



**RHODES UNIVERSITY**  
*Where leaders learn*

Vis Virtus Veritas – Strength Courage Truth

# ANNUAL REPORT 2022



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## I. ACRONYMS

ACRONYM/TERM	DEFINITION
CE	Community Engagement
CFO	Chief Financial Officer
CHERTL	Centre for Higher Education Research, Teaching & Learning
CPGS	Centre for Postgraduate Studies
DHET	Department of Higher Education and Training
DVC: A & SA	Deputy Vice-Chancellor Academic & Student Affairs
DVC: RISP	Deputy Vice-Chancellor Research, Innovation & Strategic
ELRC	Environmental Learning Research Centre
FinCore	Oracle Cloud Financials system
F&GP	Finance and General Purposes Committee
FSTT	Financial Sustainability Task Team
FTE	Full-Time Equivalent
GRADUATION RATE	The number of students who graduated within a year in relation to
HOD	Head of Department
ICT	Information and Communication Technology
IEF	Infrastructure & Efficiency Funding
IT	Information Technology
I&TS	Information and Technology Service
I/R STAFF	Instructional/Research Staff
IRPQP	Institutional Research, Planning and Quality Promotion
KPI	Key Performance Indicator
nGAP	New Generation of Academics Programme
NRF	National Research Foundation
PC	Personal Computer
PG	Postgraduates
PHD	Doctor of Philosophy
PGDIP	Postgraduate Diploma
RU	Rhodes University
RUCE	Rhodes University Community Engagement
SARCHI	The South African Research Chairs Initiative
SET	Science, Engineering & Technology
SUCCESS RATE	FTE credited / FTE enrolled (Incl. cancellations) X 100
UCDP	University Capacity Development Programme
UCDG	University Capacity Development Grant
VC	Vice-Chancellor

## II. INSTITUTIONAL GOVERNANCE AND MANAGEMENT INFORMATION

### Organisational Structure

The Chancellor is the titular head of the University and is empowered, in the name of the University, to confer all degrees and award all diplomas and certificates. 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, Innovation and Strategic Partnerships), the Registrar and the Chief Financial Officer.

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. There are thirty-five academic departments within the six faculties. These provide an extensive range of undergraduate and postgraduate degrees, diplomas and certificates and research interests for students and academics. Each academic department is led by the Head of Department. Rhodes University also has Schools, which are headed by a Head of the School, several research units, institutes and centres.

Rhodes University's administrative and support divisions provide support for the operations of the University and contribute to the attainment of strategic goals of the University. The administrative and support divisions are: Registrar's Division, Student Affairs, People & Culture, Finance, Library Services, Institutional Research, Planning and Quality Promotion (IRPQP), International Office, Communications and Advancement, Community Engagement (CE), Equity and Institutional Culture, Research & Innovation, Information and Technology Services, Residential Operations, Infrastructure & Facilities, and Global Engagements. The administrative and support divisions are led by their respective Directors.

The Rhodes University's institutional statute is currently being updated and will be finalised in 2024.

# Rhodes University Governance & Management Organogram

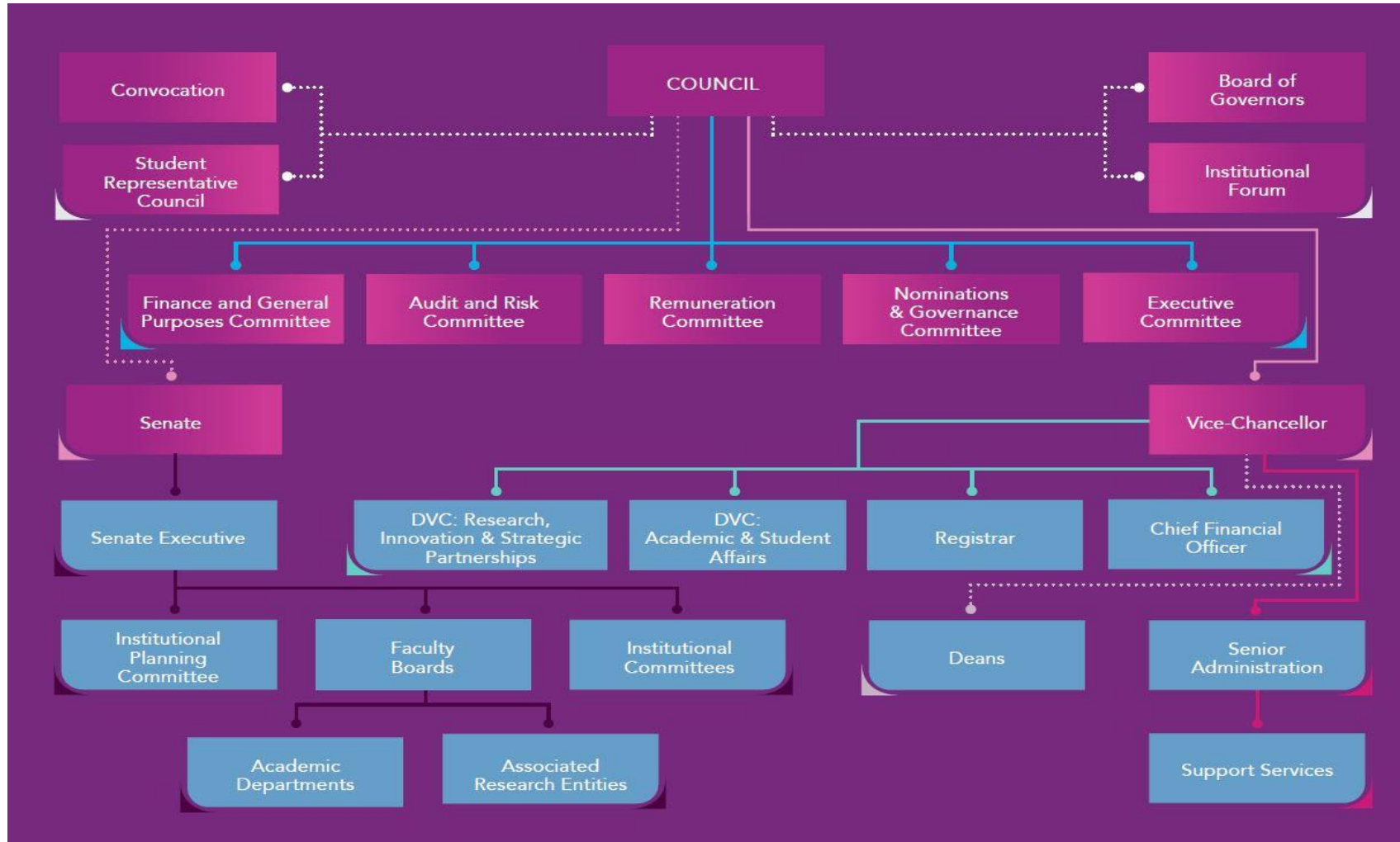


Figure 1: RU Governance & Management Organogram

## **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 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 2022 in the current enrolment cycle (2020 to 2025).

Each key performance indicator (KPI) in Table 1 is associated with the actual score for the previous years 2020 and 2021, the target for the reporting year (2022) and the actual score for the reporting year.

### Annual Performance KPIs 2022

Enrolment KPI	2020 Actual	2021 Actual	2022 Target	2022 Actual	Strategies/Projects/Activities
<b>A. ACCESS</b>					
Headcount totals	8594	8477	8778	8349	The 2022 target of headcount enrolment was not achieved. University plans to implement an integrated, coherent and better coordinated strategy for student recruitment, that will entail diverse recruitment and academic interventions for retention and academic progression of students both at UG and PG levels.
First-time entering undergraduates	1608	1348	1434	1549	<p>Increase visibility and marketing through open days and establish long-term partnerships with local schools.</p> <p>Draw on the academic value proposition in the IDP and student recruitment booklet and the unique institutional strengths for marketing, recruitment and retention.</p> <p>Develop and implement an integrated, coherent and better coordinated strategy for student recruitment, that will entail diverse recruitment and academic interventions for retention and academic progression of UG students.</p>
Headcount enrolments (Foundation Provisioning)	148	137	179	159	<p>Development and extension of 'flexible curriculum' using extended, augmenting and fully foundational courses using University Capacity Development Grant.</p> <p>Review the academic development support for UG students, provide and strengthen academic development and support programmes, as well as bridging programmes.</p>
Headcount enrolments total UG	6339	6137	6446	6417	Increase visibility and marketing through open days and partnerships with local schools. Draw on the academic value proposition in IDP and the student recruitment booklet and the unique institutional strengths for marketing, recruitment and retention.
Headcount enrolments total PG	2255	2340	2392	1932	<p>Targeted marketing of postgraduate programmes. Marketing of activities of Centre for Postgraduate Studies.</p> <p>Develop a new funding model for PG students, especially honours students.</p>
Science, engineering, technology	2596	2518	2575	2463	Develop and implement an integrated, coherent and better coordinated strategy for student recruitment, that will entail diverse recruitment and academic interventions for retention and academic progression of UG students.

Enrolment KPI	2020 Actual	2021 Actual	2022 Target	2022 Actual	Strategies/Projects/Activities
					Targeted marketing and recruitment approach for Science programmes. Increase visibility and marketing through open days and establish long-term partnerships with schools.
Business/management	1302	1280	1300	1212	Develop and implement an integrated, coherent and better coordinated strategy for student recruitment, that will entail diverse recruitment and academic interventions for retention and academic progression of UG students. Targeted marketing and recruitment approach for Science programmes business/management and commerce programmes. Increase visibility and marketing through open days and establish long-term partnerships with schools.
Education	1217	1114	1240	1213	Develop and implement an integrated, coherent and better coordinated strategy for student recruitment, that will entail diverse recruitment and academic interventions for retention and academic progression of UG students. Targeted marketing and recruitment approach for education programmes. Increase visibility and marketing through open days and establish long-term partnerships with schools.
Other humanities	3479	3565	3663	3461	Develop and implement an integrated, coherent and better coordinated strategy for student recruitment, that will entail diverse recruitment and academic interventions for retention and academic progression of UG students. Increase visibility and marketing through open days and establish long term partnerships with schools.
Distance education enrolments	0	26	0	79	Rhodes University received accreditation to offer new distance programmes, PGD in media management, PGD in Advancement and Resource Mobilisation and PGD in Business Analysis. The University will formerly include distance programmes in its enrolment planning from 2023. The University is working on strategies for the development and provisioning of short learning and capstone programmes using digital learning systems.
<b>B. SUCCESS</b>					
Graduates UG	1316	1227	1254	1305	Development of 'flexible curriculum' using extended, augmenting and fully foundational courses. Embedding of support for disciplinary academic literacies, language/reading/writing in the curriculum.



Enrolment KPI	2020 Actual	2021 Actual	2022 Target	2022 Actual	Strategies/Projects/Activities
					<p>Extended Orientation Programme, Tutorial System, Student Peer mentoring Programme, as well as Deans' curriculum advising. All activities funded by the University Capacity Development Grant (UCDG) and other academic development and support initiatives for lecturing staff.</p> <p>Develop appropriate tools, including data analytics, to monitor student academic engagement and to identify at-risk students for effective and timely intervention.</p> <p>Continue to support academic staff through the CATALyst course and the PGDip HE and other programmes.</p> <p>Strengthen research in the scholarship of teaching and learning for research-informed pedagogies for student success.</p> <p>Develop and strengthen academic staff's digital pedagogical capability and capacity to design and implement blended (online and face-to-face) teaching and learning.</p>
Graduates PG	963	1042	1058	670	The University is still working on finalizing postgraduate graduations. Once the October graduates are included, we anticipate an increase in the number of graduates. Our postgraduate students are supported through the activities of the Centre for Postgraduate Studies and CHERTL: Support for writing, research design, supervisor development courses.
Success rate	80%	82%	81%	79%	In 2022, Rhodes University's success rate dropped below 80% mark. The system is yet to fully recover from the impact of COVID-19. To address this decline, the University plans to enhance student-centred academic interventions to reverse the negative trend.
Engineering graduates	0	0	0	0	
Life and physical sciences graduates	116	144	145	104	Embedding of support for disciplinary academic literacies, language/reading/writing in the curriculum. The O-Week and the Extended Orientation Programme. Online course 'RULearning' developed and in place for our students. Tutorial System, Student Peer Mentoring Programme, Course participation supported by activities in residence. Residences utilised as living and learning spaces and hall wardens to play the role of student development practitioners in the residences.

Enrolment KPI	2020 Actual	2021 Actual	2022 Target	2022 Actual	Strategies/Projects/Activities
Animal and human health graduates	159	183	184	166	Embedding of support for disciplinary academic literacies, language/reading/writing in the curriculum. The O-Week and the Extended Orientation Programme. Online course 'RULearning' developed and in place for our students. Tutorial System, Student Peer Mentoring Programme, Course participation supported by activities in residence. Residences utilised as living and learning spaces and hall wardens to play the role of student development practitioners in the residences.
Teacher education graduates	446	303	302	223	Embedding of support for disciplinary academic literacies, language/reading/writing in the curriculum. The O-Week and the Extended Orientation Programme. Online course 'RULearning' developed and in place for our students. Tutorial System, Student Peer Mentoring Programme, Course participation supported by activities in residence. Residences utilised as living and learning spaces and hall wardens to play the role of student development practitioners in the residences.
Success rate in scarce skills	92%	87%	89%	85%	Embedding of support for disciplinary academic literacies, language/reading/writing in the curriculum. The O-Week and the Extended Orientation Programme. Online course 'RULearning' developed and in place for our students. Tutorial System, Student Peer Mentoring Programme, Course participation supported by activities in residence. Residences utilised as living and learning spaces and hall wardens to play the role of student development practitioners in the residences.
<b>C. EFFICIENCY</b>					
Headcount of permanent I/R staff	358	359	359	368	Rhodes University recognises the scarcity of qualified academics in the country. To this, several initiatives have been articulated in the HR plan to ensure attraction and retention of qualified staff in addition to DHET efforts and support through the nGAP and NESP and other UCDG programmes. Recognition of staff (both academic and support) excellence by the Vice-Chancellor.
% Staff with doctoral degrees	60%	63%	64%	62%	There is a strong focus on improving staff doctoral qualifications. Sabbatical Grants are granted to complete PhDs. UK/RSA funding to develop proposals for projects to support academics in attaining

<sup>1</sup> Data on certain KPIs (particularly research KPIs) may change as HEMIS reporting is finalised for 2022

Enrolment KPI	2020 Actual	2021 Actual	2022 Target	2022 Actual	Strategies/Projects/Activities
					PhDs in collaboration with University of Venda and University of Lancaster. nGAP programme funded by DHET.
Number of nGAP staff	20	24	26	23	In 2022, the University reached the nGAP target of 26. Three (3) students were not able to carry on with their studies for the following reasons 1) One student was medically boarded, 2) One student passed away during their studies, and 3) One student did not meet the requirements of the University vaccine mandate.
Ratio of FTE students to FTE instructional/research staff	14.8	15.2	15.5	15.3	The student to I/R staff ratio at Rhodes University is carefully planned to ensure meaningful learning experiences for our students. Each student receives personal attention for authentic learning experience.
<b>1D. RESEARCH</b>					
Total research output units	998	1011	1206	893	Maintain and strengthening Rhodes University standing as a research-intensive university by providing resources and facilities for research and promoting collaboration and mobility. The University also recognises the importance of efficient mentorship and support programmes for emerging researchers The research administration division provided necessary support to researchers at Rhodes University. The University is grateful for the funding support of DHET-UCDG for research capacity development.
Publication units per I/R staff	2.8	2.8	3.36	2.4	
Research masters graduates	156	195	241	123	Activities of Centre for Postgraduate Studies: Support for writing, research design, supervisor development courses.
Doctoral graduates	92	85	86	70	Activities of Centre for Postgraduate Studies: Support for writing, research design, supervisor development courses.

Table 1: 2022 APP KPIs

## 2. REPORT BY THE CHAIRPERSON OF COUNCIL

The 2022 academic year saw a full return of students and staff to campus. Although, we were still presented with challenges imposed mainly by the COVID-19 pandemic, health and safety protocols continued to be put in place to ensure a safe return of students and staff to campus.

In 2022, Rhodes University underwent a review of its Institutional Development Plan (IDP) for the period of 2023-2028, the plan has been hailed as the blueprint for achieving academic excellence and ensuring long-term sustainability at the University. Council is pleased with this milestone and eagerly anticipates the effective execution of the IDP's strategic objectives.

Council performed its fiduciary duties with dedication and commitment in 2022. This is testimony to the fact that all the meetings of Council were held as scheduled despite the hybrid mode that was adopted in 2022. There was 77,3% average attendance of meetings of Council; this is a slight increase from 2021 (73%). Members of Council of Rhodes University 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 2022.

It is evident from the enrolment KPIs in Table 1 that in 2022 Rhodes University excelled in the core mandates of teaching, learning and research despite the many challenges the University faces. The University achieved above targeted number (1254) of graduates at undergraduate level by 51. This is an impressive accomplishment considering it was achieved in the year just after the COVID-19 pandemic restrictions. Council has noted the marginal decrease in the undergraduate success rate from 81% in 2021 to 79% in 2022. The University is committed to reversing the decreasing trend of success rate at undergraduate level. The University is punching above its weight in the sector particularly in terms of research output per capita. The overall academic success is underpinned by the research-teaching-community engagement nexus, which enables our students to access powerful knowledge.

Rhodes University continues to implement cost management initiatives and perform active cash management as part of their financial sustainability strategy. Notwithstanding the continued challenges within the local municipality, national financial budget cuts, and other challenges within the sector and the entire country broadly. The University has once again succeeded in ending the year in a sound financial position, evidenced by the improvement in the Rhodes University Council unrestricted funds.



Mr Gerald H Bloem  
Chairperson of Council  
Date: 16/06/2023

### 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 National Commission on Higher Education (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 of 1997 (A Programme for the Transformation of Higher Education): 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 the Council Rhodes University is presented in Table 2.

Constituency		Number of Representatives
Ministerial Appointees		5
Executive Management		3
SENATE Representatives		4
Board of Governors		1
SRC		2
Administrative Staff representatives		2
Academic Staff representative		1
Makana Municipality representatives		2
Appointed by Council		7
Co-opted Members		3
<b>Total</b>	<b>Members</b>	<b>30</b>
	<b>In attendance members (Including the</b>	<b>10</b>
<b>Grand Total</b>		<b>40</b>

Table 2: Composition of Council of Rhodes University

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

Council 2022 – 30 members					
21 Apr 2022	15 Jun 2022	29 June 2022	15 Sep 2022	01 Dec 2022	Annual average
24	24	24	24	20	77.32%
80%	80%	80%	80%	66%	
Finance and General Purposes Committee (F&GP) 2022 - 10 members					
F&GP 17 Feb	F&GP 19 May	F&GP 18	F&GP 10 Nov		
9	9	8	7		82.5%
90%	90%	80%	70%		
Audit 2022 - 5 members					
Audit	Audit	Audit	Audit		
2	3	5	2		60%
40%	60%	100%	40%		

Table 3: Summary of Attendance at Meetings of Council and Committees of Council

### 3. COUNCIL STATEMENT ON GOVERNANCE (continued)

#### 3.4 Major Statements/decisions of council

##### **At its meetings of 2022, Council approved the following Proposals/Policies/Plans/Reports**

- Council approved the Institutional Development Plan 2023 – 2028.
- Council considered and approved the mid-year report for 2022
- Council approved the Rhodes University Self-Evaluation Report, for the CHE Institutional Audit
- Council approved the Mid-Term Review of RU-DHET Enrolment Plan 2020-2025
- Council considered and approved the Annual Performance Plan for 2023.
- Council considered and approved the Employment Equity Plan.
- Council considered and approved the Income differential report.
- Council approved the updated Web Policy.
- Council approved the Leave of Absence Policy for Students.
- Council approved the amendments to the Rhodes University Grievance procedure
- Council approved the Pregnancy Protocol.
- Council approved an extension of 12 months of the period of validity of the Sexual Offences Policy which expired on 31 December 2022.
- Council approved the Rhodes University Fee Booklet for 2023
- Council approved the Academic Requirements for the Postgraduate Diploma in Sustainability Learning.
- Council approved the new programme, PGDip (Higher Education Community Engagement).
- Council considered and approved the COVID-19 Risk Assessment report to suspend the vaccine mandate implementation.
- Council approved the Rhodes University Governance Indicators scorecard for Councils of South African Public Higher Education Institutions.
- Council approved the University Budgetary Control Statement Commentary for the year ended 31 December 2021
- Council approved the University Budgetary Control Statement for the year ended 31 December 2021
- Council approved the Residence Operations Budgetary Control Statement Commentary for the year ended 31 December 2021



- Council approved the Residence Operations Budgetary Control Statement for the year ended 31 December 2021.
- Council approved the University Budget 2022 including forecast
- Council approved the report of the meeting of the Audit and Risk Committee
- Council approved the report of the meeting of the Remuneration Committee of Council and approved a 4.5% increase on a cost-to company basis for all Grades 18+ and Deans.
- Council approved the University Budgetary Statement for the 9 months which ended on 30 September 2022.
- Council approved the Residence Operations Budgetary Control Statement for the 9 months which ended on 30 September 2022.
- Council approved the University Budget 2023 and Forecast FY22.
- Council approved the Residence Operation Budget 2023 and Forecast FY22
- Council considered and approved the Delegation of Authority: Verification of Employee information by Council.
- Council considered and approved the Audit and Risk Charter.
- Council considered and approved the appointment of External Auditors.

**At its meetings of 2022, Council approved the following Appointments**

- Council approved Judge G Bloem to Council for a further term as chair of Council for the period 01 July 2022 to 30 June 2024
- Council approved the appointment of Ms Zinja as a member of Council, for the period 01 October 2022 to 22 April 2025.
- Council approved the appointment of Mr Tredoux for a further period as Chair of the F&GP Committee for the period 01 March 2023 to 29 February 2028.
- Council approved the appointment of Mr Tredoux for a further term as member of Council from 01 March 2023 to 29 February 2028
- Council approved the appointment of Mr Mokgoantle as a member of the F&GP Committee for the period 01 October 2022 to 30 September 2027.
- Council approved Mr Rusa as Chair of the Nominations and Governance Committee from 01 June 2021 to 31 May 2025.
- Council approved Professor H Lotz-Sisitka as a member of Council elected to Council by Senate for the F&GP Committee from 01 April 2019 to 31 March 2023.

- Council approved Ms G Ndebele as the Vice-Chair of Council from 01 April 2022 – 31 March 2024.
- Council approved Ms Gajjar as the Chair of the Audit & Risk Committee of Council for the period 01 July 2022 to 31 December 2023.
- Council approved Professor Graham Glover as a Director on the Dictionary of South Africa English Board from 15 June 2022 to 14 June 2025.
- Council approved the appointment of Advocate S Rahim as Employer Representative Trustee of the Rhodes University Pension Fund from 01 July 2022 to 30 June 2025.
- Council approved Mr A Sangqu as a member of Council elected to Council by Senate for the F&GP Committee from 01 Mach 2022 to 28 February 2026.
- Council approved two members of Council to serve on Senate:
  - Dr Tisani, from 08 May 2022 to 07 May 2026.
  - Mr Ntlabezo, from 01 September 2022 to 31 August 2026.
- Council approved the following nominees to Council to consider for the two positions.
  - Mr L Koyana (Council and Audit and Risk Committee), from 01 July 2022 to 30 June 2026.
  - Ms A Zinja (Audit & Risk Committee), from 01 October 2022 to 22 April 2025.
- Council approved the appointment of Prof. H van Coller as Employer Representative Trustee of the Rhodes University Provident Fund from 1 July 2022 to 30 June 2025.
- Council noted the approvals via Chairs Circulars of the following:
  - Appointment of Dr Margaret Blackie as Associate Professor in CHERTL 01 April 2022
  - Appointment of Dr Fortunate Gunzo as Director of Centre for Social Development, with effect from the 01 May 2022
- Council approved the appointment of Associate Professor Nelson Odume as Acting Director of the Institute for Water Research from 01 April 2022 to 31 December 2022 or until a new incumbent is appointed.
- Council approved the appointment of Mr Geoff Erasmus for the position of Director of Finance with effect from 01 July 2022.
- Council approved the appointment of Ms Fezeka Nobongoza-Mkhwane for the position of Director of the Rhodes University Mathematics Education Project with effect from 01 June 2022 or as soon as possible thereafter.
- Council approved the following academic appointments:
  - Professor Meshach Aziakpono as Professor in Economics from 01 January 2023

- Professor Linda Kwatsha as Associate Professor in the School of Languages and Literatures (African Languages Section) from 01 September 2022
- Council approved the appointment of Associate Professor Karen Bradshaw for the appointment of Professor: Computer Science
- Council approved the appointment of Dr Nichola Bidwill as a Professor in the Department of Information Systems from 01 June 2023
- Council approved the personal promotion of the following staff member effective 01 May 2022: Senior Lecturer to Associate Professor
  - Dr W Bennett.
- Council approved the following HoD and Acting HoD appointments
  - Dr Amanda Hlengwa as Acting HoD: CHERTL from 21 March 2022 to 28 February 2023.
  - Dr Lise Westaway as HoD of the Department of Primary and Early Childhood Education from 21 January 2022 to 20 January 2023.
  - Dr Kavish Jawahar as HoD of the Department of Secondary, Post-School Education from 21 January 2022 to 20 January 2025.
  - Professor Mark De Vos as HoD of the Department of Linguistics and Applied Language Studies for three years, from 01 July 2022 to 30 June 2025.
  - Dr Bulelwa Nosilela as Head of School of Languages and Literatures from 01 July 2022 to 30 June 2025.
  - Professor Gilton Klerck as HoD of Sociology from 01 July 2022 to 30 June 2025.
  - Professor Makaiko Chithambo as HoD of Physics and Electronics from 01 July 2022 to 30 June 2025.
  - Professor Craig Peter as HoD of Botany from 01 July 2022 to 30 June 2025.
  - Professor Michael Drewett as Acting Head of Department for Sociology from 01 July 2022 to 30 June 2023.
  - Dr Jeanne du Toit as the Acting Head of School of Journalism and Media Studies from 01 July 2022 to 31 December 2022.
  - Dr Priscilla Boshoff as acting Deputy Head of School of Journalism and Media Studies from 01 July 2022 to 31 December 2022.
- Council approved the following appointments of Deputy-Deans:
  - Dr Carmen Oltmann as the Deputy Dean of the Faculty of Pharmacy for the period 01 July 2022 – 31 December 2024.

- Professor J Dames as the Deputy Dean of the Faculty of Science for the period 1 May 2022 to 31 October 2024.

