

ANNUAL REPORT



UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG
for the year ended **31 December 2007**

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2007 ANNUAL REPORT
OF THE
UNIVERSITY OF THE WITWATERSRAND,
JOHANNESBURG

INCORPORATING REPORTS OF SENATE AND COUNCIL

In terms of Section 42 of the Higher Education Act, (No 101 of 1997) as amended, the University of the Witwatersrand, Johannesburg submits to the Minister of Education the following general report of its proceedings and of the management of the University for the year ended 31 December 2007. This Annual Report meets the requirements of Chapter 3 of the Manual for Annual Reporting of Higher Education Institutions.

CHANCELLOR, VICE-CHANCELLOR AND PRINCIPAL (CHAIR OF SENATE), CHAIR OF COUNCIL AS AT 31 DECEMBER 2007

Chancellor

Honourable Justice Dikgang Ernest Moseneke

Vice-Chancellor and Principal

Professor Loyiso Gordon Nongxa

Chairperson of the Council

Honourable Justice Edwin Cameron

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ABOUT THE UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG (WITS)

OVERVIEW

Wits University is an urban university situated in Johannesburg. The University has distinctive capabilities to contribute to the development of South Africa through research and the production of skilled, critical adaptable graduates. With more than 100 000 graduates in its 85-year history, Wits continues to be a premier academic address in Africa.

VISION

By 2015 Wits will have consolidated its status as an intellectual powerhouse in the developing world. To this end, Wits will seek systematically to enhance its status in the world rankings of universities. We aim to be ranked in the top one hundred universities in the world by 2022, our centenary year.

MISSION

The fundamental role of any university is to promote freedom of enquiry and the search for knowledge and truth. Wits has built a reputation by establishing itself at the industrial and commercial heart of South Africa as a centre for education and research of the highest quality. Wits' mission is to build on this foundation in a way that takes account of its responsibilities within South Africa today; and to maintain and enhance its position as a leading university in the Republic, in Africa, and in the world by sustaining globally competitive standards of

excellence in learning, teaching and research.

THE UNIVERSITY'S STRATEGIC OBJECTIVES AS OUTLINED IN THE WITS 2010 STRATEGIC PLAN ARE SUMMARISED AS FOLLOWS:

- To develop our reputation as a research driven university and hence enrich our undergraduate teaching;
- To develop graduates with high level and scarce skills to meet the needs of society in the sciences, engineering and technology;
- To develop strategic partnerships that will make Wits an active, committed, creative, innovative force that advances the public good;
- To become the university of choice for excellent individuals and in so doing attract top academic leaders from all sectors of our society and other countries;
- To achieve a position of financial strength by developing sustainable third stream income supplemented by building our reserves and endowment funds.

WITS AT A GLANCE

- The University is structured into five Faculties which collectively comprise 35 Schools.
- The University library system comprises two main libraries and 14 divisional libraries. Students have access to 740 000 book volumes, 25 000 journal titles and a host of new electronic resources.
- Wits comprises seven major 'clusters' spread over 400 hectares in Braamfontein and Parktown: East & West Campus, Sturrock Park, the Education Campus, the Management Campus, the Health Sciences Campus and the Wits Donald Gordon Medical Centre.
- The University has 20 residences which accommodate 18% of the student population. Seven residences are on the main campus while the rest are off campus.
- Wits has two commercial companies, Wits Enterprise and the Wits Health Consortium, offering a vast array of tailor-made solutions for the public and private sectors.
- Wits is the proud home of three new Centres of Excellence (CoE) - the Department of Science and Technology (DST)/National Research Foundation (NRF) CoE for Biomedical TB Research, the DST/NRF, CoE in Strong Materials and the Department of Trade and Industry National Aerospace Centre of Excellence.
- Wits has over 34 research entities, ten of which are Medical Research Council units. It is also home to 12 NRF Chairs in Geosciences, Electrical and Information Engineering, History and Chemical and Metallurgical Engineering.

ACHIEVEMENTS

- Wits has 15 'A-rated' scientists (based on a stringent evaluation of an individual scientist's research record over five years). These scientists are international leaders in their disciplines.
- The Wits Business School was ranked 45th in the UK-based Financial Times Survey for Executive Education Courses in 2007.
- The Wits MBA programme was voted the best in South Africa for seventh consecutive years in the Financial Times annual survey. It was also rated as the top Business School for four consecutive years (2004 – 2007) in the Sunday Times Top Brands Survey.
- Wits is ranked as one of the top 1% universities in the world in seven defined fields of research according to the 2007 ISI international rankings.

ACCREDITATION

- The 40-year-old Wits Business School is fully accredited by the South African Council for Higher Education and received the prestigious International Accreditation by the Association of MBAs (AMBA) in 2005.

- Wits' undergraduate engineering degrees are recognised by the Engineering Council of South Africa. In terms of the Washington Accord signed in June 2000, of which South Africa is a signatory. Official recognition of degree programmes has been approved by the professional engineering accrediting bodies in the USA, Canada, Australia, New Zealand, the UK, Ireland and Hong Kong.
- Wits' professionally qualifying architecture degrees are accredited by the South African Council of Architects, the Royal Institute of British Architects and the Commonwealth Association of Architects.
- Wits' professionally qualifying degree in quantity surveying is accredited by the South African Council for the Quantity Surveying Profession and the Royal Institution of Chartered Surveyors, UK, while the construction management degree is accredited by the Chartered Institute of Building.
- The Wits Actuarial Science Programme (leading to BSc or BEconSc followed by a BScHons) provides exemption from 12 of the examinations required for qualification as a professional actuary with the Edinburgh Faculty of Actuaries or the London Institute of Actuaries.

SECTION ONE

COUNCIL ADMINISTRATION

1. COUNCIL MEMBERSHIP

The following is a list of members of the University Council for the year 2007.

Position	Incumbent	Other positions/achievements
Chair	The Honourable Justice E Cameron BAHons (Stell) LLB (Unisa) BCL MA (Oxon)	Judge: Supreme Court of Appeal
Secretary to the Council	Dr D Swemmer BAHons MA (Pret) DLitt et Phil (Unisa) TTHD (JCE)	
Members ex officio	The Vice-Chancellor and Principal: Professor L Nongxa	
	The Vice-Principal: Professor Y Ballim	
Appointed by the Vice-Chancellor	A Deputy Vice-Chancellor: Professor B Bozzoli	
Appointed by the Minister of Education	Mr D Cooper	Chair: Standard Bank, Liberty Group and Tiger Foods
	Dr M Sefularo	Member of Parliament and Former MEC for Health
	(Vacancy)	
Elected by the Executive of Convocation	Dr I May KStJ BScHons, MSc PhD MBA (Witwatersrand) CM (SA, UK), Pr Sci Nat (SA), FRSA (London), FIMM, FCIM(UK), FIBSA, FInstD	Director: Radio Today
	Dr K Naik BSc, BEd (Witwatersrand), UED, Med, DEd (Unisa)	Retired member of staff: School of Computational and Applied Mathematics, University of the Witwatersrand
Elected by the Senate	Mr A Blecher, BSc (Witwatersrand), BScHons, MSc (Unisa)	Principal Tutor: School of Mathematics, University of the Witwatersrand
	Professor A Taigbenu, BSc(Hons) Civil Eng (Lagos) MS (Cornell) PhD (Cornell)	Professor: Civil Engineering University of the Witwatersrand
	Professor C Wright, BSc(Hons) (Witwatersrand) MPhil (Lond) PhD (Witwatersrand)	Acting Head: School of Computer Science, University of the Witwatersrand
	Professor H Marques, BSc(Hons) PhD DipEd(PG) (Witwatersrand) MSACChem MRSC CChem	Head: School of Chemistry, University of the Witwatersrand
Elected by the Deans of the Faculties	Professor T Kupe, BA Hons MA (Zimbabwe), PhD (Oslo)	Dean: Faculty of Humanities, University of the Witwatersrand
Elected by the academic staff	Professor H Rees BA MA MB BChir (Cantab) FRCGP MRCOG	Head: Reproductive Health Research Unit, University of the Witwatersrand, Order of the British Empire
Elected by the support services staff	Mrs A Underhay	Administrator: ERP Project, University of the Witwatersrand

Appointed by the Premier of Gauteng	Mr M Mokoena BCom	Director General: Office of the Premier for Gauteng
Appointed by the Greater Johannesburg Metropolitan Council	Councillor P Naidoo	Councillor: Johannesburg Metro Council
Elected by Donors	Mr H Appelbaum BA LLB (Witwatersrand)	CEO: Liberty Foundation
	Dr T Lategan CA (SA)	Chief Executive and Country Manager Representative Officer- India: First Rand Banking Group
Appointed by the Council	Dr B Bruce DEng (Stellenbosch)	CEO: Murray and Roberts
	Mrs E Bradley BSc (OFS) MSc (Lond)	Chairperson: Wesco: Board Member: Standard Bank & Sasol
	The Honourable Justice C Lewis BA LLB LLM (Witwatersrand)	Judge: Supreme Court of Appeal
	The Honourable Justice E Cameron BAHons (Stell) LLB (Unisa) BCL MA (Oxon)	Judge: Supreme Court of Appeal
	Mr S Macozoma BA (Unisa)	Chair: Stanlib A Director: Standard Bank Group and Liberty Life
	Mr S Morris BCom CTA (Witwatersrand) CA(SA)	Former Financial Director: Nedcor Chair: Wits University Donald Gordon Medical Centre
	Ms M Mahlare BScEng (Chem) (Witwatersrand) MBA (Harvard)	Commercial Manager: Appeltiser SA
Elected by the SRC	SRC President: Mr T Masondo	
Elected by the PGA	Student Postgraduate Association: Mr C Nyuykonge	
Appointed by NEDLAC	Mr C Coovadia BCom (University College Natal)	CEO: Banking Association of SA
	Mr L Sotaka	First Deputy President: NEHAWU

2. MEETINGS OF COUNCIL

Four ordinary meetings of the Council were held during the year. No special meetings were held in 2007.

Meeting	Date	Attendance
Ordinary meeting	20 April	65%
Ordinary meeting	22 June	55%
Ordinary meeting	5 October	75%
Ordinary meeting	7 December	65%

SECTION TWO

REPORT OF THE CHAIRPERSON OF THE COUNCIL



The Honourable Justice E Cameron

1. INTRODUCTION

The Council of the University of the Witwatersrand governs the University in terms of the Higher Education Act (Act 101 of 1997, as amended), which constitutes the principal legal framework for the operation of the Council and directs Councils to 'govern all public higher education institutions' subject to the Act, the law, and the institutional statute of the University.

Council governs the University in close consultation with other governing bodies including the Senate and the University Forum who advise the Council on issues affecting the University. The Senate is accountable to the Council for regulating all teaching, learning, research and academic functions of the University as well as other functions delegated to it by the Council. Council also consults with the student body through the Student's Representative Council. All major

decisions regarding the operation of the University (present and future), its academic standing and direction, its financial well-being and its social and political positioning must be considered by Council. In addition, Council is the employer of all personnel of the University and is therefore responsible for all academic, administrative, support staff and consultant appointments. Council also appoints the Vice-Chancellor and other senior management officers and takes responsibility for their performance and conduct.

The Council of the University of the Witwatersrand comprises many distinguished members. These include the Chair of Council, Honourable Justice Edwin Cameron, Deputy Chair, Mr Saki Macozoma and Chair of the Finance Committee, Mr Derek Cooper. Council members of the University of the

Witwatersrand offer their services, which entail significant responsibilities and lengthy meetings, entirely without remuneration.

Council meets at least four times a year, and the executive a further six or more times. In addition, the Finance Committee meets up to six times a year. Members serve on a wide array of other committees and undertake many other duties on behalf of Council. These include assisting with the annual appeal process for students at risk of exclusion on academic grounds and with professorial selection committees. Responsibilities include preparation and attendance at meetings as well as being knowledgeable about the institution and the higher education sector in general.

2. MATTERS OF SIGNIFICANCE CONSIDERED BY COUNCIL DURING 2007

2.1 Election of Chair and Deputy Chair of Council

In 2007 Council re-appointed both the Chair of Council, the Honourable Justice Edwin Cameron and the Deputy Chair of Council, Mr Saki Macozoma for a further two year term. In December 2007 the Honourable Justice Cameron resigned his position as Chair of Council and as a member of Council effective April 2008.

2.2 Appointment of a Vice-Principal

In April 2007 Council approved the appointment of Professor Yunus Ballim as the Vice-Principal until December 2008.

2.3 Appointment of Deputy Vice-Chancellor (Advancement and Partnerships)

In October 2007 Council appointed Professor Robin Moore as Deputy Vice-Chancellor Advancement and Partnerships.

2.4 Appointment of Deputy Vice-Chancellor (Finance and Operations)

In October 2006 Mr Andre De Wet, the Executive Director (Finance) tendered his resignation. Professor Patrick FitzGerald was appointed Acting Deputy Vice-Chancellor (Finance) for a period of six months in the first instance and thereafter for a further period of six months. In December 2007 Council appointed Professor FitzGerald as Deputy Vice-Chancellor (Finance and Operations).

2.5 Position of Deputy Vice-Chancellor/Executive (Director Knowledge and Information Management)

In October 2007 Council approved the creation of the position of Deputy Vice-Chancellor or Executive Director (Knowledge and Information Management).

2.6 Review of Faculty of Humanities

In 2006 Council approved recommendations from a Review Committee for the Faculty of Humanities. Concerns were noted from the Faculty in respect of the School of Social Work. A Review Panel was established to consider the concerns and in October 2007 Council approved recommendations from the Panel which included a recommendation for the continuation of the discipline of Social Work.

2.7 Review of Mathematical Sciences

In April 2007 Council approved a review of the School of Mathematics and the School of Computational and Applied Mathematics as recommended by the Dean of the Science Faculty. The purpose of the review was to create greater synergies between the two schools. The review was delayed during the year because of various school developments and conclusion was anticipated for 2008.

2.8 Major Capital Projects Governance Structure

In October 2007 Council approved a governance structure to manage five major capital projects identified by the Capital Projects Steering Committee chaired by the Deputy Vice-Chancellor Advancement and Partnerships.

2.9 Department of Education Expansion Grant

In 2007 the Department of Education invited institutions to indicate infrastructure developments that were required to improve graduate outputs in a number of high priority areas of study. After some liaison with Wits, the DoE set aside an amount of R200 million over three years in exchange for undertakings to improve graduate throughput and output in Science, Engineering and Technology related fields. In addition to the R200 million, the DoE had indicated that Wits would be granted an additional R5 million in subsidy over three years to compensate the University for a shortfall in the teaching input funding, so as to address weaknesses in achieving output targets.

3. OPERATIONAL INFORMATION

3.1 Changes in the academic structure

Faculties and Schools

The University has not changed its Faculty structure since 2001. However there have been some changes to the Schools since the extensive restructuring of the University which took place in 2001. In time for the 2006 academic year, the School of Process and Materials Engineering was renamed the School of Chemical and Metallurgical Engineering. The Faculties and Schools, as listed in the 2007 General Prospectus of the University, are listed below:

Faculty of Commerce, Law and Management	Faculty of Engineering and the Built Environment
Graduate School of Business Administration (Wits Business School)	School of Architecture and Planning
Graduate School of Public and Development Management	School of Chemical and Metallurgical Engineering
School of Accountancy	School of Civil and Environmental Engineering
School of Economic and Business Sciences	School of Construction Economics and Management
School of Law	School of Electrical and Information Engineering
Faculty of Humanities	School of Mechanical, Industrial and Aeronautical Engineering
School of Education	School of Mining Engineering
Graduate School for the Humanities and Social Sciences	Faculty of Health Sciences
School of Human and Community Development	
School of Literature and Language Studies	
School of Social Sciences	
Wits School of Arts	
Faculty of Science	School of Pathology
School of Animal, Plant and Environmental Sciences	School of Physiology
School of Molecular and Cell Biology	School of Public Health
School of Computational and Applied Mathematics	School of Therapeutic Sciences
School of Mathematics	
School of Computer Science	
School of Statistics and Actuarial Science	
School of Physics	
School of Chemistry	
School of Geography, Archaeology and Environmental Studies	
School of Geosciences	

Research Entities

Various research entities are formally recognised and may be associated with one or more Faculties or Schools. Research groupings may seek formal designation as one of the following:

Research Unit	Research Group
Research Institute	Centre of Excellence
Research Facility	

Centres

A Centre is a structure, which focuses on research, teaching or a community activity; a Centre normally falls within a School, but may fall within a Faculty or draw on staff from different faculties. Some key Centres associated with faculties are listed below; however this is not intended to be a comprehensive list and it excludes School-based Centres. The establishment of a Centre is approved by Council and is regulated by Standing Orders for the Creation of Centres.

Faculty-based Centres include the following:

Faculty of Commerce, Law and Management Wits Plus (Centre for Part-time Studies)	Faculty of Health Sciences - Centre for Health Sciences Education - Centre for Postgraduate Studies and Research Office
Faculty of Science Science Teaching and Learning Centre (replaced the College of Science)	

During 2007 the following centres were created by Council:

Faculty of Humanities

Centre for Indian Studies in Africa

Faculty of Commerce, Law and Management

Centre for Entrepreneurship

Faculty of Engineering and the Built Environment

Centre for Mechanised Mining Systems

Review of the Faculty of Humanities

During 2007 the overall review of the Faculty of Humanities provided strategic thrusts for the future streamlining of its focus in order to attain a balanced, appropriate set of effective and efficacious operations. In particular, plans have been approved in alignment with national priorities, for strengthening the discipline of Social Work following a particular, substantive, in-depth review.

Limitations on access to certain courses

Issues of access remain of key concern to the University. The factors, which affect access to courses and qualifications, are inter-related and include, amongst others, the specific entrance requirements for qualifications i.e. that certain school subjects, achieved at particular levels, are prerequisites (these are listed per qualification in the Rules and Syllabuses Books of the University for the year 2007).

The limitations on student numbers as a consequence of resources such as teaching staff and infrastructure, e.g. the number of bench spaces in science laboratories, restricts the student intake for particular courses. Sources of income to support teaching in particular subjects – whether from government subsidy, student fees, donations or third stream income are generally inadequate.

The consequence of the combination of these and other factors is that the number of enrolments in certain subject areas has to be limited whilst flexibility exists to accommodate more students in other places. Plans are agreed with the Department of Education (DoE) through the process of discussing the Enrolment Planning proposals of the University.

In 2005, the DoE had limited to approximately 54 000 the Teaching Input Units (as defined by the DoE) that it would subsidise. In 2006, the DoE commenced the second phase of Enrolment Planning and began discussions with the University for enrolments planned for the years 2007 to 2010. As an outcome of this process, it was agreed that the University should aim to enrol a maximum of 28 000 students by 2010 (headcount enrolments). The University has been allocated a total of 63 700 weighted teaching input units for 2010.

Significant academic developments

During 2007, several new qualifications were in development. However, as it takes a long time for all approvals to be given, no submissions received all the requisite approvals during 2006 and therefore no new qualifications were listed in the 2007 General Prospectus. Examples of qualifications which are likely to be approved soon include a Master of Science in Epidemiology, a Master of Medicine in the specialty of Medical Genetics, a Bachelor of Health Sciences with Honours and a Bachelor of Clinical Medical Practice.

In addition, the names of three qualifications are to be changed. Master of Family Medicine is to be changed to Master of Medicine in the specialty of Family Medicine; the Diploma in Advanced Occupational Therapy is to be changed to Postgraduate Diploma in Occupational Therapy; and the Diploma in Advanced Physiotherapy is to be changed to Postgraduate Diploma in Physiotherapy.

The year under review saw an introduction of several new fields within existing qualifications and curriculum renewal went ahead as usual.

3.2 Changes in the administrative structure

There have been several changes made to administrative structures during 2007. Major restructuring was initiated in 2007 in the portfolio of the Deputy Vice-Chancellor (Advancement and Partnerships) after the resignation of Professor T Mthembu. With the assistance of the Inyathelo consultancy it was decided, with the endorsement of Council and the Board of Governors of the University Foundation, to re-conceive fund-raising activities and to cluster the following activities within a single portfolio: the Strategic Planning Division (including the Academic Planning Office, the Management Information Unit, and the Institutional Research Unit); Marketing and Communications (comprising the Media and Communications Unit, Public Relations, and the Functions and Events Office); and the Development Office (formerly the Foundation Office). This process began during the year and should all be in place in 2008. Professor R Moore was appointed as the Deputy Vice-Chancellor and charged with the responsibility of bringing the above plan to fruition.

A second major initiative was the restructuring and significant expansion of the Buying Office. It was replaced by the Procurement Unit. Staff were recruited at higher levels and individuals have the responsibility for procurement activities in themed areas of focus. The concept of tendering was recreated and significant savings are envisaged when the plan has been fully realized.

During 2007, the Student Representative Council Administration unit was significantly restructured. It was given a more specific and different focus which is explicit in the name of the entity: the Student Development and Leadership Unit (SDLU). The educative focus of the SDLU reflects the commitment of the Student Affairs Division to the total development of students over and above the core academic programmes for which students are registered.

The Finance Division decentralized its budget into its extant structures and created cost centres for the heads of these entities to manage. Decisions were also taken to move line responsibility for the Hofmeyr House Staff Club and the Postgraduate Club from the Deputy Vice-Chancellor (Finance and Operations) to the Director: Services.

The remaining major restructuring occurred in the Computer and Network Services (CNS) which formalised its structures as cost centres and allocated budgetary responsibility to the heads of each of the entities. The five cost centres that were created are: Strategic and Corporate Services, Client Support, Communication, Systems Support, and Business Systems.

3.3 New senior appointments

The new Chancellor, the Honourable Deputy Chief Justice Dikgang Ernest Moseneke was installed on 28 March 2007, succeeding the Honourable Justice Richard Goldstone.

The following changes occurred in the Senior Executive Team during the 2007 year:

Professor Robin Moore was appointed to the restructured role of Deputy Vice-Chancellor: Advancement and Partnerships with effect from 1 October 2007.

Professor Patrick FitzGerald was appointed as the Deputy Vice-Chancellor for Finance and Operations with effect from 1 January 2008.

3.4 Academic/Research Achievements

3.4.1 Research Awards – External

Professor S Hassim	APSA	Victoria Shuck Award
Professor T Marwala	NSTF	Research Award
Professor MEC Penn	SA Govt	Order of Mapangubwe (silver)
Professor V Mizrahi	SA Govt	Order of Mapangubwe (silver)
Professor V Mizrahi	ICGEB	Scientific Advisor
Professor CI Hofmeyr	NRF	First-time “A” rating
Professor JN Maina	NRF	First-time “A” rating
Professor T Metz	NRF	First-time “A” rating
Professor PL Bonner	DST/NRF	SA Research Initiative Chair
Professor M Coetzee	DST/NRF	SA Research Initiative Chair
Professor R de Mello Koch	DST/NRF	SA Research Initiative Chair
Professor HW Dirr	DST/NRF	SA Research Initiative Chair
Professor R Durrheim	DST/NRF	SA Research Initiative Chair
Professor CS Henshilwood	DST/NRF	SA Research Initiative Chair
Professor D Hildebrandt	DST/NRF	SA Research Initiative Chair
Professor S Madhi	DST/NRF	SA Research Initiative Chair
Professor HM Marques	DST/NRF	SA Research Initiative Chair
Professor T Marwala	DST/NRF	SA Research Initiative Chair
Professor V Pillay	DST/NRF	SA Research Initiative Chair

3.4.2 Research Awards – Internal

Professor J M Pettifor	Vice-Chancellor's Research Award
Dr S Peberdy	Wits University Press Publication Award
Dr B Erasmus	Friedel Sellschop Award
Dr P Kamerman	Friedel Sellschop Award
Dr A E McKechnie	Friedel Sellschop Award
Dr S A Norris	Friedel Sellschop Award
Dr W van Otterlo	Friedel Sellschop Award
Professor V Pillay	Friedel Sellschop Award

3.4.3 Centres of Excellence

Aerospace	Wits/DTI
Biomedical Tuberculosis	Wits/Stellenbosch/DST/NRF
Strong Materials	Wits/DST/NRF

3.4.4 Medical Research Council Units

Bone Research
Cancer Registry
Health Policy
Human Genomic Diversity
Mineral Metabolism
Molecular Hepatology
Molecular Mycobacteriology
Respiratory and Meningeal Pathogens
Rural Health in Transition

3.4.5 Research and Academic Collaborations (in addition to those already on the list)

Pennsylvania State University, USA
Columbia University, USA
University of Michigan, USA
Emory University, USA
University of Colorado, USA
Massachusetts Institute of Technology, USA

University of Loughborough, UK
London School of Hygiene and Tropical Medicine, UK
Hebrew University of Jerusalem, Israel
University of Dortmund, Germany

3.4.6 Selected books authored and edited by staff members

Authored books

Bilchitz D (2007). *Poverty and Fundamental Rights: The Justification and Enforcement of Socio-Economic rights* (1st ed.). Oxford, UK: Oxford University Press.

Cock J (2007). *The War Against Ourselves: Nature, Power and Justice* (1st ed.). Johannesburg, South Africa: Wits University Press.

Coplan D (2007). *In Township Tonight: three Centuries of South African Black City Music and Theatre* (1st ed.). Johannesburg, SA: Jacana. .

Cowling L, Hadland A, Tabi Tabe B (2007). *Advertising in the News: Paid-for Content and the South African Print Media* (1st ed.). Cape Town, South Africa: HSRC Press.

Currie I (2007). *The Promotion of Administrative Justice Act: A Commentary* (2nd ed.). Cape Town: SiberInk.

Harris V (2007). *Archives and Justice: A South African Perspective* (1st ed.). Chicago, USA: Society of American Archivists.

Hoexter C (2007). *Administrative Law in South Africa* (1st ed.). Cape Town, SA: Juta.

Houlston V (2007). *Catholic Resistance in Elizabethan England: Robert Persons's Jesuit Polemic, 1580-1610* (1st ed.). Aldershot UK, Burlington USA, Roma Italy: Ashgate and Institutum Historicum Societatis Iesu.

Nettleton A (2007). *African Dream Machines: Style, Identity and Meaning of African Headrests* (1st ed.). Johannesburg, South Africa: Wits University Press.

Reekie W (2007). *Spiritual Capital, Natural Law and the Secular Marketplace* (1st ed.). UK: CIVITAS.

Susino G (2007). *Analysis of Lithic Artefact Microdebitage for Chronological Determination of Archaeological Sites* (1st ed.). Oxford, England: Archaeopress.

Slye R, van Schaack B (2007). *International Criminal Law and its Enforcement: Cases and Materials* (1st ed.). New York, USA: Foundation Press.

Edited books

Albertyn C, Bonthuys E (2007). *Gender, Law and Justice* Cape Town: Juta & Co.

Anhaeusser C, Johnson M, Thomas R, Johnson M, Thomas R (2006). *The Geology of South Africa* (1st ed.). Johannesburg & Pretoria, South Africa: Geological Society of South Africa & Council for Geoscience.

Bester R (2007). *Figure/Ground: Reflection on the South African Reserve Bank Art Collection* (1st ed.). Pretoria: South African Reserve Bank.

Bonner P, Esterhuysen A, Jenkins T (2007), *A Search for Origins: Science, History and South Africa's 'Cradle of Humankind'* (1st ed.). Johannesburg, South Africa: Wits University Press

Bruce J, Stellenberg E (2007). *Nursing Practice: Medical-Surgical Nursing for Hospital and Community* (1st ed.). Edinburgh, London, UK: Churchill Livingstone, Elsevier.

Buhlungu M, Daniel J, Southall R, Lutchman J, (2007). *State of the Nation: South Africa 2007* (1st ed.). Cape Town, South Africa: HSRC Press.

Delius P (2007). *Mpumalanga: History and Heritage* (1st ed.). Scottsville, South Africa: University of KwaZulu Press.

Duncan N, Bowman B, Naidoo A, Pillay J, Roos V (2007). *Community Psychology: Analysis, Context and Action* (1st ed.). Cape Town: UCT Press.

Fig D (2007). *Staking their Claims: Corporate Social and Environmental Responsibility in South Africa* (1st ed.). Scottsville, South Africa: University of KwaZulu Press.

Gilson L (2007). *Health, Economic Development and Household Poverty: From Understanding to Action* London: Routledge.

Leibhammer N (2007). *Dungamanzhi - Stirring Waters: Tsonga and Shangaan Art from Southern Africa* (1st ed.). Johannesburg: Wits University Press & Johannesburg Art Gallery.

Muponde R, Muchemwa K (2007). *Manning the Nation: Father Figures in Zimbabwean Literature and Society* (1st ed.). Harare Zimbabwe: Weaver Press.

Ogude J (2007). *Urban Legends, Colonial Myths: Popular Culture and Literature in East Africa* (1st ed.). Trenton USA, Asmara Eritrea: Africa World Press, Inc.

Stacey T, Potvin Y, Hadjigeorgiou J (2007). *Challenges in Deep and High Stress Mining* (1st ed.). Nedlands, Australia: Australian Centre for Geomechanics.

Southall R (2007). *Conflict and Governance in South Africa: Moving towards a more just and peaceful society* (1st ed.). Lyttleton, South Africa: Conflict & Governance Facility.

Wood G, Brewster C (2007). *Industrial Relations in Africa* (1st ed.). Basingstoke, UK, & New York: Palgrave MacMillan.

3.4.7 Prestigious student achievements (Presented at Graduation)

(The following is an abridged list of awards, the rest are captured in the 2008 General Prospectus.)

Prestigious student achievements

The Chancellor's Medals and the BL Bernstein Awards

Awarded to the most distinguished graduate of the 2007 academic year in the Natural Sciences – Trevor Alain Lafleur

Awarded to the most distinguished graduate of the 2007 academic year in the Human Sciences – Natalie-Jane Holmes

The South African Association of Women Graduates (SAA WA) Awards

Awarded to the most distinguished women graduate of the 2007 academic year in the Natural Sciences – Kathy Hadje Georgiou

Faculty of Commerce, Law and Management

Law

Society of Advocates

Awarded to the most distinguished graduate in the degree LLB – James Fowke

Commerce

Alexander Aiken Medal

Awarded to the most distinguished Bachelor of Commerce graduate – Kamal Govan

Chartered Accountants Prize

Awarded to the most distinguished graduate for the degree of Bachelor of Accountancy or Bachelor of Commerce with Honours in Accounting, who achieved the highest aggregate mark – Mapoteng Ferdinand Mokete

Wits Plus

Awarded to top BA Wits Plus student – Sarah-Anne Croxford

Awarded to top BCom Wits Plus student – Stuart Raymond Aitchison

Faculty of Humanities

The Feroza Adams Award

Awarded to a postgraduate woman student who has demonstrated high standards of academic achievement and research ability; and a keen interest in community advancement – *Ursula Lau*

Faculty of Science

The Samuel Goodman Memorial Prize

Awarded to the most distinguished Honours graduate in the Faculty of Science –
Trevor Alain Lafleur

The William Cullen Medal

Awarded to the most distinguished graduand in the Faculty of Science. It was endowed in 1929 by William Cullen, Hon LLD (Witwatersrand) –
Kathy Hadje Georgiou

Faculty of Engineering and the Built Environment

SAIMM Gold Medal Awards

Awarded to the best student in the Faculty in any Engineering discipline –
George Ssali

SAIMM Gold Medal Awards

Awarded to the best student in the Faculty in the disciplines of Mining and Metallurgy – *Gert Gabriel Le Roux*

ECSA Merit Medal and Certificate

Awarded in honour of special merit on the part of a BSc(Eng) graduand –
Sarah Jillian Middleton

Faculty of Health Sciences

Raymond and Marjorie Dart Medals

These are awarded to the most distinguished candidate who has consistently performed well throughout the four years of study for each of the following degrees–

- BSc Occupational Therapy – Catherine May Rice
- BSc Physiotherapy – Natalie Osborne
- B Nursing – Tracy Lee Goodwin

UPD Pharmacy Medal

To the best final year student in the B Pharmacy degree –

Ameena Wadee

Gold Medal of the South African Dental Association

Awarded to the Graduand who has the most distinguished academic record –

Karen Klein

Gold Medal of the Dental Graduates Association

Awarded to the Dental Graduand who has the most distinguished academic record

in the final year – *Michael Michael*

Bronze Medal of the Gauteng Branch of the South African Medical Association

Awarded to the most outstanding MBBCh Graduand of the year –

Kaajal Parbhoo

4. ENGAGEMENT WITH SOCIETY

4.1 Introduction: from service to holistic engagement

In line with recent global developments in the theory and practice of community service, Wits has embraced a holistic approach to engagement with society. Community service tends to be interpreted and practised in a narrow and parochial manner, with connotations of a 'self-actualised' and self-sufficient university 'serving', being 'responsive to' and giving something of value to a community, and often doing extractive research that has no tangible benefit to the communities being researched.

Wits views this approach as somewhat exploitative, reactive, uni-directional and unsustainable and we thus want to pursue a mutually beneficial and proactive approach, which seems to be described better by the term "engagement" than the phrase 'community service'.

In some South African minds, the word community in 'community engagement' often connotes the most disadvantaged of communities. However, the 'idea of engagement' as espoused by Bjarnason and Coldstream^[1] is more about engaging with all of society (government, business, civil society and its other organs) than only with the most vulnerable and disadvantaged. The benefit of considering this idea is that being able to handle the intricate exchanges amongst universities, business and government could well result in significant innovations for the most disadvantaged societies, sometimes blurring the public versus the private good.

In a world that has become sophisticated in so much of its systems, the mentality of seeing different categories of engagement as mutually exclusive may not be helpful. Wits understands communities as groupings of people who share similar values and patterns of living.

They manifest themselves as groupings of people within the public sector (such as local, provincial and national tiers of government, agencies, parastatals and councils), within the private sector (such as business and industry) and within the civil sector (such as non-profit organisations, community-based organisations, social movements) and stratifications of society itself.

The historical backlogs that were a result of apartheid have tended to focus interventions in society on groups of people who are economically depressed and under-resourced. Whilst this will continue to be a primary challenge for all institutions, multi-lateral partnerships with the public, private and civil sectors is our

^[1] Bjarnason, S and Coldstream, P. The Idea of Engagement: Universities in Society, Association of Commonwealth

preferred route over bilateral partnerships between Wits and some sub-sectors of society.

This approach allows for better planning and coordination between suppliers of skills and knowledge (such as Wits), demands for skills and knowledge (from the populace, students, and workers) and the users of skills of knowledge (the private and public sectors and NGOs).

Wits 2010 aims to position Wits as a leading centre of intellectual activity in the developing world and in the world at large. Part of this will be achieved by engaging with many sectors of society (domestic and international) and developing strategic partnerships “that will make Wits an active, committed, creative, and innovative force that advances the public good.” This is a hallmark of an engaged university.

The strategic imperatives presented above are congruent with South African government policy on the transformation of higher education, which reflects the dual challenge of our nation: competitive engagement in the global economy whilst meeting the basic needs of the majority of the population. Universities are hence charged with the responsibility of contributing to social transformation and people-driven development in the improvement of quality of life for all, while also creating a knowledge and skills base for competition on the global front (Department of Education, 1997^[2]).

The many forms of community engagement at Wits can be grouped into four traditions: the making available of academic expertise in the public domain; the practice of public scholarship, notably in the media; public interest work; and the direct provision of services to communities.

At Wits, partnerships, particularly multi-lateral ones, with all sectors of society are seen as vital for mutual advancement of Wits and society in general. In this context, partnerships are understood as mutually beneficial, programme-based, purposeful and sustainable relationships largely embedded in the University's academic and research programmes. The Deputy Vice-Chancellor (Partnerships and Advancement) is the senior executive in charge of this portfolio.

The Office of Community-University Partnerships (CUPS) focuses mainly in the area of academic engagement (service learning in particular), student volunteer engagement and in the establishment and maintenance of partnerships with civil society NGOs and CBOs, business, in-country academic institutions and local, provincial and national government structures. The Wits International Office (WIO) focuses on out-of-country academic institutions and government agencies.

² South African White Paper on Higher Education, 1997

4.2 Academically-based community engagement

The University continues to engage academically with broader society (government, business and industry, NGOs, communities) through community, public service and industry based programmes.

4.2.1 Service Learning (S-L)

Modules in this area of academic engagement are accredited in the same way as any other modules. Services are provided to address an expressed need in a community, and students reflect on their service experience in order to enhance their theoretical understanding of course content. S-L courses exist in every faculty at Wits, and we are working on expanding these to every school in the University.

When the first audit of S-L was carried out in 2004, there were 20 modules across campus that could be classified as S-L. There has been a slight increase in the number of modules over the years, but this increase has been relatively small. There are however S-L modules being offered in all faculties.

In 2007 CUPS again concentrated on the quality of the existing S-L modules rather than increasing the number of S-L offerings on campus. This was done by designing a number of evaluation instruments that could be used by academics to assess the quality of their offerings and also to assist them with researching their offerings with a view to publishing their research. A number of

publications were produced as a result of this initiative. Various academics had papers accepted at the Second International Symposium on Service-Learning hosted by the University of Indiana in the USA. Only two Wits representatives were able to participate due to financial constraints.

CUPS relationship with the Joint Education Trust's Community - Higher Education - Service Partnerships (CHESP) unit began to diminish, as CHESP prefers to work with universities that have large numbers of new S-L modules. CUPS did however, together with CHESP, host a successful Service Learning Colloquium in February of 2007 that included participants from all the Higher Education institutions based in Gauteng and the North-West Province, Community-based and Professional Development Programmes (Experiential Learning and Internships).

Programmes of this nature form a crucial part of professional disciplines such as Education, Health Sciences, Engineering, Social Work and Law, and typically take place in non-profit organisations and public service, such as clinics and schools, with which the University has long-standing relationships.

The *Wits Rural Facility (WRF)* is a research and academic outreach station for a number of Wits departments in the Biological Sciences, Environmental Sciences, Economics and Business

Sciences and Public Health. Wits is part of a global network of demographic information surveillance sites and Statistics South Africa engages with the University on information gathered at this site as part of its census information validation mechanisms. A number of the residential rooms were upgraded in 2007.

The Wits Reproductive Health Research Unit (RHRU) led by Professor Helen Rees is a wholly owned subsidiary of the Witwatersrand Health Consortium otherwise known as Wits Health Consortium, and was established under the auspices of the Faculty of Health Sciences.

Through *RHRU*, Wits is spearheading a Johannesburg Metropolitan Council project in partnership with the Gauteng Provincial Government to establish the Hillbrow Health Precinct (HHP). HHP is a world class health intervention with a central focus on HIV services and poverty alleviation within a primary healthcare setting based within the inner city of Johannesburg. This is a visionary project, initiated and driven by coordinated resources of a unique partnership between the Gauteng Department of Health (GDoH), the City of Johannesburg (CoJ), and the University of the Witwatersrand, represented by RHRU which provides the secretariat to the executive committee (Exco). In 2003 the Johannesburg Development Agency (JDA) was instructed by the Mayor to provide support and finance for infrastructural development, including the

coordination of the site development business plan, an oversight of the HHP development including the infrastructure upgrade of the surrounding area of the precinct.

The first of a number of buildings in the grounds of the old Hillbrow Hospital was renovated by the JDA through private funding. This building (the Hugh Solomon Building) was completely refurbished and handed over to the partners in 2006. It is now a hive of activity, and is being used by a number of NGOs and NPOs. Several Wits academic units are to begin providing services to the community from this building in 2008.

The HHP is driven by an overarching need to address inner city degeneration through infrastructure upgrade, poverty alleviation and income generation programmes and an integrated approach to addressing HIV in the inner city. To date, the joint partnership has committed itself to a public /academic/private sector partnership that has already engaged in programmes to support and extend HIV services as well as the initiatives to address poverty alleviation, positive healthcare, skills capacity development, income generation, job creation programmes and socio-economic based health interventions. The HHP accommodates a diverse range of health related services to build sustainable communities and to develop healthy and productive people. The HHP objectives were developed to complement the

objectives of the Gauteng Provincial Strategic Plan:

- Education and prevention activities through a range of information dissemination processes, workshops, support groups and youth intervention services
- Creation of Centre of Excellence
- Establishment of referral system with the Centre of Excellence as point of contact.
- Training opportunities for community based organisations providing care and support for HIV/AIDS affected clients.
- Leveraging of public resources to attract private investment and create opportunities for partnerships to improve HIV service delivery.

4.2.2 The Lefelo la Tlhokomelo Community Care Centre

The RHRU and Community Aids Response (CARE), have worked together to create a comprehensive community care centre in one of the most deprived inner city areas of South Africa. The centre was launched in September 2007. This initiative is part of the broader HHP activities. The Community Care Centre is a free walk-in service centre that caters for HIV-positive people and their families, and the broader community giving general support, counselling, wellness support, information, advice and referral. The services include a cyber café, income generation groups, support groups and counselling services, a 24 hour child crisis centre, and home-based

care training facility. The centre also provides a headquarters for home-based care services for the area, and support services for special groups such as refugees, sex workers, youth and young carers, men, women and couples.

The NGOs run a variety of workshops to provide wellness and health information to the broader community.

One of the main focus groups of the Centre is youth and there is a range of activities for youth and children. Youth support groups for both in-school and out-of-school youth run weekly and talks by guest speakers and experts in the area of sexual and reproductive health are held. A life skills training project was started for in-school youth in 2007. The topics are jointly decided upon by the youth and the facilitators. RHRU, CARE and LoveLife together run a range of school outreach programmes in Hillbrow and the inner city, focusing on Sexual and Reproductive Health and HIV/AIDS awareness and referral to the youth-friendly clinic and the youth support groups. LoveLife has a group of trained youth workers operating from the Centre and out into the community. They run life skills programmes with youth and focus on broad awareness and self-esteem building. Other activities include art therapy and recreation.

Hillbrow has a large population of refugees and the Centre conducted a needs assessment in relation to HIV and wellness for this particularly vulnerable group. There are plans underway to start a



number of home language refugee support groups linked to many of the NGOs working at the Centre. A sex worker-focused exit programme aims to give sex workers the skills and training to leave sex work. Income generation projects for a variety of groups are run from the Centre and are key components of the programme.

4.2.3 Interaction with Schools

The Wits Science and Technology Winter School initiative was again held by CUPS in 2007 through the generous financial support of "Black Like Me" and Amka products. As in 2006, it involved bringing 120 grade nine learners from disadvantaged schools in the Johannesburg area to the University for a week. The students were provided with the opportunity to work in the Science and Engineering Laboratories of the University and to be addressed by some of our leading scientists.

The successful schools' astronomy programmes initiated by Professor David Block and Professor Thandwa Mthembu continued in 2007. This programme brings six groups of about 1 000 learners from disadvantaged schools to the University for a lecture presentation on the origin of the Universe and also involves motivational lectures.

The School of Animal, Plant and Environmental Sciences once again held a successful week-long programme for schools and the general public in the

second half of 2007. This programme, which is popularly known as "Yebo Gogo, Amma Blommo", was visited by approximately 4 000 learners, who went through an interactive display held at the Museum of Life Sciences.

The various museums at the University and the Planetarium continue to receive visits from schools in our area as well as from many schools in other provinces. The CUPS office has been in a number of negotiations with the Jo'burg Metro's Department of Sports, Culture and Heritage to investigate ways and means through which Wits' museums and galleries could work more closely with those owned by the Metro.

The CUPS office (together with the Adler Museum) and the University's partners in the HHP held a number of exploratory meetings in the latter part of 2007 to investigate the feasibility of creating a walking tour of the HHP area to provide the public with a view of the medical facilities that were provided in the area during the apartheid years.

4.2.4 Professional Services

Wits Enterprise and the *Wits Health Consortium*, companies wholly owned by Wits, facilitate, encourage and regularise tendering and contracting processes in the areas of innovation, knowledge transfer and exchange and entrepreneurship, especially with the public and private sectors. Several faculties are exploring the establishment of subsidiaries to *Wits*

Enterprise so that their academics can engage in similar activities in a planned and coordinated manner. This engagement is encouraged as academic institutions have resources and skills that, if applied to societal concerns in a coordinated and responsible manner, can contribute to the public good and the solving of problems of local and global concern whilst helping students and academics to gain a better understanding of the link between theory and practice.

4.2.5 Institutional Services

This category refers to the services provided to the internal community of Wits, particularly to students, and includes, but is not exclusive to, mentoring programmes, residence life, career guidance, trauma counselling, and HIV and AIDS education. Members of the broader community are afforded access to some of these services.



4.3. International academic collaborations

Within the framework of the 2005 Wits Internationalisation Plan Wits' focus on International Education and Collaborations was done via the re-launching of the Wits International Office (WIO) on 10 April 2006.

2007 was the year WIO started to show its maturity as a productive unit working towards the internationalisation elements of the 2010 and 2022 goals of the institution.

WIO was successful in fine-tuning the international clearance procedures for students. Part of the success can be credited to improved understanding of compliance, legal and financial issues that are involved in the responsibility of an institution in managing international students by Faculty Registrars and their support staff.

The establishment of a good working relationship with the Medical Schemes Council of South Africa and an independent consultant have assisted the WIO in providing better service and information to international students. WIO identified better service providers who provided the students with on-campus consulting hours which minimises the risks to the institution.

We have developed a unique orientation programme that deals with life on campus, in the city and in South Africa. This orientation addresses newcomers to SA to make their transition as easy as possible. Presentations include: campus security; how to manage your medical aid; career development; health and wellness; the library; international student organisations; the SRC; and the Department of Home Affairs (DoHA). This is done in concert with the rest of a comprehensive orientation programme.

4.3.1 Relationship with the Department of Home Affairs (DoHA)

The collaboration with the DoHA for on campus service to international students for visa renewals also opened the opportunity to offer civic service to staff and other students at the University. DoHA has committed to offer the visa service three times a year together with civic service. Many international students received their visa renewals in one to three days.

