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**RECTOR'S MANAGEMENT REPORT  
TO COUNCIL**

Monday 2 December 2019

Prof WJS de Villiers,  
Rector and Vice-Chancellor

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## INTRODUCTION

Welcome to the **final Council meeting for 2019**. It has been yet another successful and eventful year for our University. Since our previous meeting, we have experienced a number of highlights, opportunities and challenges.

We recently concluded the first full cycle of the new **Strategic Fund** process, which clearly signals our commitment to achieving SU's new vision and strategy. Funding has been allocated to projects in support of strategic positioning, research for impact, the hybrid-learning strategy and ICT, development and alignment of internal systems, infrastructure renewal and capacity building. This will stand us in good stead for the future. (See 1.1 below.)

One of the defining moments of this reporting period was the nationwide protest against **gender-based violence (GBV)**, which also affected SU. We condemn, and will not tolerate, GBV, which is why we are mustering all the resources at our disposal to fight it. The Rectorate would like to express our appreciation for the work done by the Anti-GBV Movement SU not only to raise concerns and grievances, but also offer constructive suggestions. We are committed to working with our students and staff to intensify our institutional efforts against GBV. To this end, joint working groups are being set up. (See 1.2 below.)

On a different note, I am grateful that Council unanimously appointed me for a **second term** as SU Rector and Vice-Chancellor (effective 1 April 2020, for a period of five years; [click here](#) for more information). I also expressed my appreciation to Senate for its input in the reappointment process. It is a great honour, which I accept with humility.

In addition, I welcome the election of the University's 15<sup>th</sup> **Chancellor, Justice Edwin Cameron** – academic, jurist, author and recently retired Constitutional Court judge. I believe his profile exemplifies SU's values and look forward to the contribution he will make to his alma mater. He will succeed Dr Johann Rupert, whose term expires at the end of the year. ([Click here](#) for details).

I am also pleased with the unanimous judgement of the Constitutional Court on 10 October that SU's **2016 Language Policy** is "constitutionally justified" and that the process we followed to adopt it was "thorough, exhaustive, inclusive and properly deliberative". (See 1.3 below.)

In the wake of what I consider a positive outcome, an SU alumnus requested Council, via the Registrar, to launch an investigation based on allegations that I had attempted to interfere in the court case. The Executive Committee of Council (EC(C)) subsequently appointed a retired judge to conduct an **independent investigation** into this complaint. I welcome the investigation and reiterate that I did not interfere with the legal process, and that I am satisfied that I acted in good faith and that the nomination and election of our Chancellor designate followed due process. (See 1.6 below.)

As is customary, a member of the Rectorate is afforded the opportunity to submit a comprehensive annual report to Council. This time, it is the turn of **Prof Arnold Schoonwinkel**, Vice-Rector: Learning and Teaching. Therefore, my report will highlight only a few developments in his responsibility centre. Please consult his report for more detailed information. Similarly, I will not be unpacking SU's 2020 budget in this report, as the Chief Operating Officer, **Prof Stan du Plessis** will lead discussion in that regard.

This report covers the period **8 August to 7 November 2019**, unless stated otherwise. My fellow members of management and I welcome this opportunity to engage with colleagues in Council.

## 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 Fund allocations

The first full cycle of the new Strategic Fund process, as determined by the amended Strategic Fund Regulation, has been successfully completed. The University invested **R339 million** in the Strategic Fund, the largest amount of its kind in our history, clearly signalling the institution’s commitment to achieving its new vision and strategy. The investment consists of:

- funds retrieved from the 2018 balances (above 10%) from all environments (R43 million);
- the Strategic Fund residual on 1 January 2019, including 2018 surpluses from Council allocations as well as part of the undivided funds within the institutional component of the budget for 2019 (R176 million); and
- an annual allocation from the main budget for 2019 and 2020 (R120 million).

Of the R339 million:

- R45 million was set aside for applications in Category C (**strategic appointments**);
- R30 million for Category B (**strategic high-rise and public-square projects**); and
- R264 million for applications in Category A (**strategic initiatives**).

At the meeting of the Strategic Fund Committee on 31 October, Category A projects that had made it through to round 2 were considered. Funds were allocated as follows:

- Projects in support of the hybrid-learning strategy and ICT: R77,3 million
- Projects in support of research for impact: R21,7 million (this excludes the R30 million in Category B, the R21,3 million allocated in Category C for personnel, as well as the R12,2 million in Category C reserved for personnel)
- Redeveloping, building and aligning internal systems: R76,9 million
- Projects in support of strategic positioning (including building a value-driven culture, continued roll-out, monitoring and evaluation of our vision and strategy, developing an overarching brand positioning strategy, redeveloping the corporate website, strengthening public relations and communication, and supporting visual redress): R66,4 million
- Strategic infrastructure renewal: R23,6 million
- Capacity-building projects: R4,8 million

One Category B project was approved for consideration in round 2, namely fully establishing a School for Data Science and Computational Thinking. This application, along with three strategic staff applications, will be evaluated by an external panel, with the results made available before the end of 2019.

In Category C, 24 applications were received and considered during the two rounds. Of these, ten received funding, with funds reserved for another three applications to be considered in the context of Category B. Of the R45 million available, R21,3 million has been allocated to academic environments, and R5,4 million to PASS (professional administrative support services) environments. A further R12,2 million has been reserved for academic environments, pending the Category B decision.

## 1.2 Combating gender-based violence at SU

Rectorate members present on our Stellenbosch campus attended a mass meeting on 6 September and received a [memorandum](#) from students on 9 September, to which management [responded](#) in detail on 18 September. A series of meetings ensued between members of the Rectorate, the Anti-GBV Movement SU, the Students' Representative Council (SRC), the Tygerberg Student Council (TSR) and the Prim Committee. On 8 October, a decision was reached to set up six **joint working groups** to combat GBV at SU, respectively focusing on:

- values and principles;
- safety and security;
- training and awareness;
- residences and structures;
- procedures and processes; and
- mental health, and alcohol and substance abuse.

Detailed terms of reference have been drafted under the guidance of the overall project leader, Senior Director: Student Affairs **Dr Choice Makhetha**. Each working group will be overseen by a member of the Rectorate and will include representatives from relevant University structures as well as the student body. Both formal and ad-hoc structures have been asked to nominate members. It is anticipated that most of the work will be done in the first quarter of next year, resulting in a joint plan of action that will enjoy broad support across the University.

## 1.3 Constitutional Court rules in favour of SU Language Policy

In the court challenge against SU's Language Policy filed by Gelyke Kanse and others, the application for leave to appeal to the Constitutional Court (following the earlier judgement in favour of SU in the Western Cape high court) was heard on 8 August.

On 10 October, the Constitutional Court unanimously found in favour of SU, rejecting Gelyke Kanse's challenge of our 2016 Language Policy. The judgement made it clear that our Language Policy was "**constitutionally justified**". It also confirmed the purpose of the Language Policy: to promote access and multilingualism at the University, and support the academic and career success of students and staff. Moreover, the court found that the process the University had followed to adopt the Language Policy was "thorough, exhaustive, inclusive and properly deliberative".

The University has taken note of the court's reference to the protection of minority languages. Besides the use of English, SU remains committed to the use of Afrikaans and isiXhosa as well. These are the three official languages of the Western Cape, being the home province of most undergraduate students at SU.

In addition, the court found that the Language Policy was not aimed at eliminating Afrikaans by any means. According to the policy, we remain committed to using Afrikaans – in conjunction with English – as language of tuition within the context of **inclusivity and multilingualism**. In fact, it has been SU's experience that the implementation of the Language Policy satisfies the demand for multilingualism, including in so far as it relates to Afrikaans's unique place in teaching, administration and the living environment at SU.

Visit [www.sun.ac.za/language](http://www.sun.ac.za/language) for more information on SU's Language Policy. Click [here](#) for the full Constitutional Court judgement (case CCT 311/17), and [here](#) for the official summary. Prof [Jonathan Jansen](#), Prof [Michael le Cordeur](#) and I ([click here](#)) also each wrote an opinion piece on the judgement.

## 1.4 SU gains chair in Afrikaans language practice

A chair in Afrikaans language practice is currently being established at SU thanks to a sponsorship by the couple **Ton Vosloo and Anet Pienaar-Vosloo**, who have been valued SU donors for many years. Prof Ilse Feinauer from the Department of Afrikaans and Dutch in SU's Faculty of Arts and Social Sciences has been appointed incumbent of the chair.

The sponsorship is for five years. In addition to the chair, the sponsorship also covers bursaries for deserving SU students studying Afrikaans at postgraduate level. Bursaries have already been awarded to four honours students, three master's students, two PhD students and one postdoctoral fellow in Afrikaans and Dutch with a view to 2020.

Up until his retirement in 2015, Dr Vosloo – who received an honorary doctorate from SU in 2001 – spent 59 years in the industry as a journalist, editor, CEO and chair of Naspers. For the past three years, he has served as professor of Journalism at SU. Pienaar-Vosloo, also a former journalist, is an SU alumna who studied art and is well known as co-founder and director of various arts festivals.

The donation will not only help maintain **Afrikaans** as a **medium of instruction**, but will also promote it as a **science and career language** in a **multilingual community**. As far as we know, this is the first and only sponsored chair in Afrikaans language practice at any university.

## 1.5 Promoting multilingualism at SU

**SU's Language Learning Hub**, launched in 2018, helps individual students become multilingual and promotes cultural diversity. Their Survival Afrikaans and isiXhosa courses serve as a platform for students from various backgrounds and cultures to connect through language learning. The hub's offering also includes customised language courses and workshops for external clients, a conversation partner programme, and book and film clubs.

The broader **SU Language Centre**, home to the hub, also continues to promote multilingualism as its core mandate. Their services include support with language learning and development, academic literacy and professional communication. In addition, the Centre provides translation, editing, document design and interpreting services to a growing customer base both at and beyond the University. Recent exciting Language Centre initiatives were a pilot project in isiXhosa educational interpreting in the Faculty of Arts and Social Sciences, and the introduction of South African Sign Language interpreting for deaf students enrolled for the BEd Foundation Phase programme in the Faculty of Education.

These and other initiatives have established SU as an important player in the field of language. This was recently confirmed when we hosted the ninth **Translation and Interpreting Studies Congress** of the European Society for Translation Studies (EST) from 9 to 13 September. The event was EST's first to be held outside Europe. The congress themed "Living translation: People, processes, products" attracted close to 260 delegates from 46 countries.

## 1.6 Independent investigation into allegations of interference

Council Chair Mr George Steyn announced on 31 October 2019 that the Executive Committee of Council (EC(C)) had adopted a resolution to appoint a retired judge to conduct an independent investigation into a complaint lodged against me.

This follows a letter dated 24 October, in which Dr Leon Schreiber, in his capacity as SU alumnus, requested Council, via the Registrar, to launch an investigation based on allegations that I had attempted to interfere in the **recent Language Policy court case** by trying to convince **Judge Edwin Cameron** to accept the office of Chancellor. On 10 October, the Constitutional Court had found unanimously in favour of SU and its 2016 Language Policy, and against Gelyke Kanse's application to compel the University to revert to its 2014 Language Policy.

In Mr Steyn's announcement, he confirmed that the EC(C) had decided to launch an investigation in terms of good governance and transparency. **Retired Judge Burton Fourie** has been appointed for this purpose. Before his retirement in 2017, he was a long-standing and respected member of the Western Cape high court and an acting member of the Supreme Court of Appeal. A written report with the findings of the investigation is expected to be tabled and considered at this scheduled **Council meeting of 2 December**.

In my response, I **welcomed the investigation**. I also reaffirmed what I had said to the media earlier: I did not interfere with the legal process, and I am satisfied that I acted in good faith, and that the nomination and election of our new Chancellor followed due process. The University will communicate further on this matter once Council has considered the recommendations emanating from the investigation.

## 1.7 Investigation into research article

Following the controversy surrounding the publication of an [article on race and cognition](#) by SU researchers in May this year, the University undertook to keep internal and external stakeholders informed of the institutional process in dealing with the matter.

For this reason, an [update](#) was posted on SU's website in September, in which the University announced that two Senate committees – the Research Committee and the Research Ethics Committee – had recommended that the institution formally adopt the **Global Code of Conduct** for Research in Resource-Poor Settings ([www.globalcodeofconduct.org](http://www.globalcodeofconduct.org)) at the Senate meeting scheduled for 22 November.

The Research Committee also recommended that a process be created for all **social impact projects** to be subject to an ethics review. The theme of ethics guidelines for social impact was subsequently discussed at the annual Social Impact Symposium on 6 September, which also elicited valuable input from civil-society stakeholders. A task team has since been requested to develop a formal set of ethics guidelines for social impact initiatives.

Meanwhile, the **investigation** into various aspects of the published article was expected to conclude by the end of September, but due to unforeseen delays, the formal investigation committee (FIC) requested an extension until the end of November. As it was important from a reputational point of view, SU issued a [statement](#) announcing the delay, which appeared in [news@Stellenboschuni](mailto:news@ Stellenboschuni) on 11 October and was also released to the external media.

## 1.8 Institutional Transformation Committee

The Institutional Transformation Committee (ITC) gathered for a special meeting on 12 September to discuss the memorandum against gender-based violence (GBV), and again for their scheduled meeting on 27 September. They have also met with the Rectorate three times during the reporting period. Regular meetings with the Rectorate will continue to discuss pertinent matters and share detailed reporting. Moreover, **revised terms of reference** for the ITC received the Rectorate's stamp of approval on 17 September. Pertinent points are highlighted below.

The ITC advances *Vision 2040 and Strategic Framework 2019–2024*, SU's Transformation Plan as well as the implementation of the transformation imperatives articulated in faculties and responsibility centres' environmental plans.

The ITC assists the transformation committees of the various faculties and responsibility centres (RCs) in utilising the Transformation Plan as a tool to envision, guide, coordinate and advance transformation processes at the University. It also monitors and reports (internally) on progress towards transformation targets. Moreover, the ITC serves as a consultative body to the Rectorate, the Transformation portfolio, the Institutional Forum (IF), the Appointments Committee of Senate, faculties, RCs and other environments.



The committee comprises representatives from each of the faculties and RCs, the Students' Representative Council (SRC), the Student Institutional Transformation Committee as well as the IF. Ex-officio members of the ITC are:

- the Vice-Rector: Social Impact, Transformation and Personnel (as chairperson);
- the senior director of Social Impact and Transformation;
- the head of the Transformation Office;
- the director of Employment Equity; and
- the head of the Equality Unit.

Any vacancies on the committee are filled by the respective environments. Other members of the Rectorate, deans and other senior managers as well as other representative bodies may be invited to attend ITC meetings as needed.

## 1.9 Faculty Charter for Medicine and Health Sciences

Our Faculty of Medicine and Health Sciences (FMHS) unveiled its Faculty Charter on 15 October – a first for an SU faculty ([click here](#) to read it). The FMHS Charter, which took more than 18 months to finalise, is a **pledge by FMHS staff and students** to create an inclusive and a fair and friendly environment in every aspect of their daily interactions. It serves as a **guide for behaviour** and instrument to assist in holding everyone **accountable** for their actions.

The document was developed under the auspices of the FMHS Dean's Advisory Committee on Transformation (DACT), which was established in 2016. The artwork on the cover, featuring "many hands within a hand", symbolises connectivity and collaboration.

From an institutional point of view, the FMHS Charter strengthens the aspiration encapsulated in SU's *Vision 2040 and Strategic Framework 2019–2024* of being a transformed and integrated academic community that celebrates critical thinking, promotes debate and is committed to democracy, human rights and social justice.



*The cover page of the FMHS Charter.*

## 1.10 Integrated communication campaigns

Our Corporate Communication Division (CCD) conducted an integrated communication campaign in August and September in support of the **visual redress** project of the Division of Social Impact and the Transformation Office. The aim was to inform the community and stakeholders of SU of the latest project developments and reiterate the University's commitment to transformation and redress. Two short videos were made: one providing an [overview](#) of the visual redress process, and another on the new art installation [The Circle](#) on the Rooiplein. The two videos were posted on social media platforms, where they recorded a combined reach of 39 481 and 6 287 views.

In a second element of the campaign, a photo story was published in the alumni publication *Matieland*, the digital version of which has a readership of 90 000 alumni and donors worldwide. The campaign also had a broad social media presence, resulting in a reach of 231 424 and an engagement of 17 000.

The final element consisted of two articles published on the SU website and in the digital staff newsletter. The web articles received 964 views, while the newsletter had opening and click rates of 31,5% and 5,7% respectively – in both instances much higher than the industry standard.

The **#nolimitsSU** integrated communication campaign was initially implemented in 2018 to help the Disability Unit raise awareness of the revised Disability Access Policy. The campaign was adapted this year to focus on how SU is creating an inclusive environment for the University community.

A [short video](#) was produced on the practical implementation of SU's disability policy. It was posted on social media channels, achieving a reach of 30 383, engagement of 3 522, and 9 411 views.

**Internal communication:** Since the last reporting period, eight editions of info@stellenboschuni and news@stellenboschuni were distributed to staff according to their language of preference. Opening rates for the Afrikaans and English versions of these internal publications averaged 36%, which is considerably higher than the industry standard of 24%. Click rates averaged at 7% – also much higher than the industry's 2%.

### 1.11 External communication (SU in the news)

This section covers the period **2 September to 11 November 2019**.

**General news coverage:** SU registered the second-highest number of news clippings in the dataset of media monitoring agency PEAR for September and October.

