



Stellenbosch

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forward together
sonke siya phambili
saam vorentoe

**ADDENDUM to
RECTOR'S MANAGEMENT REPORT
TO SENATE**

Friday 24 March 2023

Prof Wim de Villiers,
Rector and Vice-Chancellor

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THEME 1: A THRIVING STELLENBOSCH UNIVERSITY

In our [Vision 2040 and Strategic Framework 2019–2024](#), we state the following concerning this theme: “To make SU a thriving organisation, we envisage a vibrant, prosperous and systemically sustainable university”, with ‘thriving’ defined as “being successful or making steady progress; prospering; flourishing”.

We then say: “SU recognises the major challenges associated with developing into a thriving university. We acknowledge that we need to be responsive and proactive in shaping the future of the University. We are committed to systemic sustainability, which includes people, place (social), prosperity (economic) and the environment and compels responsible corporate governance.”

1.1 SU strategy in action

After delays due to the pandemic and the development of the University’s new logo and brand identity, the **visual roll-out of SU’s Vision 2040**, mission, values and core strategic themes is now complete. Staff and students will see signage installations across our campuses, including at all faculty main entrances, Admin buildings A, B and C, the offices of the Students’ Representative Council (SRC) in the Neelsie, SU Museum, SU Library and elsewhere. The signage stimulates conversation and helps create a shared understanding of our vision and strategy.



Vision 2040 visual installation on Tygerberg campus

Council approved **Code 2040** in November 2022. This integrated code of ethics aims to govern conduct at the University by translating SU’s institutional values into a set of high-level guidelines to be followed by students, staff and statutory bodies. Council and the Rectorate had requested the Unit for Business Ethics and Public Integrity in our Centre for Applied Ethics to develop the document. The essence of Code 2040 is SU’s pledge, which reads: “As stakeholders of SU, we commit ourselves to ethical behaviour. Specifically, we pledge to conduct our work in a manner that demonstrates excellence, to always treat our stakeholders equitably and with respect and compassion, and to be accountable for the execution and consequences of all our actions.”



The 2023 **Imbizo 365 calendar of engagement** (pictured alongside) reflects the University’s new branding requirements and is available in English, Afrikaans and isiXhosa. It has been distributed among student communities and faculties.

In other branding news, the SU Language Centre has now been positioned as a **sub-brand** within the University's overarching, uniform brand architecture (*see right*). Our sub-brands are strategically created brands for key parts of our institution. The primary brand mark (S-stream symbol) is incorporated into a limited range of unique marks to categorise and differentiate our key offerings. This ensures that entities such as the Language Centre exist harmoniously under the uniform SU brand, but still speaks to its respective audiences. Since the Centre also serves external clients to generate third-stream income, it needs to be recognisable in its own right.



1.2 Institutional Planning Forum (IPF)

As mentioned in my highlights report, the IPF, one of our key annual strategy planning opportunities, took place on 8 and 9 February 2023. The programme was guided by the question: How could we best lead and collaborate to fulfil SU's purpose with strategic finesse and a values-based culture? Instead of refining strategy and operations, discussions and activities at the IPF were more focused on change leadership in relation to our institutional purpose, ethos and values. Participants later expressed appreciation for the extent to which the session clarified the University's strategic focus and direction and empowered them to do their part to implement it. This served as a reminder of the value of strategic clarity to pull an organisation forward while also nurturing a values-based community and culture.

1.3 Scholarship of Educational Leadership (SoEL) 2023

Nine colleagues from various departments have been selected to complete the SoEL short course this year. The 12-credit course offers participants a platform to interrogate and reflect on their practices as educational leaders. The course content is divided into the four themes of "Contextualising educational leadership", "Researching educational leadership", "Curriculum leadership" and "Pedagogical leadership". The online learning component takes the form of a structured reading programme, where each participant is required to engage in a review of the literature on the four themes. The readings are then discussed in smaller and larger groups. Online activities and assignments are also included.

1.4 PREDAC

A cohort of 54 academics from across all ten faculties completed the 2022 Professional Educational Development of Academics (PREDAC) short course. To conclude the course, participants presented online posters at SU's Scholarship of Teaching and Learning (SoTL) conference towards the end of last year. SoTL delegates named the poster titled "Procrastination is the thief of time" by Melissa Botha, Kerotse Kekana and Sabrina Matthee from Economic and Management Sciences as the best PREDAC contribution.

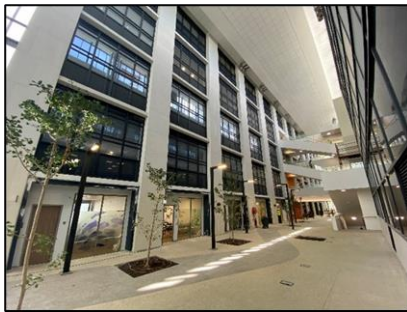
This year's version of PREDAC intentionally includes more face-to-face time both as a group and in faculty context. Events started on 1 March with a contact session on becoming a reflective practitioner.

1.5 Financial goals for 2022 reached

The Finance Division successfully closed the 2022 financial year. The results are in line with planning and will now be presented to Council for approval.

1.6 Construction projects

The **Biomedical Research Institute (BMRI)** project team completed the building in the course of February 2023. The contractor will now be attending to minor defects until the end of April. As the most expensive building project of its kind in the history of South African higher education, the BMRI is a massive milestone and a feather in the cap for our university.



The BMRI north elevation and atrium (left), the main entrance (middle), and the south entrance (right)

The **Tygerberg main intake substation** forms part of the master plan to centralise all electrical services on our medical campus. Work entails the construction of a new building and the redevelopment of the adjacent parking area. It reached practical completion in the second half of January 2023 (*see right*), with final completion scheduled for April.

Also on Tygerberg campus, the **detention pond** was completed by 1 March 2023. The pond forms part of the stormwater requirements contained in that campus's 2030 development plan.



The new Tygerberg main intake substation building and parking

Following site handover in November 2022, the developer of the **Goldfields residence** has received provisional municipal approval to start with the civil works. Excavations for the new building's foundations and underground services have commenced, and the anticipated project completion date is early January 2024.



Completed on 21 February 2023, the **Victoria hub** (*pictured alongside in its final stages*) is SU's third and offers 14 Private Student Organisation (PSO) bedrooms, PSO student access to Harmonie and Monica residences, a deli and new landscaping. It is fully equipped with ICT fibre infrastructure.

When Maties Sport hosted warm-up fixtures for the International Cricket Council (ICC) Women's T20 World Cup at Coetzenburg in February, this was our first chance to showcase our newly **upgraded cricket clubhouse** (pictured right). Handed over to Maties Sport at the end of January, the clubhouse includes four new changerooms with showers and ablutions, a medical room, changerooms for umpires, an upgraded alarm system, sound systems, and compliance with municipal fire safety standards.



Civil Engineering was pleased to take occupation of their comprehensively refurbished building in mid-February. The new-look facility offers:

- a 464-seater lecture theatre;
- new student areas;
- three new classrooms with seating capacity of nearly 300 each;
- two new classrooms with a seating capacity of around 120 each;
- renovated and densified offices, boardrooms and breakaway areas;
- upgraded building services, including central air conditioning and electrical and data networks; and
- modernised fire escape routes and security systems.

1.7 Security on campus



Campus Security significantly **boosted deployment during the welcoming period** to increase visibility on campus, particularly also around residences. From 1 to 3 February, the security kiosks in Joubert, Victoria, De Waal, Bosman, Coligny and Neethling streets, which are normally only staffed at night, were operational in the daytime as well. The kiosks (pictured left) not only offered improved visibility, but also doubled up as information desks for students and parents.

In December 2022, SU's campuses had to deal with **stages 5 and 6 loadshedding**, which entailed power outages of up to five hours. Those lengthy blackouts severely affected building access control systems, as some of the batteries on main doors ran flat, causing doors to default automatically to the open position. In response, Campus Security drastically increased the number of security officers on campus to inspect all building entrances and ensure that all doors were locked and secured. In addition, a reconfiguration of the 'walk-with' service at night saw six officers from Pro Events, each on a specific route, escort groups of students to their respective residences. The service was offered every hour on the hour, ensuring that students got home safely on those pitch-dark nights.

In terms of **campus crime trends**, muggings were a concern towards the end of 2022, mainly on the outskirts of campus. Bicycle theft significantly declined over the past three months, although theft of cars, particularly older models, increased, with thieves targeting the Coetzenburg parking areas. Reports of missing students also increased at the end of last year, but most of these individuals were found unharmed within a few hours.

1.8 Planned and reactive maintenance

The reporting period was a fairly busy time for Facilities Management's various maintenance teams. A large pipe burst on 26 December 2022 caused [massive flooding and significant water damage](#) to **Admin A's ground and lower ground floors**. Maintenance teams worked non-stop for 72 hours to contain the damage and dry the floors. Thanks to their swift action, damage initially estimated to be in the order of R20 million was contained to a final amount of R4 million. All repairs were done in a record two weeks.

In November 2022, a civil engineer found that the **roof of the Geology Department** was structurally unsound. The engineer was commissioned to design and supervise the removal of the existing roof and to install a new one. Work included removing and re-installing all existing services such as IT and heating, ventilation and air conditioning (HVAC). The project was completed by January 2023.

Being over 40 years old, the **lower floor of the Neelsie student centre** had started to disintegrate, and SUNCOM requested that it be replaced with a sustainable and durable product. The only available time for the job was during the December holidays, and the team pulled out all the stops to get it done.

A project was initiated at the residences of Erica, Harmonie, Helderberg, Irene, Lobelia and Nerina to attend to all instances of **SANS 10142 non-compliance in the electricity networks** in order to obtain compliance certificates for all the buildings. Electrical contractors were appointed to assist, and the maintenance team completed the project in a mere three months from November 2022 to February 2023. Facilities Management's teams also installed **new emergency lighting at residences** to deal with loadshedding.

In terms of environmental sustainability, Facilities Management gathered data on utilities such as HVAC, indoor air quality, lighting, noise and temperature in 19 SU buildings with the ultimate aim of securing a **Green Star portfolio rating**. The data was submitted to the Green Building Council, and we are pleased to have received our proposed ratings for the first round, as indicated below.



Finally, as part of **planned maintenance**, the teams also spent the holidays cleaning various campus buildings using high-pressure water jets.

1.9 Supporting innovation and entrepreneurship

In 2022, six companies were approved for **incorporation into US Enterprises (Pty) Ltd**, the University's group of companies. They were FluoroBiotech, Nanosene, BanziFeet, Cybarete, Scientia and TerraClim.

This year to date, one company is in the spin-out process (DuPack Packaging), one in the pre-incubation phase (Plant Disease Clinic), and another has just launched its offering to grade 10, 11 and 12 learners (SU Advantage) (*see 1.10 for more*).

Innovus has also launched [Instant Startup](#), a brand-new tool to provide ongoing support to our staff and students who wish to create new spin-out companies.

