

UNIVERSITEIT
iYUNIVESITHI
STELLENBOSCH
UNIVERSITY

100
1918 - 2018

forward together · saam vorentoe · masiye pbambili

STAFF ASSEMBLY | PERSONEELBYEENKOMS
27 AUG 2019

Adam Small Theatre Complex | Teaterkompleks , Stellenbosch

www.sun.ac.za/streaming

Send questions to: | Stuur vrae na: ecomms@sun.ac.za

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| PROGRAMME PROGRAM | |  |
|--|---|---|
| ONLINE: www.sun.ac.za/streaming | | VRAE: ecomms@sun.ac.za |
| 12:15 | Welcoming: Programme Director / Verwelkoming: Programdirekteur | Prof Nico Koopman , DVC: Social Impact, Transformation & Personnel / VR: Sosiale Impak, Personeel en Transformasie |
| 12:20 | Introduction & Context / Inleiding & Konteks | Prof Wim de Villiers , Rector & Vice-Chancellor / Rektor & Visekanselier |
| 12:30 | Strategy & Planning / Strategie & Beplanning | Prof Hester Klopper , DVC: Strategy & Internationalisation / Viserektor: Strategie & Internasionalisering |
| 12:40 | SUNFin | Prof Stan du Plessis , Chief Operating Officer / Bedryfshoof |
| 12:45 | SUNStudent | Dr Ronel Retief , Registrar / Registrateur |
| 12:50 | Student communities / Studentegemeenskappe | Prof Arnold Schoonwinkel Vice-Rector: Learning & Teaching |
| 12:55 | Huis ten Bosch | Prof Stan du Plessis |
| 13:00 | Questions facilitated Vrae gefasiliteer | Prof Nico Koopman |
| 13:10 | Conclusion / Afsluiting | Prof Wim de Villiers |

WELCOME | WELKOM




Prof Nico Koopman: Programme Director / Programdirekteur
(Deputy Vice-Chancellor: Social Impact, Personnel and Transformation
Viserektor: Sosiale Impak, Personeel en Transformasie)




THEATRE
COMPLEX
TEATERKOMPLEKS
IHLOLO LOMDLALU
IHOLO MEGONGISA
ELIXANDILEYO

ADAM SMALL


**INTRODUCTION & CONTEXT
INLEIDING & KONTEKS**



Prof Wim de Villiers
Rector and Vice-Chancellor / Rektor en Visekanselier



Contents
Inhoud



1. 'The Article'
'Die Artikel'
2. School for Data Science and Computational Thinking
Skool vir Datawetenskap en Rekenaardenke
3. Optimally positioning the SU brand
Optimale posisionering van die US-handelsmerk

'The article'
'Die artikel'





Aging, Neuropsychology, and Cognition
A Journal on Normal and Dysfunctional Development

ISSN: 1360-0567 (Print) 1744-4128 (Online) Journal homepage: <https://www.tandfonline.com/loi/hycp20>

RETRACTED ARTICLE: Age- and education-related effects on cognitive functioning in Colored South African women




SU RESPONSE:


- Apology
- Investigation
- Oop gesprek
 - Colloquiums
 - Senate motion
- Work in progress



School for Data Science and Computational Thinking
Skool vir Datawetenskap en Rekenaardenke



- Launched on 29 July 2019
- Staan langs fakulteite en werk interdisiplinêr met almal saam
- Will span the entire academic project, from under- and postgraduate training to research and specialist consultation



Forward together
Saam vorentoe



VISIE 2040

Die Universiteit Stellenbosch sal Afrika se voorste navorsingsintensiewe universiteit wees wat wêreldwyd as uitnemend, inklusief en innoverend erken word en waar ons kennis tot diens van die samelewing bevorder.