### **New Honorary appointment nominations for 2022**

<b>Nominee</b>	<b>Honorary Title category</b>	<b>Primary Department</b>
Dr GF Matcher	Research Associate	Biochemistry & Microbiology
Mrs SL Abraham	Research Associate	Botany
Dr BT Mengistie	Visiting Fellow	Business School
Dr AT Demekssa	Visiting Fellow	Business School
Dr EF Nabutanyi	Senior Research Associate	Literary Studies in English
Prof AM Harris	Honorary Professor	Literary Studies in English
Dr T Venturi	Visiting Professor	Physics and Electronics

*Table 4: Honorary Appointment Nominations for 2022*

### **3.COUNCIL STATEMENT ON GOVERNANCE (continued)**

#### [3.1. Statement on IT Governance](#)

##### **IT Governance Framework**

The University does not comply with either COBIT5 or ITIL 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 understand the frameworks and apply appropriate aspects thereof.

##### **Management and Monitoring of IT Assets**

IT Assets are placed on the University's central asset register. The new FinCore system adds greater control than before, and all IT assets route to a Manager or Director for approval before being purchased. This has added controls to standards and the ability to support and honour warranties of all IT equipment. 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. Since 2020 an additional R1,300,000 per annum was allocated for academic laptops and is not reported as part of the IT budget. In 2022, an approval was given to increase this budget significantly to cater for all support staff and academic staff to receive laptops over a 3-

year period. IT laboratory equipment is replaced cyclically with at least one laboratory being replaced each year. When new PCs are purchased for the laboratory in line for the refurbishment, a second laboratory in the hierarchy receives the PCs taken out of the refurbished laboratory, and staff receive the PCs no longer in use in the labs. The new laptop initiative is intended to reduce the reliance on desktops and decrease the financial costs of running the laboratories. Audio Visual Equipment is also allocated R1,200,000 per annum and not reported as part of the IT budget.

### Significant IT Investment

The Running Grant of the Information Technology division for 2022 was divided into:

Grant Area	Amount
Internet Cost	R 3.166.476
Software Licenses	R 15.000.000
Capital Equipment and Renewal	R 5.876.724
Running Grant	R 673.800
<b>TOTAL</b>	<b>R 24.717.000</b>

*Table 4: Honorary Appointment Nominations for 2022*

Capital Equipment and Renewal includes investment in renewing systems for telephones, HR and Payroll, Infrastructure Management and Finance systems. System purchases once in use are depreciated over four years. Investment for the refurbishment of the student laboratories is not allocated directly to the Division but is accounted for as a centralised University expense. Costs of telephone charges are managed by the IT Division but reported as a central cost.

In 2022, the University did not purchase further laptops or data bundles for students. The remainder of the laptops purchased in 2021 were distributed to NSFAS students. All students were back on campus, so no data was provisioned.

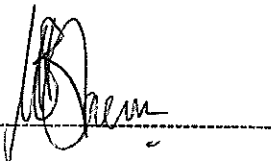
### IT Related Policies/Committee

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, and 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 auditor PricewaterhouseCoopers Inc. and tabled at the Audit and Risk Committee. The 2022 process is linked to the Financial audit and will be done in the first quarter of 2023.

In 2022, a Cyber Maturity Assessment was performed by Ernest & Young. The University expected not to receive a perfect score because Cyber maturity is a new concept and in early stages of development. The report highlighted that network security is at a high level of maturity and with some interventions in 2023, other aspects can be improved via the training and phishing exercises that are taking place, as well improvement on some policies.



Mr Gerald H Bloem  
Chairperson of Council  
Date: 14/06/2023

## 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”.**

The IDP has deliberately and purposefully been aligned to:

- The National Development Plan 2030;
- The African Union's Agenda 2063: *the Africa we Want*;
- The United Nations 2030 Agenda for Sustainable Development.

We have committed to endeavour to advance our efforts in the Economic, Social and Governance matter that ensure societal change and financial and environmental sustainability.

#### a) Impact on the local economy

The University's Department of Economics & Economic History has established that Rhodes University is the major contributor to the GDP of the Makana municipal region. Some of the key factors contributing to this high contribution are:

- Rhodes University paid R 40.3 million (2021: R31.3 million) for municipal services in 2022; and R18.7 million (2021: R17.4 million) in municipal rates and taxes.
- The University is by far the largest 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, where possible local SMMEs are considered for outsourced work at University.

- In its procurement policy, the University committed itself to striving 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 Makana community and that the University recognises and affirms that its future and success are inextricably linked to the future and success of the greater Makana 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 Makhanda.
- iii) establish Makhanda 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

In 2022, the University council approved the IDP 2023-2028 which will steer the university in a more focussed financial and environmental path.

- d) The Vice-Chancellor has appointed a Financial Sustainability Task Team (FSTT) under the leadership of the Chief Financial Officer (CFO). The FSTT has considered various financial scenarios/models, including cash-flow plans and cash preservation. Given the fluidity of both the higher education sector, in general, and the University's financial situation, the FSTT updates operating budgets and forecasts regularly. The F&GP Committee and Council are regularly kept abreast of any material developments and change vis-à-vis the University's financial position.



The principles on which the forecasting and scenario planning models have been based are:

- Successful continuation of the academic project.
- Social justice: no student should be left behind.
- Financial sustainability of the University.
- Cash preservation.
- Preserving the employment of current staff as far as possible.

e) 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 over R200 million of its 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.

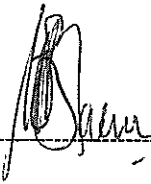
f) Academic staff

The higher education sector in South Africa is experiencing shortage of academics particularly in the scarce skills study areas. There is high demand and competing for qualified academics. Arising from its own experiences of difficulty in appointing and retaining academic staff in certain disciplines, Rhodes University has developed a Staff Accelerated Development Programme using Mellon and Kresge funding to “grow its own timber”. This model has formed the basis of the national nGAP (new Generation of Academics Programme) developed by the DHET to address this issue nationally.

g) Environmental sustainability

Rhodes University is one of five South African universities to sign the Talloires Declaration in 1996, which commits the University to practise and promote environmental literacy. The University’s Environmental Sustainability Policy of 1998, currently under review, aims to promote environmental sustainability best practices within the ambit of the University’s resource constraints. The University has also established a Green Fund to support learning and practice regarding 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 (rainwater harvesting, heat pumps, natural lighting and temperature control, motion sensors, etc.) within the budget constraints.

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 committed to resolutely pursuing knowledge, understanding, critique and reason; to steadfastly continue to promote human dignity, equality, non-sexism and non-racialism, critical citizenship and all aspects of human rights and freedoms that are proclaimed in the Constitution of our country, and courageously and boldly to 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.



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Mr Gerald H Bloem  
Chairperson of Council  
Date:14/06/2023

## **5. COUNCIL STATEMENT ON TRANSFORMATION**

Rhodes University drives the transformation agenda through addressing key focus areas aimed at driving the university towards being an institution whose staff and students' practices are demonstrably informed by a deep appreciation of equity, social justice, and redress.

### **I. Facilitating the adoption and implementation of an institutional transformation strategy**

The Institutional Transformation Implementation Plan Report was produced in December 2022 and contains 35 articles from various units within the institution. This report documents remarkable work that has been undertaken by departments, divisions and some of the personal experiences and individual efforts to advance the institution's transformation imperatives. The report will be circulated to our external stakeholders; Transformation Manager's Forum, Community of Practice for the Teaching and Learning of African Languages and DHET Online Resources. The next phase of the ITP is to convene a Forum through which reporting back on the ITP will be facilitated. This forum will also work as a space at which the report will be launched in partnership with divisions within the university. These conversations will be initiated by the Equity & Institutional Culture office.

### **II. Oversee or revise relevant transformation related policies and protocols on a regular basis as informed by the analysis of the current practice.**

The Sexual Offences Policy for Students has been extended for 12 months as per the Senate recommendation for approval by Council. The task team to review the policy was established in 2022. The policy will be translated to IsiXhosa and Afrikaans once the review process is finalised. The updated policy will be facilitated in a form of presentation workshops in partnership with the Division of Students Affairs to educate students and staff on the new Sexual Offences Policy for Students in various student residences, academic departments and support divisions.

### **III. Awareness Raising and Advocacy**

The Equity and Institutional Culture office used the awareness raising work to activate the office and its services to the student body through partnership on several campaigns in collaboration with the Division of Student Affairs and the Student Representative Council.

- Training of 56 Transformation Representatives from different Residences and the Oppidan Hall.
- Facilitated 7 Gender-Based Violence, Sexual Violence and Consent talks with Residences and Halls.

- Through collaboration with CHERTL and the Language Committee, we coordinated a two-day Colloquium on the New Language Policy Framework.
- Hosted a Seminar on Invisible Disabilities in partnership with the Division of Student Affairs and the Disability Committee.
- The Equity and Institutional Culture office hosted the first RU Pride Walk in collaboration with the SRC and Nkoli-Fassie to bring awareness to the LGBTQIA++ community.
- Published three issues of the Inguquko Newsletter.

#### **IV. External Partnerships**

The theme for 2022 was *Transforming-Spaces*. Various collaborative projects were held with internal and external partners. To celebrate Women's Month, the Institution hosted a webinar '*Rethinking Gender: Building a Social Fabric of the Eastern Cape Universities*'. The webinar was also used as a platform to launch a Community of Practice called '*Collaboration on the Eastern Cape Corridors*'. This is a new project established in 2022 by the Equity & Institutional Culture office and GENACT with the aim of working with the other three Eastern Cape universities (Walter Sisulu University, Nelson Mandela University and the University of Fort Hare) sharing good practices on Gender Based Violence and Femicide Gender work being undertaken by the different Gender Equity units, awareness raising and advocacy work and a community of knowledge sharing.

There is a great need for collective impact and for all four universities to develop an understanding of what work has been done in each institution towards gender transformation, what we can learn from each other and how each institution can benefit from these collaborative projects moving forward.

Through the Equity and Institutional Culture office, Rhodes University officially joined the National Community of Practice with all the SA universities, a space for Transformation and Gender Equity officers to share good practices.

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

The objectives of risk management at Rhodes University are to support the University in attaining its eight strategic goals as outlined in the Institutional Development Plan. Council, through the Audit and Risk Committee, is ultimately responsible for the governance of risk. Risk management is largely embedded into the day-to-day decision-making at Rhodes University through a system of internal controls and risk monitoring processes. Risk management is administered by Ernst & Young (EY), under the CFO's direction. Risk management is an evolving discipline at Rhodes University and receiving due focus.

The risk assessment process, that includes the leadership of the university, informs the Strategic Risk Register which comprises the Top Risks to the University. The Enterprise Risk Management Committee, chaired by the Vice-Chancellor and comprising the executive and senior management is responsible for the implementation of a system of risk identification, risk assessment and risk management. The Audit and Risk Committee and Council reviews the progress of risk mitigation plans to ensure alignment with the University's strategic goals and to ensure that there is proper preparedness to manage disruptive events and ensure continuity of key functions and activities, both academic and administrative. The University works continually at improving and enhancing its risk management processes. These processes include holding a risk management workshop where the risks are refined and aligned to the strategic plan (IDP).

The Top Five risks for Rhodes University are:

- Water Crisis (unreliable water supply from the Makana Municipality)
- Electricity outages / loadshedding
- Cyber security
- Inability to meet student enrolment targets
- Lack of adequate financial resources

Risks in other areas of the University's many and varied activities all continue to receive attention including, inter-alia, health and safety, human capital management, transformation, and campus security. However, notwithstanding the University's best efforts to reduce its risk exposure, certain risks cannot be eliminated completely.

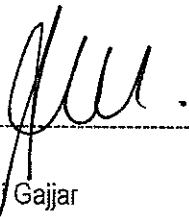
Disruptive events, includes health and civil events, are becoming more prevalent in the higher education sector. University leadership have put in place many measures, protocols, and processes to ensure the health and safety of students and staff and to ensure that the academic program continues. Steps have also been taken to protect the University's financial position, both in the short and longer term. The effective management of

the impact of the University's ability to respond effectively to unexpected and potentially disruptive events and crises was evident in the business continuity plan put in place during the COVID pandemic.

The University takes all allegations of theft, fraud, impropriety, or unethical behaviour very seriously. All instances of theft, fraud, impropriety, or unethical behaviour are carefully considered and investigated as appropriate, either by the Ombud, or 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 University has also embarked on a "Fraud Risk Awareness" training programme for all levels of the University leadership. Fraud awareness is and will be receiving ongoing focus, given the inherently high risk of fraud and commercial crime.

Rhodes University 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. The Oracle Cloud Financials system (FinCore) went "live" in January 2022. FinCore will further enhance and strengthened the financial control environment at Rhodes University. During 2023 further steps are being taken develop and enhance the existing risk management framework and embed it at all operational levels of the University.

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



Ms Roshni Gajjar  
Chairperson of Audit & Risk Committee  
Date: 14/06/2023



Prof Sizwe Mabizela  
Chairperson of Enterprise Risk Management  
Committee  
Date: 14/06/2023

## **7. REPORT ON INTERNAL ADMINISTRATIVE/OPERATIONAL STRUCTURES AND CONTROLS**

The University has adopted an institutional-wide risk management process. This process involves the management of risk through the identification, mitigation, and ongoing monitoring of strategic and operational risks. Management is responsible for risk and have outsourced this function to Ernst and Young (EY) until an internal appointment is made. The Audit and Risk Committee is responsible for the governance of risk.

External and internal audit plans are presented to the Audit and Risk Committee (“the Committee”) for approval based on the risks identified in this process. This Committee monitors the progress of planned audits and ensures that the reported controls deficiencies are appropriately and timeously addressed by management.

Rhodes University maintains a system of internal controls that governs 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, though the 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 annual statutory, compliance and required specialist audits are outsourced to third parties. An independent external party that is accountable to the Committee performs internal audits. A Rhodes University Internal Audit charter is in place and reviewed regularly.

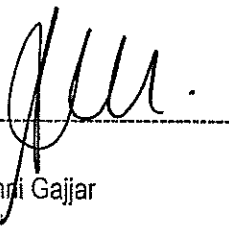
During 2021, the University renewed the appointment of Ernst & Young (EY) as internal auditors to December 2024. An internal audit plan for 2022 has been presented to the Committee for consideration and approval. The revised internal audit plan focuses on specific key risk areas and has been approved by the Committee. The scope and coverage, as well as any findings of internal audit activities, are standing agenda matters for the Committee.

Based on reports presented by assurance providers on the assessment of financial and non-financial controls, the Committee is satisfied with controls and mitigation plans put in place by management to address identified internal controls weaknesses. Monitoring controls are in place to ensure continued effectiveness of internal controls and related policies.

The FinCore went 'live' in January 2022, and though there were implementation challenges due to its complexity, the University has managed to overcome these. The implementation of FinCore will further enhance the operational and administrative processes and controls, as many manual processes are now systematic. The 2022 annual financial statements are the first to be produced from FinCore.

Like most institutions, the University has realised the need to integrate cyber security into their broader strategies to ensure the protection of their data, customers, and employees. A Cyber Security Current State Assessment Report was done, and the recommendations therefrom are receiving the required attention.

As part of the University's ongoing modernisation initiatives, we have prioritised projects to upgrade our network backbone, to improve the digital technology of the teaching and learning model and enhance the University's surveillance system to improve the safety and security of students and staff and safeguard the University's assets.



Ms Roshni Gajjar  
Chairperson of The Audit & Risk Committee  
Date: 14/06/2023



Mr Kamlesh M Riga  
Chief Financial Officer  
Date: 14/06/2023



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

### **Introduction**

Our University has many significant achievements to celebrate in the 2022 academic year. We started the academic year under the amended COVID-19 Alert Level 1 national restrictions. The country had just exited the fourth wave of the COVID-19 pandemic which proved to be relatively milder than the previous waves. With the significantly improved conditions, the President, the Honourable Cyril Ramaphosa, lifted the National State of Disaster with effect from 05 April 2022.

Towards the end of the 2021 academic year, our University had made preparations for the full resumption of in-person and on-campus activities for the 2022 academic year. And, at the end of the 2021 academic year, the University Council approved a Vaccine Mandate that would take effect in January 2022 in order to facilitate a safe and full return of students and staff to in-person and on-campus activities. We are thankful to the many individuals who worked tirelessly to make a safe return to campus possible.

We are also deeply appreciative of all students and staff who played their part in creating conditions that were conducive to the resumption of in-person campus activities in the academic year 2022. That we were able to re-engage our campus activities in the beginning of 2022 without any appreciable increase in the viral infections was largely attributable to the fact that almost all staff and students had taken the COVID-19 vaccines. The high percentage of vaccinations, which was close to one hundred percent (100%) was a significant plus factor for us. We were able to ensure a safe campus environment in which all could learn, live and work. And so, we were able to start the new academic year with much optimism, hope and vibrancy. The buzz of excitement on campus was palpable. It was an absolute joy for our students and staff to return to campus after the almost two-year limited campus access due to the pandemic restrictions.

The collective achievements and successes of our students and staff which are documented in this report are as a result of hard work, commitment, perseverance, steadfast determination and can-do attitude that was always in full display throughout the 2022 academic year.

After almost two years of reduced and limited presence of staff and students on campus, in the weekend of 11 - 13 February 2022, we welcomed new students and their parents and guardians to Rhodes University. The registration process went off smoothly. Parents were very complimentary of our registration processes and the warm welcome extended by the University staff, the Student Representative Council, and the energetic student helpers. We can all be rightly proud of our staff and the quality of student leadership we have.

Our first term went off without any significant challenges. Of note were some challenges regarding the use of HyFlex (hybrid and flexible combination of face-to-face and online learning) modality of teaching. The Educational Technologies and the Information & Technology Services Teams provided support to the academics in this regard.

### **Institutional Development Plan (IDP 2023 - 2028) – our roadmap to academic excellence and sustainability**

One of the most significant achievements of 2022 was the successful completion of the review, refreshing and updating of Institutions' important and strategic navigational policy document, the Institutional Development Plan (IDP). The process, which was inclusive, extensively consultative and participatory was initiated at the start of the 2022 academic year.

We made a commitment that the new IDP (*Umkhombandlela*) would articulate a bold and ambitious vision of how we would continue to advance strategically from our current position of strength and achievement to one of a leading national research-intensive university able to enhance its impactful contribution for the betterment of humanity and sustainable development. We ensured that it incorporated the important lessons we had learnt over the previous five years, including those that reflected our experience with the COVID-19 pandemic. Among these was the use of digital technology to support our intellectual endeavour and the University's operations. We wanted the new IDP (*Umkhombandlela*) to ensure that Rhodes University remained a strong, intellectually vibrant, resilient, and sustainable institution and a place of opportunity for all. The Review of the IDP was framed using three important documents: The National Development Plan (2030); the African Union's Agenda 2063: *the Africa we want*; and the United Nations 2030 Agenda for Sustainable Development. We also identified five cross-cutting themes which we wanted to weave throughout the IDP (*Umkhombandlela*) to hold the whole document together. These are: sustainability, quality, impact, equity and transformation, and digital innovation.

We have crafted new vision and mission statements for our University. In our vision statement we have boldly and unequivocally declared our aspiration to be

“foremost in the generation and advancement of locally responsive and globally engaged knowledge that seeks to create a just and sustainable society.”

Our three-pronged mission statement commits us to providing transformative education, rigorous scholarship, and research that

- seeks to produce knowledge that advances the frontiers of science, human understanding, and wisdom.
- cultivates knowledgeable and skilled graduates; innovative and critical problem solvers; caring and engaged citizens; responsible, courageous, and ethical leaders; and
- enables and drives environmental sustainability, equitable and inclusive social and economic development based on respectful and mutually beneficial partnerships with diverse communities.

We are pleased that the important institution-wide, inclusive, and transparent process of formulating our new IDP (*Umkhombandlela*) was successfully concluded and the revised and refreshed IDP (*Umkhombandlela*), was approved by Council in December 2022.

### **University's Financial Position**

The University's financial position remained healthy and strong in 2022. This is reflected in our audited annual financial statements which show a net positive financial position of R128.7m in our central operations budget and a net positive financial position of R6.6m in our residential operations budget at the end of the 2022 financial year.

The University received its Block Grant Subsidy allocation amounting to R572.8m from the Department of Higher Education & Training. This was R17m more than the budget amount. The student tuition fee income raised amounted to R373.9m. Including other non-recurrent income and interest earned, the total University income in 2022 was R1.281 billion.

At the beginning of the 2022 academic year, we launched our new FinCore finance system. While its implementation has progressed reasonably well, staff have experienced significant challenges. Issues such as the setting up of accounts and users which are outstanding on the system, and the further training of users, have received urgent attention. Some aspects, such as the increased load of approvals are things that we have to get used to working into our lives. These are due to the much-heightened requirements that come from our funding sources for greater financial compliance, and to deal with the opportunities that existed in the past for some real cases of fraud to be perpetrated on our campus.

The Report of the Finance & General Purposes Committee will show that the university's financial position remained strong in 2022 and that we were able meet all our financial obligations.

We are pleased to report that our University was allocated an amount of R108m by the Department of Higher Education, Science & Innovation from the 6th Infrastructure and Efficiency Grant budget for 2022/23 to 2023/24. Of this amount, R78m was for the Institute for Nanotechnology Innovation Building; R2.3m for fibre optic network and equipment; R13.5m for online teaching (new learning systems, modernisation of learning and content creation laboratories); R9m for high voltage redundancy cable; and R5m was for work-integrated learning.

## **Infrastructure refurbishment, upgrade, and development**

- The construction of the Institute for Nanotechnology Innovation building between the Pharm-Chem and BioSciences Buildings commenced, with a sod turning ceremony on 2 August 2022. The construction of this facility will continue into 2023. The estimated cost of this project is R86.7m.
- Planning for the major renovation of the Chem-Pharm building was completed in 2022 for execution in 2023. The estimated cost of this renovation is R219.8m.
- The refurbishment of College House was completed, and renovation work turned to a major renovation of Salisbury House on the St Peters campus.
- A new undergraduate female residence was completed. This was a R44m project.
- Phase 4 of a 5-phase Electrical CoC project has been completed. This was a R33m project.
- Phase 4 of a 5-phase Electrical MV project has been completed. This is a R30m project.

## **Enhanced Student Experience**

### *First Year Orientation*

- The 2022 First Year Orientation programme was held in a hybrid format, with some aspects of it held face-to-face and others online. The Orientation Week and the extended Orientation programme (1<sup>st</sup> semester) included Academic Orientation and 'Being Well and Aware' components. The first component, the Academic Orientation Programme, included panel discussions, Deans' talks and curriculum approval, introduction to university culture, transition from high school to university, academic writing and plagiarism sensitisation.  
The second component, 'Being Well and Aware,' consisted of dialogues on harassment and gender-based violence (GBV), support services, mental health, sports activities, health, and safety.
- In the spirit of continuous improvement, the Division of Student Affairs (DSA) conducted a survey on the Orientation Week programme. The response of the undergraduate first year survey participants showed that the Deans' talks, and Mental Health talks were highly appreciated.

### *Mental Health Support*

- The Counselling Centre coordinated assistance for students seeking short-term and crisis counselling and long-term counselling services throughout the year.
- Group counselling sessions and workshops Student Mental And Social Health were coordinated in the residence system and for Oppidan students throughout the year as part of an ongoing student wellness programme.

- In 2022 the Counselling Centre experienced an increase in the number of students seeking counselling. A total of 28 students were granted extended leave of absence owing to mental health difficulties, a number that is significantly high compared to the previous years (2019:4; 2020 :9; 2021:14).
- An integrated holistic approach to Mental Health was launched during term three. The Division, in partnership with the SRC, hosted a successful Mental Health week in October 2022.

#### *Disability Support*

- The Division of Student Affairs, through its Disability Support Services, continued to actively provide support for registered students living with a range of disabilities. For the academic year of 2022, 114 students had declared a disability of one form or another on their registration application form.
- The Disability Service Unit in the Library was been launched, offering a range of assistive technology devices for students with disabilities at Rhodes University.
- The Division of Student Affairs, in partnership with the Equity and Institutional Culture Office and the Disability Committee, hosted the first seminar on invisible disabilities. The seminar entailed hosting specialists from Nelson Mandela University, the University of Fort Hare, the University of the Western Cape, and the Makhanda Library for the blind. Gratitude goes to the Fuchs Foundation for sponsoring the event.

#### *Support for Oppidan Students*

- In a quest to support students that live off campus the Oppidan Office provided support to the students of the hall from orientation up to the end of the year examinations.
- Various programmes targeted for this group were discharged in 2022, such as Oppidan Academic and Mentorship Support, Transport for Oppidans, Safety Campaigns, Budgeting skills, Education on lease agreements, etc.
- One of the greatest achievements of the Hall is that it won the 2022 Community Engagement Hall of the year award.

#### *Sports Administration*

- The 2022 Sports Awards ceremony was held on 7 November 2022. Mr. Barry Hendricks, the President of South Africa Sports, delivered a keynote address at the ceremony.
- Various Sports clubs performed well in 2022: Basketball won three championships; Netball 1st team won the District National Championships with the male team making it to No 3; Rowing A crews came 4th in their respective races at the USSA Rowing Boat Race; Chess won both the USSA and Eastern Cape leagues.
- Two athletes participated at International level with another 2 participating at National and 8 participating at Provincial level.

- The refurbishment of the swimming pool was finalised, and the pool was officially opened on 05 August 2022.

#### *Men's Dialogue*

- The Peer Educators held talks at various residences which covered Reproductive Health, Gender-Based Violence and they used the Higher Health screening tool to refer students to the relevant offices.
- The Student Wellness Office coordinated a Men's Dialogue in collaboration with Higher Health. This entailed engagement of a panel of specialists about how institutions of Higher Education and Learning can move from toxic masculinity to positive masculinity, additionally matters of gender-based violence were canvassed.

#### *Student Governance*

- Leadership training was undertaken in the beginning of the year to capacity build and strengthen student leadership development for effective and ethical running of student governance.
- The first round of the SRC elections was declared null and void as it was discovered that some candidates were not eligible to stand for elections. The second round was successful with no major glitches as a result the 2023 SRC Inauguration was held on 23 September 2022.
- The annual Rhodes University Top 100 awards were successfully hosted by the Division of Student Affairs. These awards recognise student achievement in a range of categories to reward student participation and leadership in all its forms. The ceremony was held on 06 October 2022 recognising exemplary leadership in (1) Academic Excellence (2) General Excellence (3) Student Leadership (4) Community Engagement (5) Sports (6) Arts, Culture and Society (7) Ubuntu (8) Health and Wellness.

#### *Residences as Living and Learning Spaces*

- In 2022 the DSA in collaboration with Residential Operations Division and Information and Technology Services Division assisted with the procurement of Smart TVs for the residence system. The project of SMART Televisions for learning purposes has been rolled out to all residences.
- The DSA in partnership with CHERTL ran a very successful mentorship programme that supports both residence and Oppidan Students. A total of 427 Mentors supported 1023 Mentees (first year students).

#### *Dignity Projects*

- The Division of Student Affairs continued with the pocket money fund project giving R500 a month to students who needed financial assistance.
- A total of twenty students were assisted with pocket money funding in year.
- Toiletries and sanitary towels were also provided to students. The toiletries were purchased with funds from the GIVE 5 Dignity Drive, a fundraiser that has always been student-led.

