

**“Learning together for change – Advancing education for all through higher education”.**

**Conference Venue:**

**Nelson Mandela African Institution of Science and Technology**  
**Arusha, Tanzania, April 27<sup>th</sup> – 29<sup>th</sup> April 2015**

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**“Can Higher Education provide access to promote change but sustain quality?”**

**27 April 2015 11:00 – 11:40**

**Merle Hodges: Director: International Office, Cape Peninsula University of Technology**

# CONTEXT

## CHANGE AND VALUES

- Member of HR and REM board Committee of Cape Nature a provincial environmental government agency
- **“Research has shown that organisations in which values are aligned have much higher levels of employee engagement and success”**
  - Values CARE
  - Policies are aligned
  - Talent search from disadvantaged contexts
  - Capacity Development Programme – APP - 977 workshops for the period
  - Blue Band with CARE
  - HR – DIRECTOR – **“STAFF NOW REMEMBERS THE VALUES”**

**“DID YOU STOP ANY OF THE STAFF ASKING HOW THEY FEEL AFTER ALL THESE INTERVENTIONS?”** **MUST LIVE IT**

# CONTEXT

# CHANGE AND VALUES

ASSOCIATION FOR INTERNATIONAL EDUCATION ADMINISTRATORS  
(AIEA) Four questions

- i. What do you see as the most significant directions for higher education as we move deeper into the twenty-first century, and what sort of impact might these directions have on the human experience for good or ill?
- ii. How can universities harness the opportunities afforded by globalization, (especially given its outsized influence on the human experience), to more effectively and regularly to fulfill their mission?
- iii. What are higher education's responsibilities in addressing the world's key challenges and how well do you think universities are doing in that regard?
- iv. How can we confront and overcome the glaring inequities in higher education around the world so that we can be more effective in serving the many that desperately seek such experiences but currently fall outside of its reach?

# Focus on question 4

- How can we confront and overcome the glaring inequities in higher education around the world so that we can be more effective in serving the many that desperately seek such experiences but currently fall outside of its reach?

# Start at home

## ANTHONY FRANK

List of Robben Island political prisoners  
Number: 8/8018

266 VOORTREKKER ROAD  
KRAAIFONTEIN

Date Admitted : 72.04.06

Date Released: 78.04.05

- Robben Island

# REVOLUTIONARY TEACHING

by Frank

LISTEN WITH ATTENTION

LOOK AT ALL PEOPLE WITH NO BIAS  
(pigmentation)

READ and LISTEN:

- MUSIC – classical

- SPEECH“ MARTIN LUTHER KING ‘ I  
HAVE A DREAM – my 4 little children will be  
judged by their character and not.....”



# The values Frank taught.



- Developing through mentorship
- Respect for human dignity
- True non-racialism
- Cultural development through speech, music, written and social interaction
- Internationalization through travel of the mind – This should lead to mobility.

# On BECOMING A SCIENTIST

- Work with my mother in the local school for the advantaged.
- Swept classroom floors - Science classroom
- When studying those specimens – my dream of becoming a scientist was born. “He mentored me to lift my eyes from the floor to look at the classroom, to dream”





# PRIMARY SCHOOL AND VALUES

- SWISS PROJECT MATHEMATICS AND ENGLISH + LIFE-SKILLS and MENTORSHIP.
- ON THE PLAYGROUND – INTERNALIZATION OF LIFE SKILLS.
- TEACHER PROVIDED **BALLS ENABLER**
- **INHIBITER** – SOCIO-ECONOMIC-CULTURAL barriers

# TEACHER TRANSFORMATION

- Science Workshops at venues AWAY FROM CONTEXT
- Procedural, Moral, Ethical and Critical Thinking Teacher Question: Can come to my classroom to demonstrate this to class size of 89 learners?”
- Research: "Teachers apply learning according to context and environment" (Johnson '08)  
Ubuntu – no direct rebuttals

