

NEW LOOK UNZALARU COMING

The University of Zambia Lecturers and Researchers Union (UNZALARU) Annual General Meeting last Friday resolved that all Zambian lecturers and researchers must upon taking appointment automatically become members of the union as is the case with Civil Servants in government.

The General membership also unanimously resolved that the Recognition Agreement be amended to match with the resolution. Further, the membership resolved that all schools and units will soon elect shop-stewards who will ensure that there is a steady flow of information in order to avoid rumour mongering.

Meanwhile, many lecturers and researchers re-applied for membership during the meeting. It was disclosed that 157 members withdrew their membership, leaving only 49, following last year's dismissals.

At the same meeting, three members, Dr Cecilia Shinondo, Dr Yakub Deedat and Mr Kalikiti were co-opted into the executive committee to finalise anomalies in the 1993 Collective Agreement and have it signed before fresh negotiations can begin. The re-constituted committee assumed duties this week. Meanwhile both the acting President Mr Chiyaba Njovu and outgoing General Secretary Mr Darlington Banda have expressed intentions to contest the elections.

In another development the meeting demanded that the proposed amendments to the University Act be made public for members of the University Community to have an input before it becomes Law.

INTERNET LINK BEGINS

The major work to link all UNZA departments and units through the international Computer Network, INTERNET, will soon commence. According to the Resident Engineer Mr Ian Banda, the link shall be realised by means of laying fibre optic cables to link up all departments with the main terminal at the Computer Centre.

Meanwhile Mr Banda has appealed to members of staff to avail access to all technical staff working on the project. "In some cases it will be necessary to drill through concrete walls. There will be noise during the drilling operation and so we request that you bear with us for the inconvenience this work will cause", he appealed. The work will last almost five weeks.

ZAMBAS PROJECT SEMINAR

Twenty four lecturers in the School of Natural Sciences, led by their Dean Professor Davison Theo, this week held a two day seminar at Livingstone's Rainbow Lodge to upraise and familiarise themselves with the modalities on how well the Dutch Government sponsored project aimed at improving first year science teaching, called Zambia Basic Science (ZAMBAS), will effectively be implemented.

Three representatives from the Netherlands also participated. Last year the School reviewed its first year curriculum to make it suit the changing trends on the job market in the country. The School has this year had a major face-lift of facilities such as lecture theatres and laboratories.

Reports also say that the various departments will receive computers, printers, copiers and other paraphernalia to ease work in the school.

Meanwhile, the Department of the Civil Engineering in the School of Engineering will be holding a Seminar at the Mulungushi International Conference Centre on Friday, 14 July 1995 under the theme *The Construction Industry in a Changing Environment*. This seminar will address among other issues:

- (i) The construction industry in Zambia
- (ii) Government policy on the industry
- (iii) Road infrastructure

- (iv) the emerging opportunities in the sub region
- (v) the training needs of the industry.

The seminar is for all persons in the construction industry such as architects, consulting engineers, construction companies, property developers and education institutions.

Interested parties can contact the Chairman of the Organising Committee Mr M. Muya on extension 1585 at the Civil Engineering Department before 14 July.

TRAINEE SCRIBES GO DOWN SOUTH

Sixteen (16) fourth-year mass communication students left for South Africa on 19 June, 1995 on an educational trip to Potchefstroom University near Johannesburg.

The students, led by Head of Department, Professor Francis P. Kasoma, will be in South Africa for ten days attending lectures on the mass media and society with particular reference to South Africa, which will be delivered by Potchefstroom teaching staff. Unfortunately, their counterparts, with whom they were intended to attend the lectures together are on holiday.

The students will also take some time to visit media houses within and around

Johannesburg. They partly sponsored the trip through fund-raising ventures which carried out in the last two years. The university has met their costs half-way.

The students, six women and ten men, will travel by road, using a university minibus, through Botswana.

It is the first time that students in the Department of Mass Communication have undertaken such a trip which is in line with the new university policy of student educational exchanges within the region.

