



Mangosuthu  
University of Technology



VC Communique

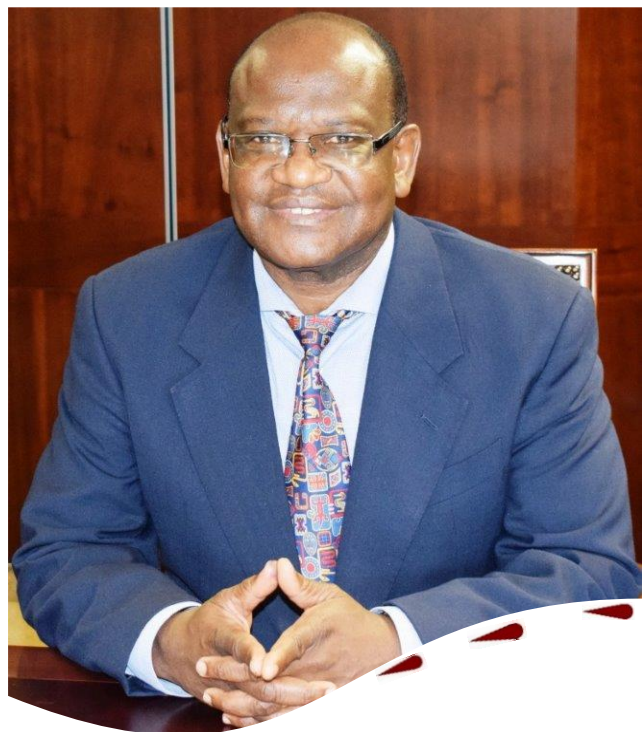
*Getting to core business*

## Senate adopts the Vice-Chancellor's Statement on GBV and xenophobia

"We are committed to heighten awareness of the harmful effects of Gender-based violence (GBV) and xenophobia by supporting national efforts and campaigns to stop them. We desire an environment in which our students and staff live, work and study in a safe environment without constant fear and intimidation. At the same time, as an organisation with a globalised academic mission, which values its relations with institutions and communities across the globe, we condemn all acts of xenophobia.



Gender-based violence and xenophobic attacks are not acceptable. Condemnation needs to be constant and consistent and perpetrators need to be prosecuted. We are committed to doing everything in our power to minimize the scourge within the University and to support those who have been affected. We are committed to enhancing measures to support survivors and ensure that perpetrators are prosecuted under the law.



We are reviewing University policies to align with the national policy framework to address Gender-based violence in the post-school education and training system. We urge students and staff to use the available channels to lay charges against alleged perpetrators so that the right process can be followed. The Departments of Student Affairs and Human Resources are ready to provide support and deal appropriately with matters that are reported....([www.mut.ac.za/notices](http://www.mut.ac.za/notices))



## Hope and success feature in Council

Dr Vijay Reddy, Ministerial Appointee in Council has foregone her honorarium as a Council member for the greater good of MUT. This act of altruism was commended by Senate at its last sitting. This signals hope that donating within MUT will start from within.



On the success side, the University congratulates Mr Kwenza Madlala, President of the MUT Convocation and Council member for attaining a Master's qualification in Human Resources Management from DUT. Mr Madlala also chairs the Human Resources Committee of Council. He said completing the Master's degree has enhanced his analytical ability and enabled him as the Chair to exercise due diligence to complex reports received by my committee.

## Giving life to MUT Strategy 2025

The buildup to MUT Strategy 2025 has been characterised by collaboration across the University. September was abuzz with senior managers in every corner of the University busy developing key activities, key measures and validating baseline and making projected targets for the five MUT Goals, key objectives and KPIs. This collaborative approach dovetails with the Leadership Capability Expectations (LCEs) which are embraced in the MUT Strategy 2025.

The LCEs are the DEEDS – *Delivery. Empowerment. Engagement. Discovery. Sustainability.* For close to a year, Dr Duma Malaza spoke about the DEEDS but executing the DEEDS as part of developing the strategy showed that moving forward, MUT has fully grasped collaboration and how the LCEs are a channel to take MUT to destination 2025.

