



PUTTING THE SU VALUES IN ACTION

GAAN OOR TOT AKSIE MET US WAARDES

Jacquette Kloppers
Division Institutional Strategy, Research and Analytics
Afdeling Institusionele Strategie, Navorsing en Analitika

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

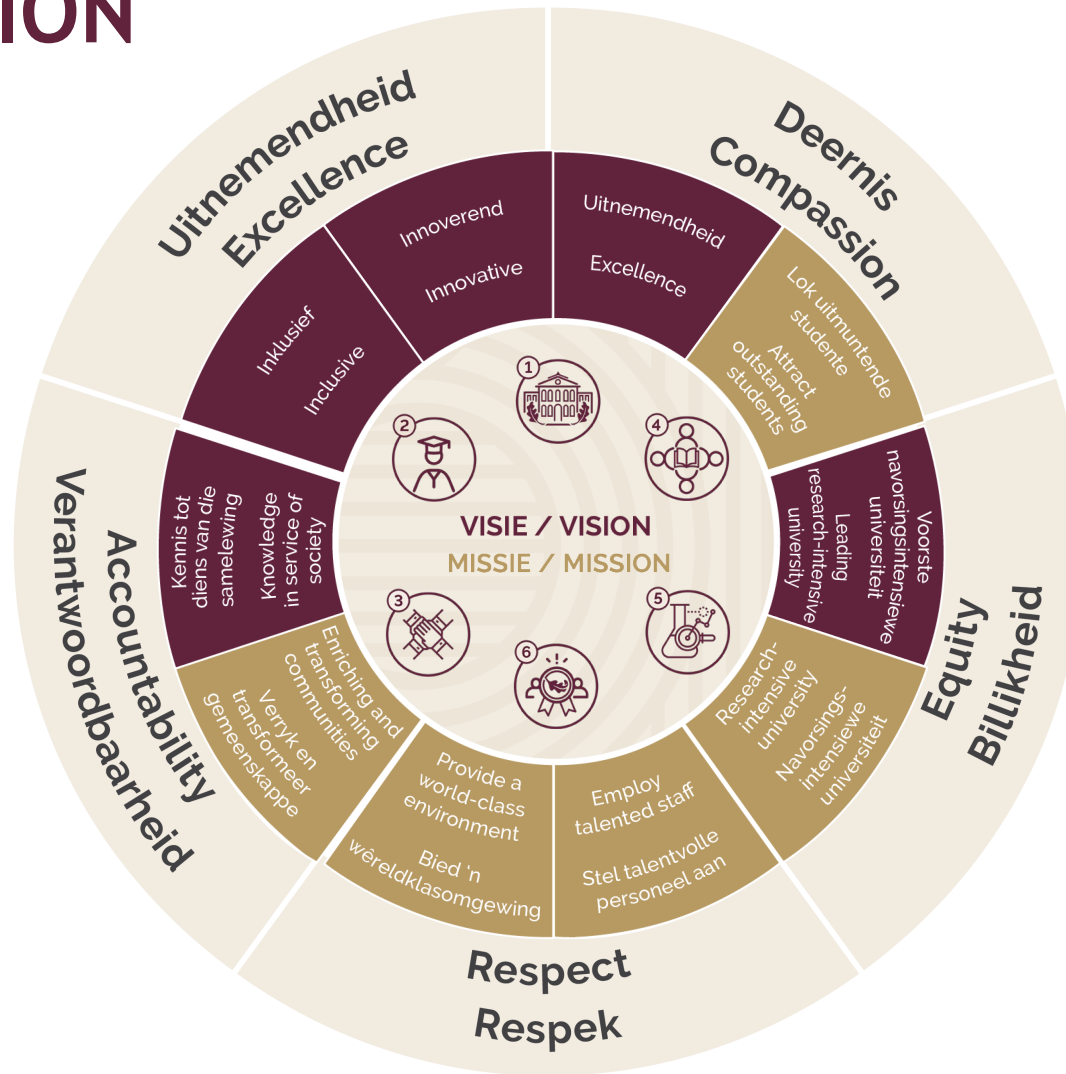
- Vision
- Mission
- Values
- Attributes
- Enablers

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 yiyunivesithi egxininise kuphando nekhokeleyo eAfrika, neyamkelwa kwihlabathi lonke njenge-gqwesileyo, equkayo neyenza inguqulelo, nalapho siqhubela 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 yiyunivesithi 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

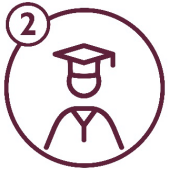
Die Universiteit Stellenbosch is 'n navorsings-intensiewe universiteit wat uitmuntende studente lok, talentvolle personeel aanstel en 'n wêreldklasomgewing bied; 'n plek wat met die wêreld verbind is en gemeenskappe plaaslik, op die vasteland en in die res van die wêreld verryk en transformeer.



