Women in Higher Education Conference

Assessing Prospects & Challenges to Career Advancement

27 - 28 MARCH 2014

FNB Conference & Learning Centre, Sandton | Johannesburg

BOOK & PAY BEFORE 15TH MARCH 2014 AND RECEIVE AN ANDROID TABLET

Expert speakers:

Susan Robertson
Deputy Director Human Resources
Rhodes University

Dr. Judith Lungu
Deputy Vice Chancellor
Mulungushi University, Zambia

Dr. Rose Laka-Mathebula
Executive Director in the Office of the VC
Mangosuthu University of Technology

Professor Amanda Gouws
Department of Political Science
University of Stellenbosch
Cape Town

Martine van der Merwe
Acting DVC: Resources & Operations
/Chief Financial Officer
Central University of Technology, Free State (CUT)

Prof SG Burton FRSSA, MASSAF
Vice-Principal: Research and Postgraduate Education,
University of Pretoria

Professor Sandra Klopper
Deputy Vice-Chancellor,
University of Cape Town

Dr. Annieke Ravuidzulo
Director: Curriculum Development
University of South Africa

Prof. Thobeka V Mda
Dean: Faculty of Education and Social Sciences
Cape Peninsula University of Technology
OVERVIEW
This women in leadership conference is a forum for supporting and advancing women working in the higher education sector. Significant progress has been made to promote gender equity in higher employment policies. However, there is still a concern over the low representation of women at all levels of higher education leadership in higher education institutions.

Women working in higher education sector face a lot of challenges mainly due to the fact that they work in a male-dominated industry. They also face problems in balancing work and home life and also they lack proper time for continuing personal and professional development.

AIM
The aim of this summit is to equip higher education leaders with the necessary skills so that they are able to deal with the challenges that women face in their workplace. The conference will also help them to address issues that pertain to women and leadership roles in higher education institutions so that they are able to nurture their individual leadership abilities.

Who you will meet & should attend?
All departmental personnel such as:
- Deans/School Heads/ Faculty Heads/ Pro VCs/ VCs/ DVC
- Lecturers/Senior Lecturers
- Senior Management/ Professors
- University Governance
- Diversity & Inclusion/ Gender studies
- Women’s Leadership Program Manager
- Workforce Planning/ Human Resources
- ETC

Please contact Kaule for the exhibition / sponsorship opportunities available at this event at kaulel@sild.co.za or 011 781 3345.

The benefits of attending this conference:
- Identifying institutional barriers to equity and undertaking innovative ways to address these impediments
- Devising mechanisms for annual monitoring and reporting to university Councils on gender equity across senior positions
- Acquiring skills for undertaking the review of university employment policies and the implementation, particularly as the impact on senior leadership positions
- Promoting and monitoring fair and effective representation of women in senior committees and external bodies to which the university nominates members or representatives
- Facilitating women’s participation in leadership development initiatives
- Harnessing the benefits of networking among women in higher education institutions
- Learning about current issues and trends facing women in higher education sector.

SETA accreditation
Many of our delegates enquire after our accreditation status. There is a misguided opinion that organizations can only claim their levies back if they use accredited training providers only. This is not entirely correct. In the Government Gazette (No.20865 of 7 February 2000), it clearly states that the Skills Development Levies Act provides for recovery of a levy payment based on the submission of Workplace Skills Plans (WSPs), Workplace Skills Implementation Plans (WSIPs), and the submission of the names of Skills Development Facilitators (SDFs), and not on the basis of making use of accredited providers or NQF-aligned training and development events only.
## Women in Higher Education Conference

