

# PUTTING THE SU VALUES IN ACTION

# GAAN OOR TOT AKSIE MET US WAARDES

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# OVERVIEW

- The SU values
- Values integration at SU
- The SU Values in Action workshops
- Code 2040
- The SU Pledge (that is based on Code 2040).



# Engaging with the SU vision and strategy

## Vision & Strategy

Our Vision and Strategy is guided by Vision 2040 and Strategic Framework, which is divided into:

### Vision 2040

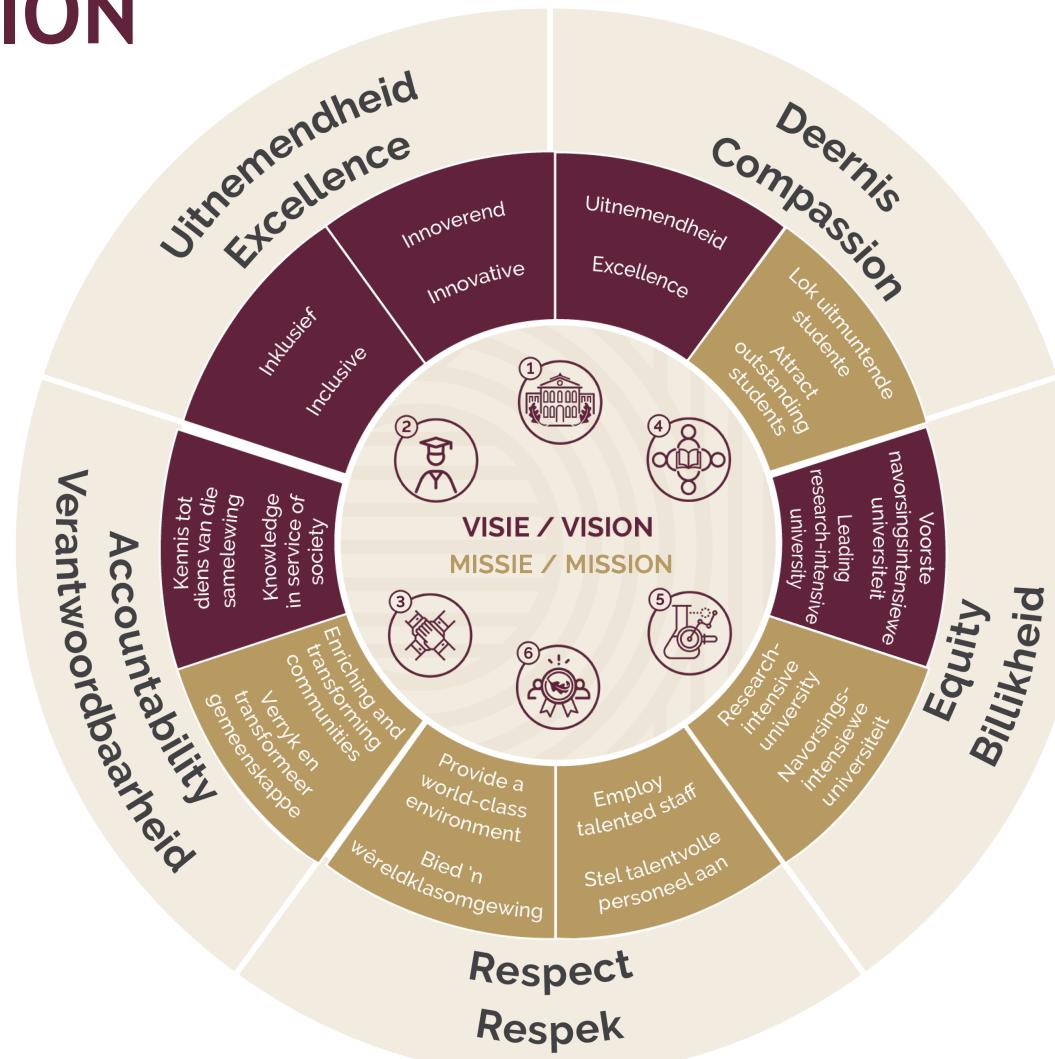
- Vision
- Mission
- Values
- Attributes
- Enablers

### Strategic Framework

- Core strategic themes

SU website: <http://www.sun.ac.za/english/about-us/strategic-documents>

# INTEGRATION



# VISION 2040

## Our vision

Stellenbosch University will be Africa's leading research-intensive university, globally recognised as excellent, inclusive and innovative, where we advance knowledge in service of society.

## Umbono Wethu

IYunivesithi yaseStellenbosch iya kuba yiyanivesithi egxininise kuphando nekhokeleyo eAfrika, neyamkelwa kwihlabathi lonke njenge-gqwesileyo, equkayo neyenza inguqulelo, nalapho sikhabela phambili ulwazi sikhonza uluntu.

## Ons visie

Die Universiteit Stellenbosch sal Afrika se voorste navorsingsintensiewe universiteit wees wat wêreldwyd as uitnemend, inklusief en innoverend erken word en waar ons kennis tot diens van die samelewing bevorder.

## Our mission

Stellenbosch University is a research-intensive university, where we attract outstanding students, employ talented staff and provide a world-class environment; a place connected to the world, while enriching and transforming local, continental and global communities.

## Ubizo lwethu

IYunivesithi yaseStellenbosch yiyanivesithi egxininise kuphando nalapho sitsala abafundi abagqwesileyo, siqesha abasebenzi abanesiphiwo kwaye sibonelela nemeko ekwinqanaba lehlabathi; indawo eqhagamshelene nehlabathi, ngelixa ichumisa kwaye iguqula uluntu lwengingqi, lwelizwekazi nolwehlabathi.

