



RHODES UNIVERSITY
Where leaders learn

Vis Virtus Veritas – Strength Courage Truth

ANNUAL REPORT 2019



**ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2019**

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I. ACRONYMS

ACRONYM/TERM	DEFINITION
APP	Annual Performance Plan
CA	Communications and Advancement
CE	Community Engagement
CHERTL	Centre for Higher Education Research, Teaching & Learning
DHET	Department of Higher Education and Training
DVC: A & SA	Deputy Vice-Chancellor Academic & Student Affairs
DVC: RD	Deputy Vice-Chancellor Research & Development
ED: IOF	Executive Director: Infrastructure, Operations & Finance
FTE	Full Time Equivalent
GRADUATION RATE	The number of students who graduated within a year in relation to the number of enrolled students within the same year (including cancellations). $\text{Graduated (Year n) / Enrolled (Year n)} \times 100$
HE	Higher Education
HEIS	Higher Education Institutions
HELTASA	Higher Education Learning and Teaching Association of Southern Africa
HEQC	Higher Education Quality Committee
HEQSF	Higher Education Qualification Sub-Framework
HR	Human Resources
ICT	Information and Communication Technologies
IEF	Infrastructure & Efficiency Funding
IPU	Institutional Planning Unit
ITS	Information Technology Service
I/R STAFF	Instructional / Research Staff
KPI	Key Performance Indicators
NA	Not applicable
NGAP	Next Generation of Academics Programme
NDP - 2030	National Development Plan
NGO	Non-Governmental Organization
NPHE	National Plan for Higher Education
NRF	National Research Foundation
PC	Personal Computer
PG	Postgraduates
PHD	Doctor of Philosophy
PGDIP	Post-Graduate Diploma
PQM	Programme Qualification Mix
RU	Rhodes University
SARCHI	The South African Research Chairs Initiative
SET	Science, Engineering & Technology
SUCCESS RATE	$\text{FTE credited} / \text{FTE enrolled (Incl. cancellations)} \times 100$
UG	Undergraduates
VC	Vice-Chancellor

II. INSTITUTIONAL GOVERNANCE AND MANAGEMENT INFORMATION

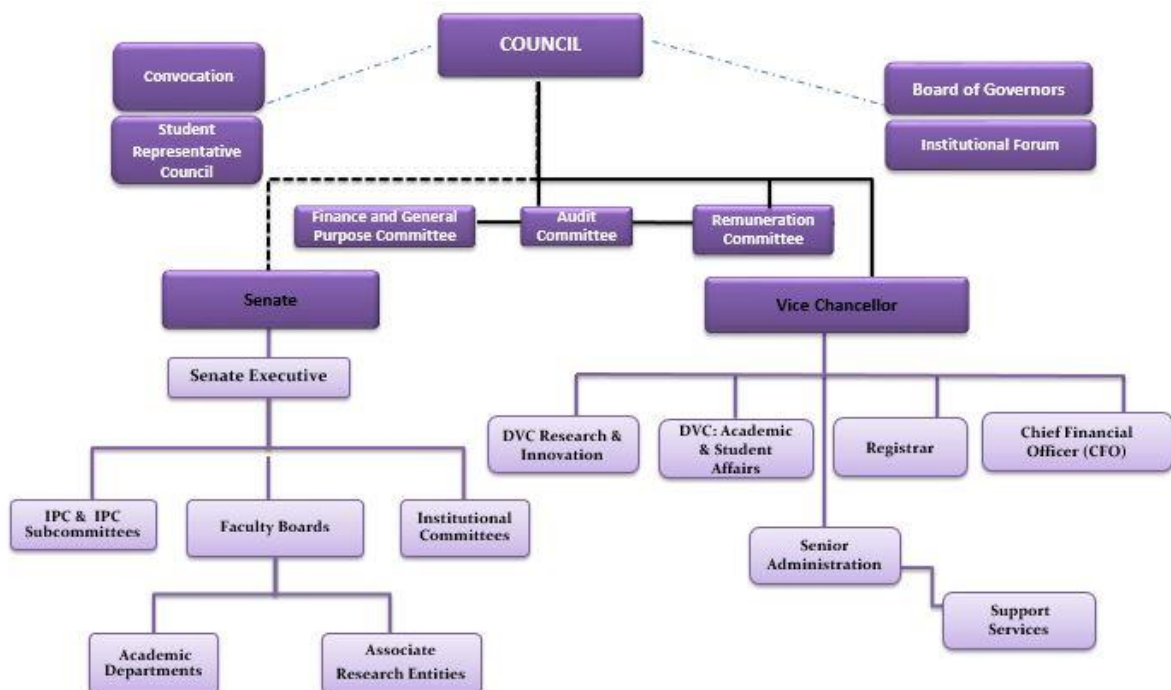
Organisational Structure

The Chancellor is the titular head of Rhodes University and is empowered in the name of the University to confer all degrees. The Vice-Chancellor and Principal is the chief academic and administrative officer of the University. The University Executive comprises the Vice-Chancellor and Principal, the Deputy Vice-Chancellor (Academic and Student Affairs), the Deputy Vice-Chancellor (Research and Innovation), the Registrar and the Executive Director: Infrastructure, Operations and Finance.

The academic structure of Rhodes University is organised around six faculties: Humanities, Science, Commerce, Pharmacy, Law, and Education. Each academic faculty is led by a Dean. Within the six faculties there are thirty-five academic departments. These provide an extensive range of undergraduate and post-graduate degrees and research interests for students and academics. Each academic department is led by a Head of Department. Rhodes University also has a number of research institutes and centres.

Rhodes University's administrative and support divisions provide support for the University's operations and contribute to the attainment of its strategic goals. The divisions include; Student Affairs, Human Resources, Finance, Library Services, Special Services, Institutional Research Planning & Quality Promotion, Internationalisation, Communications and Advancement, Equity and Institutional Culture, Research, Information & Technology Services, Estates and Residences. The administrative and support divisions are led by their respective Directors.

Rhodes University Governance & Management Organogram in 2019



1. ANNUAL PERFORMANCE ASSESSMENT REPORT OF THE APP

1.1 Background

Rhodes is a relatively small university (just over 8000 students), but enjoys the distinction of having among the best undergraduate success and graduation rates in South Africa. This is testimony to the quality of students that Rhodes attracts, to the academic provision made for them, and also to the commitment of Rhodes staff to student development and success.

Table 1 presents a detailed set of indicators of enrolment, access, success, efficiency and research. These indicators include the University's ministerially approved enrolment targets for 2019 in the current enrolment cycle (2013 to 2019).

Each key performance indicator in Table 1 is associated with the actual score for the previous year (2018), the target for the reporting year (2019) and the actual score for the reporting year. A colour-coded performance indicator column is provided for easier assessment of each indicator. In the colour-code scheme, green represents excellent performance, yellow represents good performance, while red represents poor performance. The last column to the right of Table 1 provides comments/remarks or possible explanations of deviations from the targeted performance score for each KPI.¹

¹ Some Enrolment KPIs in Table 1 may be slightly different from the final outcome when figures are finalized following third HEMIS submission and ratification of research outputs.

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Enrolment KPI	2017 Actual	2018 Actual	2019 Target	2019 Actual	Score	Strategies/ Projects/Activities
A. ACCESS						
Headcount totals	8077	8153	8357	8246		Increase visibility and marketing through open days and partnerships with local schools. Draw on academic propositions in IDP and unique institutional strengths for marketing and recruitment. Targeted marketing of postgraduate programmes.
First-time entering undergraduates	1339	1361	1672	1485		Increase visibility and marketing through open days and partnerships with local schools. Draw on academic propositions in the IDP and unique institutional strengths for marketing, recruitment and retention.
Headcount enrolments (Foundation Provisioning)	159	148	150	148		Development of 'flexible curriculum' using extended, augmenting and fully foundational courses using UCDG. In 2018 and 2019 four new augmented courses added to current range on offer.
Headcount enrolments total UG	5661	5661	5902	5792		Increase visibility and marketing through open days and partnerships with local schools. Draw on academic propositions in IDP and unique institutional strengths for marketing and recruitment.
Headcount enrolments total PG	2416	2492	2455	2454		Targeted marketing of postgraduate programmes. Marketing of activities of Centre for Postgraduate Studies.
Science, engineering, technology	2468	2440	2260	2510		Increase visibility and marketing through open days and partnerships with local schools.
Business/management	1480	1377	1667	1365		Increase visibility and marketing through open days and partnerships with local schools.
Education	1071	1177	973	1141		Increase visibility and marketing through open days and partnerships with local schools.
Other humanities	3058	3159	3457	3230		Increase visibility and marketing through open days and partnerships with local schools.
Distance education enrolments	0	0	0	0		
B. SUCCESS						
Graduates UG	1454	1359	1300	1216		Development of 'flexible curriculum' using extended, augmenting and fully foundational courses. Embedding of support for language/reading/writing in the curriculum. Extended Orientation Programme as well as Deans' academic advice. All activities

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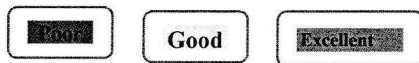
						funded by UCDG and other academic development and support initiatives for lecturing staff.
Graduates PG	1038	960	1193	1158		Activities of Post-graduate Centre: Support for writing, research design, supervisor development courses.
Success rate	83%	82%	84%	85%		Embedding of support for language/reading/writing in the curriculum. Extended Orientation Programme. Online course 'RULearning' developed and in place for our students. Course participation supported by activities in residence.
Engineering graduates	0	0	0	0		Embedding of support for language/reading/writing in the curriculum. Extended Orientation Programme. Online course 'RULearning' developed and in place for our students. Course participation supported by activities in residence. New strategies to enhance existing tutoring programme in all courses.
Life and physical sciences graduates	146	132	157	112		Embedding of support for language/reading/writing in the curriculum. Extended Orientation Programme. Online course 'RULearning' developed and in place. Course participation supported by activities in residence. New strategies to enhance existing tutoring programme in all courses.
Animal and human health graduates	160	155	138	138		Embedding of support for language/reading/writing in the curriculum. Extended Orientation Programme. Online course 'RULearning' developed and in place for our students. Course participation supported by activities in residence. New strategies to enhance existing tutoring programme in all courses.
Teacher education graduates	203	201	220	261		Embedding of support for language/reading/writing in the curriculum. Extended Orientation Programme. Online course 'RULearning' developed and in place for our students. Course participation supported by activities in residence. New strategies to enhance existing tutoring programme in all courses.
Success rate in scarce skills	90%	90%	89%	90%		Embedding of support for language/reading/writing in the curriculum. Extended Orientation Programme. Online course 'RULearning' developed and in place for our students. Course participation supported by activities in residence. New strategies to enhance existing tutoring programme in all courses.
C. EFFICIENCY						
Headcount of permanent I/R staff	322	356	360	357		Rhodes University recognises the shortage of qualified academics in the country. To confront this situation, a number of initiatives have been articulated in the HR plan to ensure retention and attraction of qualified staff.

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% Staff with doctoral degrees	53%	58%	55%	59%		There is a strong focus on improving staff doctoral qualifications. Sabbatical Grants are granted to complete PhDs. UK/RSA funding to develop proposal for projects to support academics in attaining PhDs in collaboration with the University of Venda and the University of Lancaster.
Number of nGap staff	7	15	15	15		The new Generation of Academics Programme (nGAP) is a sector-wide initiative aimed at recruiting candidates from under-represented designated groups who wish to pursue a career in academia and have the academic ability to do so. Since the inception of the programme Rhodes University have successfully appointed 15 Lecturers across various disciplines.
Ratio of FTE students to FTE instructional/ research staff	15.8	14.9	13.9	14.6		The student to I/R staff ratio at Rhodes University is carefully planned to ensure efficient learning experiences of our students. Each student receives personal attention for authentic learning experiences.
D. RESEARCH²						
Total research output units	783	888	814	1190.72		The research administration division provides necessary support for Rhodes University to meet its 2019 targets with the support of UCDG.
Publication units per I/R staff	2.4	2.5	2.26	3.3		The research administration division provides necessary support for Rhodes University to meet its 2019 targets with the support of UCDG.
Research masters graduates	235	178	200	253		2019 was exceptionally productive year for Masters graduates particularly in the Science Faculty. Activities of Postgraduate Centre: Support for writing, research design, and supervisor development courses.
Doctoral graduates	87	91	73	122		Activities of Postgraduate Centre: Support for writing, research design, and supervisor development courses.

Table 1: Ministerial Approved Enrolment Targets

KEY:



Mr V D Kahla
Chairperson of Council
Date: 11 June 2020

Dr S Mabizela
Vice-Chancellor

² Certain KPIs such as research output indicators are kept in accordance with Rhodes University's ministerially approved enrolment plan for consistency

2. REPORT BY THE CHAIRPERSON OF COUNCIL

In 2019, the Council performed its fiduciary duties with dedication and commitment. This is testimony to the fact that all the meetings of Council were held as scheduled, with 76% average attendance, a slight decrease from 2018 (79%). Members of Council receive no session allowances/remuneration for their immense contribution to the governance oversight of the University. I commend the members of Council for their selfless commitment to the advancement of the University in its quest for the common public good. I also commend the management, staff and students on their achievements in 2019.

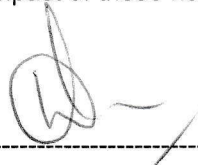
It is evident from the enrolment KPIs in Table 1 that in 2019 Rhodes University excelled in the core mandates of teaching, learning and research. Students achieved an undergraduate success rate of 85% - one of the best records in the higher education sector in South Africa. In 2019, the University achieved a total research output of approximately 1190 research units, about 46% above the target of 814 units set in 2019 APP. The University is punching above its weight in the sector, with a research output of approximately 3.3 units per academic staff member in 2019. Reports from faculties indicate active community engagement drives in the faculties. The overall academic success rate is underpinned by the research-teaching-community engagement nexus, which enables our students to access powerful knowledge.

There has been a steady increase in the number of staff from under-represented designated groups. In 2018, 34.3% of our academic staff were Black. In 2019 this increased to 37.3%. In 2019, the University reviewed the salaries of all academic staff closer to sector benchmarks. Council at its last meeting of 2019 approved the benchmarking of remuneration of support staff in relation to the 50th percentile of the higher education sector. These measures are expected to attract staff to Rhodes University, particularly from under-represented groups.

In 2019 our University invested significant financial resources to improve its infrastructure. This was possible as a result of the support of DHET in the form of various earmarked funding envelopes. For these, the University remains deeply grateful.

The 2019 financial statements indicate that operational expenditure was within the budgeted target. However, the pressure on cash flow has been considerable. The austerity measures approved by Council in 2017 remained in force in 2019 and these have also contributed to containment of costs.

The remarkable achievements in 2019 notwithstanding, the University faces a number of challenges which need to be addressed. These include ensuring the financial sustainability of our institution, research concentration risk, inadequate municipal services, maintenance backlog of aging infrastructure and under enrolment in certain areas, particularly the non-return of students in good academic standing. The Rhodes University leadership team is taking all necessary measures to mitigate and manage the impact of these risks to the University.



Mr V D Kahla
Chairperson of Council
Date: 11 June 2020

3. COUNCIL STATEMENT ON GOVERNANCE

3.1 Statutory Governance Information

Rhodes University subscribes to the founding principles of the constitution of the Republic of South Africa. The University, in line with the Higher Education Act 101 (1997 as amended), embraces the principles of and promotes cooperative governance at all levels and in all its committees. In the spirit of cooperative compliance, Rhodes University has also adopted the King IV principles. The University works cooperatively with government and with constituencies of civil society as well as within the institution. In this regard, the NCHE proposed model of cooperative governance is supported and applied by Rhodes University: there is a shared power, accountability and responsibility from all participants within the Institution. The model of cooperative governance includes the responsibility of Council, as provided for by the NCHE. Cooperative governance at Rhodes University respects the spirit of the Higher Education White Paper 3: this not only assumes a co-operative relationship between the State and the University, but also recognises that institutional autonomy is to be exercised in tandem with public accountability.

Directly inherent in the discharge of the mandate of the University is the observance of regulations/policies that govern the operations of public higher education institutions. These include but are not limited to the listed regulations/policies:

- Higher Education Act 101 of 1997 as amended
- National Qualifications Framework Act 67 of 2008
- National Qualifications Framework Act (67/2008): Higher Education Qualifications Sub-Framework (HEQSF-2014)
- Labour Relations Act 66 of 1995
- Basic Conditions of Employment Act 75 of 1997
- Employment Equity Act 55 of 1998
- The Intellectual Property Rights from Publicly Financed Research and Development Act (Act No. 51, 2008)
- White Paper on Post-School Education and Training (2014)
- Education White Paper 3 of 1997 (A Programme for the Transformation of Higher Education)
- National Plan for Higher Education (2001)

The Council of Rhodes University, which elects its own Chairperson, is the governing body of the University. It administers the University's affairs and property, and is empowered to frame statutes and rules governing the general conduct and organisation of the University and to make all appointments to the staff.

3. COUNCIL STATEMENT ON GOVERNANCE (continued)

3.2 Composition of Council

The composition of Council of Rhodes University is presented in Table 2.

Constituency		Number of Representatives
Ministerial Appointees		5
Executive Management		3
Secretary (Registrar)		1
SENATE Representatives		4
Board of Governors		1
Senior Management Staff (In attendance)		9
SRC		2
Administrative Staff representatives		2
Academic Staff representative		1
Makana Municipality representatives		2
Total	Members	21
	In attendance members	9
	Grand Total	30

Table 2: Composition of Council of Rhodes University

3.3 Summary of Attendance at Meetings of Council and Committees of Council

As per Table 3 below, Council comprises the Committees as outlined. Summary of attendance at meetings is also provided in Table 3.

Council 2019 - 30 members					
7 March	30 May	27 June	12 September	27 November	Annual
24	25	22	22	21	
80%	83%	73%	73%	70%	76%
F&GP 2019 - 9 members					
2 May	6 June	22 August	7 November		
7	8	9	8		
77%	88%	100%	88%		88%
Audit 2019 - 4 members					
2 May	6 June	22 August	7 November		
2	4	3	3		
50%	100%	75%	75%		75%

Table 3: Council Committees & Attendance of Meetings

3. COUNCIL STATEMENT ON GOVERNANCE (continued)

3.4 Major Statements/decisions of council

Policies/Reports/Plans Approved in 2019

At its meetings of 2019, Council approved the following Proposals/Policies/Plans/Reports/Appointments were approved

- a) Annual Performance Plan 2019 approved for submission to DHET.
- b) Rhodes University Enrolment Plan approved for the DHET 2020-2025
- c) Annual Report 2018 APPROVED the Rhodes University 2018 Annual Report and APPROVED the 2018 financials as contained therein.
- d) Budget 2020. Council APPROVED the University and Residence Budgets for 2020
- e) Annual Performance Plan 2020-2022 was APPROVED.
- f) Governance Indicator Report for 2018 APPROVED for submission to the DHET
- g) Appointments of Dean and Deputy Dean of Pharmacy:
Council approved the appointment of Professor S. Khamanga as Dean; and Dr C. Oltmann as Deputy Dean of Pharmacy from February, 01 2019 for a period not exceeding 3 years.
- h) Resolution: Council ADOPTED a resolution affirming that:
No monetary grant will be made in lieu of academic leave credit accrued by a staff member at any time, whether during service or when he/she leaves the service of the University by resignation or retirement, and no obligation to make allowance for payment in lieu of academic leave shall rest upon the Council.
- i) Dates of Rhodes University Council Meetings in 2020
Council APPROVED the motion that SRC members be assisted in the same way as other external members of Council to attend meetings out of term time.
- j) Policies (including Revisions of) Framework / Protocols
 - Campus Infrastructure Management Policy
 - Rhodes University Disciplinary Code and Procedure
 - Sexual Offences Policy for Students
 - Rhodes University Honorary Degrees Policy
 - Quality Assurance Framework for Teaching & Learning
 - Rhodes University Policy Volume for Teaching & Learning
 - Rhodes University Language Policy
 - Policy on Eradicating Unfair Discrimination and Harassment, other than Sexual Offences
 - Protocol for the Election of Deans
 - Policy and Draft Terms of Reference for Research Ethics on Animal Subjects
 - Policy on Naming and Renaming Buildings, Facilities and Academic Units and Structures
 - Donor Recognition and Stewardship Policy
 - Policy on Emergency Access to ICT accounts and information
 - Rhodes University Web Content Management Policy
 - Rhodes University Student Disability Policy

3. COUNCIL STATEMENT ON GOVERNANCE (continued)

k) Nominations to Committees of Council

Council APPROVED the following nominations

- Honorary Degrees Committee: Distinguished Professor H Lotz-Sisitka to replace Professor Strelitz for the period 1 June 2019 – 31 May 2023.
- Naming Committee: Ms B Nosilela to replace Professor S Khamanga for the period 1 June 2019 – 31 May 2023.

l) Appointment of Auditors

- Council APPROVED the appointment of Ernst & Young as the internal auditors to Rhodes University for a two-year period.
- Council APPROVED the appointment of PwC as external auditors for a two-year period.

m) Advisory Panel for Afrikaans and Netherlandic Studies

Council APPROVED the proposal that Afrikaans be offered as a two-year major in 2020, on the understanding that the course would be re-curriculated and a staff member at the level of Associate Professor be recruited

n) Parameters for a second Graduation Ceremony

Council APPROVED a proposal that a second graduation ceremony be held and only Masters and PhD students be considered for the second graduation ceremony

3.5 Statement on IT Governance

IT Governance Framework

The University does not comply with either COBIT5 or ITL V3 frameworks. Aspects of each are applied for governance controls. Adoption of either of these standards is costly. There is collaboration and training within the sector regarding these frameworks and staff attend workshops to gain an understanding of the frameworks in order to apply appropriate aspects thereof.

Management and Monitoring of IT Assets

IT Assets are placed on the University's central asset register. Network Infrastructure assets are replaced according to a cycle and the Divisional annual running grant is divided into pockets of money to be used for specific purposes e.g. upgrading servers. Assets such as laptops and desktop PCs are managed through an upgrade process. Laboratory replacements are done cyclically. When new PCs are purchased for a laboratory, the next laboratory receives the PCs taken out of the refurbished laboratory and staff receive the PCs no longer in use.

Significant IT Investment

The Running Grant of the Information Technology division for 2019 was divided into:

Grant Area	Amount
Internet Costs	R 3,013,662
Software Licences	R 7,678,000
Capital Equipment and Renewal	R 4,893,000
Running Grant	R 617,338
Total	R 16,202,000

3. COUNCIL STATEMENT ON GOVERNANCE (continued)

Capital Equipment and Renewal includes investment on renewing systems for telephones, HR and Payroll, and ARCHIBUS. System purchases are capitalised across the budget over four years. Investment for refurbishment of the student laboratories is not charged directly to the Division but is a centralised University expense.

IT Related Policies/Committee

The University has an Information and Technology Steering Committee which is a sub-committee of Senate. Strategic inputs from major technology-driven Divisions are tabled at the committee. The committee has representation from Information & Technology Services, Teaching & Learning, Library Services, Communication and Advancement, Academic Departments such as Computer Science and Information Systems and Finance. This committee discusses IT-related strategy and receives operating reports from Information and Technology Services, Library, Web Unit and the Computer Laboratory Sub-Committee. This committee approves and signs off the Governance controls regarding central financial systems and servers.

An annual IT General Controls review was performed by the external auditors PwC and tabled at the audit committee. The 2019 report was favourable and no new issues were raised. Five findings from previous years remain. Since there is nothing that can be done to resolve these issues, they are accepted as risk by the audit committee. Four of the findings have low priority and one is of medium importance.



Mr V D Kahla
Chairperson of Council
Date: 11 June 2020

4. COUNCIL STATEMENT ON SUSTAINABILITY

Introduction

In terms of the 2014 amendment to the Higher Education Act pertaining to the regulations for reporting by public higher education institutions, Universities are required to submit a sustainability report as part of the annual report. The guidelines provided in the implementation manual that forms part of the amended legislation indicate that Universities are required to move towards triple bottom-line reporting. However detailed guidelines for such reporting have yet to be provided to the sector. This report, as per previous years, is therefore a brief overview report in line with the guidance provided.

The definition and understanding of sustainability used as the basis or foundation for this report are as articulated by the Brundtland Commission, formally the United Nation's World Commission on Environment and Development:

"Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs".

a. Impact on the local economy

The University's Department of Economics & Economic History has established that Rhodes University contributes between 60% and 65% of the GDP of the Makana municipal region. Some of the key factors contributing to this high proportion are:

- Rhodes University paid R42 million for municipal services in 2018;
- The University is by far the biggest employer in the region. This is underpinned by the University's commitment to "in-sourcing" support services such as cleaning, catering and facilities maintenance for reasons of social justice – the local economy would be crippled should the University outsource these services;
- In its recently revised procurement policy, the University committed itself to strive to procure goods and services locally.

b. Social impact and transformation

In his inauguration address the Vice-Chancellor stated that Rhodes University must actively and purposively contribute to and participate in building a vibrant and sustainable Grahamstown community, and that the University recognizes and affirms that its future and success are inextricably linked to the future and success of the greater Grahamstown community to which it is deeply and intimately connected. Rhodes University declares unequivocally that the University is not just in Makana but is also of and for Makana. To this end the Vice-Chancellor has committed Rhodes University to:

- I. work with and alongside all levels of government to support the Municipality to fulfil its constitutional mandate for the benefit of all citizens of Makana;
- II. establish and foster partnerships with stakeholders to address the enormous discrepancies in basic education schooling standards encountered in Grahamstown;
- III. establish Grahamstown as a wireless city in order to make the information and resources of the internet available to as many of the citizens of Makana as possible.

c. Financial sustainability

The Council of the University approved an institutional development plan (IDP) that will provide a "compass" for the strategic direction the University will take for the next ten years. This direction is informed by a financial sustainability plan approved by Council during 2017.

4. COUNCIL STATEMENT ON SUSTAINABILITY (continued)

d. Student numbers

Detailed student statistics are provided elsewhere in this Report. Over the past decade, in implementing its commitment to making the University accessible to students from poor and working class backgrounds, the University has provided in excess of R200 million of its own funds (over and above the NSFAS allocation) to students requiring financial assistance. The recovery rate of these funds through NSFAS acting as an agency has not been successful. This has caused the University to engage the services of an external agency specialising in student debt.

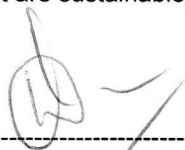
e. Academic staff

The Department of Higher Education & Training has estimated that South Africa will be short of some 7000 academics by 2020. Arising out of its own experiences of the difficulty in appointing and retaining academic staff in certain disciplines, Rhodes University has developed a Staff Accelerated Development Program using Mellon and Kresge funding in order to "grow its own timber". This model has formed the basis of the national nGAP (new generation of academics program) developed by the DHET to address this issue nationally.

f. Environmental sustainability

Rhodes University is one of five South African universities to sign the Talloires Declaration in 1996 that commits the University to practising and promoting environmental literacy. The University's Environmental Sustainability Policy of 1998, currently under review, aims to promote environmental sustainability best practice within the ambit of the University's resource constraints. The University has also established a Green Fund to support learning and practice in respect of water, energy, waste, carbon footprint, biodiversity, green buildings, responsible purchasing, sustainable travel and sustainability education. New buildings on campus are designed to be as 'green' as possible (rain water harvesting, heat pumps, natural lighting and temperature control, motion sensors etc) within the constraints of the budget.

