

# The Leadership of Transformation and the Transformation of Leadership in South African Higher Education Institutions



## Conference

**Date: 22-23 April 2016**

**Venue: Council Chamber**

**Time: 08:00 - 17:00**



**RHODES UNIVERSITY**  
*Where leaders learn*

The Leadership of Transformation and the Transformation of Leadership in South African Higher Education Institutions.

**PROGRAMME**  
**DAY 1**  
**22nd APRIL 2016**

TIME	ITEM	
08:00-08.30	<b>REGISTRATION AND COFFEE</b>	
	<b>CHAIR:</b> Mr Enver Motala. Rhodes University Member of Council.	
08.30-09:00	Dr Chrissie Boughey Deputy Vice Chancellor. Rhodes University	<b>Introduction: Leadership and Higher Education in the Rhodes Must Fall Era</b>
09:00-11.00		
	Ms Rejane Williams. Researcher. Wits Centre for Diversity Studies: University of the Witwatersrand.	<b>Internalised Domination and Internalised Oppression: Implications for the Leadership of South African Higher Education Institutions.</b>
	Ms Nompumelelo Zinhle Manzini. MA Student. Department of Philosophy: University of Witwatersrand.	
	<b>Discussion</b>	
11:00 -11:15	<b>MORNING TEA</b>	
11:15-13:15	<b>CHAIR:</b> Professor Salim Vally (Centre for Education Rights and Transformation. University of Johannesburg)	
	Professor Ramose. Associate Research Professor. Department of Philosophy: University of Limpopo	<b>Ethics and Higher Education Leadership in the Rhodes Must Fall Era.</b>
	Mr Siseko Khumalo. BSc in Anthropology and Political Science Student. Department of Anthropology: Rhodes University.	
	<b>Discussion</b>	
13:30	<b>FINGER LUNCH</b>	
14:30 -16:30	<b>CHAIR:</b> Professor Salim Vally (Centre for Education Rights and Transformation. University of Johannesburg)	
	Professor Martin Hall. Emeritus Professor Graduate. School of Business: University of Cape Town.	<b>Accountable Higher Education Leadership. Accountable to whom? Transparent to whom?</b>
	Ms Julie Nxadi. MA Fellow. Centre for Humanities Research: University of the Western Cape.	
	<b>Discussion</b>	
16.30-16.45	Professor Salim Vally	<b>Summing up and closure</b>

## DAY 2

### 23rd APRIL 2016

TIME	ITEM	
08:00-08.30	REGISTRATION AND COFFEE	
08.30 -08.40	Welcome back	
08:40-10.30	CHAIR: Professor Pamela Dube (Deputy Vice-Chancellor: Student Development and Support :University of the Western Cape)	
	<b>Dr Lis Lange.</b> Deputy Vice Chancellor Academic: University of the Free State	<b>Transforming South African Higher Education Institutions Democratically: Limits and Possibilities.</b>
	<b>Sipho Dlamini</b> MA in Psychology Student. Department of Psychology: Rhodes University.	
	All	Discussion
10:30 -10:45	MORNING TEA	
10:45-12:45	CHAIR: Professor Pamela Dube (Deputy Vice-Chancellor: Student Development and Support: University of the Western Cape)	
	<b>Professor Kopano Ratele.</b> Head of the Centre for Advanced Studies of African Societies: UNISA	<b>Why Would One Try to Transform an Oppressive Structure through Compassionate Leadership? Leaders, Structures and Emotions.</b>
	<b>Sylvia Graham.</b> MA Student. Centre for the Study of Governance Innovation: University of Pretoria	
	All	Discussion
12:45-13.30	FINGER LUNCH	
13:30 -15:30	CHAIR: Professor Pamela Dube (Deputy Vice-Chancellor: Student Development and Support :University of the Western Cape)	
	<b>Dr Babalwa Magoqwana.</b> Department of Sociology: Rhodes University	<b>Transforming towards Sustainability</b>
	<b>Sibongile Masuku.</b> PhD Student. Department of Environmental Education: Rhodes University.	
	All	Discussion
15:30-16.00	Professor Pamela Dube	Summing up and Closure

# Presenter

## Réjane Williams

Ms Réjane Williams is an organizational psychologist and a lecturer at the Wits Centre for Diversity Studies. Prior to joining academia she was an organisational practitioner focusing on issues relating to “race”, diversity, social justice and transformation in organisations. She consulted to the not-for-profit, private and public sectors in South Africa where she undertook transformation- related organisational interventions and training. She currently manages the Short Course & Consultancy Programme at WiCDS which offers courses on Race, diversity, social justice and transformation in organisations. She is presently completing her PhD on “black” individuals’ experiences of past and present racism.



