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J OINT EDUCATION TRUST (JET!

MINUTES OF A MEETING HELD AT THE URBAN FOUNDATION OFFICES. 12TH FLOOR,
76 JUTA STREET BRAAMFONTEIN. ON THURSDAY. 17 SEPTEMBER 1992 FROM 14330

CHAIRPERSON Mr A M Rosholt (Chairman)

PRESENT Mr N C Axelson

Mr D Bucknall

Dr W G Harper

Prof L Konar

Mr M Leeuw

Mr J Mogale

Mr M C O'Dowd

Dr N S Segal

Mr R Swartz

Mr L M Taunyane

IN ATTENDANCE : Mr B D Whittaker

APOLOGIES : Ms C Carolus

Mr R J K Chambers

Mr R Hugo

Mr M Maxwell

Mr T H F McCulloch

Prof M C Mehl

Mr G Mokgoko

Mr E Molobi

Mr B Phillips

Mr W S Pretorius

Dr S Saman

Mr M Tlhale

Mr M Tulwana

1. WELCOME AND APOLOGIES

The Chairnan welcomed members to the meeting and noted the above list of apologies. He indicated that this was a special meeting called to Interview the short list of candidates.

He described the process that had been followed by the interviewing panel and indicated that Dr Namane Magau had withdrawn. following the acceptance of another oh'er.

Joint Education 'D'ust

The Chairman informed the members that, having completed the interview process. Prof Manganyi, the Vice-Chairman of the Trust, had indicated to him on Monday, 14 September 1992, that he would like to have his name put forward as a potential candidate. The Chairman indicated that he had informed Prof Manganyi that if he was to do that, he would have to follow all the same procedures as other candidates and an interviewing panel had been established to interview the Professor prior to the full meeting of the Trustees. That interviewing panel had consisted of the Chairman, Mr Michael O'Dowd and Mr L M Taunyane.

The Trust considered whether it would be appropriate for it to entertain an application from its Vice-Chairman. Following discussion of the matter, it was concluded that it would be appropriate to do so and that it was proper that Prof Manganyi should proceed through the same assessment process as other applicants. Prof Manganyi would have to vacate his position as Trustee and Vice-Chairman if successful.

The Chairman indicated that times had been set for the interview of candidates and that Dr Taylor would be presented at 14h30. Dr Jansen at 15h15 and Prof Manganyi at 16h00.

Each of the candidates was presented and invited to describe their vision for the Joint Education Trust and provide information on their own background and aspirations.

The Trustees raised questions of clarification of each of the candidates and at the conclusion of the interviews, deliberated on the most suitable candidate for the job. Different Trustees presented different perspectives on the candidates. At the conclusion of the discussions, it was agreed that Prof N C Manganyi be offered the post of Director of the Joint Education Trust. The Trustees also felt that, having seen the candidates, it would be desirable to attract Dr N Taylor to the Trust if that could be done as well. It was suggested and agreed that Dr Taylor should be offered a position of Deputy-Director to Prof Manganyi if Prof Manganyi agreed such an arrangement would be workable.

The remuneration for the post of Director and Deputy-Director was briefly discussed. The members considered the level of remuneration currently available to Prof Manganyi and agreed that an appropriate offer should be made within that range. It was suggested that as far as possible, steps should be taken to secure the services of a Director for at least the next four years. Mr M C O'Dowd and Dr L Konar were elected as a sub-committee to finalise the remuneration arrangements.

It was agreed that Brian Whittaker should: contact the Trustees not present at the meeting to inform them of the decision; inform Prof Manganyi of the decision; and interact with Dr Taylor on the proposal for a deputy's post following discussion with Prof Manganyi. It was further agreed that an attempt should be made to conclude the negotiations before the end of September if at all possible.