During 2017 the Vice-Chancellor directed that, as one of the foundational principles of the Institutional Development Plan, such sustainability be incorporated in all areas and activities of the University. Rhodes University is therefore committed to resolutely pursue knowledge, understanding, critique and reason; to steadfastly continue to promote human dignity, equality, non-sexism and non-racialism, critical citizenship and all the human rights and freedoms proclaimed in the Constitution; and to courageously and boldly protect and assert the core values and purposes of a university, including advancing the public good, academic freedom, institutional autonomy and public accountability, in ways that are sustainable, responsible and planned.



Mr V D Kahla
Chairperson of Council
Date: 11 June 2020

5. COUNCIL STATEMENT ON TRANSFORMATION

To embed the Institutional Transformation plan which was adopted by Council in December 2018, individual sessions with staff and representative students were held with each Department and Division. Institutional Transformation sessions had been held with 86% of the departments and 50% of divisions by the end of 2019. Almost a year after the plan was adopted by Council, the main questions asked in these sessions are on institutional commitment to the plan, on implementation and accountability. Reporting against the plan has been discussed in various forums. The main agreement reached is that an annual institutional Transformation Plan Implementation report will be produced in 2020.

An expanded awareness-raising programme was developed and implemented. All halls of residences, including Oppidan Hall, participated in consent talks and in sessions at which the new Sexual Offences for Students Policy was outlined. This expansion included holding 22 support-staff directed workshops on gender-based violence and harassment and the expansion of the Grahamstown Schools Outreach programme through which activities that enable the exploration of transformation issues such as social justice, gender construction, leadership and self-leadership are made accessible to learners in six schools in Grahamstown East.

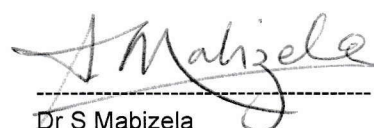
Two key teams were established with the aim of overseeing the implementation of visual representation transformation and multilingualism. In 2019, the two task teams focussed on producing concept and policy documents that will guide and enable the goals of transforming visual culture and language use to be implemented. The main goal of one task team is to establish a multilingualism centre. A research technical advisory team was also formed to oversee institutional culture research work. In 2020 two processes will enable the undertaking of a student institutional culture survey and a support staff institutional culture qualitative study.

The attraction of staff has required a review of strategy and investment in new advertising methods. There has been a steady increase in the number of staff from the under-represented designated groups. In 2018, 34.3% of our academic staff were Black. In 2019 this increased to 37.3%. In 2019, the University reviewed the salaries of all academic staff to bring them closer to sector benchmarks. Council at its last meeting of 2019 approved the benchmarking of remuneration of support staff in relation to the 50th percentile of the higher education sector. These measures are expected to enable Rhodes University to attract staff, particularly from under-represented groups. The new Generation of Academics Programme (nGAP) is a sector-wide initiative aimed at recruiting candidates from under-represented designated groups who wish to pursue a career in academia and have the academic ability to do so. Since the inception of the programme, Rhodes University has successfully recruited and mentored nGAP lecturers. The University has appointed 15 such lecturers across various disciplines.

Agreement was reached with the Unions that the remission of fees will increase from 75% to 100% effective January 2020. Furthermore, it was agreed that Human Resources and the Unions will meet to identify key skills that need to be developed in staff and put in place a plan aligned to the Skills Development Policy and its budget.



Mr V D Kahla
Chairperson of Council
Date: 11 June 2020



Dr S Mabizela
Vice-Chancellor

6. THE REPORT OF COUNCIL ON RISK ASSESSMENT AND MANAGEMENT OF RISK

The aim of risk management at Rhodes University is to support the University in attaining its seven strategic goals as outlined in the Institutional Development Plan. Council, through the Audit Committee, is ultimately responsible for the governance of risk. Risk management is embedded into the day-to-day decision-making processes at Rhodes through a system of internal controls.

A risk assessment process, that includes the leadership of the university, informs the Institution Risk Register which comprises the Top Risks to the University. The Risk Management Committee comprising the Vice-Chancellor, the two Deputy Vice-Chancellors, the Registrar, the Executive Director: Infrastructure, Operations and Finance (from January 2020 the newly-appointed Chief Financial Officer) and the Director of Special Projects is responsible for the implementation of a system of risk identification, risk assessment and risk management. The Audit Committee and Council review the progress of risk mitigation plans to ensure alignment with the University's strategic goals.

The University takes all allegations of theft, fraud, impropriety or unethical behaviour very seriously. All instances are carefully considered and investigated as appropriate, either internally or by independent auditors or specialists. Where there have been cases of impropriety, appropriate action has been taken against the individuals and enhancements to the controls have been made. The implementation of the new financial system will further enhance the control environment at Rhodes University.

The COVID-19 pandemic has had a significant effect on all aspects of the University's operations and activities. The financial and other impacts of COVID-19 will be felt by Rhodes University for a long time to come. University leadership have put in place many measures, protocols and processes to ensure the health and safety of students and staff and also to ensure that the academic program continues. Steps have also been taken to protect the University's financial position, both in the short and longer term.


Financial sustainability, the maintenance of campus infrastructure, and the inability of the local municipality to provide basic services remain as the significant risks to the university. Health and safety, human capital management, transformation and campus security continue to receive due attention.

Rhodes is committed to continuous, systematic, and integrated processes of University-wide risk management that enable the Council to assure stakeholders that risks within and to the University are managed in a diligent, methodical and substantive manner.

At year-end, the Audit Committee was satisfied with the University's risk management processes applied to identify, evaluate and respond to material risks impacting the University's sustainability.



H C Staple
Chairperson of Audit Committee
Date: 11 June 2020



Dr S Mabizela
Chairperson of Risk Management Committee

7. REPORT ON INTERNAL ADMINISTRATIVE/OPERATIONAL STRUCTURES AND CONTROLS

Rhodes University maintains a system of internal controls that govern business processes, using information and communication technology (ICT) where appropriate. These systems are designed to support the responsible pursuit of the University's strategic goals in an efficient, effective and compliant manner.

These internal controls are to provide reasonable assurance to the University, the Council and other stakeholders that an operational environment exists that ensures the safeguarding of the assets and that the reported financial information is accurate, valid and complete.

Council, through the Audit Committee, is responsible for the governance and oversight of systems of controls in respect of the University's financial and non-financial processes. Management is responsible for the implementation of a system of effective internal controls.


The University has adopted an institutional wide risk management process. This process involves the management of risk through the identification, mitigation and the ongoing monitoring of strategic and operational risks. External and internal audit plans are presented to the Audit Committee for approval based on the risks identified in this process. The Audit Committee monitors the progress of planned audits and ensures that the reported controls deficiencies are appropriately and timeously addressed by management.

Audit and assurance requirements are met through application of the combined assurance model. Annual statutory, compliance and required specialist audits are outsourced to third parties. An independent external party that is accountable to the Audit Committee performs internal audits. A Rhodes University Internal Audit charter is in place and reviewed regularly.

As part of the review and formalisation of risk management processes, the University re-evaluated the internal audit function and service providers. During the latter part of 2019, the University appointed Ernst & Young as internal auditors. They will commence with their fieldwork and internal audit assignment in the second part of 2020. The COVID-19 pandemic has delayed the commencement of their work, mainly due to the closure of the campus.

Having completed a thorough due diligence of the options and alternatives available, the University will begin implementing a new financial system during 2020 as part of the University's modernisation initiatives. The project which will take approximately three years to complete will further enhance the control environment.

Based on reports presented by assurance providers on the assessment of financial and non-financial controls, the Audit Committee is satisfied with management's remedial plans to address identified internal controls weaknesses.


H C Staple
Chairperson of The Audit Committee
Date: 11 June 2020


K M Riga
Chief Financial Officer

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION

Introduction

The year 2019 was one of great success and achievement. This is attributable to the passion, dedication, commitment and hard work of our staff and students. We made significant strides to achieve the goals and objectives set out in our strategic policy documents: the Institutional Development Plan (IDP) and the Institutional Transformation Plan (ITP).

Our University Senior Leadership Team and staff remained committed to and focused on the objective of strengthening our University's position as a distinct and distinctive institution of higher learning which provides outstanding education to young people of our country and beyond, generating and disseminating knowledge of high quality which advances human understanding and wisdom; knowledge that helps us build and sustain a better society and a better world. We are pleased with the progress we have made in this regard. In many respects, our University is in a stronger position now.

Our University maintained its historical reputation for excellence in teaching and learning, research and community engagement. In every respect, our intellectual endeavour remains among the best and the strongest in the country. It is underpinned by our steadfast commitment to ensure a positive, rewarding and fulfilling student experience. Our undergraduate throughput rates are the best in the higher education sector. This can be attributed to our flexible curriculum model, the tuition system, the favourable staff-student ratios, the quality of academic staff, and a conducive learning and residence environment. The overall and holistic student experience remained at the forefront of all our efforts in 2019.

New staff

In 2019 our University welcomed a number of new academic, support and administrative staff members. Our Vice-Chancellorate was significantly bolstered with the appointment of Dr 'Mabokang Monnapula-Mapesela as our Deputy Vice-Chancellor: Academic & Student Affairs. In addition to her wealth of leadership experience in higher education teaching and learning, Dr Monnapula-Mapesela brought a fresh vision, a strong academic background and abundant energy to this critical portfolio. Dr Monnapula-Mapesela succeeded Professor Emeritus Chrissie Boughey whose contribution to the University is monumental. The University owes Chrissie an unpayable debt of gratitude.

We are delighted to have all these new colleagues as part of our Rhodes University family.

Financial Position

The University's financial position remained healthy and strong in 2019. The student debt levers that have been in place for a few years have proved effective. The austerity measures approved by Council in 2017 remained in force in 2019 and these have also contributed towards containing our costs. The additional funding we received from the Department of Higher Education & Training (DHET) in 2018 assisted significantly in stabilising our financial position.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

In 2019, our research income maintained the steady growth which has been its hallmark for several years. There is a need to grow and diversify our third-stream income. This is important if we are to achieve financial sustainability as we need to bolster our unencumbered reserves. An increase in free reserves will allow us the freedom to invest in innovative initiatives that will further strengthen our position as a research-intensive university.

Following the #FeesMustFall student protests of 2015 and 2016, the Department of Higher Education & Training has, over the past few years, capped the levels of tuition and residence fee increases. This has placed the University seriously at risk.

One of the most important decisions taken by Council was to invest in the modernisation of our financial system. The acquisition of the appropriate system at an estimated cost of R54m will assist hugely in automating a number of processes while also allowing for better integration of these processes.

The confluence of the COVID-19 pandemic and the downgrading of South Africa's sovereign credit rating to sub-investment grade by the ratings agencies crises has created a perfect economic storm that will significantly impact on the University's financial position. It will have to be planned for and mitigated. It is difficult to predict with any certainty the full extent of the combined impact and cost of the pandemic and the downgrade. Without external financial assistance, the University has no room to manoeuvre. Difficult decisions will need to be made. The University Senior Leadership Team is engaging the University community on appropriate measures to be implemented to mitigate the adverse impact of this situation.

Infrastructure renewal, upgrade and development

In its Institutional Development Plan (IDP), our University made a strategic commitment to provide our academics and researchers with appropriate academic infrastructure and facilities to support the University's academic project.

In 2019 our University invested significant financial resources to improve its infrastructure. That notwithstanding, the backlog maintenance remains a major challenge. Of particular concern is the maintenance of our older residences. Among the significant infrastructure renewal, upgrades and developments are the following:

- The renovation of the Old Randell Cottage for a new model Confucius Institute, a R7.5m project, was completed. The Institute was formally opened in November 2019.
- The renovation of our Biosciences Building, a R100m project, was completed.
- The refurbishment of Botha House residence project at a cost of R15.893m was completed.
- The Medium Voltage Network upgrade project, started in 2017, is ongoing. Phases 1 and 2 have been completed. Phase 3 of the project started in 2019. Expenditure to date on this project is R15.263m.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- Electrical compliance project. This project started in 2017 and is ongoing. The total budget for this project is R40m. The contribution by the Department of Higher Education & Training (Infrastructure & Efficiency Funding) is R33m. The balance (R7m) has been funded by the University.
- The Education Department project has created additional teaching space in the Department of Education. The cost of this project is R16.02m. We received R9m from the Department of Higher Education & Training (Infrastructure & Efficiency Funding). The balance was funded by the University.

Enhanced student experience

Our University places a high premium on student experience. Our Division of Student Affairs plays a vital role in this regard. In its Institutional Development Plan (2018-2022), our University committed itself to giving all our students the best opportunity to realise their full potential.

As in previous years, our University invested significantly in ensuring a positive, affirming, welcoming and rewarding holistic student experience in 2019. Through our teaching and learning and extracurricular activities we offer our students the opportunity to engage with a wide range of new experiences and opportunities outside the classroom. This enables them to embark on the process of understanding themselves in their role as critical, democratic and engaged citizens. This sort of voluntary learning adds enormous value, and encourages self-reflection and personal holistic growth and development. Ultimately, we want to equip our students with the knowledge, skills, abilities, values and attributes that they need to live, work and engage in a society and world in a manner that enhances the greatest common good.

Our Division of Student Affairs ensured that our students had a wide range of extra-curricular experiences through activities such as sport, cultural events, leadership opportunities and much more. Our University community celebrated the stellar achievements of our sports people at a Gala dinner held in October. Our Chancellor, Justice Lex Mpati and other distinguished guests graced this celebration with their presence, which was much appreciated.

We have also committed ourselves to maintain our residence system as living and learning spaces conducive to academic success, a healthy lifestyle and personal growth and development. In line with this commitment, all our Hall and Residence Wardens maintained a close watch on the academic performance of students in their charge and ensured that timely intervention assisted those who were struggling with their studies.

Starting with the Orientation programme early in 2019, extensive awareness-raising and educational campaigns were held across the University, including in the residences, to ensure that our students and staff understood the importance of conducting themselves in a manner that respected and upheld the rights and human dignity of others. In particular, we wanted to ensure a safe institutional environment in which all staff and students were able to study, work and live with dignity, and without any fear of unsolicited and unwarranted sexual attention.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

One of the main highlights was the finalisation and approval by Council of our *University Sexual Offences Policy for Students* and the extensive work undertaken by, and under the guidance of, Dr Zethu Mkhize to familiarise our students with its contents.

Student mental health has, over the past few years, emerged as a significant issue of concern. This is not a challenge unique to Rhodes, but one that universities across the globe are experiencing. Our Counselling Centre provides assistance to students who experience mental challenges of various kinds. In 2019 we made concerted efforts to destigmatise issues of mental health so that those who needed assistance would not feel any shame in soliciting assistance in this regard.

Research & Innovation highlights

Our University ranks among the highly productive universities in respect of research outputs. Among the most significance highlights of 2019 are the following:

NRF Ratings

One of the significant markers of the University's scholarly standing as a research-intensive university is in respect of how researchers nationally and internationally assess the quality of the research, creativity and innovation of their peers at Rhodes University. The National Research Foundation's rating system is an independent peer validation process of the standing of any researcher in this country. Many researchers and academics at Rhodes University have over the years subjected themselves to this rigorous rating. In 2019 several new academics and researchers availed themselves of this process. Others whose ratings were due to lapse also presented themselves for a re-rating.

- *Researchers who achieved first time ratings:*
 - Dr Ben Smit of the Department of Zoology & Entomology received a Y1 rating;
 - Dr Kevin Lobb in the Department of Chemistry received a C3 rating;
 - Professor Lisa Young in the Department of Psychology received a C2 rating;
 - Dr Rob Gess in the Department of Geology/Albany Museum received a C1 rating.

- *Researchers who achieved re-rating:*
 - Distinguished Professor Tebello Nyokong in the Department of Chemistry retained her A2 rating;
 - Professor Lorenzo Dalvit in the School of Journalism & Media Studies received a C2 rating (up from a previous Y2 rating);
 - Professor Enocent Msindo in the Department of History retained a C2 rating;
 - Professor Susi Vetter in the Department of Botany received a C2 rating (up from a previous C3 rating);
 - Professor Stephen Flowerday in the Department of Information Systems received a C2 rating (up from a previous C3 rating);
 - Professor Anton Krueger in the Department of Drama received a C2 rating (up from a previous Y2 rating);

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- Professor Emeritus Chrissie Boughey in the Centre for Postgraduate Studies received a C1 rating (up from a previous C2 rating);
- Professor Adrienne Edkins in the Department of Biochemistry and Microbiology received a C1 rating (up from a previous Y1 rating);
- Professor Kevern Cochrane in the Department of Ichthyology and Fisheries Science received a B2 rating.

DST/NRF SARCHI Chairs

The South African Research Chairs Initiative (SARCHI) is an NRF initiative “designed to attract and retain excellence in research and innovation at South African public universities.” The main goal of the Research Chairs initiative is “to strengthen and improve research and innovation capacity of public universities for producing high quality postgraduate students and research and innovation outputs¹.”

With fourteen SARCHI Chairs, Rhodes University has the highest concentration in the country of SARCHI Chairs per thousand students.

In 2019, Professor Janice Limson, SA Research Chair in Biotechnology Innovation and Engagement, underwent a successful 5-year cycle review, and this SARCHI Chair was renewed for a further cycle of five-year funding. This is a powerful confirmation of the success that the Chair achieved in its first cycle.

Distinguished Professor Martin Hill now holds the SARCHI Chair on *Insects in Sustainable Agricultural Ecosystems*. This Chair was previously occupied by Professor Stephen Compton.

Our investment through Sandisa Imbewu funding initiative of the Board of Governors has enabled us to seed new research projects which have positioned our University well to successfully compete for external research funding, including the SARCHI Chairs. We celebrate all our SARCHI Chairs for the honour and prestige they bring our University as a research-intensive university.

The NRF acknowledged the “Exceptional Service” of Rhodes University with a Certificate Award at the Annual Research Administrator’s Workshop in October 2019.

Research related funding

Our academics were able to attract significant funding in 2019. It is particularly pleasing that in 2019 there was an increasing number of UK funded projects, along with funding from EU countries. Rhodes has also received significant increases in funding from national and provincial governments departments.

- Professor Eureta Rosenberg secured a R1m bid to lead the 10-year review of the national Biodiversity Human Capital Development Strategy implementation.

¹ www.nrf.ac.za

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- Distinguished Professor Heila Lotz-Sisitka and the Chair and the UNESCO ROSA Office raised an R42m for the Education for Sustainable Development (ESD) Programme. Of this amount, R9m is hosted at Rhodes University for the research and training contributions.
- The NRF Chair held by Distinguished Professor Heila Lotz-Sisitka was part of a successful international funding consortium led by Bristol University which received a very competitive GCRF Education and Sustainable Development Network Plus grant to the amount of £4.7m (equivalent to R84m). Rhodes University is one of four southern co-ordinating nodes. Approximately £480 000 (about R8m) will come to Professor Lotz-Sisitka's node.
- A R5m grant from NIPMO was raised on a proposal from the Research Office (the first grant in 2014 was only R1.7m) and this has allowed us to expand our staff and activities in Technology Transfer. A further grant of R1 234 750.00 has just been awarded to expand activities and this will encompass a Patent Audit.
- Professor Greg Foster, Department of Information Systems, was awarded an initial grant by South Africa-Sweden University Forum (SASUF) to work with the Malmö University (Sweden) on a project on "Understanding the design factors for diabetes information sharing when using health information kiosks: A Citizen-centric Approach to Healthcare Management."
- Professor Stephen Flowerday, Department of Information Systems, was awarded an initial grant by South Africa-Sweden University Forum (SASUF) to work with the University of Stockholm on a project on the "Global Sustainability through Cybersecurity."
- The Centre for Higher Education Research, Teaching and Learning (CHERTL) was awarded R178 977 to develop a collaborative project on Social Justice and Quality in Higher Education. This project focused on supporting academics to get doctorates. This project is part of the DHET's Universities Staff Development Programme and is co-funded by the British Council. These funds were used to bring together colleagues from Rhodes University, the universities of Venda and Lancaster to develop an innovative PhD programme. Further outputs included a literature review on doctoral education and a survey on supervision at Rhodes and Lancaster Universities. The project is led by Professor Sioux McKenna. Modules will be designed and taught by colleagues from all three partner universities.
- CHERTL was awarded R5 023 844 to support academics to complete their PhD in a structured environment comprising two-years of coursework and a number of collaborative opportunities across the three universities.
- Rhodes University joined a consortium of universities around the world, including Kenya, the Netherlands, and Turkey on a €950 000 EU-funded project, *Creating Postgraduate Collaborations*. This builds on two existing postgraduate projects, *Strengthening Postgraduate Supervision* and *Enhancing Postgraduate Environments*, which were undertaken by CHERTL in collaboration with the Centre for Postgraduate Studies (CPGS). The collaboration will enable Rhodes University to offer a series of seminars on knowledge production and dissemination, which will be open to all postgraduates. It will also build research design courses and enable the development of Winter Schools which open to the public. To ensure that the benefits of the project are extended into multiple departments and faculties, the project partners with academics in Pharmacy, Environmental Science, Commerce and the School of Languages at Rhodes University.

8. VICE-CHANCELLOR’S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- The Institute for Water Research (IWR) headed by Professor Tally Palmer was awarded £200K by the UKRI-GCRF to initiate capacity development on the African Continent as part of its hosting of the ARUA Water Centre of Excellence, and as a conduit to compete for a larger tranche of UKRI funding. The IWR was also successful in securing a €1.4 million EU-funded Intra-Africa Mobility Grant with Rhodes as the lead institution and Dr Nelson Odume as the principal grantholder, which further enhances the continental and international role of the Institute.
- A new proposal to the Mellon Foundation for R11 750 000.00 was submitted by the Research Director in November 2019. This is titled *Turning the Tide: Early Career Scholars in the Humanities*. It will run 2020 – 2023 and will focus on academic advancement at the Lecturer level. Furthermore a modification request has been submitted to Mellon for permission to use the accumulated interest earnings from the now closed Unit for the Humanities (UHURU) Mellon grant towards scholarships for Honours, Masters & PhD studies. This will see R5m additional postgraduate scholarship funding in the system over the period 2020 – 2023.
- Mellon Foundation grants in excess of \$4m awarded to Rhodes University will continue until 2024.

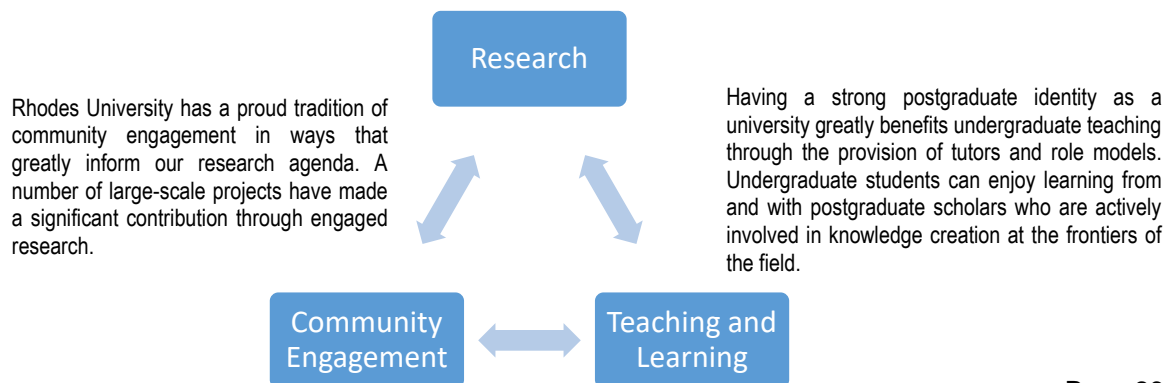
Nurturing academics, researchers and scholars of tomorrow

Centre for Postgraduate Studies (CPGS)

One of the strategic objectives of our University is to pursue a strong postgraduate trajectory. The Centre for Postgraduate Studies is a critical institutional arrangement for the advancement of this objective.

The Centre has enjoyed significant success in supporting postgraduate education at Rhodes. It provides students and staff with an important support structure through a range of events and activities, many of which are briefly listed below. The Centre’s role in providing support within a research-rich environment is an important one, however, it is positioned by the institution to do more than this. As the Centre’s offerings continue to grow, so it is increasingly establishing itself as:

- a springboard for developing interdisciplinary research programmes and building on this strength within the University,
- a space for fostering connections and networks within and beyond the University, which it does through various funded projects,
- driving a strong postgraduate agenda and providing the structure for postgraduate innovation, in particular in terms of the models of postgraduate education used in the University,
- one cog in the larger mechanism for cementing the academic project of Rhodes University due to its unique position as a research-intensive university in a rural context. The academic project at Rhodes is based on a strong nexus between teaching, research and community engagement, with each pillar informing and strengthening the other.



8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

In this era of marketisation of higher education, it is not uncommon for universities to put Professor its and rankings before responsibilities to the local, national and international community. At Rhodes University, we are committed to supporting the development of scholars and the creation of knowledge to serve people and the planet. We believe that one way to do this is by nurturing a strong postgraduate environment in which to develop critical citizens capable of producing meaningful knowledge.

Events and activities offered by the Centre for Postgraduate Studies in 2019 included:

- [Sixteen \(16\) workshops](#) covered a range of topics such as how to: collect qualitative data, apply for a grant, undertake ethical research, and manage your supervisor. Most of these workshops lasted two hours, though some, such as the workshop on academic writing and one on experimental design, required a full day.
- Nine (9) short courses ran online or on campus over the course of a few months. These included courses on writing for publication, [introduction to R](#), using Critical Discourse Analysis, [using NVIVO](#), and [introduction to isiXhosa](#) for postgraduates. Some were offered as a collaboration between CPGS and other departments.
- Four (4) [writing retreats](#) were offered at nearby Assegai Trails and included workshops and individual writing consultations by facilitators in both Natural Sciences and Humanities & Social Sciences.
- [Writing Circles](#) were offered throughout the year. These [peer-led groups](#) offer spaces for postgraduates to test their writing and get feedback from others.
- Pomodoros were run once a week and brought together students to write for two hours in companionable silence in timed slots in the library. In 2019, the CPGS also hosted the first Writathon in which teams of students wrote for an eight-hour period. This fun event included prizes for the best team name and the most committed team.
- AcWriMo is held once a year for a month using social media to offer support as students and staff commit to audacious goals of daily writing.
- The postgraduate conference is run once a year by the CPGS in collaboration with the postgraduate student committee. This event has grown each year and allows students to learn across faculties and to celebrate research work being done. In 2019, the conference theme was 'Joining the academic conversation'.
- The CPGS leads a number of national and international collaborations including the [Strengthening Postgraduate Supervision](#) course, a national staff development course offered more than 60 times at 22 South African universities, and [Enhancing Postgraduate Environments](#), which is an international collaboration aimed at developing online materials for postgraduate supervisors and students. In 2019, the EU Erasmus+ awarded €950 000 to five universities in South Africa and Kenya in collaboration with four universities in Europe for [developing postgraduate environments](#). Rhodes University is the lead South African University.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

Postgraduate Fellowship Programme

Our Postdoctoral Fellowship programme plays a critical role in sustaining an intellectually stimulating environment in which students and supervisors can thrive. In 2019 we sustained and even grew our Postdoctoral Fellowship opportunities and other research capacity development opportunities. In 2019 we hosted 98 Postdoctoral Fellows.

