

Culture



Dr Lihle Qulu



Email: qulul@sun.ac.za

SU Vision and Mission

Vision: Stellenbosch University will be Africa's leading research intensive university, globally recognised as excellent, inclusive and innovative, where we advance knowledge in service of society.

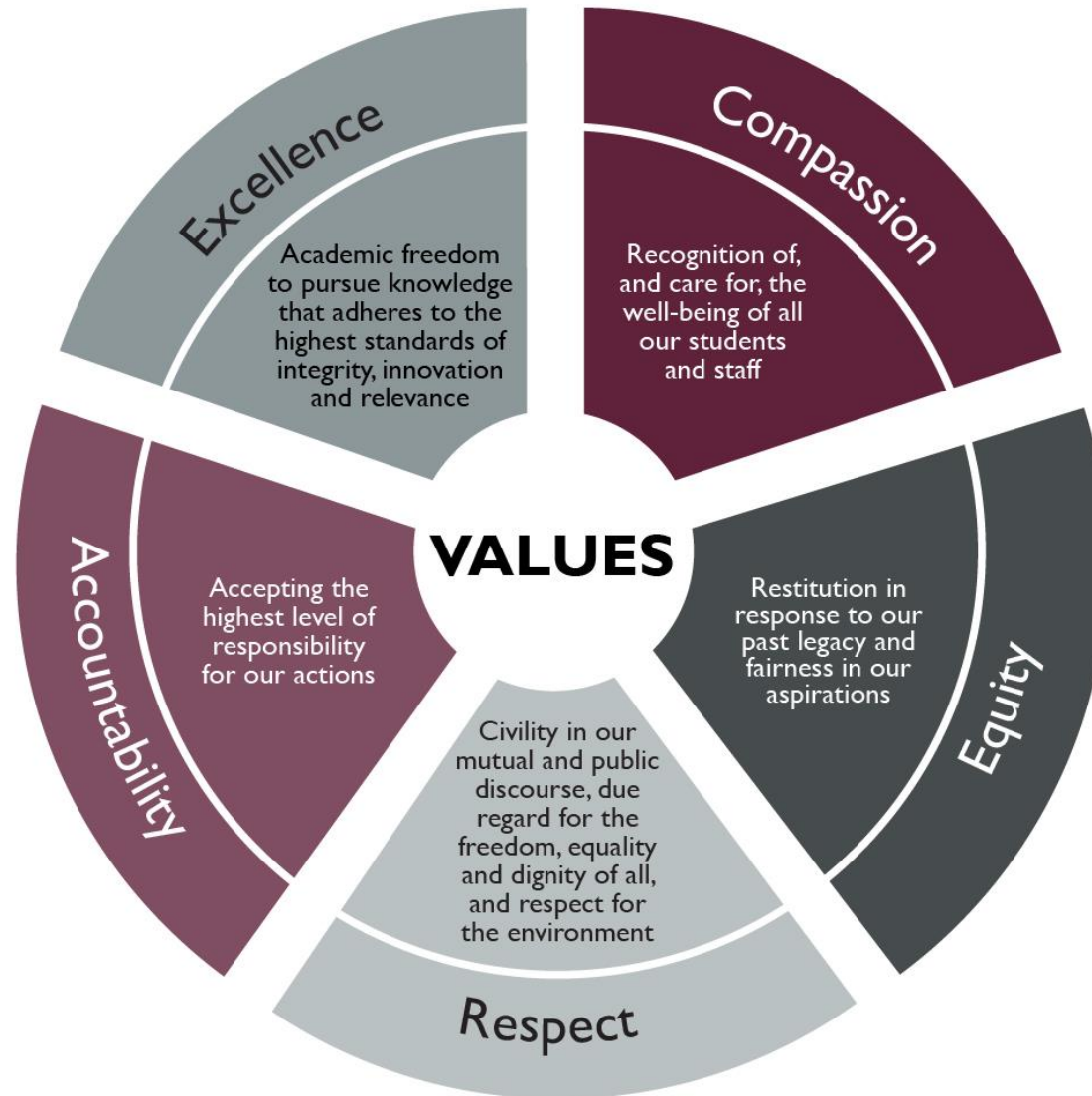
Mission: Stellenbosch University is a research-intensive university where we attract outstanding students, employ talented staff and provide a world-class environment; a place connected to the world, while enriching and transforming local, continental and global communities.



