

ONLINE STAFF ASSEMBLY / AANLYN PERSONEELBYEENKOMS



On MS Teams Live, <https://rebrand.ly/SUStaffAssembly>
Questions / Vrae: ecomms@sun.ac.za and Q&A in MS Teams LIVE

2020-12-08 (12:30–13:30)

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WELCOMING / VERWELKOMING

Prof Nico Koopman



Prof Wim de Villiers in the basement parking area of the new Jan Mouton Learning Centre, on a campus tour ahead of the Council meeting on 30 Nov 2020, being shown around by project architect Kalla Smit of TV# Architects and Planners, left, and Charin Skeen, senior project manager at Facilities Management, right. PHOTO: STEFAN ELS

- Afternoon colleagues, and welcome ... to our last Staff Assembly for the year – again taking place online, because COVID-19 continues to have a significant impact, with most of still working from home.
- This year, we first met in Feb, lockdown started in March, we had our first online Staff Assembly in Aug, and here we are with two weeks to go until the end of the year.
- Always a busy time for us at the University – here you see the Rector on a campus tour ahead of the Council meeting last week.
- Vanjaar was baie uitdagend – ja daar was talle hoogtepunte, maar ook swaarkry en pyn. I ask that we all observe a moment of silence in memory of all who have passed away this year. >>

IN MEMORIAM




3

- Ons dink aan almal wat ons ontval het;
ons staan saam met almal wat geliefdes verloor het ...
- May they rest in peace, and may their family, friends and colleagues find the strength
to carry on ...
- Thank you, colleagues. Dankie, kollegas. >>

QUESTIONS & ANSWERS / VRAE & ANTWOORDE

Q&A session at the end.

- Questions submitted in advance to ecomms@sun.ac.za
- Questions posed during meeting in Q&A column on the right.
Look for  icon top right.
- Excess questions will be answered afterwards.



- Colleagues, there will be a Q&A session at the end.
- With the invite last week, you were prompted to submit questions in advance by email. We will try to address those ...
- Today, you can also ask questions during the meeting -- in the Q&A column on the right.
Look for the icon in the top right corner of your screen.
- As usual, we will keep a record of all questions, and those that we don't get today will be answered afterwards, and posted on StaffNet on the SU website

PROGRAMME / PROGRAM

SU Staff Assembly / Personeelvergadering, 2020-12-08

ONLINE / AANLYN:

<https://rebrand.ly/SUStaffAssembly>

QUESTIONS / VRAE:

ecomms@sun.ac.za

and Q&A in MS Teams LIVE

| | | |
|-------|---|--|
| 12:30 | Welcoming: Programme Director / Verwelkoming: Programdirekteur | Prof Nico Koopman |
| 12:35 | Looking back on 2020 / En ons kyk vooruit na 2021 | Prof Wim de Villiers , Rector & Vice-Chancellor / Rektor & Visekanselier |
| 12:45 | Budget 2021: Council decisions Begroting 2021: Raadsbesluite | Prof Stan du Plessis , Chief Operating Officer / Bedryfshoof |
| 12:50 | Learning & Teaching 2012–2020 / Leer & Onderrig die afgelope agt jaar | Prof Arnold Schoonwinkel , Vice-Rector: Learning & Teaching / Viserektor: Leer en Onderrig |
| 13:00 | Staff health & wellbeing, and HR Personeel-gesondheid & -welstand | Prof Nico Koopman , DVC: Social Impact, Transformation & Personnel / Viserektor: Sosiale Impak, Personeel en Transformasie |
| 13:05 | Questions & Answers / Vrae & Antwoorde | Prof Wim de Villiers facilitates / fasiliteer |
| 13:25 | Conclusion / Afsluiting | Prof Wim de Villiers |

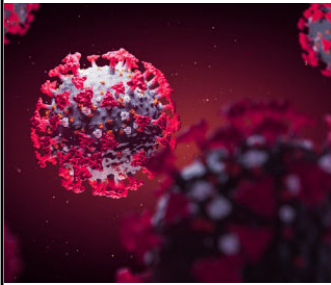


- Colleagues, here's the programme
 - The Rector's up next
 - Then Prof Stan
 - Prof Arnold
 - A few words from me
 - Then questions and discussion
 - Before we conclude
 - Without further ado, over to Prof De Villiers

OVERVIEW / OORSIG

Prof Wim de Villiers

Looking back on 2020 and ahead at 2021
Ons kyk terug op 2020 en vooruit na 2021



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



6

- Thanks, Prof Nico. Hello, everyone. It's good to meet with staff again, even if it is mostly in cyber space and not in person.
- I miss you folks! I am back at the office most days, and see some colleagues and students around, but really miss the buzz on campus
- However. It is crucial that we do the necessary to stop spread of coronavirus. Hopefully, we will all get back to campus sooner rather than later ...



- So, 2020 – what a year!
- Lots of changes and demands – home schooling, online meetings, working from home, wearing masks, lockdown ...

The impact of COVID-19 on SU

Die impak van COVID-19 op die US



A THRIVING
STELLENBOSCH UNIVERSITY



Overriding priorities for 2020:

Completing the **academic year**

Ensuring institutional **sustainability**



8

- 2020 will rightly be remembered as **especially challenging**
- When the coronavirus pandemic struck, all our priorities were immediately reduced to (1) Completing Academic Year 2020; and (2) Ensuring SU's sustainability
- I am happy to say I think we managed well – thanks to the hard work and sacrifices of colleagues. Thank you all!