Our **entrepreneurial mentorship programme** for 2022 concluded with a certification breakfast for all mentors and mentees in early December. Both mentees and mentors gave positive feedback, and most mentors have again made themselves available for 2023. To further boost a culture of entrepreneurship at SU, we also continue to cover new start-ups in our monthly “**Entrepreneur of the month**” articles. In the reporting period, we featured Lizane Fűzy from Gradlinc, a bespoke career development platform and national database that seeks to connect graduates and employers. Another article covered Kayamandi-born Vusi Mokoena, who had started Mavusana Premium Rooibos.

1.10 Inspiring smart ideas

In November, Stellenbosch Network partnered with our university, Lunttu, Ranyaka, the Regional Innovation Support Programme and Stellenbosch Municipality to launch the fourth edition of the **#IdeasForChange challenge**. The aim is to uncover new solutions to help transform Kayamandi into South Africa’s first smart township and improve residents’ quality of life in the process. We received 44 entries, which the judges whittled down to the top three. The public voted for their favourite idea, and on 22 February 2023, the winners were announced at Amazink in Kayamandi.

First prize went to Chuma Lalendle and Sbahle Mgijima’s project Smart Trolley Recycling, which makes recycling easy with a digital app that facilitates communication between waste pickers and households. Retief Louw won second place with his innovation New-Queue, a WhatsApp-based chatbot that automates the scheduling of clinic appointments. In third place were Tinobokashe Ncube and Onai Mtengwa with the idea of using mobile technology to support the growing of kitchen gardens.

In addition, SUNCOM and the Centre for Pedagogy (SUNCEP) have launched the supplementary educational platform **SU Advantage**. At a nominal monthly fee, the platform offers learners in grades 10, 11 and 12 access to short, animated video lessons as well as longer, in-depth lessons that summarise essential aspects of the topics that learners would have covered across eleven subjects. The lessons enhance what learners are exposed to in the classroom and explain what they can expect in tests and examinations. For more, consult www.suadvantage.co.za.



1.11 Botanical Garden boasts upgrades

At the start of 2023, the SU Botanical Garden opened its newly built kitchen complex. The complex serves the Katjiefiering restaurant and has room for a take-away shop and a function venue. Around the corner from the kitchen complex, a Botanical Garden shop has also opened up, which is run as part of our Matie Shop. In addition, a new space is being created for the garden’s heritage bonsai collection.

1.12 Maties Sport raring to go

Having had an excellent 2022, Maties Sport is eager to tackle another year of sporting excellence.

In the reporting period, the Maroon Machine competed in [the summer University Sport South Africa \(USSA\) tournaments](#), where we won double gold in water polo (men and women) and gold in 3x3 basketball.

In addition to shining in competition, our student athletes also sparked off the field, as **62 of our high-performance team members graduated** in December 2022.



The Maties Sport men's and women's water polo teams who both brought home gold from the summer USSA tournament

1.13 Information Technology focusing on security and access

Our Information Technology (IT) Division had a busy last quarter of 2022. In between ongoing support for the SUNFin and SUNStudent projects, the team finalised the IT Digital Strategy and the cybersecurity report and set strategic imperatives for 2023. Specific initiatives over the past while included the following:

Security

Total emails containing threats in the period November 2022 to January 2023 are depicted below by threat category.



To address these, IT has various measures in place, including anti-phishing measures in the Microsoft environment. One of the measures to be prioritised in the months ahead is the **strengthening of the human firewall**, which will require customised cybersecurity training for students and staff based on the most frequently occurring type of incidents. IT has submitted a request for funding from the contingency fund to proceed with procurement in this regard.

The IT team also implemented a **cybersecurity vulnerability scanner** on our servers during the second semester of 2022. This enables us to do proactive scans and undertake vulnerability management. While still limited to central services and servers, the next step will be to extend this capability to include all devices connected to the SU network.

Moreover, thanks to IT's dedicated efforts, we now have a process to keep two physical backups of core systems data at all times. To protect us against natural disasters and ransomware attacks, however, IT is also working on a **third, cloud-based backup**.

Access

IT's popular **Bits & Bytes** newsletter (*alongside*) underwent a redesign, and the new content strategy is set to reach a larger audience. The newsletter reports on the latest technology, events on campus, the academic calendar, and service management trends. The December 2022 edition titled "Tidy up tech before you go" was distributed to 37 530 stakeholders and recorded a 34,9% opening rate and a 1,9% click-through rate.



A **redesign of the IT partner portal landing page** has involved alignment with the University's corporate branding and the creation of categories of frequently experienced issues that users can click on to create service requests more easily. Five additional service desks were also added for Facilities Management, Corporate Communication and Marketing (CCMD), the Centre for Research on Evaluation, Science and Technology (CREST), SUNFin and SUNStudent.

The process to register, execute and track larger requests for IT services and systems (so-called **requests for engagement, or RFEs**) was also completed on the Jira ServiceDesk software towards the end of 2022. This should:

- create better visibility of possible IT initiatives across the University;
- enhance collaboration between stakeholders;
- improve decision-making;
- enable institution-wide trends to be identified;
- facilitate the more accurate tracking of function costs versus value;
- make it easier to prioritise how IT resources (people, processes and technologies) are to be invested; and
- enable responsibility to be assigned to the right stakeholder for coordination and finalisation.

Since the initiation of the process, about 180 RFEs have been logged, and some 30% have been either completed, consolidated or cancelled, even with IT's high workload.

1.14 Governing information

For International Privacy Day (28 January), the Division of Information Governance launched a [Preliminary Personal Information Impact Assessment tool](#). This marks our first major new intervention to support the implementation of the University's 2022 Privacy Regulation.

Preliminary personal information impact assessments (PPIAs) are a regulatory requirement where high-value or high-risk processing of personal information takes place, including in research. Through the PPIA tool, we aim to make privacy resources more accessible to SU staff and students, clarify privacy responsibilities, and make privacy compliance less onerous. It should also improve the security and resilience of both research and institutional operations.

To respond to the increased need for **access to national HEMIS student and staff data**, Information Governance has developed [two applications](#) that allow easy data retrieval and comparisons both within SU and with peer institutions. This ability to benchmark accurately with peer institutions now enables faculties and support services divisions to identify gaps and new opportunities. As far as we know, we are the only university with this kind of tool and its capability to ‘slice and dice’ data for analysis and comparison.

1.15 Legal Services activities

Legal Services Division continues to provide legal support to SU’s management and various environments, including with regard to the University’s Communication Policy, the Residence Placement Policy, and issues of academic freedom and freedom of speech.

A memorandum was drafted to brief management about the issues SU faces in respect of its **intellectual property and copyright infringements** and to suggest a course of action. Also in the reporting period, the review application hearing in the **Jurie Roux/Maties Rugby matter** was concluded, and the parties are awaiting judgment. Moreover, Legal Services stand ready to provide advice and support with any actions the University might take in response to **the Khampepe report**.

In addition to regular matters, the **Student Discipline Unit** dealt with several high-profile cases, including the incidents at Huis Marais, Helshoogte, Eendrag and the Law Dance. The return to in-person assessments saw a significant decrease in referrals regarding academic misconduct. All disciplinary hearings took place in hybrid mode to ensure that cases were resolved on time. Where loadshedding complicated matters, implicated students were provided with the necessary support, including data.

1.16 New ministerial appointee to Council

The Minister of Higher Education and Training appointed Ms OM Matloa as an SU Council member from 1 January 2023 to 31 December 2026.

1.17 Advancing transformation

Comments on the first draft of the **Transformation Policy** suggested a need for the concepts of Africanisation, decolonisation, restitution and transformation to be defined or redefined. In the reporting period, further workshops and consultations were held with relevant experts and scholars to draft the most comprehensive yet succinct definitions.

The **newly established Institutional Transformation Committee (ITC)** is now fully constituted with the SRC having submitted Mx Abongile Quthu as additional representative. At a strategic planning session on 17 February, the ITC reviewed their terms of reference and discussed the committee’s strategic priorities for the next three years. The revised terms of reference will be submitted to the Rectorate in due course.

As part of efforts to **develop a monitoring and evaluation framework for transformation at SU**, five themes with related indicators have been identified as priorities over the next five years. These are racial equity among senior staff, racial equity in the student body, transformation competencies, universal access, and academic transformation. These themes will inform the roll-out of the transformation key performance area (KPA) for staff.

Finally, in collaboration with the Centre for the Study of the Afterlife of Violence and the Reparative Quest (AVReQ), the Transformation Office resumed the **pilot project on restitution** in mid-February. Participants delivered presentations on how they reimagined SU’s Centenary exhibition as part of the

University's visual redress initiative. The purpose of the project is to strengthen SU members' capacity to internalise and sustainably implement our restitution statement.

1.18 SU making its social impact felt

In collaboration with CCMD, the Division of Social Impact produced **videos on some of SU's social impact initiatives** to highlight their positive contribution to society. These include [SLEAK in Bishop Lavis](#), a [collaboration on medicinal plants](#) between SU and the Cape Bush Doctors Association, and [community wellness groups in Macassar](#) presented by our Biokinetics lecturers and students.

Our **Social Impact Knowledge Platform (SIKP)** also continues to highlight SU's commitment to respond to societal challenges. Considerable contributions from the SIKP have been shared with the Sustainable Development Hub/2063 for incorporation into the University's [sustainable development annual report](#).

1.19 Helping staff and students thrive health-wise

The Campus Health Service participated in the Newcomers Society Fair to disseminate **information about the health and wellbeing services** available to SU staff and students.

SU believes prevention is better than cure. This is why we were pleased to partner with the NGO Right to Care to offer free access to the **Covid-19 vaccine** on both Tygerberg and Stellenbosch campuses. Earlier this year, Higher Health-funded **hepatitis B vaccines** were also administered to 52 medical students on Tygerberg campus.

In addition, Higher Health is funding access to dietetic services at CHS. The service offering includes **in-person discussions with students at residences**. A first session was successfully delivered at Nerina. CHS medical staff also presented talks on sexual health at Seline Private Student Organisation and Nerina.

1.20 External communication

SU in the news

SU managed a good showing in the media in the period in review, although the recess did affect the numbers.

Our new service provider for media monitoring, Market IQ, started on 1 January. They will be using their 'impact scoring system' called **MIQIScore** to interpret our media data. The system takes into account the reach of our communication (size of the audience), the tone/tonality (or sentiment) of articles, and the focus of articles. We have scored 3,29 out of 5. Anything above 3 is considered good.

For January, SU generated the **second-highest number of clips** of all universities. Looking at faculty-related coverage, **Economic and Management Sciences led** for the months in review.

With regard to the general sentiment towards SU, judging by the coverage we received, the trend for November and December was mostly positive and neutral. In January, this shifted slightly to mostly neutral (52%) and positive (40%), which might have been partly as a result of reports of an alleged 'ban' of Afrikaans in residences.

