



Stellenbosch

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saam vorentoe

**RECTOR'S MANAGEMENT REPORT
TO COUNCIL**

Monday 11 April 2022

Prof WJS de Villiers,
Rector and Vice-Chancellor

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INTRODUCTION

Welcome to the first Council meeting of Stellenbosch University (SU) for 2022. We meet in an academic climate that shows the first signs of return to some form of normality after the two strenuous years since the start of the Covid-19 pandemic. The buzz on campus since our students have returned fills one with a sense that we can, at last, resume delivery of our full value proposition as a residential university.

You are all aware of the decision by the Institutional Committee for Business Continuity (ICBC) to return to face-to-face learning and teaching as soon as possible. Therefore, we have decided to continue in ARTLA mode, i.e. remote teaching and learning augmented with as much face-to-face time as possible. This will be in place for the whole of the first semester. Assessment will take place in sit-down mode on campus and will be invigilated. As was the case in 2020 and 2021, faculties will be publishing details about the mode of each module on their respective webpages.

Yet we are still in the midst of a pandemic. The national state of disaster has not been lifted and restrictions remain in place on the number of people allowed in lecture halls and other venues.

To optimise students' on-campus experience, classrooms and residences will be utilised to the maximum permissible capacity. We are currently engaging with Higher Health (and with the Department of Higher Education and Training (DHET) via Universities South Africa (USAf)) to possibly scrap the 1,5 m social distancing directive for universities. It simply makes no sense that this provision has already been scrapped for primary and secondary schools, but remains in force for the post-school education and training sector. At the same time, we are attending to the processes surrounding a possible vaccine rule, as requested by Council.

I am further encouraged by the enrolment figures of newcomers to our institution. Following the release of the final 2021 matric results, the SUNStudent system was updated on 21 January 2022, and the final admission offers were generated. This represented a significant departure from our previous system, and a proper baptism of fire for SUNStudent.

I am glad to report that, three weeks after the SUNStudent update, enrolment figures already exceeded registrations of the previous year. Moreover, the bulk of Western Cape – and, in fact, national – top achievers in last year's matric exams opted to be Maties and have registered for various disciplines at SU. Kudos to the recruitment team. Nevertheless, this is also clear affirmation that our university's sterling academic performance during the previous two Covid-plagued years, despite disruptions of the academic project, has strengthened SU's appeal as a university of choice for further and advanced studies. (For newcomer enrolment figures as supplied by the Registrar, see Theme 2 of this report.)

This brings me to an important highlight in research and advanced studies with which we ushered in the new academic year. I am referring to the visit by President Cyril Ramaphosa, together with Minister of Higher Education, Science and Innovation Blade Nzimande, and the biotech investor of NantAfrica, Dr Patrick Soon-Shiong, to our Biomedical Research Institute (BMRI) facilities and the Centre for Epidemic Response and Innovation (CERI) at Tygerberg campus. CERI, which is headed by Prof Tulio de Oliveira, professor of Bioinformatics in the School for Data Science and Computational Thinking, will provide the genomic sequencing for the development and evaluation of vaccine therapies in South Africa, and is envisioned to be the largest genomics surveillance facility in Africa.

President Ramaphosa emphasised to the national and international media the formidable skills and capabilities of our scientists and researchers in genomic surveillance. This puts us at the centre of

the worldwide response to new Covid variants, while also enabling us to spearhead the genomic revolution in South Africa and on the rest of the continent.

Shortly thereafter, the director-general of the World Health Organisation, Dr Tedros Adhanom Ghebreyesus, also visited these facilities along with a high-powered delegation of European politicians and diplomats. They toured the CERI and immunology laboratories, as well as the biorepository where millions of genomic sequences will be stored. At a press conference afterwards, Dr Ghebreyesus lauded our skills base and the cutting-edge facilities that make the BMRI the ideal hub for the development of vaccine therapies for Covid, malaria and many other dreaded diseases that plague our continent. He described the BMRI's work as the beginning of the end of the vaccine inequity seen practised against Africa during the pandemic.

The BMRI is the single largest infrastructure investment by our university in recent years and cost more than R1,3 billion to construct. The national Department of Science and Innovation contributed R300 million towards this advanced and sophisticated facility, which is earmarked to host more than 1 000 multidisciplinary researchers from all over Africa and dozens of world-class research groups.

Therefore, halfway through the timeline of our Strategic Framework 2019–2024, we are well on our way to attain our Vision 2040 of becoming Africa's leading research-intensive university, globally recognised as excellent, inclusive and innovative, where we advance knowledge in service of society.

From a strategic planning point of view, the year also got off to a good start with the annual Institutional Planning Forum held at the Lord Charles conference centre in Somerset West on 9 and 10 February. This provided an opportunity for our broader leadership corps to exchange ideas on how to give greater momentum to the transformation processes at SU, and to speed up the leveraging of innovation and entrepreneurship as significant game changers for our success and sustainability as a modern research-driven university.

Council should also take note of the oversight visit to our institution of the Portfolio Committee on Higher Education, Science and Innovation on 16 February 2022. The purpose of the visit was to gauge the progress made on our transformation journey since our last engagement with the Committee at Parliament on 31 May 2017.

Chair of Council led our delegation in a wide-ranging presentation that covered the nineteen focus areas, from governance, to equity, through the implementation of the Language Policy and gender equality to student support and student housing infrastructure projects.

The Committee urged the university to ensure that its transformation policies and plans become the lived reality of all its students and stakeholders. The Chairperson, Ms Nompandolo Mkhathshwa, expressed concern about the high number of senior positions at the university that are still occupied by males and by white staff members. The Committee acknowledged developments relating to the representation of females in Council and encouraged the institution to achieve 50% female representation across all job levels soon.

The Committee acknowledged the collaboration between the University, the South African Police Service and the municipality to create a safe student town and endorsed this cooperation as an effort that should be replicated across the sector.

As is customary, a member of the Rectorate will again be afforded the opportunity to report to Council. This time, it is the turn of the Deputy Vice-Chancellor (DVC): Research, Innovation and Postgraduate Studies (RIPS), Prof Eugene Cloete, to report on activities in his responsibility centre. Prof Cloete's ten-year tenure as DVC comes to an end in July. Therefore, his report will provide an

overview of his time at the helm of the RIPS portfolio. For this reason, this management report contains only selected RIPS highlights – please consult Prof Cloete’s separate report for more details.

This report covers the period **11 November 2021 to 3 March 2022**, unless stated otherwise. My fellow members of management and I welcome this opportunity to engage with our colleagues in Council.

THEME 1: A THRIVING STELLENBOSCH UNIVERSITY

In our [Vision 2040 and Strategic Framework 2019–2024](#) (click on the link for the complete document), we state the following in relation to this core strategic theme: “To make SU **a thriving organisation**, we envisage a **vibrant, prosperous and systemically sustainable** university (with ‘thriving’ defined as ‘being successful or making steady progress; prospering; flourishing’).

SU recognises the major challenges associated with developing into a thriving university. We acknowledge that we need to be both responsive and proactive in shaping the future of the University. We are committed to systemic sustainability, which includes people, place (social), prosperity (economic) and the environment and compels responsible corporate governance.”

1.1 Institutional Committee for Business Continuity

The Institutional Committee for Business Continuity (ICBC) had its first meeting of the year on Wednesday 26 January.

Being a residential university, we intend to return to full face-to-face learning and teaching as soon as possible. But we are still in a pandemic, with the national state of disaster as well as restrictions on the number of people allowed in lecture halls and other venues still in place. Therefore, Covid-19 remains a challenge and will be managed as such by the various ICBC workstreams.

Workstream 1: Student services

Chair: Dr Ronel Retief

Nothing to report.

Workstream 2: Learning and teaching

Chair: Prof Deresh Ramjugernath

The workstream for learning and teaching (WLT) focuses on the continuation and adaptation of learning and teaching amidst the Covid-19 pandemic, as well as student care. The WLT meets as necessary to determine which learning and teaching-related approaches need to be adjusted and what information needs to be communicated to students and staff. Risks are reported to the ICBC and SU’s Audit and Risk Committee as they arise.

Contingency planning for over-enrolment

For the 2022 academic year, SU received significantly more applications than usual (about 50 000). More than 10 000 prospective students accepted their offers for placement, while we have space for only about 5 000 first-years. The WLT discussed the matter of potential over-enrolment with the aim of proactively managing the problem along with the faculties and the rest of the institution. The Registrar’s office was requested to provide a breakdown of the offers made in the respective faculties, disciplines and programmes, as well as of those firmly accepted. This information was shared with the vice-deans for learning and teaching.

Learning and teaching arrangements for the first semester of 2022

The University does not have a vaccine rule in place at present. The earliest that a rule could be implemented, should the University finally decide to do so, would be in the second term of 2022.

Based on this, and the fact that the DHET's Covid regulations have not been relaxed as yet, the WLT recommended that the University continue in ARTLA mode for the entire first semester. Assessments must be sit-down, invigilated and on campus.

Workstream 3: Staff (human resources, health and well-being)

Chair: Prof Nico Koopman

Return-to-the-workplace arrangements

The workstream provided more detailed guidelines regarding staff's phased return to campus in a communique to staff on 17 November 2021. An overarching set of principles and practices were also developed to consistently ensure the maximum physical presence of staff across campus, considering that SU is a residential university. The guidelines draw extensively on a document developed by the Faculty of Economic and Management Sciences and are supported by the deans and members of the Rectorate.

All the necessary Covid-19 health and safety protocols will be strictly enforced. These include daily health screenings (staff should use Higher Health's HealthCheck tool before coming to campus), the wearing of masks, sanitising and physical distancing. Environments may roster staff to be in the office on different days or at various times to ensure proper distancing.

Additional measures will apply for employees who are above 60 years of age and/or suffer from comorbidities. These could include working from home, isolation or rostering to minimise contact. Such measures must be assessed on a case-by-case basis in conjunction with medical as well as health and safety specialists.

In a communique to staff on 28 January, the ICBC chair reiterated these arrangements for the start of the 2022 academic year, and also referred to the University's Guidelines for Managing Working Hours, which allow for flexible working arrangements.

Workstream 4: Communications, social impact and external relations

Chair: Prof Hester Klopper

Nothing to report.

Workstream 5: Campus operations

Chair: Ms Nicolette van den Eijkel

This ICBC workstream continues to manage all campus operations and comprises representatives from across SU. The workstream operates effectively and allows for quick information-sharing, problem-solving and decision-making.

Workplace risk assessment

Members of the campus operations workstream performed a risk assessment in light of SU's operational requirements to determine the University's need for a vaccination policy or rule. The outcome of the assessment was presented to the Rectorate and Council in November and December 2021 respectively. The assessment recommended that a proposed vaccination rule be drafted for the University. The process is ongoing.

Community interaction, and engagement with Stellenbosch Municipality

Workstream member Dr Leslie van Rooi continues to represent SU at the weekly Stellenbosch Municipality joint operations centre meetings, reporting back information regarding Covid-19 in the Winelands area. The community seems pleased that students and staff are returning to campus in

larger numbers, and that the town is getting busier. Interaction with the local hospitals and the Western Cape Department of Health continues to be very positive.

Campus readiness

Engagement, coordination and operational arrangements for venue cleaning and Covid-19 compliance and monitoring with the Exam Office and Registrar’s Division during the exam and graduation periods went well, with no major incidents.

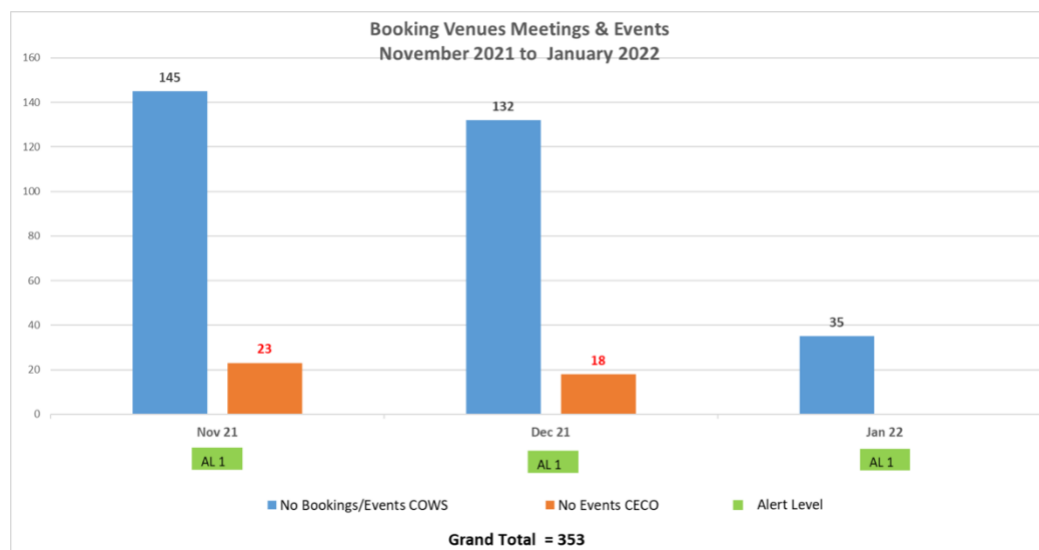
Facilities Management’s project management office and Information Technology provide weekly status updates on the Extended Learning Spaces (ELS) project, uninterruptible power supply (UPS) systems and charging stations.

The 1,5 m social distancing requirement in venues remains problematic in trying to maximise face-to-face contact.

Protocols in residences are working well, and there are no issues of concern.