Nurturing Emerging Scholars Programme

In 2015, the Minister of Higher Education & Training launched the initiative *Staffing South African Universities Framework* (SSAUF) as a “comprehensive, transformative approach to developing future generations of academics and building staff capacity” in public higher education institutions. One of the SAAUF programmes is the *New Generation of Academics Programme* (nGAP) aimed at recruiting new academics who are appointed by universities as part of their staff and are supported on a 6-year development programme.

Our University has had phenomenal success in securing almost all the posts that have been applied for. To date, our University has nineteen academics supported through the nGAP programme, a tremendous achievement. We are immensely grateful for Dr Mandy Hlengwa's sterling work in looking after our academics on this programme. Our Faculty Deans and Professor Emeritus Chrissie Boughey, also played a critical role in preparing our applications for these important posts. Our profound appreciation goes to all the mentors and supervisors who guide and support these colleagues.

Another important programme under the Department of Higher Education's SSAUF initiative is the *Nurturing Emerging Scholars Programme* (NESP) to target and recruit Honours students for training and development for careers in academia.

Our University is deeply honoured and privileged to have been asked by the Department of Higher Education & Training to coordinate and lead this important national programme on its behalf, under the guidance of Dr Mandy Hlengwa. This is a tremendous recognition of the exceptional leadership and passion of Dr Hlengwa to nurture and mentor young academics.

Conferences, Workshops and other scholarly meetings

In keeping with the scholarly traditions of our University, Academic Departments held seminars, workshops and other scholarly engagements to deepen and advance our intellectual enterprise. We also organised public lectures in which we, as the Rhodes University community and the public, celebrated the intellectual and scholarly achievements of our colleagues. These included professorial inaugural lectures by Professors Barry Irwin, Patrice Mwepu and Noël Pearse; Vice-Chancellor's Distinguished Award recipients lectures by Professors Brett Pletschke, and Caroline Khene.

Our students, researchers and academics participated in national and international conferences, workshops and other scholarly meetings. These include:

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- Distinguished Professor Tebello Nyokong delivered the National Research Foundation and Embassy of Sweden Nobel-inspired Public Lin Chemistry lecture at Nelson Mandela University on 9 October 2019.
- Professor Jen Snowball was invited to be a speaker at a United Nations Conference on Trade and Development (UNCTAD) expert meeting on the Creative Economy to be held in the Palais des Nations in Geneva, Switzerland.
- Distinguished Professor Heila Lotz-Sisitka presented keynote addresses at the European Conference on Educational Research in September 2019 in Hamburg, Germany, and the Environmental Education Association of Southern Africa (EEASA) Conference in Johannesburg in October 2019. She also contributed a Plenary Presentation at the Belmont Forum 10-year conference in Taipei, Taiwan in October 2019, and attended and contributed to a Global Challenges Research Fund (GCRF) international research project meeting in Oxford, UK in September 2019.
- A team of 8 PhD and post-doctoral researchers presented a symposium on Cultural Historical Activity Theory and Sustainability at the EEASA Conference, and were also represented at the Fundisa for Change symposium at the EEASA Conference. A PhD scholar, Injairu Kulundu, attended a research planning symposium in Sweden, focussing on Arts and Sustainability.
- As part of the EEASA conference, Professor Eureka Rosenberg co-hosted the Green Skills stream, presented two papers and conducted two workshops, including a collaboration with Dr Presha Ramsarup and Professor Emmanuel Ojo from Wits, on green economy resources for teachers of economics and business studies, for which she wrote the core text.
- The NRF/DST SARCHI Chair on Global Change and Social Learning Systems held by Distinguished Professor Heila Lotz-Sisitka ran the “UNESCO/RU Sustainability Starts with Teachers Advanced ESD Training Programme” at Rhodes University from 24 September - 5 October. This is a partnership initiative with the UNESCO Regional Office for Southern Africa to strengthen integration of sustainability into Teacher Education. Thirty Teacher Educators from Zimbabwe, Namibia and Botswana attended the programme which is building a strong SADC network of ESD practitioners in southern African universities and teacher education colleges in eleven countries. Rhodes University’s Environmental Learning Research Centre is a key partner in supporting this initiative of UNESCO in the SADC Region. The initiative is funded by SIDA, and includes a partnership with the Swedish International Centre for Education for Sustainable Development (SWEDESD) and the Southern African Regional Universities Association (SARUA).
- The Vice-Chancellor, Dr Sizwe Mabizela attended and participated in the inaugural National Higher Education Conference organised and hosted by USAf from 2-4 October 2019. The theme of the conference was “*Re-inventing South Africa’s universities for the future.*” He also served as a respondent in the launch of the ACU-USAf joint report ‘*Generating talent: transforming support for the research landscape in South Africa.*’
- Professor Sioux McKenna and Dr Kirstin Wilmot ran a workshop and presented, along with other colleagues and postgraduate students, papers at the third international Legitimation Code Theory (LCT) conference, hosted by Wits University in July.
- Professor Mellony Graven and Dr Lise Westaway played a significant role, together with colleagues in other universities, in organising the Conference of the International group for the Psychology of Mathematics Education from 07 – 12 July 2019 at the University of Pretoria where several academics and students from Rhodes University made presentations.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- The Vice-Chancellor, Dr Sizwe Mabizela, presented a plenary lecture titled '*Mathematics and Mathematical Literacy: Gains and Losses*,' at the Conference of the International Group for the Psychology of Mathematics Education held from 07 – 12 July 2019 at the University of Pretoria.
- The Department of English Language and Linguistics hosted the African Linguistics School (ALS) from July 1 to 12. The School attracted over 50 postgraduate students and post-doctoral fellows from universities across Africa, Europe and North America. The two-week programme covered such core areas of linguistics as syntax, semantics, phonology, language contact, experimental methods and fieldwork.
- Professor S F Burton of the Faculty of Pharmacy attended the 10th Biennial International Pharmacy Education Symposium hosted by Monash University in Prato, Italy in July. The theme of the conference was "I am still learning" and Professor Burton presented a paper titled '*Listening to the life stories of older people: an opportunity for transformative learning*'.
- The Dean of Education, Professor Wilmot, gave the Matthew Goniwe Memorial Lecture at the Eastern Cape Department of Education World Teachers' Day event in East London on 4 October.
- Dr A Hlengwa was invited by the CHE to serve as a theme leader in the CHE's '*Performance of Higher Education System 25 years into Democracy Project*'.
- The team of the South African Numeracy Chair (SANCP), held by Professor Mellony Graven, attended the annual NRF Mathematics and Science Education Community of Practice meetings in Pretoria on 2-3 October at which Professor Graven and Dr Vale presented papers.
- Ms B Moore presented a paper entitled "*Transitioning from pre-service teacher to mainstream classroom teacher: finding the gaps in a Barriers to Learning course*" at the International Ireland Conference for Education in Dun Laoghaire, Ireland, in October.
- Dr N Pallitt presented at the Association for Educational Communications & Technology (AECT) convention in Las Vegas from 21-25 October.
- Mr Delon Tarentaal, Department of Economics, was invited to speak about his research on the gaming and animation sector in South Africa at the 2019 *Fak'ugesi Festival* on digital innovation, hosted by the Tshomologong Digital Innovation Hub in Braamfontein in September 2019.
- The Rhodes Business School co-hosted with School of Journalism & Media Studies (JMS) the launch of the late Old Rhodian Matthew Buckland's book '*So You Want to Build a Startup?*' on the 10 October 2019 at *Amazwi* South African Museum of Literature.
- Rhodes University successfully hosted the annual conference of the Higher Education Learning and Teaching Association (HELTASA) of Southern Africa, from 26 to 29 November 2019. The theme was Pedagogies in Context. The conference attracted 245 delegates from 38 institutions. The programme included four critical dialogue papers, four flipped papers, 110 oral papers, 18 poster presentations and five pre-conference workshops. A number of Faculty of Education members presented papers at the conference.
- The Vice-Chancellor, Dr Sizwe Mabizela, presented a keynote address entitled '*Higher education for a higher social purpose*' at the Conference of the South African Higher Education Engagement Forum (SAHECEF) at the University of Mpumalanga in December 2019.
- Ms Manda Kambikambi received a travel award of R30 000 in recognition of her PhD work and recent publications to attend the *Southern African Society of Aquatic Scientist Congress 2019* (SASAqS). At this Congress, Ms Nonjabulo Matomela was placed third in the best presentation in the Honours/Masters category.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- Professor Emeritus Roy Lubke was invited as the plenary speaker and was presented with a Lifetime achievement award at the *Land Rehabilitation Society of Southern Africa*.
- At the *Annual Congress of the Grassland Society of Southern Africa*, Dr Tony Palmer, a Research Associate in the Department of Environmental Science, was presented with a Meritorious Award. Dr Iain Paterson and Professor Susi Vetter were invited as keynote speakers.
- Mr Seeprarani Rath, a PhD student in Pharmaceuticals, attended the American Association of Pharmaceutical Scientists conference in San Antonio, Texas, USA.
- Professors Rod Walker, Sandile Khamanga, Sue Burton and two post-graduate students attended and participated in the 3rd National Pharmacy Conference held in October at Sun City, North-West.
- Dr Dominique Santos (Anthropology) gave the keynote address at the Anthropology Southern Africa Conference in September. *Danger Face Your Fate: Notes from the Adventure Playground for When Things Fall Apart.*
- Ms Benita Bobo, a PhD student in Psychology, presented a paper at the British Psychological Society's Community Psychology annual conference in Brighton on 13-14 September. She followed this with a paper at the National Institute of Humanities and Social Sciences (NIHSS) conference in Gauteng (29-31 October), where her paper was listed as one of 7 shortlisted for the prize of best in conference (out of 101 papers).
- Ms Gcotyelwa Jimlongo an MA student in Politics, participated in the African Women Writers' Workshop, in Accra, Ghana.
- Professor Lynette Louw and Mr Theus Louw, Department of Management, were Visiting Lecturers at the University of Utrecht in the Netherlands.
- Professor Kevin Lobb (Chemistry) was invited to the Johnson Matthey Academic Day in Johannesburg. He also attended the 15th German Conference on Cheminformatics in Mainz, Germany.
- Professor Keith Cowan (EBRU) attended the ALGAEUROPE 2019 in Paris.
- Dr John Mack (Institute for Nanotechnology Innovation) attended the International Conference on Porphyrins & Phthalocyanines-11 in Buffalo, USA.
- Dr Iain Paterson of the Department of Zoology and Entomology attended the International Plant Protection Conference in Hyderabad, India.
- Professor Tally Palmer of the Institute for Water Research (IWR) attended the 22nd International River Symposium in Brisbane, Australia.
- Professor Peter Britz of the Department of Ichthyology and Fisheries Science (DIFS) attended the 6th International Symposium on Stock Enhancement and Sea Ranching in Sarasota, USA.
- Dr Remy Nnadozie presented papers at Southern African Association for Institutional Researchers (SAAIR) Conference in November 2020 and at the South African Monitoring and Evaluation Association (SAMEA) Conference in October 2019.
- Professor Jo-Anne Vorster delivered a keynote address, "Making the Scholarship of Teaching and Learning Count", at the Biennial Scholarship of Teaching and Learning (SoTL) in the South conference, 9 - 11 October 2019, at the Central University of Technology in Bloemfontein.
- Professor Sioux McKenna was an invited guest speaker at two national conferences and one international conference *Engineering for Human Capital*, Virginia Tech, USA; *Publish and perish: The perils of supervising in an age of performance metrics*, Supervision Enrichment Winter School, University of Johannesburg; *Don't count the things you do; Do the things that count*, University of South Africa, Research Development Conference.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- Professor Sioux McKenna presented a keynote address Human Capital Theory and Postgraduate Education at the 7th Postgraduate Supervision Conference, University of Stellenbosch, 26-29 March 2019.

Notable visitors to our University

A number of national and international visitors and scholars visited our University to initiate or strengthen their scholarly collaboration and partnerships with our researchers and academics. These include:

- Dr Imtiaz Sooliman of Gift of the Givers delivered the 2019 Annual Archbishop Thabo Mokgoba Development Trust Lecture on 3 October 2019.
- Mr Lubabalo Oscar Mabuyane, the Premier of the Eastern Cape Province, delivered the inaugural Rev Dr Simon Gqubule Memorial Lecture organised by the Student Representative Council to celebrate the life of Dr Gqubule, the first black student to obtain a PhD from Rhodes University in 1978. Dr Gqubule was President of Rhodes University Convocation for many years.
- Professors Crain Soudien (HSRC) and Vivienne Bozalek (UWC) presented seminars at the CHERTL Doctoral Week in October. Professor Soudien also presented a public lecture, "Ten Years After: The Transformation Narrative of our Universities".
- Ms Carolyn Medel-Anoneuevo, Head of the Education Unit of the UNESCO Regional Office for Southern Africa gave a keynote lecture at the opening of the UNESCO / RU initiative '*Sustainability Starts with Teachers*' on 25 September 2019. The title of the lecture was '*Transformations in Education in Southern Africa - key priorities and directions.*'
- The Department of Philosophy hosted Professor Janine Jones from the University of North Carolina at Greensborough for the 4th term.
- Professor Martin Olivier of the University of Pretoria, gave a guest lecture entitled: '*Digital forensics and the big data deluge - some concerns based on Ramsey Theory.*' to almost 50 postgraduate students and staff of the Departments of Computer Science and Information Systems on 1 October 2019.
- Mr Bruce Howard, Old Rhodian and founder of the listed company, Clientele, and one of the world's leading experts in the field of direct marketing of insurance products and services, spent two days with our PDEM full-time students on 7-8 October, sharing his experience of taking a start-up to being listed.
- The Department of Psychology hosted Professor Dennis Francis, who presented the Research in relation to Advocacy, Policy and Practice workshop (which included researchers, service providers, advocacy workers), and a public lecture.
- The Department of Philosophy hosted Professor Janine Jones from University of North Carolina at Greensborough for the 4th term. While at Rhodes, Professor Jones taught a postgraduate course and moderated the department's annual "Grad Day" (a one-day conference in which all the presentations are from the Department's Honours and Masters students).

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- Professor Cliff Jones of the Department of Ichthyology and Fisheries Science (DIFS) hosted two workshops. The first was In October/November with participants from BOKU University (Austria), Makerere University (Uganda), Eldoret University (Kenya), Mzuzu University (Malawi), the Official University of Bukavu (DRC) and Rhodes University (representing South Africa), and the second from 5-7 November 2019) with research partners from Alfred Wegener Institute (Germany), University of University of Las Palmas de Gran Canaria (Canary Islands), France Haliotis (Brittany, France) and with local representation from South Africa.
- The Department of Chemistry hosted Professor Len Barbour, who holds a DST/NRF SARCHI Chair at Stellenbosch. He also presented the Department's annual Barker Lecture.
- In the Department of Botany, Professor Brad Ripley of the Department of Botany hosted Dr Henning Nottebrock from University of Bayreuth, Professor Charles Mtengwa from University of Fort Hare and Dr Sandy Steenhuisen from the University of the Free State. Professor Susi Vetter hosted Drs Mark Olson and Julieta Rosell Garcia (National University of Mexico) as Hugh Kelly Fellows. They collaborated on thicket-savanna dynamics.
- In the Department of Biochemistry & Microbiology, Professor Rachel E Sipler of Memorial University, Canada visited Professor Rosie Dorrington's research group from October 14-27. Professor Annie Newell-Fugate from Texas A&M in the USA visited Dr Branden Wilhelmi's group in October.
- The Department of Information Systems hosted Mr Farhan Aleem from the University of Leicester (UK). Mr Aleem was an Erasmus+ visitor. He visited for a week and engaged with the departmental technical staff, as well as the networking team form RU I&TS. Strategies and technical knowledge were shared, mainly in the areas of public cloud services and campus wide networking infrastructure. Mr Aleem also presented a guest lecture to the staff and postgraduate students on Network Security.
- The Black Lawyers Association (BLA) student chapter, in the Law Faculty, hosted Advocate Thuli Madonsela in September 2019.

Rhodes University African Studies Centre (RUASC)

One of the significant achievements for the University was the establishment and launch of the African Studies Centre in partnership with the University of Bayreuth in Germany and three other African universities. Rhodes University was awarded a University of Bayreuth (UBT) African Cluster Centre (ACC), as part of UBT's *Africa Multiple* Centre of Excellence in October 2019. It is one of the four such African Cluster Centres; the others are Université Ouaga I, aka Joseph Ki-Zerbo University (Ouagadougou, Burkina Faso), Moi University (Eldoret, Kenya), and the Institute of African and Diaspora Studies at the University of Lagos (Lagos, Nigeria).

The purpose of the RUASC is to support and promote high-level partnerships with UBT and related partners in academia and industry with a view to facilitating interdisciplinary research and teaching, between and among the collaborating institutions.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

Among other things, the Centre will:

- identify opportunities for increasing staff and student mobility between Rhodes University and the University of Bayreuth respectively as well as between partners in the Africa Multiple Cluster system;
- continue to develop opportunities for joint PhD candidatures and Postdoctoral fellows in partner institutions;
- identify and conduct research and other intellectual collaborative projects in furtherance of joint objectives and of interest to the parties;
- develop strategies to approach such opportunities, including approaching them independently or together where and when appropriate;
- facilitate the development of proposals and offers for individual opportunities, including exploring possibilities for grants and other forms of funding.

African Research Universities Alliance (ARUA) Centre for Water

Initially announced in 2018, the Institute of Water Research (IWR) hosting of the African Research Universities Alliance (ARUA) Water Centre of Excellence (CoE), was officially launched in 2019. The Institute is led by Professor Tally Palmer as the Water CoE Director, and Dr Jane Tanner (Rhodes IWR) and Professor Zerihun Woldu (Addis Ababa University, Ethiopia) as co-directors. The CoE comprises eight university-based nodes in seven countries: Addis Ababa University, Ethiopia; University Rwanda, Rwanda; University Cheikh Anta Diop, Senegal; Dar es Salaam University, Tanzania; Makerere University, Uganda; University Lagos, Nigeria; University Cape Town, University of KwaZulu-Natal, and Rhodes University (the CoE hub), South Africa. Attended by Professor Ernest Aryeetey, ARUA Secretary General, the launch was part of an Inception workshop from 26-30 May 2019, where all the CoE nodes were represented and a strong, vibrant network emerged from the process. The workshop collectively agreed on the research focus and direction, the principles of collaboration, and the process of building a directory of CoE researchers and their expertise.

Community Engagement and our place in Makhanda/Grahamstown

Our University continues to make a distinctive contribution in the life of our surrounding community. As a university, we have committed ourselves to playing our role in creating a better Makhanda/Grahamstown for all. We have underscored this commitment by repeatedly emphasising that our University is not just in Makhanda/Grahamstown but is also of and for Makhanda/Grahamstown.

Our university is the largest source of employment and contributes the highest percentage in the GDP of Makhanda/Grahamstown. Our future, as Rhodes University, is inextricably bound up with that of the greater Makhanda/Grahamstown community. It is in recognition of this inescapable reality that on 30 July and, again, on 16 September 2019 we convened a civil society forum to harness the collective energy, creativity and resourcefulness of our community to contribute towards creating a sustainable future for our city.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

We have stitched together this civil society forum which comprises a diverse cross-section of stakeholders in Makhanda/Grahamstown. We cannot leave our future in the hands of others. We must take charge of our destiny. This forum is a platform for common purpose and action. In the midst of gloom, pessimism, cynicism and despair, we need to create a sense of hope and optimism for a better and sustainable city. It is in our own best interest that we contribute towards creating a strong, vibrant and sustainable Makhanda/Grahamstown.

What we have committed ourselves to is a big, bold and daunting undertaking. Failure is not an option. Fear of failure should never drive us to take refuge in the safety and placidity of inaction. Our involvement with our local community is not an act of charity but a recognition of our common humanity and shared destiny.

Community Engagement has, over the years, developed into a critical platform to embed our University in the life of the greater Makhanda/Grahamstown community. Our Community Engagement has become the best model in our higher education system and many universities send their staff to observe and learn from Rhodes University.

Through our Community Engagement activities we endeavour to “take knowledge beyond the confines of the academy into a variety of social domains”. In this way, our knowledge is tested and enhanced, our scholarship enriched and the socio-economic condition of our surrounding communities improved. In the process, we gain new and deeper insights into the pressing and complex challenges facing our surrounding communities, and a more deeply nuanced view of the wider patterns of the society in which we are located. In addition to serving as a vehicle for our University to discharge its social responsibility, Community Engagement is critical in the shaping of attitudes and values that should make our graduates critical and engaged citizens; graduates who cannot just be content to see our society or the world as it is but can imagine a better society and a better world and can work with passion and conviction to create a more just, a more humane, a more equitable, a fairer and a more compassionate society and world.

Our Community Engagement activities are many and varied. They range from supporting learners succeed at our local high schools through the nine-tenths mentoring programme, to supporting reading clubs, to working with hospices and homes for the aged. These activities afford our students opportunities to contribute to the betterment of our surrounding communities while at the same time experiencing a different kind of learning that cannot be experienced in a formal classroom setting. A total of 2 187 students were involved in CE learning programmes, including service learning courses, for the year 2019.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

Some of the activities and events achieved in 2019 include:

- *The Engaged Citizen Programme*. This is the largest student volunteer programme in which students work with community organisations around Grahamstown/Makhanda. Some 301 trained student volunteers worked weekly with 24 community organisations.
- *Budding Q Programme*. This is a programme working in partnership with students in the Department of Psychology who support some 344 Grade R children in 7 schools. Some 75 trained Department of Psychology students conduct assessments on the Grade R learners.
- *Siyakhana @Makana*. This is a community engagement programme that involves Halls and Residences in a variety of activities with our Community partner organisations.
- *Nine-tenths Programme*. This is a learner-mentoring programme in which Rhodes University student volunteers mentor learners in Grade 12 in three local schools. 110 student mentors met with these learners every week during term time in 2019.

In partnership with a well-established and highly regarded NGO, GADRA Education, we have made a tangible intervention in the quality of Grade 12 passes in some of our local schools. The number of Bachelor level passes has increased significantly and many of these learners have been afforded opportunities to study at Rhodes University. Another exciting programme that our University runs with GADRA is the student academic bridging programme. Selected learners at the GADRA Matric School are given an opportunity to take a first year course at Rhodes University. GADRA provides tuition for these students. In this way, they are able to improve some of their Grade 12 subjects while at the same time completing a course or two at University level. The pass rates among these learners in their university courses are very impressive. We are deeply indebted to the Board of GADRA, Dr Ashley Westaway and Ms Margie Keeton for this very productive partnership with GADRA.

One of the notable highlights of our Community Engagement Division was the successful launch of the Social Innovation Hub in June 2019. The Hub is part of the European Union's Common Good First Project. It is a platform created to identify, showcase and connect social impact projects locally and across the globe. It is a digital storytelling resource that aims to make technologies and resources required to make digital stories freely available to anyone who would like to share their story or explore a novel method of collective knowledge-building. This initiative, funded by the EU Erasmus+ funding, is a partnership between six South African universities (those of Rhodes, Nelson Mandela, the Free State, Johannesburg, North-West and the Western Cape) and five European universities (Glasgow Caledonian in Scotland, Roskilde in Denmark, the South East in Norway, Alicante in Spain, Reykjavik in Iceland). The launch was attended by, among others, Julie Adair, the Project Manager of the Common Good First Project from Glasgow Caledonian and Darelle van Greunen, Director of the Centre for Community Technologies at NMU.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

Institutional Research, Planning and Quality Promotion not in header

Assuring educational provision that meets appropriate standards of quality is of critical importance. Our Institutional Research, Planning and Quality Promotion Division has the overall responsibility of providing support to Faculties and academic Departments in the achievement of this objective. The Director, Dr Remy Nnadozie also interacts with external quality bodies regarding all issues of quality assurance of our courses. Among other things, the Division coordinates all review of our programmes, ensures the coherence of our Programme Qualification Mix (PQM) and oversees the approval, registration and accreditation of our new programmes.

Our Division of Institutional Research and Quality Promotion was significantly enhanced by the arrival in July 2019 of Ms Masego Mabaso as the Manager: Institutional Research, Planning & Quality Promotion.

Some of the highlights for the year under review include:

- Coordinating and driving the process of developing and submitting for approval by Council of the University's student enrolment plan for the period 2020 – 2025;
- Coordinating the process of preparing a Self-evaluation Report (SER) for the Council of Higher Education (CHE) Doctoral Review;
- Preparing and submitting for approval the University's mid-year and Annual Performance Plans;
- Management of quality assurance processes of applications of new programme in order to ensure compliance with internal and external accreditation requirements.

Advancing equity and transformation

The advancement of the transformation and equity imperatives of our University continued to receive much attention in 2019. The Office of Equity & Institutional Culture continued the engagements with academic departments, support divisions and research institutes, units and centres to facilitate meaningful and sustainable transformation process which is a *sine qua non* for excellence.

In line with the social justice and human rights commitment of our University, upholding and entrenching an institutional culture that is free of sexism, racism, homophobia, transphobia, xenophobia and all forms of bigotry, prejudice, discrimination and chauvinistic behaviour remain at the forefront of all that we do. Sustaining an institutional environment in which all students and staff are free to be who they are is of paramount importance to our University. A wide range of educational and awareness-raising activities was undertaken in 2019 to give concrete expression and effect to these institutional commitments.