Institutional Committee for Business Continuity Institusionele Komitee vir Bedryfsvoortsetting



ICBC Chair: *Prof Stan du Plessis*, Chief Operating Officer

- Workstream 1: Student services (*Dr Ronel Retief*)
- Workstream 2: Learning and teaching (*Prof Arnold Schoonwinkel*)
- Workstream 3: Staff (human resources, health and wellbeing) (*Prof Nico Koopman*)
- Workstream 4: Communications, social impact, external relations (*Prof Hester Kloppe*)
- Workstream 5: Campus operations (*Ms Nicolette van den Eijkel*)
- Workstream 6: Finance and legal (*Mr Manie Lombard*)
- Workstream 7: Research (*Prof Eugene Cloete*)
- Medical Advisory Committee (*Prof Eugene Cloete*)



9

- I think there were two main factors to our success. Firstly, setting up the Institutional Committee for Business Continuity (ICBC), which allowed us to handle the crisis with coordination, in an integrated way.
- I have been greatly impressed by the nimbleness of our staff – both in academic roles and those in professional administrative support services – who have been walking extra mile after extra mile to keep our academic project on track.
- A big thank you to everyone for your dedication, hard work and sacrifices this year.
- >>

Emergency Remote Teaching, Learning and Assessment Noodafstandsonderrig, -leer en -assessering



A TRANSFORMATIVE STUDENT
EXPERIENCE



NETWORKED AND COLLABORATIVE TEACHING
AND LEARNING



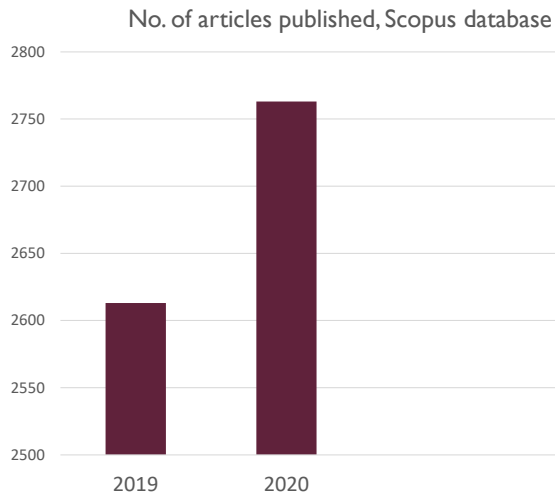
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- The second major reason success factor was our ability to rapidly switch to emergency remote teaching, learning and assessment.
- It has been a tremendous team effort by everyone – lecturers, support staff, tutors, students.
- On the whole, the University has been quite successful with this transition, for which we are very grateful
- But we also know that some students have been having very hard time because they lack resources or find themselves in difficult circumstances.
- And even though we tried our best with laptops and data etc, some students still struggled.
- We have to acknowledge this and keep on improving, especially as we start incorporating more hybrid and blended methods in our learning and teaching, which is the future.
- More about this portfolio later from Prof Arnold.

SU research output US-navorsingsuitset



RESEARCH FOR IMPACT



Quintin the robot connects isolated Covid-19 patients with families



Innovative Covid-19 treatment saves lives and healthcare resources



11

- We also did well in research and innovation.
- According to data extracted from the Scopus database, our research productivity as measured in number of articles published is up this year.
- That's in scholarly journals, but also in popular media, the work of our staff in combating the pandemic and mitigating its effects made headlines.
- On screen, you see two of such stories, including my favourite, about Quintin the robot deployed in the COVID-19 ICU at Tygerberg Hospital ... where he was promptly dubbed "Quintin Quarantino" ...

Social impact during COVID-19 Sosiale impak tydens COVID-19



PURPOSEFUL PARTNERSHIPS AND INCLUSIVE NETWORKS



- In many ways, the crisis has brought out the best in us
- Our Division of Social Impact (DSI) collaborated with various partners to support local initiatives.
- Our Campus Health Service assisted with telephonic screening, planning and protocols.
- And we co-established Stellenbosch Unite, a collaborative movement that distributed food to vulnerable households.
- Colleagues, well done for reaching out to others in need! >>

Financial impact of the coronavirus pandemic on SU Finansiële impak van COVID-19 op die US



Reserved/received:

- Council authorised to be held in reserve: R 105 000 000
- Received from the state: R 22 600 000

Major expenses/losses:

- Purchase of 1 800 laptops for students: R 13 700 000
- Data bundles for students, Apr–Dec: R 14 400 000
- Payment arrangements and relief : R 900 000
- No-stay-no-pay in res (lost income): R 205 800 000
- State subsidy cut: R 20 500 000