## Ons missie

Die Universiteit Stellenbosch is 'n navorsings-intensiewe universiteit wat uitmuntende studente lok, talentvolle personeel aanstel en 'n wêreldklasomgewing bied; 'n plek wat met die wêreld verbind is en gemeenskappe plaaslik, op die vasteland en in die res van die wêreld verryk en transformeer.



# STRATEGIC FRAMEWORK: core strategic themes



A thriving Stellenbosch University  
IYunivesithi yaseStellenbosch ephumelelayo  
'n Florerende Universiteit Stellenbosch



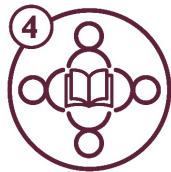
A transformative student experience  
Amava enguqu yomfundi  
'n Transformerende studente-ervaring



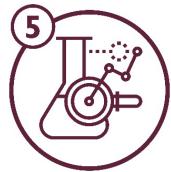
Purposeful partnerships and inclusive networks  
Uthelelwano oluneenjongo nobambiswano oluqukayo  
Doelegerigte vennootskappe en inklusiewe netwerke



# STRATEGIC FRAMEWORK: core strategic themes



Networked and collaborative teaching and learning  
Ubambiswano nentsebenziswano ngokufunda nokufundisa  
Genetwerkte en samewerkende onderrig en leer

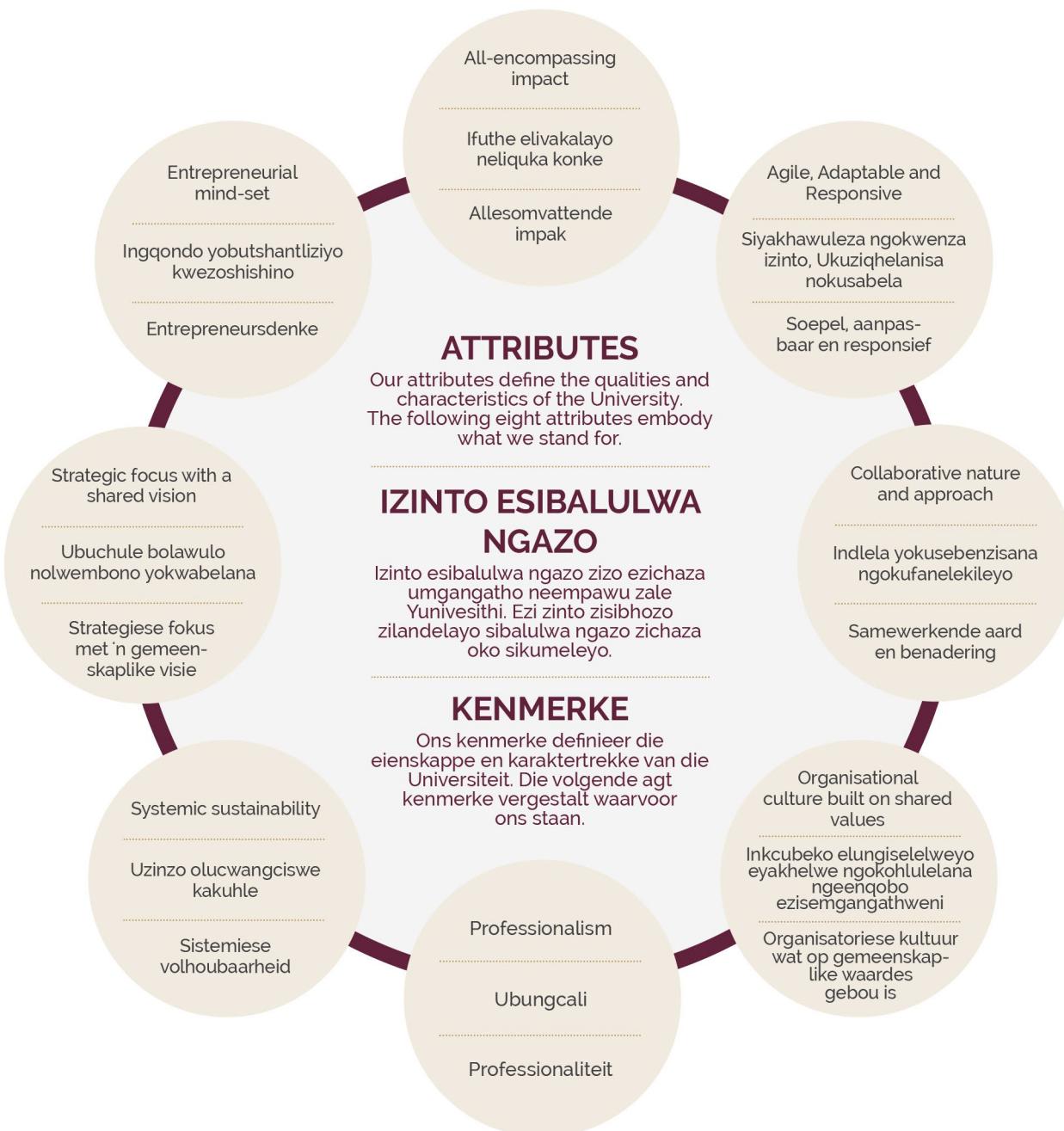


Research for impact  
Uphando olunempembelelo  
Navorsing vir impak



Employer of choice  
Umqeshi okhethekayo  
Voorkeurwerkgewer





## ENABLERS

Enablers are the elements that make everything possible. They describe the capabilities, forces and resources that contribute to Stellenbosch University's success. Achieving our vision and mission and implementing *Strategic Framework 2019-2024* will not be possible without the enablers of:

