

PURPOSE OF THE STAFFING SOUTH AFRICA'S UNIVERSITIES FRAMEWORK (SSAUF)

- ❖ It is widely recognized that the South African university system as a whole is currently experiencing severe challenges in relation to the size, composition and capacity of its academic staff.
- ❖ The Staffing South Africa's Universities Framework (SSAUF) is a national and sector response towards addressing these challenges.
- ❖ The SSAUF has been developed in partnership with the sector, and its development has involved extensive consultation. The SSAUF builds on and takes forward work that was carried out by a Higher Education South Africa (HESA) task team, which culminated in a report, *Proposal for a National Programme to Develop the Next Generation of Academics for South African Higher Education* (HESA, 2011). Many of the report proposals are taken up in the SSAUF.
- ❖ The SSAUF takes as its starting point the urgent imperative to recruit, support and retain black academic staff to address their very serious under-representation at all levels in the sector. It also recognizes the need for more explicit attention to be paid to creating much wider awareness of academic work as a career that is both attractive and attainable for those with ability, and sets out ways through which staff can be effectively recruited, developed and inducted into an academic career. This should lead to greater retention of academics in the system, and to promotion opportunities for well developed, capable staff.
- ❖ Specifically, the SSAUF intends to:
 - ◆ identify and nurture academic talent early in the academic development trajectory, at senior undergraduate level or early post-graduate level; and
 - ◆ support newly recruited academics to acquire doctoral degrees (or Master's Degrees in selected fields); develop teaching expertise; develop research skills, including scientific publication skills; provide development opportunities for academic staff at all levels; and enable the recruitment of supplementary staff to enhance and strengthen teaching and research at universities.

- ❖ The SSAUF intends to make possible a rapid increase in the number of people likely to enter the academic profession, and is designed also to have a significant systemic effect through its emphasis on multi-faceted, phased development.