Implementing the New Generation of Academics Programme (nGAP)

National Research and Innovation Dialogue

8 April 2016
Why the Staffing South Africa’s Universities Framework (SSAUF) and the nGAP?

SIZE
- Unequal and/or unfavourable staff : student ratios
- Difficulty in recruiting staff, amplified in some disciplines

SHAPE
- Inequality of representation amongst existing staff
- An ageing academic staff cohort

SUBSTANCE
- A higher education system of variable quality
- Low throughput rates
- An inadequate postgraduate pipeline
- Qualifications and expertise of existing staff
Will enable universities to recruit, in a temporary capacity, people with specific skills to support the implementation of other SSAUF programmes, for example retired academics, experts in industry, professionals and contracted academics from other countries.

Cuts across the core programmes and supports teaching and research development needs in each programme.
The nGAP process

• Universities are invited to apply for nGAP posts on the grounds of equity (transformation), need and sustainability.
• These are permanent academic posts that involve a comprehensive induction and development programme designed to maximise retention and success for the nGAP post holders.
• The review group, managed by the Department of Higher Education and Training (DHET), makes final decisions on which posts to allocate and where noting that the posts are externally advertised.
• nGAP applicants are selected by the universities at which they will work – DHET has observer status.
• nGAP posts are funded on a sliding scale over six years, with universities bearing full costs from the 7th year.
# The nGAP Programme

## Phase 1
### Development Programme

<table>
<thead>
<tr>
<th>Year</th>
<th>Employment</th>
<th>M/PhD/Post Doc study</th>
<th>Mentoring</th>
<th>Courses on research &amp; teaching development</th>
<th>International mobility</th>
<th>Infrastructure &amp; equipment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 1</td>
<td>√</td>
<td>√</td>
<td>√</td>
<td>√</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Year 2</td>
<td>√</td>
<td>[reduced workload]</td>
<td></td>
<td>[increasing workload]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Year 3</td>
<td>√</td>
<td>[reduced workload]</td>
<td>[reduced workload]</td>
<td>[full workload]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Year 4</td>
<td>√</td>
<td>[reduced workload]</td>
<td></td>
<td>[full workload]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Year 5</td>
<td>√</td>
<td>[reduced workload]</td>
<td></td>
<td>[full workload]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Year 6</td>
<td>√</td>
<td>[reduced workload]</td>
<td></td>
<td>[full workload]</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **Employment**: [reduced workload] → [increasing workload] → [full workload]
- **M/PhD/Post Doc study**: Possibly still completing
- **Mentoring**: √
- **Courses on research & teaching development**: √
- **International mobility**: √
- **Infrastructure & equipment**: √

---

The intention is to support one international mobility opportunity.

Contributions towards office, equipment, research operational costs.)
Why the SSAUF?
• Programme proving to be a viable mechanism to attract staff?
• Some challenges meeting the salary expectations of recruits in high-demand areas.
• Multiple role-players: High communication demand, need a web-based management system.
• Need for dedicated HR capacity at universities and DHET
• Underestimate the complexity of the development programme. Need collaboration and partnerships to set this up.
• Need to understand what a suitable scale for the programme is in the current economic climate.
• Significant ring-fenced funding needed to take the programme to scale.
A NEW APPROACH TO FUNDING STUDENT, STAFF AND PROGRAMME DEVELOPMENT

The University Development Grant

Seeding new programme and new curriculum development activities
15%

‘Student – facing’ activities (Student success)
25%

‘Staff – facing’ activities: Teaching, Research and Professional Development (SSAUF)
60%

+ new MTEF Bids
+ NSF and SETA Contributions
+ partnership with the National Research Foundation
+ partnerships with other local and international organizations
Thank You

Email: green.w@dhet.gov.za