people (staff and students)

purpose

technology

infrastructure

sound finance

good governance

good communication

## ABANCEDISI

Abancedisi zizixhobo ezenza izinto zenzeke. Zichaza ubuchule, isiphiwo sokwenza izinto, Amandla nezixhobo ezinegalelo kwimpu-melelo yeYunivesithi yaseStellenbosch. Ukuphumeza umbono nento esiyithunyiweyo noku-phunyezwa kweSicwangciso nkqubo solawulo luka 2019-2024 ibingasoze ikwazi ukwenzeka ngaphandle kwaba bancedisi:

abantu (abasebenzi nabafundi)

injongo

itekhnoloji

iziseko zophuhliso

imo yezimali ezizizo

ulawulo olu lulo

nonxibelelwano olu lulo

## INSTAATSTELLERS

Instaatstellers is die elemente wat alles moontlik maak. Dit beskryf die vermoëns, krage en hulpbronne wat tot die Universiteit Stellenbosch se sukses bydra. Die verwesenliking van ons visie en missie en die implementering van die *Strategiese Raamwerk 2019-2024* sal onmoontlik wees sonder die

mense (personeel en studente)

doel

tegnologie

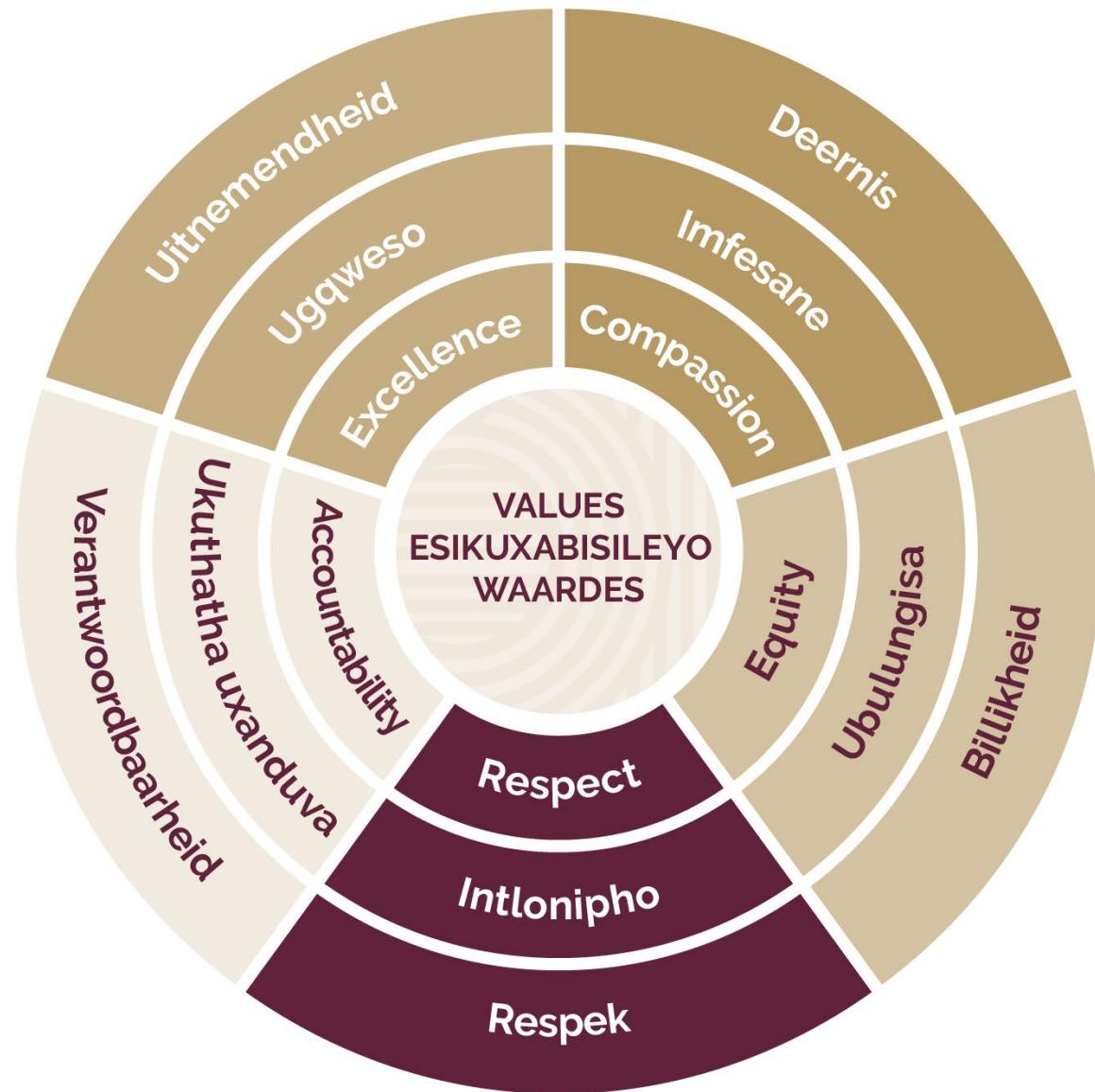
infrastruktuur

gesonde finansies

goeie oorsigbestuur

goeie kommunikasie





# SU values

<http://www.sun.ac.za/english/staffnet/vision-and-strategy/values-in-action>

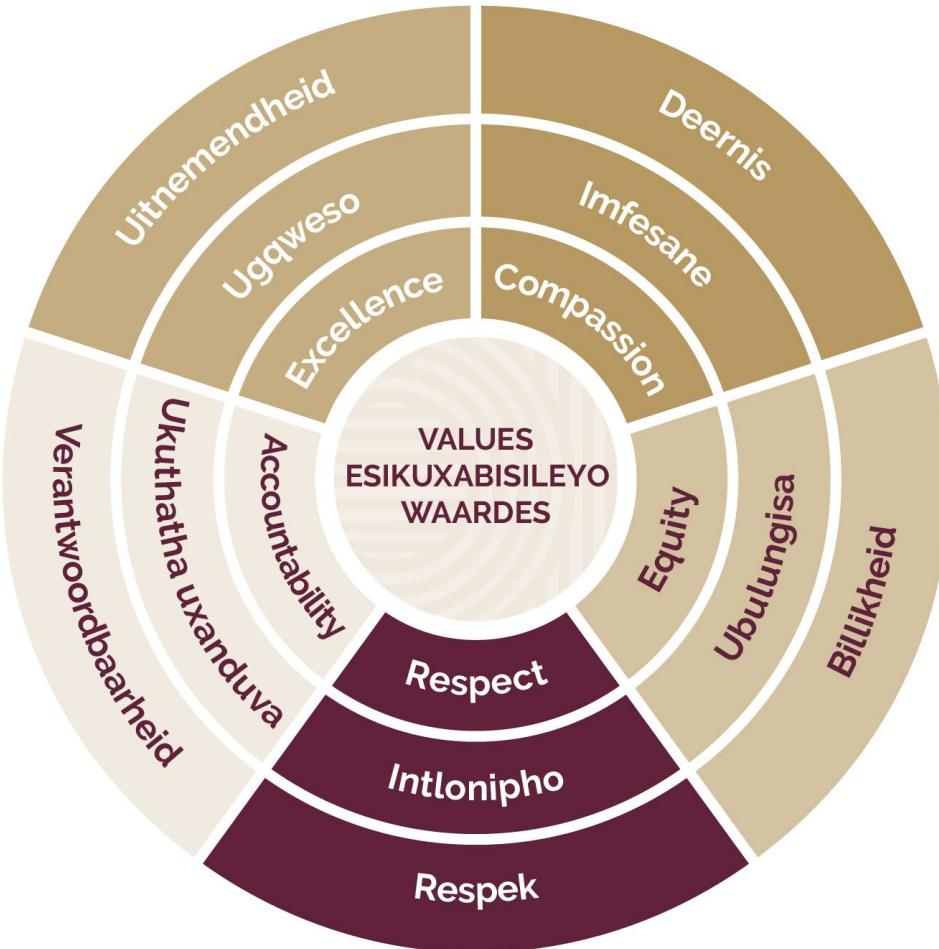
<https://www.sun.ac.za/english/staffnet/Pages/Basic-values-in-action-workshop.aspx>

VALUES	ESIKUXABISILEYO	WAARDES
<p>Our values relate to the beliefs and attitudes that guide our behaviour ('our action guides'). All of the values are equally important, are interconnected and will inform Stellenbosch University's ethics code.</p>	<p>Izinto esizixabisileyo zihambelana neenkolelo nezimo ezilawula ukuziphatha kwethu ('inkqubo yethu yesikhokelo'). Zonke ezo zinto zixabisekileyo kuthi zibaluleke ngendlela elinganayo, ziyathungelana kwaye zalatha indlela yokuziphatha kwiYunivesithi yaseStellenbosch.</p>	<p>Ons waardes hou verband met die oortuigings en houdings wat ons gedrag rig ('ons handelingsriglyne'). Die waardes is almal ewe belangrik, is onderling verbind, en dien as grondslag vir die Universiteit Stellenbosch se etiekkode.</p>