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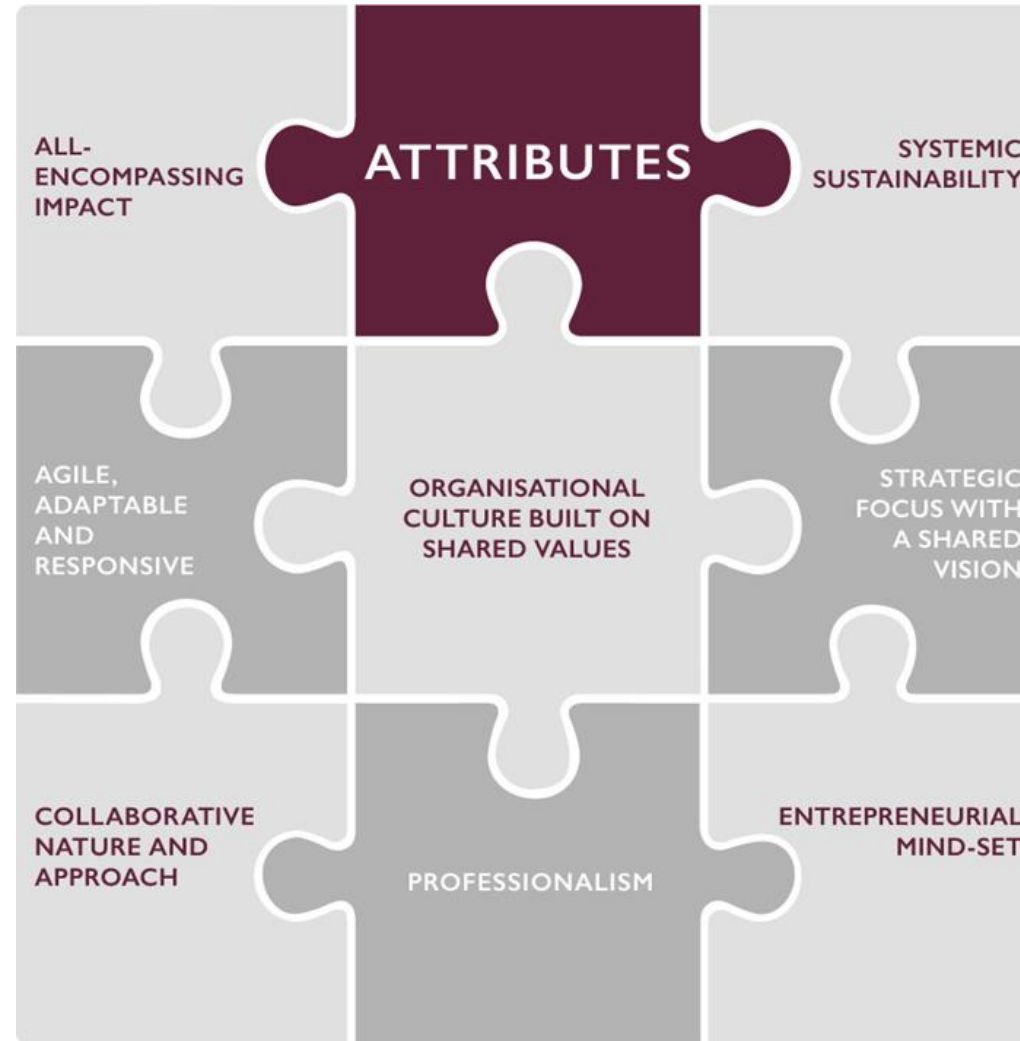
SU Core Values



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Work Culture



Language

Inclusivity

**Research Must
Embedded in these
values**



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Institutional Culture



- Conveys a sense of identity -who we are
- Facilitates commitment– what we stand for
- Enhances stability - how we do things around here
- Guides “sense making” - how we understand events
- Defines authority – who is influential – who decides and how (Toma et al, 2005:6)
- Organizational culture fills the gaps between what is formally announced and what actually takes place (Martins and Tereblanche 2003)
- Cultural norm define what is encouraged, discouraged, accepted or rejected within groups (Groysberg et al 2018)



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