Alta van Dyk<br>Prof Peet van Dyk  |
| 25 | Integrated personality profiles on the 16PF  | Dr René van Eeden   |
| 26 | Interactional analysis and therapeutic goal setting                                    | Prof Charl Vorster  |

| NO | NAME OF WORKSHOP   | PRESENTERS<br>(Previous and/or Current)                   |
|----|--|---|
| 27 | Interactive theatre techniques: an introduction to the work of Augusto Boal      | Ms Many Gittel  |
| 28 | Introducing HIV/Aids into the curriculum   | Mr Kevin Joubert  |
| 29 | Introduction to bereavement counselling  | Dr Matshepo Matoane<br>Dr Maria Papaikonoumou             |
| 30 | Introduction to deconstruction   | Prof Vasi van Deventer                                    |
| 31 | Introduction to group psychotherapy  | Prof Charl Vorster<br>Ms Alda Botha                       |
| 32 | Introduction to qualitative research   | Ms Catherine Payze  |
| 33 | Introduction to sex therapy and counselling                                      | Prof Elna McIntosh<br>Mr Eugene Viljoen<br>Mr Gareth Hunt |
| 34 | Logotherapy: its premises and application in life, psychotherapy and counselling | Dr Teria Shantall<br>Prof Cora Moore                      |
| 35 | Managing HIV in the work place   | Mr Kevin Joubert  |
| 36 | Methods and principles of group facilitation and -therapy                        | Mr Kevin Joubert<br>Prof Juan Nel                         |
| 37 | Observing parent-child relationship for the purposes of custody evaluation       | Dr Nicolene de Meillon                                    |
| 38 | Optimal living   | Dr Teria Shantall   |
| 39 | Person centred psychotherapy: a refresher course                                 | Prof Charl Vorster  |

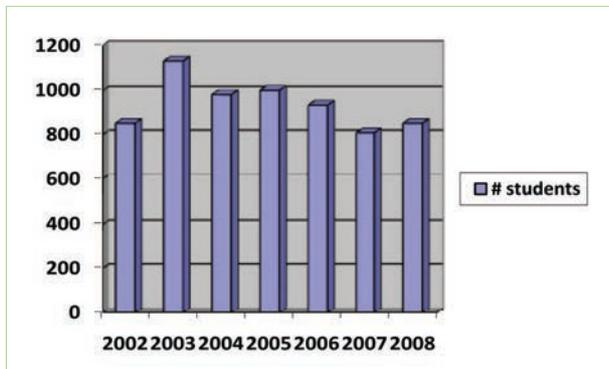
| NO | NAME OF WORKSHOP  | PRESENTERS<br>(Previous and/or Current)                                       |
|----|---|---|
| 40 | Programme evaluation  | Mr D Johan Kruger<br>Prof Martin Terre Blanche<br>Ms Lebo Makobe<br>Rabothata |
| 41 | Qualitative research in practice: individual interviewing             | Ms Catherine Payze  |
| 42 | Reforming our histories: a healing ritual for healers                 | Dr Corinne Oosthuizen<br>Prof Stan Lifschitz                                  |
| 43 | Stress management for self-management                                 | Ms Roleen Kaplan<br>Ms Brenda Zanchi  |
| 44 | Teddy bear therapy  | Dr Lesiba Baloyi  |
| 45 | The introductory MIM (Marschak Interaction Method)                    | Dr Nicolene de Meillon  |
| 46 | The power of neuro-linguistic psychology                              | Prof Bettie Wiechers  |
| 47 | Trauma debriefing and crisis management with children                 | Ms Elize Jacobs<br>Ms Toni Raphael  |
| 48 | Using SSAIS-R   | Prof Kate Grieve  |
| 49 | Using the SSAIS-R to the advantage of the individual child            | Dr René van Eeden   |
| 50 | Working against violence  | Ms Sylvia Poss<br>Ms Wilna Greyling   |
| 51 | Addressing sexual orientation in therapeutic and counselling contexts | Mr Kevin Joubert<br>Prof Juan Nel   |

