



Stellenbosch

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Appointment of the Rector and Vice-Chancellor Applicant Booklet

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Invitation from Chair of Council to apply

Dear Applicant

Prof Wim de Villiers, the Rector and Vice-Chancellor of Stellenbosch University, is reaching the end of his tenure on 31 March 2025 after completing his second and final five-year term.

Stellenbosch University is inviting applications from visionary, inspiring, authentic, engaging and accessible leaders for the role of Rector and Vice-Chancellor.

Stellenbosch University's Vision 2040 is to be Africa's leading research-intensive university, globally recognised as excellent, inclusive, and innovative where it advances knowledge in service of society. With its Vision, SU embraces its transformation journey as highlighted in its Restitution Statement.

In advancing Vision 2040, we seek to appoint a Rector and Vice-Chancellor who has a strong grasp of the pressures and opportunities facing higher education institutions globally and specifically in South Africa, a compelling perspective on what it would take for Stellenbosch University to thrive and a track record of implementing fundamental change in complex spaces.

Applicants should familiarise themselves with the **advertisement for this role**, including the duties and responsibilities of the Rector and Vice-Chancellor and the requirements for the position, and should note the importance of submitting a complete application to the designated email address.

The closing date for applications is 17:00 on 28 June 2024.

Further information about Stellenbosch University and the proposed timeline for the recruitment of the new Rector and Vice-Chancellor can be found in this Applicant Booklet and on the **University's website**.

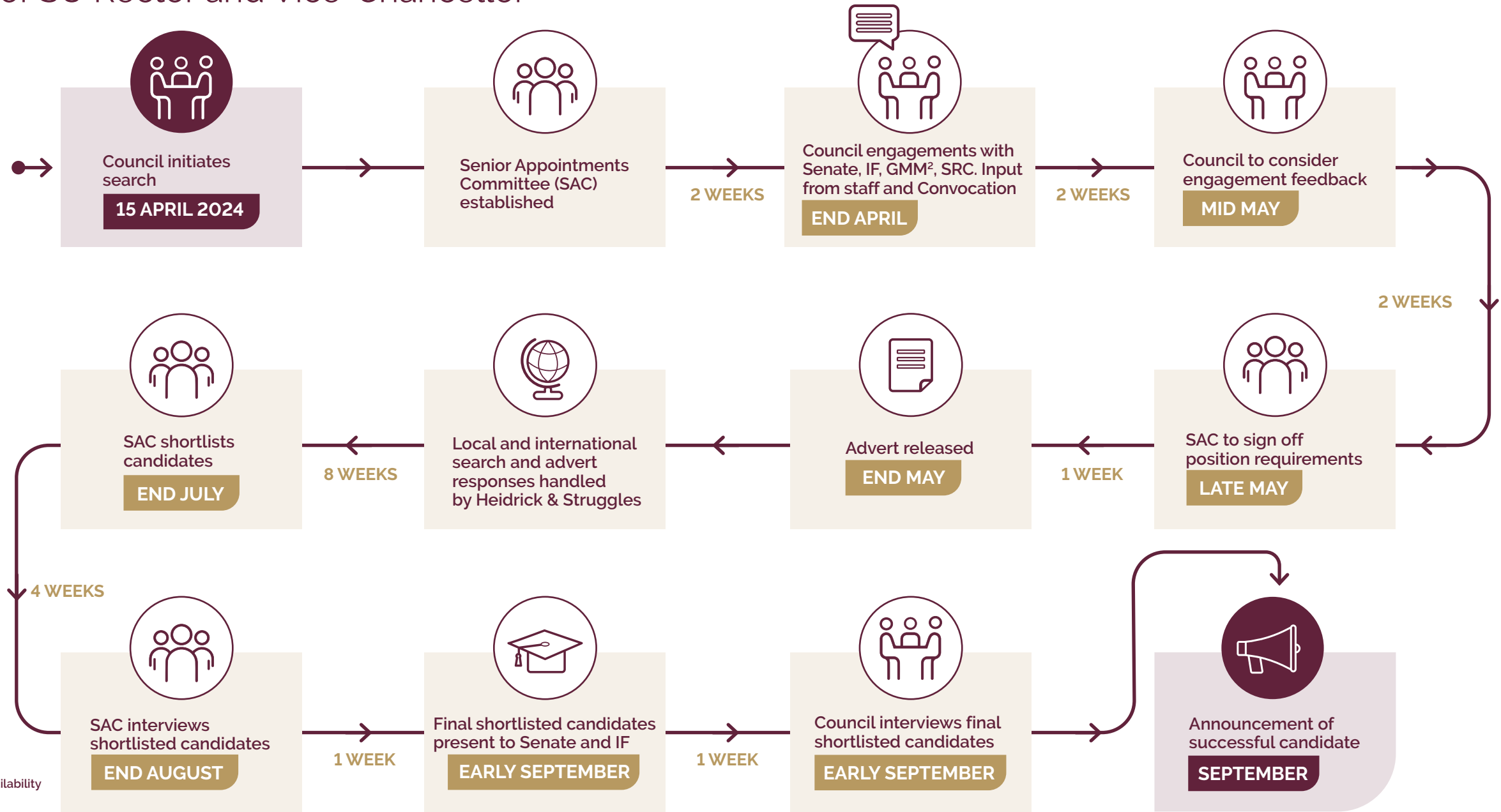
If you are a suitable candidate to lead this special institution, we look forward to reviewing your application.