During the reporting period, the following articles and media releases of an institutional nature received **positive media coverage**:

- [Vosloo couple invests in Chair in Afrikaans Language Practice at SU: \(Eikestadnuus, bizcommunity.com, RadioTygerberg, Die Burger, LitNet\)](#)
- [SU plans to bring business school back to Stellenbosch: \(Fin24, iono.fm, m.fin24.com, Tygerburger Brackenfell, Tygerburger Bellville, Eikestadnuus, Tygerburger TygerValley\)](#)
- [Edwin Cameron new Stellenbosch University Chancellor: \(HeartFM, HotFM, Radio702, Radio Helderberg, RSG, CCFM, Radio Pretoria, Good HopeFM, 5-FM, Radio2000, LotusFM, Daily Dispatch, The Herald, Cape Argus, Cape Times, Die Burger, Eikestadnuus, SAFM, eTV Open News, News24, The Citizen, EWN, IOL, TimesLIVE, Sowetan Live and Rapport\)](#)
- [Prof Wim de Villiers reappointed as SU Rector and Vice-Chancellor: \(Die Burger, Bolander and MatieMedia\)](#)
- [Probe into research article on cognitive functioning to conclude in November 2019: \(Cape Argus, The Star and Die Burger\)](#)
- [Meghan Markle awards gender grant to Stellenbosch University: \(SABC, Sunday Independent, Beeld and Weekend Argus\)](#)
- [SU students and prisoners study together in Ubuntu project: \(Cape Argus, Cape Times, Die Burger, Eikestadnuus, TimesLIVE, Cape Talk, Radio 702, e-News, Umhlobo Wenene and Ukhozi FM\)](#)

One of the **biggest** events from a media perspective was the announcement of the [Constitutional Court ruling in favour of the SU Language Policy](#). This resulted in hundreds of media articles, including the following: [Cape Argus](#), [Die Burger](#) ([article 1](#), [article 2](#), [article 3](#), [article 4](#)), [RSG](#) ([clip 1](#), [clip 2](#), [clip 3](#)), [SAFM](#) ([clip 1](#) and [clip 2](#)), [EWN](#) ([clip 1](#) and [clip 2](#)), [e-News](#) ([clip 1](#) and [clip 2](#)), [Heart FM](#) ([clip 1](#), [clip 2](#) and [clip 3](#)), [SABC2](#), [The Mercury](#), [Pretoria News](#), [Radio 702](#), [News24](#), [Beeld](#), [LitNet](#), [Daily Maverick](#), [Mail & Guardian](#), [SABC News](#) and [5FM](#).

On the **negative** side, allegations that I attempted to interfere in legal processes by trying to convince Judge Edwin Cameron to accept the office of Chancellor led to a number of articles in the media. Click here for the [University's statement](#). The matter was reported on by [Beeld](#), [Maroela Media](#), [Cape Argus](#), [Rapport](#), [News24](#), [Eikestadnuus](#), [UJFM](#), [SmileFM](#), [IOL](#), [ctlive.info](#), [Daily News](#), [www.politicsweb.co.za](#), [www.universityworldnews.com](#), [Volksblad](#), [Die Burger](#) and [Beeld](#).

In the interest of transparency, the University regularly communicates on the [probe into the research article on cognitive functioning](#). Among others, [Cape Times](#), [yiba.co.za](#) and [IOL](#) reported on progress with the matter.

SU generated the highest number of **research and innovation** articles for both September and October. In fact, in both September and October, SU boasted more than double the number of clips

of its closest competitor. Yet in terms of reach, i.e. the number of readers or listeners, there still is room for improvement.

The media release [Matie's prize-winning edible straws help the environment](#) is among the **top news stories of the year**. It featured in/on, among others, [The Star](#), [Cape Argus](#), [Cape Times](#), [Pretoria News](#), [Radio 702](#), [News24](#), [Research Channel](#), [IOL](#), Cape Talk ([clip 1](#) and [clip 2](#)), [RSG](#), [Smile FM](#), [Beeld](#), [Die Burger](#), [Eikestadnuus](#) and [Engineering News](#).

Other **research articles** that did well in the media included the following:

- [Extinct species rediscovered in Winterhoek Mountains, after 200 years:](#) ([IOL](#), [www.safrika24.com](#), [phys.org](#), [www.businessinsider.co.za](#), [Swartland Gazette](#))
- ["Team effort needed" to tackle top priorities to conserve South Africa's natural heritage:](#) ([Cape Times](#))
- [Secure software and legal systems needed for cyber safety:](#) ([Cape Argus early edition](#), [Cape Argus late edition](#), [Tygerburger](#), [The Mercury](#), [The Citizen](#), [IOL](#), [www.safrika24.com](#))
- [Research networks can help BRICS countries combat invasive species:](#) ([gosouth.co.za](#), [www.johannesburgnews.net](#), [www.southafricanews.net](#), [www.eurekalert.org](#), [phys.org](#))
- [What will climate change do to Africa's butterflies and moths?:](#) ([Cape Argus](#), [Daily News](#), [The Witness](#), [RSG](#), [Republikein](#))
- [Multiple factors leading to child murders in Western Cape:](#) ([TimesLIVE](#), [SmileFM](#))

Academic staff continue to make SU research accessible to external audiences by writing thought leadership pieces for **The Conversation**. Over the reporting period, 13 SU contributors produced 13 articles that collectively yielded more than 262 000 reads, 43% of which were in South Africa and 23% in the United States. At the time of compiling this report, The Conversation was scheduled to present its fourth workshop at SU on 21 November.

**Op-eds, features and columns:** SU staff and students again produced a large number of items in this category in the reporting period (see ADDENDUM).

**SU experts:** The media office in the Corporate Communication Division (CCD) furnished the media with a list of experts on World Food Day.

## 1.12 SU in the rankings

In the **2020 Times Higher Education (THE) World Rankings by Subject** released on 6 November, SU did particularly well in Education, Business & Economics, and Social Sciences. Our rankings in these subjects were as follows:

- Education (measuring performance in education, teacher training and academic studies in education subjects) – ranked 176-200 out of 477 universities
- Social Sciences (measuring performance in communication and media studies, politics and international studies, sociology and geography subjects) – ranked 301-400 out of 720 universities
- Business & Economics (measuring performance in accounting and finance, business and management, and economics and econometrics subjects) – ranked 401-500 out of 632 universities

Moreover, the Informatics Institute published its **Universal Rankings by Academic Performance (URAP) for Subjects** in the same week. ([Click here](#) for a news report.) The ranking lists the world's top 1 000 universities across 61 fields of study. It ranks SU second in South Africa, with 23 of our subjects ranked among the best in the world. History, Zoology, Philosophy, Food Engineering, Agriculture, Biological Sciences, Language, Communication & Culture, Psychology, Education, Economics, Studies in Human Society, Medical & Health Sciences, Psychology & Cognitive Sciences, Geology, Earth Sciences, Molecular Biology & Genetics, Pharmacology, Engineering, Mathematical

Sciences, Technology, Information & Computing Sciences, Chemical Sciences, and Physical Sciences. The University of Cape Town was placed first, with 30 subjects, followed by Wits University and the universities of KwaZulu-Natal and Pretoria all tied for third with 22 subjects.

### 1.13 Risk Management

SU evaluates all risks in the risk register through a multi-assessment process. The first, pre-intervention assessment is done by the risk owner, who is expected to consider the **probability** of a risk event occurring; the expected **timeline** of events; and the **historical** occurrence of similar risk events.

The second, residual assessment is aimed at determining the extent to which **intervention** has lessened exposure. SU recently also added a third step: considering the “**velocity**” of the risk (i.e. the time to impact). This multi-assessment process serves to highlight those risks that need to be prioritised in order to reduce exposure.

The table below provides an overview of the **top institutional risks**, residual exposure following intervention, risk velocity, and a combination score.

No	Risk	RESIDUAL RISK ASSESSMENT					RISK VELOCITY ASSESSMENT					Combined
		Probability	#	History	#	Residual Exposure	Early warning	#	Time to act	#	Velocity	
1	Compliance risk	Likely	4	Institutional	5	9	Days	4	Weeks	3	7	8
2	Radiation risks	Highly unlikely	1	National	3	4	None	5	Days	4	9	7
3	Nationally regulated fees	Likely	4	Sectorial	4	8	Year+	1	Year+	1	2	5
4	Houses on farms risks	Likely	4	Institutional	5	9	Days	4	Months	2	6	8
5	Gender violence risks	Highly likely	5	Institutional	5	10	None	5	Days	4	9	10
6	Growth capacity mode 2 risks	Unlikely	2	Sectorial	4	6	Months	2	Months	2	4	5
7	Revised bursary model risks	Unlikely	2	Sectorial	4	6	Months	2	Months	2	4	5
8	Building and mountain fires	Likely	4	Institutional	5	9	None	5	None	5	10	10
9	Maintenance of infrastructure	Unlikely	2	Institutional	5	7	Year+	1	Year+	1	2	5
10	State subsidy	Potential	3	National	3	6	Year+	1	Year+	1	2	4
11	Spinout companies risks	Unlikely	2	Institutional	5	7	Days	4	Weeks	3	7	7
12	Copyright infringement risks	Unlikely	2	Sectorial	4	6	Months	2	Months	2	4	5
13	Cybersecurity and IT risks	Likely	4	Institutional	5	9	None	5	Days	4	9	9
14	Students wellness risks	Highly likely	5	Institutional	5	10	None	5	Days	4	9	10
15	Credit amendmend bill risks	Likely	4	Nationally	3	7	Month	2	Months	2	4	6
16	Insurability of SU assets	Unlikely	2	National	3	5	Year		Months		6	6

*Overview of the top institutional risks at SU, as per the risk register.*

The rest of the 126 risks currently captured in the risk register are managed at senior and mid-management levels.

### 1.14 Reputation management framework

A key focus in the reporting period was to continue our work to develop a reputation management framework for SU. This will help us better understand and manage **reputational risk**, have a stronger and more informed **media presence**, and follow best practice in all media work and activities. Critically, also, the framework should support our vision and strategic framework.

The starting point in August was initial research. CCD worked closely with evaluation and research consultancy PEAR Africa to examine the various pillars of reputation in higher education in general, and at SU in particular. Semi-structured interviews were conducted with 26 key SU stakeholders, including Council and Senate members, senior management and staff. At the same time, the research team undertook a media content and statistical analysis of over 141 000 clippings on SU and seven of its higher education peers published between January 2018 and May 2019.

In addition, desktop research was carried out to gather insights into current SU policies and processes relating to reputation management, such as the Crisis Communication Plan and the recently compiled Brand Valuation Report. This research also examined SU’s approach to intellectual, human, relational and structural capital. These aspects are important, as reputation

management is – or should be – part of **the entire SU culture**, and not limited to the communication environment alone.

All these inputs were subsequently incorporated into a conceptual reputation management framework for SU, which was presented to key internal stakeholders at a workshop. CCD is currently using their feedback to finalise the framework for further consultation.

### 1.15 Crisis communication and media training masterclasses

While the reputational framework that is being developed will help SU become more **proactive**, there will still be situations requiring the University to be **reactive**, especially when faced with a crisis and the inevitable media attention that brings. For this reason, high-level crisis communication and media training was another key focus over the past three months.

To date, three masterclasses have been presented to equip key University spokespersons to **communicate effectively** with the media and other stakeholders in times of crisis. After an initial session for CCD members in July, a stakeholder mapping workshop was held for members of the External Relations Committee in August. Subsequently, the Rectorate attended a similar media training and crisis communication masterclass at the end of September. The plan is to continue with the masterclass for senior managers and thought leaders.

### 1.16 SU brand positioning and visual identity

The process of finalising SU's brand positioning and creating a refreshed visual identity formally commenced on 7 October 2019. The process will take place in four phases:

- Phase 1: Formalising and finalising a new **brand positioning strategy**, including an appropriate monolithic brand architecture and blueprint
- Phase 2: Delivering a refreshed **visual identity**, including a new logo, along with a support system for implementation, such as corporate identity guidelines
- Phase 3: Implementing the new brand identity by **rolling it out** to all SU environments in a phased approach, which would include communication and engagement interventions
- Phase 4: **Assessing the impact** of the new strategy through a formal evaluation on a date still to be determined

SU's existing **Centenary visual identity** will remain the formal institutional branding until the refreshed logo and visual identity have been delivered and adopted.

### 1.17 Visual roll-out of vision and strategic framework

The **second phase** of the visual roll-out of SU's *Vision 2040 and Strategic Framework 2019–2024* commenced in the reporting period, with a focus on faculties, PASS environments, student spaces and other institutional areas or touchpoints. The intention is to provide at least one installation in a **central meeting room** and one in a **public space per environment**.

To ensure alignment at an institutional level, every installation is customised within the parameters of a preapproved design framework. Site visits take place to determine the position, size and type of installation in collaboration with the respective environments. Where environments wish to add additional installations, the design is managed centrally to ensure alignment, but production and installation costs are for the environment's account.

Some installations have already taken place, but the rest will first be aligned with the refreshed University brand before being installed. This will have an impact on the timeline, but will prevent duplication of efforts and costs.



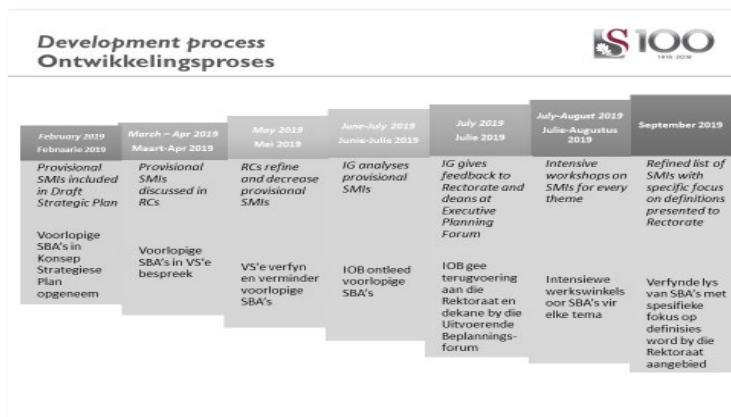
Wall installation at the Faculty of Law, who requested that a calendar be added.



Signage installation at the Centre for Student Leadership and Structures, on glass, as requested.

## 1.18 Strategic management indicators

Strategic management indicators (SMIs) are **tools for quantifying and monitoring** core strategic themes and goals. The following chart provides an overview of the process followed to develop SMIs for SU in collaboration with various role-players across the University.



The working group appointed to lead this project guided the discussions on the individual core strategic themes through a series of workshops, and subsequently SBA recommended an extended set of provisional SMIs to the Rectorate in September. These were further refined by the Rectorate, and the amended SMIs were presented to members of the General Management Meeting in October.

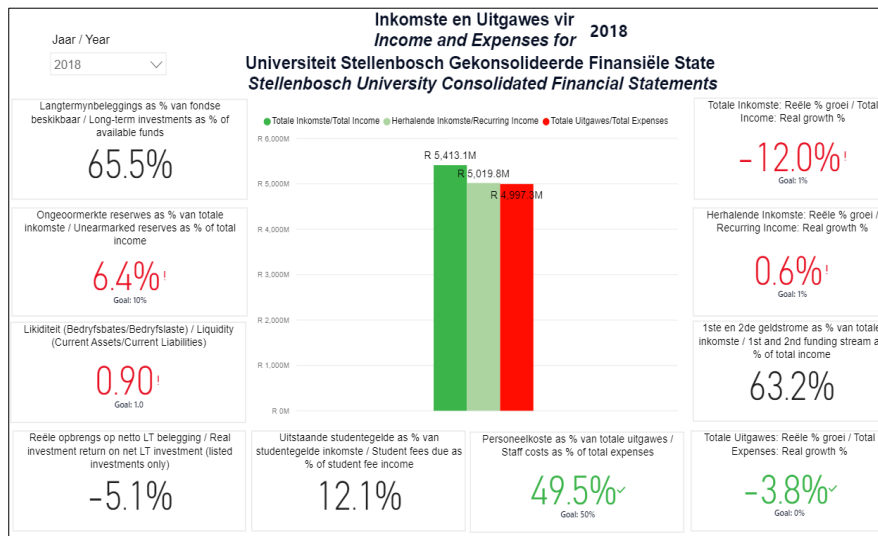
The members of the working group were two deans, a faculty manager and representatives from the divisions of Information Governance, Strategic Initiatives and Research Development. Their main objective was to further refine and extend the criteria based on the definitions of the various strategic themes and objectives.

In the meantime, Information Governance has carefully delineated the provisional SMI definitions with input from various experts and has also begun collecting historical data to calculate meaningful benchmarks. Following the data collection process, historical trends will be identified to further inform future targets. The aim is to provide **suitable targets** to Council at its final meeting for the year, on 2 December.

## 1.19 Financial dashboard

As stated in the previous report, the implementation of a financial dashboard will enable each key performance indicator to be comprehensively assessed, and compared with historical data. The aim is to effectively evaluate and monitor SU's financial performance.

Targets for each key performance indicator still need to be finalised, but preliminary targets have been defined as a start. The following chart provides an overview of the key performance indicators for 2018 to illustrate what a **typical dashboard** would look like.



*Financial dashboard providing an overview of SU's key performance indicators for 2018.*

## 1.20 Systems renewal

The **SUNFin** implementation project remains on track for delivery by January 2021. Visions Consulting, SU's implementation partner, is busy configuring the first iteration of the Oracle Cloud Financials system. At the time of drafting this report, workshops were scheduled to take place from 28 October to 15 November. The integration team now have access to the Oracle Cloud Financials test environment. They continue to work on defining the scope and impact of the change required to successfully integrate the new solution with SU's existing environment.

**SUNStudent's** proposed functions and capabilities have been grouped into four "buckets". The three blueprint workshops conducted by the vendor to date have dealt with three of the four buckets and involved hundreds of SU stakeholders. Currently, SU capability owners and users are reviewing the blueprints that have emanated from the workshops, and blueprint sign-off will be the next significant milestone. This would mean that all major student administration processes have been covered. The remaining capabilities will be tackled in February 2020 as part of the final bucket. As soon as the blueprint reviews are finalised, configuration of the system will start, and will run concurrently with further capability reviews and functional testing.

**Coordinated planning** between the SUNFin and SUNStudent implementation projects is a crucial milestone for December 2019. This will help meet both systems' target date of going live from the end of 2020.