Our Faculties and academic departments intensified their efforts and activities directed at curricula review, innovation, transformation and 'decolonisation' with a view to providing an engaging and rewarding educational experience for our students. In both course content and pedagogical approaches and practices, the emphasis is on ensuring that different kinds of 'knowledges' from diverse parts of the globe are incorporated in the teaching and learning experiences of our students.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

Personal and Professional achievements of Staff and Students

Once again, in 2019, our students and staff flew the flag of our University with great honour and distinction. Their achievements were recognised nationally and internationally. These include:

- Distinguished Professor Tebello Nyokong was honoured with an honorary degree, Doctor of Science, by Western University in Canada on 13 June 2019. This was Professor Nyokong's 5th honorary doctorate. She was also recognised with the Lifetime Achievement Award of the International Society of Porphyrins and Phthalocyanines, a recognition that will be formally awarded in New York in 2020.
- Distinguished Professor Christopher McQuaid was awarded a Lifetime Achievement Award for service and contributions to Marine Science by the 2019 International Temperate Reef Symposium held in Hong Kong.
- Distinguished Professor Catriona Macleod was named as first runner-up in the category of Distinguished Woman Scientist in the Human and Social Sciences in the South African Woman in Science Awards ceremony held on 15 August 2019. She was also a member of the team from the International Women's Health Coalition reporting to the US Senate, House of Representatives and Congress on their work on the impact of the Trump Global Gag Rule.
- Dr Ulandi du Plessis, a postdoctoral fellow in Distinguished Professor Catriona Macleod's SARChI Chair, was the winner of the international postgraduate prize of the POWES (Psychology of Women and Equalities Section of the British Psychological Society) and the *Feminism & Psychology Journal*, for her outstanding scholarly paper submitted to the Society's international conference.
- Professor Janice Limson was recognised by the Department of Science and Technology Intellectual Property Office as one of the top intellectual property creators in the country, at a ceremony in Johannesburg presided over by the Minister of Science and Technology. The award carries with it a R600 000 innovation grant.
- Professor Craig Peter of the Department of Botany was awarded the Botanical Society of South Africa's Stella Petersen Education Award. The award is for any person who has made a significant contribution to the promotion of environmental education which focuses on the flora of southern Africa.
- The Deputy Vice-Chancellor: Academic & Student Affairs, Dr 'Mabokang Monnapula-Mapesela, co-authored a chapter titled: "Reimagining curriculum development and the role of academic developers in a university of technology in the post-colonial setting", in *Re-Imagining Curriculum Spaces for Disruption* edited by Lynn Quinn.
- The Deputy Vice-Chancellor, Dr 'Mabokang Monnapula-Mapesela, was invited to participate in the ACU Round Table Discussion on "*Inclusion - Equality, Equity, Gender Based Violence and women participation in STEM*", hosted by HRH Duchess of Sussex Meghan Markle at the University of Johannesburg on 1 October 2019.
- Dr Nicola Pallitt was part of a panel for SAGE Method Space on the topic of *How to Nurture the Researchers of Tomorrow* about supervision, drawing on her learning from the Strengthening Postgraduate Supervision course. This international webinar was attended by hundreds of participants worldwide. Recording at: <https://www.youtube.com/watch?v=gvxI57q2oI0&t=4s>

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- The Deputy Vice-Chancellor, Dr 'Mabokang Monnapula-Mapesela, was invited as a guest editor for the *Journal Educational Research for Social Change*.
- Corinne Knowles was appointed by Minister of Higher Education and Training Dr Naledi Pando as a member of a ten-person Ministerial Task Team on Sexual Harassment and Gender-Based Violence and Harm in the Higher Education Sector. The Task Team, chaired by the Vice-Chancellor of Nelson Mandela University Professor Sibongile Mutwa, advises the Minister on how to contribute to the prevention of sexual harassment and sexual violence at universities.
- Professor Lynn Quinn was appointed to the Council of the Higher Education Quality Council (HEQC) for 2019 to 2021.
- Team E-Smart - Nobuhle Ndebele, Lindokuhle Nene, Reitumetse Nkhahle and Gauta Matlou won the 2019 Hult Prize Challenge held at the Brookhouse International School in Nairobi, Kenya, 19 to 20 April 2019. They were coached and guided by Dr Tshidi Mohapeloa.
- Mr Tariq Blecher, Miss Lerato Sebokolodi and Mr Benjamin Hugo, postgraduate students, were Principal Investigators (PIs) of proposals selected by the South African Radio Astronomy Observatory to use the MeerKAT radio telescope for several months. They are three of only five postgraduate Principal Investigators (PIs) students of the projects accepted by the SARAO. We are immensely proud of our students, and Professor Oleg Smirnov and his team for leading them in this exciting area of national research.
- Dr Teresa Pidduck, who completed her PhD in Taxation under the supervision of Professor Lilla Stack, received the SAIPA Accountancy Top Achievers Award (PhD-Taxation category) for 2019. This was the third successive year for a PhD student supervised by Professor Stack to receive this award. The previous two were Dr F Schneider and Professor Jackie Arendse.
Mr Ludwe Alex Gcingca: 2019 PGDip Enterprise Management Part Time Student: Honoured with an award by South African Union of Students in the category "Individuals who have contributed towards assisting students with outstanding tuition fees; who have provided platforms of scholarship and opportunities aimed and lifting young student, graduates and communities respectively." This took place at the SAUS National General Council (NGC) Gala Dinner on the 26 July 2019 (University of Western Cape, Cape Town). The award was for his work in securing bursaries for 25 deserving University of Fort Hare students. The bursaries were obtained from UFH alumni and the Motsepe Foundation.
- Mr Hiten Keshave, alumnus of the Department of Accounting and Rhodes Business School was nominated as one of SAICA's Top 35 under 35 for 2019.
- Professor Emeritus Kate Rowntree of the Department of Geography was made a Fellow of the Southern African Association of Geomorphologists at their Biennial Conference on 17 September. Only two such awards have been made since 2005.
- Ms Miriam Mattison (Human Kinetics & Ergonomics) won the Award for the best research paper at The Fourth African Symposium on Human Factors and Aviation Safety (ASHFAS 2019) and the Fourteenth Ergonomics Society of South African Conference (ESSA 2019).
- Ms Desidre Coopasamy of the Department of Accounting was nominated as one of SAICA's Top 35 under 35 for 2019.
- Professor Emeritus Andrew Buckland was awarded the Fleur du Cap Theatre Award for Best Performance by a lead actor for his role in *Endgame*.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- At the South African Pharmacy Council conference (3-5 October 2019) Professor Rod Walker was awarded the Academic Pharmacist award for his contribution towards Pharmacy and Pharmacy Education in South Africa.
- Professor Jackie Arendse, Head of Department of Accounting, was honoured as an Honorary Fellow of the South African Institute of Tax Professionals (SAIT) in November 2019. The fellowship is awarded to individuals in recognition of their noteworthy service to the tax profession. In Professor Arendse was recognised as a prominent individual with a sustained record of valuable contributions to the taxation field.
- Ms Fiona Drummond received the Founders' Medal for the best Master's thesis by the Economics Society of South Africa for her dissertation entitled "Cultural clusters as a local economic development strategy in rural, small town areas." Professor Jen Snowball was her supervisor.
- Dr Remy Nnadozie, the Director: Institutional Research, Planning and Quality Promotion, was nominated by the Department of Higher Education & Training (DHET) as a critical reader of Annual Enrolment Planning Reports as part of its Annual Performance Targets.
- Dr Eduard Jordaan of the Department of Political and Industrial Relations published *South Africa and the UN Human Rights Council: The Fate of the Liberal Order*, Routledge Publishing Company.
- *Lessons from the Kalahari: Tracking Teachers' Professional Development* edited by Associate Professor M Hendricks (ISEA) and Dr G Harrison (former Director CSD) was published.

Vice-Chancellor's Distinguished Awards

The Vice-Chancellor's Distinguished awards recognise and celebrate excellence in research, teaching and learning, and community engagement. These awards serve as a recognition and reward for individuals who have gone beyond the standard practice in advancing our University's mission. In 2019, a new award, the Vice-Chancellor's Distinguished Achievement Award, was instituted to recognise a staff member who has made an extraordinary and distinguished contribution that builds and supports the intellectual work of the University, the sector, and the national and international community of scholars, thereby significantly advancing the reputation of the institution, and which is not adequately recognised by existing Vice-Chancellor's awards. This is intended to be a prestigious award of the highest status in the University, awarded sparingly.

The Vice-Chancellor's Book Award recognises a recent book published by a current staff member, which advances knowledge and understanding, and brings undoubted credit to the University by virtue of the contribution it makes to scholarly literature, or the discipline within which it is authored.

- The recipient of the inaugural Vice-Chancellor's Distinguished Achievement Award is Professor Justin Jonas of the Department of Physics and Electronics. He has been called the "Spiritual Guru" of the SKA (Square Kilometre Array Telescope), having been one of the originators of the concept. He became the project scientist in 2001, where his serious contribution commenced as a mix of visionary, scientist, politician, design engineer, and salesman. He has been a key figure in the design and construction of the 64-dish MeerKAT radio telescope array at Carnarvon, Northern Cape. The full-scale multinational SKA is expected to be completed by 2027, will cost in excess of €2 billion, and will be counted amongst the largest scientific instruments ever built.
- The recipient of the Vice-Chancellor's Distinguished Research Award (in the age group 40 and below) is Dr Gladman Thondhlana of the Department of Environmental Science.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- The recipient of the Vice-Chancellor's Distinguished Senior Research Award is Professor Makaiko Chithambo of the Department of Physics and Electronics.
- The recipient of the Vice-Chancellor's Distinguished Teaching Award (in the category of ten or fewer years' experience) is Ms Thina Maqubela of the Department of Statistics.
- The recipient of the Vice-Chancellor's Distinguished Senior Teaching Award is Mr Chris Upfold of the Department of Information Systems.
- The recipients of the Distinguished Vice-Chancellor's Community Engagement Award are Dr Jono Davy, Mr Andrew Todd and Mr Ben Ryan.
- The recipient of the Vice-Chancellor's Book Award is Professor Sam Naidu of the Department of Literary Studies in English, for her monograph (co-authored with Professor Elizabeth le Roux of the University of Pretoria) entitled "*A Survey of South African Crime Fiction: Critical Analysis and Publishing History*" (UKZN Press, 2017).

Graduation ceremonies

Graduation ceremonies are a major highlight in the University's calendar of events. In April, we celebrated with our graduating students and their parents, guardians and families as they received their degree/diploma certificates. In the 6 ceremonies, 2321 students graduated. Of these, 1261 (or 54%) were undergraduate Bachelor's degrees and 1060 (or 46%) were postgraduate degrees and diplomas. Of the 1060 postgraduate students, 230 received their Master's and 89 their Doctoral degrees.

Of the 2321 graduates, 61% were women and 19% were international students. The youngest graduate was a mere 20 years old (a bachelor's degree recipient) and the oldest was an 81 year old recipient of an honours degree. One of the doctoral graduates was 77-year-old Dr Yvette Van Wijk, who last graduated at Rhodes in 1961.

One of our doctoral graduates, Dr Victor Tichaona Pesanayi passed away of multiple myeloma just five days after his graduation.

In these graduation ceremonies, we also recognised, honoured and celebrated five remarkable people by conferring honorary degrees on them. The recipients of the University's honorary degrees were Professor Pumla Gobodo-Madikizela, Professor Emeritus George Ellis, Chief Oyenike Okundaye, Professor Glenda Gray and Professor Ian Scott. In the 2019 graduation ceremonies, we also acknowledged and celebrated the recipients of the 2018 Vice-Chancellor's Distinguished Awards for Research (Professors Caroline Khene and Brett Pletschke), Teaching & Learning (Dr Karen Ellery and Dr Siphokazi Magadla), and Community Engagement (Professor Tally Palmer).

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

Keeping contact with our alumni

Our alumni are an important part of our Rhodes University family. We owe much of what we are to their continued commitment and investment in our University. Many of them engage the University in various ways and they contribute to initiatives that support the University. There has been a steady and healthy growth in their individual giving patterns. We are grateful to have had enduring relationships of this nature with many of our alumni. Some Old Rhodians have been giving regularly since 2004. The monthly amounts and in some instances, annual amounts, have been invested well under the custodianship of our Board of Governors. Similarly, the stream of Old Rhodians coming back to the University every year to teach, to mentor, to 'adopt a student', and generally to give of their time and knowledge, beyond monetary support, has been a significant source of inspiration for our students, and all of us. We are also indebted to our alumni for the magnificent ambassadorial roles that they play to market the University, as well as to open doors for the University for strategic projects at the relevant platforms.

We continuously seek to innovate ways to broaden and deepen constituent engagements and enhance the relations with alumni. In our 2019 alumni reunions, we encouraged them to start and formalise Alumni Chapters around the world. We are also committed to launch an interactive and dedicated online platform to connect our alumni across the globe and link them to the University in a more effective and versatile manner.

The sudden and untimely death of our Senior Alumni Relations Officer, Ms Terryll McCarthy, who was driving all our alumni activities was a huge shock and a great loss for us.

Some of the activities undertaken to keep contact with our alumni and to update them on the developments at their *alma mater* included:

- The annual reunion dinners and legacy lunches hosted by the Chancellor and/or Vice-Chancellor in the major cities of Cape Town, Johannesburg and Durban;
- Home visits to our alumni who can no longer participate in the group dinners or legacy lunches;
- A special homecoming reunion for the 1980-1995 cohort held on campus;
- A special 50-year reunion for a group of pharmacy graduates held in Cape Town;
- Reunions held in Perth, Ontario and UK;
- The Rhodes Business School formed partnerships with three Old Rhodians viz. Johanna Mukoki, Charles Faul and Bruce Howard;
- Intombi YeSizwe scholarship, launched by a group of young alumni friends last year, entered its second year.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

Rhodes University Distinguished Alumni Award recipients

Through the award of the Rhodes University Distinguished Alumni Award, our University recognises, honours and celebrates its alumni who have distinguished themselves in our society and beyond. The aim of the award is to honour alumni who through their individual actions, achievements and selfless service to humankind, have enhanced the reputation of the University. It is intended to acknowledge the recipients as outstanding role models for current and future generations of Rhodes students. The criteria for consideration for the award are that the recipient should personify the attributes that Rhodes University seeks to cultivate in a leader. Recipients should also have actively demonstrated their support for the University.

The 2019 Distinguished Alumni Award recipients are:

- Professor Roger Brooke
- Ms Johanna Mukoki
- Judge Kathleen Satchwell
- Mr Popo Mfubu
- Mr Zukisa Pityana

We extend our heartiest congratulations to the recipients of the 2019 Rhodes University Distinguished Alumni Award and wish them well in all their future endeavours. We thank them for flying the flag of our University with great honour and distinction.

Challenges

The University faces a number of challenges which need to be addressed lest they impact on its unrivalled position as an institution of exceptional academic excellence. Some of these are:

- *Financial sustainability.*

We have mentioned the challenges that will result from the convergence of the COVID-19 pandemic and the sovereign ratings downgrade of the South African economy to sub-investment grade status. While in the short-term government might be able to honour its funding commitments made to universities, it remains an open question as to whether in the medium to long term this will remain so.

The University needs to increase third-stream income. An institutional Third Stream Income Workshop held in October 2019 helped develop a common understanding of how to build third-stream income effectiveness in order to support the University. The Donor Recognition & Stewardship Policy was approved by Senate and Council in 2019. This policy should assist in our advancement initiatives.

- *Research Concentration risk.*

The University relies on a small number of highly productive researchers who produce the bulk of research. Some of these highly productive researchers will be retiring in the next few years.

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- *Municipal services.*
Makana Municipality represents a risk to the life of our University. Its inability to provide reliable supplies of essential services such as water, sanitation and electricity places the University at a significant risk. Poor maintenance of the roads infrastructure also poses a significant risk for the University and the surrounding community.
- *Maintenance backlog.*
The University's maintenance backlog is upward of R2 billion. Many old buildings, including residences require significant investment in their maintenance.
- *Filling of vacant academic positions takes long.*
There is a combination of issues that make filling of vacant positions difficult. This includes limited school spaces for children of prospective staff, limited employment opportunities for spouses/partners of prospective staff, unaffordable housing prices, inadequate staff remuneration. In 2019 the University invested R20m to augment academic staff remuneration.
- *Non-return of students who are in good academic standing.*
Over the past few years we have observed a phenomenon in which students who are in good academic standing who should be returning to proceed with their studies decide not to return. Some work has been done over the past two years to gain some insight into this phenomenon. Other universities are experiencing the same pattern. Further work needs to be done to arrest this situation.

To the extent possible, the University Senior Leadership Team is taking all necessary measures to mitigate and manage the impact of these risks to the University.

In memoriam...

During the 2019 academic year, we lost a number of the members of our University family. These include:

- Mr Lonwabo Diniso, who was a kitchen attendant Kimberley Kitchen;
- Mr Zankhanyo Mazeka, a third year Science student;
- Professor Alexius Amtaika, a Professor in Politics & International Studies, and his daughter Ms Wala Sibutha, a student in the Faculty of Commerce;
- Mr John McNeill, a former lecturer in Information Systems;
- Dr Victor Tichaona Pesanayi passed away of Multiple Myeloma just five days after graduating with a PhD;
- Mr Nkcubeko Balani, a fourth-year Law student;
- Marshall Nyaungwa, a BA(Hons) graduate of Rhodes University and an MA candidate in Political & International Relations;
- Professor Sydney Brenner, Nobel Laureate and Honorary Graduate of Rhodes University. He was 92;
- Ms Khanyisile Mel Mboya, a Political and International Studies graduate;

8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND ADMINISTRATION (continued)

- Poloko Sindiso Ngaba, a Political and International Studies PhD Candidate, who passed away after a long battle with breast cancer;
- Dr Allan Gray, a highly respected alumnus of our University who contributed generously to our University's academic endeavour;
- Ms Terryl McCarthy who was the Senior Alumni Relations Officer;
- Mothudi Matjila, a second-year Humanities student;
- Mr Tony Long who was our Registrar: Finance & Operations until his retirement in 2009; and
- Ms Andrea Eva Mulder who was a technical officer in the Department of Psychology until her early retirement in 2017.

As long as we live, they too will live, for they are now a part of us as we remember them². May their souls rest in eternal peace.

Our University was touched uniquely by the death of Ms Uyinene Mrwetyana on 24 August 2019. Uyinene, a first-year student at the University of Cape Town, was the daughter of our Director: Student Affairs, Mrs Nomangwane Mrwetyana. Her senseless, brutal, cowardly and callous murder at the hands of a Post Office employee brought into sharp focus the pernicious scourge of sexual and gender-based violence in our society.

Conclusion

On every measure, 2019 has indeed been an exceedingly productive and successful one for our University. We are pleased that our University remained true to, and pursued with courage and conviction, its higher social purpose of transforming lives for the better, transforming our society for the better and transforming our world for the better. Across a range of indicators, our University has achieved much. Guided by the principles of excellence, innovation, sustainability and social impact as our lodestar, we remained true and faithful to our mission to consolidate our position as a place that inspires hope, a place that nurtures imagination, and a place that awakens creativity, and a place where ideas matter. As documented above, our University has been able to discharge its hallowed purpose and mission to advance knowledge through research, teaching and learning and community engagement. We are indeed a place of knowledge – *indawo yolwazi*.

Our greatest strength, as an institution, is the quality of our staff – both academic and administrative support staff. It is their loyalty, dedication, commitment and hard work that have enabled us to build and sustain this fine University as a place of knowledge and a place of opportunity for all. We owe our success to the steadfast commitment, passion, hard work and dedication of our staff and students.

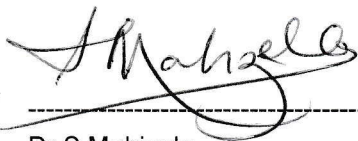
We are deeply indebted to our University Council and the Board of Governors for their support, counsel and guidance. Our Deans play a crucial role in the leadership of our University. We are greatly appreciative of their huge contribution.

² We Remember Them, by Sylvan Kamens & Rabbi Jack Riemer.

**8. VICE-CHANCELLOR'S REPORT ON MANAGEMENT AND
ADMINISTRATION (continued)**

We would not have been able to achieve much of what we have recorded above were it not for the kind and generous support of our funders, donors and alumni, staff and students who contribute to our fundraising efforts. And, of course, the funding we receive from the hard-pressed taxpayers of our country through the appropriation by our national government is acknowledged with much appreciation.

We are well-poised to take the next steps further to strengthen our University's position as a distinct and distinctive place of higher learning. We look forward to 2020 with great excitement, confidence and optimism that we will once again make our contribution for the greater common good. Whatever challenges there may be ahead of us, we are more than equal to them.



Dr S Mabizela
Vice Chancellor
Date: 11 June 2020

9. SENATE'S REPORT TO THE COUNCIL

9.1 Composition of Senate & Attendance of Meetings in 2019

The Senate in terms of the Statute of Rhodes University is accountable to the Council for the teaching, learning, research and academic functions of the University, and all other functions delegated or assigned to it by the Council.

The SENATE of Rhodes University is comprised as shown in Table 4.

Constituency	Number of Representatives
Management	4
Academic Professors	67
Deans	6
Deputy Deans	7
Heads of Departments	17
SRC Representatives	6
Senate Academic Representatives	6
Other (institutes/centres)	12
Administrative Staff Representatives	2
Hall Warden Representatives	2
In attendance members	9
Total Members	138

Table 4: Composition of Senate of Rhodes University

Senate Committees:

Senate Executive Committee
Senate Examinations Committee
Honorary Degrees Committee
Nominations Committee
Constitution Committee
Institutional Planning Committee
Research Committee
Wellness Committee
Ethical Standards Committee
Financial Aid Committee
Teaching & Learning Committee
Library Committee
IT Steering Committee
Student Services Committee
Board of Residences
RU Environmental Committee
Disciplinary Committee
Health & Safety Committee
Equity & Institutional Culture Committee
Naming Committee
Community Engagement Committee
Internationalisation Committee

Faculty Boards:

Humanities Faculty Board
Science Faculty Board
Law Faculty Board
Education Faculty Board
Commerce Faculty Board
Pharmacy Faculty Board

9. SENATE'S REPORT TO THE COUNCIL (continued)

Summary of Attendance of Meetings of Senate in 2019

Senate 2019					
29 March	7 June	23 August	18 October	15 November	Average % Attendance
51%	48%	43%	45%	45%	46%

9.2 Major decisions of Senate in 2019

At its meetings in 2019, Senate NOTED that all faculties had recommended approval of the Rhodes University Honorary Degrees Policy, and thus RECOMMENDED FOR APPROVAL the Honorary Degrees Policy to Council.

Senate APPROVED a proposal that all postgraduate students, prior to submitting their theses, should have registered for an ORCID and that this requirement be added to the Higher Degree Guide.

Senate RECOMMENDED FOR APPROVAL the proposed changes in respect of the alignment of the Rhodes University Programme and Qualification mix.

Senate RECOMMENDED FOR APPROVAL the process flowchart for application for new programmes.

Senate APPROVED the upgrade to PhD for the following candidate: Mr Reuben Thifhulufhelwi (16T8577) in the Department of Education (Full thesis).

Senate RECOMMENDED FOR APPROVAL the proposal to rename Hilltop Hall to Hugh Masekela Hall. Senate RECOMMENDED FOR APPROVAL the change of name from Jan Smuts Hall to Solomon Mahlangu Hall.

Senate RECOMMENDED FOR APPROVAL the proposal to confer the title **Professor Emeritus** on the following: Professor R Harmer - in the Department of Geology from 1 May 2015 and retires December 2019; Professor GJ Euvrard - in Education from 2005 and retires in December 2019; Professor P Bischoff - in the Department of Politics and International Studies from 2007 and retires in December 2019.

Senate RECOMMENDED FOR APPROVAL the proposal to confer the title **Associate Professor Emeritus** on the following: Associate Professor L Steenveld - in the School of Journalism & Media Studies in 2009 and retires in December 2019; Professor JJ Roodt - in the Department of Sociology and Industrial Sociology 2010 and retires in December 2019.

Senate APPROVED the following appointment as Head of Department: Professor R Simango Department of English Language and Linguistics July 1 2019 – June 30 2022

Senate APPROVED the appointment of Professor A Garman as Acting Head of School of Journalism and Media Studies for the period July 1, 2019, to December 31 2019, and Professor H Dugmore as Deputy Head of School for the same period.

Senate APPROVED the appointment of Professor C Young as HoD of the Department of Psychology, from 1 July 2019 to 30 June 2022.

Senate RECOMMENDED FOR APPROVAL to Council the Protocol for the Election of Deans.

Senate RECOMMENDED FOR APPROVAL the Rhodes University Quality Assurance Framework for Teaching & Learning.

9. SENATE'S REPORT TO THE COUNCIL (continued)

Senate RECOMMENDED FOR APPROVAL the Rhodes University Policy Volume on Teaching & Learning.

Senate RECOMMENDED FOR APPROVAL to Council the Policy and Draft Terms of Reference for Research Ethics on Animal Subjects.

Senate RECOMMENDED FOR APPROVAL to Council the revised Rhodes University Language Policy

Senate RECOMMENDED FOR APPROVAL to Council the Policy on Eradicating Unfair Discrimination and Harassment, other than Sexual Offences.

Senate RECOMMENDED FOR APPROVAL the Policy on Naming and Renaming Buildings, Facilities and Academic Units and Structures.

Senate RECOMMENDED FOR APPROVAL the Donor Recognition and Stewardship Policy.

Senate APPROVED the Policy on Eradicating Unfair Discrimination

Senate RECOMMENDED FOR APPROVAL the Policy on Emergency Access

Senate APPROVED a change to the Identity Management Framework. A member queried a footnote which stated those members of staff on Grades 1-5 needed internet access only where relevant. The DVC: R&I responded, stating that the footnote was badly worded and would be removed. He assured Senate that staff members on all grades had access to the internet via eduroam.

Senate RECOMMENDED FOR APPROVAL to Council the proposal that Afrikaans be offered as a two-year major in 2020, on the understanding that the course would be re-curriculated and a staff member at the level of Associate Professor be recruited.

Senate RECOMMENDED FOR APPROVAL to Council the revised proposal for the location of the Neil Aggett Labour Studies Unit (NALSU) in the Department of Sociology, noting that the Council-funded post would remain in the ISER.

Senate RECOMMENDED FOR APPROVAL to Council the following Honorary Appointments:

Person	Department	Appointment
Professor Ioannis Liritzis	Physics	Honorary Professor
Dr Katy Nicaastro	Zoology & Entomology	Research Associate
Professor Karen Renaud	Information Systems	Visiting Professor
Dr Henry Roman	Biotechnology Innovation Centre	Professional Associate
Dr Yvette van Wijk	Anthropology	Research Associate
Justice Azhar Cachalia	Law	Visiting Professor
Dr Bongumusa Zuma	Pharmacy	Visiting Fellow
Dr Vatiswa Henge-Daweti	Pharmacy	Clinical Fellow
Dr Nishlyn Ramanna	Music	Senior Research Associate
Professor Harry Dugmore	Journalism	Senior Research Associate

Senate APPROVED the proposal to re-form the Timetable Committee, to be constituted as follows:

- DVC: Academic & Student Affairs
- Deans of Faculties or alternatively Deputy Deans as nominated by Dean
- Director: Institutional Research, Planning & Quality Promotion

9. SENATE'S REPORT TO THE COUNCIL (continued)

- Director I&TS or representative
- Registrar

Senate APPROVED the alignment in respect of university practices and rules concerning Doctoral processes: appointment of external examiners.

