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RECTOR'S MANAGEMENT REPORT TO SENATE

Friday 31 May 2019

Prof WJS de Villiers,
Rector and Vice-Chancellor

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INTRODUCTION

We are halfway through the 2019 academic year. Apart from the usual challenges of higher education in South Africa, the semester had been going fairly smoothly until a storm erupted over the publication of the article "[Age- and education-related effects on cognitive functioning in Colored South African women](#)" by Stellenbosch University (SU) academics in the international scientific journal *Aging, Neuropsychology, and Cognition*.

The piece caused a major uproar in the media and academic circles for its racial categorisation. Some commentators questioned the research methodology, while others asked how the research had managed to pass the ethical clearance processes of the University. The editors and publishers of the journal, in consultation with the authors, later (2 May) [retracted](#) the article – a step that was strongly supported by SU ([see statement](#)).

As an institution, we acknowledge that the article caused offence and injured the human dignity of many South Africans. In a [communiqué](#) to staff and students on 30 April, which was issued to the media as well, we apologised unconditionally for the severe trauma, pain and anger among members of the general public, Stellenbosch communities, other University stakeholders and our campus community. This was preceded by a [statement](#) by the Dean of Medicine and Health Sciences, Prof Jimmy Volmink, affirming the commitment of his Faculty to transformation.

I too want to express **deep regret** for the hurt this article has caused. What has happened is wrong, and I will not defend the indefensible. This single piece of research in no way reflects the quality, ethics and values of SU's stellar research programme.

These events serve as a **reality check** for our institution. Yes, we have come a long way on our transformation journey, but we are still not where we want to be. SU aspires to be a transformed and integrated academic community that celebrates critical thinking, promotes debate and advances democracy, human rights and social justice. SU's Vision 2040, which we adopted in 2018, includes five values that should inform our ethics code – equity, compassion, accountability, respect and excellence.

A **comprehensive investigation** into all aspects of the matter has been initiated. It will be guided by the SU Policy for Responsible Research Conduct, as well as the SU procedure for the investigation of allegations of breach of research norms and standards. The outcome of the investigation will be shared once all processes have been concluded. I take this issue extremely seriously and regard it as a priority.

We need to have **serious discussions** about the type of science we are practising – not only at SU, but at all South African universities and in academia generally. We will need to work very hard to rebuild trust and collegiality. Now is the time for honest, courageous, open and inclusive conversations. I therefore welcome the symposium on 21 May convened by the Senate members on Council, Profs Aslam Fataar, Amanda Gouws and Yusuf Chikte.

At this Senate meeting, it is the turn of the **Vice-Rector: Social Impact, Transformation and Personnel, Prof Nico Koopman**, to report on activities in his responsibility centre (RC) over the past year. Therefore, this overall management report contains only selected highlights from his portfolio – please consult his separate report for more details.

This report is again **structured** according to our **new vision and strategic framework** ([click here for a dedicated page](#) on the SU website), and specifically our six core strategic themes. These are used in a particular order based on the following logic: Achieving "A thriving Stellenbosch University" is our ultimate aim, which means it should be Theme 1. To accomplish this, our stakeholders are crucial partners. Students are our largest internal stakeholder group, so "A transformative student experience" is Theme 2, while our external stakeholders are drawn in under Theme 3, "Purposeful partnerships and inclusive networks". The next two themes cover our core activities, namely

“Networked and collaborative teaching and learning” (Theme 4) and “Research for impact” (Theme 5). Finally, our staff top the list of enablers that can help us achieve our new vision and strategic framework, so the sequence of strategic themes culminates in “Employer of choice” as Theme 6. These themes guide our activities towards achieving our **Vision 2040** of becoming “Africa’s leading research-intensive university, globally recognised as excellent, inclusive and innovative, where we advance knowledge in service of society”.

This report covers the period **22 February to 16 May 2019**, unless stated otherwise. My fellow members of management and I welcome this opportunity to engage with colleagues in Senate.

THEME 1: A THRIVING STELLENBOSCH UNIVERSITY

In our [Vision 2040 and Strategic Framework 2019–2024](#) (click on the link for the complete document), we state the following in relation to this core strategic 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’). SU recognises the major challenges associated with developing into a thriving university. We acknowledge that we need to be both 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 Strategic Plan 2019–2024

After months of detailed analysis, extensive consultation and continued refinement of our Vision 2040 and Strategic Framework 2019–2024, we now have a **Strategic Plan 2019–2024**, which provides a detailed road map for our activities over the next six years. It was developed by the responsibility centre for Strategy and Internationalisation (SI) under the leadership of Deputy Vice-Chancellor Prof Hester Klopper. Senior management across the University provided input at our Institutional Planning Forum (IPF) in February, and the Rectorate approved a subsequent draft.

The Strategic Plan allows for **strategy uptake** across all the responsible centres and faculties, as well as for **strategy alignment**, which includes all processes, structures and policies.

The Strategic Plan contains:

- a concise overview of each of the core strategic themes;
- the institutional goals from the Strategic Framework 2019–2024;
- detailed tables for each of the core strategic themes, with accompanying institutional objectives;
- actions for each of the objectives; and
- indicators and measures.

The SI responsibility centre is busy consolidating the indicators and measures to be used in the SU dashboard for tracking progress.

Aligning environment plans with the Strategic Plan

We are entering the planning phase with a view to next year, which means that each PASS division, responsibility centre and faculty must draw up an environment plan for 2020. However, as discussed at the IPF, our approach to environment plans has changed in light of our planning discussions the past 18 months. Not only will they be shorter and more focused, but – most importantly – they will also tie in strongly with the overall institutional strategic framework and plan.

A newly drafted framework will guide the process of aligning environment plans with the Strategic Plan. To support PASS (professional, administrative and support services) divisions, responsibility centres and faculties with this process, a number of facilitated **workshops** were scheduled for May. The workshops broadly focused on:

- understanding how the new vision, mission and values affect environment plans;
- providing support in aligning environment plans with the six core strategic themes and accompanying institutional goals, objectives, actions, indicators and measures listed in the Strategic Plan; and
- assessing the extent of alignment by presenting responsibility centre and faculty environment plans to senior management.

1.2 Systems renewal project (SUNStudent and SUNFin)

The systems renewal project (SRP) was initiated with Council funding to replace two ageing SU information systems, namely the student information system and the financial system. The project has now reached a milestone with the signing of software contracts with reputable vendors. This means the SU community can look forward to improved services with modern interfaces.

The contract for the **SUNFin** (financial system) project was signed with Oracle on 15 February. System implementation is planned over two financial periods. This will see the University's current, outdated system being replaced with **Oracle® Enterprise Resource Planning (ERP) Cloud**, which is a comprehensive, integrated and scalable financial management solution.

The **SUNStudent** (student information system) contract was signed with **SeroSoft** on 26 April. This will be for their **Academia software**, a state-of-the-art system dealing with student administration, of which academic curricula and modules are important components. The new system promises to be solid and reliable, yet also flexible, modern and student-centric.

These two systems form the bedrock of our academic and financial administration. Their replacement will have a profound impact on the University and will therefore require careful and deliberate change management. Once fully implemented, however, these new-generation systems will improve efficiency at SU. SUNStudent and SUNFin will be implemented simultaneously, with close attention to their integration with the University's ecosystem of information systems and middleware. Together with the replacement of the ageing systems, the integration of data from the old and new systems will offer an opportunity to track and manage our strategic performance and support information governance.

New governance and project management structures have been set up for each system to oversee the implementation and integration of the software. The Registrar, **Dr Ronel Retief**, chairs the new steering committee for SUNStudent, while **Mr Manie Lombard**, Chief Director: Finance, serves as chair of the new SUNFin steering committee. Taking into account the normal student and finance lifecycle and the availability of SU staff, both new systems are expected to go live by 2021. This process will include consultative sessions, regular communication and stakeholder training across the SU environment.

An e-mail communiqué was sent to all staff members on 6 May to announce the launch of the implementation phase of SUNStudent, SU's new student information system. This was the first step in the planned ongoing communication campaign about the implementation of both this system and the University's new financial system, SUNFin. Separate [English](#) and [Afrikaans](#) messages were sent. News of the successful procurement of the two new systems also appeared in the 26 April editions of [news@StellenboschUni](#) and [nuus@StellenboschUni](#). A newly created SUNStudent webpage will serve as a platform for updated information as the implementation unfolds.

1.3 2018 academic year concluded

SU awarded 3 128 degrees and diplomas at six graduation ceremonies in April. These included 953 master's and 158 doctoral degrees. Along with the December 2018 graduation ceremonies, 308 doctorates were awarded – again a new record for SU. From 2014 to 2018, doctorates awarded at SU increased by 31,6%, which is the single largest growth rate of all categories of qualifications, and nearly double the average. In total, **9 002 qualifications** were awarded in 2018, which represents an

increase of 17,6% over 2014. [Click here](#) for a full report on qualifications awarded in 2018 ("Graduate Report 2018 Report").

Every year, SU also confers honorary doctoral degrees on exceptional individuals from South Africa and abroad. The honorary degrees acknowledge and reward excellence in various areas and identify the recipients as role models for the entire SU community. Four honorary doctorates were awarded in April. The recipients were Dr Shirley Ann Jackson, president of the Rensselaer Polytechnic Institute; Prof John Latham, vice-chancellor of Coventry University; Jan Boland Coetzee, a leader in the South African wine industry, and Prof Lloyd N Trefethen from Oxford University. [Click here](#) for more information.



Figure 1: Honorary degree recipients in April, from left, Dr Shirley Ann Jackson, Jan Boland Coetzee, Prof John Latham and Prof Lloyd N Trefethen.

1.4 Graduation communication

As one of its integrated communication campaigns, the Corporate Communication Division (CCD) conceptualised and implemented #SUgrad in the reporting period. The goal was to provide graduates and their guests with user-friendly access to detailed and accurate information on all graduation-related processes. The campaign also served to reinforce SU's public image by demonstrating its ability to organise an excellent graduation series and showcase its academic achievements.

The campaign resulted in the following:

- A streamlined [graduation page](#) on the SU website (see alongside). (Several other pages were also updated.)
- A pre-graduation information newsletter distributed to graduates. The English version recorded an opening rate of 80,9% and a click rate of 46,1%. The opening rate for the Afrikaans version was 73,3%, and the click rate 32,2%. The opening and click rates are well above the industry standard of 24,6% and 2,2% respectively.
- An instructional video informing graduates of the processes to be followed during graduation
- A successful graduation week, for which we again issued guest tickets to ensure that we complied with the conditions of Coetzburg Centre's safety certificate issued by the Stellenbosch fire department

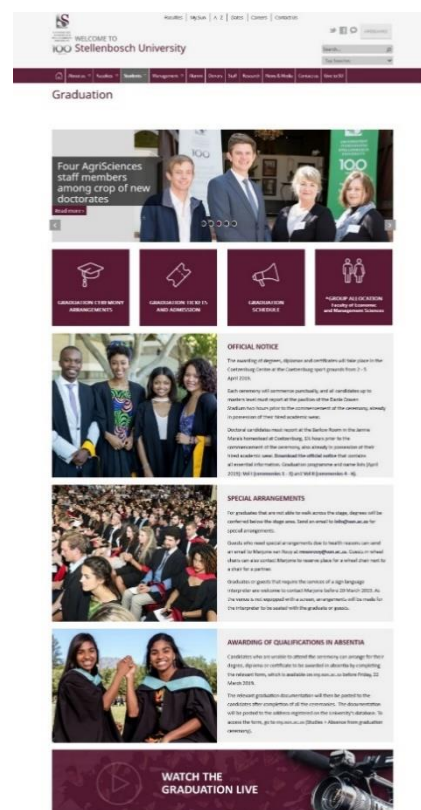


Figure 2: The updated graduation page on the SU website

- The distribution of a graduation edition of *news@StellenboschUni*. The English version recorded an opening rate of 30,2% and a click rate of 5,6%. The opening rate for the Afrikaans version was 30,8%, and the click rate 7,1%. These opening and click rates too are above the industry standard of 24,6% and 2,2% respectively.
- Posting of a series of graduation articles on SU's website and social media channels
- External media coverage (see "SU in the news" elsewhere in this report)
- A [summary video](#) about graduation week

Graduation always results in good engagement on Twitter.

SU's best-performing tweet during graduation was one asking alumni to indicate when they had graduated (see alongside).

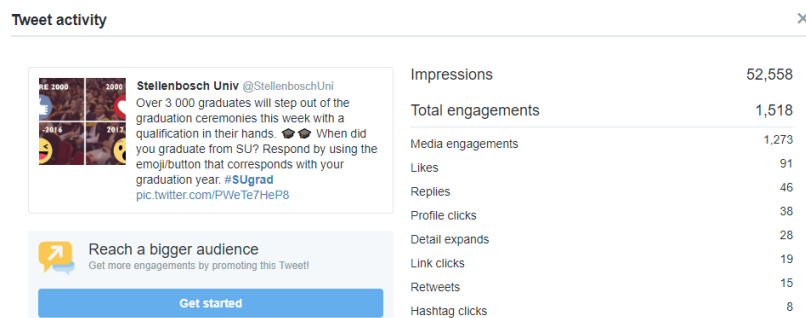


Figure 3: The top-performing #SUgrad tweet and associated analytics

1.5 University rankings

SU climbed 14 spots on the Times Higher Education Emerging Economies University Rankings 2019, which was released in January, ending 24th out of 442 universities. SU now ranks third in South Africa after the University of Cape Town (UCT) and Wits, which occupy the ninth and twelfth place on the overall rankings respectively.

The rankings use the same 13 performance indicators as the Times Higher Education World University Rankings to assess institutions in terms of their teaching, research, knowledge transfer and international outlook. Yet the results are recalibrated to reflect the development priorities of universities in emerging economies.

In terms of the BRICS members, China remains the most-represented nation in the 2019 listing with 72 institutions, while India's 49 listed institutions make it the second most-represented country. Russia has a mixed performance, and Brazil is the most-represented Latin-American nation. South Africa has nine listed institutions, and SU is credited with being the country's "**top riser**".

In the overall Times Higher Education World University Rankings 2019, which was released in September last year, SU was placed in the 301–350 bracket, which puts us in the top 1% of universities globally. We climbed at least 50 spots over our 2018 ranking of 351–400. The industry income indicator showed the greatest improvement from 2018 to 2019, with an increase of 53,1 points from 7,3 to 60,4. This is because our research income had become available and could be reported. However, we anticipate the changing national research funding landscape to have a negative impact on our ranking for 2020. Another area of improvement was citations, which rose by 5,8 points to 65,8.

1.6 South Africa Sweden University Forum (SASUF)

As part of our endeavour to be a leading research-intensive institution in Africa with a global impact, we agreed to host the second South Africa Sweden University Forum (SASUF) on 9 and 10 May. This consisted of a research and innovation seminar as well as a leadership summit hosted at the Conservatoire and STIAS respectively.

The **research and innovation seminar** brought together 470 researchers and representatives from funding agencies, industry and government in South Africa and Sweden. The aim was to explore innovative ways to address challenges such as climate change, education, health systems, societal issues, sustainable urbanisation and cybersecurity through research, innovation and collaboration. The seminar was the culmination of a research and innovation week from 6 to 10 May, during which 49 independently organised satellite events were hosted across South Africa. These events provided a forum for collaboration and exchange in relation to the United Nations (UN) sustainable development goals (SDGs) in an effort to strengthen ties in research, education and innovation.

The **leadership summit**, in turn, was a gathering of the vice-chancellors and deputy vice-chancellors of the 36 universities in South Africa and Sweden represented in the Forum. The aim was to further strengthen collaboration in education, research and innovation on the agreed themes.

In a summit resolution, SASUF leaders called on their respective governments to:

- promote and facilitate partnerships in research and education by ensuring appropriate funding and a flexible funding scheme for collaboration between South Africa and Sweden;
- promote flexible mobility for students and PhD programmes by reinforcing existing funding structures, and creating new ones where gaps exist;
- provide for research and educational cooperation relating to the SDGs so as to promote the UN Agenda 2030; and
- help develop the next generation of academics by initiating grants programmes aimed specifically at emerging researchers in South Africa and Sweden.

1.7 Raising funds and friends for the University

The Development and Alumni Relations (DAR) Division helps ensure the future sustainability of SU by raising funds to support the institution's priority projects and increasing alumni involvement. DAR also focuses on partnership development and friendraising for SU among corporates, foundations, trusts and strategically located individuals with an affinity for the University, both locally and abroad.

By the end of March 2019 (the most recent figures available for this year), R103,38 million had been raised – **7% more than in the same period last year**. Most notably, funds made available to SU students by companies wishing to boost BBBEE (broad-based black economic empowerment) increased significantly year on year, two new bursary programmes were introduced, while bursary funding by the Hillensberg Trust, the Allan Gray Orbis Foundation and the BankSETA also grew (the latter directed specifically towards the Project Zero fund of the Faculty of Economic and Management Sciences). In addition, FNB donated R2,1 million towards full bursaries for students with disabilities. Moreover, sizeable donations were received from the Eskom Development Foundation, Corline Fibre, the Hans Merensky Foundation, the Oppenheimer Memorial Trust, the Ackerman Family Foundation and the Abe Bailey Trust in the first quarter of 2019.

The integration between fundraising and alumni is at a very high level and is set to grow even further as synchronised strategies are implemented for 2019. The first quarter saw the introduction of a new fundraising model for alumni events, which resulted in pledges at alumni gatherings in Melbourne, Johannesburg and New York.

A highlight of the past quarter was the DAR fundraising trip to California in March to meet with potential alumni donors. Productive meetings with both foundations and individuals have since helped us take SU's strategy and goals to the next level. Without exception, prominent alumni have undertaken to support the University – either financially or by making available their networks and assisting in our fundraising efforts. DAR continues to broker these relationships alongside new relationships with high net-worth individuals (HNWIs) in Stellenbosch and surrounds.

In March, we confirmed the [donation of 30 ha of land](#) to the University by the Stellenbosch Wine and Country Estate (Pty) Ltd. It forms part of a 253 ha property owned by that company. SU alumnus

Mr Jaap du Toit, in his capacity as chairperson of the company, was instrumental in making the donation possible. The land is located in the Cape Winelands region of Klapmuts and will be the site of the planned Stellenbosch Smart City development. For more details, please see “[Communication from Council](#)” after its meeting of 25 March.

DAR is also putting a lot of effort into the alumni and donor databases it manages and maintains. The Division has made a strategic and intentional shift to data-driven planning, with a special focus on data integrity and governance in terms of the imminent protocols of the Protection of Personal Information Act (POPIA).

1.8 Internal communication (digital newsletters and mass mailers)

During the reporting period, seven editions of *info@StellenboschUni* and six editions of *news@StellenboschUni* were distributed to staff in their preferred language. The opening and click rates of these publications are shown below.

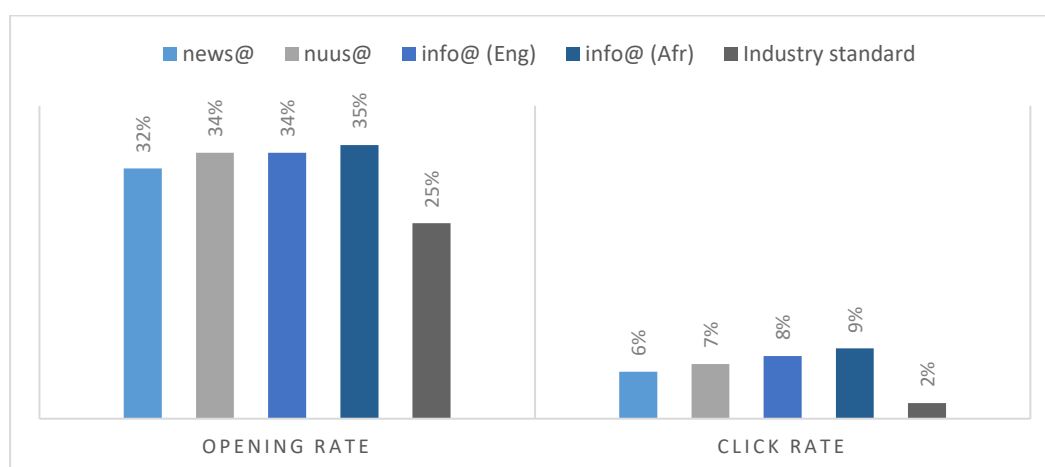


Figure 4: The rate at which SU staff accessed internal communication compared to industry standards

Compared to the previous reporting period, the opening and click rates for both the English and Afrikaans versions of *info@StellenboschUni* improved.