## 1.21 Academic management decision-making at SU

As part of the faculty renewal initiative, the Rectorate in 2018 embarked on a project to develop a set of **norms and standards** to support academic management decision-making at the University. SU currently has no general guidelines for management decision-making in areas such as:

- low enrolments in certain modules and programmes;
- the size of academic entities, such as departments;
- the allocation of academic and support staff to academic departments and faculties; and
- the academic staff workload in the form of a generic workload model.

Over the past few months, the responsibility centre (RC) of Strategy and Internationalisation has started with a series of analyses to establish relevant norms and standards for these critical components of the academic project. The initiative has two objectives: The first is to empower deans and faculty management to improve strategic decision-making, which would support the pursuit of SU's strategic goals. The second is to guide deans and faculty executives in becoming more skilled in using data and other analyses to gain insight into their own management styles, thereby increasing efficiency in their faculties and departments.

The norms and standards are not intended to be the only decision-making parameters.

**Other factors remain relevant**, such as national considerations, SU strategic factors, knowledge considerations, peer practices, professional council requirements and academic quality. Instead, the norms and standards will reinforce rational and consistent decision-making at the University.

A second phase of the project will be to launch a similar investigation into potential norms and standards for the administrative component of the University.

## 1.22 Fundraising highlights from the third quarter of 2019

### Foundations and trusts

The board of the **Open Society Foundation** South Africa has approved R1,2 million's worth of support for the core business and projects of the **SU Law Clinic** over 24 months. The **Claude Leon Foundation** board, in turn, has agreed in principle that they too will continue to provide financial support to the Law Clinic, inviting a new grant request. In their correspondence, they stated: "We particularly like the fact that the Law Clinic provides not only important legal and practical advice regarding farm workers' constitutional right to security of tenure ... but it is also an important legal training resource for law students at the University and provides a bridge between privileged academics and less-privileged members of the community. [This is] of vital importance to demonstrate that the University is involved in community issues and not remote from the everyday hardships that so many less-privileged people suffer."

The **HB & MJ Thom Trust** has confirmed an award of R2,25 million towards (travel-specific) academic research as well as postgraduate bursaries for 2020. And at the end of July 2019, confirmation was received of a **Het Jan Marais Nasionale Fonds** donation of R5,5 million to 11 SU projects (the Health Sciences dictionary, undergraduate and emergency bursaries, the Botanical Garden, the Department of Afrikaans and Dutch, the SUNCEP Expo for Young Scientists, SU Museum's "Access to Visual Arts" programme, the Law Clinic, the Woordfees, SU Choir, WOW and the MGD matric programme).

### International portfolio

Due-diligence meetings with the **Michael and Susan Dell Foundation** offered an ideal opportunity to showcase the University's activities and achievements. The Dell Young Leaders programme is changing the lives of first-generation university students from poor communities across South Africa for the better. Every year, it provides holistic support to approximately 500 disadvantaged youth to progress through university, graduate, and then embark on a career path under the foundation's watchful eye. Through interventions for "whole-student" support, including academic, financial and emotional assistance, the programme equips students with lifelong skills, resilience and leadership that can create genuine positive change for families and communities for decades to come.

This past quarter, Development and Alumni Relations broadened its reach in the United Kingdom (UK) beyond the confines of England into Ireland, Wales and Scotland, where the Division was able to meet with very receptive alumni. Our Dublin Maties alumni hub was launched on 24 October, and Maties in Edinburgh have shown interest to establish one in 2020. A successful visit to the **WS Society** in Edinburgh, one of the oldest law societies in the UK that was established over 500



years ago, has resulted in an invitation to Prof Thuli Madonsela to go and address the society on social justice initiatives in 2020.

Across the pond, a successful dinner for alumni and prospective donors was hosted in New York city. Titled “**25 years of healing in South Africa**”, the event coincided with the 74th session of the United Nations General Assembly. It took the form of a conversation between SU’s Prof Pumla Gobodo-Madikizela and Judge Dennis Davis. They reflected on South Africa’s journey from apartheid to democracy, healing and reconciliation, and engaged on the country’s future. Prof Penelope Andrews from New York Law School chaired the discussion. The conversation, which was co-hosted with the University of KwaZulu-Natal (UKZN) Foundation, provided guests with an opportunity to network with alumni from both SU and UKZN who are now based in New York. From the proceeds of this ticketed event, each university received \$500 towards a student bursary.



*Prof Pumla Gobodo-Madikizela (left), Prof Penelope Andrews (middle) and Judge Dennis Davis (right).*

### South African corporates

Discussions with the **FirstRand Group** on students and staff with disabilities are ongoing. This financial services provider’s efforts to mainstream disability issues have developed into an important cross-cutting theme of their social investment strategy. In September, I spoke at an event held at their Cape Town head office specifically for current bursary holders to sensitise both employers and students to the needs of persons with disabilities in, and the demands of, the world of work.



*SU bursary holders and staff at a FirstRand Foundation event in Cape Town.*

The **FNB Fund** first supported SU students with disabilities in 2015 when it made available R200 000 for four students. In the 2017-2019 funding cycle, 19 students have been fully funded. This support totals R6 million, plus a once-off amount of R1,5 million specifically intended for assistive devices and contingency support required by the students.

Beneficiaries of the **Allan Gray Orbis Foundation** not only receive funding for their studies, but are also supported and trained to develop an entrepreneurial mindset. Leadership and academic excellence form a core part of

the programme. In 2012, two Maties received funding to the tune of R91 000. This year, we have 42 Allan Gray fellows being funded to an amount of R3,6 million. Our recent call for applications on behalf of the foundation elicited 246 responses.

### Constituency portfolios

**Faculty of Science:** In 2018, the Faculty of Science marked its centenary, as did SU as an institution. The Faculty used the opportunity to launch its Catalyst Fund, which is aimed at providing financial

support to future generations of South African scientists to boost the knowledge-intensive economy crucial to the country's growth and development. Such support is desperately needed in light of funding pressures on higher education institutions nationwide. The fund has since seen steady growth, currently standing at R852 000.

**Matie Sport:** Matie Sport supports SU's pursuit of the holistic development of well-balanced students at both undergraduate and postgraduate levels. Our culture of inclusion and goals of diversity and social impact are made evident through sport. Matie Sport proactively recruits and retains students from low-income backgrounds who have the talent and potential to shine on the sports field, including in rugby. With the loss of Maties Rugby's Steinhoff sponsorship, Development and Alumni Relations (DAR) embarked on active corporate and individual fundraising to support high-performance players. Ultimately, bursaries are a critical mechanism for ensuring that these students perform well both on and off the field. To date, pledges of approximately R1,5 million have been received for 2020.

**Huis ten Bosch (HTB) Fire Fund:** The Huis ten Bosch (HTB) Fire Fund was established on 13 August, the day after a blaze destroyed a section of the residence. The fundraising response has been heart-warming. Alumni of Huis ten Bosch in particular responded positively to appeals, and 92 donations were received within the first week. While R49 000 was raised through peer-to-peer fundraising efforts, the insurance broker and risk management firm Marsh also donated 15 brand-new laptops to Huis ten Bosch residents who had lost or suffered water damage to their computers in the fire.

**#Move4Food:** During the third quarter, the #Move4Food peer-to-peer campaign saw activist fundraisers running the Sanlam Cape Town Marathon and enlisting their own networks to help raise funds to end food insecurity among SU students. The campaign has raised R51 000 for 2019 so far.



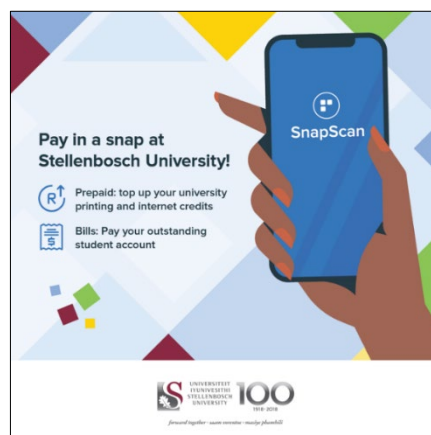
*Some of the Matie runners who competed in the 2019 Sanlam Cape Town Marathon in aid of SU's #Move4Food fundraising campaign.*

Moreover, DAR is already working on again harnessing the next **Cape Town Cycle Tour**, which is scheduled for 8 March 2020, as a platform for peer-to-peer fundraising. As in 2018 and 2019, staff members, students, alumni, donors and friends of the University are invited to ride with me for a good cause. **Will you join us?**

As demonstrated by the Huis ten Bosch Fire Fund, #Move4Food campaign and the Cape Town Cycle Tour, **peer-to-peer fundraising** has great potential to engage new donors by providing a relevant cause and an easy way to give.

### 1.23 Snappy cashless payments now possible

SU is the first university in South Africa to make use of the **SnapScan** mobile payment solution for official payments. The Finance Division announced this development on 14 October by means of posters on notice boards, posts on social media platforms, and notifications on SU's website and in the student newsletter. Initially, two of SnapScan's in-app payment mechanisms will be available for students to pay their student accounts as well as pre-paid internet and printer credits. Previously, these payments had to be made either in cash or with a debit or credit card at the University's cashiers in the central administration building.



### 1.24 University Technology Fund

The investment committee of the SA SME Fund officially approved the University Technology Fund (UTF) on 26 September. The legal agreements were being finalised at the time of writing this report. **Innovus** had been instrumental in designing the model for, and raising R200 million for the first phase of, the UTF. SU and the University of Cape Town will be the initial participants in the UTF. A smaller portion of the funding was also made available for investment in other universities' projects. The UTF will invest in both early-stage development and early-stage venture capital projects.

### 1.25 Innovus update

Innovus, SU's university-industry interaction platform for the commercialisation of the University's assets, has received **28 new invention disclosures** from SU staff this year to date. It has also assisted various projects to raise funds for their further development and commercialisation.

Moreover, Innovus has established **two new companies** this year, namely:

- **Axio VR**, which originated in the Faculty of Medicine and Health Sciences, in collaboration with an external partner; and
- **Factory 209**, a company that will be bidding for, arrange and host conferences and events for SU.

Another company, **Susento**, is being incubated with a view to spin-out. It focuses on sustainably producing protein from insects for both human and animal consumption.

A patent has been obtained for the nano biosensor **BioCODE**, which Profs Resia Pretorius and Willie Perold designed. The sensor uses paper or spun nanofibres with mobilised antibodies to detect two circulating biomarkers. A third part of the sensor detects spontaneously formed sticky blood clots in circulation, using cellphone-based technology.

The Innovus spin-out Bridgiot, in turn, is developing the **uro-meter**, a portable and disposable medical device for urodynamic testing. This will provide medical specialists with more accurate information on the efficacy of medical interventions for the bladder.

### 1.26 LaunchLab update

The Nedbank Stellenbosch University LaunchLab continues to thrive. Start-ups in the LaunchLab **support 513 job opportunities** and have **created 193 new jobs**. Moreover, LaunchLab enterprises have **raised R193 million in risk capital** and earned over **R300 million in revenue** in 2018 alone.

Approximately 44% of the LaunchLab community have managed to convert their business ideas into prototypes, 20% have turned their prototypes into revenue, while 36% have shown significant growth. The most recent addition is **SUN Magnetics**, which develops electronic design automation

software for quantum electronics. Since inception, the LaunchLab has incubated a total of 196 start-ups.

These achievements have not gone by unnoticed. The LaunchLab was honoured to be recognised as the **top incubator at a university in Africa** by **UBI Global**, the Stockholm-based intelligence company and community known for high-quality intelligence, assessment and mapping of business incubation. They released the lists of top business incubators and accelerators from their World Benchmark Study 2019/20 at the World Incubation Summit 2019 in Doha, Qatar, on 6 November. UBI Global confirmed that the LaunchLab excelled at creating value for both client start-ups and the local ecosystem.

### 1.27 Capital projects

SU's Facilities Management currently has 147 capital projects under way with a total value of R2,2 billion. A progress report on two of the major projects follows below.

#### Biomedical Research Institute

The Biomedical Research Institute (BMRI) project on Tygerberg campus is on schedule, with no major risks currently affecting the planned completion date.



*Progress on the BMRI new build as at 27 September.*

Construction of the concrete columns and suspended slabs for the new build (phase 1) is done (up to the concrete floor on level 4) and work on the structural steel frame for the plant room situated on level 4 has commenced.

The new biorepository addition to the existing FISAN building is complete. The installation of the Hamilton BiOS – a -80 °C storage system for biological samples – is under way.



*Installation of the Hamilton BiOS at the end of September.*

Work on the western-side infill portion of the existing FISAN building is progressing well. New infill post-tensioned concrete floors to align with the existing floor levels of the FISAN building are complete up to level 5. Processes to have the building certified by the Green Building Council of South Africa (GBCSA) are also under way.

### Jan Mouton Learning Centre

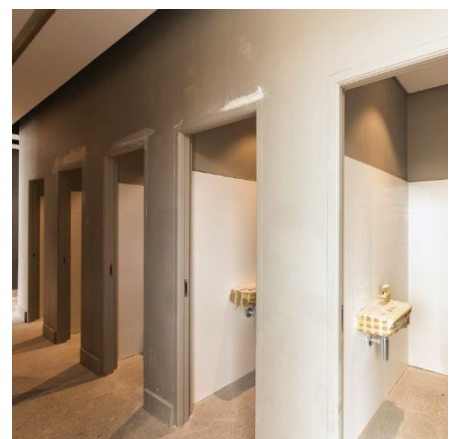
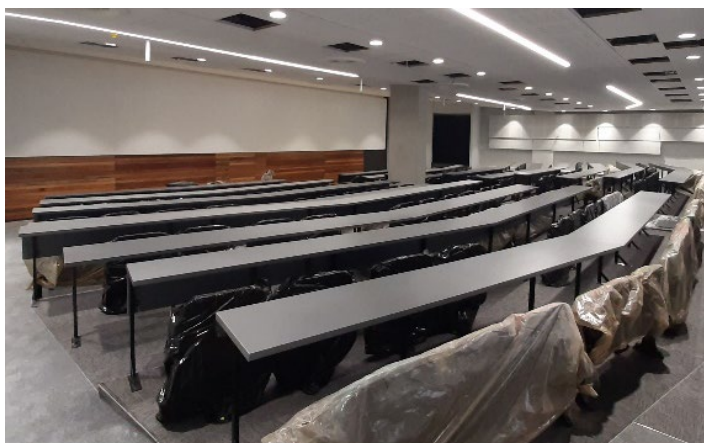
Construction of the new Jan Mouton Learning Centre on Stellenbosch campus went well until the main contractor, Group Five, was placed under business rescue on 12 March this year. This brought the project to a halt for nearly two months. Construction recommenced on 29 April. The financing of the project has since been taken over by Lombard Insurance.

All structural elements of the building are complete. The final external services are being installed and the parking and mobility routes implemented.



*The Jan Mouton Learning Centre is nearing completion.*

Internally, finishes are being fitted in preparation for seating installation. Scope changes, such as the gender-neutral bathrooms on the first floor, have been incorporated to bring the new building in line with current design requirements.



*View of a ground-floor lecture hall and the first-floor gender-neutral bathrooms.*

The sustainability features of the building are currently being installed and tested against design requirements. The building design allows for rooftop photovoltaic (PV) panels to be fitted to offset the facility's electricity consumption. This intervention does not form part of the current building

contract, but structural allowances have been made to accommodate the panels in future. In the meantime, the municipal electricity supply has already been connected to the mini-substation feeding the new building, enabling electrical and electronic infrastructure to be commissioned.

A separate project has been registered to fast-track the installation of a rooftop PV panel system for the Neelsie, which will reduce the student centre's reliance on municipal electricity supply.

### 1.28 SU plans to bring Business School back to Stellenbosch

SU wants to bring its world-renowned Business School (USB) back to Stellenbosch, where it will find a new home at **Oude Libertas**. This follows the decision by **Council on 25 September** to accept – with gratitude – a **donation of land from Distell** on its Oude Libertas property. The new site, which will accommodate the USB, the executive development company USB-ED as well as the Institute for Futures Research, is strategically located in the **Adam Tas corridor** in Stellenbosch, which is earmarked for redevelopment.

The USB was founded in Stellenbosch and relocated to **Bellville** in the early 1970s to service the business community in Cape Town's northern suburbs as part of SU's strategy at the time to expand its part-time education offering. In 1986, the USB moved to its current premises on our **Bellville Park** campus. Bellville Park **will continue** to function as an **academic hub** with expanded activities from other SU departments. Upgrades to the campus are ongoing, and we are planning to expand our academic footprint there even further in years to come.

A recent **market analysis** made a compelling case for moving USB back to Stellenbosch, which has become a leading entrepreneurial town in South Africa. The relocation will unlock opportunities for academic **collaboration** between the Business School and the University's central campus, which also hosts our business incubator, the LaunchLab. In addition, the move will allow the USB, the only business school on the continent with full triple accreditation, to derive further value from SU's **location and brand**.

All top business schools in the world know that their reputation must be reflected in an appropriate location and top-class facilities. We believe that creating a landmark modern business school in iconic Stellenbosch will further **differentiate** the University from other higher education institutions and help SU achieve its **vision** of becoming Africa's leading research-intensive university.

Most of the funds for the development will be obtained through SU's **fundraising** activities, which will be a determining factor for the move. In addition, it will be subject to normal approval and public participation processes, as well as consultation with affected stakeholders. SU and Distell will be working together to facilitate the subdivision, impact assessments and rezoning of the site.

### 1.29 Improved Huis ten Bosch set to reopen in 2021

Repair and construction work to SU's Huis ten Bosch (HtB), which suffered extensive damage in a fire earlier this year, will transform the residence into a **modern, fit-for-purpose facility**. It is set to reopen in 2021.