Some of the **institutional news** that featured in the media included the following:

- [SU mourns passing of Prof Christo Viljoen](#)
- [Tiervlei community and SU engage on Hardekraaltjie restitution and memorialisation initiative](#)
- [SU-UIC approves release of 2022 IEB-ISC results: "Africa's first international school-leaving qualification"](#)

- [Cameron collection launched and ready for use at SU Library](#)
- [German Africa Award 2022 to De Oliveira and Moyo](#)
- [SU makes strides in World Reputation Rankings](#)

In terms of **issues management**, the University responded to various matters, including the following:

- [SU promotes and supports multilingualism](#)
- [SU Language Policy remains unchanged as good governance and management practice - not due to political pressure](#)
- [Disciplinary Appeal Committee upholds Theuns du Toit expulsion](#)

These are a selection of the **research-related media releases** issued in the past few months:

- [Private, communal landholders need more support to protect rhinos](#)
- [SU scientists first to detect new 'kraken' Covid variant in SA](#)
- [Parents sometimes murder their children to take revenge](#)
- [Money must be spent more wisely to control invasive plants in SA](#)
- [Smart farming centre opened at Stellenbosch University](#)

A number of inspirational stories were featured as part of **December's graduation ceremonies**. These included the following:

- [Psychology student overcomes anxiety and graduates with master's degree](#)
- [Four sisters graduate in one week](#)
- [Commitment and resilience enable Deaf teacher to realise his dream](#)
- [Extraordinary student on top of the world](#)
- [PhD graduate doesn't let diabetes get the better of her](#)

In collaboration with Law as well as Economic and Management Sciences, the prestigious Harvard Law School's Institute for Global Law and Policy hosted its Global Scholars Academy (GSA) in Stellenbosch in January. This event also generated a number of articles, including the following:

- [Harvard's prestigious Institute for Global Law and Policy and SU to inspire next-generation researchers](#)
- [SU welcomes more than 100 global law scholars and faculty for Global Scholars Academy](#)
- [SA government avoids its human rights obligations towards refugees - GSA speakers](#)
- [Justice Nambitha Dambuza calls for a review of South Africa's mandatory sentencing legislation](#)

Our academic staff continue to make SU research accessible to external audiences by writing **thought leadership pieces** for The Conversation Africa (TCA). In the reporting period, 17 of our contributors produced 21 articles, which collectively yielded just over 485 000 reads.

According to MarketIQ's media tracking of individuals at SU, the University's **human capital** was referred to in 538 media clippings in January. This is seen as a key contributor to media coverage, especially in the "Research and innovation" subset.

In addition, SU staff and students again produced many **op-eds, features and columns**. (*For a list of these, page to the end of this addendum.*) We also furnished the media with **lists of experts** to comment on World Cancer Day (4 February), the State of the Nation Address (9 February), the International Day of Women and Girls in Science (11 February) and the Minister of Finance's budget speech (22 February).

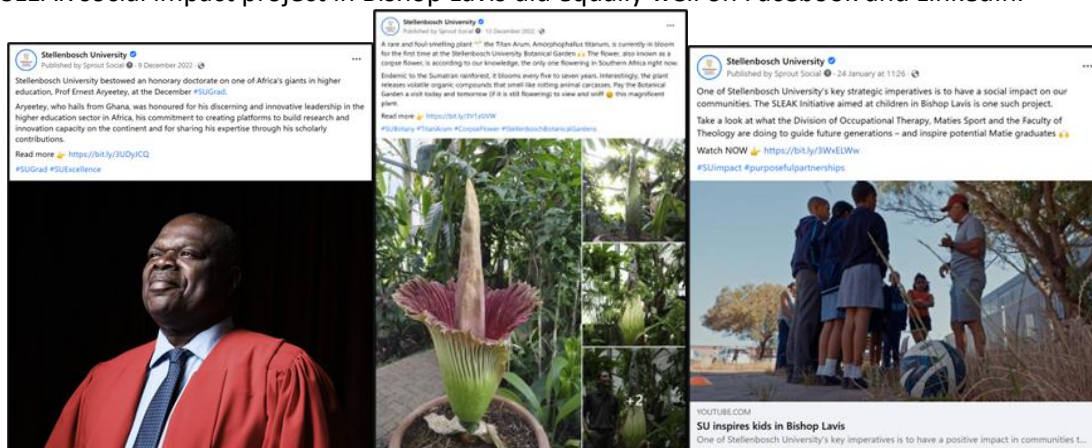
Social media

According to analyses for December 2022 and January 2023, our social media content achieved a **reach of almost 24 million**. Engagement was strong, with more than 300 000 interactions.

The **social media sentiment** towards the University in December was 87% positive, mostly driven by posts on the December graduation series and the titan arum lily in bloom at our Botanical Garden. In January, the announcement that Matt Proudfoot would be joining Maties Rugby as consultant head coach was a major contributor to positive sentiment, along with move-in day for our newcomer first-years.

The **top posts** across our platforms covered a wide range of topics, although all were focused on diversity, innovation and excellence. In December, the best-performing posts were those on the graduation series, top-performing students, SU bestowing an honorary doctorate on Prof Ernest Aryeetey, and the Law Clinic's Stephan van der Merwe receiving his LLD. The post on the blooming of the foul-smelling titan arum lily in our Botanical Garden achieved a reach of more than 134 000 on Facebook.

Early in January, the Global Scholars Academy presented in partnership with Harvard Law School recorded a reach of more than 280 000 on Facebook. A post on Chemical Engineering graduate Qiniso Ngiba being named one of the two South African winners of the Blue Sky Young Researchers Innovation Award achieved a reach of more than 56 000 on Facebook and LinkedIn. A video featuring the SLEAK social impact project in Bishop Lavis did equally well on Facebook and LinkedIn.



Social media posts on honorary doctorate recipient Prof Ernest Aryeetey (left), the titan arum lily (middle) and the SLEAK initiative (right)

1.21 Events-specific communication

Communication and marketing relating to SU events meant that CCMD had quite a lot on their plates over the past while.

As part of the **annual welcoming** programme, CCMD implemented a multichannel #helloMaties communication campaign, which ran during February. One of the main campaign elements was the design of a [Welcome Maties webpage](#), which provided prospective students with easy access to detailed information on the welcoming period, student support services and other campus-related aspects. The page received 70 038 visits during the welcoming period. CCMD's social media posts during the welcoming period reached up to 10 000 accounts. The CCMD Events team also helped Student Affairs plan, organise and manage the **official welcoming event**, which included a pre-event, the formal programme, the official 2023 aerial photo and the Dream Walk, after which students and their parents

were directed to the Rooiplein to attend the Dream Fair, which was sponsored by MySpace and offered a range of entertainment and activities.

CCMD also redesigned the [registration and fees webpage](#), which went live on 13 November 2022. In the reporting period, the page offered both newcomer and returning students accurate and user-friendly information on the registration process, tuition and residence fees, payment options, the National Student Financial Aid Scheme (NSFAS), and how to book an appointment with our administrative staff. From November 2022 to February 2023, the page received 194 660 views from 59 447 unique visitors. Our social media posts in which we shared the link to the page recorded a reach of 50 000 on Facebook and over 17 000 on Instagram.

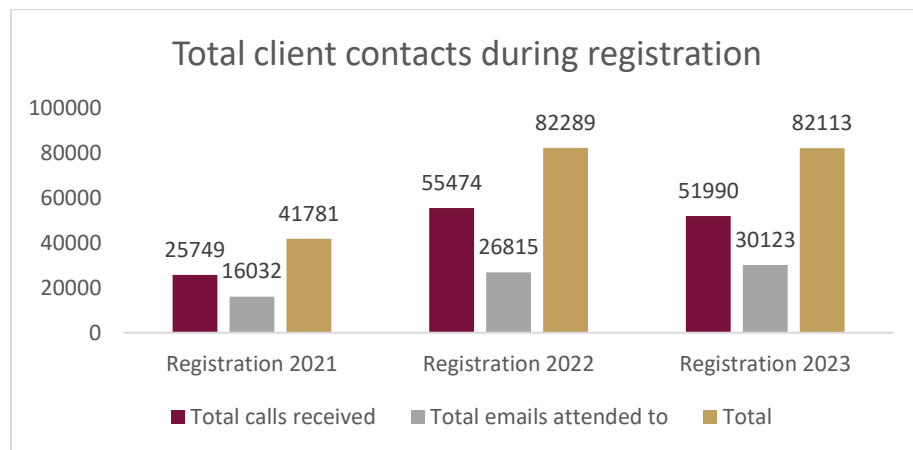
Graduation is a highlight on the University's calendar, and CCMD plays a key part in communicating logistics and highlighting graduates' achievements through an **integrated graduation communication campaign**. The graduation webpage for December, which was frequently updated with the latest information, recorded 71 375 views in the weeks leading up to the graduation series. All ceremonies were livestreamed and received more than 47 409 views. Pre-graduation newsletters containing the logistical arrangements were sent to graduates, and a special graduation edition of the newsletter *news@StellenboschUni* was distributed internally. Graduates' achievements were also highlighted in news articles on the SU website, social media channels, and in the local and national media (see *paragraph 1.20*).

For SU's fourth **Social Justice Lecture**, hosted on 21 February in commemoration of the World Day of Social Justice, CCMD assisted the Centre for Social Justice to market the event, where Justice Albie Sachs was the keynote speaker.

Finally, CCMD also took sole responsibility for planning and organising the **memorial service for the late Ainsley Moos**, our Council chair, on 17 February 2023 at the Kruiskerk.

1.22 Stellar client service during registration

As the graph below illustrates, the number of calls and emails received during registration increased by almost 100% from the 2021 to the 2023 intake. This could be attributed to the implementation of SU's new student application system as well as an increase in the number of students who received a study offer from the University. Nevertheless, unfazed by the volumes, our Client Contact Centre agents and administrative staff expertly attended to all emails, calls and in-person consultations.



In addition, the University introduced a chatbot in 2022. This year, approximately 22 468 clients reached out via the bot, which resulted in 213 870 individual text chats and 3 265 clients requesting that a consultant contact them. Naturally, this had a major impact on service delivery capacity.



1.23 *Matieland* reimagines the future

The 2022 edition of [*Matieland*](#), our marketing magazine, appeared towards the end of last year. Under the theme “Reimagining the future”, it focuses on stories that illustrate the SU community’s progress towards a better future. Articles tell of the University’s sustainability efforts, our involvement in global climate change initiatives, new senior appointments, and even explore the projected trends for gig work.

1.24 *Siyakhula Live* named best night-time show

At the South African Radio Awards held in Johannesburg in November 2022, *Siyakhula Live*, which airs weekly on MFM 92.6, was named the country’s best campus and community night-time show. This is a huge achievement for the *Siyakhula Live* team, which includes host and programme manager Katlego Letlonkane (*pictured alongside*) and producer and PhD student Tebogo Radebe. The programme features conversations on diversity and transformation.



1.25 Woordfees and SU Choir

The **23rd Toyota SU Woordfees** will take place from 7 to 15 October 2023. However, because of the impact of loadshedding on viewer numbers, the third televised Woordfees will be postponed until electricity supply has stabilised.

Also in the Woordfees camp, **Words Open Worlds (WOW)** will be celebrating its 20th birthday this year. The empowerment programme, which uses language, literature and the arts to broaden learners’ horizons, will be rolled out in the Western, Northern and Eastern Cape as well as in the Free State and Gauteng. Memoranda of understanding are in place with the education departments of the respective provinces.

