

RECTOR'S MANAGEMENT REPORT TO COUNCIL (20 June 2022)

Prof Wim de Villiers,
Rector and Vice-Chancellor



Council meeting | Intlanganiso yeBhunga | Raadsvergadering, 20 June | Juni | Junie 2022, 10:00, Stellenbosch

PICTURE: FRANCOIS LOMBARD

- Thank you, chair. Good morning, everyone. Glad to be here at our mid-year Council meeting, with all of you present here and online.
- The opening slide of my presentation normally depicts something capturing the zeitgeist of the University in the reporting period – and there can be little doubt that this picture does exactly that.
- It shows a protest gathering on the Rooiplein on Friday 20 May in the aftermath of unfortunate incidents on campus in the preceding week or so.
- Which I will get to in a moment in my Management Report ...

Strategic Framework 2019–2024: CORE STRATEGIC THEMES



1
A THRIVING
STELLENBOSCH UNIVERSITY



2
A TRANSFORMATIVE STUDENT
EXPERIENCE



3
PURPOSEFUL PARTNERSHIPS AND INCLUSIVE
NETWORKS



4
NETWORKED AND COLLABORATIVE TEACHING
AND LEARNING



5
RESEARCH FOR IMPACT



6
EMPLOYER OF CHOICE

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- ... which is Agenda **item 5.1** – included in the Council bundle pp. **18-52**
- As with previous meetings, I take it as read, but let me draw your attention to important aspects.
- As usual, the Management Report is structured according to our six core strategic themes.
- But as always, in *this* presentation I won't be following the printed report page-by-page but rather provide a few highlights and updates on important developments

Installation of Justice Edwin Cameron as Chancellor



PICTURES: STEFAN ELS

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- The undisputed highlight in the reporting period was the installation of Justice Edwin Cameron, former Constitutional Court judge, as our 15th Chancellor on 18 May. (I refer to it in the introduction to my report on **p. 4 of my report.**)
- The Chancellor's investiture had been delayed because of the coronavirus pandemic that broke out shortly after he assumed office in January 2020.
- We are truly blessed to have a Chancellor that is a relentless proponent of the protection of human dignity for all, regardless of colour, race or creed.

SU in the news for the wrong reasons



Higher Education Minister Blade Nzimande condemns racist urination incident at Stellenbosch University

'There is no place for such behaviour or people at our universities,' the ministry said in a statement.

DM Daily Maverick



CAPETOWN NEWS

SU postpones exams after racist incident and alleged rape of student on campus



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- Sadly, though, the celebration was overshadowed by a shocking incident at Huis Marais the preceding weekend, causing our university much shame and pain.
- In the same week, we were also deeply distressed to learn of an alleged case of rape at another of our Stellenbosch residences.
- Let me summarise what we have done to deal with these issues ...

Steps taken

Urination incident

- Investigation launched
- Suspected perpetrator suspended
- Victim supported
- Disciplinary hearing
- Criminal charges

Alleged rape

- Investigation launched
- Suspected perpetrator suspended
- Victim supported
- Disciplinary process
- Criminal charges, leading to arrest

Overarching measures

- Exams postponed with a week
- Reporting hotline
- Independent Commission of Enquiry

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- IN BOTH CASES, we acted swiftly and took appropriate action within the stipulations of the Disciplinary Code for Students and other guiding documents
 - Investigations were immediately launched
 - The suspected perpetrators suspended
 - The victims supported
 - And disciplinary steps taken.
 - The victims also laid charges with the SAPS
- There were also OVERARCHING measures:
 - Exams postponed with a week
 - We are setting up a hotline where students and staff can report racism, prejudice and discrimination for swift investigation
 - And I announced an independent external commission, headed by a retired judge, to investigate **racism and harassment** at the University.

Independent Commission of Enquiry

Justice Sisi Khampepe will consider:

- **Incidents of racism** at the University, with reference to the recent occurrences at Huis Marais and the Faculty of Law's Law Dance;
- The state of diversity, equity and inclusion within the University **campus culture**;
- Whether the structures of the University and its **policies, rules and processes** are sufficient and most effective to address the lived experience of students and staff with regard to racism in all its guises; and
- **Related issues and concerns** that may arise in the course of the enquiry, including the need for further investigation or consideration.