### DAY ONE

#### 27 MARCH 2014

<table>
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<tr>
<th>Time</th>
<th>Activity</th>
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<tr>
<td>08:00 – 08:30</td>
<td>Refreshments &amp; Morning Coffee</td>
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<td>08:30 – 09:00</td>
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| 09:00         | **Session 1:** Keynote Address: The Impact of Policy on Women in Higher Education: An International Perspective  
• The necessity of outlining one's career objectives and the means to achieve the objectives  
• Making personal and calculated career decisions and positioning oneself for advancement  
• Successfully swapping the many leadership roles, colleges, universities and countries throughout the career  
Professor Sandra Klopper  
Deputy Vice Chancellor  
University of Cape Town |
| 10:00         | Tea/Coffee Break                                                                             |
| 10:15         | **Session 2:** Revisiting recruitment and retention Procedures for Women in Higher Education  
• Assessing current recruiting strategies and how they impact on the hiring of women in higher education  
• Reviewing the various recruitment and hiring policies in higher education  
• Harnessing the various ways of filling the gender gaps in recruitment strategies  
Susan Robertson  
Deputy Director Human Resources  
Rhodes University |
| 11:15         | **Session 3:** Assessing the Potential For career progression and leadership roles Availability For Women in Higher Education  
• Understanding career progression for women in higher education  
• Dealing with gender bias and personal choices in terms of career advancement  
• Practical strategies for leadership advancement and career progression  
Dr. Judith C. N. Lungu  
Deputy Vice Chancellor  
Mulungushi University, Zambia |
| 12:15         | **Session 4:** Promoting Inclusive workplace cultures That Impact on Women's Roles in Managerial Position in Higher Education  
• The leadership journey-Challenges faced, obstacles overcome and career achievements  
• Inspirational and advice for female leaders in higher education  
• The importance of resilience in success and career longevity  
Dr. Rose Laka-Mathebula  
Executive Director in the Office of the VC  
Mangosuthu University of Technology |
| 13:00         | Lunch Break                                                                                  |
| 14:00         | **Session 5:** Gender Issues and Academic Advancement for Women in Higher Education  
• Innovations and experiences with current national and international policies that have a bearing on women empowerment in higher education  
• Challenges with the implementation of national policies  
• Making improvements on the current policies-what ought to be done.  
• Case study  
Prof. Thobeka V. Mda  
Dean: Faculty of Education and Social Sciences  
Cape Peninsula University of Technology |
| 15:00         | Tea/Coffee Break                                                                             |
| 15:15         | **Session 6:** Reviewing challenging male-dominated cultures that Impact Women in their day-to-day discharge of their duties  
• University frameworks that successfully support women's leadership in Higher Education  
• The challenges that prevent women from accessing leadership positions and how women can overcome them  
• How women can take advantage of their University’s women's leadership initiatives to aid career progression  
Martine van der Merwe  
Acting DVC: Resources & Operations/Chief Financial Officer  
Central University of Technology, Free State (CUT) |
| 16:00         | End of Day one                                                                               |

For more information contact  
Kawimbe  
+27 11 781 3345  
kawimbel@sild.co.za
DAY TWO

08:00 – 08:30 Refreshments & Morning Coffee
08:30 – 09:00 Registration

09:00 Session 1: The Impact of Sexual Harassment on Gender Equity in Higher Education
- Implementing university frameworks that successfully support women’s leadership in Higher Education
- Evaluating the challenges that prevent women from accessing leadership positions and how women can overcome them
- Taking advantage of their University’s women’s leadership initiatives to aid career progression

Professor Amanda Gouws
Department of Political Science
University of Stellenbosch, Cape Town

10:00 Tea/Coffee Break
10:15 Session 2: Networking and collaboration: The benefits of creating strong networks across Higher Education
- The importance of networking for career progression
- Strategies to build networks within Universities and across the Higher Education landscape
- How academic and non-academic women can create mutually beneficial working relationships

Barend Lutz
Researcher MIH Media Lab
University of Stellenbosch

11:15 Session 3: Promoting Sustainable careers and work/life balance in higher education institutions
- Ways in which Universities can remove barriers preventing women from seeking and/or acquiring senior leadership positions?
- Understanding the role of the government in closing the gender representation gap and in assisting women reaching top leadership positions in Universities
- How can women themselves ensure they are able to advance to these senior positions and assist in opening the door for future female leaders

Mwawi G. Sitshoni
PHD Student
University of Kwazulu-Natal

12:15 Session 4: Motivating & Encouraging Women to Research & Publish: Mini-Workshop
- Critical Issues that matter when researching for publishing
- Motivating factors and challenges that women face when intending to publish
- Where to start from in the work of Publishing
- Selling yourself to the publishing films

Prof SG Burton FRSSA, MASSAf
Vice-Principal: Research and Postgraduate Education
University of Pretoria

