



Report on recruitment and employment equity targets of the Leadership Legotla at UCT

Report to Council (October 2018)

Introduction

The Leadership Legotla at UCT came into being in July 2018 when the current Vice-Chancellor, Professor Mamokgethi Phakeng, was appointed as the Vice-Chancellor. Prior to that the same grouping of people were called the Senior Leadership Group (SLG). This report reflects on the 23 positions that make up the Leadership Legotla, the profile of incumbents in those positions, the progress on recruitment underway for vacant positions and the thinking around the employment equity targets for these positions.

Current filled (occupied) positions as on 15 September 2018:

Of the total of 23 senior positions, there are 15 that are currently filled.

Three posts recently filled included in the 15 positions:

COO

Dr Morar's experience and qualifications suit him for this position. His career includes 20 years of experience in policy development and implementation, operational management, monitoring and evaluation, people and human resource management, administration with non-governmental organisations, and in both private and public sectors. As Medical Director of the Clothing Industry Health Care Fund from November 1997 to December 2007, he developed an entire health system to serve 110 000 clothing workers and their dependants. This involved negotiating the interrelationships between factory owners, unions, workers and healthcare workers in the internal health system.

Dr Morar has been on staff at UCT since 2008 and has demonstrated a deep passion for learning and the academic project. He is currently Acting Dean of the Faculty of Health Sciences. As Deputy Dean he engaged in very complex relationships, policies and processes between the university and the faculty, the faculty and the provincial and national departments of health, with other health science faculties, and between academic clinicians and the management establishment, among others. One of his significant achievements was leading the UCT faculty team in negotiations with the Department of Health in the Western Cape and Eastern Cape, resulting in successful bilateral or multilateral agreements on issues such as specialist and sub-specialist medical training.

He brings to the COO position a deep understanding of and commitment to the transformation of UCT, including experience in changing business processes to enhance a culture of service excellence, leading and managing change, and implementing organisational processes and systems that help create a more culturally diverse organisation in structure and composition for management and staff.

Dr Morar earned his MBChB at the University of KwaZulu-Natal in 1988. At UCT he earned a Postgraduate Diploma in Health Management, Economics and Financial Planning (1995), and a Master of Medicine in Community Health (first-class pass). Since 1998 he has been a public health specialist and a registered Fellow of the College of Public Health Medicine of South Africa. He also completed a Certificate in Professional Coaching Practice at the Graduate Business School at Stellenbosch University in 2008.

Dr Morar will fully take up this new position with effect from 1 February 2019. In the interim, he will transition from his current position in the Faculty of Health Sciences to COO over the period 1 October 2018 to 31 January 2019.

Dean of Commerce

Associate Professor Ronnie, who will take up her new role on 22 October 2018, brings a wealth of institutional knowledge and experience. She joined the University of Cape Town (UCT) in 2002 as a senior lecturer in human resource management, and has since held numerous leadership positions. At the UCT Graduate School of Business (GSB), Associate Professor Ronnie held the position of director of the Associate in Management (AIM) and Postgraduate Diploma in Business Administration (PDBA) programmes until 2005, when she joined the Centre for Higher Education Development to contribute to academic staff development.

In 2006 she returned to the GSB as a senior lecturer in organisational behaviour and people management, and in 2008 she again became the director of the AIM and PDBA programmes. In 2016 she became acting academic director and in 2017 the Master of Business Administration (MBA) programme convenor. In the same year she served as ad hoc acting director of the GSB. After years of service she was promoted to associate professor of organisational behaviour and people management this year.

These roles, coupled with her background in applied psychology and her interest in the attraction, retention and motivation of talented, capable employees in diverse contexts and psychological wellbeing in the workplace, make her an ideal candidate to lead the faculty during this university-wide period of transition and transformation.