VISION 2040

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



STRATEGY & PLANNING
STRATEGIE & BEPLANNING

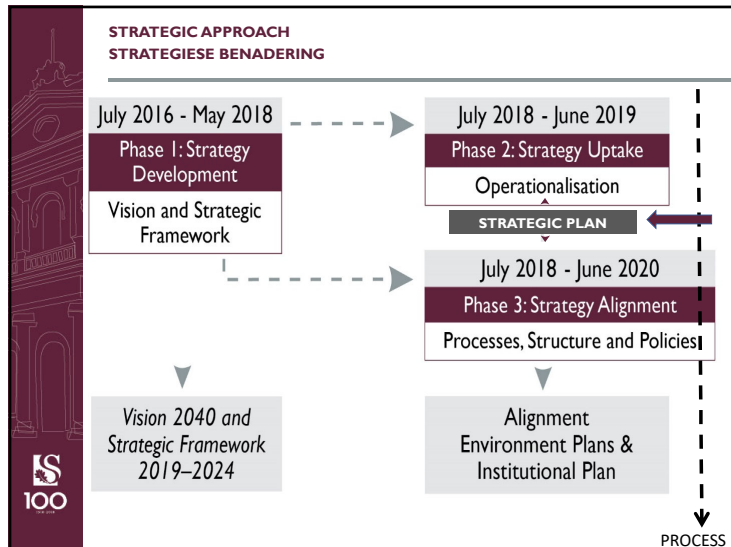
IST100
1918-2018

Prof Hester Klopper
Deputy Vice-Chancellor: Strategy and Internationalisation
Viserektor: Strategie en Internasionalisering



Contents
Inhoud

- Strategic Approach/ Strategiese benadering
- Phase 2 – Uptake/ Fase 2 – Integrasie
- Phase 3 – Alignment/ Fase 3 – Belyning
- EPF July 2019/ UBF Julie 2019
- Priorities/ Prioriteite
- What next?!/ Wat volgende?

IST100
1918-2018




| FASE 2: INTEGRASIE | PHASE 2: UPTAKE |
|--|---|
| <ul style="list-style-type: none"> • Deurlopende boodskappe in US media: deurlopend • Visuele elemente in openbare ruimtes en vergaderlokale: <ul style="list-style-type: none"> • Fase 1 afgehandel (konsep, ontwerp, installasie van voorbeelde) • Fase 2: fakulteite en PASD-omgewings: in proses • Fase 3: Studente-omgewings: in proses • Elektroniese gereedskapskis: <ul style="list-style-type: none"> • Aanlyn beskikbaar • Word opgedateer, soos nodig • Strategiese Plan: gefinaliseer • Werkswinkels | <ul style="list-style-type: none"> • Consistent messaging in SU media: continuous • Visual elements in public spaces and meeting rooms: <ul style="list-style-type: none"> • Phase 1 completed (concept, design, installation of examples) • Phase 2: Faculties and PASS divisions: in process • Phase 3: Student environments: in process • Electronic toolkit: <ul style="list-style-type: none"> • Available online • Updated, as required • Strategic Plan: finalised • Workshops |

| VISUAL ELEMENTS | VISUELE ELEMENTE |
|---|---|
|  |  |

| FASE 3: BELYNING | PHASE 3: ALIGNMENT |
|--|--|
| <ul style="list-style-type: none"> • Prosesse, beleide en struktuur • Prosesse en Sisteme <ul style="list-style-type: none"> ○ SUNFin ○ SUNStudent ○ MHB ○ Norme en standaarde • Beleide (± 320) • Struktuur belyning <ul style="list-style-type: none"> ○ Akademiese entiteite reglement ○ Dienste entiteite belyning | <ul style="list-style-type: none"> • Processes, policies and structures • Processes and Systems <ul style="list-style-type: none"> ○ SUNFin ○ SUNStudent ○ HR ○ Norms and standards • Policies (± 320) • Structure alignment <ul style="list-style-type: none"> ○ Academic entities regulation ○ Services entities alignment |