Covid event compliance at SU

Covid compliance documents for the booking of SU venues, meetings and events were amended to align with alert level 1. Application volumes increased at the end of 2021 and the beginning of 2022, with altogether 312 applications received by the campus operations workstream between November 2021 and January 2022. The Central Events and Conferencing Office (CECO), with whom the workstream continues to liaise regarding event compliance, received **41 applications** during this time, bringing the total number of applications for this period to 353 (see graph below).



Workstream 6: Finance and legal

Chair: Mr Manie Lombard

The workstream for finance and legal (WFL) manages the financial and legal implications of Covid-19. Cash flow projections are managed daily, monthly and annually as and when new information about Covid-19 becomes available. The WFL has now also made longer-term projections up until 2027. Management is satisfied that the current measures are adequate to ensure financial sustainability over a six-year planning horizon.

Workstream 7: Research/Medical Advisory Committee

Chair: Prof Eugene Cloete

Nothing to report.

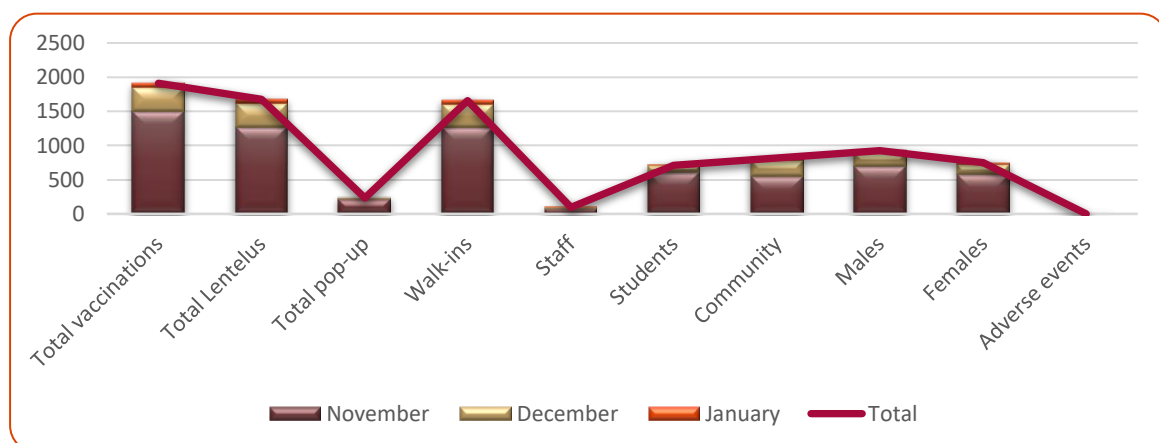
1.2 Managing the Covid-19 pandemic

Since the start of the pandemic two years ago, Campus Health Service (CHS) staff have continued to respond to the various stages of progression or surges of the virus. Practitioners still conduct Covid consultations in a manner that strictly adheres to all protocols. Face-to-face consultations for non-Covid-related cases continue. To date, no Covid deaths have been reported directly to CHS.

As the Western Cape had passed the peak of the fourth wave by the start of the reporting period, case numbers have stabilised at CHS. For weekly data reporting by CHS and the local health authorities to the ICBC chair, [click here](#).

In terms of vaccination, three pop-up sites were activated from 8 November until the end of academic activities on 7 December 2021. These were located centrally on campus, in the Schumann building, Engineering main building and the Adam Small theatre complex respectively. Another, larger **pop-up site was opened on the second floor of the Jan Mouton Learning Centre from 31 January until 11 February 2022**, among others to provide convenient access to vaccination for students returning for the new academic year.

A total of **1 911 vaccinations** were administered during the reporting period (*see graph below*). Students (37,4%) and staff (5,0%) accounted for 42,3% of those vaccinated. This is less than during the previous reporting period (August–October 2021), but can be ascribed to exams as well as students returning home for the end-of-year holidays.



Vaccine hesitancy remains a concern among both students and staff. Test weeks and exams also deterred individuals from being vaccinated, as many were wary of developing potential side effects. Students also complained that the Lentelus vaccination site was too far from the main campus, although the pop-up sites helped address this. Nevertheless, we did manage to vaccinate a larger number of community members, including individuals below the age of 18. Lentelus also assists with booster shots of both the Pfizer and Johnson & Johnson vaccines.

Collaboration with Stellenbosch Hospital, Stellenbosch Municipality and the Western Cape Department of Health continues in order to manage the pandemic appropriately and reduce the burden on health infrastructure. For instance, the SU vaccination team assisted the Department of Health during phase 2 of the Sisonke trial, administering booster shots to 35 health workers.

1.3 Communication on Covid-19 and the proposed vaccination rule

During the reporting period, various communication activities relating to Covid-19 and vaccinations, including the proposed institutional vaccination rule, were implemented on different SU platforms.

Communication on the proposed vaccination rule occurred in two phases: In phase 1, staff and both current and prospective students were informed of the development of the rule, and the process

that would be followed. And in phase 2, we notified all stakeholders of the opportunity to comment on the proposed rule.

Communication activities during phase 1 were as follows:

- Placement of a notice for staff in info@StellenboschUni on 29 November 2021, which recorded opening rates of 40,5% in Afrikaans and 37,9% in English
- Distributing a bilingual (Afrikaans and English) [mass mailer](#) for staff and students with a message from the Rector, also on 29 November, which had an opening rate of 53,6%
- Distributing a bilingual (Afrikaans and English) [mass mailer](#) for prospective students with a message from the Rector on 30 November, which recorded an opening rate of 74,3%

Communication during phase 2 occurred across an even wider range of platforms:

Website: A notice was placed on the [vaccination page](#) on our website on 2 December 2021, with a button on the SU homepage leading directly to the vaccination page. During the commenting period (3 December 2021 to 15 January 2022), 9 913 people visited the English vaccination page, and 22 643 page views were recorded (implying that visitors returned numerous times to view the page). A total of 672 people visited the Afrikaans page, with 1 564 page views recorded. The notice was also placed in the notice section of the SU homepage in both [English](#) and [Afrikaans](#) on 8 December (see *alongside*).



Newsletters: The notice appeared in info@StellenboschUni on 8 December (opening rates: Afrikaans 42,7%, English 38,5%), in news@StellenboschUni on 10 December (Afrikaans 36,5%, English 36,1%), and again in info@StellenboschUni on 15 December (Afrikaans 37,9%, English 35,8%) – aimed at staff in all three instances.

Mass mailer: A [mass mailer](#) was distributed to all staff and students on 13 December, which recorded an opening rate of 51,3%.

Social media: The notice was also placed on our social media channels (Facebook and Twitter) on 3 December. On Facebook, the post had a reach of 41 236 and received 965 reactions, comments and shares as well as 5 505 post clicks (considered exceptional). On Twitter, it achieved 2 110 impressions and 171 engagements. Overall, this is considered a good reach for a social media post.

In terms of more general Covid-19 communication, we added a poster element to our ongoing awareness campaign for students. The posters were placed on lampposts along key student walkways on campus. These included Victoria and Ryneveld streets. The messages focused on the importance of wearing a mask on campus, practising social distancing, and regularly washing one's hands. These messages were reinforced on our social media platforms.

1.4 SU in the News (11 November 2021–17 February 2022)

(All items in [blue](#) and [red](#) below are hyperlinked; please click to access.)

SU managed a fairly good showing in the media in the period in review. We generated the second highest number of general news clips of all South African universities for November 2021, the highest in December, and fourth highest in January 2022. This is according to the dataset of media monitoring agency PEAR.

With regard to the subset “Research and innovation”, we generated the highest coverage for November, but fourth highest for both December and January. One needs to take into account, however, that many staff were on holiday during these two months.

In terms of **faculty-related** coverage, Economic and Management Sciences led in terms of overall volume for November; Medicine and Health Sciences came out tops in December, and Education in January.

Our experts continued to provide the media with valuable content and comment on **Covid-19**, further cementing the University’s reputation as an innovative and socially responsible institution.

Some of the **institutional matters** that featured in the media over the reporting period included the following:

- [President Ramaphosa lauds SU’s world-class research centre set to lead global epidemic response \(Yiba, News24, Techcentral, Politicsweb, Jacaranda FM\)](#)
- [Stellenbosch University pays tribute to the late Dr Desmond Tutu \(Sowetan, Die Burger, The Witness, Cape Talk, Daily Maverick\)](#)
- [Stellenbosch University raises R8,1 million to settle student debt \(City Press, Cape Argus, Eikestadnuus, Times Live, IOL, News24\)](#)
- [From walking to school without shoes to doctorate \(Die Burger, Cape Talk, Radio 702, Yiba, Briefly\)](#)
- [Deaf student’s accomplishment a first for SU \(Die Burger, Paarl Post, Eikestadnuus, Cape Argus, Rapport, CCFM\)](#)
- [Arbitration Appeal Tribunal finds in favour of SU in claims against Jurie Roux and Chris de Beer \(Sunday Times, Rapport, Beeld, Die Burger, e.tv OpenNews, Daily Maverick, News24\)](#)
- [Announcement of new B.1.1.529 variant \(Omicron\) \(Botswana Gazette, EWN, SABC News, The Citizen, Zimbabwe Situation, India Times\)](#)
- [Ainsley Moos named new chair of SU Council \(Volksblad, Die Burger, Yiba\)](#)

The visit to Tygerberg campus by the director-general of the World Health Organisation (WHO), Dr Tedros Ghebreyesus ([SU plays key role in SA’s mRNA vaccine hub](#) & [WHO’s Director General visits SU genomics lab](#)), received extensive coverage across all platforms:

- Radio: Radio 702; Power FM; ChannelAfrica; Cape Talk; Jacaranda FM; SAFM; Smile FM; RSG
- TV: SABC News; SABC News; SABC News; SABC News (live broadcast); SABC News (live broadcast); eNCA; eNCA; eNCA; eNCA; Newzroom Afrika
- News sites: EWN; DST; IOL; News24
- Print: Die Burger
- Other: United Nations; Washington Post; WHO

The University’s **media releases** remain a major source of publicity for the institution. Key releases in the past few months included the following:

- [Study proves digital technology can greatly help learners with severe intellectual disabilities \(Die Burger, The Witness, Daily Dispatch, Eikestadnuus\)](#)
- [More than 9 000 tree species yet to be discovered](#)
- [Novel zebrafish research shows green rooibos tea helps to reduce anxiety \(Tygerburger, The Herald, Beeld, Times Live, Jacaranda FM, The Conversation\)](#)
- [A meaningful and memorable welcoming for SU newcomers \(Cape Times, Die Burger, Eikestadnuus, IOL\)](#)

- [Dr Daniels makes history in SA viticultural circles](#) ([Die Burger](#), [Daily Dispatch](#), [SA Fruit Journal](#), [Radio 702](#), [Cape Talk](#), [News24](#))
- [Drones and elephants: this is the way to go](#) ([Cape Times](#), [Volksblad](#), [Beeld](#), [Die Burger](#), [Getaway](#), [Engineering News](#))
- [SA's abundant sunlight holds huge potential for electric minibus taxis](#) ([The Star](#), [The Witness](#), [Tygerburger](#), [Business Tech](#))
- [How to encourage poor young men to open up about vulnerabilities](#) ([The Witness](#))
- [Paleo-climate simulations of Namibia's quiver tree populations show significant range shift over past 22 000 years](#) ([Mail & Guardian](#), [M&G Online](#))

SU's Language Policy again received a lot of media attention, and the Media Office responded to a good many media enquiries regarding language. We **announced** the approval of our revised Language Policy in December. This was accompanied by other articles, including [SU explains Language Policy](#). Some of the articles on language at SU that appeared in the media included [Eikestadnuus](#), [Die Burger](#), [Beeld](#), [Rapport](#), [Die Burger](#), [Cape Times](#), [SABC News](#), [Radio 2000](#), [SAFM](#), [eNCA](#) and [News24](#).

Thought leadership: Our academic staff continue to make SU research accessible to external audiences by writing thought leadership pieces for [The Conversation](#). Over the reporting period, 20 of our contributors produced 20 articles, which collectively yielded just over 659 000 reads.

Human capital: According to PEAR's media tracking of individuals at SU, the University's human capital was referred to in 342 media clippings in November, 53 in December and 53 in January (February info was not available at the time of writing). This is seen as a key contributor to media coverage, especially in the "Research and innovation" subset.

In addition, SU staff and students again produced a large number of **op-eds, features and columns** (see **ADDENDUM**). The Media Office also furnished the press with **lists of experts** to comment on the 2021 local elections and, in 2022, on the State of the Nation address, the Budget Speech, International Mother Language Day, International Day of Women and Girls in Science, World Cancer Day and the World Day of Social Justice.

1.5 Strategy planning at institutional level

On 13 December 2021, we concluded our annual planning cycle by submitting the University's Annual Performance Plan 2022–2027 to the Department of Higher Education and Training (DHET). The plan includes the Institutional Plan 2022–2027 and summarises our institution's vision, strategy and action plans for the next six years, with a specific emphasis on 2022.

We promptly kicked off our next planning cycle with the **Institutional Planning Forum (IPF)** on 9 and 10 February 2022. This year, the IPF focused on the cross-cutting theme of **transformation**, and on **innovation and entrepreneurship** as one of seven institutional game changers. The game changers were identified from our strategy at a Rectorate strategic summit in August 2021. If successfully implemented, they will help us achieve our strategic goals and ensure systemic sustainability. The other game changers (in addition to innovation and entrepreneurship) are programme renewal, hybrid learning, assessment, business models for our schools and faculties, delivery models and partnerships to unlock African and international potential, and digital transformation.