More information:



<https://rebrand.ly/KhampepeCommissionSU>

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- I am happy to report that Justice Sisi Khampepe agreed to conduct this investigation, as we announced on 3 June.
- We are thankful that a person of her calibre has availed herself to assist us with this important task.
- Links to the media release with more information are on screen
- But in summary, the Commission will consider:
 - **Incidents of racism** at the University, with reference to the recent occurrences at Huis Marais and the Law Dance;
 - The state of diversity, equity and inclusion within the **University campus culture**, with specific reference to racism;
 - Whether the structures of the University and its **policies, rules and processes** are sufficient and effective to address the lived experience of students and staff with regard to racism in all its guises; and
 - **Related issues and concerns** that may arise in the course of the enquiry, including the need for further investigation or consideration of related issues.
- Chairperson, Justice Khampepe will make recommendations to assist the University in improving our culture of diversity, equity and inclusion with reference to racism that will safeguard and promote the **dignity and self-worth of all students and staff** ...
- ... because we take a **zero-tolerance** approach to racism, discrimination, prejudice and violence on campus and we are sensitive to the well-being of the entire student and staff community and the impact of such incidents – not only on the University, but on the **country as a whole**.

Combatting gender-based violence

Institutional GBV Monitoring Committee

- Dr Zethu Mkhize, head of the Transformation Office
- Jaco Greeff Brink, head of the Equality Unit
- Dr Jill Ryan, Gender Non-Violence coordinator, Equality Unit
- Ebrahiem Abrahams, Employee Relations director
- Nicolette van den Eijkkel, chief director of Facilities Management
- Dr Choice Makhetha, senior director of Student Affairs
- Lizzie Witbooi, social worker in the Centre for Student Counselling and Development
- Monica du Toit, ResEd group coordinator, Centre for Student Communities
- Alex Vink, the SRC's Womxn and Queer Empowerment manager
- Catherine Bern, responsible for the Student Wellness portfolio, TSR
- Felicia van Rooi, head of Student Discipline
- Jacolette Klopers, specialist project manager in Strategic Initiatives
- Prof Taryn Young, head of the Department of Global Health



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- Let me turn to a related matter: Gender-based violence
- Chair, this societal scourge has been with us for some time, but you will recall we have been dealing with it systematically (viz. Anti-GBV Task Team and Report)
- The two items on screen (**p. 9 of my report**) are our latest measures, and were included in my report before the latest incident
- On the left on screen, our Institutional GBV Monitoring Committee, is – as you can see – broadly representative, and we intend including more academics with experience in this field
- And on the right, our Equality Unit has launched an online platform making it easier for victims to report cases of sexual assault, GBV and victimisation, and at the same time providing us with greater insight into cases and trends so that we can act more effectively against it
- So, colleagues, our response to the challenges we have recently faced is not a kneejerk one, but rather **systemic and integrated**

Rectorate Strategic Summit (Aug 2021)

Gamechangers

1. Programme renewal
2. School/Faculty model
- 3. Innovation & entrepreneurship**
4. Hybrid model
5. Assessments
6. Delivery models & partnerships
7. Digital transformation strategy

Cross-cutting themes

- 1. Transformation**
2. Internationalisation
3. Strategy and data analytics
4. Systemic sustainability
5. Governance
6. Matrix organisation

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- Let me expand on that point by taking you back to last year, to a rectorate summit where one of the six CROSS-CUTTING THEMES we identified as crucial for strategy implementation was “**TRANSFORMATION**”.
- Along with the “GAMECHANGER” of “**INNOVATION & ENTREPRENEURSHIP**”, **transformation** was a key focal point at the start of the year ...

Institutional Planning Forum (Feb 2022)

Innovation and entrepreneurship Report-back to Council in March



Transformation Report-back to Council in June



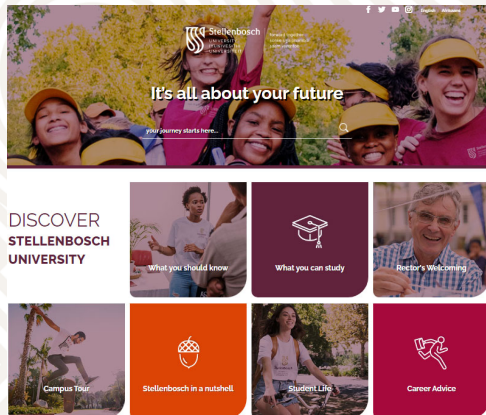
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PICTURES: STEFAN ELS

