

Who's Accountable?

The Vice-Chancellor and Principal has overall accountability for transformation, with support from:

1. COUNCIL

- Approve transformation strategy.
- Monitor and review progress.

2. EXECUTIVE

- Approve transformation goals and implementation plan.
- Allocate resources for transformation.
- Assign responsibilities and manage implementation of Transformation Plan.

3. HUMAN RESOURCES COMMITTEE OF COUNCIL

- Approve policies and regulations applicable to staff.
- Approve EE Plan and monitor implementation.

4. INSTITUTIONAL FORUM

- Advise Council and Executive on race and gender equity policies, and fostering of inclusive institutional culture that promotes:
 - (i) tolerance and respect for human dignity and fundamental human rights, and
 - (ii) positive environment for teaching, learning, and research.

5. EE FORUM

- Consult on review of EE Policy, EE Plans, and annual EE Reports.
- Monitor progress and implementation.



6. INSTITUTIONAL TRANSFORMATION COMMITTEE

- Review, monitor, and make recommendations to the Executive on transformation projects to ensure achievement of relevant objectives and targets.
- Play oversight role on progress made in transformation within faculties and professional service departments based on Transformation Charter and UP transformation objectives.

7. FACULTY AND PROFESSIONAL SERVICES DEPARTMENT TRANSFORMATION COMMITTEES

- Work with Deans/Directors to develop faculty/departmental transformation plans.
- Implement and manage transformation to ensure achievement of set goals.
- Monitor progress of transformation plans.
- Provide dialogue platform on transformation, and provide advice to management.

8. STAFF AND STUDENTS

- Participate in transformation dialogues and initiatives through various University forums, namely Institutional Forum, Institutional Transformation Committee, and Faculty and Professional Services Department Transformation Committees.
- Live values of transformation.



CONTACT US

The University of Pretoria's Transformation Office can be found on the Hatfield Campus, but its staff work across all UP campuses.

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UP TRANSFORMATION PLAN

Introduction

The University of Pretoria has been on a transformation journey for over two decades. Although progress has been made, intentional work still needs to be done to realise our full transformational potential and aspiration for a *transformed, inclusive, and equitable University community* which serves as a critical gateway and societal vehicle that advances the transformation and development imperatives of our country.

Our Vision

To become a more diverse and inclusive knowledge community, to enable us to contribute to building a new society that is non-racist, non-sexist, democratic, just, equal, equitable and prosperous.

Together, we are striving to integrate transformation imperatives into the University's culture and practices. Our transformation philosophy is embedded in **THE UP WAY**, our ethos of excellence, perseverance, respect, creativity, innovation, diversity, growth, kindness, and making a difference every day.

Our approach is driven by transformational leadership that creates a culture of engagement, collaboration and innovation, transformed institutional systems, and ensures effective and efficient oversight and governance.

Strategic Objectives

- Creating a thoroughly inclusive institution with a diverse student body, taught by diverse, qualified academic staff.
- Producing impactful, high-quality research that matters, and that contributes to solving complex issues.
- Promoting a transdisciplinary approach to research and deploying knowledge for social, economic, and environmental change.
- Eliminating gender-based violence, sexism, racism, homophobia, xenophobia, and all kinds of discrimination and prejudice.
- Creating a welcoming university that is enabling and future-oriented.
- Pursuing continuous curriculum reform, renewal, and transformation.
- Achieving excellence and innovation in teaching and learning to achieve higher access and success rates.
- Offering hybrid modes of teaching, learning, and assessment that are relevant to a 21st-century world.



Our Pathway to Transformation