## student composition over the years



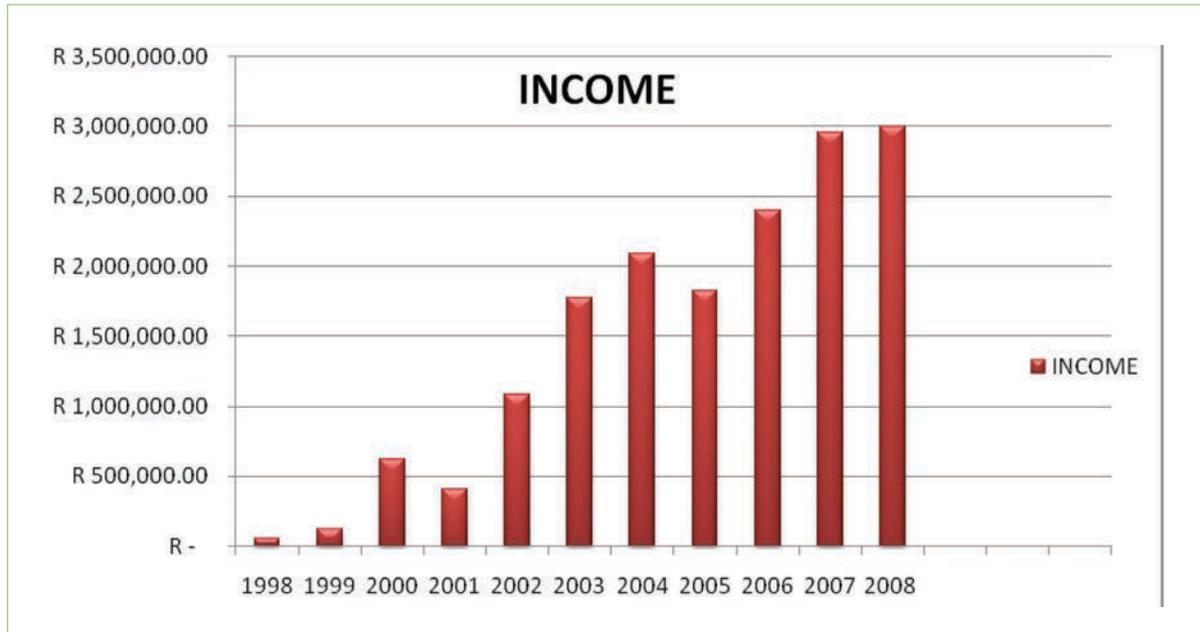
The number of participants in UCAP activities has grown from only a couple of individuals to thousands. This has mostly been due to the increase in demand and the needs of the community and society at large. Because of UCAP's ability to cater and provide solutions to these needs, the Centre continues 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.