- ... at our Institutional Planning Forum.
- At the last Council meeting, DVC Prof Eugene Cloete provided detailed feedback on innovation and entrepreneurship
- And at this Council meeting, **DVC PROF NICO KOOPMAN** will unpack **TRANSFORMATION** in more detail
- What I want to do is to briefly highlight transformation-related elements in my management report
 - which, again, was **compiled before the recent incidents**

Broadening access: Student recruitment

Online Open 'Day'



9 April to 31 July: **113 847** page views by 16 June

+

On-campus Open Days



23 April: Science, Technology, Engineering & Mathematics (STEM)

7 May: Social Sciences

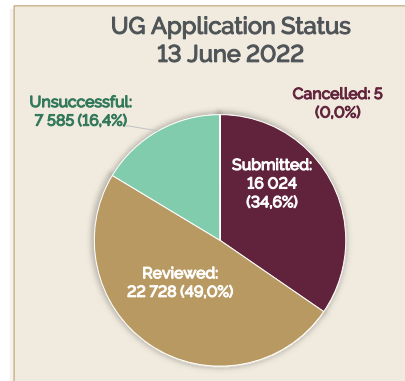
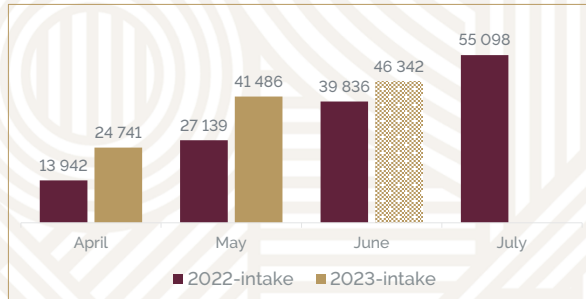
14 May: Business & Law

15 787 tickets

- Let me start with what we are doing to 'open the doors of learning' even wider, i.e. broadening access
- In the reporting period, we had very successful student recruitment activities
- On **pp. 16–17 of my report** you will find information about our annual Open Day, which was again held *ONLINE*, and as a result attracting a far greater audience than in the pre-Covid era
- The website will stay active until applications for 2023 close at the end of next month
- This year, the online Open 'Day' was augmented by relatively small and focused *ON-CAMPUS* Open Days – hosted by faculties in three clusters
- These events were very also successful – sold-out affairs!
- You can see the numbers on-screen – much higher than before.
- So, we anticipate good results ...

UG applicants with submitted applications (by 13 June 2022)

2023-intake compared to 2022-intake



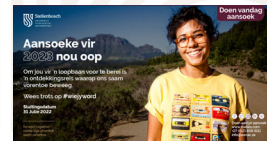
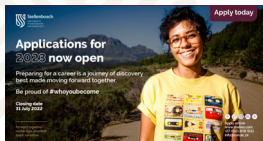
- Total reviewed (unsuccessful + review status) = 30 313 (65%)
- An additional 2 600 applications have been partially reviewed (documents outstanding)

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- ... good results in terms of applications to **enrol for studies at Stellenbosch University** next year.
- The figures certainly shows that there is lots of interest.
- In the bar chart on the left of the slide, we see last year's figures in maroon and this year's figures in gold. And we can clearly see the trend is upwards
- We have already passed 46 000 applications *[textured golden bar above]* ...

Undergraduate applications (by 31 May 2022)

Nationality and population group	31 May 2021 (2022-intake)	31 May 2022 (2023-intake)	% Increase
International	1 483	1 852	25%
South African	25 656	39 634	54%
Asian	46	71	54%
Black African	14 606	25 024	71%
Coloured	3 370	4 787	42%
Indian	1 051	1 568	49%
White	6 018	7 542	25%
Prefer not to say	392	558	42%
Unknown	173	84	-51%
Total	27 139	41 486	53%



- In this slide we see the numbers broken down into the nationality and population groups of the applicants
- By the end of May, applications were **up 53%** compared to last year.
- In fact, there was a **steep rise in all categories**, across the board.
- Which is good news in terms of our goal of **broadening access** to the University