Senate APPROVED the following calendar entries for 2020:

Senate APPROVED the General Rules for Degrees Diplomas and Certificates 2020 subject to the correction below:

- G28.1: should move to G.27
- The need for three bound copies of a thesis to be removed

Senate APPROVED the calendar change with respect to rule C20.

Senate APPROVED the proposed amendments to the Faculty of Science calendar entry.

Senate APPROVED the proposed amendments to the Department of Afrikaans and Netherlandic Studies calendar entry.

Calendar Changes: Faculty of Humanities

Postgraduate Diploma in Heritage Management

Department of African Language Studies

Department of Classical Studies

Department of Chinese Studies

Department of Sociology

Department of Politics and International Studies

Department of French Studies

Senate APPROVED the proposed amendments to the following departmental/research institutes and units calendar entries:

Biochemistry and Microbiology

Biotechnology Innovation Centre

Botany

Chemistry

Computer Science

Environmental Science

Geography

Geology

Human Kinetics and Ergonomics (HKE)

Ichthyology and Fisheries Science

Institute for Environmental Biotechnology (EBRU)

Mathematics

Physics and Electronics

Statistics

Zoology and Entomology

Senate APPROVED Calendar changes for the Faculty of Commerce

Department of Accounting

Department of Economics and Economic History

Department of Information Systems

Department of Management

Rhodes Business School

10. REPORT OF THE INSTITUTIONAL FORUM TO THE COUNCIL

Role of the Institutional Forum

The Institutional Forum must advise Council on issues affecting the university, including:

- the implementation of the Higher Education Act, 1997, and the national policy on higher education;
- policies on race, gender equity, and other grounds of discrimination referred to in relevant legislation;
- the selection of candidates for senior management positions;
- codes of conduct, mediation, and dispute resolution procedures;
- the fostering of an institutional culture which promotes (i) tolerance and respect for human dignity and fundamental human rights and (ii) a positive environment for teaching, research, and learning.

Membership of Institutional Forum in 2019

Constituency		Number of Representatives
Senior Management		3
Council Representatives		3
Senate Representatives		2
Unions		3
SRC Representatives		6
DASO Chair		1
SASCO Chair		1
Total	Members	19
	In attendance	6

Summary of Attendance of Meetings of the Institutional Forum in 2019

Name of committee	Number Scheduled	Number Held	Average % Attendance
Institutional Forum	4	4	>60%

Progress on Major Deliberations of the Institutional Forum – Notes on Implementation

- i. Reports on the implementation of the recommendations of the Transformation Summit
 - a. All the reports were received and reviewed. These reports and their strategies are now being implemented in line function departments.
- ii. Election of a fixed (12 month) chair for the IF.
 - b. This proposal was implemented. A review was held at the end of 2019 and the decision was made to continue with this practice. A chairperson was elected for the 2020 term.
- iii. Employment equity policy.
 - c. The review of the policy was received and the Institutional Forum receives reports from time to time on the implementation thereof. At the final meeting of 2019, it was decided that this report should be received formally, at least on an annual basis.

10. REPORT OF THE INSTITUTIONAL FORUM TO THE COUNCIL (continued)

- iv. Approach to gender, HIV and sexual violence and monitoring the success of applicable policies.
 - d. Reports were received and the IF noted with gratitude the wide-ranging implementation of additional policy and operational measures to address gender violence and HIV on campus.
- v. Student enrolment – diagnosing the causes behind the failure to achieve enrolment targets.
 - e. Professor Chrissie Boughey was appointed to undertake a study to analyse and report on the reasons for enrolment challenges and to understand why some students in good standing are withdrawing from the University. A report is expected toward the end of 2020.
- vi. Staff retention – deliberation on factors impacting on staff retention, with particular reference to remuneration benchmarking, local socio-economic conditions and attitudes of existing staff toward new staff.
 - f. A report was received on the successful implementation of the first round of a two-part salary structural adjustment programme for academics. Part 2 is due to be implemented in 2020.
- vii. Student reports on transformation issues.
 - g. Student participation in the institutional forum remains strong. Students were represented at all Institutional Forum meetings.
- viii. Selection of members for senior management; improved quality of recommendations made to IF in respect to the quality of information in considering such appointments.
 - h. More consideration still necessary. Not all senior appointment processes leave sufficient time for meaningful Institutional Forum input. Some Senior Appointments were not forwarded to the IF for input.
- ix. More rigorous approach towards compliance with governance best practices; workshop for all members.
 - i. Governance updates have become a standing item on the agenda. These are short inputs from selected stakeholders or hour-long workshops before IF meetings. These are welcomed and the practice will be retained.

The Institutional Forum in 2019 continues on a stable and functional path. Senate has noted with appreciation the continued improvement in its functioning. Attendance and coordination, institutional memory and consistency remain strong through keeping a single chairperson.

The past year marked the return to regular participation by members nominated by the local municipal structures. This contributed further to the value of deliberations at the Institutional Forum.



Mr Evert Knoesen
Chairperson of Institutional Forum
Date: 11 June 2020

11. THE REPORT OF THE RHODES UNIVERSITY AUDIT COMMITTEE

The Audit Committee is mandated by the Rhodes University Council to discharge its oversight responsibilities in respect of financial reporting, risk management, internal controls, ICT governance, compliance, internal and external audit and the annual report. The Audit Committee reports to the Council and engages with the Finance and General Purposes Committee (F&GP) and other committees, as deemed necessary.

During the year, the Audit Committee carried out its mandated responsibilities in accordance with its Council-approved Audit Committee Charter and annual work plan. In the execution of its duties, the Committee had unrestricted access to required information and/or to relevant sources of information, including technical guidance from independent advisors and/or experts where required.

The Committee undertook the following activities during the year under review:

- reviewed the audited financial statements and annual report that were prepared in accordance with International Financial Reporting Standards (IFRS) and in the manner required by the DHET and, together with the F&GP, recommended that the reports be adopted by Council;
- considered the reported findings presented by the internal and external auditors in respect of the University's system of financial controls, ICT governance controls and internal controls, as well as management's corrective action plans in response to material findings and, where necessary, made recommendations to Council;
- obtained Council's approval for the appointment of Ernst and Young as the internal auditors for the period January 2020 to December 2022;
- addressed any arising concerns or complaints relating to the following:
 - accounting policies;
 - internal audit;
 - the auditing or content of annual financial statements;
 - internal financial controls;
 - fraud and irregularities.
- evaluated and assessed the effectiveness of the internal audit function, which is undertaken by an external independent party;
- reviewed the annual risk management reports and periodic update reports and, where relevant, made recommendations to Council;
- evaluated the effectiveness of risk management, controls and the governance processes;
- verified the independence of the external auditors,
- obtained Council's approval for the re-appointment of PricewaterhouseCoopers Inc. as the external statutory auditors and the certification auditors for the period December 2019 to December 2022;
- approved the audit fees and engagement terms of the external auditors;
- determined the nature and extent of allowable non-audit services and approved the contract terms for the provision of non-audit services by the external auditors.
- fulfilled its ICT governance objectives through monitoring the ongoing relevance of the ICT strategy in relation to emerging operational requirements, technological developments and ICT risks; and
- considered information pertaining to incidents of potential reputational risk and/or legislative and regulatory compliance risk.

**11. THE REPORT OF THE RHODES UNIVERSITY AUDIT COMMITTEE
(continued)**

The Audit Committee comprises four independent, non-executive members. The Committee members have a relevant range of financial, commercial, legal and public sector experience and skills.

In addition to the Committee members, the following representatives are regular invitees to the Audit Committee meetings:

- The Auditor General of South Africa;
- The University's external auditors;
- The University's internal auditors;
- Executive management that includes Vice-Chancellor and Chief Financial Officer.
- Advisory management members including the Director: Finance and Director: IT&S

Expertise and experience of the Chief Financial Officer

The Audit Committee has satisfied itself that the CFO, Mr Kamlesh Riga has appropriate expertise and experience. Mr Riga was appointed as CFO Finance with effect 1 January 2020.



H.C Staple
Chairperson of Audit Committee
Date: 11 June 2020

12. 2019 ANNUAL FINANCIAL REVIEW

12.1 Review of Financial Results

In considering the financial position and results of Rhodes University, one must take into account whether the University is fulfilling its strategic mandate and intent as articulated in the Mission, Vision and Values statement. Leveraging on its strengths and looking for opportunities in the challenges that lay ahead as stated in the Institutional Development Plan (IDP) 2018 – 2022.

It is well documented that in recent years the higher education sector has had to recalibrate or “reimagine” itself, especially regarding accessibility of students and transformation of institutions culture. Universities operate in an environment dependent on government funding, in an economy that is declining and has competing fiscal priorities. Other traditional sources of funding, corporates and donors, is becoming smaller as philanthropic expenditure is looked at critically. In some cases a return on investment is required. Donor funding can also come with conditions that sometimes compromise the institutional integrity and independence of the university.

The Council-approved three-year financial viability plan remains in place as the message from the DHET is clear – the funding increases of recent years have come at the expense of other national budgets, and similar levels of increase are not sustainable into the future. The impact of the COVID-19 pandemic makes this a virtual certainty.

The seven strategic goals provide Rhodes University with a clear long-term direction, all being equally important and necessary to attain the vision. The achievement of these goals will ensure that Rhodes remains a sustainable and relevant university in years to come.

2019 Financial performance

- **Central University Operations**

The Central Operations recorded an R90.4m net surplus taking into account the favourable benefit fund valuation adjustment of R44.3m.

Total recurrent operating income increased in 2019 by 13.6% to R864.3m. This was mainly because of an increase in the state subsidy income by R72.0m (16%) and an increase in tuition and other fee income of 8.6% to R312.4m. State subsidies, which as a percentage of recurring income marginally increased to 60.5% (2018: 59.2%), whilst the percentage of recurrent income from tuition fees declined to 36.1% (2018: 37.8%). Our debtor management initiatives have continued into 2019 and have been largely successful in recouping current outstanding fees owed to the University.

Recurrent expenditure rose by 20.5% to R823.6m, with staff costs increasing by 9.8% and other operating expenditure increasing by 36.3%. The main drivers for the increase in the year – on –year expenditure is the increased number of students assisted with scholarships, bursaries and merit awards, the increase in the municipal water and electricity tariffs paid by the University and the conservative debtor provisioning of the University.

In 2019, the University changed the accounting policy regarding leases and government grants. These changes have resulted in an adjustment to the 2018 depreciation and state appropriations – grants and subsidies of R13.5m with a resultant nil effect on the 2018 surplus.

12.1 Review of Financial Results (continued)

- Residential Operations (Accommodation)

The residential operations, comprises student residences, conferencing and staff transit housing. This operation of the University is self-sustaining.

The Residential operations recorded a R28m surplus taking into account the favourable benefit fund valuation adjustment of R6.7m. Recurrent income increased by 7.8% to R240.7m. Recurrent expenditure increased by 25.2% to R223.7m mainly due to increased expenditure on maintenance and repairs to residences as well as the increased municipal utility tariffs. The University continues to implement cost management initiatives to counter the increases in overheads and utilities and their effect on the environment the University operates in.

- Contract (earmarked) fund activity

The net surplus of Council managed funds activity is a surplus of R51.7m, which is an increase of 36.5% compared to 2018 (R37.9m).

The total income increased by 21% to R419.5m (2018: R346.8m), mainly due to increase in contract revenue of 13.1% and an increase in state and research project income of 29.1% to R140.1m.

The total expenditure increased by 19.1% to R 367.8m, mainly due to increased personnel costs.

- Investments

The investment portfolios comprises listed securities, government bonds, local and international unit trusts and money market deposits. Better than expected market performance towards the latter part of the year is reflected in the value of the portfolio appreciating by R53.3m (2018: loss of R27.5m).

- Change in Accounting Policies

The University applied IFRS16; Leases for the first time in 2019. The University now recognises the right-of-use of assets and lease liabilities for most leases. This resulted in the University recognising an additional right-of-use assets and liabilities of R12.7m and additional depreciation of R1.4m.

In 2019, the University changed its accounting policy as to how it accounts for government grants. In accordance with the change, government grants are now recognised in profit and loss as and when the University expenses related costs for which the grants are intended to compensate. This has resulted in a restatement of the Deferred Income and Property, plant and equipment in the balance sheet by R346.3m and depreciation in the income statement of R13.5m.

Full details of the changes in accounting policies are set out on pages 103 to 105.

12.1 Review of Financial Results (continued)

- Cash flow planning

The University's cash flow cycle has remained consistent with the previous year. University unrestricted funds have increased due to active cash management, careful control over expenditure and timely inflow of funds from government and NSFAS. The Council mandated and ministerially approved overdraft facility was not utilised during the 2019 financial year.

- Retirement fund obligations

The consolidated valuation of the retirement funding liability decreased to R122.5m (2018: R178.1m).

The continued existence of an open defined benefit pension fund poses significant risk to the financial sustainability of the University. Council has therefore appointed a Task Team to assess the impact of this liability and to make recommendations to Council as to de-risking the balance sheet and eventually terminating the fund.

- Infrastructure investment

Several major refurbishment and deferred maintenance projects continued and commenced during 2019. The modernisation of the campus electrical reticulation system, the fire safety assessment and the refurbishment of the various buildings on campus remain priorities. These infrastructure projects were funded from the DHET infrastructure and efficiency funds received for this purpose as well as from university and residence budget allocations.

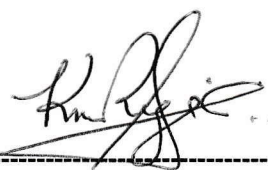
The challenges identified in the viability plan of high staff cost ratio in the central budget, of competitive remuneration (particularly for academia), the high level of deferred maintenance of campus infrastructure remain.

Despite these challenges, Rhodes University has once again succeeded in ending another financial year successfully.

The financial impact of the COVID-19 pandemic on Rhodes University is not certain. A task team has been appointed to consider the financial impact on, and sustainability of, the University post the pandemic.



S Tredoux
Chair: Finance & General Purposes Committee
Date: 11 June 2020



K M Riga
Chief Financial Officer

12.2 Council's Statement of Responsibility for the Consolidated Financial Statements

The Council is responsible for the preparation and fair presentation of the consolidated financial statements of Rhodes University. The consolidated financial statements, presented on pages 67 to 118, have been prepared in accordance with International Financial Reporting Standards ("IFRS") in the manner required by the Minister of Higher Education & Training in terms of section 41 of the Higher Education Act, 1997 (Act No. 101 of 1997), as amended, and include amounts based on judgements and estimates made by management.

The Council also prepared the other information included in the Annual Report and is responsible for both its accuracy and consistency with the financial statements. The current viability of Rhodes University is supported by the consolidated financial statements.


The "going concern" basis has been adopted in the preparation of the consolidated financial statements. Based on forecasts and available cash resources, the Council has no reason to believe that the University will not be a "going concern" in the foreseeable future.

The consolidated financial statements have been audited by the independent audit firm, PricewaterhouseCoopers Inc, which was given unrestricted access to all financial records and related data, including minutes of meetings of the Council and all its committees.

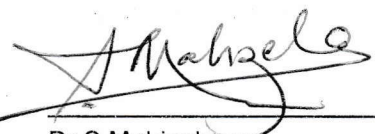
The Council believes that all representations made to the independent auditors during their audit were valid and appropriate.

APPROVAL OF THE CONSOLIDATED FINANCIAL STATEMENTS

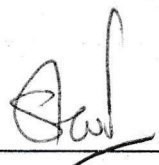
The consolidated financial statements on pages 67 to 118 were approved by the Council on 11 June 2020, and signed on its behalf by:



V D Kahla
Chair of Council



Dr S Mabizela
Vice-Chancellor



S Tredoux
Chair: Finance & General Purposes Committee



K M Riga
Chief Financial Officer



INDEPENDENT AUDITOR'S REPORT

TO THE MINISTER OF HIGHER EDUCATION AND TRAINING AND THE COUNCIL OF RHODES UNIVERSITY

REPORT ON THE AUDIT OF THE CONSOLIDATED FINANCIAL STATEMENTS

Opinion

We have audited the consolidated financial statements of Rhodes University and its subsidiary (the University) set out on pages 67 to 118, which comprise the consolidated statement of financial position as at 31 December 2019, the consolidated statement of comprehensive income, consolidated statement of changes in equity, and consolidated statement of cash flows for the year then ended, as well as the notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated financial statements present fairly, in all material respects, the consolidated financial position of the University as at 31 December 2019, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and the requirements of the Higher Education Act of South Africa, 1997 (Act No. 101 of 1997).

Basis for opinion

We conducted our audit in accordance with the International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the consolidated financial statements section of this auditor's report.

We are independent of the University in accordance with section 290 and 291 of the Independent Regulatory Board for Auditors' *Code of professional conduct for Registered Auditors (Revised January 2018)*, parts 1 and 3 of the Independent Regulatory Board for Auditors' *Code of Professional Conduct for Registered Auditors (Revised November 2018)* (together the IRBA Codes) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities, as applicable in accordance with the IRBA Codes and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Codes are consistent with the corresponding sections of the International Ethics Standards Board for Accountants' *Code of Ethics for Professional Accountants* and the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)* respectively.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Council for the financial statements

The council is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with International Financial Reporting Standards and the requirements of the Higher Education Act of South Africa, 1997 (Act No. 101 of 1997), and for such internal control as the council determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the council is responsible for assessing the University's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the University or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

A further description of our responsibilities for the audit of the consolidated financial statements is included in the annexure to this auditor's report.

REPORT ON THE AUDIT OF THE ANNUAL PERFORMANCE REPORT

Introduction and scope

In accordance with the Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) (PAA) and the general notice issued in terms thereof, we have a responsibility to report material findings on the reported performance information against predetermined objectives for selected objectives presented in the annual report. We performed procedures to identify findings but not to gather evidence to express assurance.

Our procedures address the reported performance information, which must be based on the approved performance planning documents of the University. We have not evaluated the completeness and appropriateness of the performance indicators/ measures included in the planning documents. Our procedures did not examine whether the actions taken by the University enabled and contributed to the achievement of service delivery outcomes as planned. Our procedures also did not extend to any disclosures or assertions relating to planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, our findings do not extend to these matters.

We evaluated the usefulness and reliability of the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice, for the following selected objectives presented in the annual report of the University for the year ended 31 December 2019:

Objectives	Pages in the annual report
Headcount totals	6
First-time entering undergraduates	6
Headcount enrolments total UG	6
Headcount enrolments total PG	6
Graduates UG	6
Graduates PG	7
Headcount of permanent I/R staff	7
Ratio of FTE students to FTE instructional/research staff	8
Total research output units	8
Publication units per I/R staff	8

We performed procedures to determine whether the reported performance information was properly presented and whether performance was consistent with the approved performance planning documents.

We performed further procedures to determine whether the indicators and related targets were measurable and relevant, and assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.

We did not raise any material findings on the usefulness and reliability of the reported performance information for the objectives mentioned above.

Achievement of planned targets

Refer to the annual performance report on pages 6 to 8 for information on the achievement of planned targets for the year.

REPORT ON THE AUDIT OF COMPLIANCE WITH LEGISLATION

Introduction and scope

In accordance with the PAA and the general notice issued in terms thereof, we have a responsibility to report material findings on the compliance of the University with specific matters in key legislation. We performed procedures to identify findings but not to gather evidence to express assurance.

We did not raise material findings on compliance with the specific matters in key legislation set out in the general notice issued in terms of the PAA.

OTHER INFORMATION

The council is responsible for the other information. The other information comprises the information included in the *Rhodes University Annual Report 2019*. The other information does not include the consolidated financial statements, the auditor's report thereon and those selected objectives presented in the annual performance report that have been specifically reported in this auditor's report.

Our opinion on the financial statements and findings on the reported performance information and compliance with legislation do not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements and the selected objectives presented in the annual, or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, on the other information that we have obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INTERNAL CONTROL DEFICIENCIES

We considered internal control relevant to our audit of the consolidated financial statements, reported performance information and compliance with applicable legislation; however, our objective was not to express any form of assurance on it. We did not identify any significant deficiencies in internal control.

OTHER REPORTS

We draw attention to the following engagements conducted by various parties that had, or could have, an impact on the matters reported in the University's financial statements, reported performance information, compliance with applicable legislation and other related matters. These reports did not form part of our opinion on the financial statements or our findings on the reported performance information or compliance with legislation.

Performance audits

No performance audits in progress.

Investigations

No investigations in progress.

Audit-related services and special audits

Agreed-upon procedures and special purpose audits on certificates were performed for grants, other funding and similar items. Below is a list of agreed-upon procedures engagements and special purpose audits performed or are in the process of being performed:

Engagement Name	Purpose of Engagement	Period Covered	Reporting Date
Department of Higher Education and Training : Statistical Data Return	Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2018 to 31 December 2018	27 June 2019
Clinical Training Enrolments - 2017	Agreeing student data to underlying records and Financial data to contracts and supporting documentation.	1 January 2018 to 31 December 2018	29 July 2019
Department of Higher Education and Training – Student Statistics	Performance of procedures required by the Department of Higher Education and Training relating to the HEMIS submission.	1 January 2018 to 31 December 2018	26 July 2019
Medical Research Council Grant	Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2019 to 31 December 2019	25 February 2020
University Capacity Development Grant	Agreeing of income and expenditure to contracts and supporting documentation	1 January 2019 to 31 December 2019	25 February 2020
University Capacity Development Programme Collaborative Grant	Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2019 to 31 December 2019	25 February 2020
Teaching Development Collaborative Programme Grant	Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2019 to 31 December 2019	25 February 2020
Investec Commerce Foundation Grant	Agreeing of income and expenditure to contracts and supporting documentation.	1 February 2019 to 31 January 2020	25 February 2020
RUMEP – Rhodes University Maths Education Project Grant – Consolidation	Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2019 to 31 December 2019	25 February 2020
RUMEP – Rhodes University Anglogold Ashanti Social & Institutional Grant	Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2019 to 31 December 2019	25 February 2020

Engagement Name	Purpose of Engagement	Period Covered	Reporting Date
Eastern Cape Educational Trust	Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2019 to 31 December 2019	25 February 2020
Sishen Iron Ore Community Development Trust Grant	Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2019 to 31 December 2019	25 February 2020
Centre for Social Development – Grant	Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2019 to 31 December 2019	25 February 2020
HCI Foundation Grant	Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2019 to 31 December 2019	25 February 2020
Heltasa University Staff Doctoral Programme (USDP) of the University Capacity Development Programme (UCDP) Collaborative Grant	Agreeing the interest received to supporting documentation.	1 January 2019 to 31 December 2019	25 February 2020
National Research Foundation – NRF Grants	Agreeing of expenditure to contracts and supporting documentation.	1 January 2019 to 31 December 2019	4 March 2020
Rhodes University Law Clinic	Agreed the income for the period to the signed grant agreement and bank statements.	01 January 2019 to 30 September 2019	30 April 2020
Clinical Grant Funds of the Pharmacy Clinical Training Project	Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2019 to 31 March 2020	26 May 2020

Audit engagements

As required by the funding agreement, an audit was conducted during the year under review, as indicated below.

Engagement Name	Purpose of Engagement	Period Covered	Reporting Date
Rhodes University Sports Council	Report to stakeholders of the project whether, in our opinion, the annual project statements present fairly, in all material respects, the financial performance of the project in accordance with the project agreement.	1 January 2019 to 31 December 2019	In progress
Rhodes University Board of Governors	Report to stakeholders of the project whether, in our opinion, the annual project statements present fairly, in all material respects, the financial performance of the project in accordance with the project agreement.	1 January 2019 to 31 December 2019	In progress
PSAM – Public Service Accountability Monitor	Report to stakeholders of the project whether, in our opinion, the annual project statements present fairly, in all material respects, the financial performance of the project in accordance with the project agreement.	1 January 2019 to 31 December 2019	In progress

PricewaterhouseCoopers Inc.

PricewaterhouseCoopers Inc.

Director: A Rathan

Registered Auditor

Port Elizabeth

Date: 11 June 2020

Annexure – Auditor’s responsibility for the audit

As part of an audit in accordance with the ISAs, we exercise professional judgement and maintain professional scepticism throughout our audit of the consolidated financial statements, and the procedures performed on reported performance information for selected objectives and on the University’s compliance with respect to the selected subject matters.

Financial statements

In addition to our responsibility for the audit of the consolidated financial statements as described in this auditor’s report, we also:

- Identify and assess the risks of material misstatement of the consolidated financial statements whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University’s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the council.
- Conclude on the appropriateness of the council’s use of the going concern basis of accounting in the preparation of the financial statements. We also conclude, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the University’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify the opinion on the financial statements. Our conclusions are based on the information available to us at the date of this auditor’s report. However, future events or conditions may cause a university to cease continuing as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the University to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the University audit. We remain solely responsible for our audit opinion.

Communication with those charged with governance

We communicate with the council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also confirm to the council that we have complied with relevant ethical requirements regarding independence, and communicate all relationships and other matters that may reasonably be thought to have a bearing on our independence and, where applicable, related safeguards.

**CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AT 31 DECEMBER 2019**

	Notes	2019 R '000	2018 Restated R '000	2017 Restated R '000
ASSETS				
Non-current assets				
		1,513,385	1,364,338	1,316,301
Property, plant and equipment	1	864,235	789,177	729,072
Financial assets at fair value through other comprehensive income	2a	181,232	177,055	-
Financial assets at fair value through profit and loss	2b	465,429	395,686	-
Other financial assets at amortised cost	4	2,489	2,420	11,403
Available for sale financial assets		-	-	575,826
Current assets				
		929,948	751,915	493,764
Inventories	5	5,746	4,854	4,501
Trade receivables	3	40,998	28,679	27,556
Other financial assets at amortised cost	4	319,037	189,969	65,828
Cash and cash equivalents	6	552,323	528,413	366,060
Contract assets	11	11,844	-	-
Available for sale financial assets		-	-	29,819
Total assets		<u>2,443,333</u>	<u>2,116,253</u>	<u>1,810,065</u>
EQUITY AND LIABILITIES				
Equity funds				
		1,373,578	1,149,895	1,119,901
Property plant and equipment funds		440,955	427,898	409,047
Council unrestricted funds		173,880	41,172	12,937
Council restricted funds		758,743	680,825	697,917
Non-current liabilities				
		136,934	178,379	114,078
Interest-bearing borrowings	8	2,003	330	65
Retirement benefit obligations	22	122,543	178,049	114,013
Lease liabilities	10	12,388	-	-
Current liabilities				
		932,821	787,979	576,086
Deferred income	7	687,303	574,012	420,920
Trade and other payables	9	180,934	157,193	154,814
Contract liabilities	11	63,303	56,284	-
Interest bearing borrowings	8	584	490	352
Lease liabilities	10	697	-	-
Total equity and liabilities		<u>2,443,333</u>	<u>2,116,253</u>	<u>1,810,065</u>

**CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2019**

		2019						2018
		Council Directed Funds						Restated TOTAL
Notes		Central operations	Student Accomm- odation	Endowed funds	SUB- TOTAL	Council Managed Funds	TOTAL	R'000
		R'000	R'000	R'000	R'000	R'000	R'000	R'000
	TOTAL INCOME	871,929	245,694	70,365	1,187,988	419,518	1,607,506	1,384,031
	RECURRENT ITEMS	864,260	240,729	26,366	1,131,355	395,003	1,526,358	1,351,832
	Revenue from contracts with customers	314,123	239,233	1,541	554,897	192,620	747,517	690,129
	Tuition and other fee income	312,396	224,242	-	536,638	56,369	593,007	535,153
	Income from contracts	-	-	-	-	53,502	53,502	55,839
	Sale of goods and services	712	14,991	-	15,703	11,300	27,003	33,214
	Private gifts and grants	1,015	-	1,541	2,556	71,449	74,005	65,923
	Other revenue	522,426	1,496	-	523,922	169,854	693,776	595,117
	State Appropriations - subsidies and grants	522,426	1,496	-	523,922	140,106	664,028	572,431
	Private gifts	-	-	-	-	29,748	29,748	22,686
	Sub-total	836,549	240,729	1,541	1,078,819	362,474	1,441,293	1,285,246
	Interest and dividends	27,711	-	24,825	52,536	32,529	85,065	66,586
	NON-RECURRENT ITEMS	7,669	4,965	43,999	56,633	24,515	81,148	32,199
	(Loss)/profit on disposal of assets	(259)	(19)	-	(278)	454	176	185
	Realised capital (losses)/profits on investment	-	-	(644)	(644)	-	(644)	2,065
	Investments Fair Value Adjustments	-	-	44,575	44,575	-	44,575	-
	Other non-recurrent income	7,928	4,984	68	12,980	24,061	37,041	29,949
	TOTAL EXPENDITURE	825,817	224,339	25,737	1,075,893	367,796	1,443,689	1,220,821
	RECURRENT ITEMS	823,684	223,659	25,737	1,073,080	367,226	1,440,306	1,216,083
	Personnel costs	550,351	82,995	-	633,346	145,580	778,926	684,504
	Academic professional	285,398	-	-	285,398	62,057	347,455	300,559
	Other personnel	264,468	82,995	-	347,463	83,523	430,986	385,048
	Leave liability increase/(decrease)	485	-	-	485	-	485	(1,103)
	Other operating expenses	227,408	125,341	25,737	378,486	204,713	583,199	478,302
	NSFAS impairment	3,841	1,281	-	5,122	-	5,122	(716)
	Student debtor provision	15,921	4,174	-	20,095	-	20,095	8,846
	Depreciation	25,957	8,832	-	34,789	16,933	51,722	45,128
	Sub-total	823,478	222,623	25,737	1,071,838	367,226	1,439,064	1,216,064
	Finance costs	206	1,036	-	1,242	-	1,242	19
	NON-RECURRENT ITEMS	2,133	680	-	2,813	570	3,383	4,738
	Capital expenditure expensed	2,133	680	-	2,813	570	3,383	4,738
	Net Surplus	46,112	21,355	44,628	112,095	51,722	163,817	163,210
	OTHER COMPREHENSIVE INCOME							
	Retirement Funding Valuation Adjustments	44,303	6,700	-	51,003	-	51,003	(62,251)
	Investments Fair Value Adjustments	-	-	8,728	8,728	-	8,728	(27,528)
	TOTAL COMPREHENSIVE INCOME	90,415	28,055	53,356	171,826	51,722	223,548	73,431

**CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Unrestricted Accumulated Fund R'000	Unrestricted Endowment Fund R'000	Sub-total Unrestricted Funds R'000	Property, Plant and Equipment Fund R'000	Total Unrestricted Funds R'000	Restricted Endowment Fund R'000	Restricted Contract Fund R'000	Total Restricted Funds R'000	Total Funds R'000
Balance at 1.1.2018	(141,124)	154,061	12,937	409,047	421,984	401,797	296,120	697,917	1,119,901
Prior period adjustment	-	-	-	-	-	-	(43,524)	(43,524)	(43,524)
Retirement funding valuation adjustments	(62,251)	-	(62,251)	-	(62,251)	-	-	-	(62,251)
Investment fair value adjustment	-	(7,843)	(7,843)	-	(7,843)	(19,685)	-	(19,685)	(27,528)
Net surplus before transfers	126,548	(3,057)	123,491	-	123,491	1,823	37,896	39,719	163,210
Funds utilised/written off	87	-	87	-	87	-	-	-	87
Transfers									
- Depreciation charge	15,808	-	15,808	(31,603)	(15,795)	-	15,795	15,795	-
- Property, plant and equipment additions	(41,057)	-	(41,057)	50,454	9,397	-	(9,397)	(9,397)	-
Balance at 31.12.2018	(101,989)	143,161	41,172	427,898	469,070	383,935	296,890	680,825	1,149,895
Balance at 1.1.2019	(101,989)	143,161	41,172	427,898	469,070	383,935	296,890	680,825	1,149,895
Retirement funding valuation adjustment	51,003	-	51,003	-	51,003	-	-	-	51,003
Investment fair value adjustment	-	1,972	1,972	-	1,972	6,756	-	6,756	8,728
Net surplus before transfers	67,467	10,085	77,552	-	77,552	34,543	51,722	86,265	163,817
Funds utilised/written off	135	-	135	-	135	-	-	-	135
Transfers									
- Depreciation charge	34,789	-	34,789	(40,331)	(5,542)	-	5,542	5,542	-
- Property, plant and equipment additions	(32,743)	-	(32,743)	53,388	20,645	-	(20,645)	(20,645)	-
Balance at 31.12.2019	18,662	155,218	173,880	440,955	614,835	425,234	333,509	758,743	1,373,578

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Notes	2019 R '000	Restated 2018 R '000
Cash flow from operating activities			
Cash generated from operations	20	116,006	118,195
Interest received		60,240	43,381
<i>Net cash inflow from operating activities</i>		<u>176,246</u>	<u>161,576</u>
Cash flow from investing activities			
Purchase of property, plant and equipment	1	(127,043)	(105,243)
Proceeds on disposal of property, plant and equipment		439	194
Dividends received	13	7,851	8,395
Interest received		16,974	14,810
Net increase in investments		(169,317)	(93,754)
(Advances)/repayments of student, staff and other loans		(4,957)	8,983
Infrastructure grants received	7	124,682	167,008
<i>Net cash (outflow)/inflow in investing activities</i>		<u>(151,371)</u>	<u>393</u>
Cash flow from financing activities			
Interest paid	17	(1,242)	(19)
Lease payments		(1,490)	-
Movement on interest-bearing borrowings		1,767	403
<i>Net cash (outflow)/inflow from financing activities</i>		<u>(965)</u>	<u>384</u>
Increase in cash and cash equivalents			
Cash and cash equivalents at beginning of year		23,910	162,353
		528,413	366,060
Cash and cash equivalents at end of year	6	<u>552,323</u>	<u>528,413</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

1. Property, plant and equipment (Restated)

	Land and buildings R'000	Furniture and Equipment R'000	Computer Equipment R'000	Vehicles R'000	Library, museum and art collections R'000	Right of use Asset R'000	Total R'000
Year ended 31 December 2019							
Restated opening carrying amount	711,746	66,634	5,426	5,371	-	-	789,177
Additions	71,804	27,199	9,613	3,544	907	13,976	127,043
Disposals/transfers	-	(55)	(80)	(128)	-	-	(263)
Depreciation charge	(19,600)	(19,623)	(9,177)	(921)	(907)	(1,494)	(51,722)
Closing carrying amount	763,950	74,155	5,782	7,866	-	12,482	864,235
At 31 December 2019							
Cost or valuation	940,294	322,931	92,003	29,896	114,706	13,976	1,513,806
Accumulated depreciation	(176,344)	(248,776)	(86,221)	(22,030)	(114,706)	(1,494)	(649,571)
Carrying amount	763,950	74,155	5,782	7,866	-	12,482	864,235
Year ended 31 December 2018							
Restated opening carrying amount	653,118	66,400	4,501	5,053	-	-	729,072
Additions	77,322	18,375	6,678	1,587	1,281	-	105,243
Disposals/transfers	-	(10)	-	-	-	-	(10)
Depreciation charge	(18,694)	(18,131)	(5,753)	(1,269)	(1,281)	-	(45,128)
Restated closing carrying amount	711,746	66,634	5,426	5,371	-	-	789,177
At 31 December 2018							
Restated Cost or valuation	868,490	296,406	83,726	30,662	113,799	-	1,393,083
Restated Accumulated depreciation	(156,744)	(229,772)	(78,300)	(25,291)	(113,799)	-	(603,906)
Restated carrying amount	711,746	66,634	5,426	5,371	-	-	789,177

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

1. Property, plant and equipment (continued)

	31 Dec 2019 R'000	1 Jan 2019 R'000
Right of use assets are included as follows:		
- Canterbury Annex Building	11,636	12,694
- Motor vehicles	846	1,122
	<u>12,482</u>	<u>13,816</u>

Refer to the changes in accounting policies note for further details of the initial adoption of IFRS16. Additions to the right of use asset during 2019, amounted to R160,000.

The statement of profit or loss shows the following amounts relating to leases:

	2019 R'000
Depreciation charge for right of use assets:	1,494
Right-of-use Asset: Canterbury Annex Building	1,058
Right-of-use Asset: Motor vehicles	437

Details of all fixed properties, owned or leased, are available for inspection at the University.

Property, plant and equipment under construction at year end includes the construction of the Education Department Building, Main Administration Building, Electrical Compliance and Botha House Projects. The total cumulative costs relating to the mentioned projects incurred at year end included in Work in Progress, amounts to R22.0 million.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

2. Financial assets**(a) Financial assets at fair value through other comprehensive income****(i) Classification of financial assets at fair value through other comprehensive income (FVOCI) comprise**

Equity securities which are held for trading, and for which the University has irrevocably elected at initial recognition to recognise in this category. These are strategic investments and the University considers this classification to be the most appropriate.

(ii) Equity investments at FVOCI

Equity investments at FVOCI comprise the following individual investments:

Non-current assets	2019 R'000	2018 R'000
<i>Listed securities</i>		
Investec Portfolio	181,232	177,055
Total financial assets at FVOCI	181,232	177,055

(iii) Disposal of equity investments

During the financial year, the University disposed of certain equity investments at a fair value of R31 067 652 (2018: R57 426 635) and a realised loss of R3 087 209 (2018: R19 543 088 gain) which has been included in other comprehensive income.

(iv) Amounts recognised in other comprehensive income

During the year, the following gains/(losses) were recognised in profit or loss and other comprehensive income.

(Losses)/gains recognised in other comprehensive income, due to the disposal of equity instruments	(3,088)	19,543
Fair value gains/(losses) on equity instruments at FVOCI recognised	11,816	(56,642)
Dividends from equity investments held at FVOCI recognised in profit or loss in other income	7,851	8,395

(v) Fair value, impairment and risk exposure

Information about the University's exposure to price risk is provided in Note 25. For information about the methods and assumptions used in determining fair value, refer to page 76.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

2. Financial assets (continued)**(b) Financial assets at fair value through profit and loss****(i) Classification of financial assets at fair value through profit and loss (FVPL) comprise**

Debt investments that do not qualify for measurement at either amortised cost or FVOCI

(ii) Debt investments at fair value through profit and loss

Debt investments at FVPL comprise the following investments in listed and unlisted bonds:

Non-current assets	2019 R'000	2018 R'000
Government bonds	131,692	123,514
International market unit trust	237,842	183,040
Money market deposits	95,895	89,132
Total financial assets at FVPL	465,429	395,686

(iii) Disposal of debt investments

During the financial year, the University disposed of certain debt instruments at a fair value of R12 999 025 (2018: R98 961 050) and a realised loss of R644 158 (2018: R2 064 747 gain) which has been included in profit or loss.

(iv) Amounts recognised in profit or loss

	2019 R'000	2018 R'000
During the year, the following gains/(losses) were recognised in profit or loss:		
(Losses)/gains recognised in profit or loss, due to the disposal of debt instruments	(644)	2,065
Fair value gains on debt instruments at FVPL recognised	44,575	9,571

(v) Fair value, impairment and risk exposure

Information about the University's exposure to price risk is provided in Note 25. For information about the methods and assumptions used in determining fair value, refer to page 76.

Of the above investments, an amount of R170.3 million (2018: R158.0 million) relates to Council directed funds.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

2. Financial assets (continued)

The following table presents the University's investments that are measured at fair value at 31 December 2019.

	Level 1	Level 2	Level 3	Total balance
	R'000	R'000	R'000	R'000
Assets				
Financial assets at fair value through other comprehensive income (FVOCI)				
Equity securities	181,232	-	-	181,232
Financial assets at fair value through profit or loss (FVPL)				
- Government bonds	131,692	-	-	131,692
- International market unit trusts	237,842	-	-	237,842
- Money market deposits	95,895	-	-	95,895
Financial assets at amortised cost (Note 4)	-	262,019	-	262,019
Total assets	<u>646,661</u>	<u>262,019</u>	<u>-</u>	<u>908,680</u>

The following table presents the University's investments that are measured at fair value at 31 December 2018.

	Level 1	Level 2	Level 3	Total balance
	R'000	R'000	R'000	R'000
Assets				
Financial assets at fair value through other comprehensive income (FVOCI)				
- Equity securities	177,055			177,055
Financial assets at fair value through profit or loss (FVPL)				
- Government bonds	123,514	-	-	123,514
- International market unit trusts	183,040	-	-	183,040
- Money market deposits	89,132	-		89,132
Financial assets at amortised cost (Note 4)	-	119,616	-	119,616
Total assets	<u>572,741</u>	<u>119,616</u>	<u>-</u>	<u>692,357</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

2. Financial assets (continued)**Recognised fair value measurements**

The fair value of financial instruments traded in active markets is based on quoted market prices at the reporting date. A market is regarded as active if quoted prices are readily and regularly available from an exchange, dealer, broker, industry group, pricing services, or regulatory agency, and those prices represent actual and regularly occurring market transactions on an arm's-length basis. The quoted market price used for financial assets held by the University is the bid price at year-end. These instruments are included in level 1.

The fair value of financial instruments that are not traded in an active market is determined by using valuation techniques. These valuation techniques maximise the use of observable market data where it is available and rely as little as possible on entity specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2.

If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3.

Specific valuation techniques used to value financial instruments include:

- Quoted market prices or dealer quotes for similar instruments.
- Other techniques, such as discounted cash flow analysis, are used to determine fair value for the remaining financial instruments.

3. Trade receivables

	2019	2018
	R'000	R'000
Trade receivables	135,998	103,658
Loss allowance	(95,000)	(74,979)
	<u>40,998</u>	<u>28,679</u>

Trade receivables are amounts due from students in the ordinary course of the University's business.

The University holds these trade receivables with the objective to collect the contractual cash flows and therefore measures them subsequently at amortised cost using the effective interest method.

Details about the University's impairment policies and the calculation of the loss allowance are provided in note 25.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

4. Other financial assets at amortised cost**Classification**

The University classifies receivables (Financial Assets) as at amortised cost only if both of the following criteria are met:

- The asset is held within a business model whose objective is to collect the contractual cash flows, and
- The contractual terms give rise to cash flows that are solely payments of principal and interest.

	2019	2018
	R'000	R'000
Other receivables		
Fixed deposits	262,019	119,616
Prepayments	18,971	17,350
NRF Control account	6,057	13,430
NSFAS	-	14,013
Accrued interest receivable	15,449	9,363
Receiver of revenue - VAT	4,000	3,000
Water research control account	621	616
Other	14,152	12,581
	<u>321,269</u>	<u>189,969</u>
Less Loss allowance	<u>(2,232)</u>	<u>-</u>
	<u>319,037</u>	<u>189,969</u>

Other receivables are monies due from reputable institutions for various grants, projects and auxiliary activities of the University in accordance with relevant contractual agreements. Due to the nature of these receivables and based on the loss allowance assessments performed, there is no exposure to credit risk and therefore the expected credit loss rate is 0% with the exception of three debtors who are fully provided for.

Of the R262.0 million fixed deposits, an amount of R184.0 million comprises restricted funds with the balance of R78.0 million being Council directed funds.

	2019	2018
	R'000	R'000
Loans		
Student Loans – NSFAS	110,391	110,525
Loss allowance	<u>(110,391)</u>	<u>(110,525)</u>
	-	-
Student Loans - Other	24,032	18,750
Loans to employees	<u>2,348</u>	<u>2,563</u>
	26,380	21,313
Less: Loss allowance	<u>(23,891)</u>	<u>(18,893)</u>
	<u>2,489</u>	<u>2,420</u>
Other receivables	319,037	189,969
Loans	<u>2,489</u>	<u>2,420</u>
	<u>321,526</u>	<u>192,389</u>
Non-current	2,489	2,420
Current	<u>319,037</u>	<u>189,969</u>
Other financial assets at amortised cost	<u>321,526</u>	<u>192,389</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

5. Inventories	2019 R'000	2018 R'000
Stationery	211	228
Technical inventories	2,771	2,284
Cleaning material and foodstuffs	2,205	1,850
Study material	559	492
	<u>5,746</u>	<u>4,854</u>

6. Cash and cash equivalents	2019 R'000	2018 R'000
Cash at bank and in hand	100,069	57,321
Short term bank deposits	452,254	471,092
	<u>552,323</u>	<u>528,413</u>

Cash and cash equivalents consist of:		
DHET restricted funds	231,155	303,445
Research restricted funds	142,731	153,536
University unrestricted funds	178,437	71,432
	<u>552,323</u>	<u>528,413</u>

For the purpose of the cash flow statement, the year-end cash and cash equivalents comprise the following:

Cash and bank balances	<u>552,323</u>	<u>528,413</u>
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Cash and cash equivalents are invested with major regulated financial institutions in South Africa.

The credit quality of cash at bank and short term deposits, excluding cash on hand, were all rated as zaA-1+ as at 31 December 2019.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

7. Deferred income	2019 R'000	Restated 2018 R'000
As at 1 January	574,012	420,920
Net increase in deferred income	113,291	153,092
Government grants received - Infrastructure	124,682	167,008
Realised in comprehensive income	(11,391)	(13,916)
As at 31 December	687,303	574,012

Deferred income represents mainly the building and infrastructure upgrade funding received from the Department of Higher Education and Training. Where funds received have been utilised for capital projects, the cost of the asset has been recognised in property, plant and equipment.

Where funds have been utilised to defray related expenses, which do not qualify for capitalisation, income is recognised as the expenses are incurred. Unspent amounts are disclosed under current liabilities, as deferred income.

8. Interest-bearing borrowings	2019 R'000	2018 R'000
Current portion of borrowings	584	490
Non-current portion of borrowings	2,003	330
Total borrowings	2,587	820

The finance obtained under the instalment sale agreement is to purchase vehicles and trucks. The facility is secured against vehicles with a net book value of R2.0 million (2018: Rnil).

The outstanding amount is to be settled within 60 months, with payments being made monthly in arrears with an interest cost linked to the prime rate. The prime rate at the time the agreement was entered into was 10.25%.

Interest rates	10.50%	10.00%
Minimum lease payments		
Not later than 1 year	584	494
Later than 1 year, not later than 5 years	2,044	402
	2,628	896
Future finance charges	(41)	(76)
Present value of borrowings	2,587	820

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

9. Trade and other payables	2019	2018
	R'000	R'000
Trade and other payables	47,770	47,585
Student deposits	59,667	80,056
NSFAS	26,593	843
DHET – fee adjustment funding	13,656	-
Leave pay accrual	9,375	8,890
Payroll accruals	23,873	19,819
	<u>180,934</u>	<u>157,193</u>

The fair value of trade and other payables approximates the carrying amounts as the majority of trade and other payables are non-interest bearing and are normally settled within agreed terms with creditors.

10. Leases

This note provides information for leases where the University is the lessee. Refer to change in accounting policy note 1.1 for detailed movement disclosure for the lease liability.

(i) Amounts recognised in the statement of financial position

	31 Dec	01 Jan
	2019	2019
	R'000	R'000
- Canterbury Annex Building	11,636	12,694
- Motor vehicles	846	1,122
	<u>12,482</u>	<u>13,816</u>
Lease Liabilities		
Non-Current	12,388	12,852
Current	697	662
	<u>13,085</u>	<u>13,514</u>

Additions to the right of use asset during the 2019 year amounted to R160,000.

(ii) Amounts recognised in the statement of comprehensive income

	2019
	R'000
Depreciation charge for right of use assets:	1,494
Right-of-use Asset: Canterbury Annex Building	1,057
Right-of-use Asset: Motor vehicles	437
Interest expense:	1,060
Canterbury Annex Building	1,036
Motor vehicles	24

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

10. Leases (continued)

	2019 R'000
Expense relating to low value leases:	168
Expense relating to short term leases:	221

(iii) The lease details

The University's leasing activities consists of a number of property leases. The use of the buildings ranges from the housing of students for domestic use to the housing of different faculty departments.

The Canterbury Annex Building has a lease term of 10 years with an option for renewal of an additional 10 years at the end of the original lease term. The renewal option was taken into account in determining the lease liability to be recognised on adoption of IFRS 16.

The lease rental escalations are dependent on the increase in residence fees each year and an estimation was made to determine lease rentals for future periods.

(iv) Lease Liability Maturity Analysis

	2019 R'000
Not Later than 1 year	1,992
Later than 1 year not later than 5 years	8,180
Later than 5 years	11,675
	<u>21,847</u>

The above maturity analysis indicates the lease capital commitments which the University is liable for contractually in terms of the current lease agreements.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

11. Revenue from contracts with customers

Revenue is recognised when control of goods or services are transferred to the customer.

The University derives revenue from the transfer of goods and services over time and at a point in time in the following streams of revenue:

(a) Disaggregated revenue from contracts with customers:	2019 R'000	2018 R'000
Tuition and other fee income	593,007	535,153
Income from contracts	53,502	55,839
Private gifts and grants	74,005	65,923
Sale of goods and services	27,003	33,214
	<u>747,517</u>	<u>690,129</u>

Tuition and other income has been further disaggregated as follows:

	South African Non-NSFAS funded Students R'000	South African NSFAS funded Students R'000	International Students R'000	Total R'000
2019	275,772	234,954	82,281	593,007
2018	274,495	179,541	81,117	535,153

The above table reflects the composition of local and international students during 2019 and 2018, along with the funding status of South African students.

The National Student Financial Aid Scheme (NSFAS), funded 39.6% (2018: 33.5%) of student fees. Revenue from international students decreased by 1.3%, representing 13.9% (2018: 15.2%) of total tuition and other income.

(b) Recognised as revenue from contracts with customers over time:

	2019 R'000	2018 R'000
Tuition and other fee income	593,007	535,153
Income from contracts	53,502	55,839
Private gifts and grants	74,005	65,923
Sale of goods and services	25,459	31,406
	<u>745,973</u>	<u>688,321</u>

Recognised as revenue from contracts with customers at a point in time:

Sale of good and services	1,544	1,808
	<u>1,544</u>	<u>1,808</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

11. Revenue from contracts with customers (continued)**(c) Contract Liabilities**

The University has recognised the following liabilities related to contracts with customers:

	2019	2018
	R'000	R'000
Contract Liabilities	<u>63,303</u>	<u>56,284</u>
	<u>63,303</u>	<u>56,284</u>
Significant changes in the balance for contract liabilities:		
Opening balance as 1 January 2019	56,284	43,524
Movement during the year:		
Funding received in relation to contracts from customers	30,405	22,087
Revenue recognised for which performance obligations have been satisfied	<u>(23,386)</u>	<u>(9,327)</u>
Closing balance at 31 December 2019	<u>63,303</u>	<u>56,284</u>

The contract liabilities relate to the University's obligation to complete work/satisfy performance obligations, for which funding was received at the reporting date.

(d) Contract Assets

The University has recognised the following assets related to contracts with customers:

Contract Assets	<u>11,844</u>	<u>-</u>
	<u>11,844</u>	<u>-</u>
Significant changes in the balance for contract assets:		
Opening balance as 1 January 2019	-	-
Movement during the year:		
Funding received in relation to contracts from customers	(12,403)	-
Revenue recognised for which performance obligations have been satisfied	<u>24,247</u>	<u>-</u>
Closing balance at 31 December 2019	<u>11,844</u>	<u>-</u>

The contract assets relate to the University's right to consideration for work completed/performance obligations satisfied but for which no funding was received at the reporting date.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

12. Other revenue is made up of:	2019 R'000	2018 R'000
Donations	29,748	22,686
State appropriations, subsidies and grants	664,028	572,431
	<u>693,776</u>	<u>595,117</u>
State Appropriations - grants and subsidies are made up as follows:	2019 R'000	Restated 2018 R'000
Subsidy – block grant	522,426	450,396
Specific grants – research	130,211	108,119
DHET infrastructure grants released	11,391	13,916
	<u>664,028</u>	<u>572,431</u>
13. Income from investments	2019 R'000	2018 R'000
Interest income	77,214	58,191
Dividend income	7,851	8,395
	<u>85,065</u>	<u>66,586</u>
14. Other non-recurrent income	2019 R'000	2018 R'000
South East Academic Libraries Systems operating costs levy income	2,828	2,576
South East Academic Libraries Systems millennium income	3,820	3,217
Board of Governors administration levy	3,667	3,570
Student vacation accommodation	4,639	2,443
Information and Technology System student sales	4,357	4,226
Insurance claims	3,803	631
Other sources	13,927	13,286
	<u>37,041</u>	<u>29,949</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

15. Personnel	2019	2018
	R'000	R'000
Academic professional	347,455	300,559
Other personnel	430,986	385,048
Leave liability	485	(1,103)
	<u>778,926</u>	<u>684,504</u>

16. Other operating expenses	2019	2018
	R'000	R'000

The following items have been included in recurrent expenditure:

Advertising	2,564	3,196
Audit - external	1,883	2,085
Approved audit fees	850	674
Adjustment for previous year	40	295
Other services	993	1,116
Audit - internal	810	838
Books, journals and periodicals	24,881	19,671
Catering and entertainment	8,159	5,691
Electricity and water	34,833	23,228
Expenditure on computer equipment written off	1,344	236
Cleaning costs and materials	4,214	5,165
Rates	14,688	13,496
Repairs and maintenance expenditure	28,989	22,104
Residence kitchen supplies	41,832	40,807
Scholarship, bursaries and merit awards	119,241	108,635
SEALS Trust software fees	4,049	3,637
Security	5,719	5,667
Skills Development Levies	5,633	4,650
Software licences and internet expenses	9,050	10,942
Telephone and fax	2,452	2,535
Travel and accommodation	52,936	48,396

17. Finance costs	2019	2018
	R'000	R'000
Interest expense	<u>1,242</u>	<u>19</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

18. Commitments	2019	2018
	R'000	R'000
<i>Commitments for capital expenditure</i>		
Capital Projects	167,190	338,257
Other	15,765	12,872
	<u>182,995</u>	<u>351,129</u>
<i>Commitments for operating expenditure</i>		
General	27,104	33,369
	<u>210,059</u>	<u>384,498</u>

Capital expenditure commitments will be financed through funds specifically designated for the projects and infrastructure grants from the Department of Higher Education. At 31 December 2019, significant commitments relate to the Botha House Project, Electrical Maintenance: Building Compliance Certificates, Electrical Maintenance: Medium Voltage Reticulation Upgrades, Bioscience Project, Education Project and the Main Administration Project.

