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Presentation to Parliament's Portfolio Committee on HE&T

31 May 2017



Stellenbosch University presentation



Introduction & Conclusion

Prof Wim de Villiers, Rector and Vice-Chancellor

Transformation & Staff Demographics

Prof Nico Koopman, Vice-Rector: Social Impact, Transformation, Personnel

Language Policy & Student Housing

Prof Arnold Schoonwinkel, Vice-Rector: Learning and Teaching

Safety and Security

Ms Nicolette van den Eijkel, Chief Director: Facilities Management

Students' Representative Council (SRC)

Mx Lynshay Julies, Academic Affairs Council

Institutional Forum

Dr Adelbert Scholtz, Vice-Chair

SU Council

Prof PW van der Walt, Vice-Chair



INTRODUCTION

Prof Wim de Villiers, Rector and Vice-Chancellor



Update since last meeting

- See 2016 Overview and other documents provided for more background
- #FeesMustFall Part 2 + core business
- Lessons learnt

Challenges

- Free, decolonised education
- Systemic sustainability, especially financially
- Systemic transformation
- Safety on campus
- Student housing



INTRODUCTION

Prof Wim de Villiers, Rector and Vice-Chancellor



Highlights

- **Consolidation:** important policies approved by Council
- **Team building:** senior leadership in place
- **Core business**
 - **T&L:** throughput rate, value of a Stellenbosch qualification
 - **Research:** record numbers of PhDs and master's degrees, research outputs
 - **Innovation:** SA leader in terms of patents
 - **Social Impact:** second penis transplant, garnishee orders, third satellite in orbit
 - **Co-curriculum:** sport, leadership development



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Transformation Plan & Summit Resolutions

Prof Nico Koopman Vice-Rector:
Social Impact, Transformation & Personnel



Transformation overview



Systemic transformation

- Transformation *of* and *by* SU
- Quantitative and qualitative

Top-level institutional priority

- Vice-Rector for Transformation
- Senior Director for Transformation

Transformation Office

- Budget, staffing, infrastructure, institutional buy-in

Institutional Transformation Committee

- Representative, guide, direct, monitor, assess, intervene

Transformation Plan

- Adopted by Senate in March 2017
- Reflects resolutions of October 2015 Transformation Summit



Transformation Plan & Summit Resolutions



- **No financial exclusion** where there is academic merit
- Institutional Forum involved in **senior appointments**
- Five **representatives** of the Minister on SU Council; Management Team enlarged and diversified
- Staff & student courses to develop **welcoming institutional culture**
- **Curriculum renewal**: task team for decolonisation; compulsory modules for transformation competency of students being developed
- Task team for **visual redress**



Transformation Plan: Our campus compass



- Employment Equity Policy and Plan
- Policy on Unfair Discrimination and Harassment
- Language Policy; Admissions Policy; Residence Placement Policy
- Student Disciplinary Code; Code of Conduct for Staff
- Protocol for Dialogue on Campus; Protocol for Constructive Protest
- HIV/Aids Policy; Students with Special Learning Needs or Disabilities