Kind regards

N NEWTON-KING
CHAIR OF COUNCIL

Proposed timeline¹

Appointment of SU Rector and Vice-Chancellor



¹Dates may change depending on availability
²General Managers' Meeting

Vision 2040

Vision 2040 positions SU as Africa's leading research-intensive university, globally recognised as excellent, inclusive and innovative, where we advance knowledge in service of society.

Our mission

Stellenbosch University is a research-intensive university where we attract outstanding students, employ talented staff and provide a world-class environment; a place connected to the world, while enriching and transforming local, continental and global communities.

Core strategic themes

Council currently tracks the implementation of Vision 2040 through the following six core strategic themes which are reported on at Council:



1 A thriving SU



2 A transformative student experience



3 Purposeful partnerships and inclusive networks



4 Networked and collaborative teaching and learning



5 Research for impact



6 Employer of choice

[Click here](#) for information about Stellenbosch University's Vision 2040.

Who we are

Our values

Our values are the beliefs and attitudes that guide our behaviour ('our action guides'). All of the values are equally important, are interconnected, and inform our Ethics Code.



Code 2040: SU's Integrated Ethics Code

As stakeholders of Stellenbosch University, we pledge:

- a) to conduct our work in a manner that demonstrates excellence,
- b) to always treat others equitably, and with respect and compassion, and
- c) to be accountable for the execution and consequences of all our actions.

