ONE UNIFIED NATION THROUGH STUDENT SPORT

1 University Sport South Africa (USSA)
CONTENT

1. Introduction (Vision, Mission & Values)
2. Re-instatement of SASCOC membership
3. Alignment to and implementation of the National Sport and Recreation Plan (NSRP)
   a) USSA strategic plan and governance
   b) Transformation and development
   c) Monitoring and evaluation of members' alignment with the NSRP
4. Financial report and performance information for the 2015/16 financial year
5. Annual reports for 2015

University Sport South Africa (USSA)
VISION

To be an influential and strategic leader in university sport development, performance and excellence in South Africa.
MISSION

To be a leader in:

a) the promotion and advancement of university sport in South Africa

b) utilising effective management and planning strategies to enhance and increase university student participation in sport at the regional, national and international levels

c) using recreational, intermediate and elite sport programmes of member institutions such that USSA becomes an organisation of influence in sport in the South African sport industry.

University Sport South Africa (USSA)
VALUES

Accountability

Congruence

Collaboration

Efficiency

Reciprocity

University Sport South Africa (USSA)
USSA MEMBERSHIP

Article 9.2 of the USSA Constitution (Revised 30 April 2016) determines that “Membership may be granted to public and private Institutions of Higher Education that offer academic qualifications at the NQF Level 5 and above and are registered with the Department of Higher Education & Training.”

The USSA membership in 2016 was made up of the following:

- 31 member universities
- 555 sport clubs
- 32 active National University Sports Associations (NUSAs)

Following numerous requests, the National Executive Committee (NEC) of USSA started investigations into a structure that could incorporate FET/TVET institutions under USSA.
GOVERNANCE (1)

University Sport South Africa (USSA)
GOVERNANCE (2)

- **Every three years**, the member institutions of USSA elects a National Executive Committee (NEC) that is responsible for the management and co-ordination of all USSA activities on a national and international level.

- The **NEC comprises** of the following portfolios:
  - President (Freely contested position)
  - 1st Vice-President (Senior staff member)
  - 2nd Vice-President (Senior student)
  - Chief Finance & Marketing Officer (Staff member)
  - Five (5) Assessors and
  - Secretary General/Chief Executive Office (ex-officio).

- The composition of the NEC shall be made up of a **minimum of four (4) bona fide students** and a **minimum of four (4) managers/officials in the employ of a member**.

- Each NEC member can serve a maximum of two (2) consecutive terms if re-elected, i.e. for a total of six (6) years.

University Sport South Africa (USSA)
# THE NEC USSA

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>University</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Prof Tyrone Pretorius (UWC)</td>
<td></td>
</tr>
<tr>
<td>1st Vice-President</td>
<td>Mrs Ilhaam Groenewald (SU)</td>
<td></td>
</tr>
<tr>
<td>2nd Vice-President</td>
<td>Ms Luleka Haya (UFH)</td>
<td></td>
</tr>
<tr>
<td>Secretary General</td>
<td>Mr Louis Nel (USSA)</td>
<td></td>
</tr>
<tr>
<td>Finance &amp; Marketing</td>
<td>Mr Jerry Laka (SU)</td>
<td></td>
</tr>
<tr>
<td>Assessor</td>
<td>Mr Mandla Gagayi (UWC)</td>
<td></td>
</tr>
<tr>
<td>Assessor</td>
<td>Ms Nomsa Mahlangu (UJ)</td>
<td></td>
</tr>
<tr>
<td>Assessor</td>
<td>Ms Sarah Bishop (UCT)</td>
<td></td>
</tr>
<tr>
<td>Assessor</td>
<td>Mr Menzi Ngcobo (DUT)</td>
<td></td>
</tr>
<tr>
<td>Assessor</td>
<td>Mr Ofentse Seitshiro (NWU)</td>
<td></td>
</tr>
</tbody>
</table>

University Sport South Africa (USSA)
PARTNERSHIPS

University Sport South Africa (USSA)
On 18 February 2015, a delegation of USSA met with the SASCOC President and representatives of his Board to discuss the reinstatement of USSA. This was followed by a formal letter on 20 February 2015 apologising for withdrawing from SASCOC with the resubmission of USSA’s application for membership.

The membership commission of SASCOC reviewed USSA’s application including the confirmation of USSA’s membership to FISU, and recommended to the Board that provisional member be granted to USSA, which decision will be ratified at the Annual General Meeting of SASCOC in September 2015.