# Values and Change at HEI's

- SA - EQUITY AND TRANSFORMATION  
AGENDA

HARD DATA

## RACE

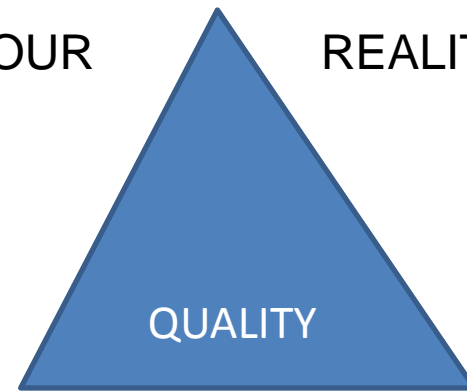
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20	40	12	5

SOFT VALUES



YOUR

REALITY



CAREER PATHING - MENTORSHIP BOTTOM OF ECONOMIC  
ACADEMIC PYRAMID

KNOWLEDGE PRODUCTION WHO STILL HAS OWNERSHIP?

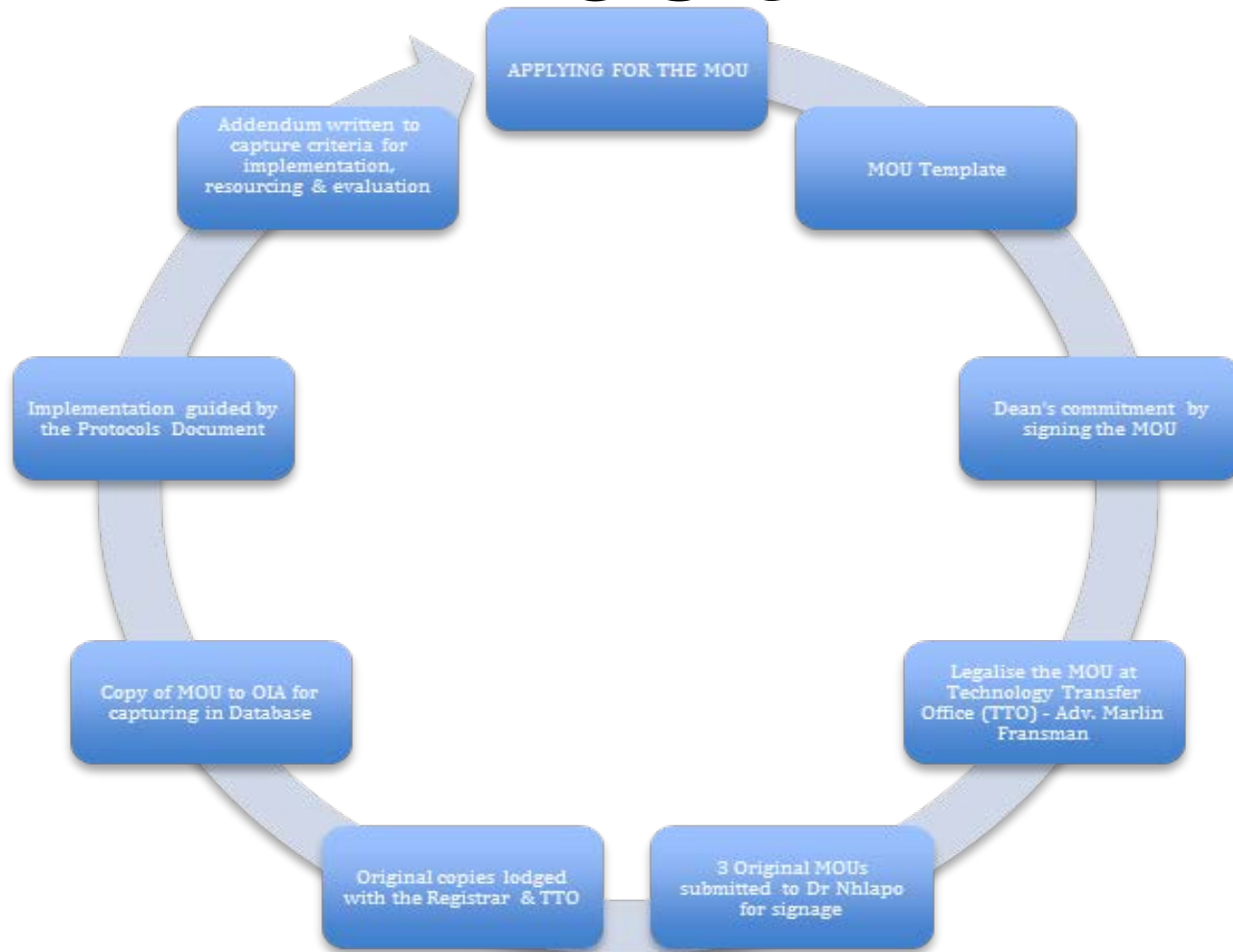


# LEADERSHIP FOR CHANGE

- INDIVIDUAL
  - LACK CONFIDENCE
  - ENTITLEMENT – OVER CONFIDENT
  - GOOD LEADERSHIP
    - TEAMWORK
    - DEVELOPMENT OF INDIVIDUAL SKILLS
    - PROCEDURAL THINKING
    - COLLEGEALITY
    - Policies, Processes, data.....



# Managing Partnerships – MOU's



# Record Exchange mobility process

Exchange Students contact OIA in CT & Blv