Siyakhula ResEd

HK sessions



Critical Engagement Forum



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- So, what do we have in place for students when they arrive on campus?
- Here are some examples – again, included in my report before the recent incidents (**see p. 21 of my report**)
- We have an extensive and comprehensive Residential Education (ResEd) programme for newcomers. It's branded "Siyakhula", i.e. "we are growing".
- It entails interactive workshops structured around the key themes of sociocultural awareness, leadership and intergroup skills.
- These engaging sessions help students navigate their new social environment. The objective is to expose them to new ways of thinking and help them see the world through the eyes of others.
- The facilitators are all properly trained by our Transformation Office and Division of Student Affairs
- On the left of this slide we see sessions with House Committee members two weeks prior to the start of the welcoming period at the start of the year ...
- ... and more recently, on Freedom Day [27 April], House Committee members for critical engagement and transformation visited the Drakenstein correctional facility, where president Nelson Mandela served the last part of his sentence.
- This kind of exposure and the critical conversations they spark equip our student leaders to act as facilitators of engagement in their student communities

'Shared Humanity' module facilitated by our Co-Curriculum Office

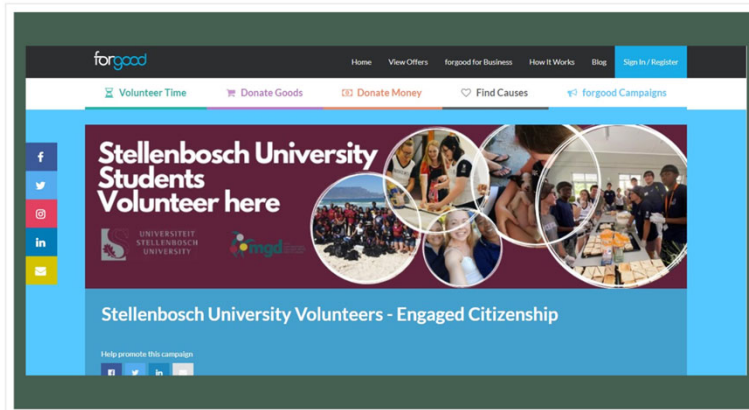
Human connectedness in a complex world: Seven lessons in criticality

Anthropology	Prof Tshepo Madlingozi	Who are we really?
Science and Technology	Dr Mpho Tshivhase	Where do humans fit into artificial intelligence?
Economics	Prof JP Landman	What is the future of the South African economy?
Medicine	Prof Salim Abdool Karim	Are the coronavirus and its mutations here to stay?
Visual Arts	Prof Elmarie Costandius	How do I find my space and place in a changing world?
Law	Prof Thuli Madonsela	Can the law deliver on social justice?
Sociology	Dr Imtiaz Sooliman and Prof Jonathan Jansen	To what extent can civil society fill the gap left by dysfunctional governance?

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- Also on **p. 21 of my report**), you will find details of another opportunity open to our students, namely a 'Shared Humanity' interdisciplinary module facilitated by our Co-Curriculum Office
- Led by renowned experts in various academic disciplines, students are challenged to critically examine their points of view on a range of topics.
- This builds the required graduate attributes, equipping our students with the kind of competencies they need for the present and the future
- The focus here is on "human connectedness in a complex world" – an emphasis that is clearly sorely need and most relevant

Advancing engaged citizenship (Matie Gemeenskapsdiens)



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- Turning over to **p. 22 of my report**, you will find reference to “Advancing Engaged Citizenship”, a short course facilitated by Matie Community Service
- Community engagement like this provides our students with very valuable ‘real-world’ exposure, helping us to not only deliver the kind of graduates we need, but also shaping students during their time on campus



- Another way that we provide our students – and staff – with exposure to societal challenges, is the Imbizo 365 calendar of engagement, which combines national and international days with themes from our guiding Vision and Strategic Framework (**p. 24 of my report**)
- The activities on the calendar are all aimed at developing promoting social cohesion
- For Africa Day in May, Dr Chidi Achebe delivered a lecture on our continent's challenges and the way forward for Africa – find it on YouTube, you can follow the QR code on screen – it is most thought-provoking

Student Transformation Summit & Transformation Charter



Pledge:

- Provide a learning home for all persons to thrive and be treated with respect and humanity
- Foster a space where our staff and students have a safe space to be themselves
- Inculcate a sense of shared humanity and human dignity