Throughout the strategy development and review process which started in July 2018, Dr Malaza always maintained that: "As a University we need to share a common vision. . Our approach towards the strategy development and review process will comprise more of an ideological than an academic approach. This means that our new vision for the university will be based on the aspirations of MUT stakeholders.

Our approach will be bottom-up rather than top-down. We need to find consensus as we develop this strategy hence the process will be interactive. We will consult all our staff, students and all relevant internal and external stakeholder groupings. We all need to find a reason for coming to work."



## Giving life to MUT Strategy 2025

In many organisations; be it academia, FMCG, telecommunications, banking, to mention a few; successful Strategic Plans are the ones not imposed by executive management and there is therefore some tolerance for an emergent strategy. Dr Malaza, always cites the input by the Student Parliament onto the MUT Strategy; particularly, the current SRC President, Codesa Gwala, who at the time was unbeknown to the University as a president-in-waiting.

The University is now on advent mode – waiting for a new dawn that will elevate MUT.

## “Finding a reason to come to work

*Because soon we have to demonstrate results and fruits of our performance.”* Those are the words of Dr Mojaki Mosia, executive director at the National Health Laboratory Service (NHLS) and former executive director at UKZN when he delivered a Public Lecture at MUT on Friday, 05 September. “You are expected to work 100% and receive a 100% salary. Your salary comes on a fixed date. You get paid because you have delivered on your performance, not because of your presence. Although you get paid on the 15<sup>th</sup> the University still honours the psychological contract that you will deliver. Guess what? When you resign, you get paid on the last day of the month, he said.” Mosia concedes that performance management is not a simple process and should not be taken for granted. However; “We need to come to a consensus on what performance management is”, he said. Given how ‘busy

employees seem to be’, executive management needs to guard against employees not knowing what they are supposed to deliver on. “Top universities have a Strategic Plan, vision and mission as well as set goals upon which employee performance will be measured and these documents become a reference point”, Mosia said. His presentation was spellbinding and informative. Sometimes he used frightening imagery to drive his point home.

In essence, his message was clear, the success measures for a performance management system are: **Input – Process - Output**. “Once you grasp this, you will be ahead with performance management. For performance management to succeed, plot at the top and engage at all levels and show what you have done to assist the individuals.” He was lauded by all who attended; Dr Malaza thanked him graciously.





## Spring into Heritage

On Friday, 13 September, MUT fused two events into one: the spring day celebration and the heritage day celebration in honour of Heritage month. With xenophobia having dominated our national discourse and the media over the past few months; it was essential that the University takes a stand and raise awareness of our diversity, celebrate our heritage and promote tolerance of our diversity.



Traditional attire, traditional food, traditional dancers and traditional games all set the tone for the *Spring into Heritage* event. Every organisation values employee team work and when employees are friendly towards one another, that contributes to productivity. It was interesting to see some of the Indian colleagues eating African cuisine and some African colleagues participating in belly dancing.





## MUT participates in the eThekweni Sports Summit



The Office of the Vice-Chancellor has begun to tap into the expertise of sport people who will enable MUT to drive its sports strategy. On Saturday, 14 September, MUT participated in the Parks, Recreation and Culture (PRC) Summit as a strategic stakeholder.

The Summit's main aim was to gather all sport interested individuals and craft a single agenda for eThekweni Municipality's sporting organisations. This gave MUT a chance to sit at the table where the future of sports within the municipality was discussed.

MUT now has a chance to work with major stakeholders at all levels as an equal partner. On this basis, MUT can now craft its own way forward in as far as sport is concerned. MUT's participation in this summit gives the University a chance to review its current approach to sport and establish bilateral relations with individual sporting codes.

The PRC, through its head Mr Theminkosi Ngcobo, committed to compiling a full report based on what transpired at the summit and share it with more than 200 stakeholders from municipalities, universities, schools and all spheres of government.