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Staff Demographics

Prof Nico Koopman

Vice-Rector: Social Impact, Transformation and
Personnel

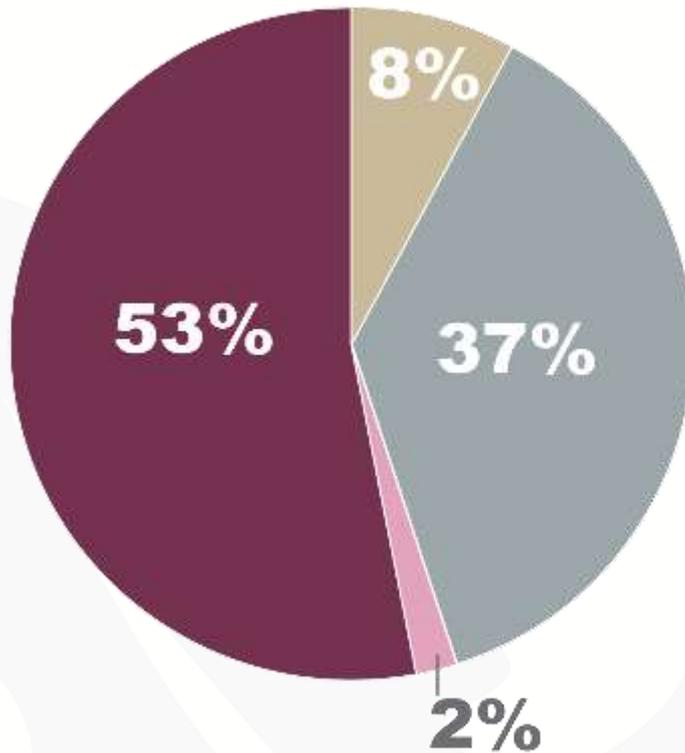


Staff profile

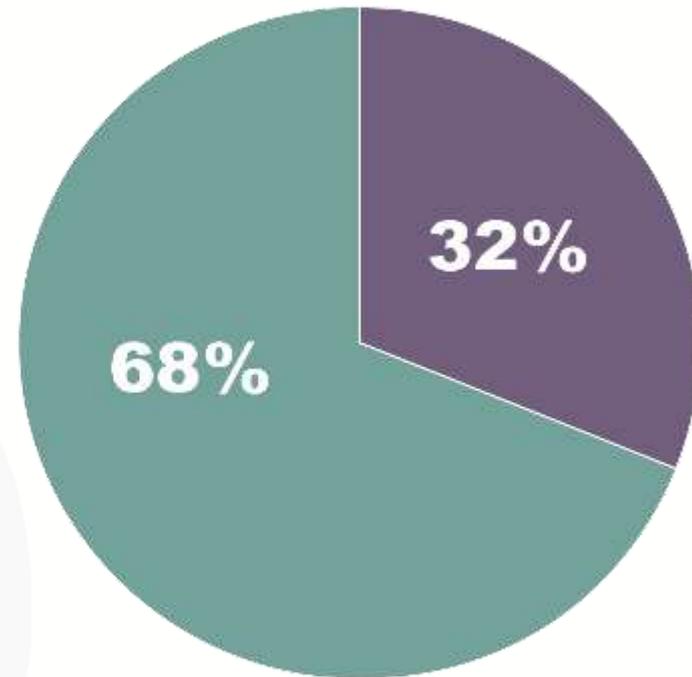
Total permanent headcount 3447



Staff headcount by race



Staff headcount by function



White African Coloured Indian PASS Academic

PASS: Professional Administrative and Support Services

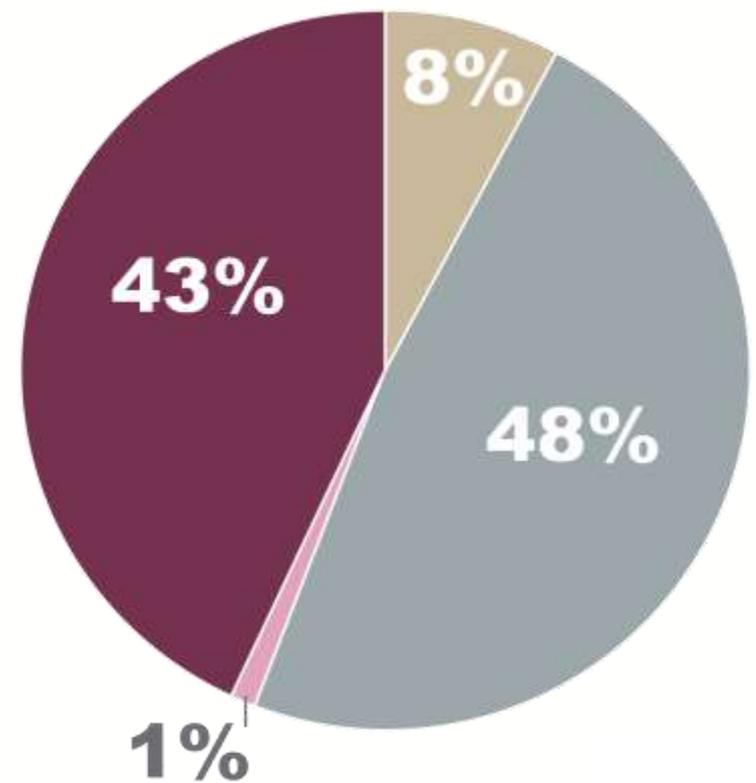
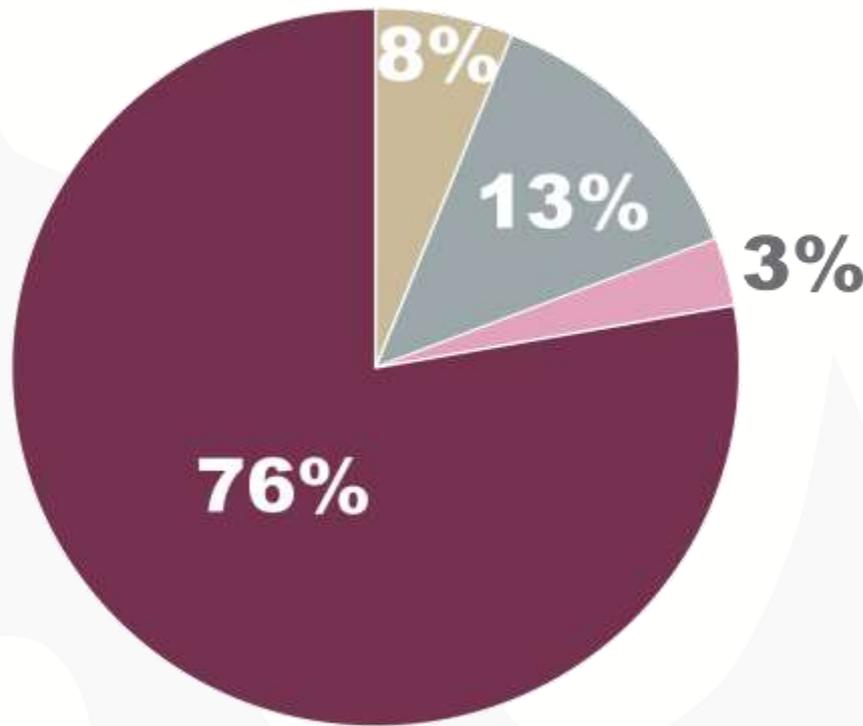