At the IPF, we first listened to and engaged with external expert speakers for a broader perspective. Participants then reflected on SU's current position and discussed how each of our focuses should be approached to ensure success. This included agreeing on how success would be measured.

1.6 Shaping SU's institutional culture based on values

The 2022 Values in Action initiative was launched in January with a workshop for the Rectorate. With planning for the remainder of 2022 now complete, this initiative will also gain momentum.

The Values in Action workshops focus on our five values – **excellence, compassion, equity, respect and accountability** – and form part of phases 2 (integration) and 3 (alignment) of *Vision 2040 and Strategic Framework 2019–2024*. These values are essential for both the implementation of our strategy and the shaping of our institutional culture.

Values are action guides for the kind of academic community we aspire to be. Therefore, they need to become integral to how we, as individuals, act and relate, how leaders lead and teams collaborate, and how we make and implement decisions and deal with ethical challenges and dilemmas.

1.7 SU-UIC ready for ISC quality assurance

The SU Unit for International Credentialing (SU-UIC) has nearly finished establishing the quality assurance processes and structures for the International Secondary Certificate (ISC). SU-UIC is housed in SU International's Africa Centre for Scholarship.

The ISC is a **new, Africa-centred school-leaving qualification** administered by the international arm of the Independent Examinations Board (IEB). It serves as the international equivalent of South Africa's National Senior Certificate. Last year, our university concluded a working agreement with the IEB to quality-assure the new qualification.

Everything is in place to quality-assure the first ISC examination at the end of 2022. SU-UIC has established a governance committee and two subcommittees, with a third subcommittee in the process of being formed. The curriculum and assessment subcommittee had a successful orientation meeting on 16 November 2021, while the governance committee will have their third meeting on 23 March 2022.

The process of recruiting and appointing external moderators for the examinations is under way. The call for applications closed on 20 February, and shortlisted candidates will complete a performance assessment and attend an online interview. The ISC offers 32 subjects, so at least 32 external moderators need to be appointed.

SU-UIC met with members of the IEB, including chief executive Anne Oberholzer, on 5 February to discuss strategy for the transitioning phase ahead.

1.8 Financial viability key consideration in programme development

In developing a new academic programme, we tend to focus on meeting new workforce needs, exploring new knowledge markets, or renewing curricula to enable transformation. Often, financial considerations are a mere afterthought.

However, internal discussions highlighted the importance of **making financial considerations a key part of the process from the outset**, instead of trying to make budget adjustments after the fact.

The new process requires an informed forecast of programme income and expenditure. The parameters supplied by the programme designers and faculty managers are used to gauge the proposed programme's financial viability and breakeven points, which are then considered in the programme approval process.

The involvement of faculty managers from early on, and the comparison of estimates and parameters to those of equivalent existing programmes, enable more accurate student enrolment forecasts, proper consideration of appropriate fee structures, and better human resources planning.

The net result is a more financially sustainable academic offering, without inhibiting academic innovation.

1.9 Rebranding SU together

The phased roll-out of the University's new brand identity is well under way. Considering the University's multitude of brand assets, the Corporate Communication and Marketing Division (CCMD) is focusing on key touchpoints first:

- The new logo has been applied to the SU website (www.sun.ac.za), and the colours and font have been updated. Being our foremost public-facing platform, the website is a priority. While the scope of the website made a full rebrand unfeasible, the site is being redeveloped to incorporate the new brand.
- SU's digital communication platforms, including mass mailers, electronic newsletters and social media, have also been updated with the new logo. Mailers now feature new headers and our new font and corporate colours.
- In collaboration with the Information Technology Division, CCMD developed a standardised [email signature](#), which will promote the SU brand, ensure consistency and standardise contact information. Following testing in December 2021, roll-out of the new signature started in February 2022.
- In partnership with Facilities Management, the Branding Unit designed and produced prototype directional signage (*see example alongside*) to establish spacing and sizing before finally applying the new visual identity to signage across our five campuses. The aim is to roll out the new signage in phases.
- CCMD worked closely with the Matie Shop to apply the new visual identity to merchandise and clothing, and establish mechanisms to ensure product quality. The new merchandise is available in the Matie Shop or [online](#).
- Following Council's ratification of its Executive Committee's recommendation to replace the current heraldic crest with a ceremonial version of the new logo, the design of the ceremonial emblem got under way. A suggested design will be tabled at the Council meeting in April 2022 for consideration and approval. This, however, will be preceded by consultations with our Institutional Transformation Committee, Visual Redress Committee, Students' Representative Council, Institutional Forum, as well as the Rectorate and deans.
- The visual roll-out of the University's vision and strategy has gained momentum since January. All existing installations rolled out as part of the pilot project have been removed and replaced with rebranded installations. Opportunities for new installations to be rolled out in the course of the semester have also been identified.
- The new brand manual and templates are making steady progress. The brand manual sections and templates available to date can be [downloaded here](#).



1.10 Strong interest in Afrikaans translation

From January to November 2021, the Language Centre's Language Service translated just over 1,26 million words from English into Afrikaans. This is more than double the word count translated from Afrikaans into English – a trend that has been observed since 2020. More than 1,34 million English words were also edited from January to November.

Although limited translation services are offered directly to students, the translation of dissertation abstracts did increase from 37 in 2020 to 54 in 2021. By contrast, the translation of informed consent forms, which is one of the Language Service's main income streams, decreased from 207 in 2020 to only 99 in 2021. This is most probably because field studies were put on hold or adopted different ways of data collection in light of Covid-19 and the lockdown regulations.

In terms of external Language Service clients, the implementation of the Protection of Personal Information Act (POPIA) has seen an influx of POPIA-related documents, such as manuals, for translation and editing. This trend is anticipated to continue in 2022.

1.11 Writing consultations ramped up

The Language Centre's Writing Lab has appointed 27 SU postgraduate students as writing consultants for 2022. This means that the Writing Lab's free writing consultations for students are now accessible in Afrikaans, English and isiXhosa. Consultations are conducted online while the 1,5 m Covid-19 social distancing requirement remains in place. Although the service will later also be available in face-to-face format, many students do seem to prefer the online mode, as it saves on travel time.

1.12 Legal Services keeping SU well governed and compliant

Apart from collaborating with external legal counsel to represent SU's interests in litigation, the Legal Services Division continues to assist the ICBC in interpreting and implementing the lockdown regulations. More recently, it has been a key player in the process surrounding the institutional vaccination rule.

Towards the end of 2021, the **compliance officer** provided valuable assistance to the chief director of Facilities Management in performing the risk assessment required by government's [Consolidated Directions on Occupational Health and Safety Measures in Certain Workplaces](#). The risk assessment was aimed at determining SU's need for a vaccination rule. On 12 November, the Rectorate approved the risk assessment report recommending that a draft rule be developed and advertised for public participation. By 15 January 2022, more than 1 200 submissions had been received from the public. These are being considered, after which internal stakeholders will be consulted.

Also in the area of risk management, the compliance officer identified discrepancies in different SU environments' language and values in terms of risk, compliance and combined assurance. Further engagements with the Finance Division resulted in an agreement to facilitate better alignment in this regard across the institution.

By 31 December 2021, 980 new **commercial agreements** had been registered and 93,5% of them completed by the Division's Commercial Contracts Unit. This is no mean feat considering the challenges of working from home, technology disruptions and ever-changing regulations.

Finally, with regard to its **Student Discipline function**, the Division experienced a substantial decrease in academic misconduct referrals in the second semester of 2021, primarily because the November assessments were not conducted online. This comes after seeing a significant increase in the carry-over of unresolved matters from 2020 to the first semester of 2021 (80 matters involving 130 students). Most matters related to misconduct in online assessments and transgressions of the Covid-19 regulations.

1.13 Institutional committees

The venues for institutional committee meetings have been upgraded to support seamless online and hybrid proceedings and prevent disruption by events such as loadshedding. Committee meetings continued in either fully online or hybrid format.

Standard operating procedures (SOPs) have also been compiled or updated for all committees whose secretariat services are rendered by the Centre for Governance Function and Support. These SOPs will ensure business continuity during staff absences or other changes.

In addition, the Centre continued to provide staff training in online meeting support at environments' request.

1.14 Integrated communication

Publications: In December 2021, CCMD released the latest edition of *Matieland*, which also introduced a fresh new look for the publication. All the articles centre on the theme of moving forward, focusing on the future of SU, our students, staff, alumni and other stakeholders. For the online version of *Matieland*, [click here](#).

Mass mailers: CCMD continued to facilitate mailers to keep staff informed of important events and announcements.

Podcasts: Podcasts on [Covid-19 vaccinations](#) and [HIV in children](#) were uploaded to SU's podcast channel, talks@StellenboschUni.

1.15 Redevelopment of the SU website

Work on redeveloping our website is making steady progress. After CCMD signed an agreement with service provider Rogerwilco, a comprehensive project plan and schedule were drawn up. The Branding Unit also hosted a workshop to present our new brand to Rogerwilco. This set off the design phase, **which is currently under way**.

1.16 SUNFin

Having completed its replanning exercise in September 2021, the SUNFin project obtained approval to move the go-live date to June 2023.

Work has steamed ahead since then. By the end of last year, the team had signed off several components of the business delivery workstream, completed the 44th sprint in the ICT (information and communications technology) integration workstream, and made great progress on the data-cleaning initiative.

The objective for 2022 is to **complete both the business delivery and ICT integration workstreams** by mid-year and finalise user acceptance testing by the end of November.

1.17 SUNStudent

The project focus over the past few months has been to satisfy institutional priorities. The processing of undergraduate and postgraduate applications and admissions in the run-up to registration for the 2022 academic year took precedence.

By early December 2021, undergraduate applicants had already accepted **10 972 provisional programme offers**. As applications by returning (already registered) students are still managed in the old Student Information System (as opposed to first-time applications, which are managed in SUNStudent), postgraduate application status is more difficult to report.

The project team also anxiously awaited the release of the matric results to ensure that final programme offers to undergraduate applicants were issued in time for registration.

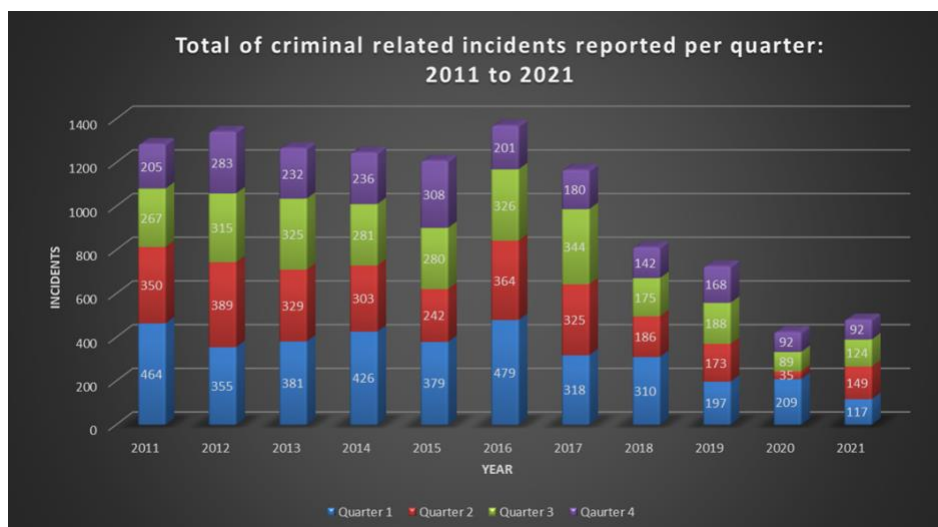
Other project activities between December 2021 and March 2022 included:

- **finetuning** aspects of the applications and admissions functions identified after the go-live, to be ready for the 2023 application cycle that starts in April 2022;
- **configuring** the curriculum setup for registration; and
- **commencing** work on the capabilities that need to go live from December 2022 until February 2023 (registration, student fees, classroom and exam scheduling, postgraduate management, residence management, and financial aid).

The 2022/23 SUNStudent implementation roadmap was also discussed and finalised at the steering committee meeting in February 2022.

1.18 Risk management and security

Prior to the pandemic, **crime trends** on and around our campuses were at an all-time low. The lockdown and curfew since early 2020 pushed the trends even lower. Therefore, we anticipated an increase in crime in 2021. The graph below confirms that this expectation was indeed a legitimate one. If we accept 2020 as an outlier, the long-term downward trend will probably be sustained.



Despite the positive long-term trend, however, Campus Security takes every incident seriously and remains committed to achieving zero crime. The crime types of significant concern are **robberies and burglaries**. In 2021, 20 robberies involving campus community members were reported. In a few cases, the robbers were armed. Arrests were made in two instances. Fourteen of the incidents took place during the night. In terms of burglaries, 26 incidents were reported, mostly on campus. Ten burglaries were at academic buildings, and eight each at SU residences and off-campus private student residences. Campus Security made four arrests.

Satellite campuses had a fairly incident-free 2021. Intruders managed to breach campus fences a few times, but were spotted and apprehended. Regular specialised operations were undertaken at the Bellville Park campus grounds to prevent people from putting up structures and settling there. The bridge area outside the Tygerberg campus main entrance still creates safety problems for staff and students on foot. Campus Security held regular operations in the area along with the City of Cape Town's Metro Police. Worcester campus reported no serious incidents. Their new electrical fence decreases risk and helps limit illegal entry.

Campus Security continued to use several channels and resources to improve **safety awareness**. They offered regular student leader training and posted crime prevention tips on social media. By early February, student leader training sessions for 2022 had already commenced.

1.19 Campus renewal

Faculty of Engineering

The **Electrical and Electronic Engineering** Department's infill project is on schedule and expected to be completed by 1 August 2022.