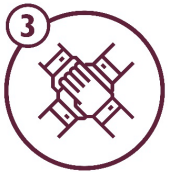
STRATEGIC FRAMEWORK: core strategic themes



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



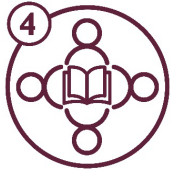
A transformative student experience
Amava enguqu yomfundi
'n Transformerende studente-ervaring



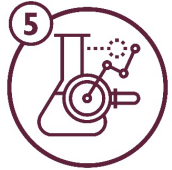
Purposeful partnerships and inclusive networks
Uthelelwano oluneenjongo nobambiswano oluqukayo
Doelgerigte vennootskappe en inklusiewe netwerke



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 kwimpumelelo yeYunivesithi yaseStellenbosch. Ukuphumeza umbononento esiyithunyiweyo nokuphunyezwa kwe*Sicwangciso 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, kragte 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

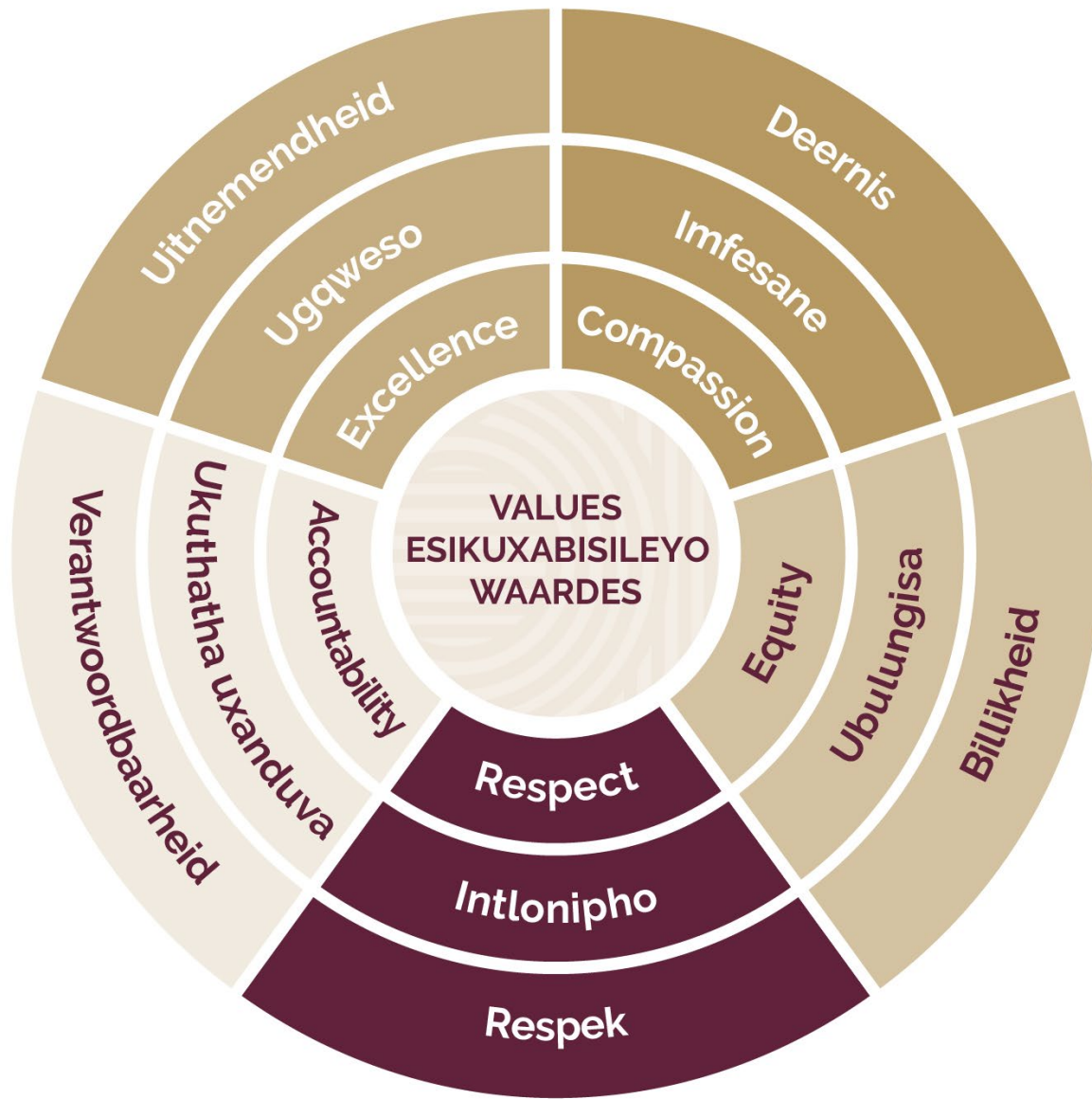
tegnologie

infrastruktuur

gesonde finansies

goeie oorsigbestuur

goeie kommunikasie



<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>

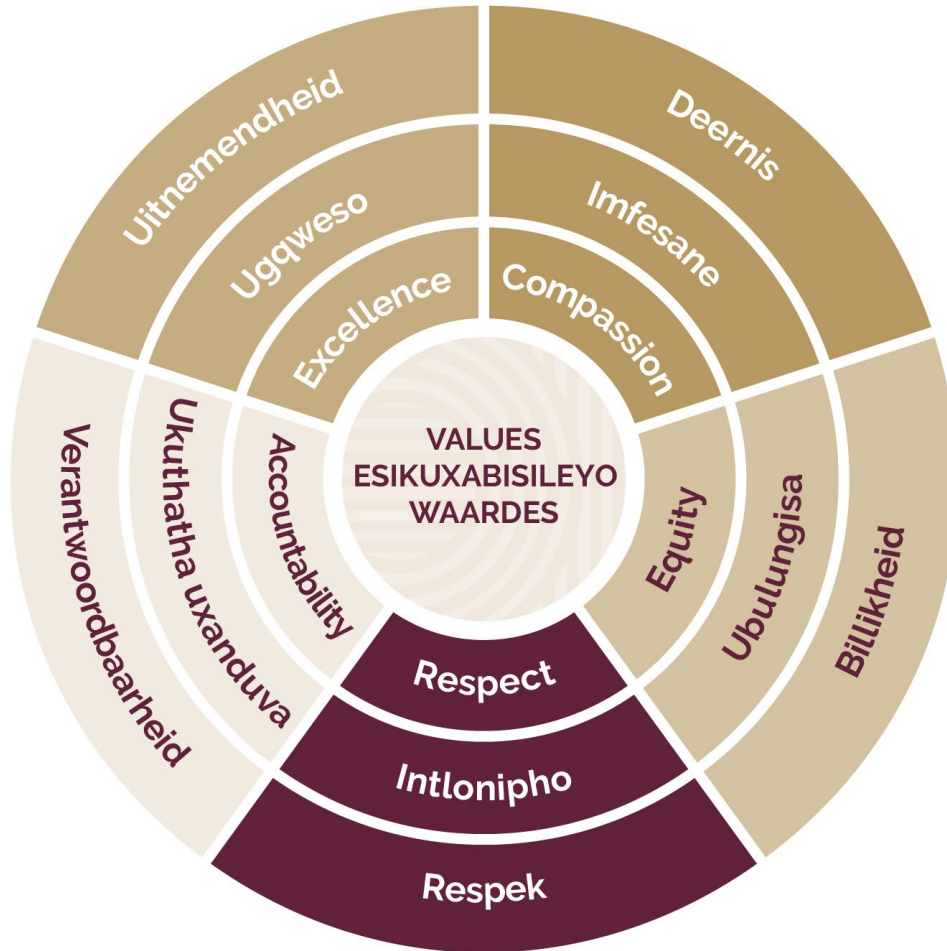
SU
values

VALUES	ESIKUXABISILEYO	WAARDES
