

# VICE-CHANCELLOR'S COMMUNIQUÉ

## External Review of the College Model

I am pleased to report that Council approved the external review report of the College Model, the Senate-approved executive implementation plan and the additional input made by the Senate at a meeting held on Friday 3 December 2010. These three documents, which define the parameters and rules of our university-wide engagements, are hereby attached for staff and students to engage with as part of the comprehensive preparation during 2011 for the reconfiguration implementation starting in 2012. It is important that all of us make use of this opportunity to participate meaningfully.

The Review by an external panel of experts who have first-hand experience of College models, and/or who are specialists in organisational structures and operations was conducted from 30 August to 3 September 2010. Staff in the academic and support sectors across the five campuses participated in the interview sessions led by Professor Mzamo Mangaliso, who holds the position of Professor at Isenberg School of Management at the University of Massachusetts in the United States.

In 2008 you will recall that I visited Schools and met with both the academic and support staff. During the course of my visits concerns were raised on the operational functionality in areas within the Colleges. In 2009 further concerns were raised in submissions for the Senate Report on the GAFC and Ministerial Reports. The College Model is in place for five years and on the resolution of Council the external review process was initiated with a view to effect international best practice in organizational structure that would inform an inclusive and innovative environment to enhance co-ordination between operations and strategy. It is an imperative *to which we as the university community committed ourselves at the beginning of the merger to realize the vision* to become 'The Premier University of African Scholarship' and it is to this end that the review was initiated.

### **Attached to this communiqué are the following documents:**

- a) The report from the panel – "Report of the Review Panel to the Vice-Chancellor and Council". This report was approved by the Executive and Council
- b) A document from Executive Management – "Proposed Reorganisation of Academic Management and Support within the Colleges of the University of KwaZulu-Natal". After studying the detailed report and recommendations of the panel, Executive Management formulated an implementation proposal based on the

recommendations from the Review Panel. This implementation report was debated and unanimously adopted by Senate.

- c) The document “College Reorganisation: Issues raised at a special meeting of Senate held on 24 November 2010” which contains issues raised by Senate when the implementation proposal was discussed.

Council *considered and approved all these documents* at its meeting held on 3 December 2010. The process of engaging with these recommendations should now start, led by the DVCs of the Colleges, the Registrar, CFO and Executive Directors, with a view to developing a great unified and diverse institution.

In conclusion I wish to thank each and every one of you for your inputs, your patience and your commitment to this critical process.

Yours sincerely

**Professor Malegapuru Makgoba**

Vice-Chancellor and Principal

9 December 2010