On 25 June 2015, the CEO of SASCOC informed USSA that this provisional status granted it full rights as an associate member of SASCOC.

On 23 October 2015 the CEO of SASCOC informed USSA that:

- The South African Sports Confederation and Olympic Committee confirms that the University Sport South Africa has been awarded membership of SASCOC as an Associate Member as per clause 8.2 of SASCOC Constitution. This was ratified during the SASCOC Annual General Meeting held on 26 September 2015.
- University Sport South Africa is therefore a member in good standing of the South African Sports Confederation and Olympic Committee.

University Sport South Africa (USSA)
NATIONAL SPORT & RECREATION PLAN – USSA Alignment

HOW/WHAT

ACTIVE NATION
- Sustainable and structured club systems;
- Mass participation opportunities;
- Domestic competitions;
- To promote sport and recreation programmes as a medium of building a healthy nation.

WINNING NATION
- USSA national tournaments, Varsity Cup and Varsity Sports events;
- Team South Africa preparation and participation;
- An established recognition system provided by member institutions.

ENABLING ENVIRONMENT
- Club infrastructure;
- Training and education for coaches, team managers, and technical officials;
- Media broadcasting opportunities, i.e. USSA and Varsity Sports events;
- Promote social interaction, ethical behaviour and sportsmanship.
NATIONAL SPORT & RECREATION PLAN
- M & E & Reporting

ACTIVE NATION
- Annual Membership
- Number of registered clubs
- Campus recreation programmes

WINNING NATION
- Participation at USSA national tournaments, Varsity Cup and Varsity Sports events;
- Number of athletes, coaches and team managers, medical team, forming part of Team South Africa
- High Performance Programme Support

ENABLING ENVIRONMENT
- Access:
  - Recruitment & Retention
- Support through bursaries, facilities, human resource support, etc.
- Training & Development programmes
- Communication:
  - digital & social media platforms
- Platforms e.g.
  - Council meetings, Sub-Committees, Heads of Sport Forum
LEADERSHIP ROLES & RESPONSIBILITIES

Internal
- Uphold and promote founding principles
- Enable development through intra and extra-mural activities
- High performance sport
- Policy development, implementation & monitoring

External
- Profiling & networking e.g. government, corporate, higher education institutions, schools
- Hosting & bidding of major events
- Continental affiliation and management

University Sport South Africa (USSA)
TRANSFORMATION

- Background

Transformation means different things to different people in society; to some it means creating possibilities for equality while to others it seems that transformation is a threat to the norm. Whatever the interpretation, it is of utter importance that USSA as a national structure pay attention to the national call to put transformation at the forefront of its agenda.

The basis of transformation and its aims is to ensure that:

- Involvement in sport improves;
- Equitable access to sport resources becomes a reality;
- Skills and capability profiles of sport participants improve;
- Performance in all areas and levels and fields of play improves;
- Sports makes a meaningful contribution to economic empowerment of South African society;
- Overall, the transformation process endeavours to level the playing fields to allow all South Africans to have an opportunity to participate and achieve equitably in sports at all levels.
TRANSFORMATION
– The 6 key strategic pillars

1. Good governance
2. Developmental Programme
3. Equitable Allocation of Resources
4. Demographic Representative of Teams
5. Empowerment & Employment Equity
6. Preferential Procurement
## Transformation – USSA Status Quo

<table>
<thead>
<tr>
<th>Position</th>
<th>Gender</th>
<th>Demographic</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Male</td>
<td>Generic Black</td>
</tr>
<tr>
<td>1st Vice President</td>
<td>Female</td>
<td>Generic Black</td>
</tr>
<tr>
<td>2nd Vice President</td>
<td>Female</td>
<td>Black African</td>
</tr>
<tr>
<td>Chief Finance and Marketing</td>
<td>Male</td>
<td>Black African</td>
</tr>
<tr>
<td>Assessors x 4</td>
<td>Male</td>
<td>Black African</td>
</tr>
<tr>
<td>Assessor x 1</td>
<td>Female</td>
<td>White</td>
</tr>
<tr>
<td>Assessor x 1</td>
<td>Female</td>
<td>Black African</td>
</tr>
<tr>
<td>Position</td>
<td>Gender</td>
<td>Demographic</td>
</tr>
<tr>
<td>------------------------</td>
<td>--------</td>
<td>-----------------</td>
</tr>
<tr>
<td>Secretary General</td>
<td>Male</td>
<td>White</td>
</tr>
<tr>
<td>Programme Project Manager</td>
<td>Male</td>
<td>Black African</td>
</tr>
<tr>
<td>Executive Assistant</td>
<td>Female</td>
<td>Black African</td>
</tr>
</tbody>
</table>
## TRANSFORMATION
- Sports Associations (NUSA’s)