Initially, it was hoped that the work would be completed in time for students to move back from January 2020. However, this will not be possible, as the issuing of a post-fire occupancy certificate in line with the Stellenbosch Fire Department's requirements will take longer than anticipated.

Work on the residence began in early September 2019 at a budgeted amount of approximately R62,5 million. The rebuilt HtB will not only comply with all municipal regulations, but will also be equipped with a modern kitchenette on every floor, upgraded electrical and electronic equipment, a new optic fibre route and its own water connection. The entire ceiling and roof will be replaced by a fire-rated structure, and all the rooms will be fitted with two-hour-rated fire doors.

HtB residents and their parents/guardians have been informed that these major works are expected to be completed by 23 October 2020, and that alternative housing arrangements would therefore be made for the students for next year. Click [here](#) to read more about these arrangements.

**Crisis communication:** The fire that broke out in Huis ten Bosch on 12 August necessitated immediate communication with the 164 affected residents, as well as the rest of the campus community and the media. A staff member from CCD formed part of the contingency committee, ensuring that consistent, accurate, real-time messages were relayed to the coordinator of CCD's social media channels, being the first line of communication.

In the ensuing days, the CCD crisis communication coordinator continued to facilitate a flow of information, predominantly between SU and the Huis ten Bosch residents and their parents or guardians across the country and abroad. The main communication channels were social media platforms, a webpage, mass mailers and SMS. The secondary audiences were the broader campus community, the SU Council, the media, Stellenbosch Municipality and members of the public, who offered assistance to students who had lost all their personal belongings.

The following mass mailers were sent to Huis ten Bosch residents and their parents/guardians, recording opening rates close to 80%:

- [Rector to students](#) and [Rector to parents/guardians](#), 13 August
- [Vice-Rector: Learning and Teaching to students and parents/guardians](#), 14 August
- [Vice-Rector: Learning and Teaching to students](#), 16 August
- [Vice-Rector: Learning and Teaching to students](#), 20 August

Mailers were also sent to staff and the broader student community.

### 1.30 Keeping SU safe

The level of crime incidents reported to Campus Security is currently at a **ten-year low**. Crime trends are the result of numerous factors, some within the control of Campus Security and the South African Police Service (SAPS), and some not. Campus Security is committed to maintaining this low trend with the support and guidance of internal stakeholders, such as staff, students and visitors, as well as such external stakeholders as SAPS and municipal law enforcement and traffic.

In the past few months, Campus Security's main focus has been to support interventions against gender-based violence (GBV), particularly following the recent shocking murder of a student of the University of Cape Town and other gender-based incidents and crimes. The annual and ongoing security risk assessments by Campus Security as well as the recommendations made by the Anti-GBV Movement SU has helped us to identify valuable opportunities to refine security measures, while also increasing general safety awareness.

A **joint working group on safety and security** is currently being established (also see 1.2 above). This group will review all recent Campus Security assessments and interventions, and identify further safety and security interventions.

### 1.31 Keeping SU healthy

One of the prevention strategies followed by Campus Health Services (CHS) is to disseminate health and well-being information to staff and students through social media platforms. To maximise impact, themes follow the **World Health Organisation (WHO) calendar**. The links below illustrate content distributed during the reporting period:

- [Iron-deficiency anaemia: signs, symptoms and information](#) (30 August)
- [Kidney awareness – give your kidneys a second thought](#) (9 September)
- [A pain in the back – facts about back pain and how to manage it](#) (12 September)
- [Osteoporosis: how do we keep our bones healthy?](#) (20 October)

- [World Stroke Day](#) (29 October)

A flagship project on the WHO calendar is **Heart Awareness Week**, a global initiative that was this year marked at SU from 23 to 27 September, leading up to World Heart Day on 29 September. To ensure broad institutional participation, Dr Jo-Anne Kirby, CHS sports physician and project coordinator, liaised with various environments, including Maties Sport, Human Resources, the Vehicle Pool as well as Biokinetics and Kinderkinetics at the Department of Sport Science in the Faculty of Medicine and Health Sciences. Numerous messages were posted on Twitter using the hashtag #MyHeartYourHeart.

Heart disease has many risk factors that are preventable or correctable with exercise. Therefore, a major focus of the campaign was to encourage regular physical activity, as well as promote heart “BESST practice” – **b**lood pressure check, **e**xercise, **s**top smoking, **r**educe salt, and **t**ell others (see below left).



*Promotional material for Heart Awareness Week.*



*SU staff at the 4 km Wellness Fun Run.*

Activities for staff and students included a 4 km Wellness Fun Run (see picture above), daily lunchtime classes at Tygerberg Gymnasium, and a medical screening on the Rooiplein. The campaign was covered in media such as *Die Burger* and *Bolander Lifestyle*.

Mental health-related issues among staff and students remain a concern. Various interventions have therefore been implemented to address these and other needs of the institutional community.

### 1.32 SU Museum exhibitions

The SU Museum, in cooperation with the Simon Nkoli Collective and the Equality Unit, is showcasing an exhibition on the life of the late **Simon Nkoli**, a celebrated South African anti-apartheid, gay rights and Aids activist. In 2017, SU named the building housing the Equality Unit after him. The exhibition will run until the end of January 2020. In addition, the museum is planning a public education programme on the exhibition to tie in with World Aids Day on 1 December.

The Simon Nkoli exhibition coincides with an exhibition by **Banele Khoza**, winner of the Absa L’Atelier 2017 Gerard Sekoto prize.

## 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 Student recruitment

SU's Centre for Student Recruitment and Career Advice (CSR) works to position the University as an institution of choice within the prospective student market. The reporting period saw various activities being undertaken in partnership with faculties and provincial departments of basic education to raise awareness of study opportunities at SU. These included school visits, workshops, campus visits as well as career counselling and psychometric testing services. More than 20 000 senior learners were reached through these direct engagements.

Highlights in the second semester included a **study career fair** held in partnership with faculties at the Ukwanda Rural Clinic in **Worcester**, and the popular **Maties-on-the-Move** event in **Gauteng**, where I addressed more than 1 000 provisionally admitted students and their parents. Faculties also used the opportunity to exhibit their programme offerings at this event.

The Centre for Student Recruitment and the Faculty of AgriSciences attended an examination preparation camp for the **top 400 Grade 12 learners in KwaZulu-Natal**, which was organised by that province's department of basic education. The aim was to engage with learners who had been provisionally selected to study at SU. They received advice on applying for NSFAS funding and bursaries, transitioning from high school to university, and preparing for their National Senior Certificate examinations.

In September, the Centre for Student Recruitment hosted 2 675 provisionally admitted first-generation students and their parents from the Western Cape on campus. During this event, known as **Maties101**, faculties engaged with the learners to boost registration rates for 2020. The learners could also meet deans, staff and current students in their faculty of preference.



*Learners and parents at a Maties101 session at the Faculty of Engineering.*

Various opportunities were utilised to build relationships with **principals and teachers** at schools, not only in the Western Cape, but also in Gauteng, KwaZulu-Natal and the Eastern Cape. These opportunities included presentations at educator events such as the national symposium for principals of the South African Teachers' Union (SAOU) in Port Elizabeth, and sessions for Life Orientation teachers from schools in Khayelitsha.



*SU student advisor Ms Bongwiwe Mdingi (centre) with Grade 12 learners from Clarendon High School for Girls, East London.*

In addition to mainstream communication platforms, SU utilised various **community radio stations** to engage with learners, their parents and teachers, as well as with the broader public. These radio talks covered topics such as application and admissions processes, residence placement and funding opportunities.

## 2.2 Ikusasa Student Financial Aid Programme (ISFAP)

During 2019, SU received a second allocation of full-cost bursaries from the Ikusasa Student Financial Aid Programme (ISFAP), intended for a new group of selected first-year students in the missing-middle family income bracket.

Bursaries cover tuition fees, study materials, accommodation, meals and a monthly stipend for the full duration of the students' degree studies. ISFAP has recently secured additional funding from FASSET (Finance and Accounting Services Sector Education and Training Authority) to fund students in their final two years of study in courses relating to the financial sector (specifically those in scarce-skills areas).

This year, a total of **170 first and second-years** have been funded to a total amount of **R21 million**. The group of beneficiaries were comprised of:

- 16 BAcc first-years and 33 second-years;
- 35 BEng first-years and 42 second-years;
- 35 MBChB second-years; and
- 9 final-year students in BAcc, BAcc LLB, BCom (Management Sciences), BCom (Economic Sciences), BCom (Mathematical Sciences) and BCom (with major subjects such as Investment Management and Financial Management).

At present, only students enrolled for MBChB, BAcc and BEng studies are considered for ISFAP funding at SU. With a view to **2020**, however, ISFAP will also consider first-year students admitted to the programmes BSc Food Science, BSc Earth Science, BCom Mathematical Sciences (Operations Research) and BCom Management Sciences with the focal areas of entrepreneurship and innovation, logistics, marketing and quantitative management.

In addition to financial support, ISFAP students also receive comprehensive **wrap-around support**, which is offered in collaboration with faculties and student support services. A highlight of 2019 has been the collaboration between the ISFAP Office at SU and our Centre for Student Leadership and Structures (CSLS) to develop and pilot a support programme for second-year ISFAP students.



*The developers of the SU support programme that was piloted for second-year ISFAP students in the course of the year. From left to right are Olivia Adams (SU-ISFAP administrative coordinator), Sinegugu Khuzwayo (ISFAP-UKZN project manager), Monique Withering (online manager at the Centre for Student Leadership and Structures), Lorene Mayoma (student assistant), Michelle Munro (Centre for Student Counselling and Development) and Anne Havemann-Serfontein (SU-ISFAP project manager).*

Known as the **Universal Skills Programme**, the support offering is delivered through hybrid learning. It consists of eight modules covering topics such as communication, learning preferences,

leadership, critical engagement, future visioning, personal branding and multiculturalism. Six of the modules are offered online via the SUNLearn platform.



*Second-year ISFAP students at a Universal Skills Programme session, also attended by SU's Vice-Rector: Learning and Teaching, Prof Arnold Schoonwinkel.*

SU's Universal Skills Programme was applauded by ISFAP as an example of **best practice**.

### 2.3 Rector's Awards for Students

A total of 92 SU students were honoured at the annual Rector's Awards for Excellent Achievement on 30 October. The aim of the evening was to recognise students who had excelled in areas ranging from **academics, sports and culture**, to **social impact** and the **co-curricular** environment.

The guest speaker at the event,

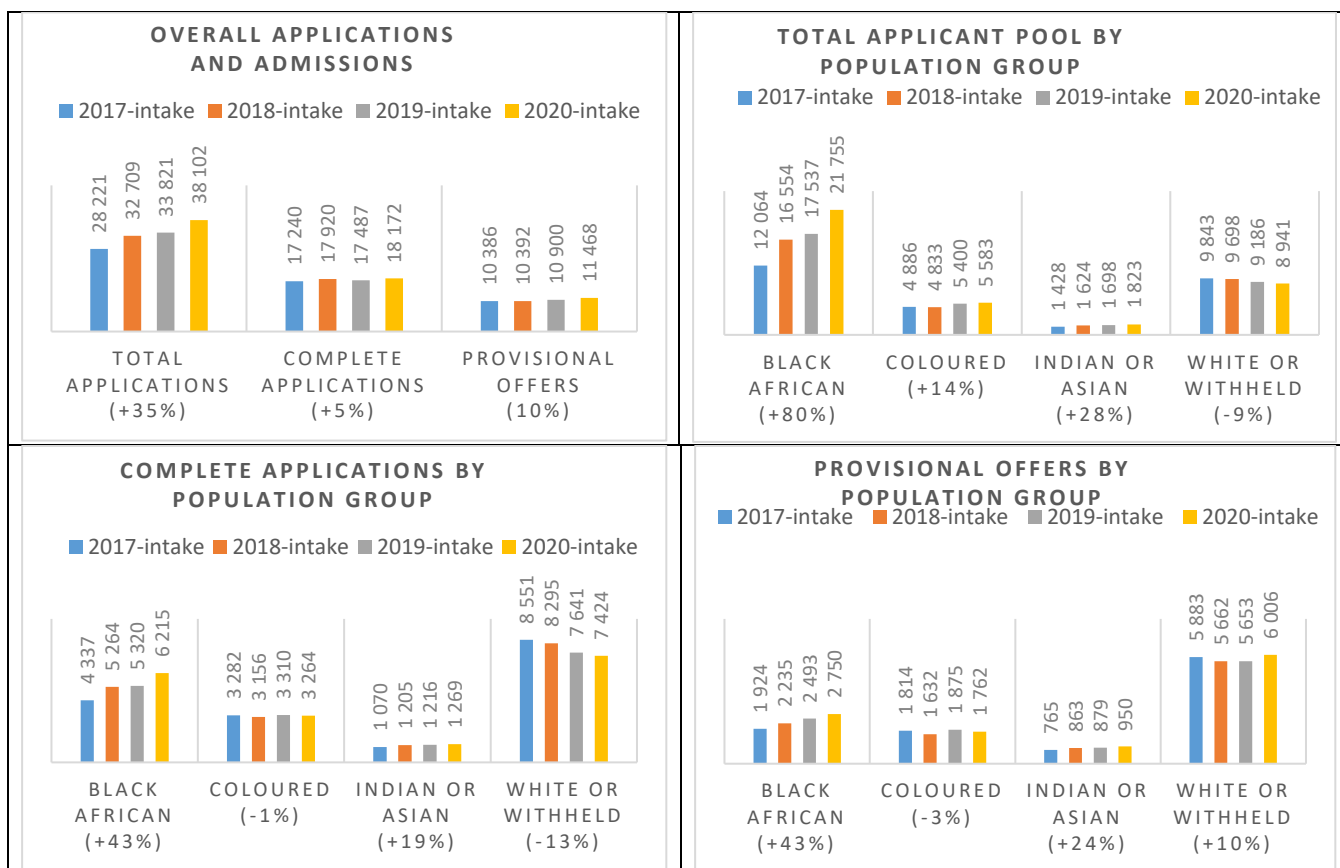
**Dr Nthabiseng Moleko**, received the SRC award for exceptional alumni. She serves as the deputy chair of the national Commission for Gender Equality and has completed her PhD in Development Finance at the University of Stellenbosch Business School (USB), where she teaches Economics and Statistics.



*From left to right are Ms Carli van Wyk (outgoing SRC chair), guest speaker Dr Nthabiseng Moleko, and Mr Anele Mdepa (Student Governance manager).*

### 2.4 Application trends

By the end of September, SU had received a total of **45 104 first-year applications** with a view to 2020 (up from 39 629 last year). Of these, 38 102 were from newcomer first-year (NF) applicants (up from 33 857 in 2018). Approximately 77% of the total NF applicant pool are from the black African, coloured, Indian and Asian (BCIA) population groups (up from 73% last year). The following is a graphic depiction of application trends over the past four years:



Applications (all applications and complete applications) and admissions (provisional offers) for first-time entering applicants at the end of September for the 2017 to 2020 intakes.

Application trends for the 2017 to 2020 intakes can be summarised as follows:

- **Overall**, there has been a 35% increase in all applications, and a 5% increase in complete applications. Provisional offers have also increased by 10%.
- In terms of race, there has been a significant increase in **black African applicants**. The overall applicant pool from this group has increased by 80%, and complete applications and provisional offers have gone up by 43%. There have also been overall increases in applications and admissions of **Indian and Asian students**.
- Although there has been an increase in the total number of **coloured applicants**, complete applications and provisional offers have shown a slight decline. The trends vary somewhat year on year.
- As for **white applicants**, there has been a decline in the applicant pool, but an increase in provisional offers.

## 2.5 Growing continental student mobility

SU International purposefully focuses on growing our student mobility programme to other universities in Africa to raise awareness of higher education successes and challenges on the continent. In October, an SU student delegation visited the **University of Lagos (UNILAG)**, Nigeria, with colleagues from the Centre for Collaboration in Africa and the Division of Student Affairs. The students, all members of the 2018/19 SRC, engaged with their counterparts, received an overview of the host institution, attended a session in the Nigerian parliament and took part in the inaugural UNILAG international week with, among others, the University of Aberdeen, the German Academic Exchange Service (DAAD), Campus France, SOAS (UK) and UK Research and Innovation.

The visit took place in the aftermath of another unfortunate wave of **xenophobic violence** in South Africa, this time resulting in South African-owned enterprises coming under reprisal attacks in

Nigeria. Fortunately, through the diplomatic interventions of the South African government, the tense situation was adequately managed for the visit to proceed. However, this came very close to a textbook example of how regional politics can thwart our internationalisation efforts.

## 2.6 Matie Community Service

Matie Community Service (MGD) is systematically developing into a training centre, including a placement agency for students. This is in response to the **NSFAS bursary requirement** of 80 hours' civic engagement. In the meantime, **regular placements** as part of curricular requirements continue. Over the past few months, MGD has facilitated the placement of 70 Social Work students at three primary schools and one non-governmental organisation (NGO) covering various sites. In addition, MGD enabled the placement of 50 Nursing students at organisations across Stellenbosch, including five NGOs. A feedback session is being planned to review and strengthen the practical learning experience for students.

## 2.7 Promoting entrepreneurship among students

The regional and final legs of the **Entrepreneurship Intervarsity** took place in August and September. The LaunchLab closely collaborated with the Department of Higher Education and Training (DHET) to establish this initiative, sharing best practice. The LaunchLab also provided transport for dozens of student volunteers to attend this annual celebration of innovation. The initiative forms part of DHET's Entrepreneurship Development in Higher Education (EDHE) programme, and encourages and supports student entrepreneurship at all 26 public universities in South Africa. The purpose is to identify the top student entrepreneurs at each university, showcase their businesses, and invite investors to support this cohort of start-ups.