4.3.2 Relationship with the Department of Foreign Affairs

WIO has established a good working relationship with the Department of Foreign Affairs and several key country embassies to facilitate a better understanding of international student needs.

4.3.3 Africa-focused engagement

Wits prides itself on its international standing and intellectual leadership. As part of the Wits 2010 strategy, WIO seeks to position Wits as a leading knowledge centre in Sub-Saharan Africa. By so doing WIO helps to exhibit African confidence in Wits which in turn makes Wits an attractive institution for international institutions who wish to embark on Africa-focused research and training.

The following are some of the activities in this area. This list excludes schools/faculties that embark on individual initiatives.

4.3.4 East Africa Regional Consultative Exercise

The East Africa Regional Consultative Exercise (EARCE) is a knowledge management exercise and an evidence-based planning and governance programme that is being implemented with five East African governments.

- The different countries are poised to embark on even bigger projects in East Africa. Six projects have been identified. Funding proposals are being developed and potential supporters/donors are being aligned. Managed by the WIO, external funding was secured by Rand Water to sponsor the regional meeting that took place in February 2007 in Kampala, Uganda.

- Rwanda's plans were accepted by their government and started its implementation in 2007:

The commitment by Rwanda's Minister of Education to support Rwandans to further their education at Wits was realised by an increase in the number of Rwandans who enrolled at Wits in 2007.

- Professor Ballim's visit to the Kigali Institute of Science and Technology (KIST) and the National University of Rwanda (NUR) further developed the

- relationship for Wits to host and develop senior administrators in 2008.
- Burundi's move to be part of the East African Community resulted in their need to establish better English business skills. Appropriate intervention is being developed by the Wits Language School.
 - Kenya is well on its way to operationalise its plan.
 - Tanzanian and Burundian country teams were reconstituted due to political changes in their domestic ministries and as such their plans are yet to be developed.
 - EARCE reported on the status of the project at the Knowledge Management Conference in Kenya. Professor Mthembu, now the Vice-Chancellor of Central University of Technology (CUT), joined his counterpart Professor Loyiso Nongxa to illustrate the success and challenges of the project.
 - Wits remains the leading knowledge partner for Knowledge Management Africa (KMA) situated in the Development Bank of South Africa (DBSA). This relationship is managed by the Vice-Chancellor and the Director of WIO.
 - When in Kenya for the KMA conference, the WIO hosted a regional meeting with the EARCE country representatives. At this meeting, it was decided that the achievements of EARCE should be documented to create a Southern Africa version of the programme.

On returning to SA Professor Nongxa and Professor Mthembu agreed to approach the architect of the project, Dr David Himbara to write the history of this programme. It is envisaged that the documentation of EARCE will be published in 2008.

Professor Nongxa, is working closely with the Director of WIO, to establish a Southern Africa version of EARCE.

4.3.5 SANTED "NEW" II

The South Africa Norway Tertiary Education Development (SANTED) Programme is administered at Wits by WIO, and is driven by the National Education Department's desire to support the SADC Protocol on Education and Training while continuing to roll out its activities. It involves three universities in the SADC region – Eduardo Mondlane in Mozambique (UEM), Wits and the University of Namibia (Unam) – in three subject areas – Biological Sciences, Economics and Labour Studies and Engineering. New funding (about R9 million) for the next three years was granted in June 2006 to embark on follow-up and new partnership programmes among the three universities.

The project entails the development of Masters' curriculum development and upgrading of programs, facilities and resources in the above subject areas for the partnering institutions, team teaching

on field research alternating between Mozambique and Namibia and sponsors Faculty from these institutions, in the said subject areas to complete their PhD and Masters qualifications from Wits University; it will run till the end of 2009 while funding will cease in July of that year.

4.4 WITS SANTED Update

4.4.1 Global engagement

To achieve a better understanding of and to secure the North American and international interest in Wits, three WIO team members represented Wits at the NAFSA conference in Minnesota in 2007 where the WIO ran a workshop on international collaboration. The workshop included presentations by our partners from Bard College and the University of Botswana, thus giving insight into developing meaningful partnerships from North/South and South/South perspectives respectively. There were 37 participants which resulted in 12 institutions exploring visits and potential collaborations each with a different academic focus.

The Director of WIO attended the European Association of International Educators Conference in Norway to broaden and deepen the European collaborations and agreements with Wits. The European visit included the UK and France, where embassies were part of

the official visit in addition to partnering French and UK universities.

4.4.2 International human rights exchange (IHRE)

The Schools of Law and Social Sciences, (particularly Philosophy), established the International Human Rights Exchange (IHRE) semester programme with Bard College. 2007 was a successful pilot year of IHRE.

One of the courses offered is an internship component for which engagements with Human Rights institutions and NGOs were established to facilitate a practical element to understanding the day-to-day issues of Human Rights work in South Africa. This is a credit-bearing course. This is arguably the only fully interdisciplinary, co-taught human rights based programme at undergraduate level in the world.

4.4.3 Wits Semester Abroad Programme

WIO established a small fund to start exposing Wits students to the Semester Abroad Programme. Two students received financial support for their semester abroad exchange. WIO will be engaging in fundraising activities to grow the programme so that Wits student can maximise the reciprocity element in our exchange agreements. This is a major

growth area for recruitment both for domestic and international students.

Whilst the investigation is progressing, the standard exchange is in place.

4.4.4 Engaging Top 100 Universities

Massachusetts Institute of Technology (MIT)

The Research Office and the Department of Science and Technology (DST), coordinated by the Wits International Office, will be supporting a 3-year programme to assist Wits PhD students to experience a one year research activity at Massachusetts Institute of Technology (MIT). The pilot year saw the signing of an agreement by Professor Belinda Bozzoli with the DST from which Wits received funding for the programme in 2007. Due to logistic delays the participating PhD students will commence their research in 2008, once MIT has identified appropriate supervisors.

University of Sheffield

The exploration of possible Sheffield-Wits collaboration by Sheffield in 2006 facilitated two academic staff receiving free tuition and registering for their PhDs in Urban Planning. This is yet another element of Wits collaboration and exchange programmes. In addition to the generic exchange and academic collaboration, Professor Moore is currently engaging the Academic Planning Office in exploring a joint single degree option where one year is taught at Sheffield and one year is taught at Wits.

Although WIO was still short of three staff members to meet the basic structure identified in 2005 to support the work of the international programmes managed by WIO, they continued to engage and grow the reach of Wits exposure in South Africa and across the globe. Other activities envisaged by WIO include: representation at international education conferences to foster meaningful collaborations; study abroad programmes; postgraduate recruitment; reviewing the benefits of the current collaborations; as well as assisting Wits students to increase their participation in international exchange programmes. WIO has hosted numerous international academic and governmental delegations from which many academic collaborations were fostered. WIO facilitates the relationships between international parties with their Wits academic counterparts as well as the management of Memorandums of Agreement between the parties.

WIO has been gathering such information and has populated the WIO web page with this information. Such information can be accessed via the Wits International Office web page under International Collaborations.

4.5 Peri-academic and/or civic engagement

4.5.1 Public Precincts

Wits public precincts are those units and facilities that are of particular interest to the public. They include the Wits museums and galleries, the Wits Theatre, Great Hall, Planetarium, Linder Auditorium and academically based clinics such as the Law Clinic and the Esselen Clinic. Wits has seen the numbers of visitors to its two heritage centres increase over 2007, but as both the Maropeng initiative (focusing on the Cradle of Humankind World Heritage site at Sterkfontein) and the Origins Centre (housing the Rock Art Museum and the Rock Art Research Institute) depend extensively on schools visits. The teachers' strike of 2007 had a negative impact on the growth in numbers of visitors.

The Emthonjeni Centre was officially opened in 2007. This multidisciplinary Centre is an initiative by the School of Human and Community Development and it offers psychological, social work, speech pathology and audiology services to the public. The Centre strives to promote integrated and holistic applied training, research, knowledge generation and service provision in Psychology, Social Work, Speech Pathology, Audiology and cognate fields. In addition it aims to provide quality services at nominal fees to disadvantaged

communities and offers assessment, intervention, counselling and psychotherapy services with a particular emphasis on early diagnosis and intervention. It serves as the nerve centre of services offered to approximately 44 schools, eight hospitals and 32 civil society individual organisations, serving about 800 clients per year. One of the objectives of the Emthonjeni Centre is to open its doors to caregivers and community workers in order to facilitate better understanding of issues pertaining to community development.

The establishment of the Centre has not only enhanced the quality of professional training in the School of Human and Community Development but also improved the efficiency and effectiveness of services to the community. Services are delivered by undergraduate and postgraduate students in the professional training degrees and they are supervised by lecturing staff.

The Emthonjeni Centre is committed to partnerships with external research agencies, professional training institutions, development organisations, health-care and social service providers in pursuit of ongoing professional and research development and life-long learning responsive to the needs of the South African and African contexts.

Plans to consolidate Wits' Cultural Precinct, at the corner of Jan Smuts Avenue and Jorissen Street in Braamfontein, through a number of Wits buildings remain ongoing, but are dependent on donor funds.

4.5.2 Voluntary Services

The Wits Volunteer Programme (WVP) provides an avenue for students to be actively engaged in the community around the University. In 2007 there were close to 1 500 active volunteers taking part in about 30 programmes. This does not include the many other volunteer programmes that are run by the numerous clubs and societies affiliated to the SRC. A number of large community initiatives were hosted in 2007. The first of these was the "Run/walk for Hunger" event hosted by WVP on behalf of UNESCO (and the local South African partner World Vision). This event alone had about 150 Wits students involved in the planning and hosting of the event. The second event was held in partnership with the National Youth Fund and involved about 450 Wits students rendering services in informal settlements during the International Service Week.

The amount of time volunteered by students varied according to their academic circumstances. The least amount of time volunteered by a WVP student in 2007 was eight hours for the year, with the most being 156 hours. On average, students volunteered 32 hours for the year. Services are generally given

in the form of mentoring to young people affected by AIDS, poor education, chronic illnesses, disability, poverty and homelessness. However, volunteers have also been actively involved in big research projects, campaigns and rural work camps, especially in the Eastern Cape and Mozambique. Programmes are designed to offer students an opportunity to actively contribute to society and thereby learn the value of citizenship. A number of partnerships have been developed in this area with NGOs and government agencies. CUPS relations (through WVP), with national organisations like the South African NGO Coalition (SANGOCO), the National Development Agency (NDA), Volunteer Services Overseas (VSO) and the Umsobomvu National Youth Fund continued to strengthen in 2007. CUPS played a leading role with these partners in developing the first South African volunteer management programme.

The success of the WVP has resulted in a number of businesses approaching WVP in 2007 to assist these businesses with their own staff volunteer programmes. In all these approaches, the business had in their employ alumni of the WVP, who suggested that WVP could assist in their in-house programmes. WVP also assisted a number of higher education institutions in Gauteng with setting up their own student volunteer programmes.



4.5.3 Partnerships with Government and Agencies

Wits has continued to provide intellectual support to the Gauteng Province on the concept of a Gauteng City Region and how this could be implemented. Various senior members from the Wits executive have attended meetings regarding this project. A Wits staff member works in the Premier's Office for one day a week to assist in the implementation of this initiative. Research in this thrust will help not only Johannesburg, but other outlying municipalities with whom the University has formal partnerships such as Ekurhuleni and Mogale City. The University has maintained its partnerships with the Johannesburg and Ekurhuleni Metros and Mogale City Council. Talks have been held with a number of departments in the Gauteng Government to investigate possible collaborations.

The Wits Business School, the History Project and the School of Economics carried out a number of research projects for the Ekurhuleni Metro.

Staff members from CUPS (together with various academics) played a leading role in the development of Jo'burg Metro mayor's "Inner-City Regeneration" charter. This participation also resulted in the opening of the City's "Migrant Help Desk" with the assistance of the Forced Migration Project based in the School of Humanities. Another area of collaboration being investigated between the University and the City of Johannesburg is the

possibility of the University making its sports facilities available to members of the community on a restricted basis.

CUPS and the Department of Arts, Sport and Culture in the Jo'burg Metro are investigating ways in which the two organisations can assist one another with their museums and galleries. They are also investigating collaborations during the 2010 FIFA World Cup. In addition CUPS is investigating joint exhibitions between Wits and the University of Johannesburg during this international event.

4.5.4 Partnerships with Business and Industry

Through a number of University entities like Wits Enterprise, the Wits Health Consortium, the University Foundation, Alumni Relations, and academic schools, Wits is building a reputation as a proactive and responsive institution in support of the challenges in human capacity development that business and industry face. The Wits Business School is a leader in such business/university academic partnerships, whilst our School of Public and Development Management specialises in the public sector.

5. OPERATIONAL SUSTAINABILITY, FINANCIAL HEALTH, FUNDING SOURCES AND MATERIAL CHANGES

The audited consolidated annual financial statements for the year ended 31 December 2007 reflect a net operating income of R120,1 million (2006: R55,6 million). This net operating income comprises the operating results of the University and its controlled entities, after adjusting for intra-group transactions:

	Surplus R million	
	2007	2006
	Actual	Actual
The University of the Witwatersrand	52,5	23,3
The Wits University Donald Gordon Medical Centre (Proprietary) Limited	(5,1)	(9,3)
The University of the Witwatersrand Foundation	57,6	32,1
Wits Flying Association	(0,0)	(0,0)
Wits Health Consortium (Proprietary) Limited	12,5	8,8
5 Loch Avenue (Proprietary) Limited	-	-
Wits Commercial Enterprises (Proprietary) Ltd.	2.5	1,0
Origins Centre Association	0.1	(0,3)
	120,1	55,6

The higher income earned by the University can be attributed to the following:

- The estimated useful life of the Oracle ERP software was changed in to 2006 from 3 years to 10 years, reducing the depreciation charge.
- The group has realised a gain on disposal of investments amounting to R101,5 million, compared to R81 million in the previous year.
- The Wits University Donald Gordon Medical Centre (Proprietary) Limited continued to incur losses although at a reduced level. Occupancy levels have continued to increase. The provision of a deferred tax asset has reduced its losses to some extent.
- The increase in unrestricted group funds of R113,7 million (2006: R98,8 million increase) indicates the continued improvement in the financial stability of the group.

6. SIGNIFICANT STUDENT DATA AND RELEVANT STATISTICS INCLUDING REALISATION OF TRANSFORMATION TARGETS

SECTION A: SIZE AND COMPOSITION OF STUDENT BODY IN 2007

Note Regarding tables and graphs

Rounding is to one decimal place.

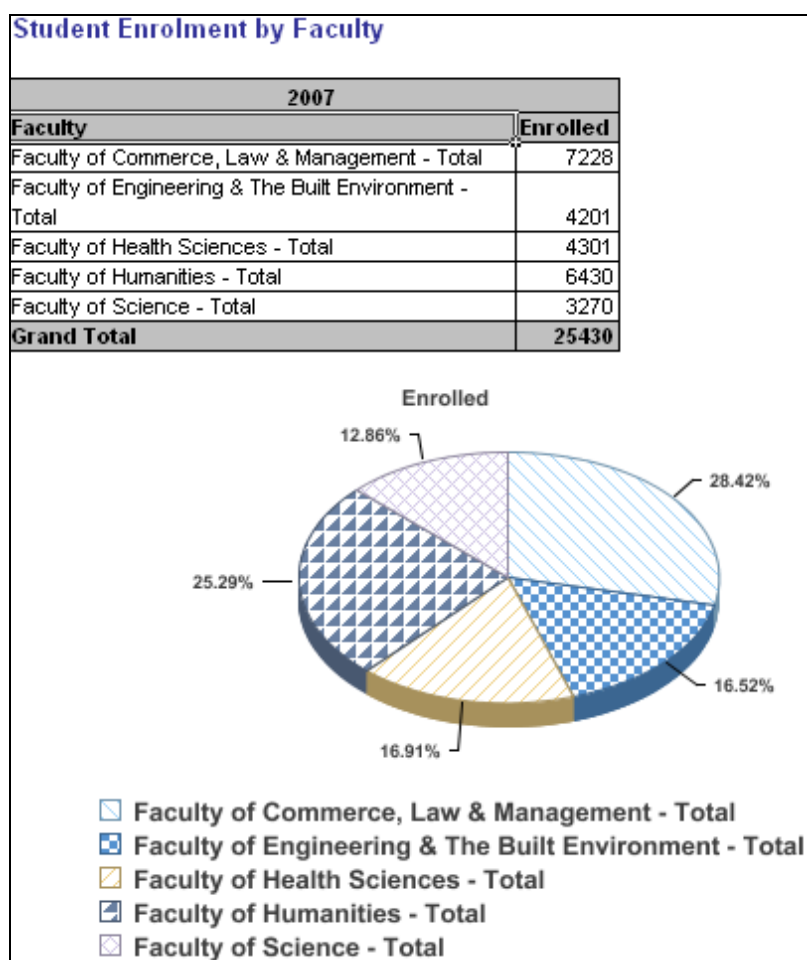
Note Regarding Commentary

Apart from providing data for 2007, a comparison has been made to that provided in this forum for 2006's report.

A1: 2007 Student Enrolment

The current 2007 student enrolment of the University is 25 430. This reflects an increase of 3.65% over the figure reported in this document last year for 2006 (24 535).

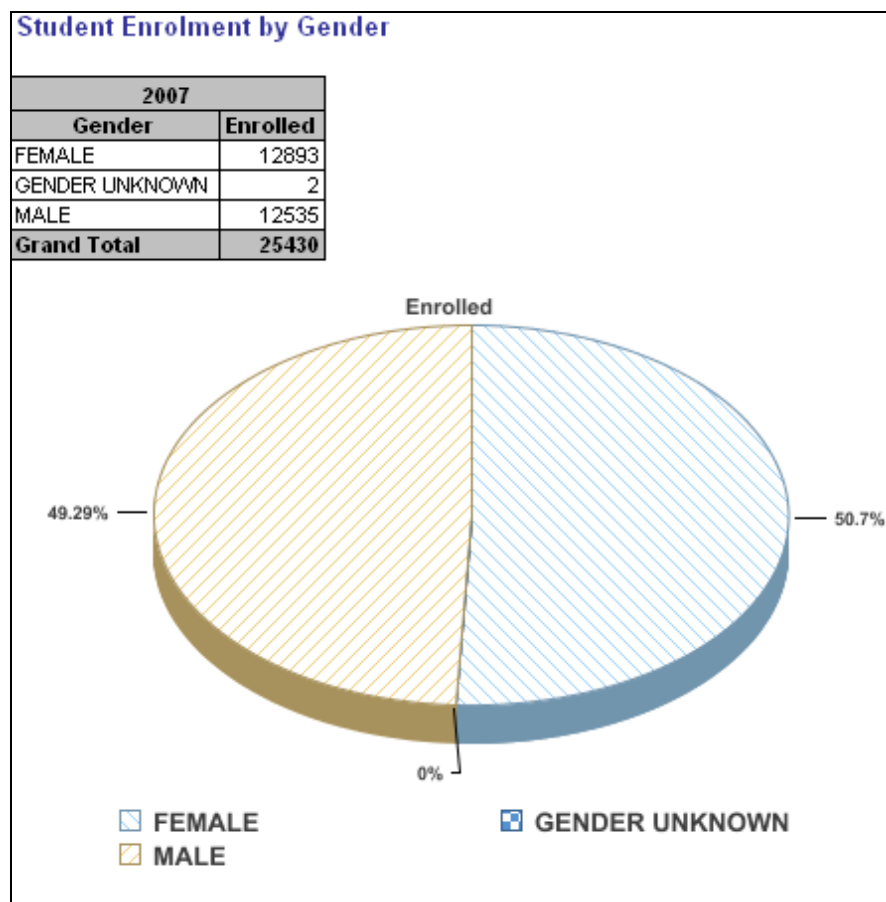
A2: 2007 Student Enrolment by Faculty



In terms of 2007 student enrolment numbers, the Faculties can be ranked in descending order as follows: "Commerce, Law and Management" (28.4%), "Humanities, Social Science and Education" (25.3%), "Engineering and the Built Environment" (16.5%), Health Sciences (16.9%) and Science (12.9%).

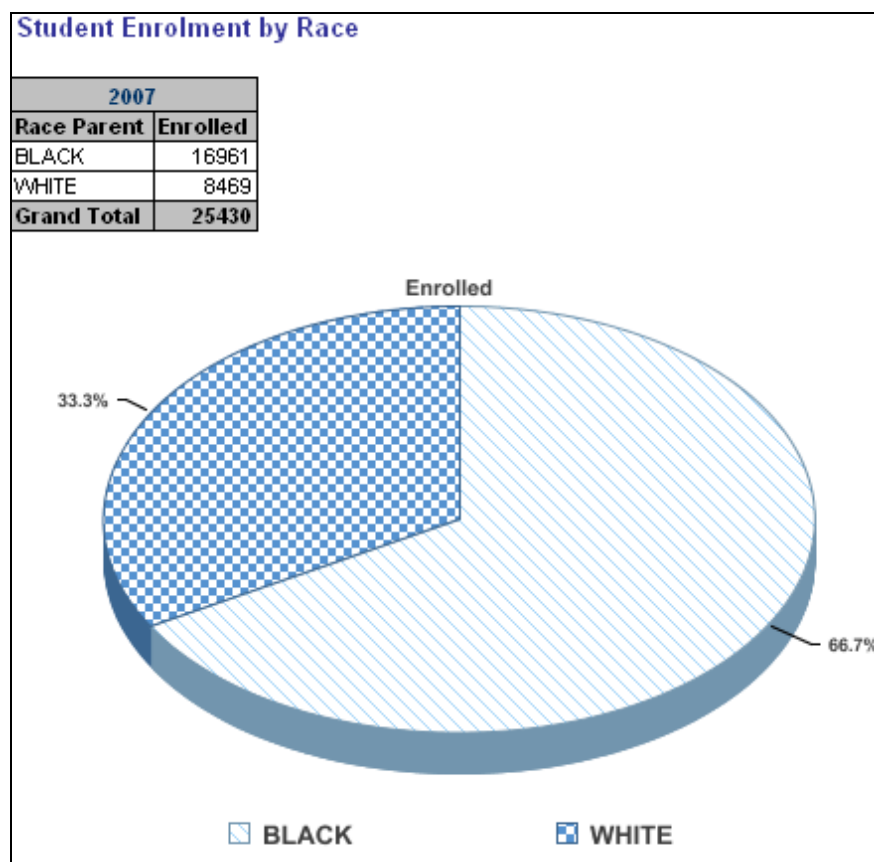
The ratios of student enrolment numbers have changed in the following manner from those reported for 2006: "Commerce, Law and Management" (+0.7%), "Humanities, Social Science and Education" (-0.5%), "Engineering and the Built Environment" (0%), Health Sciences (-0.7%) and Science (+0.4%).

A3: 2007 Student Enrolment by Gender



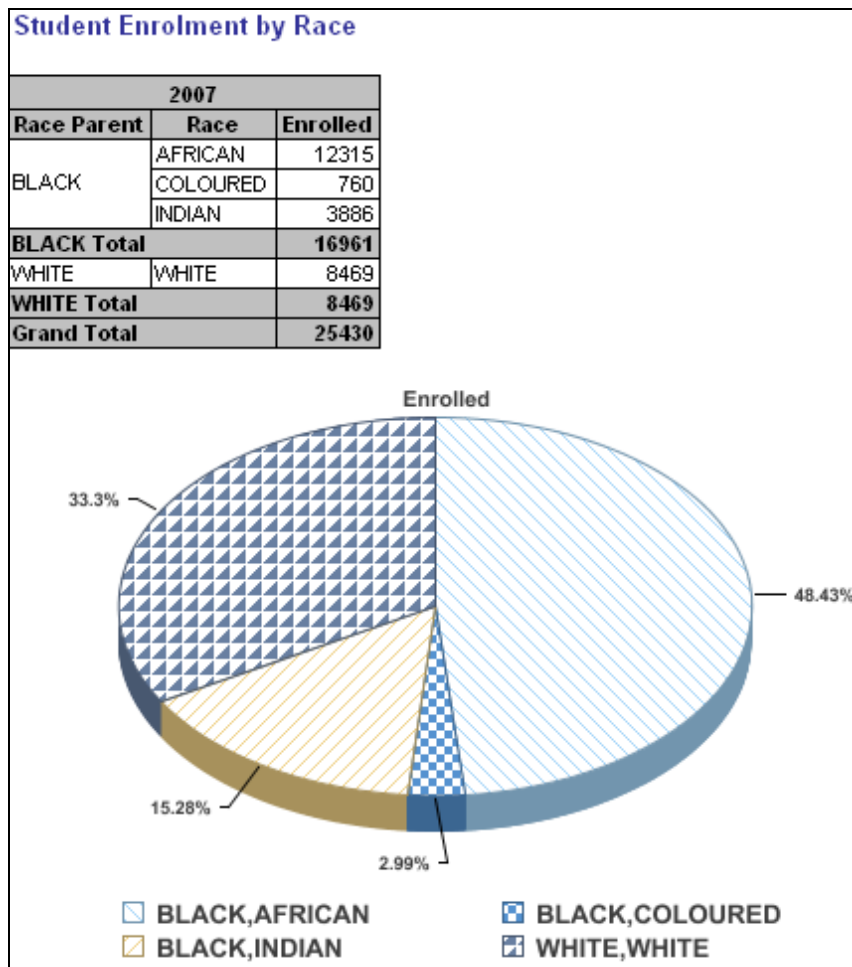
In terms of gender, the Male to Female student ratio is 51:49. This distribution has not changed from 51:49 as reported in 2006.

A4: 2007 Student Enrolment by Race



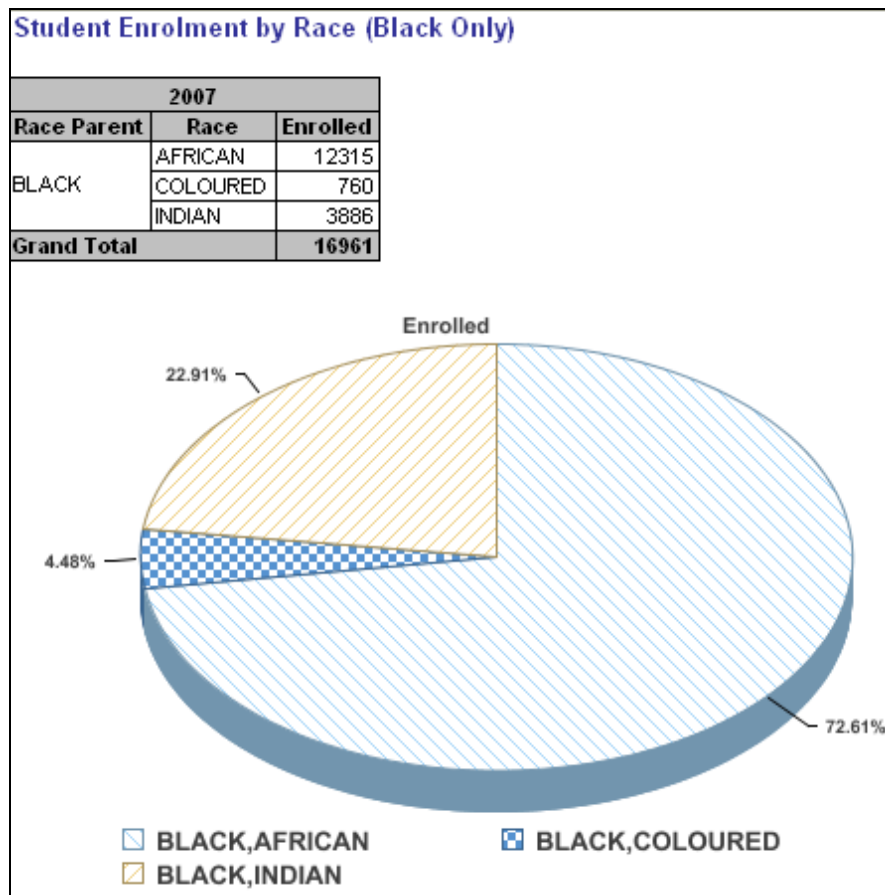
Note:

- Grand Total = Black + White + Unknown
- Black = African + Coloured + Indian



From the table above, the White to Black ratio for 2007 is 33:67. This reflects a change from 34:66 in 2006 and 36:64 respectively in 2005. The trend over the last three years is of a stable White and Black student enrolments.

The table also reveals that Africans comprise 48.43%, Whites 33.3%, Indians 15.28% and Coloureds 2.99% of the entire 2007 student enrolments. White student proportions have decreased by 0.6%, whilst those of Black students have increased by 0.6%, when compared to 2006.

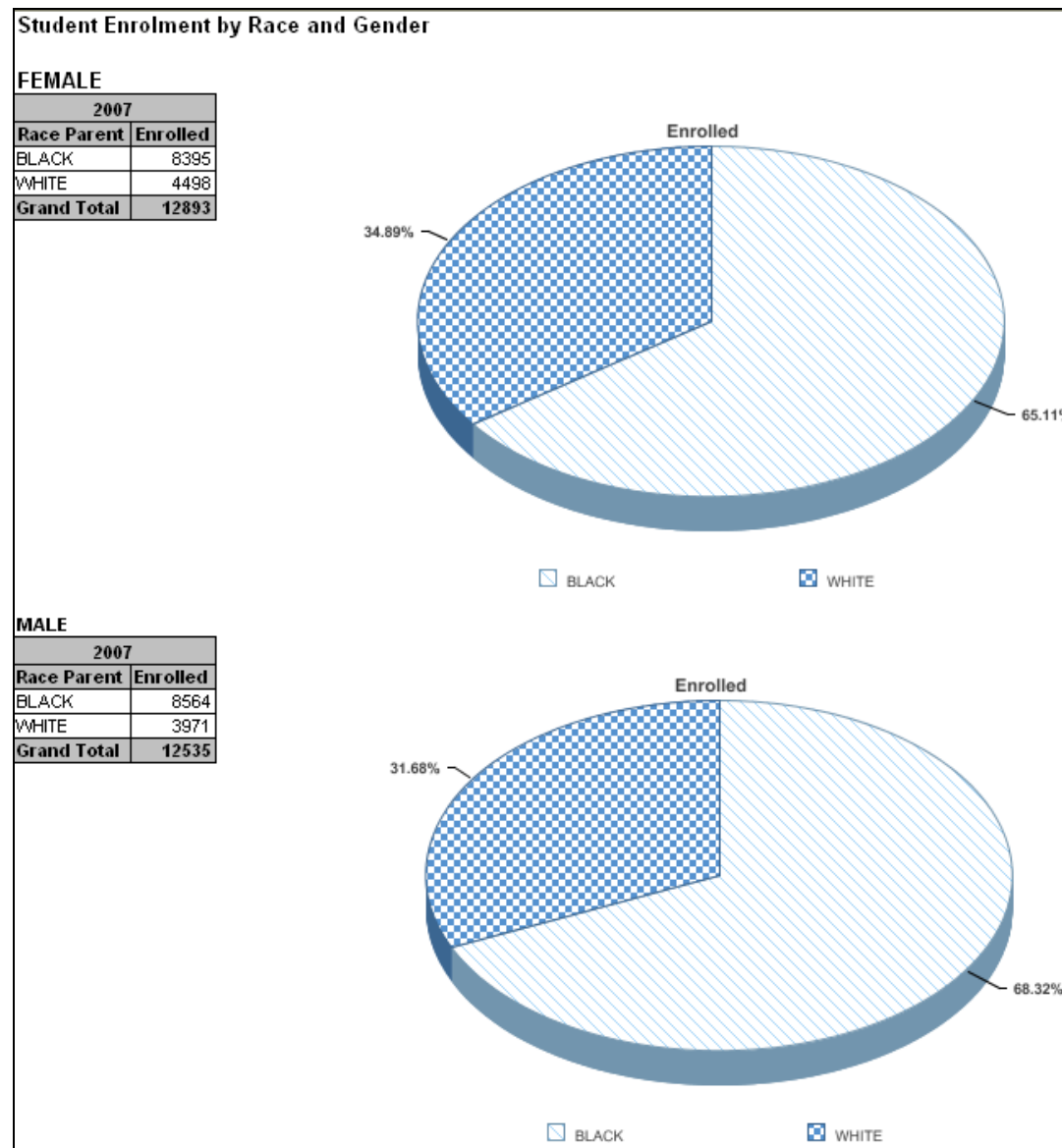


Within the Black population group, the ratio between African, Indian and Coloured students has changed as follows, when compared to 2006: African (+0.8%), Indian (-1.5%) and Coloured (+0.3%). The Black population group is segmented as follows: African 72.6%, Indian 22.9% and Coloured 4.5%.

A5: 2007 Student Enrolment by Gender and Race

Note:

- Female = Female Black + Female White + Female Unknown
- Male = Male Black + Male White + Male Unknown
- Female Black = Female African + Female Coloured + Female Indian
- Male Black = Male African + Male Coloured + Male Indian
- Unknowns were excluded from diagrams below

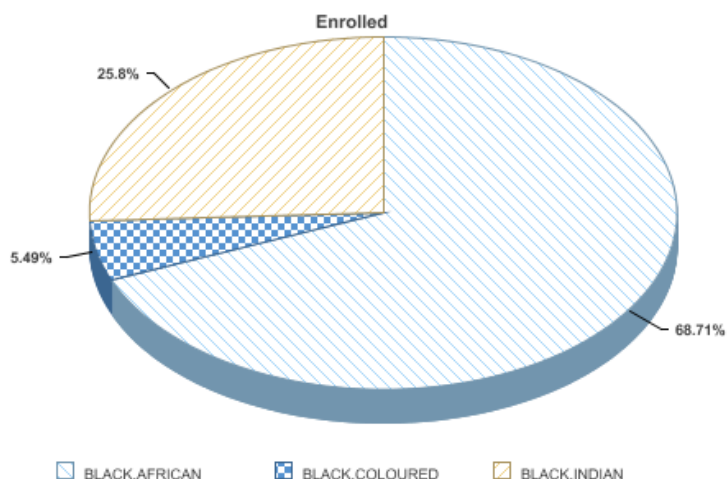


The Female White to Female Black ratio is 35:65 (35:65 in 2006). The ratios have remained unchanged. The Male White to Male Black ratio is 32:68 (33:67 in 2006). The male white ratio has decreased by 1%.

Student Enrolment by Race and Gender (Black Only)

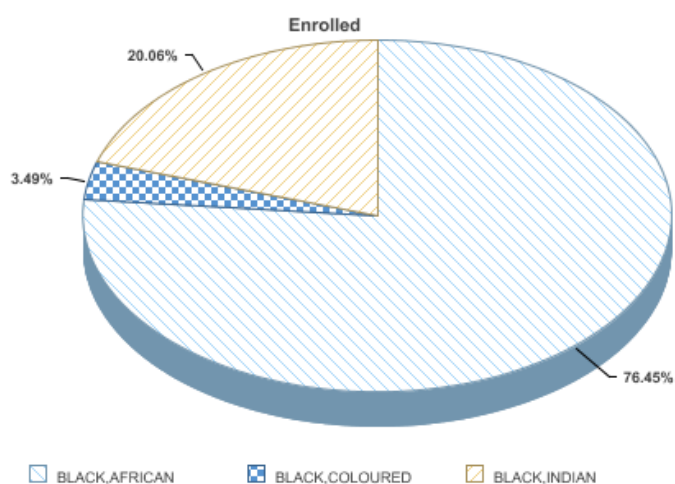
FEMALE

2007		
Race Parent	Race	Enrolled
BLACK	AFRICAN	5768
	COLOURED	461
	INDIAN	2166
Grand Total		8395



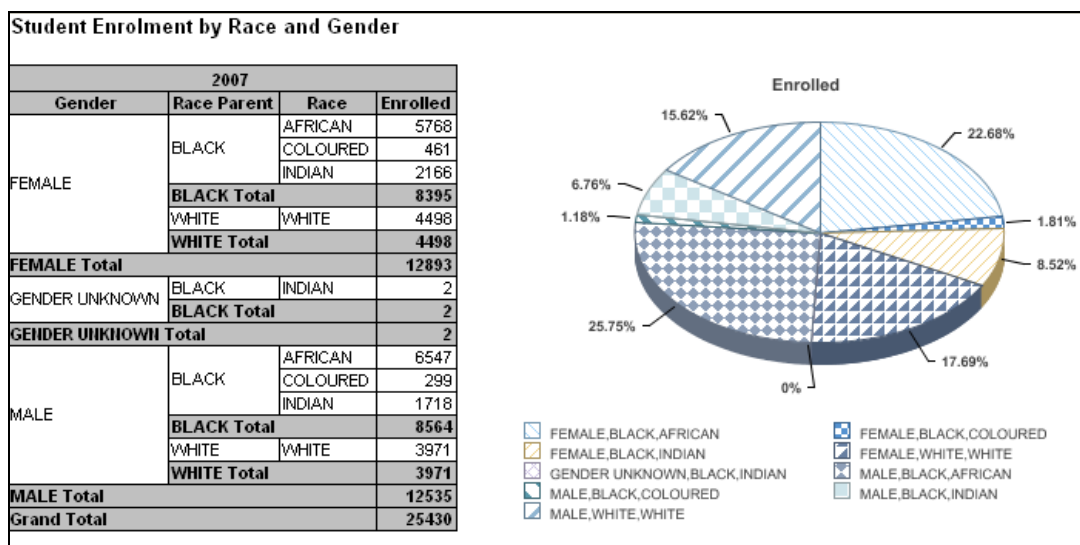
MALE

2007		
Race Parent	Race	Enrolled
BLACK	AFRICAN	6547
	COLOURED	299
	INDIAN	1718
Grand Total		8564



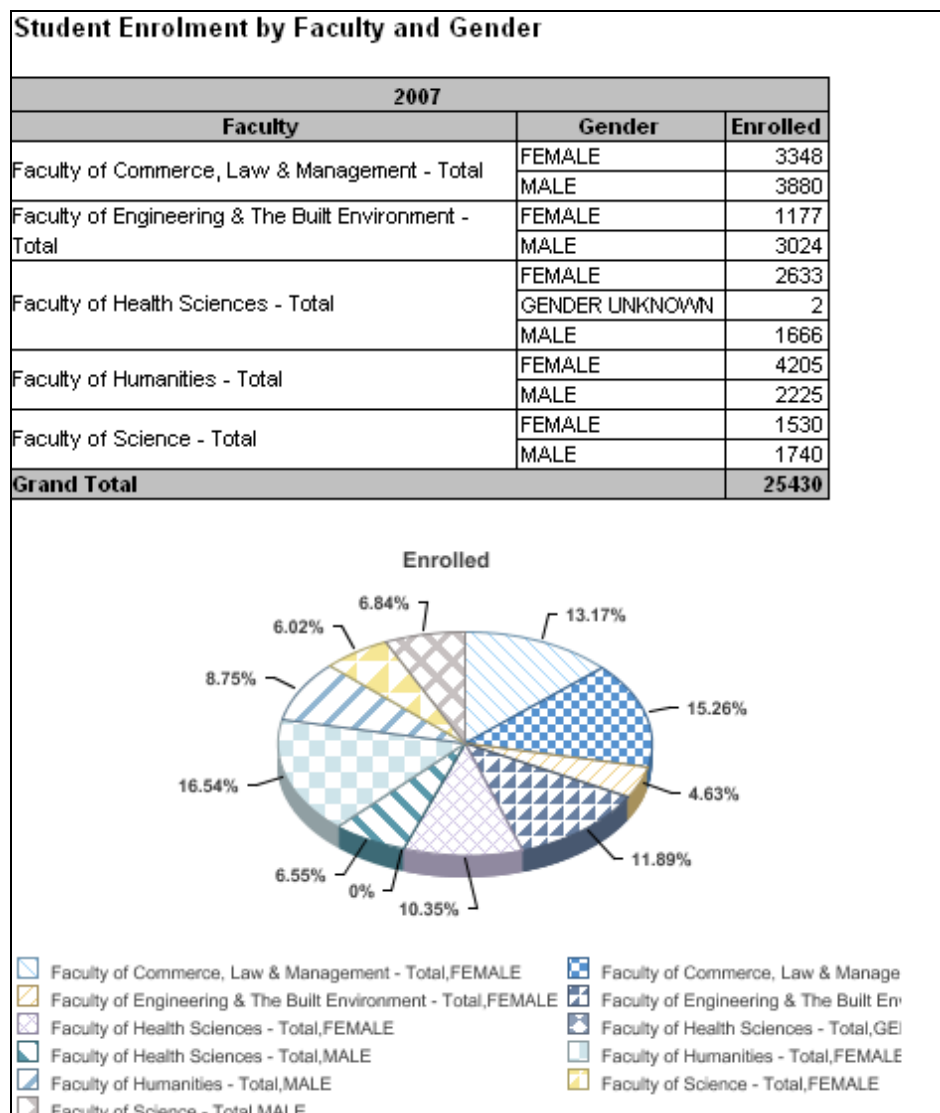
Female African set comprises 68.7%, Female Indian 25.8% and Female Coloured 5.5% of the Female Black group. These figures when compared with 2006's reported figures show increase in Female African of 2.2%, increase of 0.2% for Female Coloured and decrease of 2.4 in Female Indian.

Male African segment comprises 76.45%, Male Indian 20.06% and Male Coloured 3.49% of the Male Black group. Male African increased by 0.3% whilst Male Indian decreased 0.7% when compared with 2006's reported figures



With respect to the entire student enrolments, Male African comprises 25.7%, Male White 15.6%, Male Indian 6.8% and Male Coloured 1.2% of the set. For females, the Female African segment comprises 22.7%, Female White 17.7%, Female Indian 8.5% and Female Coloured 1.8%. Changes in these demographics, with respect to the figures reported for 2006 are that the Male African segment increased by 0.2%, Male White decreased by 0.6%, Male Indian decreased by 0.2%, Female White remains the same and Female African increased by 1%.

A6: 2007 Student Enrolment by Gender and Faculty

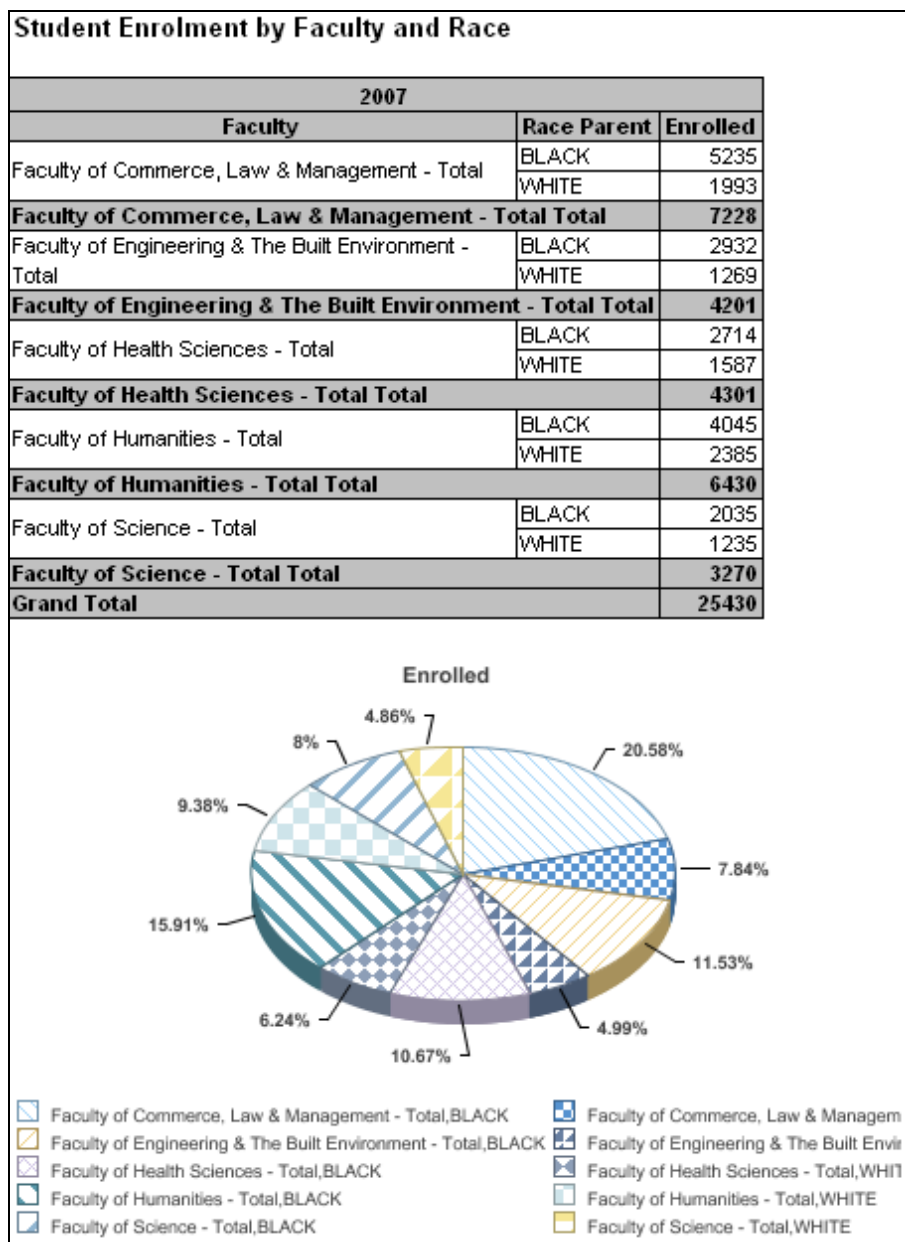


As indicated earlier, the student enrolments are distributed, in descending order, as follows: “Commerce, Law and Management” (28.42%), “Humanities,” (25.29%), Health Sciences (17%), “Engineering and the Built Environment” (16.5%) and Science (12.86%).