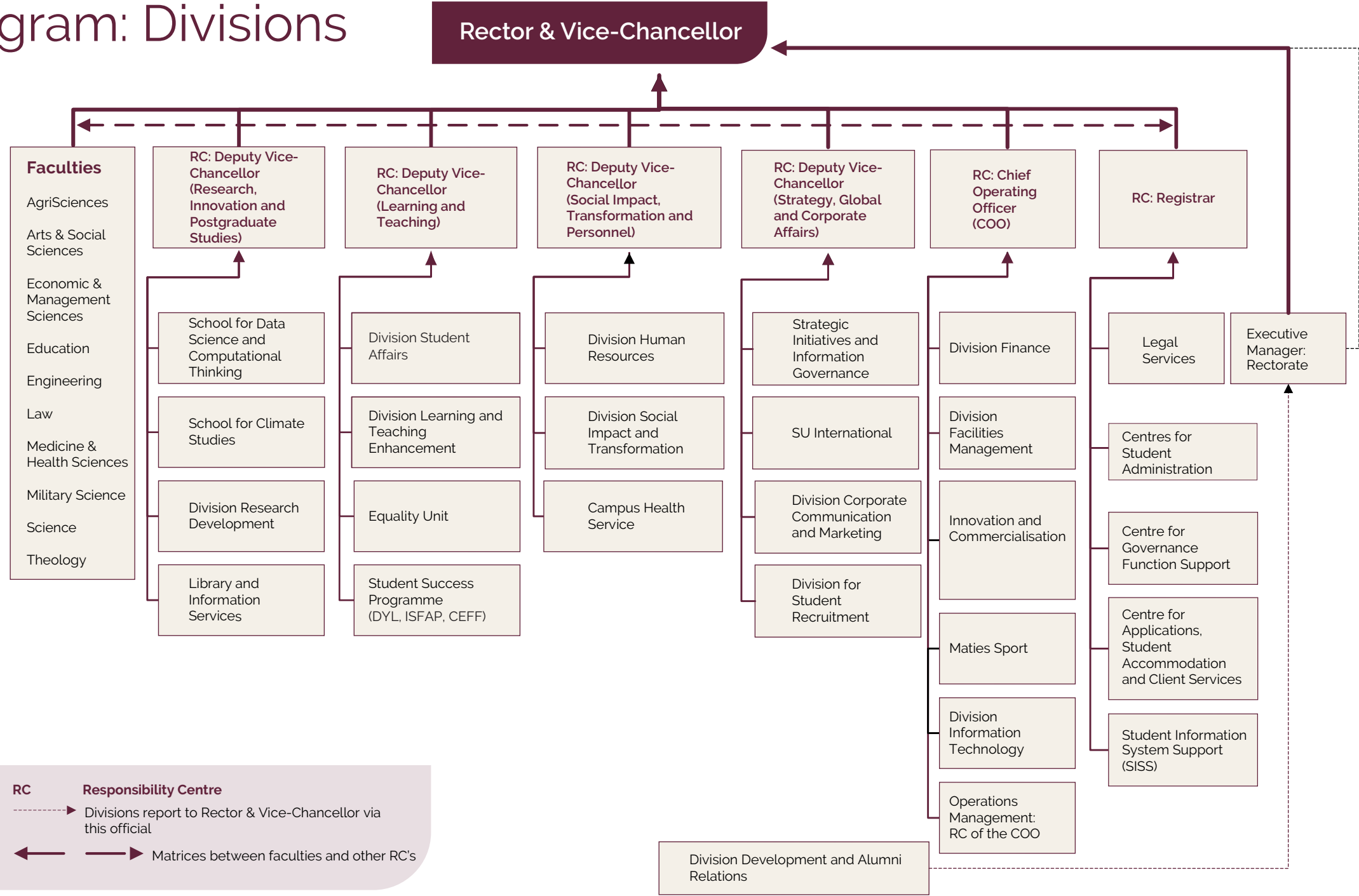
Our attributes

Our attributes define the qualities and characteristics of the University. The following eight attributes embody what we stand for:

- Agile, adaptable and responsive
- All-encompassing impact
- Organisational culture built on shared values
- Collaborative nature and approach
- Professionalism
- Systemic sustainability
- Entrepreneurial mindset
- Strategic focus with a shared vision

SU Organogram: Divisions

April 2024

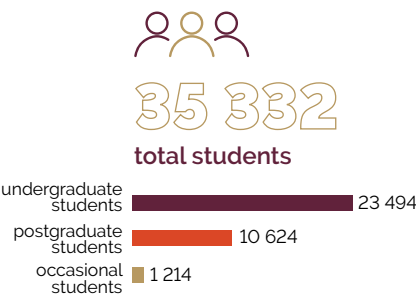


SU in numbers*

10 faculties and 2 cross-disciplinary schools

- Arts and Social Sciences
- AgriSciences
- Economic and Management Sciences
- Education
- Engineering
- Law
- Medicine and Health Sciences
- Military Science
- Science
- Theology
- School for Data Science and Computational Thinking
- School for Climate Studies