Moreover, the LaunchLab and Innovus collaborated to host an **entrepreneurship bootcamp** on 9 and 10 September. A total of 74 students from the faculties of Engineering, Science, AgriSciences, Arts and Social Sciences, Economic and Management Sciences, Law as well as Medicine and Health Sciences attended this year's camp. Students were taught how to create a value proposition, identify customers and market their products. The feedback was very positive, and many students requested that we develop a similar yet more elaborate offering, running over several weeks or even months.

## 2.8 Maties Sport

Maties Sport has been dashing to the finish line this past quarter by participating in and hosting events directly aimed at achieving strategic and operational goals.

**Track-and-field** wins for our student athletes are an overall measure of Maties Sport's progress in pursuit of its strategic vision.

### ***International:***



*Tristan de Lange, a BCom student and a member of Maties Cycling, won two gold medals for Namibia at the African Games 2019 – in the men's cross-country and the men's cross-country marathon.*

**Local:** Maties Sport hosted the first ever University Sport South Africa (USSA) e-sport tournament and took top honours, as did Maties Canoeing in their competition.

**Varsity Sport:** The Maties netball team made it to the finals, but were narrowly beaten to the title, as were the Maties sevens team in their tournament.

### Maties Sport awards

More than 200 awards, including full colours, were presented at the annual Maties Sport gala event in October. The main awards were as follows:

- Club of the year: Maties Hockey
- Team of the year: Maties Netball first team
- Sportsman of the year (parasport): Kerwin Noemdo
- Sportswoman of the year (parasport): Anika Pretorius
- Sportsman of the year: David Bedingham
- Sportswoman of the year: Jo Prins

## 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 Internationalisation Strategy

The Rectorate approved an Internalisation Strategy for SU on 27 August, and it subsequently served at the Council meeting of 25 September. It is aimed at consolidating the University’s standing as a reliable **global role-player and a preferred partner** in Africa. The strategy provides a framework for incorporating an international dimension into all relevant institutional processes. It also adds greater focus to the existing wide range of internationalisation activities at SU, and guides how we harness new, emerging opportunities.

### 3.2 Expanding the SU brand into new international markets

In line with the objectives of SU’s Internationalisation Strategy (which was approved by the Rectorate on 27 August, and served at Council on 25 September) to establish SU as a leading global player in higher education and further grow the current cohort of international students, the University participated in a **Newsweek special on “Leading universities in Africa”**. It was featured in *Newsweek’s* Asian, European and South Pacific editions. This served as a pilot to inform our future thinking and decision-making regarding international marketing channels and platforms. [Click here](#) for the special, and [here for the feature on SU](#).

**Newsweek** SIGN IN SUBSCRIBE >

Thus, the world's top universities are instilling a global perspective in students to best prepare them for an increasingly borderless business environment.

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### Leading Universities in Africa 2019

South Africa presents students with a diverse and complex cultural and educational landscape to immerse themselves in. With the country's trials and tribulations well documented, what is often overlooked is the unique and vibrant nature of the 'Rainbow Nation', including multiple languages, varied and beautiful landscapes and thriving international cities like Johannesburg.

Unusually students in South Africa do not receive an overall grade for their bachelor's degree but have the option after their third year of study to either graduate with a bachelor's degree certificate or take a further one-year honors course in order to get their honors certification. During this year, a research thesis must be undertaken in the same area of study as the student's bachelor's degree.

Universities in South Africa offer multicultural student environments, good academic facilities, a range of social activities and clubs, and good support systems for international students. A number of universities also have schemes that match students with local volunteering projects, giving them an opportunity to integrate more into the local community.

**LEADING UNIVERSITIES IN AFRICA 2019**



**Stellenbosch University**  
Stellenbosch, South Africa  
[READ FULL PROFILE](#)

*A screenshot of the feature on SU as part of a Newsweek special on "Leading universities in Africa".*

### 3.3 Global Alliance of Universities on Climate (GAUC) graduate seminar

SU became a formal member of the Global Alliance of Universities on Climate (GAUC) at the end of May, when we were invited to represent Africa in this structure. **Tsinghua University**, GAUC chair, has moved swiftly to present its **first graduate seminar**. To this end, member institutions' postgraduate students in the field of environmental and sustainability studies were invited to apply for the seminar, which is aimed at exploring and expanding scientific thinking on global climate change. **Three postgraduate students from SU** have been accepted to attend the event in late November. [Click here](#) for more on GAUC.

### 3.4 SU joins prestigious consortium of global universities

SU's purposeful intention to join networks of the world's leading research-focused universities has received a significant boost. Recently, the Assembly of **Venice International University (VIU)** – a consortium of 19 universities from 15 countries on four continents, with a common campus on the Island of San Servolo in Venice – unanimously approved SU's VIU membership.

SU is the **first university from the African continent** to be admitted to the ranks of this group following meetings with VIU leadership and a visit to VIU by Prof Hester Klopper, Deputy Vice-Chancellor: Strategy and Internationalisation, in June 2018.

The University's formal adhesion to VIU was signed in Stellenbosch on 1 November. This is good news in light of all the advantages and opportunities it will bring to students and staff of SU in terms of mobility programmes, joint and split-site degree possibilities, and the new dimensions it would add to SU's identified research areas.

Mr Lorenzo Fioramonti, Italy's Minister of Education, Universities and Research, described this development as a springboard for strengthening of relations between universities in Italy and South Africa. Fioramonti said the Italian government had decided to partner with and invest in a selected group of universities with the potential to make the biggest impact in scientific research – not only in their home countries, but globally. SU, he said, formed part of this group of high-impact institutions.

### 3.5 Minister receives SASUF declaration on HE partnerships

The declaration on education, research and innovation partnerships adopted by the South Africa Sweden University Forum (SASUF) at SU earlier this year was presented to Minister of Higher Education, Science and Technology **Dr Blade Nzimande** on 1 November. The declaration was handed over by SU's Prof Hester Klopper and the University of Pretoria's Prof Stephanie Burton in Pretoria.

A resolution to this effect was adopted at the **SASUF leadership summit at SU in May**. The summit was a gathering of vice-chancellors and deputy vice-chancellors of **36 universities** in South Africa and Sweden aimed at further strengthening collaboration in education, research and innovation.

The SASUF leadership broadly resolved to call on the South African and Swedish 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 candidates – by reinforcing existing funding structures and creating new ones where gaps exist;
- promote collaboration linked to the United Nations Agenda 2030 – by creating provision for research and educational cooperation linked specifically to the **sustainable development goals**; and
- facilitate the development of the **next generation of academics** – through the initiation of grant programmes for emerging researchers in SA and Sweden.

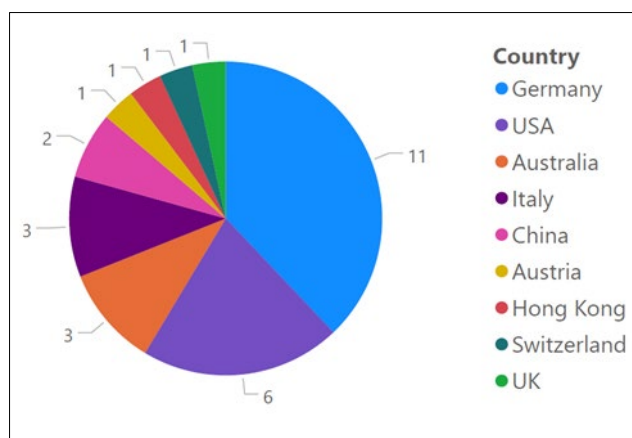
“The collaboration between South Africa and Sweden will generate innovative approaches, solutions and results, and will provide a wide range of solutions that otherwise would not have been possible,” Dr Nzimande said.

The third South Africa- Sweden research and innovation week will take place from 4 to 8 May 2020 in Uppsala, Sweden.

### 3.6 Bilateral agreements

In the first nine months of the year, **29 partnership agreements** were concluded, of which 16 were new and 13 were renewed/extended (as shown below).

There is a strong correlation between the distribution of partnership agreements and internationalisation support activities linked to internationalisation of the curriculum. The high number of German partnership agreements and renewals is a historical legacy, but also linked to the BCom International Business and BScEng degrees. Both of these degree programmes require student exchange agreements to help SU students fulfil the mobility requirements of their programmes.



#### New agreements concluded (July–October 2019)

Institution	Country	Type	Level	Date signed
Western Sydney University	Australia	MoU	Institutional	23 Jul
Rensselaer Polytechnic Institute	USA	MoU	Institutional	28 Aug

#### Agreements renewed (July–October 2019)

Institution	Country	Type	Level	Date signed
Queensland University of Technology	Australia	MoU	Institutional	5 Sep
Queensland University of Technology	Australia	Student exchange	Institutional	5 Sep



### 3.7 International partner engagements

SU International participated in the Hamburg Strategic Partners Conference hosted by **Hamburg University**, Germany (September), and the Tilburg International Partner Week hosted by **Tilburg University**, Netherlands (October). Both meetings provided opportunities to benchmark SU International's programmes against those of our partners, and to discuss bilateral activities with other institutions, such as HSE National Research University, Moscow (Russia), Université de Strasbourg (France), Northwestern University (United States), Groningen University (Netherlands), Fudan and Renmin universities (China) and Nanyang Technical University as well as Singapore Management University (both from Singapore). New contacts were initiated with St Petersburg State University and HSE National Research University, St Petersburg (both from Russia), as well as with Universidad de los Andes and Universidad del Rosario (both from Colombia).

Both events have confirmed that SU's recently approved Internationalisation Strategy is aligned with **global best practice** in terms of intentional, comprehensive internationalisation, involving all university levels and stakeholders. Presentations also indicated that SU International's process development pertaining to global learning could contribute to the worldwide discourse on the internationalisation of learning and teaching.

The SU Library hosted three visitors from the University of **Namibia** (UNAM) library at the end of July. They were here to benchmark their key and emerging functions against those of SU's Library and Information Service.

### 3.8 Focus on Africa

One of the institutional objectives in our *Vision 2040 and Strategic Framework 2019–2024* is to strengthen and expand our Africa partnerships. SU International's Africa Centre for Scholarship (ACS) engaged in a range of activities in the reporting period to help us maintain our momentum in this regard.

An SU delegation visited the **African Union (AU) headquarters** in Addis Ababa, Ethiopia, to engage with the Directorate of Science, Technology and Innovation, and Dr Johannes Woldetensae, senior expert on education. The aims of the meeting were to introduce the ACS and its programmes to the AU, find out more about the work of the AU in the field of higher education, seek guidance on partnerships that might be of value, and explore potential collaboration leads.

The Stellenbosch Institute for Advanced Study (STIAS), in turn, presented a **colloquium on research in Africa** from 21 to 23 October. Various organisations from many parts of the continent shared their experiences and insights, discussed challenges and opportunities, and explored synergies in a spirit of cooperation and mutual support. Prof Sarah Howie, ACS director, contributed to a panel on gender and research in Africa.

The ACS and our African Doctoral Academy (ADA) also presented a **poster at a conference of the German Academic Exchange Service (DAAD)**. The event themed "Investing in people by investing in higher education and skills in Africa" took place in Brussels on 25 October.

In addition, Prof Howie wrote a **lead article** on SU's activities relating to the Association of Commonwealth Universities (ACU) and the programmes of our ACS for a synthesis publication of the ACU, which appeared on 3 October.

The ACS and KU Leuven presented the first **joint doctoral school in Ethiopia** in collaboration with three Ethiopian universities (Mekelle, Arba Minch and Bahir Dar). It took place at Mekelle University from 4 to 17 August, with 43 delegates participating. The first joint school in **Rwanda** was held at the University of Rwanda in Kigali from 1 to 4 October, focusing on academic writing skills. All 20 participants from four campuses of the university were university staff, ranging from tutorial assistants to a senior lecturer, in fields such as conflict management, education and economics.

At the time of compiling this report, preparations were also under way for the first joint school at the University of Lagos, **Nigeria**, from 18 to 22 November.

In addition to its annual summer and winter schools, the **ADA** held its first spring school from 14 to 16 October, which was attended by 19 delegates. The school focused on collecting data using interviews, observations and questionnaires. It was aimed at students in the early phases of their postgraduate studies who wanted to learn how to design and implement their research instruments or data collection strategies. Preparations for the ADA summer school 2020 are under way. A total of 21 workshops are being planned with facilitators from SU, Boston College (United States), the Cape Town Music Academy, the SABC, Creighton University (Omaha, United States), KU Leuven (Belgium), St Gallen University (Switzerland), Trinity College Dublin (Ireland) and the University of Nebraska (Lincoln, United States).

SU International's Centre for Collaboration in Africa (CCA) has completed the application process for the **Africa Collaboration Grant (ACG)** in respect of activities in the first semester of 2020. Fifteen applications were received and ten grants to a total value of R619 500 were awarded.

### 3.9 Visiting delegations

By hosting visiting delegations, SU International continued to explore new partnerships and expand existing ones.

#### Visits by representatives from institutions seeking links

- Nanjing Technical University (China) to Process Engineering
- University of Bordeaux (France) to Viticulture and Oenology
- Pardubice University (Czech Republic) to Postharvest Technology
- University of Réunion (France) for collaboration in the field of engineering and technology
- Tampere University (Finland) and the Malawi University of Science and Technology (Malawi) to the Faculty of Science

#### Visits by representatives from partner institutions

- Humboldt University Berlin (Germany) to invite SU to join them in a DAAD project relating to the development of early-career researchers, and an EU project on the digitisation of internationalisation
- Universidade de São Paulo (Brazil) to expand collaboration to the fields of economics and business
- Zhejiang Normal University (China) to expand collaboration to Innovus
- Texas Christian University, Houston (United States) to confirm student mobility for 2020
- Karlsruhe University of Applied Sciences (Germany) to establish exchange places for students in BCom International Business and in the Engineering international exchange and internship programme
- TU Dresden (Germany) to expand collaboration beyond Chemistry and Polymer Science

#### Visits related to/from governments, international organisations or development agencies

On 28 October, I hosted representatives from 15 countries – all members of the **Cape Town consular corps**. I shared our vision and strategic plan with them, and colleagues spoke about our new Internationalisation Strategy and the newly established SU School for Data Science and Computational Thinking.

Also in the reporting period, Prof Hester Klopper attended a roundtable discussion on higher education and university cooperation between **Europe and Southern Africa** at the University of Pretoria. This discussion with the Italian Minister of Education, Universities and Research, Mr Lorenzo Fioramonti, and other distinguished representatives from the Italian higher education sector focused on the role of universities in strengthening bilateral cooperation. Participants also

deliberated on the development of scientific partnerships to meet future skills challenges in Italy and South Africa.

Moreover, Innovus and SU International participated in a science-business cooperation meeting on 10 September to explore opportunities for **collaboration between South Africa and China**. This was jointly hosted by the Academy of Science of South Africa (ASSAf) and the Zhejiang Provincial Department of Science and Technology at Cape Town International Convention Centre.

SU's Global Education Centre also met with Heidi Manley, Chief of **USA Study Abroad** at the United States Department of State's Bureau of Educational and Cultural Affairs, as well as colleagues from the United States consulate-general in Cape Town.

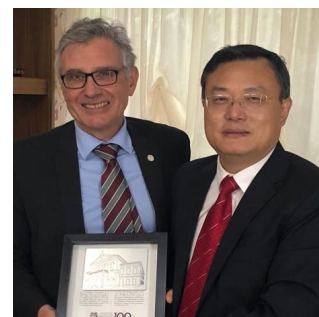
### 3.10 Visits to China and Germany



In the last two weeks of October, Prof Hester Klopper and I undertook an extensive visit to China and Germany to formalise collaboration and strategic partnerships with some of the world's foremost research-intensive universities – Tsinghua University, Xiamen University, Zhejiang University and Technische Universität Dresden. Whilst in China, we also attended the China Annual Conference for International Education in Beijing. And in between, we met up with an USAf delegation also in China at the time (*pictured left*).

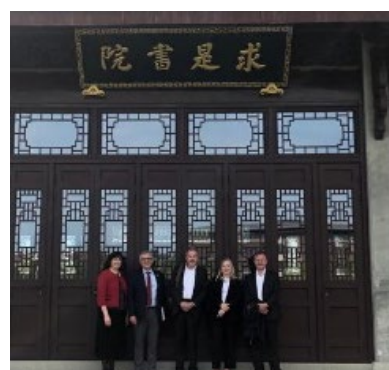
**Tsinghua University, Beijing (14 October):** Following the inaugural executive meeting of the Global Alliance of Universities on Climate (GAUC) in Beijing earlier this year, SU and Tsinghua University also explored formal collaboration that extends beyond sustainability and climate change. We have agreed on the establishment of a joint fund to finance specific mobility initiatives in support of joint master's and PhD programmes. The fund will also support the joint appointment and exchange of staff for dedicated teaching and learning as well as research projects between SU and Tsinghua.

**Xiamen University, Fujian (15 October):** The visit to Xiamen University in Fujian has unlocked collaboration opportunities across a number of fields, including student and staff exchanges, joint master's and PhD programmes, research collaboration, and continued support for the Confucius Institute at SU. Xiamen University is part of the Chinese government's initiative to support 36 A-level Chinese universities to develop into world-class institutions.



*Xiamen University President Prof Rong Zhang (right) with SU Rector and Vice-Chancellor Prof Wim de Villiers.*

**Zhejiang University, Hangzhou (16 October):** The purpose of this visit was to explore collaboration between Zhejiang University, Bath University, the University of Edinburgh and SU, as well as the establishment of an institute between the University of Bath and SU on the Zhejiang International Campus. Opportunities for collaboration that will now be further explored include student exchange programmes, a summer school in collaboration with the University of Edinburgh and the South African Centre for Epidemiological Modelling and Analysis (SACEMA), a course in Data Science, split-site master's and PhD programmes, an MBA in Health Management, and executive courses in collaboration with the Zhejiang University and University of Bath business schools.