## Application process

- Supporting documents
- Passport (Certified less than 3 months)
- Academic Results in English (Certified)

Evaluation Criteria:  
Write to Lebethe and ask him how do they accept Exchange student

OIA contacts the Faculty Office

Faculty Office accepts the student

OIA takes the form to Application Office to be captured

## Contact Housing to secure Accommodation

- CT: Themba Hlase 0214603870
- Blv: Zandile Jacobs & Sharon du Plesses 0219596885 /7

Management Letter

Application Office Follow up

Booking of Transport

## Registration on Arrival

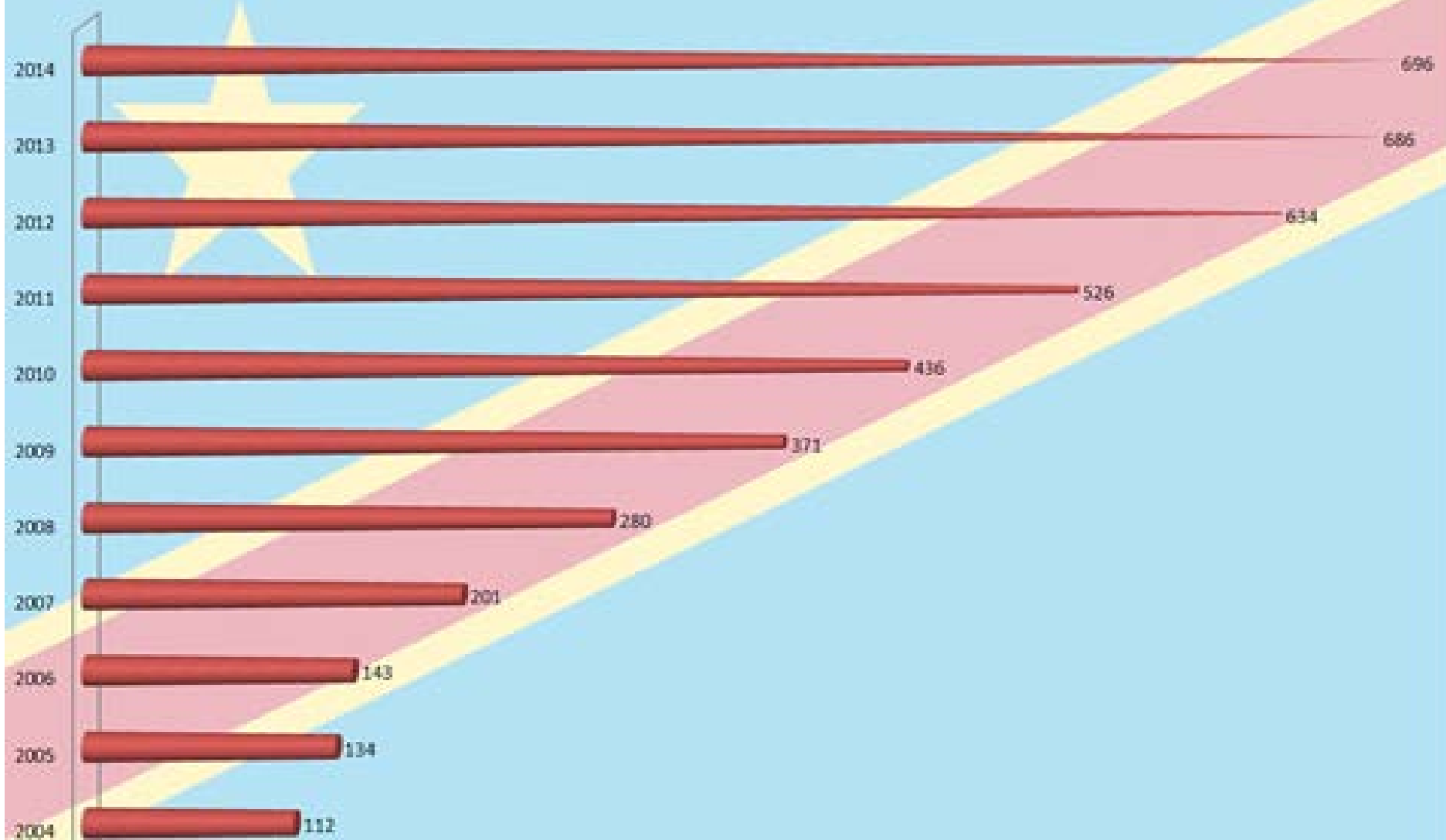
- Passport
- Permit
- Valid SA Medical Aid
- Original transcript
- Academic Results
- Letter from Partner institution