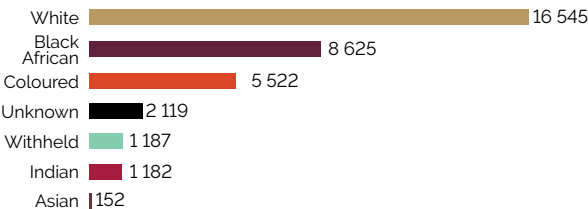
Student profile



Total students by gender



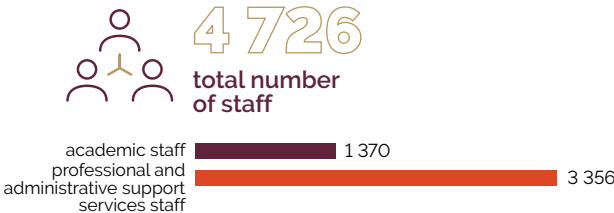
Total students by race



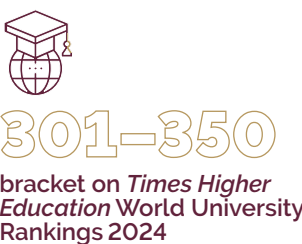
Qualifications awarded in 2023



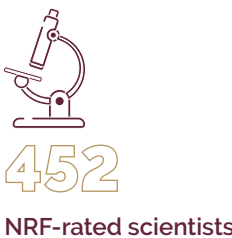
Staff profile



Rankings



Research



[Click here](#)
for more SU statistics.

*Figures as at April 2024. Not audited.

Our campuses



1 Stellenbosch campus

Located along the historic, oak-lined streets of Stellenbosch, 50 km outside Cape Town, this is the oldest and largest of our campuses. It houses our main administrative centre, eight of our ten faculties, two concert halls, a 430-seater theatre, 31 student residences, our Botanical Garden and the Danie Craven sports stadium, among many other facilities.

2 Tygerberg campus

This campus is home to our Faculty of Medicine and Health Sciences and encompasses Tygerberg academic hospital. It is located in the northern suburb of Bellville, some 20 km from central Cape Town. In addition to Tygerberg hospital, it features a clinical building, laboratories, a medical library, a high-tech Simulation and Clinical Skills Unit, and five student residences.

3 Bellville Park campus

This campus houses the Stellenbosch Business School. It is situated in Tygervally, midway between Stellenbosch and central Cape Town. Bellville Park is also home to our Part-time Studies Division and Small Business Academy, which offers business education to small enterprises.

4 Worcester campus

This newest and smallest of our five campuses houses our Ukwanda Rural Clinical School. It was established in 2010 to offer our Medicine and Health Sciences students exposure to health care in rural South Africa. Situated about 80 km from Stellenbosch, the campus is next door to Worcester regional hospital as well as a specialist tuberculosis facility.

5 Saldanha campus

Located on the West Coast, about 150 km from Cape Town and 170 km from Stellenbosch, this is the most remote of our five campuses. It houses our Faculty of Military Science, which forms part of the South African Military Academy and boasts advanced teaching and residential facilities for our country's future military leaders.

SU's Biomedical Research Institute, a R1.2 billion investment which serves as a launch pad for groundbreaking medical and health sciences research initiatives at the Tygerberg Campus, was inaugurated in April 2023.



SU at a glance

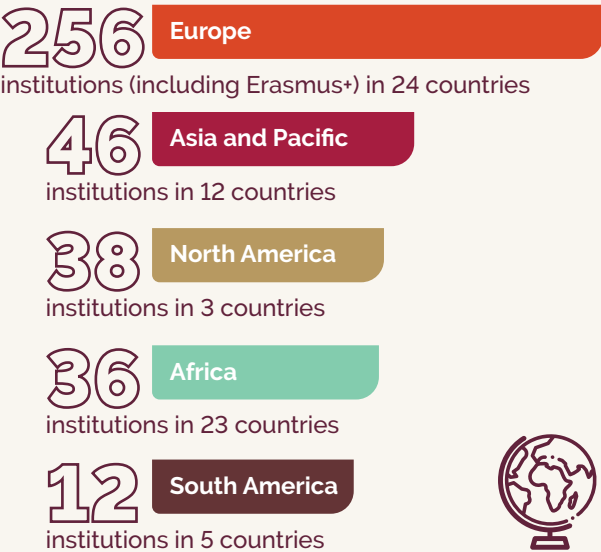
Partnerships and networks

Our broad partnership network comprises some 300 collaborations globally. While we continue nurturing our existing partners, we are also making an intentional shift towards more collaboration in the Global South, particularly within Africa, South America and Southeast Asia.

As part of our mission to enhance our engagement on the African continent, we continue to take part in various African consortia and initiatives. These include Periperi U (aimed at disaster risk reduction and management), the African Institute for Mathematical Sciences (AIMS), and the African Research Universities Alliance (ARUA).

Number of partnerships by region

We have 388 international partnerships (including Erasmus+) in 67 countries, excluding SA:



Social justice and impact

As part of our mission, we have declared our desire to change the world around us through collaboration, while being responsive to and embracing change ourselves.