| EPF JULY 2019 | UBF JULIE 2019 |
|---|---|
| <p><u>Focus</u></p> <ul style="list-style-type: none"> • Overarching feedback re strategic process • RC and faculty alignment with & operationalisation of Vision 2040 & SF 2019–2024 • Overarching prioritisation <p><u>In attendance:</u></p> <ul style="list-style-type: none"> • Rectorate • Deans • Chief Directors • Supporting: <ul style="list-style-type: none"> ○ Strategic Initiatives ○ Finance ○ Corporate Communications ○ Faculty Managers | <p><u>Fokus</u></p> <ul style="list-style-type: none"> • Oorhoofse terugvoering i.v.m. Strategiese proses • VS en fakulteitsbelyning met en operasionalisering van Visie 2040 & SR 2019–2024 • Oorhoofse prioritisering <p><u>Teenwoordig:</u></p> <ul style="list-style-type: none"> • Rectoraat • Dekane • Hoofdirekteure • Ondersteunend: <ul style="list-style-type: none"> ○ Strategiese Inisiatiewe ○ Finansies ○ Korporatiewe Kommunikasie ○ Fakulteitsbestuurders |

1  **Priorities for a Thriving SU**

Critical

- System alignment:
 - SUNFin, SUNStudent
 - IT service delivery model
- Digitalisation and process re-engineering
- Qualitative and quantitative transformation
- Financial sustainability and renewal (Faculties FASS & Education)

Important

- SU Brand
- Campus Renewal Project
- Financial sustainability, with different emphasis (AgriSciences, FMHS, FASS)


Prioriteite vir 'n florerende US

Krities

- Stelselbelyning:
 - SUNFin, SUNStudent
 - IT diensleweringmodel
- Digitalisering en proses herontwerp
- Kwalitatiewe en kwantitatiewe transformasie
- Finansiële volhoubaarheid en vernuwing (Fakulteite LSW & Opvoedkunde)

Belangrik

- US Handelsmerk
- Kampusvernuwingsprojek
- Finansiële volhoubaarheid, met klem op verskillende aspekte (AgriWetenskappe, FMGW, LSW)

2  **Priorities: Transformative Student Experience**

Critical

- Equitable access with student success in SU's taught programmes

Important

- Welcoming and supportive learning environment
- Environment that prepares graduates to excel and lead for a complex world (FMHS)
- Shared values culture & real inclusivity (Education)
- Programme renewal, accreditation, short programmes (Law)


Prioriteite: Transformerende Studente-ervaring

Krities

- Billike toegang met studentesukses in programme wat US aanbied

Belangrik

- Verwelkomende en ondersteunende leeromgewing
- Omgewing wat graduandi voorberei om uit te styg en te lei vir 'n komplekse wêreld (GGW)
- Kultuur van gedeelde waardes en werklike inklusiwiteit (Opvoedkunde)
- Programvernuwing, akkreditasie, kort programme (Regte)

3  **Priorities: Purposeful Partnerships & Inclusive Networks**


Important

- Optimise stakeholder relations
- SU Internationalisation Strategy
- Internal, industry and international research and innovation networks and initiatives (AgriSciences)
- MOAs with partners (MS)
- SLP's and new partners (Theology)

Prioriteite: Doelgerigte Vennootskappe en Inklusiewe Netwerke

Belangrik

- Optimiseer verhoudings met aandeelhouders
- US Internasionaliseringstrategie
- Interne, industrie en internasionale navorsing en innovasie-netwerke en inisiatiewe (AgriWetenskappe)
- MvO met vennote (Krygskunde)
- SLP's en nuwe vennote (Teologie)

4  **Priorities: Networked & Collaborative Teaching & Learning**

Important

- Programme renewal
- ICT support for residential and hybrid learning students
- Research commons (Theology)

Prioriteite: Genetwerkte en Samewerkende Leer en Onderrig

Belangrik

- Programvernuwing
- IT ondersteuning vir residensiële en hibriede leerstudente
- Navorsingsentrum (Teologie)

Priorities: Research for Impact

Critical

- Increase international research contracts and funding

Important

- Evaluate and improve quality of research
- Strategic partnerships
- Postdoctoral fellows
- Research methodology training
- ARUA Centre of Excellence in Energy; Fraunhofer Gesellschaft "Project Centre" in Water and Energy