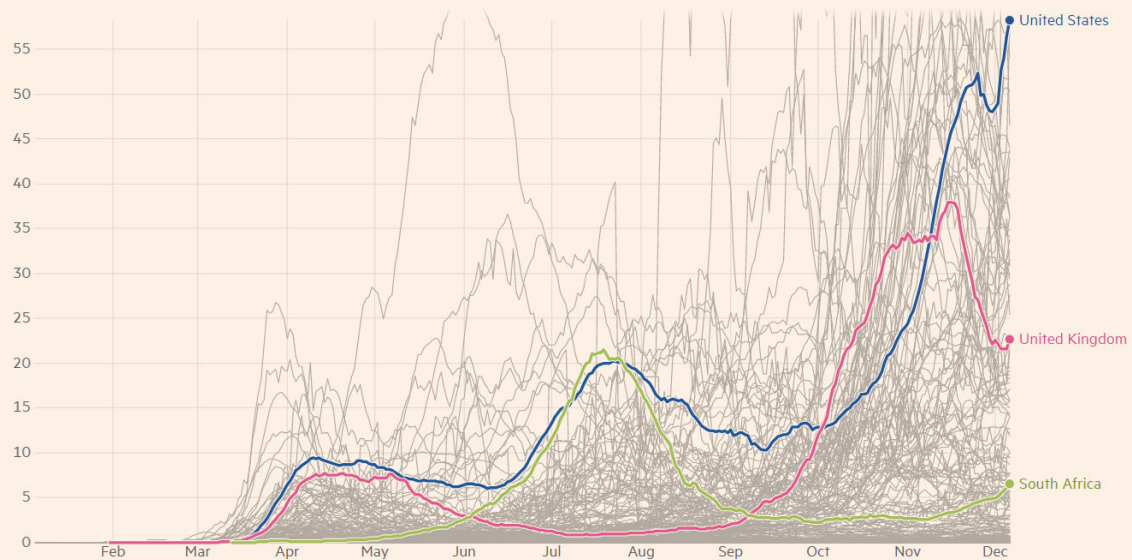


13

- Although we did well in our core activities, COVID-19 did have a financial impact on SU. Here are just SOME of the ways we were affected.
 - Council put aside a substantial contingency reserve
 - The state gave us R22,6 million ... but also took away R20,5 million
 - And we had major expenses, as you can see from the few items listed on screen ... laptops, data, etc
- Most organisations the world over took a knock because of COVID-19, and many of them had to retrench staff or cut salaries. We have so far been fortunate:
 - Even though there has been a very limited number of staff reductions as a result of COVID,
 - we have managed to retain most of our staff.
- We have also managed to retain our conditions of employment. In fact, Council accepted our proposal for **salaries to go up by 3,2%**
- **Plus a once-off payment to staff equal to 1% of their total-cost-to-company package**, to say thank you for work done under difficult circumstances this year
- More about Council's decisions about the Budget for next year from Prof Stan later ...
- Let's quickly take a look at where we stand in terms of the pandemic ...

New confirmed cases of Covid-19 in United States, United Kingdom and South Africa

Seven-day rolling average of new cases (per 100k)















Source: Financial Times analysis of data from the European Centre for Disease Prevention and Control, the Covid Tracking Project, the UK Government coronavirus dashboard, the Spanish Ministry of Health and the Swedish Public Health Agency.
Data updated December 7 2020 2.50pm GMT. Interactive version: ft.com/covid19

FINANCIAL TIMES

- Here we see a graph of NEW CONFIRMED CASES of COVID-19 in the US (blue), UK (red) and SA (green) ... updated yesterday ... a seven-day rolling average per hundred thousand of the population
- We see South Africa on the rise again sharply ... that's why limited restrictions were announced by the President last week
- So, is there a way out of the predicament in which the world finds itself?
- >>

How some of the Covid-19 vaccines compare

| Company | Type | Doses | How effective* | Storage |
|---|---|--|----------------|--|
|  Oxford Uni-AstraZeneca | Viral vector (genetically modified virus) |  x2 | 62-90% |  Regular fridge temperature |
|  Moderna | RNA (part of virus genetic code) |  x2 | 95% |  -20C up to 6 months |
|  Pfizer-BioNTech | RNA |  x2 | 95% |  -70C |
|  Gamaleya (Sputnik V) | Viral vector |  x2 | 92% |  Regular fridge temperature |

*preliminary phase three results, not yet peer-reviewed

Source: Respective companies, WHO

BBC

Two full doses of the Oxford vaccine gave 62% protection, a half dose followed by a full dose was 90% and overall the trial showed 70% protection.



- The whole world is pinning its hopes on a vaccine
- Hundreds in development
- Promising news lately. Here's how the frontrunners are stacking up ... [ON SCREEN]
- For us, the question is not when will vaccines be rolled out, but when we in SA will get sufficient access to it ...
- Hopefully at some point next year ... sooner rather than later >>

2021 scenarios



| 'Early' (return to near full campus activity) | '2020 B' (status quo continues) |
|--|---|
| CHARACTERISTICS | |
| Programme disruption at least until Feb 2021; Nearly all students return at start of 2021 academic year | Programme disruption at least until Jul 2021; Not all students return to campus for first half of 2021 |
| TEACHING AND LEARNING IMPACT | |
| Hybrid learning from March (substantial face-to-face); Assessments face-to-face (F2F) | ERTLA from March to end of H1 (first semester); Assessments online |
| ENROLMENT, RETENTION, STUDENT OUTCOMES | |
| Retention and progression improves; Enrolment & financial aid adversely affected | Retention problems and progression risk; Enrolment & financial aid adversely affected |
| RESEARCH | |
| Risk of PG student pipeline contracting; Research possibly slows as contracts decline | Risk of PG student pipeline contracting; Research possibly slows as contracts decline |
| FACULTY & STAFF | |
| Return to campus; Health and wellbeing improves | Work from home continues; Strain because ERTLA continues and is augmented |



- The ICBC has been considering two scenarios for 2021.
- On the left, an EARLY return to near full campus activity, with almost all students returning at the start of the 2021 academic year on 15 March
- On the right, the current status quo continues, with not all students returning to campus for the first half of 2021.
- We see the implications unpacked in terms of the impact of each scenario in various dimensions
- We are going with the scenario on the left – an EARLY return to near full campus activity – depending on circumstances.
- We'll see ...



- Because of course the pandemic is by no means over.
- The Minister (Dr Blade Nzimande) recently expressed concern about cluster outbreaks at HEIs in the Eastern Cape and KZN and warned that more are expected, across other provinces.
- He also appealed to students and staff to “stick to preventive measures”. We have been conducting campaigns to drive home this message
- What else has been happening on our campuses?