"We would like to encourage such trips because they enable students to learn something from the institutions they visit as well as compare standards", Prof. Kas-

WORLD BANK IBOS/MOS/DEVELOPMENT BUSINESS

The following is an explanation of forthcoming changes affecting the above publications. The IBOS/Development Business merger is scheduled for 1 July, 1995 at which time IBOS will cease publication. All IBOS subscribers whose subscriptions extend past 1 July, 1995 will receive development business twice each month until their IBOS subscriptions expire. Each issue of Development Business will contain either the World Bank MOS or the Inter-American Development Bank MOS; four times a year it will also include the African Development Bank Quarterly Operational Summary - QOS.

IBOS subscribers are entitled to subscribe to Development Business at a special introductory rate of US\$395 - \$100 less than the current price of \$495 (\$316 with 20% agent discount) when their IBOS subscriptions come up for renewal. Two-year subscriptions are not being offered.

World Bank MOS subscribers will receive a UN version of the World Bank MOS each month until their World Bank MOS subscriptions expire. The new version will now include new project approvals, World Bank MOS subscribers are entitled to subscribe to the UN version of the World Bank MOS at the special introductory rate of US\$195 (\$156 with 20% agent discount). Two-year subscriptions are not being offered.

The UN version - World Bank MOS will also be available for purchase separately by new subscribers at a cost of \$250 (\$200 with 20% agent discount).

PLEASE RECTIFY ANOMALIES

I would like to ask the University Administration to rectify the anomaly created by UNZAAWU. Right now the unionised staff get passages more than the Academic and Middle Management Staff. We have been getting lower than our juniors in terms of allowances for a long time. This time we would appreciate if the management could rectify this anomaly without negotiating like what government did to their Civil Servants.

CONCERNED STAFF

PRO FOR ITF

The acting Public Relations Officer, Ms Rhoda Nanja, this week left for Ndola to lay ground work for participation of UNZA at this year's International Trade Fair (ITF) where UNZA will be among several exhibitors. Whilst in Ndola she will ensure that the UNZA Pavilion, which was formerly used by the liquidated UBZ, is one of the most attractive at the Fair grounds. Exhibitors from various units and departments will follow her next week

APPOINTMENTS

GUPTA, S.K., (DR)

to act as Head of the Department of Biomedical Sciences in the School of Veterinary Medicine during the absence of Professor D.A. Hogg from 5 - 17 July, 1995.

MWALA, M.S., (DR)

has been appointed Head of the Department of Crop Science in the School of Agricultural Sciences with effect from 15 June, 1995 for a period of two (2) years.

MWENDA, H., (DR)

to act as Head of the Department of Mechanical Engineering in the School of Engineering during the absence of Dr E. Ohuonu, from 18 June - 3 July, 1995.

KANTUMOYA, L., (MR)

to act as Head of the Department of Mass Communication during the absence of Professor F. Kasoma from 16 - 26 June, 1995.

NYEMBA, R.C. (MR)

has been appointed Assistant Dean (Undergraduate) in the School of Agricultural Sciences for a period of two (2) years with effect from 15 June, 1995.

PROMOTIONS

The following have been promoted to Management Secretary III with effect from 1 May, 1995:

Chanda, L.C.Y., (Mrs)

Katulula, A., (Ms)

Lukungwe, B., (Ms)

Moyo, F., (Mrs)

Mufana, C.M., (Ms)

Mufuzi, A., (Ms)

Sikazwe, R.K., (Mrs)

Mwanamuchende, B.C., (Mrs)

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SEMINAR FOR 'CHALK BREAKERS'

With the financial assistance of the Education Sector Support Programme (ESSP) 1991-1995) through the Government of Finland, a one-day seminar was organised on Saturday, 17 June, 1995 for heads and deputy heads of Secondary School in 'Lusaka City' focused on *Special Education* and *School Administration*. About 20 Schools and 12 donor agencies were contacted to attend the seminar.

The seminar, which was highly successful, achieved its goals of sensitizing participants on the importance of special education in Zambia; familiarising them with the position of special education units in secondary schools; acquainting the school administrators to the needs of children with special learning needs in the mainstream; sensitizing the heads and deputy heads on the importance of staff supervision and school management for effective learning and teaching processes, and discussing their role in the management of schools.