The Male student enrolments of the total student enrolments are distributed as follows: 15.3% in “Commerce, Law and Management”, 8.7% in “Humanities”, 11.9% in “Engineering and the Built Environment”, 6.8% in Science and 6.6% in Health Sciences.

The Female student enrolments of the total student enrolments is distributed as follows: 16.5% in “Humanities,” 13.2% in “Commerce, Law and Management”, 10.4% in Health Sciences, 6% in Science and 4.6% in the faculty of “Engineering and the Built Environment”.

A7: 2007 Student Enrolment by Race and Faculty



- Total Race = Black + White + Unknown
- Black = African + Coloured + Indian



Student Enrolment by Faculty and Race

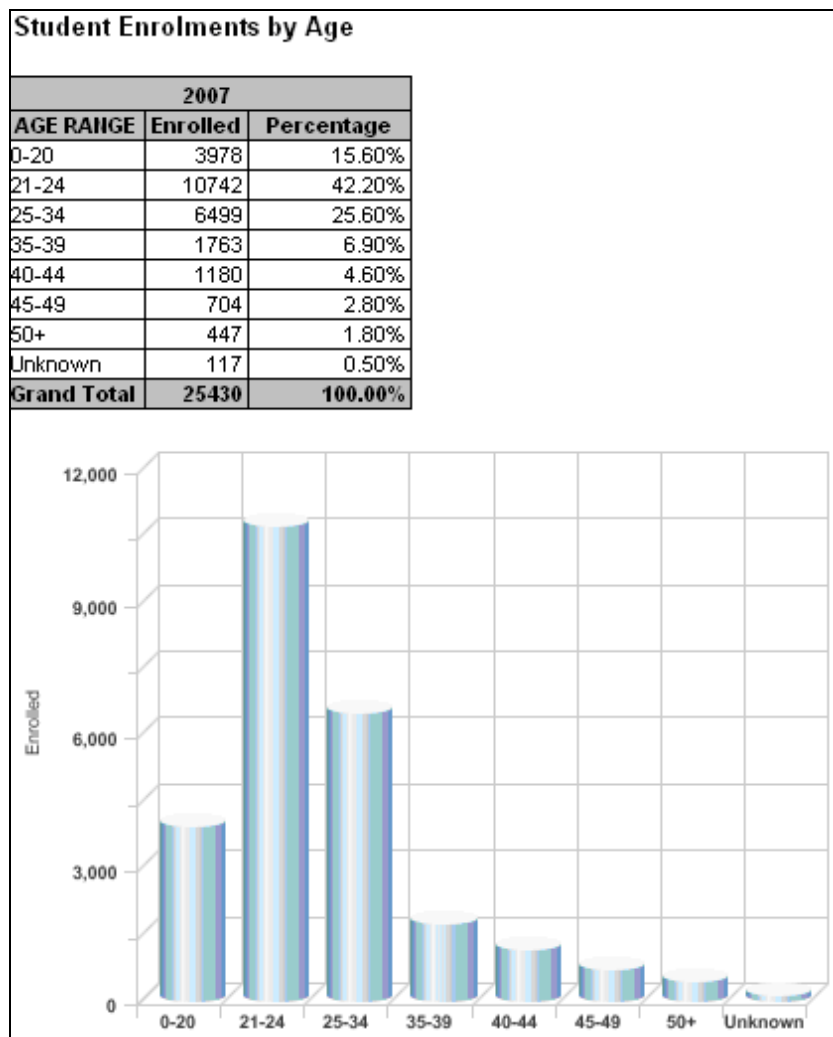
2007

		Faculty of Commerce, Law & Management - Total		Faculty of Engineering & The Built Environment - Total		Faculty of Health Sciences - Total		Faculty of Humanities - Total		Faculty of Science - Total	
Race Parent	Race	Enrolled	% Enrolled	Enrolled	% Enrolled	Enrolled	% Enrolled	Enrolled	% Enrolled	Enrolled	% Enrolled
BLACK	AFRICAN	3689	51.00%	2361	56.20%	1563	36.30%	3224	50.10%	1479	45.20%
	COLOURED	224	3.10%	63	1.50%	128	3.00%	254	4.00%	91	2.80%
	INDIAN	1323	18.30%	508	12.10%	1023	23.80%	567	8.80%	465	14.20%
BLACK Total		5236	72.40%	2932	69.80%	2714	63.10%	4045	62.90%	2035	62.20%
WHITE	WHITE	1993	27.60%	1268	30.20%	1587	36.90%	2385	37.10%	1235	37.80%
WHITE Total		1993	27.60%	1268	30.20%	1587	36.90%	2385	37.10%	1235	37.80%
Grand Total		7229	100.00%	4200	100.00%	4301	100.00%	6430	100.00%	3270	100.00%

The White students are distributed as follows: 9.40% in "Humanities, Social Science and Education", 7.80% in "Commerce, Law and Management", 6.2% in Health Sciences, 4.90% in Science and 5.% in "Engineering and the Built Environment".

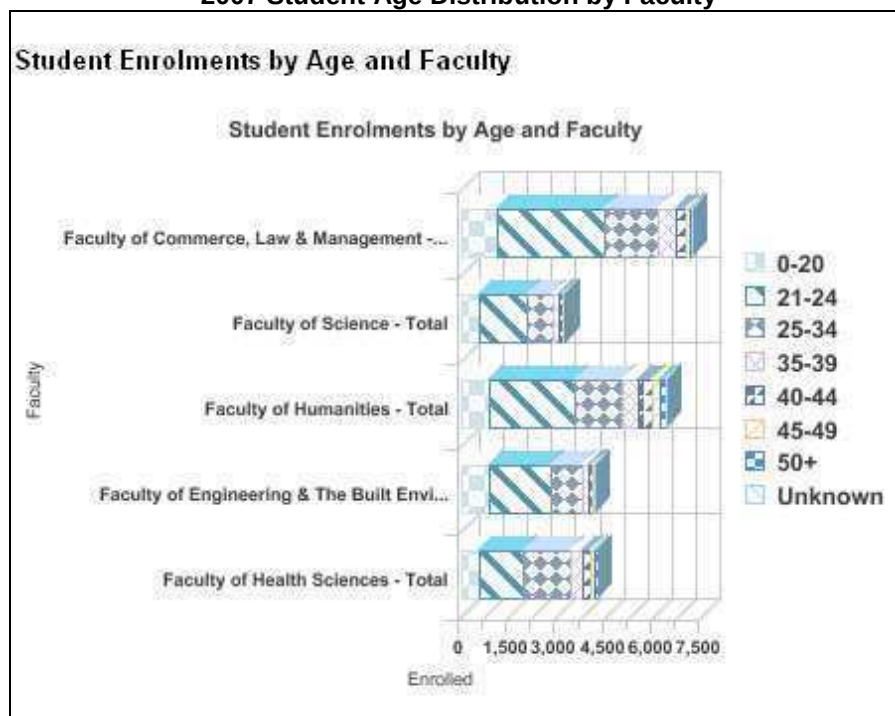
Black students in totality can be ranked in the following order: 20.60% in "Commerce, Law and Management", 15.9% in "Humanities, Social Science and Education", 11.5% "Engineering and the Built Environment", 10.7% in Health Sciences and 8% in Science.

A8: 2007 Student Enrolment by Age



A9: 2007 Student Enrolment by Age and Faculty

2007 Student Age Distribution by Faculty



The average age distribution across all faculties is: 0-20 yrs (15.60%); 21-24 yrs (42.20%); 25-34yrs (25.60%); 35-39 yrs (6.90%); 40-44 yrs (4.60%); 45-49 yrs (2.80%); and 50+yrs (1.80%).

A10: 2007 Student Enrolment by Region

Note:

- Total Region = Africa + Rest of World + Unknown
- Africa = South Africa + Rest of Africa
- South Africa = Gauteng + Rest of South Africa + unknown postal codes
- Gauteng = Johannesburg + Rest of Gauteng

Student Enrolments by Region		
2007		
Area	Enrolled	% Enrolled
Johannesburg	9264	36.43%
Rest of Gauteng	7453	29.31%
Gauteng	16717	65.74%
Rest of South Africa	5884	23.14%
South Africa	22601	88.88%
Rest of Africa	2115	8.32%
Africa	24716	97.19%
Rest of World	714	2.81%

In 2007, 88.88% of the total student enrolment came from South Africa, of which 65.74% were from Gauteng and the remaining 23.14% from the "Rest of South Africa".

In the Gauteng region, 36.43% of the total student enrolments were from Johannesburg.

8.32% of the student enrolments came from other African countries and the remaining 2.81% from other continents.

A11: 2007 Student Enrolment by Region and Faculty

Note:

- Total Region = Africa + Rest of World + Unknown
- Africa = South Africa + Rest of Africa
- South Africa = Gauteng + Rest of South Africa
- Gauteng = Johannesburg + Rest of Gauteng

Student Enrolments by Region										
2007										
	Faculty of Commerce, Law & Management - Total		Faculty of Engineering & The Built Environment - Total		Faculty of Health Sciences - Total		Faculty of Humanities - Total		Faculty of Science - Total	
Area	Enrolled	% Enrolled	Enrolled	% Enrolled	Enrolled	% Enrolled	Enrolled	% Enrolled	Enrolled	% Enrolled
Johannesburg	2827	39.11%	1203	28.64%	1535	35.69%	2553	39.70%	1146	35.05%
Rest of Gauteng	2257	31.22%	1090	25.95%	1158	26.92%	1924	29.92%	1024	31.31%
Gauteng	5084	70.33%	2293	54.60%	2693	62.61%	4477	69.63%	2170	66.36%
Rest of South Africa	1440	19.92%	1424	33.90%	1045	24.30%	1287	20.02%	688	21.04%
South Africa	6524	90.25%	3717	88.50%	3738	86.91%	5764	89.64%	2858	87.40%
Rest of Africa	559	7.73%	411	9.79%	366	8.51%	470	7.31%	309	9.45%
Africa	7083	97.98%	4128	98.29%	4104	95.42%	6234	96.95%	3167	96.85%
Rest of World	146	2.02%	72	1.71%	197	4.58%	196	3.05%	103	3.15%
Grand Total	7229	100.00%	4200	100.00%	4301	100.00%	6430	100.00%	3270	100.00%

A12: Total Student Enrolment by Qualification Type: 2007

2007			
UG/PG Level	Program Type Description	Enrolled	% Enrolled
Postgraduate	Doctoral Degree	1032	4.10%
	Honours Degree	1100	4.30%
	Masters Degree (Research and Coursework)	4125	16.20%
	Masters Degree (Research)	890	3.50%
	Occasional Student Postgrad	229	0.90%
	Postgraduate Bachelors Degree	1	0.00%
	Postgraduate Diploma	987	3.90%
Postgraduate Total		8364	32.90%
Undergraduate	General Academic 1st Bachelors Degree	7960	31.30%
	Occasional Student Undergrad	377	1.50%
	Professional 1st Bachelors Degree	8200	32.20%
	Undergraduate Diploma	529	2.10%
Undergraduate Total		17066	67.10%
Grand Total		25430	100.00%

The University offers a host of qualifications, both at undergraduate and postgraduate level. In 2007, 67.1% of the student enrolments were engaged in undergraduate studies (67.2% in 2006), the remaining 32.9% (32.8% in 2006) of the total enrolments pursued postgraduate studies. The majority of students enrolled for undergraduate study have chosen the 3 year general bachelor and the professional bachelors degrees. These two segments, collectively, contribute 63.5% of the total student enrolments.

The masters group comprises 19.7% of the total student enrolments and the doctoral degrees comprise 4.1%. There has been an increase of 0.2% in the doctoral degrees when compared to 2006.



A13: 2007 Total Student Enrolment by Qualification Type and Faculty

2007

		Faculty of Commerce, Law & Management - Total		Faculty of Engineering & The Built Environment - Total		Faculty of Health Sciences - Total		Faculty of Humanities - Total		Faculty of Science - Total	
UG/PG Level 1	Program Type Description	Enrolled	% Enrolled	Enrolled	% Enrolled	Enrolled	% Enrolled	Enrolled	% Enrolled	Enrolled	% Enrolled
Postgraduate	Doctoral Degree	99	1.40%	159	3.80%	163	3.80%	295	4.60%	316	9.70%
	Honours Degree	145	2.00%	51	1.20%			513	8.00%	391	12.00%
	Masters Degree (Research and Coursework)	1476	20.40%	443	10.50%	1385	32.20%	630	9.80%	191	5.80%
	Masters Degree (Research)	34	0.50%	161	3.80%	150	3.50%	164	2.60%	381	11.70%
	Occasional Student Postgrad	117	1.60%	11	0.30%	1	0.00%	75	1.20%	25	0.80%
	Postgraduate Diploma	386	5.30%	311	7.40%	68	1.60%	134	2.10%	88	2.70%
	Postgraduate Bachelors Degree			1	0.00%						
Postgraduate Total		2257	31.20%	1137	27.10%	1767	41.10%	1811	28.20%	1392	42.60%
Undergraduate	General Academic 1st Bachelors Degree	3376	46.70%	410	9.80%	115	2.70%	2232	34.70%	1827	55.90%
	Occasional Student Undergrad	65	0.90%	16	0.40%	149	3.50%	96	1.50%	51	1.60%
	Professional 1st Bachelors Degree	1531	21.20%	2637	62.80%	2249	52.30%	1783	27.70%		
	Undergraduate Diploma					21	0.50%	508	7.90%		
Undergraduate Total		4972	68.80%	3063	72.90%	2534	58.90%	4619	71.80%	1878	57.40%
Grand Total		7229	100.00%	4200	100.00%	4301	100.00%	6430	100.00%	3270	100.00%

SECTION B: LEVELS OF ACADEMIC PROGRESS IN DIFFERENT DISCIPLINES AND LEVELS OF STUDY FOR 2007

Note the following definitions before interpreting the data reflected in the tables that follow:

- Enrolled excludes cancellations, transfers, and registrations in abeyance
- Enrolled = "Proceeding"+ "Not met the Minimum requirements"+ "Return to Year of Study"+ "Qualified"+ "Degree Decision Pending"+ "Non-Degree Purposes"+ "No Decision"
- Proceeding = Registered students who passed their year of study and can proceed to the next year of study
- Not met the Minimum requirements = Registered students who failed the minimum requirements of study in the period
- Return to Year of Study = Registered students who have not met all the requirements to proceed to the next year of study, but are eligible to repeat the same year of study
- Qualified = Registered students who have qualified and exited the system
- Degree Decision Pending = These students are coded, for example, as being eligible to write supplementary/deferred exams
- Non-Degree Purposes = The student has registered for an occasional degree
- No Decision = No result has been put against the student
- Levels of Study = Program Types

Note Regarding tables and graphs

Rounding is to one decimal place.

Note Regarding Commentary

Apart from providing data for 2007, a comparison has been made to that, provided in this forum for 2006's report.

Note Enrolments vs Qualifications

A comparison should not be made between enrolment figures and the number of students qualified as these are not the same cohort of students

B1: 2007 Undergraduate Enrolments and Academic Progress by Different Levels of Study

Extended non-extended criteria	Program Type Description	Enrolled	Proceed	Percentage Minimum Requirement Not Met	Percentage	Return to same YOS	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage	
Grand Total		17066	7819	45.8	2390	14.00	3101	18.2	28	0.16	377	2.21	124	0.73
Extended Total		884	289	32.7	223	25.23	221	25.0	2	0.23	0	0.00	3	0.34
Extended	General Academic 1st Bachelors Degree	438	98	22.4	117	26.71	109	24.9	2	0.46	0	0.00	1	0.23
	Professional 1st Bachelors Degree	446	191	42.8	106	23.77	112	25.1	0	0.00	0	0.00	2	0.45
Not Extended Total		16182	7530	46.5	2167	13.39	2880	17.8	26	0.16	377	2.33	121	0.75
Not Extended	General Academic 1st Bachelors Degree	7522	2854	37.9	1209	16.07	1916	25.5	12	0.16	0	0.00	36	0.48
	Occasional Student Undergrad	377	0	0.0	0	0.00	0	0.0	0	0.00	377	100.00	0	0.00
	Professional 1st Bachelors Degree	7754	4442	57.3	909	11.72	930	12.0	13	0.17	0	0.00	78	1.01
	Undergraduate Diploma	529	234	44.2	49	9.26	34	6.4	1	0.19	0	0.00	7	1.32

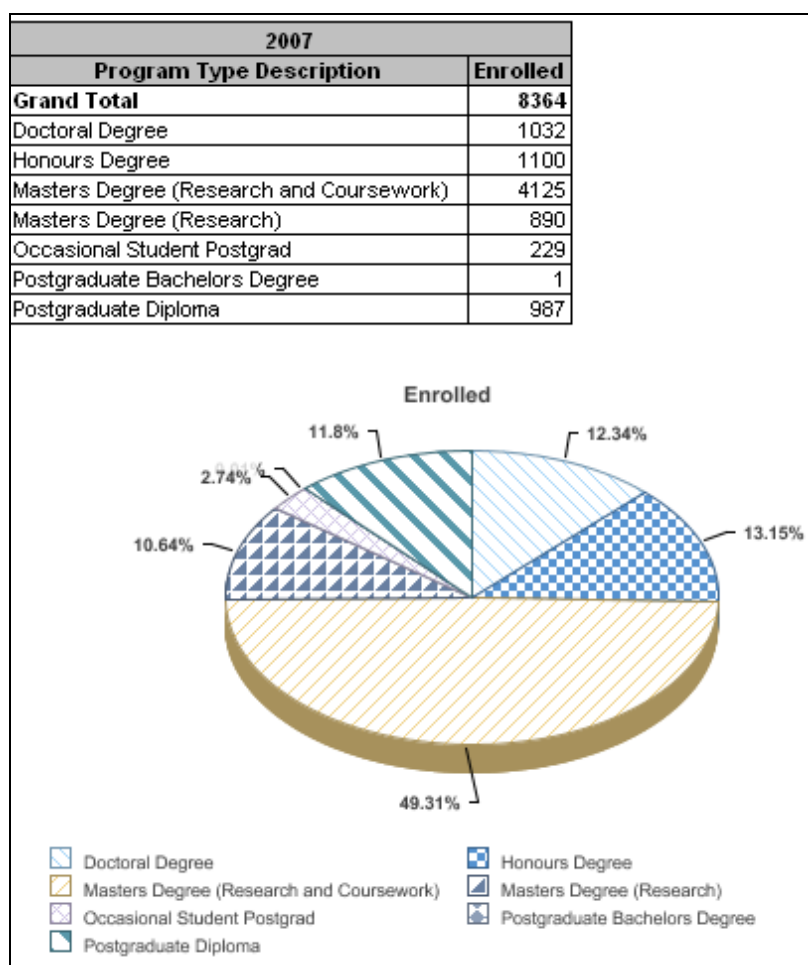
Of the 16182 students who were not on extended curricula, 46.5% were permitted to proceed, 17.8% were required to return to same year of study and 13.39% failed to meet the minimum requirements.

2007 Qualified Undergraduate students

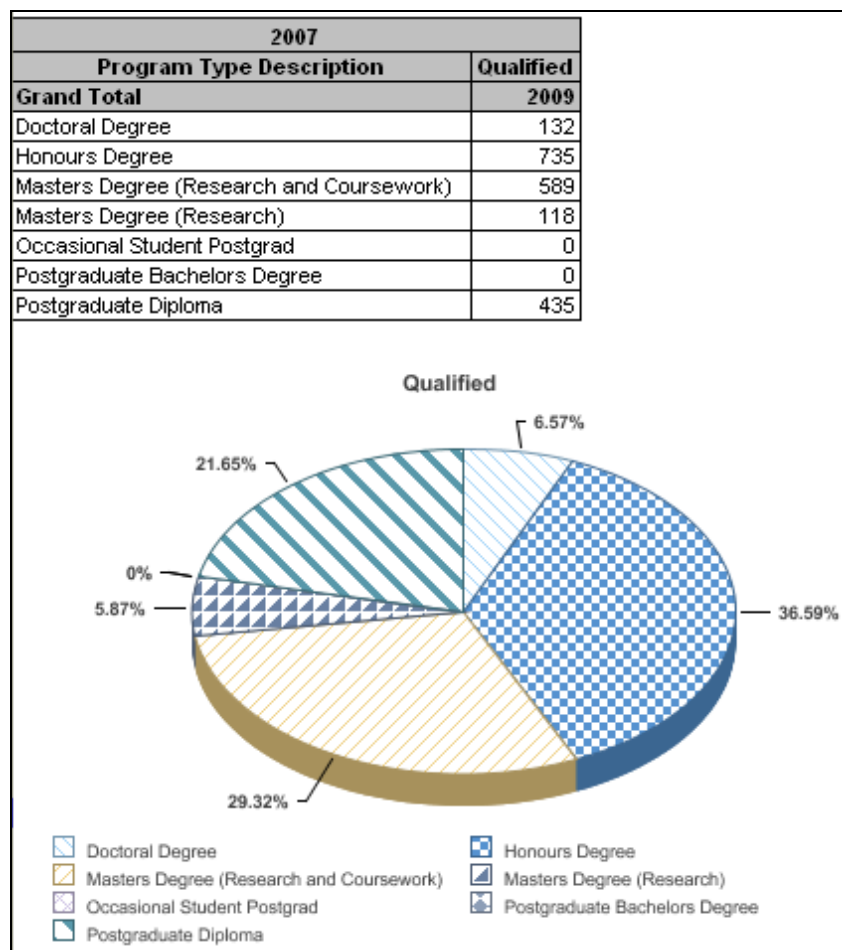
Extended and non-extended curriculum	Program Type Description	Qualified
Grand Total		3227
Extended Total		146
Extended	General Academic 1st Bachelors Degree	111
	Professional 1st Bachelors Degree	35
Not Extended Total		3081
Not Extended	General Academic 1st Bachelors Degree	1495
	Occasional Student Undergrad	0
	Professional 1st Bachelors Degree	1382
	Undergraduate Diploma	204

Overall in 2007, 3227 undergraduate students qualified. Of these 3081 were not on extended curricula and 146 students were on extended curricula.

B1: 2007 Postgraduate Enrolments



2007 Qualified Postgraduates



B2: 2007 Faculty of Humanities Undergraduate Enrolments and Academic Progress by Different Levels of Study

Extended and non-Extended Curricula	Program Type Description	Enrolled	Proceed	Percentage	Minimum Requirement Not Met	Percentage	Returned Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage
Grand Total		4619	1916	41%	551	11%	1035	22%	11	0%	96	2%	68	1%
Extended Total		253	65	25%	37	14%	83	32%	0	0%	0	0%	1	0%
Extended	General Academic 1st Bachelors Degree	170	37	21%	27	15%	59	34%	0	0%	0	0%	0	0%
	Professional 1st Bachelors Degree	83	28	33%	10	12%	24	28%	0	0%	0	0%	1	1%
Not Extended Total		4366	1851	42%	514	11%	952	21%	11	0%	96	2%	67	1%
Not Extended	General Academic 1st Bachelors Degree	2062	661	32%	322	15%	697	33%	2	0%	0	0%	4	0%

Professional 1st Bachelors Degree	1700	964	56%	148	8%	221	13%	8	0%	0	0%	56	3%
Occasional Student Undergrad	96	0	0%	0	0%	0	0%	0	0%	96	100%	0	0%
Undergraduate Diploma	508	226	44%	44	8%	34	6%	1	0%	0	0%	7	1%

2007 Faculty of Humanities Qualified Undergraduates

Extended and non-Extended Curricula	Program Type Description	Qualified	Percentage
Grand Total		942	100.00%
Extended Total		67	7.10%
Extended	General Academic 1st Bachelors Degree	47	5.00%
	Professional 1st Bachelors Degree	20	2.10%
Not Extended Total		875	92.90%
Not Extended	General Academic 1st Bachelors Degree	376	39.90%
	Professional 1st Bachelors Degree	303	32.20%
	Occasional Student Undergrad	0	0.00%
	Undergraduate Diploma	196	20.80%

B3: 2007 Faculty of Humanities Postgraduate Enrolments

Program Type Description	Enrolled	Percentage
Grand Total	1811	100.00%
Doctoral Degree	295	16.30%
Honours Degree	513	28.30%
Masters Degree (Research and Coursework)	630	34.80%
Masters Degree (Research)	164	9.10%
Occasional Student Postgraduate	75	4.10%
Postgraduate Diploma	134	7.40%

2007 Faculty of Humanities Qualified Postgraduates

Program Type Description	Qualified	Percentage
Grand Total	535	100.00%
Doctoral Degree	28	5.20%
Honours Degree	298	55.70%
Masters Degree (Research and Coursework)	112	20.90%
Masters Degree (Research)	21	3.90%
Occasional Student Postgraduate	0	0.00%
Postgraduate Diploma	76	14.20%

B4: 2007 Faculty of Commerce, Law and Management Undergraduate Enrolments and Academic Progress by Different Levels of Study

Extended and non-Extended Curricula	Program Type Description	Enrolled	Proceed	Percentage	Minimum Requirement Not Met	Percentage	Returned Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage	Failed	Percentage
Grand Total		4972	2005	40%	772	15%	1111	22%	8	0%	65	1%	34	0%	0	0%
Extended Total		62	13	20%	16	25%	16	25%	0	0%	0	0%	0	0%	0	0%
Extended	General Academic 1st Bachelors Degree	50	13	26%	13	26%	11	22%	0	0%	0	0%	0	0%	0	0%
	Professional 1st Bachelors Degree	12	0	0%	3	25%	5	41%	0	0%	0	0%	0	0%	0	0%
Not Extended Total		4910	1992	40%	756	15%	1095	22%	8	0%	65	1%	34	0%	0	0%
Not Extended	General Academic 1st Bachelors Degree	3326	1189	35%	602	18%	899	27%	6	0%	0	0%	29	0%	0	0%
	Professional 1st Bachelors Degree	1519	803	52%	154	10%	196	12%	2	0%	0	0%	5	0%	0	0%
	Occasional Student Undergrad	65	0	0%	0	0%	0	0%	0	0%	65	100%	0	0%	0	0%

2007 Faculty of Commerce, Law and Management Qualified Undergraduates

Extended and non-Extended Curricula	Program Type Description	Qualified	Percentage
Grand Total		977	100.00%
Extended Total		17	1.70%
Extended	General Academic 1st Bachelors Degree	13	1.30%
	Professional 1st Bachelors Degree	4	0.40%
Not Extended Total		960	98.30%
Not Extended	General Academic 1st Bachelors Degree	601	61.50%
	Professional 1st Bachelors Degree	359	36.70%
	Occasional Student Undergrad	0	0.00%

B5: 2007 Faculty of Humanities Undergraduate Enrolments and Academic Progress by Different Levels of Study

Extended and non-Extended Curricula	Program Type Description	Enrolled	Proceed	Percentage	Minimum Requirement Not Met	Percentage	Returned Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage
Grand Total		4619	1916	41%	551	11%	1035	22%	11	0%	96	2%	68	1%
Extended Total		253	65	25%	37	14%	83	32%	0	0%	0	0%	1	0%
Extended	General Academic 1st Bachelors Degree	170	37	21%	27	15%	59	34%	0	0%	0	0%	0	0%
	Professional 1st Bachelors Degree	83	28	33%	10	12%	24	28%	0	0%	0	0%	1	1%
Not Extended Total		4366	1851	42%	514	11%	952	21%	11	0%	96	2%	67	1%
Not Extended	General Academic 1st Bachelors Degree	2062	661	32%	322	15%	697	33%	2	0%	0	0%	4	0%
	Professional 1st Bachelors Degree	1700	964	56%	148	8%	221	13%	8	0%	0	0%	56	3%
	Occasional Student Undergrad	96	0	0%	0	0%	0	0%	0	0%	96	100%	0	0%
	Undergraduate Diploma	508	226	44%	44	8%	34	6%	1	0%	0	0%	7	1%

2007 Faculty of Humanities Qualified Undergraduates

Extended and non-Extended Curricula	Program Type Description	Qualified	Percentage
Grand Total		942	100.00%
Extended Total		67	7.10%
Extended	General Academic 1st Bachelors Degree	47	5.00%
	Professional 1st Bachelors Degree	20	2.10%
Not Extended Total		875	92.90%
Not Extended	General Academic 1st Bachelors Degree	376	39.90%
	Professional 1st Bachelors Degree	303	32.20%
	Occasional Student Undergrad	0	0.00%
	Undergraduate Diploma	196	20.80%

B5: 2007 Faculty of Humanities Postgraduate Enrolments

Program Type Description	Enrolled	Percentage
Grand Total	1811	100.00%
Doctoral Degree	295	16.30%
Honours Degree	513	28.30%
Masters Degree (Research and Coursework)	630	34.80%
Masters Degree (Research)	164	9.10%
Occasional Student Postgraduate	75	4.10%
Postgraduate Diploma	134	7.40%

2007 Faculty of Humanities Qualified Postgraduates

Program Type Description	Qualified	Percentage
Grand Total	535	100.00%
Doctoral Degree	28	5.20%
Honours Degree	298	55.70%
Masters Degree (Research and Coursework)	112	20.90%
Masters Degree (Research)	21	3.90%
Occasional Student Postgraduate	0	0.00%
Postgraduate Diploma	76	14.20%

B6: 2007 Faculty of Commerce, Law and Management Undergraduate Enrolments and Academic Progress by Different Levels of Study

Extended and non-Extended Curricula	Program Type Description	Enrolled	Proceed	Percentage	Minimum Requirement Not Met	Percentage	Returned Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage	Failed	Percentage
Grand Total		4972	2005	40%	772	15%	1111	22%	8	0%	65	1%	34	0%	0	0%
Extended Total		62	13	20%	16	25%	16	25%	0	0%	0	0%	0	0%	0	0%
Extended	General Academic 1st Bachelors Degree	50	13	26%	13	26%	11	22%	0	0%	0	0%	0	0%	0	0%
	Professional 1st Bachelors Degree	12	0	0%	3	25%	5	41%	0	0%	0	0%	0	0%	0	0%
Not Extended Total		4910	1992	40%	756	15%	1095	22%	8	0%	65	1%	34	0%	0	0%
Not Extended	General Academic 1st Bachelors Degree	3326	1189	35%	602	18%	899	27%	6	0%	0	0%	29	0%	0	0%
	Professional 1st Bachelors Degree	1519	803	52%	154	10%	196	12%	2	0%	0	0%	5	0%	0	0%
	Occasional Student Undergrad	65	0	0%	0	0%	0	0%	0	0%	65	100%	0	0%	0	0%

2007 Faculty of Commerce, Law and Management Qualified Undergraduates

Extended and non-Extended Curricula	Program Type Description	Qualified	Percentage
Grand Total		977	100.00%
Extended Total		17	1.70%
Extended	General Academic 1st Bachelors Degree	13	1.30%
	Professional 1st Bachelors Degree	4	0.40%
Not Extended Total		960	98.30%
Not Extended	General Academic 1st Bachelors Degree	601	61.50%
	Professional 1st Bachelors Degree	359	36.70%
	Occasional Student Undergrad	0	0.00%

B6: 2007 Faculty of Commerce, Law and Management Postgraduate Enrolments

Program Type Description	Enrolled	Percentage
Grand Total	2257	100.00%
Doctoral Degree	99	4.40%
Honours Degree	145	6.40%
Masters Degree (Research and Coursework)	1476	65.40%
Masters Degree (Research)	34	1.50%
Occasional Student Postgraduate	117	5.20%
Postgraduate Diploma	386	17.10%

2007 Faculty of Commerce, Law and Management Qualified Postgraduates

Program Type Description	Qualified	Percentage
Grand Total	503	100.00%
Doctoral Degree	11	2.20%
Honours Degree	88	17.50%
Masters Degree (Research and Coursework)	214	42.50%
Masters Degree (Research)	2	0.40%
Occasional Student Postgraduate	0	0.00%
Postgraduate Diploma	188	37.40%

B7: 2007 Faculty of Engineering and Built Environment Undergraduate Enrolments and Academic Progress by Different Levels of Study

		Enrolled	Proceed	Percentage	Minimum Requirement Not Met	Percentage	Returned Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage	Failed	Percentage
Extended and non-Extended Curricula	Program Type Description															
Grand Total		3063	1555	50%	520	16%	503	16%	5	0%	16	0%	11	0%	0	0%
Extended Total		264	110	41%	62	23%	77	29%	1	0%	0	0%	1	0%	0	0%
Extended	General Academic 1st Bachelors Degree	49	14	28%	13	26%	19	38%	1	2%	0	0%	0	0%	0	0%
	Professional 1st Bachelors Degree	215	96	44%	49	22%	58	26%	0	0%	0	0%	1	0%	0	0%
Not Extended Total		2799	1445	51%	458	16%	426	15%	4	0%	16	0%	10	0%	0	0%
Not Extended	General Academic 1st Bachelors Degree	361	192	53%	45	12%	41	11%	1	0%	0	0%	1	0%	0	0%
	Professional 1st Bachelors Degree	2422	1253	51%	413	17%	385	15%	3	0%	0	0%	9	0%	0	0%
	Occasional Student Undergrad	16	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%

2007 Faculty of Engineering and the Built Environment Qualified Undergraduates

Extended and non-Extended Curricula	Program Type Description	Qualified	Percentage
Grand Total		453	100.00%
Extended Total		13	2.90%
Extended	General Academic 1st Bachelors Degree	2	0.40%
	Professional 1st Bachelors Degree	11	2.40%
Not Extended Total		440	97.10%
Not Extended	General Academic 1st Bachelors Degree	81	17.90%
	Professional 1st Bachelors Degree	359	79.20%
	Occasional Student Undergrad	0	0.00%

B7: 2007 Faculty of Engineering and Built Environment Postgraduate Enrolments

Program Type Description	Enrolled	Percentage
Grand Total	1137	100.00%
Doctoral Degree	159	14.00%
Honours Degree	51	4.50%
Masters Degree (Research and Coursework)	443	39.00%
Masters Degree (Research)	161	14.20%
Occasional Student Postgraduate	11	1.00%
Postgraduate Bachelors Degree	1	0.10%
Postgraduate Diploma	311	27.40%

2007 Faculty of Engineering and Built Environment Qualified Postgraduates

Program Type Description	Qualified	Percentage
Grand Total	264	100.00%
Doctoral Degree	17	6.40%
Honours Degree	39	14.80%
Masters Degree (Research and Coursework)	120	45.50%
Masters Degree (Research)	23	8.70%
Occasional Student Postgrad	0	0.00%
Postgraduate Bachelors Degree	0	0.00%
Postgraduate Diploma	65	24.60%

B8: 2007 Faculty of Health Sciences Undergraduates Enrolments and Academic Progress by Different Levels of Study

Extended and non-Extended Curricula	Program Type Description	Enrolled	Proceed	Percentage	Minimum Requirement Not Met	Percentage	Returned Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage	Failed	Percentage
Grand Total		2534	1564	61%	272	10%	162	6%	0	0%	149	5%	9	0%	0	0%
Extended Total		136	67	49%	44	32%	25	18%	0	0%	0	0%	0	0%	0	0%
Extended	Professional 1st Bachelors Degree	136	67	49%	44	32%	25	18%	0	0%	0	0%	0	0%	0	0%
Not Extended Total		2398	1497	62%	228	9%	137	5%	0	0%	149	6%	9	0%	0	0%
Not Extended	Professional 1st Bachelors Degree	2113	1421	67%	194	9%	127	6%	0	0%	0	0%	8	0%	0	0%
	General Academic 1st Bachelors Degree	115	68	59%	29	25%	10	8%	0	0%	0	0%	1	0%	0	0%
	Occasional Student Undergrad	149	0	0%	0	0%	0	0%	0	0%	149	100%	0	0%	0	0%
	Undergraduate Diploma	21	8	38%	5	23%	0	0%	0	0%	0	0%	0	0%	0	0%

2007 Faculty of Health Sciences Qualified Undergraduates

Extended and non-Extended Curricula	Program Type Description	Qualified	Percentage
Grand Total		378	100.00%
Extended Total		0	0.00%
Extended	Professional 1st Bachelors Degree	0	0.00%
Not Extended Total		378	100.00%
Not Extended	Professional 1st Bachelors Degree	363	96.00%
	General Academic 1st Bachelors Degree	7	1.90%
	Occasional Student Undergrad	0	0.00%
	Undergraduate Diploma	8	2.10%

2007 Faculty of Health Sciences Postgraduate Enrolments

Program Type Description	Enrolled	Percentage
Grand Total	1767	100.00%
Doctoral Degree	163	9.20%
Masters Degree (Research and Coursework)	1385	78.40%
Masters Degree (Research)	150	8.50%
Occasional Student Postgraduate	1	0.10%
Postgraduate Diploma	68	3.80%

2007 Faculty of Health Sciences Qualified Postgraduates

Program Type Description	Qualified	Percentage
Grand Total	186	100.00%
Doctoral Degree	19	10.20%
Masters Degree (Research and Coursework)	106	57.00%
Masters Degree (Research)	20	10.80%
Occasional Student Postgraduate	0	0.00%
Postgraduate Diploma	41	22.00%

B9: 2007 Faculty of Science Undergraduates Enrolments and Academic Progress by Different Levels of Study

		Enrolled	Proceed	Proceed Per	Minimum Requirement Not Met	Percentage	Returned Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage	Failed	Percentage
Extended and non-Extended Curricula	Program Type Description															
Grand Total		1878	778	41%	275	14%	289	15%	4	0%	51	2%	2	0%	0	0%
Extended Total		169	34	20%	64	37%	20	11%	1	0%	0	0%	1	0%	0	0%
Extended	General Academic 1st Bachelors Degree	169	34	20%	64	37%	20	11%	1	0%	0	0%	1	0%	0	0%
Not Extended Total		1709	744	43%	211	12%	269	15%	3	0%	51	2%	1	0%	0	0%
Not Extended	General Academic 1st Bachelors Degree	1658	744	44%	211	12%	269	16%	3	0%	0	0%	1	0%	0	0%
	Occasional Student Undergrad	51	0	0%	0	0%	0	0%	0	0%	51	100%	0	0%	0	0%

2007 Faculty of Science Qualified Undergraduates

Extended and non-Extended Curricula	Program Type Description	Qualified	Percentage
Grand Total		479	100.00%
Extended Total		49	10.20%
Extended	General Academic 1st Bachelors Degree	49	10.20%
Not Extended Total		430	89.80%
Not Extended	General Academic 1st Bachelors Degree	430	89.80%
	Occasional Student Undergrad	0	0.00%

2007 Faculty of Science Postgraduate Enrolments

Program Type Description	Enrolled	Percentage
Grand Total	1392	100.00%
Doctoral Degree	316	22.70%
Honours Degree	391	28.10%
Masters Degree (Research and Coursework)	191	13.70%
Masters Degree (Research)	381	27.40%
Occasional Student Postgraduate	25	1.80%
Postgraduate Diploma	88	6.30%

2007 Faculty of Science Qualified Postgraduates

Program Type Description	Qualified	Percentage
Grand Total	511	100.00%
Doctoral Degree	58	11.40%
Honours Degree	307	60.10%
Masters Degree (Research and Coursework)	31	6.10%
Masters Degree (Research)	52	10.20%
Occasional Student Postgraduate	0	0.00%
Postgraduate Diploma	63	12.30%

B10: 2007 Academic Progress by Students who qualified in 2007 by Faculty and Program

Faculty of Commerce, Law and Management

	Program Title	Qualified
Grand Total		1476
Undergraduate Total		977
Undergraduate	Bachelor of Accountancy	94
	Bachelor of Accounting Science	164
	Bachelor of Commerce	2
	Bachelor of Commerce (Double Major - with Law)	34
	Bachelor of Commerce (Double Major - without Law)	374
	Bachelor of Commerce (Single Major - with Law)	0
	Bachelor of Commerce (Single Major - without Law)	26
	Bachelor of Economic Science	12
	Bachelor of Economic Science (Actuarial Science)	2
	Bachelor of Laws	269
	Commerce Occasional	0
	Law Occasional	0
Postgraduate Total		499
Postgraduate	Commerce Occasional	0
	Law Occasional	0
	B Com with Honours in Management Accounting	3
	B Com with Honours in Internal Auditing	5
	Bachelor of Commerce with Honours	0
	Bachelor of Commerce with Honours Business Economics / Human Resource	5
	Bachelor of Commerce with Honours Business Economics / Marketing	10

Bachelor of Commerce with Honours Business Economics / Insurance & Risk Management	2
Bachelor of Commerce with Honours Business Economics / Management	8
Bachelor of Commerce with Honours Business Economics /Business Finance	15
Bachelor of Commerce with Honours Economics	13
Bachelor of Commerce with Honours in Accounting	3
Bachelor of Commerce with Honours in Accounting - Taxation	2
Bachelor of Commerce with Honours Information Systems	7
Bachelor of Economic Science with Honours	15
Business Administration Occasional (Postgraduate)	0
Doctor of Economic Science	0
Doctor of Philosophy	11
Higher Diploma in Accountancy	12
Higher Diploma in Company Law	14
Higher Diploma in Computer Auditing	56
Higher Diploma in Labour Law	2
Higher Diploma in Tax Law	0
Master of Business Administration	125
Master of Commerce (Dissertation)	2
Master of Commerce (Economic Science)	0
Master of Commerce in Accounting	1
Master of Commerce in Accounting (Taxation)	4
Master of Commerce in Business Economics (Insurance & Risk Management)	0
Master of Commerce in Business Economics (Insurance and Risk Management)	0
Master of Commerce in Economics	3
Master of Commerce in Information Systems	2
Master of Laws	10
Master of Laws (Commercial Law)	5
Master of Laws (Communications Law)	1
Master of Laws (Company Law)	3
Master of Laws (Dissertation)	0
Master of Laws (Environmental Law) (Coursework)	0
Master of Laws (Human Rights Law)	0
Master of Laws (Labour Law)	3
Master of Laws (Pensions)	0
Master of Laws (Public Int Law)	0
Master of Laws (Public Law)	0
Master of Laws (Regulatory Law)	0
Master of Management (Dissertation)	0
Master of Management (Human Resource Management)	0
Master of Management (ICT Policy & Regulation)	0
Master of Management (Local Governance and Development)	0
Master of Management (Preparation of Research Proposal)	0
Master of Management (Public & Development Management)	51

	Master of Management (Public Policy)	2
	PhD (Preparation of Research Proposal)	0
	Postgraduate Diploma in Management (Business Admin)	100
	Postgraduate Diploma in Management (Human Resources Man)	2
	Postgraduate Diploma in Management (Public & Dev Management)	2
	Public & Development Management Occasional	0

Faculty of Engineering and the Built Environment

	Program Title	Qualified
Grand Total		716
Undergraduate Total		452
Undergraduate	Bachelor of Architectural Studies	46
	Bachelor of Engineering Science in Biomedical Engineering	19
	Bachelor of Science in Construction Management	19
	Bachelor of Science in Engineering (Aeronautical)	25
	Bachelor of Science in Engineering (Chemical)	47
	Bachelor of Science in Engineering (Civil)	22
	Bachelor of Science in Engineering (Civil) Environmental Eng	9
	Bachelor of Science in Engineering (Electrical)	43
	Bachelor of Science in Engineering (Electrical) Information	16
	Bachelor of Science in Engineering (Industrial)	15
	Bachelor of Science in Engineering (Mechanical)	33
	Bachelor of Science in Engineering (Mining)	57
	Bachelor of Science in Property Studies	11
	Bachelor of Science in Quantity Surveying	53
	Bachelor of Science in Town and Regional Planning	8
	Bachelor of Science in Urban and Regional Planning	18
	BSc(Engineering) (Metallurgy & Materials)	11
	Engineering Occasional (Undergraduate)	0
	Occasional (Undergraduate)	0
Postgraduate Total		264
Postgraduate	Bachelor of Architectural Studies with Honours	32
	Bachelor of Architecture	0
	Bachelor of Science with Honours in Urban & Regional Planning	7
	Doctor of Philosophy	16
	Doctor of Philosophy (Building)	0
	Doctor of Philosophy (Quantity Surveying)	0
	Doctor of Philosophy(Town & Regional Planning)	1
	Engineering Occasional (Postgraduate)	0
	Graduate Diploma in Engineering (Chemical)	0
	Graduate Diploma in Engineering (Civil)	6
	Graduate Diploma in Engineering (Industrial)	9
	Graduate Diploma in Engineering (Mechanical)	4
	Graduate Diploma in Engineering (Metallurgy & Materials)	4
	Graduate Diploma in Engineering (Mining)	32
	Master of Architecture	1
	Master of Architecture (Professional)	31
	Master of Engineering (Chemical)	1
	Master of Engineering (Civil)	6
	Master of Engineering (Electrical)	13
	Master of Engineering (Industrial)	8
	Master of Engineering (Mechanical)	2

	Master of Engineering (Metall & Mat)	3
	Master of Engineering (Mining)	12
	Master of Science in Building	7
	Master of Science in Development Planning	6
	Master of Science in Engineering	21
	Master of Science in Engineering (Chemical)	0
	Master of Science in Engineering (Civil)	14
	Master of Science in Engineering (Electrical)	5
	Master of Science in Engineering (Industrial)	0
	Master of Science in Engineering (Mechanical)	3
	Master of Science in Engineering (Metall & Mat)	3
	Master of Science in Engineering (Mining)	4
	Master of Science in Housing	3
	Master of Science in Town & Reg Planning	0
	Master of Science in Town & Regional Planning	0
	Masters - Preparation of Research Proposal	0
	Occasional (Postgraduate)	0
	PHD - Preparation of Research Proposal	0
	Postgraduate Diploma in Property Development and Management	10