Of the more than 700 audition applications received to join the **SU Choir**, 72 new members were selected. The world-acclaimed choir sang the national anthem at the Varsity Cup match between SU and the University of Cape Town on 20 February. Their first gala concert for the year will be on 1 May at the opera auditorium in Artscape.

1.26 Language Centre ‘owns’ multilingualism



In November 2022, the SU Language Centre officially purchased the word ‘meertaligheid’ (*multilingualism*) in the *Woordeboek van die Afrikaanse Taal* (WAT) (*certificate pictured alongside*). In this way, they not only supported the dictionary’s work to continue developing the Afrikaans language, but also promoted the University’s policy of multilingualism.

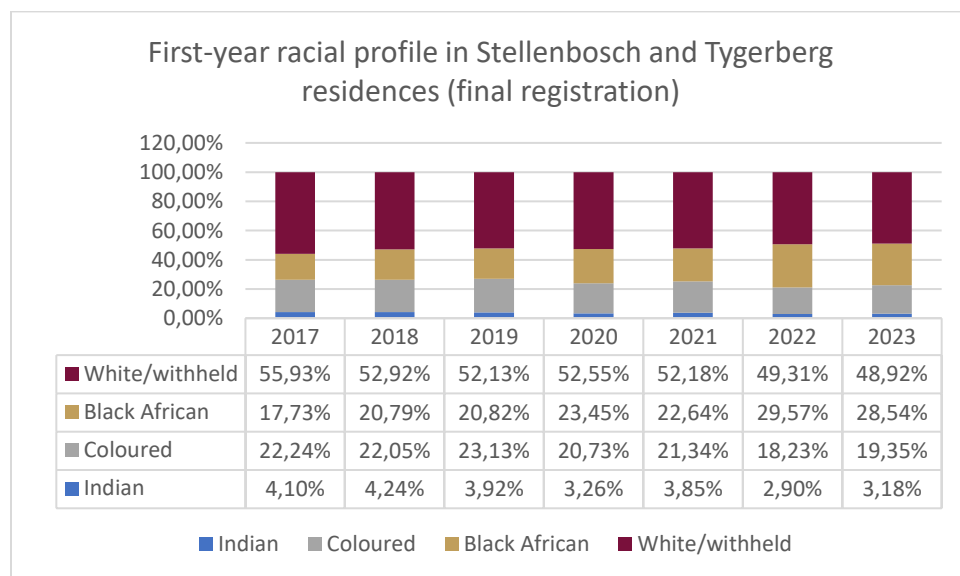
Practising what they preach, the Language Centre offers isiXhosa courses for staff at both a beginner and a more advanced level. The first two offerings of the beginner course for the year ([Masabelane A1](#)) were fully booked in January already. The inaugural edition of the advanced course ([Masabelane 2A](#)) was presented in the second semester of 2022 and elicited very positive feedback.

THEME 2: A TRANSFORMATIVE STUDENT EXPERIENCE

[Vision 2040 and Strategic Framework 2019–2024](#) states the following about this theme: “[W]e want to ensure that SU is accessible to qualifying students from all backgrounds, including to students who face barriers to participation in university education. We regard it as a journey – from our first contact with prospective students until they graduate and embrace the role of alumni.” Delivering a transformative student experience also entails “the provision of opportunities for growth to all undergraduate and postgraduate students, including guidance, support and services from SU to enable their success”.

2.1 First-year residence placements

Over the past seven intake years, the racial profile in our first-year residences has become increasingly diverse (*see graph below*). Coloured, black, Indian and Asian (CBIA) students in residence have increased by almost 30%. This year, we are pleased to have reached our target of having 50% CBIA first-year residence students.



2.2 ResEd workshops

Residential education (ResEd) workshops took place across our residences from 4 to 10 February (*pictured right*). The manual used by ResEd facilitators has been updated in line with the University's new branding requirements. In addition, the manual now also covers new topics in response to the unique challenges experienced by SU students. These include "Living together", "Drinking culture and campus life" and "Enabling empathy".



2.3 Students write for change

Nineteen undergraduate students completed the Writing for Change pilot programme in 2022. A collaboration between our Transformation Office, Equality Unit and the Writing Lab, the programme equips interested students with the necessary writing skills to become young public commentators. The aim is for them to write on issues of transformation and social justice from a student perspective.

The blog posts of the pilot cohort have been uploaded to the Transformation Office's webpage. A new group has been recruited for the next edition of the 12-week programme, which commenced in mid-March.

2.4 Social Impact community morning introduces students to engaged citizenship

The Social Impact Division and the Centre for Student Communities hosted the annual Social Impact community morning on 9 February as part of the welcoming programme for more than 5 000 new Matie students. The event again offered students various opportunities to make their first meaningful contact with their community partners for the year. Examples included a spekboom planting, a renewable-energy collaboration with Engineers Without Borders, and educational play activities at a local crèche. All activities centred around a specific need or concern identified by the community.

2.5 A more student-centred welcoming guide for newcomers

This year's newcomers benefited from a [re-envisioned welcoming guide](#) with plain language and a more appealing, student-centred design and layout. The guide introduces students to our university's mission, vision and values, Student Affairs' Transformation Charter and Pledge, and the services offered by the centres and units of Student Affairs.

The aim behind reworking the guide was to clearly communicate the ethos of the University and to dispel any notion that practices that resulted in human rights abuses would be tolerated.

Altogether 5 500 copies of the guide were distributed to all newcomers in SU's residences and commuter student communities at the start of the welcoming programme.

2.6 Teaching students that #lifeislanguage

The Language Centre had a focused advertising campaign for its **survival language courses**, which aim to make learning basic [Afrikaans](#) and [isiXhosa](#) accessible for local students on campus (*see pictures of the*

ads below). Marketed under the hashtag #lifeislanguage, this year's courses kicked off in February and March. The Critical Engagement Forum was also used to facilitate conversations about multilingualism with students and student leaders.



Even our **international students are quick to realise the value of multilingualism**. A cohort from the French business school [SKEMA](#) embarked on a language learning journey during their time at SU in the second semester of 2022. The entire group completed the Language Centre's English for Academic Purposes (EAP) programme to become more proficient in academic English. While in Stellenbosch, some also attended the Language Centre's isiXhosa course for beginners and made [remarkable progress](#), while others attended a [beginner course in Afrikaans](#).

A new SKEMA cohort has arrived to spend the first semester of 2023 at SU and will complete the same language courses.

2.7 Enhancing academic literacy

Students from the faculties of AgriScience, Economic and Management Sciences, Engineering, Science as well as Theology benefited from [academic and professional literacies modules](#) in the second semester of 2022. Approximately 85% of students completed the modules successfully.

2.8 Technology-enabled assessments

In 2022, there were considerably fewer online examinations as we switched back from emergency and augmented remote teaching, learning and assessment (ERTLA and ARTLA) to in-person assessments. All online exams that were still scheduled on SUNLearn were conducted in the various computer user areas (CUAs) on Stellenbosch and Tygerberg campuses. Exam bookings in the CUAs were again managed by way of the dedicated Outlook calendar for SUNLearn assessments.

2.9 Equality Unit student training

In the period in review, the Equality Unit's training sessions for residence students, student mentors, leaders and the SRC focused on gender-based violence, biases, HIV, information and support services for the LGBTQIA+ community, and informed consent. The sessions, which included presentations during the welcoming programme, reached 2 018 students.

2.10 SU welcomes record number of international students

A record number of 650 international students gathered to start the semester as Maties during a welcome and orientation event hosted by SU International on 6 February. The cohort represents

countries such as France, Germany, Switzerland, Belgium, Netherlands, Sweden, Norway, Slovenia and the United States. SU is again making use of the Matie Buddy system, which connects international students with local students to help ease them into life in Stellenbosch.

2.11 Student leaders trained in first aid

During the welcoming period, Campus Security teamed up with Stellenbosch Municipality, specifically Cllr Carli van Wyk, a former SU SRC chair, to provide first-aid training to students serving on our residences' safety committees. The training equipped student communities with the skills to assist during medical and other emergencies.

2.12 Innovus-funded platform to help address graduate unemployment

An innovative graduate career development platform called Gradlinc was launched at the start of the December graduation series. Gradlinc, which was developed with Innovus funding, is a much-needed solution to help connect employers, graduates and universities on a national cloud-based platform. The platform's unique algorithm ensures that employers' job requirements are matched precisely with graduates' skills. To date, 400 students and 26 businesses have signed up. Peer institutions that would like to join the platform will be included in the next phase.

2.13 Equipping students to be engaged citizens

The Faculty of Medicine and Health Sciences is the first faculty to offer the Shared Humanity module, developed by our Centre for Student Leadership, Experiential Education and Citizenship's (CSLEEC) to its first-year and second-year students. Guided by seven themes (context, history, science and technology, health, law, emersion, and citizen leadership), students receive an experiential learning opportunity to engage with complex global issues and to learn how design thinking and social entrepreneurship can create a thriving citizenry.

THEME 3: PURPOSEFUL PARTNERSHIPS AND INCLUSIVE NETWORKS

This theme is described as follows in [Vision 2040 and Strategic Framework 2019–2024](#): “As part of our mission, we at SU have declared our willingness to influence and change the world around us through collaboration, as well as to be responsive and embrace change ourselves. Central to the mission is the notion that what happens in the world shapes our research, teaching and learning as well as our engagement and that what happens at our university matters to the world. As a university, we are committed to South Africa and Africa. At the same time, we are intensely aware of our role in and relation to the international arena. In order to inspire and be inspired, SU will engage and collaborate with stakeholders, the communities we serve, industry, government and our university partners at a local, regional, continental and global level. Our collaboration and engagement approach are congruent with our values, with specific reference to respect, compassion and equity.”

3.1 SU Museum continues to reach out and engage

The SU Museum hosted its final **Wednesday Art Walkabout** for 2022 on 9 November, exploring the theme of information design. Students, staff and other guests reflected on visual literacy and how visual perception affects our interpretation of the world.

Later that same month, the Museum also **screened the documentary *Everything Must Fall***. The film offers a candid look at the #FeesMustFall student movement, which started in 2015 as a protest over the cost of education, but morphed into the most militant national revolt since our country's first democratic elections in 1994.

3.2 Proposed collaboration with Xhosa Royal Council

Over the past while, the Xhosa Royal Council has visited SU on two occasions to explore potential collaboration with the Division of Social Impact and the e'Bosch heritage project. They seek to work with institutions of higher learning to rebuild the Xhosa kingdom by researching and documenting their history, building Xhosa leaders' leadership skills, and supporting projects for the social and economic development of their areas. As a show of goodwill, eleven SU staff and e'Bosch members visited the Eastern Cape village of Chافتweni for the coronation ceremony of Chief Ndabele Bangisizwe Mtoto of the Xhosa Royal Council on 29 November 2022.

3.3 MoU to continue global service-learning symposium

Our Division of Social Impact is in the process of finalising a memorandum of understanding with the E.S.P.R.I.T. Industries Campus in Redon, France, and the University of Indianapolis's Centre for Service Learning and Community Engagement. The agreement will facilitate the continuation of the International Symposium on Service-Learning, which is held every two years at different locations around the world. The 2005 and 2013 editions of the event were hosted in Stellenbosch.

