

Reflections from the Vice-Chancellor

I have spoken to almost every MUT constituency since the beginning of the year about the need to transform our institutional culture at MUT. I have reiterated this message consistently during executive management meetings, in engagements with the Student Affairs Management Committee and during the State of the University address. Transforming our culture is key to our success in executing MUT Strategy 2025.



Dr Enoch Duma Malaza

With the unfortunate arrival of the novel Coronavirus on our shores, we find ourselves having to fast-track our transformation agenda.

In less than a month, the world has been turned upside down by COVID-19. To protect our students and staff, we took an early recess on 15 March and are currently under lockdown with the rest of South Africa. This has been a trying journey not only for the University leadership and the University Vice-Chancellors' Forum, but for parents who are now trying to assist their children to focus on their studies during this time. The general consensus is that we need to strengthen the partnership between students, parents and the University. No amount of data, online

learning and Call Centre response to queries will help our transformation agenda without taking on board our MUT Strategy 2025.

Our MUT Strategy 2025 should be used as the springboard towards transforming our culture. Its key elements provide answers on how we will do this. I refer to our core values, our leadership capability expectations, and our foundational themes. Reflecting on what it takes to transform our University, I find myself constantly coming back to these key elements. Let me walk you through them again so that we can win together.

Our core values as a University are: Accountability. Integrity. Respect. Excellence. These values define what MUT stands for and what we bring to work. We undertake to uphold them regardless of whether or not they are rewarded, and even if at some point they become a competitive disadvantage. This is the beginning of our journey towards excellence. Once we take a decision as staff and as students to live up to these core values, we would have embarked on the first step of our transformation agenda.

Our second step is to live up to leadership capability expectations. Our leadership values are known as the DEEDS and are committed to:

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