Campus renewal / Kampusvernuwing



Victoria Street NMT project



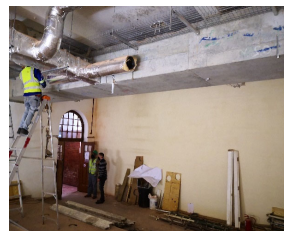
Mechanical & Mechatronic Eng



Biomedical Research Institute



Jan Mouton Learning Centre



JH Neethling building



Ou Hoofgebou



18

- Our campuses are being modernised and improved in a big way. Well done to Facilities Management.
- Exciting developments – a few examples on screen. Let me just highlight three:
- The **Victoria Street non-motorised transport (NMT) project**
 - It will provide pedestrian pathways, tactile paving for persons with impaired vision, and bicycle lanes – all in one.
- Die **Jan Mouton Leersentrum Learning Centre** langs die Neelsie is so naby aan klaar as “demmit” aan ‘n vloekwoord! Fantastic facility, showed around last week.
- On 4 November, we unveiled an art installation to celebrate the Constitution of South Africa. It forms part of our drive to make Stellenbosch University a more inclusive institution.

December graduation ceremonies Gradeplegtighede in Desember

- 14–16 Dec 2020
- Hybrid model to comply with COVID-19 regulations:
 - 12 small **physical** ceremonies (four per day) in the Endler Hall
 - Doctorates (including Mar/Apr 2020)
 - Honorary doctorates
 - Chancellor's Awards
 - Chancellor's Medal
 - Faculty-specific **online** ceremonies
 - Graduands to receive qualifications in absentia



- Looking ahead to next week -- we will be celebrating the academic achievements of thousands of students who will be graduating, which will no doubt lift our spirits!
- >>

Chancellor's Awards / Kanselierstoekennings 2020



Prof Arnold Schoonwinkel – Rectorate

Ms Lazelle Bonthuys – Division: Registrar

Ms Carol Kat – Division: Chief Executive Officer

Mr André van der Merwe – Division: Social Impact, Transformation and Personnel (Conductor of SU Choir)

Prof André Weideman – Faculty of Science

Prof Nuraan Davids – Faculty of Education

Mr MJ Brooks – Faculty of Economic and Management Sciences

Prof Johann Görgens – Faculty of Engineering
(March 2021)

Ms Anèl de Beer – Faculty of Engineering

Mr Rodney Davidse – Faculty of Engineering

Prof Gideon van Zijl – Faculty of Engineering

Prof Jimmy Volmink – Faculty of Medicine and Health Sciences

Prof Mariana Kruger – Faculty of Medicine and Health Sciences

Ms Ellen Tise – Division: Research, Innovation and Postgraduate Studies



20

- We will also be presenting Chancellor's Awards to staff whose careers attest to sustained excellence.
- Here are the recipients for 2020. Most will be receiving their awards next week, with one recipient standing over until March next year.
- Congratulations to these colleagues, and thanks for your service to the University! >>

Rectorate members appointed and reappointed by Council Rektoraatslede aangestel en heraangestel deur die Raad

(Appointed on 21 Sep 2020)



Prof Deresh Ramjugernath,
Deputy Vice-Chancellor Designate:
Learning and Teaching
(1st term: 1 Jan 2021 – 31 Dec 2025)

(Reappointed on 30 Nov 2020)



Prof Hester Klopper,
Deputy Vice-Chancellor:
Strategy and Internationalisation
(2nd term: 1 Aug 2021 – 31 Jul 2026)



Prof Nico Koopman,
Deputy Vice-Chancellor: Social Impact,
Transformation and Personnel
(2nd term: 1 Jul 2021 to 30 Jun 2026)



21

- You would have taken note of this in Communication from Council after its meetings in September and November
- Prof Deresh Ramjugernath will take over as DVC: Learning and Teaching from Prof Arnold in January.
- Also, two current members of the Rectorate have been appointed for a second term:
 - Prof Hester Klopper, Deputy Vice-Chancellor: Strategy and Internationalisation
 - Prof Nico Koopman, Deputy Vice-Chancellor: Social Impact, Transformation and Personnel



- Colleagues, it has been a tough year, but we've made good progress despite the challenges.
- Proud to be part of Team Stellenbosch University, and to have you folks as colleagues
- From the bottom of my heart, thanks to all.
- I now hand over to Prof Stan du Plessis to talk to us about the budget for next year ...
>>

BUDGET / BEGROTING 2021

Prof Stan du Plessis



Council members ahead of their meeting on 30 Nov, where they approved SU's 2021 Budget.
PHOTO: STEFAN ELS

Tuition fees for 2021 / Studiegeld vir 2021

Tuition fees will **increase by** an inflation-related **3,66%**

- Differentiated adjustments to student fees (among faculties, PG/UG, international students) not allowed, but ...
 - USB excluded (in the event, though, USB lowered fees sharply for some programmes and modules)
- The SU increase is less than the 4,7% proposed by the Minister of Higher Education, Science and Innovation

Student accommodation fees for 2021 / Studentehuisvestingsgeld vir 2021

Student accommodation fees will **increase by 5,9%** in light of the escalating cost factors associated with this line item

- Has to be self-sustaining and dealt with separately, as required by government
- The SU increase is less than the 6,7% proposed by the minister

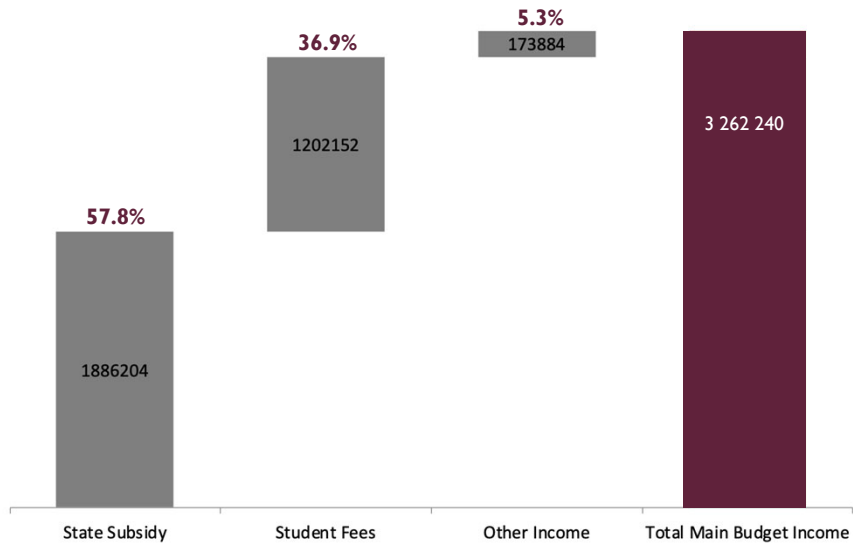
Salary adjustments for 2021 Aanpassings aan personeelvergoeding