#### *Graduate Employability*

- Graduate Recruitment Programme (GRP): The Career Centre successfully hosted three career fairs to facilitate networking opportunities for students and prospective employers.
- The Computer Science and Information Systems Career Fair was held on 18 May 2022.
- The Accounting Career Fair held on 12 August 2022.
- A General Career Fair was hosted on 15 August 2022. All these were held face-to-face on campus.
- #Askaprofessional programme: The Career Centre also facilitated monthly #Askaprofessional webinar series. This has given an opportunity for students to gain insights and guidance from University alumni members in industry and serves as a mentorship platform connecting students to the practicalities of the world of work, efforts are ongoing to enable student employability, entrepreneurship, career mentorship and career planning services.
- The DHL GradStar Awards recognises the most employable students in the country. University students in the country get to apply and get selected based on Top 500 most employable students in South Africa. We are immensely proud that, in 2022, seventeen students from Rhodes University made it to the Top 100 students recognised in South Africa.

### **Research and creative endeavours...**

The Research Office encompasses a wide range of functions to support the University: research management of the Council budget of R25 million which, amongst other support, provides for Research Committee (RC) grants and Conference attendance funding; the National Research Foundation (NRF); Postgraduate funding; the annual Publication Count (which now includes Creative Outputs); publication of the annual Rhodes University Research Report; application for and management of patents; Technology Transfer; registration and management of all postdoctoral research fellows; and many other areas of research and related support such as the UCDG and large grants from the Andrew W. Mellon Foundation.

- The following SARChI were reviewed and renewed:
  - Professor Shackleton, Interdisciplinary Science in Land and Natural Resource Use for Sustainable Livelihoods, Tier level 1, renewed from 01 Jan 2023
  - Professor Dion Nkomo, Intellectualisation of African Languages, Multilingualism and Education, Tier level 1, renewed from 01 Jan 2023
  - Professor Smirnov, Radio Astronomy Techniques and Technologies, Tier level 1, renewed from 01 June 2022
- In 2022, there were 92 Postdoctoral fellows, disaggregated across faculties as follows:
  - Faculty of Science - 69

- Faculty of Humanities - 12
  - Faculty of Education - 7
  - Faculty of Pharmacy - 3
  - Faculty of Commerce - 1
- Technology Transfer continued to run entirely on external funding provided through two National Intellectual Property Management Organisation grants. This funding has fully covered the posts of a Technology Transfer Manager, a Technology Transfer Officer, and an IP Administrator. Additionally, Technology Innovation Agency has provided SEED grants worth over three million to specific projects of technology development.
  - In Botany, the biggest event in 2022 was "The Harvest" which saw the culmination of a three year long set of experiments being "harvested" to capture the data and make final measurements. This is a collaboration between local and UK researchers. Since 2019 an experiment at the RUECF has looked at the effects of elevated atmospheric CO<sub>2</sub> on the growth and competitive ability of 12 savanna tree seedlings. This included species that are, or are not, invasive. Treatments determined not only the effects of elevated CO<sub>2</sub> but also how this interacts with drought and grass competition. The experiment is funded by the National Ecological Research Council (UK) and in Oct/Nov 2022 over 600 pots were harvested. This required a large team of researchers and assistants and collaborators from Sheffield University, Edinburgh University and University of Cape Town visited for the harvest. Multiple assessments are made on each plant measuring a suite of traits that will make this data set unique and invaluable to understanding why some species and locations are experiencing massive bush encroachment that jeopardises the future of Savannas.
  - The Rhodes University Transient Array Radio Telescope (TART) was launched on 30 June 2022 at the Waainek. The TART is a low-cost, open-source 24-element radio interferometer was initially developed by Dr Tim Molteno and his group at the University of Otago. The building and deployment of a TART at Rhodes University is a collaborative effort between Rhodes University, the University of Otago, and Stellenbosch University. Dr Kuja, as project lead engineer, oversaw the installation and testing of the TART with the assistance of two young graduates, Dr Human from Stellenbosch University and Dr Ghosh from the Raman Institute in India, who was an intern at Rhodes University. This initiative originates from early brainstorming in 2021 between SKA Research Chair Professor Smirnov, Dr Kuja, Rhodes University Mathematics Lecturer Dr Okouma, and University of Otago Senior Lecturer of Physics Dr Molteno.
  - Mr Mavuso, an nGAP lecturer, was co-Principal Investigator with Dr. Kathryn Ranhorn, of a research proposal entitled "Refining the Later Pleistocene Geoarchaeological Record of the Turkana Basin". The project is funded by the Turkana Basin Institute.



## Research Funding

- The number of funding programmes for Postgraduate students has increased from 125 (in 2010) to 228. The Rand values have increased from R31,745,802.00 in 2010 to R76,811,930.00. From 930 Postgraduate students supported in 2010, there are now 2097 supported through Postgraduate funding.
- In addition to the above amounts of funding, a proposal was written by the Research Director to the Mellon Foundation for the re-purposing of the accumulated interest earnings from the Humanities Unit grant. This provided an additional R6 Million for Humanities scholarships.
- Andrew W. Mellon Foundation - Six (6) Mellon grants were active in 2022. One of the largest of these is the R11,000,000.00 Early Career Scholars Programme which is run by the Research Office. Dr Janeke Thumbran was promoted in 2021 to Senior Lecturer as of January 2022, and two scholars on the Mellon programme (Dr Bongani Nyoka and Dr Thando Njovane) were promoted in 2022 to Senior Lecturer as of January 2023. The other Mellon grants (R8 million to R10 million each) are supporting the School of Journalism & Media Studies; the School of Languages & Literatures including Creative Writing; and the Department of Literary Studies in English.
- The research development component of the DHET funded University Capacity Development Programme (UCDP) was successfully completed in 2022. There are two main components: support for academic staff undertaking their PhDs, and support for research development post-PhD. While the research side of the UCDP is a relatively small amount of funding at just over 2 million per year, the resources go a long way in supporting our younger academic staff.
- The Erasmus+ International Mobility Grant was awarded to Rhodes University and the University of Antwerp for 2023. The grant will allow staff and students to have exchange visits and programmes to enhance 'translanguaging' in Science, Technology, Environment and Maths (STEAM) education.
- The Environmental Learning Research Centre (ELRC) in the Faculty contributed to a successful bid to the Canadian Social Science and Humanities Research Council to run a six-year capacity-building programme titled *Transdisciplinary Education Collaborations for Transforming Sustainability*. The ELRC leads the South African collaboration with two Canadian universities, Germany, and several South African universities including Mpumalanga University, Nelson Mandela University and Wits. German funder DAAD is also contributing to mobility grants and 12 South African students have attended field laboratories in Germany thus far.
- The ELRC is also a lead partner in the multi-year Global Challenges Research Fund Network Plus project titled *Transforming Education for Sustainable Futures* with partners in Rwanda, India, Somalia/Somaliland, the United Kingdom and the Netherlands. The purpose of the Network Plus is to mobilise capacity to undertake Southern-led research into the role of education systems in supporting

sustainable livelihoods, sustainable cities and communities and climate action. Several ELRC scholars participate in the programme and hosted the international partners conference in Cape Town in December.

- Professor Brett Pletschke was selected by the Council for Scientific and Industrial Research/Technology Innovation Agency/Department of Science Innovation to host one of five awarded national Nodes of the Industrial Biocatalysis Hub. There is initial funding of R 3 million over 3 years has been awarded to the Rhodes node (one of three larger nodes). The title of the Council for Scientific and Industrial Research Node of the Industrial Biocatalysis Hub at Rhodes University is *Enzyme-assisted extraction and bioprocessing of kelp bio-products*.
- Professor Özlem Taştan Bishop received the Project Africa GRADIENT (Genomic Research Approach for Diversity and Optimising Therapeutics) award funded by GlaxoSmithKline and Novartis and administered by the South African Medical Research Council. The project started in June 2022, and the award is R3 million over two years. The aim of Project Africa GRADIENT is to support research into genetic diversity in different African regions and its potential effect on the therapeutic.
- Professor Adrienne Edkins was awarded an African Research Leader grant from the United Kingdom Medical Research Council. This is a 5-year of ~£750,000 award starting in 2023. It will expand a new research theme on HIV associated cancers and drug discovery at Rhodes. This is the first major initiative to develop a broad, fundamental, molecular virology programme on KSHV (Kaposi's sarcoma-associated herpesvirus) biology and its associated cancers. Professor Edkins was a NRF National Equipment Programme grant of R10 million for a new confocal microscope.

### *NRF Ratings*

A number of Rhodes University researcher presented themselves for first-time rating or re-rating by the National Research Foundation. We offer our warmest congratulations to the following researchers whose applications were successful.

- Prof Oleg Smirnov was awarded an NRF A rating.
- Professor Sioux McKenna was awarded a B2, up from a C2 previous NRF rating;
- Dr Ingrid Schudel was awarded a C2 on her first NRF rating;
- Dr Kirstin Wilmot was awarded a Y1 on her first NRF rating;
- Dr Iain Paterson was awarded C1, a re-rating from Y2;
- Dr Sibanisezwe Khumalo was awarded a Y2 on his first NRF rating;
- Professor Steven Prevec was awarded a C3 on his first NRF rating;
- Dr Sarah White was awarded a C2 on her first NRF rating;
- Dr Kenda Knowles was awarded a Y1 on her first NRF rating;

- Dr Duane Booysen was awarded a Y2 on his first NRF rating;
- Professor Lizanne Raubenheimer was awarded a C3, up from a Y2 previous NRF rating;
- Professor Rui Krause was awarded a C2, up from a C3 previous NRF rating;
- Dr Wilbert Kadye was awarded a C2, up from a Y2 previous NRF rating;
- Prof William Bennet was awarded a B3, up from a P previous NRF rating;
- Prof Dion Nkomo was awarded a C1, up from a C2 previous NRF rating.

### *Support for Postgraduate Students*

The Centre for Postgraduate Studies (CPGS) continued to provide various development opportunities for staff and students. The Centre ensures that all supervisors and postgraduate students find spaces for sharing their work with fellow researchers and equip themselves with the practices required to create and disseminate knowledge.

- The Centre offered 34 workshops in 2022. These are largely run in a blended format to allow part-time postgraduates to participate. The workshops are facilitated by experts in the field and include such topics as “How to manage your supervisor”, “How to write a literature review”, “Database searches”, and “Designing an experiment”. Several workshops tackled specific research methodologies.
- In 2022, the CPGS offered nine short courses, including “Developing a journal article from your thesis”, “African Feminisms”, and “Introduction to R”.
- In 2022, 14 peer-led Writing Groups met weekly to support each other’s research journeys and to provide critical comment on each other’s work.
- Three writing retreats were offered for postgraduates in 2022. These were held at Assegai Trails and included critical readers from both the Natural Sciences and the Humanities & Social Sciences to offer support to participants.
- Rhodes University once again ran a three-minute thesis (#3MT) competition for postgraduate scholars to share their research in a brief format aimed at lay-people. Mary Ann Hood (Education) and Chipso Mungenge (Zoology and Entomology) represented the University in the national competition. The top 20 participants enjoyed a prize-giving ceremony held on 17 November 2022.
- Ninety-six (96) postgraduate students presented their research at the 2022 Annual Postgraduate conference themed “Crossing the boundaries of knowledge.” The conference was also attended by several guests from neighboring universities and from further afield, including Turkey (Boğaziçi University), Kenya (Maseno University), USA (Penn State) and the UK (Lancaster University).

- Workshops aimed at academic career development were organised. These workshops include such topics as building Google Scholar and ORCID profiles, applying for NRF rating, and deliberations about publishing processes, including how to write for the popular press.
- The CPGS facilitated NRF rating mentorship through matching early career researchers who are preparing their applications for rating with those who already hold such ratings and who can therefore guide them through the process.

### Teaching and Learning...

The University places the utmost importance on developing academics as competent and capable teachers. As a research-intensive university, we also expect academics to engage in research and scholarly activities. This is in line with the scholar-teacher model and approach to teaching and learning. In this regard, our Centre for Higher Education Research, Teaching & Learning (CHERTL) has invested resources and time in providing support to academics and students.

- In the April 2022 graduation season, 21 academics graduated with a PGDip (HE) qualification. This is a postgraduate diploma qualification in higher education which equips academics with knowledge and skills of teaching at university level.
- Academic staff newly appointed at Rhodes University, who are within the three-year probation period, are encouraged to participate in the accredited short course – CATALyst (Conversations About Teaching, Assessment and Learning), which is focused on ensuring that staff members engage and interrogate the basis of assessment practices in higher education.
- Providing mentoring to students is one of the most important strategies to support students. The following student mentoring programmes were offered through the Extended Studies Unit during the first and second term of the 2022 academic year:
  - *Ncedana Student Programme* - This programme focuses on mentoring first-year students and combines social and general academic support for these students across all faculties. The programme involved 91 senior students trained as peer mentors, reaching 182 first-year mentees, with the assistance of faculty-based academics who volunteered their expertise to support the mentors.
  - *Trojan Academic Initiative Student Peer Mentoring Programme* - This programme is exclusively targeted to reach Extended Studies Programme students. This student peer mentoring programme partners each first-year Extended Studies Programme student with a former Extended Studies peer mentor in the same Faculty. In addition, all first-year Pharmacy students

collaborate with a Pharmacy peer mentor as part of the initiative. There are a total of 59 mentors and 45 faculty academics reaching 333 mentees weekly within the programme.

- *Residence Mentoring Programme* - This programme focuses on mentoring first-year students within the residence system, including those who are Oppidans (off-campus accommodation). This programme has 373 senior students, most of whom are House Committee representatives as well as other senior students. The mentors attended mentorship workshops provided by a member of CHERTL. The mentors meet a total of 740 students on a weekly basis, ranging from once-a-week to three-times-a-week, depending on the needs of the mentee that week.
- CHERTL hosted a webinar, *Curriculum Transformation and Sustainability: Rhodes University in focus*, as part of the Erasmus-Plus funded project on academic staff development for infusing sustainable development goals into the curriculum. It was held over two afternoons on 25<sup>th</sup> - 26<sup>th</sup> April 2022 and was live-streamed via Zoom.
- The Centre for Social Development held a certification ceremony on 10 October to celebrate the awarding of the National Diploma in Early Childhood Education for educators in Makhanda and the surrounds. Representatives from the Education, Training and Development Practices - Sector Education and Training Authority as well as the District Office of the East Cape Department of Education were in attendance, and the Vice-Chancellor gave the keynote address. Of the 93 educators who received the Diploma between 2018 and 2022, 40 are now registered for the BEd (Foundation Phase) qualification at Rhodes University.

### **Community Engagement, social responsibility and advancing the public good...**

Community Engagement at Rhodes University forms a critical nexus between teaching and learning, and research. This nexus is manifested through the following key programmes of Rhodes University Community Engagement (RUCE) Division:

- Engaged Teaching and Learning implemented as Community Based Service Learning.
- Engaged Research in the form of Community Based Participatory Research.
- Engaged Citizenry (Volunteerism) and Social Innovation.

These programmes serve to progressively embed Rhodes University as an anchor institution in the community of Makhanda by making visible the social responsibility purpose of the University through respectful, equitable, democratic, mutually beneficial and knowledge-based partnership relationships.

- Two Community Based Service-Learning Webinars were organised in 2022 at the request of the University of Zululand, which were attended by 55 University of Zululand academics.

- A university grant of R500 000 to promote Community Based Service Learning contributes hugely towards achieving the aims of engaged teaching and learning.
- Participation in the RUCE's Accredited Short Courses in 2022 is highlighted below.
  - Community Based Service Learning taken by 17 academics from the University of Zululand and 15 from Rhodes University
  - Community Based Engaged Research involving 13 Rhodes University academics and 14 from the University of Zululand.
  - Community Engagement Mentor Orientation taken by 104 students.
  - Digital Storytelling for CE involving 63 Students and Academics.
  - CE Tutor Training Orientation involving 19 students.
  - CE Reading Club Orientation involving 12 Students.
  - Asset Based Project Management involving 52 students.
  - Budding Q: Literacy Fundamentals and Social Justice involving 80 Students and 4 KC students.
  - University Social Responsibility & Student Social Responsibility involving 53 students.
  - CE Orientation course for 1st years involving 350 students.
  - Budding Q: Literacy Advocacy & Leadership involving 25 Students
- A total number of beneficiaries from the short courses above was 112 academic staff and 972 students.
- The number of students who worked with the Makhanda community as volunteers in 2022 was 969, an increase of 107 students from 2021.
- Rhodes University Community Engagement has created student leadership opportunities as students assist in the day-to-day management of the programmes. There are 107 student leaders who were divided between the 6 programmes who were trained and mentored by RUCE staff. They, in turn, all managed a group of volunteers working in community organisations.
- Funded by the UCDP Grant, the Engaged Research short course for academics and postgraduate students was offered in semesters 1 and 2. Eight academic staff, two support staff, two postgraduate students and two community development practitioners successfully completed the course. In addition, 14 academics from the University of Zululand also completed the course.
- The first CBPR workshop for community partners and community members took place on 17-18 August 2022 in Makhanda. The workshop was designed as a guide for professionals and practitioners in the development sector. Twenty-six (26) participants from government departments and non-governmental organisations took part in the workshop. Partner organisations included, Sophumelela Youth, Grahamstown Nurses Association, Centre for Social Development, Mfuzo B. Camp, CM Vel

lem Primary School, Lebone Centre, St. Marys DCC, Grahamstown Retired Association, Child Welfare, GRANA and the Assumption Development Centre.

- The Rhodes University Community Engagement week Imbizo successfully took place on 11 May 2022 at *Amazwi* South African Museum of Literature. The Imbizo provided a platform to community partners and students to reflect critically on their Community Engagement experiences. Eight community partners and eight students presented at the imbizo.
- The Community Engagement Office organized 5 quality events which were well received.
  - The first event was a panel discussion of previous winners of the Volunteer of the Year Award who engaged in a discussion around graduate attributes and the role CE played in their development personally and professionally.
  - The Vice-Chancellor's Distinguished Community Engagement Award Lecture was presented by Prof Rod Walker who gave an inspiring lecture built around his personal and professional journey.
  - The Imbizo, held at the *Amazwi* South African Museum of Literature, attracted over 70 participants which included community partner organisations, lecturers and students.
  - Digital Story telling information session was held in the Social Innovation Hub to introduce the Rhodes community to digital storytelling and its value in the academic space.
  - The last event was held with a student focus - the theme was "Unity Friday" and the camaraderie and support was good for the students before getting down to exam preparation.
- A new scholarly journal, the African Journal for Community Engagement, was launched by the Rhodes University Community Engagement Office. The Founding Editor-in-Chief will be Dr Margie Maistry.
- There are two key programmes that have contributed to the increased access of local students to Rhodes University. These are the Nine-Tenths Mentoring Programme and the Bridging Programme, both partnerships between GADRA Education and Rhodes University.
  - **Nine-Tenths:** The social capital of 128 well trained Rhodes University students mentoring 200 Grade 12 pupils in local schools have yielded some outstanding results.
  - **The Bridging Programme** allows Grade 12 pupils who received a Bachelor pass (with low marks) to redo a subject at GADRA and enrol for 1 or 2 courses at Rhodes University. They then carry their credits forward into the University degree qualification the following year upon admission at Rhodes University.
- Skyrocketing numbers of Bachelor-level passes from local disadvantaged schools: The school with the highest number of bachelor-level passes was a no-fee School in Joza, Nombulelo Secondary School, with 80 bachelor-level passes. And, of note was that 2 out of every 3 bachelor-level passes in our public schools in Makhanda came from no-fee schools.

- City-wide improvement in matric pass rates: Eight years ago, the then Grahamstown district was one of four worst performing education districts in South Africa. By contrast, for the past three years the city of Makhanda outperformed every other city in the province of the Eastern Cape (in this regard). Its record 2022 pass rate of 85% means that Makhanda consolidates its position as the leading education city in the province, 8% higher than the EC Province (77%) and 5% higher than the National pass rate of 80%.
- The Makhanda Circle of Unity (MCU), a Rhodes University driven initiative, has continued to build upon relationships fostered with key partners in Makhanda and worked towards playing an increasing role in facilitating collaborative efforts geared towards contributing to the improvement of conditions in the city of Makhanda.
- The One Ocean Hub team based in the Environmental Learning Research Centre (ELRC) in the Department of Secondary and Post-School Education, formed a Coastal Justice Network during the 2020-2021 COVID-19 pandemic, to help small-scale fisher communities stay in touch under the lockdown conditions, which saw many being deprived of livelihoods. In 2022 ELRC staff and students convened the largest ever gathering of small-scale fisher leaders in South Africa, for a meeting between civil society, lawyers and scholar-activists regarding the extraction of oil and gas off the Wild Coast. The One Ocean Hub is funded by UK Research and Innovation (UKRI) through the Global Challenges Research Fund.
- The ISEA (Institute for the Study of the Englishes of Africa) launched both the 2022 edition of *New Coin*, one of South Africa's most established and influential poetry journals, and *Shakespeare in Southern Africa*, an accredited journal published by the Shakespeare Society of Southern Africa through the ISEA.

## Global Engagement

Rhodes University academics and researchers maintained their collaboration engagements with their counterparts in different parts of the globe. Also, after the hiatus of COVID-19, the incoming and outgoing exchange students programme slowly started again.

- As one of the sixteen (16) founder members of the African Research-Intensive Universities Alliance, we continued to play our part in strengthening this important network. We hold the position of Vice-Chairperson for African Research-Intensive Universities Alliance. Among some of the noteworthy activities of African Research-Intensive Universities Alliance in which we participated are:



- The launch of the new African Research-Intensive Universities Alliance Strategic Plan (2021 - 2031), which was held on 27 May 2022.
- The African Research-Intensive Universities Alliance held a joint meeting with the Guild of European Research-Intensive University (the GUILD) in Cape Town from 3 - 4 November 2022 in order to strengthen their unique partnership and “develop new types of institutional partnerships that will build long-term research capacity in African universities.” Among other initiatives, the two organisations will create ‘Clusters of Excellence’ that will draw on research expertise from both organisations to tackle some of the wicked problems facing humanity.
- Through a new and exciting Memorandum of Understanding between the Rhodes University Business School and Bowie State University in the United States, seven students and two members of staff were able to go on exchange to Bowie State University.
- Four Rhodes University Education students went to do teaching practice, as part of an Exchange programme with PH Bern and PH Luzern in Switzerland. A further two students were accepted to travel to the University of Leicester on Erasmus programmes.
- The Director of Internationalisation, Ms Orla Quinlan, was invited and fully funded to participate in a panel at a **Strategic Risk Leadership Conversations on Higher Education** conference, hosted by the University of Venda from November 30<sup>th</sup> to December 2<sup>nd</sup>, 2022.
- Following a rigorous independent evaluation to assess whether agreed performance benchmarks were met, the African Studies Centre, in August 2022, successfully renewed its funding agreement with the German Research Foundation in August 2022. This renewed agreement means that the Centre continues with its research partnership/cooperation agreement with the University of Bayreuth; University of Lagos; the University of Joseph Ki-Zerbo of Burkina Faso, and the Moi University of Kenya up to the end of 2025.
- The African Studies Centre funded 4 PhD students and 3 Postdoctoral fellows. Five PhD students who graduated in 2022 (four in Humanities and one in the Faculty of Science – at the Institute for Water Research) were beneficiaries of funding from the African Studies Centre.
- The African Studies Centre funded and hosted two Visiting Fellows, Professor John Ayotunde Bewaji, a philosopher and Professor Earnest Onyishi a psychologist. They both presented on well attended seminars, on the dire state of humanity and how that impacts on Africa, and on African conceptions of time, respectively.
- The Director of the African Studies Centre, Professor Enocent Msindo, was the corresponding and lead editor for a two-volumes forthcoming book on COVID-19 in Africa. This was a global collaborative project in which humanities scholars contributed to scholarship on the multiple dimensions of COVID-19 in Africa. The two books are in press and will be published by Palgrave later in 2023.

- Dr. Boudina McConnachie held a successful collaborative workshop with scholars under her project on musicological pedagogies that is funded through the African Studies Centre
- Professor Uchenna Okeja of the Department of Philosophy held a colloquium on Human Rights that was attended by delegates from Germany, Kenya and elsewhere.

### **Graduation Ceremonies...**

The University held its Autumn graduation ceremonies from the 6<sup>th</sup> to the 8<sup>th</sup> of April 2022. In the past two years, 2020 and 2021, the COVID-19 pandemic had robbed us of the opportunity to honour and celebrate the academic achievements of our students in the way we had always done in the past. In the six April graduation ceremonies of 2022, a total of 2 085 students received their degrees, diplomas and certificates. Of these, 1 231 (or 59%) were undergraduate bachelor's degrees and 854 (or 41%) were postgraduate degrees, postgraduate diplomas, and postgraduate certificates. Of the 854 postgraduate graduands, 100 received their master's and 34 their doctoral degrees.

In four of the six graduation ceremonies, we also conferred honorary doctorates on outstanding persons whose contributions to humankind were worthy of celebration and acknowledgement with our University's highest honour, an honorary degree. The recipients were:

- Professor Quarraisha Abdool Karim;
- The late Ambassador Lindiwe Mabuza;
- Dr Makhosazana Xaba, and
- The Right Honourable Lord Peter Hain.

Our Spring graduation ceremonies took place from 12 to 14 October 2022. The ceremonies on 12 and 13 October were held as celebratory events for the students who had graduated virtually in the virtual graduation ceremonies of 2020 and 2021. The ceremonies on 14 October were for Master's and PhD students who completed their studies in 2022. An honorary degree of Doctor of Laws (*honoris causa*) was conferred on anti-apartheid and gender activist, Ambassador Thenjiwe Mtintso. The honour was in recognition and celebration of her long and sustained contribution as a dedicated freedom fighter and a committed gender activist.

Sincere congratulations go to all our graduates, and to the academic and support staff who made the celebrations special.

### **Rhodes University Alumni and Relationship Building Initiatives**

Our alumni form an integral part of our Rhodes University community. Through their selfless service to humankind, they fly the flag of our University and bring credit and honour to their *alma mater*.

- The Old Rhodian Union selection committee chose four worthy recipients for the Rhodes University's Distinguished Alumni Award 2022. They were:
  - Million Belay Ali
  - Ann Burroughs
  - Kathleen Heugh
  - Raphael Tshimanga.
- In celebration of our graduation ceremonies, Graduation Grand Balls were held in Makhanda. This was important as part of the full package of honour to graduates and to induct them into the alumni network.
- The first ever Young Alumni Leadership conversation and a special #AskAProfessional Women's Month Event was hosted in collaboration with the Career Centre.
- A national roadshow and stakeholder engagements programme for resource mobilisation and public accountability included strategic events as follows:
  - Alumni gatherings in East London, Gqeberha, Cape Town and Johannesburg
  - Legacy luncheons in Cape Town and Johannesburg
  - Funders' summits in Cape Town, Johannesburg, and Durban
  - Media networking and briefings in Makhanda, East London, Cape Town, Durban, and Johannesburg.
- In 2022, the School of Journalism & Media Studies celebrated its 50<sup>th</sup> anniversary. What began in 1970 as a single course in Journalism with 17 students, quickly grew into a fully-fledged Department of Journalism in 1972. It is now a School, housed in its own state-of-the-art building, the Media Matrix, and offering a wide range of undergraduate and postgraduate degrees to over 500 students. In order to celebrate this significant milestone in the history of the School of Journalism, 50 outstanding alumni of the School were recognised with the School's 50<sup>th</sup> Anniversary award. Several celebratory events were held around the country to present the recipients of the School's 50<sup>th</sup> Anniversary Award.