On 20 February, a special communiqué, [Evening shuttle service: The facts](#), was sent to 21 643 students. It was opened by 60,1% of recipients. This is a very good opening rate considering that not all students use the shuttle service. On 1 March, [another message](#) was sent to the same audience to notify them that the service fee for the evening shuttle service had been suspended. This message was opened by 63,6% of recipients. The lesson from this is that relevance increases the effectiveness of communication: When these messages were sent, developments around the shuttle service had been in the news, and the student body clearly showed an interest in the matter.

1.9 External communication (SU in the news)

In terms of the media monitoring agency PEAR’s dataset, SU generated the **highest number of news cuttings for the month** of March compared to its competitors, with the University of Pretoria (UP) second and University of Cape Town (UCT) third. Of even greater importance in light of our positioning as a research-intensive university is that SU also generated the **most research coverage** for March, with more than 558 clips overall. UCT followed with 437 clips, and UP with 385. (This comes after a few months in which SU was not first, but constantly in the top three in both categories.)

Academic staff continue to make SU research accessible to external audiences by writing thought leadership pieces for [The Conversation](#). Over the reporting period, 15 articles were written (16 contributors). These yielded more than 230 000 views, of which 53% were from within South Africa

and 18% from the United States. At the time of writing this report, the next science communication workshop to be presented by The Conversation was scheduled for 10 June.

In terms of the **sentiment** of the media coverage on the University in February, March and April, SU's media presence can be described as overall **neutral** (as per PEAR's analysis).

The sentiment methodology looks at how a specific news item's narrative affects the University's overall brand. In the higher education space, media coverage tends to be neutral due to the high volume of general mentions and coverage in articles that do not necessarily focus on the respective universities' brands. Negative sentiment directly portrays the brand in a negative light, whereas positive sentiment directly portrays the brand in a positive light. The sentiment analysis, which is carried out by a third party to ensure objectivity, focuses on the external perception of the media coverage. Each article is analysed individually based on its potential impact on the brand.

Of course, April saw a larger percentage of **negative** coverage due to the publication of the article "Age- and education-related effects on cognitive functioning in Colored South African women" ([click here](#) to access it) in the international journal *Aging, Neuropsychology, and Cognition*. The article is discussed in the introduction to this report; relevant in this section is that coverage on the matter has undoubtedly caused harm to the University's reputation. While SU maintains a strong presence in the media, and this incident will not necessarily mean less coverage going forward, it will take some time to change perceptions among journalists, and even among the media in general. Articles about the above mentioned study appeared in, among others, [Rapport](#), [Die Burger](#), [Cape Argus](#), [Cape Times](#), [Daily Dispatch](#), [Daily Voice](#), [The Herald](#) and [Mail & Guardian](#). Various news inserts and discussions were aired on Cape Talk, 5FM, Radio 2000, Radio 786, RSG, SAFM, Voice of the Cape, KFM and Radio 702, while articles were also posted on online news sites such as Eye Witness News, Daily Maverick, IOL, News24 and Times Live.

In a total brand valuation it is important to remember the ratio between positive, negative and neutral sentiment. Even in a period with an increase in negative sentiment (8%) such as April, positive (45%) and neutral (47%) media coverage still accounted for the majority of SU's media presence. However, the high-impact media in which negative coverage featured does require serious reflection and a concerted effort to strengthen media relationships.

Other aspects that elicited negative coverage included students protesting about an increase in the night shuttle fee, which was later suspended (although this did not feature as prominently in the media), SU losing a court case against an alumnus who was injured in the 2007 Eendrag fire, and a former employee's arrest over alleged misuse of SU funds.

Over the relatively short reporting period, **positive** media coverage was recorded for the following institutional articles and media releases:

- [SU plans to expand Innovus within Stellenbosch Smart City](#) ([Engineering News](#), [Eikestadnuus](#), [Cape Times](#))
- [VC to lead Maties in Cape Town Cycle Tour](#) ([Bolander](#), [Son op Sondag](#), [Eikestadnuus](#))

The April 2019 graduation ceremonies received great media coverage. Some of the articles prepared by the CCD included [More than 3 000 degrees and diplomas to be awarded at SU's graduations this week](#), a story about a married couple who received their doctorates together, both on insect pests ([Cape Times](#), [Cape Argus](#)), [Herbst keeps on going](#) ([Cape Argus](#), [Daily News](#)), [SU student graduates after battling brain tumour](#) ([IOL](#)), [SU graduate conquers learning disability and mental illness](#) ([Die Burger](#)), [Government not serious about early childhood development](#) ([Eikestadnuus](#), [Die Burger](#), [Cape Talk](#)), [Blind music student receives MMus cum laude](#) ([News24](#), [Star](#), [Cape Argus](#)), [BSc Earth Science student graduates after defeating the odds](#) and [Hard work and perseverance took Nthabiseng to her dreams](#). Jan Boland Coetzee receiving an honorary doctorate was also popular, with coverage in amongst others [Die Burger](#), [Die Burger \(Landbou\)](#), [Bolander](#) and [Sport24](#).

Research articles that did well in the media in the reporting period included the following:

- [SU's agriculture team to help Malawian farming \(IOL\)](#)
- [Concentrated solar power could help ease SA's electricity woes \(The Mercury, Diamond Fields Advertiser, Pretoria News, Cape Argus\)](#)
- [Matie researcher wants more cat fleas \(Die Burger, Beeld, Cape Times, Cape Argus, Eikestadnuus, Star, Cape Talk, etc.\)](#)
- [Research hailed as a "game changer" for pincushion flower industry \(Cape Times\)](#)
- [Refugees, asylum-seekers getting a raw deal in SA \(EWN, Die Burger, Radio 702, Cape Talk, Voice of the Cape, Cape Times\)](#)
- [More pedestrian crashes in poorer areas \(Cape Times, Cape Argus, Radio 702, Cape Talk, Times Live, RSG\)](#)

As usual, SU staff and students produced a large number of op-eds, features and columns in the reporting period (see ADDENDUM). Regular contributors included Profs Amanda Gouws, Michael le Cordeur, Thuli Madonsela, Nuraan Davids, Johan Fourie, Nico Koopman, Anton van Niekerk and Jonathan Jansen, as well as Drs Nic Spaull, Leslie van Rooi and Chris Jones.

CCD's Media Office also provided the media with lists of experts on Human Rights Day, Freedom Day and Workers' Day.

On a lighter note, students of the Maties Ballroom and Latin American Dance Society featured in a CNN documentary about the popular South African dance form "langarm", which was aired on the programme *Inside Africa*. Click here for [part 1](#), [part 2](#) and [part 3](#) of the insert.

1.10 Strategically aligning the SU brand

Aligning the SU visual identity and strategic messaging with Vision 2040 and Strategic Framework 2019–2024 forms part of a broader brand alignment and valuation process initiated by the University's Corporate Communication Division (CCD) in 2018. This process will continue throughout 2019 and will be overseen by the Deputy Vice-Chancellor: Strategy and Internationalisation (DVC:SI), to whom I have delegated top-management responsibility for CCD with the aim to maximise the existing synergy between CCD and the SI responsibility centre.

A key component of the brand valuation will be a brand audit and perception survey, which will help determine SU's brand strength and equity. For the survey, the Research Ethics Committee has approved electronic questionnaires aimed at the targeted stakeholder groupings, subject to a few conditions. These are currently being attended to, and by the time this report is tabled, the questionnaires will in all likelihood have been disseminated.

The results and recommendations of the SU brand audit and perception survey will be used to ensure optimal brand architecture and positioning to align with our vision and strategic framework. As decided by the Rectorate, the **Centenary visual identity will remain** the formal institutional branding in 2019 until the brand valuation has been concluded.

1.11 Spatial development framework

DHET requires all institutions to have a spatial development framework (SDF) in place before any infrastructure efficiency grant funding can be released. SU's existing SDF dates back to 2010, so it is currently being updated. The revised framework will serve as a **guide for future campus development** and will determine how we manage development and land use on campus. This requires new ways of thinking about how we live and function on campus and in and around Stellenbosch.

The SDF will have as core principles and goals to:

- align with the vision and mission of the University;

- respect the unique character and identity of the town and surroundings;
- accommodate sustainability goals in the development of land and buildings;
- create a world-class, innovative and dynamic environment;
- create a safe and integrated non-motorised transport environment;
- take the lead in spatial development as a globally recognised African research-intensive university;
- collaborate with all spheres of government;
- promote multifunctional and mixed-use development; and
- optimally use existing facilities and land instead of erecting new buildings.

The first draft of the SDF is expected to be ready by December 2019.

1.12 New tools for managing buildings and utilities

We are introducing major improvements to reduce our negative impact on the environment. This will also build resilience into SU's infrastructural systems. In addition, being "greener", the University will be more attractive to students and staff.

Facilities Management is working closely with various faculties to promote research that will turn SU into a living lab. This includes research on:

- food waste at the Neelsie;
- non-motorised transport on campus; and
- the use of biogas for on-campus cooking.

A strategic focus of Property Services, a unit in our Division of Facilities Management, is to improve the performance of our infrastructural assets. This entails a consolidated plant strategy and new measurement and management tools for buildings and utilities to help identify wastage and enable early intervention. **Reducing our carbon footprint and costs** will ultimately make the University more environmentally and financially sustainable.

Electricity

Property Services managed to reduce our total electricity consumption from 74,4 GWh in 2016 to 71,7 GWh in 2018. SU's power consumption is now at 2008 levels, even though our student numbers have since grown by 32%. The reduction in carbon emissions compared to 2016 is estimated at 3 000 tons (4%). The following two graphs illustrate these improvements.

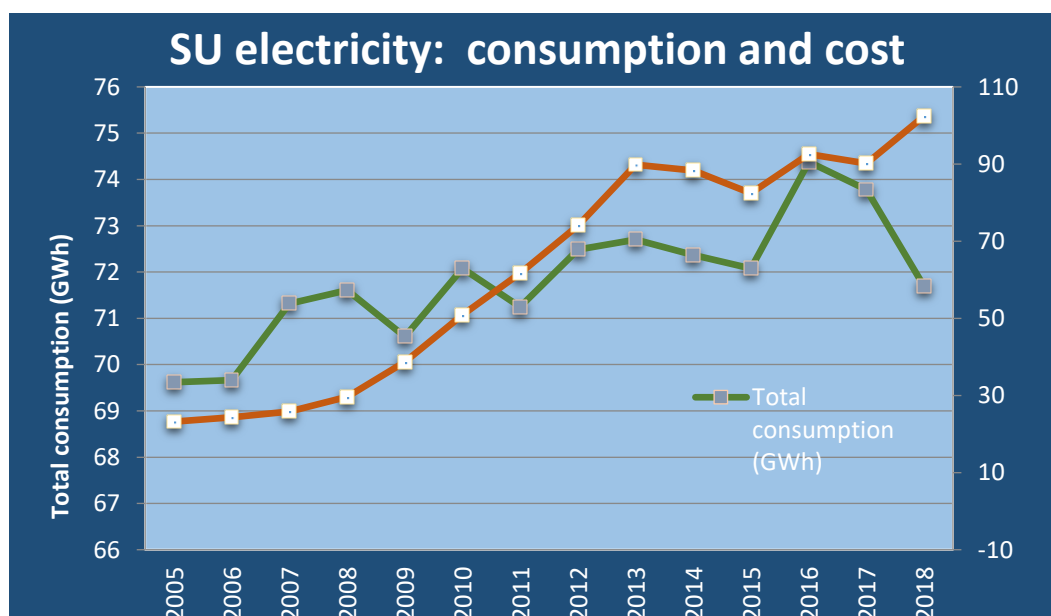


Figure 5: Electricity consumption and cost at SU, 2005 to 2018

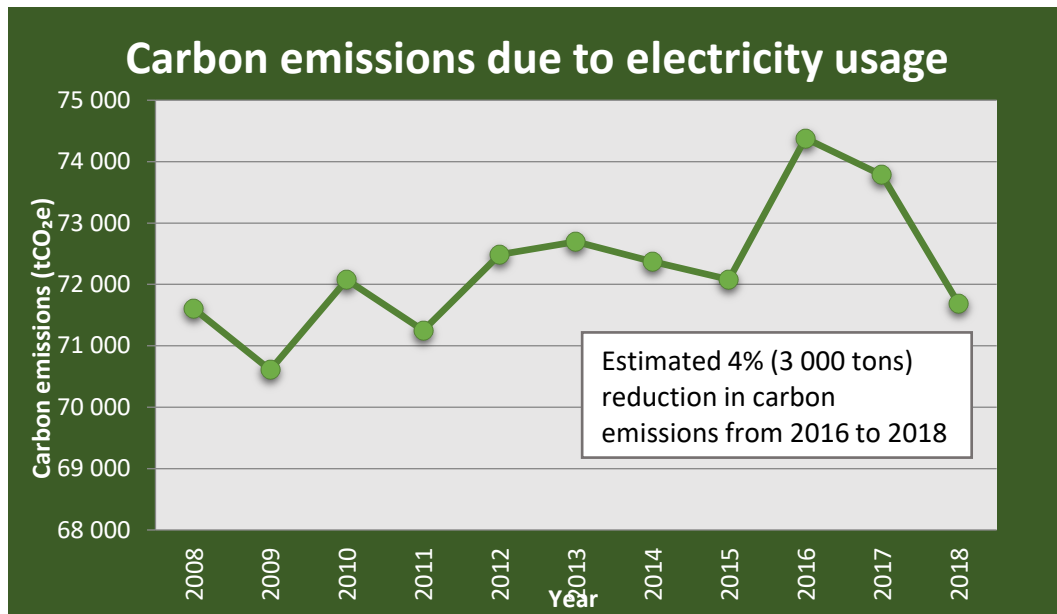


Figure 6: SU carbon emissions linked to electricity use, 2008 to 2018

The savings mentioned above included the following:

- Average monthly electricity consumption at the **Mike de Vries building** has been reduced by 28 750 kWh (in monetary terms approximately R39 591 a month, or R475 092 a year), thereby shrinking our annual carbon footprint by 345 tons.
- At the **Arts and Social Sciences building**, average monthly consumption has been reduced by 77 000 kWh (R106 036 a month, or R1 272 432 a year), cutting annual carbon emissions by an estimated 924 tons.

The **Coetzenburg athletics stadium** floodlight upgrade, which was completed in December 2018, will drive down power consumption even further. For this project, we replaced the existing mercury vapour lamps to align with the international IAAF (International Association of Athletics Federations) and FIFA (Fédération Internationale de Football Association) lighting standards when hosting athletics and soccer events. While the level of light provided by the original installation was at approximately 300 lux and electricity consumption at 244 kW, the new installation achieves an estimated 800 lux and has cut consumption to 135 kW, with an associated reduction in carbon emissions.

Water

We have managed to reduce our total consumption of municipal potable water by 51% by installing water-efficient fittings and water meters, and have also noticed a change in behaviour among staff and students. To date, 250 water meters have been installed to supplement the existing municipal meters. This enables us to monitor water consumption every hour at 95% of our buildings. Boreholes were drilled at Stellenbosch and Tygerberg campus to supplement supply and reduce our dependence on municipal water. These have now all been commissioned. And at our Bellville Park campus, a new filtration plant has been commissioned that draws water from the quarry. This will take the campus off the municipal water network (approximately 8 000 kℓ per year).

Greywater project

One of the elements of our 2016 water optimisation strategy is to use the appropriate type of water for particular purposes, including using greywater to flush toilets. For the first phase of the

greywater project on our Stellenbosch campus, we are therefore focusing on recovering, treating and reusing shower water for this purpose in all residences. It is showing good progress, despite challenging and disruptive civil and plumbing works. It is anticipated that the project, with an approved construction value of R13 million, will recover costs through savings within six years. In fact, projections show that it will result in a 63% saving compared to 2015 (see figure below).

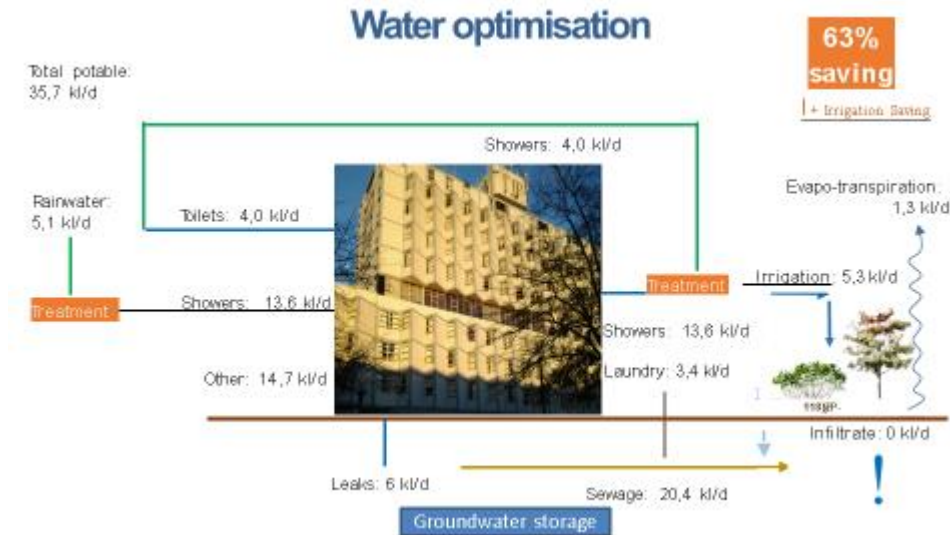


Figure 7: Projected savings to be achieved through greywater project at residences

The next stage of the project involves the construction of a treatment plant between Majuba men's residence and the tennis courts. The civil works that will connect residences with the new treatment plant have reached 70% completion and include approximately 4 km of piping (see figure below).

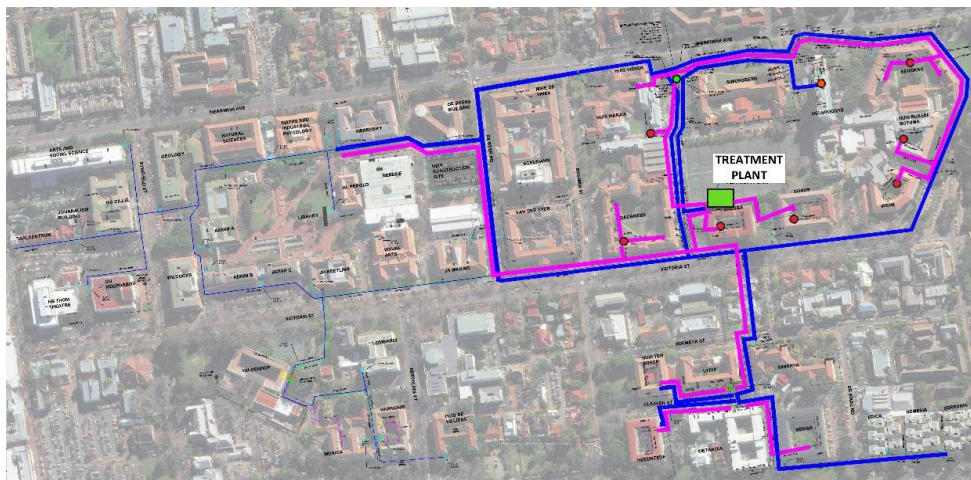


Figure 8: Schematic layout of civil works and piping

Overall, the greywater project has reached 53% completion, and planning for further phases will commence shortly.