Prioriteite: Navorsing vir Impak

Krities

- Vermeerder internasionale navorsingskontrakte en -befondsing

Belangrik

- Evalueer en verbeter kwaliteit van navorsing
- Strategiese vennootskappe
- Nadoktorale genote
- Opleiding in navorsingsmetodologie
- ARUA Sentrum vir Uitnemendheid in Energie; Fraunhofer Gesellschaft "Projeksentrum" in Water en Energie



Priorities: Employer of Choice


Critical

- Staff and student health and wellbeing (RCs and faculties)
- Increase effectivity, efficiency and agility of HR processes and practices

Prioriteite: Voorkeurwerkgewer


Krities

- Personeel en studente se gesondheid en welwees (VS'e en fakulteite)
- Verhoog effektiwiteit, doeltreffendheid en soepelheid in MH prosesse en praktyke




WHAT NEXT

- Continued integration - change management and continued discussions per theme/ HODs
- Indicators to be included in the Strategic Framework metric, to be approved by Rectorate in September 2019
- Consultation with extended management team
- Finalisation of targets
- Metric to be operational from January 2020



What Next




SUNFin IMPLEMENTATION PROJECT UPDATE




Prof Stan du Plessis
Chief Operating Officer / Bedryfshoof




Contents
Inhoud



- Case for change
- What will change?
- Implementation Partner & Software Vendor
- Current status of project
- High-level project timeline
- Change management approach
- Factors for success




Case for change



- Our current **Adabas Natural Inhouse-developed Financial System** developed in 1989 (as old as the internet) has reached the end of its lifecycle
- The system cannot be maintained and upgraded as the programming language is no longer taught resulting in a skills shortage
- We need to deliver on the recommendation of the 2018 Quality Assurance Review *“that the modernisation of the financial system be fast-tracked, prioritised and completed as soon as possible”*.
- Our current system was developed for a centralised management model. The University accepted a Responsibility Centre Management Model in the early 2000's.
- We require accurate, real-time data presented via smart user-friendly analytics and dashboards to make better informed and effective institutional decisions

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What will change?





- Our current financial system will be replaced by the Oracle® Enterprise Resource Planning Cloud (Oracle ERP Cloud) Financials solution
- Oracle ERP Cloud Financials solution is a **comprehensive, integrated and scalable** financial management solution that will **enable and support** our decentralised Responsibility Centre Management Model.
- Oracle Financials Cloud is designed for collaboration and real-time access to the latest data. Oracle Financials Cloud will give SU insights faster to help minimize costs, increase productivity and enable management decisions.

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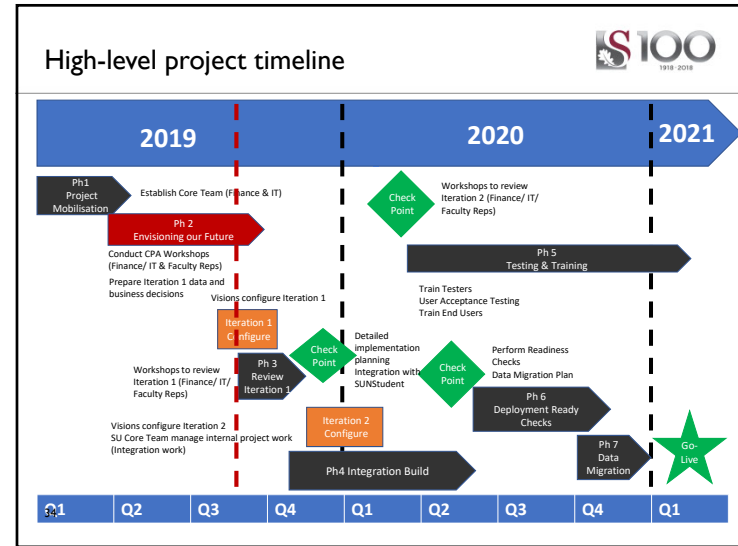
Implementation Partner & Software Vendor