Faculty of Health Sciences

	Program Title	Qualified
Grand Total		564
Undergraduate Total		378
Undergraduate	Bachelor of Dental Science	30
	Bachelor of Health Sciences	0
	Bachelor of Health Sciences - Biomedical Sciences	7
	Bachelor of Medicine and Bachelor of Surgery	175
	Bachelor of Nursing	13
	Bachelor of Pharmacy	49
	Bachelor of Science in Occupational Therapy	41
	Bachelor of Science in Physiotherapy	55
	Diploma in Oral Hygiene	8
	Medicine Occasional (Undergraduate)	0
Postgraduate Total		186
Postgraduate	Diploma in Advanced Nursing (Intensive Care Nursing)	0
	Diploma in Advanced Occupational Therapy	1
	Diploma in Advanced Physiotherapy	1
	Diploma in Occupational Health	20
	Diploma in Public Health	0
	Diploma in Public Health (Disaster Management)	1
	Diploma in Public Health (Health Measurement)	1
	Diploma in Public Health (Health Policy and Management)	3
	Diploma in Public Health (Hospital Management)	0
	Diploma in Public Health (Occupational Hygiene)	1
	Diploma in Tropical Medicine and Hygiene	13
	Doctor of Philosophy	19
	Master of Dentistry in the specialty of Community Dentistry	2
	Master of Dentistry in the specialty of Maxillo-Facial & Oral Radiology	0
	Master of Dentistry in the specialty of Maxillo-Facial and Oral Surgery	2
	Master of Dentistry in the specialty of Oral Pathology	0
	Master of Dentistry in the specialty of Orthodontics	0
	Master of Dentistry in the specialty of Prosthodontics	2
	Master of Family Medicine	3
	Master of Medicine in the specialty of Dermatology	0
	Master of Medicine in the specialty of Forensic Pathology	0

Master of Medicine in the specialty of Ophthalmology	1
Master of Medicine in the specialty of Orthopaedic Surgery	0
Master of Medicine in the specialty of Virology	0
Master of Medicine (in the specialty of Cardio-Thoracic Surgery)	0
Master of Medicine (in the specialty Anaesthesia)	1
Master of Medicine (in the specialty of Internal Medicine)	4
Master of Medicine in the specialty of Anatomical Pathology	0
Master of Medicine in the specialty of Chemical Pathology	0
Master of Medicine in the specialty of Clinical Pathology	1
Master of Medicine in the specialty of Community Health	2
Master of Medicine in the specialty of Diagnostic Radiology	0
Master of Medicine in the specialty of Emergency Medicine	0
Master of Medicine in the specialty of Haematology	0
Master of Medicine in the specialty of Neurological Surgery	1
Master of Medicine in the specialty of Microbiology	0
Master of Medicine in the specialty of Neurology	0
Master of Medicine in the specialty of Nuclear Medicine	0
Master of Medicine in the specialty of Obstetrics and Gynaecology	2
Master of Medicine in the specialty of Otorhinolamngology	0
Master of Medicine in the specialty of Paediatrics	3
Master of Medicine in the specialty of Plastic and Reconstructive Surgery	0
Master of Medicine in the specialty of Psychiatry	1
Master of Medicine in the specialty of Radiation Oncology	0
Master of Medicine in the specialty of Surgery	0
Master of Medicine in the specialty of Urology)	1
Master of Pharmacy	6
Master of Public Health	0
Master of Public Health (Disaster Management)	0
Master of Public Health (Hospital Management)	0
Master of Public Health (Community Rehabilitation)	1
Master of Public Health (Health Measurement)	7
Master of Public Health (Health Policy and Management)	13
Master of Public Health (Maternal & Child Health)	0
Master of Public Health (Occupational Hygiene)	6
Master of Science in Dentistry	6
Master of Science in Medicine	10
Master of Science in Medicine (Bioethics & Health Law)	3
Master of Science in Medicine (Child Health Community Paediatrics)	0
Master of Science in Medicine (Child Health Neurodevelopment)	0
Master of Science in Medicine (Coursework)	0
Master of Science in Medicine (Emergency Medicine)	0
Master of Science in Medicine (Epidemiology & Biostatistics)	12
Master of Science in Medicine (Genetic Counselling)	1
Master of Science in Medicine (Pharmaceutical Affairs)	4
Master of Science in Medicine (Pharmacotherapy)	8
Master of Science in Medicine (Population-Based Field Epidemiology)	4
Master of Science in Nursing	5
Master of Science in Occupational Therapy	2
Master of Science in Physiotherapy	12
Masters - Preparation of Research Proposal	0
Medicine Occasional (Postgraduate)	0
PHD - Preparation of Research Proposal	0

Faculties of Humanities

UG/PG Level 1	Program Title	Qualified
Grand Total		1476
Undergraduate Total		941
Undergraduate	Advanced Certificate in Education	34
	Advanced Certificate in Education (Mathematical Literacy)	0
	Advanced Certificate in Education (Physical Science)	10
	Advanced Certificate in Education (Upgrade: Arts and Culture)	0
	Advanced Certificate in Education (Upgrading: Deaf Education)	10
	Advanced Certificate in Education (Upgrading: Science)	21
	Advanced Certificate in Education in Mathematics (FET)	24
	Advanced Certificate in Education in Mathematics (GET)	21
	Advanced Certificate in Education Management	63
	Arts Occasional Undergraduate Studies	0
	Bachelor of Arts	423
	Bachelor of Arts in Dramatic Art	67
	Bachelor of Arts in Fine Arts	31
	Bachelor of Arts in Social Work	27
	Bachelor of Arts in Speech and Hearing Therapy	39
	Bachelor of Education	0
	Bachelor of Education (Foundation and Early Childhood Development)	20
	Bachelor of Education (Foundation Phase)	35
	Bachelor of Education (Intermediate and Senior Phase)	55
	Bachelor of Education (Senior and Further Education Training: English)	0
	Bachelor of Education (Senior and Further Education Training: Mathematics)	3
	Bachelor of Education (Senior and Further Education Training: Physical Science)	5
	Bachelor of Education (Senior and Further Education Training: Technology: Technika)	2
	Bachelor of Education (Snr & FET: Econ & Mngment Sci)	18
	Bachelor of Education (Snr & FET: Tech: Consumer Sci)	3
	Bachelor of Music	17
	Higher Diploma in Education (Junior Primary) Foundation	1
	Higher Diploma in Education (Secondary) Mathematics	1
	Higher Diploma in Education (Secondary) Physical Education	0
	Higher Diploma in Education (Senior Primary) Intermediate	3
	Higher Diploma in Education Pre/Junior Primary Combined	2
	Higher Diploma in Education Secondary Business Studies	4
	Higher Diploma in Education Secondary Technika	2
Postgraduate Total		535
Postgraduate	Advanced Diploma in Arts	1
	Advanced Diploma in Fine Arts	0
	Arts Occasional Postgraduate Studies	0
	Bachelor of Arts with Honours	217
	Bachelor of Arts with Joint Honours	6
	Bachelor of Education with Honours	64
	Bachelor of Education with Honours in Adult Education	3
	Bachelor of Education with Honours in Educational Psychology	8
	Doctor of Literature	0
	Doctor of Music	0
	Doctor of Philosophy	28
	Education Occasional Postgraduate Studies	0
	Master of Arts by Coursework and Research Report	54
	Master of Arts by Research	13
	Master of Arts in Audiology by Coursework and Research Report	1
	Master of Arts in Audiology by Research	0

	Master of Arts in Clinical Psychology	11
	Master of Arts in Community-based Counselling Psychology	8
	Master of Arts in Dramatic Art by Coursework and Research Report	1
	Master of Arts in Dramatic Art by Research	1
	Master of Arts in Fine Arts by Coursework and Research Report	1
	Master of Arts in Fine Arts by Research	3
	Master of Arts in Heritage by Coursework and Research Report	0
	Master of Arts in Rock Art Studies by Coursework and Research Report	0
	Master of Arts in Social Work by Coursework and Research Report	0
	Master of Arts in Social Work by Research	0
	Master of Arts in Speech Pathology by Coursework and Research Report	1
	Master of Arts in Speech Pathology by Research	1
	Master of Arts in Translation by Coursework and Research Report	2
	Master of Education by Coursework and Research Report	18
	Master of Education by Research	2
	Master of Education in Educational Psychology	12
	Master of Music by Coursework and Research Report	3
	Master of Music by Research	1
	Masters - preparation of research proposal	0
	PhD - preparation of research proposal	0
	Postgraduate Certificate in Education	42
	Postgraduate Diploma in Arts	30
	Postgraduate Diploma in Education	1
	Postgraduate Diploma in Translation and Interpreting	2

Faculty of Science

	Program Title	Qualified
Grand Total		990
Undergraduate Total		479
Undergraduate	Bachelor of Science	476
	Bachelor of Science (Biomedical)	3
	Science Occasional Studies (Undergraduate)	0
Postgraduate Total		511
Postgraduate	Bachelor of Science with Honours	307
	Doctor of Philosophy	58
	Doctor of Science	0
	Higher Diploma in Computer Science	10
	Master of Science (Coursework and Research Report)	31
	Master of Science (Dissertation)	52
	Master of Science (Preparation of Research Proposal)	0
	PHD - Preparation of Research Proposal	0
	Postgraduate Diploma in Science	50
	Postgraduate Diploma in Scientific Studies	3
	Science Occasional Studies (Postgraduate)	0

7. FACILITIES AND MAJOR CAPITAL WORKS

Property acquisitions

No property acquisitions have taken place in 2007, nor have any University properties been sold. The University has commissioned a consulting firm to review its current property holdings with the objective of identifying opportunities for sustainable third stream income from its property portfolio for investment back into its teaching, research and property maintenance requirements. The University management will consider recommendations from this study once finalised in July 2008.

Property developments

Student Residence Development

The University has entered into negotiations with a developer in relation to the proposed development of stand 815, Parktown, in order to address the critical need for student residences. If the negotiations are successful it is anticipated that construction will commence in late 2008, with the first student intake scheduled for February 2010. The University is currently accommodating 4 500 students in residence and is determined to expand this capacity to at least 6 000 on its own campuses. Negotiations are ongoing with developers within the area to develop suitable residences on their own landholdings which can be rented or leased to students.

Frankenwald

The development of Frankenwald Estates remains subject to the resolution of litigation proceedings brought against the University. Ongoing consultations are taking place with the City of Johannesburg to ensure that the development objectives of the City are accommodated as far as it is reasonable and practical within the proposed Frankenwald development.

Infrastructure developments

West Campus Teaching Infrastructure:

Construction of new teaching venues on West Campus commenced in October 2007 to accommodate the anticipated expansion in the Science and Engineering disciplines. Investigations in relation to the construction of a new undergraduate science centre are currently underway as well as extensions to the Chamber of Mines building on West Campus.

Once completed the upgraded FNB building will offer two large lecture theatres, i.e. 350 and 450 seaters. Eight new tutorial rooms, a computer centre, and a study and resource centre.

It is envisaged that the development of the Chamber of Mines and proposed new undergraduate Science building will accommodate amongst others a new laboratory, lecture theatres and tutorial rooms. The scope of these projects is currently underway, and will be reported on in more detail in the 2008 report.

Medical School Refurbishment

Minor office refurbishments are being undertaken at the University's Medical School Campus in order to create additional research and teaching space.

William Cullen Postgraduate Research Commons

Through external funding from the Carnegie Foundation, a postgraduate research commons has been developed in the William Cullen Library, East Campus.

Parking area developments – West Campus

With parking presenting an ever-increasing challenge to the University, it was decided to convert two sports practice fields on West Campus into undergraduate parking areas for 520 vehicles. Construction commenced in late October 2007 and will be completed in June 2008.

University property maintenance

All University properties are maintained within the financial resources provided. The maintenance requirements of a vast, and in some cases, old properties portfolio, unfortunately remain considerably higher than the available resources and in some instances impact on the teaching and research capabilities of the Institution. Minor refurbishments, too many to mention in detail here, are ongoing and were completed through the University's property portfolio.

Occupational Health and Safety (OHS)

Legal OHS compliance structure

A well-established Occupational Health and Safety Legal Compliance Structure is in place with the necessary statutory appointments. Regular inspection reports are received from Faculties and Schools.

Fire extinguishers, fire hose reel and sprinkler systems

A comprehensive database is established. All of the University's fire extinguishers, fire hose reels and sprinkler systems are serviced and inspected as required by the Occupational Health and Safety Act (85 of 1993) as amended.

Gas alarm and monitoring systems

Substantial capital funding has been invested as part of a continued upgrading plan to install gas alarm and monitoring systems in identified high risk areas. The existing gas alarm systems in Humphrey Raikes and Richard Ward buildings have been extended to cover additional laboratory areas.

Fire alarm systems and Occupational Health and Safety signage

The University is systematically addressing the required installation of fire alarms and occupational health and safety signage in all of its buildings. Regular fire drills are implemented in consultation with the Faculties and Schools.

8. EVENTS (INCLUDING FUNCTIONS AND CONFERENCES)

Month	Event
January	
25	Induction Lunch
29	Bioinformatics Conference
30	Bioinformatics Conference
February	
2	Professor Mthembu's Farewell
4	Welcome Day
4	Welcome Day Reception
March	
2	South African Institute of Physics (SAIP) Council Meeting
2	SAIP Conference
5	Launch of CBI African Cables
6	International Open Day
8	Taco Kuiper Award for Investigative Journalism
12	India Delegation Lunch
12	Dr Ahluwalia Dinner
14	Board of Governors Cocktail Function
15	School Principals' Function
20	Development Office Lunch Chalsty Centre
22	Swiss Delegation Visit
25	Vice Chancellor's Prestige Scholarship Luncheon
27	Anglo American Donor Finger Lunch
27	Commerce Law & Management Graduation
	Graduation Reception
28	Farewell Function Justice Richard Goldstone
28	Chancellor's Installation
28	Chancellor's Installation Dinner
April	
3	Humanities Graduation
	Graduation Reception
5	Science Graduation
	Graduation Reception
11	Science Graduation
	Graduation Reception
18	Nadine Gordimer Lecture Professor A Sen
19	Humanities Graduation
	Graduation Reception
20	National Aeronautical Centre of Excellence Board Meeting
18	Professor A Sen Dinner
24	SET & NRF Lunch
25	DST/ NRF Coe Annual Board Meeting Luncheon
25	Ali Mazrui Lecture
26	Ali Mazrui Dinner
26	Humanities Graduation
	Graduation Reception
May	
2	Commerce Law & Management Graduation
	Graduation Reception

8	Commerce Law & Management Graduation
	Graduation Reception
8	Lybian Delegation Lunch
14	Inaugural Lecture Professor A Mbembe
	Inaugural Dinner
15	Engineering & the Built Environment Graduation
	Graduation reception
17	Humanities Graduation
	Graduation Reception
18	Nadine Gordimer Lunch
18	Accountancy Prize Giving
23	SEBS Prize Giving
24	Carnegie Lunch
31	Inaugural Lecture Professor Rollnick
	Inaugural Dinner
31	Engineering & the Built Environment Prize Giving
June	
6	Commerce, Law & Management Graduation
	Graduation Reception
13	General Graduation
	Graduation Reception
21	Mary Slack Lunch
27	Higher Degrees Graduation
	Graduation Reception
July	
2	South African Institute of Physics (SAIP) Conference
2	SAIP Welcome Cocktail Party
3	SAIP Welcome Dinner in the Great Hall
4	SAIP visit to Sci Bona
5	SAIP Finger Supper
6	SAIP Banquet
9	International Office Lunch
10	Inaugural Lecture: Professor J Wing
10	Inaugural Lecture Dinner
18	Dept of Science & Technology Finger Lunch
19	Induction Lunch
20	International Office US Student Dinner
24	Mandela Institute Welcome Dinner
25	Mandela Institute Colloquim
26	Donor Lunch at Origins Centre
26	Professor Comins Farewell
August	
2	Edu Loan
3	Euler Workshop
4	Euler Workshop
16	Ambassador of Spain Visit
16	Ernest van Heerden Creative Award
20	RW Charlton Awards
21	Inaugural Lecture Professor Kara
	Inaugural Dinner
30	Inaugural Lecture Professor Szabo
	Inaugural Dinner

September	
6	Development Office Lunch
9	Walter Milton Memorial Tea
10	African Centre for GeneTechnology Conference Centre Registration(ACGT)
11	ACGT Conference Registration
12	ACGT Conference Welcome Dinner
14	ACGT Field Trip & visit to Origins Centre
15	ACGT Banquet
26	Inaugural Lecture Professor Hein
	Inaugural Dinner
October	
4	Wits 85th Birthday Tea in Concourse
5	Nelson Mandela Science Lecture
5	Nelson Mandela Science Reception
5	Emtonjeni Launch
8	Development Office Breakfast
10	Bernard Price Memorial Lecture
10	Bernard Price Dinner
10	Prea Workshop
11	Prea Workshop
12	Prea Workshop
17	SRC Farewell Outgoing / Welcome Incoming
19	Professor E Khan Memorial Service
19	Donor Stewardship Luncheon
21	Wits 85th Birthday Picnic
23	Public Lecture - ST Lee Lecture Series
25	Johannesburg Centre for Software Engineering Launch
29	Inaugural Lecture Professor Mizrahi
	Inaugural Dinner
29	Inaugural Lecture Professor De Koning
	Inaugural Dinner
November	
1	Public Lecture Mr Saki Macozoma
1	Dinner Mr Saki Macozoma Dinner
5	Inaugural Lecture Professor M Patel
5	Inaugural Dinner
6	SAADP Cocktail Dinner, Guest Speaker Mr Cyril Ramaphosa
7-10	Higher Degrees Graduates Reunion and Symposium
14	Development Lunch
14	Harvard Law School Dinner
21	Higher Degrees Graduation
21	Graduation Reception
28	Symposium: Donor Equity & Transformation
29	Symposium: Donor Equity & Transformation
December	
1	Council & Senate Dinner
4	Vice-Chancellor's Teaching & Research Awards
4	Health Sciences (THS) Graduation

4	Graduation Reception
5	Wellness Day-Concourse
6	Wellness Day-Concourse
11	Health Sciences (MBBCH) Graduation
11	Graduation Reception
12	Engineering & the Built Environment Graduation
12	Graduation Reception
13	Humanities Graduation
13	Graduation Reception

9. DIVISION OF STUDENT AFFAIRS

9.1 Introduction

Departments within the Division of Student Affairs seek to create a vibrant campus environment by providing sustainable co-curricula programmes, commonly referred to as the second curriculum, which will result in enhanced student learning outcomes. These are designed to empower and enable students to focus more intensely on their studies by improving their personal growth and maturity. The provision of life skills programmes that aim for the holistic development of students build on leadership capacity and encourage student activism in their development as competent, self reliant, responsible and outstanding individuals. Good citizenship is encouraged.

The Division also provides support services to alleviate conditions which may interfere with a student's education which are necessary for successful retention and graduation. The Division's goals are consistent with the Institution's goals and aim to support and assist the academic mission of the University.

There has been an increasing demand for student services, especially from units such as the Counselling and Careers Development Unit, Disability Unit, Campus Health and Wellness Centre, Sports Administration and the Student Development and Leadership Unit.

9.2. Campus Health and Wellness Centre

The role of Campus Health & Wellness Centre (CHWC) is to enhance the wellness of students thus contributing to their holistic development and academic success.

CHWC provides a comprehensive primary health care service which includes health promotion, ill health prevention, curative and rehabilitative care. In addressing health promotion every effort is made to educate and inform the Wits community about health-related issues.

Several value-added services are offered, such as:

- Free emergency care;
- Free contraception counselling and method provision;
- Free HIV counselling and testing;
- Free diagnosis and treatment of sexually transmitted infections;
- Free access to health promotion material;
- Dispensary services for CHWC prescriptions;
- Free use of the sick bay for those who are too ill to carry out their daily activities; and
- Health Sciences students who have been exposed to occupational injuries are managed and provided with prophylaxis as per guidelines provided in the protocol for such exposure.

CHWC was under review in 2007 and the outcome is pending in 2008.

9.3 Counselling and Careers Development Unit

Psychologists, social workers, careers educators and administrators have once again endeavoured to present the student community with relevant, preventative and responsive services as well as programmes towards offering a holistic and excellent student-centred service. The Therapy and Advocacy team, inclusive of psychologists, social workers, intern psychologists and peer volunteer counsellors saw a significant increase of students needing counselling in 2007, compared to the numbers of 2006, including crisis interventions and psycho-educational workshops and presentations. While the trends in the past have shown that students from the Faculty of Humanities utilise the counselling services, an increase in students requesting counselling has emanated from the other faculties, in particular from the Faculty of Health Sciences. The satellite office at the Education campus has also seen an increase in students requiring counselling.

The HIV and AIDS programme co-ordinator successfully delivered several lectures, workshops and programmes to students in academic departments, including the Schools of Arts, Education, Social Work and Engineering.

CCDU reached 12 121 students through several psychosocial educational presentations and workshops. During the latter half of the year, CCDU proposed a new vision for this service. Staff agreed that all psycho-social educational presentations, workshops and trainings would be known as the **Learning for Life** portfolio. The name aligns itself to the context of CCDU as a support service whose purpose is to optimise student potential to enhance their development and increase throughput. Extensive marketing of this 'new look' with the installation of a Resource Centre which houses a well-equipped Viewing Room, a user friendly webpage and other 'tools for life' is planned for 2008.



The Graduate Recruitment Programme successfully hosted more than 120 companies recruiting graduates in 2007. This represents the largest number of companies to participate in graduate recruitment programmes. The "Final Year Experience", a comprehensive programme of world of work readiness presentations and workshops was presented and widely marketed to final year students. Evaluations from both recruiting companies and students indicated a very positive perception by both sectors of the value of the programmes offered by the Employment Services team. Together with Alumni Relations, the Graduate School of Humanities and the Centre for Teaching and Learning (CLTD), a mentorship training workshop was successfully hosted.

As part of outreach to the broader community, CCDU hosted a successful Careers Seminar for teachers focusing on learning styles and preferences. In addition, a career development workshop was presented to potential Bale Scholarship students for 2008. Career counsellors served as mentors for some of the Bale students. The career assessment programme continued to be most utilised by prospective students and has been utilised by students from both private and public schools.

9.4 Disability Unit

The Unit continues to provide advocacy and much-needed academic support to students with disabilities. Several more students presented with multiple disabilities. The first appointment of a permanent sign language interpreter minimised the regular problems experienced in the provision of services to deaf students. It is hoped that the appointment of an additional permanent sign language interpreter would bring to an end the challenges confronting deaf students.

The Unit proactively sought funding and donations for specialised adaptive equipment for its students and secured nine computers from IBM as part of a three-year sponsorship agreement.

A well established service is offered by the satellite office on the Education Campus.

9.5 Office of Residence Life

With a capacity of only 4 500 students in eighteen residences, Wits is unable to meet the very high (and growing) demand for student accommodation, especially for postgraduate and foreign students. The University has therefore entered into a public/private partnership for the expansion of the 120-bed Parktown Village 2 to provide 750 more beds for senior students. This externally-funded project is to be completed by January 2010. The

complex is to be operated by the developer for the first 20 years, but the University's Office of Residence Life will be responsible for the pastoral care of the residents.

The 2003 Residence Strategic Plan will be reviewed in 2008 with a view to accelerating progress towards the enlargement of certain residences on the Main Campus and the possible construction of a new senior postgraduate residence.

In 2007 several of the residence computer centres were enlarged and upgraded. Pleasing progress is being made in the installation of IT network points in all bedrooms in postgraduate residences.

Academic success and throughput rates among undergraduate residence students remain very much better than those of non-resident students, largely due to the strong emphasis on academic endeavour in the residence programme and the well-established; residence-based tutorial programmes that have grown appreciably over the past few years.

9.6 Sports Administration

Wits University has placed itself at the forefront of tertiary sport for many years and this standard has been maintained, not only in the performance of the clubs, but in the continued development of facilities and sporting programmes.

Wits Sports remained committed to developing, nurturing and guiding the Wits community and sporting talent alike. With programmes like the ABSA 'learn to swim' initiative, student induction and life skills programmes and the various internal sports leagues on campus, Wits has committed itself to catering for numerous facets of individual and University growth.

Wits Sports also garnered global attention with a number of students proving their abilities on the international stage. Wits sportswoman of the year, Odette Richard, performed exceptionally well in the highly competitive and demanding discipline of rhythmic gymnastics. She is placed in the A group of gymnasts, the best in the world, and has qualified for the Beijing 2008 Olympic Games and holds the national and African title.

Andrew Polasek, Wits sportsman of the year was an outstanding performer as he made his way to the Rowing World Cup in Austria and brought home the *South African Rowing Championships* senior lightweight skulls title. Other students who stamped their mark on the year include South African sailor Derrick Robinson, gymnast Ross Ferguson and judo champion Natasha Glassford. The Wits ladies waterpolo team represented the University with distinction when they were placed second at the Indian Rim Asian University Games in Perth.

Wits can look back on a year where sport made a meaningful contribution to life at the University and proudly carried the Wits name around the country and even the globe. This was made possible by the generous sponsorships given to the University by ABSA (Hockey and Aquatics), Standard Bank (Basketball), Bidvest (Football), First National Bank (Rugby), Croxley (Cricket), the Skye Foundation and the Gauteng Department of Sport, Recreation, Arts and Culture.

9.7 Student Development and Leadership Unit (SDLU)

The SDLU provides a secretarial, administrative and financial management service to the Students' Representative Council (SRC), its subcommittees and structures (Clubs, Societies and Organisations) under its jurisdiction. There are approximately 97 such organisations (CSOs), whose members pay a subscription fee. The work done in student leadership development provides avenues for affiliation, connection and identification with the broader community. Moreover, through a variety of multicultural programmes, the Unit promotes the appreciation of diversity recognising that at Wits, diversity must be embraced as an important asset fostering a rich exchange of ideas and greatly enhancing the learning experience. This appreciation is contextualised, anticipating the global workplace, encouraging assimilation, congeniality, and creating an atmosphere of religious tolerance and co-operation.

Many leadership positions are nurtured and encouraged within Student Affairs. Leaders are taught a variety of hard and soft skills ultimately contributing to their own personal self discipline.

9.7.1 Activities by the SRC, Clubs and Organisations (CSO) and SDLU

The following are highlights of some of the activities undertaken by the SRC and its different clubs and societies in collaboration with the SDLU:

- South African Union of Jewish Students (SAUJS) hosted the successful Darfur Exhibition;
- The Association of Catholic Students (ACTS) participated in the ABC Provincial Aids Campaign in Pretoria;
- Medical School Council hosted their Annual Ball – which raised funds for charity and for the underprivileged students' funeral fund;
- The Students in Free Enterprise (SIFE) attended the SIFE National competition at Caesar's Palace;
- MSc Physiotherapy Students Council organised fundraising events to raise money to donate to their beneficiary – Nazareth House for the aged and HIV/AIDS children;

10 students also attended the July Comrades Marathon to provide physiotherapy assistance;

- Ten female students from various CSOs were selected to attend the Women in Leadership Conference organised by the National Association of Student Development Practitioners (NASDEV) which took place in Cape Town;
- Disability Students Movement hosted a disability awareness week;
- Bapedi Students Society arranged a trip to Limpopo and conducted a Wits Career Expo at the Matladi High School;
- A Cultural Day was held in September to mark heritage month – a variety of cultural CSOs had the opportunity to showcase their culture;
- African National Congress Youth League hosted a political school;
- Several HIV/AIDS Awareness initiatives;
- SRC hosted a successful Transformation Panel Summit which interrogated a wide variety of issues;
- The Entrepreneurial Portfolio hosted a World Trade Organisation (WTO) conference as well as a number of entrepreneurial workshops;
- The SRC hosted a Proudly Witsie Campaign in collaboration with the Alumni Relations Office;
- SRC Executive had the privilege of attending a number of Department of Education conferences;
- SRC participated extensively in the South African Union of Students forum;
- Members of the SRC represented students in the Council Readmissions Committee (CRC) where excluded students were given the opportunity to seek readmission;
- The SRC and members of its policy unit participated in the formulation of Standing Orders for Clubs and Societies as well as input into the new SRC Constitution which was accepted by the University Council;
- SDLU in partnership with ABSA hosted an inaugural Winter Leadership Camp in the Magaliesberg for 60 students; five of these students were elected onto the SRC;
- Ongoing capacity development building and leadership training to all student governance structures.

Many other activities were successfully hosted by various individual clubs and societies during the year – contributing to a unique out of class environment – maximising the opportunities for student personal growth through a process of intense self discovery.

10. STUDENT REPRESENTATION ON COMMITTEES

Student representation on key committees is a well established principle at Wits. Students take pride in participating in crucial decision-making structures within the University. Their attendance at meetings has been impressive.

The students were represented on Council, Senate and other committees as listed below:

Name of Committee	Student Member/s
Academic Planning & Development Committee(APDC)	Nokwanda Molefe
All Residence Council	Mpumi Khoza
Council	Mbali Hlophe,
CRC – Council Re-admissions Committee	Nokwanda Molefe, Thembi Mabuza, Rezvan Ma'ani, Mike Matuka
Executive Committee of Convocation	Mbali Hlophe
Executive Committee of Council – EXCO	Mbali Hlophe
Finance Committee (FINCO)	Zakhele Maya
Financial Aid & Scholarships Committee	Nokwanda Molefe
Health & Education Trust	Mbali Hlophe
HIV/AIDS Programme Executive	Nicole Morris, Warren Goldstuck
Infrastructure for Teaching Committee	Mbali Hlophe
Integrated Campus Access management (ICAM)	Rezvan Ma'ani
Security Advisory Committee	Rezvan Ma'ani, Angel Mahopo
Senate	Nokwanda Molefe, Thembi Mabuza, Mike Matuka, Mbali Hlophe, Mbuyiseni Ndlozi, Philani Mthembu, Nicole Morris
Senate Academic Freedom Committee	Mbali Hlophe
Senate Committee on Teaching & Learning	Nokwanda Molefe
Senate ICT Reference Committee	Rezvan Ma'ani
Senate International Policy Committee	Mike Matuka
Senate Library Committee	Rezvan Ma'ani
Strategic Planning & Allocation Resources Committee (SPARC)	Mbali Hlophe
Student Services Advisory Committee	Mbali Hlophe, Rezvan Ma'ani, Selaelo Modiba, Philani Mthembu
University Forum	Mbali Hlophe, Nicole Morris
University Space Allocation Committee	Angela Mahopo

11. WORKING WITH INDUSTRY

11.1 Interaction with primary education facilities (schools)

Wits Enterprise has been contracted by City Year, a youth volunteer service NGO registered with the national youth volunteer service office in the President's office, to offer unit standard based Community Development Practice training to their service leaders. These service leaders are deployed in a supporting capacity in various schools.

11.2 Institutional services

Wits Enterprise has developed and offered a successful programme in Entrepreneurship to more than a hundred Wits students.

It also utilizes Wits senior students as facilitators in a course in Small Business Management, offered to informal traders, thereby providing a unique opportunity for students to share their knowledge with a severely disadvantaged constituency.

11.3 Partnerships with government agencies

Wits Enterprise is actively involved in several Wits projects partnering with government agencies:

- Courses in Preferential Procurement and Supply Chain Management were developed on request of the Development Bank of South Africa and are offered on demand.
- A course in Small Business Management is offered to informal traders of the City of Jo'burg. This course is sponsored by the City of Jo'burg and forms part of their 2030 vision.
- Short course services are also offered to the:
 - o Department of Correctional Services;
 - o Department of Education;
 - o Department of Health;
 - o Department of Trade and Industry; and
 - o ETDP SETA.
- Assistance to the DST with issues pertaining to the SA space agency, an audit of SA space capabilities, and the European Union 7th Framework Programme (FP7).
- The DST appointed Cristina Pinto and Tendani Nevondo as the FP7 South African National Contact Point and the Assistant National Contact Point for Legal and Financial Issues respectively.
- Wits Enterprise is managing a multidisciplinary team of academics and professionals from various organisations who provide quality assurance and support to the National



Department of Transport in the development of a National Transport Master Plan (NATMAP).

- Assessment of food gardens established by Gauteng Department of Agriculture, Conservation and the Environment
- Assessment of energy regulation on behalf of NERSA.
- The Blue Crane Development Agency, funded by the Industrial Development Corporation, contracted Wits Commercial Enterprise and the University of the Witwatersrand's School of Mechanical, Industrial and Aeronautical Engineering to design an ultra light.
- Energy-related research funded by SANERI (R27 million over 2 years).
- Establishment of a Drug Delivery Platform at Wits by the BioPAD Biotechnology Regional Innovation Centre, an initiative of the Department of Science and Technology (R11.6 million over three years).

11.4 International interactions / partnerships

In keeping with Wits' commitment to contribute in various ways to the development of the continent, several staff members, entities and units from Wits University are engaged in partnership with colleagues in many African countries in cutting-edge research and training for Africa's development. Wits Enterprise assisted in highlighting some of Wits projects at the joint African Union. These include: the Economic Commission for Africa Science, Technology and Innovation Exhibition in Addis Ababa, Ethiopia.

Wits Enterprise hosted delegates from the Czech Republic's Institute of Chemical Technology and the Technology Centre of the Academy of Sciences. The aim of this working visit was to initiate collaboration with the objective of developing joint proposals for the European Union's 7th Framework Programme in the Food, Agriculture and Biotechnology Thematic Priority.

Wits Enterprise assists with Wits participation in at least 4 consortium-based projects funded under the European Union's 6th Framework Programme viz: CAPABILITY, Genebenefit, GrainLegumes and Hyvolution. Wits Enterprise is also a participant in IST-Africa, a project funded under the European Union's 7th Framework Programme. In the majority of cases, the DST has provided a level of co-funding towards Wits' participation in these projects.

Wits Enterprise currently coordinates 2 projects funded through UNICEF:

- investigating succession planning, identifying relevant terms and legal approaches when looking at the best interests of the child, outlining legal and policy issues around succession and other areas of law affected by death and inheritance, and clarifying customary law in terms of the Constitution; and
- developing a support system for orphans and vulnerable children (OVC) within child care forums.

Wits Enterprise also assists in the coordination of 2 major initiatives funded through the IDRC:

- The Research ICT Africa (RIA) Network which through a network of African researchers, seeks to generate the information and analysis needed to inform policy formulation and effective regulation of ICTs across Africa, and
- The African Comparative Copyright Review (ACCR) project that is conducting research in several African countries on the copyright climate in each country and the relationship between the country's copyright climate and access to digital and hard-copy learning materials.

11.5 Industry partners

Short course provision	Research management (contract research and consulting)
ACSA	ABSA
Anglo Platinum	Abramar
CIMA	Anglo
City Power	Anglo Platinum
City Year	BHP Billiton
Cool Ideas	Cape Nature
Element 6	CBI
Eskom	Element 6
Forefront Training	Eskom
Goldfields	Greenfields
Hlaniki Consulting	Innovative Solutions
LONMIN	Itasca
Metrobus	Meepong
Road Traffic Management Corporation	NLB
SA Weather Services	Ozz Foundries
Sasol	Powercem
Service Mix	SACEMA
	SAEON
	Sanlam
	Sasol
	Telkom
	Uthingo
	VAC

11.6 Below are some of the organisations that the University is currently involved with in the area of **contract research**:

AEL	BHP Billiton
African Products	Blue Crane Development Agency
Airbus Military	IDRC
Amitech SA	City of Johannesburg
Anglo Gold	CSIR
Anglo Platinum	City Year
Asbestos Relief Trust	Columbus Stainless
Bank SETA	CS Manufacturing Co
Bateman	De Beers

Denel	SCAW
Department of Communications	Sihahamba Engineering
Department of Science & Technology (DST)	Skorpion Mine
Department of Trade & Industry (DTI)	Spectro Analytical - Germany
Department of Transport (DoT)	Strategic Environmental Focus
Development Bank of Southern Africa (DBSA) E6	Superlawn
Ero Electronics	Telkom
Eskom	Total
European Union	Tourism, Hospitality and Sport SETA
FAPA	Uthingo
First National Bank	Unicef
Food and Beverage SETA	Webber Wenzel Bowens
Ford Foundation	Wholesale and retail SETA
Gauteng Department of Agriculture & Conservation	XSTRATA
Gauteng Shared Services Centre	Zenex
Global First Products	
Golden Nest International Group - China	
Goldfields	
Holcim	
Internet Service Provider's Association	
Jaweng Mine	
Johnson Matthey	
Kentron	
Knight Pieshold	
Linc Energy – Australia	
Mintek	
Mobile Telephone Networks (MTN)	
National Lotteries Board	
National Heritage Council	
National Research Foundation (NRF)	
Nedcor	
Nivitex	
Orsmond Aviation	
Plascon	
Platreef Resources	
PSA	
Rand Water	
SA Weather Services	
SAFIC	
Sanlam Capital Markets	
Sappi	
Sasol	
Sasol Polymers	
Sasol Technology	
SASRI	

11.7 Below are some of the organisations that the University is currently involved with in the area of **short course provision**:

1st Link Insurance	Bus/ Connexion
21st Century	Business Brief
A Pratt & Assoc	Business Connexion
Abby Labs	Business Education Design
ABI	Business Sense
ABSA	Business Sense
ABSA Corp & Merchant Bank	BVZ Attorneys
Abundant Living	CAMS
ACCA	Cardinals
Ad Vantage	Change Partners
Adock Ingram	Chillibush
Advocate	Citadel
African Bank	City Lodge Hotels
African Impress	City of Johannesburg
African Life	City Year
Afrox	Clearhead Comm
Afsafe	Clientele Life
Aganang	Club Motors
AGE Group	Coca Cola
Alexander Forbes	Collarcraft
Allianz	Comparex Africa
ALT Exchange	Conlog
Altron	Corp. Travel
Anglogold Ashanti	CRC
Arcay	Creating Action Spaces Together
Armcor	CSIR
ARP Refrigeration	Daimler Chrysler
Astra Zeneca	DBSA
Audi Claremont	De Beers Consolidate Mines (Pty) Ltd
Aveng	Deloitte & Touche
B2B Africa	Delta Motor Co
Babcock	Deutsche Bank
Bank Serve	DHL
Barclays	Discovery Health
Barloworld	Discovery Health Institute
Bateman	DMA People
BDFM	Drake & Scull
Bearings Internation	DTI
Bell, Dewar Hall	Dulux
Blind Boyz	Eagle Imaging
Blu Skye	Edge International
BMW SA	Effective Training
Boart Longyear	EOH KPMG Consulting
Boeing	Ernst & Young
British American Tobacco	Eskom
Bromor Foods	ETDP Seta
Bus Edu. Design	Excellante

Exec. Express	Ithala
Fin. Training Co	J Davidson & Ass
Financial Mail	JB's Corner
First National Bank	JHB Met Chamber of Comm & Industry
Flight Centre	Johnnic
Fluxmans	Johnson Cycle
Franklin Covey	JP Morgan
FS Consulting	JTI
Full Throttle	Keeve Steyn (Pty) Ltd
Fx Africa	Kingna Lodge
Gauteng Legislature	Kohler
Gauteng Prov. Gov	Kumba Resource
Glenrand MIB	LCI
Global Business Solutions	Learning Chan
Global Technolgy	Learning Resources
Gold Fields	Leisure World
Good Year	Liberty Life
Graffiti	Logical Options
Grey Global	L'Oreal SA
Grey Worldwide	Louis Allen
Group 21 Advocates	LPC
Group 5	LTA
Group Africa of the Amavulandlela	Mail & Guardian
Hatch	Markinor
Heart@Work	Maverick Mark.
High Fidelity	MaxiLoads
HLB Prangleys	MC&A
Hospitality and General Provident Fund	McCain
HR Empowerment	McCarthy Limited
HSRC	McGraw Hill
Hudaco	McKinsey & Co
Ian Dickie	Medow
IBA	Meropa Comm
IDC	Minerva
IEB	Mintek
i-fundi	Mitsubishi Mot
Ikhozi Shuttle & Tours	Mogale City
Illovo Limited	Moneyweb
Image Point	Motor Online
IMM	Mulit Serv
Inseta	Multichoice
Insight	Murray & Roberts
Intl. Training	Nala Business Consulting
Investec	Namitech
INZ Consulting	National Brands Limited
locore	Nedbank Corp
IPM	Nedcor
Irish Women's Ass	Next Century Sol
Ispat Iscor Ltd	Nightwing



Nike SA	SIIC
Norman Sifris & Company	Siyahamba Engineering (Pty) Ltd
Norwegian Embassy	Skilled Outcomes
Novas	Sothebys
O Firm	Sound & Vision
Oasis Crescent	South African Airways
Ogilvy	Spellbound
Old Mutual	Spoornet
Open Comm	Standard Bank
Origin	Statistics SA
Orlik	Ster Kinekor
Pandrol	Strategy International
Pathfinders	Summit
Pattingtons	Synchronicity
Paxsal	Teba Bank
Pearson Ed.	Telesure
Peninsula	Telkom
Pexcel	Terranova
Pharmacare Ltd	The British Council
Phumelela Gaming	The DTI
Pool Buoys	The Hill
PPC	The International Marketing Council
Premier Foods	The Sponsorship Specialist
Pro-Comm	The Sports Trust
PSG Welvaart	Thomson
Rand Merchant Bank	Torque IT
Readucate	Transnet
Regenesys	Transtel
Renwick Talent	Trinity Technologies
Resolve	UBS
RMB Private Bank	Unilever
RNE Pumps	Valley Trust
Rohr Rein Chemie	Vehicle Market
Royal Food Services	Vodacom
SA Weather Services	VW
SABC	W&R Seta
SABusiness.com	Wallis Marketing
Sage Financial	Websoft Maven
SASRIA	Wellingtons
SAVCA	Wesbank
SC Johnson	Wizzsit
Sechaba Afrika	Wombles
Service Quality International	World Television Report
ServiceMix	World Vision of SA
Services Seta	Xerox
Sica's Guest House	Yellowwood
Siemag	YFA

11.8 Below are some of the organisations that the University is currently involved with in the area of **student innovation**:

Allan Gray Foundation
Blue Catalyst
BTI Softstart
Business Beat
Deloittes
Enablis
Endeavor
Financial Mail Campus
Here be Dragons
Innovation Fund
Innovation Hub (Maxum)
JSCE
Octarine Capital
Raizcorp
Student Village
Triumph Venture Capital
Wits Business Society
Young Entrepreneurs Development Association

12. SIGNIFICANT CHANGES THAT HAVE TAKEN PLACE WITH REGARD TO TECHNOLOGY

The Oracle Student System (OSS) was successfully used for the first time for undergraduate and postgraduate registration in the first quarter of 2007. The OSS implementation was finally completed at the end of March 2007 with the launch of the last module, Graduations. The Oracle implementation contract with Tata Consulting Services (TCS) came to an end in March 2007. The short courses system was implemented in 2007.

Work on the National Senior Certificate Project commenced in 2007. The National Senior Certificate will become the new school leaving qualification in 2008 and is based on a new curriculum for Grades 10 to 12. The Oracle student team have been occupied in supporting the Oracle year-end processes which include, matric tapes processing, examinations and publishing results making use of specific components from the Oracle Student System for the first time.

The Oracle Finance area successfully implemented the CAMS system which allows seamless integration with the banking institutions for electronic payments.

A new Call Centre system was installed. The new system queues incoming calls much more effectively and allows queries to be directed more efficiently due to the self-help functionality built into the system. The system also caters for voice recording which permits monitoring of the quality of telephonic service that is provided by the Helpdesk.

A student email system was implemented, whereby each student was provided with a Wits email address upon registration.

The Research Information Management System (RIMS) project was formally initiated with the Department of Science and Technology (DST) funding a large portion of the project. The Governance committees were established and the Research Output module was modified to include an End User Layer (E-Forms). This will allow the users to partially customise the module.

In June 2007, a US based service provider agreed to host its content at South Africa's Internet Solutions. This clustering agreement resulted in a large proportion of TENET's international traffic being served over its National backbone. As a result, increases in both the national and backbone pipes were necessary.

Further developments were made in the reporting of bandwidth usage by Wits staff and students. The reporting tool under development by CNS has already been used to generate

detailed reports of internet usage by Schools from January 2007 to July 2007. Also developed were reporting tools which can analyze web usage and mail of the top 10 users of internet bandwidth. Bandwidth management enabled the top 20 internet users to be notified of their internet usage via an automated email system. Traffic shaping tools were implemented and allowed for priority of traffic based on destination sites and protocol. Fast becoming the most popular site accessed across all TENET links, requests from various departments at Wits pushed for the ban of Facebook and Youtube during office hours.

During the last quarter of 2007 finalisation of TENET's (GEN2) agreement with Telkom took place in preparation for the new TENET network rollout. Wits, being a main node site for the new TENET network, will not be signing the GEN3 agreement and will instead be one of the first institutions to become part of the new SANREN network. Wits' connectivity on this new network will see the national capacity increase to 10Gbps. A bid for dedicated bandwidth on the SEACOM undersea cable running up the east coast of Africa was successful. This is expected to come online in late 2009, whereby international bandwidth is expected to increase significantly. This Wide Area Network Upgrade was completed. This included upgrading the networks at Chris Hani Baragwanath, Helen Joseph and Coronation Teaching hospitals.

In mid November CNS subscribed to the Spamhaus Realtime Block List (RBL). This measure was put into place to further improve Wits' anti spam measures and initial data shows that this latest RBL block is highly effective. In December alone, over 75 million spam mails were blocked.

Data extracts from the legacy Mainframe System were completed in preparation for the shutdown of the Mainframe in December 2007. All work pertaining to the Vacating of the Mainframe Project has been successfully completed. These include systems such as MCQ, ALP and Traffic. As a result, as per plan, the Mainframe was discontinued at the end of 2007 with significant cost savings to Wits from 2008 onward.