Staff profile

Total permanent headcount 3447



Academic headcount by race: 1094 PASS headcount by race: 2353



■ White ■ African ■ Coloured ■ Indian



Staff profile

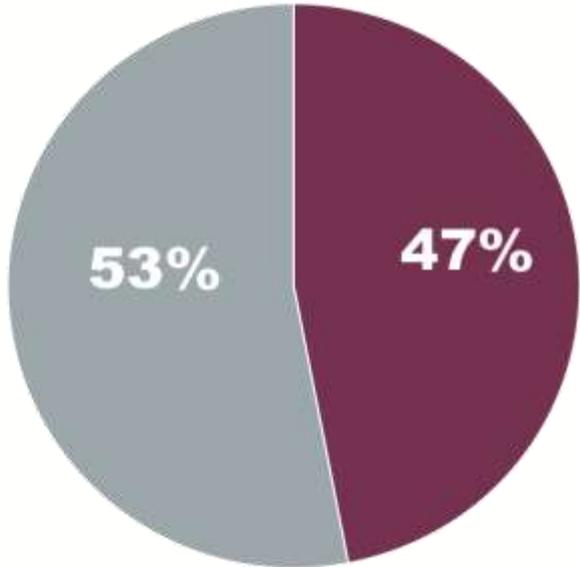
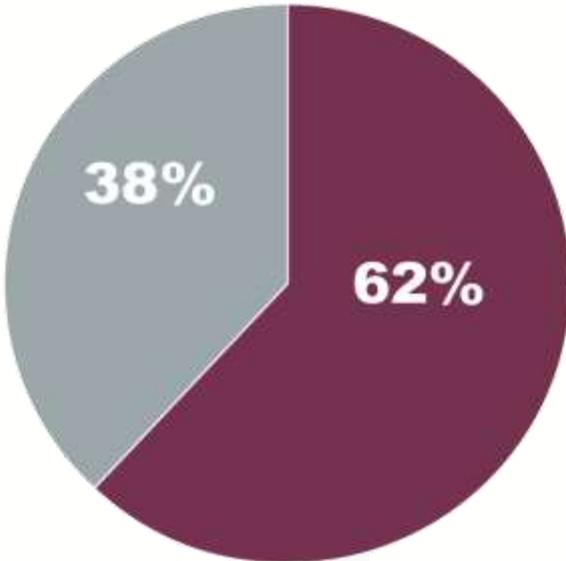
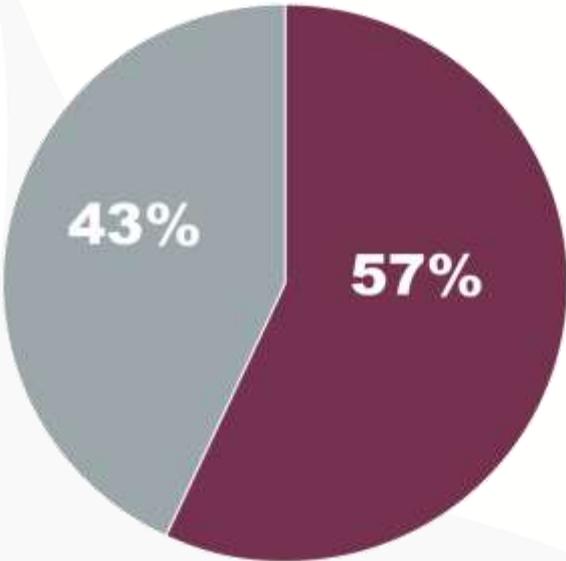
Total permanent headcount 3447



