



# TRANSFORMATION CHARTER of the University of Pretoria



UNIVERSITEIT VAN PRETORIA  
UNIVERSITY OF PRETORIA  
YUNIBESITHI YA PRETORIA



# TRANSFORMATION CHARTER OF THE UNIVERSITY OF PRETORIA

## OUR HISTORICAL BACKGROUND

When our founding institution, namely the Pretoria branch of the Transvaal University College (TUC), was established in 1908, it had 32 white students. Although Dutch and English were the official languages of the TUC at that time, English was the language of instruction. Afrikaans became the second language of instruction in 1917. Thirteen years later, an Act of Parliament established the TUC as the University of Pretoria (UP). From 1932, Afrikaans became the sole medium of instruction at the University.

With the dawn of democracy in 1994, English was made the second language of instruction. In 2017 the UP Council approved that English will become the language of instruction from 2019.

Today, the University of Pretoria has more than fifty thousand students - the majority of whom are black and female - located in nine faculties.

## OUR VISION

Our vision is to become a leading research-intensive university in Africa, recognized internationally for its quality, relevance and impact, and also for developing people, creating knowledge and for making a difference locally and globally.

We regard transformation as an integral part of the vision, mission and operations of the University.

## OUR TRANSFORMATION GOALS

Given the social and economic disparities caused by the legacy of the past, we recognise the crucial role of the higher education sector in the development of South African society. Accordingly, the University of Pretoria has identified the following as our transformation-specific goals:

- To ensure access to a diverse student body, reflective of the demographic mix and social complexity of South Africa.
- To significantly reduce and ultimately eliminate differential student success and graduation rates based on race, gender, class and other critical variables.
- To ensure the realisation of employment equity as set in the University's Employment Equity Plan.

- To enhance research capacity and productivity of black and women academics.
- To engender institutional cultures and practices that are welcoming to students and staff from diverse socio-economic and cultural backgrounds.
- To ensure that the University has impact on the social and economic well-being of South African society.

## OUR APPROACH TO TRANSFORMATION

Guided by our values of diversity, inclusivity, equity, and integrity, we fully embrace our transformation mandate, which includes amongst others, the production of a skilled workforce that will make a meaningful contribution to the national, continental and global economy.

We facilitate equity of access and provide a fair chance of success to all our hard-working students whom we recruit from different social and economic backgrounds.

By putting our teaching and research resources at the disposal of our students and staff, we contribute to the development of an informed society, a culture of tolerance and democracy as well as the promotion of sustainable development.

Transformation is at the heart of all our ongoing strategic initiatives, which focus, amongst others, on academic success, research excellence, curriculum transformation, community engagement, gender and social justice, disability awareness, anti-discrimination and culture change.

We regard transformation as a journey through which the University improves its ability to respond meaningfully to the needs of our society.

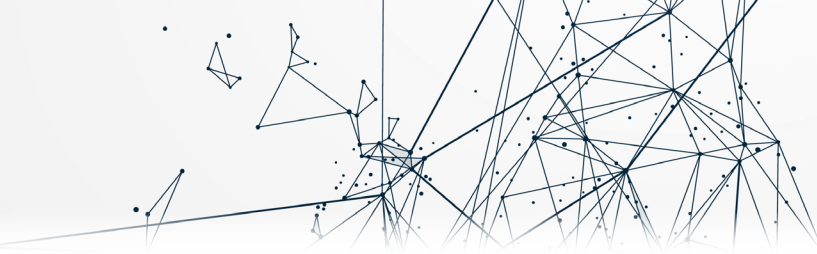
## OUR TRANSFORMATION JOURNEY

Since the advent of democracy in South Africa, we have taken bolder and more intentional steps in our ongoing journey of transformation.

Whereas black contact students constituted only 11% of the total contact student body in 1994, they made up 54% of our contact students in 2016. The representation of permanently employed black people among our staff rose from 33% in 2006 to 53% by 2016. Since 1997, the majority of our students have been female (53% in 2006 and 54% in 2016). Over the past decade, our graduation, qualification completion and student employability rates as well as research and subject rankings by key university ranking agencies, have been improving.

Transformation cuts across all University structures, processes and policies.





## MAINSTREAMING TRANSFORMATION

Whilst the ultimate responsibility for the realisation of our transformation goals lies with the University Council and the Executive, our transformation priorities are structurally embedded into the committee system of all our faculties and support departments. We also have an institutional transformation office and an institutional transformation committee whose main task is to promote the transformation of institutional culture.

Since transformation is a central motif and a key objective of the UP 2025 Strategy, it is integral to the shorter-term strategies and plans derived from it. The latter include, amongst others, the UP 2017-2021 Plan, the UP Employment Equity Plan and the Transformation Implementation Plan.

Some of the key policies that are specifically designed to facilitate our institutional transformation effort include those dealing with: the language of instruction, curriculum transformation, overall student experience, employment equity, disability awareness, sexual harassment and unfair discrimination.

We carefully monitor and evaluate the implementation of the transformation agenda of the University.

## MONITORING AND EVALUATION

In order to ensure the delivery of our transformation objectives, we annually track our progress, appraise our performance and implement the necessary remedies. To this end, we set clear annual transformation goals, establish key transformation indicators and identify the requisite strategies.

## OUR COMMITMENT

The University of Pretoria proudly takes its place among fellow South African universities, determined to make its own contribution in the comprehensive development of our young democracy and in the transformation of South African society.

Vice-Chancellor and Principal: University of Pretoria

Date: 1 August 2018