## finances of ucap over the years



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*

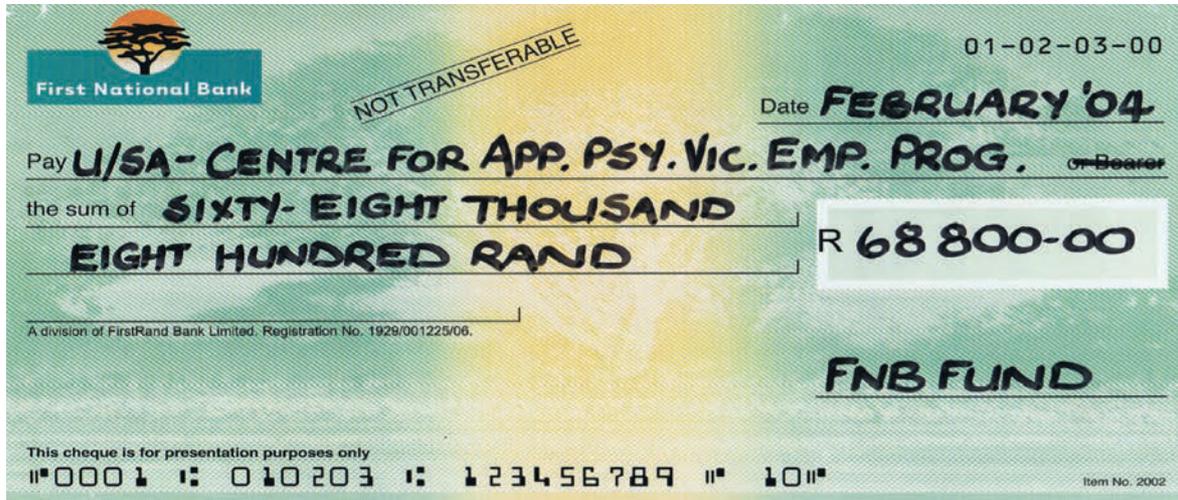
# Report wins top accolade



Juan Nel and Johan Kruger show off their trophies after their report on a South African project "From Policy to Practice: Exploring Victim Empowerment Initiatives in South Africa" won them a top accolade at an international conference.  
*Picture: Izelle Jacobs*

of the many victims of crime and violence in South Africa, a country currently experiencing extremely high crime levels.

The researchers employed a methodology which was highly consultative survey questionnaires, focus group discussions and consultative meetings with a wide range of practitioners, policy makers and experts in the field of victim empowerment in four provinces and also nationally. These stakeholders contributed to a report which accurately reflects best practices in the field. The findings of the report were published in 1999 by the CSIR Crime Prevention Research Resources Centre (RRC). These findings have been incorporated into the *Shed Crime on Victim*



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 30 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."

Ms March and her colleagues at the Centre for Applied Psychology, Mr Juan Nel 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.



The participants of a 12-month pilot capacity development coaching programme gained invaluable skills such as project management, team-building, stakeholder analysis, research and evaluation, and participative leadership. Here the participants and facilitators celebrate the successful completion of the programme (back row l to r) Mr Juan Nel, facilitator; Mr Lesello Morjane, Seabokuru's head of social work; Ms Sandra Senoanack, member's head of social work; Ms Vera Nemaokungwe, participant; Mr Johann Kruger, facilitator; Ms Glenn Mhlanga, participant; Ms Charmaine March, facilitator (front row l to r) Ms Nelly Khoso, participant; Mr Kgosi Ranyane, participant; Ms Mary Mokhele, participant; Ms Conne Mchaba, participant.

## notable funding received

### tender submission to the department of social services and population development, gauteng 1999/2000

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 successfulness 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 10<sup>th</sup> 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.

### a 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, nonprofit 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

Nel, J.A. (1998). Sexual and gender identity disorders. In *South African Study Guide to Abnormal Psychology, Chapter 10*. Novello, A. (Ed.) Johannesburg: Thomson Publishing.

Nel, J.A. (2005a). Hate crimes: A new category of vulnerable victims for a new South Africa. In Davis, L., & Snyman, R. (Eds.) *Victimology in South Africa*. Pretoria: J.L. van Schaik.

Nel, J.A. (2005b). Moving from rhetoric to creating the reality: Empowering South Africa's lesbian and gay community. In van Zyl, M., & Steyn, M. (Eds.) *Performing queer: Shaping sexualities 1994-2004 – Volume 1*. Cape Town: Kwela Publishers.

#### B. Scientific journals

Nel, J.A. and Judge, M. (2008). Exploring homophobic victimisation in Gauteng, South Africa: Issues, impacts and responses. *Acta Criminologica*, 21(3).

Nel, J.A., Rich, E. and Joubert, K. (2007). Lifting the veil: Gay men's experiences in a therapy group. *South African Journal of Psychology*, 37(2), 2007, pp. 284–306 ISSN 0081-2463.

Polders, L.A., Nel, J.A., Kruger, P. and Wells, H. (2008). Factors affecting vulnerability to depression among gay men and lesbian women. *South African Journal of Psychology*, 38(4).