Total staff by gender

PASS staff by gender

Academic staff by gender



■ Female ■ Male

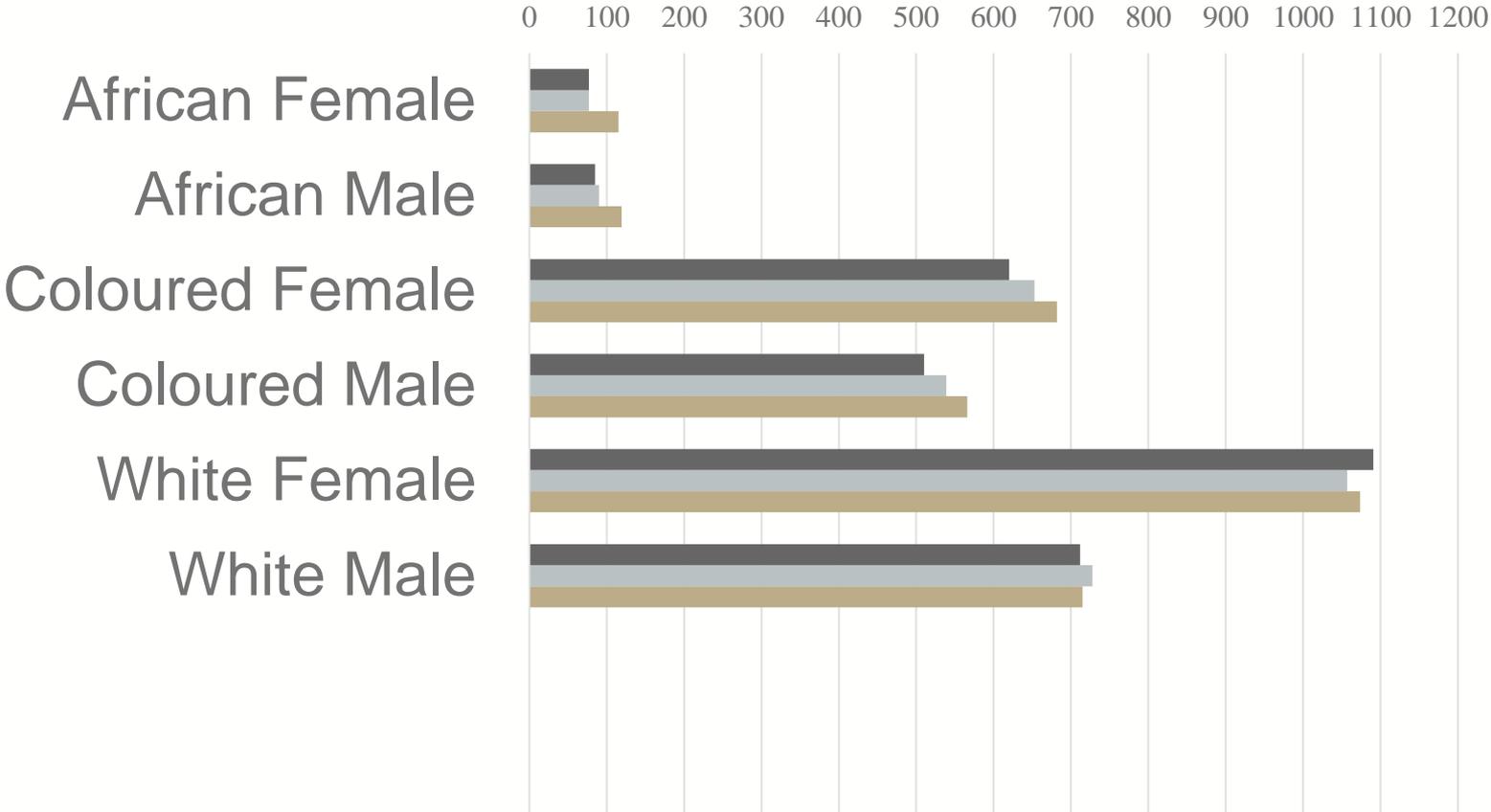


Staff profile

Steady Progress



■ 2014 ■ 2015 ■ 2016



Rector's Strategic Personnel Fund



- Objective:
 - Accelerated diversification of staff corps
 - Career advancement of African, coloured and Indian (ACI) staff
- Amount allocated: R68,6 million

Appointments/promotions, Jan 2016 – May 2017

	Male	Female	Total
Academic	18	9	27
PASS	1	5	6
Total	19	14	33



nGAP @ SU



- New Generation of Academics Programme (nGAP) is one of five programmes of the Staffing South Africa's Universities Framework
- Approved by the Minister of HE&T in January 2015
- “Recruitment of highly capable scholars as new academics, against carefully designed and balanced equity considerations and in light of the disciplinary areas of greatest need”

Appointments at SU, June 2015 – May 2017

	Male	Female	Total
Phase 1 (2015)	3	2	5
Phase 2 (2016)	3	1	4
Phase 3 (2017)	1	1	2
Total	7	4	11

Staff diversification in context



- SU's EE target: 53% African, coloured and Indian (ACI) staff by 2020 (currently 47%)
- 60% women by 2020 (currently 57%)
- Competition with corporate sector and other HEIs for limited pool of academics and other staff from designated groups
- Various measures at SU:

Employment Equity Policy	nGAP	Mentoring Grants
Institutional EE Plan	RSPF	Doctoral scholarships
Faculty EE Plans	Research Grants	Consolidocs
Institutional EE Forum	Learning & Teaching Grants	African Doctoral Academy





