



Donovan Neale-May Interviews Luzuko Jacobs On Rhodes Alumni Transformation Summit

1. How does the university define transformation and where is this characterized and presented for all to agree or disagree?

The Council resolved that a Transformation Summit should be held and that the process would be headed by the Institutional Forum, working with the Office for Equity and Institutional Culture at the University. The Directorate: Equity and Institutional Culture, as per its mandate, is the custodian of the transformation programme in the institution. The definition which guides transformation at Rhodes University, the work of the Directorate, including its stewardship of the processes leading up to the Transformation Summit, is drawn from the Department of Education (1997), Education White Paper 3: *A Programme for the Transformation of Higher Education*. In terms of the White Paper, transformation is viewed as profound change in the structural distribution of power and resources.

Institutions are not at liberty to define what they think transformation should be. There is a basic understanding, as per the White Paper, of what systemic practices and structures should be changed for transformation to be achieved.

2. Who participated in the consultations, what is the line of questioning and discussion points, and how this content is being documented and integrated into the master report?

The consultations were held in Cape Town, Port Elizabeth, East London, Durban, Perth, Namibia, Johannesburg, Perth, Namibia and our last one will be held in Grahamstown next week, Wednesday July 12, 2017. Invitations were sent out to Convocants and Old Rhodians to attend these events. The mix of guests ranged from old to young and were diverse in race. The core of the consultations consists of responses to a key questionnaire (which was based on the Alumni Transformation Survey questions). The recordings taken at the consultations, combined with submissions that were sent to the Alumni Office after the consultations, are being analyzed along with the data from the Alumni Transformation Survey. Once complete, all of these findings will be presented in a report at the Summit.

3. Who is participating in the Transformation Summit? What is the mix of this audience? How were participants selected? And what credentials or backgrounds do these delegates have relative to transformation and rebranding.

The list of delegates can be found via this link:

http://www.rhodesalumni.com/pdf/RhodesSummit_Attendees_Agenda.pdf. The Summit is an internal stakeholder event and as such consists of students, academics and the various dialogue groups (of which Alumni falls into).



4. Will the Transformation Summit proceedings be recorded and will there be open access to this content or a summary of discussions and proceedings?

The proceedings will be recorded and the report will be circulated to all stakeholders for further input.

5. What factors or criteria will the Council use to determine whether a name change is advisable, necessary or relevant to the transformation process?

It is up to the Council to make a final decision about whether a name change is necessary. However one would hope that the process will be seen as fair and just. The Council noted at its meeting on the 22nd of June 2017 that while recommendations made at the Summit would be taken to the relevant governance structures for consideration, these recommendations could not be considered as resolutions. The Council will, after due consideration of all input and contributions, make decisions regarding all areas of transformation under discussion. It is worth noting that, as outlined in the Higher Education Act, it is the responsibility of the Council to change the name of an institution of higher education only after consulting with the Minister of Higher Education & Training. Another applicable law is the Promotion of Administrative Act (PAJA – Act 3 of 2000), which states that a university has an obligation to consult all those who are likely to be affected by any administrative decision it takes.

Please find the link to our Council at:

<https://www.ru.ac.za/vice-chancellor/governingstructures/council/>

6. What analysis has been done to anticipate the cost, complexity, requirements and permutations of a name change? If the decision is made to change the name, how will this be budgeted and paid for given the university's frail financial condition?

The cost is not quantifiable as we are the first university to be asked to change its name due to the name itself. All of the other universities in South Africa amalgamated after 1994, and were given money by the government to ensure that the process went smoothly.

7. Given the potential focus on research and post-graduate study at Rhodes, how is this being factored into the strategic thinking around the name change?

Rhodes University currently has the highest research output, per faculty member, of all other South African universities. A name change, if that were to be the outcome, should not ordinarily change this output.