### **The Presidential Youth Employment Initiative**

Rhodes University offered to participate in the Presidential Youth Employment Initiative which was intended to provide temporary employment opportunities for unemployed graduates so as to equip them with skills and competencies that would enhance their prospects of securing permanent employment. The launch and

rollout of the Presidential Internship Programme assigned 63 Interns to Rhodes University in 2022. Feedback on the programme was positive both from Interns and from mentors/line managers. Feedback from the interns and our records show that:

- Out of 63 interns, 3 obtained permanent employment outside of Rhodes University.
- At least 10 interns have been employed by Rhodes University on temporary contracts following their Internship.
- Rhodes University has been advised that a further 60 Interns will be assigned to the University in 2023.

We are pleased to be part of this important initiative which develops work experience and work-readiness for the youth of our country.

### **Vice-Chancellor's Distinguished Awards recipients**

The University recognises excellence in learning and teaching, research and community engagement through the award of the Vice-Chancellor's Distinguished Awards. The 2022 recipients of these awards were:

- Mr Jan Knoetze, the recipient of the 2022 Vice-Chancellor's Senior Distinguished Teaching Award in the category of more than ten years of experience.
- Dr Ntethelelo Sibiyi, the recipient of the 2022 Vice-Chancellor's Distinguished Teaching Award in the category of ten or fewer years of experience.
- Professor Megan Campbell, Nqobile Msomi and Dr Duane Booysen from RU Psychology Clinic. Christine Lewis, Mandisa Ndabula from the Rhodes University Counselling Centre, the recipients of the Vice-Chancellor's Distinguished Community Engagement Award for 2022.
- Prof Iain Paterson, the recipient of the Vice-Chancellor's Distinguished Research Award for 2022.
- Professor Sioux McKenna and Professor Emeritus Chrissie Boughey, the recipients of the Vice-Chancellor's Book Award for 2022.

### **Flying our University flag high...**

In 2022, our students and staff flew the flag of our University with great honour and distinction in national and international scholarly events and activities.

- In July 2022, the CPGS arranged for 27 PhD students, supervisors, and postdoctoral fellows to attend the Higher Education Close Up conference in the United Kingdom, followed by a writing retreat led by

colleagues at Lancaster University. This was led by the Director of the CPGS, Prof Sioux McKenna, and funded largely through a DHET UCDG project, *Social Justice and Quality in Higher Education*.

- Distinguished Professor Heila Lotz-Sisitka was appointed to the United Nations Educational, Scientific and Cultural Organization (UNESCO) International Expert Group to revise the 1974 “Recommendation concerning Education for International Understanding, Co-operation and Peace, and Education relating to Human Rights and Fundamental Freedoms.”
- Prof Helen Kruise of the Faculty of Law was appointed as the research lead for South Africa for an international comparative research project, Case studies of law students’ values in emerging and transitional economies. Through surveys and interviews, these case studies will consider and compare the values of law students in the emerging and transitional economies of China, Kazakhstan and South Africa.
- Dr Kavish Jawahar, Head of Department of the newly established Department of Secondary and Post-School Education, was awarded a Teaching Advancement at University Fellowship.
- Mr T Amos and Mr T Louw were nominated and elected to the Executive Committee of the Eastern Cape South African Board for People Practices for the next three years.
- Dr Siphokazi Magadla, the Head of Department of the Department of Political and International Studies, and Prof Rosalyn Klein, Head of Department of the Department of the Department of Chemistry, were accepted into the USAf-Higher Education Leadership and Management Women in Leadership Programme for 2022.
- Professor Tshidi Mohapeloa, Mr Thabang Moleko and the Postgraduate Diploma in Enterprise Management class undertook a 2-week visit in October 2022 to Bowie State University in the United States.
- The Director of Internationalisation, Ms Orla Quinlan, was re-elected to the International Education Association of South Africa Council for a further three-year term 2022 to 2025 and elected as the Treasurer of the International Education Association of South Africa 2022, which is one of the three Executive management positions in the association.
- Mr Andrew Todd was elected as the Chair of Strategic Development for International Ergonomics Society.
- Dr Jo-Anne de la Mare was elected Vice-President of South African Society of Biochemistry and Molecular Biology.
- Professor Özlem Taştan Bishop was awarded the Silver Medal from South African Society for Bioinformatics on its 10th anniversary during its annual conference in April. Professor Taştan Bishop was one of the co-founders and the first President of the society.

- Professor Andriantiana’s Mathematics team “Siyanqoba Rhodes” received the best participation award as Makhanda has the highest participation rate in the Mathematics Olympiad in South Africa
- Professor Gladman Thondlana was invited to be a member of the International Union for Conservation of Nature’s Red List of Threatened Species Survival Commission Human-Wildlife and co-existence Task Team.
- Professor Adrienne Edkins was invited to be a panel member for the Panel Review of the Department of Science and Innovation-NRF Flagship programme by the NRF Research Chairs and Centres of Excellence directorate.
- Dr Nicola McLoughlin served on the scientific committee of Microbialite Formation Evolution and Diagenesis.
- Dr Robert Gess became an invited associate of a new global research program funded by the European Research Council and hosted by Uppsala University
- Professor Özlem Taştan Bishop received a distinguished Adjunct Professor position at Saveetha University, Chennai, India in 2022.
- Ms Jay Pillay, our Deputy Director of Residential Operations, was acknowledged nationally by Higher Health for developing the coordinated approach, now adopted as a national guideline for on- and off-campus residences at all universities in South Africa, which coordinates principles and policies around health and safety, student mentoring, peer educator, and gender-based violence.
- Andiswa Mbongwa, a PhD candidate, supervised by Professor Tshidi Mohapeloa, attended, and presented two co-authored papers (Mbongwa and Mohapeloa) at two conferences, International Conference “BRICS Postgraduate Forum”, 26 - 27 September 2022, Campinas University, Brazil (virtual) and International Conference on Public Administration and Development Alternatives (IPADA), 14-16 September 2022, Johannesburg, South Africa.
- Professor Owen Skae was invited to be a member of the ESG Exchange’s Advisory Committee. The ESG Exchange was founded by Professor Mervyn King to collaborate (SDG 17) global expertise and make quality education (SDG 4) accessible for this purpose.
- Professor Owen Skae was a panel discussion speaker at the 2022 Durban University of Technology International Fraud & Corruption Risk Conference (Virtual): “Pruning a Few Trees Yet the Forest is on Fire: The Impact of Business Education on Society”, 14th to 15th November 2022.
- Professor Owen Skae was a panel discussion speaker at a conference on “The Role of Cooperatives in Repairing and restructuring Global Value Chains”: ICA, Geneva, 13th December 2022.
- Professor Noel Pearse presented a series of lectures at Lunar International College, Ethiopia from 13 to 17 June 2022.
- Mr Evert Knoesen attended:

- Higher Education Close-up conference and PhD scholar workshop, at the University of Lancaster, from 1 to 11 July 2022.
- HOBID International Researchers Workshop on Social Justice at the University of Hamburg, 3 to 9 September and presented the paper “The role of socioeconomic backgrounds in the achievement of recognition among MBA students from a South African Business School: A case study.”
- Brendon Peel (SAIMS conference) and Dino Giovannoni (International Business Conference), MBA graduates, both supervised by Mr Evert Knoesen, presented joint papers co-authored with Mr Knoesen.

### **Personal Promotions**

A number of Rhodes University academics availed themselves for the ad hominem promotion process of the University. We extend our heartfelt congratulations to all those who were successful in this rigorous process.

- *Promotions from the rank of Associate Professor to Full Professor:*  
Professors L Dalvit, M Drewett, A Edkins, D Nkomo, S Prevec and L Saville-Young.
- *Promotions from the rank of Senior Lecturer to Associate Professor:*  
Drs E Andriantiana, A Childs, A De Vos, S Edwards, W Kadye, S Magadla, J Marire and S Ruwanza.
- *Promotions from the rank of Lecturer to Senior Lecturer:*  
Drs J Cockburn, D Fridericks, K Jawahar, T Njovane, B Nyoka, T Pillay and C van der Mescht.
- Dr G Martin was promoted from Researcher to Senior Researcher.

### **Distinguished Professors of Rhodes University**

On the recommendation of the Senate, the Council conferred the title of Distinguished Professor of Rhodes University on Professors Charlie Shackleton and Oleg Smirnov. Both Professors Shackleton and Smirnov are from the Faculty of Science. Of the eight (8) Distinguished Professors of Rhodes University to have ever been conferred, five (5) are from the Faculty of Science.

### **Emeritus Professors and Associate Professors**

On the recommendation of the Senate, Council conferred the title of

- Emeritus Professor on Professors P Clayton, F Ellery, D Klopper, C Palmer, M Schafer, R Simango and D Wilmot, and

- The title Emeritus Associate Professor on Associate Professors, P Machanick, J Finestone Praeg, L Quinn and C Remsing.

### **Personal achievements of staff and students**

- Distinguished Professor Tebello Nyokong, has been awarded the title of Honorary professor of Science at the university of Lesotho in recognition of “your achievements in the development and innovation.”
- Distinguished Professor Heila Lotz-Sisitka was elected to the Academy of Science of South Africa Membership in October 2022.
- Professor Adrienne Edkins was awarded an African Research Leader grant from the UK Medical Research Council. This is a prestigious 5-year grant that seeks to develop research excellence in Africa.
- Emeritus Professor Denis Hughes (former Director of the Institute for Water Research) was awarded the Society’s Gold Medal for his outstanding contribution to Aquatic Sciences over an extended period.
- Dr Dane Brown was inducted into the Academy of Science of South Africa.
- PhD graduate and current SAIAB Postdoctoral Research Fellow, Dr Takudzwa Madzivanzira, was awarded the Bronze Medal for the top doctoral dissertation.
- Ms Gladys Kalichini, a PhD candidate in the Department of Fine Art under Prof Ruth Simbao’s Chair, has been announced as the winner for 2022 of the Henrike Grohs Art Award, awarded by the Goethe Institute to recognise young artists who live and work on the African continent.
- Thandeka Gqubule-Mbeki, Rhodes University School of Journalism and Media Studies TV Lecturer and PhD candidate has been appointed to President Cyril Ramaphosa's National Anti-Corruption Advisory Council.
- Professor Jen Snowball has been appointed to the Board of Advisors of the United Nations Conference on Trade and Development Creative Economy Section. A very influential advisory appointment. She has also been awarded a Global Visiting Fellowship to at Kings College, London, which she will take up within an academic leave context.
- Associate Professor Susi Vetter was elected President of the Grassland Society of Southern Africa.
- Professor Joanna Dames presented her professorial inaugural lecture on 21 July 2022.
- Professor Graham Glover presented his professorial inaugural lecture on 7 September 2022.
- Professor Horst Kaiser presented his professorial inaugural lecture on 8 September 2022.
- Professor Julie Coetzee presented her professorial inaugural lecture on 2 June 2022.
- Professor Uchenna Okeja presented his professorial inaugural address on 31 March 2022.



- Professor Helena van Coller presented her professorial inaugural address on 26 April 2022.
- Professor Özlem Taştan Bishop presented a public lecture in celebration of the 2020 Vice-Chancellor's Distinguished Senior Research Award on 2 August 2022.
- Mr David Fryer presented a public lecture in celebration of his 2020 Vice-Chancellor's Distinguished Teaching Award on 20 September 2022.
- Professor Kevin Lobb presented a public lecture in celebration of his 2021 Special Vice-Chancellor's Distinguished Teaching Award on 16 August 2022.
- Professor Philani Mashazi presented a public lecture in celebration of his 2021 Vice-Chancellor's Distinguished Research Award on 13 September 2022.
- Dr Luzuko Jacobs, the Director of Communications and Advancement was among those who acquired their hard-earned doctorates at the university's graduation ceremony on Friday 14 October 2022.
- An MA (Creative Writing) graduate, Ms Sibongakonke Mama, has been announced as the winner of the 2022 Distell National Playwright Competition. Her winning script will be staged at the National Arts Festival in 2023.
- Dr Nikita Singh and Dr Juniors Marire) were awarded the Commerce Faculty's Researcher of the Year Award.
- Sindi Tommy, Finance Officer in the Rhodes Business School, obtained an N6 in Financial Management from Eastern Cape Midlands College.
- Lester Isaacs was the essay prize-winner for the Archbishop Thabo Makgoba Development Trust Responsible Leadership.

### **Important conferences...**

Several major conferences were hosted by Rhodes University in 2022 and Rhodes academics presented at national and international conferences as keynote speakers. Some of these are:

- The Department of Music and Musicology and ILAM hosted the 16th Annual Conference of the South African Society for Research in Music from 25 to 27 August.
- The Academy of Pharmaceutical Sciences South Africa (APSSA) held its 41st annual conference and 43rd Annual General Meeting at Rhodes University in Makhanda. The theme of the conference was "*Back to the Future.*"
- The Department of Management hosted the 33rd Southern African Institute of Management Scientists (SAIMS) Conference from 11 to 13 September at Mpekweni Beach Resort.

- Professor Nicole Richoux presented an invited plenary lecture at the *International Biodiversity Conference*, Davao Oriental State University, Philippines.
- Professor Iain Paterson presented a plenary address at the *Innovation in Invasive species management conference* in Nashville, USA.
- Distinguished Professor Martin Hill presented the invited Mahesh K Upadhaya Award Lecture at the *3rd International Weed Conference*.
- Distinguished Professor Martin Hill presented a plenary lecture at the *International Symposium on Biological Control of Arthropods*. Online from British Columbia, Canada.
- Distinguished Professor Martin Hill presented a plenary lecture at the *National Symposium on Biological Invasions*. University of Fort Hare, Alice.
- Professor Makaiko Chithambo presented an invited lecture at the *International Conference on Materials: Properties, Measurements, and Applications*, in India
- Professor Makaiko Chithambo presented an invited lecture at the *Brazilian Materials Research Society (B-MRS) meeting*, Iguassu Falls City, Brazil.
- Professor Stephen Prevec presented an invited keynote address at the *Geological Society of South Africa's Geoheritage conference*.
- Dr Remy Nnadozie (Director: IRPQP) and Mr Chumani Mgengo (Presidential Youth Employment Intern) presented a paper at the 2022 Southern African Association for Institutional Research (SAAIR) annual conference hosted by UNISA in Pretoria.
- Dr Jo-Anne de la Mare presented a keynote address at the *2<sup>nd</sup> African Traditional Medicine and Natural Products Research Congress* in Limpopo.
- Dr Jo-Anne de La Mare presented an invited lecture at the *SASBMB congress: Biochemistry Matters*. Virtual congress.
- Professor Adrienne Edkins presented an invited lecture at the *10<sup>th</sup> International Conference on the Hsp90 Chaperone Machine* in Leysin, Switzerland.
- Professor Özlem Taştan Bishop presented an invited seminar at the *Keystone Symposia, COVID and Beyond*, Keystone, Colorado, USA.

**Some of the other activities and events achieved in 2022 include...**

- The Institution submitted its self-evaluation report (SER) for the CHE institutional audit on 15 July 2022. The Review Panel of peers in higher education were on campus for a site visit from 19 to 22 September 2022. The panel engaged with governance and leadership structures, alumni, as well as staff and students across the University.

- Rhodes Business School (RBS) held its 8th Annual Archbishop Thabo Makgoba Development Trust (ATMDT) Lecture on values-based leadership, on 4 October 2022. The CEO of Business Leadership South Africa, Ms Busisiwe Mavuso, was the guest speaker.
- Two new programmes were accredited and registered on the NQF in 2022. These are:
  - Postgraduate Diploma in Sustainability Learning (Offered by the Environmental Learning Research Centre, in the Faculty of Education)
  - Master of Arts in Chinese Studies (Offered by the School of Languages and Literatures, in the Faculty of Humanities)
- On 22 July 2022, Rhodes University held ceremonies to rename two of its halls, Jan Smuts and Hilltop Hall, as part of its continuing transformation agenda. The two halls were renamed in honour of stalwarts for their contribution in the fight against apartheid and support for democracy. Jan Smuts Hall was renamed Solomon Kalushi Mahlangu Hall, while Hilltop Hall was renamed Hugh Masekela Hall. Solomon Kalushi Mahlangu was a member of Umkhonto we Sizwe, and a South African freedom fighter and activist.
- Rhodes University became a Siyaphumelela Participant university in 2022 and began the process of increasing its involvement in the network. The Institutional Lead for this project is within the Institutional Research, Planning & Quality Promotion division.
- I&TS ran a successful phishing and education campaign to all staff. It highlighted the need for ongoing training regarding cyber security. Two-factor Authentication has been implemented on Google, which includes email, and strong passwords are now enforced for all new staff. During the first quarter of 2023, string passwords will be enforced, and Two-factor authentications will be enforced on all single sign on systems, not just Google. This will protect the Fincore system.
- Working with internal auditors Ernest and Young, I&TS concluded a Cyber Maturity Assessment. Whilst Rhodes network is secured, the report highlighted the need for additional policies, the risk of ICT systems not being managed centrally in all cases, and the need for a Security Operating Centre. The Division has put Cybersecurity and Governance as a pillar in the operational plan for 2023.
- Working closely with EdTech, I&TS Division upgraded the Lecture Venue equipment with Hybrid teaching requirements in time for the commencement of the 2022 academic year. Back to campus required the Division to employ student techs to assist academic staff with lecture presentation and mastering the new technologies.
- In 2022, I&TS provisioned laptops to the NSFAS students via the process of students paying for the laptops over 2 years on their student account. Laptops were difficult to source but there were enough laptops available for the 2022 year.

- The Human Resources Division implemented an Institution-wide Wellness Intervention in the form of an online Employee App with a strong focus on mental wellness. Apart from mental health, the programme covered aspects related to financial health, legal support, fitness, and nutrition. An employee wellness website was launched.
- Evaluation of the Career and Counselling Centres: A virtual evaluation of the Counselling Centre and Career Centre as Internship sites was undertaken by the Health Professions Council of South Africa on 07 and 08 November 2022.
- A total of R1 606 820 was spent on training and development in 2022. R1 000 000 of the total spent on training during 2022 was received from the Education, Training and Development Practices - Sector Education and Training Authority. The Education, Training and Development Practices - Sector Education and Training Authority funding was allocated between Staff bursaries, the Management Development Program, and the Supervision Development Program.
- The Technology Transfer Office organised a workshop on 09 June 2022 on Intellectual Property management and protection strategies in the academic context, which was well attended by researchers and postgraduate students.
- 25 May Africa day, which is celebrated in International week, connected the African Union theme for 2022, which was year of nutrition: “*Strengthening Resilience in Nutrition & Food security on the African Continent*” with the national rise of food insecurity.

### **High profile visitors to our University/Distinguished Visitors**

- The Hugh le May Fellow in 2022 was Professor Brendon Nicholls from the University of Leeds. Professor Nicholls was hosted by the Department of Literary Studies in English.
- The Hugh Kelly Fellow was Professor Folorunso Ogundare from the Obafemi Awolowo University Ile-Ife, Nigeria. His host was Professor Makaiko Chithambo of the Department of Physics and Electronics.
- Professor Thembela Kepe, University of Toronto and a Visiting Professor in our Geography Department was funded by the UCDP Senior Scholars Fund for two extensive visits for both research and his co-supervision of Postgraduate students in our Geography Department.
- The University hosted African Research Universities Alliance special guests, Deputy Vice-Chancellor for Research, Innovation and Strategic Partnerships at the University of Ibadan: Professor Oluyemisi Bamgbose and African Research-Intensive Universities Alliance Secretary General, Professor Ernest Aryeetey.
- The Faculty of Law hosted a public lecture by visiting Professor Oluyemisi Bamgbose who spoke on “*Alternative Dispute Resolution Mechanics for Peace and Nation Building.*”

- The ISEA hosted a public lecture by Prof Simphiwe Sesanti (UWC Faculty of Education), on the role of philosophy and in particular, Ancient Egyptian Philosophy, in teacher education. Prof Sesanti provoked us to think differently about Africa, to recognize its powerful ancient ideas about education and ethics, and to deploy them in engaging head-on with unethical practices and poor teaching in South Africa's education system.
- As part of the NRF Community of Practice for Social Learning and Sustainable Development, the Environmental Learning Research Centre in the Faculty of Education hosted seven of the 11 Chairs in Makhanda in 2022. This included Prof Philani Moyo from Fort Hare University and research Chairs from Rhodes' Science Faculty (Janice Limpson, Nelson Odume). Convened by SARChI Chair holder Distinguished Professor Heila Lotz-Sisitka, this transdisciplinary research collective focusses on Science-Society-Education connections. Professors and early career researchers discussed, for example, using accessible platforms such as YouTube to communicate about water quality test kits for community use, and decision-making tools for Water Affairs officials.
- Prof Leon Tikkly, a UNESCO Chair in Inclusive, Good Quality Education based at Bistol University, visited the Environmental Learning Research Centre and contributed to a Doctoral Research Week programme for the Faculty. Prof Tikkly leads a Global Challenges Research Fund (GCRF) Network Plus entitled *Transforming Education for Sustainable Futures* with partners in Rwanda, South Africa, India and Somalia/Somaliland, the UK and the Netherlands. The ELRC is a lead partner in the TESH.
- Dr Eugene Grosch hosted Professors Daniel Aslanian and Marina Rabineau from IFREMER, University of Brest, France. Professor Prevec hosted Dr Ramontja (formerly the Director of the Council for Geoscience) and collected samples together.
- The Institute for Water Research hosted Dr Natewinde Sawadogo from the University of Thomas Sankara. Dr Sawadogo is the Deputy Coordinator of the World Bank Centre of Excellence for Studies, Training and Research in Social Risks Management.
- The Institute for Water Research hosted Dr Esther Doerendahl, Dr Dirk Schaefer and Lynnette Berrington- all from GIZ who visited the Institute for Water Research for project assessments.
- The Institute for Water Research hosted Dr Barbara Willaarts and Dr Olivier Barreteau. Dr Willaarts is a research scholar at the International Institute of Applied Systems Analysis in Austria and Dr Barreteau is based at INRAE in Montpellier University. Both scholars are collaborative partners with the Institute for Water Research on a project looking at SDGs and localisation.
- Professor Rosie Dorrington hosted Professor Mathew Upton, Plymouth University, and UK lead investigator of the SA/UK Antimicrobial Drug Discovery Hub, funded by the Newton Fund and SA Medical Research Council, of which she is the principal investigator.

- Department of Ichthyology and Fisheries Science, South African Institute for Aquatic Biodiversity and Nelson Mandela University hosted a delegation of Italian researchers lead by the Italian Ambassador to South Africa: HR Dr Cuculi. This meeting was part of an initiative to develop and strengthen relations between Italian and South African researchers in marine science.
- Dr Moran from the United States Department of Agriculture visited South Africa to work with the Centre for Biological Control staff and students to develop biological control solutions for weeds in the USA that are of South African origin. This is part of an ongoing project between the Centre for Biological Control and United States Department of Agriculture.
- The International Office hosted Prof Julie Washington, University of California, Irvine, and Prof Susan Ogletree, Georgia State University.

### **Staff appointments, development, and transformation...**

- In 2022, there were 144 council funded vacancies. 94 were filled, i.e., only 65.3% were filled and required over 200 recruitment processes because some posts had to be advertised more than once. Posts that were advertised multiple times were academic posts, senior support staff posts and posts with specialised and scarce skills (both academic and support).

Amongst the vacancies that required intensive recruitment processes were 1 executive management post (DVC: Research, Innovation and Strategic Partnerships) and 6 support Directors posts (Human Resources, Finance, Student Affairs, Residential Operations, Infrastructure and Facilities and Equity and Institutional Culture). Of the 7 posts, 4 were finalised and 3 were in process at year-end.

Ms Sue Robertson was appointed as the Director: Human Resources; Mr Geoff Erasmus was appointed as the Director: Finance; Ms Jay Pillay was appointed as the Director: Residential Operations and Mr Dawie van Dyk was appointed as the Director: Facilities & Infrastructure.

- A **100** council funded staff appointments were made in 2022 of which **92%** were Black and **57%** were women. **32** were academic staff appointments of which **78%** were black and **69%** were female. **68** were support staff appointments of which **98.5%** were black and **63.2%** were female.
- **3** Associate Professors and **1** Professor were appointed. **75%** were Black and **50%** were women.
- Support staff appointments included **28** entry level positions (Grades 2 and 3) which represented **41.2%** of the appointments for support staff.
- R1 606 820 was spent on training and development in 2022. R1 000 000 of the total spent on training during 2022 was from the Education, Training and Development Practices - Sector Education and Training Authority. The HR budget allocation for staff development was R1 237 500 which was

underspent by R630 680. The main contributors to the underspend were the low numbers for Continuing Education, the uncertainty of Education, Training and Development Practices - Sector Education and Training Authority payment timing toward the Management Development Programme and Supervisors' Development Programme and the lack of demand for training. The rollout of Personal Development Plans should assist in identifying skills gaps and thus training needs. The Education, Training and Development Practices - Sector Education and Training Authority funding was allocated between staff bursaries, the Management development program, and the Supervision Development Program.

- 81 staff were trained, 86.5 % were black staff and 13.5% were white.

### **Farewell to staff...**

The University bid farewell to the following people in 2022: Professor Peter Clayton (DVC: Research & Innovation); Ms Desiree Philipson (Director: Finance); Mr Charles Staple (member of the University Council, its Finance & General Purposes and its Audit & Risk Committees); Professor Juanita Praeg; Mrs NJ Vambe-Yapi; Prof I Szyszkowski; Mr FX Williamson; Ms M Japp; Mr JP Gillam (Research Office); Prof LE Quinn (CHERTL); Mrs NS Maqanda; Mr JA Pieterse; Mr EC Wessels; Prof M Schafer; Prof CC Remsing; Miss NG Wakashe; Mr GB Mitochi (Information and Technology Services); Mr MD Mthwa (Building Maintenance); Ms N Harmans; Ms VE Mqubuli; Mrs J Yasini; Ms NM Mzongwana; Mrs ASM Wagenaar; Mr MA Olivier (Finance Division); Prof SR Simango; Dr S Marais; Mr DR Harris (Finance Division); Mrs LE Sparrow; Prof WN Ellery; Mr JL Trollip; Prof DC Klopper; Prof P Machanick; Prof CG Palmer; Mrs BT Moore.