Waste management

In 2018, SU generated 850 857 kg of waste, of which 36% was recyclable. As part of our efforts to reduce waste, both overall and the amount that goes to landfill, Facilities Management held information sessions about alternatives for single-use plastic, and about sorting waste at origin using the bins provided for this purpose. Some very effective videos were also posted on social media.



Figures 9 and 10: Facilities Management presented student training sessions on how to sort waste so as to maximise recycling.

1.13 Sustainability communication campaign

CCD partnered with Facilities Management to conceptualise and implement the #ThinkSustainable campaign in the reporting period. The campaign creates awareness of environmental sustainability among students and will run throughout 2019. To launch the campaign, the following short videos were posted on the SU Facebook page:

- [Recycling heroes](#) – reach: 134 610; engagements: 14 628

Local artists lent a hand with this music video on recycling and conservation. It turned out to be our best-performing post on Facebook in the reporting period, showing that our audiences are receptive to a fun perspective on a serious topic.

- [Recycling of bottles](#) – reach: 9 227; engagements: 442
- [Water sustainability at SU](#) (Facilities Management) – reach: 12 780; engagements: 1 064

The following video also contains related information:

- [Energy at SU](#) (Facilities Management)

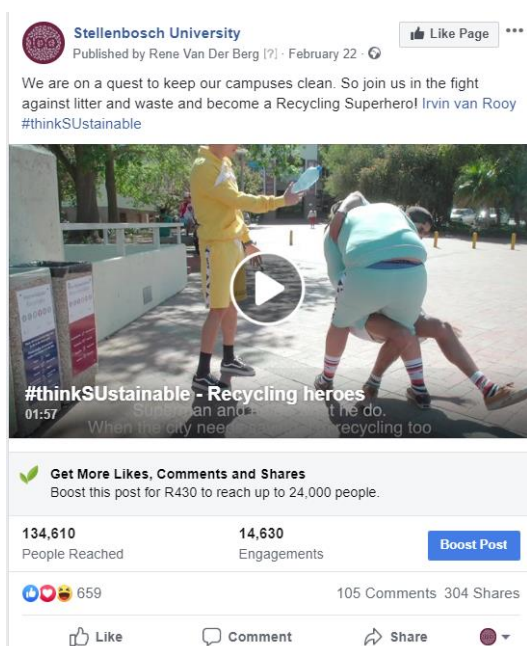


Figure 11: Our followers on social media appreciated the humorous approach used in a video promoting environmental sustainability at the University.

1.14 Innovus

Innovus has had an eventful year to date. Being our commercial environment, Innovus has a higher appetite for risk than many other environments at SU. Yet it applies strong corporate governance to manage risk levels.

Group of companies

In addition to the five new spin-out companies formed in 2018, another company – **AxioVR (Pty) Ltd** – was added to the Innovus Group early in 2019. A virtual reality (VR) software company, AxioVR aims to provide in the growing local and international need for VR products for research and

industry. They supply VR solutions with customised software paradigms for research, training and marketing applications.

Innovus has proudly announced that five of its spin-out companies will be paying dividends this year. The combined turnover of the Innovus Group increased from R226 million in 2017 to R275 million in 2018, while the number of employees went up from 256 to 283 in the same period.

Two Innovus companies – **SNC** and **Custos** – are busy raising funding. SNC has secured a highly attractive deal with Taiki, a world leader in the supply of products to the cosmetic industry.

SharkSafe (supplying an eco-friendly shark barrier) is installing an experimental test site at Réunion, while **CubeSpace** (supplying satellite components for innovation, space and control systems) has outgrown its office space at the LaunchLab and has moved into a much larger area that forms part of a LaunchLab extension. Innovus also sold 30% of its 55% shareholding in **AFRICAN SUN MeDIA** (ASM) to a BBBEE partner. This caused ASM's BEE rating to improve from level 8 to level 2, which has opened new markets for them. **Unistel Medical Laboratories** (UML), in turn, is moving to new premises, having received 13 months' notice of lease termination from the Faculty of Medicine and Health Sciences, where they have been based since 1999.

LaunchLab: Business development has been a strong focus at the LaunchLab in recent months, which has seen engagements with both new and pipeline clients. The focus has been on the agricultural sector, which ties in well with the Faculty of AgriSciences' plans to establish an "AgriHub". SU and the LaunchLab can be instrumental in developing such an agricultural sector hub in the region.

The LaunchLab has also established a connection between SU's soon-to-be-launched School of Data Science and Computational Thinking and Mercedes-Benz South Africa (MBSA). As a result, MBSA provided a funding commitment, which will help position the School as a hub for data science expertise.

Maties Milk: After careful consideration, a decision was taken to close down the Maties Milk dairy. Staff at the herd section and milking parlour have been given notice. Innovus reviewed alternative solutions to ensure that the academic footprint relating to the dairy can continue, to retain the Maties Milk trademark in retail stores, and to secure future income to offset the accumulated loss at the dairy. Discussions with a large milk producer are under way to continue research at the dairy facilities, and still deliver milk under contract at a cost-effective rate.

Facilities Rentals: Even though commercial use of SU facilities should always be balanced with academic and student activities, facilities rental offers major commercial potential. An example of successful commercialisation is the Adam Small Theatre Complex, which generated R1 million in revenue during its first six months of formal commercialisation. The commercialisation team is engaged in similar ventures at the Conservatoire and Maties Sport. In other SU environments, commercial rental is decentralised and managed by individual SU departments and units. The lack of a centralised rental office presents a number of institutional risks, such as inadequate contractual provisions, inconsistent pricing and missed rental opportunities. A task team has been established to set up a mechanism to mitigate risk, maximise facility commercialisation and improve rentals across the University.

Funding secured: Innovus has secured R1,5 million from the Technology Innovation Agency seed fund to support three projects. In addition, the National Intellectual Property Management Office (NIPMO) has awarded R605 000 to Innovus in support of the Helio100 project, as well as R3,6 million to help cover SU's patent expenses. Finally, Innovus has received R648 000 from the NIPMO Capacity Support Fund following a successful funding application. This is the first of three annual payments totalling just over R2 million. The funds have been earmarked for salary contributions, conference attendance, associated travel expenses and training for technology transfer staff.

1.15 Management of personal information in terms of privacy legislation

Personal information is used throughout our institution — from student applications to payroll processes and individual research projects. Giving full effect to the constitutional right to privacy in all the University's operations requires a considerable training and awareness drive, as well as a range of supporting policies, procedures and tools.

Since the last reporting period, the Rectorate has approved an institutional [Data Privacy Regulation](#), which took effect on 1 March. The regulation, which is based on the South African Protection of Personal Information Act (POPIA) and the European General Data Protection Regulation, requires SU process owners to start applying the stipulated principles within the next 18 months. The principles include that process owners are to conduct a **privacy impact assessment** (PIA) to determine the lawfulness of, and to identify and evaluate risks associated with, the proposed processing of personal information. With this in mind, the Division of Information Governance (IG) has developed a facilitated workshop-based approach to PIAs. A PIA self-assessment tool is being developed to prevent this compliance requirement from causing a bottleneck in research and operational procedures.

In addition, IG has almost finished drafting a **procedure for the handling of personal information incidents and breaches**. Since the beginning of this year, IG has investigated three potentially significant incidents relating to personal information. Although SU was not the responsible party, our students, staff and the institution itself could have been adversely affected had actual breaches taken place. This serves as a warning about the importance of correctly dealing with private and personal information.

1.16 Quality Committee

The Quality Committee held its first meeting for the year in March, where the following faculties and departments presented their reports:

- The Faculty of Engineering had undergone external professional evaluation of the BEng programmes (Chemical, Industrial, Electrical and Electronic, Mechanical, and Mechatronic Engineering), all of which received accreditation until 2023.
- Faculty of Theology
- Department of History
- Department of Agronomy
- Department of Physiological Sciences (two-year follow-up report)
- Department of Mathematical Sciences (two-year follow-up report)

The outcomes and recommendations from the reports above were conveyed in more detail to the Executive Committee of Senate (EC[S]).

1.17 Disability access

Following Council's approval of a revised [Disability Access Policy](#) for SU in March 2018, the [Disability Unit](#) has now made the document available via the proper channels and committees. The policy applies to all SU students and staff. A specially established team will drive the implementation of the policy to inform the entire institution of disability-related rights and responsibilities. In addition, the Unit has updated its information brochure, which guides students and staff to the various support mechanisms and avenues for disability issues. During the reporting period, the Unit also presented its first disability access report to the Rectorate, which was well received. A matter requiring significant attention is universal access to facilities, particularly in relation to safety and statutory requirements.

1.18 Woordfees and Choir

The 20th SU Woordfees with the theme “Jonk (Young)” took place in Stellenbosch from 1 to 10 March. Reconciled figures show that **ticket sales had grown** by 10,99% and the Rand value of ticket sales by 19,84%. More than 3 000 artists had performed, and more than 600 people from Stellenbosch were employed part-time during the festival. The focus will now shift to the finalisation of a sustainability plan for the Woordfees. **Toyota** has come on board as name sponsor for three years. The 21st Toyota SU Woordfees is scheduled for 6 to 15 March 2020. This investment will not only bring much-needed financial relief, but also serves as a vote of confidence that may encourage other sponsors to support both the festival and the arts in general.

In January and February, the WOW (*Woorde Open Wêreld*) project – an initiative run under the Woordfees banner – took writers and authors to **145 schools** in the Western, Eastern and Northern Cape, thereby reaching 17 231 learners and 298 educators. **Sanlam** too has renewed their commitment as name sponsor of the Sanlam WOW Spelling Festival for the next three years, for which we are very grateful.

The **SU Choir**, which is still number one on the Interkultur ranking for amateur choirs, launched a new CD at the Woordfees. A short national tour with performances in Johannesburg, Pretoria, Soweto, Sasolburg and Potchefstroom is planned for September.

1.19 Maties Sport

The FNB Maties claimed the FNB **Varsity Cup** title as their late charge overwhelmed the FNB UP-Tuks at the Danie Craven stadium on 15 April, with a final score of 34-12. This is Maties’ second successive and fifth overall Varsity Cup title. The FNB Maties Young Guns also won a second successive title when they beat the FNB NWU Young Guns 32-22. To crown these achievements, Chris Smit was named “Player that Rocks” and Edwill van der Merwe “Back that Rocks” for the tournament.

Mr Jerry Laka, Maties Sport’s support services director, was elected secretary-general of the **Confederation of University and Colleges Sports Associations (CUCSA)** executive committee for the period 2019–2022. CUCSA is made up of the national university and college sports associations of the Africa Zone VI countries, which are Angola, Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Zambia and Zimbabwe. Its main objective is to coordinate and develop sport at universities and colleges in the region, and to organise the biennial CUCSA Games.

SU’s Coetzenburg sports complex was named best stage venue of the **2019 Absa Cape Epic**. Stage 5 – the so-called “Queen stage” – finished there on Friday 22 March. Saturday’s stage 6 was also held at Coetzenburg before the 1 200 mountain bikers left the fields Sunday morning to finish the gruelling mountain bike stage race at Val de Vie Estate outside Paarl.

Coetzenburg also played host to the **South African National Championships for the Physically Disabled** in March. Several Maties Parasport field athletes attained Africa records in their items: Reinhardt Hamman in javelin (T38), Jean Joubert in shotput (F64) and Fabian Michaels in discus (F35). SU student Kerwin Noemdo (T46) is the new Africa record-holder in shotput, and also attained a South African record in discus in his class. Charné Felix (T44) broke the Africa record in the 100 m, while wheelchair athlete Brandon Beack (T51) achieved Africa records in both the 200 m and 400 m. Paralympic stalwarts Zanele Situ, Anika Pretorius, Dyan Buis and Charl du Toit all achieved A-qualifying times in preparation for the World Para-Athletics Championships later this year. Maties paracyclists Jonathan Pellow-Jarman (C4) and Tareeq Adams (T2) both won gold in the road races and time trials in their respective categories. Jonathan is an SU student. Another Maties paracyclist, Toni Mould, was selected for the national team.

The best Maties performer with some stunning results at the **National Swimming Championships** was paraswimmer and Commonwealth Games silver medallist Christiaan Sadie. He qualified for the Para World Champs in no less than four events and has now climbed the world rankings to number 1

for the 50 m freestyle and 200 m individual medley, and number 2 for the 50 m butterfly. Paralympic medallist from 2012 Hendri Herbst also qualified for the World Para Swimming Champs in the 50 m freestyle.

Maties Athletics hosted a successful **USSA Athletics Championships** at the refurbished Coetzenburg stadium in April. Maties won 14 medals – seven gold, three silver and four bronze – and moved up one place to fourth spot this year. Our USSA champions are Justine Palframan (200 m and 400 m), Gardeo Isaacs (400 m), Breyten Poole (high jump), Jesse Perez (decathlon) and Valco van Wyk (pole vault). The Maties 4 x 400 m relay team also won gold. Moreover, Isaacs delivered standout performances in the 400 m at both Varsity Athletics meetings in March and was named victor ludorum at the meeting in Potchefstroom for his winning time of 45,7 seconds.

1.20 Client services

The Contact and Client Services Centre continues to play a pivotal role to ensure that all enquiries are resolved and/or referred to the correct SU environment. This is done in a professional and client-centric manner.

The Centre proactively collaborates with student impact environments to deliver excellent service and give effect to our institutional values. It also supports SU recruitment activities.

In the first three months of 2019, the Centre handled more than **64 800 contacts**, of which some 52% related to the prospective student market. These include one-on-one interactions at the information desk, telephone calls, e-mails and live chats, which is a web-based function on www.maties.com. Approximately 75,9% of clients preferred to interact in English, 22,6% in Afrikaans, and 1,5% in isiXhosa or isiZulu.

THEME 2: A TRANSFORMATIVE STUDENT EXPERIENCE

Vision 2040 and Strategic Framework 2019–2024 states the following in relation to delivering a **transformative student experience** : “With this intention, we 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.” It 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 Postgraduate registrations

The registration period for postgraduate students concluded on 29 March. The figure below shows the total number of 2019 postgraduate enrolments compared to those at the end of March 2017 and 2018. As enrolment planning is based on the June enrolment statistics, the 2017 and 2018 June enrolments are illustrated as well.

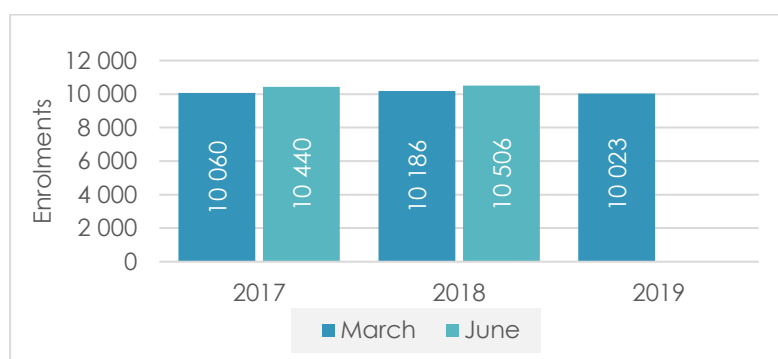


Figure 12: Postgraduate enrolments, 2017–2019

This year's March figures show a 1,6% decrease from last year. From March to June 2017, postgraduate enrolments increased by 2,5%, and by 3,1% in the corresponding period in 2018, so the expectation is that a similar increase will occur towards June this year.

When viewed in terms of qualification type, postgraduate enrolments for the period 2017–2019 are as illustrated in the figure on the left below, with a further depiction of the 2019 distribution on the right.

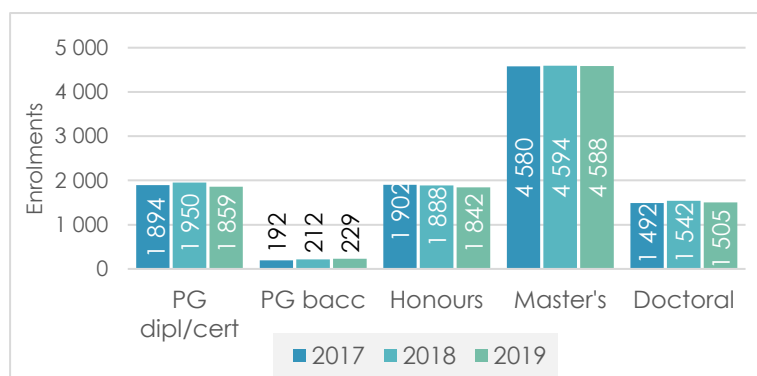


Figure 13: Postgraduate enrolments by qualification type, 2017–2019

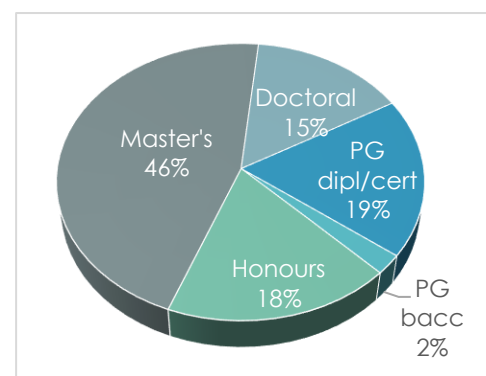


Figure 14: Distribution of postgraduate qualification types, 2019

The number of master's enrolments in 2019 is comparable to the number in 2017 and 2018, while postgraduate diploma/certificate (-4,7%), honours (-2,4%) and doctoral (-2,4%) enrolments have declined slightly. [Click here](#) for the full report on postgraduate enrolments as on 29 March.

2.2 Student funding

The announcement of the new bursary scheme of the Department of Higher Education and Training (DHET) brought relief to universities' own funding budgets. The new bursary provides fully subsidised funding for students from households with a combined gross family income of up to R350 000 per annum, as assessed and verified by the National Student Financial Aid Scheme (NSFAS). At SU, the number of students in financial need (i.e. whose families earn R122 000 per annum and below) has grown from 855 in 2017, then funded by NSFAS, to 2 737 students in 2019, now funded by the new bursary scheme. The annual family income threshold of R350 000 applies only to first-time entry students from 2018 onwards. Students who commenced their studies prior to 2018 qualify for a grant according to the previous threshold of R122 000 and are also subject to a funding cap. See the table below for information about SU students funded by NSFAS and/or DHET over the past three years.

Year	Number of funded students (NSFAS and/or DHET)	Total estimated amount
2017	855	R52 million
2018	2 395	R224 million
2019	2 737	R272 million

Table 1: Number of recipients of the new DHET bursary (excluding other NSFAS-administered bursaries)

DHET bursary allowances in 2019

In an effort to streamline its processes, NSFAS has standardised all allowances across the higher education sector. The table below indicates the allowance amounts for 2019.

Accommodation type	Allowance type (per annum)				
	Learning materials (books/devices)	Living allowance (meals + incidentals)	Accommodation	Transport	Incidental expenses
University-managed, catering residences	R5 000	R22 300 (capped at cost of three meals/day for academic year)		Not applicable (N/A)	R2 750
University-managed, self-catering residences	R5 000	R14 400	N/A	N/A	N/A
Private off-campus accommodation (with lease agreement)	R5 000	R14 400	Capped at the cost of university-managed, self-catering accommodation	N/A	N/A
Students living at home	R5 000	N/A	N/A	Max R7 250 (depending on university policy)	R2 750

Table 2: Allowance amounts for 2019

Note that students in university-managed catered residences and those who live at home will receive an **additional** cash allowance of **R2 750 per month** to buy personal items. Students in university-managed self-catering residences and private off-campus accommodation receive a living allowance of R14 400 per annum, which may be used for food and other incidental expenses.