<p><b>Excellence</b></p> <p>Academic freedom to pursue knowledge that adheres to the highest standards of integrity, innovation and relevance</p>	<p><b>Ugqweso</b></p> <p>Inkululeko yezemfundo yokunxanelwa ulwazi olukowona mgangatho uphezulu ngokugqibeleleyo, usungulo lwezinto ezintsha nokubaluleka</p>	<p><b>Uitnemendheid</b></p> <p>Akademiese vryheid om kennis na te jaag wat aan die hoogste standarde van integriteit, vernuwing en relevansie voldoen</p>
<p><b>Compassion</b></p> <p>Recognition of, and care for, the well-being of all our students and staff</p>	<p><b>Imfesane</b></p> <p>Ukuqatshelwa, nokukhathalela impilontle yabo bonke abafundi nabasebenzi bethu</p>	<p><b>Deernis</b></p> <p>Erkenning van en besorgdheid oor die welstand van al ons studente en personeel</p>
<p><b>Equity</b></p> <p>Restitution in response to our past legacy and fairness in our aspirations</p>	<p><b>Ubulungisa</b></p> <p>Imbuyekezo ephendula imbali yethu yexesha elidlulileyo nobulungisa kulangazelelo lwethu</p>	<p><b>Billikheid</b></p> <p>Restitusie in reaksie op ons vorige nalatenskap en regverdigheid in ons strewes</p>
<p><b>Respect</b></p> <p>Civility in our mutual and public discourse, due regard for the freedom, equality and dignity of all, and respect for the environment</p>	<p><b>Intlonipho</b></p> <p>Ukuchubeka kwiingxoxo eziphakathi kwethu naphakathi koluntu; kunikwe inkululeko, ulingano, isidima somntu wonke nokuhlonitshwa kokusingqongileyo inikwa ingqwalaselo efanelekileyo</p>	<p><b>Respek</b></p> <p>Beleefdheid in ons onderlinge en openbare diskloers, behoorlike inagneming van almal se vryheid, gelykheid en waardigheid, en respek vir die omgewing</p>
<p><b>Accountability</b></p> <p>Accepting the highest level of responsibility for our actions</p>	<p><b>Ukuthatha uxanduva</b></p> <p>Ukwamkela uxanduva oluku mgangatho ophezulu ngezenzo zethu</p>	<p><b>Verantwoordelikheid</b></p> <p>Die aanvaarding van die hoogste vlak van verantwoordelikheid vir ons optrede</p>