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Language Policy

Prof Arnold Schoonwinkel

Vice-Rector: Learning and Teaching

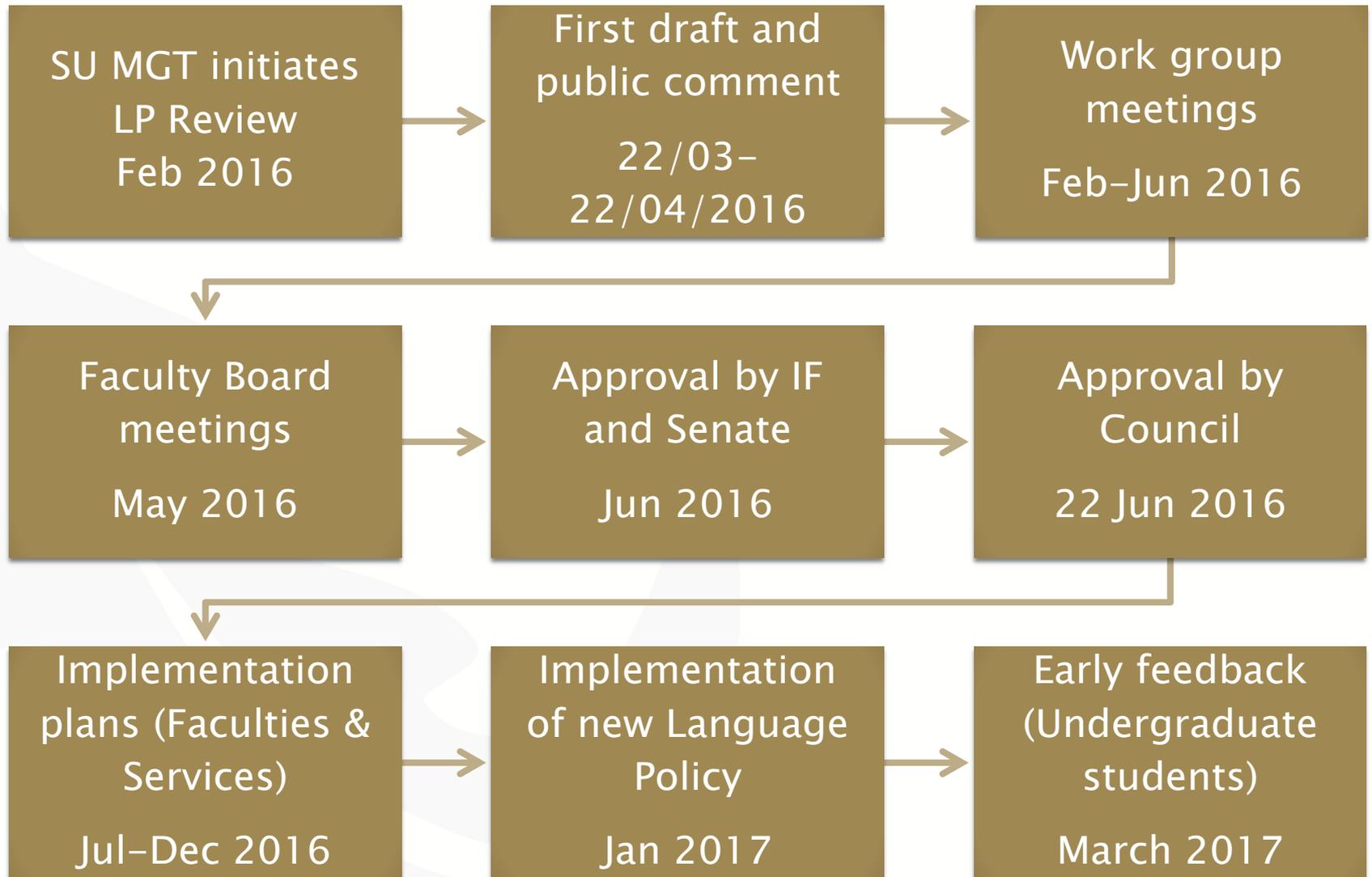


Council motion, 30 November 2015



*“Afrikaans as **language** may never be a hindrance to any student who wants to undertake undergraduate or postgraduate study at SU and does not have full command of Afrikaans. Council therefore requests Management to create the necessary mechanisms with a view to this and to monitor them continuously. If this should mean that the English academic offering exceeds the stated target, this will have the support of Council.”*

Timeline of Language Policy revision



Multilingual implementation



New SU Language Policy from 2017:

- Equitable access to SU knowledge offering via preferred language of learning
- Inclusive multilingualism: Afrikaans, English and isiXhosa
- Institutional financial support for parallel-medium instruction and interpretation

Modes of teaching:

1. Afrikaans & English in separate classes where pedagogically sound; with integrative tutorials
2. All information at least in English + emphasising in Afrikaans
3. Single language (E or A) + interpretation at least in 1st year

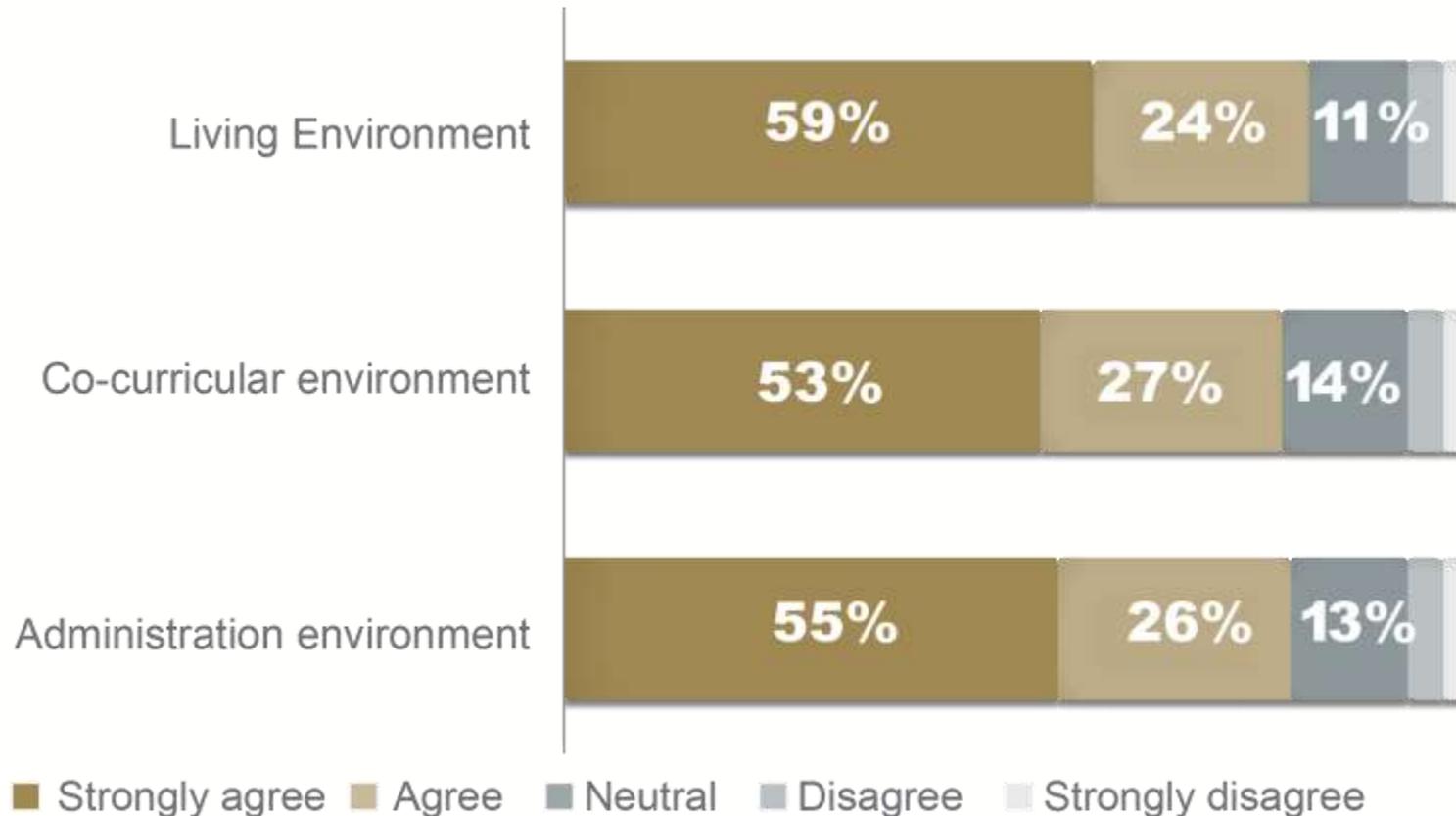
**An inclusive multilingual offering as
unique distinguishing asset of SU**