General remuneration **increase of 3,2%** as recommended by Remuneration Committee

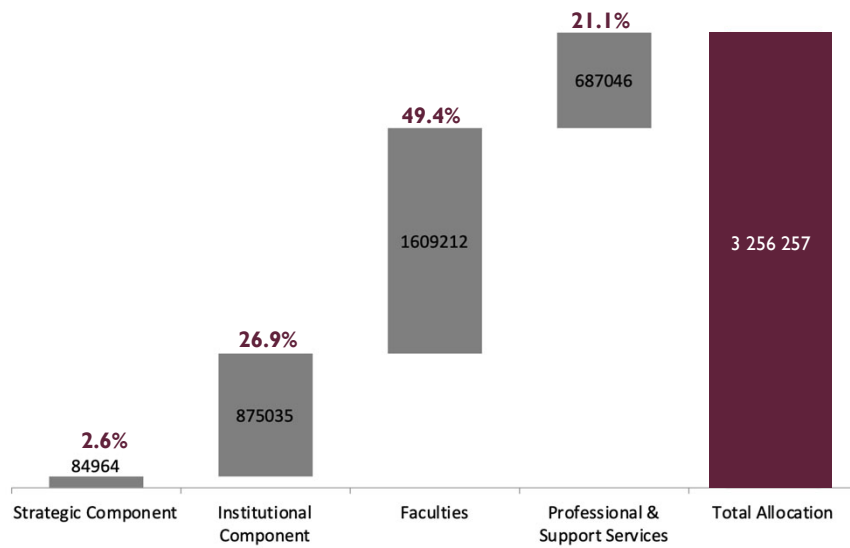
Plus a once-off payment to SU staff of **1%** of their total-cost-to-company package as a gesture of gratitude for work done in 2020 under difficult circumstances

- To be made at the start of 2021
- This payment will not have a carry-through effect

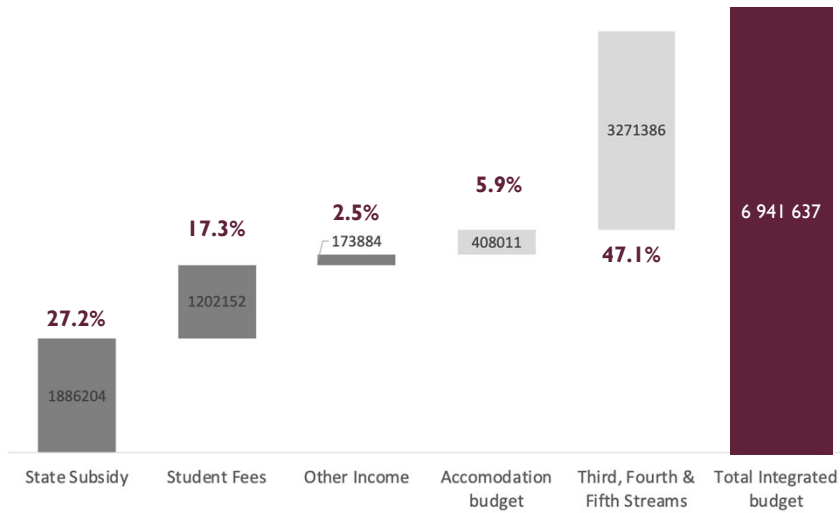
Composition of the main budget: revenue



Composition of the main budget: allocation



Composition of the integrated budget: income

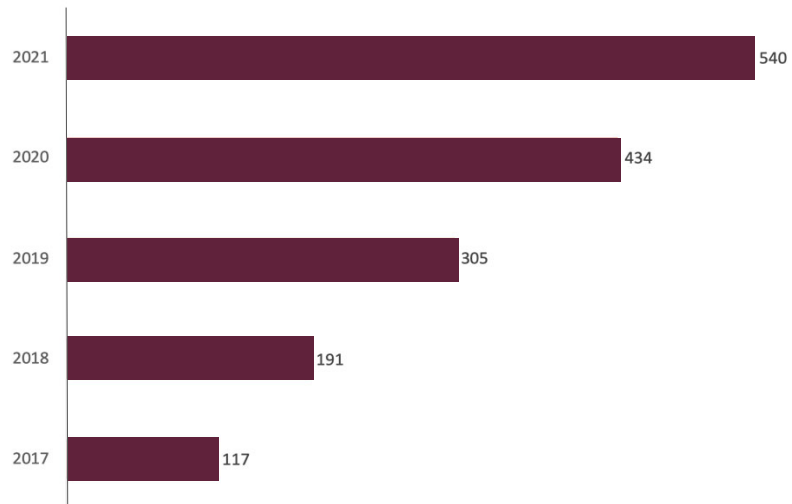


Medium term risks

1. Student fee regulation
2. NSFAS exposure
3. Sustainable contracting of services
4. International students
5. Research contracts