To this end, our engaged learning and teaching is aimed at turning our students into critical 21st-century citizens and enablers of social change. Our engaged research efforts are collaborative and relevant, co-creating knowledge. The Centre

for Social Justice undertakes research, policy tool design and education to promote social justice scholarship and consciousness to accelerate social justice reform.

Moreover, we have various special programmes that have a positive impact on society, including the service offering of our SU Museum, the annual Woordfees, our award-winning SU Choir, and our technology transfer and entrepreneurial support division, Innovus.

Transformation

At SU, transformation is an intentional and structured process of profound change of the University's places, people, policies and programmes. This is an ongoing journey for the University – although difficult and asking for self-reflection. SU is focused on addressing all forms of discrimination and exclusionary practices that contribute to the alienation experienced by the University's students and staff.

We strive to create an inclusive sense of belonging for all staff and students – where the value and richness of diversity can be celebrated; where the Constitution of South Africa is respected and valued; where there is zero tolerance for any form of racism, prejudice and discrimination; and where multilingualism is prioritised.

And as part of its Centenary in 2018, SU made a restitution statement in which it simultaneously acknowledged its contribution towards the injustices of the past and committed itself unconditionally to the ideal of an inclusive world-class university in and for Africa.

Staff development and diversity

SU is committed to developing all staff members, both professionally and personally, as an integral part of our vision, mission and long-term strategy. Our staff development offering includes teaching development programmes, opportunities for staff mobility visits to peers at partner institutions globally, and various platforms for courageous conversations on transformation, inclusivity and

workplace culture. Employment equity is a strategic priority that is fundamental to our efforts to address the inequalities of the past. We aim to ensure diversity in all appointments and promotions, and to accelerate the representation of employees from underrepresented groups.

Language

Our Language Policy promotes multilingualism without exclusion. The wider implementation of parallel-medium instruction and interpreting enables students to study in the language of their choice. Along with purposeful marketing and recruitment, this contributes to student diversity and promotes a multilingual mindset. The SU Language Centre also plays a crucial role in promoting multilingualism, providing students and staff with a range of academic and social language support offerings.

Innovation and entrepreneurship

Innovus – our industry interaction and innovation platform for the commercialisation of SU's assets – is a key player in fostering an embedded culture of innovation and entrepreneurship. Innovus uses our research output to promote entrepreneurship and facilitate the creation of new jobs and products that address societal challenges. This has led to a record number of registered trademarks, licences, patent applications, disclosures and spin-off companies. Part of Innovus is the highly acclaimed LaunchLab, which is a business incubator that further established SU as an internationally recognised entrepreneurial university.

Business model

We focus on satisfying key stakeholder needs through value-adding activities, such as the efficient delivery of academic programmes, quality research, proactive corporate communication and good corporate governance. The degree to which we achieve positive outcomes depends on resources and, where appropriate, collaboration with other organisations.

Dimensions of SU business model



Value proposition

- | | | |
|---|---|---|
| 1. Wide range of quality and affordable academic programmes | 4. Successful technology transfer and business incubation | 7. Beautiful, safe and technologically-enabled campus in a historic university town |
| 2. High academic success rate and career success of graduates | 5. Empowering co-curricular activities and outstanding facilities for sport and societies | |
| 3. Impactful research of international stature | 6. Multilingual university | |



Clients

- | | | |
|---|-------------------------------------|---|
| 1. Students (present, past and prospective, residential and Hybrid Learning, full-time and part-time) | 2. Parents and sponsors of students | 5. Donors |
| | 3. Government | 6. Research foundations (local and international) |
| | 4. Industry | 7. Investors (including venture capital) |



Lead channels

- | Learning and teaching: | Research: | Social impact: |
|---------------------------|---|---|
| 1. On-campus face-to-face | 4. Publications (academic papers and books) | 9. Learning, teaching and research with social impact |
| 2. Hybrid | 5. Seminars | 10. Joint projects with communities |
| 3. Virtual | 6. Laboratory research | |
| | 7. Contract research | |
| | 8. Technology transfer | |