3.4 Social Impact presents at SCAN

The Social Impact Division delivered a presentation on engaged citizenship, engaged scholarship and the Social Impact Knowledge Platform at a meeting of the Stellenbosch Civil Advocacy Network (SCAN). The interaction has also given us a deeper understanding of the SCAN working groups and of how SU could make more meaningful connections for future social impact initiatives.

3.5 Reflecting and forging a new future with Old Lückhoff

Social Impact helped facilitate the **launch of a book by the class of 1969 of the Old Lückhoff School** on 17 December 2022. Part of the book commemorates the historical forced removals from Andringa Street. A vast number of Lückhoff alumni and former teachers attended the event.

Looking ahead, the **Old Lückhoff governing board** had their first official meeting on 31 January 2023 to take important decisions on the future of the building. The facility has become much busier, with adult basic education and training classes during the day, matric classes at night, and maths classes for grade 11s over weekends. A new maths literacy, computer literacy and reading programme also started on 7 February.

In addition, we are exploring a **potential partnership with the Faculty of Theology** and the start of a possible pastors' fraternity.

3.6 Campus Health Service shares knowledge

At the recent **conference of the South African Association for Campus Health Services**, Dr Craig Thompson, our Campus Health Service (CHS) director, presented on the multifaceted application of the MaRoan Health Passport at a tertiary institution. He highlighted how the tool identifies and tracks lifestyle diseases (including mental health issues) longitudinally at SU and offers an overview of health and wellbeing at our institution. Moreover, the embedded algorithms allow early intervention by CHS and other service providers.

In addition, CHS's Dr Jo-Anne Kirby was one of the presenters of **a course in Advanced Immediate Care in Rugby (AICIR)**. The course was presented across South Africa under the auspices of the South African Rugby Union in collaboration with World Rugby, and Dr Kirby took part in her capacity as an accredited

World Rugby medical trainer. This relationship also allows CHS to internally train volunteer students and assist at campus rugby matches at level 1 for 2023.

3.7 Tech collaborations

SU's approach to online and hybrid learning design is regarded as a good-practice example far beyond our institution. This was again clear when our **Hybrid Learning team** was approached to provide support to [OBREAL Global](#) and academic staff from the Faculty of AgriSciences to develop an international massive open online course (MOOC).

Still on the tech front, the **African Digital University Network (ADUN)**, situated in our Centre for Learning Technologies (CLT), works in close collaboration with the [African Higher Education in Emergencies Network \(AHEEN\)](#) to support those learning and studying in African refugee camps. To gain a better understanding of the lived experiences of students in these camps, a CLT-ADUN representative visited the Kakuma refugee camp in Kenya in late November 2022. The insights gained will help us prepare and present more relevant and appropriate digital support short courses for lecturers who assist refugees in camps.

3.8 Making connections to promote harmony

Staff from our Equality Unit helped coordinate the conference of the **national university community of practice on gender and gender-based violence**. The group comprises professionals from universities across the country. Apart from SU, representatives from the universities of Cape Town and the Western Cape as well as Rhodes and Nelson Mandela universities attended. This was the first time that the event was held in Cape Town.

Following the horrifying racial incident at Huis Marais in May 2022, [HEARTLINES](#), a non-profit centre for values promotion, approached our Division of Student Affairs with an offer to assist. We subsequently partnered with them to launch the initiative "What's Your Story?". The project allowed students and staff to develop **a sense of belonging and being acknowledged** and appreciated as individuals. Participants learned to listen to others' stories and respect our shared humanity.

3.9 Expanding our partnerships network

SU and the **University of Groningen** (Netherlands) have been intentionally expanding their strategic partnership over the past two years. In December 2022, a Groningen delegation led by their university president, Prof Jouke de Vries, paid us a two-day visit. This enabled counterparts from the two institutions to engage and discuss areas of collaboration.

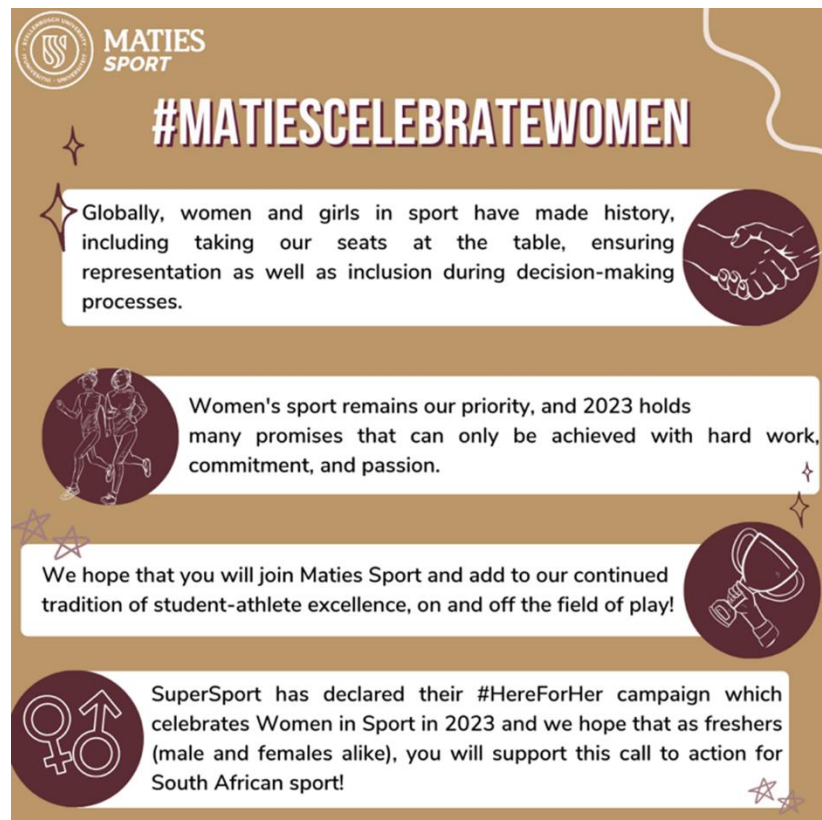
Also towards the end of last year, we welcomed a delegation from the **University of Warwick** (United Kingdom) led by Prof Mike Shipman, Warwick's pro-vice chancellor for international affairs. The purpose of the visit was to discuss multilateral collaboration, funding opportunities for collaborative projects, and virtual research workshops on shared areas of excellence. Although the two institutions have worked together at various levels, there has never been a formal agreement in place. Therefore, the visit also offered an opportunity to sign an official memorandum of understanding.

3.10 Sport as a platform for engagement on gender

Maties Sport chief director Ilhaam Groenewald and the acting head of the Centre for Sport Leadership, Dr Nana Adom-Aboagye, visited New Zealand in mid-November 2022 to have business meetings and attend the **8th International Working Group (IWG) World Conference on Women and Sport**. With over 220 sessions and nearly 500 international speakers, the event was the world's largest gathering to

advance gender equity and equality in sport and physical activity. Dr Adom-Aboagye had a poster presentation accepted for the conference.

In the same vein, Maties Sport urged this year's newcomer first-years to support SuperSport's #HereForHer campaign and **celebrate women in sport** in 2023 (see flyer below).



THEME 4: NETWORKED AND COLLABORATIVE TEACHING AND LEARNING

According to [Vision 2040 and Strategic Framework 2019–2024](#), this theme entails the following: “SU is embarking on a journey of networked and collaborative teaching and learning through the creation of learning communities where students, staff and alumni can experience meaningful learning. The University promotes a learning-centred approach to teaching that focuses on learning as a partnership, where students are seen as co-creators of knowledge and learning environments. Within a learning-centred approach, teaching activities facilitate knowledge-building and actively engage students in their own learning.

“In addition, the University has a holistic understanding of teaching and learning, which includes both individual and social benefits. SU’s teaching practices are deeply embedded in, shaped by and responsive to the contexts in which they take place. These approaches shape the University as a learning organisation, enabling the emergence of learning communities among students, staff and alumni in various configurations. Networked and collaborative learning create an environment that encourages intellectual inquisitiveness, being an essential skill for sustained critical and creative thinking.”

4.1 Harnessing hybrid to broaden teaching-and-learning reach

A number of **new or redesigned hybrid learning (HL) programmes** are being implemented in the first semester of 2023. Students who have already attended on-campus contact blocks and online webinar series are generally positive about the experience as new HL SU students. Watch [this video](#) for an overview of some of the new HL offerings that are being introduced this year.

A call for more new HL programmes was issued to faculties in February.

Given their wide reach and associated reputational impact for SU, all StellenboschX courses – as our HL offering has become known – will be subject to an **internal quality assurance process**. Staff involved in the process will also receive guidance and professional support from the HL team. At the same time, a longer-term support model for HL is being developed.

4.2 Online interpreting enhances teaching

Online [interpreting](#) provided by the Language Centre was successfully combined with face-to-face teaching and learning to overcome logistical and capacity constraints during 2022. This practice will continue into 2023. Last year, 1 780 lectures were interpreted across eight of our faculties.

4.3 Writing consultations a value-add

The Language Centre's [Writing Lab](#) will continue its dual delivery mode for student writing consultations this year. Students may access free writing consultations in either in-person or online mode, in Afrikaans, English or isiXhosa.

The consultants who facilitate these sessions are postgraduate students appointed annually. For 2023, 35 writing consultants from nine faculties have been appointed and trained.

To many students, the online mode is more convenient, as it saves travel time, while those who prefer not to have to navigate technology choose face-to-face consultations. The in-person mode has also proven beneficial during loadshedding.

4.4 Writing Lab extends workshop reach

In 2022, the Writing Lab not only presented its [workshop portfolio](#) to all SU faculties, but to Nelson Mandela University (NMU), the University of the Western Cape and the African Centre of Mathematical Sciences (AIMS) in Rwanda as well. In addition, the portfolio formed part of our Africa Centre for Scholarship's joint schools with the University of Namibia and Makerere University (Uganda) as well as the programmes of the African Doctoral Academy (ADA) schools. For the first time since the pandemic, the portfolio also included an in-person writing retreat for SU staff.

Fifty workshops have already been scheduled for 2023. Fourteen of those were presented to the ADA summer school (*pictured alongside*), Economic and Management Sciences' Graduate School, the Africa Centre for HIV/AIDS Management and the Postgraduate Office from January to March. In early March, three workshops were also offered at NMU.



4.5 SU unit quality-assures first ISC exams

Our Unit for International Credentialing (SU-UIC) served as quality assurer of the first International Secondary Certificate (ISC) examinations in October and November 2022. The ISC, developed by the Independent Examinations Board's international arm (IEB-International), is the first Africa-oriented international school-leaving certificate.

The SU-UIC Quality Assurance Governance Committee, chaired by our Deputy Vice-Chancellor: Strategy, Global and Corporate Affairs, approved the release of the ISC results.

As confirmed by Universities South Africa, international candidates who pass the ISC with merit or at an advanced level and are offered a place at a South African higher education institution meet the minimum requirements for admission to degree programmes.