| | |
|---|---|
|  <ul style="list-style-type: none"> • A South African owned company with UK subsidiaries and founded in 1995 • An Oracle Gold Partner and preferred partner in Higher Education across EMEA • Serves universities across EMEA, Asia, Middle East and US • A trusted advisor to many of our Higher Education customers • Has in depth knowledge of South African higher education requirements and processes • Has a proven track record of successful implementations within Universities • Has referenceable customers locally and globally • Has local expertise and a local footprint • Participates with institutions and authorities regarding legislative and statutory higher education requirements • In-depth product experience with Oracle solutions <p>32</p> |  <ul style="list-style-type: none"> • #1 provider of business software, with a broad portfolio of solutions for companies of all sizes • Oracle's higher education heritage: <ul style="list-style-type: none"> • More than 25 years higher education experience • 11 Million+ students • 25,000 active user group members • customers in 47 countries • 1,600+ higher education application customers • 11,000+ higher education technology customers • Over \$5bn annual R&D investment • Sharing best practices and leveraging technologies across industries and solutions • 24x7 global support • 19 global data centres and growing • Working with institutions of all types and sizes |
|---|---|

Status of SUNFin project

1. We are currently on time, within budget and on scope.
2. We started on 9 Apr 2019 with Cloud Process Alignment-workshops led by Visions (Finance, IT, HR, Faculty reps) up to the end of June.
3. Followed by 8 work streams preparing data and business decisions in rapid spreadsheets for Visions to start configuration of Iteration 1 by 23 Aug.
4. Iteration 1 with SU data will be delivered by Visions to SU on 9 Oct to start review.



Change management approach

- We own what we help to create (engagement/ co-creation)
- Institutions don't change, individuals change (ADKAR model)
- Successful change requires winning over the Head, Hearts and Hands of your people (Think – Feel – Act)
- As human beings we will adopt a new 'way of doing things' when we feel 'safe'. We feel capacitated, equipped & empowered and our fears of the new/ unknown are acknowledged and supported

The diagram shows three green circles: 'I know', 'I can, I want to', and 'I do'. A plus sign is between 'I know' and 'I can, I want to', and an equals sign is between 'I can, I want to' and 'I do'.

- Everyone thinks of changing the world but no one thinks of changing themselves – CHANGE STARTS WITH ME.

Factors for success


- Committed Executive Sponsorship
- Clear and compelling business case for change
- Integrated team approach – SU resources & Implementation partner (Visions Consulting) and Vendor (Oracle) working as ONE TEAM
- Strong governance and effective decision making
- Ownership by SU resources of the solution – 'we own what we help to create'
- Effective approach to change management
- Hypercare during post implementation to embed the new way of working

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SUNStudent IMPLEMENTATION PROJECT UPDATE 

Dr Ronel Retief
Registrar / Registrateur



Contents
Inhoud 

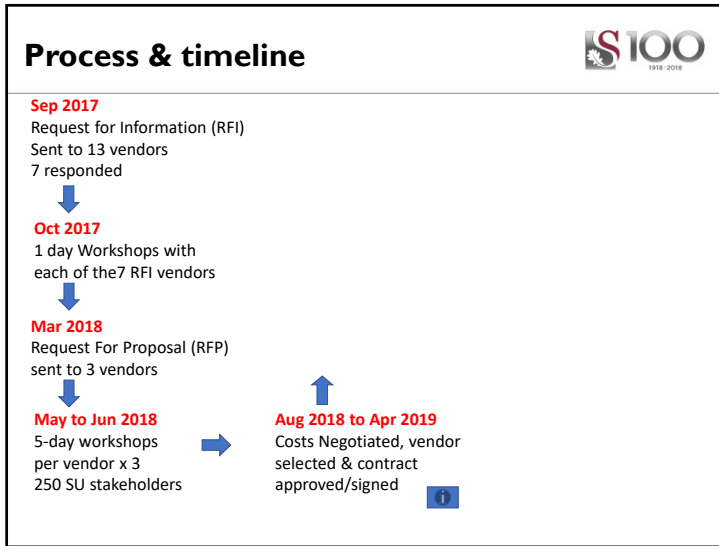
- Why are we doing it?
- Process & timeline
(Vendor & implementation partner)
- Factors for Success
- Keeping you updated