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- Another initiative bringing us together is our annual Student Transformation Summit (**p. 21 of my report**)
- At this year's event, held on 11 March, our new Students Transformation Charter was launched, in which we pledge to
 - (i) provide a learning home for all persons to thrive and be treated with respect and humanity;
 - (ii) foster a space where our staff and students have a safe space to be themselves; and
 - (iii) inculcate a sense of shared humanity and human dignity
- That's making tangible our core strategic theme of providing a "transformative student experience"

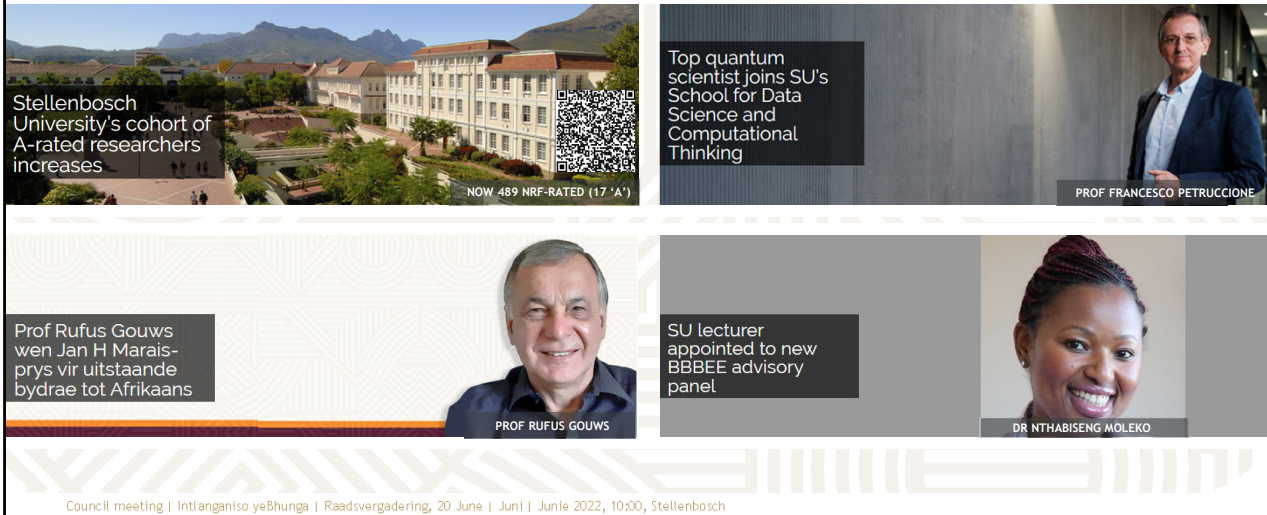
A transformative student experience Amava abafundi aguqulayo 'n Transformerende studente-ervaring



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- Chairperson, at our last meeting I shared some graduation stories – examples of how we are not only broadening ACCESS but also promoting student SUCCESS, because the two together form the foundation of a transformative student experience
- This time I want to share some examples showing the graduate attributes we are striving to instil in our students. On screen we see case studies recently published on our website – Stellenbosch University alumni who have gone on to be not only **dynamic professionals** with **enquiring minds**, but ultimately **well-rounded individuals** who are **engaged citizens** in society
- This shows the transformative impact of a university education – on individuals, and through them, on society

Academic and research excellence
Ukugqwesa kwezophando nezemfundo
Akademie en navorsingsuitnemendheid



- Just as success goes hand in hand with access, so TRANSFORMATION goes hand-in-hand with EXCELLENCE – they are two sides of the same coin.
- Here's a sample of some fantastic staff achievements
- TOP LEFT: Our corps of NRF-rated researchers is growing. We now have 489, of whom 17 are A-rated. Find the full list via a link in my report on **p. 30 of my report, or follow the QR code on screen**
- TOP RIGHT: I am happy that we keep attracting top talent. We have secured the services of the internationally esteemed quantum scientist Prof Francesco Petruccione with a triple appointment in our School for Data Science and Computational Thinking, the Department of Physics in our Faculty of Science, and the National Institute for Theoretical and Computational Sciences.
- LINKS ONDER: Prof Rufus Gouws, 'n toonaangewende linguïst en leksikograaf van ons Department Afrikaans en Nederlands, het die Jan H Marais-prys vir sy uitstaande bydrae tot Afrikaans as akademiese taal ontvang.
- BOTTOM RIGHT: Dr Nthabiseng Moleko, Senior Lecturer in Economics and Statistics at the Stellenbosch Business School, was appointed to the new broad-based black economic empowerment advisory council announced by President Cyril Ramaphosa earlier this month.
- Well done to all of them