4.6 ADA summer school face-to-face again

SU was pleased to host the first in-person African Doctoral Academy (ADA) summer school since the pandemic in January 2023. Housed in SU International, the ADA's vision is to support, strengthen and advance doctoral training and scholarship on the African continent across disciplines through an integrated holistic approach.

The summer school attracted participants from South Africa, Gabon, Kenya, Mozambique, Nigeria, Rwanda, Tanzania, Uganda and Zambia. The two-week event offered training in research methodology, academic preparedness and career development. The sessions, presented by leading international subject experts and facilitators, were open to doctoral candidates (current and prospective), their supervisors and researchers.

THEME 5: RESEARCH FOR IMPACT

According to [*Vision 2040 and Strategic Framework 2019–2024*](#), “[r]esearch for impact at SU implies optimising the scientific, economic, social, scholarly and cultural impact of our research. Our focus is on interdisciplinary research that benefits society on a national, continental and global scale. At the same time, we are committed to basic and disciplinary research excellence, as it forms the basis for applied and translational research”.

5.1 Fund for Innovation and Research into Learning and Teaching

The Fund for Innovation and Research into Learning and Teaching (FIRLT) **received 15 proposals** from five faculties in November 2022. The total funding request was just over R830 000. Thirteen proposals were approved for funding, while two were referred for further consultation and the applicants encouraged to reapply in May 2023.

The FIRLT committee also discussed strategies for **increasing the visibility and uptake of FIRLT funds**. Suggestions included lunch-hour sessions and a pre-event workshop at the annual Scholarship of Teaching and Learning conference to explain what FIRLT funding can be utilised for. The fund provides an opportunity for lecturers to investigate learning and teaching problems, solutions and trends and to disseminate their research results to improve the quality of learning, teaching and assessment. Any lecturer, team of lecturers or centre responsible for learning, teaching and assessment may apply for an award.

The committee will also be welcoming Prof Shantelle Weber (Theology), Dr Anthea Jacobs (Centre for Teaching and Learning), Ms Greta Steenkamp (Economic and Management Sciences), Dr Zelda Barends (Education) and Prof Robbie Pott (Engineering) as **new members**.

5.2 SU contributes to first HELTASA book

In November 2022, the Professional Learning project team of the Higher Education Learning and Teaching Association of Southern Africa (HELTASA) launched their first book. The team included a member of our Centre for Teaching and Learning staff.

The book, *Critical reflections on professional learning during Covid-19: Context, practice and change*, is a collection of reflections on South African academics' professional learning during emergency remote teaching. Academics, including those from SU, share how they dealt with rethinking and adapting their teaching, learning and assessment practices.

5.3 Helping blended-learning coordinators deliver research outputs

Writing retreats for SU's blended-learning coordinators (BLCs) took place on 8 and 25 November 2022. A new initiative, the retreats support BLCs to generate research outputs based on their work in the respective faculties.

Our BLCs support staff and students in the use of learning technologies. They also assist with the technicalities of hybrid learning, online teaching design and programme renewal, which means they are well positioned to offer valuable research insights.

5.4 New research management system

Our IT and Research Development divisions are collaborating to implement Symplectic Elements, SU's new research output and researcher profile system. The system allows the continuous, automated capture of research output data from multiple sources. It also offers a simple workflow and integration with other institutional systems, which should reduce the administrative burden of research data management.

5.5 Sharing scholarly discoveries through inaugural lectures

By the end of 2022, the number of [inaugural lectures](#) presented for the year had grown to 19. These lectures offer newly appointed or promoted full professors an opportunity to share their knowledge and scientific discoveries in their respective fields with the public and the academic community. This is yet another way in which we broaden the impact of our research.

THEME 6: EMPLOYER OF CHOICE

[Vision 2040 and Strategic Framework 2019–2024](#) describes our people as our first “enabler” and one of the elements “that make everything possible”, and then states: “In support of SU's vision, mission, values and aspirations, it is imperative to support the health and well-being of our people. In SU's pursuit to be the employer of choice, we envisage an enabling environment that includes the principles of co-creation, co-ownership and appropriate participation, and embodies the characteristics of inclusive campus culture.”

6.1 Staff assembly

Last year's final SU staff assembly was hosted on 2 December at the Adam Small theatre complex. The meeting focused on the context of the Khampepe report and institutional highlights of 2022. The

proceedings were livestreamed to venues on our satellite campuses. A total of 343 staff attended in person, and 614 joined the livestream.

6.2 Encouraging a physically active staff corps

We had our **annual staff sport and wellness day** on 24 February at the Lentelus sports ground. CCMD's Events Unit collaborated with Human Resources to plan and organise the event and ensure an SU brand presence.

Also in February, the University established an **institutional netball team**. The team will participate in the varsity hostel league in preparation for the University Sport South Africa (USSA) staff tournament.

6.3 Senior appointments

Council approved the reappointment of Prof Stan du Plessis for a further term as chief operating officer effective 1 January 2023 to 31 December 2027.

Moreover, the Rector approved the reappointment of:

- Prof Anthony Leysens for a second term as Arts and Social Sciences dean for the two years from 1 January 2023 up until his retirement on 31 December 2024;
- Prof Reggie Nel for a second term as Theology dean from 1 November 2022 to 31 October 2027; and
- Prof Ingrid Woolard for a second term as Economic and Management Sciences dean from 1 May 2023 to 30 April 2028.

Finally, Ms Miriam Hoosain has been appointed as the chief director of Human Resources with effect from 1 May 2023.

6.4 Employee wellbeing activities

The Employee Wellbeing Office continues to partner with SU environments and other stakeholders to offer staff a holistic suite of wellness services.

As part of these efforts in the reporting period, the Disability Unit and Diversity Management collaborated on establishing a **staff disability inclusion guideline** and support group.

Staff also had access to financial education and training, including personal coaching, facilitated by Money Messages and Life Employee Health Solutions. Other **employee workshops** explored how to navigate the hybrid landscape brought about by the pandemic, the importance of critical conversations in the workplace, understanding group dynamics in workspaces, and the setting of healthy workplace boundaries.

To mark the **16 Days of Activism against Gender-Based Violence** campaign, the Equality Unit, Diversity Management and Employee Wellbeing hosted a panel discussion with scholars from the universities of Cape Town and the Western Cape as well as the South African Medical Research Council.

Moreover, Employee Wellbeing partnered with Life Employee Health Solutions to initiate a **team enhancement** project for the Paediatrics and Child Health Unit on Worcester campus to build and encourage teamwork and provide emotional support services.

6.5 Reimagining Social Impact along with staff

The Social Impact Division had a staff relationship workshop in early February, followed by a change management workshop a few weeks later, all aimed at reimagining the Division. Job profiles will now be finalised and the envisaged new Social Impact hubs unpacked.

6.6 Improving office communication

The Language Centre's [Comms Lab](#) continues its strategic efforts to streamline office communication at SU. In 2022, altogether 110 participants were accommodated in 17 short-course offerings, adding up to 188 teaching hours.

The Comms Lab's collaboration with the Bureau for Economic Research (BER) is now in its sixth year, and BER trainees already joined the "Crafting confident presentations" course in February. The SU Personal Assistants' Network (SUPAN), in turn, will also continue taking tailored courses in professional communication this year. Collaboration with the Department of General Linguistics will build on the success of the inaugural edition of the beginner's course in South African Sign Language offered late last year.

6.7 Watching over occupational health

Our Campus Health Service's Occupational Health team highlighted the need for in-house hearing testing. A recently installed audiometric booth ensures easy access to audiology testing for more SU employees who are exposed to high noise levels in their day-to-day work. Considering that annual hearing tests for exposed employees are a legislative requirement, the in-house testing also results in a significant cost saving.

6.8 Staff assisted to attend transformation conference

In November 2022, staff of the Division of Student Affairs had the opportunity to attend the Race and Transformation in Higher Education conference hosted at the Stellenbosch Institute for Advanced Study (STIAS). Student Affairs covered the staff members' conference costs as part of staff development.



Prof Wim de Villiers
Rector and Vice-Chancellor

OP-EDs AND COLUMNS (24 October 2022 to 23 February 2023)

Opinion editorials

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Dr Nana Adom-Aboagye	Maties Sport	Clearing the path for female sports coaches to rise to the top	Mail & Guardian (24 Oct)
Wandile Sihlobo	Agricultural Business Chamber/ Agricultural Economics	High food prices felt worldwide	The Herald (26 Oct)
Dr Hayley Clements	Centre for Sustainability Transitions	South Africa's wildlife ranches can offer solutions to Africa's growing conservation challenges	The Conversation (26 Oct)
Dr Alta de Vos	Rhodes University		
Matthew Child	University of Pretoria		
Dr Hester Vermeulen	Bureau for Food and Agricultural Policy	Hier is die groeipunte in soja se kosmark	Landbouweekblad (27 Oct)
Dr Melissa van der Merwe	Agricultural Economics		
Prof Ronelle Carolissen	Psychology	Reflections on the race inquiry at Stellenbosch University	University World News (27 Oct)
Prof Anton van Niekerk	Philosophy	Reaksie op Andrew Nash: "Kan die Akademie uitnemendheid oorleef?"	LitNet (27 Oct)
Dr Tristen Taylor	Philosophy	Neoconservatism blossoms at the Institute for the Study of War	Business Day (28 Oct)
Dr Cyrill Walters	Education Policy Studies	Decolonised education is still a radical idea	Mail & Guardian (28 Oct)
Prof Jonathan Jansen	Educational Psychology		
Prof Cas Wepener	Practical Theology and Missiology	Elke eeu iets nuuts gevind vir 505 jaar oue tradisie	Netwerk24 (29 Oct)
Dr Rudi Buys	Convocation	Diversity and inclusivity needed in university convocations for vibrant future	News24 (29 Oct)
Dr Leslie van Rooi	Senior Director: Social Impact and Transformation	Maties: 'Beiteltjie' moet net geselskap kry	Rapport (30 Oct)
Prof Thuli Madonsela	Centre for Social Justice	One corrective step at a time	City Press (30 Oct)
William Sezoe	BEd student	Does Stellenbosch University now have a urination culture?	Times Live (31 Oct)
Lisa Esterhuyzen	Business Management	Will Musk's super-app be nothing more than an untamed WeChat?	Fin24 (1 Nov)
Prof Aslam Fataar	Education Policy Studies / Transformation Office	The politics of visual redress at Stellenbosch University	University World News (2 Nov)
Dr Therese Fish	Medicine and Health Sciences		
Dr Chris Jones	Systematic Theology and Ecclesiology/Unit for Moral Leadership	South African coalition politics doesn't have to be a 'dirty game'	Mail & Guardian (2 Nov)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Prof Mark Tomlinson	Institute for Life Course Health Research	Young people have been invisible for too long – they must be partners in decisions on their future	Daily Maverick (3 Nov)
Dr Chris Jones	Systematic Theology and Ecclesiology/Unit for Moral Leadership	Still long way to go but some progress has been made for children's rights	News24 (5 Nov)
Profs Nadia Mans-Kemp & Suzette Viviers	Business Management	Climate risk governance: we can no longer ignore the 'gray rhino'	Business Live (7 Nov)
Peter Jarvis	BComHons student		
Dr Ethel Phiri, Mosima Mabitsela & Hamond Motsi	Agronomy	Food security does not mean fencing off your veggie garden	Times Live (8 Nov)
Prof Owen Dean	Anton Mostert Chair of Intellectual Property Law	Copyright Bill – 'Fair use' is an alien system with no roots in our law and does not belong in it	Daily Maverick (8 Nov)
Prof Wim de Villiers	Rector & Vice-Chancellor	Renewing our common world after Khampepe Commission	News24 (9 Nov)
Prof Jason Bantjes	South African Medical Research Council (SAMRC)/Institute for Life Course Health Research	Large mental health study finds 20-30% of students at risk	Mail & Guardian (9 Nov)
Prof Dan Stein	University of Cape Town/SAMRC		
Prof Desta Mebratu	Centre for Sustainability Transitions	Burning waste must end: African leaders look to recycling for better health and value	The Conversation (10 Nov)
Prof Lizette Rabe	Journalism	Needed: kindness. What can you do to make our world a better place?	News24 (12 Nov)
Prof Thuli Madonsela	Centre for Social Justice	Living with an unsettled settlement	City Press (13 Nov)
Prof Bob Mash	Family and Emergency Medicine	Empowering and educating patients – a new approach to managing diabetes	Daily Maverick (13 Nov)
Estelle van Rijn, Nadia Visser & Bronwyn Grey	BSc (Dietetics) students	Busting these 5 dangerous diabetes myths could prove lifesaving to you or a loved one	News24 (14 Nov)
Dr Marli Conradie-Smit	Endocrinology	Education is key in management of diabetes pandemic	Mail & Guardian (14 Nov)
Dr Ankie Coetzee & Prof Magda Conradie	Endocrinology	Targeted interventions needed to reduce high blood sugar during pregnancy	News24 (14 Nov)
Prof David Hall	Obstetrics and Gynaecology		
Prof Kathryn Chu	Centre of Global Surgery	How can we make surgical care accessible by drawing on lessons from the Aids movement?	Daily Maverick (15 Nov)
Sangeun Lee	MBChB student		