Sandfort, T.G.M., Nel, J., Rich, E., Reddy, V. and Yi, H. (2008). HIV testing and self-reported HIV status in South African MSM: Results from a community-based survey. *Sexually Transmitted Infections*, 84: 425-429.

*Currently under review:*

Gouws, D.J. & Nel, J.A. (2008). (in process). Assessment in Child Justice Law and Practice: The quest to reroute detained youth. Submitted for review on 30 July 2008 for publication in *Acta Criminologica*.

#### C. Some local conference presentations

Nel, J.A. (1998). In the Constitution and out of the closet? Reflecting on South Africa's gay and lesbian community. Presented at the 1998 Annual Congress of PsySSA, Cape Town, 10 September.

Nel, J.A., Nefale, M.C., Kruger, D.J. and Shantall, T. (2002). Mainstream diversity training in the BA curriculum. Power of diversity in SA. *SA Akademie vir Wetenskap en Kuns*. 20–21 June, Stellenbosch, RSA.

Nel, J.A. (2005). Chair UCAP Discussion Forum on Assessment of Detained Youth with special guest American psychologist, Linda Richardson: 7 November, Pretoria

Nel, J.A. (2006). Towards the 'good society': Service delivery for victims of hate crime from periphery to centre stage. Annual National Conference of the Psychological Society of South Africa (PsySSA), 12–15 September. Kempton Park: PsySSA.

Nel, J.A. and Judge, M. (2006). Homophobic violence and hate crime in South Africa: SA Human Rights Commission. Cape Town.

Nel, J.A. (2007). Counteracting heterosexism and Introducing a LGBT(I)-affirmative stance in the Psychology curriculum. National Conference on Teaching of Psychology in South Africa, 22–23 March.

Nel, J.A. and Judge, M. (2007). Exploring homophobic violence and crime in South Africa: Issues, impact and responses. National Conference of the Criminological Society of South Africa (CRIMSA), 27–29 August. Pretoria: CRIMSA.

Nel, J.A. (2007). South African Psychology: Heterosexist or LGBT(I)-affirmative? Annual National Conference of the Psychological Society of South Africa (PsySSA), 29–31 August. Durban: PsySSA.

Sandfort, T.G.M., Nel, J., Rich, E., Reddy, V. and Yi, H. (2008). HIV testing and HIV status in South African MSM: Results from a community-based survey. HSRC Seminar. 6 March.

Nel, J.A. and Judge, M. (2008). Exploring hate crime – Issues and responses: An LGBT perspective. 10<sup>th</sup> Anniversary conference of the Victim Empowerment Programme, 18–20 Aug. Durban: VEP.

#### *D. International conference presentations*

Nel, J.A. and Kruger, D.J. (2000). From policy to practice: Exploring victim empowerment initiatives in South Africa. 10<sup>th</sup> International Symposium on Victimology. Montreal, Canada, August.

Nel, J.A. (2001). Sexual orientation and mental health: Overview of South African situation. First International meeting on Sexual Orientation and Mental Health. American Psychological Association. San Francisco, August (By invitation).

Nel, J.A. (2002). Opening address. UCAP: Overview of what the Centre has to offer. Something for nothing: International Critical Psychology Conference. Pretoria, September.

Nel, J.A. and Joubert, K. (2003). Lifting the veil: Experiences of gay men in a therapy group. International Association

for the Study of Sexuality in Society: Sex and Secrecy. Wits University, Johannesburg. 22–25 June.

Nel, J.A. (2003). Victim empowerment in South Africa. International Student and Practitioners course in Victimology of the World Society of Victimology. University of Stellenbosch, 7–11 July.

Nel, J.A. and Kruger, D.J. (2003). From policy to practice: Victim empowerment in South Africa. A follow-up study. Congress of the World Society of Victimology: New Horizons in Victimology. University of Stellenbosch, 13–18 July.

