

**Academic Managers' Attitudes towards Key Employment Equity
Determinants in Attaining Diversity Initiatives in
South African Universities**

M. I. Kola¹ and S. G. Pretorius²

*¹Faculty of Humanities School of Education University of Limpopo South Africa
E-mail: Malose.kola@ul.ac.za*

*²College of Education, University of South Africa
E-mail: pretosg@unisa.ac.za*

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ABSTRACT The quest for diversity is reliant on the successful implementation of employment equity particularly in the institutions of higher education. South Africa is a diverse nation and that should be replicated in all societal settings. However, the composition of staff in higher education institution fails to reflect the demographic realities of South Africa. As a result, Black people and women are still severely under-represented, especially in senior academic management positions. Quantitative research methods were employed to collect data in the University of Pretoria, University of Witwatersrand, and Free State University from the academic managers. The study explored the key determinants of employment equity namely, institutional ethics, career advancement within the employment equity developments. The findings showed that there are positive aspects within employment equity which universities could exploit in order to establish diversity.