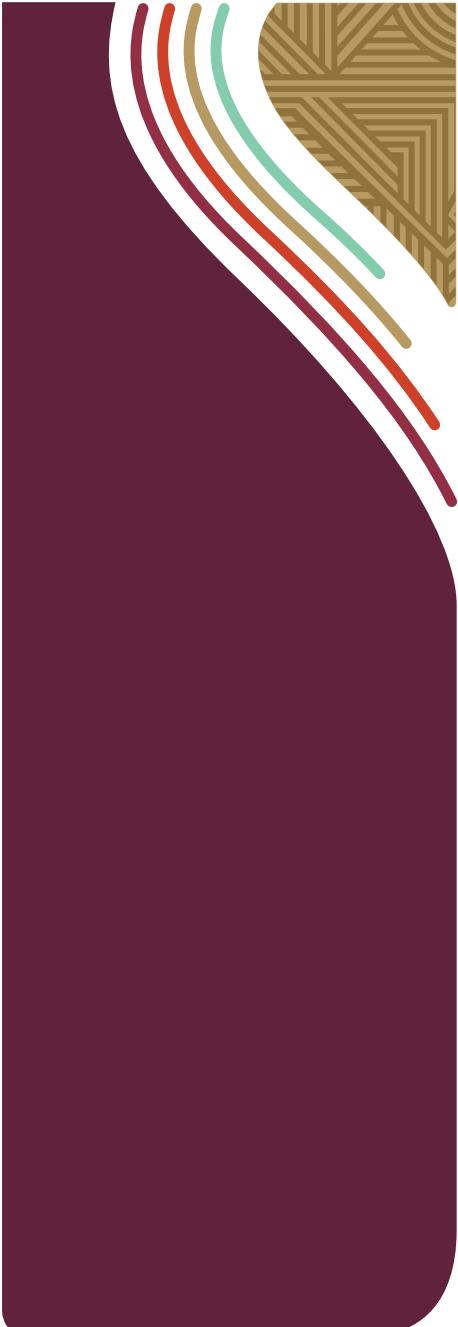
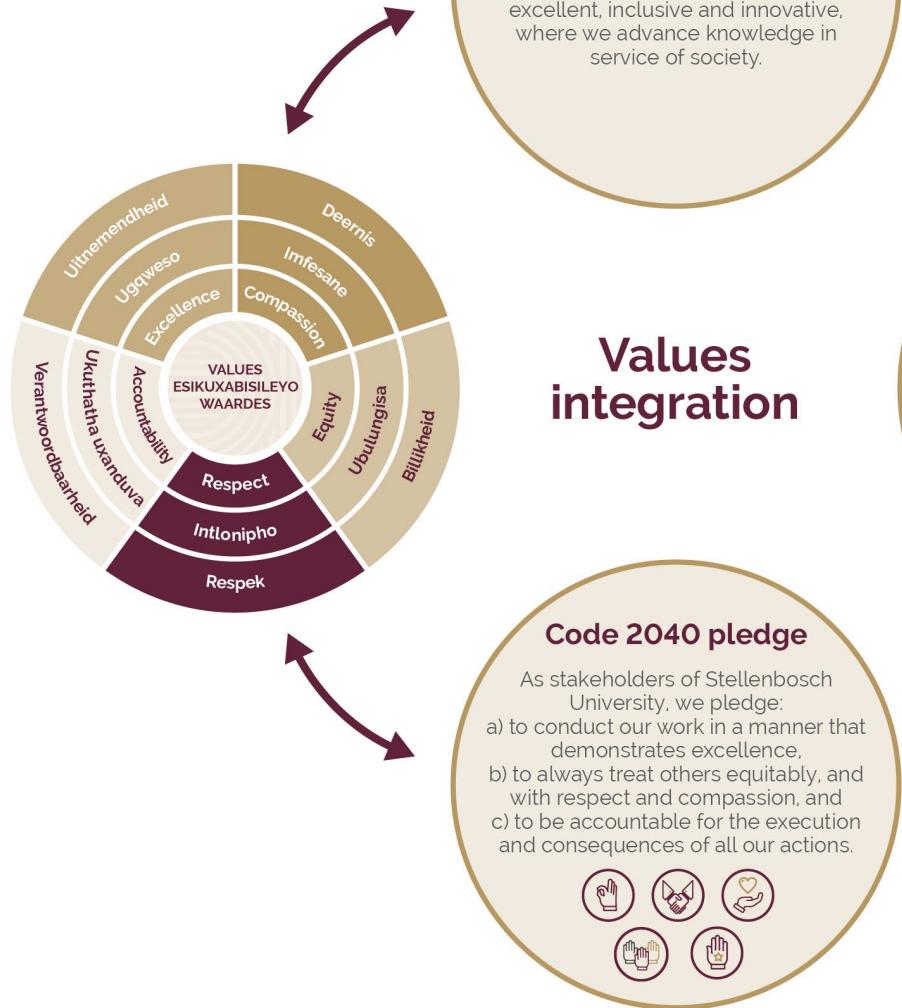
SU  
values

# SU values - general principles



- All values are **equal**: That is why we use a circle to visually represent the values.
- Values are our **action guides**: They guide how we act towards ourselves and others.
- Values come to life in **relationships**.
- Values are nurtured through **conversations**.
- “Living your values” is a **competency** that can be developed.