A new third-floor area is being added to the southeast wing of the building (*see pictures below*). The newly created space of approximately 670 m² will include facilities such as a new 92-seater Mechatronics Laboratory, two computer user areas and a new local area network (LAN) room.



Civil Engineering's building refurbishment, in turn, should be completed by November 2022, ahead of schedule.

This complete upgrade (*architect's impression alongside, pictures below*) includes a new 464-seater lecture theatre, five new classrooms, and upgrades to all building services.



New substation

The construction of a new substation in the Engineering precinct (*pictured alongside*) is making progress, with an anticipated completion date of December 2022. Cable reticulation will feed the Engineering, JC Smuts, Neelsie student centre and the Arts and Social Sciences buildings.

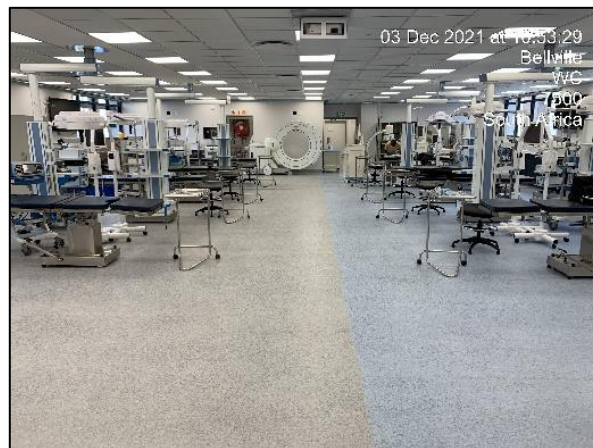


In light of budget constraints, the previous double-storey design, which included generators on the ground floor as a future-proofing measure, has been amended to a single-storey building housing only the critical electrical equipment. A new location close to the new academic intake substation has been identified for the future generators and will be developed as a separate project.



Biomedical Research Institute (BMRI)

Phase 2 of BMRI South was completed on 1 December 2021 (*see images alongside and below*). Phase 3 will involve refurbishment of the existing structure, previously known as the Fisan building.



Tygerberg multipurpose sports facility and parking areas

The two new multipurpose and two new tennis courts on Tygerberg campus (*see alongside*) were launched on 21 February 2022. According to Maties Sport's Yaseen Gangat, Tygerberg sport administrator, this facility will be a game changer, allowing both students and staff to maintain a healthy, active lifestyle amidst their



rigorous campus schedules. The construction of the new parking areas at the campus entrance commenced at the end of February 2022.

SU Library foyer upgrade

The upgrade to the SU Library foyer and circulation desk (*pictured alongside and below*) encountered delays due to the limited-occupancy requirements imposed by Covid-19 regulations. However, the provisional completion date is 31 March 2022.



1.20 Integrated Campus Spatial Development Framework

The draft Integrated Campus Spatial Development Framework (ICSDF) for Stellenbosch campus was presented to the Rectorate on 1 June 2021 for consultation. Further discussions and engagement followed, and the project is now in its final review and delivery phase. The plan is to submit the ICSDF to management in April 2022 for their approval.

The document identifies key spatial planning and institutional factors that will guide future development of the built environment on campus. The high-level strategies outlined in the ICSDF offer a holistic overview of proposed future developments to enhance the built environment and support our university's core functions.

The ICSDF is informed by our *Vision 2040 and Strategic Framework 2019–2024*. It has been developed in conjunction with both internal and external stakeholders, including the local and provincial authorities.

1.21 Botanical Garden

By December 2021, our Botanical Garden had completed most of the construction on its new display beds for the threatened lowland habitats of the Western Cape (*alongside*) – a project made possible by the Table Mountain Fund.



In addition, in February 2022, the existing, non-compliant Neethling gatehouse was replaced with an appropriate structure in order to reopen that entrance to the garden. The Botanical Garden is home to 84 individual cycad plants of 24 species. Since the beginning of February, the intern team have been applying display labels with information on the different cycads. The display will continue to be expanded with more specimens over the next few months. Related ancient non-flowering plants will also be added.

1.22 New focus areas for Information Technology

Having commenced duties in January, SU's new chief director of Information Technology, Dr Denisha Jairam-Owthar, has identified the following three strategic focus areas for the Division in a 100-day plan:

Maintain, fix and manage current systems and information and communication technology (ICT) projects	People and transformation	Emerging technology
Keeping core systems going and being on alert for exogenous factors that might affect the institution and the ICT environment (such as another Covid wave)	Looking at leadership and culture, and establishing the structures required to put Information Technology at the front end of SU business (instead of fulfilling a backend function only)	•Introducing small new technologies with a big impact

Dr Jairam-Owthar has met most of the deans and the Rectorate, and further engagements with SU stakeholders are ongoing.

1.23 Institutional audit underway

The Council on Higher Education (CHE) will be **auditing** SU this year as part of its third quality assurance cycle. We have established a project management team, steering group and self-evaluation committee for this purpose, and a draft self-evaluation report will be submitted for a first round of consultation.

The CHE, in turn, has appointed a peer review panel, who are scheduled to conduct either a face-to-face or online/hybrid site visit – depending on circumstances at the time – from 31 October to 4 November 2022.

1.24 Transformation

Transformation is one of the cross-cutting themes prioritised at our Institutional Planning Forum (IPF) in February. And the [Transformation Office](#) continues its work across the University.

Informed by the conversations at a strategy alignment workshop, the Transformation Policy Task Team developed a discussion document for the **Transformation Policy review**. Principles and themes have since been identified, and the technical writing task group is currently working on the first draft of the revised document.

The terms of reference for our **Transformation Monitoring and Evaluation Task Team** have also been drafted. The document will be submitted to the Institutional Transformation Committee (ITC) for information, and to the Rectorate for approval.

In addition, the guiding framework for the establishment and functioning of **faculty transformation committees** has been developed, for further discussion by the ITC. The development of a six-module online training course for these committees has also commenced. This training will form part of the **Siyakhula workshop series**.

Finally, the weekly conversations on diversity and transformation featured on the **Siyakhula Live radio show** aired on MFM 92.6 continued throughout the reporting period. Some of the themes covered in the past few months were how to improve student support, the alleviation of gender-based violence, and inequalities hampering access to essential HIV services.

THEME 2: A TRANSFORMATIVE STUDENT EXPERIENCE

[Vision 2040 and Strategic Framework 2019–2024](#) states the following in relation to delivering a **transformative student experience**: “With this intention, we want to ensure that SU is accessible to qualifying students from all backgrounds, including to students who face barriers to participation in university education. We regard it as a journey – from our first contact with prospective students until they graduate and embrace the role of alumni.” It also entails “the provision of opportunities for growth to all undergraduate and postgraduate students, including guidance, support and services from SU to enable their success.”

2.1 Assessments

The **Assessments, Academic Records and Graduation Office** (AARGO) successfully managed 316 examination modules for the year-end assessments, of which 151 took place online. The A2 and A3 assessments ran back-to-back. The A2s took place from 8 to 29 November 2021, and the A3s from 30 November to 11 December.

Assessments took place in multiple venues across Stellenbosch campus. AARGO collaborated with, among others, the Compliance Office, Disability Unit, Facilities Management and Campus Security to address the unique challenges brought about by the prevailing Covid-19 conditions and ensure adherence to [protocols](#). The new [examination answer book](#) was also successfully implemented.

To further support successful assessments, the **Examinations team** produced an [invigilator’s training video](#) featuring best practices, and the chief invigilator instituted a new quality assurance process to verify scripts. The **Timetable Office**, in turn, compiled and implemented the Covid-19 change requirements for online and face-to-face venues, and scheduled the 2022 dates for 623 A2 assessments and 400 A3s. In addition, the **Student Information System Support** (SISS) team provided critical system support to the HEMIS calculation process.

At our **Business School** (USB), use of the [Remote Proctor Now](#) (RPNOW) assessment platform has proven invaluable in terms of ensuring assessment integrity and mitigating the impact of load-shedding.

2.2 December 2021 graduations

The graduation ceremonies from 13 to 16 December 2021 again followed a hybrid approach.

The [Faculty of Military Science](#) was granted a one-off concession to host a face-to-face graduation ceremony on the Saldanha campus on 10 December. The ceremony was livestreamed and the [video](#) has received 966 views to date.

For our remaining faculties, 11 small physical (face-to-face) Covid-19-compliant ceremonies were held to award PhDs (including March 2021 graduates), honorary doctorates, the Chancellor’s Awards and the Chancellor’s Medal. All other qualifications were awarded during online faculty-specific ceremonies. The [physical ceremonies](#) were livestreamed and, to date, have received 3 968 views, while the faculty-specific events had recorded 40 196 views at the time of writing.

Five [honorary doctorates](#) were awarded to outstanding individuals for their respective contributions to science or society at large. Fifteen staff members were awarded the prestigious [Chancellor’s Award](#) for sustained excellence in research, innovation, learning and teaching, social impact and professional services.

The hybrid ceremonies were arranged by the responsibility centre of the Registrar in collaboration with CCMD, Development and Alumni Relations, Facilities Management and other stakeholders. The Assessments, Academic Records and Graduation Office (AARGO) coordinated the distribution of

graduation documents for our **5 635 December graduates**. Altogether 99,64% of the couriered documents were delivered successfully. The Institutional Secretariat and Publications Unit designed and produced five graduation booklets, which were published in collaboration with CCMD to ensure branding compliance.

The [graduation website](#) received 91 789 views from 29 995 unique visitors between 17 November 2021 and 6 February 2022.

2.3 First SASL student graduates

In December 2021, **Ilze Aäron** became our first graduate who had used South African Sign Language (SASL) as her primary language of instruction and assessment.

Ilze completed her BEd General Education degree in Foundation Phase teaching. Her lectures were interpreted in SASL in real time. The Faculty of Education, Language Centre, Disability Unit and Department of General Linguistics all collaborated to see Ilze graduate. Read the full story [here](#).

2.4 FMHS undergraduate pledge ceremonies

The undergraduate pledge ceremonies of the Faculty of Medicine and Health Sciences (FMHS) took place on Tygerberg campus on 13 December 2021.

A total of 397 students made a public pledge to uphold the values of the Faculty and the health professions they were joining. The Centre for Student Administration (Tygerberg campus) was supported by the dean’s office and FMHS Marketing and Communications to ensure the success and Covid compliance of the two pledge ceremonies.

The events were also livestreamed for family, friends, donors and staff. Altogether 2 507 people viewed the [Health Sciences ceremony](#) in the morning, while 4 542 viewed the afternoon’s [MBChB ceremony](#).

2.5 Broadening access with new application process

The new application process provided the University with an **early indication of applicants’ intention to enrol for a specific programme**. This was a first, and a useful mechanism to manage enrolments. Applicants were also required to accept their final offers after the release of the matric results in January. This enabled faculties to issue additional offers before registration.

Although the **overall number of applications more than doubled** (143% growth), the most significant increases were among the black African and coloured applicant pool. Black African applicants increased fourfold, while coloured applicants almost doubled (*see table below*).

Population group	Complete applications 2021	Submitted applications 2022	% increase
SA	21 236	51 864	144%
Black African	7 133	30 975	334%
Coloured	4 201	8 097	93%
Indian/Asian	1 427	2 001	40%
White	8 193	9 568	17%
International	1 483	3 388	128%
Grand total	22 719	55 252	143%

2.6 Admission offers

Overall, admission offers **increased by 39%**. However, the number of offers to black African applicants more than doubled. The table below compares the number of accepted offers for the 2021 intake with the number of students who received at least one offer for the 2022 intake.

Population group	Offers accepted 2021	At least one offer received 2022	% increase
SA	11 828	16 578	40%
Black African	2 813	5 817	107%
Coloured	1 990	2 737	38%
Indian/Asian	926	1 086	17%
White	5 916	6 531	10%
International	786	995	27%
Grand total	12 614	17 573	39%

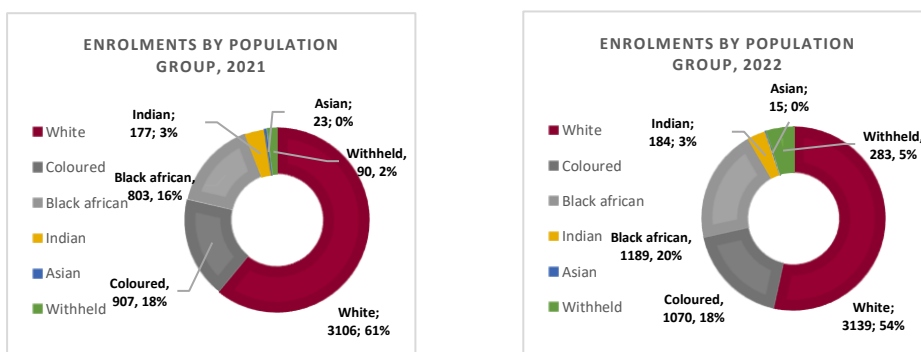
2.7 Registration and fees webpage

The registration and fees webpage served as an effective digital touchpoint to offer both newcomer and returning students accurate and user-friendly information. Information shared related to the registration process, tuition and residence fees, payment options, the National Student Financial Aid Scheme (NSFAS), and how to book an appointment with our administrative staff. The page received 220 187 views from 62 091 unique visitors between 23 November 2021 and 6 February 2022.

Client Services also again provided an external service point outside the Admin A entrance to assist students and parents without bookings.

2.8 Newcomer first-year enrolments

The pie charts below compare 2022 and 2021 enrolments by population group based on official registration figures. Data is as at the conclusion of the respective registration periods, i.e. 12 March 2021 and 12 February 2022.

