

Vice-Chancellor's Forum

9. Eleventh, I have a record of financial good governance and propriety, effective financial management, and of running tight and lean operations. In these regards, there are three considerations/practices that I would bring to Rhodes.

One is the view that the most vital and precious asset of Rhodes University is its personnel. Consequently, I would bring a determination to make Rhodes University a community that genuinely values and respects the contributions of all its employees. In this regard I would wish to explore, taking into account various relevant issues and the constraints of financial resources, ways to progressively diminish the income differentials between the highest paid and lowest paid academic staff, and the highest paid and lowest paid staff and to establish targets for what should be the maximum differentials. This is the practice at some overseas universities.

Second, I am extremely mindful that we are entrusted with scarce public resources and that such resources must be utilised frugally and with great circumspection. I would continue with certain practices that I have instituted at the Council on Higher Education, which have resulted in significant savings and which I believe also contribute to building a mutually respectful community.

Third, I am on public record that large and expanding income differentials within a university between a vice-chancellor and academic staff and other staff debilitate the sense of community that must exist at a university. In the recent debates around vice-chancellor salary packages I have taken the position that a vice-chancellor's total package should be pegged to that of a director general in the national government department.

If I were to be offered and were to accept the post of vice-chancellor of Rhodes University I would request that my salary package be pegged to that of a director general.

I would also request that the difference between the salary that you would have accorded to the vice-chancellor and the salary of a director general be devoted to creating a special scholarship fund for providing access to talented predominantly black rural poor students of whom 50% would need to be women. I say predominantly because I leave open the possibility that there could be talented rural poor white students in need. I would want to double this special scholarship fund by privately challenging some of my colleagues that are highly-paid captains of our economy to match my salary sacrifice.