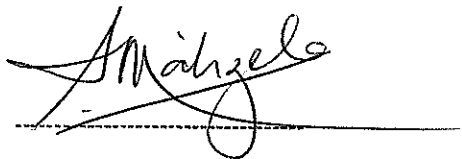
### **In memoriam...**

It is with deep sadness that we record the passing of the following staff and students who were part of, or associated with, our University;

- Ms Soyama Sisonke Mnakaza, a BPharm student, passed away on 30 January 2022.
- Mr Siyabonga Witness Dyaloyi, a Technical Officer in the Department of Zoology & Entomology, passed away in February, 2022.
- Mr Mike Spicer, a long-serving former member of Chairperson of the Rhodes University Board of Governors passed away on 10 March 2022.
- Mr Sabelo Sawula, a staff member in the School of Languages & Literatures on the nGAP programme passed away on 08 May 2022.
- Mr Rob Stuart, a retired member of staff in the Department of Economics & Economic History passed away on 13 May 2022.

- Mr Lizo Tshila, a third year BPharm student, passed away on 28 May 2022.
- Ms. Rosemary Ncumisa Koliti passed away on 4 July 2022. She was a member of the Housekeeping Team since 1998.
- Professor Emeritus Allon Poole passed away on 7 July 2022.
- Professor Emeritus Brian Allanson passed away on 10 July 2022. Prof Allanson was appointed as Professor and Head of Department of Zoology & Entomology in 1963. He held this position for 25 years (1963 -1987) and was also the first Dean of Research between 1984 and 1987. He retired from Rhodes University in 1988 but remained an active member of the Rhodes University community until his passing.
- Dr Billy de Klerk passed away on 09 July 2022. Dr de Klerk was Curator and Head of the Earth Sciences Department at the Albany Museum for over 30 years.
- Judge Jos Jones passed away on 14 July 2022. He served the Rhodes University Council for many years and with great distinction. He also served as the Chairperson of Council for many years.
- Emeritus Professor Michael Whisson passed away on 14 August. He was the Head of the Department of Anthropology for 24 years, and Dean of Humanities for several of those years.

Our heartfelt condolences and sympathies go to their families and loved ones.



Prof Sizwe Mabizela

Vice-Chancellor

Date: 14/06/2023



## 9. SENATE'S REPORT TO THE COUNCIL

### 9.1. Composition of Senate & Attendance of Meetings in 2022

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.

<b>Constituency</b>	<b>Number of Representatives</b>
Management	4
Academic Professors	44
Deans	6
Deputy Deans	8
Heads of Departments	36
SRC Representatives	5
Senate Academic Representatives	5
Other (institutes/centres)	10
Administrative Staff Representatives	1
Council Representatives	2
In attendance members	10
<b>Total Members</b>	<b>131</b>

*Table 5: 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

Disciplinary Committee

Teaching & Learning Committee

Senate Committee on Plagiarism

Library Committee

Student Services Committee

Board of Residences

RU Environmental Committee

Equity & Institutional Culture Committee

Naming Committee

Community Engagement Committee

Internationalisation Committee

Academic Programmes and Curriculum Quality Committee

Information Technology Steering Committee

Senate Standing Committee on Plagiarism

**Faculty Boards:**

Humanities Faculty Board

Science Faculty Board

Law Faculty Board

Education Faculty Board

Commerce Faculty Board

Pharmacy Faculty Board

## 10. SENATE'S REPORT TO THE COUNCIL (continued)

### Summary of Attendance of Meetings of Senate in 2022

Senate 2022						
25 March	3 June	22 June	19 August	21 October	18 November	Average Attendance
39%	44%	33%	45%	45%	45%	42%

Table 6: Summary of Attendance of Meetings of Senate in 2022

### 9.2. Major decisions of Senate in 2022

#### **Policies, Protocols, Rules, Proposals & Reports**

At its meetings in 2022, Senate recommended to Council Policies, Protocols, Rules, Proposals, and Reports as listed below:

- Senate recommended for approval by Council, the Pregnancy Protocol for Students.
- Senate recommended for approval by Council the new programme, PGDip (Higher Education Community Engagement)
- Senate considered the RU Self-Evaluation Report for the CHE Institutional Audit and recommended it to Council for approval.
- Senate considered the Mid-Term Review of the Rhodes University Enrolment Plan 2020-2025 and recommended it to Council to be approved for submission to DHET.
- Senate recommended for approval by Council the updated Web Policy.
- Senate approved the Delegation of Authority: Gatekeeper's permission for research to be undertaken at Rhodes University, from the Registrar to the Chairs of Ethics Committees.
- Senate recommended for approval by Council the Leave of Absence Policy.
- Senate approved the Protocol for the Appointment of Marking Assistants.
- Senate approved the recommendations and guidelines for supplementary examinations, subject to refinements.
- Senate recommended for approval by Council the Income Differential and the Annual Employment Equity Reports.

- Senate recommended for approval by Council, the Academic Requirements for the Postgraduate Diploma in Sustainability Learning.
- Senate recommended for approval by Council, in principle, the Institutional Development Plan 2023-2028.
- Senate recommended for approval by Council an extension of 12 months of the period of validity of the Sexual Offences Policy which expired on 31 December 2022.
- Senate recommended for approval by Council, in principle the Constitution of Student Governance, subject to work being done by the task team of Senate.
- Senate recommended for approval by Council, the Rhodes University Fee Booklet for 2023.
- Senate recommended for approval by Council, the candidates nominated for the title of Distinguished Professor of Rhodes University: Professor Oleg Smirnov and Professor Charlie Shackleton.

### ***Appointments/Departmental Headships***

Senate recommended for approval by Council the following Appointments/Departmental Headships:

- Dr Amanda Hlengwa as Acting HoD of CHERTL from 21 March 2022 to 28 February 2023.
- Dr Lise Westaway as HoD of the Department of Primary and Early Childhood Education from 21 January 2022 to 20 January 2023.
- Dr Kavish Jawahar as HoD of the Department of Secondary, Post-School Education from 21 January 2022 to 20 January 2025.
- Associate Professor Nelson Odume as Acting Director of the Institute for Water Research from 01 April 2022 to 31 December 2022.
- Professor Mark De Vos as HoD of the Department of Linguistics and Applied Language Studies for three years, from 01 July 2022 to 30 June 2025.
- Dr Bulelwa Nosilela as the Head of School of Languages and Literatures from 01 July 2022 to 30 June 2025.
- Professor Gilton Klerck as HoD of Sociology from 01 July 2022 to 30 June 2025.
- Professor Makaiko Chithambo as HoD of Physics and Electronics from 01 July 2022 to 30 June 2025.
- Professor Craig Peter as HoD of Botany from 01 July 2022 to 30 June 2025.
- Professor Michael Drewett as Acting Head of Department for Sociology from 01 July 2022 to 30 June 2023.

- Dr Jeanne du Toit as the Acting Head of School of Journalism and Media Studies from 01 July 2022 to 31 December 2022.
- Dr Priscilla Boshoff as acting Deputy Head of School of Journalism and Media Studies from 01 July 2022 to 31 December 2022.
- Professor Rosa Klein for a second term as the HoD of Chemistry from 01 January 2023 to 31 December 2025.
- Dr Jo-Anne de la Mare as the HoD of Biochemistry and Microbiology from 01 January 2023 to 31 December 2025.
- Professor Karen Bradshaw as the HoD of Computer Science from 01 January 2023 to 31 December 2025.
- Professor Steve Prevec as the HoD of Geology from 01 January 2023 to 31 December 2025.
- Dr Jeanne Du Toit as the Head of School of Journalism and Media Studies from 1 January 2023 to 31 December 2025.

Senate recommended for approval by Council the extension of the term of office of the following Heads of Department terms:

- Professor Maureen De Jager from 1 January 2023 to 31 December 2023.
- Professor Lynda Spencer appointment from 1 January 2023 to 31 December 2023.

### ***Deans/Deputy Deans***

Senate recommended for approval by Council the following Deputy Dean appointments:

- Dr Carmen Oltmann as the Deputy Dean of the Faculty of Pharmacy for the period 01 July 2022 – 31 December 2024.
- Professor J Dames as the Deputy Dean of the Faculty of Science for the period 1 May 2022 – 31 October 2024.

### ***Academic Appointments***

Senate recommended for approval by Council the following Academic Appointments:

- Associate Professor Karen Bradshaw for the appointment of Professor: Computer Science.
- Professor Meshach Aziakpono as Professor in Economics from 01 January 2023.
- Professor Linda Kwatsha as Associate Professor in the School of Languages and Literatures (African Languages Section) from 01 September 2022 or as soon as possible thereafter.

### ***Hall Fellows***

Senate recommended for approval by Council, the appointment of the following staff as Hall Fellows at the Nelson Mandela Hall:

- Prof. T Feltham-King, Psychology Department and Critical Studies in Sexualities and Reproduction

Senate recommended for approval by Council, the appointment of the following staff as Oppidan Hall Fellows for 2023:

- Dr P Hellemann, Faculty of Education
- Ms N Nzimande, Faculty of Commerce: Department of Economics and Economic History
- Mr Samkelo Mngadi, Faculty of Humanities: Department of History
- Mr P Ntobeko Songcata, Faculty of Science: Department of Microbiology, Local Entrepreneur

### ***Academic Promotion for 2022***

Senate recommended for approval by Council, the personal promotion of the following staff member effective 01 May 2022:

- Senior Lecturer to Associate Professor
  - Dr W Bennett.

### ***Academic Promotions for 2023***

Subject to confirmation by Council, Senate approved the recommendations of the Academic Promotions Committee, the promotion of the following staff members effective 01 January 2023:

#### **ASSOCIATE PROFESSOR TO PROFESSOR:**

- Professor L Dalvit
- Professor M Drewett
- Professor A Edkins
- Professor D Nkomo
- Professor S Prevec
- Professor L Saville Young

#### **SENIOR LECTURER TO ASSOCIATE PROFESSOR**

- Dr E Andriantiana

- Dr A Childs
- Dr A De Vos Dr S Edwards
- Dr W Kadye
- Dr S Magadla
- Dr J Marire
- Dr S Ruwanza

#### **LECTURER TO SENIOR LECTURER**

- Dr J Cockburn
- Dr T Friderichs
- Dr K Jawahar
- Dr T Njovane
- Dr B Nyoka
- Dr T Pillay
- Dr C van der Mescht

#### **RESEARCHER TO SENIOR RESEARCHER**

- Dr G Martin

Subject to confirmation by Council, Senate APPROVED the recommendations of the Academic Promotions Committee, the promotion of the following staff member on condition the member obtains a PhD by no later than 31 December 2023 and effective from the date of award of the PhD:

#### **LECTURER TO SENIOR LECTURER**

- Ms C Diale

#### **Honorary Appointments**

Senate recommended for approval the Honorary Appointments and Honorary Appointment renewals below:

<b>New Honorary Appointments - Recommended for Senate approval: 1st</b>		
<b>Nominee</b>	<b>Honorary Title category</b>	<b>Primary Department</b>
Prof R Sipler	Visiting Professor	Biochemistry and Microbiology
Dr M Musyoka	Research Associate	Biochemistry and Microbiology
Dr D Bekker	Research Associate	Economics
Dr J Glenday	Research Associate	Institute for Water Research
Dr R Bennett	Senior Research Associate	Ichthyology and Fisheries Science

Mr K Smith	Research Associate	Ichthyology and Fisheries Science
Dr M Naidoo	Research Associate	Mathematics
Dr P van der Walt	Research Associate	Mathematics
Dr L Qangule	Clinical Fellow	Psychology
Prof S Flowerday	Visiting Professor	Information Systems
Dr B Maseko	Senior Research Associate	School of Languages and Literatures
Prof B Mini	Research Associate	School of Languages and Literatures:
Prof L Seuront	Honorary Professor	Zoology and Entomology

<b>Honorary appointment nominations for Senate approval for 2022: Term 2</b>		
<b>Nominee</b>	<b>Honorary Title category</b>	<b>Primary Department</b>
Dr Westaway	Research Associate	Centre for social development
Dr Robertson	Senior Research Associate	Department of Primary and Early Childhood
Prof Willan	Senior Research Associate	Institute for the Study of the Englishes of Africa
Prof Braver	Senior Research Associate	Department of Linguistics and Applied
Dr Kotschy	Research Associate	ELRC Department of Secondary and Post-

<b>New Honorary appointment nominations for SENEX approval for 2022: Term 3</b>		
<b>Nominee</b>	<b>Honorary Title category</b>	<b>Primary Department</b>
Dr GF Matcher	Research Associate	Biochemistry & Microbiology
Mrs SL Abraham	Research Associate	Botany
Dr BT Mengistie	Visiting Fellow	Business School
Dr AT Demekssa	Visiting Fellow	Business School
Dr EF Nabutanyi	Senior Research Associate	Literary Studies in English
Prof AM Harris	Honorary Professor	Literary Studies in English
Dr T Venturi	Visiting Professor	Physics and Electronics

<b>New Honorary appointment nominations for SENEX approval for 2022: Term 4</b>		
<b>Nominee</b>	<b>Honorary Title category</b>	<b>Primary Department</b>
Dr A Bowman	Senior Research Associate	Centre for African Studies
Prof KM Lockett	Honorary Professor	Centre for Higher Education Research, Teaching and Learning (CHERTL)
Prof A Collins	Visiting Professor	Department of Psychology
Dr MMT Hausberger	Visiting Professor	Department of Zoology & Entomology
Dr S Shwababa	Research Associate	Environmental Science
Prof DS Demolin	Visiting Professor	English Language and Linguistics
Prof BQ Mann	Visiting Professor	Ichthyology and Fisheries Science
Dr MI Duncan	Senior Research Associate	Ichthyology and Fisheries Science



Prof J Lang-Mann	Senior Research Associate	Ichthyology and Fisheries Science
Dr MW Farthing	Research Associate	Ichthyology and Fisheries Science
Prof T Jaji	Senior Research Associate	Literary Studies in English
Dr S Marais	Senior Research Associate	Literary Studies in English
Prof C Young	Visiting Professor	Psychology
Prof L Saville Young	Visiting Professor	Psychology
Dr H Abubakari	Research Associate	School of Languages & Literatures: African Language
Prof HE Wolff	Visiting Professor	School of Languages & Literatures: African Language
Dr J Comley	Research Associate	Zoology and Entomology

### **HONORARY APPOINTMENTS FOR RENEWAL: FROM JANUARY 2023**

#### **Clinical Fellow**

Dr S Singh	Pharmacy
Dr GPG Boon	Pharmacy
Dr V Henge-Daweti	Pharmacy
Mrs B Koopman	Pharmacy

#### **HONORARY PROFESSOR**

Prof VG Bozalek	CHERTL
Prof S Shackelton	Environmental Science
Prof AS Helgesson	Literary Studies in English
Dr G Bernardi	Physics and Electronics
Prof I Liritzis	Physics and Electronics
Prof RH Kaschula	School of Languages

#### **PROFESSIONAL ASSOCIATE**

Dr G Hawley-McMaster	Biochemistry & Microbiology
Dr H Roman	Biotechnology Innovation Centre
Ms MH Irvine	Centre for Social Development
Prof J Clarence-Finham	CHERTL
Mr E Venter	School of Languages
Mr M Mahola	School of Languages
Ms J Metelerkamp	School of Languages
Mr R Grinker	Sociology
Dr JAF Lang	Zoology and Entomology

#### **RESEARCH ASSOCIATE**

Dr V Masterson	Anthropology
Dr Y van Wijk	Anthropology
Dr D T Govindaraj	Biotechnology Innovation Centre

Dr C Swart	Botany
Dr R Prevec	Botany
Dr TL Nowell	Botany
Mr D McMurtry	Botany
Dr P Kempgens	Chemistry
Dr R Chipaike	CHERTL
Dr SL Clarence	CHERTL
Dr M Maistry	Community Engagement
Dr SA Paphitis	Community Engagement
Dr A Herbert	Computer Science
Ms A Vachla	Drama
Dr K Erwin	Education
Dr E Musara	Education
Dr S Vermeulen	Education
Dr KL Coetzer-Hanack	Environmental Science
Mr M Powell	Environmental Science
Dr Y Cheng	Fine Art
Mr B Cobbing	Geography
MS AC Lemahieu	Geography
Dr R Gess	Geology
Dr R Scoon	Geology
Dr A Winkler	Ichthyology and Fisheries Science
Dr T Shipton	Ichthyology and Fisheries Science
Mr M Naylor	Ichthyology and Fisheries Science
Mr R Taylor	Ichthyology and Fisheries Science
Dr N Isabirye	Information Systems
Ms B Mallinson	Information Systems
Mr R Berold	Institute for the Study of the Englishes of Africa
Dr S Sadian	Institute for the Study of the Englishes of Africa
Mr W Sihlobo	Institute of Social and Economic Research
Mr PA Du Toit	Journalism and Media Studies
Mr RW Rumney	Journalism and Media Studies
Mr C Vidal-Leon	Law
Dr P Mason	Literary Studies in English
Mr JF Viljoen	Music and Musicology
Dr S shwababa	Pharmacy
Dr S Makhathini	Physics and Electronics
Dr JB Habarulema	Physics and Electronics
Dr LL Richter	Physics and Electronics
Dr ZT Katamzi	Physics and Electronics
Mr HL Bester	Physics and Electronics

Mr FA Diaz Pabon	Political and International Studies
Dr MT Chiweshe	Psychology
Dr CA Towriss	Psychology
Dr I Lynch	Psychology
Dr J Blaine	Psychology
Dr S Truter	Psychology
Dr V Whitefield-Alexander	Psychology
Dr A Mostert	School of Languages
Dr B Persohn	School of Languages
Dr MM Kretzer	School of Languages
Dr X Ma	School of Languages
Mr JL Jackson	School of Languages
Mr M Lambert	School of Languages
Dr CA Nardi	Sociology
Dr T Chevo	Sociology
Mr CT Allan	Sociology
Ms L Naidoo	Sociology
Dr C O'Shea	Unit for Humanities at Rhodes University
Dr F De moor	Zoology and Entomology
Dr JM Midgley	Zoology and Entomology
Dr K Nicastro	Zoology and Entomology
Dr ULP Heshula	Zoology and Entomology
Mr BT Bonnevie	Zoology and Entomology
Mr M Mlambo	Zoology and Entomology
Ms L Claassens	Zoology and Entomology
<b>SENIOR RESEARCH ASSOCIATE</b>	
Dr MS Khene	Chemistry
Dr L Price	Education
Dr P Ramsarup	Education
Dr SA Robertson	Education
Dr C Grant-Biggs	Environmental Science
Dr A Tumusiime	Fine Art
Dr A Kakande	Fine Art
Prof D Catsam	History
Dr B Willan	Institute for the Study of the Englishes of Africa
Dr N Muller	Institute for Water Research
Prof HL Dugmore	Journalism and Media Studies
Dr N Ramanna	Music and Musicology
Dr A Atta-Asamoah	Political and International Studies
Dr S Bodhanya	Rhodes Business School

<b>VISITING FELLOW</b>	
Dr A Arkhipkin	Ichthyology and Fisheries Science
Dr J Augustyn	Ichthyology and Fisheries Science
Ms M Mungangavari	Law
Dr B Zuma	Pharmacy
Dr PW Hill	Pharmacy
Mr A Gray	Pharmacy
Mr BD Howard	Rhodes Business School
<b>VISITING PROFESSOR</b>	
Dr K McPhail	Biochemistry & Microbiology
Prof G Blatch	Biochemistry & Microbiology
Prof EJ Pretorius	Centre for Social Development (Not Rhodes)
Prof K Maton	CHERTL
Prof A Sannino	Education
Prof Y Engestrom	Education
Dr K Hall	Geography
Dr AO Emielu	ILAM
Prof DJ Dargie	ILAM
Prof ME Herselman	Information Systems
Prof CJ Khene	Information Systems
Prof G Wright	Information Systems
Prof K Renaud	Information Systems
Justice A Cachalia	Law
Prof SC Srinivas	Pharmacy
Dr A Karastergiou	Physics and Electronics
Dr FB Abdalla	Physics and Electronics
Dr L-A Mckinnell	Physics and Electronics
Prof AP Ashforth	Political and International Studies
Prof P Gunnigle	Sociology
Prof AL Bialakowsky	Sociology
Prof JP Holloway	Sociology
Prof PK Jha	Sociology
Prof SGA Compton	Zoology and Entomology

Senate Recommended for approval by Council, the conferral of the title Professor Emeritus or Associate Professor Emeritus on the following academic staff:

**PROFESSOR EMERITUS:**

- Professor Peter Clayton, DVC: Research & Innovation
- Professor Fred Ellery, Department of Geography
- Professor Dirk Klopper, Department of Literary Studies in English
- Professor Caroline (Tally) Palmer, Institute for Water Research
- Professor Marc Schafer, Faculty of Education
- Professor Ron Simango, Department of Linguistics and Applied Language Studies
- Professor Dianne Wilmot, Faculty of Education

**ASSOCIATE PROFESSOR EMERITUS:**

- Associate Professor Philip Machanick, Department of Computer Science.
- Associate Professor Juanita Finestone Praeg, Department of Drama.
- Associate Professor Lynn Quinn, Centre for Higher Education Research, Teaching and Learning.
- Associate Professor Claudio Remsing, Department of Mathematics

## 10. REPORT OF THE INSTITUTIONAL FORUM TO 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 2022

<b>Constituency</b>		<b>Number of Representatives</b>
Senior Management		2
Council Representatives		2
Senate Representatives		2
Academic staff other than members of Senate		1
Community representatives appointed by		2
Unions		3
SRC Appointed Representatives		8
Total	Members	20
	In Attendance	10

## Summary of Attendance of Meetings of the Institutional Forum in 2022

Name of Committee	Number Scheduled	Number Held	Average % Attendance
Institutional Forum	5	4	48%
Additional information	31 March 2022 9 Members present (out of 20) = 45% 16 May 2022 12 Members present (out of 20) = 60%		

\*Note on attendance: All meetings were quorate. Attendance was somewhat down from the previous year, due to some recurring vacancies.

### Meetings and Functioning

Institutional Forum meetings proceeded to being held online. The requisite number of meetings were held, and all meetings were quorate.

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

##### 1. Broad Based Black Economic Empowerment (BBBEE)

The IF conducted an assessment on the implementation of BBBEE at Rhodes University. A special presentation was received on behalf of the Chief Financial Officer of the University. It became apparent that the University had only maintained the minimum compliant level set by the policy since its' inception but, regrettably, in 2021, had regressed to non-compliant status. Critical factors impacting the poor BBBEE performance were identified, including a small pool of local suppliers, under-investment in supplied development and under-reporting of procurement. IF recommended to Council to take urgent steps to address the problem, with a realistic target of becoming a Level 3 Contributor in three years being set. Council was further advised to take urgent steps to bring the University to a compliant level.

Regular reports were received from the University Chief Financial Officers' progress toward the improvement of this score. The IF was pleased to note that during the reporting year, the University regained BBBEE-compliant status, at Level 8.

The BBBEE performance should continue to be monitored toward maintaining compliant status and monitoring progress toward the targeted status level.

2. Election of a fixed (24-month) chair for the IF.

The IF implemented a two-year Chair, as set out in the Institutional Rules APPROVED by Council. The term of the current chair will expire on 31 December 2023. It is recommended that the election for a new term is conducted before the current term expires, to avoid the position of Chair being vacant.

3. Employment Equity Policy.

The Annual Report on implementing the Employment Equity policy was received from the Human Resources Division, and the Institutional Forum noted and commended positive, transformative progress. The IF concluded that perceptions around the University remuneration strategy and local living conditions, linked to poor municipal service delivery, constrained the attainment of transformation targets and recruitment in general.

4. Affirmation of gender identities project

Professor Tracey Feltham-King leads this project on behalf of the Institutional Forum. In the reporting period, initial work was done after COVID-19 restrictions were lifted to ascertain the extent of the problem and engage the student body.

5. Recognition of Prior Learning (RPL) – Application of Policy review

In terms of the legislated mandate on advising the Council on the implementation of the Higher Education Act, and transformation, the Institutional Forum concluded that inconsistencies in the application of particularly the RPL admission policies, and most especially, toward short learning programmes and degree programmes, at lower National Qualification Framework (NQF Levels), were unnecessarily limiting the scope of transformation, the advancement of equity, and the attainment of the general strategic objectives of the University. To address this, it was agreed to appoint a working committee consisting of the Dean of the Faculty of Education, a representative from the Centre for Higher Education, Research, Teaching and Learning (CHERTL), the Director of Institutional Research, Planning, and Quality Promotion and the Chair of the Institutional Forum, to review the impact and potentially propose a practice note, for consideration by Faculties and other relevant academic bodies, improving the identified problem. This committee started work in 2022 and will continue to work in 2023.



## 6. Governance

Governance updates remain 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.

## 7. Composition of the IF and Institutional Rules.

In 2021, the amendments to the Institutional Rules to align the terms of membership of constituent members of the IF with the broader university practice and terms were recommended to and approved by Council. Most members now serve two-year terms, and most constituent members appoint *secundi* for when the member from that constituency cannot attend. This system has contributed to improved continuity and consistency in participation.

Some challenges were experienced with the participation and engagement of Institutional Forums from the local government sector, with a member being replaced by the local government. It remains to be seen if this will have a positive effect in 2023.

The Institutional Forum in 2022 continued a stable and functional path. Senate and Council noted with appreciation the continued positive functioning of the IF. Attendance and coordination, institutional memory and consistency remain strong through keeping a single chairperson.

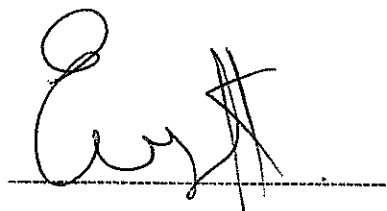
Special effort will be made aligned to the first meeting of the Institutional Forum in 2023 to provide an enhanced opportunity for new Institutional Forum members, including SRC members, to be inducted and welcomed.

## 8. Senior management appointments

It is a legislated responsibility for the Institutional Forum to provide Council with advice on senior management appointments. In the past, the IF raised concerns regarding the engagement of the CBC in the process of senior management appointments. However, notable improvements were made in 2022 to address these concerns. The process of bringing senior appointments to the IF for deliberation witnessed significant enhancements in terms of providing better notice and a higher level of information. For the future, it may be useful to make a formal determination as to what is understood by “senior management positions”.

## 9. Agenda for 2023

In addition to maintaining the focus areas of the Institutional Forum and specific work already undertaken, the IF intends to improve its engagement in providing the council with advice on codes of conduct, mediation, and dispute resolution procedures.

A handwritten signature in black ink, appearing to read 'Evert Knoesen', is written over a horizontal dashed line.

Mr Evert Knoesen *Cert. Dir*  
Chairperson of Institutional Forum  
Date: 14/06/2023

## 11. THE REPORT OF THE RHODES UNIVERSITY AUDIT AND RISK COMMITTEE

The Audit and Risk Committee (“the 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 Committee reports to the Council and receives relevant input from other Committees of Council including F&GP which is represented at the Committee.