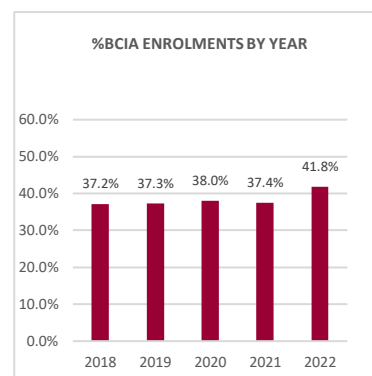


The higher number of students in the category “Withheld” is due to a system change that no longer requires international students to state their ethnicity.

From 2021 to 2022:

- black African enrolments increased by 48,07%, from 803 to 1 189;
- coloured enrolments increased by 17,97%, from 907 to 1 070;
- Indian enrolments increased by 3,95%, from 177 to 184; and
- white enrolments increased by 1,06%, from 3 106 to 3 139.

The current enrolment percentage of 41,8% from the black African, coloured, Indian and Asian (BCIA) groups is the highest over the period 2018 to 2022 (see bar graph alongside).



2.9 Welcoming 2022

Newcomer students were welcomed during the first two weeks of February 2022, adhering to all Covid-19 protocols.

On 3 February, myself and the chair of the Students' Representative Council, Viwe Kobokana, formally welcomed new students at the Danie Craven stadium. Students were spread across two ceremonies. The programme was presented in English, Afrikaans and isiXhosa, and all banners and flags featured our new brand identity. The event was also livestreamed on our [YouTube channel](#). Afterwards, students participated in the **Dream Walk** along Victoria Street.

In addition, a communication campaign was implemented to provide all prospective students with easy access to detailed information on the welcoming period, student support services and various other campus-related aspects. The campaign was conducted via a designated website and trilingual social media posts. The English **website received 62 968 visitors** from 23 November 2021 to 6 February 2022, including 20 935 regular visitors. The Afrikaans version received 8 585 visitors during the same period, including 2 521 regulars.

The welcoming period culminated in an adjusted version of **Vensters** in the Coetzburg centre on 12 February, and officially concluded with the start of classes on 14 February.

2.10 Student institutional transformation committee

The student institutional transformation committee (SITC) was established to ensure **broader student representation** when it comes to issues related to transformation. At the 2021 transformation indaba, a decision was made to reconstitute the SITC, and student leaders from various structures at the university will join the committee. The need arose for students to be officially recognised for this role. The process has been activated with the co-curriculum office.

2.11 Language Policy implementation in student communities

The conversation about the implementation of our Language Policy in student communities received significant attention in 2021.

Structures have been set up for student communities to report on their use of language each semester. Their reports help us understand how communities comprising vastly diverse members develop multilingual practices to aid communication in their day-to-day activities.

2.12 Conversations on multilingualism in student communities

As part of the Centre for Student Communities' ResEd sessions, Language Centre staff members **Helga Sykstus and Sanet de Jager** conducted an interactive talk on multilingualism with residence

leaders in January. This was the first of a range of planned interactions to familiarise those in our residences with the multilingual context at SU.

Residence leaders discussed the positive and negative connotations of multilingualism as a concept. They also considered how multilingualism could be used as a vehicle to build more inclusive, more diverse and stronger student communities on campus. Some suggestions included:

- using QR codes on posters or other communications to provide written or audio translations;
- facilitating peer-to-peer language lessons for residents to learn one another's languages;
- reviewing house songs to make them more inclusive;
- arranging game days where residents can share games unique to their cultures and languages; and
- creating residence dictionaries featuring residents' 'words or phrases of the week' in different languages.

2.13 Critical digital pedagogies discussed

Our Critical Digital Pedagogies Planning Group held its first meeting early this year. The purpose of the group is to raise awareness of the importance of critical digital pedagogies in curriculum design and student engagement.

Critical digital pedagogies refer to **networked educational environments** that engage both students and teachers as agents of learning instead of being mere repositories of learning content.

The objective of the planning group is to suggest a few initiatives that could promote transformative practices in the digital space. While situated in the Centre for Learning Technologies, the group also includes colleagues from the Centre for Teaching and Learning and the faculties of Science and Education.

2.14 Disability support session hosted

The Disability Unit hosted a walk-in session during the welcoming period in February for disability-related enquiries in general, and for students requiring assistive technologies in particular.

The approximately **40 clients** who were assisted included students with disabilities, as well as their friends, parents and mentors. Issues raised ranged from difficulties integrating with group activities in the Private Student Organisations (PSOs), to challenges with residence access, and support with learning disabilities and assistive technologies.

The Unit will continue to assist students living with disabilities throughout the year.

2.15 Peer-to-peer facilitation of learning

A first cohort of students completed the short course in peer-to-peer facilitation of learning at the end of 2021. These 134 students will receive official transcript recognition for this co-curricular activity in 2022. The course is offered by our Centre for Teaching and Learning, in partnership with the Centre for Student Leadership, Experiential Education and Citizenship (CSLEEC).

2.16 Monitoring gender-based violence

SU now has an institutional Gender-Based Violence Monitoring Committee. Once their terms of reference have been approved, the newly established committee will start monitoring our institution's progress in the battle against gender-based violence (GBV). This will be achieved

through meetings with the chairs of faculty transformation committees, where efforts to combat GBV will be reported, discussed and supported.

Progress will be monitored against the goals described in our university's proposed GBV strategic plan, as well as the DHET's Policy Framework on GBV in the Post-School Education and Training Sector. The committee will be chaired by Dr Zethu Mkhize, head of the Transformation Office.

In a related development, the Equality Unit has launched an online survey on sexual harassment and GBV to examine the extent and nature of sexual victimisation experienced by our students.

2.17 Siyakhula ResEd programme

The series of interactive Siyakhula ResEd workshops introduce newcomers to critical conversations around three core themes in line with our Imbizo calendar of engagement. This year, the themes were (i) access/disability awareness, (ii) gender, sexuality and efforts against gender-based violence, and (iii) sociocultural awareness.

House committee members responsible for critical engagement facilitated the workshops in their respective residences and PSO spaces during our welcoming period in February. The house committee members were properly trained for this purpose by the Transformation Office and the Division of Student Affairs two weeks before newcomers' arrival.

2.18 Maties athletes excel

Many of our student athletes graduated last year. A number of athletes have also joined national and provincial teams.

Maties **netball** player Nicola Smith debuted for the Proteas in the Quad series in England in January, and recently won the Cape Winelands Sportswoman of the Year award. In addition, the Cape Winelands netball team who won the Spar National Netball Championship last year included eight Maties (five current, three former). Nichole Taljaard, SU's sportswoman of the year 2021, was named shooter of the tournament.

Rugby players Paschal Ekeji and Thomas Bursey landed their debuts for Western Province, while Munier Hartzenberg made his debut for the Griquas. In **cricket**, fast bowler Anda Dilima has been selected for the University Sports South Africa (USSA) team after his outstanding USSA performance in December 2021.

Maties women's **hockey** player Stephanie Botha secured her South African hockey debut at the Africa Cup of Nations (AFCON) 2022 in January and was victorious with her team. She was accompanied by our women's hockey head coach, Lenise Marais, who served as assistant coach of the South African team. Moreover, Maties men's hockey players competing in the FIH Junior World Cup in India in late November 2021 were Peter Jarvis, Jacques van Tonder, Neil Raath and Aiden Tun.

Finally, our women's **water polo** players Hannah Calvert and Jen Everett formed part of the South African squad at the European Union Nations Tournament in the Czech Republic in mid-November 2021.

THEME 3: PURPOSEFUL PARTNERSHIPS AND INCLUSIVE NETWORKS

This core strategic theme is discussed as follows in [Vision 2040 and Strategic Framework 2019–2024](#): "As part of our mission, we at SU have declared our willingness to influence and change the world around us through collaboration, as well as to be responsive and embrace change ourselves. Central to the mission is the notion that what happens in the world shapes our research, teaching and learning as well as our engagement, and that what happens at our university matters to the world.

As a university, we are committed to South Africa and Africa. At the same time, we are intensely aware of our role in and relation to the international arena. In order to inspire and be inspired, SU will **engage and collaborate** with **stakeholders**, the **communities** we serve, **industry, government** and our **university partners** at a **local, regional, continental** and **global** level. Our collaboration and engagement approach is congruent with our values, with specific reference to respect, compassion and equity.”

3.1 Innovus

A process to review our **Policy in Respect of the Use and Licensing of SU Trademarks** started in the last quarter of 2021. A task team has been established to manage the process, with a reference committee serving as an advisory body. After a series of meetings with the reference committee, the suggested changes are now being incorporated into a final draft of the revised policy. Innovus will initiate the institutional consultation and approval process in the course of 2022.

Another policy currently under review is the **Policy in Respect of the Commercial Exploitation of Intellectual Property**. This policy supports the commercialisation of our knowledge base as well as technology transfer. Campus-wide input will be obtained as part of the revision.

Innovus is also launching a **new, instant start-up kit**. This will take the form of an online platform for SU start-up companies, with useful tools, documents, explainer videos and secretarial support services. Companies receive personalised access to templates for anything from business plans and financial dashboards, to board and shareholder meeting agendas and minutes, investor pitches, company valuations, employment agreements, licensing contracts and service-level agreements. The offering also includes tax forms, as well as guidance on registering trademarks and patents.

Finally, the **LaunchLab** reached EBITDA profitability (i.e. earnings before interest, taxes, depreciation and amortisation) for the first time since its establishment. At the same time, it doubled the size of its team and obtained shares in seven start-ups (three from SU, and four from across Africa). The LaunchLab also continues to empower entrepreneurs: It recently held its fourth data science and entrepreneurship bootcamp, while its Countdown programme assisted 40 teams from the continent to validate their early business ideas.

3.2 Stellenbosch Network

Stellenbosch Network launched an eight-month entrepreneurial mentorship programme that helps match prospective mentors and mentees. The focus is on affording black micro-entrepreneurs as well as innovation-linked entrepreneurs the opportunity to grow their businesses.

By the end of 2021, the programme had provided nine micro-entrepreneurs with mentorships facilitated by our Business School’s Small Business Academy. The aim for 2022 is to support up to 20 micro-entrepreneurs in this way.

3.3 Developments at AUDA-NEPAD Centre of Excellence

Since the establishment of the AUDA-NEPAD Centre of Excellence in Science, Innovation and Technology in 2021, AUDA-NEPAD, the Council for Scientific and Industrial Research (CSIR) and SU have focused on getting the centre fully operational.

Over the past few months, a specific focus was to get the required human resources in place. AUDA-NEPAD seconded **Dr Olalehan Akinbo** and **Ms Susan Dada** as the head of office and partnership manager respectively, both of whom relocated to Stellenbosch during this period. In addition, SU International’s Centre for Collaboration in Africa (CCA) assigned **Ms Simohn Engelbrecht** as innovation upscale coordinator to work alongside **Dr Nico Elema** in the centre.

Follow-up meetings were also undertaken with project leaders at both SU and the CSIR to give further momentum to the upscaling of innovations, and to identify an initial ten innovations based on which project proposals can be prepared.

3.4 ADA Summer School

The African Doctoral Academy (ADA) Online Summer School was the sixth fully online ADA school held since July 2020. The event took place over three weeks in January and February 2022.

A total of 130 participants tuned in. The 14 short courses attracted 213 participants in total (participants joined multiple sessions), who hailed from 17 countries, including 15 African countries. Just over half of the participants were from South Africa, with strong representation from Uganda, Namibia and Ghana as well. More than half were also below the age of 40.

The courses covered several topics in the field of research design and methodology, writing, and scientific publishing and communication. Presenters were from SU, KU Leuven (Belgium), Trinity College Dublin (Ireland), the University of St Gallen (Switzerland), the University of Cambridge (United Kingdom), and the universities of Michigan and Nebraska (United States).

Participants who were busy with or had already completed doctorates came from 26 universities. The largest current and alumni PhD cohort were from SU (44% of total participants), followed by Makerere University in Uganda (5%), Tshwane University of Technology and the universities of Ghana, Namibia and Pretoria (4% each). Non-African participating universities included Coventry University (United Kingdom), Eindhoven University of Technology (the Netherlands) and the University of Bonn (Germany).

3.5 Kenyan Academy of Sports visits Stellenbosch

In December 2021, **Paul Tergat**, whom many consider as one of the greatest long-distance runners in the world, and who won the IAAF 1996 Cross-Country World Championships held in Stellenbosch, visited Maties Sport.

The visit – more than a quarter of a century after his victory – was in his capacity as chair of the Kenyan Academy of Sports. The aim was to explore future opportunities for collaboration and exchange knowledge with Maties Sport. [Click here](#) for more.

3.6 Teaching fellowships and advancement

We initiated our teaching fellowships in 2009 with a twofold aim: to provide an opportunity for outstanding academics to develop their teaching expertise, and to stimulate the growth of the scholarship of teaching and learning at the University. Since then, we have awarded 17 fellowships. In November 2021, **another two fellows – Dr Marnel Mouton and Prof Susan van Schalkwyk** – were selected for the period 2022 to 2024.

Botany and Zoology's Dr Mouton will spend her fellowship researching the contribution of the Extended Degree Programme in Science, Technology, Engineering and Maths (STEM) at SU to student success. The research project of Prof Van Schalkwyk, director of the Centre for Health Professions Education, will be aimed at strengthening doctoral education at SU and in South Africa. Both will join the Teaching Fellows' Forum and participate in the quarterly forum meetings.