# Respondent

## Nompumelelo Zinhle Manzini

Ms Nompumelelo Zinhle Manzini is an aspiring academic who thinks that the University has a greater role to play in shaping the country. She is currently studying for her Master’s degree in Philosophy at the University of the Witwatersrand (WITS). She holds a BA Joint Honours in Politics and Philosophy from WITS; and a BA Politics from the University of Johannesburg (UJ). Ms Manzini is a Mandela Rhodes Scholar (2016); an Allan Gray Orbis Foundation Fellow, a One Young World (OYW) Ambassador; one of South Africa’s Brightest Young Minds (ByM) 2013 alumni and a member of the Golden Key International Honour Society (UJ Chapter).

Ms Manzini is also a founding member and Director of Ward66 (a concept store located in Kagiso) and occasionally contributes to the Mandela Rhodes Scholar blog on *Thought Leader*. Her areas of interest are African Philosophy; African Leadership; the Philosophy of Art; Post-colonial thought; Feminist Philosophy and African Literature.



# Presenter

## Mogobe Bernard Ramose

Professor Ramose holds a Doctor of Philosophy (cum laude) obtained at Louvain University, Belgium. He has produced a sizeable body of work and his publications include the following books and articles: *African philosophy through Ubuntu*; *On the contested meaning of "philosophy"*; *But Hans Kelsen was not born in Africa*; *I conquer, therefore, I am the sovereign*; *Africa between hope and despair, Hegel and universalism*; *Only the sovereign may declare war and NATO as well*; *I doubt, therefore, African philosophy exists*; *From 'man is the measure of all things' to money is the measure of all things: a dialogue between Protagoras and African philosophy*; (co-authored article) *God is late: what then Professor Van der Walt*; *Reconciliation and reconciliation in South Africa*; *From the isolation to the consolation of philosophy: a critique of contemporary tynocratic teleology*.

Professor Ramose is currently associated with the University of Limpopo, Department of Philosophy and the Sefako Makgatho Health Sciences University: Department of Clinical Psychology.

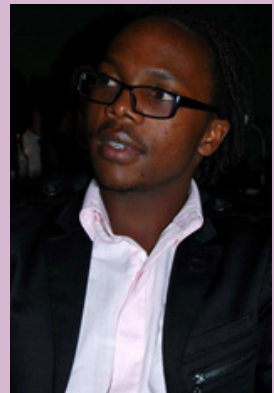


# Respondent

## Siseko Kumalo

Mr Siseko Kumalo is a 3rd year student pursuing a Bachelor of Social Science in Anthropology and Political and International Studies.

His research interests range between Philosophy (Philosophy of Race, Decoloniality and Ethics), and Education. He pursues his interest in Ethics through applying an African philosophical approach to the debates on the transformation of the South African academe. As an aspiring academic, he seeks to actively contribute to the transformation of South African higher education institutions.



# Presenter

## Martin Hall

Professor Martin Hall is Emeritus Professor at the Graduate School of Business, University of Cape Town. Before this, he was Vice-Chancellor of the University of Salford, Manchester (2009-2014), Deputy Vice-Chancellor, University of Cape Town (2002-2008), and Dean of Higher Education Development, also at the University of Cape Town (1999-2002). He was a founding member of the board of *The Conversation* (UK). He was Chair of the Board of JISC, the provider of internet services and digital solutions to universities and colleges in Britain (2014-2015). He was awarded Doctor of the University, Honoris Causa, for services to the University of Salford in 2015.