Language Policy Implementation Survey (March 2017) Out-of-class environment

All 19 935 undergraduate students polled
4 793 responses (24% response rate)

I feel included when there is communication in the:





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Student Housing

Prof Arnold Schoonwinkel

Vice-Rector: Learning and Teaching



Student housing

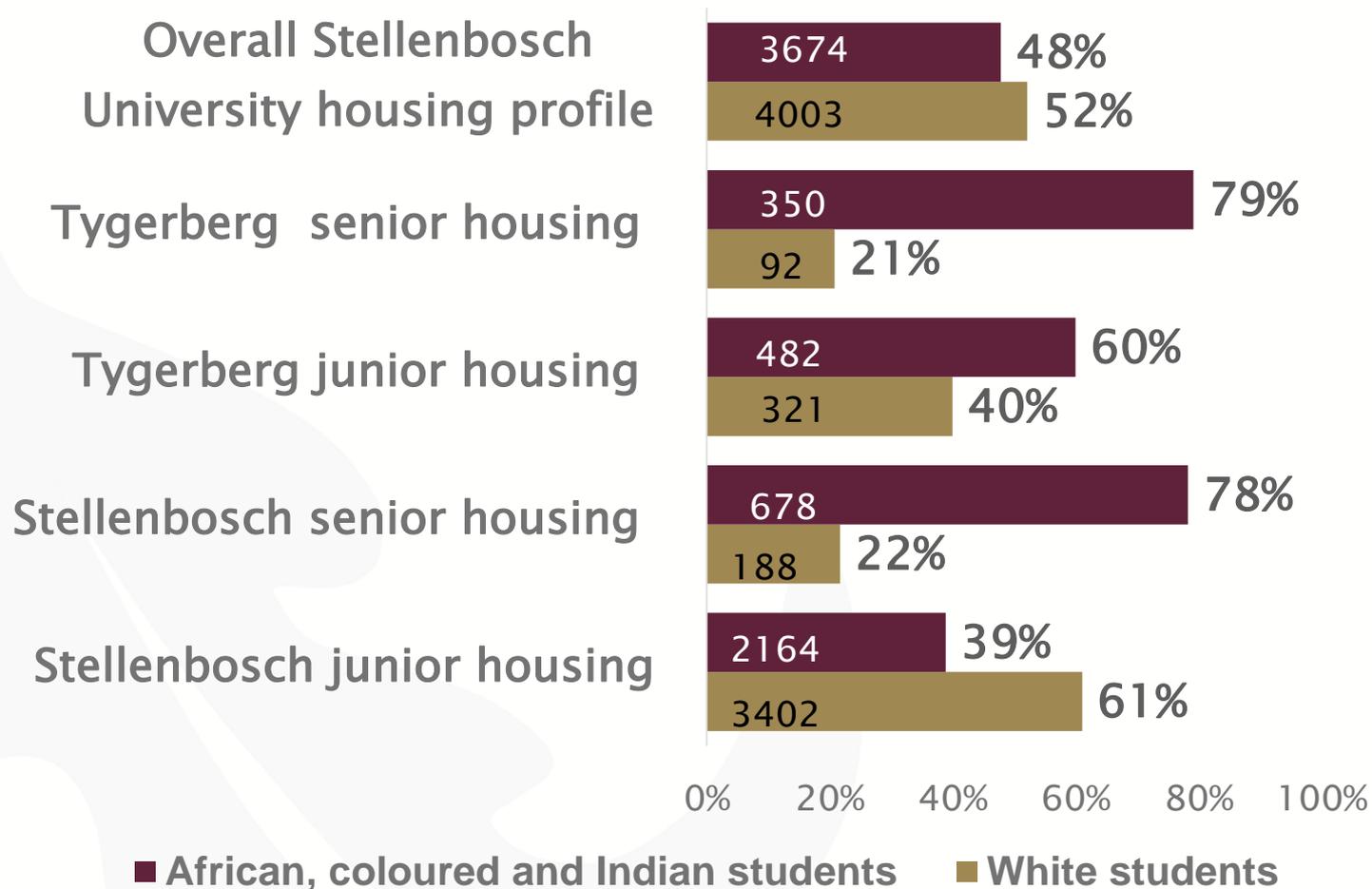


Purpose of SU's Policy for Placement in Residences:

- Optimisation of university experience as important contributing factor to student success ...
- ... and the formation of diverse communities – for both residential and day students
- Placement of most vulnerable students, whose chances of success will improve if they are in a residence
- Instrument to help ensure that diversity objectives with regards to African, coloured and Indian students at undergraduate level are met



Overall profile of student housing at Stellenbosch University



40% of all SU undergraduate students stay in residence, including private accredited housing (1 400 spaces)



Progress with student housing projects



Completed in 2016:

- 208-bed residence, Tygerberg Campus, R45m, lease to own

To be completed in 2017:

- 200-bed residence, Tygerberg Campus, 14 Jul, R45m, lease to own
 - Ministerial approval for Kerkenberg Residence, Tygerberg, to be sold (54 beds)
- Upgrade bathrooms for three female residences, Stellenbosch Campus, providing upgraded facilities for 582 students, 23 Jul, R20m
- Improve Wi-Fi connectivity in all residences, R500 000