Her record reflects not only her exceptional leadership abilities but, equally important, her emphasis on excellent teaching. In 2014 she was awarded the UCT Distinguished Teacher Award and in the same year was recognised as the GSB PDBA and MBA lecturer of the year. In 2016 she was a nominee for both the Case Centre's Outstanding Case Teacher (the only candidate from Africa) and for the Higher Education Learning and Teaching Association of Southern Africa's National Excellence in Teaching and Learning awards.

With her understanding of human interaction and motivation, Associate Professor Ronnie has presented to numerous international organisations, such as the United Nations, and universities such as St Catherine's (United States), Imperial College Business School (United Kingdom) and the TIAS School for Business and Society (Netherlands).

Her contributions extend beyond higher education. She has contributed to both industry and the public sector while consulting to Bidvest, the Cape Clothing and Textile Cluster, Barloworld, the Health Systems Trust, the Western Cape Department of Health and the National Treasury, among others.

Executive Director: Libraries

Ms Ujala Satgoor has accepted the post as ED: Libraries

Ms Satgoor brings with her years of experience in the higher education environment. She is currently the Director of Libraries at Rhodes University, a position she has held since 2012. Prior to that, she was Deputy Director of Library Services at the University of Pretoria (UP) from 2008 to 2012.

With a Postgraduate Diploma in Library and Information Science and a Masters Degree in Information Technology, she is more than suited for the position. However, it is her leadership ability that makes her the ideal candidate.

She has been the Chair of the Committee for Higher Education Libraries in South Africa since 2016, is the Deputy Chair of the South African National Library Consortium, the Chair of the Library and Information Association of South Africa (LIASA) professional body advisory board, and a member of the Council for Higher Education Reference Group: Library and Information Science. She is also the former President of LIASA.

As a leader she recognises the need for staff development and while at the UP Library Service ensured that staff development was part of the library's strategic plan. Ms Satgoor believes that the greatest asset of an institution is human capital and that success depends on a work environment that values its employees.

Beyond academia she has served as a consultant to various international and national organisations, including the Bill and Melinda Gates Foundation, International Federation of Library Associations and Institutions, Global Libraries, Bibliotheque Alexandrina, World Library Partnership and the Goethe Institute.

Her research has focused on the South African library and information services landscape from both a historical and current perspective (post-1994) looking at the context within which libraries function, library governance, government funding for redress, library technologies, library and information services education and the professional association. She believes that libraries are important in meeting the goals of the national development agenda towards entrenching a strong democracy and an educated and informed nation.

Current vacant positions:

There are 8 vacant positions in the Leadership Legotla. These include:

Dean of Health Sciences

No recruitment process at this stage, interim Dean to be appointed.

Dean of Humanities

The recruitment process was begun but was halted on 21 September 2018 following a procedural error. A new selection process will begin afresh.

Dean of Science

The recruitment process has begun and is expected to conclude December 2018. We are currently at interview stage, including open presentations, 30 and 31 October 2018.

Dean of CHED

The recruitment process has begun, final interview meeting took place but was unsuccessful as the selection committee agreed that none of the candidates were appointable. We are awaiting confirmation to recommence the process.

Dean of GSB

The recruitment process is yet to commence. We've cancelled the holding date for the GSB Director search meeting on the basis that we don't have council reps. We are awaiting confirmation of a council rep and alternate.

Dean of Law

The recruitment process has begun and is expected to conclude December 2018. We have concluded the search meeting, in the process of advertisement, as from 5 October 2018.

