



CENTRAL UNIVERSITY OF TECHNOLOGY

Central University Department of Design and Studio Art

In 2010 the Central University of Technology embarked on a STEPS (Strategic Transformation of Education Structures and Processes) process.

“Vision 2020, the Vice Chancellor’s “academic capitalism” paper, and the “bridging document” have *inter alia* articulated some distinguishing features of a proficient university of technology, and also some implications for its curricula.” (Steps Synthesis Document)

As part of this process, the Schools of Design and Visual Art was required to review and significantly change its academic offering and develop a strategic business plan for the future of the school and its qualifications. Art Source South Africa was tasked with developing this plan in consultation with the client and has been managing the subsequent staff development and change management projects that have followed.

The new Department of Design and Studio Art will now offer the country's first undergraduate interdisciplinary qualification, i.e. a Diploma in Studio Art majoring in either practice or management. The qualification was approved by the Department of Higher Education and Training of the 11 presented by CUT in 2012, and will see its new intake of students in 2014.

The new business plan requires the staff to completely redevelop the curriculum, identify new subjects and in addition to this, develop an entirely new modality of teaching.

Through the development of the business plan and the new programmes as well as the initiation of the staff development process, solid foundations for the realisation of the current goals of the School to become a new Department have been laid. Through this process the team has identified that these goals cannot be reached without consistent strategic planning work on the part of the staff. Since the course will consist of aspects of the old curriculum as well as many new subjects, contents, practices and skills, before the staff can teach any students, they must themselves revisit their own knowledge base and familiarise themselves with significant and fast paced changes on the side of industry.

Art Source South Africa has been managing this project which has included initiating and managing linkages with international institutions from the US, and managing a detailed staff development, human resource planning and infrastructure planning programme working closely with architects, industrial psychologists, coaches, industry experts and curriculum and academic specialists.

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