Automated payment of NSFAS/DHET allowances

At the beginning of the year, NSFAS instructed universities to start transferring monthly allowances directly to students' bank accounts instead of issuing vouchers as in the past. The cash allowances can be utilised for books, meals, travel and private accommodation expenses. During the first two months, our Centre for Undergraduate Bursaries and Loans processed more than 6 000 such transfers manually due to a lack of system support. Following the installation of a computer program to upload allowances electronically, however, bursary officers are now able to disburse 5 000 allowances within three days.

Settlement of historic debt of continuing NSFAS-funded students

In March, DHET allocated an additional R967 million to NSFAS to settle 52 514 NSFAS students' historic university debt, nationally.

Historic debt is money owed to a university by continuing NSFAS-qualifying senior students who were registered in the 2018 academic year and were funded according to the previous annual family income threshold of R122 000. The NSFAS support provided to these students was made subject to a funding cap, as the policy relied on contributions by the families themselves. In many instances, the assistance was insufficient to cover the actual tuition fees and other costs of study, which caused the students to accrue significant debt with their institutions.

Following a request for universities to submit audited claims for the settlement of this historic debt, SU handed in a claim of R29 432 909. See the table below for details.

Year	Number of students	Amount
2018 (updated)	586	R12 629 261
2019	404	R16 803 648
Total	990	R29 432 909

Table 3: Statistics of SU students with historic debt, as submitted for settlement

In 2018 and 2019, NSFAS-qualifying students were allowed to register, provided that they signed an acknowledgement of debt (AoD) form.

Ikusasa Student Financial Aid Programme (ISFAP)

ISFAP was piloted in 2017 following a recommendation of a ministerial task team who had worked on a funding model for poor and missing-middle students. The programme, which is based on a public/private partnership, aims to increase graduation rates and subsequent employment in occupations that are in high demand.

Apart from full-cost funding for the full duration of undergraduate studies, the ISFAS model also includes a managed wrap-around support programme for students to increase their chances of success. Programme managers were recruited and appointed to administer the support programmes. These managers are funded 50/50 by ISFAP and each pilot university.

The table below provides an overview of the number of ISFAP bursary recipients per study programme at SU, as well as the monetary value of ISFAP's investment.

Cohort of recipients	Programme	Total recipients per programme	Total amount
2018 first-years (first intake)	BAcc	37	15 329 889
	BEng	59	
	MB,ChB	37	
2018 total		133	
2019 second-years (returning)	BAcc	33	13 350 834
	BEng	42	
	MB,ChB	35	
Total		110	
2019 first-years (new intake)	BAcc	16	6 432 674
	BEng	37	
	MB,ChB	0	
Total		53	
2019 total		163	19 783 508

Table 4: ISFAP bursary recipients per study programme at SU, as well as monetary value of bursaries

SU Recruitment bursary project

The recruitment bursary project is one of SU's key recruitment strategies to attract top-achieving black African, coloured, Indian and Asian (BCIA) students. In 2019, a total of 677 top-achievers received a recruitment bursary to cover their tuition fees.

However, the incremental decrease in funding could see this worthy bursary project being discontinued in the near future. Although the new DHET funding model for students in financial need will have a positive impact on the annual budget available for recruitment bursaries, as it covers tuition fees as well, a new strategy to recruit top-achieving BCIA students will need to be developed.

The tables below illustrate the spread of recruitment bursary allocations among faculties and by population group for 2018 and 2019.

Faculty/ initiative	2018				2019			
	Awarded	Accepted	Registered	Registration rate*	Awarded	Accepted	Registered	Registration rate*
AgriSci	81	63	36	57%	65	59	28	47%
EMS	439	343	195	57%	330	286	120	42%
FMHS	251	218	167	76%	275	249	170	68%
Engineering	256	200	136	68%	230	209	105	50%
FASS	107	107	94	87%	159	150	114	72%
Science	222	182	95	52%	159	148	66	45%
Education	31	28	23	81%	37	31	24	77%
Law (LLB)	58	46	42	91%	65	56	39	70%
Theology	4	4	4	100%	3	3	4	100%
SciMathUS			4				7	
Total	1 489	1 191	796	66,8%	1 323	1 191	677	57%

Table 5: Recruitment bursary allocations and registrations per faculty for 2018 and 2019

* Registration rate calculated by dividing number of registrations by number of accepted bursaries.

Faculty/ initiative	Population group									
	Asian		Black African		Coloured		Indian		Total	
	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019
AgriSci		1	20	9	14	16	2	2	36	28
EMS	1	3	59	22	99	68	36	27	195	120
FMHS	1	2	80	82	67	68	19	18	167	170
Eng	1	1	46	33	71	51	18	20	136	105
FASS	2	2	15	24	71	85	6	3	94	114
Science	4	1	23	20	53	36	15	9	95	66
Education			3	1	20	23			23	24
Law (LLB)			12	9	28	25	2	5	42	39
Theology					4	4			4	4
SciMathUS			1	1	3	6			4	7
Total	9	10	259	201	430	382	98	84	796	677

Table 6: Recruitment bursary distribution by population group for 2018 and 2019

2019 Die Vlakte bursary recipients announced

In April, another five beneficiaries of SU's Die Vlakte bursary scheme were announced. Since inception four years ago, 31 students have received bursaries to the value of R1,36 million from this scheme.

Die Vlakte was a neighbourhood in central Stellenbosch, bounding on our campus, where residents were forcibly removed under the Group Areas Act in the 1960s. When I became Rector in 2015, I announced that the University would be creating a bursary fund for victims and their descendants.

Up to five bursaries are awarded each year to applicants who lived in the area themselves, or their children or grandchildren. Current and prospective undergraduate students as well as those wanting to register for a first postgraduate programme may apply. Applicants who no longer live in the Stellenbosch area, but are able to prove that their parents or grandparents were affected by the evictions are also considered. Academic progression is a prerequisite to retain the bursary.

2.3 Student housing

The provision of quality, accessible and safe student accommodation conducive to study is crucial for the success of our students, especially those from poor backgrounds. DHET recently identified accommodation and travel allowances as particularly critical, and asked all public institutions to

provide data in this regard. Institutions were specifically requested to furnish information on the type of accommodation they provide, the number of beds available, the associated costs, as well as the distance from campus.

SU currently provides on-campus housing to **6 637 students** on our Stellenbosch campus, and to **1 361 students** on our Tygerberg campus.

Because demand exceeds supply, private providers of off-campus accommodation play a key role in meeting the ever-growing need. However, only five providers are currently accredited with SU in accordance with the Policy on Minimum Norms and Standards for Student Housing at Public Universities, providing 1 466 extra beds. University-accredited student housing providers are particularly important to accommodate SU students assisted by NSFAS and the new DHET funding model. This is why the University urgently needs to expand the number of accredited providers in the vicinity of both Stellenbosch and Tygerberg campus.

NSFAS and DHET-funded students living in university residences qualify for the actual cost of the accommodation charged by the institution. Those living in university-managed/accredited off-campus accommodation are limited to the maximum cost of equivalent university accommodation. In general, qualifying students whose home address is within a radius of 30 km from the university campus would not be considered for an accommodation allowance, while funded students living in privately leased accommodation can.

The total 2019 accommodation capacity is outlined in the table below.

University residences	Number of beds	Price	Distance from campus	Transport costs
Stellenbosch campus	6 637	R38 550–R46 900	Not applicable (N/A)	N/A
Tygerberg campus (45 km from Stellenbosch campus)	1 361	R29 330–R52 420	N/A	N/A
TOTAL	7 998			
SU-accredited private accommodation	Number of beds	Price	Distance from campus	Transport cost applicable
Nooitgedacht A	230	R46 000 per annum	1,2 km	Shuttle service from 07:00 to 17:00 included in price
Nooitgedacht C	224	R46 500–R83 900 per annum	1,2 km	Daytime and limited night-time shuttle included in price
AFO student cottages	20	R38 500–R49 500 per annum	1,2 km	SU on-campus shuttle service available
Tweespruit	38	R56 280 per annum	4,5 km	
Academia private residence (private provider; no placements by SU)	954	R77 500–R102 000 per annum	On campus	
TOTAL	1 466			

Table 7: 2019 accommodation capacity

The two figures below illustrate residence placement by population group and gender.

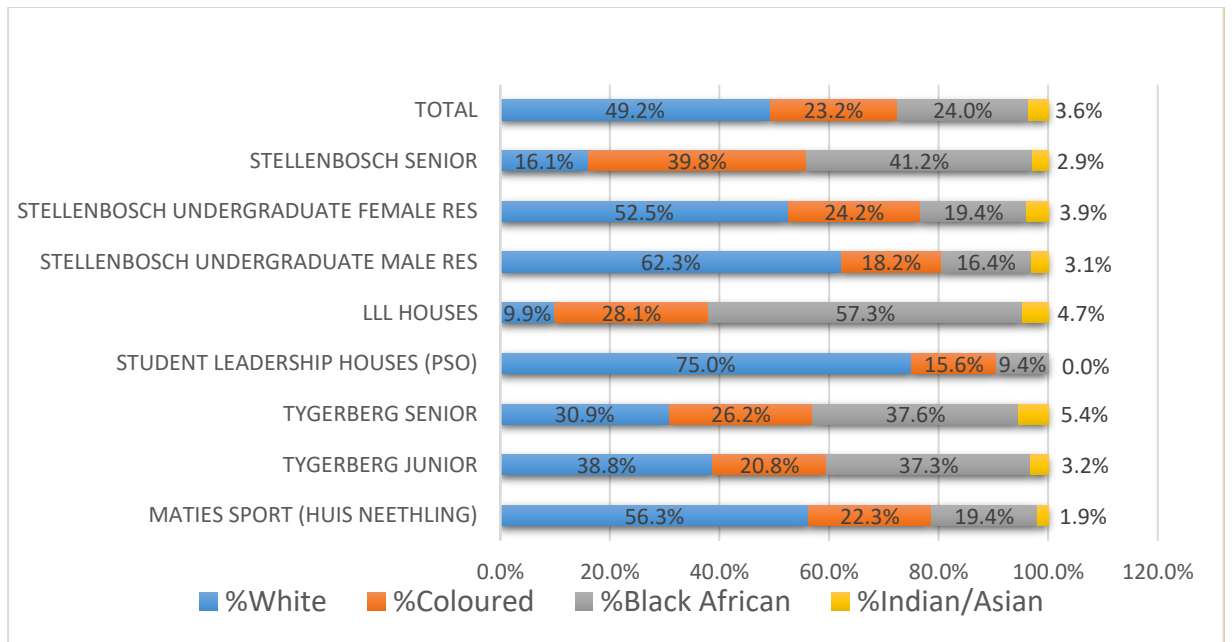


Figure 15: Overall residence occupancy in 2019 by population group

The following trends are noted:

- The population profile in SU residences has gradually changed over the past three student intakes.
- Nearly half (49%) of all students in SU housing are white, while just over half (51%) are black African, coloured, Indian and Asian.
- The majority of students in undergraduate residences are white, whilst the majority in senior residences are black African.
- More female students than male students reside in SU housing, as the following graph shows.

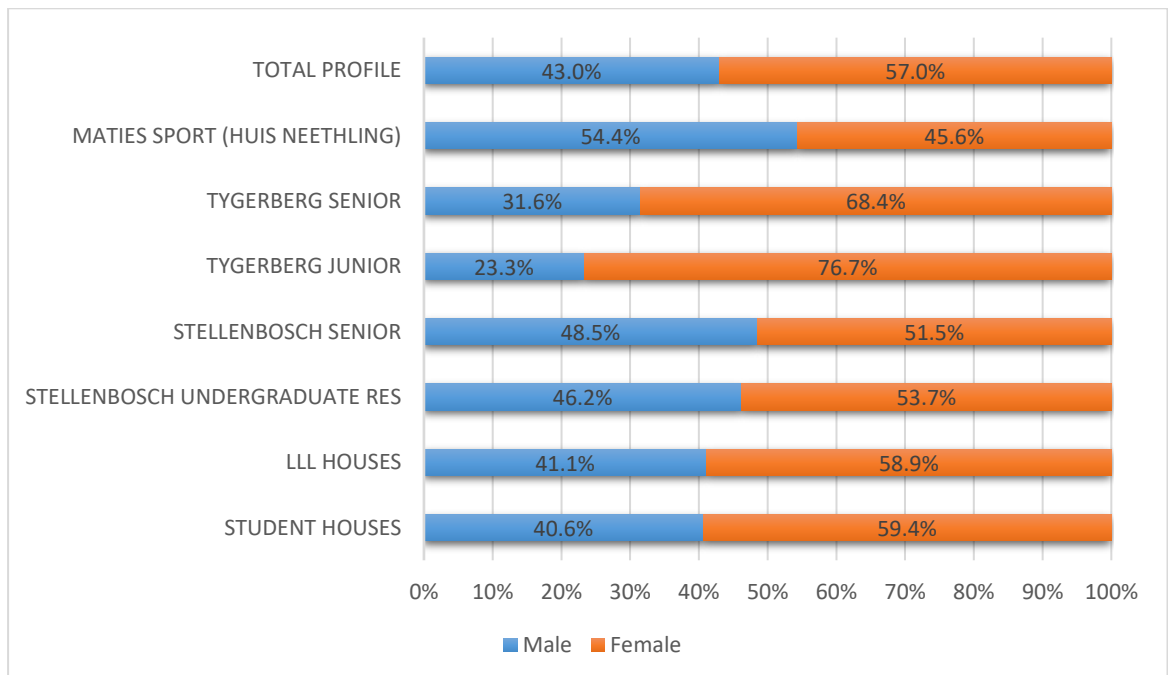


Figure 16: Overall residence occupancy in 2019 by gender

2.4 Student recruitment

The Student Recruitment and Career Advice team undertook various marketing activities in February and March. These included school visits, parent evenings, career counselling sessions, psychometric assessment and on-campus information sessions regarding the application process. During the first semester, the team of advisors will be visiting schools in the Western Cape, Southern Cape, Eastern Cape, Gauteng, KwaZulu-Natal and Limpopo. Approximately **45 000 learners** will be reached via the school engagement programme.

Various social media and web platforms are utilised to attract students to SU, including promotional video clips. The SU website for prospective students (www.maties.com) remains the most valuable source of information on all recruitment-related aspects. In the reporting period, the site recorded more than 410 000 visits and over a million page views. Desktop computers accounted for 51% of the engagements, and smartphones for 42%. Visitors spent an average of nine minutes on the website.

On 26 March, the Centre for Student Recruitment and Career Advice also hosted the University's first application day for prospective students with a view to 2020.



Figure 17: Scenes at this year's first SU application day for prospective students in March.

In partnership with Client Services, 40 Careers@Maties learners were assisted with their applications for 2020. Careers@Maties is a free psychometric assessment service for top Grade 11 learners from designated schools. It is offered by Mr Hambly Matthews, in-house psychologist at Student Recruitment and Career Advice. Assessments are followed by feedback sessions with learners and parents to provide individual career guidance.

2.5 SU Open Day 2019

This year's Open Day for prospective students took place on Saturday 23 February. Bus transport was available between our Stellenbosch and Tygerberg campuses, and a shuttle service was provided to and from Coetzenburg for those who wanted to visit the Department of Sport Science or our sport facilities.



Figure 18: The Rooiplein abuzz with Open Day activity.

More than **8 500 senior learners** registered to attend the event. Learners, their parents, educators and guidance counsellors were offered an opportunity to receive information on study programmes directly from the respective academic faculties, and to learn more about student life, residential and private accommodation, financial aid and a vast array of student support services.

Yet our faculties were not the only ones participating in Open Day. Maties Sport also utilised this marketing opportunity to showcase SU's unique and exciting sport offerings. The Centre for Student Structures and Communities had an info kiosk for prospective Private Student Organisation (PSO) newcomers in Bosman Street, and information on Campus Key and Academia accommodation was available in the Neelsie Student Centre. All university residences were open for viewing during the day. The Disability Unit presented a session for students with special learning needs. Moreover, the main libraries on our Stellenbosch and Tygerberg campuses hosted walkabouts through their facilities.

According to a survey on the event:

- learners from all nine provinces as well as from Namibia attended the Open Day, with most visitors coming from the Western Cape, Gauteng and KwaZulu-Natal;
- learners were interested in all faculties' programme offerings, with the information sessions offered by Medicine and Health Sciences, Science, Economic and Management Sciences, Engineering and Law recording the best attendance;
- 97% of the respondents in Grade 12 indicated that they planned to enrol at SU in 2020; and
- 85% of the respondents confirmed that they were highly satisfied with the quality of the event.

2.6 Applications for 2020 intake

Applications for 2020 opened on 1 March 2019. The first application month points to an increase in the total number of applications as well as the number of applications that are complete and ready for consideration by faculties.

	2018 application year (2019 intake)				2019 application year (2020 intake)			
Faculty	Complete	Waiting for documents	In-complete	Total	Complete	Waiting for documents	In-complete	Total
AgriSciences	130	75	110	315	137	60	91	288
Arts and Social Sciences	526	375	526	1 427	405	458	579	1 442
Economic & Management Sciences	964	472	690	2 126	956	418	713	2 087
Education	156	202	318	676	142	276	367	785
Engineering	433	292	444	1 169	454	246	444	1 144
Law	108	189	295	592	80	260	321	661
Medicine & Health Sciences	462	773	1 276	2 511	905	905	1 351	3 161
Science	241	223	297	761	286	174	310	770
Theology	8	5	11	24	6	9	7	22
Grand total	3 028	2 606	3 967	9 601	3 371	2 806	4 183	10 360

Table 10: Applications per faculty in 2018 and 2019 over the period 1–31 March

To date, there has also been an increase in the number of black African, coloured, Indian and Asian (BCIA) applicants.

	2018 application year (2019 intake)				2019 application year (2020 intake)			
Population groups	Complete	Waiting for documents	In-complete	Total	Complete	Waiting for documents	In-complete	Total
Asian	26	17	26	69	19	24	26	69
Black African	309	1 215	2 044	3 568	584	1 596	2 437	4 617
Coloured	285	377	594	1 256	331	433	539	1 303
Indian	121	131	160	412	198	106	185	489
BCIA total	741	1 740	2 824	5 305	1 132	2 159	3 187	6 478
White	2 251	830	1 083	4 164	2 184	617	942	3 743
No indication	36	36	60	132	55	30	54	139
Grand total	3 028	2 606	3 967	9 601	3 371	2 806	4 183	10 360

Table 11: Applications per population group in 2018 and 2019 over the period 1–31 March

2.7 International student recruitment

As envisaged in the University's strategic framework for internationalisation, SU International (SUI) has stepped up its activities to grow international student numbers from a more diverse portfolio of countries. This is aimed at enriching the internationalisation-at-home experience at SU and ensuring the long-term sustainability of inbound and outbound mobility programmes.

Following an initiative of the Faculty of AgriSciences, SU partnered with United Kingdom-based [StudyInternational.com](https://www.studyinternational.com) to launch a recruitment marketing campaign among prospective international students. On this platform, international students can search universities and courses across the world to find the best fit for their skills and requirements. The partnership entails the publication of editorials on the StudyInternational.com website so as to tap into unexplored student markets, particularly in Mexico, Saudi Arabia, India, Brazil, Peru and Chile. The focus of the [first editorial](#) was student life and the academic experience at SU. The [second editorial](#) provided information on our degree programmes, and specifically targeted the United States, Brazil, Peru, Colombia, Chile, Mexico, Saudi Arabia, United Arab Emirates, India (four provinces), China (coastal provinces), Singapore, Egypt, Ghana, Kenya, Uganda, Cameroon, Germany, France, United Kingdom

and Ireland. The campaign runs until 12 August. To date, nearly 400 000 people have seen our editorials, and more than 14 000 clicks through to www.sun.ac.za have been recorded. SUI has also received close to 100 direct enquiries via the [Call to action](#) page.