19. Contingent liabilities	2019	2018
	R'000	R'000

Surety Guarantees - Contingent liability

Surety guarantee over motor vehicle and other loans financing scheme granted to staff by financial institutions.

2	400
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20. Cash generated from operations

	2019	Restated
	R'000	2018
		R'000
Reconciliation of net surplus to cash generated from operations:		
Net surplus before transfers	163,817	163,210
Prior year adjustment	-	(43,524)
Adjustments for non-cash items:		
Depreciation	51,722	45,128
Profit on disposal of fixed assets	(176)	(185)
Loss/(profit) on investments	644	(2,065)
Fair value gain of investments	(44,575)	-
NSFAS impairment	5,122	(716)
Student debtor impairment	20,095	8,846
Movement in retirement benefit obligation	(4,719)	1,785
Interest received	(77,214)	(58,191)
Dividends received	(7,851)	(8,395)
Interest paid	1,242	19
DHET infrastructure grants released	(11,391)	(13,916)
Changes in working capital	19,290	26,199
Trade receivables and other financial assets at amortised costs	1,266	24,174
Inventories	(892)	(353)
Trade and other payables	23,741	2,378
Contract assets	(11,844)	-
Contract liabilities	7,019	-
Cash generated from operations	<u>116,006</u>	<u>118,195</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

21. Compensation paid to Executive Personnel

The following disclosures relate to compensation paid to executive management for the year ended 31 December 2019. The amounts reflected below are based on the total cost of employment to the University and comprise flexible remuneration packages. The following are key management:

	Office held	Basic salary R'000	Employment benefits R'000	Other allowances/ payments R'000	Total cost to Rhodes University R'000
Dr S Mabizela Dr P Clayton	Vice-Chancellor	2,512	622	54	3,188
	Deputy Vice-Chancellor: Research & Development	1,885	340	105	2,330
Dr C Boughey	Deputy Vice-Chancellor: Academic & Student Affairs (Jan to Jun 2019)	812	457	-	1,269
Dr M Monnapula-Mapesela	Deputy Vice-Chancellor: Academic & Student Affairs (Jul to Dec 2019)	972	154	11	1,137
Dr A Moodley Dr I L'Ange	Registrar	1,396	240	22	1,658
	Executive Director: Infrastructure Operations & Finance	1,673	294	5	1,972

The following disclosures relate to compensation paid to executive management for the year ended 31 December 2018. The amounts reflected below are based on the total cost of employment to the University and comprise flexible remuneration packages. The following are key management:

	Office held	Basic salary R'000	Employment benefits R'000	Other allowances/ payments R'000	Total cost to Rhodes University R'000
Dr S Mabizela Dr P Clayton	Vice-Chancellor	2,358	583	50	2,991
	Deputy Vice-Chancellor: Research & Development	1,755	312	120	2,187
Dr C Boughey	Deputy Vice-Chancellor: Academic & Student Affairs	1,830	312	-	2,142
Dr A Moodley Dr I L'Ange	Registrar	1,309	206	22	1,537
	Executive Director: Infrastructure, Operations & Finance	1,572	275	-	1,847

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

22. Retirement benefit obligations

The University operates a defined benefit pension fund as well as two defined contribution provident funds. These funds are separately administered and managed in terms of the Pension Funds Act.

The responsibility for governance and management of the defined benefit pension fund lies with the trustees. The trustees engage professional pension fund administrators to assist them in discharging their responsibilities. In managing the Fund, the trustees take into consideration the latest statutory valuation performed in terms of the Pension Fund Act and recommendations made by the actuaries.

For the purposes of the preparation of these financial statements, the retirement obligations are required to be valued in terms of IAS19R Employee Benefits. In terms of IAS19R, a different actuarial valuation method and assumptions are used, compared to the statutory valuation.

The University also provides post-retirement healthcare benefits to retirees employed by the institution prior to 1991. The entitlement to this benefit is based on the employee remaining in service up to retirement age and the completion of a minimum service period. The obligation is also valued in terms of IAS 19R Employee Benefits.

	2019	2018
	R'000	R'000
Statement of financial position obligations for:		
- pension benefits	49,180	113,513
- post-retirement medical benefits	73,363	64,536
	<u>122,543</u>	<u>178,049</u>
Total income / expenditure charge for:		
- pension benefits	(32,929)	(27,664)
- post-retirement medical benefits	(6,204)	(6,416)
	<u>(39,133)</u>	<u>(34,080)</u>
Recognised in other comprehensive income:		
- pension benefits	59,464	(63,038)
- post-retirement medical benefits	(8,461)	787
	<u>51,003</u>	<u>(62,251)</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

22. Retirement benefit obligations (continued)***Pension benefits***

The defined benefit pension fund is valued by independent actuaries on an annual basis using the Projected Unit Credit method.

The latest actuarial valuation of the pension fund was performed on 31 December 2019.

This plan is registered under the Pension Fund Act. The assets of this fund are held independently of the University's assets in a separate trustee-administered fund.

The plan is a final average salary pension plan which provides benefits to members in the form of a guaranteed level of pension, payable for life. The level of benefits provided depends on the member's length of service and their salary in the final year prior to retirement. The plan is governed by local regulations and practices of the Financial Services Board as well as the Pension Fund Act of South Africa. There were no financial significant rule amendments, curtailments or settlements during the year under review.

The fund is required by law to maintain a funding level of at least 100%. A statutory valuation is conducted every three years to confirm the fund's financial soundness. An interim valuation is conducted annually.

	2019	2018
	R'000	R'000
<i>The amounts recognised in the statement of financial position are as follows:</i>		
Present value of funded obligations	1,008,746	998,776
Fair value of plan assets	(959,566)	(885,263)
Funded status	<u>49,180</u>	<u>113,513</u>
Unrecognised surplus due to surplus apportionment legislation	-	-
Liability at year end	<u><u>49,180</u></u>	<u><u>113,513</u></u>

The movement in the defined benefit obligation over the year is as follows:

Beginning of the year	998,776	986,846
Current service cost	20,726	21,405
Interest cost	99,800	97,244
Member contributions	14,911	14,030
Remeasurements gain	(36,819)	(43,533)
Benefits paid	(85,839)	(74,780)
Administration costs and risk premiums	(2,809)	(2,436)
End of the year	<u><u>1,008,746</u></u>	<u><u>998,776</u></u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

22. Retirement benefit obligations (continued)

The gain on the defined benefit obligation is largely as a result of the following:

- Change in statutory minimum benefits;
- Change in economic assumptions;
- Lower than expected pension increases;
- Higher than expected salary increases;
- Demographic experience; and
- Other miscellaneous items.

	2019 R'000	2018 R'000
<i>Pension benefits (continued):</i>		
<i>The movement in the fair value of plan assets over the year is as follows:</i>		
Beginning of the year	885,263	937,234
Interest	87,597	90,985
Employer contributions	37,798	26,801
Employee contributions	14,911	14,030
Benefits paid	(85,839)	(74,780)
Risk premium	(2,809)	(2,436)
Remeasurement gain/(loss)	22,645	(106,571)
End of the year	<u>959,566</u>	<u>885,263</u>

The net actuarial gain on the fair value of plan assets arose as a result of the actual returns on the assets being higher than the calculated interest income on assets.

Net effect of the valuation in the income statement

Current service costs	(20,726)	(21,405)
Net interest expense	(12,203)	(6,259)
Total, included in staff costs expense	<u>(32,929)</u>	<u>(27,664)</u>

Amount to be recognised in other comprehensive income

Current year (gain)/loss	(59,464)	63,038
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Plan assets, as set out in the actuarial valuation, are comprised as follows:

Cash	5.2%	5.7%
Equities	32.8%	34.3%
Bonds	23.9%	24.2%
Property	2.2%	2.3%
International	31.9%	29.5%
Other	4.0%	4.0%
	<u>100.0%</u>	<u>100.0%</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

22. Retirement benefit obligations (continued)***Pension benefits (continued):******Analysis of remeasurements***

	2019	2018
	R'000	R'000
<i>Defined benefit obligation:</i>		
Remeasurement gain due to change in financial assumptions	(17,916)	(23,303)
Remeasurement gain due to experience adjustment	(18,903)	(20,230)
	<u>(36,819)</u>	<u>(43,533)</u>

Plan assets:

Remeasurement gain/(loss): Return on plan assets, not included in interest income above

22,645	(106,571)
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The principal actuarial assumptions used were as follows:

Discount rate	10.2%	10.1%
Future salary increases	6.6%	7.0%
Future pension increases	3.4%	3.6%
Inflation rate	5.6%	6.0%
Interest income on assets	10.2%	10.1%

Mortality Rate:

Pre-retirement: SA85-90 (Light) table

Post-retirement: PA(90) ultimate table rated down 1 year plus 0.5% improvement per annum from 31 December 2013.

Sensitivity analysis

Sensitivity analysis looks at the effect of deviations in the key valuation assumptions and other implicit valuation assumptions. The effect of changes in the key valuation assumptions to the defined benefit obligation is as follows:

Assumption	Change	Defined benefit obligation R'000	% change
Salary increase rate	1% increase	(1,025,054)	4.6%
Salary increase rate	1% decrease	(1,003,307)	-4.0%
Discount rate	1% increase	(969,415)	-10.5%
Discount rate	1% decrease	(1,088,962)	12.8%
Pension increase rate	1% increase	(1,058,866)	8.2%
Pension increase rate	1% decrease	(970,466)	-7.1%
Life expectancy	2 years increase	(1,059,494)	5.0%
Life expectancy	2 years decrease	(961,703)	-4.7%

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

22. Retirement benefit obligations (continued)***Pension benefits (continued):***

The RU Pension Fund valuations reflected in these annual financial statements are arrived at in compliance with IAS19. The Trustees of the Pension Fund, whilst mindful of these IAS19 valuations, manage the fund with reference to the valuations undertaken by the Fund's statutory actuary, whose valuations are subject to scrutiny by the Financial Services Board. The most recent such valuation reflected the fund as fully funded.

The Trustees of the pension fund take into account the following employer risks in the management of the fund:

- **Inflation:** The risk that future CPI inflation to which salary increases and pension increases are linked is higher than expected and uncontrolled.
- **Longevity:** The risk that pensioners live longer than expected and thus their pension benefit is payable for long than expected.
- **Open-ended, long-term liability:** The risk that the liability may be volatile in future and uncertain.
- **Future changes in legislation:** The risk that changes to legislation with respect to the post-employment liability may increase the liability for the University.
- **Future changes in the tax environment:** The risk that changes in the tax legislation governing employee benefits may increase the liability for the University.
- **Administration:** Administration of this liability poses a burden to the University.

Expected contributions and benefit payments for the period 1 January 2020 to 31 December 2020:

	R'000
Administration costs	(1,488)
Risk premiums	(1,492)
Member contributions	15,294
University contributions*	76,513
Benefit payments	<u>(43,313)</u>
	<u>45,514</u>

*This includes the additional contributions due by the University to alleviate the deficit in the fund.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

22. Retirement benefit obligations (continued)***Post-employment medical benefits***

The University provides post-retirement medical benefits to certain qualifying employees in the form of continued medical aid contributions. Entitlement to this benefit is based on the employee being employed by the University prior to 1991, remaining in service up to retirement age and completing a minimum service period. This unfunded defined benefit liability in respect of this obligation is valued by independent actuaries annually using the Projected Unit Credit method. This liability was valued at 31 December 2019. The plan is registered under the Medical Schemes Act. The plan is governed by a Board of Trustees.

	2019 R'000	2018 R'000
<i>The amounts recognised in the statement of financial position are determined as follows:</i>		
Present value of unfunded medical benefit obligations	<u>73,363</u>	<u>64,536</u>
<i>The movement in the liability over the year is as follows:</i>		
Beginning of the year	64,536	64,401
Current service cost	300	323
Interest cost	5,904	6,093
Benefits paid	(5,838)	(5,494)
Remeasurement due to changes in financial assumptions	7,919	(3,753)
Remeasurement due to experience adjustment	542	2,966
End of the year	<u>73,363</u>	<u>64,536</u>
<i>The amounts recognised in total income/expenditure are as follows:</i>		
Current service cost	(300)	(323)
Interest cost	(5,904)	(6,093)
Total included in personnel costs	<u>(6,204)</u>	<u>(6,416)</u>
Remeasurement loss /(gain) recognised in the statement of comprehensive income	8,461	(787)

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

22. Retirement benefit obligations (continued)***Post-employment medical benefits (continued):******Sensitivity analysis***

Sensitivity analysis looks at the effect of deviations in the key valuation assumptions and other implicit valuation assumptions. The effect of changes in the key valuation assumptions to the defined benefit obligation is as follows:

Assumption	Change	Defined benefit Obligation R'000	% change
Health care inflation	1% increase	80,032	9.1%
Health care inflation	1% decrease	67,569	-7.9%
Discount rate	1% increase	67,462	-8.0%
Discount rate	1% decrease	80,268	9.4%
Expected retirement age	1 year older	73,426	0.1%
Expected retirement age	1 year younger	73,972	0.8%
Withdrawal tables	0% - 15% p.a.	73,398	0.05%
		2019	2018
		R'000	R'000
<i>Membership data:</i>			
Employed members (in service)		32	36
Retired members		257	262
Total number of eligible members		<u>289</u>	<u>298</u>

The principal actuarial assumptions used were as follows:

Interest rate	9.3%	9.6%
Healthcare cost inflation	6.9%	5.8%
CPI inflation rate	4.9%	5.8%
Net discount rate as prescribed	4.2%	3.6%
Salary inflation rate	6.4%	7.3%
Duration used to set assumptions	9.2 years	9.4 years

Mortality rate:

During employment: SA 85/90 (Lite)

Post-employment: PA (90) ultimate life tables less than 1 year age adjustment with an improvement of 0.5% per annum from 2007 onwards.

There are several risks faced by Rhodes University as a result of the post-employment healthcare obligation and can be summarised as follows:

- **Inflation:** The risk that future CPI inflation to which salary increases and pension increases are linked is higher than expected and uncontrolled.
- **Longevity:** The risk that pensioners live longer than expected and thus their pension benefit is payable for longer than expected.
- **Open-ended, long-term liability:** The risk that the liability may be volatile in future and uncertain.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

22. Retirement benefit obligations (continued)

Post-employment medical benefits (continued):

- **Future changes in legislation:** The risk that changes to legislation with respect to the post-employment liability may increase the liability for Rhodes University.
- **Future changes in the tax environment:** The risk that changes in the tax legislation governing employee benefits may increase the liability for Rhodes University.
- **Perceived inequality by non-eligible employees:** The risk of dissatisfaction of employees who are not eligible for a post-employment healthcare subsidy.
- **Administration:** Administration of this liability poses a burden to Rhodes University.
- **Enforcement of eligibility criteria and rules:** The risk that eligibility criteria and rules are not strictly or consistently enforced.

Expected components of defined benefit cost for the period 1 January 2020 to 31 December 2020.

	R'000
Interest cost	6,523
Current service costs	317
Benefit payments	(6,116)
	724

23. Related parties

The Department of Higher Education and Training (DHET) is considered to be a related party. The DHET is considered to exert significant influence over the University. Refer to note 12 for details of state appropriations received and note 7 for details of grants received for building and infrastructure funding.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

24. Financial instruments by category

The financial assets and liabilities of the University are classified as follows.

	2019 R'000	2018 R'000
Financial assets		
Financial assets at amortised cost		
- Trade receivables	40,998	28,679
- Other financial assets at amortised cost	298,555	172,036
- Cash and cash equivalents	552,323	528,413
	<u>891,876</u>	<u>729,128</u>
Financial assets at fair value through other comprehensive income (FVOCI)	<u>181,232</u>	<u>177,055</u>
Financial assets at fair value through profit and loss (FVPL)	<u>465,429</u>	<u>395,686</u>
Financial liabilities		
Liabilities at amortised cost		
- Interest bearing borrowings	2,587	820
- Trade and other payables	180,934	157,192
Lease liabilities	<u>13,085</u>	-
	<u>196,606</u>	<u>158,012</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

25. Financial risk management

Fair value estimations

For more information about the methods and assumptions used in determining the fair value of financial instruments, refer to note 2.

Financial risk factors

The University's activities expose it to a variety of financial risks: market risk (including currency risk and interest rate risk), credit risk and liquidity risk. The University's overall risk management processes focus on the unpredictability of financial markets and seek to minimise potential adverse effects on the University's financial performance.

Day to day risk management is the responsibility of management and staff of the University and is achieved through compliance with the documented policies and procedures of the University. All such policies and procedures are approved by Council or an appropriately mandated sub-committee of Council.

(a) Market risk

(i) Foreign exchange risk

Foreign exchange risk arises from transactions which are denominated in a currency which is not the University's functional currency. The University has no significant foreign exchange exposure and therefore no formal policy is in place to manage foreign currency risk.

The only area where the University is exposed to foreign exchange risk at financial position date is in the non-current investments which include international market unit trusts which are exposed to the US dollar. The impact of a 5% increase/decrease in exchange rates with all other variables held constant on the valuation of the international asset swaps at reporting date would be R11.8 million (2018: R9.1 million) higher/lower.

(ii) Price risk

The University is exposed to equity securities price risk because of investments held by the University. The University is not exposed to commodity price risk. To manage its price risk arising from investments in equity shares, the University diversifies its portfolio. Diversification of the portfolio is done in accordance with the limits set by the Investment Committee of the Rhodes University Foundation.

At 31 December 2019, if the FTSW/JSE CPI index increases/decreases by 10% with all other variables held constant and all the University's equity instruments moved according to the historical correlation with the index, the market value of the listed equities would have been R18.1 million (2018 : R17.7 million) higher/lower. Due to the unpredictability of equity market returns, a general indicative percentage of 10% is used to highlight the changes in market value on equity investments.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

25. Financial risk management (continued)**(b) Market risk (continued)****(iii) Interest rate risk**

The University is exposed to interest rate risk due to financial assets and liabilities bearing variable interest rates. Interest rate risk is managed by ensuring that the University's assets are invested in accounts which earn the best possible interest rates.

(c) Credit risk**Trade receivables**

The University has applied IFRS 9 to measure its expected credit losses (ECL).

To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics. The expected loss rates are based on the payment profiles of outstanding student fees, over a period of 36 months before 31 December 2019 and the corresponding historical credit losses experienced within this period. The historical loss rates are adjusted to reflect current and forward looking information.

On this basis, the loss allowance as at 31 December 2019 and 31 December 2018 was determined as follows:

31 December 2019

Expected Credit Loss rate

Gross carrying amount – Trade receivables

Loss Allowance

Total:

70%

R135,998,000

R 95,000,000

Risk categories	Amounts outstanding at year end 2019 R'000	Loss rate applied	Expected credit loss R'000
SA Graduating (non NSFAS)	16,853	46%	7,752
SA Returning (non NSFAS)	41,958	65%	27,287
SA non registered (non NSFAS)	41,097	90%	37,097
International Graduating	2,337	80%	1,875
International Returning	7,963	70%	5,583
International non registered	6,771	100%	6,771
SA Graduating (NSFAS)	3,813	47%	1,792
SA Returning (NSFAS)	15,206	45%	6,843
IFRS 9 lifetime ECL: Year end	135,998	70%	95,000

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

25. Financial risk management (continued)

(c) Credit risk (continued)

Trade receivables (continued)

31 December 2018	Total:
Expected Credit Loss rate	72%
Gross carrying amount – Trade receivables	R103,658,000
Loss Allowance	R 74,979,000

Ageing buckets	Amounts outstanding at year end 2018 R'000	Loss rate applied	Expected credit loss R'000
SA Graduating (non NSFAS)	7,940	60%	4,766
SA Returning (non NSFAS)	26,992	60%	16,144
SA non registered (non NSFAS)	29,537	95%	27,912
International Graduating	2,207	60%	1,313
International Returning	6,246	70%	4,341
International non registered	5,467	100%	5,467
SA Graduating (NSFAS)	7,277	60%	4,331
SA Returning (NSFAS)	17,992	60%	10,705
IFRS 9 lifetime ECL: Year end	103,658	72%	74,979

The closing loss allowances for trade receivables as at 31 December 2019 reconciles to the opening loss allowances as follows:

	2019 R'000	2018 R'000
Opening balance at 1 January	74,979	66,212
Increase in loss allowance recognised in profit or loss during the year	20,095	8,846
Receivables written off during the year	(74)	(79)
Balance at 31 December	95,000	74,979

Other receivables

Other receivables are receivables due from institutions for various grants, projects and auxiliary activities of the University in accordance with relevant contractual agreements.

The loss allowance for other receivables as at 31 December 2019 reconciles to the opening loss allowance as follows:

	Other Receivables	
	2019 R'000	2018 R'000
Opening balance at 1 January	-	-
Increase in loan loss allowance recognised in profit or loss during the year	2,232	-
Balance at 31 December	2,232	-

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

25. Financial risk management (continued)**Loans**

Loans include NSFAS student loans, other student loans, employee loans and other loans. The University applied IFRS 9 to measure the expected credit losses.

NSFAS student loans

NSFAS student loans have been fully provided for, as the recoverability of the NSFAS debtor amount is considered low. Therefore, the expected credit loss rate is 100%.

The expected loss rates are based on the payment profiles of outstanding NSFAS student loans, over a period of 36 months before 31 December 2019 or 1 January 2019 respectively and the corresponding historical credit losses experienced within this period. The historical loss rates were adjusted to reflect current and forward looking information.

Other student loans and employee loans

Other student loans relate to post-graduate students. Employee loans are made available for housing and personal purposes.

The expected loss rates are based on the payment profiles, over a period of 36 months before 31 December 2019 or 1 January 2019 respectively and the corresponding historical credit losses experienced within this period. The historical loss rates are adjusted to reflect current and forward looking information.

The loss allowance for other financial assets at amortised cost as at 31 December 2019 reconciles to the closing loss allowance as at 31 December 2018 as follows:

	NSFAS Student Loans	
	2019	2018
	R'000	R'000
Opening balance at 1 January	110,525	116,341
Provision reversed	(134)	(5,816)
Balance at 31 December	110,391	110,525
	Other Loans	
	2019	2018
	R'000	R'000
Opening balance at 1 January	18,893	3,894
Increase in loan loss allowance recognised in profit or loss during the year	4,998	14,999
Closing balance at 31 December	23,891	18,983

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

25. Financial risk management (continued)**(d) Liquidity risk**

Prudent liquidity risk management implies maintaining sufficient cash and marketable securities, the availability through an adequate amount of committed credit facilities and the ability to close out market positions. Council, through the Finance and General Purposes Committee, and the Management of the University monitor the University's liquidity on an ongoing basis. At the end of the reporting period, the University held Council directed deposits at call of R78.0 million that are expected to readily generate cash inflows for managing liquidity risk.

The table below analyses the University's financial liabilities into relevant maturity groupings based on the remaining period at the statement of financial position date to the contractual maturity date. The amounts disclosed in the table are the contractual undiscounted cash flows.

	Within 1 year R'000	Between 1 and 5 years R'000	Later than 5 years R'000
At 31 December 2019			
Interest-bearing borrowings	584	2,003	-
Trade and other payables	81,016	-	-
	<u>81,016</u>	<u>-</u>	<u>-</u>
At 31 December 2018			
Interest-bearing borrowings	490	330	-
Trade and other payables	76,293	-	-
Lease liabilities	697	12,388	-
	<u>697</u>	<u>12,388</u>	<u>-</u>

(e) Capital risk management

The University's objectives when managing capital are to safeguard the ability of the University to continue as a going concern and meet its stated objectives. This objective is met through careful consideration by the Council each year of the critical strategic objectives of the University.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2019

26. Events after reporting period

On 30 January 2020, the World Health Organisation declared COVID-19 outbreak as a public health emergency of international concern. The spread of COVID-19 has severely affected many local economies around the globe. In many countries, institutions are being forced to cease, limit or move to new forms of delivery of their operations for long or indefinite periods.

Rhodes University has followed the Higher Education Sectoral approach and directives from government adhering to the restrictions placed on its operations, through the “lockdown” and the adjusted Risk strategy.

The financial impact of the pandemic will affect the University negatively both in the short and medium term. In order to mitigate the effect of the pandemic as much as possible the following measures have been put into place:

1. Multi-modal remote Learning and Teaching has been implemented.
2. A reprioritisation of financial resources including capital projects is being reviewed.
3. The gradual return of students to campus within the ambit of directives provided by the DHET.
4. An extension of the academic year if necessary into the 2021 calendar year.

The University has determined that these events are non-adjusting events. Accordingly, the financial position and results of operations as of and for the year ended 31 December 2019 have not been adjusted to reflect their impact. The duration and impact of the COVID-19 pandemic, as well as the effectiveness of government responses, remains unclear at this time.

The effects of the COVID-19 pandemic, as well as the impact of the volatility in global and local markets, on the University’s financial position is being carefully monitored and assessed. Future revenue streams and costs are expected to be adversely affected. Action plans are being put in place and will be appropriately implemented when necessary. Whilst, it is not possible to reliably estimate the duration and severity of these consequences, as well as their impact on the financial position and results of the University for future periods, based on the current information and forecasts, the University’s cash and liquidity position remains sound.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

1. Changes in accounting policies

The consolidated financial statements have been prepared in accordance with International Financial Reporting Standards on a basis consistent with the prior year, except for the adoption of the following new or revised standards.

1.1 IFRS 16 Leases

The University applied IFRS 16 from 1 January 2019. As a result, the University has changed its accounting policy for lease contracts. IFRS 16 was applied using the modified retrospective approach and there were no impact on retained earnings at 1 January 2019 as the right of use assets were measured at an amount equal to the remaining lease liabilities. The impact on the financial statements on transition of IFRS 16 resulted in the University recognising additional right of use assets and liabilities of R 12.7 million.

As a lessee, the University previously classified leases as operating leases based on its assessment of whether the leases transferred significantly all the risks and rewards incidental to ownership of the underlying asset to the University.

Under IFRS 16, the University recognises right-of-use assets and lease liabilities for most leases, including operating leases.

On transition to IFRS 16, the University applied the practical expedient to the assessment of which transactions are leases. It applied IFRS 16 only to contracts that were previously identified as leases. Contracts that were not identified as leases under IAS 17 and IFRIC 4 were not reassessed for whether there is a lease. Therefore, the definition of a lease under IFRS 16 was applied only to contracts entered into or changed on or after 1 January 2019.