Executive Director: ICTS

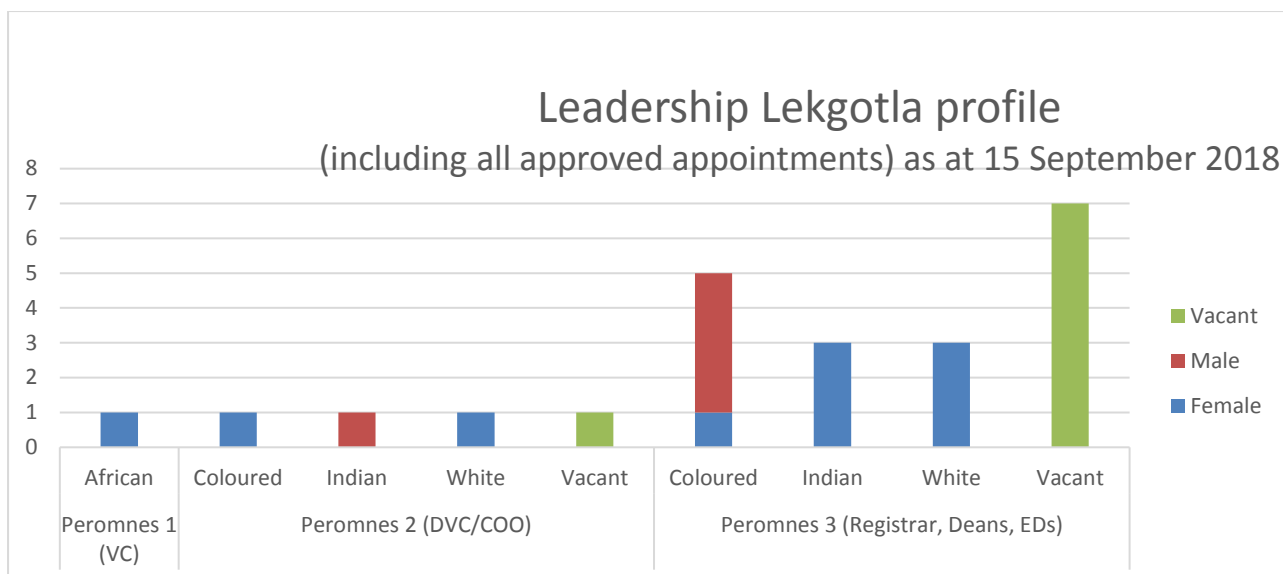
The recruitment process has begun and is expected to conclude October 2018. The process report on the recommendation has been tabled to the Institutional Forum on 27 September 2018.

Deputy Vice Chancellor: Research and Internationalisation

The recruitment process has begun and is expected to conclude October 2018. We are currently at interview stage, including open presentations, 11 and 12 October 2018.

Employment equity profile of the current Leadership Legotla as on 15 September 2018:

In terms of the equity profile there is 1 black African, 4 Indians, 1 white, 6 coloured.



	Female	Male	Vacant	Grand Total
Peromnes 1 (VC)	1			1
African	1			1
Peromnes 2 (DVC/COO)	2	1	1	4
Coloured	1			1
Indian		1		1
White	1			1
Vacant			1	1
Peromnes 3 (Registrar, Deans, EDs)	7	4	7	18
Coloured	1	4		5
Indian	3			3
White	3			3
Vacant			7	7
Grand Total	10	5	8	23

The full list of leadership positions in the Leadership Lekgotla Group:

Level	Position	Surname	Names	Ethnic	Gender	Nationality
Peromnes 1 (VC)	Vice Chancellor	Phakeng	Rosina Mamokgethi	African	Female	South African
Peromnes 2 (DVC/COO)	Deputy Vice-Chancellor T	Feris	Loretta Annelise	Coloured	Female	South African
Peromnes 2 (DVC/COO)	Deputy Vice-Chancellor T&L	Lange	Maria Lis	White	Female	South African
Peromnes 2 (DVC/COO)	Deputy Vice-Chancellor R&I			Vacant	Vacant	
Peromnes 2 (DVC/COO)	COO	Morar	Reno Lance	Indian	Male	South African