In a separate initiative, SUI has embarked on a renewed recruitment drive to tap into the **Namibian** market. This forms part of SU's drive to expand its footprint in the rest of Africa. Amidst questions about access to accommodation, the need to have a South African-registered medical aid, as well as entry into the MBChB and Physiotherapy programmes, interest for studying at Stellenbosch remains high.

2.8 Growing our number of non-degree international students

Non-degree Study Abroad students are important, as they help fund outbound programmes for SU students. SU International (SUI) is engaging with institutions in the United States with strong Study Abroad programmes, as well as education providers such as the American Institute for Foreign Study (AIFS). In addition, SUI continues to engage with [Experimento Intercâmbio Cultural](#) to develop SU into a preferred Study Abroad destination for Brazilian students. We would also be the organisation's first African destination. Joe Warren, Coordinator: Global Education Programmes, met with Experimento in São Paulo on 18 April.

SUI's Global Education Centre (GEC) started an initiative with SKEMA Business School, who visited on 2 April, to develop a Study Abroad undergraduate programme for their students. SKEMA has campuses in Lille, Sophia Antipolis and Paris (all three in France), Raleigh (United States), Suzhou (China) and Belo Horizonte (Brazil), and is interested in establishing some form of campus in Africa. As a start, SKEMA plans to send a first group of students to SU in the first semester of 2020.

Student mobility 2019 (first semester)

Outgoing semester exchanges		Incoming semester exchanges			
Destination country	No. of students	Home country	No. of students	Host faculty	No. of students
Belgium	5	Australia	1	AgriSciences	18
Brazil	1	Austria	2	Arts and Social Sciences	58
Canada	1	Belgium	20	Economic and Management Sciences	38
Finland	1	Brazil	2	Engineering	10
France	3	China	2	Law	3
Germany	13	Czech Republic	1	Science	18
Italy	4	Denmark	3	Theology	5
Malaysia	1	Finland	6		
Netherlands	11	France	14		
Norway	2	Germany	48		
Sweden	2	Italy	2		
Switzerland	4	Japan	2		
United States	5	Mexico	1		
		Norway	5		
		Russia	1		
		Singapore	1		
		Slovenia	1		
		Spain	2		
		Sweden	2		
		Switzerland	4		
		Taiwan	1		
		Netherlands	15		
		Turkey	1		
		United Kingdom	1		
		United States	12		
TOTAL	53	TOTAL	150		

Table 8: Student mobility in the first semester of 2019

Short academic programmes for international students

In the reporting period, the GEC hosted the following six short programmes in collaboration with international students' home institutions, apart from 81 Study Abroad semester students and 44 affiliate students for a short research stay.

Institution	Topic	Faculty/ department/unit	Students	Weeks
Linnaeus University, Sweden	Sport Science	Sport Science	5	3
Northwestern University, United States	Public Health and Development in South Africa	Arts and Social Sciences	14	12
Pardubice University, Czech Republic	Language and Culture	Arts and Social Sciences	8	1
Vrije Universiteit Brussel, Belgium	Sport Science	Sport Science	11	3
Christopher Newport University, United States	Leadership for Social Justice	SU International & FVZS Institute	16	3
University of Georgia, United States	Sociology and International Affairs	SU International	26	4

Table 9: Short academic programmes for international students in the first semester of 2019

2.9 SU/KU Leuven Think Tank

Via the Frederik Van Zyl Slabbert (FVZS) Institute for Student Leadership Development, SU remains a committed partner in the SU/KU Leuven Think Tank. It forms part of the initial preferential partnership between the two universities and offers top-performing students an opportunity for intercultural and international experiential learning. This equips them with the skills they will need to succeed in interdisciplinary research and as citizens of an interconnected world. Think Tank 2019, the fifth instalment of the event, is themed “**Health and well-being** – the future of healthcare”. Therefore, the 33 participants from both institutions and from across all faculties engage in critical discussions on the impact of (un)healthy global citizens.

In the reporting period, the Leuven participants visited SU for an intense focus-group week. The students will continue to work on their group research projects, which will be exhibited in Leuven in December. The SU Think Tank steering committee is also in the process of applying for co-curricular recognition on the Stellenbosch participants' academic transcripts.

2.10 Developing student leaders and mentors

In February and March, the Students' Representative Council (**SRC**) and the Tygerberg Student Council (**TSR**) attended a team-building exercise to foster better relations among members. The programme was designed to encourage student leaders to think creatively and work as a unit to achieve common goals.

Student Governance held group consultation sessions with the SRC and TSR during the same period. Consultations occur every quarter to reflect on the performance of portfolios. Student Governance also uses this as an opportunity to assess the student leaders' well-being and academics so as to identify potential areas for guidance.

On 7 March, Student Governance hosted its first **Student Parliament** awards ceremony aimed at honouring members for their service and contribution throughout their term of office. A week later, the Student Parliament on our Stellenbosch campus had its first session after the election of executive members. The meeting was also an opportunity to inaugurate the Speaker. The Tygerberg Student Parliament convened on 4 April for its first session this year.

On 16 February, Student Governance joined the **Engineering Student Council Executive** for training in Paarl, which was facilitated by members of the executive itself as well as Student Governance's Thulani Hlatwayo. The Co-Curriculum Office also presented a session on “learning and unlearning in leadership”. This type of collaborative facilitation helps expand capacity.

And on 10 April, the University's Finance Division had a chance to share its skills when it hosted the **Societies Council** for a financial training session.

In the reporting period, a number of student bodies also benefited from training offered by the Co-Curriculum portfolio in the Centre for Student Leadership and Structures. Fourteen student **cluster convenors** received individual coaching, 30 **head mentors** participated in a group session, and a number of **Sport Science students** attended a workshop on sports coaching. In addition, **resident heads** were hosted for a training session on intentional conversations as an educational strategy.

After the successful welcoming programme at the start of the year, the focus shifted to newcomers' transition as they enter their new environment. **Residence heads** and **mentors** were trained to provide the necessary support with this transition. A total of 222 mentors also applied for co-curricular accreditation for the BeWell mentor programme.

This year, our PSO (Private Student Organisation) Office, being the coordinating structure for day students, welcomed around 2 000 **newcomers living in private accommodation**, and helped introduce them to university life. Once newcomers were settled in, the next step was to provide them with co-curricular opportunities that promote the SU graduate attributes.

The Listen, Live and Learn (**LLL**) initiative is a flagship SU residential experience offered to senior students. The programme had a productive start to the year. During orientation, students were welcomed to the LLL programme and informed of what would be expected of them. This was also an opportunity to establish house values and guidelines. In the first semester, LLL is collaborating with the LaunchLab on its IdeaSmash campaign. This is aimed at connecting science, technology and innovation with business and entrepreneurship to solve global 'wicked problems' by applying the capabilities of the Fourth Industrial Revolution.

On our Tygerberg campus, the second **MMed/registrars welcoming** took place on 9 April. Speakers included the Dean, vice-deans, the head of Campus Security as well as representatives from the Tygerberg Postgraduate Student Council. The event was attended by 20 of the 49 registrars invited, and was well received.

2.11 Mentoring boosts academic performance

SU currently utilises 587 trained mentors to guide 3 757 first-year students (mentees) during their first six to nine months at university. The mentees belong to more than 500 mentoring groups and stay in 42 residences and private wards on both Stellenbosch and Tygerberg campus. Mentors are supported by a team of SU staff, including residence heads, cluster coordinators, Student Communities staff, as well as the tracking team from the Centre for Business Intelligence in the Division of Information Governance. A large team of more than 600 people collaborate in this huge and unique effort, which is known as the BeWell programme. Since the inception of the programme in 2013, more than 3 500 mentors have supported more than 20 000 first-years in this way.

Mentorship has been linked to **academic success and well-being** among university students (Hurd et al., 2016),¹ and this has been our experience at SU as well. In 2018, an impact study was done to compare the first-year performance of mentees who had participated in the previous year's BeWell programme to those who had not (mentees can opt out). The study focused on first-year retention rates and weighted averages after the first semester and at the end of the year. The figure below illustrates the first-year retention rates for BeWell participants and non-participants who formed part of so-called vulnerable groups. Clearly, BeWell participants outperformed their non-participant peers – in some cases, by quite a large margin.

¹ Hurd, N.M. & Tan, J. (2016). Natural mentoring relationships and the adjustment to college among underrepresented students. *American Journal of Community Psychology*, 57(3–4):1–12.

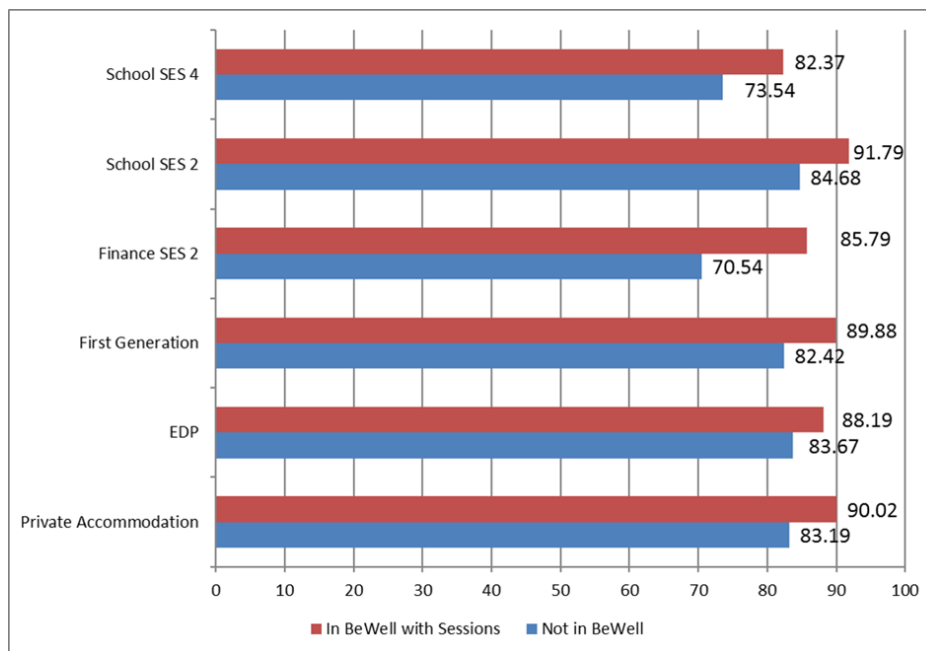


Figure 19: 2017 retention rates of first-year participants and non-participants in SU's BeWell programme

2.12 First-year Achievement Awards

The Vice-Rector: Learning and Teaching, Prof Arnold Schoonwinkel, hosted the annual First-year Achievement Awards at Neethlingshof on 10 April. The event honoured the **32 top-achieving** first-year students of 2018, along with their nominated lecturers whom the students felt had had a significant impact on their learning experience. With Dr Antoinette van der Merwe, Senior Director: Learning and Teaching Enhancement, directing proceedings, the students and lecturers received certificates and exchanged letters of congratulations and appreciation. The guest speaker was Prof Magda Fourie-Malherbe from SU's Centre for Higher and Adult Education. She inspired the audience to consider what the global future might look like, and what role South African university-educated students could play in leading our society into an unknown future.



Figure20: Prof Arnold Schoonwinkel (back, second from right) with staff and students from the faculties of AgriScience and Science.

2.13 Extended Degree Programme

The Extended Degree Programme (EDP) is an access pathway for students who need additional time and academic support to complete their studies. In the reporting period, the institutional and faculty coordinators participated in a project aimed at sharing EDP students' success stories with the institutional community and EDP students in general. On 1 February, SU also welcomed **educational psychologist** Mrs Thea Coetzee, whose primary focus is to support EDP students. Her contract is for two years.

2.14 Co-curriculum

The Co-Curriculum Office has published a [prospectus](#) that provides information on the multiple experiential learning opportunities available to students at SU. This resource is important to help our students select opportunities that match their interests and development needs.

In another milestone, [programmes](#) with co-curricular recognition are now available on the SUNLearn platform. The necessary training was provided to ensure hassle-free implementation.

The Office has also developed a [competency framework](#), which it is now sharing with stakeholders. The framework has been included in the training programme for experiential educators and is also available to lecturers on SUNLearn to assign competencies to coursework within the curriculum. Two instructional videos (available [here](#) and [here](#)) provide an introduction to the framework.

2.15 Refurbishment at Electrical and Electronic Engineering

Quad and machine lab

Refurbishment of the quad and machine lab at the Electrical and Electronic Engineering Department commenced in April. The refurbishment, with an estimated construction value of R16 million, forms part of the Campus Renewal Project and is expected to be completed by March 2020.

It consists of two phases. Phase 1 includes renovations to the existing quad area. The work includes dustproofing the high-level aluminium louvres, a new fresh-air system, a new 2,5-ton overhead crane and security improvements. Once finished, the quad will serve as a decanting space for tutorials while the new machine laboratory is being built.



Figure 21: The existing quad area



Figure 22: The existing machine laboratory

Phase 2 entails major renovations to the existing machine laboratory. The work includes construction of a new second-level mezzanine floor, replacement of water-proofing, and upgrades to essential services and work benches. Two new fire escapes will also be provided.

Refurbishment of toilets

This project, which will cost an estimated R16 million, comprises a full upgrade of the existing men's and women's toilets on levels 1 to 4 of the Electrical and Electronic Engineering building. Construction is expected to start in the latter part of the year and will occur in phases to minimise disruption.

2.16 Jan Mouton Learning Centre

As you might have seen in the media, the main contractor working on the Jan Mouton Learning Centre, Group 5 (Pty) Ltd, has been placed under business rescue, which means that the R256 million project is now running behind schedule. Our principal agent (i.e. the person appointed by SU to manage the project) has issued the notices required in terms of the contract, and will

continue doing so to retain all rights and remedies in case of contract cancellation or termination. SU has fulfilled its obligations in terms of contract payments.

Facilities Management and the principal agent have been communicating with the management of Group 5 as well as the business rescue practitioners to come to a workable agreement to keep the project going. Thanks to an arrangement mutually agreed to by the business rescue practitioners, Group 5 and the project insurer, Lombard Insurance, **construction recommenced on 23 April**.



Figure 23: North-eastern corner of the new building



Figure 24: Ground-floor south elevation

2.17 Health awareness

Awareness initiatives are an important part of illness prevention and improved health and well-being. In the reporting period, Campus Health Services (CHS) used the Residence Head Forum as a platform to raise awareness of the CHS mental health screening tools as well as the “**Exercise is Medicine**” programme. Two contributions by CHS staff were also published in *Die Matie* – one on adult vaccinations, and the other on sexually transmitted infections, including the use of pre-exposure prophylaxis to prevent HIV.

2.18 Student mental health

The reporting period has been a busy time for the **Unit for Psychotherapeutic Support Services** (UPSS) in Student Affairs’ Centre for Student Counselling and Development (CSCD) – especially in terms of individual psychotherapy. There was a drastic increase in students requesting appointments for therapy. The Unit also saw a few students with psychosis, and its crisis service was extremely busy. Consultants had to be appointed as early as February to assist with the heavy workload.

The high number of students presenting with mental health problems, and the intensity of their experience, is concerning. Unfortunately, there was a student suicide in the reporting period. The necessary support was subsequently given to the deceased’s fellow students and SU staff.

The Unit conducted a variety of psychosocial talks. Topics included crisis management, art therapy, adjustment to campus life, psychological challenges specific to postgraduate students, wellness reflection, and information about the CSCD’s services. The training of student volunteers to provide mental health crisis services in the student clusters is also off to a good start.

2.19 Equality Unit

The Equality Unit (EqU) is now better aligned with the institutional transformation committees and the Transformation Office to be able to intervene in the event of unofficial complaints in faculties and divisions. Seven new advisory panel members were also trained to assist with preliminary investigations of official unfair discrimination and sexual harassment complaints.

Since the start of the year, EqU has managed 11 cases unfair discrimination and harassment. Three of these were official complaints, and eight unofficial. These cases range from work-related matters (3) to sexual harassment (3), unfair discrimination (1), harassment (3) and victimisation (1).

A **training manual** for students is currently being edited. It focuses on gender dynamics, rape culture and sexual harassment. The Rape Culture Monitoring Committee had its first meeting for the year to plot the way forward in implementing some of the findings of the #EndRapeCulture report of 2017. A comprehensive sexual harassment climate survey for students is also being planned for August, with an adapted version for staff to follow next year. Finally, a new strategy is being developed to overcome the ongoing hurdles in implementing *Thetha*, an online sexual harassment reporting tool.

2.20 Maties Sport

It remains a vital objective for Maties Sport to ensure that its student athletes succeed academically as well. A total of 50 Maties Sport High-Performance (HP) student athletes **graduated** in 2018, and the module pass rate among all HP student athletes was 85%.

In 2019, the Maties Sport HP student **cohort** includes two PhD, 11 master's and 18 honours students, 13 students studying towards a postgraduate diploma or certificate, 143 non-final-year students and 91 first-years. The gender distribution is 66% male and 34% female (2018: 72% male and 28% female; 2017: 78% male and 22% female). In terms of diversity, 36% of females and 39% of males represent the black African, coloured and Indian population groups (2018: 35% of females and 32% of males). Total representation of these designated groups in Maties Sport's HP teams currently stands at 38%, working towards the objective of 40% by 2020.

The **Maties Cricket** team experienced several highlights recently, including winning the Boland league. A number of players were also called up for provincial duty. Kyle Simmonds, a member of the Cricket South Africa Academy, and Fritz de Beer were regular players for Boland, while Isma-eel Gafiieldien also played at provincial level. David Bedingham played franchise cricket for the Cape Cobras. In addition, Maties cricketers Fritz de Beer, Khanya Dilima and Isma-eel Gafiieldien recently represented the USSA team at the Futures Cup tournament. South Africa won and De Beer was named player of the tournament.

A number of Maties **Water Polo** players were selected to represent South Africa at the FINA Water Polo World League Intercontinental Cup in Perth in March. They were Keegan Clark, Lwazi Madi, Jason Evezard, Georgia Moir, Hannah Calvert, Emma Joubert, Stephanie Berry and non-travelling reserves Christopher Beamish, Joshua Faber and Kari Steyn. The Maties Water Polo women's team also won silver at the National Club Champs.

The **Maties Basketball** women's team won the Western Cape USSA qualifying tournament when they beat UCT 41-37. The men lost by 54-52 to UWC in the final.

THEME 3: PURPOSEFUL PARTNERSHIPS AND INCLUSIVE NETWORKS

This core strategic theme is discussed 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 is congruent with our values, with specific reference to respect, compassion and equity.”

3.1 International partnerships

SU International continues to engage with our international counterparts to explore and create new partnerships with growth opportunities for SU's students and staff.