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.	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.	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.
Excellence Academic freedom to pursue knowledge that adheres to the highest standards of integrity, innovation and relevance	Ugqweso Inkululeko yezemfundo yokunxanelwa ulwazi olukowona mgangatho uphezulu ngokugqibeleleyo, usungulo lwezinto ezintsha nokubaluleka	Uitnemendheid Akademiese vryheid om kennis na te jaag wat aan die hoogste standarde van integriteit, vernuwing en relevansie voldoen
Compassion Recognition of, and care for, the well-being of all our students and staff	Imfesane Ukuqatshelwa, nokukhathalela impilontle yabo bonke abafundi nabasebenzi bethu	Deernis Erkenning van en besorgdheid oor die welstand van al ons studente en personeel
Equity Restitution in response to our past legacy and fairness in our aspirations	Ubulungisa Imbuyekezo ephendula imbali yethu yexesha elidlulileyo nobulungisa kulangazelelo lwethu	Billikheid Restitusie in reaksie op ons vorige nalatenskap en regverdigheid in ons strewes
Respect Civility in our mutual and public discourse, due regard for the freedom, equality and dignity of all, and respect for the environment	Intlonipho Ukuchubeka kwiingxoxo eziphakathi kwethu naphakathi koluntu; kunikwe inkululeko, ulingano, isidima somntu wonke nokuhlonitshwa kokusingqongileyo inikwa ingqwalaselo efanelekileyo	Respek Beleefdheid in ons onderlinge en openbare diskoers, behoorlike inagneming van almal se vryheid, gelykheid en waardigheid, en respek vir die omgewing
Accountability Accepting the highest level of responsibility for our actions	Ukuthatha uxanduva Ukwamkela uxanduva oluku mgangatho ophezulu ngezenzo zethu	Verantwoordelikheid Die aanvaarding van die hoogste vlak van verantwoordelikheid vir ons optrede



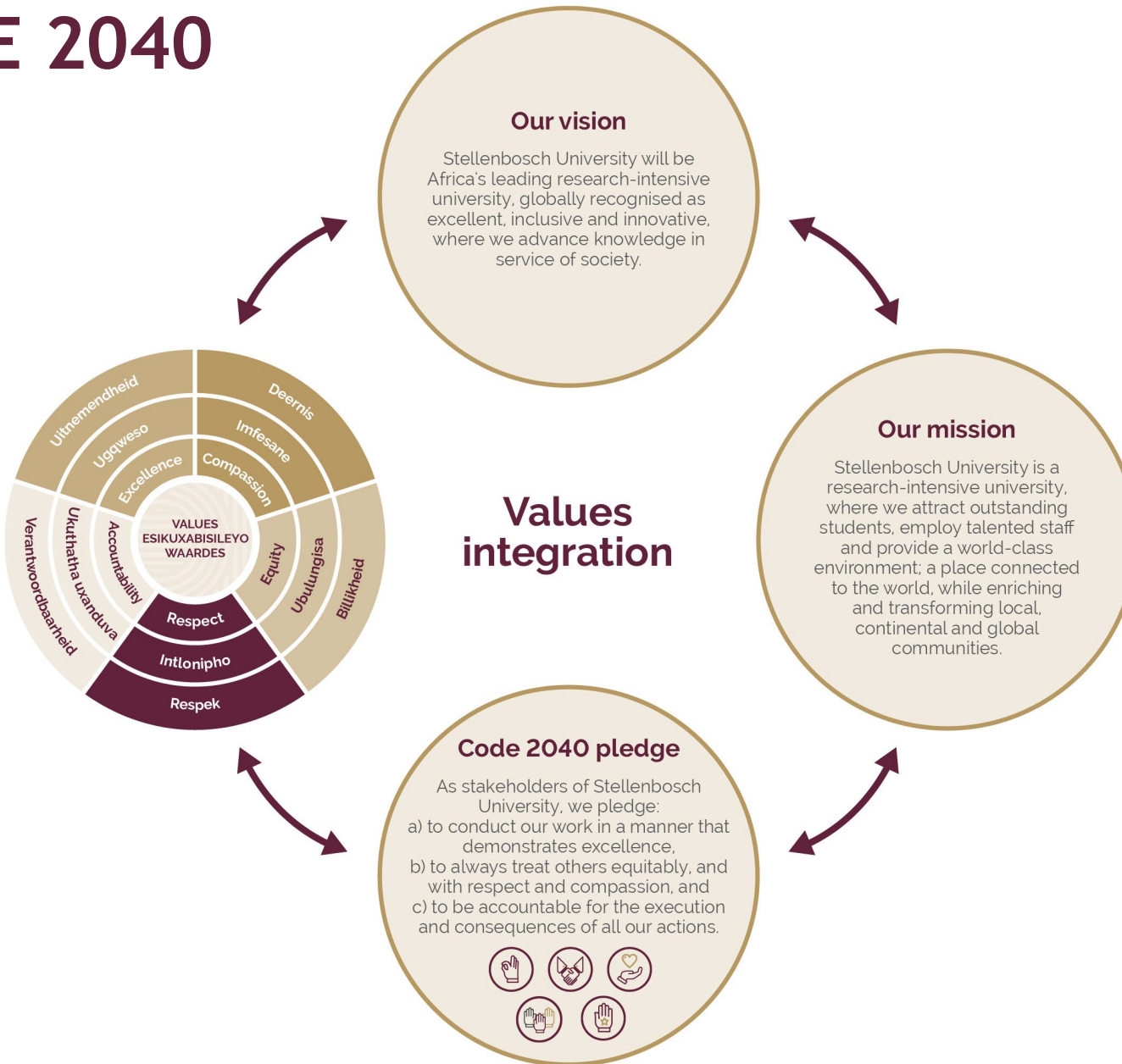
SU
values

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 comes 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



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

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.