Nel, J.A. (2004). Respondent: “Personal courage and public outcry – Southern Africa”, Judge Edwin Cameron. International Symposium on Homosexualities and HIV/ AIDS: More than a question of Rights. HIVOS, Amsterdam, the Netherlands, August (By invitation).

Nel, J.A. (2005). Data collection, analysis & research. International consultation on the United Nations Secretary-General's study on violence against children. Benoni, 18–19 July.

Nel, J.A. (2007). Same-sex sexuality and health: Current psychosocial scientific research in South Africa. International Conference on Gender, Same-sex sexuality and HIV/ AIDS. Pretoria: Human Sciences Research Council, 9–11 May.

Nel, J.A. (2008). Male same-sex sexuality and health: Current psycho-social scientific research in South Africa. 34<sup>th</sup> Annual Meeting of the International Academy of Sex Research. Leuven, Belgium, 9–12 July, (By invitation).

Nel, J.A. and Polders, L. (2008). Factors affecting vulnerability to depression among South African gay men and lesbians. XXIX International Congress of Psychology. Berlin, Germany, 20–25 July.

Sandfort, T.G.M., Nel, J., Rich, E., Reddy, V. and Yi, H. (2008). HIV testing and self-reported HIV status in South African

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

### *E. Other publications, reports and contributions*

Nel, J.A. and Kruger, D.J. (1999). From policy to practice: exploring victim empowerment initiatives in South Africa. Pretoria: Council for Scientific and Industrial Research ISBN0-7988-5437-5.

Nel, J.A. (2003). Therapy groups: An important tool in addressing issues related to sexual orientation. Newsletter of the Southern African Sexual Health Association (SASHA), SASHA: Jhb.

Nel, J.A. (2004). Human rights abuses of LGBTI people in South African prisons. LGBTI-Specific Mental Health Needs and the Importance of LGBTI-affirmative Health Services. Jali Commission of Inquiry into the Department of Correctional Services. Written submission. Pretoria: UNISA Centre for Applied Psychology.

Nel, J.A. (2008). Same-sex sexuality and health: Current psycho-social scientific research in South Africa. In Reddy, V., Sandfort, T., & Rispel, L. (Eds.) Gender, Same-sex sexuality and HIV/ AIDS in South Africa. Proceedings of an International Conference on Gender, Same-sex sexuality and HIV/ AIDS, 9–11 May 2007. (Project Code: HFAEOA). Pretoria: Human Sciences Research Council.

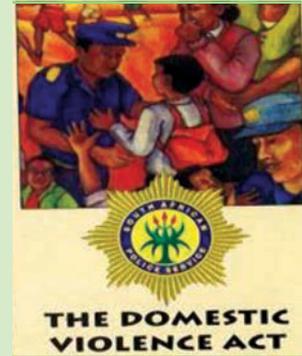
Networking internally and external to UNISA, advocacy, as well as involvement in community initiatives, have been significant features of the work of the Director for years. Volunteering in several structures and community-based settings has rendered several direct and indirect benefits for the Centre 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



*OUT (a national health and mental health service provider for gays and lesbians): a research partner of UCAP*

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.

## vep 10th anniversary celebrations

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.

### 10<sup>th</sup> Anniversary of the Victim Empowerment Programme: 1998 - 2008 Victim Empowerment Conference, Durban, Kwazulu-Natal Province South Africa: 18 - 20 August 2008

The Department of Social Development in partnership with the European Commission and the United Nations Office of Drugs and Crime is hosting a conference at ICC, Durban, Kwazulu-Natal Province from 18 to 20 August 2008, to commemorate the 10<sup>th</sup> year Anniversary of the Victim Empowerment Programme (VEP). The theme of the conference is: Victim Empowerment in South Africa.

The Victim Empowerment Programme (VEP) was officially launched in August 1998 as one of the key programmes under pillar one of the National Crime Prevention Strategy (NCPS). It is inter-sectoral and inter-departmental in nature to holistically address the diverse needs of victims of crime and violence. Representation on the VEP comprises of the following core NCPS government departments, namely, Social Development, as the lead and co-ordinating department; Health; Correctional Services; Education; Justice and Constitutional Development and South African Police Services.