# IEASA TOP 20 INTERNATIONAL ENROLMENT 2012



# DEMOCRATIC REPUBLIC OF CONGO - CPUT ENROLMENT 2004-2014





# CPUT TOP 26 INTERNATIONAL STUDENTS FROM 2004-2014



# INSTITUTIONAL CHANGE

- My ALMA MATER – GOOD LEADERSHIP
- 2015 - INAGURATION OF NEW VICE CHANCELLOR.
- HISTORY AND BIG SHOES TO FILL
- Then INWARD LOOKING IMPLODING
- Now OUTWARD looking EXCELLENCE.
- tactile, visible, present, sympathetic  
concrete (funding, buildings) LEADERSHIP

# Change and International partnerships

- Presentation : Partners' International Curriculum Development agenda based on Diversity; Sustainability; Access.....
- But - South African Partners only the Top Research HEI's – UCT, SUN etc WITS (in draft) after I asked for a CPUT partnership.
- Question? Is there a match between agenda and ethical partnership selection?

# CHANGE IS COMPLEX

- IF WE WANT TO CHANGE WE SHOULD:
- UNDERSTAND ITS COMPLEXITIES
- ITS PEOPLE
- THEIR COMPLEXES
- THEIR AMBITIONS
- HOW THEY LEARN
- CONTEXT WITHIN WHICH THEY LEARN



# CHANGE IS COMPLEX

- THEIR CULTURAL AND INTERNATIONAL COMPETENCES
- THE BROAD QUESTIONS **THEY – YOU** WISH TO ADDRESS
- BE HONEST WITH YOUR AGENDA
- DO NOT HIDE BEHIND VALUES - RHETORIC WHILE BEING GUIDED BY RANKINGS

# Context

## CAPE TOWN HARBOUR – GRANGER BAY CAMPUS



# CAPE TOWN INFORMAL SETTLEMENT



# MY LAST THOUGHT

“LET US TRULY LIVE FOR OUR  
CHILDREN”

ONLY

THEN WILL/COULD

CHANGE AND QUALITY

BECOME Synonymous





# I THANK YOU

## The new world

- “In the coming years we are going to see great new ideas being born at the interface of cultural boundaries.” (Sarkar, 2010)