*Meeting at Zhejiang University.*

**China Annual Conference for International Education, Beijing (17–19 October):** The theme of the 20th China Annual Conference for International Education was “Education 2035 – the future of dialogue with the world”. Delegates explored the modernisation of education in China so as to promote more open education to the outside world, and jointly draw a blueprint for the development of international education. The conference affirmed and enriched our thinking on internationalisation and emphasised the role and value of student and staff mobility programmes.

**Technische Universität Dresden (TU Dresden), Germany (23 October):** The Rector of TU Dresden invited SU for exploratory discussions on strategic partnerships between the two institutions. TU Dresden is one of 11 German institutions appointed as universities of excellence by the German Council for Science and Humanities. This followed a highly competitive selection process that involved an expert commission with some 200 eminent academics from international institutions. We are currently looking at various options that will intensify our joint impact and visibility across a number of scientific fields.

### 3.11 International education conference

SU International represented us at the annual **European Association for International Education (EAIE) conference** in Helsinki, Finland, from 23 to 25 September. The conference drew 6 000 participants from across the world and included a Study South Africa pavilion. The event provided an opportunity to meet with our international partners, renew contact and strengthen relationships, touch base on progress and challenges, brainstorm solutions and plan for the implementation of Erasmus+ mobility programmes for 2020. An impressive 34 meetings were held with 34 existing and potential partners over two and a half days. Ms Sarah van der Westhuizen also used the opportunity to connect with SU students on exchange at the University of Helsinki.

### 3.12 Internationalisation of PhD studies

The internationalisation of PhD studies is being promoted through access to an online funding database called **Open4YEBO**. This forms part of the **European Union**-funded project YEBO!, a capacity development programme in higher education in which the Postgraduate Office is a partner. In addition, the Postgraduate Office co-hosted a training workshop with the University of Cape Town (UCT) on developing a toolbox for managing international collaborative PhD programmes. The aim was to build capacity to support joint international enrolments.

### 3.13 Inaugural National Higher Education Conference

The first National Higher Education Conference organised by **Universities South Africa (USAf)** took place in Pretoria from 2 to 4 October. Around 250 delegates attended, including academics, researchers and professional support staff from both public and private universities, policymakers from government, representatives from business and industry, and members of the public.

The Minister of Higher Education, Science and Technology, Dr Blade Nzimande, opened the conference, and international perspectives were provided by speakers from the Association of Commonwealth Universities, the University of Oslo and the United States International University in Nairobi.

Themed “**Reinventing South Africa’s universities for the future**”, the conference covered a broad range of topics, ranging from shaping the institutional cultures of universities, and new technologies for tomorrow’s labour market, to innovative teaching approaches, and developing entrepreneurial students within entrepreneurial universities. Research and funding were also on the agenda.

Topics addressed in plenary sessions included the implications of the Fourth Industrial Revolution for universities, a new look at systemic quality assurance, and interesting developments in open access to scholarly publications. Parallel sessions were devoted to topics such as curricula for the future, ethics and integrity in research publishing, and infrastructure for a growing and evolving sector. The

discussions all fed into USAf's five strategy groups, namely (i) teaching and learning, (ii) research and innovation, (iii) transformation, (iv) funding, and (v) the world of work.

I was joined at the event by Chief Operating Officer Prof Stan du Plessis and Registrar Dr Ronel Retief. I also welcomed delegates in my capacity as USAf vice-chair ([click here](#) for a news article).

More sectoral news is that on 23 October, I was **reappointed as vice-chair of USAf** for a second two-year term with effect from 1 January 2020. Prof Sibongile Muthwa, the vice-chancellor of Nelson Mandela University, will then also take over as USAf chair from Prof Thandwa Mthembu, vice-chancellor and principal of the Durban University of Technology.

### 3.14 In conversation with the Dalai Lama

**Prof Pumla Gobodo-Madikizela**, incumbent of SU's research chair in Studies in Historical Trauma and Transformation, was one of two international scholars who engaged in conversation with the Dalai Lama on the theme of "Compassion, interconnection and transformation" on 1 November. Joining her was the American evolutionary biologist David Wilson, professor of Biological Sciences and Anthropology at Binghamton University.

The conversation, which was livestreamed ([click here](#) for a recording), was an initiative of the Mind and Life Institute, who has been working with the Dalai Lama for 30 years. The institute was co-founded by renowned Chilean neuroscientist Francisco Varela to promote dialogue between neuroscience and Buddhism. Its mission is to incorporate contemplative practices into various fields of study, illuminate people's shared humanity, and inspire action.

Prof Gobodo-Madikizela said she was deeply honoured to have been chosen for the interaction. A leading researcher in the field of trauma, forgiveness and empathy, she was selected on account of her book *A Human Being Died that Night: A South African Story of Forgiveness*. The book is based on her reflections on her work on the Truth and Reconciliation Commission, particularly several hours of interviews with former Vlakplaas commander Eugene de Kock.

### 3.15 Alumni engagement

During the past quarter, over 65 communications, including newsletters, invitations and save-the-dates, were e-mailed to alumni from various residences, faculties, departments and societies. A series of engagement opportunities helped strengthen the Matie family by connecting an inter-generational group of alumni.

Multiple **international** alumni engagement events were hosted in the **United States (US), United Kingdom (UK) and Europe**. These events attracted alumni in cities such as New York, Dublin, Cardiff, Edinburgh, Amsterdam, Paris, Zurich, Basel, Dusseldorf and Frankfurt. The feedback from our alumni has been overwhelmingly positive, and our team are looking forward to cultivating these relationships and building on this strong foundation.

While in the UK to meet with donors and alumni, I participated in the **London-to-Brighton cycle ride** on 15 September to raise funds for student bursaries at Maties. I was delighted to be joined by SU's 2018/19 Students' Representative Council chairperson, Ms Carli van Wyk, as well as SU alumni and friends Chris Pauw, Chris Donn, Abraham Botha and Anthony Bragg. The funds raised went towards our newly established UK/EU Bursary Fund, which aims to give academically gifted yet financially disadvantaged students at SU the opportunity to reach their full potential. We exceeded our target of £7 500, which will provide one student with a full bursary that covers tuition, housing, food and textbooks for a year.

**Back in South Africa**, we hosted alumni networking events in **Port Elizabeth** as well as **Pretoria** in September. The Pretoria event included a performance by our world-champion SU Choir for over 600 alumni in Unisa's ZK Matthews Hall. The good turnout and positive feedback have confirmed that there is great appetite for the choir to perform more regularly in Gauteng, and so provide a

platform for alumni in the north of the country to reconnect with their alma mater. Dr Leslie van Rooi addressed alumni at a function before the performance.

Another one of the engagement activities hosted by Development and Alumni Relations (DAR) was the **Tygerberg Student Leadership Network** event. It brought together Tygerberg student leaders from 1971 to 2019 for an evening of networking and sharing. Around 40% of the attendees were alumni.

DAR also partnered with the Division of Student Affairs to formally recognise the service rendered by the outgoing **Students' Representative Council (SRC)**. Former SRC members, now alumni, of the University also attended this successful event at STIAS.

In addition, DAR launched **Die Matie Press Club** on 4 October with the aim of expanding this iconic student newspaper's alumni network. The theme of the inaugural meeting was the values of the media in our unfolding democracy, and the panel deliberating on this matter comprised journalists Max du Preez, Pieter-Louis Myburgh and Janet Heard (pictured right). The feedback has been excellent, and plans are afoot to make this an annual event for all alumni, Journalism students and other interested parties.



*Panelists in action at the inaugural meeting of Die Matie Press Club.*

This year, the **Prim Committee Chair Network** was hosted by Christo Wiese at Lourensford. The alumni shared stories and memories, and welcomed the newly elected Prim Committee chair for 2019/20. DAR also provided a number of **House Committee (HK) training sessions** to newly elected residence leaders as part of strengthening SU's pre-alumni programme.

The **Maties Cricket Alumni Network** was also launched with a day of connecting and sharing. A six-a-side tournament was preceded by student players being auctioned off to join each team. All funds went towards the Maties Cricket Bursary Fund.

Moreover, the launch of the **Doc Craven Maties Rugby Golf Day** was an outstanding success with over 130 alumni and friends of SU participating. Great golf, lucrative prizes, a casual dinner, good friends and outstanding Matie spirit have ensured that this activity will become a regular event on DAR's calendar going forward.

The **1979 Civil Engineering class reunion** took place in the reporting period and was attended by 40 alumni. The weekend included a walkabout on campus, a wine tasting at L'Ormarins, lunch and dinner in Stellenbosch – and, of course, lots of storytelling! The dean of Engineering, Prof Wikus van Niekerk, welcomed the group, following which the head of Civil Engineering, Prof Jan Wium, accompanied them on a tour of the current facilities of the Department.



*The Civil Engineering class of 1979 at the Engineering complex.*

The past quarter also saw the launch of DAR's **Alumni Relations Faculty Forum**, which attracted representatives from nine of SU's ten faculties. Strengthening this partnership will promote cross-faculty collaboration. A proposed 2020 calendar of activities and engagements will form part of the interaction with forum members to nurture an inclusive and united community of SU alumni.

### 3.16 Stellenbosch Network launched

**Innovus** hosted the launch of the Stellenbosch Network (SN) on 6 November, with Prof Thuli Madonsela, incumbent of the chair in social justice in SU's Law Faculty, as the guest speaker. SU is one of the founding members of the network, which is a cross-sector and interdisciplinary membership platform aimed at sharing ideas and encouraging collaboration and partnership in support of **inclusive economic growth** for the greater Stellenbosch area.

The network aims to bring together local business, academia, entrepreneurs, investors, researchers, students, small, medium and micro-sized enterprises (SMMEs), knowledge institutions, locally based multinationals as well as local government to establish Stellenbosch as a **knowledge region economy**. Other founding members include Remgro, Capitec, Nedbank, Entersekt, Wesgro, Winetech, the national Department of Science and Innovation (formerly Science and Technology) and Stellenbosch Municipality.

The SN **website** ([www.stellenboschnetwork.co.za](http://www.stellenboschnetwork.co.za)) will serve as a platform to list and find entrepreneurs and innovators, announce activities and events in Stellenbosch, share the latest news on local entrepreneurs' successes, and advertise opportunities for collaboration.

The network is the brainchild of Innovus technology transfer officer Ms Camille de Villiers. Innovus has appointed an externally funded operations manager, Hanli Brink, to manage the SN's establishment and activities.

### 3.17 Reaching out to Swellendam

I was honoured to be the guest speaker at the annual **Swellendam Bursary Fund** breakfast on Saturday 26 October. It took place at the Swellendam Secondary School in Railton and was attended by a record number of 150 guests. The fund was established in 2005 to honour the 21 learners, six teachers and a driver who lost their lives in a bus accident in Swellendam in 1975. Over the past 14 years, just under R1,8 million has been raised, which has been used to provide financial assistance to 245 students – albeit with top-up funding of R4 000 per recipient annually.

In my speech, I emphasised **the importance of higher education to rural areas** such as Swellendam. I also encouraged local learners to apply to SU. I reassured the predominantly Afrikaans-speaking audience that SU remained committed to using Afrikaans – in conjunction with English – as a language of tuition in the context of inclusivity and multilingualism. In fact, the breakfast came only a few weeks after the Constitutional Court gave SU's 2016 Language Policy the green light on 10 October. Both English and Afrikaans are used as languages of tuition at SU – English so that no-one is excluded, and Afrikaans to continue catering for the sizeable number of students each year who require teaching in Afrikaans.

SU has been involved in Swellendam for a number of years. Each year, some of our medical students undergo clinical training at the Swellendam Hospital, and in 2010, the University conducted research on community projects for the Railton Foundation of the Netherlands.



*SU Rector and Vice-Chancellor Wim de Villiers (centre) with student leaders from Swellendam Secondary School and one of their teachers, Mr Neville Sefoor (right).*

### 3.18 Social Impact Symposium

The 2019 Social Impact (SI) Symposium hosted on 6 September was themed “Social impact through learning and teaching and research: Enhancing ethical partnerships”. The purpose was twofold: (i) to reflect on progress with the implementation of social impact as an SU strategic priority, and (ii) to better understand how social impact initiatives are implemented through ethical and purposeful partnerships.

The proceedings included a discussion on the ethical principles of social impact. Panellists were:

- John Volmink, Umalusi;
- Vhonani Netshandama, South African Higher Education Community Engagement Forum (SAHECEF);
- Otto van Noie, Stellenbosch Co-management Forum; and
- Caroline Peters, Cape Flats Women’s Movement.

The event allowed all delegates to engage in open discussion on how institutions can engage with external communities more meaningfully so as to create shared value.



*Participants in the 2019 Social Impact Symposium.*

The following initiatives that had received seed funding for 2019 also presented at the symposium:

- Using a photo novella to battle tik abuse – Burt Davis, Economic and Management Sciences
- Science communication: Genadendal community – Rhoda Malgas, AgriSciences
- Kayamandi River Partnership – Leanne Seeliger, SU Water Institute

Reflection on the SI Symposium took place on 10 October, when the **SI Committee of Senate** gathered for its last meeting of the year. The agenda included an update on SI indicators, the outcome of the second round of SI funding, and regulations governing the use of photos circulated on social media. The Faculty of Economic and Management Sciences also made a presentation on its SI initiatives.



### 3.19 Transformation Indaba

The Transformation Office hosted SU's third annual Transformation Indaba on 17 October. The event responded to the question **#StelliesWhereAreYou?** posed on social media during the recent anti-GBV activities. The day started with a keynote address by Prof Loretta Feris, the deputy vice-chancellor for transformation at the University of Cape Town. This was followed by inputs in the areas of human resources, student affairs, research, teaching and learning, as well as transformation infrastructure. The afternoon session consisted of robust roundtable discussions on these themes. **Next year's** Transformation Indaba will take place on **22 October**.

### 3.20 Woordfees, WOW and SU Choir

The 21st SU Woordfees – sponsored by Toyota – will take place from 6 to 15 March 2020. At the time of compiling this report, the programme launch was scheduled for 18 November 2019. The theme for next year's festival is "Aanhou beweeg en geraas maak" (loosely translated as "Keep on keeping on"), words made famous by poet Jan Rabie. A financial manager has been appointed to help create and implement a **new business model** for the festival, which is expected to attract over 100 000 people in 2020.

The final leg of the annual Sanlam Woorde Open Wêreld/Words Open Worlds (WOW) spelling festival – a Woordfees outreach programme – took place in Stellenbosch on 19 October. More than **700 schools from all nine provinces** took part in Afrikaans, English First Additional Language and isiXhosa (the latter only in the Western Cape, and only for Grades 3, 6 and 7). The isiXhosa category saw a record number of 49 schools participating.

The SU Choir, in turn, undertook a national tour and performed at the biannual Kuesta choir festival, which was this year hosted by North-West University, as well as in Pretoria and at a special Heritage Day concert in Soweto. The choir will defend their title as the top-ranked amateur choir at the **World Choir Games** in Belgium in July 2020, and has been invited to perform for Belgian King Philippe at the opening ceremony of the event.

### 3.21 Centre for Sport Leadership symposium

SU's new Centre for Sport Leadership hosted its first sport symposium themed "25 years of post-apartheid sport: The state of play". The purpose was to bring members of academia and the broader Maties Sport network together to explore avenues for future **sport-related research and collaboration**. This area holds great promise for SU, given its existing research footprint in sport.

Symposium topics included the historical framing of sport since 1994, optimal sport strategies to advance development, and challenges facing athletes after competitive sport. Academics from the Global Sport Institute at Arizona State University as well as the Centre for Sport Leadership at Virginia Commonwealth University – both in the United States – also attended the symposium.

### 3.22 Stakeholder engagement around national days and strategic themes

As part of the Imbizo 365 programme, the Transformation Office:

- hosted a Womxn's Month poetry event on 14 August;
- joined the Disability Unit in hosting a Casual Day celebration in line with this year's theme, "Twenty-five years of shining with people living with disability", on 6 September;
- partnered with the Division of Social Impact, WOW and E'bosch to host a Heritage Day event themed "Genetics, ancestry and heritage – a South African view" on 17 September;
- hosted a panel discussion on "What do we do with the music of alleged and convicted sexual offenders?" on 19 September; and
- collaborated with Student Affairs to host a screening of the film *People vs patriarchy* and a discussion afterwards on 25 September.

The Transformation Office has also been instrumental in providing access to important events for SU students during the anti-GBV protests. It funded transport to Uyinene Mrwetyana’s memorial at the University of Cape Town on 4 September, the anti-GBV march to Parliament on 5 September, as well as the student leadership dialogue on GBV in higher education hosted at the Cape Peninsula University of Technology on 8 October.

### 3.23 Health partnerships

Dr Craig Thompson from Campus Health Services (CHS) was invited by the South African Rugby Union (SARU) to provide **sports medicine services** to 60 players attending an early player development camp in Paarl. This is a feather in the cap of our CHS personnel, acknowledging their expertise in the field of sport and exercise medicine, and has resulted from longstanding engagement with SARU about service provision at different levels of the game.

CHS physiotherapists also provided **team and event support** to four Matie teams who participated in Varsity Sport netball, USSA cross-country championships, Varsity Sport sevens rugby and USSA sevens rugby respectively.

## 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 Scholarship of Teaching and Learning conference

The 12th annual SU conference on the Scholarship of Teaching and Learning (SoTL) was held in Somerset West from 28 to 30 October.

The event, which is organised by our Centre for Teaching and Learning (CTL), again offered researchers and lecturers from various SU faculties an opportunity to present their research and inspire emerging scholars. This forms part of the CTL’s mission to create professional learning opportunities for academic staff and be a thought leader in the area of responsive, innovative and scholarly teaching and learning.



*Prof Arnold Schoonwinkel with Dr Ilse Rootman-le Grange (left) and Dr Marnel Mouton (right), both from the Faculty of Science. They won the prize for best presentation at the 12th SoTL conference.*

The SoTL conference has grown exponentially since its inception in 2007. This year, there were **87 presentations** and approximately **300 registered participants**. The two keynote speakers were Dr Joy Mighty, professor and senior scholar of Innovation in Teaching and Learning in the office of the provost and vice-president (academic) of Carleton University, Canada, and Prof Geo Quinot from the Department of Public Law in SU's Faculty of Law.