Visits by representatives from institutions seeking links

February	National Institute of Social Development, China Academy of Social Sciences Ms Makeba Lewis, senior lecturer at Chelsea College of Arts, United Kingdom Profs António Manuel da Cruz Serra and Luís Manuel dos Anjos Ferreira, respectively rector and vice-rector of the University of Lisbon
March	Prof José Francisco Medina Montero, vice-rector for international student exchange of the University of Trieste , Italy
April	Prof Raffaele Marchetti, vice-chancellor of Luiss University, Rome
May	Dr Lorna Jean Edmonds, vice-provost for global affairs and international studies at Ohio University, United States Dr Kalu Ibe Ekpeghere, senior regional manager of international relations at Woosong University, Korea Prof Hans Adolfsen, vice-chancellor, UMEA University, Sweden

Visits by representatives from partner institutions

February	Delegation from University of Namibia
March	Prof David Galbreath, dean of Humanities and Social Sciences at the University of Bath , and a delegation from his faculty Professor Dr-Ing Anke Kaysser-Pyzalla, president of Technische Universität Braunschweig , Germany Dr Sandra R. Callaghan and Kathy Cavins-Tull, respectively director of the Center for International Studies and vice-chancellor of student affairs at Texas Christian University, United States
April	Dr Rebekah Smith McGloin, director of the Doctoral College and Centre for Research Capability and Development, Coventry University, United Kingdom Prof John Latham, vice-chancellor of Coventry University, United Kingdom Dr Shirley Ann Jackson and Prof Prabhat Hajela, respectively president and provost of the Rensselaer Polytechnic Institute, United States Prof Jeremy Bradshaw, pro-vice-chancellor: international and doctoral at the University of Bath , United Kingdom Prof Paul Garside, dean for global engagement (Africa & the Middle East) at the University of Glasgow , United Kingdom

Visits relating to/by governments, international organisations, development agencies

February	HE Dr Johann Brieger, Austrian ambassador Mr Thomas Rachel, parliamentary state secretary to the federal minister of education and research of Germany
March	Dr Kostas Champiaouris, minister of education and culture of Cyprus

Shri Yudhvir Singh Malik and Shri Amit Kumar Gosh, respectively secretary and joint secretary of the **Indian** ministry of road transport and highways

Keren Elton and Liberty Oberlander, respectively programme development manager and deputy head of membership at the Association of **Commonwealth** Universities

April Prof Win van den Doel, chair of social sciences and humanities, **Netherlands**
Organisation for Scientific Research (NOW)

Ms Julie David, academic and cultural liaison officer for South Africa at **Wallonia-Brussels International.be**

Visits relating to inbound student mobility

March Prof Andreas Riener, Technische Hochschule **Ingolstadt**, Germany
Prof. Dr Marc-Michael Bergfeld, **Munich** Business School, Germany
Prof Jan Willem Proper, Breda University of Applied Science (BUas),
Netherlands
Dr Dirk Kenis, PXL-MAD School of Arts, **Hasselt**, Belgium

April Ms Alice Guilhon, dean of SKEMA Business School, **Lille**, France

SA-UK University Staff Doctoral Programme (USDP)

The SA-UK University Staff Doctoral Programme (USDP) grant is a collaboration between the British Council and DHET. Phase 2 of the programme will see university consortia working on proposals to support permanent university staff to obtain their doctorates in a maximum of four years and develop supervisory capacity at universities. In February, the successful applicants were announced and SU is proud to be among them. The consortia are expected to submit their proposals in July, with the official launch and implementation of their respective programmes scheduled for late 2019/early 2020.

New agreements concluded

Name of institution	Country	Type of agreement	Agreement level at SU	Date signed
Federal University of Minas Gerais	Brazil	Memorandum of understanding (MOU)	Institutional	25 Oct 2018
Technische Universität Braunschweig	Germany	Student exchange	Department of Information Science and Division of Computer Science	1 Jan 2019
Humboldt-Universität zu Berlin	Germany	Summer/winter school and short programme	Institutional	8 Feb 2019
Michigan State University	United States	MOU	Institutional	21 Feb 2019
National Biofilms Innovation Centre	United Kingdom	MOU	Institutional	4 Mar 2019
Università degli Studi di Padova	Italy	Joint degree	Institutional	12 Mar 2019
University of Trieste	Italy	MOU and student exchange	Institutional	26 Mar 2019
Accadis Hochschule Bad Homburg	Germany	MOU and student exchange	Institutional	10 Apr 2019

Table 12: New agreements

Agreements renewed

Name of institution	Country	Type of agreement	Agreement level at SU	Date signed
North Carolina State University, Raleigh	United States	MOU	Institutional	5 Feb 2019
Humboldt-Universität zu Berlin	Germany	Student exchange	Institutional	8 Feb 2019
University of Natural Resources and Life Sciences (BOKU), Vienna	Austria	MOU	Institutional	21 Feb 2019
University of Hamburg	Germany	MOU, staff and student exchanges	Institutional	1 Apr 2019

Table 13: Existing agreements renewed

Erasmus+

Under the Erasmus+ programme, we have accommodated 12 visitors as part of the incoming staff mobility component, and 11 staff members in the outgoing mobility component.

In addition, SU forms part of three new higher education capacity-building projects awarded in the 2018 cycle. Initial meetings were held at the beginning of 2019 involving staff from the departments of Viticulture and Oenology, Biomedical Sciences as well as Paediatrics and Child Health.

SIAN

The annual Stellenbosch International Academic Network (SIAN) meeting took place from 9 to 12 April. The event showcases SU as a Study Abroad destination and brings together new and existing partners for a week of networking.

This year's theme was "Framing global education". SU International staff and visiting partners joined in discussions on global education activities and their impact on the broader university environment.



Figure 25: SIAN 2019 group photo

The SIAN meeting was also used to celebrate 21 years of partnership between SU and the American Institute for Foreign Study (AIFS), an international Study Abroad provider. This valued partnership provided the impetus for establishing three student mobility programmes at SU: a semester Study Abroad programme, a winter school during the June/July holidays (summer for the northern hemisphere) and recently also a J-term in January. Since 1998, AIFS has sent 1 332 semester students, 710 winter school students and 14 J-term students to SU – a total of 2 056 students in 21 years. All three programmes contribute significantly to SU International's funding programme for outgoing student mobility.

FAUBAI

SU International participated in the annual Brazilian Association for International Education (FAUBAI) conference (13-17 April) themed "Global community engagement" in Belém, Brazil. Joe Warren,

coordinator of global education programmes in our Global Education Centre, delivered a presentation on SU's community programme for international students. He was accompanied by Angelo Jephtha, coordinator of international student success and well-being. They also used the opportunity to meet with SU partners.

TRECCA I and II

SU, through SU International's Centre for Collaboration in Africa, coordinates two intra-ACP (Africa, Caribbean and Pacific) programmes funded by the European Commission. The programmes, called TRECCA I and TRECCA II, are run in partnership with the universities of Dar es Salaam (Tanzania), Mekelle (Ethiopia), Ghana, Nigeria, Nairobi (Kenya) and Botswana (the latter as part of TRECCA II only).

TRECCA I concluded in 2017 and managed to deliver 65 mobilities between the various partner institutions:

Type of mobility	Applications received	Awards made
Master's	452	37
Doctorates	54	19
Staff	9	9
TOTAL	515	65

Table 14: TRECCA I mobilities

TRECCA II is now being implemented after a final call for applications was made in the latter part of 2018. To date, 19 master's, 27 doctoral and 17 staff mobilities have been achieved, with final reporting anticipated at the end of 2019.

AU/NEPAD SANWATCE

Dr Nico Elema, manager of our Centre for Collaboration in Africa, participated in a workshop on postgraduate curriculum development and validation at the Pan African University Institute of Water and Energy Sciences (PAUWES) in Themcen, Algeria, from 19 to 22 February. This formed part of the SU-hosted secretariat function of the African Union (AU)/New Partnership for Africa's Development (NEPAD) Southern African Network of Water Centres of Excellence (SANWATCE). The cooperation between AU/NEPAD SANWATCE and PAUWES, both of which are mandated by the African Union, is aimed at strengthening research and capacity in the African water sector.

Visit to Nordic region

In collaboration with Development and Alumni Relations, Prof Sarah Howie from our Africa Centre for Scholarship visited the Nordic region from 28 January to 1 February. Meetings were held with, among others, the International Foundation for Science, the Swedish Research Council for Sustainable Development, the Swedish Energy Agency, the Swedish Research Council for Health, Working Life and Welfare, and the Swedish International Development Agency.

India

From 29 April to 3 May, Prof Hester Klopper and I travelled to India at the invitation of the Indian ambassador in South Africa. We visited institutions in Delhi, Bangalore and Mumbai, including the eminent Indian Institutes of Technology and the Tata Institute of Fundamental Research. We now know there are vast opportunities for collaboration, which we intend pursuing.

Going Global 2019

The annual Going Global conference took place in Berlin from 12 to 16 May. Prof Hester Klopper and I represented SU and participated in panels, both as speakers and moderators. In addition, we had the opportunity to meet with several existing partners, but also explore new possibilities.

3.2 Liaising with alumni, donors and friends of the University

During the first quarter of 2019, DAR hosted a number of alumni and pre-alumni engagement events, starting with the **Welcoming** event for newcomer first-year students and their parents, which was aptly dubbed the “Dream Launch”. Following the procession from Coetzenburg to Victoria Street, a cocktail event for 142 alumni parents was hosted at the SU Museum, where our Chief Operating Officer, Prof Stan du Plessis, delivered the welcoming address.

An alumni networking event was hosted in **Melbourne**, Australia, on 14 February, followed by a talk by Prof Pumla Gobodo-Madikizela, incumbent of SU’s chair in Historical Trauma and Transformation. This took place at the University of Melbourne and was an exploratory engagement with alumni in Australia.

Various alumni engagements were also hosted in the **Benelux** region. These included an event in Luxembourg in February, where a number of alumni offered to help set up a new hub, so we look forward to establishing further connections with our growing number of alumni there. Also in February, an event hosted in Roeselare, Belgium, attracted a sizeable group of alumni and friends of SU, including the mayor of Roeselare, Mr Kris Declercq, an alumnus of our Faculty of Law. Another guest at this event, alumnus Piet de Schepper, made an initial monetary contribution to the #Move4Food campaign. Subsequently, Piet and his band hosted a concert in Belgium in March, and all proceeds raised were also donated to #Move4Food. This illustrates how building relationships and connecting with our alumni on an individual basis can ultimately create an opportunity for alumni to give back to SU.

DAR hosted SU’s fourth **Homecoming Week** for alumni from 28 February to 5 March. Homecoming allows alumni to reconnect with old friends, relive their student days and learn more about the exciting developments taking place at their alma mater, all while attending a range of activities. This year’s events included a welcoming cocktail and long-table dinner in partnership with the **Woordfees**, a Homecoming music concert and special alumni VIP area, discussions and seminars in collaboration with the FVZS Institute, as well as other social, recreational and sporting events.

A widely diverse group of alumni attended various **Prim reunions**. Participating residences included Majuba, Metanoia, Huis Visser, Helderberg, Lydia, Serruria, Heemstede, Sonop, Erica, Eendrag, Simonsberg, Wilgenhof, Nemesia and Huis Marais. Residences are a key emotional connection point for our alumni and provide accessible platforms to connect past, present and future generations of Maties. The existing, well-established structures among student communities on campus offer an excellent opportunity to quickly operationalise alumni activities.

On 1 March, **Bonang Mohale**, chief executive of Business Leadership South Africa (BLSA), was the keynote speaker at a Homecoming event themed “Will the South African economy recover? New roles for businesses in the South African public sphere”. This free event was hosted in collaboration with USB at the Century City Convention Centre and attracted a strong alumni crowd.

As part of our outreach to specific affinity groups of alumni, over 25 former **Maties Rugby** first-team players from the 1980s were engaged just prior to the Maties vs Pukke match on 4 March. Scores of alumni visited Die Stal for Homecoming get-togethers both before and after the match.

Over the entire Homecoming period, more than 900 alumni and friends of SU participated in the activities on offer – including, for the first time, alumni in **London** and Haarlem (**Netherlands**), who hosted their own Homecoming dinners as a way of maintaining the connection with their alma mater during this special time of the year.

DAR’s collaboration with the **Val de Vie Estate** is growing ever stronger. After **Prof Jonathan Jansen** presented the first SU Thought Leader Lecture there in 2018, **Prof Thuli Madonsela** delivered the second one in April 2019. The event was attended by guests from Val de Vie as well as SU’s special

invited guests. Approximately 100 prospective donors (individuals, foundations, corporates and alumni) attended.

A peer-to-peer fundraising effort harnessing the platform of the **London-to-Brighton Cycle Ride** in September 2019 was launched in February. Yes, I will be saddling up again to raise funds for #Move4Food! This after 34 passionate alumni, staff, students and friends of SU joined me in the **Cape Town Cycle Tour** in March for the same cause. Overall, the **#Move4Food** campaign has now raised over R1,4 million to address food insecurity across our campuses. The campaign – driven by the Students' Representative Council, the Prim Committee and the student Connect committee – will continue throughout the year.

In terms of alumni and donor-related **communications** in the reporting period, 55 communication e-mailers, including newsletters, were sent to alumni by a range of residences, faculties, departments and societies. Our quarterly alumni online publication, **e-Matieland**, was also distributed to over 100 000 alumni on 26 March.

DAR continued to shine the spotlight on SU alumni in a series of web articles under the banner of **Matie Voices**, which makes for excellent reading. This recognition series consists of feature articles profiling individual alumni who are making their mark in their respective fields, thus showcasing the calibre of SU graduates around the world. The featured alumni have all attained distinction in their professions, made significant contributions to society and, in most instances, succeeded against the odds – providing inspiration and encouragement for current and future students. More than 90 profiles have been completed to date, with another ten articles to be published in the current series.

To further build our SU alumni community, we launched our updated **MatiesConnect** alumni platform in March. By the end of March, 5 050 alumni had signed up to this engagement platform, and we are pleased with their positive response.

With a view to maintaining the strong upward trajectory in our **social media** offering to alumni (Facebook, Twitter and LinkedIn), DAR's social media content strategy for 2019 has been refined to:

- foster lifelong relationships with our alumni in a digital/online environment;
- create stronger and professional social networks for alumni online;
- encourage a culture of giving back and service; and
- engender a strong sense of Matie pride by reflecting the broad and diverse scope of our alumni through social media engagement.

In addition, DAR recently concluded the next series of the *Always a Matie/Altyd 'n Matie* short films available on the [SU YouTube channel](#) ([Art Allies](#), [SU Choir](#), [Visionary Leadership](#) and [Access to Education](#)) as well as on social media, Campus TV, cinema advertising and Slow Lounge TV. The series of short films feature a diverse range of SU alumni from various sectors of society, each defining what being a Matie means to them. And our alumni never disappoint – they are always instinctively welcoming, warm, curious, open and passionate about making a difference in the world, wherever they find themselves.

3.3 Building capacity in the sector

The SU Language Centre remains involved in the project **“Enhancing staff capacity towards knowledge exchange: in engineering education and in practice”** as part of DHET's University Capacity Development Programme. The initiative is a collaboration between Walter Sisulu University (WSU), SU and Coventry University (CU) in the United Kingdom.

SU is specifically involved in training Engineering graduates in professional communication. Language Centre colleagues visited WSU towards the end of 2018 to facilitate a workshop aimed at achieving this objective. Another collaborative workshop was held at WSU in February this year.



Figure 26: Participants in the knowledge exchange project hard at work.

3.4 African Digital University Network (ADUN)

The next phase of the **African Digital University Network (ADUN)** is under way after a successful inaugural meeting in the form of a colloquium at STIAS in 2018. Potential collaborators from other African universities are currently being identified to join the network so as to make it more inclusive.

Links have already been established with the Digital University Network in the United Kingdom. Sharing best practice in terms of how their network was conceptualised and implemented will be particularly useful.

3.5 Links with the broader student affairs community

Student Affairs published another two issues (numbers 1 and 2 of volume 6, 2018) of the accredited ***Journal of Student Affairs in Africa*** (jsaa.ac.za). This was the sixth year that the journal produces two issues on the professionalisation and scholarship of student affairs in Africa. The publication is hosted on SUNJournals, SU's open-access platform for scholarly journals, and Senior Director: Student Affairs Dr Birgit Schreiber serves on the editorial executive.

In addition, Student Affairs is affiliated to the International Association of Student Affairs and Services (IASAS), which generates a number of benefits for SU. For instance, the University will be hosting the Student Leader Global Summit, a meeting of over 50 students from across the world, at the end of June. Our Senior Director: Student Affairs is vice-president of IASAS and serves on the boards of the South African Association for Senior Student Affairs Professionals as well as the Southern African Federation for Student Affairs and Services. These networks seek to professionalise the student affairs field and advance its impact and reach.

3.6 Women's voices in land reform and restitution

A summit aimed at elevating the role of women in land reform to heal the divisions of the past took place at STIAS on 11 April. It was presented by Prof Thuli Madonsela, incumbent of the chair in Social Justice in our Faculty of Law, in partnership with the Division of Social Impact.

Panel discussions were chaired by Dr Tsakani Ngomane, SU Council member and deputy director-general of climate change, air quality and sustainable development in the national Department of Environmental Affairs. SU's Profs Nicola Smit, Juanita Pienaar, Cherryl Walker and Zsa-Zsa Boggendoel were among the speakers on the programme.

This was the second thematic dialogue of Prof Madonsela's **Social Justice M-Plan**. The programme aims to end poverty and equalise life opportunities by 2030 in line with South Africa's National Development Plan and the United Nations' sustainable development goals. The plan title is a play on the Marshall Plan, which led to the speedy recovery of European economies after World War II. In this instance, however, the "M" stands for "Mosa" in honour of Palesa Mosa, who was arrested as a 13-year-old pupil on 16 June 1976, detained without trial, and tortured. This robbed her of an education and the ability to achieve her potential.

3.7 Facilities Management

Facilities Management regularly engages in various forums to ensure the broadest possible stakeholder consultation. Activities include the following:

- Facilities Management staff regularly meet with Stellenbosch Municipality's Directorate of Technical Services to coordinate activities – such as introducing changes to our bulk infrastructure based on various master plans (electrical, water, and heating, ventilation and air conditioning) – and consider their impact on municipal networks.
- Our Director: Property Services, Mr Nadeem Gafiieldien, represents SU on the Higher Education Facilities Management Association (HEFMA) executive, also serving as HEFMA's director of information services. A number of our projects were presented at the 2018 HEFMA conference in Namibia.
- We have received a number of visits from other universities (Pretoria, Free State, North-West and KwaZulu-Natal) keen to learn about our infrastructural and systems improvements and sustainability initiatives.
- Property Services presented SU's drought response plan and mitigation measures to the Institute of Municipal Engineers (Western Cape) in March.
- Facilities Management forms part of a strong network of multiskilled experts from academia and the consultancy industry to optimise the results of our various environmental sustainability initiatives.
- Property Services belongs to a project team representing various universities to craft a set of sustainability indicators for higher education institutions in South Africa.

3.8 Campus Health Service outreach initiative

CHS provided free medical outreach services at the **Klapmuts sevens rugby tournament** on 12 May. Doctors and postgraduate students from the Institute for Sport and Exercise Medicine (ISEM), registered nurses, first-aiders and physiotherapy students formed part of the medical support team. This initiative has boosted relations with the local community, and also offered valuable learning opportunities to students in the field of sport and exercise medicine.

THEME 4: NETWORKED AND COLLABORATIVE TEACHING AND LEARNING

According to [*Vision 2040 and Strategic Framework 2019–2024*](#), this core strategic theme is about 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 creates an environment that encourages intellectual inquisitiveness, being an essential skill for sustained critical and creative thinking.”