VEP aims to promote and implement a victim-centred approach to crime prevention focusing on minimizing the negative impact of crime on victims and on breaking the cycle of violence as well as creating a victim friendly criminal justice system.

The approach of the VEP is strongly based on building and maintaining partnerships between government and civil society

organizations, volunteers, research institutions, academics and business sector.

The Victim Empowerment Conference will be used as a vehicle to reflect on progress with regard to achievements, challenges and limitations of the VEP since its inception in 1998. The deliberations at the conference will also assist future planning.

#### PROGRAMME OUTLINE

**Theme: Victim Empowerment in South Africa**

#### Welcome

Welcome to the 3<sup>rd</sup> National Victim Empowerment Conference which forms part of activities to commemorate the 10<sup>th</sup> Anniversary of the Victim Empowerment Programme this year. We hope you find the three days valuable and enjoyable - and that the conference provides you with renewed passion, energy and strength for the important contribution you are making towards the victim empowerment sector as well as to the most vulnerable victims of crime and violence.



## Victim Empowerment Programme 10th Anniversary Conference

Building a Fairer Society Together

18 - 20 August 2008



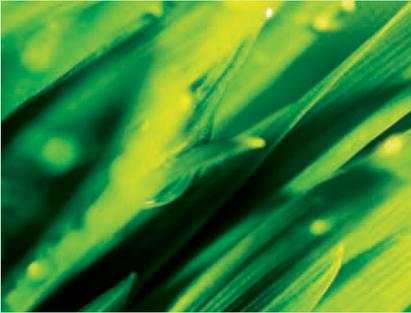
social development

Department of  
Social Development  
Pretoria, South Africa



UNITED NATIONS  
Office on Drugs and Crime  
Regional Office for Southern Africa

## participation in media programmes



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 misdadslagoffers (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 Charmaine March, and the Developing Capacity action research project featured on SABC 2 (Kaelo Miracle stories) on 20 November 2006.

**UNISA**  
Centre for  
**APPLIED**  
**PSYCHOLOGY**

Empower yourself with innovative and skills to address challenges in an ever-changing, technologically and commercially driven. Answer to the needs of communities and individuals within and beyond South Africa by studying for the following short learning programme of certificate courses. **Business Psychology** please note that the Centre is accredited by the HPCSA as a CPD service provider. General offerings are also CPD accredited with the SACSSP.

- Logotherapy: Meaning-centred Living, Counselling and Psychotherapy**  
Developed and founded by Viktor Frankl, a renowned humanist, logotherapy aims to find meaning in our lives and to help others do the same.
- Developing Capacity: Social programme implementation through experiential group process**  
This course consists of six months distance learning and a four-day experiential workshop on building interdisciplinary teams, group dynamics and processes, and methods of encouraging participation and open styles of communication.
- Victim Empowerment and Support**  
Enhance your skills in trauma intervention and management and learn about the government-led National Victim Empowerment Programme.
- Developing and Applying Interpersonal Skills**  
Develop personal attitudes, knowledge and skills to understand and manage the self and others better.
- Emotional Intelligence (EQ) Workshop Series**  
Workshop 1: Self Awareness  
Workshop 2: Barriers to Emotional Intelligence  
Workshop 3: The Self in Relation to Others
- Logotherapy: Meaning-centred Living, Counselling and Psychotherapy**  
Developed and founded by Viktor Frankl, a renowned humanist, logotherapy aims to find meaning in our lives and to help others do the same.
- Care for the Caregiver**  
Six months distance learning toward self-care for caregivers.