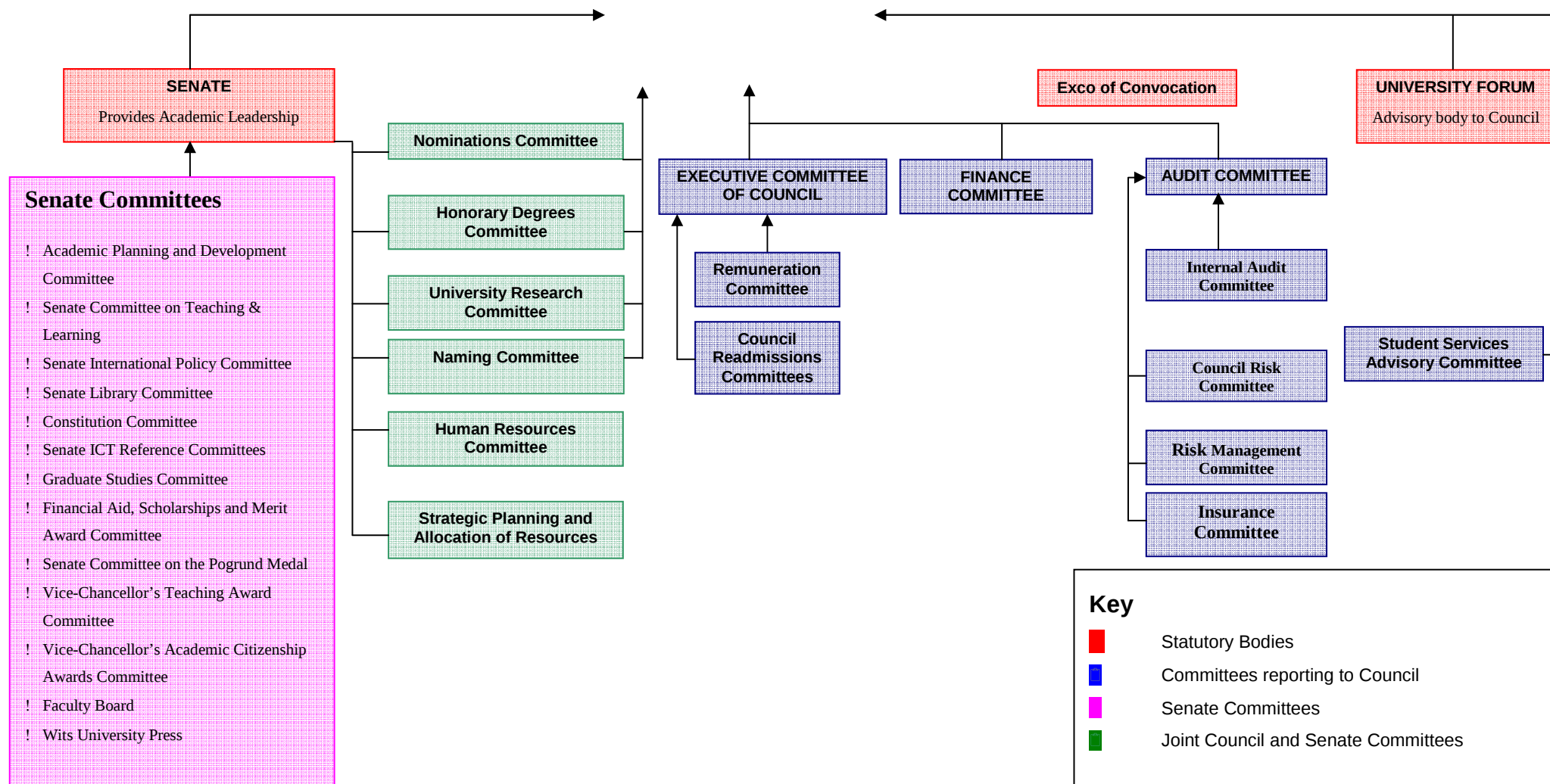
As part of our IT Service Management (ITSM) initiative, examination and re-engineering of the IT macro processes in CNS using the Information Technology Infrastructure Library (ITIL) framework is taking place. ITIL is a framework of best practice intended to facilitate the delivery of high quality information technology services. The ITSM project is initially focusing on the Incident Management process. Overall focus on ICT Governance was stepped up, with Wits now leading the way for Higher Education.

Two of the Faculties (Science and Health Sciences) have formed their Faculty ICT committees in line with the Federation project.



13. STATEMENT ON CORPORATE GOVERNANCE

Reporting Structure of Council and Senate Committees



13.1 University Governance

The governance of the University is regulated by the Higher Education Act 101 of 1997, as amended, and the Institutional Statute of 2002, as amended, and is a bicameral system of the lay-dominated Council on the one hand and the academic sector (Senate and Faculty Boards) on the other. Added to these structures is the statutory advisory committee or Institutional Forum that includes management, academic staff, support staff and students, which must be consulted with regard to major policy decisions.

Management of policy in the University is in the hands of the Vice-Chancellor and the Senior Executive Team (SET). The affairs of the University's alumni are governed through the Executive Committee of Convocation.

The pertinent sections of the legislation are:

1. Management of the University (as in Governance) is in the hands of the Council (s27 HEA).
2. Academic and research functions are performed by Senate (s28 HEA)
3. The Vice-Chancellor and SET (s30 HEA read with s26(2)(g))
4. Relationship between the structures:
 - Council and Vice-Chancellor:
 - Council and Vice-Chancellor (s34 HEA 20(2)(h)Stat)
 - Vice-Chancellor is accountable to Council (7)(4)Stat)
 - Senate and Vice-Chancellor – Vice-Chancellor is chair of Senate (s26(4)(a) HEA)
 - Council and Senate – Senate is accountable to Council (s28 HEA)
 - Forum and Council – Forum must advise Council on certain issues (s31 (1)(a) HEA) and Forum must perform such functions as determined by Council (s31(1)(b)HEA)
 - SET and Vice-Chancellor, Council and Senate – not provided for in Act or Statute
 - Vice-Chancellor and Executive of Convocation – the Chief Executive Officer participates in the deliberations of the Committee.

One of the recommendations in the Council on Higher Education's (CHE) policy report, entitled "Promoting Good Governance in South African Higher Education", is that attention should be given to ways in which the principles of governance, as set out in both policy and legislation, are translated into day-to-day practice within individual institutions. Also recommended is that a Code of Governance should be developed within institutions which would typically include the following:

- "A statement of institutional values and principles, related to standards of behaviour and association" (this could be framed as an institutional Code of Ethics or Code of Conduct);

- A general statement of the roles and responsibilities, rights, duties and obligations of different governance bodies and/or actors and stakeholder groups;
- A broad outline of the flow of co-operative decision-making within the institution, including clear indications of mandatory and optional consultation situations, opportunities for participation and comment, and rules of consensus;
- A statement of institutional view on the public trust role of structures of governance (this might include statements on such issues as conflict of interest, personal liability, implications of refusal from decisions, guidelines on whistle-blowing, expectations of time commitment, reward and recognition for participation in the governance process);
- A general statement of the terms of reference of key (non-statutory) committees in the institution;
- A specification of the roles of different governance bodies and/or actors in specific situations (e.g. institutional planning, risk management, organisational redesign and restructuring);
- Indication of grievance procedures as well as procedures for staff and student suspension and dismissal;
- Outline of procedures for review of effective governance functioning.

The implementation and application of such a Code of Governance should be monitored continually by a suitable individual or unit within the institution and provide regular feedback to governance bodies and stakeholder groups (the Institutional Forum could facilitate feedback for example).

Most of the areas mentioned above have already been addressed at the University and are elaborated in rules, standing orders and other University documentation.

13.2 The Council

The University of the Witwatersrand's Council comprises academic and non-academic persons appointed under the Statute of the University of the Witwatersrand, the majority of whom are non-executive. Sixty percent of the members of the Council are persons who are not employed by, or students of, the University of the Witwatersrand. The role of chairperson of the Council is separated from the role of the University of the Witwatersrand's Chief Executive, the Vice-Chancellor. Matters especially reserved to the Council for decision-making are set out in the Statute of the University of the Witwatersrand, by custom and under the Higher Education Act 101 of 1997. The Council is responsible for the ongoing strategic direction of the University of the Witwatersrand, approval of major developments and the receipt of regular reports from Executive Officers on the day-to-day operations of its business.

The Council ordinarily meets four times a year and has several sub-committees, including an Executive Committee, a Remunerations Committee, a Finance Committee, a Nominations Committee and an Audit Committee. All of these committees are formally constituted with terms of reference and comprise mainly lay members of Council. Council met four times during 2007.

13.2.1 The Executive Committee of Council (ExCo)

The Executive Committee of Council is responsible for the consideration of routine matters which require authority greater than that of the Vice-Chancellor. These exclude matters of policy, development and finance. ExCo did not meet in 2007 because business did not warrant it. However, various matters were approved by postal circulation.

13.2.2 Finance Committee of the Council (FINCO)

The Finance Committee is responsible directly to Council for all matters pertaining to the financial affairs of the University, apart from audit matters. Although:

- a) the approval of the annual estimates of revenue and expenditure,
- b) the adoption of the annual accounts of revenue and expenditure and the balance sheet, and
- c) the determination of the fees to be paid by students,

are powers/functions which are exercised by the Council only, Council expects the Finance Committee to address such matters in detail and to make appropriate recommendations to Council. The Financial Resources Allocation Committee receives regular reports from the Administration and the Strategic Planning and Resource Committee (SPARC) receives occasional matters from a number of administrative committees and committees of the Council. The Finance Committee met seven times during 2007.

13.2.3 Audit Committee

The Audit Committee is a non-executive body responsible directly to Council for all matters pertaining to the audit of the University's financial affairs and any matters connected therewith. Both the internal and external auditors have unrestricted access to the Audit Committee, which ensures that the University of the Witwatersrand's independence is in no way impaired and that appropriate financial procedures and management are practised. The Audit Committee met twice during 2007.

13.2.4 Strategic Planning and Allocation of Resources Committee (SPARC)

The Strategic Planning and Allocation of Resources Committee considers all Budgets of the University before submission to the Finance Committee and Council. It is responsible for ensuring that all financial implications of the annual operating budgets including implications arising from resource allocations made to strategic activities are referred to the Finance

Committee. The Strategic Planning and Allocation of Resources Committee met six times during 2007.

13.2.5 Remuneration Committee

The Remuneration Committee's specific terms of reference include responsibility for the approval of remuneration strategy and policy for the University and to set parameters for the review of executive remuneration including the salary of the Vice-Chancellor. The Remuneration Committee was established in 2000 and in the interests of corporate governance comprises (in addition to the Council Chairperson) two external Councillors drawn from the membership of Council and the Finance Committee and is chaired by the Chairperson of the University Council. The Remuneration Committee met twice during 2007.

13.2.6 Nominations Committee

The Nominations Committee, comprising persons with considerable experience in the work of a wide range of University committees, recommends to Council the remits, constitutions and membership of all standing committees of the Council and the non-Senate membership of joint Council/Senate committees. The Committee also makes recommendations to the Senate regarding the constitution and membership of Senate committees and the Senate membership of joint Council/Senate Committees. The Committee also recommends to Council/Senate the appointment of members of the Council/Senate to serve on other University bodies and the appointment of members of the University (in accordance with relevant agreements/legislation) to serve on particular bodies external to the University. The Nominations Committee met once during 2007.

13.2.7 Risk Management

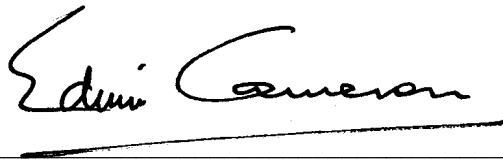
This committee met twice during 2007. At the end of 2007 it was agreed to disband this Committee and replace it with a Council Risk Committee to consider material issues of risk, asset protection, security, legal and corporate governance.

13.3 Conflict Management

The University has a mediation panel consisting of staff members who have been trained in conflict resolution skills. The Director of Transformation and Employment Equity normally chairs the panel. Mediation is offered, where appropriate, as a means of resolving disputes between staff and/or students. Where the nature of the dispute is particularly complex, use is made of professional mediators from the Arbitration Mediation Services of South Africa.

13.4 Statement on Worker and Student Participation and Code of Ethics

Worker participation in substantive matters and interest issues is facilitated through a forum known as the Joint Staff Working Group (JSWG). The JSWG consists of two representatives of each of the two Trade Unions and two Staff Associations operating on campus together with members of Management. It meets weekly and members are entitled to place any matter on the agenda.

A handwritten signature in black ink, reading "Edini Cameron".

Signature of the Chairperson of Council

SECTION THREE

REPORT OF THE SENATE TO THE COUNCIL ON TEACHING, RESEARCH AND EXTENSION

1. Meetings of the Senate

Four ordinary meetings of the Senate were held during the year.

MEETING	DATE
Ordinary	22 February
Ordinary	7 June
Ordinary	27 August
Special	28 September
Special	9 October
Ordinary	8 November
Re-Convened Ordinary	30 November

2. The Senate

The membership of the University Senate in terms of the Statute of the University is as follows:

Vice-Chancellor (Chairperson)
Vice-Principal
Deputy Vice-Chancellors and Deputy Vice-Chancellor, Finance
Two members of the Council elected by the Council to serve on the Senate
Professors (other than Honorary Professors), and every academic employee who, not being a professor, holds office as the Head or Acting Head of an academic department or school
Elected Lecturer Members, constituting ten percent of the professional membership of the Senate
The Deans of Faculties who are not members of the Senate in some other capacity
Any other persons as the Council, on the recommendation of the Senate, may determine
Twelve support services employees of whom six are elected by such employees and of whom six are by virtue of their office members of the Senate • The Director, Computer and Network Services; • The Director, Academic Development Centre; • The Executive Director of Human Resources; • The Dean of Students; • The University Librarian; and • A Registrar nominated by the Principal
Ten students of the University, eight of whom are appointed by the Students' Representative Council and two of whom are appointed by the Postgraduate Association of the University of the Witwatersrand, Johannesburg

3. CHANGES TO THE ACADEMIC STRUCTURE

(This information is captured in the Report of the Chairperson of the Council, Section Two, Item 3 of this Report.)

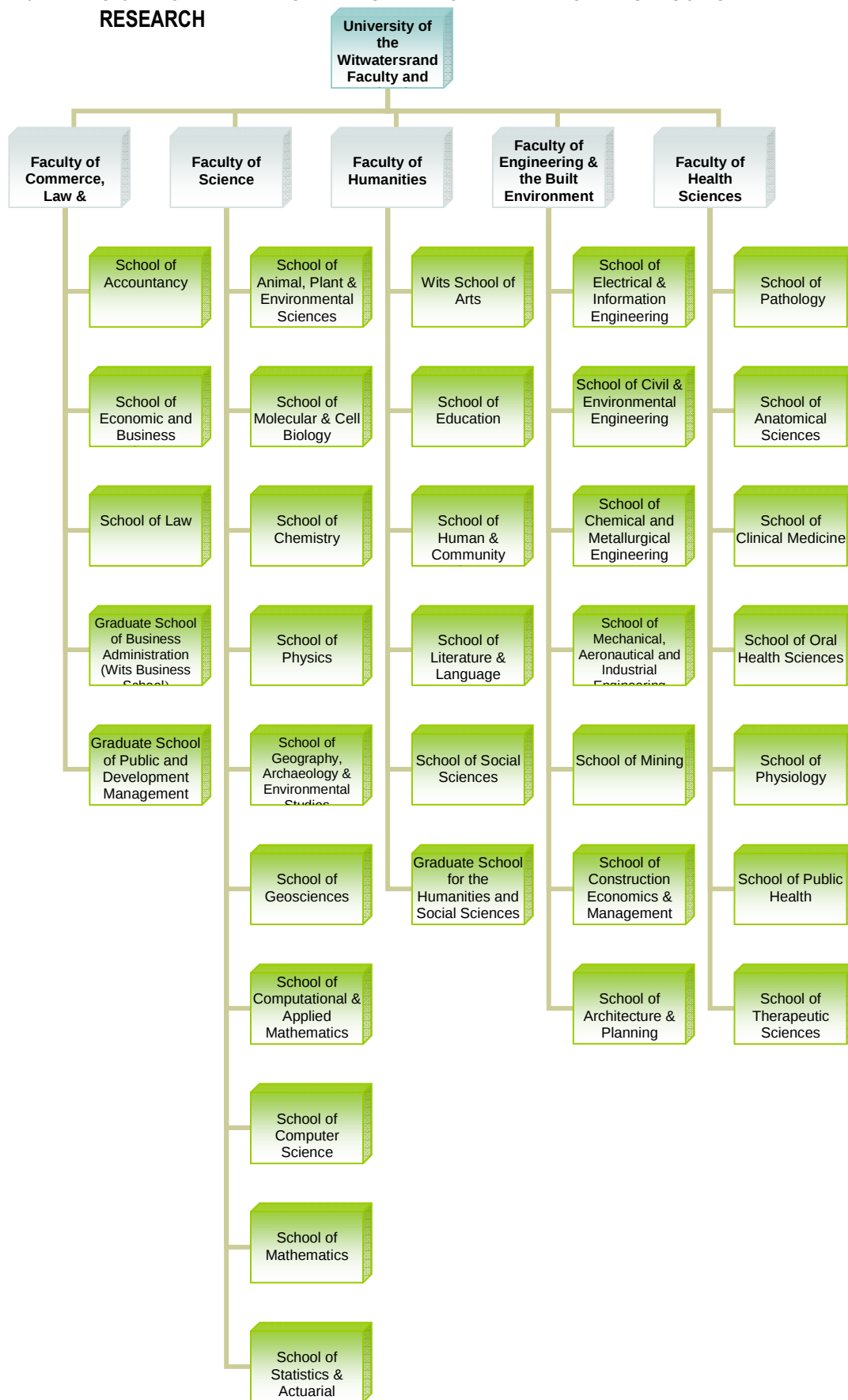
4. SIGNIFICANT ACADEMIC DEVELOPMENTS

(This information is captured in this Report under Operational Management, Section Two, Item 3.)

5. LIMITATIONS ON ACCESS TO CERTAIN COURSES

(This information is captured in this Report under Operational Management, Section Two, Item 3.)

6. SIGNIFICANT DEVELOPMENTS AND ACHIEVEMENTS IN INSTRUCTION AND RESEARCH



A report on significant developments and achievements in instruction and research from each Faculty follows.

6.1 Faculty of Engineering and the Built Environment

6.1.1 The Schools

School of Architecture and Planning

This was a year in which the student body was very active. The student organization in the School was relaunched. Architecture students hosted a film festival and published a regular magazine *Crit*. A University-City MoA gave planning students access and training on the City's GIS system and during June/July the School hosted the third Global Studio that involved 70 students and 30 professionals and academics in project work in Alexandra, Diepsloot and the inner city. Students from the new School University, New York, participated in the Wits final BScURPHons course on integrated planning in Alexandra and Diepsloot. Field trips to Namibia and Berlin (Germany) were arranged for students in BScURPHons and MSc Housing. Two BScURPHons students shared the annual Housing Student of the year award made by the SA Institute for Housing. BAS Hons students successfully conducted a major design and build project in Kwathema in Ekurhuleni with support from the Ulm Foundation.

The School hosted a number of prominent speakers at a range of events such as the Rusty Bernstein Memorial lecture by Nathan Edelson on Freedom Day.

A book *"Planning and Transformation; Learning from the Post-Apartheid Experience"* (2008) by Professor Alison Todes and Honorary Professor Phil Harrison was published and the book launched on 27 November 2007.

Chemical and Metallurgical Engineering

The School produced 13 MSc and seven PhDs in 2007 and at the same time continued to produce the biggest publication outputs in the Faculty.

Academic staff members continue to occupy important positions in professional bodies that are very important for networking and building the image of the School and Wits. These bodies include the SA Institute of Welding (President); SA Institute of Tribology (Vice-President), Gauteng branch of the SA Institution of Chemical Engineers (Vice-Chairperson and Secretary); SAIMM (Council Member). Members of the school were also actively involved in the organizing committees of major international conferences such as the International Hydrometallurgy Conference and the 24th International Pittsburg Coal Conference.

Construction Economics and Management

Professor Francois Viruly was admitted as a fellow of the Royal Institute of Chartered Surveyors. The School graduated the first students in Property Studies in May 2007.

Civil and Environmental Engineering

The School completed a new undergraduate computer laboratory with 57 new work-stations using external funding. Professor Alex Elvin was granted a C2 NRF rating and Professor Mitch Gohnert improved his rating to C2. Dr Adelsola Ilemobade received a R1 million research contract from the Water Research Commission on the topic of *Grey and drinking water reticulation systems in high-density urban areas in South Africa*.

Electrical and Information Engineering

Professor Tshilidsi Marwala was awarded the National Science and Technology Forum (NSTF) Best Achiever award (in the category "for the past three to five years"), and was inducted as a Fellow of Wolfson College, Cambridge University.

The School hosted the SAIEE on campus for the presentation of the annual Bernard Price Memorial lecture. This year an engineer and project manager from NASA was the guest lecturer speaking on future ventures of NASA with an excellent presentation. For the first time in the 56 year history of this event the Great Hall was almost filled to capacity.

The School is particularly proud of student achievements this year. Not only are there nine students in the graduating class of 2007 who graduated with distinction, there are also four PhDs and 17 MSc students apart from a large number of MEng graduates, this year.

The following awards were received:

- SAIEE National Student Papers Event: Second place (two final year Electrical and Information Engineering students)
- IBM Student Project Competition: First place (two final year Electrical and Information Engineering students)
- Samsung Electronics and Sun Microsystems 3GSM: Second place – Mbiraba (three postgraduate students)
- Geo-information Society of South Africa's (GISSA) Student Papers Event: First place (two final year Electrical and Information Engineering students)
- IEEE PowerAfrica Conference: Best poster winners in: Undergraduate, MSc and PhD categories
- World Congress on Computational Intelligence: Best presentation award (postgraduate student)
- SAUPEC: Best paper HV; and Best paper Machines (postgraduate)
- Publication in the New Scientist for 'Learning to bluff' (postgraduate student)
- Richard Marques – Top student in FEBE; and received Eskom's Award for the top Engineering student in South Africa.
- Students garnered: a Fullbright Scholarship to Purdue; Mandela Scholarship to Oxford; Commonwealth Scholarship to Cambridge; Microsoft Research Limited Scholarship to Cambridge; Harvard Fellowship

School of Mechanical, Industrial and Aeronautical Engineering

The School initiated a Company- Sponsored Lecturer scheme and has thus far attracted funding for three such positions.

School of Mining Engineering

The 50 graduates produced this year will be the highest ever by the Schools.

A special edition of the prestigious Journal of the Southern African Institute of Mining and Metallurgy was devoted to showcasing

the research of the School with eight peer reviewed papers covering a wide spectrum of mining research. The Student Mining Engineers Society had an excellent year, with two one day conferences being organised in addition to a full sporting and social calendar. The chairman, Mr MC Mathenjwa won the Faculty Old Mutual Floating Trophy for his efforts in organizing student affairs.

6.1.2 Centre activities

The Centres hosted and supported by the Faculty are listed below. The activities varied and covered human resources development, basic and applied research, contract research, surveys, development work, policy work, development and delivery of educational material for industry needs, coordination of national activities, etc. The highlights of each are indicated below.

Johannesburg Centre for Software Engineering (JCSE)

The JCSE was established in 2005 and receives widespread support from industrial partners such as Microsoft South Africa, IBM, Unisys, First National Bank, Nedbank, Vodacom, and the City. The City recognises the fact that the aims of the JCSE support key aspects of the “*Joburg2030 Vision*” which sees Johannesburg as the hub of Africa’s software development community. It is part of the School of Electrical and

Information Engineering and as such engages in activities that complement and support the School’s mainstream academic and research programmes in ICT. The JCSE, for example, manages the Telkom Centre of Excellence and the Wits University Convergence Laboratory, which are part of the School’s research facilities. Professor Barry Dwolatzky was appointed as the Director and CEO of the JCSE on a three year contract in 2007. Since 2006 when the JCSE became the first African partner of Carnegie Mellon University’s Software Engineering Institute (SEI), the JCSE successfully launched a programme funded by the DTI to bring Capability Maturity Model Integration (CMMI) to South Africa. This is the *de facto* international model used to benchmark and improve processes in the software and systems engineering fields. The JCSE also initiated a programme to establish a multi-disciplinary research and education programme in Information

Security at Wits. This will involve a number of Schools at Wits.

Centre for Sustainability in Mining and Industry (CSMI)

CSMI grew rapidly in 2007 and will deliver a full programme of much needed short courses in 2008. It has become the preferred supplier of research and consulting services in the Safety, Health, Environment and Communities (SHEC) disciplines for many South African Mining companies.

Centre for Mechanised Mining Systems

There are significant opportunities for technology to add value to mining businesses, particularly in the field of mine mechanisation, where mechanising mines to a greater extent would have a variety of benefits, including improved safety and productivity. Mechanisation options could also be developed and implemented to allow ore bodies that are currently not able to be mined due to technical impediments or because they cannot be mined profitably, to be exploited to the overall benefit of society.

Mechanisation of mining operations is not a new concept and has been employed for some time to varying degrees, although the full business potential has not been achieved. The differentiator and competitive edge of the future will be the ability to successfully introduce new technology as well as supporting systems which will set significantly improved benchmarks for profitability, safety and sustainability.

The newly approved Centre for Mechanised Mining Systems is a collaborative initiative involving Wits University, mines and mining equipment suppliers. Founding sponsors of the Centre are: African Rainbow Minerals, Anglo Platinum, De Beers, Gold Fields, Joy Manufacturing, Lonmin and Sandvik. A number of other companies have expressed interest in joining the Centre, and discussions are being held in this regard.

The primary objective of the Centre is to develop skills and capabilities that make a significant contribution to the successful implementation of mechanised and automated mining in Southern Africa and the achievement of international recognition for this work.

National Aerospace Centre of Excellence (NACoE)

The NACoE, which is based at Wits in the School of Mechanical, Industrial and Aeronautical Engineering (MIA), was formally launched as one of the three initiatives of the Department of Trade and Industry (DTI) in support of the upgrading of the South African aerospace industry during August 2007 by the Minister of Trade & Industry, Mandisi Mpahlwa. Most of the Key Performance Indicators were achieved or exceeded during the start-up phase. Many lessons were learned from the pilot programmes undertaken, notably in terms of contracting models as well as operational processes and procedures. It also became apparent that focus is required as a result of the requirement for the strategic impact of projects in line with market opportunities and

in consideration of the needs of the South African industry and stakeholders, as well as the limited resources of the NACoE. These primary focus areas are:

- Aerospace manufacturing processes and materials
- Aeronautical dynamics-modelling, simulation and control
- Firm level competitiveness and supply chain optimisation

Towards the final quarter of 2007 DTI confirmed that future NACoE grant funding will be administered by the National Research Foundation (NRF).

The total value of NACoE programmes funded through the grant funding process for the period 2006/2007 to 2007/2008 is R10,2 million. During this period, programmes were undertaken in partnership with a number of universities, including Wits, Stellenbosch University, University of Cape Town, Cape Peninsula University of Technology and the University of Pretoria. Specific projects were also entered into with the DST, Airbus, DENEL Dynamics and Advanced Technologies Engineering (ATE). A contribution is paid to Wits in support of the various administrative and operational support services, as well as overheads such as accommodation, etc.

The main objective of this programme is to provide access to education to more students. Examples of some of the projects which form part of this programme are:

Project 1.1: Grant Holder Linked Scheme:

This project allows for an allocation by the NACoE to a specific institution (university) for bursaries at undergraduate and postgraduate level. The Scheme is administered by the particular institution on behalf of the NACoE in consideration of the guidelines that are provided and awarding of bursaries is primarily based on academic excellence. The Scheme has been increased from R850 000 in 2006/2007 to R1 250 000 for 2007/2008.

Project 1.3: Special Student Support Scheme:

This project is a specific effort aimed at supporting students in disciplines related to the aerospace industry but not necessarily being able to access a bursary as defined in Project 1.1.

Project 2.3: Flight Simulator:

A contract was entered into for Aerosud to develop a flight-simulator to be used at NACoE exhibits aimed at an active display to allow visitors to experience the technology of flight. Wits, MIA students are contracted to further develop and improve the system as well as maintain and operate the system.

Project 3.1: Wits Vacation Work:

Students are contracted directly by the NACoE to perform vacation work during notably the December holiday period at Wits on NACoE specific projects

Research and Development

This programme is aimed at improving and upgrading the capabilities, facilities and

ultimately applied research work undertaken by universities and to foster collaboration between universities and industry, ultimately resulting in improved competitiveness of the South African aerospace industry. This programme is also vital in support of the achievement of the objectives of the Human Capital Development programme. Examples of some of the projects which form part of this programme are:

PROJECT 1: Thematic Research Areas (Research Positions):

Themes are defined in line with emerging research priorities as indicated by industry capabilities and opportunities for the South African aerospace industry. These projects focus primarily on the support to academic and research capacity and ultimately leadership at specific universities, ideally in partnership with industry.

Project 1.1: Aerospace Manufacturing Processes and Materials (AMPM):

To be based at the School for Mechanical, Industrial and Aeronautical Engineering, Wits with the specific objective of coordinating research activities in support of aerostructures and component manufacturing in the country working across the value chain.

Project 1.3: Firm Level Competitiveness and Supply Chain Improvement:

To be based at the School for Mechanical, Industrial and Aeronautical Engineering, Wits in view of the very specific work done over recent years in this area in close

collaboration with the Gauteng aerospace industry in the area of industrial engineering.

PROJECT 2: University Focused Research:

This project allows for the NACoE to contribute to research projects at universities where such projects result in the improved positioning of a particular university to offer services to industry. Projects which are aligned with the research themes as defined by the NACoE receive preference. The scheme has been increased from R1 975 000 in 2006/2007 to R1 250 000 for 2007/2008.

The NACoE remains dependent on the vast academic base at MIA in support of the work undertaken. It is realistic at this time to assume that this relationship will continue to develop in notably the research areas of Advanced Manufacturing Processes and Materials as well as Firm Level Competitiveness and Supply Chain Improvement. Academic staff will continue to play an increasing role in the work of the NACoE, notably the future Chair for Aeronautical Engineering.

Centre of Materials and Process Synthesis (COMPS)

The Centre had a productive year in terms of publications, conference attendance, students graduating with higher degrees and projects for industry. The FT plants in China and Australia are being commissioned and teams from the Centre are working there. The Staff in the Centre gave a short course for AIChE in Houston during the years and

presented numerous courses to industry in South Africa.

Centre for Urban and Built Environment Studies (CUBES)

CUBES has existed since 1996, adopting its present name in 2002. The purpose is to undertake and support innovative, inter-disciplinary research and learning that brings together empirical studies of the city with contemporary theory and conceptual approaches. During 2007 the Centre held a number of seminars, including presentations by Dr Andre Czegledy of Wits, Professor Bent Flyvberg of Denmark, Christoph Haferberg of Germany, Dr Max Colin of the UK, Faule Motsepe of FMA, Francois Menguele of GTZ, and others that kept the audiences interested. "Cosmopolitan Citizenship" an HSRC-IFAS-CUBES collaborative conference was held from 18 to 19 April 2007, and the Global Studio: "People Building better Cities" was held in collaboration with University of Sydney, the School of Architecture and Planning and CUBES from 25 to 28 June 2007. "2010 – Alternative Voices" was presented on 7 November 2007 by the HSRC, WISER and CUBES.

A number of research reports were produced, including one on Global City Region Indicators for the Gauteng Office of the Premier; and an Annotated Housing Bibliography for the National Department of Housing. A large project was also conducted on land management in collaboration with

Planact NGO and the Ford Foundation funding.

Centre of Excellence in Strong Materials (CESM)

This Centre is hosted in the Faculty of Science. A number of researchers associated with Engineering Schools, are involved in the activities of this very successful centre.

6.1.3 Research Chairs

During the year, the Faculty was honoured by its academic staff in that three research chairs were awarded:

SARChI in *Sustainable Process Engineering* to Professor Dianne Hildebrandt.

SARChI in *Systems and Control Engineering* to Professor Tshilidzi Marwala

SANERI Chair in *Clean Coal Technology* to Professor Rosemary Falcon.

Accreditation of programmes

Being a Faculty that produces mostly professional graduates, the Education Programmes are subject to scrutiny every five years. The Faculty received a large number of accrediting bodies during 2007. The programme in Property Studies was evaluated for the first time by RICS and is now recognised, whereas the other programmes received regular visits. The results from the accreditation visit by the Engineering Council of South Africa are known. All nine programmes were accredited.

6.2 Faculty of Commerce, Law and Management

In November 2006 Professor Kathy Munro was appointed as the Acting Dean of the Faculty of Commerce, Law and Management. Professor P FitzGerald had been appointed as the Acting Deputy Vice-Chancellor of Finance. During 2007 the Faculty was led by Professor Munro in the capacity of Acting Dean.

In 2007 the Faculty focused on applying the outcomes of the 2006 Strategy Retreats with a view to deepening its commitment to and engagement with the Wits 2010 strategy in the areas of research, delivering on the skills needs of Gauteng and South Africa, developing a number of key strategic partnerships and promoting intellectual endeavours in teaching, research and community engagement. The financial strength of the Faculty enabled the Faculty to make a significant contribution to the University's sound financial health. Faculty co-operation and integration was evident in the monthly Executive meetings and in the coherence of the portfolios of the Assistant Deans (Research; Teaching and Learning, Undergraduate Affairs, and Postgraduate Affairs). A faculty identity has been strengthened through regular meetings, proactive co-operative engagement of all schools; a supportive approach to problem solving and a broad reach of staff activity in teaching and research activities. Monthly meetings with the Wits Legal Office have improved functionality in this area. A workshop on Faculty approaches to

advancement and capital campaigns was well supported and generated interest. The Faculty met its enrolment targets with undergraduate registration in 2007 of 5 202 (cf 2006 4 886) but disappointingly the postgraduate registrations of 1 934 were down on the 2006 figure of 2 212) in Honours, Masters and Doctoral degrees.

The Faculty's finances remained in a healthy state with income through student fees and subsidy exceeding expenditure. The fee income totalled R126,4 million and expenditure amounted to R112,2 million within the Council Budget. In addition, several schools found external funding from donors or contract research and earned third stream income to develop new projects and support the Wits 2010 strategy. The Oracle Finance System has been bedded down and worked far more efficiently and effectively and the Faculty has actively participated in University's reorganisation of its procurement and buying systems.

The redeveloped Commerce Library on the West Campus was officially opened in May and the support of KPMG and Deloitte was acknowledged. The improved facilities include a 24-hour reading room, and an IT walk-in facility and classroom accessible to all students. It is with regret that we report that by late 2007, it was necessary to curtail the night time hours due to security risks.

The promotion of the human capital needs of the Faculty is critical to its success. In 2007 the Faculty welcomed two new Heads of School - Professor Anthony Lumby in the School of Economic and Business Studies and Professor Mthuli Ncube became the Director of the Wits Business School. Wits Plus, the Centre for part-time studies became a "virtual" school in the Faculty and is now an integral part of the Faculty whilst continuing to cover the important programme for the Faculty of Humanities, the BA for the World of Work. The Faculty renewed its commitment to part-time undergraduate degree studies for mature adult learners in the BCom degree. Mrs Gail Reiner was Acting Director of Wits Plus for 2007.

The Faculty Registrar's office was reorganised and stabilised under the leadership of Mrs Ritha Marais. The Faculty Registrar and the Faculty staff, despite several changes in staff met the challenge of introducing the Oracle Student System. All staff were trained in the new system. A reorganization of this office saw a division of responsibility between faculty officers managing the undergraduate degrees and those responsible for the postgraduate degrees.

The Commerce Law and Management building (the old Education Building) was redeveloped and the Division of the Information Systems of SEBS located on the first floor. The Faculty supported the establishment of a new Senior IS Computer

Laboratory. The CSID unit of SEBS relocated to a suite of offices on the ground floor. Two new lecture/tutorial rooms (accommodating 80 students) were created on the ground floor by PIMD. In addition the Faculty hosted the offices of the South African Regional Universities Association in the FCLM building, although it is intended for this Association to find a permanent home on the Parktown Campus. The Wits Language School is also located in the FCLM building and a collegial relationship has emerged. The exterior of the building is currently being redecorated and improved by PIMD. The Faculty began to consider the redevelopment of the old Rembrandt Gallery on the West Campus with the decision taken to explore the recycling of this derelict building as a multi-functional seminar, conference and exhibition space. Funding will need to be obtained for this project.

There were ongoing IT systems upgrades and renewals of computers. For example the Faculty spent R1,2 million in furnishing and equipping the Commerce Computer Lab in the Commerce Library. The acquisition of important financial and business databases expanded research resources.

A Faculty Research Plan (covering the period 2007 to 2012) was developed by the Faculty Research Committee under the leadership of Professor Marius Pieterse. An important innovation was the allocation of strategic funding to promote the conversion of Masters research reports into journal

articles through incentivising the supervisor's efforts.

An important innovation in Teaching and Learning was the partnership with the Primedia company. DVDs for Accounting I and Economics I students offered an additional instructional tool. An additional 24 hours of recorded overview lectures for these two courses is now available to students.

The provision of a subscription to the Financial Mail and the FM Campus over 30 weeks of the teaching year for all BCom students encouraged students to follow current financial and economic news stories, aimed at broadening students' theoretical and academic perspectives. The intention of this experiment is to promote reading around current national and international affairs. In 2007 the subscriptions were covered by the University. Some initial teething problems were experienced. In 2008 subscription charges will be levied on specific courses.

On the Parktown campus considerable initial planning work was undertaken to rethink the physical layout of this campus with a view to optimal future growth as a Management Campus. The original old Parktown small block of flats, "the Oval" was successfully redesigned and became the home of the School of Public and Development Studies' the Centre for Defence and Security Management (CDSM).

The largest faculty infrastructural project in 2007 has been the start of the construction work on the major redevelopment of the First National Bank Building. The architects Savage and Dodd's winning design for a semi-circular extension to the south of the existing building to provide two large lecture theatres and a new resource centre in addition to redesigned office space has resulted in a 24 month project. A construction site became operational late in 2007 and the Faculty anticipates a much improved building emerging by 2009. The Faculty is grateful for the support of the First National Bank and the major accounting firm PricewaterhouseCoopers (PWC) and anticipate that the case for support will be sufficiently compelling to persuade other corporate and professional players to add their sponsorship.

School of Accountancy

This School was led by Professor Minga Negash who completed his term of office as Head of School at the end of 2007. The particular contribution made by Professor Negash has been in promoting the research profile of the School.

The three year Bachelor of Accounting Science degree was introduced in 2007 and the new undergraduate courses in Business Ethics and Understanding Business were well received by students. Fourth year students, aiming at the professional CA qualification, now complete the Higher Diploma in Accountancy. The four year

Bachelor of Accounting degree is being phased out.

The new programmes and undergraduate courses were bedded down in 2007. The Honours in Internal Auditing attracted satisfactory student numbers. The Higher Diploma in Computer auditing was well supported by the accounting firm KPMG.

The pass rate in the Qualifying Exam (QE) was 87% in 2007. A good demographic breakdown was achieved and the School celebrated the news that four of its graduates had been placed in the top ten positions nationally. A major benchmark of achievement has been the success of Wits graduates in the professional SAICA QE 1 and QE 2 examinations. The fact that this performance has remained consistently strong is gratifying.

Attention was paid to programme and course renewals. WEB CT was introduced and used in four courses. There has been a strong focus on teaching effectiveness noting the challenge of improving throughput and retention of students in the undergraduate degree programmes. The Thutuka programme entered its third year and students on this programme (a SAICA programme to promote the training of black accountants in South Africa) received special academic support to achieve above average pass rates across all courses. Regretfully, SAICA's request for enhanced support of these students could not be met due to other staff commitments and they

subsequently declined to place new students with Wits in 2008.

The School's outreach initiatives include being a marking centre for the IRBA examinations.

In the context of continuing problems of staff retention and ongoing staff vacancies in the School, the Senior Executive Team (SET) established a working group to address issues of concern to the University. Staff were given the opportunity to engage with the working group and a report containing a range of recommendations was endorsed by SET in December 2007. This School faces a major challenge in bringing new professional expertise into the academic world. With a view to strengthening the human capital base a number of senior visiting appointments were made in 2007. Ongoing significant funds for salary supplementation have been received from SAICA for which the School and the Faculty express appreciation. The School has also benefited from the appointment of eight "academic articulated clerks", young graduates who serve one year of their professional period of articles at Wits in the role of associate lecturers.

The School of Accountancy is confronting the challenge of teaching large classes. The staff/student ratio is high and hence staff effectiveness in teaching has encouraged a number of interventions, with course and programme reviews being undertaken.

The Acting Dean hosted a series of working lunches to promote the School and the University with the key executives of the five major professional firms. Advancement and Alumni breakfasts were hosted by two firms, PWC and KPMG. The Faculty welcomes a closer working relationship with these firms in the context of a symbiotic educational relationship.

The specialised computer centre in the FNB annex and the upgrading of the computer laboratories in FNB 148 and 149 enhanced student facilities. Staff members have all been supplied with laptop computers. Security cameras have improved safety in the FNB building. The School was delighted to see the start of the reconstruction of the FNB building. The budget for the FNB redevelopment is in excess of R62 million.

There has been a stronger focus on research performance resulting in a number of staff making progress towards the achievement of higher degrees and the publication of papers. A new research strategy, including research training, conference attendance and staff seminars, promoted a strong interest in research. A revised workload model was implemented.

The importance of balancing research, attracting quality staff possessing a mix of high level professional and academic qualifications, promoting postgraduate programmes, and educating students in a professional field sets a challenging agenda, but we are confident that Wits will retain its

reputation in the professional world and that our graduates will remain keenly sought after by prospective employers.

The School of Law

The School of Law was ably led by Professor Glenda Fick who completed her five year term office at the end of 2007.

In 2007 the School completed the Quinquennial Review under the Chairmanship of Professor Anthony Lumby and was congratulated on the excellence of its work, its professional standing and its research achievements. Recommendations for future directions were welcomed by the School.

The School sought to strengthen the Law Library across its journal and book collections, its electronic resources and databases. A further bank of 18 computers for students' teaching, learning and research needs was installed (there are now 43 computers in the Law Library for such use). This School has a strong research focus and many staff are active with PhD studies with every confidence that the School will meet the target of a minimum of 42% of staff (at current numbers) holding PhDs by 2010. The School is research active falling within the top third of all Schools at the University, with an average of 1.9 publications per FTE staff member per annum.

The School made ongoing efforts to manage staff appointments, promotions and retentions for both academic and support

staff. This thrust has been successful with the result that the staff complement has been stable. There were two promotions to professorships in 2007.

The LLB degree remains both an undergraduate degree of choice for many new students and a second degree of choice for many graduates. In 2007 the School addressed the management of its undergraduate numbers with the objective of keeping numbers constant and applying rigorous admission criteria in order to promote excellence.

The Mandela Institute continued to make a contribution to the work of the School in the area of continuing professional and specialist legal education in planning new programmes in Intellectual Property, Telecommunications and Mining Law. In July 2007 the Mandela Institute hosted a successful colloquium on "Trade as a Vehicle for Peace in Africa".

Discussions were held with the NRF's Innovation Fund concerning the importance of support for a Chair of Intellectual Property. This is work in progress.

Capital funding remains vital to the future growth of the School of Law. The School's Capital Campaign continues and several major law firms are supporting or have pledged support for the Capital campaign aimed at postgraduate scholarships, supporting the law library and supporting the law clinic.

A Wits/Harvard Alumni initiative was launched with a view to strengthening the ties of the two Law Schools, through staff and student exchanges. An agreement will be signed in early 2008.

Curriculum/course development was undertaken across a number of courses with a particular focus on the LLM. LLMs are offered in a several fields of specialisation, including Company Law, Tax Law, Commercial Law, Human Rights, Pensions Law and Health Law.

At undergraduate level Teaching and Learning Improvements included a review of the Introduction to the Constitutional Law course. The School promotes research-led teaching.

The Wits Law Clinic (Director, Shaheda Mohamed) hosted a major international conference on the Clinical Legal Education (in partnership with Northumbria University) in July 2007. The theme of the conference was "Unity in Diversity" and included papers on Social Justice through Legal Education, Clinic and the Law School Curriculum; Clinic and Assessment within a social Justice Environment. The Clinic continues to provide and promote practical clinical legal education for Wits law students with the objective of enriching and extending student experience prior to students moving into the working world.

The Centre for Applied Legal Studies (CALS) (Director, Professor Cathi Albertyn)

continued to promote and engage with human rights law through strategic litigation, socio-legal research and advocacy of socio-economic rights and justice. All CALS academic staff are employed as researchers and contribute to the high level research profile of the school. CALS actively furthers the University's commitment to community engagement with quality research in areas such as gender based violence, housing, school fees and funding, customary law, family law, labour law gender issues, equality child support grants and basic services.

The School of Economic and Business Sciences

In 2007 this School was led by Professor Anthony Lumby (formerly of the University of KwaZulu-Natal) who joined the School in January 2007, and in his first year in office has made a significant contribution.

During 2007 the School introduced the first phase of staff development with a particular focus on four key performance areas: excellence in teaching, enhanced research output, administrative contributions and community outreach. The School formally recognised staff contributions to administration in the workload model and thereby acknowledged the importance of staff readiness to take on these managerial and administrative tasks.

Work commenced on evaluating all undergraduate and postgraduate courses and a benchmarking exercise was launched.

The School contributed to the review of the BCom curriculum which resulted in the development of a set of recommended career-orientated BCom curricula. The School reviewed postgraduate course offerings in 2007 with a view to positioning itself to attract more postgraduate students. The growth in postgraduate numbers at both the Honours and the coursework Masters levels, noted in 2006, was sustained in 2007. Improved throughput rates at undergraduate levels in 2006 have further resulted in a significant growth in these postgraduate numbers in 2007. In 2007 104 students registered for Honours degrees, 105 for Masters degrees and 16 for PhDs (a total 225, compared with a total of 162 in 2006).