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Ijeoma Opara	PhD student (Political Science)	Taking the p*ss: Why Stellenbosch University's institutional culture struggles to change	News24 (16 Nov)
Lisa Esterhuyzen	Business Management	David asking Goliath to pay up for global warming loss and damage	News24 (17 Nov)
Profs Cecilia Jacobs & Susan van Schalkwyk	Centre for Health Professions Education	What knowledge matters in health professions education?	University World News (17 Nov)
Prof Thuli Madonsela	Centre for Social Justice	The people, or the market?	Financial Mail (17 Nov)
Dr Haley McEwen	University of Gothenburg	LGBTIQ learners at risk in South Africa as conservative Christian groups plan for safer schools	The Conversation (18 Nov)
Prof Dennis Francis	Sociology and Social Anthropology	Universiteitseminaar: Die US, rassisme en die toekoms	LitNet (18 Nov)
Prof Desmond Painter	Psychology	African universities for African solutions	Mail & Guardian (18 Nov)
Awethu Fatyela	Transformation Office	ANC delegates need to examine self-inflicted harm to farming sector	Business Live (21 Nov)
Wandile Sihlobo	Agricultural Business Chamber/Agricultural Economics		
Prof Johann Kirsten	Bureau for Economic Research (BER)		
Prof Wim de Villiers	Rector & Vice-Chancellor	Embrace the hustle: African universities can make a real impact on the continent	Times Live (22 Nov)
Frederik van Dyk	Master's student (Law)	'Leunstoel-aktivisme' gaan Afrikaans nie red nie	Netwerk24 (23 Nov)
Prof Ursula van Beek	Centre for Research on Democracy	Populism based not in patriotism, but in many nationalisms	Mail & Guardian (23 Nov)
Dr Moses Khanyile	Centre for Military Studies	Sandton terror alert: time for South Africa to improve its intelligence sharing channels with the US	The Conversation (24 Nov)
Dr Gibson Ncube	English	Simon Nkoli's fight for queer rights in South Africa is finally being celebrated – 24 years after he died	The Conversation (24 Nov)
Joy Petersen	Centre for Student Communities	We cannot go back: my reactions to the Race and Transformation in Higher Education conference at Stellenbosch University	LitNet (24 Nov)
Prof Juliana Claassens	Old & New Testament	We are taught to look away when GBV happens. We shouldn't anymore	News24 (25 Nov)
Prof Johann Kirsten	BER	Land reform in South Africa: 5 myths about farming debunked	The Conversation (26 Nov)
Wandile Sihlobo	Agricultural Business Chamber/Agricultural Economics		
Prof Abel Esterhuyse	Department of Strategic Studies	'n Slagting wat net nie stop nie	Rapport (27 Nov)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Edwin Cameron	Chancellor	Prisons watchdog needs sharper teeth	GroundUp (28 Nov)
Prof Amanda Gouws	Political Science	Violence against women is staggeringly high in South Africa – a different way of thinking about it is needed	The Conversation (29 Nov)
Dr Munya Saruchera	Africa Centre for HIV/AIDS Management	Forty years on, we must not allow HIV/Aids fatigue to set in	Daily Maverick (30 Nov)
Dr Munya Saruchera	Africa Centre for HIV/AIDS Management	Covid-19 hindered SA's HIV targets, but offered innovation opportunities	News24 (1 Dec)
Prof Sandra Swart	History	Pit bull attacks in South Africa - a historian sheds light on the issues	The Conversation (1 Dec)
Dr Jenny Edge	Breast and Endocrine Surgery Unit	Breast cancer patients in South Africa are battling to maintain treatment because of high transport costs	The Conversation (7 Dec)
Brigitta Kepkey	Psychology		
Wandile Sihlobo	Agricultural Business Chamber/Agricultural Economics	Slight pullback hides the truth that agriculture remains strong	Business Live (7 Dec)
Lisa Esterhuyzen	Business Management	Does two plus two equal five when linking global population numbers to climate change?	News24 (8 Dec)
Prof Thuli Madonsela	Centre for Social Justice	Odds are weighted against Ngcobo's report	Financial Mail (8 Dec)
Babalwa Tshaka, Surona Visagie & Lieketseng Ned	Centre for Disability and Rehabilitation Studies	Persons With Disabilities Day highlights the need for access to achieve equity	Pretoria News (9 Dec)
Prof Pregala Pillay	School of Public Leadership	The vital role of whistleblowing in achieving good governance	Mail & Guardian (9 Dec)
Dr Chris Jones	Systematic Theology and Ecclesiology/Unit for Moral Leadership		
Dr Jenny Edge	Breast and Endocrine Surgery Unit	Breast cancer patients in South Africa may find it hard to stick to treatment: here's what they told us	The Conversation (12 Dec)
Brigitta Kepkey	Psychology		
Prof Mark Swilling	Centre for Sustainability Transitions	Dark, Dumb and Dangerous: Inside South Africa's perfect (electrical) storm	Daily Maverick (12 Dec)
Wandile Sihlobo	Agricultural Business Chamber/Agricultural Economics	Agriculture export drive is not a straightforward path	Business Live (12 Dec)
Wandile Sihlobo	Agricultural Business Chamber/Agricultural Economics	SA agriculture shows mild decline in 2022, but positive developments bode well for 2023	Daily Maverick (13 Dec)
Dr Tom Nyirenda	Global Health	TB is once again the deadliest disease in Africa – what went wrong	The Conversation (14 Dec)
Prof Thinus Booysen	Electrical and Electronic Engineering	What a tangled web has been woven around Eskom, much of it having little to do with electricity	Daily Maverick (14 Dec)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Prof Dion Forster	Systematic Theology and Ecclesiology	How to live up to the true spirit of Christmas	The Conversation (18 Dec)
Liesl Pretorius	Cause for Justice	This is a critical time to defend democracy and the powers of school governing bodies in education	Daily Maverick (18 Dec)
Prof Nicola de Jager	Political Science		
Dr Carina Venter	Music	'n Dekoloniale toekoms? Musiek, ras en taal aan die Universiteit Stellenbosch	LitNet (21 Dec)
Prof Thuli Madonsela	Centre for Social Justice	Ramaphosa's moment of truth	City Press (23 Dec)
Prof Cas Wepener	Practical Theology and Missiology	'Ek mis die klank van my land'	Netwerk24 (24 Dec)
Wandile Sihlobo	Agricultural Business Chamber/Agricultural Economics	SA in for a good agricultural season thanks to La Niña	Business Live (28 Dec)
Prof Mark Smith	Stellenbosch Business School	Can SA benefit from a four-day work week?	Business Live (29 Dec)
Prof Lizette Rabe	Journalism	O, my lieflike kantoor!	Netwerk24 (31 Dec)
Prof John Measey	Centre for Invasive Biology	Invasives on the 2023 watchlist	Mail & Guardian (6 Jan)
Prof Lizette Rabe	Journalism	Die verlede was 'n ander land	Netwerk24 (9 Jan)
Prof Johann Kirsten	BER	The South African government has been buying farmland for black farmers. It's not gone well	The Conversation (9 Jan)
Dr Aart-Jan Verschoor	Agricultural Research Council		
Dr Colleta Gandidzanwa	University of Pretoria		
Dr Tristen Taylor	Philosophy	Woe to the ANC	Business Live (10 Jan)
Wandile Sihlobo	Agricultural Business Chamber/Agricultural Economics	On the road to rack and ruin	Business Live (11 Jan)
Prof Mark Swilling	Centre for Sustainability Transitions	2023: A deepening energy crisis or a turning point?	Mail & Guardian (13 Jan)
Wandile Sihlobo	Agricultural Business Chamber/Agricultural Economics	Farming in South Africa: 6 things that need urgent attention in 2023	The Conversation (15 Jan)
Dr Malan Rietveld	Economics	Expanding the Reserve Bank's mandate is at best silly, at worst dangerous	Fin24 (17 Jan)
Prof Thuli Madonsela	Centre for Social Justice	Taking social justice SERIOUSLY through serious gaming	City Press (22 Jan)
Edwin Cameron	Chancellor	Sex work: where criminal law has no place	GroundUp (24 Jan)
Dr Gibson Ncube	Modern Foreign Languages	Stella Chiweshe: Zimbabwe's mbira queen, rebel music star and pioneer	The Conversation (24 Jan)
Prof Herman Wasserman	Journalism	Om 'n mens na te boots	LitNet (24 Jan)
Dr Tristen Taylor	Philosophy	How to fix the SA defence sector: abolish it	Business Live (26 Jan)
Prof Deon Rossouw	Philosophy	Can chatbots be ethical?	Business Live (26 Jan)
Sehlule Sibanda	University of the Western Cape	Alleged human right violations threaten peacekeeping	Weekend Argus (28 Jan)
Bathromeu Mavhura	PhD student (Political Science)		

