

## VC REFLECTIONS



The October 2019 sitting of Senate that endorsed the Vice-Chancellor's statement on Gender-Based Violence and Xenophobia gestured the commencement of one of MUT's critical components of Strategy 2025. This commendation heralds the "Foundational Themes for the MUT experience outlined as critical capabilities which MUT needs to develop for the success of the Strategy. They point to the skills and perspectives to inform the culture within

MUT and guide our role beyond the University. These themes include:

- ◆ **Transformative leadership**
- ◆ **Diversity and inclusivity**
- ◆ **Globalisation."**

MUT Strategy 2025:

<https://www.mut.ac.za/downloads/publications/MUT-Strategic%20Plan/>

This edition entrenches the Foundational Themes for the MUT experience.

## CHARTING A VALUES-DRIVEN INSTITUTIONAL CULTURE


Executive management led by Dr Enoch Duma Malaza set out for a two-day lekgotla to reflect on MUT Strategy 2025 (Our Diamond). Discussions focused mainly on key areas of Strategy 2025 implementation; those are: vision, goals, themes, leadership capability expectations and performance management against Strategy 2025.

The more discussions EMC had on the key areas of implementation, the more obvious it became that the envisioned MUT culture lies in understanding all these key areas. "Cascading down the Strategy will become more critical in building the culture of MUT. Any *organisation's values* determine its culture. They provide a guiding architecture that drives performance and behaviour. Individuals and organizations (as a whole) have value systems that influence their attitudes, behaviours, and how they allocate resources. Values are the backbone or a glue that binds organisational culture", said the EMC lekgotla facilitator, Ms Maggie Mojapelo, CEO of The HR Touch.

She further emphasised that successful organisations live up to their values and if MUT could get a grip of its key areas of implementation of the Diamond, then by 2025 MUT would indeed be a 'Transforming, equitable, sustainable and academically excellent University of Technology anchored in its communities' (Vision).

## CHARTING A VALUES-DRIVEN INSTITUTIONAL CULTURE



To support the University on these key areas of implementation; there will be an exciting change management agenda driven by HR&D and MarComms. 

### TAKE-AWAY NOTES FOR THE VC'S STATE OF THE UNIVERSITY ADDRESS

Even the planners of the 2020 State of the University (SOTU) address could not have expected such an impressive turn-out on 13 February as Bozzoli hall slowly filled to capacity. This year's SOTU set the tone of the transformative journey that Dr Enoch Duma Malaza, Vice-Chancellor & Principal has cast for MUT. Citing one of his alma mater, Dr Malaza shared one tradition where each new academic year begins with a solemn ceremony at which everybody dresses in idiosyncratic clothing and the year is started with a ritual committing to long-held academic beliefs and values. Conversely, Dr Malaza's speech centred on MUT Strategy 2025 which is designed to make everyone come to the University to give their best, be it, staff or student. "Our Strategy, MUT 2025, commits us to the creation of a beautiful university that future generations will be proud of.

The new contemporary logo presents a bold face of the University. It is much more than just an image; it is a point of recognition for stakeholders and an important foundation for the branding of our University.

It conveys the message that our business is professional, trustworthy, and provides quality services. Yet; are we inspired enough or should we be?" Dr Malaza said: "We are well-positioned to seize the many opportunities likely to arise from 2020-2025 by being creative and innovative. I know that collectively we will rise to the challenge of using imagination or original ideas to create something new and exciting at MUT. We can look ahead into the new year with confidence, hope, and resilience.



We know that there is a lot of preparatory work ahead, including the introduction of a new organisational structure for the whole University and the challenges in student funding and housing. I request that we all aspire to be engaged in committees of the University. These are structures at the heart of the University's governance system. We are in the process of reviewing the Committees of Senate. I encourage all staff to play active roles in these committees," said Dr Malaza who then threw the gauntlet that it is the University community that must change its academic culture, reverse its values and engage in the Strategy for direction.