# CODE 2040



# Engaging with SU values

Stellenbosch University's Code 2040 was created in 2022 and represents the combined input of various role players in the student and staff populations. The aim of the Code is to provide a mechanism to guide and manage organisational integrity and ethical culture at SU, and to promote and maintain ethical behaviour in the conduct of SU's business with its stakeholders.

## Context about Code 2040:

<https://www.sun.ac.za/english/management/SUvisionstrategyreview/Pages/Code-2040.aspx>



## Code 2040: SU's Integrated Ethics Code



# Engaging with SU values

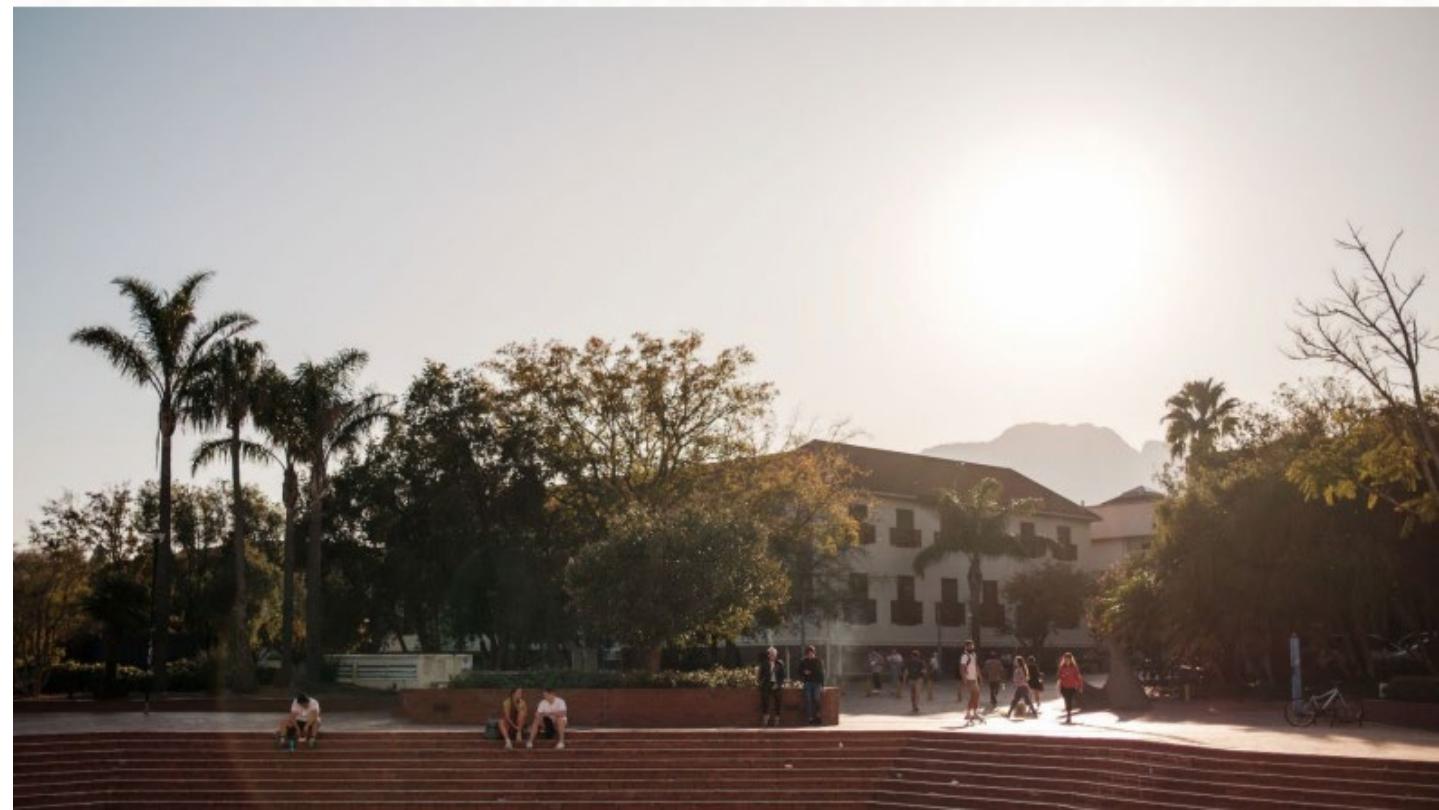
Code 2040 can best be described as an integrated ethics code, which seeks to translate SU's institutional values into a set of high-level regulative guidelines that govern conduct at SU. Code 2040 is thus aspirational and directional. However, its primary focus is on our values – rather than legalistic compliance – as the basis for behaviour that we aspire to.

## Full Code 2040 document:

[http://sunrecords.sun.ac.za/controlled/C4%20Policies%20and%20Regulations/Code\\_2040\\_Ethics.pdf](http://sunrecords.sun.ac.za/controlled/C4%20Policies%20and%20Regulations/Code_2040_Ethics.pdf)



## Code 2040: SU's Integrated Ethics Code



# Code 2040: SU's Integrated Ethics Code

## Purpose

The overall purpose of Code 2040 is to support the ethical realisation of Vision 2040 by promoting professional and responsible behaviour that, *inter alia*, contributes towards:

- a) a systemically sustainable and flourishing institution;
- b) adherence to legislation and regulations (including the Constitution, the Higher Education Act, the SU Statute, ‘Guidelines for good governance practice and governance indicators for councils of South African public higher education institutions’, and King IV);
- c) an ethical organisational culture built on shared values;
- d) consistent stakeholder trust and accountability;
- e) responsiveness to stakeholder expectations; and f) educating well-rounded, responsible, and ethical citizens.