In addition, Dr Albert Strever (Viticulture and Oenology) and Dr Nkosinathi Gule (Electrical and Electronic Engineering) were nominated in November to represent SU in the national **Teaching Advancement at Universities programme** for the period July 2022 to September 2023. Their research will be linked to either a University Capacity Development Programme (UCDP) initiative at SU or an institutional strategic teaching and learning project.

3.7 SU–UCT–FirstRand partnership for disability training

SU, the University of Cape Town (UCT) and FirstRand will collaborate to develop training for disability support at institutions across South Africa. The training is chiefly aimed at universities that have not yet established disability units at their institutions, or have units with minimal services. The project will run for three years.

3.8 Writing Lab workshops face-to-face again

The Writing Lab is transitioning back to in-person writing skills workshops. Four such workshops were presented in November 2021. Two of them were hosted externally, at the University of Zululand and Nelson Mandela University respectively. Yet the online offering will also continue.

The writing skills workshops help master's and doctoral students in various fields of study write and edit effectively. A total of 50 workshops have already been scheduled for 2022.

3.9 Postdoctoral Office collaborations

The Postdoctoral Office in our Division of Research Development will be collaborating with North Carolina State (NC State) University on their Academia to Industry (A2I) programme. The programme builds postdoctoral fellows' career and professional skills by engaging both academia and industry.

Back in September 2021, the Office also collaborated with NC State and other members of the United States Postdoctoral Association to host National Postdoctoral Appreciation Week South Africa – a first for our country and continent.

3.10 SU Museum

In the reporting period, the SU Museum hosted **two major exhibitions**, namely the University of Fort Hare collection and the Samuele Makoanyane exhibit.

The Fort Hare collection was returned to Alice, Eastern Cape, in early December. The project has resulted in the signing of an institution-wide cooperation agreement between SU and Fort Hare, facilitated by the SU Museum. The Makoanyane exhibit, in turn, was an experiential exhibition that had been developed by students from our Department of Visual Arts.

As part of its public programming, the SU Museum also continues to host **educational programmes** aimed at cultivating a democratic and critical public citizenship. On 1 December 2021, for instance, the Museum hosted Francois Lion-Cachet, curator of the Constitutional Court art collection, who educated members of the public about this important national collection.

Also, following emeritus archbishop Desmond Tutu's death in December, the **SABC rebroadcast a [news insert](#) about a 2016 SU Museum exhibition** documenting the spiritual leader's contribution to social justice. The Museum previously worked very closely with the Desmond & Leah Tutu Legacy Foundation as part of the Ubuntu project to connect museums and communities.

3.11 SU Wordfees, WOW and SU Choir

In the hope that all Covid restrictions will be lifted in the course of the year, the **Toyota SU Wordfees** has moved the in-person festival to the second semester. The dates are 10 to 15 October. Following the success of the first **TV Wordfees** in 2021, plans for 2022 include both a television and face-to-face festival. Wordfees TV is scheduled to air in July on DStv.

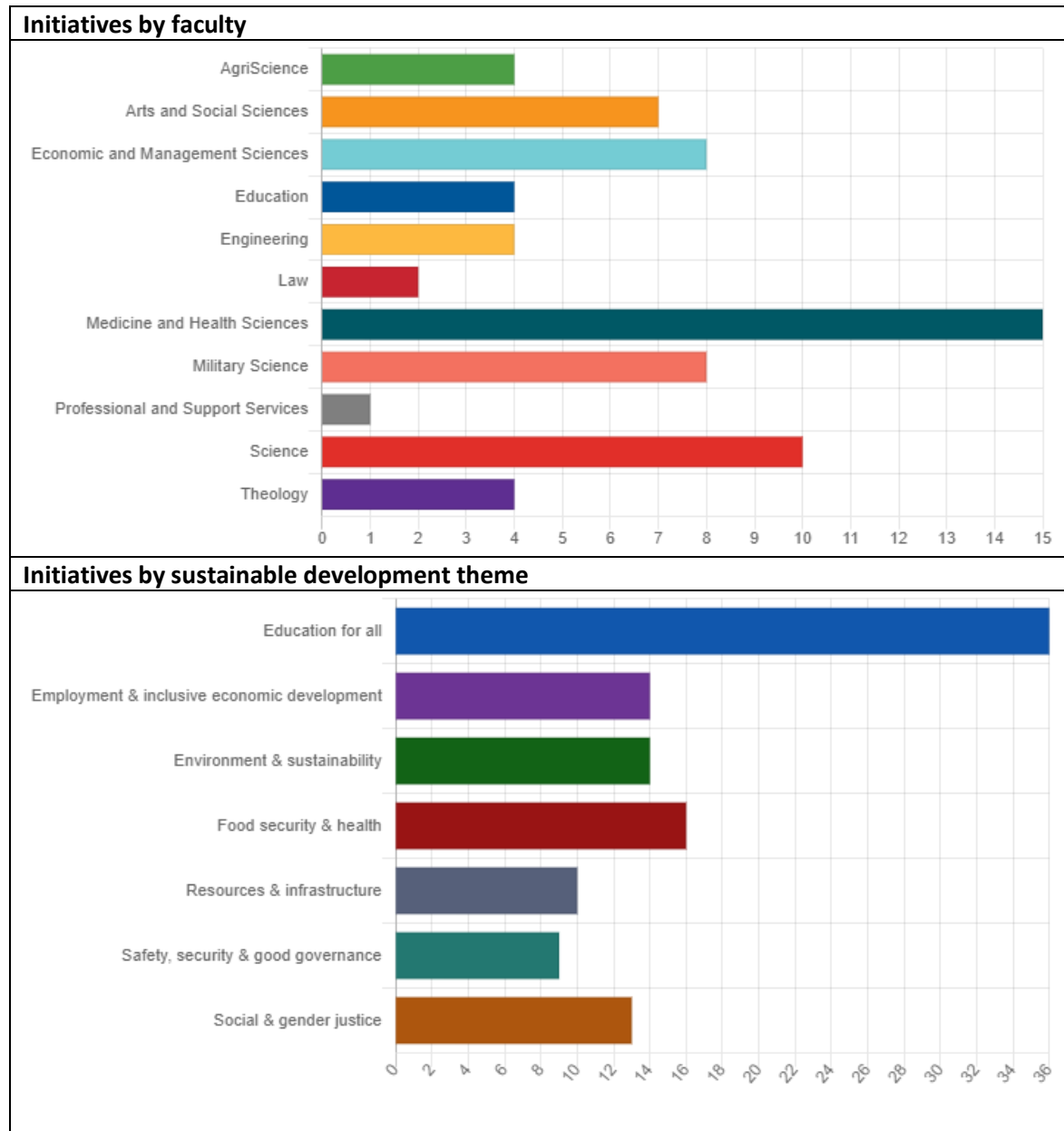
Words Open Worlds (WOW) will continue its collaboration with the Western Cape Department of Cultural Affairs and Sport on the Year Beyond project in Atlantis. This bridging project focuses on professional and personal development, and has 42 youth participants. Wordfees and WOW also presented a workshop for 70 educators in the performing arts in collaboration with the Western

Cape Department of Education. Over the weekend of 28 January, it was presented in Stellenbosch, and then moved to Cape Town for the weekend of 4 February.

The **SU Choir** also continues to garner recognition. By the time of writing, their most recent [video](#), *Jerusalema*, had recorded close to 650 000 views on YouTube.

3.12 Social Impact Knowledge Platform

The Social Impact Knowledge Platform (SIKP) remains a central reference point to embed social impact at our university. The SIKP serves as a directory of SU social impact initiatives. The charts below provide an overview of initiatives currently registered on the platform:



In the meantime, an opportunity has emerged to develop a new electronic platform that will be of greater institutional value. The SIKP will be maintained until mid-2023 and is currently being reviewed. The review will inform the development of the new, improved platform.

3.13 SDG/2063 Hub

The SDG/2063 Hub – a centre for sustainable development impact – is located in SU International’s Centre for Collaboration in Africa. It aims to ensure that the sustainability goals of both the United Nations 2030 Agenda and the African Union Agenda 2063 are promoted through SU’s participation in international bilateral and multilateral partnerships and consortia.

During the reporting period, Ms Corina du Toit was assigned as the project manager for the Hub. A draft operational plan was also developed, which served before the Institutional Advisory Committee on Internationalisation on 3 February 2022 for further consultation and feedback.

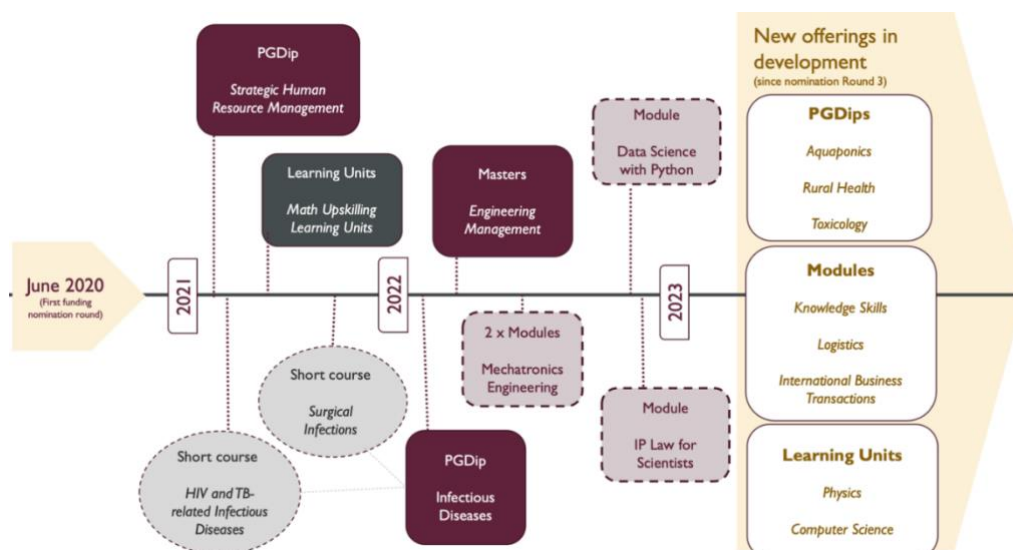
THEME 4: NETWORKED AND COLLABORATIVE TEACHING AND LEARNING

According to [Vision 2040 and Strategic Framework 2019–2024](#), this core strategic theme is about the following: “SU is embarking on a journey of **networked and collaborative teaching and learning** through the creation of learning communities where students, staff and alumni can experience meaningful learning. The University promotes a learning-centred approach to teaching that focuses on learning as a partnership, where students are seen as co-creators of knowledge and learning environments. Within a learning-centred approach, teaching activities facilitate knowledge-building and actively engage students in their own learning.

“SU has a holistic understanding of teaching and learning, which includes both individual and social benefits. SU’s teaching practices are deeply embedded in, shaped by and responsive to the contexts in which they take place. These approaches shape the University as a learning organisation, enabling the emergence of learning communities among students, staff and alumni in various configurations. Networked and collaborative learning creates an environment that encourages intellectual inquisitiveness, being an essential skill for sustained critical and creative thinking.”

4.1 Hybrid-learning proposals and partnership

In response to the latest call for applications, faculties proposed a number of new hybrid-learning (HL) postgraduate programmes, modules and learning units. These were extensively reviewed by the HL Steering Committee. Projects that were **awarded funding** include the redesign of the Postgraduate Diploma (PGDip) in Toxicology (for implementation in 2023) and the gradual development of new Aquaponics and Rural Health postgraduate diplomas. The Faculty of Arts and Social Sciences also secured funding for their first project, namely the Knowledge Skills module, which is aimed at first-years in programmes across multiple faculties. The figure below shows the HL offerings implemented and being developed to date.



Two new HL programmes successfully launched in the first term of 2022. These are the PGDip in Infectious Diseases in collaboration with Doctors Without Borders, and the structured [Master's in Engineering Management](#).

In addition, to market selected SU HL offerings to a global audience, we have **partnered with edX**. This host of online university-level courses was selected as our international collaborator following a rigorous tender process. The partnership allows us potential access to edX's more than 40 million users across 196 countries, and puts us in the company of some of the world's top academic institutions and non-governmental organisations (*see figure alongside*).

We are already working closely with edX to develop a competitive course portfolio strategy, informed by their in-depth market intelligence on educational trends for various target learner groups. First projects will involve 'taster' courses to create interest in SU's credit-bearing offerings and short courses.



4.2 Joint schools and scholarship with African partners

In 2021, we hosted **three joint schools** with our partners in Kenya, Nigeria and Rwanda. These schools attracted approximately 200 delegates in total and were taught by more than 20 facilitators.

The joint schools fall under the Emerging Scholars Initiative (ESI) of SU International's Africa Centre for Scholarship (ACS). The initiative seeks to strengthen SU's ties with our partner institutions, increase mobility between partners, and create opportunities for greater collaboration.

The SU–University of Rwanda event, completed in November, was attended by 83 delegates. Rwanda provided eight facilitators. SU, in turn, was represented by Prof Liezel Frick (Centre for Higher and Adult Education), Prof Sarah Howie (ACS), Prof Brigitte Smit (a regular contributor at the African Doctoral Academy, or ADA), Dr Marina Joubert of the Centre for Research on Evaluation, Science and Technology (CREST), as well as Selene Delport and Dr Rose Richards from the Writing Lab.

In November, talks were also initiated with the universities of Ghana and Namibia as well as Makerere University (Uganda) to discuss **possible joint schools in 2022**. The first school is planned for the first semester. Fifteen ESI-funded scholarships were also awarded to delegates from these universities to participate in the ADA Summer School, which concluded on 4 February 2022.