For more information contact us:  
Tel: (012) 429 8544 / 2794 Fax: (012) 429 6853  
Email: [ucap@unisa.ac.za](mailto:ucap@unisa.ac.za)  
Visit our website: [www.unisa.ac.za/ucap](http://www.unisa.ac.za/ucap)

**UNISA** centre for applied psychology

**Centre for**  
**APPLIED**  
**PSYCHOLOGY**

(Accredited Continued Professional Development Service Provider with the SACSSP and HPCSA)

We would like to share with you in our celebration of ten years in promoting the application of psychological knowledge in the solution of human problems and in the development of human potential.

The Centre has the following on offer for 2008:

- HIV/AIDS Care and Counselling**  
Learn the skills to deal with HIV/AIDS in different care, counselling and educational situations in the multi-cultural African context. **R 2500**
- HIV/AIDS Peer Educator Workshop**  
Enhance your skills in trauma intervention and management and learn about the government-led National Victim Empowerment Programme. **R 3000**
- Victim Empowerment and Support**  
Enhance your skills in trauma intervention and management and learn about the government-led National Victim Empowerment Programme. **R 4900**
- Developing Capacity: Social programme implementation through experiential group process**  
This course consists of six months distance learning and a four-day experiential workshop on building interdisciplinary teams, group dynamics and processes, and methods of encouraging participation and open styles of communication. **R 4500**
- Developing and Applying Interpersonal Skills**  
Develop personal attitudes, knowledge and skills to understand and manage the self and others better. **R 2500**
- Emotional Intelligence (EQ) Workshop Series**  
Workshop 1: Self Awareness **R 4500 per workshop**  
Workshop 2: Barriers to Emotional Intelligence **28 - 31 July 2008**  
Workshop 3: The Self in Relation to Others **8 - 12 September 2008**  
**3 - 7 November 2008**
- Care for the Caregiver**  
Six months distance learning toward self-care for caregivers. **R 3500**

**Registration for the 2nd semester is now open.**

For more information on the above and more offerings, please contact us:  
Tel: (012) 429 8544 Fax: (012) 429 6853  
Email: [ucap@unisa.ac.za](mailto:ucap@unisa.ac.za) Visit our website: [www.unisa.ac.za/ucap](http://www.unisa.ac.za/ucap)  
For general UNISA enquiries please phone: 0861670411

**UNISA** centre for applied psychology

**Centre for**  
**APPLIED**  
**PSYCHOLOGY**

(Accredited Continued Professional Development Service Provider with the SACSSP and HPCSA)

We would like to share with you in our celebration of ten years in promoting the application of psychological knowledge in the solution of human problems and in the development of human potential.

The Centre has the following on offer for 2008:

- HIV/AIDS Care and Counselling**  
Learn the skills to deal with HIV/AIDS in different care, counselling and educational situations in the multi-cultural African context. **Module 1: R 2500**  
**Module 2 + 3: R 4000 each**
- HIV/AIDS Peer Educator Workshop**  
Enhance your skills in trauma intervention and management and learn about the government-led National Victim Empowerment Programme. **R 3000**
- Victim Empowerment and Support**  
Enhance your skills in trauma intervention and management and learn about the government-led National Victim Empowerment Programme. **R 4900**
- Developing Capacity: Social programme implementation through experiential group process**  
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Workshop 3: The Self in Relation to Others **8 - 12 September 2008**  
**3 - 7 November 2008**
- Care for the Caregiver**  
Six months distance learning toward self-care for caregivers. **R 4250**
- Care for the Caregiver**  
Six months distance learning toward self-care for caregivers. **R 3500**

You will receive a 10 % discount when including this advert with your registration.