Please visit the [conference website](#) for more information and [click here](#) to access all presentation abstracts.

## 4.2 Collaborative Online International Learning

In support of networked and collaborative teaching and learning, two SU staff members participated in the Collaborative Online International Learning (COIL) project of **Ohio University** in the US. The project included preparatory online learning sessions for academics, participation in a global engagement programme at Ohio University, and attending the Virtual Online Learning conference at the end of October. The SU academics will now incorporate COIL into their 2020 learning programmes in the Faculty of Education and the School of Accountancy respectively.

## 4.3 Postgraduate skills further enhanced

The Postgraduate Office has continued to expand its skills development offering for postgraduate students in 2019 with new training opportunities made possible through the University Capacity Development Grant of the DHET. These include training on the rules of **academic authorship** and **science communication**. The University Capacity Development Grant also funds the postgraduate pipeline project, which is intended to boost online skills development support, thereby providing the University access to a greater number of postgraduate students.

## 4.4 HealthyUS course

HealthyUS is a health and leadership course offered by the FVZS Institute for Student Leadership Development. It was developed by CHS's clinical personnel (medical doctors, physiotherapists and clinical nurses) and CSCD staff, who also presented the course in weekly sessions from 6 August to 1 October.

The course centres on mental and physical health, encouraging student leaders to think critically about their role as agents of change in educating fellow students with regard to personal health and well-being. It also aims to empower participants with the skills to identify potential health-related risk factors in themselves and their peers.



*Students during one of the sessions.*



*Some of the presenters of the HealthyUS course.*

## 4.5 Race and racism workshops

The Transformation Office hosted a series of workshops on understanding race and racism with **Industrial Engineering students** from 20 to 23 August. Over 400 students were reached over the four days. Follow-up workshops were conducted from 15 to 17 October. The report on the workshop series will serve as a basis for incorporating a similar series on critical diversity literacy in group work

into the Department's first-year curriculum. The aim would be to improve intercultural relations and minimise prejudice in a group-work setting.

#### 4.6 SU Hackathon

The second annual SU Hackathon took place over the weekend of 2 to 4 August. Hosted by Innovus, the event brings together talented **student computer programmers, designers, builders, statisticians, scientists and engineers** to learn, build and share creative ideas, while solving industry-relevant problems in an innovative way. This year's event, sponsored by Entersekt, Capitec and Explore, attracted 70 participants – double the number of last year. [Click here](#) to read more.

#### 4.7 Coaching workshop

SU's recently launched Centre for Sport Leadership hosted a workshop for Maties Sport's high-performance coaches in September. The workshop was facilitated by Dr Scott Brooks, research director at the Global Sport Institute (GSI) of **Arizona State University**, and Dr Luke Brenneman, a postdoctoral researcher at the GSI. The theme was "Losing before the match begins: Preparing your athletes for competition on the pitch, within the team, and inside their heads".

#### 4.8 Training community leaders

SU's Division of Social Impact again presented its annual community leader training as part of the **E'bosch initiative**. At a certificate ceremony at the end of August, the Stellenbosch mayor and I acknowledged the participants for their commitment and dedication. Twenty-four community leaders from Kayamandi, Ida's Valley, Cloetesville, Lynedoch and Lanquedoc received training certificates.

### 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 NRF ratings

The National Research Foundation (NRF) hosted its annual awards ceremony in Somerset West on 12 September. Two SU scientists – **Prof Bert Klumperman** from the Department of Chemistry and Polymer Science, and **Prof Dave Richardson** from the Department of Zoology and Botany – were among the top researchers acknowledged. Both managed to hold on to their NRF A-ratings for a third consecutive year.

With its 473 NRF-rated researchers, SU is third overall in South Africa. The number of rated researchers at the University **grew by 92%** over the period 2009 to 2019.

An NRF rating is allocated based on an individual researcher's recent research outputs and impact as recognised by both national and international peer reviewers. Researchers are allocated a rating in one of five categories, namely:

- A – leading international researchers;
- B – internationally acclaimed researchers;
- C – established researchers;
- P – young researchers likely to become future international leaders in their field; and
- Y – promising young researchers.

Of SU's rated researchers, 14 have been rated A, 119 B, 253 C, two P and 85 Y.

In the past, obtaining a rating meant that researchers gained access to **incentive funding**. Due to budget constraints, however, the NRF drastically reduced the funding associated with the rating in 2018. To undercut the unexpected funding reduction, SU provided rated researchers with a once-off top-up amount.

The reduced funding was a cause of contention in the research community. However, in the subsequent round of rating applications, SU's Division of Research Development did not experience a significant change in the number of applicants. This indicates that the rating process is regarded as a yardstick for the **quality of research**, and not merely a way to access funding.

## 5.2 Large grant to help SU develop better treatment for children with MDR-TB

SU has signed a large new grant agreement with **Unitaid**, an international partner of the World Health Organisation (WHO) that invests in innovations to prevent, diagnose and treat HIV/Aids, tuberculosis (TB) and malaria more quickly, affordably and effectively. The grant, which is valued at over **R280 million** (\$18,9 million), will be used to develop child-friendly treatments and preventative therapy for multidrug-resistant tuberculosis (MDR-TB). The agreement was signed in October, and the funded project, "Better Evidence and Formulations for Improved MDR-TB Treatment for Children" (or "**BENEFIT Kids**"), will run until 2022.

BENEFIT Kids is expected to go a long way towards reducing the burden of this dangerous yet treatable form of TB. Heading up the project will be **Prof Anthony Garcia-Prats**, who is associated with the **Desmond Tutu TB Centre** (DTTC) in the Department of Paediatrics and Child Health of SU's Faculty of Medicine and Health Sciences. Prof Garcia-Prats is also affiliated with the University of Wisconsin-Madison in the United States.

At present, more than 95% of children with MDR-TB in the world go without treatment. Among those who are treated, most are on drug regimens that are long, bad-tasting, toxic and composed mostly of adult tablets that must be crushed. These treatments also often cause severe side effects, such as irreversible hearing loss. BENEFIT Kids will increase access to quality-assured MDR-TB medicines that are child-friendly, which is a major advance, given the historical neglect of children in the global response to the TB epidemic.

The project will be implemented in South Africa, India and the Philippines. SU will work with several key partners, including the TB Alliance, University of California San Francisco, Johns Hopkins University, De La Salle University Medical Centre in the Philippines, BJ Medical College in India, Uppsala University in Sweden as well as Chiang Mai University in Thailand.

## 5.3 Telling the story of SU research

Noting the finding in the 2019 GlobalWebIndex report on digital consumer trends that social media is a preferred communication tool for those aged 18 to 34 (the so-called millennials), our Division of Research Development (DRD) has now also created a [Facebook page](#) to further promote the [Research at Stellenbosch University](#) publication. Extracts from the publication are posted on the page to enhance the general impact of SU's research and attract prospective students to the University. The posts are written in an accessible style to appeal to the public in general, not only scientists. By 16 October, the Facebook page had elicited the following response:

- Likes: 586
- Highest number of engagements with the page (by clicking or commenting) on a single day: 1 503 on 10 October (posts about World Mental Health Day, sharing SU research on this topic, as well as a story on an award for a researcher in the field of disability studies)
- Reach: 42 470 (the number of people who had any content from or about the page appearing on their screen)
- Number of views generated by posts: 23 078 (including page status, photos and links)
- Number of views generated by videos: 975

## 5.4 Research information packs

SU's Division of Research Development (DRD) issued its latest research information packs to **academic departments and faculties** in October. The booklets, tailor-made annually for each department, provide an overview of research-related data, statistics and activities, and are made available to departmental chairs. A comprehensive overview specific to each faculty have also been provided to deans, vice-deans for research and faculty managers.

The information mainly includes data managed by the DRD, such as research output, funding information, NRF ratings, and applications for ethics clearance. Also provided is general information on the DRD's functions and services to researchers.

This is the fourth time that DRD has compiled these comprehensive information sets per department and faculty. It forms of its responsibility to provide effective development and support opportunities to SU researchers. Research and innovation management has become crucial as institutions increasingly compete for scarce resources. To make the most of available funding opportunities, funders' complex rules and regulations have to be successfully navigated. Departments and faculties also need to align their research focus areas with strategic institutional and national goals.

In SU's pursuit of increased collaboration, internationalisation and partnerships with local and foreign stakeholders, the importance of accurate and current research-related information cannot be overstated.

## 5.5 Research Indaba

The annual Research Indaba took place at STIAS on 17 October. The event aimed to provide an opportunity where researchers from across SU's ten faculties could discuss and debate topics of common interest. The focus this year was on **research for impact**, one of SU's core strategic themes. The following inputs were made:

- Research for impact as a strategic theme at SU (Prof Eugene Cloete)
- International approaches to research impact (Prof Nelius Boshoff)
- Measuring research for impact – SU strategy and indicators (Prof Ian Cloete)
- Faculty approaches to research for impact (panel discussion)
- The five strategic research areas at SU, and our approach to implementation (Dr Therina Theron)

The more than 80 delegates who attended the Indaba were particularly interested in how research for impact would be **measured** at SU. The Indaba recommended that the Research Committee of Senate formally request the initiation of a broader consultation process to develop appropriate indicators and measures for this purpose.

## 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 wellbeing 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 2019 SU survey on well-being, culture and climate at work

The **second biennial SU staff survey** on well-being, culture and climate at work was conducted by our Division of Information Governance, on behalf of our Division of Human Resources, from 28

October to 15 November. The initiative forms part of our aspiration to be an employer of choice, which is one of the core themes in our *Vision 2040 and Strategic Framework 2019 – 2024*.

The purpose of the survey was to determine the levels of well-being among staff and obtain their opinion about the culture and climate in their working environment. All SU personnel were encouraged to participate through individual e-mails as well as a notice in the weekly electronic staff newsletter, [info@stellenboschuni](mailto:info@stellenboschuni), on 30 October.

In terms of the SU Language Policy, the survey was made available in [English](#), [Afrikaans](#) and [isiXhosa](#). Alternative arrangements were made so that staff members without access to e-mail or the internet could also participate in the survey. Participation was voluntary, and staff were reassured that all answers would be treated as confidential and anonymous.

The first staff climate and culture survey took place in 2017. [Click here](#) for more information. The content and make-up of the 2019 survey represents an improvement on the 2017 edition, and we are confident that the institution as a whole as well as individual environments across the University will benefit from staff's collective input.

The success of our ongoing quest for excellence, relevance and social impact depends on our people – specifically our staff and our students. Therefore, it is important to develop an institutional climate of understanding, appreciation, tolerance and embracing different cultures and beliefs as well as shared values, which the findings of this survey will help us achieve.

## 6.2 Code for Management Practices

To promote diversity in line with the University's strategic theme of being an employer of choice, the Rectorate approved a Code for Management Practices for Employment Equity on 17 September, for implementation with immediate effect.

The code provides guidelines for management practices with a view to advancing **employment equity** and reasonable accommodation of **people with disabilities**. Prior to approval, it was extensively discussed with all environments, whose inputs had been appropriately integrated with the document.

The code is a critical tool for addressing the barriers identified in the institutional Employment Equity (EE) Plan. It stipulates that involvement in the transformation mandate of the University, which includes the building of **transformation competencies**, would constitute **20–25% of staff's key performance areas (KPA) in future**.

The office of the EE director will conduct relevant training workshops with all environments to ensure a smooth transition and implementation.

## 6.3 nGAP at SU

With phase 5 of the DHET's New Generation of Academics Programme (nGAP) completed, SU now holds **22 of these positions**. In September, the DHET announced phase 6 of the programme, which makes available another 100 positions to institutions nationwide. SU is busy submitting its applications.

## 6.4 International mobility grants for staff

SU International partnered with Human Resources to deliver a development programme for **PASS staff**. This took the form of an exchange visit to **Lund University, Sweden**, from 4 to 11 October. From 30 applicants, ten staff members were selected to participate in the programme.

The local component of the programme included workshops on internationalisation at SU, intercultural competence, and an overview of the Lund-Stellenbosch partnership. In Lund, the staff spent time with their counterparts in their respective fields of work.

Our partnership with Lund University is a good example of comprehensive internationalisation in action, featuring student exchange, research collaboration and staff mobility supported by both partners. Lund indicated that the programme had sparked internationalisation conversations in units who normally did not engage with international visitors. Lund University has agreed to co-present at SU's annual Stellenbosch International Academic Network (SIAN) meeting in 2020 to share this with our partner network so that the model could be expanded to other universities.



*SU PASS staff on exchange at Lund University, Sweden.*

## 6.5 Honours for SU staff members

**Mr Aslam Arnolds, Ms Clarissa Graham and Ms Cornelia Malherbe** from SU's Division of Research Development (DRD) have won prestigious awards for their contributions to research management in Southern Africa. They were recognised at the annual Department of Science and Innovation (DSI)/Southern African Research and Innovation Management Association (SARIMA) awards on 5 September. **Dr Therina Theron** has been elected as the new SARIMA president and **Dr Natasha Mothapo** as a member of the SARIMA executive committee for the next two years.

**Prof Tania Ajam** from SU's School of Public Leadership has been appointed to South Africa's new Presidential Economic Advisory Council chaired by President Cyril Ramaphosa. An economist with extensive experience, Prof Ajam is also a member of the Davis Tax Review Committee.

**Dr Hayley Clements** of SU's Centre for Complex Systems in Transition recently received the inaugural Jennifer Ward Oppenheimer (JWO) research grant of \$150 000 for her work on the quantification of Africa's biodiversity planetary boundary. Dr Clements was selected from 164 applicants across the continent.

**Ms Ilhaam Groenewald**, chief director of Maties Sport, received a ministerial award for her contribution to sport at the GSport4Girls national ceremony in early September. And in October, she was named honorary vice-president of University Sport South Africa (USSA), having completed her term as president of the organisation.

**Prof Jonathan Jansen**, distinguished professor of Education Policy Studies, won the South African Literary Awards (SALA) book award in the category Creative Non-Fiction for his book, *As by fire: the end of the South African university*, on 7 November 2019.

**Ms Ellen Tise**, senior director of SU's Library and Information Service, has been appointed chair of the Freedom of Access to Information and Freedom of Expression (FAIFE) advisory committee of the International Federation of Library Associations and Institutions (IFLA) for the period 2019-2021.

**Mr Wouter Klapwijk**, deputy director of Information Technology and Digital Services, was co-organiser of the IFLA Big Data Special Interest Group meeting held in Frankfurt, Germany, in August.



**Prof Hester Klopper**, Deputy Vice-Chancellor: Strategy and Internationalisation, has recently been notified that she would be receiving the Dorothy Ford Buschmann presidential award of Sigma, a nursing organisation with 135 000 active members in more than 90 countries. This is in recognition of her outstanding contributions to nursing globally.

**Prof Bob Mash**, head of the Division of Family Medicine and Primary Care, received the Extraordinary Service to Medicine award of the South African Medical Association on 9 August for his many years of dedication to family medicine. He is also the executive head of our Department of Family and Emergency Medicine.

**Prof Leslie Swartz**, distinguished professor of Psychology, received the prestigious Science-for-Society gold medal of the Academy of Science of South Africa (ASSAf) for excellence in the



application of scientific thinking in service of society on 9 October. At the same event in Pretoria, **Prof Aslam Fataar** and **Prof Lesley le Grange**, both distinguished professors of Education, were inaugurated as elected ASSAf members. And on 24 October, Prof Le Grange received the South African Research Association (SAERA) Honours Award in Durban.

The dean of the Faculty of Military Science, **Prof Sam Tshehla**, (on the right in the picture left), received the Golden Star award for distinguished service in security education in Africa at the 16th Africa Security Watch Awards in Dubai on 7 November.

## 6.6 Chancellor's Awards for 2019

A distinguishing feature of institutions with an ethos of excellence is that they offer various levels and forms of recognition for excellent performance. SU does this by means of, among others, our annual Chancellor's Awards for personnel. These prestige awards recognise staff whose careers attest to sustained excellence in research, innovation, learning and teaching, social impact and professional services. Congratulations to the recipients for 2019! They will be receiving their awards at our graduation ceremonies from 9 to 13 December.

Recipient	SU environment	Award category
Mrs Gretchen Arangies	Faculty of Economic and Management Sciences	Professional services
Prof Andries Burger	Faculty of Engineering	Research, teaching and learning, and social impact
Prof Usuf Chikte	Faculty of Medicine and Health Sciences	Teaching and learning
Mr Enzo Daguanno	Faculty of Engineering	Professional services
Prof Jacques du Plessis	Faculty of Law	Research
Mrs Maryke Hunter-Hüsselmann	RC for Research, Innovation and Postgraduate Studies	Research and professional services
Prof Daniel Makinde	Faculty of Military Science	Research
Prof Linus Opara	Faculty of AgriSciences	Research
Mr Pierre Rossouw	Registrar's Division	Professional services
Prof Gilliam Schoombee	Faculty of Economic and Management Sciences	Professional services
Dr Jerome Slamet	Division of the Rector	Professional services
Mrs Susan van der Merwe	RC for Strategy and Internationalisation	Research and professional services
Prof Marlene van Niekerk	Faculty of Arts and Social Sciences	Research

## CONCLUSION

Thank you very much for your diligence and commitment during this eventful year. We are looking forward to many qualifications being conferred on our students at the forthcoming graduation ceremonies (9–13 December).

May you be filled with a sense of accomplishment and a strong sense of purpose and affiliation to SU. Plan purposefully to rest well, rejuvenate and come back refreshed for the new year!

A handwritten signature in black ink, appearing to read 'WJS de Villiers', with a large, stylized flourish at the end.