4.1 Collaborative degree programmes

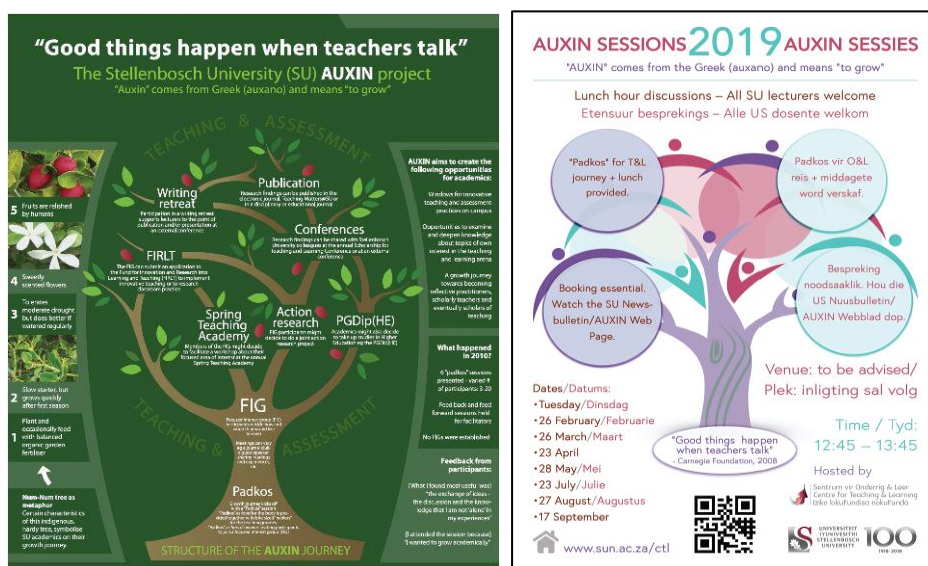
SU awarded **six joint PhDs** in December 2018 (Ghent University, Vrije Universiteit, Hasselt University, Karolinska Institute, Federal University of Ouro Preto and University of Hamburg) and two joint PhDs in April 2019 (Ghent University and Jean Monnet University Saint-Etienne). During the same period, 12 dual master's degrees were awarded with the universities of Leipzig, Göttingen and Reutlingen. New PhD collaborative programmes have also been developed with the Université de Bretagne Occidentale (France) and Università degli Studi di Padova (Italy).

4.2 SPL wins award for most innovative training programme

The “Human Resource Development for Good Municipal Governance” course of SU’s School of Public Leadership (SPL) won the award for most innovative training programme at the National Skills Development Summit in Pretoria on 12 March. SPL, which forms part of our Faculty of Economic and Management Sciences (EMS), was nominated by the Local Government Sector Education and Training Authority (LGSETA). **Dr Harlan Cloete**, an extraordinary lecturer at SPL, was there to receive the award. Dr Cloete’s PhD research had been used to develop a national training programme for municipalities. The training forms part of a National Qualifications Framework level-6 diploma course in public accountability offered by SPL.

4.3 Sharing good practice

The objective of the **Auxin** project, which the Centre for Teaching and Learning (CTL) launched a couple of years ago, is to create development opportunities for SU academics. The name is derived from the Greek *auxano*, which means “to grow”. Auxin lunchtime sessions encourage SU academics to grow as professional teachers by engaging in courageous conversations on teaching and learning.



Figures 27 and 28: Auxin promotional material

The Auxin 2019 sessions to date have been highly informative. On 26 February, Ms Carmelita Jacobs, Dr Lynne Damons and Dr Lorna Dreyer presented the session “Using Pecha Kucha (PK) as a psycho-educational facilitation tool for school counsellors in training”. [Click here](#) for a podcast of the session. And on 26 March, Dr Marina Joubert and Mr Martin Viljoen joined forces to present the talk “Building your research profile: The rewards and risks of engaging with public audiences about your

research and availing yourself to engage on other topical aspects". The presentation encouraged SU researchers to establish greater visibility and presence as scholars. [Click here](#) to have a look.

In a separate initiative, Ms Mariëtte Volschenk from the Faculty of Medicine and Health Sciences presented a **seminar on learning and teaching enhancement** on 13 March. Her presentation shed more light on how various facets of e-portfolios affect postgraduate learning in particular contexts.

Finally, a work group coordinated by Dr Gert Young from the CTL has embarked on a process to compile rules of procedure for **tutor practices at SU**. The initial data collection phase has been concluded. A training programme will be developed for tutors to ensure that they optimally contribute to SU students' academic success.

4.4 Learning and teaching enhancement

The first cohort of SU leaders recently completed SU's own **Scholarship of Educational Leadership (SoEL) short course**. The group, who consisted of both academic and PASS staff, received their certificates from Prof Arnold Schoonwinkel, Vice-Rector: Learning and Teaching, on 12 April. They were Profs Debby Blaine (Engineering), Julia Blitz (Medicine and Health Science), Ronelle Carolissen (Education), Karin Jacobs (Science), Aletta Odendaal (Economic and Management Sciences), Drs Fankie Monama (Military Science), Mary Nel (Law), Shantelle Weber (Theology), JP Bosman (Centre for Teaching and Learning) and Ms Ruth Andrews (Manager: Co-Curriculum). The short course focuses on leadership in, and scholarship of, teaching and learning. A second cohort of 11 participants registered for 2019, and contact sessions are under way.



Figure 29: SoEL patrons Dr Antoinette van der Merwe and Prof Arnold Schoonwinkel (respectively second and third from left) with the proud certificate recipients at the awards ceremony in April.

Having achieved many milestones in developing teaching and research capacity in 2018, SU's **University Capacity Development Plan (UCDP)** has now entered its second year. The plan consists of a number of distinct projects focused on (i) the development of multilingual tools for teaching and learning, (ii) the enhancement of practices relating to the scholarship of teaching and learning, (iii) student tracking, (iv) the empowerment of academic heads of department, (v) the development of postgraduate skills, (vi) the advancement of early-career academics and tutors, and (vii) programme renewal.

PREDAC (Professional Educational Development of Academics) aims to enhance the professionalisation of academics as teachers in higher education through mixed-mode delivery platforms and collaborative learning spaces. The 2019 PREDAC intake comprises 65 participants from all ten SU faculties. The first of seven programme phases started in April, when the module website went live. As part of this phase, participants completed the Teaching Perspectives Inventory (TPI) online and reflected on their TPI profiles. Phase 2, scheduled to commence in May, will require PREDAC participants to explore teaching, learning and assessment in the modules they teach.

4.5 Blended learning

A first biannual **professional learning day for blended learning coordinators** (BLCs) took place on 12 March. The event aims to equip BLCs to be more responsive to faculty needs, and to achieve better alignment between the work of the Centre for Learning Technologies, BLCs and SU's institutional goals.

Moreover, the first of two offerings of the **short course on blended teaching and learning** for 2019 started with a full-day workshop on 10 April. The workshop, which was itself delivered in a blended format, attracted 21 participants from six faculties as well as the Language Centre.

4.6 JustLead!

A second cohort of students have started with [JustLead!](#), an online short course in the Division of Student Affairs. A total of 88 students have enrolled for the programme, representing 25 different higher education and community organisations from across South Africa. This diversity brings wide-ranging perspectives to the table, which enriches engagements. Induction sessions were held in Cape Town, Johannesburg and online.

The residential component, which took the form of a three-day leadership camp, took place in March. It brought together participants from across the country to deliberate on leadership, media and community participation – three of the course topics.

4.7 Makerspace in the Library

Preparations are under way for the launch of the **Library's makerspace** later this year, which include appointing staff and equipping a bespoke area in the SU Library. The space will feature equipment such as a 3D scanner, 3D printers, microcontrollers, oscilloscopes and applicable software. The purpose of the makerspace is to provide a collaborative, technologically focused environment for SU students and staff to invent, create and learn while sharing knowledge. The facility is expected to support technical activities such as prototype design and construction, circuit design and assembly, and rapid 3D modelling.

4.8 Equality Unit's online course for staff

The Equality Unit (EqU), the Disability Unit and the Division of Human Resources (HR) are finalising a six-module online course for staff about HIV, sexualities, universal access, gender violence, sexual harassment, unfair discrimination and employment equity. The course is aimed at all post levels. EqU has submitted the draft curriculum framework to HR's employment equity and diversity capacity-building programme for further development.

4.9 Maties Sport

In March, Maties Sport Chief Director Ilhaam Groenewald attended the **sport summit** of Arizona State University's Global Sport Institute (GSI), which is hosted annually around the theme "Race and sport around the globe". She participated in a panel discussion, where she contributed her thoughts on the role of transformation in achieving holistic well-being and success among student athletes.

The Rectorate has formally approved the integration of the Centre for Human Performance Sciences with the **Centre for Sport Leadership** (CSL) under the auspices of Maties Sport. The CSL's focus will be to help expand the academic footprint of sport at SU. The Centre is currently hosting Fullbright fellow Prof Carrie LeCrom from Virginia Commonwealth University, United States. With a keen interest in utilising sport to bring about social change, she is establishing a youth-teaching-youth programme at a local high school. The aim is to teach girls coaching skills and use this as a tool to transfer other life skills as well.

THEME 5: RESEARCH FOR IMPACT

According to *Vision 2040 and Strategic Framework 2019–2024*, “**Research 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 Research outputs

According to the latest DHET report received earlier this year, SU produced a **record number** of subsidy units in the form of journal articles during the 2017 publication round (outputs of 2017 were submitted for subsidies to the DHET in 2018). Of the 1 511 articles (2016: 1 381; 2015: 1 256), 85% were published in journals appearing in one or more of the DHET-accredited international indices. SU also produced the third highest number of books and conference proceedings. In terms of research productivity, SU had the second highest weighted research output per capita at 3,23, with UP at 3,38.

5.2 Macrocomm Chair in Smart Utility Solutions

The Macrocomm Chair in Smart Utility Solutions was formally established on 1 March for an initial period of five years. It is an endowed research chair hosted by the Department of Electrical and Electronic Engineering and is held by **Prof Maarten Kamper**. The chair will focus on research in the fields of smart metering, big-data analytics, internet-of-things technologies, low-power wide-area networks, smart capacity building, hosted enterprise software solutions and utility performance forecasting. Moreover, it will form partnerships with other research and funding institutions in the general field of utility solutions, engage in specialised consulting activities for industry and pursue other funding streams. An annual Africa-focused utility solution symposium is also on the cards.

5.3 Biomedical Research Institute

The R1 billion Biomedical Research Institute (BMRI) project on Tygerberg campus is **on schedule**. Bulk excavations, piling and construction of pile caps for the new building have been completed and the construction of the basement columns and lift shaft is going according to plan.

The Green Star specialist consultant completed phase 1 of the green-building accreditation, which entailed identifying likely and potential credits, and confirming that the building would be able to achieve a minimum four-star rating by design. Phase 2, which involves the drafting of the submission to the Green Building Council South Africa (GBCSA), has commenced.

An aerial view of on-site progress as at 29 March can be seen below left. The excavations and modifications to existing services in the quad area to allow for the construction of the new biorepository area have started (below right), and the automated biobanking freezer (a Hamilton BiOS) is scheduled to arrive in August.



Figure 30: An aerial view of progress



Figure 31: Biorepository excavations

Demolition works to the west of the existing Fisan building are progressing well. Internal demolitions of the museum and old Molecular Biology clinical research areas have been completed. The museum mezzanine levels were demolished prior to construction of the new infill floors so as to align with the existing floor levels of the Fisan building up to roof level.

5.4 Research capacity development

In March, Deputy Vice-Chancellor: Strategy and Internationalisation Prof Hester Klopper and I participated in the joint Association of Commonwealth Universities (ACU) and Universities South Africa (USAf) symposium at the University of Johannesburg (UJ). Delegates explored capacity building for **early-career researchers**, who are crucial to the long-term vitality of teaching and research, as well as to the future of South African universities. They are the next generation of teachers, leading-edge innovators and research leaders, and a valuable resource to be nurtured and developed. The insight we gained at the event will be used to strengthen SU activities in this regard.

5.5 Library Research Week

The seventh annual Library Research Week took place from 13 to 17 May with the theme “**Be a smart researcher**”. Every year, this event targets emerging researchers, postgraduate students and early-career academics, lining up experts to share practical knowledge on topics such as research integrity, keeping momentum when writing, and the literature search strategy.

For this year’s opening event, Prof Johan Fourie from the Laboratory for the Economics of Africa’s Past (LEAP), who is also a Council member, was secured to speak on “From documents to data: how new digital tools can transform history research”, with Mr Glenn Truran, director of the South African National Library Consortium (SANLiC), delivering an address on open access. The week’s events concluded with a talk on self-care during the research process by the Centre for Student Counselling. Since last year, a concurrent Library Research Week is presented at the newly refurbished Medicine and Health Sciences Library on our Tygerberg campus.

5.6 Research data management

Four library staff members, including the Senior Director: Library and Information Service, Ms Ellen Tise, were scheduled to visit the United States from 18 to 26 May to learn more about the **research data management** (RDM) practices of libraries with substantial RDM offerings. SU has identified RDM and research data storage as high-risk areas. The insight gained from the visit will prepare the Library for its own RDM service roll-out later this year. Institutions to be visited included the University of California Berkeley and the California Digital Library, the University of Illinois at Urbana Champaign, the Carnegie Mellon University and Purdue University.

THEME 6: EMPLOYER OF CHOICE

In *Vision 2040 and Strategic Framework 2019–2024* our people are listed as our first “enabler”, an element “that make everything possible”. In terms of staff, this is attached to a core strategic theme, which is unpacked as follows: “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 an inclusive campus culture.”

6.1 External review of Human Resources

Two recent strategic sessions explored the role of the Division of Human Resources (HR) as an indispensable vehicle to implement SU’s new vision and strategic framework. As a result, the need for an external review of HR was identified. The terms of reference for the review have now been finalised and the process will commence soon. All HR processes, procedures, policies, practices, staff, staff competencies, workloads and staff placements will be reviewed.

6.2 Staff diversification

In pursuing the University’s strategic theme of being an employer of choice, HR’s Employment Equity (EE) Office continued to engage all SU environments regarding their employment equity plans, including the setting of targets. Approximately 98% of environments submitted their EE plans, and, in most instances, targets were set at specific job levels. However, vacancies, promotions and anticipated retirements at each job level still need to be synchronised with environment plans. Consultations in this regard are ongoing.

To eliminate the diversification barriers identified in the institutional EE plan, a new **Code for Management Practices for Employment Equity** was drafted. All University environments were subsequently consulted and meaningful contributions and comments have been received. These will now be considered before the code is submitted to the Rectorate for approval.

6.3 Employment equity and transformation

At the start of the year, HR’s EE Office was strengthened by the appointment of a diversity capacity development manager and the relaunch of the Siyakhula Diversity Capacity Development Programme. Siyakhula, which means “we are growing”, is intended to equip staff to support EE strategies, inclusion and well-being. The capacity development programme centres on three themes, namely sociocultural awareness, intergroup engagement, and social innovation and design thinking. Workshops are held to address key **employment equity, diversity and transformation challenges** at the University. The content and facilitation methods are developed and updated in partnership with the Equality Unit, the Transformation Office and the Disability Unit.

6.4 nGAP at SU

Phase 5 of the national New Generation of Academics Programme (nGAP) was announced in December 2018. SU was awarded one position in each of the departments of Botany and Zoology, Genetics, Industrial Psychology, Medical Microbiology and Mercantile Law, and recruitment processes have been initiated. With these five additions, we now hold **22 nGAP positions** in total.

6.5 Senior Appointments

At our Faculty of Medicine and Health Sciences (FMHS), **Prof Portia Jordan** has been appointed as head of the Department of Nursing and Midwifery, **Dr Heike Geduld** as head of the Division of Emergency Medicine, and **Dr Riëtte du Toit** as head of the Division of Rheumatology.

SU is busy filling the position of **Dean: Education**, and the successful candidate is expected to

commence duties on 1 July. Meanwhile, Prof Johan Malan is acting in this capacity.

Dr Birgit Schreiber, **Senior Director: Student Affairs**, will be leaving SU's employ on 31 July to take up a position elsewhere, so candidate recruitment for her successor is also under way.

6.6 Enhancing staff well-being

After a successful well-being colloquium on 28 February, a report was prepared for the Rectorate with findings and recommendations from internal and external experts. A task team has also been established to review SU's Health and Wellness Strategy. Current offerings in this field are being documented and communicated to all environments to raise awareness of the range of services available to them.

In addition, Tygerberg Hospital has created a referral pathway for staff and students who are not on medical aid and in need of specialised cardiology assessment. Prof Anton Doubell, head of cardiology at our Faculty of Medicine and Health Sciences, provided support.

6.7 Pedometer challenge

SU is participating in the BestMed Pedometer Challenge, an eight-week competition in which staff from four higher education institutions are attempting to walk a combined 200 000 km. The University of the Free State has challenged SU, North-West University and the Central University of Technology to see who can record the highest number of steps between 10 April and 4 June. The aim is to encourage physical activity and promote team-building. **SU enrolled 45 teams** of four staff members each from our Stellenbosch, Tygerberg and Bellville Park campuses, and halfway through the competition, they had already logged a combined total of 20 367 km. Well done to all our walkers!

CONCLUSION

In conclusion, colleagues, let us commit once more to our Vision 2040, namely to strive to make SU "Africa's leading research-intensive university, globally recognised as excellent, inclusive and innovative, where we advance knowledge in service of society". And let us not forget the values we have adopted as part of that vision: excellence, compassion, accountability, respect and equity. May these continue to guide us in our actions as we go forward together.