NSFAS funding to SU students

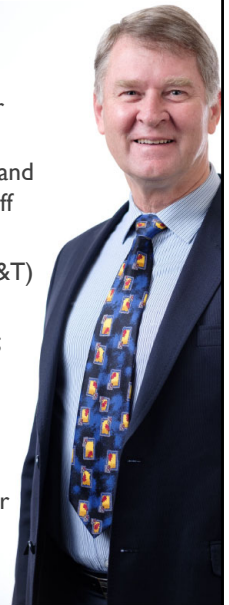
NSFAS-befondsing aan US-studente



Prof Arnold Schoonwinkel



- Joined SU in 1993, progressing to Professor in Computer and Control Systems
- Key role in SUNSAT, Africa's first satellite, and co-founder of SunSpace, an early SU spin-off
- Dean of Engineering 2002–2012
- Two terms as DVC: Learning & Teaching (L&T)
- Promoted the scholarship of L&T
- On his watch: multilingual Language Policy; increased student diversity; co-curricular recognition; Hybrid Learning Business Plan
- Pioneered the ICT in L&T project
- Laid the foundation for SU's successfully switching to ERTLA in record time this year
- Retires at the end of 2020. Best wishes!



32

- As you know, Prof Arnold will be retiring at the end of the year, so this is his last Staff Assembly. I think a brief tribute would be in order.
- He has made his mark here – from his student days!
- And not only here ... he went to Stanford in the US for his PhD in Aeronautical and Astronautical Engineering, for which he built a robot that could ride a unicycle! Clearly ahead of his time.
- Returning to his alma mater – this time as a staff member, he rose through the ranks, but kept on tinkering with stuff in his garage, and so was born Africa's first locally developed satellite ... SUNSAT, successfully placed in orbit in 1999.
- Dean of Engineering 2002–2012
- Then two terms as DVC: Learning & Teaching
- Laid the foundation for SU's rapid switch to ERTLA
- Arnold, our sincere appreciation for your sterling contribution over many years in various capacities. We wish you all the best.
- Now take us through your highlights please >>

LEARNING & TEACHING 2012–2020 /
LEER & ONDERRIG DIE AFGELOPE AGT JAAR
Prof Arnold Schoonwinkel



The legacies of the L&T team at SU during my tenure

1. The ICT in L&T SU Council project
– technology enhanced pedagogy
2. Getting through the #FeesMustFall protests
3. A multilingual language policy for inclusivity
4. Roll-out of hybrid learning business plan
5. Completing 2020 academic year under COVID-19

Kept the eye on the ball

Remained **learning-centred**

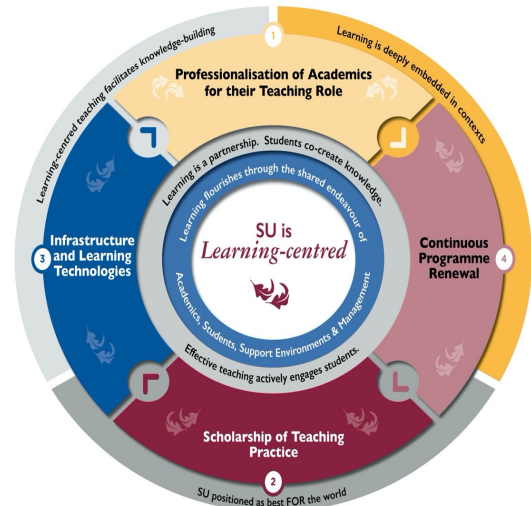
L&T Policy

4 key foci →

And then 2020 happened

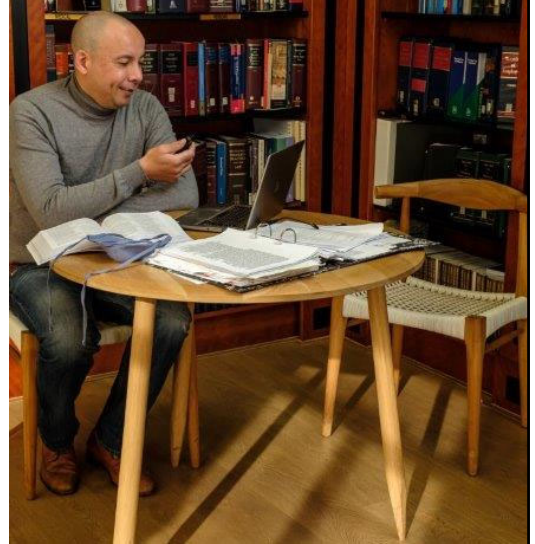
From perfect vision ...

to the perfect storm!



L&T @ SU during COVID-19: Successes

1. L&T Workstream involving vice-deans(L&T) and students, feed into ICBC for decisions
2. Agile adjustment to ERTLA during April break extended by two weeks
3. Pay-off of five-year Council investment in ICT for L&T
4. Extensive webinars (well attended) & websites to train academics, tutors and students for ERTLA
5. Cross-functional support group for technology & other support, chaired by SD:LTE
6. Close cooperation between faculty and support staff: The SU “can do” attitude
7. Regular communication with students and staff about ERTLA measures
8. Lecturers going the *extra extra* mile for students!



L&T @ SU during COVID-19

Challenge

1. Students have difficulties adjusting to ERTLA and operating own home technologies and software
2. Physical distancing regulation of >1.5m implies only the most essential practical work and classes could occur face-to-face
3. Connectivity and load shedding