Professor Hall is a Fellow of the Royal Society of Arts, a Fellow of the Royal Society of South Africa, a Principal Fellow of the Higher Education Academy, a Life Fellow of the University of Cape Town and past-President of the World Archaeological Congress. He is an accredited mediator with the Africa Centre for Dispute Settlement.

Professor Hall is a partner with Artefact Transformation and Facilitation Services. In this capacity he advises on digital learning solutions, higher education leadership and management, and on organizational transformation and conflict resolution.



# Respondent

## Julie Nxadi

Ms Julie Nxadi is a Masters Fellow at the Center for Humanities Research at UWC under the rubric of Migrating Violence. She is also an English Literary student with an interest in writings on trauma (both individual and collective). She is a political reader with an interest in the relationship between race, gender, and class and the amalgamated vulnerability they manifest in the South African context.



# Presenter

## Lis Lange

Dr Lis Lange is Vice-Rector: Academic at the University of the Free State, where she previously held a position as Senior Director heading the Directorate for Institutional Research and Academic Planning.

Before this, she was the Executive Director (2006-2010) of the Higher Education Quality Committee of the Council of Higher Education (CHE), and Acting CEO of the same organisation between August 2007 and April 2008. She has been involved in the development and implementation of science and technology and higher education policy in South Africa for a decade and a half, working in different capacities in the Human Sciences Research Council, the National Research Foundation and the Council on Higher Education.

Dr Lange has served as a member of the board of the International Network of Quality Assurance Agencies in Higher Education (INQAAHE) and has participated in several international initiatives on quality assurance. She is the editor of an academic journal which focusses on the humanities, *Acta Academica*. She has undertaken research and published in the fields of history, higher education and quality assurance. Her major concern in both research and practice is the role of higher education in the development of democratic societies based on social justice.

Dr Lange studied in Argentina, Mexico and South Africa, where she obtained a PhD in South African history from the University of the Witwatersrand.



# Respondent

## Sipho Dlamini

Mr Sipho Dlamini hails from Alexandra Township in Johannesburg. He has a Bachelor of Arts in Psychology and Communications and an Honours in Psychology degree from UNISA. He is currently studying for a Masters degree in Counselling Psychology at Rhodes University. He is also conducting research into factors affecting the academic performance of first year psychology students.



# Presenter

## Kopano Ratele

Professor Kopano Ratele is Head of CASAS at the University of South Africa. His research, teaching, social-political activism, and community mobilisation focuses on masculinity as it intersects with traditions, violence, class, sexuality, and race. He is a member of a number of international and local editorial boards and committees. These include *NORMA: the International Journal for Masculinity Studies, Feminism and Psychology*, *Psychology in Society*, the international reference group of *GEXcel: the International Collegium for Advanced Transdisciplinary Gender Studies*, and *African Safety Promotion: A Journal of Injury and Violence Prevention*. He is the Chairperson of the Board of Sonke Gender Justice and a past president of the Psychological Society of South Africa. Professor Ratele is a regular contributor to television, radio and newspapers. He has published over 100 peer-reviewed journal articles and book chapters and edited five books including the critically acclaimed *There is this Goat* which he co-edited with Antjie Krog and Nosisi Mpolweni.



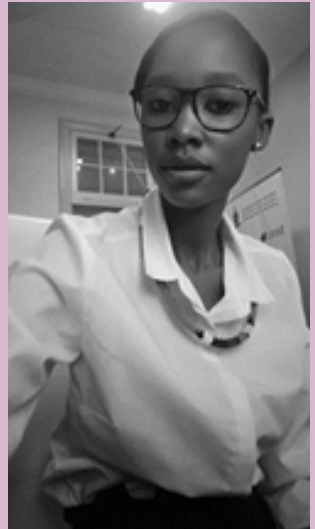
# Respondent

## Sylvia Nwanduvazi Graham

Ms Sylvia Graham holds a Bachelor's degree in Political Science (International Studies) and an Honours degree in International Relations from the University of Pretoria. She is currently studying for a Masters in International Relations. Her study focuses on the BRICS and emerging market economies.