Engaging with students and staff: Rector's Breakfasts



PICTURES: STEFAN ELS

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- It is very important for us as management to have ongoing engagements with students and staff.
- A new initiative in this regard is a series of breakfasts that I will be hosting regularly – we had one with students in March, and one earlier this month with staff members
- Even though the Rectorate frequently meets with the SRC, and we also have three staff assemblies a year, events like this, where management reaches out to the general student and staff bodies, are very important
- The staff breakfast took place just after we returned from an overseas trip recently, which I will report on in a moment. But it also took place after the recent incidents, so it was a good opportunity to get staff members' thoughts on how we can improve our institutional culture, and it was actually very encouraging

Global reach



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- As mentioned, I recently returned from a visit to the US and Europe, accompanied by colleagues.
- We experienced enormous interest in the work of our university.
- Here on screen, I am at the Westpoint Military Academy, where we signed an agreement for collaboration with our Military Academy at Saldanha.
- And we visited a range of other institutions in Florida, Los Angeles (the Global Initiative on Sharing All Influenza Data), Chicago (the Global Health Institute of Northwestern University), and Virginia (Institute for Advanced Biomedical Research at George Mason University), as well as Brussels (the Guild of European Research-Intensive Universities).
- The networks we are building will no doubt have an immense impact on our research programmes going forward.

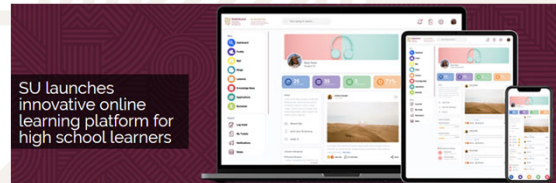
Networked and collaborative teaching and learning

Stellenbosch University Unit for International Credentialing

IEB-International Secondary Certificate (IEB-ISC)

The first IEB-ISC examinations will take place in October 2022. The qualification is an international qualification with its roots in Africa. Schools that offer the IEB-ISC through the IEB are independent schools, appropriately registered in their own countries, fulfilling all legal requirements which apply in the country in which they operate. Similarly, other institutions that wish to offer the IEB-ISC would be obliged to fulfil the legal requirements which apply in the country in which they operate.

Language Centre presents training in Rwanda



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- The reach of our University is also being extended through innovative teaching and learning initiatives
- TOP LEFT: We are proud to be the quality assurer of the International Secondary Certificate (ISC), a new school-leaving qualification offered as an affordable, Africa-centred alternative by SA's Independent Examinations Board (IEB).
- TOP RIGHT: Recently, our Faculty of Education launched SU ADVANTAGE, an innovative online learning and teaching solution focusing on supporting high school learners in grades 10, 11 and 12.
- BOTTOM LEFT: Our Language Centre presented training to master's and doctoral students in Rwanda in March, in collaboration with the Africa Institute for Mathematical Sciences (AIMS)
- BOTTOM RIGHT: And I am very excited to announce that we are going into partnership with the global online university-level course provider edX, which has 40 million students in 196 countries! Their slogan is "Start learning from the world's best institutions", and we can be proud that Stellenbosch University will be on the platform alongside MIT, Harvard, Berkeley, etc. Watch this space ...

Social Justice Walk, Youth Day 2023



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PICTURES: FRANCOIS LOMBARD

- Almost done ... just a quick punt for annual Social Justice Walk on June 16, organized by Prof Thuli Madonsela to raise funds for our students through the #Action4Inclusion initiative
- This year, I was joined by a number of colleagues – showing we don't just talk the talk but walk it as well 😊

SU Vision 2040: VALUES & ASPIRATIONS



Aspiration:

"A transformed and integrated academic community that celebrates critical thinking, promotes debate and is committed to democracy, human rights and social justice with an outward, international and future focus"

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- IN CONCLUSION, colleagues, our journey of change rests on the foundation of our VALUES -- Excellence, Compassion, Accountability, Respect and Equity.
- We should not let incidents like the recent ones – however serious – deter us from aspiring to becoming a truly “transformed and integrated academic community that celebrates critical thinking, promotes debate and is committed to democracy, human rights and social justice with an outward, international and future focus”



- Chair, with your leave, I will now take questions