13:00 Lunch Break
14:10 Session 5: Encouraging Innovative practice for supporting women in their Workplace
- Assertively expressing your career goals to managers to assist in professional development and promotion
- Effectively communicating your leadership expectations

Dr. Annieke Ravuidzulo
Director: Curriculum Development
UNISA

15:00 Tea/Coffee Break
15:15 Session 6: Navigating the Political Landscape of Higher Education
- Operating and successfully managing different and difficult personality types
- Resolving conflict successfully-tips
- Dealing with workplace politics as a male leader

Professor W Issac-Martin
College of Graduate Studies,
UNISA

16:00 End of Day Two.
Professor Sandra Klopper
Deputy Vice- Chancellor, University of Cape Town

Professor Klopper has an honours degree in Art History (cum laude) from the University of the Witwatersrand, where she returned to write her PhD thesis, tracing the socio-political histories of various traditionalist art forms from present-day northern KwaZulu-Natal. She also has an MA in Art and Social Reform from the University of East Anglia, UK. She lectured in Art History at Wits from 1981 to 1988. In 1989 Professor Klopper joined UCT as a lecturer specialising in African art, and was promoted first to senior lecturer, then to associate professor, before accepting an appointment at Stellenbosch University (SU) as head of Visual Arts in June 2001. She became Vice-Dean of Arts (Drama, Fine arts and Music) at Stellenbosch in January 2006, and accepted an additional appointment as acting head of the Music Department in mid-2006. Prior to her UCT appointment as Deputy Vice-Chancellor, Professor Klopper was the Dean of Humanities at the University of Pretoria - from October 2008 to December 2011. Professor Sandra Klopper took office as Deputy Vice-Chancellor on 1 January 2012. Her portfolio focusses on strategic issues, including teaching and learning; institutional size and shape; physical and academic planning; and graduate attributes.

Dr. Judith Lungu
Deputy Vice Chancellor Mulungushi University, Zambia

Dr. Judith Lungu is currently the Deputy Vice Chancellor at Mulungushi University in Zambia. She was the first female student to enter into Agricultural Sciences degree program at the University of Zambia (UNZA). She holds a degree in Agricultural Sciences with Merit from UNZA, a Master’s degree in Animal Science from University of Massachusetts, Amherst, USA and a PhD in Reproductive Physiology from University of Manitoba, Canada. Dr. Judith Lungu was a Senior Lecturer at University of Zambia. She served as Researcher and Lecturer of UNZA from 1986, teaching in Faculties of Agriculture, Veterinary and Natural Sciences. She also taught at University of Botswana in the Faculty of Agriculture in 1989–90 as Botswana College of Agriculture was converting to degree programs.

Prof. Thobeka V Mda
Dean: Faculty of Education and Social Sciences
Cape Peninsula University of Technology

Prof Thobeka Mda is Dean at the Faculty of Education and Social Sciences at Cape Peninsula University of Technology. She is the former Deputy Executive Director for Capacity Enhancement at the Human Sciences Research Council. She held position of Dean at the Faculty of Education at University of South Africa (UNISA) from 2000 to 2004. Qualifying as a high school teacher 35 years ago, Prof Mda told Wellington Campus staff members that she is “a teacher” like the rest of them. Prof Mda is familiar with issues facing the education sector, from mergers of institutions to curriculum revamps.

Martine van der Merwe
Acting DVC: Resources & Operations/Chief Financial Officer,
Central University of Technology, Free State (CUT)

For more information contact: Kawimbe +27 11 781 3345 kawimbel@sild.co.za
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- The signed registration form is a legally binding contract.

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   Position: ..........................................................
   Email: ..........................................................
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   Position: ..........................................................
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3. Full Names: ..........................................................
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4. Full Names: ..........................................................
   Position: ..........................................................
   Email: ..........................................................
5. Full Names: ..........................................................
   Position: ..........................................................
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FEES
(Please indicate your choice and complete the authorization)
Payment is required within 5 days.

☐ Price per Delegate (Tablet inclusive) = R8,999.00
☐ Price per Delegate (No Tablet) = R7,600.00

Group Discount (per Delegate)
☐ 5 & Above Delegates (No Tablet) = R6, 600.00 each

Fees Include refreshments, luncheons and supplementary documentation.

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TERMS & CONDITIONS