Ms Graham's contribution to the University of Pretoria's Political Sciences Department has resulted in her holding positions such as head tutor and junior lecturer in the same department. She is also a junior researcher at the university's Centre for the Study of Governance Innovation.

Ms. Graham is an active and involved member of society, who balances her academic work with broader sociopolitical citizenship. She was a member of the Central Planning Committee of the Fees Must Fall movement at the University of Pretoria. She is also involved in the Outsourcing Must Fall Movement of 2016. Ms. Graham was part of the task team that worked on strategies for insourcing labour that was previously outsourced. She is a founding member of the Tuks Student Political Association (TSPA), and is currently a member of a committee that seeks to change the language policy of the University of Pretoria in order to foster equity amongst the student body.





# Presenter

## Babalwa Magoqwana

Dr Magoqwana holds a PhD and an MA in Sociology from Rhodes University. Her studies focus on local government, citizenship and labour.

She is currently a Lecturer in the Sociology Department at Rhodes University where teaches courses in Labour Market Studies, Methodology, Gender and Service Work.



# Respondent

## Sibongile Masuku

Ms Sibongile Masuku Van Damme affectionately known as Spinks is a PhD student at Rhodes University currently working on her thesis which is entitled “A postcolonial exploration of socio-cultural intergenerational learning through cattle as a medium of cultural expression in Mpembeni, KwaZulu Natal” in the Environmental Learning and research Centre. She holds a Master’ degree in Leisure Studies from Vrije Universiteit Brusells and a Masters degree in Environmental Education from Rhodes University. Her junior degree in Humanities with English and History as majors and a Concurrent Diploma in Education was obtained from the University of Swaziland. She was a visiting research fellow at the Clayman Institute for Gender Research in Stanford University in the United States in 2007. Since 2000, Ms Masuku Van Damme’s research work has concentrated on indigenous knowledge, the natural and cultural environment and educational processes at this interface. She has worked with the Department of Arts and Culture and its institutions as a Board member and at senior management level. She has also worked at South African National Parks and KZNWildlife.



# CHAIRPERSONS

## Enver Motala

Mr Enver Motala is a researcher at the Nelson Mandela Institute at the University of Fort Hare and a member of the Council of Rhodes University.



## Salim Vally

Professor Salim Vally is the Director of the Centre for Education Rights and Transformation, an associate professor in the Faculty of Education, University of Johannesburg and a visiting professor at the Nelson Mandela Metropolitan University. He studied at the universities of York, Witwatersrand and KwaZulu-Natal. He was a visiting scholar at Columbia, York and Fort Hare universities. His academic interests include education and social policy as these relate to social class, transformation, social justice, human rights and democracy.

He serves on the editorial boards of a number of local and global academic journals and is on the board of various international organisations, professional and non-governmental organisations. He is also active in various social movements and solidarity organisations. He is a regular commentator in the mass print and electronic media.



## Pamela Z. Dube

Professor Pamela Dube is a Deputy Vice-Chancellor: Student Development and Support at the University of the Western Cape, Cape Town, South Africa. She has Bachelor of Arts and Bachelor of Arts Honours degrees from the University of Kwa-Zulu Natal, Durban South Africa. She also has an MA and a PhD degree from the University of Siegen, Germany. She has published widely in her area of expertise and related inter-disciplinary areas in international peer reviewed publications.



Professor Dube's career includes management in higher education and research, media/communication and literature teaching and research, human resources development, student affairs and international relations management. She has worked at the National Department of Education in higher education policy development and as lecturer and researcher at the Universities of Siegen in Germany and the former University of Natal in Pietermaritzburg. She has also worked at the South African Nuclear Energy Corporation (Necsa) where she managed the company's international relations office as well as its learning and people development unit. She has served as a Special Adviser to the Vice-Chancellor and Principal at the University of Johannesburg where she was also the head of the human resources division. She has also been as Advisor to the Vice Chancellor and Principal of Kathmandu University in Nepal. Before she assumed her current position at the University of the Western Cape, Professor Dube was a Dean of Students at the University of the Witwatersrand. Professor Dube has also served as a ministerial appointee to the Council of the University of Pretoria as well as a member of Board of Trustees for the Centre for Education Policy Development (CEPD).



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