Many more staff attended South African and international conferences and more research reports and publications have followed. Several staff members have registered for PhD degrees with a view to meeting the Wits 2010 targets for staff holding PhDs. A weekly research seminar series, showcasing the work of staff and postgraduate students has been organised by Professor Kalu Ojah.

The School continued to be involved in the collaborative African Economic Research Consortium (AERC) Doctoral Programme (initiated in 2004) and more qualified PhDs from other African countries have graduated at Wits.

The Corporate Strategy and Industrial Development (CSID) Research Programme, led by Seeraj Mohamed, completed a number of interesting projects that drew on their expertise in the analysis of economic sectors and clusters. The CSID's research projects have assisted the School in building community outreach as well as increasing corporate and policy-relevant research outputs and publications. It is particularly noteworthy that the CSID plays a valuable role in employing and developing the research skills of postgraduate students. Furthermore, the CSID, through its membership of the DTI's University Research Network, provides DTI bursaries to Masters students.

The African Micro-Economic Research Umbrella (AMERU), initiated in 2006, and led by Dr Neil Rankin, participated in a number of projects in 2007. These included: a collaborative transport survey with researchers from the Universities of Harvard, Cape Town, Stellenbosch and Kwazulu-Natal; together with research on the impact of the creative sector on the Gauteng economy; a project on labour markets in Africa with the Universities of Oxford, Cornell, Dar es Salaam, Lafayette College and the statistical agencies of Ghana, Madagascar and Tanzania; and work for the National Treasury on workers' compensation funds in South Africa. AMERU affiliates presented five papers at the Economic Society South Africa conference, and Nicolas Anjinho, a student associate of AMERU, was first runner-up in

the postgraduate Nedbank and Old Mutual Budget Speech Competition.

Graduate School of Public and Development Management

The School continues to strive to be the premier South African Public Management educator. During 2007 the School was led by Professor Francis Antonie for whom it was his third year as Head of School.

The School's research agenda improved dramatically in 2007. A full list of conference attendance and publications was attached to the P&DM Quinquennial Review interim report.

The School addressed its greater strategic positioning by means of ongoing strategic and operational reviews. It was a process that produced important dividends in getting the School to consider its social purpose, teaching and research activities.

A curriculum review of the School's flagship degree, the (MM) PDM is still underway. A new Masters of Management in the field of Security Studies was developed, and the degree will be launched in April 2008. In partnership with the School of Public Health, a Masters in Hospital Management, first introduced in 2006, was consolidated.

The School continued with the development of its short and executive courses focusing on municipal government, service delivery, leadership management, housing development and migration. The executive

development programme for the Mpumalanga Government was developed in 2007. In addition, new certificate courses or reactivated courses were launched in 2007. These include: Managing Integrated Development for Service Delivery (2007); Leadership Management for Transformation (2007); COSATU Professional Certificate (2007); Customised Housing Project Management.

The School's PhD programme is of importance. In 2007 there were 26 students registered, four of whom graduated at the end of 2007.

P&DM also sought to promote Alumni Relations and held an Alumni celebratory dinner in November 2007.

The finances of the School were placed on a sound footing in 2007 with past deficits addressed and rectified. The popular series of Director's Lectures provided by high profile public intellectuals continued to promote public engagement. Visiting Fellows also had a major impact on the School.

In 2006 the School was awarded an important tender by the Mpumalanga Provincial Government to assist in capacity building in the province over a three-year period, by offering an extensive programme in public service training. In 2007 the School was awarded a major tender to assist in the development of middle and senior managers from Ekurhuleni.

This School continued its strong continent-wide orientation in Africa through the work of its two Centres - LINK and the Centre for Defence and Security Management (CDSM).

CDSM continued to provide training courses to the 14 member countries of the Southern African Development Community (SADC). As mentioned at an earlier point in this report the move of CDSM into the Oval in 2007 has provided comfortable accommodation and enhanced the identity of this Centre.

The LINK Centre has become the leading African research and training centre in the field of ICT policy, regulation and management and provides South Africa's only independent, public interest ICT policy research, feeding into major South African policy processes. LINK has expanded its Research ICT Africa from 14 to 19 members. It has completed the survey for ICT usage across 18 African countries.

Wits Business School (WBS)

Professor Mthuli Ncube took up the position as Director of the Wits Business School in January 2007 following his service as Acting Director during much of 2006.

Business Schools internationally and in South Africa face both increased competition and a more regulatory approach. Thus it is essentially for WBS to continue to educate and train business managers for the corporate sector with flair

and imagination in programmes that add real value.

WBS needs to be known for the quality of its graduates. In these endeavours, it continues to attract managers in search of a superior education and most particularly introduces the executive to research and the conceptualisation of critical research problems.

WBS needs to be pre-eminent, prominent and distinctive. In 2007 WBS focused on its branding and consolidated its leadership position. WBS ranked number 1 Business School in its brand survey and number 45 globally by UK Financial Times in 2007 (out of 65 global business schools). The WBS MBA was ranked number 1 for the seventh consecutive year in the Financial Mail Survey of 2007, as the best MBA students in the opinion of employers. The School has reestablished its international preeminent position and has actively sought partners in Africa, Europe, Asia, and North America.

A highlight of the 2007 year was the establishment of the Centre for Entrepreneurship. This new development was approved by SET and Senate early in 2007. The Centre's first project was the launch of the "Certificate Programme in Entrepreneurship and New Venture Creation", a new series of research papers in entrepreneurship was launched. An Advisory Board to the Centre was appointed embracing the support of donors, the corporate world and government. A Chair of

Entrepreneurship was endowed with generous funding for a Chair and the Centre for Entrepreneurship given by Mr Mark Lamberti, DTI and Barloworld. Unfortunately it has not been possible to find a suitable person to take up the professorial position and in the interim an Acting Director of the new Centre, Mr Sean Temlett has been appointed.

In 2007 its prominent public status was enhanced when, WBS took over "Management Review" in the Business Day which publishes WBS and Harvard Cases and is sponsored by McKinsey.

In the area of staffing and academic recruitment, WBS attracted four new core lecturers and two of its new staff members hold PhDs. Three members of staff of WBS were awarded PhDs in 2007. The WBS continues to seek and to attract key qualified staff members at a senior level in fields such as Finance, Marketing and Economics.

The WBS Research Paper series was launched in 2007 to encourage research and the conversion of MBA research reports into published papers. The WBS website and web facility has been improved and expanded to include a Career Portal for student job placements. IT facilities have been improved.

The MBA programme remains the flagship degree programme of this school. WBS has maintained its intake numbers for the MBA programme in a relatively flat market. There

are two intakes a year and the degree is offered in both a full-time and a part-time mode. During 2007 new courses were introduced into the MBA programme on Ethics and Governance with both the MBA and the PDM undergoing a thorough curriculum review. The internship for MBA students was a major innovation. An international dimension to Management Studies is critical and both the International Executive Development Programme and the MBA electives included a visit to the Middle East in 2007. A further critical feature of the MBA is the expectation that students prepare a research report and efforts continue to focus the production of a quality piece of research with greater emphasis being placed on the conversion of MBA research reports into published articles in accredited journals. Closer supervision and tighter management of the MBA research component has been applied to improve completion and success rates.

WBS firmed up and documented its student exchange agreements with a number of business schools, working with WIO. Hosting international students is a sound learning tool in exposing South African students to a wider exchange of ideas.

As mentioned, the future development of the Parktown Campus is a key priority as the School seeks to retain its status as a business school ranked in the international rankings of business schools. In 2007 various infrastructure facilities were upgraded including lecture rooms,

Jacaranda Quad, student reception and IT facilities.

The WBS hosted a successful second Alumni weekend in early October 2007. During the year the Director and the Vice-Chancellor hosted a dinner for MBA Alumni in London. A further glittering event was the annual Management Excellence Dinner, held in October, when staff of the School and University, together with key members of the business world, celebrated their success in teaching and business leadership.

WBS continued to strengthen relations with business corporations. During 2007, an Advisory Board for WBS was appointed. WBS won additional mandates for Executive Education programmes with major corporations in South Africa.

Important efforts were made to strengthen international links and in October 2007, WBS convened the PIM (Partnership International Management consortium), conference for 54 business schools around the world. PIM facilitates student exchanges in the MBA programme. WBS formed a partnership with London Business School with the goal of offering a joint senior Executive Development Programme (EDP). African ties were promoted through the launch of the African Leadership Programme. Professor Ncube continues to play an active role as Research Chairperson of the African Economic Research Consortium. In addition WBS hosted

various international business schools on study tours and exploratory partnership conferencing. International accreditation remains critical for international recognition of WBS. WBS was successfully re-accredited by AMBA in February 2007 for the period to 2010. WBS was subjected to the EQUIS Peer Review process for the EQUIS Accreditation of the School. The results are expected in early 2008.

In 2007 WBS produced the first ever comprehensive financial accounts for its Executive Education programme showing sound profitability in third stream income. The School meets the major challenge of maintaining a balance between academic work and the executive corporate short courses.

The WBS HIV/AIDS workplace programme is a cornerstone community outreach programme under the leadership of Dr David Dickinson. This business focused programme has gone from strength to strength. A conference will be held in 2008.

Wits Plus Centre for Part-Time Studies

Wits Plus, the Centre for Part-time studies, functions as a unit within the Faculty of Commerce Law and Management and continued to maintain a sound collegial relationship with the Faculty of Humanities. In 2007 Wits Plus was led by the Acting

Director, Mrs Gail Reiner. It was a difficult year as there were a number of staff changes. Nonetheless, the largest number of graduates, 46 students completed their degrees in 2007.

The Centre continues to provide evening study opportunities for working adults in its two degree programmes, the BCom and the BA and offers a range of short course programmes in areas such as Human Resource Management, Property Studies, Project Management, Foundation Mathematics, Small Business and Entrepreneurship, introductory Accounting Studies and introductory Economics Studies. In 2007 the certificate programme in Corporate Governance and Administration entered its second year and worked closely with the South African Institute Chartered Secretaries and Administrators. The Access for Success Programme, which had been launched in 2006 with the financial support of the City of Johannesburg, admitted its second cohort of students in 2007. During 2007 more than 1 000 students benefited from engagement with Wits Plus courses. Of particular importance is the efforts made by Wits Plus to upgrade the mathematical foundational skills of aspiring students. Wits Plus through its financial success as a third stream income earner has contributed significantly to the Wits Commerce Library.

6.3 Faculty of Humanities

During the course of 2007 the Faculty completed implementing the recommendations of the Council mandated review that took place in 2006.

At Faculty Level, a new committee, the Finance and Budget Committee was created to address issues of resource allocation, budgeting and the development of strategies to raise more resources.

The Faculty has also created a new committee for Internationalization and Partnerships. Part of the committee's brief is to identify strong universities in Africa with which there can be staff and student exchanges and collaborative research ventures.

The recommendation to revisit the location of the graduate programmes that have been successfully incubated in the Graduate School of the Humanities was also implemented. The Journalism Programme moved to the School of Literature and Language Studies and the Forced Migration Programme will move to the School of Social Sciences at the beginning of 2008.

The Faculty hosted a number of high level conferences, seminars, colloquia and events, which enriched public intellectual life in Johannesburg and Gauteng and attracted a considerable media attention. These events include the annual Nadine Gordimer Lecture, which was presented by the Nobel Laureate, renowned economist and public intellectual, Amartya Sen.

Wits School of Arts

The Wits School of Arts has maintained the recent increases in its research productivity, with some twenty items of conventional scholarly research published in 2007. Activities in this area were enhanced by major research grants from the NRF for, amongst others, the South African Music Project and Professor J Zaidel-Rudolph's research project in collaboration with the University of Cape Town. School staff also played a major role in the organisation of international conferences. The School hosted two important scholarly gatherings: the annual conference of the South African Visual Art Historians and a symposium on Theorising South African Music.

2007 has been a successful year in the School's campaign to achieve greater recognition for creative work. The University Senate has accepted a rule change that will enable PhD candidates in the performing and visual arts to produce a thesis in which creative work and theoretical reflection are combined. The Senate accepted the principle that peer-reviewed creative work be accepted as research.

Staff and student achievements in the artistic domain continue to testify to the School's excellence. Craig Higginson, Sarah Roberts and Helen Iskander were nominated for Naledi Awards for their theatre work. Maciek Kwiecinski won the best director prize for his film production *The Crossing* at the M-Net Edit awards and three student short films were screened at the New York University "Next Reel" Film Festival in Singapore. In Fine Arts Walter Oltmann was the winner of the prestigious Sasol Wax Award. Two of our recent graduates, Nina Barnett and Robyn Nesbitt, were major prize winners at the Spier Contemporary Arts exhibition, for which Tegan Bristow was short-listed.

2007 saw an expansion of the School's considerable international network, with visiting artists and academics contributing to a vibrant intellectual and artistic environment. Of particular significance are the close collaboration between Wits art historians and the Clarke Institute in Massachusetts; various new initiatives in Fine Arts; our strengthening relationship with New York University and Arcada in Finland; and Drama for Life, a major Drama in Education project which has attracted to Wits more than 30 postgraduate students from eight countries in the South African Development region to Wits.

School of Human and Community Development

In terms of research 2007 was a fairly productive year for the School of Human and Community Development with the Discipline of Social Work commissioned by the Nelson Mandela Children's Fund to conduct a national study on foster care. The Discipline of Social Work collaborated with the Steve Biko Centre for Bioethics and the Harvard University School of Public Health in an HIV/AIDS research project. Additionally, the Discipline of Speech Pathology and Audiology continued with its SANPAD/NRF-funded Health Communication research project. During 2007 the Discipline of Psychology, continued its collaboration with the University of KwaZulu Natal and researchers in the Netherlands on the SANPAD-funded Young Masculinities study. The School initiated the very promising Activating Sustainable Research in Community and Student Service Centres research project in collaboration with the Graduate School of Humanities and Social Sciences.

With a total of approximately 86 publications, the School continued to improve its research and publications outputs in 2007.

The School hosted various national and international scholars as well as hosting and co-hosting various seminars, debates and symposia, including a symposium on Doctoral Research in Masculinities Studies, which was co-hosted with WISER, a debate on Transformation and Equity in Higher Education and a seminar by Professor Straker on Lacanian Analysis and Issues of Termination.

Other achievements registered by the School and its staff included: the inauguration of the Emthonjeni Centre, as an integrative professional training and research site; Professor Claire Penn receiving the Order of Mapungubwe for her contributions to Science; the Department of Health Award of R3,5 million to the Discipline of Speech Pathology and Audiology for the training of speech therapists and audiologists; Professor Andrew Thatcher received the University E-Learning Award; a staff member of Psychology was appointed as the President of the Psychological Society of South Africa; and various staff members completed their PhD studies.

School of Social Sciences

2007 was a year of expansion and strengthening in the School of Social Sciences. Professor Gilbert Khadiagala, an outstanding scholar who formerly served as Acting Director of the School of Advanced International Studies at Johns Hopkins University, took up the post of Professor and Chair in the Department of International Relations. The NRF Chair in “Local Histories, Present Realities” held by Professor Philip Bonner recruited an establishment of research staff and postgraduate students. The International Human Rights Exchange, hosted in the School and undertaken in cooperation with Bard College in the USA, successfully ran its first semester of courses pairing Wits undergraduate students with US students in pursuit of intensive coursework and internships related to human rights. The Global Labour University (GLU) enrolled its first cohort of six MA students from Africa, Europe and South America. Almost all of whom succeeded in producing outstanding, externally reviewed research reports. The Sociology of Work Unit (SWOP) received approval to be upgraded to Institute status, under the new name, the Sociology, Work and Development Institute. The Development Studies Programme was considerably strengthened by the addition of a full-time researcher, Dr Estienne Rodary, who is fully funded for at least three years by the French Development Research Institute (IRD). The Demography and Population Studies Programme recruited two Post-Doctoral Fellows, Dr Georges Reniers and Dr Olumide Taiwo. Preparations were made to move the highly research-active Forced Migrations Studies Programme into the School in January 2008.

The School hosted a number of distinguished international scholars-in-residence, including Professor Keith Hart (Anthropology, Goldsmith's University of London), Professor Michael Burawoy (Sociology, University of California Berkeley), Professor Erik Olin Wright (Sociology, University of Wisconsin, Madison), and Professor Judith Stacey (New York University).

Finally, the School continued its record of publishing outstanding research, with the publication of six scholarly monographs and edited volumes, as well as numerous articles in peer-reviewed journals. The School was especially proud that among the many noteworthy achievements of

individual scholars, Professor Shireen Hassim was awarded the prize for the best book published on gender and politics by the American Political Science Association.

Wits School of Education

During 2007 the Wits School of Education completed the process of incorporating the Legacy College and the Legacy School into a single academic and administrative unit. This process began in 2005. It has established new committees to lead work in key areas including research and teaching and learning. The School has developed a single workload model and there is substantial cross-fertilisation of participation in both teaching and research activities across the legacy entities. The vision statement adopted by the School in 2005 committed the School to being a nucleus of excellence in education research and professional development. The School is committed to not only making a significant contribution to the development of education in the region through excellence in the initial training and the continuing professional development of teachers, but as a vigorous research community with active research across a number of educational domains. 28 staff members and eight postgraduate or postdoctoral students have published work during 2007 across a spread of local and international journals, several of them publishing in accredited publications for the first time. This record of 2007 represents a consolidation of the research and publishing trajectory of many members of staff who are emerging and established researchers. Actions are being taken to deepen and extend this activity across the School, including the re-strategizing its leadership and the research thrust 'Education for a Changing South Africa'. As many as 21 staff members are in the process of working towards or completing a PhD.

School of Literature and Language Studies

The School of Literature and Language Studies has succeeded in building on its excellent research and scholarly output, maintaining its place as one of the most productive Schools in the University. During 2007, more than 36 subsidy-earning articles, chapters in books and peer-reviewed conference proceedings were produced in the School, not to mention numerous book reviews, newspaper articles and creative outputs.

NRF ratings in the School were significantly boosted when Professor Isabel Hofmeyr received an A-rating, and Professor Bheki Peterson and Professor James Ogude received B-ratings. Professor Michael Titlestad received a C-rating.

Professor Hofmeyr was a major player in the planning of the high-profile 'Paradoxes of the Postcolonial Public Sphere' conference.

The Journalism programme has now joined the School and its members regularly publish items in the print and electronic media. Members of the School maintain a high profile in many areas of public debate and interest, including radio and other media.

Graduate School of the Humanities and Social Sciences

2007 was a very successful year for the Graduate School for Humanities and Social Sciences. It was also a year of change as the School took the first step towards the realization of its new structure when one of the programmes located in the School, the Wits School of Journalism, moved to the School of Literature and Languages Studies in late 2007.

The Graduate School was especially pleased to receive two commendations from the Higher Education Quality Committee for the quality of its postgraduate activities and its role in the successful implementation of improvements designed to enhance postgraduate studies at the University.

During 2007 the Graduate School extended and consolidated its function as an innovative cross-faculty structure designed to support postgraduate student training, research and publication, and extended this support to staff in the Faculty. This was achieved by:

- Increasing the number, depth and range of research-related workshops for postgraduate students, particularly those concerned with research methods;
- Continuing its successful Student Publication Project and running four rounds of an Emergent Writers project directed to less experienced academics in the Faculty, as well as to postgraduates;
- Extending the Professional Students Research Mentorship Programme to all Masters by course work and research report students.

In addition to strengthening its existing projects in support of postgraduate training and research, the Graduate School began several new projects:

- A short term Post-doctoral Fellowship programme open to Wits PhDs. The five post-doctoral fellows who received the award have produced four published articles and two articles were accepted for publication.
- Together with the School of Human and Community Development and Counseling and Careers Development Unit (CCDU) a project entitled *Activating Sustainable Research in Community and Student Servicing Centres* partly to establish a database for its own postgraduate teaching and learning and publication related activities.

Constitution of Public Intellectual Life Project

This trans-disciplinary research project focused around a shared topic, with a tightly mentored doctoral programme has grown in stature since its inception in late 2003, and attracts funding from the NRF, the Ford Foundation, the Mellon Foundation and Atlantic Philanthropies.

The Constitution of Public Intellectual Life Project spent much of 2007 preparing for a major conference to be hosted in January 2008, entitled *Paradoxes of the Postcolonial Public Sphere: Democracy at the Crossroads*. The Project also hosted a workshop with international public sphere scholar Professor Geoff Eley and co-hosted a public lecture with leading novelist Amitav Ghosh. In 2007 the Project produced one book, two edited collections, five book chapters, four research reports and 11 articles.

Together with the National Archives and the Nelson Mandela Foundation, the project co-hosted *National System, Public Interest*, a conference on the contemporary archival landscape, which resulted in a published Open Report to the Minister of Arts and Culture, *Archives at the Crossroads*, as well as a presentation to the National Archives Council.

Professor C Hamilton was a Benjamin Meaker Visiting Professor at the University of Bristol in June 2007, and was an invited participant in the NRF Roundtable "Africa and the World: intersecting global histories" Franschoek, January 2007, as well as the NMF Archival Workshop on "Digitization-Challenges and Opportunities," February 2007. Project associate Dr X Mangcu hosted a public lecture series on The Challenges of Leadership.

Forced Migration Studies Programme

During 2007, the programme dedicated itself to institutionalising its systems to improve teaching, research, and outreach activities. The programme's academic staff continued to publish in national and international journals, appear regularly in domestic and international media and serve as reference points for governments and civil society.

Highlights include; publication of numerous newspaper articles and multiple public reports based on research on migrant rights in South Africa, contribution to publications by civil society organisations and international agencies, and editing of a report on Migration in South Africa by IRO. The programme hosted multiple events publicising the programme's own research and other research in the field.

The programme continued to raise additional funds through direct grants and collaborative projects. These included three full-time postgraduate fellowships, new funding for research on migration and health, an NRF post-doctoral fellowship, an NRF Focus Area Grant, and project support from the British Academy, the Centre for Population and Development, the Ford

Foundation, the International Food Policy Research Institute, and the National Centre for Scientific Research, France.

Wits Journalism Programme

This programme continues to build the reputation of its graduate career-entry professional qualification, while attracting significant numbers of working journalists to study, research and engage in the department's public activities. Individuals in the department maintain a high professional profile by writing regular columns and making regular television and radio appearances in the mainstream media.

Well-known activist Zachie Achmat joined the HIV/AIDS and the Media Project, run jointly with the Perinatal HIV/AIDS Research Unit, as a Fellow to facilitate his writing and research work.

During 2007 the programmers Media Observatory undertook research into journalists' perception of government communications on behalf of the Government Communication and Information System (GCIS) and organised a day-long seminar on ANC media policy in the run-up to the party's national conference.

The department's New Media Hothouse ran its first experimental television course, supported by Multichoice and in partnership with the City Varsity in Johannesburg, in which students made 15 pieces for broadcast in the new DVB-H format for mobile handsets.

The Investigative Journalism Workshop expanded its activities, including:

- Adjudicating and awarding the first Taco Kuiper Award, with the support of the Valley Trust, is the country's biggest journalism prize. Beeld won it for their expose of corruption in the prison service;
- The Taco Kuiper Grant, administered by the programme on behalf of the Valley Trust, gave financial support to three investigative journalism projects;
- The Innocence Project began a five-year investigation into the working of our justice system, in particular the plight of people jailed without due process, also funded by the Valley Trust.

The 2007 Ruth First Fellows were science and environmental journalist Leonie Joubert and photographer Santu Mofokeng. The Heinrich Boel Foundation published their work on communities affected by climate change as a book.

The programme put in place an internship scheme in partnership with Reuters, Media24 and Primedia to place students in newsroom positions. The US government gave support for the

recruitment of three law students to study journalism as Ismail Mohammed Scholars to address the lack of adequate court reporting.

Wits Institute for Social and Economic Research (WISER)

WISER had a very active, productive year in 2007, despite a relative dearth of staff. Therefore, the strong profile of academic events, publications and public engagements that WISER accomplished during 2007, is particularly gratifying.

The publication output for 2007 saw a 32% increase in the total number of publications produced (37 in 2007, as compared with 28 in 2006). Sarah Nuttall won the Arthur Rubin Award for the best collection in African Art History over the last three years awarded by the Arts Council of the African Studies Association in the US for *Beautiful/Ugly: African and Diasporic Aesthetics* (Duke UP, 2006).

2007 saw the inauguration of the second of WISER's PhD fellowship programmes. On the strength of a grant of \$300 000 from the Andrew W Mellon Foundation for the doctoral programme, seven new doctoral fellows were awarded four years of full-time doctoral study.

As has been the case in the past, WISER staff invested large amounts of time and energy in the production of a full and diverse series of intellectual events.

One of the especially successful events of 2008 was the launch of Mark Gevisser's biography of Thabo Mbeki, *The Dream Deferred*. Over 1 500 people packed the Wits Great Hall, with others watching on TV screens outside. Mark was one of WISER's first Writing Fellows, and the biography is the culmination of the project that he worked on while at WISER.

WISER's events are also conceptualised as a contribution to the Faculty's efforts to boost the energies and enthusiasm attached to research among its staff and graduate students. To this end, 2007 saw the first conference dedicated to the presentation of graduate student research in the Faculty. Focused on the theme of Masculinities, this was a productive collaboration between WISER and the School of Human and Community Development.

6.4 Faculty of Health Sciences

2007 saw the completion of Professor Helen Laburn's first year as Dean of the Faculty of Health Sciences. During this period the Health Sciences goals for the implementation of the University's strategic plan "Wits 2010" under the theme: "a University to call our own", were developed and approved by the Faculty Executive. The Faculty was able to implement plans to achieve some of the goals, especially in the research context, because of allocations to all Faculties in 2007 of funding from the Strategic Planning and Resource Allocation Committee (SPARC), and from the dividend declared by the Wits Health Consortium Board. Among other initiatives, the Faculty re-invigorated its training in research methodologies for postgraduate students and supervisors, and in August 2007 re-launched its goal to have Registrars complete the research component of the MMed degree in clinical disciplines.

In 2007 the Faculty undertook a review of the curriculum it introduced in 2003 for the training of undergraduate medical students, the Graduate Entry Medical Programme (GEMP). Several key foundational principles of the Programme were reviewed and the Faculty intends to put changes into place in 2008 and 2009.

Among other Faculty entities to be reviewed during 2007 was the School of Therapeutic Sciences which had its Quinquennial Review

and the School of Clinical Medicine whose Postgraduate Medical programmes were subjected to scrutiny during an accreditation visit by the Health Professions Council of South Africa (HPCSA).

The Faculty constituted a new Standing Committee, that of the Faculty ICT Committee and the recommitted itself to professional and ethical conduct by Faculty Committee members. Moreover, some Committees were revitalised and assisted the Faculty in developing renewed Faculty guidelines and policies within their terms of reference.

The Faculty experienced no developments or changes in budgetary matters during 2007. The 2007 budget was based upon historical allocations and inflation with no special projects applied for and approved. During the year various new budget models were presented at University workshops but to date no version has been approved and adopted.

However Faculty expenditure was within budget for all categories of expenditure that is: revenue, payroll, overheads, etc. Within the year the new Oracle system was bedded down with a few teething problems but generally, was successfully implemented.

Office of the Assistant Dean

(Student Affairs)

The main function of the Office of the Assistant Dean of Student Affairs is to provide support for both undergraduate & postgraduate students in their academic and non-academic activities.

The Assistant Dean's office initiated a programme in 2003 whereby postgraduate students and lecturers are allocated to students requiring academic support. The particular group targeted includes students who have requested assistance; who were weak academically; who were repeating a year of study; or who failed a course. Secondly, students who obtain a mark of less than 50%, after their 1st class tests, are invited to the office to discuss any problems they might be experiencing and are provided with a tutor.

In addition, the Schools of Anatomical Sciences, Physiology and Pathology have made progress tutors available to assist students with academic difficulties. A number of students in the senior and final years of study were provided with student tutors in order to assist them with their preparation for their supplementary examinations.

In 2007, 483 students across the Faculty were provided with additional tutorials and the success rate achieved by these students in courses for which they were registered was 75%.

The Faculty, via the Office of the Assistant Dean, is integrally involved in two transformation projects initiated by the Vice-Chancellor, Professor L Nongxa. These projects are:

- Targeting Talent, Investing in Excellence, Facilitating Success: Goldman Sachs Foundation Programme.
- Bale Scholarship Programme: Carnegie Corporation Transformation Programme.

In 2007 the Office of the Assistant Dean recorded about of 2 481 visits by students who were assisted with various academic and non-academic problems.

The Faculty boasts an average pass rate of 82,27% across all of its undergraduate programmes, for all years of study.

Overall Demographics of Students

Admitted to 1st Year.

Year	Black	Coloured	Indian	White
2005	37.21	2.84	28.58	31.27
2006	47	4	21.5	27.5
2007	49	4	18	29

The Faculty admitted 43 students from SADC/African countries in 2007. Across the Faculty, 77 students were placed on the Dean's Merit List. The Faculty provided financial support to 14 students on their Elective Programme to other institutions, both nationally and internationally.

Faculty Registrar's Office

Mrs Sandra Benn, the Faculty Registrar played a key role in setting up and commissioning the University Oracle Student System, which became active in 2007. The Faculty staff, which includes School staff and Faculty Committees embraced the new system.

Postgraduate Office

2007 saw the restructuring of the Centre for Postgraduate Studies and Research, into two distinct entities, Research and Postgraduate Support, and the Faculty Postgraduate Office.

Subsequent to the passing on of Professor Stephen Chandiwana the Office of Research and Postgraduate Support was headed by Professor Elly Grossman. The Faculty Postgraduate Office was restructured and posts were redefined to fit into the new structure in particular the Faculty created a new position of Faculty Deputy Registrar, with specific responsibility for postgraduate administrative affairs. Mrs Tania van Leeve took up that position in 2007. Several other key positions were re-evaluated or created and almost all were filled. The Faculty thus had a new, enthusiastic and efficient office to deal with its increased postgraduate enrolments.

The Chair of the Postgraduate Committee, Professor Nigel Crowther who together with the Postgraduate Committee governs the processes involved in the approval of postgraduate student academic and

academic administrative matters, ended his term of office in 2007. The Committee enjoyed his input, dedication and leadership during his term of office.

Faculty Research

The Faculty was awarded three DST/NRF Chairs in 2007: Medical Entomology and Vector Control, Professor Maureen Coetzee; Vaccine Preventable Disease, Professor Shabir Madhi; Pharmaceutical Biomaterials & Polymer-Engineered Drug Delivery Technologies, Professor Viness Pillay. Professor John Maina received an A-rating from the NRF. A veterinarian by training, Professor Maina is the head of the School of Anatomical Sciences. He has published over 100 papers in the area of functional morphologies of the gas exchanges and written four books in the area of comparative respiratory morphology. He has been nominated for Fellowships by various organisations such as the Fulbright programme, the Royal Society of UK and the Japanese Academy of Sciences.

Professor John Pettifor was the recipient of the highly prestigious Vice-Chancellor's 2007 Research Award. Professor Pettifor, who is the Head of the Department of Paediatrics at Chris Hani Baragwanath Hospital and Director of the MRC/University Mineral Metabolism Research Unit, has a longstanding research interest in bone development and diseases in children and in vitamin D and calcium metabolism. He has some 150 research publications and 25

chapters in books and is an NRF A-rated scientist.

Wits Health Consortium (WHC) researchers won awards from US funding agencies which will increase funds managed by the WHC to close to R1 billion within three years.

The Rural Aids and Development Action Research Programme's (RADAR) study: The Intervention with Microfinance for AIDS and Gender Equity (IMAGE) appeared as a feature article in the World AIDS Day issue of the Journal, *Lancet*. The IMAGE intervention has two components (1) a group-based microfinance programme involving improving access to credit and savings services among the poor female clients (2) a gender and HIV training curriculum delivered over 12 months at fortnightly loan centre meetings. The study employed qualitative and quantitative methods, following over 5 000 individuals over a two to three year period. The work represents the first randomised trial to be conducted on a microfinance programme, and was groundbreaking in its attempt to link an upstream economic intervention to downstream health outcomes. The results of this work were dramatic. Loan repayment rates were above 99%. After only two years of exposure to the intervention, levels of household poverty were reduced, there were clear and consistent changes in multiple measures of women's empowerment, and levels of physical and sexual violence experienced were reduced by 55%.

Dr Pronyk was a joint winner of the Faculty's Research Prize for this work.

MRC/Wits Rural Health Transitions Unit: A special issue of the Scandinavian Journal of Public Health on *Health, population and social transitions in rural South Africa* was published in August 2007 and featured work from this Unit exclusively. The journal comprises 27 articles which draw together some of the completed research undertaken in the Agincourt Health and Demographic Surveillance Site. This is a geographically defined area in the rural north east of South Africa where for the past 15 years we have been visiting households on a yearly basis to collect data on births deaths and migration. Furthermore, indepth research has been undertaken on a wide range of related topics. It has covered statistical modelling, measuring chronic diseases and issues on child health, exploring the impact of deaths and illness in households, measuring the impact of social grants as examples. The research platform provides a space for a range of disciplines including sociology, social anthropology, health economics epidemiology, medical doctors plus more to combine their intellectual strengths to understand health and development. It is an example of how the multidisciplinary approach that is public health can be applied for population health.

The School of Public Health and the MRC/Wits Rural Public Health Transitions Unit play leading roles in the INDEPTH Network which was recently featured on the

cover of *Newsweek* (July 2007). INDEPTH is the world's leading southern-led health research network, and was recently awarded the largest direct grant (\$17 million) by the Bill & Linda Gates Foundation.

2007 marked the one-year anniversary of the MPH Health Training Programme. It was developed to address the human resource needs of the region. Specialisation fields of study include: Health Policy and Management; Health Measurement; Occupational Hygiene; Disaster Management; Hospital Management; Maternal and Child Health. Two additional fields, one in Rural Health and Health Communication will be introduced in 2008 and 2009 respectively.

Dr A Mathee was the proud winner of the 2007 Shoprite-Checkers/SABC 2 Women of the Year Award in the Health Science category.

Dr Carolyn Padoa received the 2007 *L'Oreal South Africa* Fellowship for Women in Science Award.

Friedland Sabbatical Scholarship – the School of Public Health was awarded the Friedland Sabbatical Scholarship for 2007 and has invited Professor Lenore Manderson (a medical anthropologist and social historian) to be the visiting Academic Fellow to the School.

The School of Public Health won all the awards in the academic category at the 10th

Prakash Vallabh Research Conference of the Gauteng Department of Health. This is a second time in a row that our GEMP students have won an award at this conference.

Adler Museum of Medicine

A vibrant exhibitions programme was arranged by the Museum. Many temporary exhibitions were held which support the teaching in the Faculty. These included: *The heart of Bara: a photo essay of the Chris Hani Baragwanath Hospital, Soweto*; *History of cardiology*; *History of tuberculosis, Malaria* and the *Adcock Ingram/MSA Expressions of Art* competition which gives students in the Faculty free reign to explore their creativity through artworks, music, dance and creative writing.

Considerable progress was made with the management of the collection during the year. Several items which were broken, perished, incomplete or extraneous to the Museum's future needs were de-accessioned. This followed a period of consultation with experts in the field, dealers, museologists, the South African Heritage Resources Agency and the Museum's Board of Control.

The sorting of the archives containing biographical material on national and international health professionals and the resorting of the archives containing subject information was completed. These documents frequently being used and requests for articles, in, back copies of, the

Adler Museum Bulletin were constantly received.

Other Highlights

Professor Ian Couper, Head of the Faculty's Centre for Rural Health was the recipient of the Vice-Chancellor's Academic Citizenship (team) Award. Mrs Sandra Benn, Faculty Registrar was the recipient of the Charlton Award for Service Excellence. Professor Val Mizrahi was awarded the Order of Mapungubwe (Silver) for her research into Tuberculosis.

Dr Mary Kawonga – won one of the prestigious *I'Oreal South Africa 2007* Fellowships for Women in Science awards for the category: Gender responsive research that impacts on the lives of girls and women in South Africa. Ms Carren Ginsberg was awarded the Women in Science PhD Fellowship for the category: "Women scientists working/studying in an area where participation by women is traditionally low".

The Faculty Research Prize, which is the most prestigious prize in Health Sciences, had two winners in 2007: Dr Paul Pronyk from the School of Public Health, for his paper entitled: *Effect of a structural intervention of the prevention of intimate partner violence and HIV in rural South Africa. Oct 2006. The Lancet* 368: 1973-1983; and Ms S R Sisambo, from the School of Therapeutic Sciences, for her paper entitled: *Elucidation of the physicomechanical and ab initio quantum*

energy transitions of a cross linked PLGA scaffold. Biomaterials. 28:3714-3723.

Professor Ken Huddle of the Department of Medicine, Chris Hani Baragwanath Hospital received the Phillip V Tobias and Convocation Distinguished Teacher's Award in the Clinical category. Ms Denise Franzsen of the Department of Occupational Therapy, School of Therapeutic Sciences, was awarded the Phillip V Tobias and Convocation Distinguished Teachers Award in the Pre- Clinical category. Professor Phillip Tobias received the Walter Sisulu Special Contribution Award at the Gauteng Mayoral Offices in March. The 2007 Humanitarian Award from the American Academy of Family Physicians was awarded to Dr Susan Black of the Department of Family Medicine. The Department of Nursing celebrated its 70th Anniversary of Nursing Education at Wits (1937–2007). The School of Clinical Medicine has continued to graduate the highest number of specialists in the country – 1/3rd of the total.

The Wits Donald Gordon Medical Centre's Transplant Unit made headlines with the Minister of Health's liver transplant. In 2007, the Oppenheimer Memorial Trust granted funding for two Fellowships at the Wits Donald Gordon Medical Centre, to be used for Adult Oncology, and Paediatric Intensive Care or Paediatric Nephrology.

New Developments (including curricula)

A new programme for research methodology and supervisor courses for masters students

in clinical disciplines was launched, to be held at the clinical sites.

The Faculty's Centre for Health Science Education continued to lead in respect of curricula developments in the Faculty, and also made new and reinforced on-going collaborations with various African universities in the area of undergraduate curriculum reform, e.g. the College of Medicine in Blantyre, Malawi; Aga Khan

University (East Africa) in Nairobi and the University of Botswana. The Centre also implemented a new form of computer-based assessment for students, including a computer-based clinical assessment tool and developing software for the statistical analysis of exam questions.

The Centre drew up a five-year strategic plan which was approved by Faculty Board.



6.5 Faculty of Science

School of Physics

1. Professor Darrell Comins was awarded the Science-for-Society 2007 Gold Medal by the Academy of Science of South Africa.
2. Mr Vela Mbele, a postgraduate student registered in the School under co-supervision of Professor Elias Sideras-Haddad, co-authored a letter published in *Nature* in 2007.
3. Professor Robert de Mello Koch was awarded the NRF Chair in Fundamental Physics and String Theory.

School of Chemistry

4. Professor Charles de Koning received the prestigious mid-career mentoring award from the journal *Nature*.

5. Professor Helder Marques was awarded the NRF Chair in Bioinorganic Chemistry.
6. Dr Willem van Otterlo received the Vice-Chancellor's Individual Teaching Award.

School of Molecular & Cell Biology

7. Professor Heini Dirr was awarded an NRF Chair in Protein Biochemistry and Structural Biology.
8. Professor Barry Fabian received the prestigious Over-a-Lifetime Mentoring award from the journal *Nature*.

School of Geography

9. Professor Coleen Vogel was one of the lead authors on the IPCC

climate change report that was joint winner of the Nobel Peace Prize.

School of Animal, Plant and Environmental Science

School of Computational & Applied Mathematics

10. The School hosted the Euler Tercentenary Workshop in conjunction with the School of Mathematics. Among the invited speakers were Professor George Blumen, University of British Columbia, Canada and Professors A Quadir and T Hayat of the University of Quaid-i-Azam, Pakistan.

School of Geosciences

11. Professor Roger Gibson, Dr Gilliam Drennan and Ms Mary Evans were awarded the Vice-Chancellor's Team Teaching award.
12. The AfricaArray Project was established as an initiative to promote coupled training and research programs for building and maintaining a scientific workforce for Africa's natural resource sector with the initial focus on geophysics. It now operates 26 broadband seismic sensors across southern and central Africa, operates US\$6 million in projects and was joined by a NRF research chair, Professor Ray Durrheim in May 2007.

13. Professor Owen-Smith's book, *Adaptive Herbivore Ecology*, was selected as the winner of the Bill Venter/Altron Literary Award for the previous year, with the award being presented at a ceremony in April 2007.

Professor Owen-Smith's new book, *Introduction to Modelling in Wildlife and Resource Conservation*, was published by Blackwell in 2007.

14. Professor Kevin Rogers received the *Kilham Memorial Lecture* award from the *International Society for Theoretical and Applied Limnology*. He presented the lecture in Montreal (August) at the 33rd Triennial Society Conference on "Redefining Limnology for the 21st Century". The lecture was entitled "Limnology and the Post-Normal Imperative: An African Perspective".

15. Dr Glynis Goodman-Cron was awarded the SAAB Bronze medal at SAAB in January 2007 - for the best PhD thesis of a botanical nature submitted in 2005.

16. Dr Andrew McKechnie has been awarded the prestigious NRF 'P' rating.



17. At the Zoological Society of Southern Africa meeting, held in Potchefstroom in July, Tasmin Rymer received the award for the best student presentation, and Megan Jones was one of three runners-up.

School of Geography Archaeology and Environmental Studies

18. Dr Stefan Grab, Associate Professor, served on the steering committee to establish a "Global Mountain Research Network in African Mountains" during 2007. Dr Grab is chairing the Climate Change working group on this network. The vision of the working group is to establish Global Observatories on high altitude summits throughout Africa and for the purpose of Global Change monitoring. To this end, Dr Grab and his colleague (Dr Gete

Zelege, Addis Ababa, Ethiopia) have organised a workshop in Addis Ababa in January 2008, at which the first phase of the Global Observatory Project will be established. Dr Grab has subsequently been invited to serve on the International Steering Committee of Coordinated Energy and Water Observation Project (CEOP) – High Elevation (HE). CEOP forms part of the WCRP/GEWEX Science Panel, and will be presenting the vision to establish these African observatories at the forthcoming CEOP-HE meeting in Padua, Italy.

Faculty General

19. In 2007 the Faculty graduated the largest number of Masters and Doctoral students in its history (32 PhDs and 37 Masters).

7. FINANCIAL AID REPORT 2007 (Access to Financial Aid and provision thereof)

FINANCIAL AID REPORT 2007 (Access to Financial Aid and provision thereof)			
<u>Bursaries awarded by the University</u>			
1	Undergraduate	5 827 851.00	
2	Postgraduate	573 256.00	6 401 107.00
<u>Bequests and Donations</u>			
1	Undergraduate	10 446 876.00	
2	Postgraduate	1 150 000.00	11 596 876.00
<u>Internal Scholarships</u>			
1	Undergraduate	15 254 696.00	
2	Postgraduate	12 892 194.00	28 146 890.00
<u>External Scholarships</u>			
1	Postgraduate	15 932 309.00	15 932 309.00
<u>LOANS FROM NSFAS</u>			
		66 071 889.00	66 071 889.00
<u>External Bursaries and Scholarships UG AND PG</u>			
		104 174 047.00	104 174 047.00
			232 323 118.00

8. CHANGES IN TUITION FEES CHARGED

Undergraduate tuition fees increased by 8.6% and postgraduate fees by 9% on average in the 2007 academic year.

Faculty	Undergraduate % increase	Postgraduate % increase
CLM	7	7
EBE	10	10
Health Sciences	9	9
Humanities & Education	7.5	10
Psychology	10	10
Science	8	8



9. INSTRUCTION: LEVELS OF ACADEMIC PROGRESS IN DIFFERENT DISCIPLINES AND LEVELS OF STUDY

See Section Two, Item 6, Significant Student Data.

10. STUDENT REGISTRATION AND COMPOSITION OF THE STUDENT BODY

See Section Two, Item 6, Section A, Size and Composition of Student Body.

SECTION FOUR

REPORT OF INSTITUTIONAL FORUM TO THE COUNCIL



Professor Yunus Ballim

1. THE UNIVERSITY FORUM (UF)

At the University of the Witwatersrand, the “Institutional Forum” as provided for in the Higher Education Act (1997) as amended; is called the University Forum (UF). The University Forum meets four times a year, with two reserve meetings and the option of calling special meetings when necessary.

1.1 The Composition of the UF

The Principal
The Vice-Principal
Four persons appointed by the Principal from persons holding office as Deputy Vice-Chancellor, Executive Director and Registrar
Two members of Council nominated by Council
Four members of Senate nominated by Senate
Deans of the faculties
Five academic employees
Seven support service employees
Five students, four of whom are nominated by the SRC and one of whom is nominated by the PGA
Not more than four other students who belong to a body or bodies of students of the University who may be nominated by the UF to make the UF more representative and inclusive of the broader student population
Three members of the historically excluded or marginalised groups
One donor nominated by the Wits Foundation
One member of the Executive Committee of the Convocation nominated by it
One person nominated by an educational organisation which has been chosen by the UF
Two representatives of organised labour associations
Two representatives of organised employers' associations

The University Forum has three co-chairs: a Management Co-chair, Staff Co-chair and a Student Co-chair. The practice is that the Management Co-chair chairs all meetings. When he/she is not available or has items to present to the UF, one of the other co-chairs chairs the meeting.



1.2 Meetings of the UF

In 2007, the UF met six times:

- Ordinary meetings were held on 07 March, 09 May, 01 August and 17 October.
- Special meetings were held on 12 October and 30 November to discuss the following - The remit of the Working Group on Governance - "to consider governance at the University" and to discuss recommendation for the Appointment of Deputy Vice-Chancellor: Finance.

