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Sent: 13 June 2011 03:06 PM
To: s.stephenson@ru.ac.za
Cc: a.bezuidenhout@ru.ac.za
Subject: Imbizo

Dear Sandy

Below are some comments from me for the proposed Imbizo.

RHODES UNIVERSITY IMBIZO

... the objects of the Imbizo are to consider:

The University's vision and mission statement and especially those aspects that are identified as requiring attention;

We need to interrogate our understanding of "environmental best practice" and what this means in terms of planning and implementation of infrastructure, buildings (in other words the built environment), as I believe we may not be meeting international expectations here – the recent residential development has taken place WITHOUT even a scoping report prior to the work commencing – and that for a university which prides itself on being a place where "Leaders Learn" and which prides itself on its environmental offerings. We are altering our environment and we seem not to have a strategic plan in which this happens and we as an institution are not applying what we teach – around Sustainability, environmental impacts etc .

The proposed Institutional Development Plan as a compass for future development at Rhodes;

Here we need to ask questions around what is a "project" – i.e. is it just the building we are going to erect or is it the impact of the development as a whole, on the environment such as traffic flows (pedestrian & vehicular), parking, signage, access & bulk services

The current and future size and shape of the University;

here we need to ask questions around capacity of resources: including inter alia; Human resources for maintaining the "plant", bulk services(both internal & supplied – especially municipal – water, energy, sewerage). This information should be supplied to Makana City for inclusion in their IDP and spatial framework documents.

The current strategic thrust of becoming more postgraduate and its implications;

this is very likely to have implications on traffic and parking as more post Grads seem to have vehicles – although this has not been tested scientifically. This may also have an impact on the offerings of the Sports Union in terms of the mix of sporting and recreational activities. It will no doubt be a major influencer in terms of building design for residential

accommodation as I understand that the needs and expectations of post grads are different from undergrads. If this is the case we will need to revisit the spatial development framework recommendations.

The current situation with respect to undergraduate student support and success and possible future strategies; The current situation with respect to equity and institutional culture and possible future strategies;

White males, in particular, are questioning their career path opportunities and if not secure, the institution could find itself with a major loss of institutional knowledge and capital if a major mentoring program is not instituted to transfer knowledge and skills whilst they still exist. This applies very definitely at the support levels as in many cases the institutional knowledge rests within individuals as against on computer databases. We are currently busy with a major drive to update our succession plan as 25 out of 69 staff leave within the next 7 years – the majority of which is the top management and supervisory component. This could be great for equity but not for knowledge transfer.

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