Why are we doing it? 

| | |
|--|---|
| <ul style="list-style-type: none"> <input type="checkbox"/> Risks ✓ Ageing platform & technology (Adabas/Natural), ✓ Scarce programming skills, difficulty of integrating with other systems ✓ Knowledge embedded in key staff – retirement ✓ Lack of good management information <input type="checkbox"/> Renewal Drivers / Needs ✓ Cater for non-traditional courses & programmes, semesters & quarters, flexibility in academic offering ✓ Capability to respond to new and fast-changing requirements ✓ Reporting and analytics (to be programmed vs. user defines own) ✓ Better user experience <input type="checkbox"/> Obsolescence ✓ 20 - 30 years in production ✓ No burning platform, but time for a smooth transition | <p>Promoting 5 of the 6 SU core strategic themes (Vision 2040)</p> <ul style="list-style-type: none"> <input type="checkbox"/> A thriving Stellenbosch University <input type="checkbox"/> A transformative student experience <input type="checkbox"/> Purposeful partnerships and inclusive networks <input type="checkbox"/> Networked and collaborative teaching and learning <input type="checkbox"/> Employer of choice |
|--|---|

Why are we doing it? 





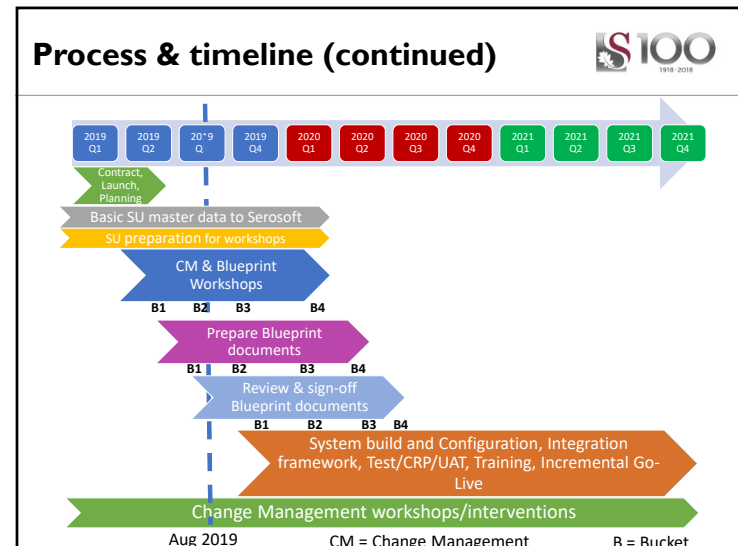
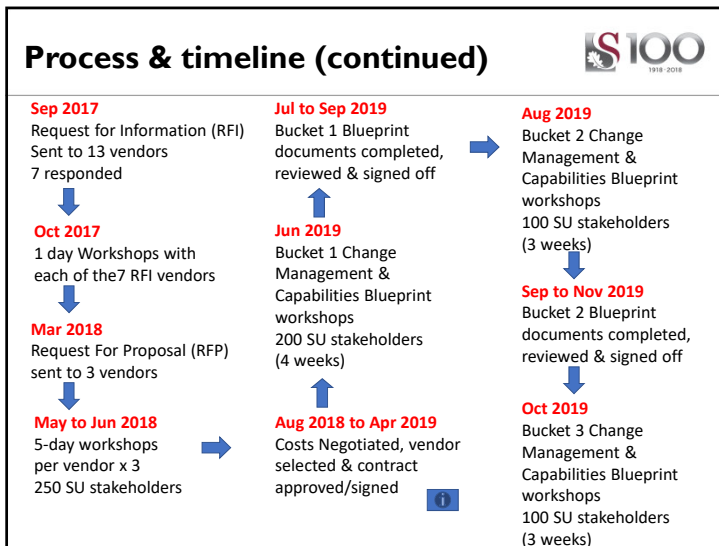
Vendor & implementation partner

Core Values

Serosoft is focused on creating sustainable value growth through unique ideas and innovative solutions. Our values are contained in our name, are at the heart of our existence, and are essential to our continued success. We foster an environment to make these values more resilient by the day:

- Speed
- Efficiency
- Passion
- Respect
- Ownership

Turkmenistan, Iran, Afghanistan, Pakistan, Arabia, Indore



Factors for success



- Committed Executive Sponsorship
- Clear and compelling business case for change
- Integrated team approach – SU resources & Change-/Project Management partner (EiffelCorp) and Vendor/Implementer (Serosoft) working as ONE TEAM
- Strong governance and effective decision making
- Ownership by SU resources of the solution – ‘we own what we help to create’
- Effective approach to change management
- Hypercare during post implementation to embed the new way of working

Keeping you updated



We will use the following broad communication channels to keep our stakeholders informed and engaged in the change journey:

1. Weekly info@SUN publications
2. SUNStudent Implementation Project Website – sunstudent@sun.ac.za
3. Standard Agenda Item for SUNStudent Project on all relevant SU Management Forums/ Meetings
4. Leadership Engagement Sessions (as required)

STUDENT COMMUNITIES STUDENTEGEMEENSAPPE



Prof Arnold Schoonwinkel
Vice-Rector: Learning & Teaching
Viserektor: Leer & Onderrig



Huis ten Bosch



Prof Stan du Plessis
Chief Operating Officer / Bedryfshoof



QUESTIONS | VRAE 

Programme Director | Programdirekteur


Prof Nico Koopman
Deputy Vice-Chancellor: Social Impact, Personnel and Transformation
Viserektor: Sosiale Impak, Personeel en Transformasie

E-mail to: | E-pos na:
ecomms@sun.ac.za

CONCLUSION | AFSLUITING 

Prof Wim de Villiers
Rector and Vice-Chancellor | Rektor en Visekanselier



**ELECTION OF NEW CHANCELLOR
VERKIESING VAN NUWE KANSELIER** 

- Dr Johann Rupert's second and last term is coming to an end towards the end of 2019
- **Nominasies** is oop van 14 Augustus tot 4 September 2019
- Members of SU Convocations may **nominate** (candidate need not be a member)
- Wie is lid van die Konvokasie?
 - US-graduandi
 - Voltydse en afgetrede akademiese personeel
- 20 signatures + declaration of acceptance
- Kieskollege stem 25 September, bestaande uit:
 - Raadslede
 - UK(S)
 - President en Visepresident van Konvokasie
- More information / Meer inligting:
 - www.sun.ac.za
 - Alfreda Coetzee, 021 808 4910, alfreda@sun.ac.za

**CELEBRATING WOMEN'S MONTH
ONS VIER VROUEMAAND** 



THE LATEST SU PUBLICATIONS DIE JONGSTE US-PUBLIKASIES



**Geïntegreerde Jaarverslag 2018
Annual Integrated Report 2018**

- Reports on SU's Centenary year
Lewer verslag oor die Eufeesjaar

Matieland June / Junie 2019


- 62-year-old alumni and stakeholder magazine
62-jarige alumni-en-belanghebbertydskrif
- New refreshed design
Nuwe verfriste ontwerp

Corporate Profile / Korporatiewe Profiel

- New publication profiling SU
Nuwe publikasie wat US profileer
- Aimed at broad stakeholder groups
Gemik op wye belanghebbergroep

All three publications available on SU website (click "News & Media"): <https://bit.ly/2My8Dm8>
Al drie publikasies op US-webblad beskikbaar (klik "Nuus & Media"): <https://bit.ly/2MAHcrU>

RESOURCES FOR PRESENTATIONS HULPBRONNE VIR AANBIEDINGS



Templates and presentations available / Template en aanbiedings beskikbaar

SU corporate presentation (PowerPoint) template must be used for all electronic presentations. Download the branding toolkit from SU website: Click "About us", then "Corporate ID" <https://bit.ly/2MAMxPY>

Templat vir US korporatiewe aanbiedings (PowerPoint) moet vir alle elektroniese aanbiedings gebruik word. Laai die Handelsmerk-handleiding af van die US-webblad: Klik "Wie is ons?", dan "Korporatiewe Identiteit" <https://bit.ly/30tqZrR>