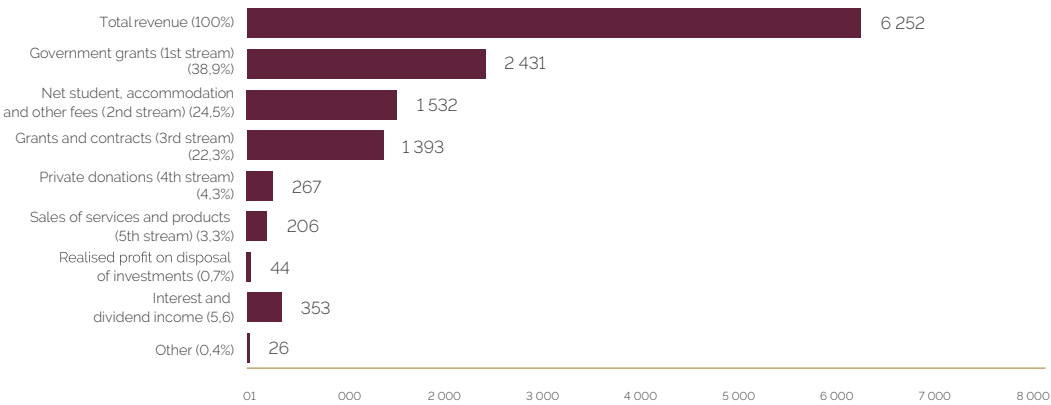


Relationships with clients

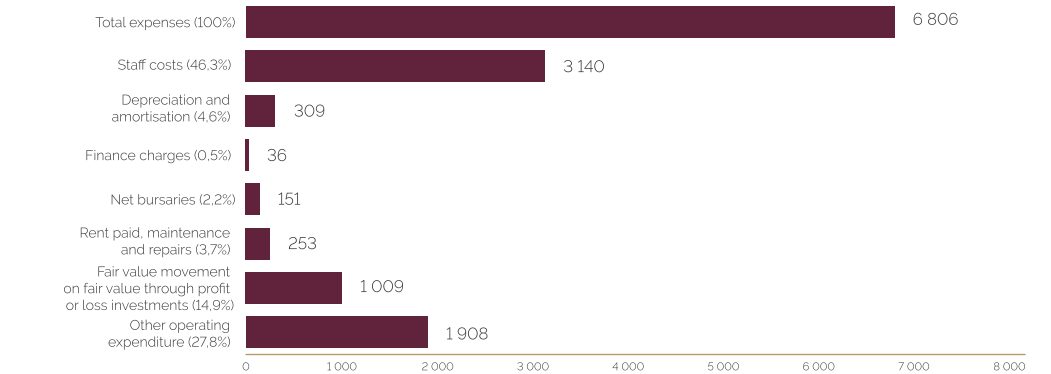
- | | | |
|---|---|--|
| 1. Committed academics prepare students for lifelong learning | 3. Research projects are managed cost-effectively | 5. Active relationships with informed and loyal alumni |
| 2. Professional support services offer a well-run, integrated service, from application to graduation | 4. Partnerships with industry, public sector and civil society to disseminate knowledge and build research agenda | |

Finances

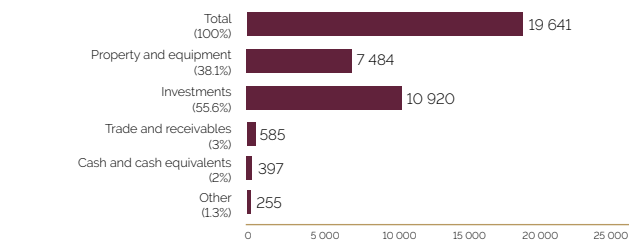
Revenue (in Rm) per main component - 2022



Expenditure (in Rm) per main component - 2022



Total assets (in Rm) as at 31 December 2022



Maties Sport

Excellence is the ethos of Maties Sport. That is why SU is known for its world-class sports facilities and athletes participating in the biggest local and international sporting events.

Vision

To be the leading university, contributing towards a holistic and diverse experience through sport.

Mission

To foster excellence in both the academic and sport performances of talented student-athletes and to promote social cohesion and engagement for an active lifestyle among all staff and students.

