

NWU TRANSFORMATION CHARTER

Transformation Charter (Ratified by Senate, 30 May 2012)

We, the Council, Management, Staff and Students of North-West University –

AFFIRM

- That the democratic South Africa presents NWU with challenges in ensuring that we live up to the demands of our Constitution and the Bill of Rights;
- The need for historical awareness;
- Academic, individual and morally sound institutional freedom as necessary freedoms;
- The need for strong governance and efficient management and administration in order to be publicly accountable; and
- Our commitment to ongoing and robust engagement.

RECOGNISE the challenges of:

- Educating socially responsible graduates, conscious of their role in contributing to the national development effort and social transformation;
- Developing a well-organised, vibrant research and development system that integrates the research and training capacity of higher education with the needs of industry and of social reconstruction;
- Increasing access to, and articulation within, post-school education and training;
- The poor conditions under which many students learn and live; and
- Developing a curriculum oriented towards social relevance and benefit.

VISUALISE

A transforming and diversifying university that

- benefits from and respects the abilities of all who form part of the NWU community;
- grows as it meets challenges in the process;
- celebrates related achievements;
- acknowledges all known transformative efforts;
- empowers and enables; and
- actively nurtures practices, behaviours and attitudes that are inclusive.

COMMIT TO

- Acknowledging both the positive and the negative effects of our past on our present;
- Recognising our location in Africa as an African institution of higher learning, enriching itself from the traditions of reputable international institutions of higher learning;
- Fulfilling the obligations of the Constitution, adhering to the Higher Education Act 1997 (Act 101 of 1997), living up to the core values of the NWU in order to meet South Africa's needs, and performing the core business of the NWU;
- Providing high-quality scholarship, teaching-learning, research and implementation of expertise aimed at benefiting the social, economic and human development of local, regional, national, and global needs; and
- Forging a proud future by harnessing the capacities, skills and abilities of all our people and the institutional capital of the NWU to establish excellence in transformation as integral to its core business.

HOLD THAT

Definitions of “transformation” often vary and are contextually specific. The NWU context confirms that transformation is inextricably connected to issues of justice, culture, performance indicators, communal well-being, excellence, relevance, etc., as well as to the wider concept of being responsive to environmental and political changes, and being relevant to the current needs of the communities we serve.

We have identified ten transformation goals, which we judge as the most relevant to pursue, monitor and achieve, namely, *Diversity, Access, Alignment, Redress, Equity, Resource Allocation, Increased Unity, Student Experience, Success and Quality*.

Progress in achieving the aforementioned is dependent upon the existence of clear, measurable and well-communicated strategies, plans and projects; and a focused, fundamental, purposeful, resolute, collective and dedicated effort – including structures and systems – by our entire NWU community.

Dialogue, communication, negotiation and collegiality are imperative if the NWU values are to shape the institutional culture and climate in a meaningful way that will be sustainable into the future. Therefore, the ongoing management and monitoring of the transformation agenda in line with the University’s Code of Ethics will take place in a constructive and consultative manner. .

We are custodians of *inter alia* South African public funds for the education, training and shaping of those members of the populace who study and work at the NWU; as such we have to be accountable, transparent and inclusive.

We believe that our institutional policies, processes and procedures must benefit the NWU’s transformation goals as part of its *core business* underpinned by its *core values*. This, we believe, necessitates the incorporation of transformation into the performance agreements of all institutional managers.

Transformational leadership requires that we have the courage to act, decide and make choices in the best interest of attaining NWU’s transformation goals in order to give substance to our public claims.

WE PLEDGE to establish North-West University in the manner expressed above and will remain self-reflexive to ensure that we remain committed to our promises in relation to transformation.

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