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Lisa Esterhuyzen	Business Management	When it comes to carbon credits, absence makes the price fall further	Fin24 (28 Jan)
Prof Johann Kirsten	BER	Plan for growth	City Press (29 Jan)
Savannah Thomson & Prof Suzette Viviers	Business Management	Why size matters when it comes to improving ESG disclosure	Fin24 (29 Jan)
Prof Lee-Ann Steenkamp	Stellenbosch Business School		
Dr Guilherme Frainer	University of Cape Town	Endangered humpback dolphins appear to be increasingly vulnerable off South Africa	Daily Maverick (30 Jan)
Drs Simon Elwen & Tess Gridley	Botany and Zoology		
Sasha Dines	PhD student (Science)		
Dr Michael Kahn	Centre for Research on Evaluation, Science and Technology	We are at war; it is time to take our cue from the playbooks of Smuts and Lenin	Daily Maverick (30 Jan)
Prof Jonathan Jansen	Educational Psychology	South Africa's dysfunctional universities: the consequences of corrupt decisions	The Conversation (31 Jan)
Profs Suzette Viviers & Nadia Mans-Kemp, Abigail Fuller, Gabriela dos Santos	Business Management	Do dividend payouts increase or decrease during crises?	Business Live (31 Jan)
Prof Wim de Villiers	Rector and Vice-Chancellor	African scientists take the lead to improve society	News24 (1 Feb)
Lisa Esterhuyzen	Business Management	What's green about carbon credit trading?	Mail & Guardian (1 Feb)
Prof Guy Lamb	Political Science	Robberies surge as criminals take advantage of South Africa's power outages	The Conversation (4 Feb)
Dr Rizwana Roomaney	Psychology	'We urgently need to increase cervical cancer screening'	News24 (4 Feb)
Prof Cas Wepener	Practical Theology and Missiology	Ds. KI se tydlose en lyflose preke	Die Burger (4 Feb)
Dr Yoshan Moodley	African Cancer Institute	Cancer survivors could play a key role in helping new patients navigate treatment – and the system	Daily Maverick (6 Feb)
Prof Michael le Cordeur	Curriculum Studies	It is a sombre nation gripped by low morale that will watch Sona 2023 on TV	Daily Maverick (7 Feb)
Dr Matthew Wingfield	Arts and Social Sciences	Cape Town's 'Day Zero' threat concentrated minds: an activist group used the moment to secure environmental victories	The Conversation (9 Feb)
Prof Mark Smith	Stellenbosch Business School	Time for a new 'war on leaks', energy leaks?	Business Live (10 Feb)
Prof Anita Bosch & Dr Georgina Pondayi	Stellenbosch Business School	Women remain underrepresented in STEM. Grant conditions aren't helping	News24 (11 Feb)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Wandile Sihlobo	Agricultural Business Chamber/Agricultural Economics	Price drop could aid consumers	The Herald (15 Feb)
Prof Deresh Ramjugernath	Deputy Vice-Chancellor: Learning and Teaching	Wrap-around support key to level education playing field	University World News (16 Feb)
Prof Thinus Booysen & Dr Arnold Rix	Electrical & Electronic Engineering	Installing a backup power supply: electrical engineers answer your questions	The Conversation (17 Feb)
Gabriela dos Santos, Prof Suzette Viviers & Annalien de Vries	Business Management	How the Covid-19 pandemic affected dividend payouts	Fin24 (18 Feb)
Dr Chris Jones	Systematic Theology and Ecclesiology/Unit for Moral Leadership	We must sustain the fight against authoritarianism, secrecy, and deceit	Daily Maverick (19 Feb)
Peter Courtney	PhD student (Economic and Management Sciences)	Land value tax is SA's best shot at land reform	Fin24 (19 Feb)
Prof Nico Koopman	Deputy Vice-Chancellor: Social Impact, Transformation and Personnel	The world needs justice as a virtue	News24 (20 Feb)
Dr Christian Lueme	Family Medicine and Primary Care	Primary health care sector's important role in climate change	Cape Times (20 Feb)
Dr Yogan Pillay & Prof Usuf Chikite Robert Fryatt Precious Matsoso Lindiwe Makubalo	Global Health International Health University of the Witwatersrand World Health Organisation	Unpacking what's right and what's wrong with the South African health system	Daily Maverick (21 Feb)
Prof Keymanthri Moodley Prof Stuart Rennie	Centre for Medical Ethics University of North Carolina	ChatGPT has many uses. Experts explore what this means for healthcare and medical research	The Conversation (22 Feb)
Prof Kate Orkin Prof Ingrid Woolard Dr Maya Goldman & Prof Murray Leibbrandt	University of Oxford Dean: Economic and Management Sciences University of Cape Town	South Africa's relief grant: how it can be used to help young people into jobs	The Conversation (23 Feb)
Dr Wayne Muller	Responsibility centre for Strategy, Global and Corporate Affairs	Pretty Yende, a South African opera star with a voice that shatters glass ceilings	The Conversation (23 Feb)

Columns

AUTHOR	FROM (Environment or division)	HEADLINE	PUBLICATION (click for article)
Prof Johan Fourie	Economics	Why the Western Cape economy is overtaking Gauteng	Fin24 (29 Oct)

AUTHOR	FROM (Environment or division)	HEADLINE	PUBLICATION (click for article)
		Vir argiewe oor huidige tydvak is skrif aan muur	Rapport (13 Nov)
		Sanctions almost always fail. Expect more of them	News24 (17 Nov)
		Let's celebrate SA's best scientists you've never heard of	News24 (29 Nov)
		Hoe maak ons van die wêreld 'n beter plek?	Rapport (11 Dec)
		Some of this article was written by an incredible AI tool. Can it do your job?	News24 (21 Dec)
		Gesoek: 'n Nuwe Hendrik van der Bijl (... of twee)	Rapport (8 Jan)
		Who to listen to for financial advice	Fin24 (14 Jan)
		Here's what I would study	Fin24 (25 Jan)
		Elke beurtkragfase het 'n silwerrandjie	Rapport (12 Feb)
		Why overseas tourists in SA also 'semigrate'	Fin24 (20 Feb)
Prof Amanda Gouws	Political Science	Geen einde aan Juju se rassisme	Netwerk24 (1 Nov)
		Het dr. Leon die verslag ge lees?	Netwerk24 (15 Nov)
		Só gaan geweld nie verminder	Netwerk24 (29 Nov)
		Vry vroue sal aanhou vloek	Netwerk24 (13 Dec)
		Is Ramaphosa blind hiervoor?	Netwerk24 (10 Jan)
		Jong vroueleier kan SA baat	Netwerk24 (24 Jan)
		Staatsrede kan draaipunt wees	Netwerk24 (7 Feb)
		Wat die UK se rektor ons leer	Netwerk24 (21 Feb)
Prof Jonathan Jansen	Educational Psychology	You've been screwed: new curriculum is nothing but a pillar of salt	Times Live (26 Oct)
		After years of setbacks these matrics must show they have the write stuff	Times Live (2 Nov)
		Yes, white genocide is not real, but there's a time and place for everything	Times Live (9 Nov)
		Why Stellies racists behave like animals: last kicks of a dying horse	Times Live (16 Nov)
		This is democracy: tough, uncompromising, and fortunate – ask UCT	Times Live (23 Nov)
		There but for the grace of God, gone at the Devil's hand	Times Live (30 Nov)
		If my honours students had written the Phala Phala report, I would have failed all of them	Times Live (7 Dec)
		Even as their leaders don't give a damn, South Africans just give	Times Live (14 Dec)
		Oh, how the mighty ANC has fallen	Times Live (22 Dec)
		30 years in power and ANC still falls short of 30% for running exams	Times Live (18 Jan)

AUTHOR	FROM (Environment or division)	HEADLINE	PUBLICATION (click for article)
		Spare a thought for the passing matrices who just discovered the lie	Times Live (25 Jan)
		Be honest, are you better off now than under apartheid?	Times Live (1 Feb)
		For starters, be honest about education's dire state	Times Live (5 Feb)
		Our 'Piet Promises' president spoke poppycock about education at Sona	Times Live (15 Feb)
		UCT may have landed on its feet, but it might not be so lucky next time	Times Live (22 Feb)
Prof Nico Koopman	Deputy Vice-Chancellor: Social Impact, Transformation and Personnel	Grondwet gee salftaal vir ons talle wonde	Netwerk24 (27 Oct)
		Transformasie kan ook rustig aangepak word	Netwerk24 (23 Nov)
		Die verhaal van 'n krip, 'n kruis en 'n kroon	Netwerk24 (21 Dec)
		Ongelykheid en armoede kán die wyk neem	Netwerk24 (18 Jan)
		Mag erflating van hoop, deug bly inspireer	Netwerk24 (15 Feb)
Prof Michael le Cordeur	Curriculum Studies	Daar is nuwe kanse vir skole ná Covid-19-krisis	Netwerk24 (27 Oct)
		Basiese onderwys staan by 'n kruispad	Netwerk24 (22 Dec)
		Beurse is nodig, maar is dit reg gestruktureer?	Netwerk24 (10 Jan)
		Matrieks lewer 'n 'pedagogiese wonderwerk'	Netwerk24 (24 Jan)
		Vryheidsdroom verydel	Netwerk24 (9 Feb)
Prof Vasti Roodt	Philosophy	Pre-mortem 'n rigtingwyser na wat jy kan dóén	Rapport (6 Nov)
		Vriendskap word in dade uitgedruk	Rapport (20 Nov)
		Verlustig jou in die genot van die lewe - dis almal beskore	Rapport (4 Dec)
		Politici moet soms hul hande vuil maak dat reg kan geskied	Rapport (18 Dec)
		Moenie hoop vir 2023 verwar met dwase optimisme nie	Rapport (8 Jan)
		Want jou aansporing is my (Eskom-)omkoopgeld	Rapport (22 Jan)
		Drie stappe tot 'vreedsamer' gesprekke oor die Groot Vrae	Rapport (5 Feb)
		Slegte optrede van iemand lei maklik tot 'hul is tog almal so'	Rapport (19 Feb)
Prof Anton van Niekerk	Philosophy	Hoop lê soms neffens trane	Netwerk24 (25 Oct)
		Eindfluitjie gáán vir rugby blaas	Netwerk24 (8 Nov)
		Verlede sterf nie maklik nie	Netwerk24 (22 Nov)
		'n Ware filosoof kan anders dink	Netwerk24 (6 Dec)
		Waarom Jesus, waarom tóé?	Netwerk24 (20 Dec)
		Ons lewe is 'n proses in tyd	Netwerk24 (3 Jan)
		Dis wat vryheid regtig beteken	Netwerk24 (17 Jan)
		Smuts was dalk verkeerd oor SA	Netwerk24 (31 Jan)
		Bot noop ons tot diep denke	Netwerk24 (14 Feb)

AUTHOR	FROM (Environment or division)	HEADLINE	PUBLICATION (click for article)
Dr Leslie van Rooi	Senior Director: Social Impact and Transformation	Te midde van die seer moet ons probeer beter wees	Netwerk24 (27 Oct)
		Lees die Khampepe-verslag binne konteks	Netwerk24 (21 Nov)
		Jeugleiers se veerkrag inspireer	Netwerk24 (21 Dec)
		Uitdagende jaar lê voor, maar swaarkry is relatief	Netwerk24 (4 Jan)