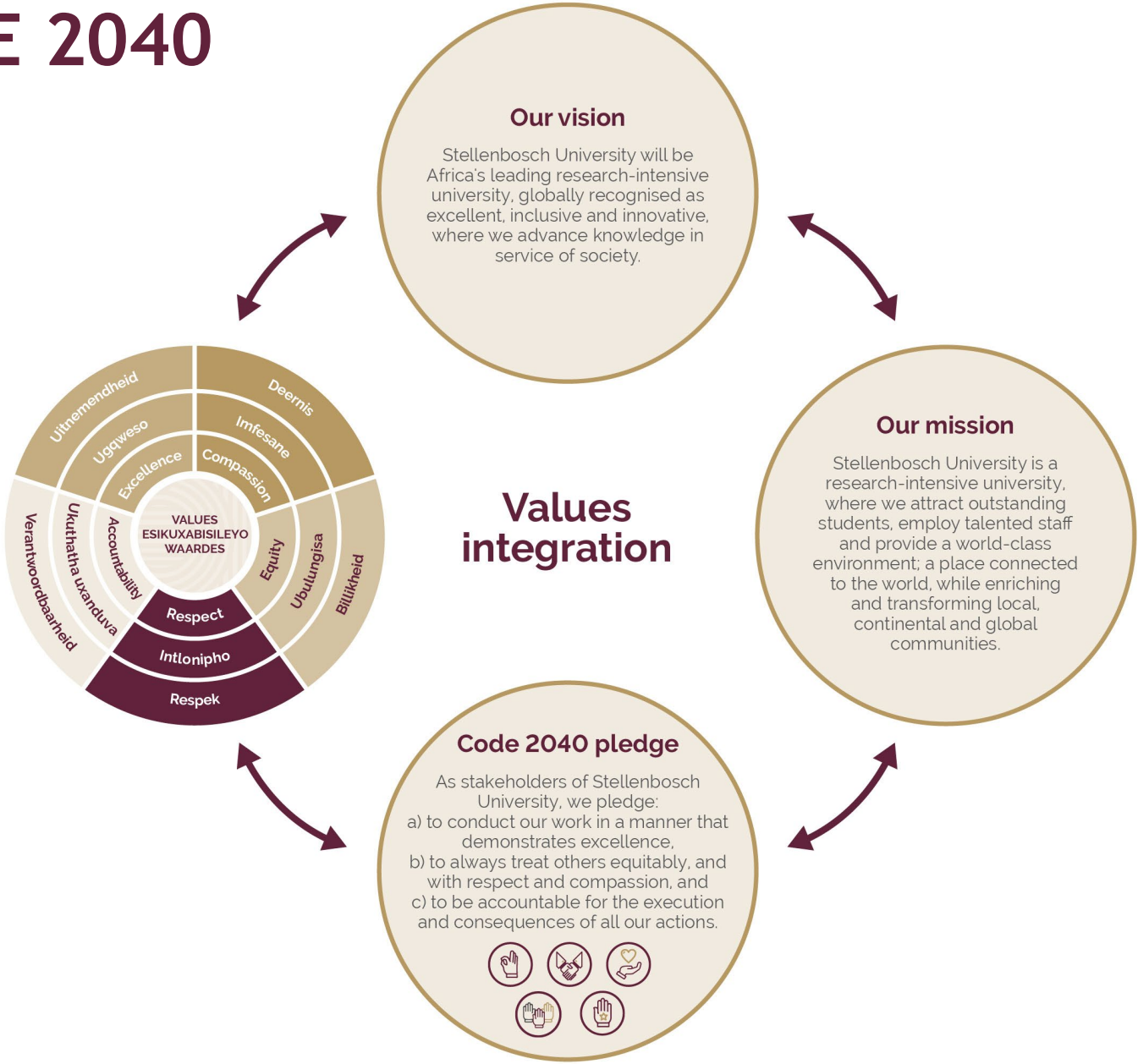
Compassion:

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

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.



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



**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-Verbintenissen**

As belanghebbendes van die Universiteit Stellenbosch verbind ons onself tot etiese gedrag; en ons verbintenissen 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