During the year, the Committee carried out its mandated responsibilities in accordance with its Council-approved Audit and Risk 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:

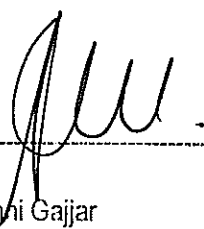
- reviewed the audited annual financial statements and annual report that were prepared in accordance with International Financial Reporting Standards and in the manner required by the DHET and, together with the F&GP, recommended that the reports be adopted by Council.
- considered the reported findings 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 December 2019 to December 2024.
- addressed any arising concerns or complaints relating to the following:
  - accounting policies;
  - internal audit;
  - external audit process;
  - financial reporting process, including the preparation of the annual financial statements;
  - internal financial controls;
  - fraud and irregularities, as reported through the Ombud, whistleblowing and internal risk management systems.
- evaluated and assessed the effectiveness of the internal audit function, which is undertaken by an external independent party.
- reviewed risk management reports and periodic update reports, including mitigation plans and, presented the University’s top risks report 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 auditor and the certification auditor for the 2022 financial year.
- 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 auditor.
- approved the engagement terms and fees of the internal auditor, together with the scope and extent of the services they would provide.
- 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 all significant incidents involving potential reputational risk and/or legislative and regulatory non-compliance which were reported to the Committee or which was presented to the Committee for consideration. The Committee considered the related action(s) taken by University management in respect of these matters.

The Committee comprises four independent, non-executive members. The Committee members have a relevant range of financial, commercial, legal, and public sector experience and skills. Taking into account the reporting cycle of the University, the Committee meets at least 4 times a year.

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

- The Auditor-General of South Africa;
- The University's external auditor;
- The University's internal auditor;
- Executive management that includes Vice-Chancellor and Chief Financial Officer.
- Advisory management members including the Registrar, Director: Human Resources, Director: Finance and Director: Information & Technology Services.



Ms Roshni Gajjar  
Chairperson of Audit & Risk Committee  
Date:14/06/2023

## 12. ANNUAL FINANCIAL REVIEW

Rhodes University has once again produced a strong set of financial results. As much as the pandemic has altered nearly every aspect of the University's fabric, the resilience of our students, staff and greater community ensured that students and staff made a full return to campus. The Corona Virus Task Team developed and implemented the return to campus strategy and must be commended for the controls and mitigations put in place to make this possible. Rhodes University is a contact university with approximately half the students residing in our 54 residences; the occupation of the residences has a significant impact of the financial sustainability of the University.

The financial statements have been produced on a consistent basis with prior years. There were no changes in accounting policies and there were no new International Financial Reporting Standards applicable in 2022. A new financial system was implemented during the year and presented some transitional challenges.

The challenges facing South African higher education are linked inextricably to the wider challenges facing South Africa and South Africans: poor economic growth, high youth unemployment, load shedding, supply chain challenges and the non-delivery of most local municipalities to provide basic services. Rhodes University and Makana are not immune to these challenges and have spent much time and resources on mitigating these risks and implementing contingencies.

A Financial Sustainability Task Team (FSTT) was appointed by the Vice-Chancellor under the leadership of the Chief Financial Officer. The FSTT has considered various financial scenarios/models including cash-flow plans and cash preservation. Given the fluidity of both, the higher education sector in general, and the University's own financial situation, the FSTT has updated the operating budgets and forecasts on a regular basis. The F&GP Committee and Council are regularly kept abreast of any material developments and changes vis a vis the University's financial position.

The fundamentals and principles on which the forecasting and scenario planning models have been based are:

1. Successful completion of the academic year.
2. A full return of students and staff to campus.
3. Social justice; no student should be left behind.
4. Financial sustainability of the University.
5. Cash preservation.
6. Preserving the employment levels of current staff as far as possible.

The availability of third-stream and other income remains a challenge. The pool of traditional sources of funding, corporates and donors, is becoming smaller as philanthropic expenditure is looked at critically. Donor funding can also come with conditions which may potentially compromise institutional integrity, independence and autonomy of the

University. The acceptance of any third-stream income, no matter how attractive it may appear at first glance, is thus subject to scrutiny and the required due diligence.

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

The results for 2022 is based on a blended teaching and learning model, and the return of students to campus and to the residence system.

Rhodes University has once again succeeded in ending another financial year successfully and management and staff are to be complimented on their positive and responsive approach in difficult times.

## 2022 Financial performance

- Central University Operations

The University's block grant / state subsidy of R575m (2021: R533.2m) was higher at 1.44% (2021: 1.41%) of the sector allocation after a reallocation by DHET to fund the NSFAS funding shortfall. The University was allocated R108.0 (2021: R68.9m) in earmarked grants. The severity of the economic impact in the aftermath of the pandemic on families of students is evidenced by substantially higher outstanding fee debt (R210.2m) at the end of the year, coupled with much slower collection of student fees during 2022.

The Central Operations recorded an R161,0m net surplus (2021: R25.6m), which was better than expected. This was mainly because of the higher sector allocation, fee income, and interest and dividends compared to 2021.

Total recurrent operating income increased in 2022 by 10.5% to R1011.0 (2021: R914.9m). This was mainly because of an increase in the state subsidy income by R41.8m and an increase in tuition and other fee income of 8.7% to R388.5 (2021: R357.3m). Interest and dividends increased by R13.5m to R36.3m on the back of prudent cash management and higher cash balances during 2022.

State subsidies have been lower at 57% (2021: 58,3%) of recurring income. The trend in the ratio consistently being lower year-on-year is concerning as the proportion of state subsidy to recurring income has a substantial effect on the financial sustainability of the University. The percentage of recurrent income from tuition fees is marginally lower at 38.3% (2021: 39.1%) compared to the previous year. The impairment provision in respect of outstanding debtors remained at 87% (2021: 86%), as pressure of the downturn in the economy is still being felt by the families of students.

Non-recurring income decreased to R12.8m (2021: R16m). The non-recurring income is mainly proceeds from the sale of redundant office equipment and administrative fee recoveries.

Recurrent expenditure was lower by 2.1% to R872.1m (2021: R889.01m), even though staff costs increased by 10.1% to R637.4m (2020: R582.7m), making up 73% of the recurrent expenditure as much progress was made in filling vacancies.

During the year, we changed the way we had reported our expenses earmarked for specific purposes of R33m. These expenses are now reported under Council Managed Funds. It should be noted that these funds were always managed by Council, however we believe reflects more accurately now.

The increased activity on campus also resulted in the consumption of electricity and water being much higher than the previous year and the budget. Higher maintenance costs were also impacted by higher prices and supply chain challenges of building materials like roof sheeting, spare parts for residence appliances and cabling.

- Residence Operations (Accommodation)

The residence operations comprise student residences, conferencing and staff transit housing.

Residence Operations at Rhodes University is a financially self-sustaining unit offering a total of 3,837 beds housed in 54 residences attached to 14 halls.

The residence operations recorded a deficit of R3.4m (2021: deficit R7.1m). This result was not unexpected as the escalated cost of food commodities, increased electricity tariffs, diesel to run generators and additional staff to assist at times of water shortages have impacted on the results of the division.

Recurrent income increased by 31.1% to R270.8m (2021: R206.5m). This was mainly because of the increased number of students at residence for the full year. It should be noted that as part of the full return strategy and to ensure a safe residence environment, all 101 double rooms were all converted to single occupancy.

Non-recurrent income remained substantially low as events and conferences, moved to an on-line medium and in person conferences hosted were minimal. Towards the end of the year, we saw the resumption of “in-person” and hybrid conferences which we believe bode well for 2023.

Recurrent expenditure increased by 32% to R278.5m (2021: Rm 211.1) mainly due to increased expenditure on personnel costs, food increases, maintenance and repairs to residences as well as the increased municipal utility expenses as students and staff returned to campus.

The University continues to implement stringent 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 deficit of R32.7m (2021: R147.2m surplus). The timing of expenditure largely influenced this result.

The total income decreased to R369.6m (2021: R404.0m), even though contract income remained at similar levels to the previous year at R161.9m(2021: R161.5m). There was a decrease in state and research project income of 27% to

R138.0m (2021: R189.1m). Interest and dividends increased by R12.7m to R34.0m mainly due to the interest rate increases during the year and prudent investment of research and earmarked funds.

The total expenditure increased to R402.6m (2021: R256.8m). This was mainly due to the income has been recognised for in the year the grant or funds were received, and expenses only being incurred in the 2022 financial year.

- Investments

The investment portfolios are made up of, listed securities, government bonds, local and international unit trusts and money market deposits. As with most portfolios, the performance during 2022 was not good and this is reflected in the value of the portfolio depreciating by R18.5m. The fair value loss for the year was R45.8m.

- Cash flow planning

The University's cash flow cycle has remained consistent with previous years. Even though there was additional activity as we move to a full campus, we were still able to increase our unrestricted liquid funds by R38.6m. Cash flow sustainability presents a risk, given the economic pressures and systemic challenges impacting exchange rates, cost of living and steep rise in water and alternative power supply. The University continues to practice active cash management, careful control of expenditure and the expectation of timely inflow of funds from government and NSFAS. We are confident that the available cash resources, together with the cash inflows forecasted for 2022, will provide adequate liquidity to meet the University's operational, capital and other commitments.

The University's approved overdraft facility was not utilised during the 2022 financial year.

- Retirement fund obligations

The consolidated valuation of the retirement funding liability decreased to R75.1m (2021: R81.2m).

The University's liability in respect of post-retirement medical aid benefits decreased to R75.1m (2021: R81.2m.). The liability is entirely unfunded and is not backed by any specific assets.

As at 31 December 2022 the defined benefit pension fund was fully funded and the plan assets adequately covered the defined benefit obligations.

On 16 March 2023, the FSCA approved the Section 14(1): Scheme for the transfer of business from the Rhodes University Pension Fund (defined benefit) to the Rhodes University Provident Fund (defined contribution). Existing active members have been afforded the voluntary option to transfer their actuarial reserve values to the employer's defined contribution fund. 251 members have opted to move to the Provident Fund and 128 have remained in the Pension Fund

The efforts of the Trustees and Project Team the oversaw the process mitigate the risk that this liability was posing to the financial sustainability of the University is appreciated.



- Infrastructure investment

Several major refurbishment and deferred maintenance projects continued or commenced during 2022. The modernisation of the campus electrical reticulation system, the fire safety assessment and the refurbishment of the various buildings on campus remain priorities. The 4th phase of projects were completed within budget and on time. The 5th phase will commence in 2023.

During the year a new 125 room female undergraduate residence, delayed due COVID shutdown, was completed at a cost of R44m. The residence was completed within budget and ready for the 2023 academic year.

The Greenfields Institute of Nanotechnology Innovation Building has commenced with sod-turning ceremony taking place in August 2022. The project will cost the University R86.7m. Simultaneously with this project, the long-awaited upgrade to the Chemistry-Pharmacy building has also commenced. This project will be completed in two phases and is earmarked to be completed in 2024 at a cost of R219.8m. Phase 1 is planned for completion in December 2023.

The planning for the R120m Main Admin Building has commenced.

During 2022, the refurbishment of the Salisbury House residence was delayed as the finishing took longer than projected by the contractor. Occupation will take place from July 2023.

The University's financial position as at 31 December 2022 remains sound. This is clearly reflected in the Statement of Changes in Financial Position and accompanying notes and disclosures. Total assets increased by R126.7m, driven by an increase in fixed assets and cash and cash equivalents. Equity and reserve funds increased by R68.6 to R1 948.2 (2021: R1 879.6m). The Council Unrestricted component of reserves has increased by R137.8m to R399.6m (2021: R261.8m). Non-current liabilities have reduced due to the R6m decrease in the University's post-retirement medical benefit obligations. Current liabilities have increased to R1 149.8 (2021: Rm1 085.4) due to an increase in trade and other payables.

Whilst the University produced a better-than-expected financial result (given the tough economic environment), the key challenges identified in the viability plan, namely a very high staff cost ratio in the central budget, achieving competitive remuneration levels (particularly for academic staff) and the high level of deferred maintenance of campus infrastructure remain of concern.

The University prides itself in having a residence system that complies with the norms and standards as promulgated by DHET. These norms and standards require a level of operation to ensure that the student in residence has access to the amenities required to thrive academically and promote a vibrant campus culture. NSFAS decided to implement a cap on accommodation. This, without even a well-considered and nuanced understanding of the cost drivers of accommodation costs at universities. Management has engaged with NSFAS since the latter part of 2022 and continued with this engagement in 2023. We have motivated and requested that Rhodes University be exempt from this cap. We await NSFAS response to our application.

Council are appraised of the contingent plans that management have put in place to combat load shedding and inconsistent supply of water to the University, which impacts negatively on the quality of learning and living on campus and the wellbeing and morale of staff and students. As much as we have ensured mitigations within campus, it must always be remembered that more than half of our students are oppidans and the majority of our staff and their families stay off campus and have to contend with these challenges. We must commend our students and staff for their resilience and commitment to Rhodes University considering these issues.

The financial impact of these challenges on Rhodes University is largely dependent on effectiveness of the University's business continuity strategies that have been implemented. These strategies have resulted in a limited response to the municipal inefficiencies and creates some relief on campus.

We have a committed staff complement whose hard work contributed to the sustained success enjoyed by the University in these trying times. Their effort and commitment are acknowledged and applauded.



Mr S Tredoux  
Chair: Finance & General Purposes Committee  
Date: 14/06/2023



Mr K M Riga  
Chief Financial Officer  
Date: 14/06/2023

## 12.1. 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 97 to 153, have been prepared in accordance with International Financial Reporting Standards 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 auditor during their audit were valid and appropriate.

### APPROVAL OF THE CONSOLIDATED FINANCIAL STATEMENTS

The consolidated financial statements on pages 103 to 151 were approved by the Council on 14 June 2023, and signed on its behalf by:



Mr Gerald H Bloem  
Chairperson of Council



Prof Sizwe Mabizela  
Vice-Chancellor



Mr Steve Tredoux  
Chairperson: Finance & General Purposes Committee



Mr Kamlesh M Riga  
Chief Financial Officer



## **Independent auditor's report to the Council and the Minister of Higher Education, Science and Innovation on Rhodes University**

### **Report on the audit of the consolidated financial statements**

#### **Opinion**

We have audited the consolidated financial statements of Rhodes University and its subsidiaries (the University) set out on pages 106 to 154, which comprise the consolidated statement of financial position as at 31 December 2022, 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 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 2022, 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 and the Regulations for reporting by Public Higher Education Institutions, 2014, issued in terms of the Higher Education Act of South Africa, 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 our report.

We are independent of the University in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (Including International Independence Standards).

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 consolidated 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 and the Regulations for reporting by Public Higher Education Institutions, 2014, issued in terms of the Higher Education Act of South Africa, 1997, and for such internal control as the Council determines is necessary to enable the preparation of

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Chief Executive Officer: L S Machaba

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Reg. no. 1998/012055/21, VAT reg.no. 4950174682.



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 accounting authority 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 25 of 2004 (PAA) and the general notice issued in terms thereof, we have a responsibility to report on the usefulness and reliability of the reported performance information against predetermined objectives for selected objectives presented in the annual performance report. We performed procedures to identify material findings but not to gather evidence to express assurance.

Our procedures address the usefulness and reliability of the reported performance information, which must be based on the University's approved performance planning documents. We have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. Our procedures do not examine whether the actions taken by the University enabled service delivery. Our procedures do not extend to any disclosures or assertions relating to the extent of achievements in the current year or 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 University's annual performance report for the year ended 31 December 2022:



Objectives	Pages in the annual
Access: Headcount totals	7
Access: First-time entering undergraduates	7
Access: Headcount enrolments total UG	7
Access: Headcount enrolments total PG	7
Success: Graduate UG	8
Success: Graduate PG	8
Efficiency: Headcount of permanent I/R staff	9
Efficiency: Ratio of FTE students to FTE instructional/research staff	10
Research: Total research output units	10
Research: Publication units per I/R staff	10

We performed procedures to determine whether the reported performance information 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 identify any material findings on the usefulness and reliability of the reported performance information for these objectives:

- Access: Headcount totals
- Access: First-time entering undergraduates
- Access: Headcount enrolments total UG
- Access: Headcount enrolments total PG
- Success: Graduate UG
- Success: Graduate PG
- Efficiency: Headcount of permanent I/R staff
- Efficiency: Ratio of FTE students to FTE instructional/research staff
- Research: Total research output units
- Research: Publication units per I/R staf



## **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 University's compliance with specific matters in key legislation. We performed procedures to identify findings but not to gather evidence to express assurance.

We did not identify any 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 2022". The other information does not include the consolidated financial statements, the auditor's report and those selected objectives presented in the annual performance report that have been specifically reported in this auditor's report.

Our opinion on the consolidated 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 on it.

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 performance report, or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, 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 which had, or could have, an impact on the matters reported in the University's consolidated financial statements, reported performance information, compliance with applicable legislation and other related matters. These reports did not form part of our opinion on the consolidated financial statements or our findings on the reported performance information or compliance with legislation.



**Non-Audit-related services**

<b>Engagement Name</b>	<b>Purpose of the engagement</b>	<b>Period covered</b>	<b>Reporting date</b>
Clinical Training Enrolments	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2021 to 31 December 2021	9 June 2022
Department of Higher Education and Training – Statistical Data Return	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2021 to 31 December 2021	24 June 2022
Department of Sports, Arts and Culture English and IsiXhosa Medical Bilingual Dictionary Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 July 2021 to 30 June 2022	11 July 2022
Department of Higher Education and Training SSAUF Phase 1 (nGAP)	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2021 to 31 March 2022	28 July 2022
Department of Higher Education and Training SSAUF Phase 2 (nGAP)	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2021 to 31 March 2022	28 July 2022
Department of Higher Education and Training SSAUF Phase 3 (nGAP)	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2021 to 31 March 2022	28 July 2022
Department of Higher Education and Training SSAUF Phase 4 (nGAP)	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2021 to 31 March 2022	28 July 2022
Department of Higher Education and Training SSAUF Phase 5 (nGAP)	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2021 to 31 March 2022	28 July 2022
Department of Higher Education and Training SSAUF Phase 6 (nGAP)	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2021 to 31 March 2022	28 July 2022



Department of Higher Education and Training SSAUF Phase 7 (nGAP)	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2021 to 31 March 2022	28 July 2022
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Department of Higher Education and Training Nurturing Emerging Scholars Programme Phase 1	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2020 to 31 March 2022	28 July 2022
Nurturing Emerging Scholars Programme Implementation Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2021 to 31 March 2022	28 July 2022
Confucius Institute RU Project - "Headquarters of China: Dedicated Site of a Model Confucius Institute Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2019 to 31 December 2021	28 February 2023
Department of Higher Education and Training – Infrastructure and Efficiency Funding (2012 – 2014)	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2022 to 31 December 2022	28 February 2023
Department of Higher Education and Training – Infrastructure and Efficiency Funding (2015 – 2018)	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2022 to 31 December 2022	28 February 2023
Department of Higher Education and Training – Infrastructure and Efficiency Funding (2018 – 2020)	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2022 to 31 December 2022	28 February 2023
Department of Higher Education and Training – Infrastructure and Efficiency Funding (2022 - 2023)	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2022 to 31 December 2022	28 February 2023
CSD – Centre for Social Development Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2022 to 31 December 2022	17 April 2023

RUMEP Consolidated - Rhodes University Maths Education Project Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2022 to 31 December 2022	17 April 2023
Sishen Iron Ore Community Development Trust Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2022 to 31 December 2022	17 April 2023
Investec Commerce Foundation Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 February 2022 to 31 January 2023	17 April 2023



National Research Foundation Grants	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2022 to 31 December 2022	17 March 2023
Mintek NIC Consortium Agreements	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2022 to 31 March 2023	18 April 2023
Research Articles	Agreed Upon Procedures - Agreeing research articles to supporting documentation.	1 January 2022 to 31 December 2022	17 May 2023
Pharmacy Clinical Training Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2022 to 31 March 2023	31 May 2023
Nurturing Emerging Scholars Programme Phase 1 Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2022 to 31 March 2023	31 May 2023
Nurturing Emerging Scholars Programme Phase 2 Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2022 to 31 March 2023	31 May 2023
Nurturing Emerging Scholars Programme Phase 2.1 Grant	Agreed Upon Procedures - Agreeing of income and	1 April 2022 to 31 March 2023	31 May 2023

	expenditure to contracts and supporting documentation.		
Nurturing Emerging Scholars Programme Implementation Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2022 to 31 March 2023	31 May 2023
Medical Research Council Research Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 April 2022 to 31 March 2023	31 May 2023
University Capacity Development Program (UCDP) National Collaboration Project HELTASA	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2022 to 31 December 2022	2 June 2023
University Capacity Development Programme (UCDP) 2021 to 2023 - Additional Funding Project 6	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2022 to 31 December 2022	2 June 2023



University Capacity Development Program (UCDP) University Staff Doctoral Programme Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2022 to 31 December 2022	2 June 2023
University Capacity Development Programme (UCDP) 2021 to 2023 - Project 1-6	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2022 to 31 December 2022	2 June 2023
DHET Teaching Development Programme Grant	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2022 to 31 December 2022	2 June 2023
University Capacity Development Program (UCDP) National Collaboration Project - USDP Socio-educational challenges in the Eastern Cape	Agreed Upon Procedures - Agreeing of income and expenditure to contracts and supporting documentation.	1 January 2022 to 31 December 2022	2 June 2023

*Special audits*

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 2021 to 31 December 2021	23 June 2022
Public Service Accountability Monitor (PSAM)	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 2021 to 31 December 2021	02 December 2022

PricewaterhouseCoopers Inc.

Director: AF Puggia

Registered Auditor

Gqeberha

14 June 2023



## **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 the reported performance information for selected objectives and on the University’s compliance with respect to the selected subject matters.

### Consolidated 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 consolidated financial statements. We also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of Rhodes University 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 consolidated financial statements about the material uncertainty or, if such disclosures are inadequate, to modify our opinion on the consolidated 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 the University to cease operating as a going concern.
- evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and determine whether the consolidated 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 Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

### Communication with those charged with governance

We communicate with the accounting authority 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.

## 12.2. CONSOLIDATED STATEMENT OF FINANCIAL POSITION AT 31 DECEMBER 2022

	Notes	2022 R '000	2021 R '000
<b>ASSETS</b>			
<b>Non-current assets</b>		1,841,969	1,806,647
Property, plant and equipment	1	999,560	943,720
Financial assets at fair value through other comprehensive income	2a	306,270	300,153
Financial assets at fair value through profit and loss	2b	532,212	556,861
Other financial assets at amortised cost	4	3,927	5,913
<b>Current assets</b>		1,344,599	1,253,231
Inventories	5	5,098	8,652
Trade receivables	3	28,272	26,117
Contract assets	11	14,079	8,430
Other financial assets at amortised cost	4	270,493	233,970
Cash and cash equivalents	6	1,026,657	976,063
<b>Total assets</b>		<u>3,186,568</u>	<u>3,059,878</u>
<b>EQUITY AND LIABILITIES</b>			
<b>Equity funds</b>		1,948,224	1,879,630
Property, plant and equipment funds		548,332	493,820
Council unrestricted funds		399,604	261,764
Council restricted funds		1,000,288	1,124,046
<b>Non-current liabilities</b>		88,592	94,567
Interest-bearing borrowings	8	288	864
Retirement benefit obligations	21	75,121	81,201
Lease liabilities	10	13,183	12,502
<b>Current liabilities</b>		1,149,752	1,085,681
Deferred income	7	811,396	812,839
Trade and other payables	9	219,390	171,967
Contract liabilities	11	117,124	99,101
Interest bearing borrowings	8	576	576
Lease liabilities	10	1,266	1,198
<b>Total equity and liabilities</b>		<u>3,186,568</u>	<u>3,059,878</u>

**CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2022**

		2022						2021
		Council Directed Funds						TOTAL
Notes	Central operations	Student Accommodation	Endowed funds	SUB-TOTAL	Council Managed Funds	TOTAL		
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	
	<b>TOTAL INCOME</b>	1,023,737	272,794	(15,193)	1,281,338	369,545	1,650,883	1,648,578
	RECURRENT ITEMS	1,010,969	270,793	30,648	1,312,410	339,064	1,651,474	1,540,227
	<b>Revenue from contracts with customers</b>	394,580	270,793	-	665,373	161,847	827,220	726,775
	Tuition and other fee income	388,479	268,680	-	657,159	23,788	680,947	593,102
	Income from contracts	-	-	-	-	49,803	49,803	44,419
	Sale of goods and services	5,947	2,113	-	8,060	1,941	10,001	16,768
	Private gifts and grants	154	-	-	154	86,315	86,469	72,486
	<b>Other revenue</b>	580,073	-	107	580,180	143,224	723,404	742,940
	State Appropriations - subsidies and grants	575,024	-	-	575,024	138,022	713,046	722,303
	Private gifts	5,049	-	107	5,156	5,202	10,358	20,637
	<b>Sub-total</b>	974,653	270,793	107	1,245,553	305,071	1,550,624	1,469,715
	Interest and dividends	36,316	-	30,541	66,857	33,993	100,850	70,512
	NON-RECURRENT ITEMS	12,768	2,001	(45,841)	(31,072)	30,481	(591)	108,351
	Profit on disposal of assets	609	-	-	609	104	713	2,001
	Realised capital profits on investment	-	-	-	-	-	-	-
	Investments fair value (losses)/gains	-	-	(45,841)	(45,841)	-	(45,841)	69,495
	Other non-recurrent income	12,159	2,001	-	14,160	30,377	44,537	36,855
	<b>TOTAL EXPENDITURE</b>	872,367	278,397	35,346	1,186,110	402,216	1,588,326	1,396,724
	RECURRENT ITEMS	872,118	278,316	35,346	1,185,780	401,039	1,586,819	1,394,594
	Personnel costs	637,419	93,231	-	730,650	154,600	885,250	827,843
	Academic professional	352,857	-	-	352,857	91,861	444,718	368,182
	Other personnel	286,962	93,231	-	380,193	62,739	442,932	455,411
	Leave liability increase	(2,400)	-	-	(2,400)	-	(2,400)	4,250
	Other operating expenses	194,222	164,752	35,346	394,320	229,064	623,384	505,201
	NSFAS impairment expense/(reversal)	1,192	398	-	1,590	-	1,590	(6,040)
	Student debtor provision	17,326	7,652	-	24,978	-	24,978	12,616
	Depreciation	21,538	11,243	-	32,781	17,375	50,156	53,848
	<b>Sub-total</b>	871,697	277,276	35,346	1,184,319	401,039	1,585,358	1,393,468
	Finance costs	421	1,040	-	1,461	-	1,461	1,126
	NON-RECURRENT ITEMS	249	81	-	330	1,177	1,507	2,130
	Capital expenditure expensed	249	81	-	330	1,177	1,507	2,130
	<b>Net Surplus</b>	<b>151,370</b>	<b>(5,603)</b>	<b>(50,539)</b>	<b>95,228</b>	<b>(32,671)</b>	<b>62,557</b>	<b>251,854</b>
	<b>OTHER COMPREHENSIVE INCOME</b>							
	<b>Items that will not be reclassified to profit or loss</b>							
	Retirement funding valuation adjustments	9,627	2,199	-	11,826	-	11,826	(18,658)
	Investments fair value adjustments	-	-	1,368	1,368	-	1,368	46,423
	<b>TOTAL COMPREHENSIVE INCOME</b>	<b>160,997</b>	<b>(3,404)</b>	<b>(49,171)</b>	<b>108,422</b>	<b>(32,671)</b>	<b>75,751</b>	<b>279,619</b>