## Full Code 2040 document:

[http://sunrecords.sun.ac.za/controlled/C4%20Policies%20and%20Regulations/Code\\_2040\\_Ethics.pdf](http://sunrecords.sun.ac.za/controlled/C4%20Policies%20and%20Regulations/Code_2040_Ethics.pdf)

# SU's Integrated Values Framework

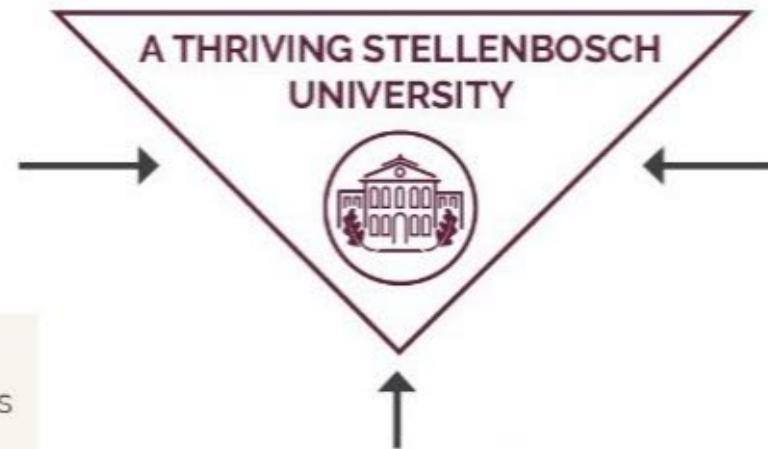
## HOW WE CONDUCT WORK

### Excellence:

Academic freedom to pursue knowledge that adheres to the highest standards of integrity, renewal, and relevance.



- A transformative student experience
- Purposeful partnerships and inclusive networks
- Networked and collaborative teaching and learning
- Research for impact



## HOW WE EXECUTE OUR CONDUCT

### Accountability:

High levels of responsibility for our actions.

## HOW WE CONDUCT OURSELVES TOWARDS ONE ANOTHER

### Respect:

Civility in our mutual and public discourse and due regard for the freedom, equality and dignity of all, and respect for the environment.

### Equity:

Restitution in response to our legacy and fairness in our aspirations.

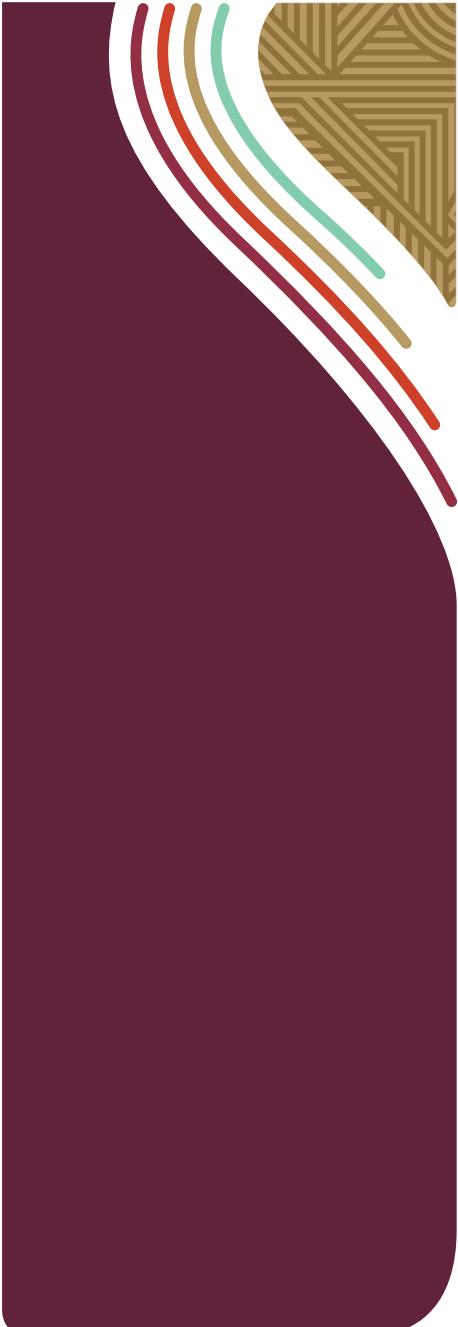
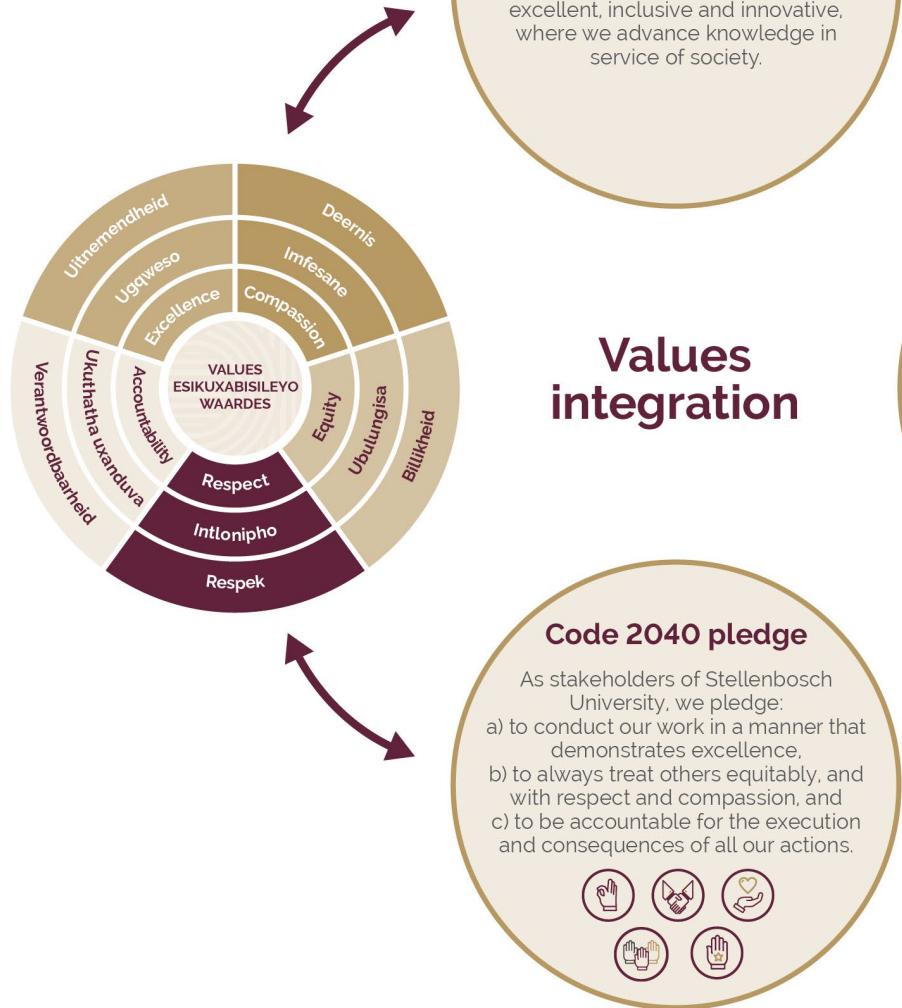
### Compassion:

Recognition of, and care for, the well-being of all our students and staff.



- A transformative student experience
- Employer of choice

# CODE 2040



# SU values - general principles

## Code 2040 pledge

As stakeholders of Stellenbosch University, we pledge:

- a) to conduct our work in a manner that demonstrates **EXCELLENCE**,
- b) to always treat others **EQUITABLY**, and with **RESPECT** and **COMPASSION**, and
- c) to be **ACCOUNTABLE** for the execution and consequences of all our actions.



EXCELLENCE



EQUITY



RESPECT



COMPASSION



ACCOUNTABILITY

- SU wants to **build a culture** based on values-driven leadership, values-based relationships and values-based conversations.
- Note specifically the **pledge in Code 2040** (SU's integrated Code of Ethics and Code of Conduct).
- We want to use values as a way to help us frame our **commitments** towards each other.
- The emphasis is on **focused conversation**.

# Engaging with SU values



**In Team conversations** - ask the following questions:

1. What do values mean to us in practice?
2. What do we gain if we truly act according to our values?
3. What do we lose if we don't?
4. What is the current status of the values among us?
5. What can we do to strengthen this value?

**In conversations between the line manager and an individual** - ask the following questions:

1. Consider the input from the team.
2. What is your experience? How are we doing?
3. What can you do? (What is in your control?)
4. How can I (as line manager) support you and/or the team?

# Code 2040: SU's Integrated Ethics Code

## Practical implementation

To “translate” the Code into action, staff and students were asked for examples of actions that they would associate with the three components in the pledge. Their insights and feedback were structured thematically, with the column to the left representing staff feedback and the one to the right student feedback.

We pledge to conduct our work in a manner that demonstrates excellence

We pledge to always treat our stakeholders equitably, and with respect and compassion

We pledge to be accountable for the execution and consequences of all our actions

Full Code 2040 document:

[http://sunrecords.sun.ac.za/controlled/C4%20Policies%20and%20Regulations/Code\\_2040\\_Ethics.pdf](http://sunrecords.sun.ac.za/controlled/C4%20Policies%20and%20Regulations/Code_2040_Ethics.pdf)



### CODE 2040: STELLENBOSCH UNIVERSITY PLEDGE

As stakeholders of Stellenbosch University we commit ourselves to ethical behaviour; specifically, we pledge:

- a) to conduct our work in a manner that demonstrates excellence,
- b) to always treat our stakeholders equitably, and with respect and compassion, and
- c) to be accountable for the execution and consequences of all our actions.



### KODE 2040: DIE UNIVERSITEIT STELLENBOSCH-VERBINTENIS

As belanghebbendes van die Universiteit Stellenbosch verbind ons onself tot etiese gedrag; en ons verbintenis is in die besonder:

- a) om ons werk te verrig op 'n wyse wat uitnemendheid demonstreer,
- b) om ons belanghebbendes altyd billik en met respek en deernis te behandel, en
- c) om verantwoordbaar te wees vir die uitvoering en gevolge van al ons handelinge.

### UMGAQO 2040: ISIBHAMBATHISO SEYUNIVESITHI YASESTELLENBOSCH

Njengabo bachaphazelekayo kwiYunivesithi yaseStellenbosch siyazinikezela kwisimo esinentsulungeko; ngoko ke, senza isibhambathiso esithi:

- a) umsebenzi wethu siya kuwuqhuba ngendlela ebonakalisa ucikizeko,
- b) amaqela ethu abachaphazelekayo siya kuhlala siwaphatha ngobulungisa, ngembeko nangemfesane, kananjalo
- c) siya kulwamkela uxanduva lwethu lokuphendula ngako konke esikwenzayo nangeziphumo zako.



Thank you  
Enkosi  
Dankie



Photo by Stefan Els