Prof WJS de Villiers,
Rector and Vice-Chancellor

ADDENDUM: OP-EDS AND COLUMNS

Opinion editorials (8 Feb to 9 May 2019)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Prof Nuraan Davids	Education Policy Studies	Teaching without fear or violence	Cape Argus (12 Feb)
Prof Michael le Cordeur	Curriculum Studies	Meneer die president, ons leerlinge is honger	Netwerk24 (12 Feb)
Lynn McGregor	Centre for Corporate Governance	In turning around an SOE, transparency is vital to regaining trust	Business Live (12 Feb)
Drs Marina Joubert & Francois van Schalkwyk	Centre for Research on Evaluation, Science and Technology	Why anti-vaccine beliefs and ideas spread so fast on the internet	The Conversation (13 Feb)
Cher Petersen	BAHons (Journalism) student	'Ek is transgender én welkom op kampus'	Netwerk24 (13 Feb)
Prof Thuli Madonsela	Social Justice	The perils of exclusion from opportunity	Business Live (14 Feb)
Prof Jonathan Jansen	Educational Psychology	Unisa may be too big to fail, but being smaller may save it	Business Live (14 Feb)
Janke van Schalkwyk	BAHons (Afrikaans and Dutch) student	Wanneer #allesvirdiehuis verander na #allesvirdieflat	Netwerk24 (14 Feb)
Dr Nic Spaull	Economics	EDUCATION: Tablets won't cure pupils' problems	Business Live (15 Feb)
Janique Oliver	BA (Language and Culture) student	Studente, moenie dat besluite jou oorweldig nie!	Netwerk24 (18 Feb)
Leandri Louw	BMus student	Ja, dis beurtkrag, maar moenie van Dag Zero vergeet nie!	Netwerk24 (18 Feb)
Prof Anton van Niekerk	Philosophy	Regstaat of oerwoud	Die Burger (19 Feb)
Athol Williams	Centre for Applied Ethics	Criminal justice after corporate corruption is just the beginning	Business Live (19 Feb)
Nicholas Carrol	LLB student	As jy enigiets in die Grondwet kon verander, wat sou dit wees?	Netwerk24 (19 Feb)
Deidre Samson	Institute for Futures Research	The future of work – golden opportunity or potential disaster?	News24 (19 Feb)
Prof Nico Koopman	Vice-Rector: Social Impact, Transformation and Personnel	The world needs inclusive justice for all	News24 (20 Feb)
Dr Chris Jones	Unit for Moral Leadership	Values must be lived daily	Cape Argus (20 Feb)
Wiann Bester	BSc (Human Life Sciences) student	'Ras' versluier dít waaroor ons regtig moet praat	Netwerk24 (20 Feb)
Dr Ilana van Wyk	Sociology and Social Anthropology	Why 'money' gospel followers aren't simply credulous dupes	The Conversation (21 Feb); Times Live (23 Feb); EWN (24 Feb); CNBC Africa (25 Feb); The Star (26 Feb); The Witness (26 Feb); Daily News (26 Feb)
Prof Vikash Sewram	African Cancer Institute	Cancer drug pricing gets in the way of treatment in developing countries	The Conversation (21 Feb)
Simthembele Xeketwana	Curriculum Studies	SA's sociolinguistic element ensures the majority remain restricted	City Press (21 Feb)
Phumla Kese	Curriculum Studies	Mother languages key to development	The Star (22 Feb)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Dr Kim Wale	Historical Trauma and Transformation	Betrayal adds to apartheid trauma	Mail & Guardian (22 Feb)
Mphumzi Mdekazi	PhD student	SADC, learn from Algeria how to bring peace and stability	Mail & Guardian (22 Feb)
Dané Dooge	LLB student	Monogamie nie die enigste opsie, lyk dit	Netwerk24 (24 Feb)
Prof Suzette Viviers & Steve McCallum	Business Management	Despite barriers, South Africa is a good place for impact investments	The Conversation (27 Feb)
Prof Johann Kirsten	Bureau for Economic Research	Is South African agriculture really dominated by big commercial farms? Evidence suggests not	News24 (27 Feb)
Wandile Sihlobo	Agricultural Business Chamber (Agbiz)		
Dané Dooge	LLB student	'Daar is nie iets soos 'n goeie man nie'	Netwerk24 (27 Feb)
Prof Sampson Mamphweli	Centre for Renewable and Sustainable Energy Studies	South Africa's renewable energy landscape	ESI Africa (1 Mar)
Franco Gericke	Master's student (Psychology)	Mans: Wees dapper en praat daaroor	Netwerk24 (1 Mar)
Ashwin Thyssen	Master's student (Theology)	'Geloofleiers het ook 'n gebrek aan etiese, morele leierskap'	Netwerk24 (1 Mar)
Prof Mark Swilling	Centre for Complex Systems in Transition/Sustainability Institute	Can economic policy escape state capture?	New Agenda (1 Mar)
Prof Thuli Madonsela	Social Justice	Is our focus right?	City Press (3 Mar)
Profs Nuraan Davids & Yusef Waghid	Education Policy Studies	Why banning controversial voices from universities is bad practice	The Conversation (3 Mar)
Prof Anton van Niekerk	Philosophy	Wetenskap gedekoloniseer?	Die Burger (5 Mar)
Prof Lesley Green & Nikiwe Solomon	University of Cape Town	Environmental management needs to be democratised	Daily Maverick (6 Mar)
Dr Jo Barnes	Health Systems and Public Health		
Prof Leslie Petrik	University of the Western Cape		
Dr Eduard Roos	Molecular Biology and Human Genetics	Why warthogs are useful in figuring out how bovine TB spreads	The Conversation (6 Mar)
Cher Petersen	BAHons (Journalism) student	As liefde 'n lokval word ...	Netwerk24 (6 Mar)
Dr Njeri Mwagiru	Institute for Futures Research	Want to expand your business in Africa? Toss the 'cut and paste' strategy	Fin24 (7 Mar)
Prof Amanda Gouws	Political Science	#MeToo isn't big in Africa. But women have launched their own versions	The Conversation (7 Mar); The Citizen (8 Mar)
Mercy Kannemeyer	Master's student (Drama and Theatre Studies)	Verkiesing: Watter party trek die meeste aandag	Netwerk24 (7 Mar)
Mphumzi Mdekazi	PhD student	Steering world towards rethinking idea of 'unpeople'	The Mercury (8 Mar)
Prof Nox Makunga	Botany and Zoology	Gender under microscope	Cape Argus (8 Mar)
Dr Nthabiseng Moleko	SU Business School	Politicians, know this: Empower women and the entire nation will grow	City Press (8 Mar)
Dr Dion Forster	Systematic Theology and Ecclesiology	Why South Africans are prone to falling for charlatans in the church	The Conversation (10 Mar); Sowetan Live (11 Mar); Herald Live (11 Mar); Times Live (11 Mar); Cape Argus

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
			(12 Mar)
Tamunodein Princewell	BA (International Studies) student	Stellenbosch: Die vrees vir die “swart gevaar”	Netwerk24 (10 Mar)
Marietjie Booyens	LLB student	Die tyd stap aan en dit is oukei	Netwerk24 (12 Mar)
Wouter Bam	Industrial Engineering	Beneficiation is touted as a silver bullet. Why it might not be	The Conversation (12 Mar)
Karolien de Bruyne	KU Leuven		
Corné Jooste	BSc (Physiotherapy) student	Ek gaan nie stem nie, ek bid eerder	Netwerk24 (13 Mar)
Britney Fouché	BCom (Management Accounting) student	‘Die DA kry in Mei my stem’	Netwerk24 (13 Mar)
Wiann Bester	BSc (Human Life Sciences) student	Verkiezing: Die bloed, sweet en tranen van ’n demokrasie	Netwerk24 (13 Mar)
Aletta Simpson	BA (Humanities) student	Om nie te stem nie, is ook ’n stem	Netwerk24 (14 Mar)
Prof Anton van Niekerk	Philosophy	Die kerk is nie die volk nie	Die Burger (19 Mar)
Jan-Hendrik Pretorius	BA (Politics, Philosophy and Economics) student	Die EFF is fantasties	Netwerk24 (19 Mar)
Tivan Leak	BComHons student	Kleiner partye se stem tel ook	Netwerk24 (19 Mar)
Pierré Müller	LLB student	Patriotisme sal my nie gevange hou nie	Netwerk24 (20 Mar)
Prof Nico Koopman	Vice-Rector: Social Impact, Transformation and Personnel	How to build a human rights culture and fight populism	News24 (21 Mar)
Prof Juliana Claassens	Old and New Testament	When Human Rights are trampled, the public holiday is another Thursday to wear black	Daily Maverick (21 Mar)
Prof Sandy Liebenberg	Public Law	#HumanRightsDay: Many South Africans are still not enjoying basic rights	IOL (21 Mar)
Eduan Beukman	BAcc LLB student	Om nie te stem is ook ’n demokratiese reg	Netwerk24 (21 Mar)
Prof Thuli Madonsela	Social Justice	Leave no woman behind in political economy	Business Live (21 Mar)
Dr Nthabiseng Moleko	SU Business School	War on women and children will turn the tide if the state is invested	City Press (21 Mar)
Dr Wendy Stone	SU Water Institute	Why water quality matters	Cape Argus (22 Mar)
Prof Lizette Rabe	Journalism	Stop the silent stalker of suicide	News24 (24 Mar)
Prof Michael le Cordeur	Curriculum Studies	The state of education from a teacher’s perspective	Daily Maverick (25 Mar)
Jan-Harm van Helsdingen	BCom Law student	‘Die ANC moet die verkiesing wen’	Netwerk24 (25 Mar)
Emily O’Ryan	BAHons (Political Science) student	‘Ek glo in mense, nie politieke partye nie’	Netwerk24 (25 Mar)
Mari Fölscher	BA (International Studies) student	‘Rasionele mense stem nie’	Netwerk24 (25 Mar)
Herschelle Benjamin	Master’s student (Drama and Theatre Studies)	Christchurch: Wat van SA se eie Islamofobie?	Netwerk24 (26 Mar)
Arleen Stone	BAHons (Journalism) student	Millenniërs: ‘Ons is ’n generasie wat vryheid bo alles stel’	Netwerk24 (27 Mar)
Dr Luther van der Mescht	Botany and Zoology	Cat fleas in Africa are a mystery we’re trying to solve	The Conversation (27 Mar)
Dr Francois Cleophas	Sport Science	How sports science in Africa can be taught and thought about differently	The Conversation (28 Mar)
Shaznay Henney	BA (Social Dynamics) student	Kan etiese gedrag aangeleer word?	Netwerk24 (28 Mar)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Dr Selina Palm	Unit for Religion and Development Research	How South African churches can make LGBTIQ people feel safer	The Conversation (31 Mar)
Luke Waltham	BA (Law) student	All universities should have mental health policies	News24 (1 Apr)
Prof Anton van Niekerk	Philosophy	Is dit dalk ons probleem?	Die Burger (2 Apr)
Mercy Kannemeyer	Master's student (Drama and Theatre Studies)	Wat van 'n leuenverklikkertoets vir politici?	Netwerk24 (3 Apr)
Roxanne Mooneys	BA (Humanities) student	Vanwaar die obsessie met ouderdom?	Netwerk24 (3 Apr)
Janke van Schalkwyk	BAHons (Afrikaans and Dutch) student	Kla-kla-kla met die witbrood onder die arm	Netwerk24 (3 Apr)
Marisa de Kock	BCom (Management Sciences) student	'Dis hoe dit voel om geboelie te word'	Netwerk24 (5 Apr)
Dr Marina Joubert	Centre for Research on Evaluation, Science and Technology	New policy commits South Africa's scientists to public engagement. Are they ready?	The Conversation (7 Apr)
Dr Michelle White	General Linguistics	A new language doesn't hamper kids learning. Other things do	The Conversation (7 Apr); Cape Argus (8 Apr); Daily News (8 Apr); The Star (8 Apr); The Citizen (9 Apr)
Prof Thuli Madonsela	Social Justice	The country that we want	City Press (7 Apr)
Prof Thomas Mandrup	Royal Danish Defence College/Security Institute for Governance and Leadership in Africa (SIGLA)	Why the DRC's army and police aren't yet ready to protect citizens	The Conversation (8 Apr)
Reynard Marx	BEng (Mechanical Engineering) student	Daar is sóveel geleenthede op universiteit	Netwerk24 (8 Apr)
Karin Rautenbach	BA (Law) student	Die 4 soorte vriendskappe	Netwerk24 (8 Apr)
Prof Bob Mash	Family Medicine and Primary Care	Why fixing primary health care is crucial to making South Africa healthier	The Conversation (9 Apr)
Prof Brian Ganson	Africa Centre for Dispute Settlement	Business has a role in shaping human rights	Daily News (9 Apr)
Nicholas Carroll	LLB student	Wanneer 'n kind in 'n grootmens verander	Netwerk24 (9 Apr)
Karin Rautenbach	BA (Law) student	Hoekom het ons eers water begin spaar toe die droogte kom?	Netwerk24 (10 Apr)
Dr Azille Coetzee	Political Science	Zille perpetuates racist beliefs that justified colonialism	Cape Times (11 Apr)
Dr Nitya Mohanty	Centre for Invasion Biology (C-I-B)	Killer tadpoles threaten Andaman archipelago's native frog species	The Conversation (11 Apr)
Franco Gericke	Master's student (Psychology)	Jou probleem en my probleem en daar lê die ding	Netwerk24 (11 Apr)
Caitlin Kotze	BA (International Studies) student	Wees bewus van jou eie bevoorregting	Netwerk24 (15 Apr)
Prof Anton van Niekerk	Philosophy	Hier maak die MRK droog	Die Burger (16 Apr)
Janke van Schalkwyk	BAHons (Afrikaans and Dutch) student	'Ons vloek, deal daarmee'	Netwerk24 (18 Apr)
Prof Anita Bosch	SU Business School	Saluting the unsung workers who make our lives possible	Pretoria News (18 Apr)
Prof Thuli Madonsela	Social Justice	Fair payment for whistle-blowers	Financial Mail (18 Apr)
Dr John Sanni	Article based on PhD (Philosophy)	Secularism is not the answer to fundamentalist violence	Mail & Guardian (18 Apr)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Dr Gustav Hendrich	History	Effects of Versailles treaty still felt today	Weekend Argus (20 Apr)
Mart-Marié Serfontein	BA (Law) student	Seksualiteit: Hou op om mense in kassies te sit	Netwerk24 (24 Apr)
Dr Chris Jones	Unit for Moral Leadership	The 'insidious plague' corroding our society	News24 (25 Apr)
Prof Pumla Gobodo-Madikizela	Historical Trauma and Transformation	A new vision of the postcolonial	Mail & Guardian (26 Apr)
Dr Kim Wale	Historical Trauma and Transformation	Apartheid ghosts live on	Cape Argus (26 Apr)
Dr Chris Jones	Unit for Moral Leadership	Hold them to account	Daily News (26 Apr)
Prof Thuli Madonsela	Social Justice	The poor have had enough	City Press (28 Apr)
Dr Nic Spaull	Economics	Eastern Cape pioneers book printing and distribution scheme to pupils	Business Live (29 Apr)
Anke Eksteen	BSc (Human Life Sciences) student	Dit is die 'hart' in hartsmens	Netwerk24 (29 Apr)
Prof Ingrid Woolard	Dean: Economic and Management Sciences	Why South Africa should seriously consider taxing its wealthy citizens	The Conversation (29 Apr)
Sifiso Zungu	Master's student (Theology)	'Ek was vir 3 jaar in die tronk. Dis wat ek geleer het'	Netwerk24 (29 Apr)
Prof Anton van Niekerk	Philosophy	Laat hulle maar lig trap	Die Burger (30 Apr)
Carla Visagie	BA (Humanities) student	Dís die gevaarlikste verskoning...	Netwerk24 (30 Apr)
Prof Dieter von Fintel	Economics	National minimum wage is a threat to jobs	News24 (1 May)
Emily O'Ryan	BAHons (Political Science) student	Studie oor bruin vroue: 'Ek skaam my vir US'	Netwerk24 (1 May)
Mercy Kannemeyer	Master's student (Drama and Theatre Studies)	Verkiesing 2019: Waar gaan ons oor 'n paar jaar wees?	Netwerk24 (2 May)
Prof Anita Bosch	US Business School	Depressed? Blame it on poor governance	Mail & Guardian (2 May)
Dr Azille Coetzee	Political Science	Wil jy reis? Dan moet jy só lyk	Vrye Weekblad (3 May)
Pierré Muller	LLB student	Taal en die moderne toring van Babel	Netwerk24 (3 May)
Prof Lizette Rabe	Journalism	Media freedom: It's all about your freedom	News24 (3 May)
Karen Truter	Master's student (Agronomics)	'Ek speel vrouerugby, maar ek is nie 'n feminis nie'	Netwerk24 (5 May)
Luke Waltham	BA (Law) student	The sad state of activism, leadership and ideology on campus	News24 (6 May)
Prof George Claassen	Journalism	On Steve, Julius and the Christchurch murders: Why we need to talk about hate speech	News24 (6 May)
Emily O'Ryan	BAHons (Political Science) student	'Hannah Cornelius moes hier gewees het'	Netwerk24 (6 May)
Prof Amanda Gouws	Political Science	Women have the power to swing the 2019 election	Mail & Guardian (6 May)
Prof Michael le Cordeur	Curriculum Studies	25 jaar later: Michael le Cordeur kyk terug	LitNet (7 May)
Ashwin Thyssen	Master's student (Theology)	Hoekom is politici net gelowig voor 'n verkiesing?	Netwerk24 (7 May)
Ryan Berkenbosch	BCom student	"Help! Instagram sluk ons in!"	Netwerk24 (8 May)
Dr Handri Walters	Sociology and Social Anthropology	Race haunts the halls of Stellenbosch University	Daily Maverick (8 May)
Prof Tania Ajam	School of Public Leadership	Stronger laws can keep politicians from meddling in financial decisions	The Conversation (8 May)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Johan Steyn	Business Management	Investors should compare tracking errors before investing in ETFs	Business Live (9 May)
Mart-Marié Serfontein	BA (Law) student	Kom laat ons praat oor seks	Netwerk24 (9 May)

Columns (8 Feb to 9 May 2019)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Prof Johan Fourie	Economics	Why trade policies matter	Finweek (21 Feb)
		Bank failures and the lessons they offer	Finweek (7 Mar)
		Só kan 'n land se mense ryk word	Rapport (17 Mar)
		How celebrities can save your life	Finweek (21 Mar)
		Rebel with a cause	Fin24 (28 Mar)
		Oor damme, volstruise en onmisbare geskiedenis	Landbouweekblad (29 Mar)
		When not to buy a house	Finweek (18 Apr)
		How do we create sustained prosperity?	Finweek (9 May)
Prof Amanda Gouws	Political Science	EFF se beloftes voorspel gevaar	Die Burger (12 Feb)
		Dié kinders stel die regte voorbeeld	Die Burger (26 Feb)
		Die stilte hieroor is onvergeeflik	Die Burger (12 Mar)
		Afrikanerskap: Nie in my naam	Die Burger (26 Mar)
		Stem vir ANC is nie stem vir CR	Die Burger (9 Apr)
		Los tonnelvisie oor universiteite	Netwerk24 (23 Apr)
Dr Jan Greyling	Agricultural Economics	US moet besin oor navorsing	Die Burger (7 May)
		Mielies: Volgehoe verbetering bring hoop	Landbouweekblad (22 Feb)
		Plant maar vinnig!	Landbouweekblad (26 Apr)
Prof Jonathan Jansen	Educational Psychology	Unisa is a giant mess and its well-paid suits need to sort it out now	Times Live (14 Feb)
		School blossoms in a place of murder and miracles on the Cape Flats	Times Live (21 Feb)
		Don't outlaw the charlatans – revive the miracle of doubt	Times Live (28 Feb)
		Parents' dislike of black teachers is a disgrace. Minds need to open, now	Times Live (7 Mar)
		My f*k Lesufi! A zone that wide and you still run into a bad policy	Times Live (14 Mar)
		These are the true lessons load-shedding has taught us	Times Live (22 Mar)
		Thanks IMF and UCT, but your reports are hardly an education	Times Live (28 Mar)
		There's a reason the poor tend to vote for scaremongers. Let's fix it.	Times Live (4 Apr)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
		Forget grand ideas about fixing schools –teachers need to show up first	Times Live (11 Apr)
		The Ace I knew: a courteous, concerned and committed premier	Times Live (18 Apr)
		Racist medical myths persist with SA's diseased apartheid mentality	Times Live (25 Apr)
		No magic ballot: what happens when no party deserves your vote?	Times Live (2 May)
		Tussen bangmaaktaktiek en ras-retoriek	Vrye Weekblad (3 May)
		Who takes poll position? A cadre or someone competent?	Times Live (9 May)
Prof Nico Koopman	Vice-Rector: Social Impact, Transformation and Personnel	Klaagliedere kan inspirasie tot aksie wees	Die Burger (13 Feb)
		Besef opnuut die waarde van waardes	Die Burger (13 Mar)
		Spiritualiteit en menseregte omarm mekaar	Die Burger (20 Mar)
		En wat van die Rwandas onder ons eie neuse?	Die Burger (10 Apr)
		Om te sing van Jesus se bloed en sy wonde	Die Burger (17 Apr)
		Jou kruisie op stemdag is ook 'n soort protes	Die Burger (8 May)
Dr Leslie van Rooi	Senior Director: Social Impact and Transformation	Kollig op regstellende aksie en SEB is goed vir debat	Netwerk24 (7 Mar)
		Verkiesing: Op soek na 'n splinternuwe SA	Netwerk24 (28 Mar)
		'n Aptyt vir versoening	Vrye Weekblad (11 Apr)
		Kan ons jong mense mekaar in koshuise vind?	Netwerk24 (18 Apr)
		Tussen anargie en enorme potensiaal	Vrye Weekblad (3 May)
		VERKIESING 2019: Hoekom stemdag deesdae anders voel	Netwerk24 (9 May)
Prof Reggie Nel	Dean: Theology	Meer aan lewe op kampus as toetse en pret	Netwerk24 (19 Feb)
Deidre Sampson	Institute for Futures Research	How to successfully deal with the 'age of bewilderment'	Eikestadnuus (21 Mar)
		Connecting educational strategy to world trends	Eikestadnuus (11 Apr)

CONTRIBUTORS

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