

23 Sept 2016

## Appointment — Directors of School

Our NMMU procedure for the appointment of Directors of School, makes provision for permanent staff on at least associate professor/principal lecturer level, to apply and serve in an academic unit where a DOS is required.

Only in exceptional circumstances, a permanent staff member at a Senior Lecturer level may apply, provided that the applicant submits a strong motivation as to his/her eligibility for the position. Such a motivation would require the approval of the VC and DVC: Academic.

The union is not included in the shortlisting stage, but is involved in evaluating the shortlisted candidates.

It is imperative that we have support from our academics to attend these DOS evaluation sessions. It serves little purpose to have a PASS member there. We encourage our academics to please assist in this regard. We will always approach you to sit in for a DOS position in another Faculty, never your own.



NTEU —

## investing in a greener future

NTEU is supporting National Arbour day and will be planting a tree in support of our green value of respect for the natural environment.



**“Uncertainty is the only certainty there is, and knowing how to live with insecurity is the on-**

## Coping with uncertainty

What a week we've had at NMMU with the university being closed for four consecutive working days... uncertain times.

We have to deal with a lot more change than usual, and more often the day starts and ends with uncertainty. Don't expect too much. Rather tone your expectations down. The current crisis will not be resolved soon. But don't expect the worst either. Rather find something to focus on that you can do or find something fun to do that will take your mind off things.

We all like to feel in control and the inability to plan is so frustrating. List what plans you can make to control what is within your reach. If you cannot control your circumstances, you can control and change your own attitude.

It is easy to get lost in your feelings about uncertainty. You start considering the fears, the countless possibilities and negatives – you exaggerate and feel anxious. We have to remind ourselves that we cannot possibly predict the future, but we can hold positive feelings about the possibilities, despite all the negatives. There are people working around the clock trying to resolve the challenges. Worrying about it won't change anything.

Try using something they call defensive pessimism. You consider the worst so that you can plan how you could handle it. List the worst that can happen and plan what your options would be. Be realistic. Don't panic.

We are all taking strain at the moment. You may not notice it in your body, but as we have been faced with the stressful time for a number of months now. It could affect your blood pressure, blood sugar, muscle tension, cholesterol levels, your breathing. Find a way to release at least some of the tension. Take a walk down by the beach, go shopping, go out for coffee with a friend, start planning a special event, whatever cooks your curry, but do something that will release some of the stress.

We also need to practice mindfulness. If we worry about tomorrow that we cannot control, we're so busy considering what has not happened yet and we cannot make the best of today. Monday will take care of Monday. Take some deep breaths, go to the shop and get some braai packs and prepare for a relaxing braai tomorrow on National heritage day, Braai day. No matter what the circumstances, a Braai will always make you feel better – at least for a while.

**worrying about tomorrow is wasting energy**