For more information on the above and more offerings, please contact us:  
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Email: [ucap@unisa.ac.za](mailto:ucap@unisa.ac.za) Visit our website: [www.unisa.ac.za/ucap](http://www.unisa.ac.za/ucap)

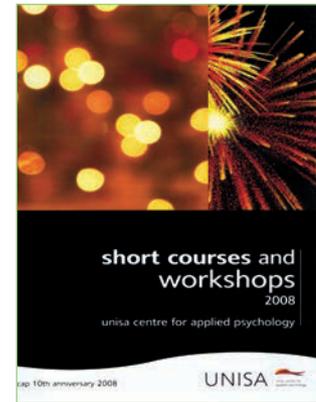
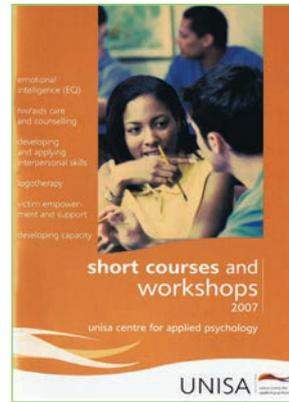
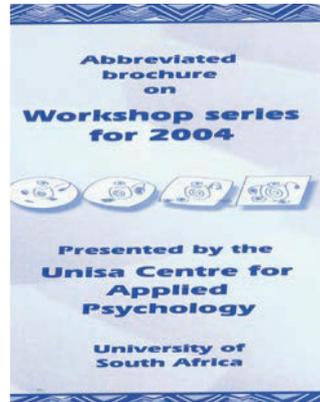
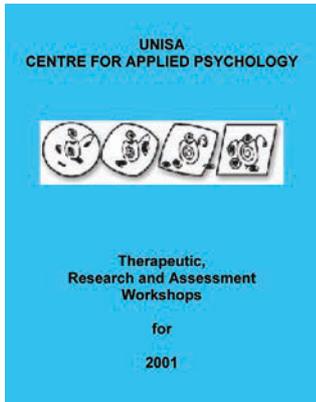
**UNISA** centre for applied psychology

**UCAP**  
**10th Anniversary**  
**2008**  
CENTRE FOR APPLIED PSYCHOLOGY

**UNISA** college of human sciences

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.

## evolution of brochures at ucap



Throughout the development of UCAP there has been an evolution in the brochures used as part of the marketing activities of the Centre.

## ucap's 10th anniversary library exhibition may 2008

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.

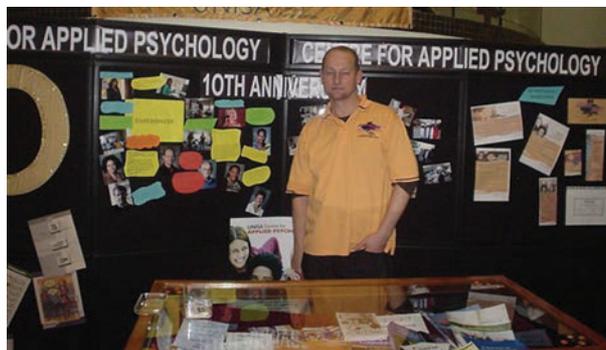
Seminar series were held as part of the exhibition and topics presented included logotherapy, bereavement, developing capacity, HIV/Aids train-the-trainer, interactive theatre, interpersonal skills, emotional intelligence, introduction to trauma intervention and -management, journaling as an adjunct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



*Exhibition stand at the UNISA Library*



*Prof Juan Nel at the exhibition stand*



Students at the UNISA Library exhibition showing interest in the UCAP 10th Anniversary Exhibition



Prof Juan Nel opens the exhibition week with a speech

## 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.



The UCAP team: Front, from left: Sibile Dlodla (Messenger), Cheryl Easterbrook (Events Coordinator), Back, from left: Thandeka Tshabalala (Research Intern), Precious Mubiana (Research Intern), Gladys Thembanani (Centre Manager), Juan Nel (Director)

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 30 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 Exclusive Books voucher.

Extracted from Focus, UNISA staff newsletter (May 2008)

## the official 10th anniversary celebrations



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*

## reflections on ucap from past and present staff, facilitators and students

*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*

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*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*

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*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*

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

*Ms Sylvia Poss*

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*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*

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*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*

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*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*

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*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*

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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*

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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*

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

*Ms Thandeka Tshabalala*

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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*

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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 Them bani*

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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 Dlodla*

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towards the future



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

## closing words



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

## contact details



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