**CONSOLIDATED STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2022**

	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
<b>Balance at 1.1.2021</b>	65,631	166,789	232,420	469,929	702,349	467,857	429,555	897,412	1,599,761
Retirement funding valuation adjustments	(18,658)	-	(18,658)	-	(18,658)	-	-	-	(18,658)
Investment fair value adjustment	-	11,604	11,604	-	11,604	34,819	-	34,819	46,423
Net surplus before transfers	37,074	16,901	53,975	-	53,975	50,632	147,247	197,879	251,854
Funds utilised/written off	250	-	250	-	250	-	-	-	250
Transfers									
- Depreciation charge	34,756	-	34,756	(46,702)	(11,946)	-	11,946	11,946	-
- Property, plant and equipment additions	(52,583)	-	(52,583)	70,593	18,010	-	(18,010)	(18,010)	-
<b>Balance at 31.12.2021</b>	<b>66,470</b>	<b>195,294</b>	<b>261,764</b>	<b>493,820</b>	<b>755,584</b>	<b>553,308</b>	<b>570,738</b>	<b>1,124,046</b>	<b>1,879,630</b>
<b>Balance at 1.1.2022</b>	66,470	195,294	261,764	493,820	755,584	553,308	570,738	1,124,046	1,879,630
Retirement funding valuation adjustment	11,826	-	11,826	-	11,826	-	-	-	11,826
Investment fair value adjustment	-	1,781	1,781	-	1,781	(413)	-	(413)	1,368
Net surplus before transfers	145,776	(16,629)	129,147	-	129,147	(33,919)	(32,671)	(66,557)	62,557
Funds utilised/written off									
Transfers	(7,157)	-	(7,157)	-	(7,157)	-	-	-	(7,157)
- Depreciation charge	32,777	-	32,777	(50,156)	(17,379)	-	17,379	17,379	-
- Property, plant and equipment additions	(30,534)	-	(30,534)	104,668	74,134	-	(74,134)	(74,134)	-
<b>Balance at 31.12.2022</b>	<b>219,158</b>	<b>180,446</b>	<b>399,604</b>	<b>548,332</b>	<b>947,936</b>	<b>518,976</b>	<b>481,312</b>	<b>1,000,288</b>	<b>1,948,224</b>



**CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Notes	2022 R '000	2021 R '000
<b>Cash flow from operating activities</b>			
Cash generated from operations	19	35,642	112,166
Interest received	13	70,309	47,110
<i>Net cash inflow from operating activities</i>		<u>105,951</u>	<u>159,276</u>
<b>Cash flow from investing activities</b>			
Purchase of property, plant and equipment	1	(104,668)	(88,444)
Proceeds on disposal of property, plant and equipment		1,010	2,174
Dividends received	13	14,540	8,016
Interest received	13	16,002	15,386
Reinvestment of investment income		(13,656)	(18,070)
Fixed deposits (invested)/advanced		25,502	(2,600)
Advances of student, staff and other loans		(2,018)	(2,503)
Infrastructure grants received	7	12,200	-
<i>Net cash (outflow) in investing activities</i>		<u>(51,088)</u>	<u>(86,041)</u>
<b>Cash flow from financing activities</b>			
Interest paid	17	(1,461)	(1,126)
Lease payments		(2,224)	(2,146)
Repayments on interest-bearing borrowings		(584)	(584)
<i>Net cash outflow from financing activities</i>		<u>(4,269)</u>	<u>(3,856)</u>
<b>Cash and cash equivalents movement for the year</b>			
Cash and cash equivalents at the beginning of the year		50,594	69,379
Total cash and cash equivalents at the end of the year	6	<u>976,063</u>	<u>906,684</u>
		<u>1,026,657</u>	<u>976,063</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2022

1. Property, plant and equipment

	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 Assets R'000	Total R'000
<b>Year ended 31 December 2022</b>							
Opening carrying amount	838,076	80,089	7,088	6,660	-	11,807	943,720
Additions	70,679	15,939	14,202	1,852	1,996	-	104,668
Disposals/transfers	-	(13)	(10)	-	-	(274)	(297)
Remeasurement	-	-	-	-	-	1,625	1,625
Depreciation charge	(21,703)	(17,094)	(6,689)	(980)	(1,996)	(1,694)	(50,156)
Closing carrying amount	887,052	78,921	14,591	7,532	-	11,464	999,560
<b>At 31 December 2022</b>							
Cost	1,127,404	374,749	122,705	28,801	119,722	16,849	1,790,230
Accumulated depreciation	(240,352)	(295,828)	(108,114)	(21,269)	(119,722)	(5,385)	(790,670)
Carrying amount	887,052	78,921	14,591	7,532	-	11,464	999,560
<b>Year ended 31 December 2021</b>							
Opening carrying amount	811,873	71,853	6,700	6,791	-	12,746	909,963
Additions	47,926	24,927	12,013	743	1,383	1,452	88,444
Disposals/transfers	-	-	(23)	-	-	(150)	(173)
Remeasurement	-	-	-	-	-	(666)	(666)
Depreciation charge	(21,723)	(16,691)	(11,602)	(874)	(1,383)	(1,575)	(53,848)
Closing carrying amount	838,076	80,089	7,088	6,660	-	11,807	943,720
<b>At 31 December 2021</b>							
Cost	1,056,725	360,596	110,246	26,949	117,726	18,251	1,690,493
Accumulated depreciation	(218,649)	(280,507)	(103,158)	(20,289)	(117,726)	(6,444)	(746,773)
Carrying amount	838,076	80,089	7,088	6,660	-	11,807	943,720

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2022

1. Property, plant and equipment (continued)

	31 Dec 2022 R'000	31 Dec 2021 R'000
Right of use assets are included as follows:		
- Canterbury Annex Building	9,492	8,921
- Motor vehicles	1,972	2,886
	11,464	11,807

Additions to the right of use assets during the year amounted to Rnill (2021: R1,451,806).

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

	31 Dec 2022 R'000	31 Dec 2021 R'000
Depreciation charge for right of use assets:	1,694	1,575
Right-of-use Asset: Canterbury Annex Building	1,055	991
Right-of-use Asset: Motor vehicles	639	584

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 upgrade of the Salisbury House, Electrical Infrastructure upgrade, Institute of Nanotechnology and Innovation project and New Residences projects. The total cumulative costs relating to the mentioned projects incurred at year end included in Land and Buildings, amount to R70 million (2021: R18 million).

**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)**

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:

<b>Non-current assets</b>	<b>2022 R'000</b>	<b>2021 R'000</b>
Listed securities		
Investec Portfolio	306,270	300,153
Total financial assets at FVOCI	306,270	300,153

**(iii) Disposal of equity investments**

During the financial year, the University disposed of certain equity investments at a fair value of R12,125,190 (2021: R35,203,644) and realised a gain of R5,339,315 (2021: R6,492,989 gain) which has been included in other comprehensive income.

<b>(iv) Amounts recognised in other comprehensive income</b>	<b>2022 R'000</b>	<b>2021 R'000</b>
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During the year, the following gains/(losses) were recognised in profit or loss and other comprehensive income:

Gains recognised in other comprehensive income, due to the disposal of equity instruments	5,339	6,493
Fair Value (losses)/gains on equity instruments at FVOCI recognised	(3,971)	39,930

**(v) Amounts recognised in profit or loss**

Dividends from equity investments held at FVOCI	14,540	8,016
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**(vi) Fair value, impairment and risk exposure**

Information about the University's exposure to price risk is provided in note 24. For information about the methods and assumptions used in determining fair value, refer to page 135.

**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)**

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:

	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
<b>Non-current assets</b>		
Government bonds	164,571	169,904
International market unit trusts	310,971	343,474
Money market deposits	56,670	43,483
Total financial assets at FVPL	<u>532,212</u>	<u>556,861</u>

**(iii) Amounts recognised in profit or loss**

	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
During the year, the following (losses)/gains were recognised in profit or loss:		
Losses recognised in profit or loss, due to the disposal of debt investments	-	-
Fair value (losses)/gains on debt investments at FVPL recognised	(45,841)	69,495

**(iv) Fair value, impairment and risk exposure**

Information about the University's exposure to price risk is provided in note 24. For information about the methods and assumptions used in determining fair value, refer to page 135.

Of the above investments an amount of R194.5 million (2021: R209.3 million) relates to Council directed funds.

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2022**

**2. Financial assets (continued)**

The following table presents the University's investments that are measured at fair value at 31 December 2022.

	Level 1	Level 2	Level 3	Total balance
	R'000	R'000	R'000	R'000
<b>Assets</b>				
Financial assets at fair value through other comprehensive income (FVOCI)				
Equity securities	306,270	-	-	306,270
Financial assets at fair value through profit or loss (FVPL)				
- Government bonds	164,571	-	-	164,571
- International market unit trusts	310,971	-	-	310,971
- Money market deposits	56,670	-	-	56,670
Financial assets at amortised cost (Fixed deposits – refer to note 4)	-	166,717	-	166,717
<b>Total assets</b>	<b>838,482</b>	<b>166,717</b>	<b>-</b>	<b>1,005,199</b>

The following table presents the University's investments that are measured at fair value at 31 December 2021.

	Level 1	Level 2	Level 3	Total balance
	R'000	R'000	R'000	R'000
<b>Assets</b>				
Financial assets at fair value through other comprehensive income (FVOCI)				
- Equity securities	300,153	-	-	300,153
Financial assets at fair value through profit or loss (FVPL)				
- Government bonds	169,904	-	-	169,904
- International market unit trusts	343,474	-	-	343,474
- Money market deposits	43,483	-	-	43,483
Financial assets at amortised cost (Fixed deposits – refer to note 4)	-	192,219	-	192,219
<b>Total assets</b>	<b>857,014</b>	<b>192,219</b>	<b>-</b>	<b>1,049,233</b>

**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.

	<b>2022</b>	<b>2021</b>
<b>3. Trade receivables</b>	<b>R'000</b>	<b>R'000</b>
Trade receivables	210,195	183,125
Loss allowance	<u>(181,923)</u>	<u>(157,008)</u>
	<u><u>28,272</u></u>	<u><u>26,117</u></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 24.

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

**Classification**

The University classifies receivables (Financial Assets) 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.

<b>Other receivables</b>	<b>2022 R'000</b>	<b>2021 R'000</b>
Fixed deposits	166,717	192,219
Prepayments	5,253	4,353
NRF Control account	12,866	10,992
Accrued interest receivable	10,438	11,579
VAT	6,787	5,697
Other	70,682	12,203
	<u>272,743</u>	<u>237,043</u>
Less Loss allowance	(2,250)	(2,373)
	<u>270,493</u>	<u>234,670</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 two debtors who are fully provided for.

Fixed deposits are made up of a current portion of R166.7 million (2021: R191.5 million) and a non-current portion of Rnill (2021: R0.7 million) with a total of R166.7 million (2021: R192.2 million). Of the R166.7 million fixed deposits (2021: R192.2 million), an amount of R118.7 million (2021: R184.2 million) comprises restricted funds with the balance of R48 million (2021: R8.0 million) being Council directed funds.

	<b>2022 R'000</b>	<b>2021 R'000</b>
Loans		
Student Loans – NSFAS	100,390	100,390
Loss allowance	(100,390)	(100,390)
	-	-
Student Loans - Other	28,716	27,208
Loans to employees	3,897	3,387
	<u>32,613</u>	<u>30,595</u>
Less: Loss allowance	(28,686)	(25,382)
	<u>3,927</u>	<u>5,213</u>
Other receivables	270,493	234,670
Loans	3,927	5,213
	<u>274,420</u>	<u>239,883</u>
Non-current	3,927	5,913
Current	270,493	233,970
<b>Other financial assets at amortised cost</b>	<b><u>274,420</u></b>	<b><u>239,883</u></b>



**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2022**

<b>5. Inventories</b>	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
Stationery	34	179
Technical inventories	3,376	6,145
Cleaning and other materials	1,128	1,803
Study material	560	525
	<u>5,098</u>	<u>8,652</u>

**6. Cash and cash equivalents**

Cash at bank and in hand	86,133	67,633
Short term bank deposits	940,524	908,430
	<u>1,026,657</u>	<u>976,063</u>

Cash and cash equivalents consist of:

DHET restricted funds	485,674	473,729
University unrestricted funds	540,983	502,334
	<u>1,026,657</u>	<u>976,063</u>

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

Cash and bank balances	<u>1,026,657</u>	<u>976,063</u>
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Cash and cash equivalents are invested with major regulated financial institutions in South Africa.

Credit ratings of the institutions at which the University funds are held, as at 31 December 2022, is as follows:

<b>Institution</b>	<b>Moody's rating</b>
The Standard Bank of South Africa Limited	Aa1.za
Nedbank Bank Limited	Aa1.za
ABSA Bank Limited	Aa1.za
Investec Bank Limited	Aa1.za
FirstRand Bank Limited	Aa1.za

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2022

7. Deferred income	2022 R'000	2021 R'000
As at 1 January	812,839	822,602
Net (decrease) in deferred income	(1,443)	(9,763)
Government grants received - Infrastructure	12,200	-
Realised in comprehensive income	(13,643)	(9,763)
As at 31 December	<u>811,396</u>	<u>812,839</u>

Deferred income represents predominantly 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	2022 R'000	2021 R'000
Current portion of borrowings	576	576
Non-current portion of borrowings	288	864
Total borrowings	<u>864</u>	<u>1,440</u>

The finance obtained under the instalment sale agreement was for the purchase of motor vehicles. The facility is secured against vehicles with a net book value of R0,669 million (2021: R1.1 million).

The outstanding amount is to be settled within 18 months, with payments being made monthly in arrears with a fixed interest rate.

Interest rates	10.60%	10.60%
Minimum lease payments		
Not later than 1 year	635	687
Later than 1 year, not later than 5 years	297	932
	<u>932</u>	<u>1,619</u>
Future finance charges	(68)	(179)
Present value of borrowings	<u>864</u>	<u>1,440</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2022

9. Trade and other payables	2022 R'000	2021 R'000
Trade and other payables	30,257	31,582
Student deposits	122,161	71,408
NSFAS	-	3,791
DHET – fee adjustment funding	24,006	25,938
Leave pay accrual	11,457	13,857
Payroll accruals	31,509	25,391
	<u>219,390</u>	<u>171,967</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.

(i) Amounts recognised in the statement of financial position  
The balance sheet shows the following amounts relating to leases:

	31 Dec 2022 R'000	31 Dec 2021 R'000
Right of Use assets		
- Canterbury Annex Building	9,492	8,921
- Motor vehicles	1,972	2,886
	<u>11,464</u>	<u>11,807</u>
Lease Liabilities		
Non-Current	13,183	12,502
Current	1,266	1,198
	<u>14,449</u>	<u>13,700</u>

Additions to the right of use assets during the year amounted to Rnill (2021: R1,451,806).

(ii) Amounts recognised in the statement of comprehensive income

	2022 R'000	2021 R'000
<b>Depreciation charge for right of use assets:</b>	1,694	1,575
Right-of-use Asset: Canterbury Annex Building	1,055	991
Right-of-use Asset: Motor vehicles	639	584
<b>Interest expense:</b>	1,348	1,117
Canterbury Annex Building	1,040	942
Motor vehicles	308	175

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2022

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**10. Leases (continued)**

	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
Expense relating to low value leases:	522	175

**(iii) The lease details**

The University's leasing activities consists of a number of property leases. The use of the buildings range 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.

The total cash outflow for leases amounted to R2,224,418 (2021: R2,145,000).

	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
<b>(iv) Lease liability maturity analysis</b>		
Not Later than 1 year	2,365	750
Later than 1 year not later than 5 years	9,040	4,727
Later than 5 years	9,866	8,713
	<u>21,271</u>	<u>14,190</u>

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

**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 for the following streams of revenue:

<b>(a) Disaggregated revenue from contracts with customers:</b>	<b>2022 R'000</b>	<b>2021 R'000</b>
Tuition and other fee income	680,947	593,102
Income from contracts	49,803	44,419
Private gifts and grants	86,469	72,486
Sale of goods and services	10,001	16,768
	<u>827,220</u>	<u>726,775</u>

Tuition and other income has been further disaggregated as follows:

	<b>South African Non-NSFAS funded Students R'000</b>	<b>South African NSFAS funded Students R'000</b>	<b>International Students R'000</b>	<b>Total R'000</b>
2022	226,082	395,830	59,035	680,947
2021	212,465	329,457	51,180	593,102

The above table reflects the composition of local and international students during 2022 and 2021, along with the funding status of South African students.

The National Student Financial Aid Scheme (NSFAS) funded 58.1% (2021: 55.5%) of student fees. Tuition and other income from South African Non-NSFAS funded students increased by 6.4% (2021: 11.4% increase). Revenue from international students increased by 15.3%, representing 8.6% (2021: 8.6%) of total tuition and other income.

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

	<b>2022 R'000</b>	<b>2021 R'000</b>
Tuition and other fee income	680,947	593,102
Income from contracts	49,803	44,419
Private gifts and grants	86,469	72,486
Sale of goods and services	6,038	12,450
	<u>823,257</u>	<u>722,457</u>

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

Sale of goods and services	<u>3,963</u>	<u>4,318</u>
	<u>3,963</u>	<u>4,318</u>

11. Revenue from contracts with customers (continued)

(c) Contract Liabilities

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

	2022 R'000	2021 R'000
Contract Liabilities	117,124	99,101
	<u>117,124</u>	<u>99,101</u>

Significant changes in the balance for contract liabilities:

Opening balance as 1 January	99,101	94,194
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**Movement during the year:**

Funding received in relation to contracts from customers	125,730	73,297
Revenue recognised for which performance obligations have been satisfied	<u>(107,707)</u>	<u>(68,390)</u>
Closing balance at 31 December	<u>117,124</u>	<u>99,101</u>

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

(d) Contract Assets

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

Contract Assets	14,079	8,430
	<u>14,079</u>	<u>8,430</u>

Significant changes in the balance for contract assets:

Opening balance as 1 January	8,430	8,011
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**Movement during the year:**

Funding received in relation to contracts from customers	(27,652)	(35,823)
Revenue recognised for which performance obligations have been satisfied	<u>33,301</u>	<u>36,242</u>
Closing balance at 31 December	<u>14,079</u>	<u>8,430</u>

The contract assets relate to the University's right to consideration for work completed/ performance obligations satisfied but for which the contracted funding was not received at the reporting date.

<b>12. Other revenue is made up of:</b>	<b>2022 R'000</b>	<b>2021 R'000</b>
Donations	10,358	20,637
State appropriations, subsidies and grants	713,046	722,303
	<u>723,404</u>	<u>742,940</u>

**State Appropriations - grants and subsidies are made up as follows:**

	<b>2022 R'000</b>	<b>2021 R'000</b>
Subsidy – block grant	575,024	533,189
Specific grants – research	136,579	179,351
DHET infrastructure grants released	1,443	9,763
	<u>713,046</u>	<u>722,303</u>

<b>13. Income from investments</b>	<b>2022 R'000</b>	<b>2021 R'000</b>
Financial assets at amortised cost		
Interest income	65,438	47,110
Financial assets at fair value through profit and loss		
Interest income	20,872	15,386
Dividend income	14,540	8,016
	<u>100,850</u>	<u>70,512</u>

<b>14. Other non-recurrent income</b>	<b>2022 R'000</b>	<b>2021 R'000</b>
South East Academic Libraries Systems operating costs		
levy income	3,214	2,921
South East Academic Libraries Systems millennium		
income	4,520	4,710
Board of Governors administration levy	5,085	4,775
Information and Technology System student sales	6,249	4,600
Other sources	25,469	19,849
	<u>44,537</u>	<u>36,855</u>

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2022**

<b>15. Personnel</b>	<b>2022 R'000</b>	<b>2021 R'000</b>
Academic professional	444,718	368,182
Other personnel	442,932	455,411
Leave liability	(2,400)	4,250
	<u>885,250</u>	<u>827,843</u>

The number of academic employees is 478 (2021: 510)

The number of other employees is 1,225 (2021: 1,176)

<b>16. Other operating expenses</b>	<b>2022 R'000</b>	<b>2021 R'000</b>
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The following items have been included in recurrent expenditure:

Advertising	5,697	2,741
Audit fees- external	2,469	1,910
Approved	1,167	970
Adjustment for previous year	-	-
Other	1,302	940
Audit – internal	1,469	1,747
Books, journals and periodicals	30,911	27,292
Catering and entertainment	6,308	1,940
Covid 19 related expenditure	-	6,513
Electricity and water	40,292	31,197
Expenditure on computer equipment written off	1,797	903
Fincore expenses	5,139	16,235
Cleaning costs and materials	5,999	5,349
Insurance	6,701	7,501
Rates	18,696	17,363
Repairs and maintenance expenditure	59,020	31,990
Residence kitchen supplies	52,330	33,046
Scholarship, bursaries and merit awards	86,909	116,988
SEALS Trust software fees	5,340	4,506
Security	8,070	6,459
Skills Development Levies	6,725	5,488
Software licenses and internet expenses	21,585	19,269
Telephone and fax	2,687	1,992
Travel and accommodation	51,227	22,050
Other	204,013	142,722
	<u>623,384</u>	<u>505,201</u>

<b>17. Finance costs</b>	<b>2022 R'000</b>	<b>2021 R'000</b>
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Interest expense	1,461	1,126
	<u>1,461</u>	<u>1,126</u>



**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2022**

<b>18. Commitments</b>	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
Commitments for capital expenditure - authorised and contracted		
Capital Projects	255,523	207,174
Other	12,979	5,060
	<u>268,502</u>	<u>212,234</u>
Commitments for operating expenditure - authorised and contracted		
	40,286	44,169
	<u>308,788</u>	<u>256,403</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 2022, significant commitments relate to the Institute of Nanotechnology and Innovation, Main Building and the Chemistry and Pharmacy Building projects.

<b>19. Cash generated from operations</b>	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
Reconciliation of net surplus to cash generated from operations:		
Net surplus before transfers	62,557	251,854
Adjustments for non-cash items:		
Depreciation	50,156	53,848
(Profit) on disposal of fixed assets	(713)	(2,001)
Loss on investments	-	-
Fair value loss/(gain) of investments	45,841	(69,495)
NSFAS impairment expense/(reversal)	1,590	(6,040)
Student debtor impairment	24,978	12,616
Post retirement obligation	(10,690)	(8,116)
Interest received	(86,310)	(62,496)
Dividends received	(14,540)	(8,016)
Interest paid	1,461	1,126
DHET infrastructure grants released	(13,643)	(9,763)
Changes in working capital	(25,045)	(41,351)
Trade receivables and other financial assets at amortised costs	(88,395)	8,812
Inventories	3,553	(2,683)
Trade and other payables	47,423	(51,968)
Contract assets	(5,649)	(419)
Contract liabilities	18,023	4,907
Cash generated from operations	<u>35,642</u>	<u>112,166</u>

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2022**

**20. Compensation paid to Executive Personnel**

The following disclosures relate to compensation paid to executive management for the year ended 31 December 2022. The amounts reflected below are based on the total cost of employment to the University and comprise flexible remuneration packages. The following are executive management:

	<b>Office held</b>	<b>Basic salary R'000</b>	<b>Employ-ment benefits R'000</b>	<b>Other allowances/ payments R'000</b>	<b>Total cost to Rhodes University R'000</b>
Prof S Mabizela	Vice-Chancellor	3,424	876	34	4,334
Prof P Clayton	Deputy Vice-Chancellor: Research & Development	2,275	417	276	2,968
Prof M Monnapula Mapesela	Deputy Vice-Chancellor: Academic & Student Affairs	2,139	374	199	2,712
Mr K Riga	Chief Financial Officer	2,123	406	206	2,735
Prof A Moodly	Registrar	1,475	266	148	1,889

The following disclosures relate to compensation paid to executive management for the year ended 31 December 2021. The amounts reflected below are based on the total cost of employment to the University and comprise flexible remuneration packages. The following are executive management:

	<b>Office held</b>	<b>Basic salary R'000</b>	<b>Employ-ment benefits R'000</b>	<b>Other allowances/ payments R'000</b>	<b>Total cost to Rhodes University R'000</b>
Prof S Mabizela	Vice-Chancellor	2,765	706	61	3,532
Prof P Clayton	Deputy Vice-Chancellor: Research & Development	2,179	394	-	2,573
Prof M Monnapula Mapesela	Deputy Vice-Chancellor: Academic & Student Affairs	2,046	368	197	2,611
Mr K Riga	Chief Financial Officer	2,025	378	193	2,596
Prof A Moodly	Registrar	1,412	253	144	1,809

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS – 31 DECEMBER 2022**

## 21. 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 Funds 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 IAS 19R Employee Benefits. In terms of IAS 19R 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 University 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.

	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
Statement of financial position obligations for:		
- pension benefits	-	-
- post-retirement medical benefits	75,121	81,201
	<u>75,121</u>	<u>81,201</u>
Total income/(expenditure) charge for:		
- pension benefits	(11,975)	(8,849)
- post-retirement medical benefits	(8,396)	(13,628)
	<u>(20,371)</u>	<u>(22,477)</u>
Recognised in other comprehensive income:		
- pension benefits	(4,180)	(15,172)
- post-retirement medical benefits	7,646	(3,486)
	<u>3,466</u>	<u>(18,658)</u>

**21. Retirement benefit obligations (continued)**

***Pension benefits***

The defined benefit pension fund is valued for IAS 19R purposes 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 2022.

This plan is registered under the Pension Funds 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 Funds 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.

	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
<i>The amounts recognised in the statement of financial position are as follows:</i>		
Present value of funded obligations	970,143	998,836
Fair value of plan assets	(1,043,323)	(1,130,459)
Funded status	(73,180)	(131,623)
Unrecognised surplus due to IFRIC 14	73,180	131,623
Liability at year end	<u>-</u>	<u>-</u>

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

Beginning of the year	998,836	947,710
Current service cost	3,757	8,849
Settlement cost	8,218	-
Interest cost	109,331	106,972
Member contributions	4,493	13,686
Remeasurements (gain)/loss	(64,448)	44,540
Benefits paid	(88,048)	(119,103)
Administration costs and risk premiums	(1,996)	(3,818)
End of the year	<u>970,143</u>	<u>998,836</u>

## 21. Retirement benefit obligations (continued)

### *Pension benefits (continued):*

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

- Change in financial assumptions (in particular the decrease in the gap between rate of discount and the medical aid contribution increase rate);
- New continuation data excluded from the previous valuation data; and
- Demographic experience adjustments.