The Dean of the School of Education, Dr C.P. Chishimba, in his opening remarks expressed his great appreciation to the Department of Educational Psychology, Sociology and Special Education for the effort they had made to bring the idea to fruition of holding the event. 'My hope is that this may not be the first and last event of this kind', he commented.

Dr Chishimba earnestly thanked FINNIDA, especially the Zambia Education Sector Support Programme (ESSP) team for the interest shown in the event, and in Special Education in general, more especially for financial support. 'Without their financial support, it would not have been possible to have this seminar. The school would have not managed to buy paper, toner and pay for lunch and tea', he said.

The Dean, on behalf of the University Administration, again registered his great appreciation to FINNIDA and Finish tax payers for the support rendered to special education in the country. 'It is my hope that other organisations, DANIDA, for example, will come to our help another time the Department holds an event like this, and ESSP will be delighted to give both Moral and financial support to the efforts and activities of the Department of Educational Psychology, Sociology and Special Education in particular, and to the School and the University in general, having seen the effort of the Department made in this

area', he added.

On Special Education Dr Chishimba pointed out that among the 200 million children who are denied access to education throughout the World, a significant number have special educational needs. 'In the past special education was defined in terms of children with a range of physical, sensory, intellectual or emotional difficulties. During the last 15-20 years, it has become plain that the concept of special needs education has to be widened to include children who for whatever reason, are failing to benefit from school', he commented.

Dr Chishimba added that school administration or management is one of the most important thing for the existence of a school and implementation of plans and programmes that would benefit the pupils. 'Unless there is effective administration, we may, without controversy declare that there will be no learning', he remarked.

Three papers were presented. Dr D.M. Kalabula talked on Special Education in Zambia: Status and Policy. The paper was an attempt to acquaint headmasters and their deputies to special education. This paper briefly describes the main features on the status and policy of special education from its inception to date, while Lecturer in the School of Education, EPSSE, Mulenga Kelly, talked on the integration of children with learning difficulties; Making Integration effective in our schools; What can we do? Doing it from the start; How Parents and Community can help in the integration of the learning-disabled.

The third paper presented by Dr S.W. Mbewe Kunkhuli dwelt on School Administration and the Role of the Deputy Heads, that is:

- (i) What is School Management/Administration
- (ii) Management/Administration of Schools for what?
- (iii) Why do some schools perform better than others and yet are in the same locality and have students from similar social backgrounds?
- (iv) How are effective and good schools run?
- (v) Is there anything unique in a good headteacher/deputy headteacher?

Reprints were also available and these were on *Dissent*, 'Disability and Inclusion: by Loren Faibsch (Special Education); 'The

Role of the Deputy Head by T.A. Wales (School Administration); 'Dilemmas of a Principal' by Mergerita Otero-Alevarez (School Administration); 'The Forgotten Value of Discipline' by Victor Viggiani (School Administration); 'Extracts from Pedagogy and Teacher's Presentation of Self' by Geoffrey Esland (School Administration).

In his closing remarks, the Education Adviser, Mr Rasinen (FINNIDA) said he was impressed with the Development in colleges and the University of Zambia. 'In the past one year so much has happened', he commented. He thanked the University of Zambia and the Ministry of Education, and congratulated the organiser for the well organised seminar. He further added that good ideas had now been put into practice for 'Special Education', and assured the organisers of FINNIDA's continued support. The next phase of the aid programme starts from 1996-97.

The Deputy Permanent Secretary in the Ministry of Education Mrs Simukonda made the closing remarks. She thanked UNZA for organising the Workshop and said that Special Education in the past was seen as something very unattainable and something very difficult. However, she said, there was now flexibility and children with special needs are being integrated into the schools. She added that the Ministry was trying hard to support this sector, despite the limitations in funding. 'The Ministry is catering for Pre-school education, and from primary to University level, although it was being slowly done', she said.

The seminar was co-ordinated by the Acting Head, School of Education, Department of Educational Psychology, Sociology and Special Education Dr Oswald C. Chakulimba.

THE PLANNING ENVIRONMENT

If you are thinking one year ahead,
sow a seed.

If you are thinking ten years ahead,
plant a tree.

If you are thinking a hundred years
ahead, educate people.

(A chinese epigram taken from the
Strategic Plan)