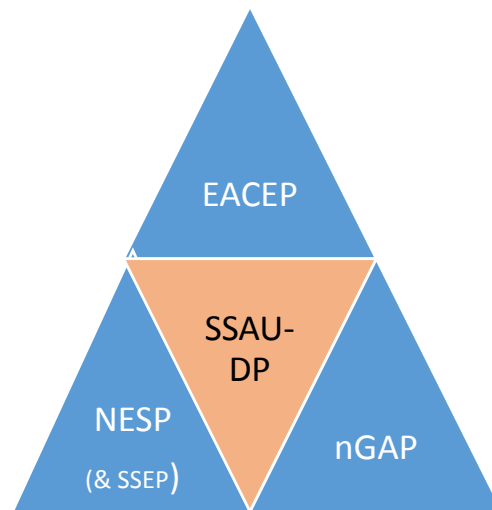


THE STAFFING SOUTH AFRICA'S UNIVERSITIES DEVELOPMENT PROGRAMME (SSAU-DP)

- ❖ The SSAU-Development Programme is designed as a support programme that will assist in meeting the development needs of emerging scholars, nGAP scholars and existing or supplementary staff who might participate in certain elements of the programme. It is likely, too, that other staff (employed for replacement teaching purposes, for example, or individuals from business or the private sector who need to develop or update in certain competencies) might participate in various ways and at various levels.



- ❖ The SSAU-DP is therefore at the heart of the SSAUF, and supports the implementation of the three core programmes, as the diagram alongside illustrates.
- ❖ The SSAU-DP is designed to provide flexibility to deal with the different needs of nGAP scholars and other participants, who will include:
 - ◆ n-GAP participants who are undertaking doctoral degree study (it is envisaged that this will be the largest group);
 - ◆ n-GAP participants who have completed their doctorates but are new to academic work (for example, postdoctoral students);
 - ◆ existing staff who are undertaking doctoral studies and will have a range of experience;
 - ◆ emerging scholars who are appointed as tutors and mentors and who will benefit from carefully selected teaching development activities; and
 - ◆ additional staff from business or the private sector as outlined above.

- ❖ Given these different groups, the SSAU-DP will be modified to meet the needs of individuals whose situations and levels of qualification and experience will not be the same. For example, the duration of the SSAU-DP for individuals might differ depending on whether an nGAP scholar has already made significant progress with or has completed a doctoral degree.
- ❖ Academics will be supported through the SSAU-DP for a maximum of 3 years. This could take the form of support while completing early post-graduate studies (emerging scholars), while completing a PhD or while involved in postdoctoral work (nGAP scholars and other existing academics) or as part of the support provided to early career academics (existing academics).
- ❖ A detailed and individualized contract, containing information on activities and timelines, will be put in place for each person supported by the SSAU-DP. The contract will be reviewed and signed annually by the SSAU-DP beneficiary, the mentor, and the SSAU-DP institutional coordinator/s.
- ❖ The SSAU-DP will consist of formal and non-formal components.
- ❖ The formal component of the SSAU-DP will consist of a range of accredited short courses or modules. In combination they could contribute to the attainment of a qualification such as the Postgraduate Diploma in Higher Education. Institutions will be strongly encouraged to enter into partnerships in respect of developing and offering the formal courses that are part of the SSAU-DP.
- ❖ It is envisaged that while the overall programme should be collaboratively developed, the various partners will offer different modules/short courses in the formal programme.
- ❖ SSAU-DP participants will build a portfolio of courses from these offerings, and eventually attain a full qualification if they wish.
- ❖ To make mobility and collaboration possible, the courses/modules will be offered on a blended learning basis, with substantial contact time for which SSAU-DP participants will be released.

- ❖ SSAU-DP formal courses will focus on the development of the full range of competences needed by an academic in his/her work, including teaching expertise, research expertise and social engagement expertise.
- ❖ The non-formal component of the SSAU-DP will include teaching and research development activities.
- ❖ Teaching development activities will include workshops and seminars on topics such as curriculum design, teaching in diverse classrooms, managing large classes, understanding and developing assessment tasks, technology and education, blended learning approaches and possibilities, developing and running tutorials, and promoting interactive engagement.
- ❖ Research development opportunities will include activities such as workshops and seminars on research planning, writing for publication, preparing a research proposal, writing grant proposals, undertaking a doctorate, and project management; discipline-specific interventions in co-operation with departments/faculties, for example peer-review publication workshops; supervision training opportunities including workshops and seminars on topics such as attracting and taking on students, the supervisory relationship, roles and responsibilities of supervisor and student, including the securing of funding, models of supervision, ethical issues, and choosing a topic and framing a research question; and support to attend and present at conferences, including at least one international conference.
- ❖ All SSAU-DP participants will be assigned a mentor for the duration of their participation in the programme. The mentor's role includes keeping close track of agreed developmental milestones and plans. Mentors are envisaged to be experienced and successful academics: if necessary, recently retired academics may be contracted as mentors.
- ❖ Participants on the SSAU-DP will also be participants of one of the other programmes in the SSAUF, and the cost of their participation will be carried as part of those programmes. The main cost driver for the SSAU-DP relates to programme and learning material development costs, along with ongoing delivery and management costs.