<table>
<thead>
<tr>
<th>Gender</th>
<th>Demographics</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>Black African</td>
<td>53%</td>
</tr>
<tr>
<td>Female</td>
<td>Black African</td>
<td>26%</td>
</tr>
<tr>
<td>Male</td>
<td>Generic Black</td>
<td>6%</td>
</tr>
<tr>
<td>Female</td>
<td>Generic Black</td>
<td>3%</td>
</tr>
<tr>
<td>Male</td>
<td>White</td>
<td>9%</td>
</tr>
<tr>
<td>Female</td>
<td>White</td>
<td>3%</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>100%</td>
</tr>
</tbody>
</table>
## TRANSFORMATION
- National teams stats for 2016

<table>
<thead>
<tr>
<th>Team Summary</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>B/M</th>
<th>B/F</th>
<th>W/M</th>
<th>W/F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletes</td>
<td>53%</td>
<td>47%</td>
<td>100%</td>
<td>36%</td>
<td>32%</td>
<td>15%</td>
<td>17%</td>
</tr>
<tr>
<td>Medical Team</td>
<td>33%</td>
<td>67%</td>
<td>100%</td>
<td>33%</td>
<td>17%</td>
<td>0%</td>
<td>33%</td>
</tr>
<tr>
<td>Team Management (GDM, TEAM MANGERS &amp; COACHES)</td>
<td>53%</td>
<td>47%</td>
<td>100%</td>
<td>47%</td>
<td>39%</td>
<td>6%</td>
<td>8%</td>
</tr>
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</table>
## TRANSFORMATION – Proposed Way Forward: Teams

<table>
<thead>
<tr>
<th>Games</th>
<th>DISCRIPTION</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>World Student Games</strong></td>
<td>Gender</td>
<td>80/20%</td>
<td></td>
<td>60/40%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Colour</td>
<td>60% to be Black African / Generic Black</td>
<td></td>
<td>70% to be Black African / Generic Black</td>
<td></td>
</tr>
<tr>
<td><strong>World Univ Championships</strong></td>
<td>Gender</td>
<td></td>
<td>70/30 %</td>
<td></td>
<td>70/30 %</td>
</tr>
<tr>
<td></td>
<td>Colour</td>
<td></td>
<td>15 % of each team</td>
<td></td>
<td>25 % of each team</td>
</tr>
<tr>
<td><strong>CUCSA</strong></td>
<td>Gender</td>
<td></td>
<td>60/40%</td>
<td></td>
<td>60/40%</td>
</tr>
<tr>
<td></td>
<td>Colour</td>
<td></td>
<td>20% of the Team Should be White</td>
<td></td>
<td>25% of the Team Should be White</td>
</tr>
<tr>
<td><strong>FASU (Institutions)</strong></td>
<td>Gender</td>
<td></td>
<td>60/40%</td>
<td></td>
<td>60/40%</td>
</tr>
<tr>
<td></td>
<td>Colour</td>
<td></td>
<td>20% of the Team Should be White</td>
<td></td>
<td>20% of the Team Should be White</td>
</tr>
<tr>
<td><strong>USSA TOURNAMENTS</strong></td>
<td>Gender</td>
<td></td>
<td>65/35%</td>
<td>60/40%</td>
<td>55/45%</td>
</tr>
<tr>
<td></td>
<td>Colour</td>
<td></td>
<td>90/10% per Institution</td>
<td>80/20% per Institution</td>
<td>70/30% per Institution</td>
</tr>
</tbody>
</table>
## TRANSFORMATION – Way Forward: Team Management

(GDM, TEAM MANAGERS, TECHNICAL OFFICIALS & MEDICAL TEAM)