Research, capacity building and social impact

Maties Sport is privileged to have two centres with the main focus areas of research, capacity building and social impact. The Centre for Sport Leadership (CSL) aims to expand the academic footprint of sport at SU. Last year, the International Olympic Committee (IOC) awarded Maties Sport the right to host an Olympic Studies Research Centre, which forms an integral part of the academic and research integrity of the Olympic Movement. The Centre, called the South African Centre for Olympic Studies and Social Impact (SACOSI) at SU, is only the second of its kind in the country and Africa, and one of 68 around the world.

21

research fellows at both centres: CSL and SACOSI

High Performance profile

The Maties Sport High Performance Unit is dedicated to developing the sporting talent of student-athletes through evidence-based intervention programmes and professional services. The Unit is responsible for the optimisation of the athletic development, physical and academic performance of student-athletes and teams, and has an 84% academic pass rate. The high-performance sporting codes are athletics, cricket, football, hockey, netball, rugby 15s and 7s, and aquatics.

328

high-performance student-athletes

Overall participation

Maties Sport offers a diverse offering to our students at SU. They have the opportunity to compete at campus sport leagues as well as sign up to competitive or recreational sport codes.

4 226

residence league participation

2 136

club membership



Click here
for a virtual tour of SU's world-class sports facilities.

Alumni across the globe

At Stellenbosch University, we foster lifelong connections with our alumni through tailored programmes that support their diverse interests and stages of life. Our global alumni chapters unite Maties from various industries, encouraging networking, volunteering, and the sharing of memories, thus strengthening our vibrant community worldwide.



Alumni chapters

With more than **230 000 alumni**, SU has **39 alumni chapters** in cities across the world. In 2023, **538 alumni volunteers** were involved in arranging **159 alumni events** with **24 161 attendees**.

Homecoming

Annually, a Homecoming event is held in Stellenbosch with alumni from all over the world attending. The weekend-long Homecoming features **over 40 events**, including class reunions, a business breakfast, and a Matieland Concert with alumni artists performing. In 2023, **3 029 alumni attended** Homecoming in Stellenbosch.



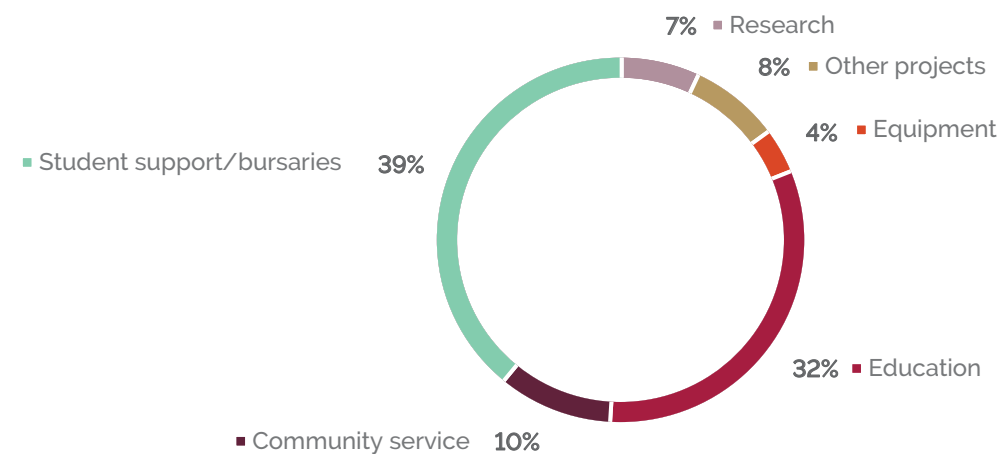
Click here
to watch our Homecoming 2023 video.

Fundraising

Stellenbosch University's Development and Alumni Relations Division (DAR) builds relationships, creates awareness, and generates support for the institution's academic, research and community vision. DAR strives to ensure the future success of Stellenbosch University by securing private philanthropic donations through engaging with donors on academic priorities important to them.

Fundraising performance 2022 vs 2023	
2022	2023*
Philanthropic Income – R272.75 million	Philanthropic Income – R336.2 million
Non-philanthropic corporate bursaries – R15.75 million	Non-philanthropic corporate bursaries – R19.1 million
TOTAL: R288.5m	TOTAL: R355.3m
	<small>*not audited</small>

Application of funding (2023)





Stellenbosch

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