Progress with student housing projects



Projects in Planning Phase

- New 200-bed residence at Goldfields Complex, Stellenbosch, R100m, target date 2020
- New 300-seater dining room and commercial kitchen supporting future development of Goldfields Complex, R20m, target date 2019
- New HUB at Wilgenhof Residence, Stellenbosch to support day students, R30m, target date 2019
- Upgrading of 305-bed Helshoogte Residence, Stellenbosch, R30m, target date 2018





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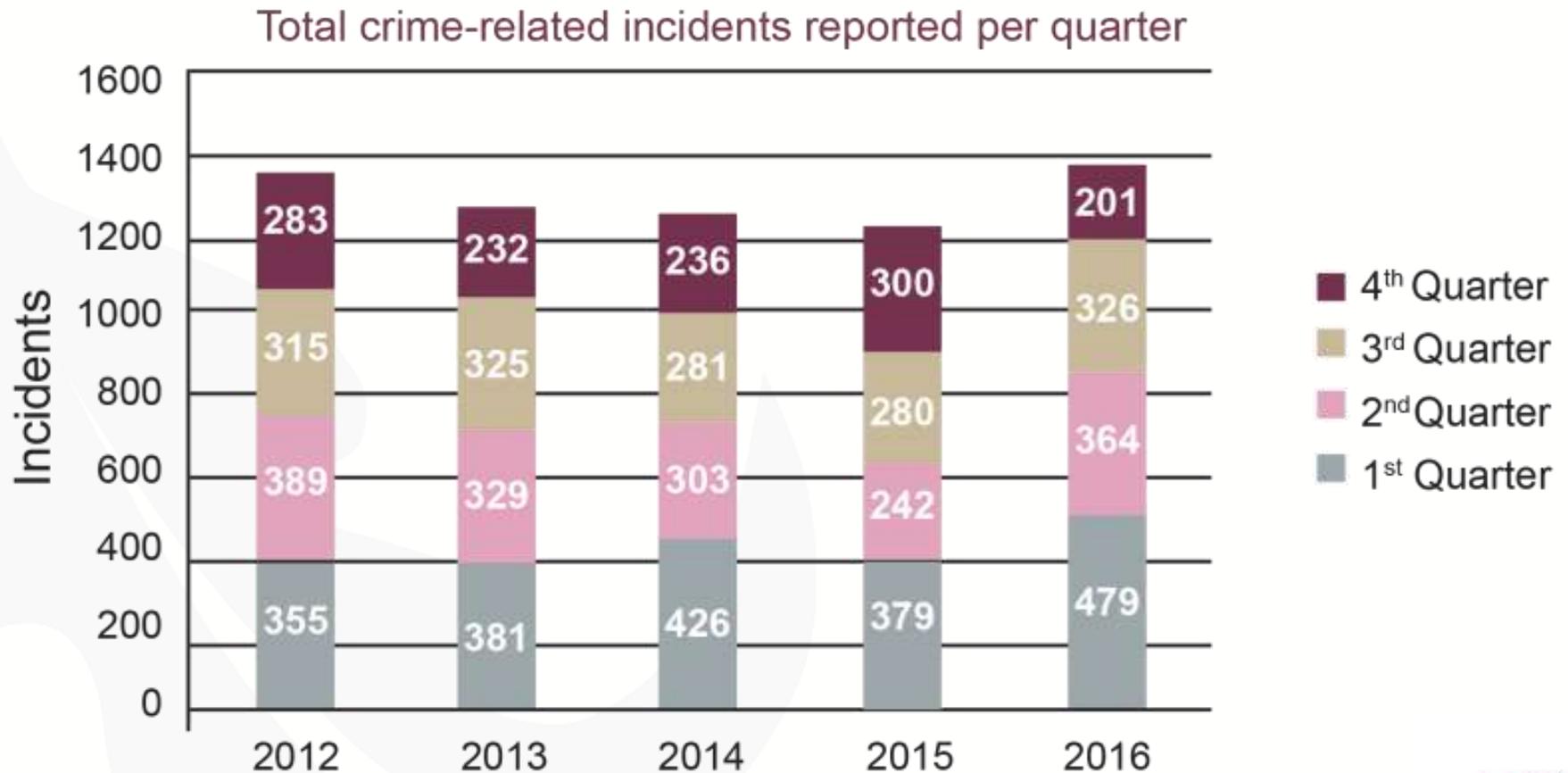
Safety & Security

Ms Nicolette van den Eijkel

Chief Director: Facilities Management



Criminal activities reported



Four security pillars



- In-house security team supported by contracted professionals providing 24/7/365 security service based on risk assessments
- Technologically advanced operations centre and technology network
- Informed, active and vigilant campus community
- Strategic partnerships with SAPS, Municipal Law Enforcement, Public Prosecutor and community crime prevention forums



Specific safety and security initiatives



- Stellenbosch Security Initiative (operational execution with the Town)
- Rector-Mayor Forum Monitoring & Advisory Committee on Crime
- Student pedestrian escort service
- Shuttle service
- Security kiosks & anti-mugging patrols
- Student Safety Committees
- Traditional and social media
- Expanded criminal intelligence and investigation capacity





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Students' Representative Council (SRC)

Mx Lynshay Julies

Academic Affairs Council



Student Communities



- Language Policy and Implementation Awareness Plan
- DHET / NSFAS meeting
- NSFAS Centralisation and SBux concerns and resolutions



Safety and Security



- Support for students from the SRC through active participation on social media
- Request for a safety colloquium, which will be organised by the SRC





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Institutional Forum

Dr Adelbert Scholtz

Vice-Chair



Institutional Forum's role in transformation at SU



- IF represented in SU's Transformation Committee
- Transformation is high on the agenda of the IF
- Played active role in adoption of policies on:
 - Admission of students
 - Language
 - Student housing
 - Staff monitoring
- Took legal and ethical considerations into account



The IF recognises that ...