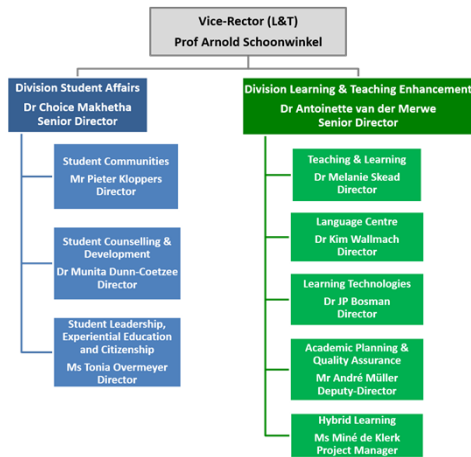


Mitigation

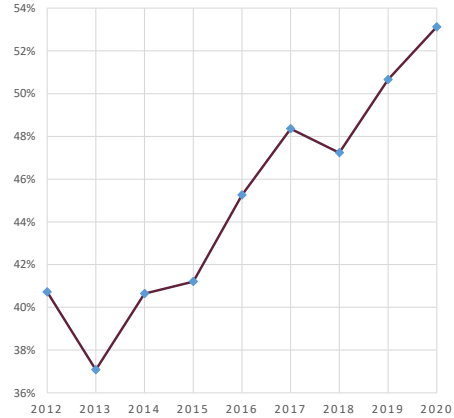
1. Websites with advice and IT help line; additional assessment opportunities; students invited back to campuses
2. Prioritised crucial clinical and practical work and required outcomes; allowed more students back as COVID-19 alert levels went down
3. Shipped laptops; data bundles; working asynchronously as much as possible

Staff excellence through diversity

- Professional support staff in specialised centres in the L&T divisions
- As student population diversifies, L&T staff corps also has to diversify to serve them well

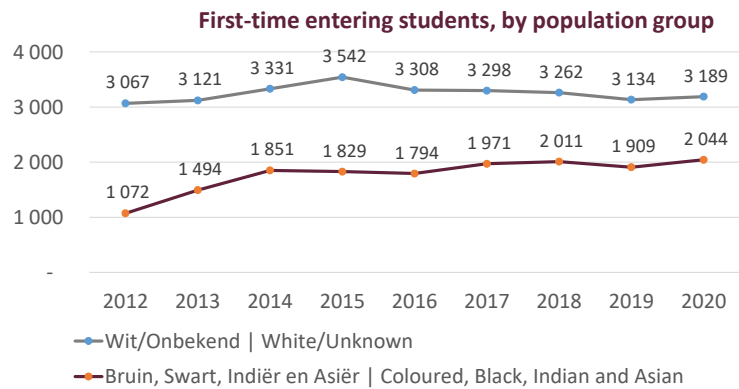


L&T RC STAFF BCIA%



Student diversity and application trends

- Ensure a rich and relevant learning experience @SU by having a diverse student community
- SU student diversity June 2020 (black African, coloured, Indian and Asian):
 UG: in 2012 **26,8%** => **39,5%** in 2020
 PG in 2012 **45,4%** => **52,3%** in 2020



World-class physical infrastructure for L&T and student accommodation, 2012–2020



PURPOSEFUL PARTNERSHIPS AND INCLUSIVE NETWORKS

- Campus renewal project; co-investment from SU Council, DHET & donors
- Design partnership between SU Facilities Management & the RC: L&T



Den Bosch L&T training venue



amaMaties Hub



Student success rates in SU's taught programmes



NETWORKED AND COLLABORATIVE TEACHING
AND LEARNING

Three-year undergraduate degrees

| Year | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
|---------------------------------------|-------|-------|-------|-------|-------|-------|
| Throughput rates minimum + 2 years | 71,5% | 68,6% | 76,7% | 72,4% | 71,8% | 72,5% |

Four-year undergraduate degrees

| Year | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|--|-------|-------|-------|-------|-------|-------|
| Throughput rates* minimum + 2 years | 77,0% | 73,5% | 76,2% | 75,0% | 74,0% | 75,4% |

Honours degrees

| Year | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 |
|---------------------------------------|-------|-------|-------|-------|-------|-------|
| Throughput rates minimum + 2 years | 87,3% | 87,8% | 86,0% | 87,0% | 88,4% | 88,7% |

Module success rates (undergraduate)

| Year | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|-----------------|-------|-------|-------|-------|-------|-------|
| Success rates** | 86,0% | 86,9% | 86,6% | 87,2% | 86,7% | 87,2% |

* Degree throughput rates: Reflecting cohorts up to and including those who graduated in 2019 within the minimum duration plus two years. The four-year throughput rates exclude Extended Degree Programme (EDP) students. ** Module success rates: Only undergraduate figures are reported here. The percentage comprises the number of module credits earned by students who passed the module, divided by the total number of credits they had enrolled for.



40

- According to throughput tables published by the DHET, SU is the top performer in terms of student success in South Africa.
- The latest cohorts show further improvement across all indicators.
- The graduation throughput rate for three-year undergraduate degrees is now 72,5%, for four-year undergraduate degrees it is 75,4%, and for honours degrees 88,7%.
- The undergraduate module success rate (i.e. students passing their modules) is at a high of 87,2%.



Fully online; more than 200 participants

“CARE – Celebrate, Appreciate and Reflect
on our COVID-19 experiences
in the e-environment”

First steps in becoming Teaching scholars



Innovation in T&L&A



Sharing good practices



Research into ERTLA

SU Teaching Excellence Awards: 3 December 2020

Distinguished teacher



Dr Margaret Blackie

Developing teachers



Prof Alexander
Andrason



Dr Marenet
Jordaan



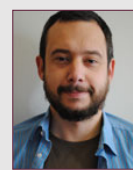
Dr Tobi Louw



Dr Ilse Rootman-
Le Grange



Mr Juan Ontong



Dr Martin
Venter



Dr Shantelle
Weber

A time so say goodbye & best wishes



*Thanks for exciting partnerships
in L&T that I could enjoy with
you at SU!*

*Dankie vir opwindende
vennootskappe in L&O wat
ek saam met julle aan die
US kon geniet!*

HUMAN RESOURCES, HEALTH AND WELLBEING

MENSLIKE HULPBRONNE, GESONDHEID EN WELSTAND

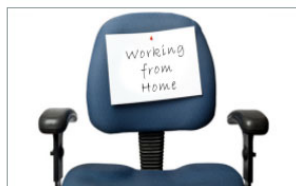
Prof Nico Koopman



Campus Health



Staff Wellness



HR Leave

STAFF HEALTH & WELLBEING SERVICES EXTENDED GESONDHEIDS- EN WELWEESDIENSTE UITGEBREI



LIVE YOUR BEST LIFE

Do you sometimes feel life is getting too much to handle?