In addition, the ACS was **approached by the African Institute for Mathematical Sciences (AIMS)** about possible collaboration involving AIMS scholars from across the continent. Exploratory talks are under way, including plans for SU staff to contribute to the AIMS Kigali capacity-building workshops for researchers and students scheduled for March 2022.

4.3 Extended Learning Spaces

The Extended Learning Spaces (ELS) project aims to equip all our schedulable lecture venues with audio-visual tools and systems so that lecturers can stream lectures whilst teaching face-to-face.

Installation in 67 venues across nine faculties has been completed. Due to the scope of this project, training follows a train-the-trainer model. Approximately 76 designated colleagues from all over campus have been trained to date.

An extensive user guideline is available on the [Centre for Learning Technologies' website](#). Faculty-based information technology managers were also provided with a shorter guideline document, which is to be placed on classroom lecterns.

THEME 5: RESEARCH FOR IMPACT

According to [Vision 2040 and Strategic Framework 2019–2024](#), “**Research for impact** at SU implies optimising the scientific, economic, social, scholarly and cultural impact of our research. Our focus is on interdisciplinary research that benefits society on a national, continental and global scale. At the same time, we are committed to basic and disciplinary research excellence, as it forms the basis for applied and translational research.”

5.1 Postdoctoral Research Conference of Southern Africa

The second [Postdoctoral Research Conference of Southern Africa](#) was held online from 10 to 12 November 2021. Altogether 152 delegates from 14 countries tuned in, including from the United States, United Kingdom and United Arab Emirates. The theme of the conference was “Beyond the pandemic: Research now and in the future”.

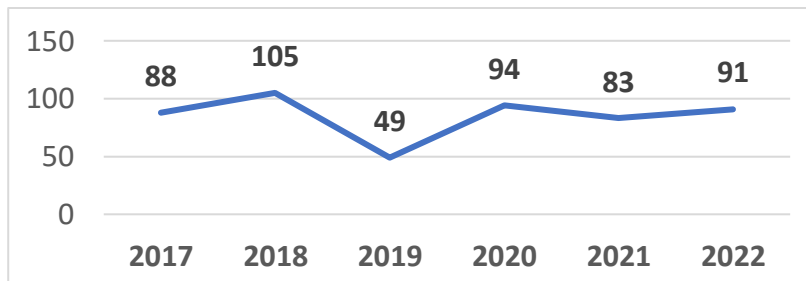
Prof Eugene Cloete, Deputy Vice-Chancellor: Research, Innovation and Postgraduate Studies, gave the welcoming address. He highlighted the important role of postdoctoral fellows, and the leading role SU is playing in developing initiatives to raise awareness of, and build funding mechanisms to support, postdocs in South Africa and on the rest of the continent. Prof Tulio de Oliveira from our School for Data Science and Computational Thinking delivered the keynote address.

5.2 Additional NRF-rated researchers for SU

SU supports the National Research Foundation (NRF) rating system. We regard it not only as a qualitative, peer-reviewed measure of excellence, but also as a gateway to competitive NRF funding programmes.

For the current round of rating submissions, 91 SU applications were submitted to the three research subcommittees. Of these, 51 were applications for re-evaluation of an existing rating, and 40 were new applications.

Since 2020, the number of SU rating applications submitted to the NRF has remained relatively consistent (*see graph alongside*).



As of February 2022, SU has 459 NRF-rated researchers. As the NRF had to postpone a number of their panel meetings last year, outcomes of 36 applications are still pending.

THEME 6: EMPLOYER OF CHOICE

In [Vision 2040 and Strategic Framework 2019–2024](#) our people are listed as our first “enabler”, an element “that make everything possible”. In terms of staff, this is attached to a core strategic theme, which is unpacked as follows: “In support of SU’s vision, mission, values and aspirations, it is imperative to support the health and wellbeing of our people. In SU’s pursuit to be the **employer of choice**, we envisage an enabling environment that includes the principles of co-creation, co-ownership and appropriate participation, and embodies the characteristics of an inclusive campus culture.”

6.1 Senior appointments

Prof JL van Niekerk has been reappointed dean of the Faculty of Engineering. His second five-year term starts on 1 July 2022.

The Rectorate also initiated the process for the reappointment of the deans of the faculties of AgriSciences and Law at the end of 2021. **Prof Danie Brink's** first term as dean of AgriSciences expires on 30 June 2022, and **Prof Nicola Smit's** first term as Law dean terminates on 31 July 2022. The respective faculty boards will be consulted on the reappointments, after which the I will make the final decision in my capacity as chair of the Senior Appointments Committee.

6.2 Staff well-being

The deadline for staff members to complete last year's SU Well-being, Culture and Climate at Work survey was eventually extended to 3 December 2021. The purpose of the survey is to determine staff's well-being and 'happiness at work' levels and obtain their opinion about the culture and climate in SU's working environment.

During the 16 Days of Activism Against Gender-Based Violence, the Office for Employee Well-being also partnered with MFM, FAMSA and the Equality Unit to launch a campaign across our campuses to condemn violence against women and children.

6.3 Inaugural lecture series

In March 2021, the Rectorate and Deans' Forum decided to prioritise the inaugural lectures that were deferred in 2020, and to host them in a hybrid format, subject to the lockdown level at the time.

By 31 December 2021, eleven inaugural lectures had been hosted. They can be accessed on the [inaugural lectures webpage](#) or [YouTube](#).

CONCLUSION

As is clear from this report, the 2022 academic year is off to a flying start. Our academic activities are, for the most part, pivoting back to face-to-face learning and teaching, which provides a sense of invigoration to the academic project. Moreover, the rigour and enthusiasm that characterised our strategic planning session bode well for our success and sustainability going forward.



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

ADDENDUM: OP-EDs AND COLUMNS

Opinion editorials (3 November 2021 to 23 February 2022)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Wandile Sihlobo	Agricultural Business Chamber/ Agricultural Economics	Former homelands left to go to seed	Business Day (3 Nov)
Ferdi Meyer Tracy Davids	Bureau for Food and Agricultural Policy/Agricultural Economics Bureau for Food and Agricultural Policy	Vegetable oils expose hitches in farming localisation policy	Business Live (3 Nov)
Dr Chris Jones	Unit for Moral Leadership	Pit latrines and lack of access to clean water at schools is a national outrage	Daily Maverick (3 Nov)
Prof Johann Kirsten	Bureau for Economic Research (BER)	So werk die proses vir gehaltemerke	Landbouweekblad (4 Nov)
Frederik van Dyk	Master's student (Law)	Die knieval: Van versetsimbool tot opvoerigheid?	LitNet (4 Nov)
Prof Lindy Heinecken	Sociology and Social Anthropology	South Africa's liberation war veterans are angry: here's why	The Conversation (5 Nov)
Dr Harlan Cloete	School of Public Leadership	Time for biggest losers (ANC and DA) to co-govern	News24 (9 Nov)
Melvi Todd	PhD student (Food Science)	Five reasons South Africa isn't ready for health claims on food labels	The Conversation (9 Nov)
Prof Cas Wepener	Practical Theology and Missiology	As God en gedigte lepellê	Die Burger (10 Nov)
Wandile Sihlobo	Agricultural Business Chamber/ Agricultural Economics	Communication of the agriculture master plan key	The Herald (10 Nov)
Dr Harlan Cloete	School of Public Leadership	No one-size-fits all for coalition government	Cape Times (11 Nov)
Dr Callixte Kavuro	Public Law	Stateless Rwandan refugees are nomads 'in orbit' as they wander the globe, fearing retribution	Daily Maverick (11 Nov)
Prof Lizette Rabe	Journalism	'n Bietjie omgee beteken baie	Netwerk24 (12 Nov)
Prof Thuli Madonsela	Social Justice	Time for all parties to reset, focus	City Press (14 Nov)
Profs Annie Zemlin & Rajiv Erasmus Prof Tandi Matsha- Erasmus	Chemical Pathology/National Health Laboratory Service Cape Peninsula University of Technology	Laboratory tests in diabetes mellitus – past, present and future	Health24 (15 Nov)
Frederik van Dyk	Master's student (Law)	Boesak-toespraak aan DAK Netwerk: belowend, met enkele probleme	LitNet (16 Nov)
Wandile Sihlobo	Agricultural Business Chamber/ Agricultural Economics	Cooperating boosts agricultural exports	Business Day (17 Nov)
Prof Mark Tomlinson	Institute for Life Course Health Research	Child rights and the daily life of children: Eight things we know	Mail & Guardian (17 Nov)
Prof Sarah Howie	Africa Centre for Scholarship	Africa must do more to develop doctoral students	Cape Times (18 Nov)
Dr Leslie van Rooi	Senior director of Social Impact and Transformation	Om te midde van verval te bly hoop	Beeld (19 Nov)
Dr Harlan Cloete	School of Public Leadership	All eyes must be on politicians	Cape Times (19 Nov)
Dr Ashenafi Fanta	University of Stellenbosch Business School (USB)	Rethinking financing Africa's development	Business Live (20 Nov)
Dr Hanél Sadie-van Gijzen	Centre for Cardiometabolic Research in Africa	Magnesium: an underrated mineral for improved sleep and mental health	Health24 (22 Nov)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Prof Mark Swilling	Centre for Sustainability Transitions	Play the game, not the man: Eskom's André de Ruyter needs all the support he can get if loadshedding is to become a thing of the past	Daily Maverick (23 Nov)
Wandile Sihlobo	Agricultural Business Chamber/ Agricultural Economics	Higher food prices not the doing of domestic farmers	The Herald (24 Nov)
Prof Cas Wepener	Practical Theology and Missiology	Ek is ook 'n inkommer	Beeld (27 Nov)
Dr Leslie van Rooi	Senior director of Social Impact and Transformation	Dié steun daar vir Maties	Netwerk24 (27 Nov)
Prof George Claassen	Journalism	Covid-19 exposed media's need for a Daubert Standard on science reporting	News24 (27 Nov)
Wandile Sihlobo Johann Kirsten	Agricultural Business Chamber/ Agricultural Economics BER	How to narrow the big divide between black and white farmers in South Africa	The Conversation (30 Nov)
Wandile Sihlobo	Agricultural Business Chamber/ Agricultural Economics	La Nina rains herald generous harvests	Business Day (1 Dec)
Prof Amy Slogrove	Paediatrics & Child Health	It's a question of equity: Time to talk about children who are HIV-exposed and 'HIV-free'	Health24 (1 Dec)
Dr Tainā Gonçalves Loureiro	Cape Peninsula University of Technology/Centre of Excellence in Invasion Biology	How we found a way to track alien marine species along South Africa's coast	The Conversation (1 Dec)
Edwin Cameron	Chancellor	After 40 years of AIDS, equality remains central to quelling a still-potent epidemic	Daily Maverick (1 Dec)
Prof Josephine Kaviti Musango	School of Public Leadership	As Africa undergoes massive urbanisation, local governments must plan for sustainable household energy transition	Daily Maverick (1 Dec)
Deney Williams	BEd student	Liewe eerstejaar, moenie in die sous verdwaal nie!	Netwerk24 (1 Dec)
Prof Amanda Gouws	Political Science	The furore over Miss South Africa's decision to compete in Israel: here's a feminist critique	The Conversation (2 Dec)
Dr Deon Neveling	Biochemistry	Swapping probiotics for antibiotics: how it could be a game changer for chickens, and us	The Conversation (2 Dec)
Dr Armand Bam	USB	The inclusion fallacy for people living with disabilities	News24 (3 Dec)
Tian Alberts	Master's student (Law)	Inperking is politici se keuse. Inenting moet ons keuse bly.	Rapport (5 Dec)
Prof Keymanthri Moodley	Centre for Medical Ethics and Law	Vaccine mandates in South Africa: where are they most needed?	The Conversation (7 Dec)
Wandile Sihlobo	Agricultural Business Chamber/ Agricultural Economics	Agile regulatory system key to agricultural productivity	The Herald (8 Dec)
Zoë Chapman Poulsen Dr Alanna Rebelo Prof Tony Rebelo	University of Cape Town Conservation Ecology & Entomology South African National Biodiversity Institute	Science-based ecological restoration crucial to stemming biodiversity loss in Cape's threatened lowland fynbos	Daily Maverick (8 Dec)
Prof Martina Meincken	Forest and Wood Science	An African violin? New study tests which indigenous woods could make one	The Conversation (8 Dec)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Prof Sascha-Dominik Bachmann Dr Dries Putter	University of Canberra Faculty of Military Science	Hybrid warfare is on the rise globally. Might South Africa's Eskom be its latest victim?	The Conversation (9 Dec)
Prof Lizette Rabe	Journalism	Joernalistiek, die waarborg vir feite – en die waarheid en vertroue	Netwerk24 (9 Dec)
Prof Cas Wepener	Practical Theology and Missiology	Duitse tjek soos bok op 'n klipaltaar in Windhoek?	Vrye Weekblad (10 Dec)
Florence de Vries	Marketing and Communications (Faculty of Medicine and Health Sciences)	Die lewe deur 'n filosofiese lens	Vrye Weekblad (10 Dec)
Profs Peter Rule, Eli Bitzer & Liezel Frick	Centre for Higher and Adult Education	Reimagining the global scholar in times of crisis	University World News (11 Dec)
Dr Leslie van Rooi	Senior director of Social Impact and Transformation	So werk US se beleid oor taal	Rapport (12 Dec)
Prof Deresh Ramjugernath	Deputy Vice-Chancellor: Learning and Teaching	US verduidelik Taalbeleid	Die Burger (14 Dec)
Wandile Sihlobo	Agricultural Business Chamber/ Agricultural Economics	Farm exports could hit a record high	Business Day (15 Dec)
Prof Thuli Madonsela	Social Justice	Grasping the De Klerk moment	Financial Mail (15 Dec)
Bertus van Heerden Prof Johann Kirsten	Milk Producers' Organisation BER	Waarom SA boere nie kan meeding	Landbouweekblad (16 Dec)
Dr Chris Jones	Unit for Moral Leadership	We must focus on peacebuilding if we are to reconcile	News24 (16 Dec)
Dr Leslie van Rooi	Senior director of Social Impact and Transformation	Striving towards an inclusive future at our universities	Cape Times (17 Dec)
Prof Cas Wepener	Practical Theology and Missiology	'n Rebelse wandellied	Beeld (18 Dec)
Prof Thuli Madonsela	Social Justice	Will ubuntu prevail?	City Press (19 Dec)
William Sezoe	BEd student	Afrikaans red – van wie?	Netwerk24 (22 Dec)
Frederik van Dyk	Master's student (Law)	Niemand vra dat US taal moet red nie, mnr Moos	Netwerk24 (23 Dec)
Wandile Sihlobo	Agricultural Business Chamber/ Agricultural Economics	Observations from my drive to the Wild Coast from Pretoria	Business Live (23 Dec)
Prof Steven Robins	Sociology & Social Anthropology	'Rights of Nature': A fundamental challenge to the world as we know it	Daily Maverick (6 Jan)
Wandile Sihlobo	Agricultural Business Chamber/ Agricultural Economics	Good policies and incentives needed to end South Africa's agricultural dualism	Farmer's Weekly (7 Jan)
Prof Thuli Madonsela	Social Justice	It's time we tackled the anger within us	City Press (9 Jan)
Lulama Ndibongo Traub Dr Edward Mabaya Wandile Sihlobo	Agricultural Economics Cornell University Agricultural Business Chamber/ Agricultural Economics	What it will take for Africa's agrifood systems to thrive	The Conversation (11 Jan)
Prof Thuli Madonsela	Social Justice	One main question in my wannabe Zen mind: who captured who?	Business Live (11 Jan)
Prof Michael le Cordeur	Curriculum Studies	Ware vryheid kom van binne	Die Burger (15 Jan)
Dr Debra Shepherd Nompumelelo Mohohlwane	Economics PhD student (Education Policy Studies)	How Covid is affecting school attendance in South Africa: piecing together the puzzle	The Conversation (18 Jan)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Wandile Sihlobo	Agricultural Business Chamber/ Agricultural Economics	South African farming: new policy offers promise, but there's fixing to be done too	The Conversation (20 Jan)
Prof Michael le Cordeur	Curriculum Studies	Die klas van 2021 bied hoop vir Suid-Afrika	Netwerk24 (22 Jan)
Dr Guy Lamb	Political Science	Will 2022 be the SAPS's watershed year?	News24 (26 Jan)
Prof Thuli Madonsela	Social Justice	What Cyril should do at Sona	Business Live (27 Jan)
Prof Pregala Pillay	Vice-dean, Economic and Management Sciences	Corruption has eroded integrity	IOL (27 Jan)
Prof Jonathan Jansen	Educational Psychology	Jaap Durand: a moment to reflect on the chequered history of the University of the Western Cape	The Conversation (29 Jan)
Dr Leslie van Rooi	Senior director of Social Impact and Transformation	Jaap Durand: A daring, servant leader who never journeyed alone	News24 (29 Jan)
Prof Cas Wepener	Practical Theology and Missiology	Pasop vir die hond!	Netwerk24 (29 Jan)
Prof James Gibson	Washington University	Desmond Tutu's legacy and the TRC: Can truth reconcile a divided nation?	Daily Maverick (30 Jan)
Prof Amanda Gouws	Political Science		
Hein Wyngaard	Master's student (Journalism)	DA's ever-moving goalposts	City Press (30 Jan)
Prof Jonathan Jansen	Educational Psychology	The decolonisation of knowledge	Leadership (1 Feb)
Prof Vikash Sewram	African Cancer Institute	Cancer is universal, but the heaviest burden falls on the developing world — we must do more to close the gap	Daily Maverick (3 Feb)
Bertus van Heerden	Milk Producers' Organisation	Why the dairy sector is cheesed off	Business Live (3 Feb)
Prof Johann Kirsten	BER		
Michelle van der Merwe	Master's student (Physiological Sciences)	Do the 'powerhouses' of cancer cells hold some keys to personalised cancer treatment?	Health24 (4 Feb)
Prof Anna-Mart Engelbrecht	Physiological Sciences		
Dr Selina Palm	Unit for Religion and Development Research	Tutu's dream of a church where all belong	Mail & Guardian (4 Feb)
Laurie Gaum	Dutch Reformed Church		
Prof Carine Smith	Clinical Pharmacology	Zebrafish research reveals green rooibos tea's anxiety-busting properties	The Conversation (5 Feb)
Dr Chris Jones	Unit for Moral Leadership	Gelowiges moet ent	Netwerk24 (8 Feb)
Prof Thinus Booyesen	Electrical and Electronic Engineering	Weaning ourselves off fossil fuels is all very well, but then there's loadshedding ...	Daily Maverick (8 Feb)
Dr Jantjie Xaba	Sociology and Social Anthropology	Social capital and economic empowerment: Lessons for black South Africa from the Afrikaners of Vanderbijlpark	Daily Maverick (8 Feb)
Heindrich Wyngaard	Master's student (Journalism)	Staatsrede: Cyril, sal jy ons brandende rampstaat red?	Netwerk24 (10 Feb)
Dr Linda Zuze	IDinsight Southern Africa/ Research on Socioeconomic Policy Group	The gender dimension to pandemic recovery	News24 (11 Feb)
Dr Collette Schulz-Herzenberg	Political Science	Ramaphosa delivers clear analysis of South Africa's problems. But will he act on them?	The Conversation (11 Feb)

AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Dr Guy Lamb	Political Science	South Africans are feeling more insecure: do Ramaphosa's plans add up?	The Conversation (11 Feb)
Heindrich Wyngaard	Master's student (Journalism)	Vasgevang in 'n genadelose maalkolk van ellende	Rapport (13 Feb)
Prof James Lloyd Prof Dave Berger Dr Priyen Pillay	Genetics University of Pretoria Council for Scientific and Industrial Research	South Africa should rethink regulations on genetically modified plants	The Conversation (15 Feb)
Prof Hassan Mahomed	Western Cape Department of Health/Division of Health Systems and Public Health	Prevention key in epidemic preparedness	Cape Times (17 Feb)
Prof Eftyhia Vardas	Medical Virology	Covid-19 self-testing: it's time developing countries took the leap	The Conversation (17 Feb)
Dr Neil Jordan & Krystyna Golabek Dominik Behr Laura Plimpton Megan Jane Claase	University of New South Wales University of Zurich Columbia University Faculty of Science	African wild dogs have a feeding queue: why it makes sense	The Conversation (17 Feb)
Dr Chris Jones	Unit for Moral Leadership	Covid-19 has wreaked havoc with social justice — but we can and must effect change through bold policymaking	Daily Maverick (17 Feb)
William Sezoe	BEd student	Skoleseminaar en die Wysigingswetsontwerp: Lesufi is die brein agter Afrikaans se verkragting	LitNet (17 Feb)
Nicci Claassen	BAcc (Honours) student	Liefde is ... om skaaptjoppies te braai!	Netwerk24 (18 Feb)
Prof Cas Wepener	Practical Theology and Missiology	'Doen nét jou bes': dis wat kinders dan hoor	Die Burger (19 Feb)
Prof Henry Lerm Prof Ethelwynn Stellenberg	Nelson Mandela University Nursing and Midwifery	South African doctors call for law reform, fearing a harsh penalty if patients die	The Conversation (21 Feb)
Dr Simthembele Xeketwana	Curriculum Studies	It's time to end the neglect of our indigenous languages	Cape Times (21 Feb)

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AUTHOR	FROM (environment or division)	HEADLINE	PUBLICATION (click for article)
Prof Johan Fourie	Economics	The future of space	Finweek (5 Nov)
		Verstaan jy syfers?	Rapport (14 Nov)
		How to build a climate change-secure business	Finweek (26 Nov)
		Tyd om optimisties te wees	Rapport (12 Dec)
		'n Jurassic Park vir Robbeneiland	Rapport (9 Jan)
		Die droom is steeds 'n werk, want dit dwing agting af	Rapport (13 Feb)
Prof Amanda Gouws	Political Science	Ons leef in 'n tyd van onheil	Netwerk24 (16 Nov)
		Maxeke se stryd is ook óns stryd	Netwerk24 (30 Nov)
		'n Laaste hulde aan FW de	Die Burger (14 Dec)

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		Klerk	
		Tutu was ons morele kompas	Netwerk24 (28 Dec)
		Brand simbolies van die anargie	Netwerk24 (11 Jan)
		Só saal Sisulu op vir die stryd	Die Burger (25 Jan)
		RDK het Maya onguns bewys	Netwerk24 (8 Feb)
		Nóg 'n onveilige ruimte vir vroue	Netwerk24 (22 Feb)
Prof Jonathan Jansen	Educational Psychology	Red flag: SA is ripe for capture by right-wing authoritarianism	Times Live (3 Nov)
		Medical varsity is dying from protests, is in dire need of life-saving surgery	Times Live (10 Nov)
		Calculating to the end, FW botched his last chance to free himself	Times Live (17 Nov)
		Welcome to uMngeni, where the New SA is at last dawning	Times Live (24 Nov)
		Travel bans against SA are about racism and nothing else	Times Live (1 Dec)
		Make the circle bigger but safe before it's too late	Times Live (8 Dec)
		As I met Stellenbosch University's top medical students, I knew SA was in good hands	Times Live (16 Dec)
		Bah humbug to those yuletide killjoys	Times Live (23 Dec)
		'We are going to pray': How the Arch brought me to tears as UFS vice-chancellor	Times Live (29 Dec)
		Beware the perpetually happy — and happy new year!	Times Live (6 Jan)
		This will give your views on struggle-era spies a Shaik-up	Times Live (9 Jan)
		Hey, Angie, get those kids fully and safely to school	Times Live (12 Jan)
		Don't be fooled, this is why AfriForum wants the matric results printed	Times Live (19 Jan)
		Beaches, where SA strips down and shows how its body has matured	Times Live (26 Jan)
		You want to ban books? Well, the Bible had better be top of your list	Times Live (2 Feb)
		Read this for meaning, Institute of Race Relations	Times Live (9 Feb)
		Black self-hatred hurts nobody but ourselves	Times Live (16 Feb)
Dr Donald Katts	Practical Theology and Missiology	Daar is hoop te midde van al die wanhoop	Netwerk24 (1 Dec)
		Wens en werk vir beter nuwe jaar wat voorlê	Netwerk24 (29 Dec)
Prof Nico Koopman	Deputy Vice-Chancellor: Social Impact, Transformation and Personnel	Vennootskappe vir beëindiging van die geweld	Die Burger (24 Nov)
		Ons herdenk die fees van God se liefde	Netwerk24 (22 Dec)
		Twee moeders se glo-woorde vir 'n nuwe jaar	Netwerk24 (19 Jan)
		Prof Durand se geloof vir ons 'n groot troos	Die Burger (16 Feb)
Prof Michael le Cordeur	Curriculum Studies	Suster Lucie se projek snoer almal saam	Netwerk24 (9 Nov)
		Hoë uitvalsyfer skep 'kinders	Die Burger (23 Nov)

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		van die wind'	
		As swaeltjies kom kuier, is dit tyd vir rus	Die Burger (7 Dec)
		Covid-19-pandemie help gebreke in onderwysstelsel heel	Netwerk24 (21 Jan)
		Harde werk lê nou voor	Netwerk24 (9 Feb)
Prof Reggie Nel	Dean of Theology	De Klerk wys bekerings is nog moontlik	Die Burger (17 Nov)
		Speel geloof 'n rol in geweld teen vroue?	Netwerk24 (12 Jan)
Hugo Pienaar	BER	Ná ergste van Covid wink afgrond steeds langs SA se klipperige herstelpad	Vrye Weekblad (12 Nov)
		Klemverskuiwing in die ANC bied hoop vir slimmer keuses	Vrye Weekblad (10 Dec)
		'n Jaar van skuld, rente en inflasie	Vrye Weekblad (14 Jan)
		Meer geld beteken dalk die staat kan eers wag met hoër belasting	Vrye Weekblad (11 Feb)
Prof Anton van Niekerk	Philosophy	Stemreg behels veral ook plig	Die Burger (9 Nov)
		FW: 'n Skepper van geskiedenis	Die Burger (23 Nov)
		Die ewige stryd om ware geloof	Die Burger (7 Dec)
		Ons planeet 'n gevaarlike plek	Netwerk24 (21 Dec)
		Desmond Tutu se groot geheim	Netwerk24 (4 Jan)
		'n Gekrap waar dit nie jeuk nie	Die Burger (19 Jan)
		Tyd hardloop weg met ons	Die Burger (1 Feb)
		Woede lei tot al die brande in SA	Die Burger (15 Feb)
Dr Leslie van Rooi	Senior director of Social Impact and Transformation	Besin met herdenking van slawe se vrystelling oor verlede én toekoms	Netwerk24 (9 Dec)
		Gesprek oor Krotoa moet voortgaan	Vrye Weekblad (22 Dec)
		Elke uitdaging kan 'n geleentheid word	Netwerk24 (6 Jan)
		Wees teenwoordig in dié nuwe fase van jou kind se lewe	Netwerk24 (27 Jan)

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