- **All** available talent in South Africa has to be developed
- **All** available talent has to be employed in teaching
- There are still serious stumbling blocks in the realisation of these ideals



Discussions with Management



- Dissatisfaction of students not in SU residences
- Safety and security during #FeesMustFall protests
- Legal obligations of SU towards students
- Transformation Plan



Conclusion



- The IF at SU functions well and attendance of meetings is satisfactory
- The IF has a very competent and motivated Chair (Mr Le Roux Burrows)
- Meetings are pleasant occasions where all are encouraged to take part in discussions





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SU Council

Prof PW van der Walt
Vice-Chair



Progress



- The University has made steady progress on its transformation journey
- Important policies have been adopted, including:
 - A new Language Policy that supports our ideal of multilingualism
 - A new Admissions Policy that enables the management of diversity
 - A new Employment Equity Policy that advances the diversification of staff



Language



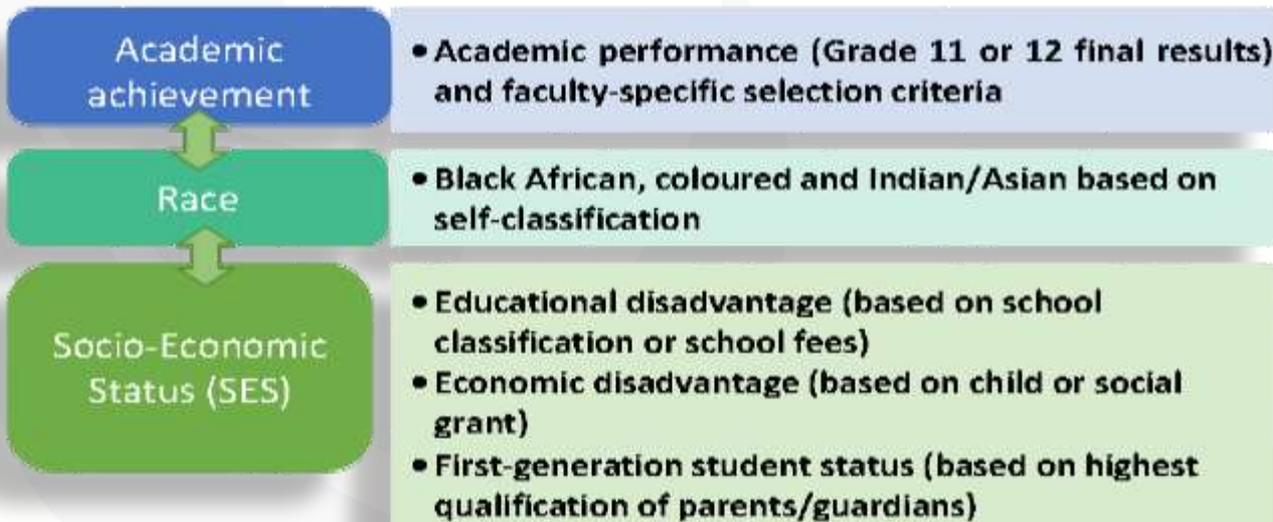
- Parallel-medium classes where feasible in the first year ease the transition from school to university for all our students
- All material in multilingual lectures presented at least in English, with emphasis and summary in Afrikaans
 - Ensures that students not proficient in Afrikaans are not excluded
- Broad support available for students who are not sufficiently proficient in English
 - Where possible, support also provided in isiXhosa
- An extensive survey has confirmed that the new policy is well-attuned to the University's needs
 - And is well-received in the University community



Admissions



- New Admissions Policy provides mechanisms to promote diversity
 - Academic merit remains the most important driver
 - Dimensions of diversity include race and socio-economic status
- Faculties held accountable to meet diversity targets



Protest



- Student protests in 2016 handled firmly but with empathy
- The 2016 academic programme ran on time
 - A record number of academic qualifications were awarded
 - Including record numbers of master's degrees and PhDs
- SU handled the teething problems with NSFAS bursaries
 - Emergency funding provided at the start of 2017
 - Thereby mitigating against possible student protest
- SU managed the demand for insourcing effectively and fairly
 - Without incurring a crippling and unsustainable financial burden
- Lines of communication to students open and actively nurtured
 - *Ons luister!*



Stellenbosch University ...



- ... is making steady progress towards being a world-class institution with an open and welcoming campus culture
- ... is well-managed and working hard to become more efficient
 - Financial sustainability is an all-important priority
- ... in 2016 awarded a very large percentage of South Africa's postgraduate qualifications to African, coloured and Indian students



CONCLUSION

Prof Wim de Villiers, Rector and Vice-Chancellor



- SU's centenary next year
 - Act of this Parliament in 1918
 - That was then, this is now, going into the future ...
- Golden thread:
 - Excellence
 - Relevance
- Journey of transformation with our stakeholders





Dankie
Thank you
Enkosi





BACK ROW, from left: Prof Arnold Schoonwinkel, Ms Nicolette van den Eijkel, Mr Wayde Davidse, Dr Jerome Slamet and Prof PW van der Walt. MIDDLE: Mr Desmond Thompson, Mr Maxwell Mlangeni, Mr Victor Mothobi, Prof Nico Koopman, Prof Wim de Villiers and Dr Adelbert Scholtz. FRONT: Mr Sello Molapo, Mx Lynshay Julies and Mx Liana Letabo Maheso.