## TAKE-AWAY NOTES FOR THE VC'S STATE OF THE UNIVERSITY ADDRESS



## STEWARDING THE INTERNATIONALISATION AGENDA

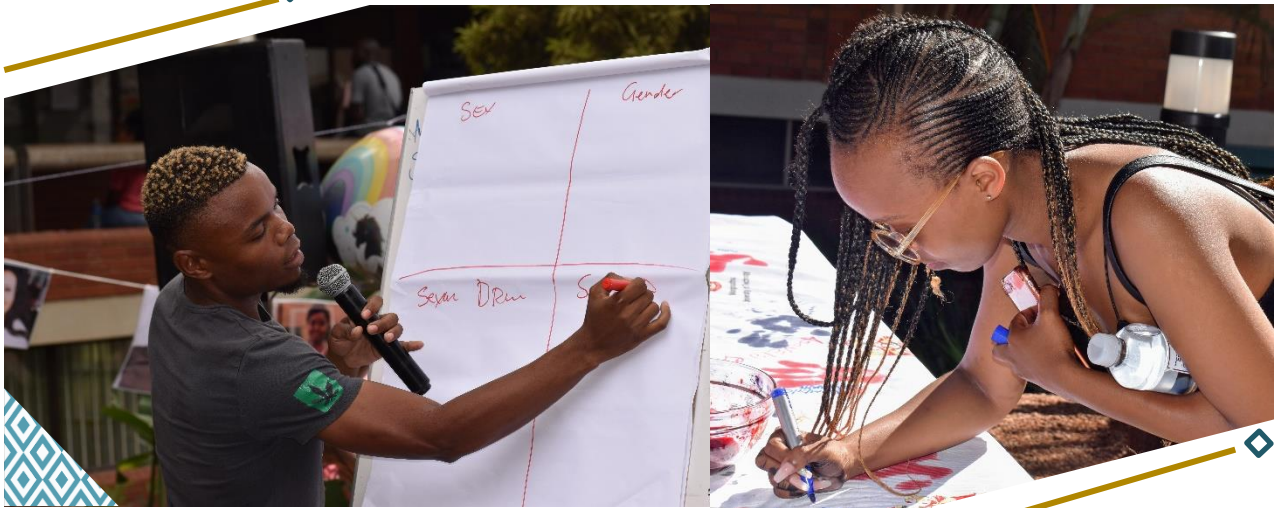
In a bid to assimilate international students fully into MUT, Umlazi Township and its surrounding, the Office of the Vice-Chancellor had a meet and greet session with this year's international cohort from Swaziland, Lesotho, Zimbabwe, Zambia, Nigeria, DRC and Congo. Dr Malaza reflected on some of the great relations he built with other international students and the challenges he faced during his time as a student abroad. "I would like you to play a leadership role as international students and add value to our efforts of globalisation. I also would like you to lead us when we commemorate important International Days such as Africa Day on campus," he said. Dr Tobile Poswa, speaking on behalf of the deans took them through necessary documents that are required for them to be compliant and which offices they need to consult for support during their time at MUT. He also told the international students about MUT's competitive edge of providing unique benefits to international students. "Accordingly, you enjoy the same financial benefits as our students and there are no levies or surcharges for our international students," he said.

After the formal presentations, the international students were taken through a tour of Umlazi Township and the Durban city centre as most of them had only been inside the campus. They were also taken for a fun day to the Pavilion Shopping mall where they played games and interacted with one another. The responses were heart-warming and inspiring for the planners. The students expressed their gratitude at being recognised and cited some challenges they are facing which EMC has now taken upon itself to resolve.



## MUT ROLLS OUT BLACK THURSDAY'S CAMPAIGNS TO RAISE AWARENESS ON GBV

MarComms, Student Affairs, Sport and Protection Services are collaborating on the Gender-Based Violence campaign through what is themed 'Black Thursdays' to empower students and staff with understanding of what GBV entails. This collaborative programme speaks to the DEEDS. The DEEDS (Deliver, Engage, Empower, Discover, and Sustain) as articulated on MUT Strategy 2025 are our leadership capability expectations and these three support services departments have commenced implementing the DEEDS.



The uptake to Black Thursdays was initially more by first-year students. However; the third seminar showed an increase, including senior students. Three seminars have so far been held on raising awareness and what measures need to be taken to prevent GBV. The first seminar was run by Thuthuzela Care Centre, an NPO for GBV which taught students about gender stereotyping and how GBV is manifested. Sport and Protection Services teamed up to teach students and staff the basics of self-defence. The second seminar focused on "In her Shoes", to give men a sense of understanding what women go

through and reminded them of how some women suffered and died at the hands of men. Visuals of Zolile Khumalo, Karabo Mokoena, Uyinene Mhrwetane, and Natasha Cornubia to name just a few victims of GBV are draped on the Anniversary Lane. The campaign is not silent on abuse against men as well. The brutal killing of Lindokuhle Cele has been raised on several occasions. The latest campaign raised awareness on the LGTQI community.