<table>
<thead>
<tr>
<th>Games</th>
<th>DISCRIPTION</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>World Student Games</td>
<td>Gender</td>
<td>60/40%</td>
<td>50/50%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Colour</td>
<td>70% to Black African / Generic Black</td>
<td>60% to Black African / Generic Black</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Disability</td>
<td>1%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>World University Championships</td>
<td>Gender</td>
<td></td>
<td>70/30%</td>
<td>65/35%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Colour</td>
<td></td>
<td>10% of each team</td>
<td>15% of each team</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Disability</td>
<td></td>
<td>1%</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>CUCSA</td>
<td>Gender</td>
<td></td>
<td>60/40%</td>
<td>60/40%</td>
<td></td>
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<td>Colour</td>
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</tr>
<tr>
<td></td>
<td>Disability</td>
<td></td>
<td>1%</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>FASU (Institutions)</td>
<td>Gender</td>
<td></td>
<td>N/A</td>
<td>N/A</td>
<td></td>
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<td>N/A</td>
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<td></td>
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<tr>
<td></td>
<td>Disability</td>
<td></td>
<td>N/A</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>USSA TOURNAMENTS</td>
<td>Gender</td>
<td>70/30%</td>
<td>60/40%</td>
<td>55/45%</td>
<td>50/50%</td>
</tr>
<tr>
<td></td>
<td>Colour</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td>Disability</td>
<td>1%</td>
<td>3%</td>
<td>5%</td>
<td>8%</td>
</tr>
<tr>
<td></td>
<td>Student (Official)</td>
<td>A minimum of 1 student per Institution</td>
<td>A minimum of 1 student per Institution</td>
<td>A minimum of 1 student per Institution</td>
<td>A minimum of 1 student per Institution</td>
</tr>
</tbody>
</table>
TRANSFORMATION & DEVELOPMENT PLAN - THE HOW

Demographic Representation
- Focus on Team South Africa

Access to Sport & Recreation
- Member Universities Mandate

Skills & Capacity Development
- Member Universities invest on a needs basis

Performance Goals
- Leadership: Board Charter
- Sport Performance: Team South Africa

Community Development & Social Responsibility
- Member Universities Programmes
TRANSFORMATION - Critical Success Factors

- **Member university mandate** guided by their individual recruitment & retention strategies.
- **Member universities’ partnerships** with schools, clubs and federations.
- **Platforms** to have courageous conversations e.g. seminars, workshops, conferences, etc.
- **Resource commitment** key to ensure a sustainable transformation strategy and plan.
TRANSFORMATION
- M & E + Reporting

Leadership

Actions

USSA LEADERSHIP & MEMBER UNIVERSITIES

Reporting

Evaluation Research & Data Management

University Sport South Africa (USSA)
7 PILLARS OF HEIs SPORT DELIVERY: 2010 RESEARCH

#1 Education and Training
#2 Research
#3 Community Engagement
#4 Participation – at all levels
#5 Resources
#6 High Performance Sport
#7 Strategic Partnerships

- Sports Department
- Academic Departments
- Specialized entities

University Sport South Africa (USSA)
FUTURE INITIATIVES

USSA identified and selected the following strategic areas through the strategic planning process. They represent the primary goals and critical performance areas to enhance USSA:

1. **Resource mobilisation** - USSA to develop and implement a relationship building and marketing programme;
2. **Governance & Management** - USSA to review its internal processes, structure, student leadership development strategy, as well as the re-organisation of the Secretariat;
3. **Organisational and Programme improvement** - USSA to re-invent its programmes to become more appealing and performance orientated;
4. **Monitoring & Evaluation** - USSA to improve client satisfaction index by establishing constructive and influential partnership with universities, further education and training colleges, schools and all other role players in South African sport.

University Sport South Africa (USSA)
CONCLUSION

Critical success factors (CSFs) for USSA over the next 5 years:

- Dynamic and visionary leadership of USSA;
- **Improve membership** with opportunities presented to us for TVETs;
- To determine a strategy to **manage the commercialisation of sport** in the tertiary environment;
- To achieve **financial sustainability**;
- To **develop capacity** within the structures of USSA;
- Development of accurate **data gathering and information management systems**;
- **Partnerships** with SASCOC, National Federations, the Department of Higher Education and Training, and Sport and Recreation South Africa;
- To develop appropriate and effective **monitoring systems** to ensure progress against objectives.

University Sport South Africa (USSA)
THANK YOU
CONTACT DETAILS

P.O. BOX 14734
HATFIELD
0028

Tel: 012 341 7246
Fax: 012 341 7258
Fax: 086 669 3056

E-mail: ussa@ussa.org.za
Website: www.ussa.org.za

University Sport South Africa (USSA)