**Prof WJS de Villiers,  
Rector and Vice-Chancellor**

## ADDENDUM: OP-EDs & COLUMNS

### Opinion editorials (6 August to 23 October 2019)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Dr Tasneemah Cornelissen-Nordien	Social Work	Translating policy into service provision	<a href="#">Cape Argus</a> (27 Aug)
Prof Stella Viljoen	Visual Arts	'Invasion': an exhibition that presents an artist's healing touch	<a href="#">The Conversation</a> (27 Aug)
Emily O'Ryan	BAHons (Political Science) student	Maak 'n verskil aan huiswerkers se lewe	<a href="#">Netwerk24</a> (28 Aug)
Mart-Marié Serfontein	BA (Law) student	Theresa en Hillary: Moenie vroue oor die glaskrans stoot nie	<a href="#">Netwerk24</a> (28 Aug)
Dr Lee-Ann Steenkamp	SU Business School	South African taxpayers will bear the brunt of National Health Insurance	<a href="#">The Conversation</a> (29 Aug)
Lia Snijman	BAHons (Journalism) student	Van die slimste mense het nie grade nie	<a href="#">Netwerk24</a> (29 Aug)
Prof Johann Kirsten	Bureau for Economic Research	Bring in the bean counters to work out viable budgets for land reform	<a href="#">Business Day</a> (30 Aug)
Prof Ferdi Meyer	Bureau for Food and Agricultural Policy		
Prof Thuli Madonsela	Social Justice	CR17-veldtog is misleidingsaksie, sê Thuli	<a href="#">Vrye Weekblad</a> (30 Aug)
Prof Michael le Cordeur	Curriculum Studies	Hoe dink ons oor vroue?	<a href="#">Netwerk24</a> (30 Aug)
Prof Stella Viljoen	Visual Arts	On feminism and the art of 'looking back'	<a href="#">News24</a> (31 Aug)
Dr Azille Coetzee	Political Science	Hou op namens my haat saai	<a href="#">Rapport</a> (1 Sep)
Nadja Snegireva & Dr Karen Welman	Sport Science	Eye-tracking can help diagnose concussion, but it's under-utilised	<a href="#">The Conversation</a> (4 Sep)
Prof Wayne Derman Prof Jon Patricios	Orthopaedic Surgery University of the Witwatersrand		
Prof Mark Swilling	Centre for Complex Systems in Transition	Why microeconomic policies cannot work if macroeconomic policies are wrong	<a href="#">Daily Maverick</a> (5 Sep)
Prof Gael Giraud	Ecole Nationale des Ponts et Chaussées/School of Public Leadership		
Dr Elsje Pieterse	Animal Sciences	Insekboerdery? Nie meer so vergesog	<a href="#">Landbouweekblad</a> (6 Sep)
Joy Watson	PhD (Political Science) student	Feminism 101: Pussies are not for grabbing	<a href="#">Mail &amp; Guardian</a> (6 Sep)
Prof Amanda Gouws	Political Science	We don't live in a democracy	<a href="#">City Press</a> (8 Sep)
Prof Amanda Gouws	Political Science	Hollow words from a government that turns water cannon on female protesters	<a href="#">Business Day</a> (10 Sep)
Dr Rose Richards	SU Language Centre	Make learning accessible	<a href="#">Cape Argus</a> (10 Sep)
Prof Lizette Rabe	Journalism	How to break the stigma of suicide and other s-words	<a href="#">News24</a> (10 Sep)
Prof Amanda Gouws	Political Science	Sigh. I'm still protesting	<a href="#">Mail &amp; Guardian</a> (13 Sep)
Prof Michael le Cordeur	Curriculum Studies	Geslagsgeweld: Opvoeding die kruks van die antwoord	<a href="#">Netwerk24</a> (13 Sep)
Prof Thuli Madonsela	Social Justice	There is hope for SA	<a href="#">City Press</a> (15 Sep)
Prof Aslam Fataar	Education Policy Studies	Complacency has forced pursuit of a gender jihad	<a href="#">Cape Argus</a> (15 Sep)
Anne-Marie le Roux	SU Business School	Design thinking for the customer	<a href="#">City Press</a> (15 Sep)

<b>AUTHOR</b>	<b>FROM (environment or division)</b>	<b>HEADLINE</b>	<b>PUBLICATION (click for article)</b>
Prof Ian Couper	Ukwanda Centre for Rural Health	Midlevel workers: Africa's unsung health heroes need more support	<a href="#">The Conversation</a> (16 Sep)
Dr Chris Jones	Unit for Moral Leadership	On Malema, free speech and going against the grain of our cultural biographies	<a href="#">News24</a> (17 Sep)
Natasha Kruger	Centre for Invasion Biology	Invasive tadpoles can recognise potential predators in new environments	<a href="#">The Conversation</a> (17 Sep)
Dr Jonathan Fisher	University of Birmingham/ STIAS	New walls in cyberspace: Internet shutdowns and authoritarianism in Africa	<a href="#">Mail &amp; Guardian</a> (18 Sep)
Ané Koegelenberg	BA (Drama and Theatre Studies) student	Hier kom die donker nag vir SA	<a href="#">Netwerk24</a> (19 Sep)
Dr Alec Basson	Corporate Communication	SA has a legacy of trauma	<a href="#">Mail &amp; Guardian</a> (20 Sep)
Dr Kim Wale	Historical Trauma and Transformation		
Florence de Vries	Faculty of Medicine and Health Sciences	Dis tyd dat ons opnuut en sinvol dink oor vroue	<a href="#">Vrye Weekblad</a> (20 Sep)
Dr Azille Coetzee	Political Science	Waarom ek huiwer om alle mans 'vuilgoed' te noem	<a href="#">Rapport</a> (22 Sep)
Babatope Adebisi, Anna-Marie Beytell & Ferdinand Mukumbang	University of the Western Cape	Why alcohol remains a big threat to unborn babies in South Africa	<a href="#">The Conversation</a> (23 Sep)
Lizahn Cloete	Occupational Therapy		
Dr Azille Coetzee	Political Science	Vir Breyten kan jy nie hashtag nie	<a href="#">Vrye Weekblad</a> (27 Sep)
Emily O'Ryan	BAHons (Political Science) student	Gaan Cyril sy belofte nakom?	<a href="#">Netwerk24</a> (30 Sep)
Wessel van den Berg	PhD (Sociology) student	Struggling with the no-spanking rule? Here are some options	<a href="#">City Press</a> (1 Oct)
Breyten Cupido	BA (Humanities) student	Wie gaan ons jong mense lei?	<a href="#">Netwerk24</a> (1 Oct)
Zian Blignaut	Master's student (Creative Writing)	Klimaat: Ons gaan nog spyt wees, en wie gaan rou?	<a href="#">Netwerk24</a> (1 Oct)
Silke de Lange	Mercantile Law	So you want to be a lawyer? Perspectives from an academic	<a href="#">Without Prejudice</a> (1 Oct)
Prof Michael le Cordeur	Curriculum Studies	Kyk só na sertifikaat	<a href="#">Netwerk24</a> (3 Oct)
Dr Francois Cleophas	Sport Science	World Cup is reminding South Africans that sport is still divided	<a href="#">The Conversation</a> (3 Oct)
Prof Lizette Rabe	Journalism	Die mooiste, mooiste maand? Ja, HOOP-maand	<a href="#">Netwerk24</a> (4 Oct)
Dr Lize Barclay	SU Business School	Our political air has turned foul in an utterly corrupt society	<a href="#">The Mercury</a> (4 Oct)
Dr Marietjie Theron-Wepener	SU Business School	High cost of damage to reputation	<a href="#">Cape Argus</a> (4 Oct)
Prof Lizette Rabe	Journalism	Neem beheer oor swart hond	<a href="#">Die Burger</a> (5 Oct)
Mphumzi Mdekazi	Political Science	There is no need for an independent water regulator in SA	<a href="#">Weekend Argus</a> (6 Oct)
Fanelesibonge Ndebele	LLB student	SA youth's mental health crisis	<a href="#">Cape Argus</a> (8 Oct)
Prof Michael le Cordeur	Curriculum Studies	Lyfstraf hoort in argief	<a href="#">Netwerk24</a> (8 Oct)

<b>AUTHOR</b>	<b>FROM (environment or division)</b>	<b>HEADLINE</b>	<b>PUBLICATION (click for article)</b>
Prof Michael le Cordeur	Curriculum Studies	Not everyone's an academic – Grade 9 certificate could be the answer to our skills shortage	<a href="#">Daily Maverick</a> (8 Oct)
Eileen Kleynhans	BCom student	Bestaan die Stellenbosch bubble regtig?	<a href="#">Netwerk24</a> (8 Oct)
Dr Alanna Rebelo  Dr David Carlyle Le Maitre  Dr Mark New, Dr Peter Johnston, Dr Petra Holden & Tiro Nkemelang  Dr Tony Rebelo	Conservation Ecology and Entomology  Council for Scientific and Industrial Research  University of Cape Town  South African National Biodiversity Institute	What science tells us about fire hazards facing Cape Town and its surrounds	<a href="#">The Conversation</a> (11 Oct)
Prof Maureen Robinson	Curriculum Studies	Technology not the elixir of education	<a href="#">Mail &amp; Guardian</a> (11 Oct)
Frederik van Dyk	LLB student	Afrikaans: Wat gaan jy doen?	<a href="#">Rapport</a> (13 Oct)
Prof Anita Bosch	SU Business School	Myths surrounding lack of gender equality on SA boards	<a href="#">Pretoria News</a> (16 Oct)
Prof George Claassen	Journalism	OPINION: What's Nick Mallett got to do with it?	<a href="#">News24</a> (16 Oct)
Dr Nadia Marais	Systematic Theology	Beware the bullshit	<a href="#">Mail &amp; Guardian</a> (16 Oct)
Mercy Kannemeyer	Master's student (Drama and Theatre Studies)	US geherkoloniseer	<a href="#">LitNet</a> (18 Oct)
Prof Michael le Cordeur	Curriculum Studies	Uitspraak nie 'n doodsvonnis	<a href="#">Netwerk24</a> (19 Oct)
Prof Wim de Villiers	Rector and Vice-Chancellor	US en Afrikaans: die feite	<a href="#">Die Burger</a> (19 Oct)
Dr Nitya Mohanty	Centre for Invasion Biology	Global pet trade in amphibians is bigger than we thought	<a href="#">The Conversation</a> (22 Oct)
Frederik van Dyk	LLB student	Stories op die Rooiplein: Veeltalige Maties of gerusstellende leuens?	<a href="#">LitNet</a> (23 Oct)
Dr Nic Spaul	Economics	Not making the grade	<a href="#">Financial Mail</a> (24 Oct)
Prof Thuli Madonsela	Social Justice	In search of a shift moment	<a href="#">Business Live</a> (24 Oct)
Mercy Kannemeyer	Master's student (Drama and Theatre Studies)	Lei Matieland ons weer om die 'bosch?	<a href="#">Vrye Weekblad</a> (25 Oct)
Prof Piet Naudé	SU Business School	Eskom has an ethical responsibility to provide cheap, clean power to all	<a href="#">Business Live</a> (27 Oct)
Dr Tristen Taylor	Philosophy	Fascism, the barbarous undercurrent of our time, finds the ground ripe for a re-emergence	<a href="#">Sunday Times</a> (27 Oct)
Maryana Iskander  Prof Neil Rankin	Harambee Youth Employment Accelerator  Economics	We must equip young people to bounce back into work	<a href="#">Daily Maverick</a> (29 Oct)
Dr Lungiswa Nkonki	Global Health	How a lack of competition in South Africa's private health sector hurts consumers	<a href="#">The Conversation</a> (31 Oct)
Tian Alberts	LLB student	US en Afrikaans: die student se werklikheid	<a href="#">LitNet</a> (31 Oct)
Prof Mark Swilling	Centre for Complex Systems in Transition	How failing power utility is fuelling South Africa's economic crisis	<a href="#">The Conversation</a> (1 Nov)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Dr Francois Cleophas	Sport Science	The burden of showing Springbok support in the 21st century	<a href="#">The Conversation</a> (2 Nov)
Prof Thuli Madonsela	Social Justice	Embrace social justice or face inequality time bomb	<a href="#">City Press</a> (3 Nov)
Adv Johan Heunis	SU Convocation	Om die Bos gelei	<a href="#">Rapport</a> (3 Nov)
Caitlin Leatherby	BA (Humanities) student	Fiddling while earth burns	<a href="#">Cape Argus</a> (6 Nov)
Peter Cunningham	BSc (Conservation Ecology) student		
Prof Aslam Fataar	Education Policy Studies	"In the belly of the beast": South Africa's education discourses associated with the fourth industrial revolution (4IR)	<a href="#">LitNet</a> (6 Nov)
Prof John Measey	Centre for Invasive Biology	BRICS scientists could help stem the tide of invasive species	<a href="#">The Conversation</a> (7 Nov)
Zian Blignaut	Master's student (Creative Writing)	'Dink voor jy 'n kaalbas-foto vir my stuur'	<a href="#">Netwerk24</a> (11 Nov)

### Columns (27 Aug to 12 Nov 2019)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Prof Johan Fourie	Economics	The rules that keep millions poor	<a href="#">Finweek</a> (12 Sep)
		Ons probleem? Eerder te min as te veel kapitalisme	<a href="#">Rapport</a> (16 Sep)
		A theory about having babies	<a href="#">Fin24</a> (19 Sep)
		How to punish high school students – and the likely consequences	<a href="#">Finweek</a> (10 Oct)
		The second renaissance of finance	<a href="#">Fin24</a> (25 Oct)
		Which policies create economic growth?	<a href="#">Fin24</a> (31 Oct)
Prof Amanda Gouws	Political Science	Só kan ons nie nasie bou nie	<a href="#">Die Burger</a> (27 Aug)
		Nou raak ons onregeerbaar	<a href="#">Netwerk24</a> (10 Sep)
		Protes ál meer en ál intenser	<a href="#">Netwerk24</a> (8 Oct)
		Wat sit agter die DA se magspel?	<a href="#">Netwerk24</a> (22 Oct)
		Patriotisme, nasionalisme en wêreldburgers	<a href="#">Netwerk24</a> (5 Nov)
Dr Jan Greyling	Agricultural Economics	Room van die tegnologie-oes	<a href="#">Landbouweekblad</a> (18 Oct)
Prof Jonathan Jansen	Educational Psychology	Alice cow killings ring alarm bells about SA's moral crisis	<a href="#">Times Live</a> (29 Aug)
		Sexist violence is deeply ingrained in SA, and a march won't help	<a href="#">Times Live</a> (5 Sep)
		Here's a lesson for Mugabe acolytes: His Zim education reforms are a myth	<a href="#">Times Live</a> (12 Sep)
		All Rhodes lead out of Makhanda if the potholes stay	<a href="#">Times Live</a> (19 Sep)
		Keep your religious and 'scientific' excuses - beating kids is wrong	<a href="#">Times Live</a> (26 Sep)
		The Grade 9 policy is a cynical diversion for those whom the system failed	<a href="#">Times Live</a> (3 Oct)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
		In SA, it seems the best way to get our kids educated is to lock them up	<a href="#">Times Live</a> (10 Oct)
		The Afrikaans debate was not about language, but keeping baasskap alive	<a href="#">Times Live</a> (17 Oct)
		10 things doctors do that people have no patience for	<a href="#">Times Live</a> (24 Oct)
		Why, in SA, can't we enjoy rugby without getting into a scrum?	<a href="#">Times Live</a> (31 Oct)
		The Bok win won't fix Eskom or sway Moody's – it did something bigger	<a href="#">Times Live</a> (7 Nov)
Prof Nico Koopman	Deputy Vice-Chancellor: Social Impact, Transformation and Personnel	Op elke mens staan geskryf: 'Breekbaar'	<a href="#">Netwerk24</a> (28 Aug)
		Kom ons breek hierdie kultuur in ons land	<a href="#">Netwerk24</a> (4 Sep)
		Dié nagmerrie is wat ons nie durf nalaat nie	<a href="#">Netwerk24</a> (25 Sep)
		'n Kwarteeu later soek die VGK eenheid	<a href="#">Netwerk24</a> (2 Oct)
		Waardes kan nie sonder reëls blom nie	<a href="#">Netwerk24</a> (23 Oct)
		Diskriminasie: Dis in pad van oorwinning	<a href="#">Netwerk24</a> (30 Oct)
Deidre Samson	Institute for Futures Research	Don't do business completely alone	<a href="#">Eikestadnuus</a> (5 Sep)
		Pros, cons of African continental free trade agreement	<a href="#">Eikestadnuus</a> (12 Sep)
		GBV: How will business respond?	<a href="#">Eikestadnuus</a> (31 Oct)
Prof Anton van Niekerk	Philosophy	Bêre tog nou die ou vlag	<a href="#">Netwerk24</a> (3 Sep)
		Rassisme: Hoe diep lê wortels	<a href="#">Netwerk24</a> (17 Sep)
		'n Eeu sedert wetenskapsege	<a href="#">Netwerk24</a> (1 Oct)
		Gay-besluit stap in die regte rigting	<a href="#">Netwerk24</a> (15 Oct)
		Oor 'n nar en die duiwel	<a href="#">Die Burger</a> (29 Oct)
		Nuwe soort imperialisme?	<a href="#">Netwerk24</a> (12 Nov)
Dr Leslie van Rooi	Senior Director: Social Impact and Transformation	Waarom nuwe name, simbole op ons kampusse?	<a href="#">Netwerk24</a> (6 Sep)
		Protes teen gendergeweld wys magstrukture verander	<a href="#">Netwerk24</a> (12 Sep)
		Suid-Afrikaners wil graag meer met mekaar praat	<a href="#">Netwerk24</a> (3 Oct)
		Jy is geregtig op jou mening, maar nie op jou eie feite nie	<a href="#">Netwerk24</a> (24 Oct)
		Moenie Bok-sege se waarde onderskat nie	<a href="#">Netwerk24</a> (8 Nov)

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