Peromnes 3 (Registrar, Deans, EDs)	Dean Faculty of Commerce	Ronnie	Linda Cynthia	Coloured	Female	South African
Peromnes 3 (Registrar, Deans, EDs)	Dean Faculty of Eng & Built Env	Lewis	Alison Emslie	White	Female	South African
Peromnes 3 (Registrar, Deans, EDs)	Dean Faculty of Health Sciences			Vacant	Vacant	
Peromnes 3 (Registrar, Deans, EDs)	Dean Faculty of Humanities			Vacant	Vacant	
Peromnes 3 (Registrar, Deans, EDs)	Dean Faculty of Law			Vacant	Vacant	
Peromnes 3 (Registrar, Deans, EDs)	Dean Faculty of Science			Vacant	Vacant	
Peromnes 3 (Registrar, Deans, EDs)	Dean CHED			Vacant	Vacant	
Peromnes 3 (Registrar, Deans, EDs)	Director GSB			Vacant	Vacant	
Peromnes 3 (Registrar, Deans, EDs)	Registrar	Pillay	Royston Nathan	Coloured	Male	South African
Peromnes 3 (Registrar, Deans, EDs)	Communication & Marketing	Kruger	Gerda	White	Female	South African
Peromnes 3 (Registrar, Deans, EDs)	Development & Alumni	Ally	Russell	Coloured	Male	South African
Peromnes 3 (Registrar, Deans, EDs)	ED ICTS			Vacant	Vacant	
Peromnes 3 (Registrar, Deans, EDs)	ED Finance	Francis	Ashley Gavin	Coloured	Male	South African
Peromnes 3 (Registrar, Deans, EDs)	ED Human Resources Department	Hoosain	Miriam	Indian	Female	South African
Peromnes 3 (Registrar, Deans, EDs)	ED Libraries	Satgoor	Ujala	Indian	Female	South African
Peromnes 3 (Registrar, Deans, EDs)	ED Properties and Services	Parker	Mughtar	Coloured	Male	South African
Peromnes 3 (Registrar, Deans, EDs)	ED Research Office	Sienaert	Aletta Maria	White	Female	South African
Peromnes 3 (Registrar, Deans, EDs)	ED Student Affairs	Khan	Moonira Banu Mahomed	Indian	Female	South African

Employment equity targets for the vacant position as on 15 September 2018:

It is critical that the vacant 8 posts are filled as far as possible with skilled and experienced people from the designated groups. In particular black African south africans.

The ideal target for the Leadership Legotla (with all 23 positions filled) is that the group once filled would reflect the demographics of the Western Cape and also national demographics.

Gender distribution of the Leadership Legotla:

There are 10 females and 5 males in the occupied positions in the Leadership Legotla.

Personnel Area	Last Name	First Name	Ethnic Origin	Gender	Position Description	Age	Succession Management-Retirements
Research Office	Sienaert	Aletta	W	F	Exec Dir	64	Retirements Next Five Years
Student Affairs	Khan	Moonira	I	F	Exec Dir	63	
Faculty of Commerce	Ronnie	Linda	C	F	Dean:Commerce (22/10/2018)	62	
Development & Alumni	Ally	Russell	C	M	Exec Dir	60	
Communication & Marketing	Kruger	Gerda	W	F	Exec Dir	57	Currently Eligible for Early Retirement
Office of the Vice Chancellor	Lange	Maria	W	F	Deputy VC: 2	57	
University Libraries	Satgoor	Ujala	I	F	Exec Dir (01/01/2019)	57	
Office of the Registrar	Pillay	Royston	C	M	Registrar	56	
Faculty of Eng & Built Env	Lewis	Alison	W	F	Dean: Faculty of EBE	55	
Finance	Francis	Ashley	C	M	Exec Dir	53	
Faculty of Health Sciences	Morar	Reno	I	M	COO (01/02/2019)	53	
Office of the Vice Chancellor	Phakeng	Rosina	A	F	Vice-Chancellor	52	
Human Resources Department	Hoosain	Miriam	I	F	Exec Dir	51	
Office of the Vice Chancellor	Feris	Loretta	C	F	Deputy VC: 4	50	
Properties and Services	Parker	Mughtar	C	M	Exec Dir	47	

There are four retirement due in the next five years namely Dr Russell Ally, Dr Moonira Kahn, Linda Ronnie (acting) and Dr Marilet Sienaert. They are eligible for early retirement.

There are five additional people eligible for early retirement (over 55 years of age) as illustrated in the blue lines.