### *The movement in the fair value of plan assets over the year is as follows:*

	<b>2022</b> <b>R'000</b>	<b>2021</b> <b>R'000</b>
Beginning of the year	1,130,459	1,044,917
Interest	109,331	104,554
Employer contributions	7,795	24,021
Employee contributions	4,493	13,686
Benefits paid	(88,048)	(119,103)
Risk premium	(1,996)	(3,818)
Remeasurement (loss)/gain	(118,711)	66,202
End of the year	<u>1,043,323</u>	<u>1,130,459</u>

During the year the employer made additional contributions of R7 million.

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	(3,757)	(8,849)
Settlement cost	(8,218)	-
Net interest expense	-	(2,418)
Total, included in staff costs expense	<u>(11,976)</u>	<u>(11,267)</u>

### Amount to be recognised in other comprehensive income

Current year (gain)/loss	(4,180)	15,172
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### *Plan assets, as set out in the actuarial valuation, are comprised as follows:*

Cash	4.6%	2.4%
Equities	39.2%	42.6%
Bonds	15.3%	17.3%
Property	1.4%	1.9%
International	35.1%	32.7%
Other	4.4%	3.1%
	<u>100.0%</u>	<u>100.0%</u>

21. Retirement benefit obligations (continued)

*Pension benefits (continued):*

*Analysis of remeasurements*

	2022 R'000	2021 R'000
<b>Defined benefit obligation:</b>		
Remeasurement (gain)/loss due to change in financial assumptions	(17,988)	14,722
Remeasurement (gain)/loss due to experience adjustment	(33,977)	29,818
Remeasurement (gain)/loss gain due to pending transfer values	(12,483)	-
	<u>(64,448)</u>	<u>44,540</u>

**Plan assets:**

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

	(118,711)	66,202
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*The principal actuarial assumptions used were as follows:*

Discount rate	12,2%	11,4%
Future salary increases	6,0%	6,0%
Future pension increases	3,6%	3,6%
Inflation rate	6,0%	6,0%
Interest income on assets	11,4%	11,9%

*Mortality Rate:*

Pre-retirement: SA85-90 (Light) table

Post - retirement: PA(90) ultimate life table less a 1 year age adjustment with an improvement of 0.5% per annum from 2007 onwards

*Other Demographic Assumptions:*

Expected retirement age: 62 or 65 years

Percentage married at retirement: 90%

**Sensitivity analysis**

The sensitivity analysis examines 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:

21. Retirement benefit obligations (continued)

*Pension benefits (continued):*

Assumption	Change	Defined benefit obligation R'000	% change
Salary increase rate	1% increase	984,484	1.48%
Salary increase rate	1% decrease	957,228	-1.33%
Discount rate	1% increase	912,791	-5.91%
Discount rate	1% decrease	1,037,614	6.95%
Pension increase rate	1% increase	1,023,850	5.54%
Pension increase rate	1% decrease	922,799	-4.88%
Life expectancy	2 years increase	937,884	-3.33%
Life expectancy	2 years decrease	1,001,203	3.20%

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.

The expected service costs for the University, to the defined benefit obligation for the year ending 31 December 2023 are R1.2 million.

21. 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 2022. The plan is registered under the Medical Schemes Act. The plan is governed by a Board of Trustees.

	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
<i>The amounts recognised in the statement of financial position are determined as follows:</i>		
Present value of unfunded medical benefit obligations	<u>75,121</u>	<u>81,201</u>
<i>The movement in the liability over the year is as follows:</i>		
Beginning of the year	81,201	70,659
Past service cost	-	6,918
Current service cost	357	224
Interest cost	8,039	6,486
Benefits paid	(6,830)	(6,572)
Remeasurement due to changes in financial assumptions	(8,191)	2,458
Remeasurement due to experience adjustment	545	1,028
End of the year	<u>75,121</u>	<u>81,201</u>
<i>The amounts recognised in total income/expenditure are as follows:</i>		
Current service cost	(357)	(224)
Past service cost	-	(6,918)
Interest cost	(8,039)	(6,486)
Total included in personnel costs	<u>(8,396)</u>	<u>(13,628)</u>
Remeasurement (gain)/losses recognised in the statement of comprehensive income	(7,646)	3,486



21. Retirement benefit obligations (continued)

*Post-employment medical benefits (continued):*

**Sensitivity analysis**

The sensitivity analysis examines 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:

<b>Assumption</b>	<b>Change</b>	<b>Defined benefit Obligation R'000</b>	<b>% change</b>
Health care inflation	1% increase	81,284	8.2%
Health care inflation	1% decrease	69,756	-7.1%
Discount rate	1% increase	69,756	-7.1%
Discount rate	1% decrease	81,284	8.2%
Expected retirement age	1 year earlier	76,019	1.2%
No withdrawals		75,123	0.0%
Mortality	2 years younger	80,630	7.3%

<i>Membership data:</i>	<b>2022 R'000</b>	<b>2021 R'000</b>
Employed members (in service)	30	38
Retired members	250	252
Total number of eligible members	<u>280</u>	<u>290</u>

*The principal actuarial assumptions used were as follows:*

	<b>2022</b>	<b>2021</b>
Interest rate	11.6%	10.3%
Healthcare cost inflation	8.0%	8.0%
CPI inflation rate	6.0%	6.0%
Duration used to set assumptions	9.25 years	8.5 years

*Mortality rate:*

During employment: SA 85-90 (Light) table

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

*Other Demographic Assumptions:*

Expected retirement age: 65 years

Continuation at retirement: 100%

Percentage married at retirement: 90%

## 21. Retirement benefit obligations (continued)

### *Post-employment medical benefits (continued):*

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 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 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.

## 22. 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.

### 23. Financial instruments by category

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

	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
<b>Financial assets</b>		
<b>Financial assets at amortised cost</b>		
- Trade receivables	28,272	26,117
- Other financial assets at amortised cost	263,706	229,833
- Cash and cash equivalents	1,026,657	976,063
	<u>1,318,635</u>	<u>1,232,013</u>
<b>Financial assets at fair value through other comprehensive income (FVOCI)</b>	<u>306,270</u>	<u>300,153</u>
<b>Financial assets at fair value through profit and loss (FVPL)</b>	<u>532,212</u>	<u>556,861</u>
<b>Financial liabilities</b>		
<b>Liabilities at amortised cost</b>		
- Interest bearing borrowings	864	1,440
- Trade and other payables	73,223	70,830
Lease liabilities	14,449	13,700
	<u>88,536</u>	<u>85,970</u>

### 24. 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.

**24. Financial risk management (continued)**

**(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% weakening/strengthening in exchange rates with all other variables held constant on the valuation of the international asset swaps at reporting date would be R15.5 million (2021: R17.2 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 2022, if the FTSE/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 R30 million (2021: R30 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.

**(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.

The following sensitivity has been prepared using a sensitivity 100 basis points in interest rates. All other variables remain constant.

	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
Interest-bearing borrowings	(7)	(18)
Lease liability	(135)	(112)
Cash and cash equivalents	6,544	4,711

**24. Financial risk management (continued)**

**(b) Credit risk**

Credit risk arises from cash and cash equivalents, contract assets, contractual cash flows of debt investments carried at amortised cost, at fair value through profit or loss (FVPL) and at fair value through other comprehensive income (FVOCI), as well as outstanding receivables.

The University has three types of financial assets that are subject to the expected credit loss model:

- trade receivables;
- other receivables; and
- loans.

While cash and cash equivalents, contract assets, investments at fair value through profit or loss (FVPL) and at fair value through other comprehensive income (FVOCI) are also subject to the impairment requirements of IFRS 9, the identified impairment loss was immaterial.

**Trade receivables**

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

The University applies the IFRS 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade receivables.

In order 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 2022 and the corresponding historical credit losses experienced within this period. The historical loss rates are adjusted to reflect current and forward-looking information.

24. Financial risk management (continued)

(b) Credit risk (continued)

Trade receivables (continued)

On this basis, the loss allowance as at 31 December 2022 and 31 December 2021 was determined as follows:

<b>31 December 2022</b>	<b>Total:</b>
Expected Credit Loss rate	87%
Gross carrying amount – Trade receivables	R210,195
Loss Allowance	R181,923

Risk categories	Amounts outstanding at year end 2022 R'000	Loss rate applied	Expected credit loss R'000
SA Graduating (non NSFAS)	15,191	85%	13,033
SA Returning (non NSFAS)	45,681	75%	34,423
SA non-registered (non NSFAS)	98,695	100%	98,695
International Graduating	2,273	75%	1,704
International Returning	9,436	70%	6,605
International non-registered	13,461	100%	13,461
SA Graduating (NSFAS)	4,924	55%	2,708
SA Returning (NSFAS)	20,534	55%	11,294
<b>IFRS 9 lifetime ECL: Year end</b>	<b>210,195</b>	<b>87%</b>	<b>181,923</b>

<b>31 December 2021</b>	<b>Total:</b>
Expected Credit Loss rate	86%
Gross carrying amount – Trade receivables	R157,008
Loss allowance	

Ageing buckets	Amounts outstanding at year end 2021 R'000	Loss rate applied	Expected credit loss R'000
SA Graduating (non NSFAS)	15,049	90%	13,544
SA Returning (non NSFAS)	36,189	80%	28,951
SA non-registered (non NSFAS)	76,585	100%	76,691
International Graduating	1,894	75%	1,421
International Returning	8,854	75%	6,640
International non-registered	11,689	100%	11,689
SA Graduating (NSFAS)	6,968	55%	3,828
SA Returning (NSFAS)	25,897	55%	14,244
<b>IFRS 9 lifetime ECL: Year end</b>	<b>183,125</b>	<b>86%</b>	<b>157,008</b>

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## 24. Financial risk management (continued)

### (b) Credit risk (continued)

#### Trade receivables (continued)

The closing loss allowances for trade receivables as at 31 December 2022 reconciles to the opening loss allowances as follows:

	2022 R'000	2021 R'000
<b>Opening balance at 1 January</b>	157,008	149,649
Increase in loss allowance recognised in profit or loss during the year	24,915	7,359
Receivables written off during the year	-	-
<b>Balance at 31 December</b>	<u>181,923</u>	<u>157,008</u>

#### 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 2022 reconciles to the opening loss allowance as follows:

#### Other Receivables

	2022 R'000	2021 R'000
Opening balance at 1 January	2,373	1,870
(Decrease)/Increase in loan loss allowance recognised in profit or loss during the year	(123)	503
<b>Balance at 31 December</b>	<u>2,250</u>	<u>2,373</u>

#### 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 2022 and the corresponding historical credit losses experienced within this period. The historical loss rates are adjusted to reflect current and forward-looking information.

**24. Financial risk management (continued)**

**(b) Credit risk (continued)**

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 2022 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 2022 reconciles to the closing loss allowance as at 31 December 2021 as follows:

	<b>NSFAS Student Loans</b>	
	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
Opening balance at 1 January	100,390	110,335
Provision reversed	-	(9,945)
Balance at 31 December	100,390	100,390
	<b>Other Loans</b>	
	<b>2022</b>	<b>2021</b>
	<b>R'000</b>	<b>R'000</b>
<b>Opening balance at 1 January</b>	25,382	26,838
Increase/(Decrease) in loan loss allowance recognised in profit or loss during the year	3,304	(1,456)
<b>Closing balance at 31 December</b>	28,686	25,382

**(c) 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 unrestricted cash and cash equivalents of R550,8 million.



**24. Financial risk management (continued)**

**(c) Liquidity risk (continued)**

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.

	<b>Within 1 year R'000</b>	<b>Between 1 and 5 years R'000</b>	<b>Later than 5 years R'000</b>
<b>At 31 December 2022</b>			
Interest-bearing borrowings	576	288	-
Trade and other payables	73,223	-	-
Lease Liabilities	2,365	9,040	9,866
<b>At 31 December 2021</b>			
Interest-bearing borrowings	576	864	-
Trade and other payables	70,830	-	-
Lease liabilities	750	4,727	8,713

**(d) Capital risk management**

The University's objectives when managing capital (which includes capital, borrowings, working capital and cash and cash equivalents) 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.

**25. Going Concern**

Management believe that the University has adequate financial resources to continue in operation for the foreseeable future and accordingly the consolidated annual financial statements have been prepared on a going concern basis. Management have satisfied themselves that the University is in a sound financial position and that it has access to sufficient cash and liquid reserves, including borrowing facilities to meet its foreseeable cash requirements. Management are not aware of any new material changes that may adversely impact the University. Management are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the financial position of the University.

The consolidated annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and realisation of assets and the settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The University has sufficient cash resources to continue and sustain operations. The University continues to adopt the going concern basis in preparing its consolidated annual financial statements.

**26. Events after reporting period**

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 Funds 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 IAS 19R Employee Benefits. In terms of IAS 19R 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 University 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.

On 16 March 2023, the FSCA approved the Section 14(1): Scheme for the transfer of business from the Rhodes University Pension Fund (defined benefit) to the Rhodes University Provident Fund (defined contribution). Existing active members have been afforded the voluntary option to transfer their actuarial reserve values to the employer's defined contribution fund. 251 members have opted to move to the Provident Fund and 128 have remained in the Pension Fund.

### 1. 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.

#### 1.1 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.

##### (i) New and amended standards adopted by the University

There were no new standards which had an impact on the amounts recognised in the current year.

##### (ii) New standards and interpretations not yet adopted

Certain new accounting standards and interpretations have been published that are not mandatory for 31 December 2022 reporting periods and have not been early adopted by the University. The University's assessment of the impact of these new standards and interpretations is that these standards are not expected to have a material impact in the current or future reporting periods and on foreseeable future transactions.

- Amendments to IFRS 17 and IFRS 4 'Insurance contracts' (effective 1 Jan 2023)
- IFRS 17, Insurance contracts Amendments (effective 1 Jan 2023)

## SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2022

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### 1. Accounting policies (continued)

#### 1.2 Rounding of amounts

All amounts disclosed in the financial statements and notes have been rounded off to the nearest thousand currency units unless otherwise stated.

#### 1.3 Presentation and Functional currency

Items included in the financial statements are measured using the currency of the primary economic environment in which the University operates ('the functional currency'). The consolidated financial statements are presented in South African Rand currency (ZAR), which is the functional and presentation currency.

#### 1.4 Critical estimates and judgements

The areas involving significant estimates or judgements are:

- estimated fair value of certain financial assets – notes 2 and note 24
- estimation uncertainties and judgements made in relation to lease accounting – note 10 and accounting policy 1.13
- estimation of pension benefits – note 21
- estimation of post-employment medical benefits – note 21
- impairment of financial assets – note 24 and accounting policy 1.15
- estimation of useful lives of property, plant and equipment – accounting policy 1.11

Estimates and judgements are continually evaluated. They are based on historical experience and other factors, including expectations of future events that may have a financial impact on the University and that are believed to be reasonable under the circumstances.

#### 1.5 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).

### 1. Accounting policies (continued)

#### 1.6 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

#### **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 duration 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.

### 1. Accounting policies (continued)

#### 1.6 Income recognition (continued)

##### 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.

##### 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.

#### 1.7 Research costs

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

#### 1.8 Reserve funds

##### 1.8.1 Council unrestricted funds

The unrestricted funds reflect the University's operating 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.

##### 1.8.2 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.

## SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - 31 DECEMBER 2022

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### 1. Accounting policies (continued)

#### 1.8 Reserve funds (continued)

##### 1.8.3. *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.

#### 1.9 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.

#### 1.10 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.

#### 1.11 Property, plant and equipment

##### (a) Owned assets

All other property, plant and equipment is stated at historical cost less depreciation. 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 1.6.

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.

### 1. Accounting policies (continued)

#### 1.11 Property, plant and equipment (continued)

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.

#### (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.

#### 1.12 Impairment of non-financial assets

Non-financial 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, non-financial assets are grouped at the lowest level for which there are separately identifiable cash flows.

#### 1.13 Leases

Leases are recognised as a right-of-use assets and a corresponding liability is raised 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.



### 1. Accounting policies (continued)

#### 1.13 Leases (continued)

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.

#### 1.14 Inventories

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

#### 1.15 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 statement of financial position 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 amount outstanding, and the University's business model is to collect the contractual cash flows on these loans.

### 1. Accounting policies (continued)

#### 1.15 Financial instruments - IFRS 9 (continued)

##### 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 initially recognised on the loan, 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.

##### Trade and other receivables

##### Classification

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 amount outstanding, and the University's business model is to collect the contractual cash flows on trade and other receivables.

##### 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 initially recognised on the receivable, 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).

### 1. Accounting policies (continued)

#### 1.15 Financial instruments - IFRS 9 (continued)

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 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) over 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 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 amortised cost.

#### 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.

### 1. Accounting policies (continued)

#### 1.15 Financial instruments - IFRS 9 (continued)

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 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.

#### 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. The measurement categories into which the University may classify its debt instruments are:

- 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.

### 1. Accounting policies (continued)

#### 1.15 Financial instruments - IFRS 9 (continued)

- FVPL: Assets that do not meet the criteria for amortised cost or FVOCI are measured at FVPL. 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.

#### 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.

### 1. Accounting policies (continued)

#### 1.15 Financial instruments - IFRS 9 (continued)

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.

#### 1.16 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 management's best estimate of the expenditure required to settle the present obligation at the end of the reporting period.

#### 1.17 Employee benefits

##### 1.17.1 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.

##### 1.17.2 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. The liability or asset recognised in the balance sheet in respect of defined benefit pension plans is the present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets. Valuations of these obligations are carried out annually by independent actuaries using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms approximating to the terms of the related obligation.

The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost is included in employee benefit expense in the statement of profit or loss.

Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur, directly in other comprehensive income. Changes in the present value of the defined benefit obligation resulting from plan amendments or curtailments are recognised immediately in profit or loss as past service.

The University also operates two defined contribution provident plans. The contributions are recognised as employee benefit expense when they are due.

APPENDIX I: ENROLMENT AND ACADEMIC KPIs DASHBOARD FOR 2022



Goal / Objective / KPA / KPI	2019 Actual	2020 Actual	2021 Actual	2022 Target	2022 Actual	Progress (%)
A. ACCESS						(n=9) 95%
Headcount totals	8 246	8 594	8 472	8 778	8 349	95%
First-time entering undergraduates	1 485	1 608	1 290	1 434	1 549	108%
Headcount enrolments (Foundation Provisioning)	148	148	141	179	159	89%
Headcount enrolments total UG	5 792	6 339	6 406	6 446	6 417	100%
Headcount enrolments total PG	2 454	2 255	2 066	2 392	1 932	81%
Science, engineering, technology	2 510	2 596	2 515	2 575	2 463	96%
Business/management	1 365	1 302	1 280	1 300	1 212	93%
Education	1 141	1 217	1 114	1 240	1 213	98%
Other humanities	3 230	3 479	3 563	3 663	3 461	94%
Distance education enrolments	0	0	26		79	%

Progress (%) : Under target (< 98%) Achieved target (98% ≤ x ≤ 100%) Above target (>100%)











Goal / Objective / KPA / KPI	2019 Actual	2020 Actual	2021 Actual	2022 Target	2022 Actual	Progress (%)
B. SUCCESS						(n=7) 85%
Graduates UG	1 216	1 316	1 226	1 254	1 305	104%
Graduates PG	1 158	963	1 011	1 058	670	63%
Success rate	85%	80%	81%	81%	79%	98%
Engineering graduates						
Life and physical sciences graduates	112	116	144	145	104	72%
Animal and human health graduates	138	159	183	184	166	90%
Teacher education graduates	261	446	303	302	223	74%
Success rate in scarce skills	90%	92%	87%	89%	85%	96%

Progress (%) : Moderate to Good Progress (> 50% - 97%) 1 Target Achieved (98% ≤ x ≤ 100%) 2 Above Target (>100%) 3

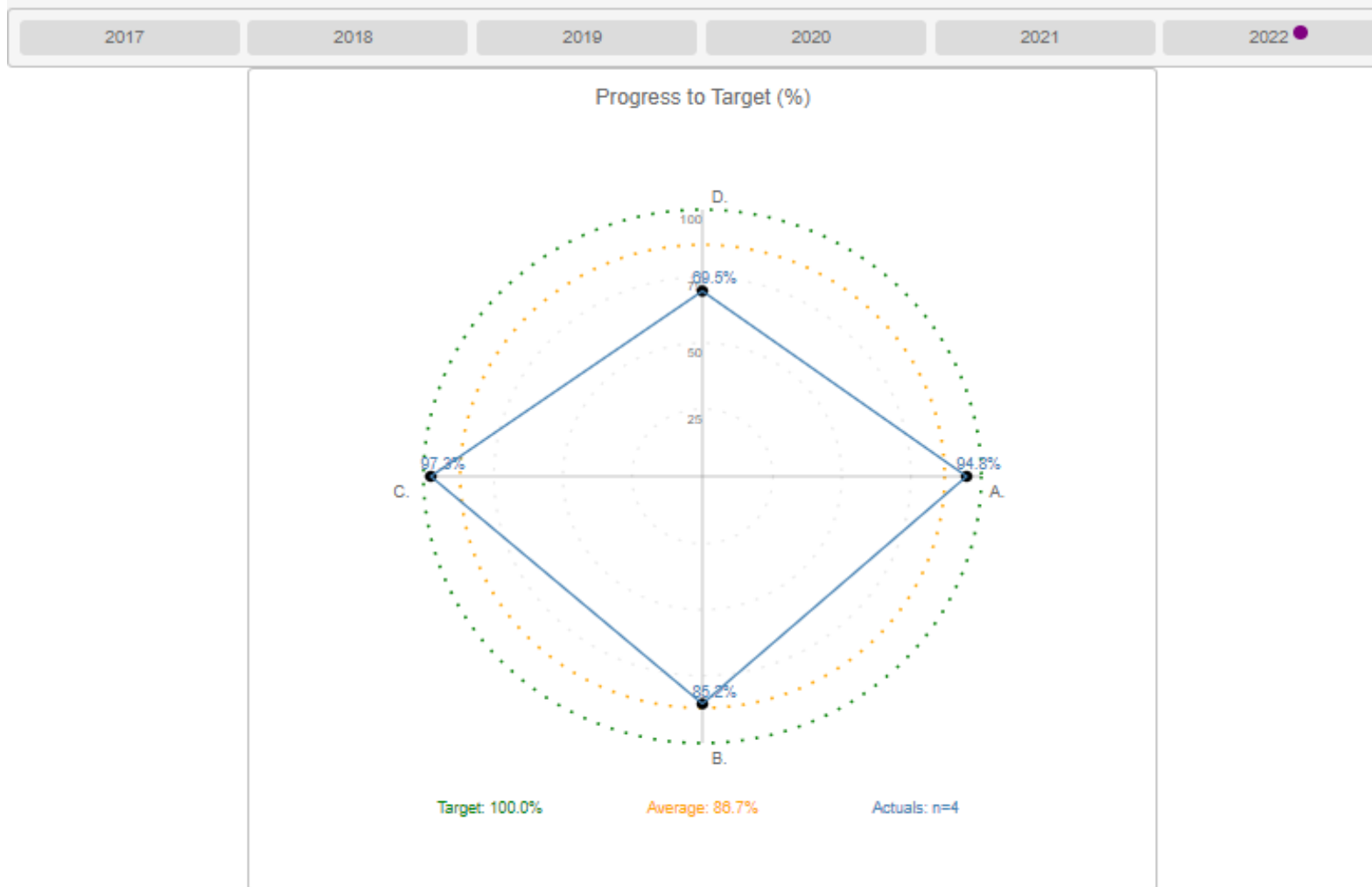
Goal / Objective / KPA / KPI	2019 Actual	2020 Actual	2021 Actual	2022 Target	2022 Actual	Progress (%)
C. EFFICIENCY						(n=4) 97%
Headcount of permanent I/R staff	357	358	356	359	368	103%
% Staff with doctoral degrees	59%	60%	63%	64%	62%	97%
Number of nGap staff	15	20	24	26	23	88%
Ratio of FTE students to FTE instructional/research staff	14.6	14.8	15.1	15.5	15.3	101%

Progress (%) : Moderate to Good Progress (> 50% - 97%) 1 Target Achieved (98% ≤ x ≤ 100%) 2 Above Target (>100%) 3

Goal / Objective / KPA / KPI	2019 Actual	2020 Actual	2021 Actual	2022 Target	2022 Actual	Progress (%)
D. RESEARCH						(n=4) 69% 
Total research output units	1 191	998	1 011	1 206	893	74% 
Total research output per I/R staff	3.30	2.80	2.80	3.36	2.40	71% 
Research masters graduates	253	156	178	241	123	51% 
Doctoral graduates	122	92	77	86	70	81% 

Progress (%) :    Moderate to Good Progress (> 50% - 97%)     Target Achieved (98% ≤ x ≤ 100%)     Above Target (>100%) 

OVERALL PROGRESS FOR 2022 (85%)



## APPENDIX II: MEMBERS OF COUNCIL IN 2022

<b>Title</b>	<b>Name</b>	<b>Surname</b>	<b>Constituency</b>
Judge	Gerald	Bloem	Chair Appointed by Council
Professor	Sizwe	Mabizela	Vice-Chancellor
Professor	Peter	Clayton	DVC (Research & Innovation)
Professor	'Mabokang	Monnapula-Mapesela	DVC (Academic & Student Affairs)
Dr	Nomathamsanqa	Tisani	Minister Ed rep
Dr	Rasigan	Maharajh	Minister Ed rep
Mr	Mawethu	Rune	Minister Ed rep
Ms	Gugulethu	Ndebele	Minister Ed rep
Mr	Mbuso	Mtshali	Minister Ed rep
Professor	Enocent	Msindo	Senate rep
Professor	David	Sewry	Senate rep
Distinguished Prof	Heila	Lotz-Sisitka	Senate rep
Professor	Patrice	Mwepu	Senate rep
Prof	Dion	Nkomo	Elected by Academic Staff
Ms	Desiree	Bekker	Supp staff rep (6-18)
Mr	Temhani	Ngindana	Supp staff rep (1-5)
Cllr	Mzobanzi	Nkwentsha	Makana Municipality
Cllr	Rumsell	Xonxa	Makana Municipality
Mr	Andile	Sangqu	Board of Gov Rep
Mr	Lwazi	Koyana	Apptd by Council
Ms	Madeleine	Schoeman	Apptd by Council
Dr	Nommso	Stubbs	Apptd by Council
Mr	Sivu	Ntlabezo	Apptd by Council
Mr	Mandisi	Rusa	Apptd by Council
Mr	Ted	Pillay	Apptd by Council
Ms	Roshni	Gajjar	Co-opted Members
Mr	Steve	Tredoux	Co-opted Members
Ms	Andiswa	Zinja	Co-opted member
Mr	Bothhale	Modisaotsile	SRC President
Ms	Vuyelwa	Moyo	SRC Postgraduate Affairs