Corporate Profile also available as PowerPoint presentation. Download from the US website: Click "News & Media" (under "Publications") <https://bit.ly/2My8Dm8>

Korporatiewe Profiel ook beskikbaar as PowerPoint-aanbieding. Laai af van die US-webblad: Klik "Nuus & Media" (onder "Publikasies:") <https://bit.ly/2MAHcrU>

'RESEARCH AT SU'



<https://console.virtualpaper.com/stellenbosch-university/research-2018/>

| | |
|--|--|
| <p>THE NATURAL ENVIRONMENT</p> <p>Energy, Food, Biodiversity, Ecosystems, Invasion Biology, Experimental Petrology, Lasers, Natural Resources, Physics, Polymers, Urban Systems Water</p> | |
| <p>HEALTH AND HUMAN SECURITY</p> <p>Animal TB, Biomedical Engineering, Epidemiology, Disability, Diseases, Ethics, Food Safety, Malnutrition, Mental Health, Posttraumatic Stress, Rehabilitation, Rural Communities, Sports Medicine, Trauma</p> | |
| <p>SOCIAL JUSTICE AND DEVELOPMENT</p> <p>Constitutionalism, Democracy, Dignity, Economy, Equality, Gender, Good Governance, Historical Trauma, Human Rights, Intellectual Property, Religion, Resilience, Scientometrics, Sustainability, Transformation</p> | |
| <p>HUMAN CREATIVITY AND SOCIAL INNOVATION</p> <p>Access, Advancement, Arts, Communication, Conversations, Development, Education, Housing, Leadership, Music, Resources, Semantics</p> | |
| <p>SYSTEMS AND TECHNOLOGIES FOR THE FUTURE</p> <p>Analytics, Applications, Astronomy, Biorefining, Business, Computers, Data, Economy, Engineering, Foresight, Industry, Information, Infrastructure, Management, Nanotechnology, Performance, Space, Systems, Technologies</p> | |

RESEARCH IMPACT LECTURES NAVORSINGSIMPAKLESINGS



FORWARD WITH RESEARCH IMPACT
LECTURE SERIES | LESINGSREEKS

The Division for Research Development (DRD) in collaboration with the University Museum is hosting a new lecture series, *Forward with Research Impact*. It will be presented at the University Museum on a weekly basis from 21 August 2019 to 20 November 2019 and consists of a series of lunchtime conversations/talks focused on the University's core strategic theme of Research for Impact.

For more information on the lecture series programme: <http://bit.ly/forwardwithimpact>

FORWARD WITH RESEARCH IMPACT 

Lecture Series Programme

| | | |
|---|---|--|
| <p>21 August Dr Rika Preiser Centre for Complex Systems in Transition (CST)</p> | <p>3 October Prof Gerhard Walzl DST-NRF Centre of Excellence for Biomedical Tuberculosis Research</p> | <p>30 October Prof Zsa-Zsa Boggenpoel SA Research Chair (SaRCh) in Property law</p> |
| <p>29 August Prof Willemien Froneman Africa Open Institute</p> | <p>9 October Prof George Claassen Centre for Science and Technology Mass Communication (CENSCom)</p> | <p>5 November Prof Cang Hui SA Research Chair (SaRCh) in Mathematical and Theoretical Physical Biosciences</p> |
| <p>11 September Prof Amanda Gouws SA Research Chair (SaRCh) in Gender Politics</p> | <p>16 October Prof Sampson Mamphweli Renewable and sustainable energy</p> | <p>13 November Prof Quinette Louw SA Research Chair (SaRCh) in Innovative Rehabilitation</p> |
| <p>18 September Dr Corlia Meyer Centre for Research on Evaluation, Science and Technology (CREST)</p> | <p>23 October Prof Anton van Niekerk SU's Centre for Applied Ethics</p> | <p>20 November Prof Josephine Musango Mainstreaming Gender for Energy Security in Urban Poor Environments (GENS)</p> |