Are you worried about your finances?

Are you experiencing health problems?

Do you need any legal advice?

We can help
24/7

Call toll free
0800 004 770

We want you to live your **BEST LIFE at work and at home.** That's why you, and all your dependants who live with you, have access to our **Employee Wellness Programme (EWP)** that provides professional support services, 24 hours a day, 7 days a week, for free! **The EWP is a caring, confidential service** that helps you and your family deal with difficult personal or work-related issues.



45

- Since the COVID-19 lockdown started in March this year, Stellenbosch University has strived to upgrade the health and wellness services on offer to our staff and students. The uptake of these services has increased significantly during the past months.
- We are, therefore, grateful to announce that we have managed to further expand the available services for our staff and their families.
- We have extended the reach of our Staff Wellness Office through a partnership with an external service provider, Life Employee Health Solutions.
- This resource aims to assist staff and their families with a variety of personal and professional concerns within an environment of complete confidentiality.
- The service will be available 24 hours per day and seven days a week every day of the year.

STAFF HEALTH & WELLBEING SERVICES EXTENDED GESONDHEIDS- EN WELVEESDIENSTE UITGEBREI

WE CAN HELP YOU IN THE FOLLOWING WAYS



Face-to-face and telephone counselling: personal difficulties; family and relationship concerns; alcohol, drug or gambling abuse; stress and life changes; violence and trauma; HIV/Aids; grief; work-related matters



Financial assistance: debt counselling, managing debt, budgets, black listings, retirement, loans



Health information: general health and wellness tips, including dietary information



Legal assistance: professional telephonic legal support and basic legal documents, such as your last will and testament, power of attorney, residential lease and general sales agreements

To use the EWP

| | |
|---|---|
| <p>Call the care centre on 0800 004 770 at any time, day or night, and receive assistance in your preferred language.</p> <p>Email ewp@carewaysgroup.com and receive counselling via email.</p> | <p>SMS your name to 31581 at any time, day or night, and the care centre will call you back within 60 minutes.</p> <p>Visit www.mywellnesscompass.co.za to gain access to health and wellness information and tools all designed to help you live your best life possible!</p> |
|---|---|

TAKE NOTE

The EWP is totally confidential. Your personal information remains private, none of your colleagues will ever know you are using any of the EWP services (not even your manager or your employer) and using these services will not affect your job security.

Call toll free 0800 004 770



46

Services on offer:

- Counselling
- Debt counselling
- Health information
- Legal assistance

Staff members can ACCESS these services in various ways:

- By calling the TOLL-FREE number
- Or a call back service
- Or Email

- For more info, contact the Staff Wellness Office at our HR Division

WORK FROM HOME



RETURN TO CAMPUS

PROTOCOLS AND PROCEDURES



- Currently, most staff members continue working from home.
- Where environments and line managers require staff to return to the office, health and safety measures and protocols are to be followed.
- As the Rector mentioned, we plan to resume most on-campus activities to the fullest extent possible next year, COVID-19 permitting.
- The University will reopen on 4 January 2021, and plans are being put in place for staff members to return to the office at the appropriate stage, if it is possible for them to do so, and in consultation with their line managers.
- PLEASE CHECK THE SU WEBSITE FOR THE RETURN TO WORK PROCEDURES AND PROTOCOLS – THESE ARE TO BE STRICTLY FOLLOWED.

QUESTIONS & ANSWERS / VRAE & ANTWOORDE

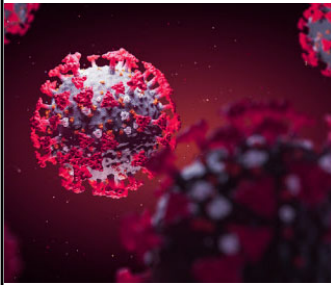


Prof Wim de Villiers

Prof Wim de Villiers

Looking back on 2020 and ahead at 2021
Ons kyk terug op 2020 en vooruit na 2021

Ons kyk terug op 2020 en vooruit na 2021



A THRIVING
STELLENBOSCH UNIVERSITY

STELLENBOSCH UNIVERSITY



A TRANSFORMATIVE STUDENT EXPERIENCE

EXPERIENCE



PURPOSEFUL PARTNERSHIPS AND INCLUSIVE NETWORKS

PARTNERSHIP



NETWORKED AND COLLABORATIVE TEACHING AND LEARNING

AND LEARNING



RESEARCH FOR IMPACT



EMPLOYER OF CHOICE

UNIVERSITY OF
STELLENBOSCH
UNIVERSITY

100

- Colleagues, thank you very much for your positive attitude during this crisis, despite immense pressure and uncertainty.
- I know that burnout and exhaustion might be setting in for many people.
- But let's counter this with a goal that energises us – our vision of becoming “Africa’s leading research-intensive university, globally recognised as excellent, inclusive and innovative, where we advance knowledge in service of society.”
- All the best with the last duties of the year. Enjoy the upcoming break and return safely for 2021.
- I am now going to closing the meeting, but do stay on for a heart-warming virtual performance by our world-champion SU Choir, which is appropriate because ... >>

MATIE PRIDE / TROTS



André van der Merwe, Conductor of the SU Choir, will receive a Chancellor's Award at graduation next week



50

- I mentioned earlier that André van der Merwe, Conductor of the SU Choir, will receive a Chancellor's Award at graduation next week
- So, we will be playing out with a Choir medley ...

Thank you | Dankie | Enkosi