Leases classified as operating leases under IAS 17

At 1 January 2019 transition lease liabilities were measured at the present value of the remaining lease payments, discounted at the University's incremental borrowing rate at 1 January 2019. Right of use assets are measured at an amount equal to the lease liability, adjusted by the amount of any prepaid or accrued lease payments.

The following practical expedients were used when applying IFRS 16 to leases previously classified as operating leases under IAS 17:

- applied the exemption not to recognise right-of-use assets and liabilities with less than 12 months of lease term remaining; and
- excluded initial direct costs from measuring the right-of-use asset at the date of initial application.

The impact on the financial statements on transition to IFRS 16, the University recognised additional right of use assets and lease liabilities of R12.7 million. Right of use assets are included within property, plant and equipment and lease liabilities are included within noncurrent and current liabilities on the face of the statement of financial position. Right of use assets are depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis. Depreciation for the current year increased by R1.4 million. When measuring the lease liabilities at present value, a weighted average incremental borrowing rate of 9% was applied.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

1. Changes in accounting policies (continued)**1.1 IFRS 16 Leases (continued)**

The following table summarises the impact of transition to IFRS 16 at 1 January 2019:

	2019 R'000
Operating lease commitments disclosed as at 31 December 2018	1,208
Discounted using the lessee's incremental borrowing rate of at the date of initial application	1,160
Adjustment as a result of the extension option	11,534
Add: finance lease liabilities recognised as at 31 December 2018	820
Lease liability recognised as at 1 January 2019	<u>13,514</u>
Disclosed as:	
Current lease liabilities	662
Non-current lease liabilities	<u>12,852</u>
	<u>13,514</u>

1.2 Government grants – IAS 20

This note explains the impact of the change in accounting policy relating Government Grants (IAS 20), on the consolidated financial statements.

In accordance with IAS 20, Government Grants are recognised in profit or loss on a systematic basis over the periods in which the University recognises expenses for the related costs for which the grants are intended to compensate, which in the case of grants related to assets requires recognition of the grant as deferred income or deducting it from the carrying amount of the asset.

Previously, the University elected to offset the grant received against the carrying amount of the asset. In the current financial year, the University has elected to voluntarily change their accounting policy to recognise the grant as deferred income which is released to the profit or loss on a systematic basis.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

Method of transition applied

The change in accounting policy has been applied retrospectively by restating each of the affected financial statement line items for prior periods as follows:

	31 Dec 2017 As originally presented R'000	Adjustment R'000	31 Dec 2017 Restated R'000	31 Dec 2018 As originally presented R'000	Adjustment R'000	31 Dec 2018 Restated R'000
Statement of Financial Position						
Non-current assets - Property, Plant and Equipment						
Cost	937,968	364,432	1,302,400	973,864	419,219	1,393,083
Accumulated depreciation	(513,91)	(59,412)	(573,328)	(530,970)	(72,936)	(603,906)
Carrying value	424,052	305,020	729,072	442,894	346,283	789,177
Current liabilities						
Deferred Income	115,900	305,020	420,920	227,729	346,283	574,012
Statement of Comprehensive Income						
Other revenue						
State Appropriations - subsidies and grants	501,907	11,688	513,595	558,906	13,525	572,431
Expenditure						
Depreciation	31,454	11,688	43,142	31,603	13,525	45,128

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, except for the changes in accounting policies as described in note 1.

2.1 Basis of Preparation

The consolidated financial statements of the Rhodes University (the University) have been prepared in accordance with International Financial Reporting Standards (IFRS) and in the manner prescribed by the Minister of Education in terms of section 41 of the Higher Education Act 1997 (Act No. 101 of 1997), as amended. The consolidated financial statements have been prepared under the historical cost convention as modified by financial assets, which were carried at fair value.

The preparation of financial statements in conformity with IFRS requires the use of certain critical accounting estimates. It also requires management to exercise judgement in the process of applying the University's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements, are valuation of employee benefits, impairment of receivables and calculation of lease liabilities.

New Standards not yet adopted

Certain new accounting standards and interpretations have been published that are not mandatory for 31 December 2019 reporting periods and have not yet been adopted by the University. The University's assessment of the impact of these new standards and interpretations is set out below:

IFRS 17 Insurance Contracts

The IASB issued IFRS 17, 'Insurance contracts', which has significant implications for insurers. Whereas the current standard, IFRS 4, allows insurers to use their local GAAP, IFRS 17 defines clear and consistent rules that will significantly increase the comparability of financial statements. For insurers, the transition to IFRS 17 will have an impact on financial statements and on key performance indicators.

This standard is mandatory for financial years commencing on or after 1 January 2021 and is not expected to have any impact on the University.

Definition of Material – Amendments to IAS 1 and IAS 8

These amendments to IAS 1 and IAS 8 and consequential amendments to other IFRSs:

- use a consistent definition of materiality through IFRSs and the Conceptual Framework for Financial Reporting;
- clarify the explanation of the definition of material; and
- incorporate some of the guidance in IAS 1 about immaterial information.

This standard is mandatory for financial years commencing on or after 1 January 2020 and is not expected to have a material impact on the University.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies (continued)

Amendment to IFRS 3 Business combinations

This amendment revises the definition of a business. According to the ISB received by the IASB, application of the current guidance is commonly thought to be too complex, and it results in too many transactions qualifying as business combinations. The likely impact of this amendment is that more acquisitions are to be accounted for as asset acquisitions.

This standard is mandatory for financial years commencing on or after 1 January 2020 and is not expected to have a material impact on the University.

Other

There are no other standards, interpretations or amendments that are not yet effective and that would be expected to have a material impact on the University in the current or future reporting periods and on foreseeable future transactions.

2.2 Consolidation

Subsidiary entities are those entities over which Rhodes University has the power, directly or indirectly, to exercise control. All subsidiaries are consolidated, except if control is expected to be temporary, or if there are long term restrictions on the transferability of funds. Subsidiaries are consolidated from the date on which effective control is transferred to Rhodes University and they are de-consolidated from the date that control ceases. All inter-entity transactions, balances and unrealised surpluses and deficits are eliminated.

Uniform accounting policies are applied for all entities consolidated.

The following entity is included in the consolidated financial statements of Rhodes University:

- David Rabkin Project for Experiential Journalism Training (Pty) Ltd (trading as Grocotts Mail)

2.3 Income recognition

University income falls into the following main categories:

- State appropriations: subsidies and grants
- Tuition and other fee income
- Private grants and income from other contracts
- Private gifts
- Sale of goods and services
- Finance income
- Other non-recurrent income

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies (continued)

State appropriations: subsidies and grants

State subsidies and grants for general purposes, are recognised as revenue at fair value in the financial year to which they relate. They are recognised when there is reasonable assurance that the subsidies and grants will be received and assurance is given that the University will satisfy all the relevant conditions. There are no unfulfilled conditions or contingencies attached to this category of revenue.

Income-based grants

Income-based grants are initially treated as deferred income. They are subsequently recognised in income on a systematic basis, in the periods in which the University recognises the related costs for which the grants are intended to compensate.

Asset-based grants

Grants relating to assets are initially recognised as deferred income and, thereafter, are recognised in the statement of comprehensive income on a systematic basis over the useful lives of the related assets.

Tuition and other fee income

Tuition and other course fees relate directly to the provision of specific academic and non-academic courses. Income is recognised on a pro-rata basis across the length of the course, in line with the provision of the courses to students.

Tuition and other fee income is stated gross of any expenditure and credited to the statement of comprehensive income over the period students study.

Private grants and income from contracts

Income is recognised in the statement comprehensive income when the grant or income is receivable (legal/contractual commitment) and performance related conditions specified in the agreement are met. In the absence of performance conditions, income is recognised in full as soon as it becomes receivable.

Income received in advance of completion of performance conditions is recognised in the statement of financial position as a contract liability and released to the statement of comprehensive income as conditions are met. Where grants or income are received in arrears, accrued revenue or receivable assets are recognised in line with income.

Finance income

Finance income is recognised on a time proportion basis, taking account of the principal outstanding and the effective rate over the period to maturity, when it is determined that such income will accrue to the University.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies (continued)

Sale of goods and services

Income from the sale of goods or services is credited to the statement of comprehensive income when the University transfers control of the goods or services to the external customer.

Other non-recurrent income

Occasional sales and services are recognised in the period in which control is transferred to the external customer. Income from such sales and services are included in 'other non-recurrent income' in the statement of comprehensive income.

2.4 Research costs

Research costs are expensed in the period in which they are incurred.

2.5 Reserve funds

2.5.1. Council unrestricted funds

The unrestricted operating fund reflects the University's subsidised activities. These funds are created by the appropriation of retained surpluses other than those retained for specific purposes. These funds fall under the discretion and control of Council.

2.5.2. Council restricted funds

These funds may be used only for the purposes that have been specified in legally binding terms by the provider of such funds or by another legally empowered person.

2.5.3. Property, plant and equipment funds

The amount in property, plant and equipment funds represents the carrying value of the University's fixed assets that is financed from unrestricted funds.

2.6 Foreign currencies

Foreign currency transactions are accounted for at the exchange rates prevailing at the date of the transactions. Gains and losses resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of comprehensive income in the year in which they arise. Such balances are translated at year-end exchange rates.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies (continued)

2.7 Offsetting financial instruments

Financial assets and liabilities are offset and the net amount reported in the statement of financial position when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis, or realise the asset and settle the liability simultaneously.

2.8 Property, plant and equipment

(a) Owned assets

All property, plant and equipment is stated at historical cost. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Donated property, plant and equipment is recorded at fair value at the date of the donation. Property, plant and equipment purchased with government grant funds are treated as set out in note 2.3.1.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the University and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of comprehensive income during the financial period in which they are incurred.

Depreciation on property, plant and equipment is calculated using the straight-line method to allocate their cost or revalued amounts to their residual values over their estimated useful lives. The estimated useful lives are:

Buildings	50 years
Furniture and equipment	6 to 15 years
Vehicles	4 to 10 years
Computer equipment	3 to 8 years

Library books and periodicals are written off in the year of acquisition.

Land is not depreciated as it is deemed to have an indefinite life.

Assets which individually cost less than R5 000 are not capitalised and are expensed in the year of acquisition. Assets which individually cost between R5 000 and R15 000 are capitalised and written off in full in the year of acquisition.

The residual values and useful lives of all significant assets are reviewed, and adjusted if appropriate, at year end. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in profit in the statement of comprehensive income.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies (continued)

2.8 Property, plant and equipment (continued)

(b) Leased assets

Right-of-use assets are measured at cost comprising the following:

- the amount of the initial measurement of lease liability
- any lease payments made at or before the commencement date less any lease incentives received
- any initial direct costs, and
- restoration costs

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis.

Payments associated with short-term leases and all leases of low-value assets are recognised as an expense in profit or loss. Short-term leases are leases with a lease term of 12 months or less.

2.9 Impairment of non-financial assets

Non-current assets are reviewed for impairment losses whenever events or changes in circumstances indicate that the carrying value may not be recoverable. An impairment loss is recognised for the amount by which the carrying amount of the asset exceeds its recoverable amount, which is the higher of an asset's net selling price and value in use. For the purposes of assessing impairment, assets are grouped at the lowest level for which there are separately identifiable cash flows.

2.10 Leases

Policy applicable before 1 January 2019

Prior to 1 January 2019, leases of property, plant and equipment were classified as either finance or operating leases.

Assets leased in terms of finance lease agreements are capitalised. These are leases where a significant portion of the risk and rewards are taken up by the University. At commencement of the lease term, the lessee recognises finance lease assets and liabilities in the balance sheet at an amount equal to the fair value of the leased asset or if lower, the present value of the minimum lease payments. These assets are depreciated on the straight-line basis to their estimated residual value at rates considered appropriate to reduce book values over the shorter of the duration of the lease agreements or useful life of the assets. Finance costs are charged to the income statement over the period of the lease.

Finance leases are capitalised at the estimated present value of the underlying lease payments. Each lease payment is allocated between the liability and the finance charge to achieve a constant rate on the finance balance outstanding.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies (continued)

2.10 Leases (continued)

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statement on a straight-line basis over the period of the lease.

Policy applicable from 1 January 2019

From 1 January 2019, leases are recognised as a right-of-use asset and a corresponding liability at the date at which the leased asset is available for use by the University.

Assets and liabilities arising from a lease are initially measured on a present value basis. Lease liabilities include the net present value of fixed monthly lease payments (including in-substance fixed payments), less any lease incentives receivable.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for leases in the University, the lessee's incremental borrowing rate is used, being the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

To determine the incremental borrowing rate, the University:

- where possible, uses recent third-party financing received by the individual lessee as a starting point, adjusted to reflect changes in financing conditions since third party financing was received; and
- makes adjustments specific to the lease, e.g. term, country, currency and security.

Lease payments are allocated between principal and finance cost. The finance cost is charged to profit or loss over the lease period to produce a constant periodic rate of interest on the remaining balance of the liability for each period.

Right-of-use assets are measured at cost comprising the following:

- the amount of the initial measurement of lease liability;
- any lease payments made at or before the commencement date less any lease incentives received;
- any initial direct costs, and
- restoration costs.

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis.

Payments associated with short-term leases of equipment and vehicles and all leases of low-value assets are recognised as an expense in profit or loss. Short-term leases are leases with a lease term of 12 months or less.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies (continued)

2.11 Inventories

Inventories are stated at the lower of cost or net realisable value. Cost is determined by the weighted average method.

2.12 Financial instruments - IFRS 9

Financial instruments, consisting of financial assets and financial liabilities, carried at the reporting date by the University include bank and cash, trade receivables, trade payables, borrowings and bank overdrafts. Trade receivables and trade payables exclude prepayments and certain statutory and employee-related payables for the purposes of financial instruments.

Trade receivables are initially recognised when they are originated, in conjunction with IFRS 15. All other financial assets and liabilities are recognised on the balance sheet when the University becomes a party to the contractual provisions of the instrument. A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for an item not at FVTPL, transaction costs that are directly attributable to its acquisition or issue. A trade receivable without a significant financing component is initially measured at the transaction price. Financial assets and liabilities are offset and the net amount reported in the balance sheet when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Loans receivable at amortised cost

Classification

Loans receivables are classified as financial assets subsequently measured at amortised cost. They have been classified in this manner because the contractual terms of these loans give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal outstanding, and the University's business model is to collect the contractual cash flows on these loans.

Recognition and measurement

Loans receivable are recognised when the University becomes a party to the contractual provisions of the loan. The loans are measured, at initial recognition, at fair value plus transaction costs, if any. They are subsequently measured at amortised cost. The amortised cost is the amount recognised on the loan initially, minus principal repayments, plus cumulative amortisation (interest) using the effective interest rate method of any difference between the initial amount and the maturity amount, adjusted for any loss allowance.

Classification

Trade and other receivables, excluding, when applicable, VAT and prepayments, are classified as financial assets subsequently measured at amortised cost.

They have been classified in this manner because their contractual terms give rise, on specified dates to cash flows that are solely payments of principal and interest on the principal outstanding, and the University's business model is to collect the contractual cash flows on trade and other receivables.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies (continued)

Recognition and measurement

Trade and other receivables are recognised when the University becomes a party to the contractual provisions of the receivables. They are measured, at initial recognition, at fair value plus transaction costs, if any. They are subsequently measured at amortised cost. The amortised cost is the amount recognised on the receivable initially, minus principal repayments, plus cumulative amortisation (interest) using the effective interest rate method of any difference between the initial amount and the maturity amount, adjusted for any loss allowance.

Impairment

The University recognises a loss allowance for expected credit losses on trade and other receivables, excluding VAT and prepayments. The amount of expected credit losses is updated at each reporting date. The University measures the loss allowance for trade and other receivables which do not contain a significant financing component, at an amount equal to lifetime expected credit losses (lifetime ECL). The loss allowance for all other trade and other receivables is measured at lifetime ECL when there has been a significant increase in credit risk since initial recognition. If the credit risk on these receivables has not increased significantly since initial recognition, then the loss allowance for those receivables is measured at 12-month expected credit losses (12 month ECL)

Lifetime ECL represents the expected credit losses that will result from all possible default events over the expected life of a loan. In contrast, 12 month ECL represents the portion of lifetime ECL that is expected to result from default events on a loan that are possible within 12 months after the reporting date. In order to assess whether to apply lifetime ECL or 12-month ECL to trade and other receivables which do have a significant financing component, the University considers whether there has been a significant increase in the risk of a default occurring since initial recognition rather than evidence of a receivable being credit impaired at the reporting date or of an actual default occurring.

Trade and other payables

Classification

Trade and other payables, excluding VAT and amounts received in advance, are classified as financial liabilities subsequently measured at amortised cost.

Recognition and measurement

Trade and other payables are recognised when the University becomes a party to the contractual provisions, and are measured, at initial recognition, at fair value plus transaction costs, if any. They are subsequently measured at amortised cost using the effective interest rate method. The effective interest rate method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial liability, or (where appropriate) a shorter period, to the amortised cost of a financial liability. If trade and other payables contain a significant financing component, and

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies (continued)

Recognition and measurement (continued)

the effective interest rate method results in the recognition of interest expense, then it is included in profit or loss in finance costs.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and demand deposits, and other short-term highly liquid investments with original maturities of 3 months or less that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value. These are initially and subsequently recorded at fair value.

Investments and other financial assets

Classification

The University classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value (through OCI or through profit or loss), and
- those to be measured at amortised cost.

The classification depends on the University's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in profit or loss or other comprehensive income. For investments in equity instruments that are not held for trading, this will depend on whether the University has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income (FVOCI).

The University reclassifies debt investments when and only when its business model for managing those assets changes

Recognition and derecognition

Regular way purchases and sales of financial assets are recognised on trade date, being the date on which the University commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the University has transferred substantially all the risks and rewards of ownership.

Measurement

At initial recognition, the University measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss (FVPL), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVPL are expensed in profit or loss.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies (continued)

Debt instruments

Subsequent measurement of debt instruments depends on the University's business model for managing the asset and the cash flow characteristics of the asset. There are two measurement categories into which the University may classify its debt instruments:

- Amortised cost: Assets that are held for collection of contractual cash flows, where those cash flows represent solely payments of principal and interest, are measured at amortised cost. Interest income from these financial assets is included in finance income using the effective interest rate method. Any gain or loss arising on derecognition is recognised directly in profit or loss and presented in other gains/(losses). Impairment losses are presented as separate line item in the statement of profit or loss.
- FVOCI: Assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent solely payments of principal and interest, are measured at FVOCI. Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest income and foreign exchange gains and losses, which are recognised in profit or loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to profit or loss and recognised in other gains/(losses). Interest income from these financial assets is included in finance income using the effective interest rate method. Foreign exchange gains and losses are presented in other gains/(losses), and impairment expenses are presented as separate line item in the statement of profit or loss.
- FVPL: Assets that do not meet the criteria for amortised cost or FVOCI are measured at FVPL.
- A gain or loss on a debt investment that is subsequently measured at FVPL is recognised in profit or loss and presented net within other gains/(losses) in the period in which it arises

Debt instruments do not meet the criteria for amortised cost or fair value through other comprehensive income, and are measured at fair value through profit or loss.

Equity instruments

The University subsequently measures all equity investments at fair value. Where the University's management has elected to present fair value gains and losses on equity investments in OCI, there is no subsequent reclassification of fair value gains and losses to profit or loss following the derecognition of the investment. Dividends from such investments continue to be recognised in profit or loss as other income when the University's right to receive payments is established.

Changes in the fair value of financial assets at FVPL are recognised in other gains/(losses) in the statement of profit or loss as applicable. Impairment losses (and reversal of impairment losses) on equity investments measured at FVOCI are not reported separately from other changes in fair value.

Management has elected to present fair value gains and losses on equity instruments in other comprehensive income.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies (continued)

Impairment

The University assesses on a forward-looking basis the expected credit losses associated with its debt instruments carried at amortised cost. The impairment methodology applied depends on whether there has been a significant increase in credit risk. In relation to the impairment of financial assets, IFRS 9 requires an expected credit loss model. The expected credit loss model requires the University to account for expected credit losses and changes in those expected credit losses at each reporting date to reflect changes in credit risk since initial recognition of the financial assets. In other words, it is no longer necessary for a credit event to have occurred before credit losses are recognised.

Specifically, IFRS 9 requires the University to recognise a loss allowance for expected credit losses on debt investments subsequently measured at amortised cost, contract assets and loan commitments and financial guarantee contracts to which the impairment requirements of IFRS 9 apply.

In particular, IFRS 9 requires the University to measure the loss allowance for a financial instrument at an amount equal to the lifetime expected credit losses if the credit risk on that financial instrument has increased significantly since initial recognition, or if the financial instrument is a purchased or originated credit-impaired financial asset.

On the other hand, if the credit risk on a financial instrument has not increased significantly since initial recognition (except for a purchased or originated credit-impaired financial asset), the University is required to measure the loss allowance for that financial instrument at an amount equal to 12 months expected credit losses. IFRS 9 also provides a simplified approach for measuring the loss allowance at an amount equal to lifetime expected credit losses for trade receivables and contract assets in certain circumstances.

2.13 Provisions

Provisions are recognised when the University has a present legal or constructive obligation as a result of past events, when it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and when a reliable estimate of the amount of the obligation can be made.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax discount rate. The increase in the provision due to the passage of time is recognised as interest expense. Provisions are not recognised for future operating losses.

2.14 Employee benefits

2.14.1 Accumulated annual leave

Employee entitlements to annual leave are recognised when they accrue. An accrual is made for the estimated liability for annual leave as a result of services rendered by employees up to the statement of reporting date.

2.14.2 Pension obligations

The University operates a defined benefit pension plan, the assets of which are held in a separate trustee-administered fund. The pension plan is funded by payments from employees and the University. Valuations of these obligations are carried out annually by independent

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2019

2. Accounting policies (continued)

2.14.2 Pension obligations (continued)

actuaries. All actuarial gains and losses are recognised immediately in the year in which they arise in other comprehensive income.

The University also operates two defined contribution provident plans. The University's contributions to these plans are charged to income as incurred.

2.14.3 Other post-retirement benefit obligations

The University provides post-retirement healthcare benefits to retirees employed by the institution prior to 1991. The entitlement to these benefits is based on the employee remaining in service up to retirement age and the completion of a minimum service period. The expected costs of these benefits are accrued over the period of employment, using an accounting methodology similar to that for defined benefit pension plans. Valuations of these obligations are carried out annually by independent actuaries. All actuarial gains and losses are recognised immediately in the year in which they arise in other comprehensive income.

2.14.4 Termination benefits

Termination benefits are payable when employment is terminated by the institution before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits.

The institution recognises termination benefits when it is demonstrably committed to either:

- terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal; or
- providing termination benefits as a result of an offer made to encourage voluntary redundancy.

Benefits falling due more than 12 months after the end of the reporting period are discounted to their present value.

2.15 Taxes

The University is exempt from income tax.

**ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2019**

APPENDIX I: MEMBERS OF COUNCIL IN 2019

MEMBERSHIP & ATTENDANCE OF MEETINGS OF COUNCIL IN 2019												
Title	Name	Surname	Constituency	Gender	Race	Portfolios	Meeting 1: March 7	Meeting 2: May 30	Meeting 3: June 27	Meeting 4: Sept 12	Meeting 5: Nov 27	% Attendance
Dr	Sizwe	Mabizela	Vice-Chancellor	M	Black	Vice-Chancellor	√	√	√	√	√	100%
Dr	Peter	Clayton	DVC (Res & Dev)	M	White	DVC	√	√	√	√	√	100%
Dr	Chrissie	Boughey	DVC (Academic & Student Affairs) until 30 June 2019	F	White	DVC	√	√	√	n/a	n/a	100%
Dr	Mabokang	Monnapula-Mapesela	DVC (Academic & Student Affairs) from 1 July 2019	F	Black	DVC	n/a	n/a	n/a	√	√	100%
Revd	Vicentia	Kgabe	Minister Ed rep	F	Black		√	√	√	-	√	80%
Prof	Rasigan	Maharajh	Minister Ed rep	M	Indian		√	-	√	-	√	60%
Mr	Mawethu	Rune	Minister Ed rep	M	Black		√	-	-	√	√	60%
Ms	Gugulethu	Ndebele	Minister Ed rep	F	Black		√	√	-	√	-	60%
Justice	Baaitse	Nkabinde	Minister Ed rep	F	Black		-	√	-	√	-	40%
Mr	Sivu	Ntlabezo	Minister Ed rep	M	Black		√	√	-	-	√	60%
Prof	Larry	Strelitz	Senate rep (term ended 31 March 2019)	M	White		√	n/a	n/a	n/a	n/a	100%
Distinguished Prof	Heila	Lotz-Sisitka	Senate rep (from 1 April 2019)				n/a	√	√	-	√	75%
Prof	George	Wells	Senate rep	M	White		-	√	√	-	√	60%
Prof	David	Sewry	Senate rep	M	White		√	√	√	√	√	100%
Prof	Catriona	Macleod	Senate rep (resigned 31 March 2019)	F	White		-	n/a	n/a	n/a	n/a	0%
Prof	Di	Wilmot	Senate rep (replaced Prof C Macleod for remainder of term)	F	White		n/a	n/a	n/a	√	√	100%
Dr	Dion	Nkomo	Academic staff rep (from 1 August 2019)	M	Black		n/a	n/a	n/a	√	√	100%
Mr	Tem bani	Ndingana	Supp staff rep (1-5)	M	Black		√	√	√	-	√	80%
Ms	Desiree	Bekker	Supp staff rep (6-18)	F	White		√	√	√	-	√	80%
Cllr	Brian	Fargher	Makana Mun	M	White		√	√	√	√	√	100%
Cllr	Rumsell	Xonxa	Makana Mun	M	Black		√	√	√	√	-	80%
Mr	Andile	Sanggu	Board of Gov	M	Black		-	√	-	√	-	40%
Mr	S	Mngadi	SRC President	M	Black		√	√	√	√	√	100%
Mr	Khaka	Mpofu	SRC rep	M	Black		√	√	-	√	√	80%
Mr	Charles	Staple	Appointed by Council	M	White	Chair: Audit	√	-	√	-	-	40%
Mr	Vuyo Dominic	Kahla	Appointed by Council	M	Black	Chair: Council	√	√	√	√	-	80%
Ms	Madeleine	Schoeman	Appointed by Council	F	White		√	√	√	√	-	80%
Dr	Nommso	Stubbs	Appointed by Council	F	Black		-	√	√	√	√	80%
Mr	Mandisi	Rusa	Appointed by Council	M	Black		√	√	√	√	-	80%
Mr	Steve	Tredoux	Appointed by Council	M	White	Chair: F&GP	√	√	-	√	√	80%
Ms	Nkuli	Pityana	Co-opted	F	Black		√	√	√	√	-	80%
Judge	Gerald	Bloem	Co-opted	M	Coloured		√	√	√	√	√	100%
Mr	Tom	Tagg	Co-opted	M	White		√	√	√	√	√	100%