1.3 Matters of significance considered by the UF during 2007

- Election of the Chairperson.
- Election of two University Forum representatives for the Senior Appointment Selection Committee.
- Review of the Senior Selection Process.
- Expedited re-contracting for Senior Posts.
- Department of Education's Evaluation of the functionality of the Institutional Forums.
- Freedom of Expression – presentation by Palestine Solidarity Committee.
- Carnegie Transformation Survey – Institution Survey.
- Election of Deputy Chairpersons.
- Transformation Score Card.
- Fees for International Students.

- Recommendation for the post of Deputy Vice-Chancellor: Advancement and Partnerships.
- Complaint from SAUJS (SA Union of Jewish Students).
- Wits Employment Equity Statistics.
- Recommendation for the post of Deputy Vice-Chancellor: Finance & Operations.
- Roles and Responsibilities of senior governance bodies.
- Roles and Responsibilities of senior governance management structures/officers.
- The relationship and flow of decision-making between senior governance bodies.
- The relationship and flow of decision-making between senior management bodies to facilitate devolution.
- Mechanisms for facilitating good governance.
- Student governance.
- Roles and Responsibilities of Convocation and its relationship to other governance and management structures.
- Roles and Responsibilities of semi-independent entities such as the Foundation, Wits Enterprise, Wits Health Consortium, etc and their relationship to other governance and management structures.

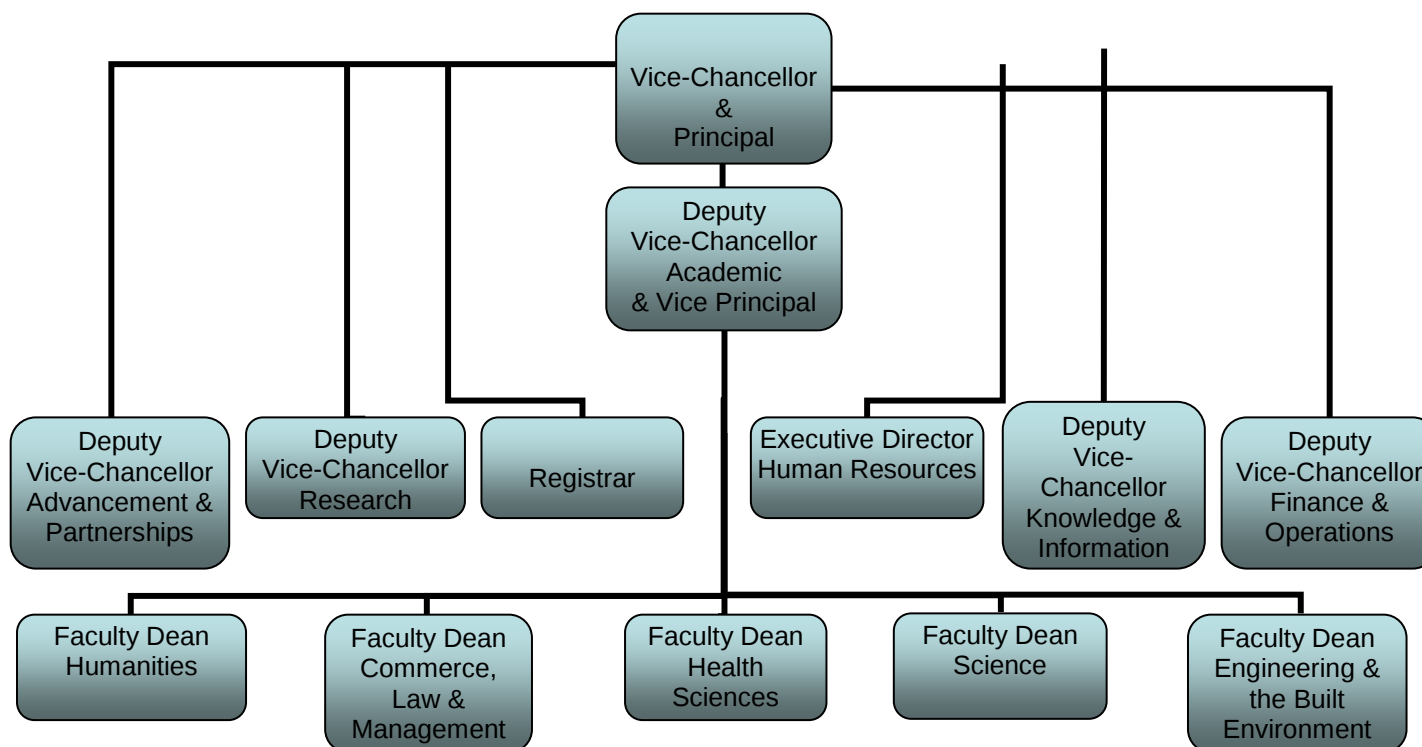
Signature of the Chairperson of the Institutional Forum



SECTION FIVE

REPORT OF THE VICE-CHANCELLOR

Senior Executive Team



The following key strategic projects were undertaken in 2007:

Advancement



Professor Loyiso Nongxa

Following a review of the University's fund-raising activities in 2006, Council agreed that the University should implement a professional advancement function to optimize resources and capacities in this area. In 2007, the organizational design of a Division of Advancement was completed and a new Deputy Vice-Chancellor (Advancement and Partnerships) was appointed to lead the Division, which includes the functions of marketing, communications, public relations, alumni relations and fundraising. The implementation of the new division will continue in 2008. The University's Foundation Trust has made a significant investment in the establishment of this function.

Capital Projects

The University identified five key institutional projects which will be the focus of the activities of the Advancement Division on over the next five years:

- The building of a new Science building to increase enrolment of undergraduate science students.
- The completion of the 4th quadrant of the Chamber of Mines Building to grow the number of engineering graduates at the University.
- The renovations and additions to the FNB Building to increase the number of large classrooms at the University.
- A new building for the School of Public Health, which is an area of considerable strength at the University
- Creating a new Art Gallery at Wits which will house the University's exceptional collection of African art.

In 2007, Wits was awarded an Enrolment and Infrastructure Grant of R200 million over 3 years by the Department of Education to increase undergraduate students in science, engineering and technology. Wits will use this grant to leverage funds for three of the above-mentioned capital projects related to the expansion of science, engineering and technology enrolments.

To ensure the effective management and governance of the institutional capital projects, the University established a comprehensive governance framework which includes the appointment of a Capital Projects Director and other necessary management structures.



Signature of the Chairperson of Senate

Financial Management and Strategy

In 2007, the University focused on consolidating its financial management processes following the implementation of new a financial management system. Significant progress has been made in this regard. In addition, a project aimed at developing a new financial strategy commenced in 2007. Key features of the new strategy, which will be completed in 2008, include optimizing the management, resources and capacities of University's commercial entities to increase the University's financial strength. A new DVC (Finance and Operations) was appointed in the latter half of 2007.

Top 100 Goal

In 2007, the University improved its world ranking by 40 places according to the university ranking system of the *Times Higher Education Supplement*. In 2006, we were ranked 322 and this year, we are ranked 282. To advance Wits's goal of being a "Top 100" University by 2022, the University is developing its financial planning capacity to better align its strategy to resource allocation. To this end, 2007 saw the commencement of a project to develop costing methodologies which will eventually be reflected in web-based portals that provide both management information and planning tools at all management levels.

Other ongoing strategic projects

In addition to the strategic projects mentioned above the following projects, initiated in 2006, were pursued in 2007:

Strategic Procurement Project

This project, aimed at enhancing the procurement processes at the University in order to free resources for strategic goals, was completed in 2007. Early indications are that this project has already made considerable financial savings for the University.

Transformation Projects

2007 saw the continuation of two key transformation projects:

- The Targeting Talent Project, sponsored by Goldman Sachs, which is aimed at promoting access to students from rural communities. 270 students participated in this programme in 2007.
- The Bale Scholarship Programme, sponsored by the Carnegie Corporation, which is aimed at attracting black female students in the fields of science and engineering. Twenty students participated in this programme in 2007.

SECTION SIX

REPORT ON INTERNAL OPERATIONAL STRUCTURES AND CONTROLS

Introduction

The University and its associate entities seek to maintain systems of control over financial reporting and the safeguarding of assets against unauthorised acquisition, use or disposition of such assets. Such systems are designed to provide reasonable assurance to the University and the Council regarding an operational environment that promotes the safeguarding of University assets and the preparation and communication of reliable financial and other information. The Council, operating through its Audit Committee, provides oversight of the financial reporting process.

Information systems utilising electronic technology are used throughout the organisation. In 2005 the University implemented a new computerised accounting system. During the years subsequent to the implementation of the new accounting system, management undertook a number of initiatives to improve the internal control environment including the drafting and issuing a number of financial policies and procedures to enhance and standardise the financial control environment as well as refocusing internal audits planned activities (year ended 2007) to increase the emphasis on the review of and improvement to the financial disciplines at the University.

Internal Audit Function

The University has appointed KPMG Services (Proprietary) Limited as its internal auditors. Both management and the Audit Committee approved the internal audit plan. KPMG, as internal auditors, monitor the operation of the internal control systems based on the approved audit plan and report findings and recommendations to management and the Audit Committee.

In planning the internal audits for the year ended 2007, KPMG, as internal auditors were requested to increase the emphasis on the review on certain key financial disciplines at the university. As a result the risk based audit plan executed during 2007 was revised appropriately and approved by management and the Audit Committee. The work performed through the year, based on the approved plan revealed an ongoing improvement in the overall financial disciplines during the year. This improvement can be attributed to the efforts of management in standardising the financial control environment by issuing new policies and procedures focusing on the financial control environment as well as the steps taken to enforce them. In addition KPMG performed a number of ad hoc assignments requested by management into certain aspects of the universities activities which had become a concern.

Assessment of effectiveness of systems of internal control

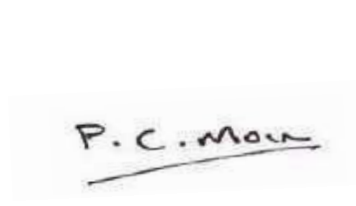
There are inherent limitations to the effectiveness of any system of internal control, including the possibility of human error and the circumvention or overriding of controls. Accordingly, even an effective internal control system can provide only reasonable assurance with respect to financial statement preparation and the safeguarding of assets. Furthermore, the effectiveness of an internal control system can change with circumstances. In common with similar organisations, there are limited accounting controls over donations and grants prior to the initial entry thereof in the accounting records.

Management assessed its internal control system as at 31 December 2007 in relation to its financial reporting strategies in the light of formal reports received from both the University's internal and external auditors in respect of the year ended 31 December 2007. These reports have revealed that there has, through the year, been an ongoing improvement in

the internal control environment and financial disciplines. The initiatives taken by management to improve the control environment are ongoing and will continue during 2008.



**Signature of the Chairperson
University Audit Committee**



**Signature of the Director
KPMG Services (PTY) LTD.
Internal Audit Service Provider**



**Signature of the Deputy Vice-Chancellor
Finance**

REPORT ON RISK EXPOSURE ASSESSMENT AND THE MANAGEMENT THEREOF

The University continued its increased focus on risk management. Risk management is embedded at a strategic level whilst the process has been extended to all levels of management. Risk assessment and managing of risks is regarded as an ongoing management process, integrated in the daily operational activities of the University. The Risk Management Committee has embarked on a project to broaden the scope of the risk policy framework by including the quinquennial reviews of faculties within the ambit of their activities.

The Risk Management Committee, with the aid of professional risk managers and its internal auditors, reviews the updated strategic risk register on a regular basis. Exercises are carried out by both academic and support staff to identify, prioritise and document as wide a range of potential risks as possible. In order to mitigate the identified risks, action plans were allocated to management to improve and maintain high level controls for critical business processes.

The identification and management of risks is not viewed as a once off project, but rather an ongoing management process that is to be integrated into the day-to-day management activities of the University. It can be reported that structures are in place to manage the key risks that have been identified and thereby minimising potential loss to the institution.



**CHAIRPERSON
RISK MANAGEMENT COMMITTEE**

SECTION SEVEN

REPORT ON ANNUAL FINANCIAL REVIEW

A. OVERVIEW OF BUDGET PROCESS

University of the Witwatersrand

The Strategic Planning and Resource Committee ("SPARC"), which is a joint committee of Council and Senate, oversees the allocation of resources. The main objective of this committee is to ensure that planning and resource utilisation is aligned with and supportive of the long term strategic goals of the University. SPARC comprises of the Senior Executive Team (which includes the Executive Deans of the five Faculties); Heads of School representatives; Student representative; Senate representative; Director of Special Projects and Finance.

SPARC meets on a regular basis and has as one of his tasks the coordination of budget activities to ensure that the budget will represent the strategic intent of the University.

Initial budgets are prepared by Budget Holders in July each year based on a best estimate of the following year's Revenue, Salaries, Operating costs, Financial Aid and Capital expenditure.

Responsibility for and ownership of budgets is allocated to budget holders within the various divisions of Support Services and amongst the five Faculties of the University. The respective budget holders carry the responsibility for planning, budgeting and budgetary control of budgets in their areas within economic parameters and by applying the principle of zero based budgeting.

The initial budgets prepared are consolidated into a full budget for the University and presented to SPARC to carry out the following functions:

- Interrogation of budgets
- Provide assistance in directing resources towards identified priorities
- Controlling the budget and assessing performance
- Ensuring that the budget assists the University in achieving goals and key performance indicators as stated in the Strategic plan.

The consolidated budget is subjected to a formal review and approval process by the University's Finance Committee of Council. Once approved by the Finance Committee of Council, the budget is recommended to the Council of the University for final approval.

The budget is reviewed by management at the end of March of the following year after taking into consideration the impact of actual student enrolments and finalised wage increase negotiations. Any revisions resulting from the review will be subjected to the same process as the initial budget culminating in approval by Council.

Control of the budget is achieved through the monitoring of actual versus budgeted amounts on a monthly basis and variances are investigated to ensure that action plans are put into place to rectify overruns.

Wits University Donald Gordon Medical Centre (Proprietary) Limited

The budget for the Wits University Donald Gordon Medical Centre (Proprietary) Limited ("WUDGMC") is compiled in consultation with its Management Committee and its Board of Directors. Budgeted revenue is estimated based on projected occupancy levels at the hospital. The cost of sales budget is based on historical gross margins achieved, taking into account new rebate structures in respect of pharmacy purchases. Of the total costs budgeted for, fifty five percent thereof is allocated, by agreement with the Management Committee, to staff costs. Depreciation comprises approximately sixteen percent of total budgeted costs and the balance of other operating costs are budgeted for based on historical data taking into account rate escalations and structural changes. Budgeted capital expenditure reflects the minimum requirements for medical equipment replacements and new doctor facilities. The financial management of the hospital is now being managed by Medi-clinic Limited.

Wits Health Consortium (Proprietary) Limited

The Wits Health Consortium (Proprietary) Limited ("WHC") budgeting process is split between budgeting for CORE and budgeting for the Research Syndicates operating within WHC. The activities of the Research Syndicates are supplementary to the Principal Investigators primary teaching and clinical responsibilities. Budgeted revenue of the larger independent Research Syndicates comprise solely of research grants. The WHC CORE, as part of its annual budgeting cycle, analyses the expected income of the Research Syndicates on a project-by-project basis, as CORE revenue is derived from the management fee computed on this income.

Within CORE the budget preparation cycle normally commences during October of each year as prepared by the relevant departments. The budget is prepared on the Zero Based Budgeting principle, and takes account of actual financial performance of the department to the most recently available financial results. The budget is also prepared in the context of preset economic indicators (such as the inflation rate, exchange rates, etc), as advised by the economic views of financial institutions. A revenue budget is prepared on the basis of the Research Syndicate income budgeted and computed on the management fee expected from such income. A consolidated budget is then compiled and a budget pack consisting of a consolidated balance sheet, cash-flow statement and income statement is generated, as supported by departmental income statements, CAPEX schedules and staff lists. This budget pack is presented to the WHC Executive Committee to recommend its approval to the Board of Directors. Once final approval is obtained from WHC's Board of Directors, the approved budget is then forwarded to the University for inclusion in its reporting process.

Actual financial performance is measured against the approved budget and any material variances arising are investigated for appropriate remedial action.

Wits Commercial Enterprises (Proprietary) Limited

Wits Commercial Enterprises (Proprietary) Limited (WE) begins the budgeting and planning process in August of each year. The process begins with a forecast analysis of the current financial year, in order to determine the closing balances and cash flows. The next step is for the financial team together with the relevant project leaders analyse the amount of tenders and proposals completed, submitted and awarded which will be initiated in the following financial year. Thirdly, using the historical data the management team will analyse the actual and forecasted growth trend of the business divisions. The final step is to input this data into the business budgeting model in order to develop the budget for the Wits Enterprise. The final budget is presented to WE's Board of Directors for approval.

B. SALIENT FEATURES OF THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2007

As reflected in the Consolidated Income Statement, the University and its controlled entities realised a consolidated net operating income of R120,1 million (2006: R55,6 million) with the University itself realising a surplus of R52,5 million.

The change in the estimated economic life of the Oracle ERP software continues to have an effect of a reduced depreciation charge.

Overall the University recorded cost savings in the areas of staff costs (mainly due to unfilled posts), depreciation and various other operational savings. Income has increased in the areas of interest received and profit on disposal of investments.

One expense of concern to note is the substantial increase in the provision for Post Retirement Medical Aid benefits. As a result of increased medical costs and subsequent increases in medical aid contributions, the actuarial valuation of the provision for Post Retirement Medical Aid benefits increased by R36 million in 2007 versus an average of R17 million per year in previous years. Management needs to reassess the Post Retirement Medical Aid benefits and the funding thereof to manage the future acceleration of these costs to the University.

The operating results of the Wits University Donald Gordon Medical Centre (Pty) Ltd has had a reduced negative effect on consolidated results. During the 2007 financial year, a deficit of R5,1 million (2006: R9,3 million) was incurred. The provision for deferred tax continues to have a positive effect on the deficit.



Chairperson
University Finance Committee



Deputy Vice-Chancellor
Finance and Operations

CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

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Consolidated statement of changes in equity	159
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COUNCIL'S STATEMENT OF RESPONSIBILITY FOR THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

The Council is responsible for the preparation, integrity and fair presentation of the consolidated annual financial statements of the University of the Witwatersrand.

The consolidated annual financial statements, presented on pages 156 to 188, have been prepared in accordance with South African Statements of Generally Accepted Accounting Practice prescribed by the Minister of Education in the regulations in terms 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 has also prepared the other information included in the annual report and is responsible for both its accuracy and consistency with the consolidated annual financial statements.

The "going concern" basis has been adopted in preparing the consolidated annual financial statements. The Council has no reason to believe that the University of the Witwatersrand together with its associated entities will not be a going concern in the foreseeable future, based on forecasts and available cash resources. The viability of the institution is supported by the content of the financial statements.

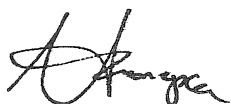
The consolidated financial statements have been audited by the independent accounting firm, PricewaterhouseCoopers Inc., which was given unrestricted access to all financial records and related data, including minutes of meetings of the Council and all its committees. The Council believes that all representations made to the independent auditors during the University of the Witwatersrand's audit were valid and appropriate.

APPROVAL OF THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

The consolidated annual financial statements on pages 156 to 188 were approved by the members of Council on 20 June 2008, and are signed on its behalf by:



**Mr Saki Macozoma
Chairman**



**Professor LG Nongxa
Vice Chancellor**



**Professor P Fitzgerald
Deputy Vice Chancellor: Finance & Operations**

**University of the Witwatersrand
Johannesburg**

INDEPENDENT AUDITOR'S REPORT
To the members of
The Council Of the University of the Witwatersrand

PricewaterhouseCoopers Inc
Reg. no. 1998/012055/21
2 Eglin Road
Sunninghill 2157
Private Bag X36
Sunninghill 2157
South Africa
Telephone +27 (11) 797 4000
Facsimile +27 (11) 797 5800
www.pwc.com/za

We have audited the accompanying consolidated annual financial statements of The University of the Witwatersrand which comprise the consolidated balance sheet as of 31 December 2007 and the consolidated income statement, consolidated statement of changes in equity and consolidated cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes as set out on pages 156 to 188.

Council's Responsibility for the Financial Statements

The Council of Governors is responsible for the preparation and fair presentation of these financial statements in accordance with South African Statements of Generally Accepted Accounting Practice and in the manner required by the Minister of Education in terms of S41 of Act 101 of 1997 (as amended). This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those Standards require that we comply with ethical requirements, and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used, and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

Opinion

In our opinion, the consolidated annual financial statements present fairly, in all material respects the consolidated financial position of the University of the Witwatersrand as of 31 December 2007 and its financial performance and its cash flows for the year then ended in accordance with South African Statements of generally Accepted Accounting Practice and in the manner required by the Minister of Education in terms of S41 of Act 101 of 1997 (as amended).



PricewaterhouseCoopers Inc
Director: MA Horsfield
Registered Auditor
2 Eglin Road, Sunninghill
27 June 2008



CONSOLIDATED INCOME STATEMENT

		2007				
	Note	Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student & Staff Accommodation R'000	TOTAL R'000
RECURRENT ITEMS						
Income		1,643,602	1,056,253	2,699,855	89,973	2,789,828
State Appropriations - State subsidies & grants	1	636,738	35,000	671,738	-	671,738
Tuition and other fee income	2	461,559	95,891	557,450	89,973	647,423
Research grants and donations		5,213	464,013	469,226	-	469,226
Sales of goods & services		267,002	6,270	273,272	-	273,272
Other income		112,364	406,835	519,199	-	519,199
Profit on sale of non-current investments	3	101,579	-	101,579	-	101,579
Subtotal		1,584,455	1,008,009	2,592,464	89,973	2,682,437
Interest and dividends	4	59,147	48,244	107,391	-	107,391
Expenditure		1,523,510	832,010	2,355,520	88,734	2,444,254
Staff costs	5	829,319	296,243	1,125,562	8,130	1,133,692
- Academic professional		539,611	130,075	669,686	167	669,853
- Other personnel		289,708	166,168	455,876	7,963	463,839
Other operating expenses	7	617,392	503,497	1,120,859	80,604	1,201,493
Depreciation and amortisation	9&12	63,910	31,654	95,564	-	95,564
Subtotal		1,510,621	831,394	2,342,015	88,734	2,430,749
Finance costs	8	12,889	616	13,505	-	13,505
NET RECURRENT ITEMS		120,092	224,243	344,335	1,239	345,574
NON-RECURRENT ITEMS	6	(3,289)	-	(3,289)	-	(3,289)
Net Surplus before Transfers		116,803	224,243	341,046	1,239	342,285
Transfer - Restricted Funds Net		-	(224,243)	(224,243)	-	(224,243)
Net Surplus after Transfers		116,803	-	116,803	1,239	118,042
Income Tax		2,115	-	2,115	-	2,115
NET SURPLUS AFTER TAXATION		118,918	-	118,918	1,239	120,157
Attributable to minority in controlled entity		(2,584)				
Attributable to Wits University		121,502				
		118,918				

		2006 RESTATED				
		Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student & Staff Accommodation R'000	TOTAL R'000
		1,436,159	879,636	2,315,795	79,649	2,395,444
		587,331	1,301	588,632	-	588,632
		410,022	69,521	479,543	79,649	559,192
		6,684	326,582	333,266	-	333,266
		219,635	1,627	221,262	-	221,262
		91,406	441,884	533,290	-	533,290
		81,133	-	81,133	-	81,133
		1,396,211	840,915	2,237,126	79,649	2,316,775
		39,948	38,721	78,669	-	78,669
		1,386,456	721,358	2,107,814	76,540	2,184,354
		758,566	252,910	1,011,476	7,157	1,018,633
		511,583	110,475	622,058	193	622,251
		246,983	142,435	389,418	6,964	396,382
		536,701	447,445	984,146	69,383	1,053,529
		76,699	20,930	97,629	-	97,629
		1,371,966	721,285	2,093,251	76,540	2,169,791
		14,490	73	14,563	-	14,563
		49,703	158,278	207,981	3,109	211,090
		(929)	-	(929)	-	(929)
		48,774	158,278	207,052	3,109	210,161
		-	(158,278)	(158,278)	-	(158,278)
		48,774	-	48,774	3,109	51,883
		3,782	-	3,782	-	3,782
		52,556	-	52,556	3,109	55,665
		(4,648)				
		57,204				
		52,556				

CONSOLIDATED BALANCE SHEET

Restated

	Note	2007 R'000	2006 R'000
ASSETS			
Non-current assets		1,937,288	1,729,343
Property, plant and equipment	9	723,694	663,753
Available-for-sale-investments	10	1,179,716	1,034,078
Student loans	11	16,461	14,754
Intangible assets	12	-	1,703
Associated entity loan	11	1,570	1,323
Deferred taxation	11&13	15,847	13,732
Current assets		500,969	394,807
Inventories	14	8,929	9,375
Receivables and prepayments	15	185,372	155,598
Cash and cash equivalents	16	306,668	229,834
TOTAL ASSETS		2,438,257	2,124,150
EQUITY AND LIABILITIES			
NON-DISTRIBUTABLE RESERVES		1,780,153	1,438,836
- Property, plant and equipment		256,519	260,213
- Fair value fund		163,597	169,264
RESERVE FUNDS		1,360,037	1,009,359
Restricted use funds		1,086,382	855,088
- Other educational and general		1,067,668	837,613
- Residences		18,714	17,475
Unrestricted use funds		273,655	154,271
- Endowment and contingency reserve			
Minority interest in controlled entity	17	73,399	75,607
LIABILITIES			
Non-current liabilities		227,097	215,158
Interest-bearing borrowings	18	32,321	58,323
Post retirement healthcare benefit obligations	19	194,776	156,835
Current liabilities		357,608	394,549
Accounts payable and accrued liabilities	20	332,215	317,619
Current portion of borrowings	18	6,450	12,611
Bank overdraft	16	18,943	64,319
TOTAL EQUITY AND LIABILITIES		2,438,257	2,124,150



CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

	Accumulated funds Unrestricted	Endowment & contingency fund Unrestricted	Sub-total	Funds for specific purposes Restricted	Residence fund Restricted	Sub-total	Property, plant & equipment funds Restricted Non-distributable	Fair Value Fund Unrestricted	Sub-total	Total
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Balance at 1 January 2007	-	154,271	154,271	837,613	17,475	855,088	260,213	169,264	429,477	1,438,836
Investments - Fair value adjustment	-	-	-	-	-	-	-	(5,667)	(5,667)	(5,667)
INCOME STATEMENT										
Capital Gains - Realised gain on disposal of investments	(101,579)	101,579	-	-	-	-	-	-	-	-
Net surplus for the year	121,502	-	121,502	-	1,239	1,239	-	-	-	122,741
Under expended grants and donations	-	-	-	224,243	-	224,243	-	-	-	224,243
MOVEMENTS FOR THE YEAR	(19,923)	17,805	(2,118)	5,812	-	5,812	(3,694)	-	(3,694)	-
Transfers between reserves to cover funds expended	(65,969)	65,969	-	-	-	-	-	-	-	-
Externally funded asset acquisitions	-	-	-	(14,983)	-	(14,983)	14,983	-	14,983	-
Depreciation on externally funded assets	-	-	-	18,677	-	18,677	(18,677)	-	(18,677)	-
Transfers between reserves	46,046	(48,164)	(2,118)	2,118	-	2,118	-	-	-	-
Balance at 31 December 2007	-	273,655	273,655	1,067,668	18,714	1,086,382	256,519	163,597	420,116	1,780,153
2006 Restated										
Balance at 1 January 2006	-	83,282	83,282	746,250	14,366	760,616	193,535	113,558	307,093	1,150,991
Reclassification of equity/adjustments	-	4,985	4,985	(22,899)	-	(22,899)	31,462	22,899	54,361	36,447
Restated opening balances	-	88,267	88,267	723,351	14,366	737,717	224,997	136,457	361,454	1,187,438
Investments - Fair value adjustment	-	-	-	-	-	-	-	32,807	32,807	32,807
INCOME STATEMENT										
Capital Gains - Realised gain on disposal of investments	(81,133)	81,133	-	-	-	-	-	-	-	-
Net surplus for the year	57,204	-	57,204	-	3,109	3,109	-	-	-	60,313
Under expended grants and donations	-	-	-	158,278	-	158,278	-	-	-	158,278
MOVEMENTS FOR THE YEAR	23,929	(15,129)	8,800	(44,016)	-	(44,016)	35,216	-	35,216	-
Transfers between reserves to cover endowment funds expended	27,762	(27,762)	-	-	-	-	-	-	-	-
Transfer to endowment fund	(12,633)	12,633	-	-	-	-	-	-	-	-
Externally funded asset acquisitions	-	-	-	(49,354)	-	(49,354)	49,354	-	49,354	-
Depreciation on externally funded assets	-	-	-	10,709	-	10,709	(10,709)	-	(10,709)	-
Transfers between reserves	8,800	-	8,800	(5,371)	-	(5,371)	(3,429)	-	(3,429)	-
Balance at 31 December 2006	-	154,271	154,271	837,613	17,475	855,088	260,213	169,264	429,477	1,438,836

CONSOLIDATED CASH FLOW STATEMENT
For the year ended 31 December 2007

	Notes	2007 R'000	2006 R'000
Cash flows from operating activities			
Cash generated from operations	21	43 934	34 403
Finance income		107 391	78 669
Finance costs		(13 505)	(14 563)
Net cash inflow from operations		137 820	98 509
Unexpended grants and donations		224 243	158 278
Net cash inflow from operating activities		362 063	256 787
Cash flows from investing activities			
Purchase of property, plant and equipment		(175 204)	(161 522)
Purchase of non-current investments		(1 701 106)	(1 529 346)
Proceeds on disposal of property, plant and equipment		21 402	1 145
Proceeds on disposal of non-current investments		1 651 380	1 420 605
(Increase)/decrease in student loans		(1 707)	4 252
Increase in other loans		(247)	(1 302)
Net cash outflow from investing activities		(205 482)	(266 168)
Cash flows from financing activities			
(Decrease)/increase in minority interest in controlled entity		(2 208)	7 638
Decrease in interest-bearing borrowings		(32 163)	(22 186)
Net cash outflow from financing activities		(34 371)	(14 548)
Increase/(decrease) in cash and cash equivalents		122 210	(23 929)
Cash and cash equivalents at beginning of year		165 515	189 444
Cash and cash equivalents at end of year	16	287 725	165 515
Cash and cash equivalents comprise the following:			
Bank and cash balances			
University of the Witwatersrand, Johannesburg		41 271	13 147
University of the Witwatersrand Foundation		9 102	13 382
Wits Commercial Enterprises (Proprietary) Limited		31 347	15 188
Wits Health Consortium (Proprietary) Limited		224 735	181 136
The Wits University Donald Gordon Medical Centre (Proprietary) Limited		23	5 790
The Witwatersrand University Flying Association		86	22
Origins Centre Association		104	1 169
		306 668	229 834
Bank overdrafts comprise the following:			
The Wits University Donald Gordon Medical Centre (Proprietary) Limited/University of the Witwatersrand, Johannesburg		(18 943)	(64 319)
Cash and cash equivalents at end of year		287 725	165 515

ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of these consolidated financial statements are set out below and are consistent, in all material respects, with those applied in the previous year.

Basis of preparation

The consolidated annual financial statements are prepared in accordance with and comply with South African Statements of Generally Accepted Accounting Practice and in the manner required by the Minister of Education in terms of Section 41 of the Higher Education Act of 1997 (as amended). The consolidated annual financial statements are prepared under the historical cost basis of accounting, as modified by the revaluation of certain financial assets and liabilities.

The preparation of financial statements in conformity with South African Statements of Generally Accepted Accounting Practice requires the use of estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Although these estimates are based on management's best knowledge of current events and actions, actual results ultimately may differ from those estimates.

(a) Improved, revised and replaced South African Statements of Generally Accepted Accounting Practice effective for the first time this year

The following statements became mandatory for the University's accounting period beginning on 1 January 2007:

- AC144 (IFRS7), Financial Instruments: Disclosures and a complementary amendment to AC101 (IAS1), Presentation of Financial Statements – Capital Disclosures (effective from 1 January 2007)

Management assessed the relevance of these new statements with respect to the University's operations, and have implemented them.

(b) Interpretations of South African Accounting Standards effective for the first time this year

The following interpretations became mandatory for the University's accounting period beginning on 1 January 2007:

- AC440 (IFRIC7), Applying the Restatement Approach Under AC 124 (IAS29) Financial Reporting in Hyper inflationary economies (effective from 1 March 2006)
- AC441 (IFRIC8), Scope of IFRS2 (effective from 1 May 2006)
- AC442 (IFRIC9), Reassessment of Embedded Derivatives (effective from 1 June 2006)
- AC443 (IFRIC10), Interim Financial Reporting and Impairment (effective from 1 November 2006)
- AC503, Accounting for Black Economic Empowerment ("BEE") Transactions (effective from 1 May 2006)

Management assessed the relevance of these interpretations with respect to the University's operations, and concluded that the changes were either not relevant or did not have a material impact on the University's operations or those of its controlled entities.

ACCOUNTING POLICIES (continued)

(c) New standards and amendments to published standards not yet effective

Certain new standards and amendments to existing standards have been published that are mandatory for the University's accounting period beginning after 1 January 2008 or later periods, but which the University has not early adopted, as follows:

- AC145 (IFRS8), Operating Segments (effective from 1 January 2009)
- AC114 (IAS23), Borrowing Costs, Revised (effective from 1 January 2009)
- AC444 (IFRIC11), AC139 Group and Treasury Share Transactions (effective from 1 March 2007)
- AC445 (IFRIC12), Service Concession Arrangements (effective from 1 January 2008)
- AC446 (IFRIC13), Customer Loyalty Programmes (effective from 1 July 2008)
- AC447 (IFRIC14), The Limit on a Defined Benefit Asset, minimum funding requirements and their interaction (effective from January 2008)

Management are assessing the impact of these new standards and amendments.

Consolidation

Controlled entities are those entities over which the University of the Witwatersrand has the power, directly or indirectly, to exercise control. All material controlled entities are consolidated, except if control is expected to be temporary, or if there are long term restrictions on the transferability of funds. Controlled entities are consolidated from the date on which effective control is transferred to the University of the Witwatersrand and are no longer consolidated from the date of disposal or cessation of control.

All inter-entity transactions, balances and unrealised surpluses and deficits are eliminated. Where necessary, accounting policies for controlled entities have been changed to ensure consistency with the policies adopted by the University of the Witwatersrand.

The consolidated financial statements incorporate the assets, liabilities and operations of the following University controlled entities:

- University of the Witwatersrand Foundation
- Wits Commercial Enterprises (Proprietary) Limited
- Wits Health Consortium (Proprietary) Limited
- The Witwatersrand University Flying Association
- The Wits University Donald Gordon Medical Centre (Proprietary) Limited
- Five Loch Avenue (Proprietary) Limited
- Origins Centre Association

Revenue recognition

Revenue is recognised as follows:

State subsidy for general purposes is recognised as income in the financial year to which the subsidy relates. Subsidies for specific purposes, i.e., capital expenditure, are brought into the appropriate fund at the time they are available for expenditure for the purpose provided.

ACCOUNTING POLICIES (continued)

Income received for designated specific purposes will arise from contracts, grants, donations, and income on specifically purposed endowments. In all cases any such income is brought to the income statement in the financial period when received and is allocated to restricted funds. Over or under expended grants and donations are transferred to or from the income statement directly to restricted funds. Thus, funds included as income but which will not be used until some specified future period or occurrence, are held in an appropriate fund until the financial period in which the funds can be used.

Tuition fees are brought into income in the period to which they relate and at the time these are formally billed. To the extent that income is regarded as irrecoverable, a provision for doubtful debts is made.

Sale of good and services: Revenues received or receivable for the sale of goods and services are shown net of value-added tax, estimated returns, rebates and discounts. Sales of services are recognised in the accounting period in which the services are rendered.

Interest 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.

Dividends are recognised when the right to receive payment is established.

Income Statement: separate activities

The format of the income statement is presented to disclose separately:

- the utilisation of resources that are under the absolute control of Council
- the utilisation of those resources which is prescribed in terms of the legal requirements of the providers of such resources
- the provision of accommodation for students and /or staff

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 income statement in the year in which they arise. Balances denominated in a foreign currency and outstanding at year end are translated at year end exchange rates.

Research

Research expenditure is recognised as an expense when incurred.

Property, plant and equipment

Land and buildings comprise mainly of University buildings, hospitals and related buildings. All property, land and buildings, and equipment are shown at cost less depreciation and impairment, where applicable. Cost includes expenditure that is directly attributable to the acquisition of the items. 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 group and the cost of the item can be measured reliably.

ACCOUNTING POLICIES (continued)

All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Depreciation is calculated on the straight-line method to write off the cost of assets to their residual values over their estimated useful lives as follows:

Buildings	50 years
Leasehold improvements	Period of lease
ERP Software	10 years
Other computer equipment and software	3 years
Furniture and equipment	3-10 years
Vehicles	4-5 years

Library books and periodicals are written off in the year acquired.

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

Property donated to the University is carried at no cost.

The assets' residual values and useful lives are reviewed and adjusted if appropriate at each balance sheet date.

Where the carrying amount of an asset is greater than its estimated recoverable amount, it is written down to its recoverable amount.

Gains and losses on disposal of property, plant and equipment are determined comparing proceeds with the carrying amount. These are taken into account in determining the net surplus or deficit.

Borrowings

Borrowings, consisting of variable interest rate loans, fixed interest rate loans and finance lease agreements, are recognised initially at fair value, net of transaction costs incurred. Borrowings are subsequently stated at amortised cost; and the difference between the proceeds (net of transaction costs) and the redemption value is recognised in the income statement over the period of the borrowing using the effective rate.

Financial instruments

Financial instruments carried on the balance sheet include cash and cash equivalents, student and other loans, available-for-sale investments, receivables, accounts payable and accrued liabilities, leases, borrowings and bank overdraft.

Financial instruments are initially recognised when the University becomes party to the contractual terms of the instruments and are measured at fair value, including transaction costs. Subsequent to initial recognition, these instruments are measured as set out in the applicable accounting policies.

Financial assets (or a portion thereof) are de-recognised when the University realises the rights to the benefits specified in the contract, the rights expire or the University surrenders or otherwise loses control of the contractual rights that comprise the financial asset.

ACCOUNTING POLICIES (continued)

On de-recognition, the difference between the carrying amount of the financial asset and the consideration received and any cumulative gain or loss that had been recognised directly in equity are included in the income statement.

Financial liabilities (or a portion thereof) are de-recognised when the obligation specified in the contract is discharged, cancelled or expired. On de-recognition, the difference between the carrying amount of the financial liability, including related unamortised costs and amount paid for it are included in the income statement.

The fair value of financial instruments traded in an active financial market are measured at the applicable quoted prices. The fair value of financial instruments not traded in an organised financial market, is determined using a variety of methods and assumptions that are based on market conditions and risk existing at balance sheet date, including independent appraisals and discounted cash flow methods.

The carrying amounts of financial assets and liabilities with maturity of less than one year are assumed to approximate their fair value.

Where a legally enforceable right of set-off exists for recognised financial assets and financial liabilities, and there is an intention to settle the liability and realise the asset simultaneously, or to settle on a net basis, all related financial effects are offset.

Investments

Investments are classified as available-for-sale financial assets. They are included in non-current assets unless management intends to dispose of the investment within 12 months of the balance sheet date.

Regular purchases and sales of investments are recognised on trade-date – the date on which the University and/or its controlled entities commit to purchase or sell the asset. Investments are derecognised when the rights to receive cash flows from the investments have expired or have been transferred and the University has transferred substantially all risks and rewards of ownership. Available-for-sale financial assets are subsequently carried at fair value.

Gains and losses arising from changes in fair value of available for sale financial assets are recognised directly in reserves in the fair value fund. When the University has transferred substantially all risks and rewards of ownership, the realised gains on disposal are reflected in the income statement and transferred to the Endowment and Contingency Fund.

Interest and dividend income are taken to the income statement in the period in which they arise.

Leased assets

Leases of property, plant and equipment where the University assumes substantially all the benefits and risks of ownership are classified as finance leases. Finance leases are capitalised at the estimated present value of the underlying lease payments. Each lease payment is allocated between the liability and finance charges so as to achieve a constant interest rate on the finance balance outstanding. The corresponding rental obligations, net of finance charges, are included in borrowings. The interest element of the finance charge is brought to account in the income statement over the lease period. The related property, plant and equipment acquired under finance leasing contracts are depreciated over the useful lives of the assets or the term of the lease agreement if shorter and transfer of ownership at the end of the lease period is uncertain.

ACCOUNTING POLICIES (continued)

Leases of assets, under which all the risks and benefits of ownership are effectively retained by the lessor, are classified as operating leases. Payments made under operating leases are charged to the income statement on a straight-line basis over the period of the lease. The cost of the related assets and the outstanding commitment are not recognised in the balance sheet

When an operating lease is terminated before the lease period has expired, any payment due to the lessor by way of penalty is recognised as an expense in the period in which termination takes place.

Inventories

Inventories are valued at the lower of cost, determined on the first-in, first-out method, or net realisable value. Net realisable value is the estimated selling price in the ordinary course of business less any costs of disposal. Provision is made for slow moving goods and obsolete materials are written off.

Loans, receivables and prepayments

Loans, receivables and prepayments are measured at amortised cost using the effective interest rate method, less provision for impairment. A provision for impairment of loans and receivables is made where it is established that the University will not be able to collect all amounts due according to the original terms of the loans and receivables.

The amount of the provision is the difference between the assets' carrying value and the present value of the estimated future cash flows, discounted at the effective interest rate. The carrying value of the asset is reduced through the use of an allowance account, and the amount of the loss is recognised in the income statement.

The University considers loans and receivables impaired on the basis as set out in the Notes to the Consolidated Annual Financial Statements.

The financial instruments that fall within loans, receivables and prepayments are student loans, loan to associated entity, shareholder's loan, receivables (excluding prepayments) and cash and cash equivalents.

Cash and cash equivalents

For the purposes of the cash flow statement, cash and cash equivalents comprise deposits held at call with banks, cash in hand, other short term highly liquid investments and bank overdrafts. In the balance sheet, bank overdrafts are included under current liabilities.

Leave accrual

Entitlements to annual and long service leave are recognised when they accrue to employees. An accrual is made for the estimated liability for annual and long service leave as a result of services rendered by employees up to the balance sheet date.

ACCOUNTING POLICIES (continued)

Financial liabilities

The University classifies its financial liabilities as financial liabilities at amortised cost as the University does not carry any financial liabilities at fair value through profit or loss. Management determines the classification of the financial liabilities at initial recognition, and re-evaluates this designation at every reporting date.

The University's financial liabilities are borrowings, accounts payable and accrued liabilities (excluding income received in advance and the leave pay accrual).

Pension obligations

The pension schemes comprise two state controlled defined benefit plans and three privately administered defined contribution plans. The pension plans are funded by contributions from the University, taking account of the recommendations of independent qualified actuaries and are charged to the income statement in the year to which they relate. The University has no further payment obligations once the contributions have been paid.

Other post-retirement obligations

The University provides post-retirement healthcare benefits to its retirees. The entitlement to these benefits is usually conditional on the employee remaining in service up to retirement age and the completion of a minimum service period. The liability recognised in the balance sheet in respect of post retirement healthcare benefits is the present value of the obligation. No assets are currently held to meet this liability. The post retirement healthcare obligation is calculated annually by independent actuaries using the projected unit credit method. The present value of the post retirement healthcare obligation is determined by discounting the estimated future cash outflows at reasonable interest rates.

Impairment of non-financial assets

At each balance sheet date, the University reviews the carrying amount of its tangible assets to determine whether there is any indication that those assets may be impaired. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss, if any. Where it is not possible to estimate the recoverable amount for an individual asset, the recoverable amount is determined for the cash-generating unit to which the asset belongs.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. Impairment losses are recognised as an expense immediately, unless the relevant asset is carried at a revalued amount under another standard, in which case the impairment loss is treated as a revaluation decrease under the standard.

Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised as income immediately, unless the relevant asset is carried at a revalued amount under another standard, in which case the reversal of the impairment loss is treated as a revaluation increase under that other standard.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

	2007 R'000	2006 R'000
1. STATE SUBSIDIES AND GRANTS		
State subsidy for general purposes	621 364	581 972
Subsidy for interest and loan redemption	6 768	5 359
Subsidy for other purposes	43 606	1 301
	<u>671 738</u>	<u>588 632</u>
2. TUITION AND OTHER FEE INCOME		
Tuition fees	557 450	479 543
Student and staff accommodation	89 973	79 649
	<u>647 423</u>	<u>559 192</u>
3. PROFIT ON SALE OF NON-CURRENT INVESTMENTS		
Available-for-sale investments		
Gains on sales of available-for-sale investments	<u>101 579</u>	<u>81 133</u>
4. INTEREST AND DIVIDENDS		
Available-for-sale investments		
Dividend income	11 441	9 284
Interest income	62 153	40 181
Other income	1 953	23
	<u>75 547</u>	<u>49 488</u>
Other interest	<u>31 844</u>	<u>29 181</u>
	<u>107 391</u>	<u>78 669</u>
5. STAFF COSTS		
Remuneration – Academic	617 187	546 861
Remuneration – Other	381 075	359 148
Pension costs – Academic and other	97 489	95 011
Increase in post retirement medical liability	37 941	17 613
	<u>1 133 692</u>	<u>1 018 633</u>
6. OTHER NON-RECURRENT ITEMS		
Income		
Capital gain on controlled entity share issue	-	(2 500)
Expenditure		
Property, plant and equipment written off	-	3 429
Loss on sale of property, plant and equipment	3 289	-
	<u>3 289</u>	<u>929</u>

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

	2007 R'000	2006 R'000
7. OTHER OPERATING EXPENSES		
Supplies and services	976 241	848 164
Costs of services outsourced	79 846	68 338
Fixed property costs	70 493	65 587
Bursaries	74 913	71 440
	<u>1 201 493</u>	<u>1 053 529</u>

8. FINANCE COSTS

Interest expense	<u>13 505</u>	<u>14 563</u>
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9. PROPERTY, PLANT AND EQUIPMENT

	Land & buildings R'000	Furniture, equipment & vehicles R'000	Library books & periodicals R'000	Total R'000
Year ended 31 December 2007				
Opening net book value	440 827	222 926	-	663 753
Additions	57 037	103 630	14 537	175 204
Reclassification	(8 891)	8 891	-	-
Disposals	(3 546)	(16 342)	-	(19 888)
Depreciation	(13 640)	(67 198)	(14 537)	(95 375)
Closing net book value	<u>471 787</u>	<u>251 907</u>	<u>-</u>	<u>723 694</u>
At 31 December 2007				
Cost	733 655	575 148	264 248	1 573 051
Accumulated depreciation	(261 868)	(323 241)	(264 248)	(849 357)
Net book value	<u>471 787</u>	<u>251 907</u>	<u>-</u>	<u>723 694</u>
Year ended 31 December 2006				
Opening net book value	399 037	205 073	-	604 110
Additions	51 971	90 366	19 185	161 522
Reclassification	182	(182)	-	-
Disposals	(5)	(1 140)	-	(1 145)
Assets written off	-	(3 429)	-	(3 429)
Depreciation	(10 358)	(67 762)	(19 185)	(97 305)
Closing net book value	<u>440 827</u>	<u>222 926</u>	<u>-</u>	<u>663 753</u>
At 31 December 2006				
Cost	690 047	553 592	249 711	1 493 350
Accumulated depreciation	(249 220)	(330 666)	(249 711)	(829 597)
Net book value	<u>440 827</u>	<u>222 926</u>	<u>-</u>	<u>663 753</u>

Details of land and buildings are available for inspection at the University.
Certain of the above items of property, plant and equipment are secured as set out in note 18.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

10. AVAILABLE-FOR-SALE INVESTMENTS

	2007 R'000	2006 R'000
Fair Value at the beginning of the year	1 034 078	811 397
Purchases	1 629 002	1 482 935
Disposals	(1 549 801)	(1 339 472)
Investment Income	75 547	49 488
Investment management fees	(3 443)	(3 077)
Unrealised (loss)/gains on revaluation	(5 667)	32 807
Fair value at the end of the year	1 179 716	1 034 078

	Wits University		Foundation		Total	
	Cost	Fair Value	Cost	Fair Value	Cost	Fair Value
INVESTMENTS – 2007						
Equity – listed	56 810	95 380	307 289	430 497	364 099	525 877
Bonds – listed	-	-	118 327	118 779	118 327	118 779
Money market	119 061	119 145	345 296	345 296	464 357	464 441
International	-	-	69 336	70 619	69 336	70 619
	175 871	214 525	840 248	965 191	1 016 119	1 179 716
INVESTMENTS – 2006						
Equity – listed	62 133	90 196	237 045	360 762	299 178	450 958
Bonds – listed	26 561	29 241	129 617	137 087	156 178	166 328
Money market	9 103	9 211	358 581	358 581	367 684	367 792
International	272	293	41 502	48 707	41 774	49 000
	98 069	128 941	766 745	905 137	864 814	1 034 078

The fair values of the publicly traded financial instruments are based on listed market prices as at the balance sheet date. A register of investments is available for inspection at the offices of the University.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

11. NON-CURRENT RECEIVABLES

	2007 R'000	2006 R'000
Financial assets:		
Student loans	38 053	41 090
Less: Provision for bad debts	(21 592)	(26 336)
	<u>16 461</u>	<u>14 754</u>
Investment in associated entity		
Ordinary shares (40%) (Cost: R8)	-	-
Shareholders loan in Bidvest Wits University Football Club (Pty) Ltd. The loan is unsecured with no fixed terms of repayment. Interest at prime -2% is charged.	1 570	1 323
Non financial assets		
Deferred Taxation	<u>15 847</u>	<u>13 732</u>
	<u>33 878</u>	<u>29 809</u>

Student loans are due within five years from the balance sheet date. The weighted average interest rate was as follows:

Student loans	14%	11%
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The carrying value of student loans approximates the fair value.

Movement in the provision for impairment of student loans are as follows:

At 1 January	26 336	21 614
Provision for student loans	-	4 722
Receivables written off during the year	(4 744)	-
At 31 December	<u>21 592</u>	<u>26 336</u>

All financial assets are unsecured.

Loans were granted to students based on a contractual agreement. No further loans have been granted since 2006. Repayment of the loans commences once the student has graduated and the loan is repayable over 3 years. Interest is charged at prime +1%, and the loan commences bearing interest once the student has graduated. A provision for impairment of student loans is made when it is established that the University will not be able to collect all amounts due according to the original terms of the loans. The amount of the provision is recognised in the income statement.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

12. INTANGIBLE ASSETS

	2007 R'000	2006 R'000
Imaging rights		
Year ended 31 December		
Opening net book amount	1 703	2 028
Amortisation	(189)	(325)
Disposal	(1 514)	-
Closing net book amount	-	1 703
Year ended 31 December		
Cost	-	3 245
Accumulated amortisation	-	(1 542)
Net book value	-	1 703

13. DEFERRED TAXATION

Deferred taxation arises in a controlled entity and is calculated on all temporary differences according to the liability method using the principal tax rate of 29%

The movement on the deferred taxation account is as follows:

Opening balance	13 732	9 950
Income statement charge	2 115	3 782
Balance at the end of the year	15 847	13 732

The balance consists of:

Assessed loss	12 353	10 958
Plant and equipment	(1 218)	(1 180)
Income and expense accruals	4 712	3 954
	15 847	13 732

14. INVENTORIES

Stationery, technical inventories, study material and cleaning material.

	8 929	9 375
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15. RECEIVABLES AND PREPAYMENTS

Financial assets:

Trade receivables	121 802	73 530
Less: Provision for bad debts	(34 480)	(24 782)
	87 322	48 748
Student debtors	54 011	57 267
Less: Provision for bad debts	(33 056)	(30 772)
	20 955	26 495
Loans to employees	5 123	9 270
Less: Provision for bad debts	(2 651)	(2 652)
	2 472	6 618

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

	2007 R'000	2006 R'000
Other Receivables	52 535	58 434
Less: Provision for bad debts	-	(5 664)
	<u>52 535</u>	<u>52 770</u>
Non financial assets:		
Prepayments	22 088	20 816
Gauteng Medical and Dental Health Department	-	151
	<u>185 372</u>	<u>155 598</u>

Trade receivables

Trade Receivables that are less than 90 days past due are not considered to be impaired. As of 31 December 2007, trade receivables of R28 976 000 (2006: R6 906 000) were past due but not impaired.

The ageing of trade receivables is as follows:

Fully Performing: 0-30 days	58 346	41 842
Past due	63 456	31 688
Impairment	(34 480)	(24 782)
Net	<u>87 322</u>	<u>48 748</u>

Movement in the provision for impairment of trade receivables are as follows:

At 1 January	24 782	26 893
Provision for trade receivables	10 464	1 418
Receivables written off during the year	(766)	(3 529)
At 31 December	<u>34 480</u>	<u>24 782</u>

Student Receivables

Student debtors that are less than one year past due at 31 December 2007 but have been paid by 31 March 2008 are not considered impaired. As of 31 December 2007, student debtors of R20 955 128 (2006: R26 370 736) were past due but not impaired.

The ageing of student receivables is as follows:

Students enrolled for the current year	38 539	32 963
Students enrolled for previous years	15 472	24 304
	<u>54 011</u>	<u>57 267</u>

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

	2007 R'000	2006 R'000
Movements in the provision for impairment of student receivables are as follows:		
At 1 January	30 772	41 263
Provision for student receivables	12 693	(1 807)
Receivables written off during the year	(10 409)	(8 684)
At 31 December	<u>33 056</u>	<u>30 772</u>

The creation and release of provision for impaired receivables has been included in other current operating expenses in the income statement. Amounts charged to the income statement are generally written off, when there is no expectation of recovering any additional cash.

The carrying amounts of the group's trade and other receivables are denominated in South African Rand.

16. CASH AND CASH EQUIVALENTS

Cash on hand	261 051	180 219
Short-term deposits	<u>45 617</u>	<u>49 615</u>
	306 668	229 834
Bank overdrafts	<u>(18 943)</u>	<u>(64 319)</u>
	<u>287 725</u>	<u>165 515</u>

The weighted average effective interest rate on short-term bank deposits was 7,9% (2006: 6%)

Due to the nature of the research business of the University and certain of its controlled entities certain cash monies are ringfenced for the purposes of spending against specific projects, and are not available to the greater group. This amounts to R224 735 143 (2006: R181 136 325).

17. MINORITY INTEREST IN CONTROLLED ENTITY

Share Capital and Premium	2 499	2 499
Minority share of deficit	(51 783)	(49 199)
Minority share of opening deficit	<u>(49 199)</u>	<u>(44 551)</u>
Current year share of deficit	<u>(2 584)</u>	<u>(4 648)</u>

Medi-Clinic Investments Limited Loans

Shareholders loan to Wits University Donald Gordon Medical Centre (Pty) Ltd. The loan has been subordinated to the extent necessary in favour of other creditors proportionately in relation to Medi-Clinic Investments Limited's shareholding of 49,9%, and is interest free and is repayable out of future profits when the Company's assets exceed its liabilities for a period of twelve months.

	122 683	122 307
	<u>111 726</u>	<u>111 726</u>

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

	2007 R'000	2006 R'000
Interest free loan to Wits University Donald Gordon Medical Centre (Pty) Ltd	8 508	10 581
Interest bearing loan to Wits University Donald Gordon Medical Centre (Pty) Ltd at the prime rate (14,5%). The loan (including accrued interest) is repayable out of future profits of the Company.	2 449	-
Total minority interest	73 399	75 607

18. INTEREST-BEARING BORROWINGS

Redemption loans	14 968	20 532
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Loans raised to finance the acquisition of property, plant and equipment. The loans are fully secured by guarantees issued by the State, bear interest at fixed rates and are redeemable at annual intervals terminating in 2016.

Investec Bank Limited	23 803	26 705
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Loans bearing interest at the JIBAR rate plus 2.18% and repayable in quarterly instalments of R1 369 552 (2006: R1 252 754). The loan is secured by a mortgage bond over land and buildings at 21 Eton Road, Parktown with a book value of R29 411 243 (2006: R29 411 243).

Finance lease agreements

Stannic	-	23 697
The agreements are secured by certain medical equipment having a book value of R16 423 287, bear interest at rates linked to prime (prime less 2%) and are repayable in monthly instalments.		

Total borrowings	38 771	70 934
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Less: Current portion of borrowings	6 450	12 611
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Investec Bank Limited	2 656	2 626
Finance lease agreements	-	9 985
Redemption loans	3 794	-
Long Term Portion of borrowings	32 321	58 323

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

	2007 R'000	2006 R'000
The interest rate exposure of the borrowings of the University was as follows:		
Interest-bearing borrowings		
At fixed rates	14 968	20 532
At flexible rates	23 803	50 402
Total borrowings	<u>38 771</u>	<u>70 934</u>

Outside shareholder's interest

At no interest	120 234	122 307
At flexible rates	2 449	-
Total borrowings	<u>122 683</u>	<u>122 307</u>

Effective interest rates:

Redemption loans – weighted average rates	12.88%	12.88%
Finance lease agreement	n/a	9%
Bond over land and buildings	14.12%	11.85%

19. PENSION AND POST-RETIREMENT HEALTHCARE OBLIGATIONS

Pension schemes

The University has established pension schemes covering substantially all employees. The pension schemes comprise two state controlled final salary defined benefit plans and three privately administered defined contribution plans. The assets of the funded plans are held independently of the University's assets in separate trustee administered funds. Independent actuaries value the schemes periodically. The University has no known liabilities at 31 December 2007 in respect of any of its pension schemes. Cost of pension contributions was R97 489 000 (2006: R95 012 000).

Post-retirement healthcare benefit obligations

The University provides post-retirement healthcare benefits to its retirees. An actuarial valuation of the future obligations in terms of this scheme was carried out as at 31 December 2007. The present value of unfunded obligations is as follows:

	2007 R'000	2006 R'000
Accrued employer liability in respect of employed members	114 204	111 430
Accrued employer liability in respect of retired members	80 572	45 405
Unfunded post retirement benefit obligation	<u>194 776</u>	<u>156 835</u>

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

The method used for establishing the service cost is the Projected Unit Credit Method. Actuarial gains and losses are recognised as they arise.

	2007 R'000	2006 R'000
Amounts recognised in the income statement in respect of this scheme are as follows:		
Settlements	(4 304)	(3 498)
Service cost	11 114	10 004
Interest cost	12 725	11 301
Actuarial loss/(gain)	18 406	(194)
	37 941	17 613

The amount included in the balance sheet arising from the University's obligation in respect of the defined benefit post retirement medical aid plan is as follows:

Movements in the net unfunded post retirement benefit liability in the current period were as follows:

At beginning of year	156 835	139 222
Amounts debited to income	37 941	17 613
At end of year	194 776	156 835

Sensitivity Analysis

The provision for post-retirement healthcare obligations is particularly sensitive to changes in the assumption regarding future increases in medical scheme contributions. This is illustrated as follows:

Illustration of the impact of a 1% increase or decrease in the assumed future rate of medical inflation:

	Base	Inflation + 1%	%change	Inflation -1%	%change
Liability as at					
1 January 2007	156 835	418 122	166.6 %	418 122	166.6%
Settlements	(4 304)	(4 304)	0.0%	(4 304)	0.0%
Current service costs	11 114	11 114	0.0%	11 114	0.0%
Interest cost	12 725	12 725	0.0%	12 725	0.0%
Actuarial (gain)/loss	18 406	(193 465)	-1151.1%	(251 941)	-1468.8%
Liability as at					
31 December 2007	194 776	244 192	25.4%	185 716	-4.6%

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

19. PENSION AND POST-RETIREMENT HEALTHCARE OBLIGATIONS (continued)

The assumptions have been based on the requirements of IAS19 (AC116). The main actuarial assumptions used for the valuation at 31 December 2007 were:

Economic assumptions	2007	2006
Net discount rate	2%	2%
Health care cost inflation	6,62%	6%
Discount rate	8,75%	8%

Demographic assumptions

Retirement age
An average retirement age of 65 was used.

Mortality

Mortality pre-retirement has been based on the SA 1972 - 1977 table, and mortality post-retirement on a PA (90) ultimate table.

Withdrawal

Withdrawal from service of the university was assumed as follows:

Age	Annual rate of withdrawals
0-20	20%
21-25	17%
26-30	13%
31-35	9%
36-40	6%
41-45	4%
46-50	2%
51+	Nil

Age of spouse
It was assumed that a husband was three years older than his wife.

Continuation of membership at retirement
It was assumed that 80% in-service members of the scheme will continue to participate in the medical scheme upon reaching retirement.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

20. ACCOUNTS PAYABLES AND ACCRUED LIABILITIES

Financial liabilities

	165 034	177 186
Trade payables	109 921	129 652
Accrued Expenses	55 113	47 534

Non-financial liabilities

	167 181	140 433
Income received in advance	55 859	40 027
Other payables	33 388	23 578
Leave pay accrual	76 100	74 944
Deposits	1 834	1 884
	332 215	317 619

The fair value approximates the carrying amounts.

21. CASH GENERATED BY OPERATIONS

Reconciliation of income to cash utilised by operations:

Net income for year before tax	118 042	51 883
Attributable to minority in controlled entity	2 584	4 648
	120 626	56 531
Adjustments for:		
Depreciation and amortisation	95 564	97 630
Provision for post-retirement healthcare benefit obligations	37 941	17 613
Finance income	(107 391)	(78 669)
Finance costs	13 505	14 563
Assets written off	-	3 429
Surplus on disposal of investments	(101 579)	(81 133)
Changes in working capital:		
- receivables and prepayments	(29 774)	(27 665)
- inventories	446	(4 441)
- trade and other payables	14 596	36 545
	43 934	34 403

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

22. FINANCIAL INSTRUMENTS BY CATEGORY

	Loans and receivables R'000	Available- for-sale R'000	Total R'000
31 December 2007			
Assets as per balance sheet			
Available-for-sale financial assets (refer to note 10)	-	1 179 716	1 179 716
Non-current receivables (refer to note 11)	18 031	-	18 031
Current Receivables (refer to note 15)	163 284	-	163 284
Cash and cash equivalents (refer to note 16)	287 725	-	287 725
Outside shareholder's loans (refer note 17)	122 683	-	122 683
Total	591 723	1 179 716	1 771 439

	Other financial liabilities R'000	Total R'000
Liabilities as per Balance Sheet		
Borrowings (refer to note 18)	38 771	38 771
Trade payables and accrued expenses (refer to note 20)	165 034	165 034
Total	203 805	203 805

	Loans and receivables R'000	Available- for-sale R'000	Total R'000
31 December 2006			
Assets as per balance sheet			
Available-for-sale financial assets (refer to note 10)	-	1 034 078	1 034 078
Non-current receivables (refer to note 11)	16 077	-	16 077
Current Receivables (refer to note 15)	134 631	-	134 631
Cash and cash equivalents (refer to note 16)	165 515	-	165 515
Outside shareholder's loans (refer note 17)	122 307	-	122 307
Total	438 530	1 034 078	1 472 608

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

	Other financial liabilities R'000	Total R'000
Liabilities as per Balance Sheet		
Borrowings (refer to note 18)	70 934	70 934
Trade payables and accrued expenses (refer to note 20)	177 186	177 186
Total	248 120	248 120

23. CREDIT QUALITY OF FINANCIAL ASSETS

The credit quality of financial assets that are neither past due nor impaired can be assessed by reference to historical information about counterparty default rates:

	2007 R'000	2006 R'000
Counterparties without external credit rating:		
Group 1 – Existing student accounts with some defaults in the past	20 955	26 495
Group 2- Trade Debtors outstanding less than 90 days with some defaults in the past	87 322	48 748
Group 3 – Amounts outstanding in respect of NSFAS, no defaults in the past	9 773	6 286
Group 4 – Other	45 234	53 102
Total receivables (refer to note 15)	163 284	134 631

23. RISK MANAGEMENT

The University and its subsidiaries are exposed to a variety of financial risks: Market risk (including foreign currency risk, cash flow and interest rate risk, price risk), credit risk, liquidity risk and capital risk.

A Risk Management Committee comprising members of the Executive Committee, identifies, evaluates and co-ordinates the management of strategic risks faced by the University. Risk management processes are reviewed regularly for continuing relevance and effectiveness. The Risk Management Committee reports to the Executive Committee. A report on the risk management process that is being followed, as well as a summary of the risk register, are presented to the Audit Committee and to the Council of the University on a regular basis.

The University varies its investment philosophy depending on the term of the liabilities and the risk profile. To this end seven portfolios have been established, with investments in bonds, equities and money market portfolios.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

The portfolios have specific investment and return on investment mandates, which are monitored and adjusted where necessary.

Financial Risk Factors

Market Risk

Foreign Currency Risk

- The University and its subsidiaries have foreign exchange exposure to the extent of foreign sales transactions which are settled on normal trade terms. The University and its subsidiaries have no significant foreign exchange exposure and therefore no formal policy is in place to manage foreign currency risk.

	2007 R'000	2006 R'000
Foreign Bank Account (US Dollar)	2 062	4 815
Foreign Bank Account (British Sterling)	1 291	3 228
	<u>3 353</u>	<u>8 043</u>
(Loss)/Profit on exchange rate (included in operating expenses)	<u>(334)</u>	<u>122</u>

At 31 December 2007, if the USD and British Sterling had strengthened/weakened by 10% against the Rand with all other variables held constant, the surplus for the year would have been R335 300 (2006 – R804 300) higher/lower, mainly as a result of a Rand increase/decrease in the carrying value of the USD and British Sterling denominated bank accounts. The 10% variation in the exchange rate is based on the average forward rate for 12 months in respect of underlying currencies.

Price Risk

- The University and its subsidiaries are exposed to equity securities price risk because of investments held by the University and classified on the consolidated balance sheet as available-for-sale investments. The University and its subsidiaries are not exposed to commodity price risk. To manage its price risk arising from investments on equity securities, the University and its subsidiaries diversify its portfolio. Diversification of the portfolio is done in accordance with the limits set by the Investment Committee.

	2007 R'000	2006 R'000
Listed Equities	<u>525 877</u>	<u>450 958</u>

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

At 31 December 2007, if the FTSE/JSE CAPI index increased/decreased by 10% with all other variables held constant and all the University's equity instruments moved according to the historical correlation with the index, equity would have been R52 587 700 (2006: R45 095 800) 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 instruments.

Cash Flow and Interest Rate Risk

- The University and its subsidiaries have no significant interest-bearing liabilities and the University's income and operating cash flows are substantially independent of changes in market interest rates and therefore no formal interest rate risk management policy exists.

	2007 R'000	2006 R'000
Bonds	118 779	166 328
Cash and cash equivalents	287 726	165 515
Available-for-sale investments – Money market	464 441	367 792
	870 946	699 635

If during the year ended 31 December 2007, the interest rate had been 100 basis points higher/lower, the change would have been R939 970 (2006:R 693 620) lower/higher. The increase/decrease of 100 basis points in the interest rate is based on the assumption that even though prime rates on average are increased/decreased in increments of 50 basis points at a time, in the current climate a 100 basis points movement is more reflective of interest rate fluctuation.

Credit Risk

Potential concentrations of credit risk consist mainly of short-term cash, cash equivalent investments, trade receivables and other receivables.

The University places cash and cash equivalents with reputable financial institutions and a multi-manager approach to the management of investments is followed in order to limit investment risk. Funds are invested in seven divergent portfolios, with specialist mandates developed to contain risk within set parameters. In order to hedge investment funds against fluctuations, investment managers strive to invest some of the available funds abroad. Adjustments to the fair value of investments are recognised in a revaluation reserve until such time as the investment is sold, in which case the adjustment will be recognised in the income statement.

Receivables comprise of outstanding student fees, student loans and a number of customers dispersed across different industries and geographical areas. The University is exposed to credit risk arising from student receivables related to outstanding fees. This risk is mitigated by requiring students to pay an initial instalment in respect of tuition and accommodation fees at registration, the regular monitoring of outstanding fees, and the institution of debt collection action in cases of long outstanding amounts. In addition students with outstanding balances from previous years of study are only permitted to renew their registration after settling of the outstanding amount. The University no longer grants loans to students.

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

Liquidity Risk

Liquidity risk to the University and its controlled entities is that they will not be able to meet their financial obligations as they fall due.

The University and its controlled entities have minimised liquidity risk as shown by their substantial cash and cash equivalents. The University manages a cash flow forecast on a monthly basis reporting to the Senior Executive Team and Finance Committee on a regular basis.

The table below summarises the University's exposure to liquidity risk. Included in the table are the financial assets and liabilities at carrying amounts, categorised by the earlier of contractual repricing or maturity dates.

2007	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
Liquidity Analysis						
Assets						
Non-current assets	1 179 990	823	2 195	14 739	-	1 197 747
Available-for-sale investments	1 179 716	-	-	-	-	1 179 716
Other non-current assets	274	823	2 195	14 739	-	18 031
Current assets	469 952	-	-	-	-	469 952
Receivables	163 284	-	-	-	-	163 284
Cash and cash equivalents	306 668	-	-	-	-	306 668
Total Assets	1 649 942	823	2 195	14 739	-	1 667 699
Liabilities						
Non-current liabilities	-	-	-	25 889	129 115	155 004
Interest-bearing borrowings	-	-	-	25 889	6 432	32 321
Outside shareholder's loans	-	-	-	-	122 683	122 683
Current liabilities	184 514	1 612	4 301	-	-	190 427
Current portion of long term borrowings	537	1 612	4 301	-	-	6 450
Accounts payable and accrued liabilities	165 034	-	-	-	-	165 034
Bank overdraft	18 943	-	-	-	-	18 943
Total Liabilities	184 514	1 612	4 301	25 889	129 115	345 431
Net liquidity gap analysis	1 465 428	(789)	(2 106)	(11 150)	(129 115)	1 322 268



NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

2006	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
Liquidity Analysis						
Assets						
Non-current assets	1 034 282	615	1 632	13 626	-	1 050 155
Available-for-sale investments	1 034 078	-	-	-	-	1 034 078
Other non-current assets	204	615	1 632	13 626	-	16 077
Current assets	441 299	-	-	-	-	441 299
Receivables	134 631	-	-	-	-	134 631
Cash and cash equivalents	306 668	-	-	-	-	306 668
Total Assets	1 475 581	615	1 632	13 626	-	1 491 454
Liabilities						
Non-current liabilities	-	-	-	42 679	137 951	180 630
Interest-bearing borrowings	-	-	-	42 679	15 644	58 323
Outside shareholder's loans	-	-	-	-	122 307	122 307
Current liabilities	242 556	3 153	8 407	-	-	254 116
Current portion of long term borrowings	1 051	3 153	8 407	-	-	12 611
Accounts payable and accrued liabilities	177 186	-	-	-	-	177 186
Bank overdraft	64 319	-	-	-	-	64 319
Total Liabilities	242 556	3 153	8 407	42 679	137 951	434 746
Net liquidity gap analysis	1 233 025	(2 538)	(6 775)	(29 053)	(137 951)	1 056 708

Capital risk management

The University and its subsidiaries objectives when managing capital are to safeguard their ability to continue as going concerns, maintaining an optimal structure to reduce the cost of capital.

In order to maintain the capital structure the University and its subsidiaries have ensured a sound financial position by limiting exposure to debt and increasing investment and cash balances. This objective is met by a well planned budget and cash flow process each year, in which the strategic objectives of the entities are addressed.

	2007 R'000	2006 R'000
Non-Current Investments	1 179 716	1 034 078
Cash and Cash Equivalents	287 726	165 515
	<u>1 467 442</u>	<u>1 199 593</u>

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

24. CONTINGENT LIABILITIES

The following legal issues were outstanding at year end:

- a) A claim in respect of R1,5 million was instituted by an ex employee relating to the establishment of the Wits Language School. Investigations are still underway and the matter will be settled in court.
- b) A High Court action against the University comprising 5 claims instituted by an ex professor of law claiming R7,8 million. This claim is covered by insurance.
- c) A claim in respect of R1,2 million instituted by a creditor in the High Court.
- d) A claim in respect of R742 554 instituted by a creditor. This claim has subsequent to year end been settled out of court for R500 000.

25. CAPITAL COMMITMENTS

The University Group has approved capital expenditure projects to the value of R69 million (2006: R4,8 million), which have been contracted for, and those to the value of R15.8 million (2006: R24,4 million) that have not yet been contracted for.

Capital commitments are to be funded from internal resources, donations and loans.

26. TAXATION

The University has received Income Tax exemption in terms of Section 10(1)(cAii) of the Income Tax Act, however a controlled entity, The Wits University Donald Gordon Medical Centre (Pty) Ltd is subject to tax.

27. OPERATING LEASE COMMITMENTS

Lease expenditure contracted for at the balance sheet date but not recognised in the financial statements as follows:

	2007 R'000	2006 R'000
Equipment		
Within 1 year	11 952	1 767
Between 1 and 5 years	6 495	3 493
	<u>18 447</u>	<u>5 260</u>
Office premises		
Within 1 year	2 351	1 950
Between 1 and 5 years	3 248	3 839
	<u>5 599</u>	<u>5 789</u>
Other		
Within 1 year	512	539
Between 1 and 5 years	26	46
	<u>538</u>	<u>585</u>

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

28. PRIOR YEAR ADJUSTMENTS

2007

Unrealised profit on available-for-sale investments relating to the Pooled Equity Fund previously taken to income has now been adjusted to be reflected in the Fair Value Reserve.

	2006 R'000 Previously Reported	2006 R'000 Restated
Consolidated Income Statement – Specifically Funded Restricted		
Other income	450 348	441 885
Transfer – restricted funds net	166 742	158 278
Consolidated Statement of Changes in Equity		
Funds for specific purposes Restricted		
Opening balance	746 250	723 351
Under expended grants and donations	166 742	158 278
Closing balance	868 975	837 613
Fair value fund		
Opening balance	113 358	136 457
Fair value adjustment	24 344	32 807
Closing balance	137 902	169 264

2006

Deferred Taxation

In order to comply with IAS 12 (Income Taxes) paragraph 34, a controlled entity, The WITS University Donald Gordon Medical Centre (Pty) Ltd is recognising a deferred tax asset of R9 949 696 primarily for the company's unused tax losses. Unused tax losses are recognised to the extent that it is probable that future taxable profit will be available against which the unused tax losses and unused tax credits can be utilised. As the controlled entity is currently making tax losses, the tax charged to the income statement is in respect of deferred tax (refer to note 13).

NOTES TO THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS (continued)

Externally funded assets previously expensed now capitalised

Externally funded assets amounting to R31 461 743 previously expensed have been capitalised and restated in the prior year. These assets were funded from Specifically Funded Activities – Restricted.

	2005 R'000 Previously Reported	2005 R'000 Restated
Deficit before tax	(6 210)	(6 210)
Income Tax credit	-	9 950
(Deficit)/Profit after tax	(6 210)	3 740
Attributable to minority in controlled entity	(5 494)	(529)
Attributable to Wits University	(716)	4 269
	(6 210)	3 740

Annexure A

REPORT ON EMPLOYMENT EQUITY

EMPLOYMENT EQUITY

Transformation is considered a priority for Wits and remains one of the core components of the University's 2010 vision.

BACKGROUND

The University is in the process of consolidating its transformation agenda. We have appointed a new Director of Transformation and will also be making two more appointments in the Transformation Office. We have started consultation on the Wits Quality Assurance Audit Report and its recommendations regarding Wits transformation strategy. We are also developing a response to the Wits staff climate survey of 2007.

The Transformation Office is currently in the process of putting in applications for the renewal of two important transformation grants that are linked to Student Equity and Employment Equity. These amount to a value of R30 million.

The University will initiate discussions on the development of the Employment Equity Plan for the years 2009 to 2011 in June 2008.

ONGOING TRANSFORMATION INITIATIVES

There are currently three transformation projects that are run by the Transformation Office that have had an impact on the University in relation to transformation: (i) Targeting Talent, (ii) Bale Students and (iii) the Retention and Development of a New Generation of academics. The **Targeting Talent Project** focuses on the recruitment of learners with academic potential but who are located within disadvantaged communities and schools. The Transformation Office team has constructed a programme that supports these learners and their teachers. The project starts with learners who are completing grade 10 and supports them through to grade 12 so as to facilitate their entry into higher education.

The **Bale Students Project** identifies talented black female students in science and engineering and provides financial and ongoing developmental support to these students. The Bale students are mentored and tracked and given academic support if they need it. The pass rate for the 2007 cohort was 90% and to date one student has deregistered for health reasons.

The Programme for Retaining and creating a new generation of academics has been successful in that it has provided research support to young black and female researchers and has resulted in an increase in research publications.

Many of the researchers on the programme have also qualified for promotion in their Schools. The Programme has an institutional climate and culture component which is aimed at generating debate on critical issues of concern in academia. It also has an element to it which focuses on student engagement. These programmes have all been highly successful and it is hoped that we can continue with them in the next three years.

The Quality Audit Report on Wits has been critical of our employment equity plan and there are recommendations that the Wits employment equity plan and strategy be improved. The University will undertake an audit of the processes and procedures which impact on employment equity and will set in place the appropriate systems and procedures for improvement.

Our self-Improvement strategy on transformation aims to be one which is inclusive and will allow the large majority of staff and students an opportunity to debate and reflect on transformation.

While Wits has a Transformation Office which oversees key aspects of our transformation strategy, there are other units which also have specific responsibilities that are linked to the University's Broad Transformation Agenda. Transformation at Wits is regarded as an integral component of the core business of the University.

Support services for Transformation at Wits include: the HIV AIDS Office; The Sexual Harassment and Rape Office (located in the Career Counseling and Development Unit); the Discrimination Advisor (in the Transformation Office), the Disability Office, Skills Development Facilitators (in the Centre for Learning Teaching and Development) and Research Mentoring. There are also programmes in place to support international students and to counter xenophobia.

GOVERNANCE

In 2006, a number of proposals regarding the implementation of transformation were mooted. These included proposals for the appropriate management of employment equity processes. These will be refined with the drafting of the new Employment Equity Plan.

The Transformation Steering Committee which has oversight of the University's Transformation Programme is chaired by the Vice Chancellor and will monitor this process. The University Forum and Joint Staff Forum will also play a key role in advising Council and the Executive on the University's Transformation Plan.

TARGETS

The targets set for 2008 have not been attained although progress has been recorded. We hope that the new strategies that are mooted in the 2009 Employment Equity Plan will address some of the problems which currently act as barriers to employment equity.

Permanent Academic Staff				
Race and Gender	As at March 2007		Target 2008	
	Actual Headcount	Percentage	Headcount	Percentage
African female	60	6.23%	79	7.7
Coloured female	16	1.66%	11	1.1
Indian female	46	4.78%	42	4.1
White female	337	34.99%	331	32.4
TOTAL FEMALE	459	47.66%	465	45.5
African male	109	11.32%	126	12.3
Coloured male	10	1.04%	14	1.4
Indian male	33	3.43%	43	4.2
White male	352	36.55%	376	36.8
TOTAL MALE	504	52.34%	558	54.5
Total Black	274	28.45%	311	30.4
Total African	169	17.55%	204	19.9
TOTAL	963		1023	

2000

15%
35%

Permanent Academics

Black people
Women

2007

28, 45%
47,66%

A number of strategies are in place to ensure that people from designated groups reach senior levels at the university.

LULAMILE MBETE

ACTING EXECUTIVE DIRECTOR: HUMAN RESOURCES

LM/jr20.06.08

Annexure B

REPORT ON THE 2007 OBJECTIVES OF THE COUNCIL OF THE UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

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PREAMBLE

The vision for the University of the Witwatersrand, Johannesburg (hereinafter referred to as “Wits”) is to systematically enhance its status in the world rankings of universities such that it is ranked in the top one hundred universities in the world by 2022, our centenary year.

Wits has built a reputation as a centre for education and research of the highest quality. Wits’ mission is to build on this foundation in a way that takes account of its responsibilities within South Africa today; and to maintain and enhance its position as a leading university in the Republic, in Africa, and in the World by sustaining globally competitive standards of excellence in learning, teaching and research.

Achievement of the above mission entails commitment to the following values and principles:

- academic freedom, autonomy, accountability, tolerance of difference of opinion, and transparency;
- democracy, justice, equality, and freedom from racism and sexism as contained in the Constitution of the Republic of South Africa;
- playing a leading role in addressing historical disadvantages in the education of the majority of the population of South Africa;
- fostering a culturally diverse, intellectually stimulating and harmonious environment within which there is vigorous critical exchange and communication;
- supporting, developing and unifying its staff and students, by providing opportunities for all to participate in the academic activities of the University, its governance and its cultural and sporting activities; and
- creating and maintaining accessible, safe, friendly and well-resourced campuses.

Against the backdrop of the above vision, mission, values and principles, the Council of the University (hereafter referred to as “Council”) adopted fifteen objectives for 2007 to monitor and report on its performance. These objectives complemented the ongoing statutory responsibilities of Council, as captured in the Statute of the University.

INTRODUCTION

The fifteen objectives adopted by Council for 2007 were:

1. Discharge of statutory responsibilities

Council recognises its responsibility to ensure that all aspects of its statutory responsibilities are met. The representative nature of the Council imbeds in its activities a range of sophisticated skills. Its members are collectively well aware of Council's responsibilities in terms of the legislation that affects the University.

2. Academic freedom

Council recognises that it is responsible for ensuring that the academic freedom of the University is protected.

3. Fulfilling the public mandate

Council will satisfy itself that the University is conscious of its role as a public higher education provider and that the work of the University is consciously directed to maintaining high standards of teaching, research and public engagement.

4. Strategic planning and implementation of plans

Council will satisfy itself that the University is working towards achieving its stated goals and objectives and that it has in place a process for renewing and reviewing its goals and objectives.

5. Management of the structure of the University – in terms of schools, faculties and support structures

Council will satisfy itself that the management of the University maintains an appropriate structure for the University and that it reviews this structure as and when necessary.

6. Financial control and planning, including monitoring of transparency in determining the budget and full information regarding the establishment of budget priorities

Council will satisfy itself that:

- the financial management of the University is carried out effectively and efficiently;
- all statutory obligations are being met;
- the University management is giving sufficient attention to the financial sustainability of the University; and
- the University is adequately managing financial risk.

7. Management of immovable resources/estates management

Council will satisfy itself that the estates management policies of the University are such that estates management functions in the best interests of the University.

8. Health and safety

Council will satisfy itself that the University complies with all applicable legislation.

9. Risk

Council will satisfy itself that the University is adequately managing the risks it faces.

10. Student services and fees

Council will satisfy itself that the University has adequate structures and policies in place to manage student services. Council will set fees.

11. Admissions policy

Council will monitor implementation of this policy.

12. Language policy

Council will monitor implementation of this policy.

13. Staffing, including policy

Council will give specific attention to senior appointments, conditions of service and policy implementation in statutory areas such as achievement of equity and labour relations. Council will satisfy itself that there are adequate policies in place and that their implementation is being monitored.

14. Delegated power

Council will satisfy itself that the structures or people to which it has delegated its statutory powers are carrying these out appropriately.

15. Monitor the implementation of the transformation agenda

Council will satisfy itself that plans pertaining to transformation are implemented and monitored.

1. DISCHARGE OF THE UNIVERSITY'S STATUTORY RESPONSIBILITIES

The discharge of statutory responsibilities by the University is a principal objective of Council, and is conducted in strict accordance with the Revised Regulations for Annual Reporting by Higher Education Institutions. The University's statutory Annual Report for the year ending 31 December 2007 will be submitted to the Department of Education by 30 June 2008. This Annual Report will subsume the report on the Council objectives for 2007.

A. Statutory responsibilities in accordance with the Higher Education Act as reflected in the University's statute

In addition to some of the personnel changes discussed in section 5, the following steps were taken by the executive management to ensure satisfactory attainment of the discharge of the University's statutory responsibilities:

1. The position of a Deputy Vice-Chancellor/Executive Director for Information and Knowledge Management was approved by Council.
2. Council decided to continue with the discipline of Social Work despite a recommendation from the Faculty of Humanities Review Committee to discontinue the discipline. Council's decision was informed by submissions from the Social Work Review Panel, the School of Humanities and Community Development, Senate and the Senior Executive Team (SET).
3. Council approved a review of the Mathematical Sciences as proposed by the Dean of the Faculty of Science in order to create greater synergies between the School of Computational and Applied Mathematics and the School of Mathematics.
4. A Policy for Expedited Re-Contracting for Senior Posts was approved by Council.
5. Council approved infrastructure improved plans using a Department of Education (DoE) expansion grant of R200 million over three years with an undertaking to improve graduate throughputs in Science, Engineering and Technology-related fields. An additional subsidy of R5 million was granted by the DoE over three years to compensate the University for a shortfall in the teaching input funding.
6. Council approved revenue and expenditure estimates in respect of the current year.
7. Council approved student tuition and residence fees for the 2008 financial year.

8. The Annual Report for 2006, required by the statutory Regulations for Annual Reporting by Higher Education Institutions, including Audited Annual Financial Statements, was submitted to the Department of Education

B. Statutory responsibilities in respect of other legislation

The Institution is naturally required to comply with a number of statutes in addition to the Higher Education Act. Primary amongst these are the Labour Relations Employment Equity and Income Tax Acts.

The University's administrative structures have been set up to ensure proper compliance with statutory responsibilities.

C. Conclusion

The institution has maintained a high level of statutory compliance throughout the period under review.

2. ACADEMIC FREEDOM

Prof. Ballim continued to chair the Senate Academic Freedom Committee (SAFC) as a new chairperson was not elected at the two meetings held during 2007. Attendance at meetings remained a problem in 2007 and this has been communicated to Senate.

This Committee hosted Prof. S Friedman to an Academic Freedom Lecture which was presented during October 2007. The lecture was titled:

“The always open University: Academic freedom and democratic accountability”

The SAFC also considered the threats to academic freedom in Zimbabwe and the possible responses that Wits should or could make. It was felt that, at this stage, SAFC's contribution should be focused on raising the debate on the general concerns about Zimbabwe.

3. FULFILLING THE PUBLIC MANDATE – ENGAGEMENT WITH SOCIETY

3.1 PUBLIC PRECINCTS

The Origins Centre which was opened in March 2006 has continued to grow positively throughout 2007.

- Visitation doubled when compared to 2006 with over 20 000 visitors expected to have seen the Centre by year-end, at least half of these being school children.
- The aim for 2008 is to double this figure further to at least 40 000 visitors.

- Corporate workshops have not been as popular as they were in 2007. In 2008, further efforts will be made to market these workshops.
- Through the Services Tourism and Training Institute (STTI), the Centre offers training workshops with qualifications on various types of guiding, including guiding for Soweto, Gauteng as well as Mpumalanga and Limpopo provinces. In 2008, STTI will be offering courses on museum guiding and rock art/archaeology/palaeontology guiding.
- The shop which sells books on archaeology, history, anthropology and related materials on Africa as well as locally-made crafts is yet to generate the monthly R50 000 needed for its maintenance and sustainability.
- The Café Fino through which the Centre offers food and drink from the morning through to the late afternoon is making the most significant losses at the Centre because of the depreciation on the R1,2 million equipment installed at the start of operations. In 2008, the café will probably dispense with its franchise and an independent operator will be brought in to run it. A liquor licence will then be obtained to improve the turnover.
- The new marketing strategy implemented in 2007 has achieved a good turnover in international tourists, visitors from the South African public and schools, including those from impoverished backgrounds.
- During 2007 the Centre hosted 16 speakers, both international and local who gave lectures in various subjects on archaeology and anthropology in Africa and in other parts of the world. The average audience size has increased significantly and the Centre currently maintains a database on interested attendees which numbers 400 and which is expected to grow in 2008. In 2008, 25 lectures are planned. In addition, the Centre will begin recording lectures and selling them as podcasts.
- In 2007 the Centre hosted four temporary exhibitions and aims to host at least one significant international exhibition a year.

3.2 ACADEMIC ENGAGEMENT

3.2.1 Service Learning

The Community University Partnerships (CUPS) office continues to provide guidance on Service Learning issues of both local and national relevance to some other Higher Education institutions.

CUPS, through the Wits Volunteer Programme (WVP), has grown and deepened its national partnerships with the NGO sector in particular, and with international partnerships resulting in increased interest in Wits and acknowledgement of the benefits of the University's community and nationally-orientated programmes.

Through partnerships with the WVP, CUPS has increased volunteering in big research projects, campaigns and rural work camps. In 2007 just under 2 000 volunteers worked on about 35 projects compared to approximately 700 volunteers in 2006 who worked on about 30 projects, ranging from one-day activities to whole-year programmes.

The University's existing relationships with government departments have been increasingly nurtured, resulting in the development of a number of new relationships in 2007. For example:

Discussions with the Ekurhuleni Mayor's office have resulted in plans by CUPS to organise a one-day colloquium on Higher Education and government collaborations in February 2008. It is envisaged that this will become a quarterly event at which government officials and university academics can discuss issues of mutual interest.

CUPS represents the university on the Executive Committee of the Hillbrow Health Precinct (HHP) Project and in 2007, the Hugh Solomon Building in the HHP was opened. It is envisaged that a number of academic departments will avail themselves of the facility for service learning, internships and training.

3.2.2 Professional Development Programmes

Wits Enterprise, in partnership with provincial and national companies and parastatals, continues to be involved in training and development projects. In order to ensure maximum success in the training of 550 informal sector entrepreneurs identified by the City of Joburg, various quality assurance measures have been put in place.

Significant progress is increasingly being made in the partnerships between the School of Architecture and Planning (SoAP) and the City of Joburg. Highlights of progress include; Urban and Development Planning students from Wits, who are learning Geographical Information Systems in the city's facilities with support from city staff; jointly hosting the international event: 'Global Studio', which brought 70 students and 30 professionals and scholars to Johannesburg from all over the world in July; and preliminary definition of a joint research agenda, examining subjects of interest to the City and in academic urban studies. It is hoped that the research agenda will be concretised during 2008.

3.2.3 Wits Rural Facility (WRF)

The academic projects that are hosted at WRF produce high quality research and teaching outputs. And, as a result, Wits has earned significant goodwill within the local community structures. However, in recent years, WRF has struggled with the absence of high-level oversight and academic leadership, limited estate management capacity, as well as deteriorating infrastructure. Much of 2007 was spent in addressing these problems and the following initiatives have been implemented:

- All staff employment contracts have been regularised;
- Procurement processes have been aligned with the central university processes and external contractor arrangements have been formalised; and
- We have employed an estates manager and an administrator to undertake the physical management and maintenance of the grounds and facilities. This has had an enormous

effect in improving the state of our infrastructure as well as the rate and extent of income generation.

WRF is now at a stage where it is able to consider strategies for consolidating and extending its academic activities and partnerships with the provincial and local communities with which it works. The DVC: Academic will take this as a project for 2008.

3.3 INTERNATIONAL ACADEMIC ENGAGEMENT

As part of the ongoing process to showcase Wits as an institution of international standing and intellectual leadership, the Wits International Office (WIO) has made significant advances in 2007:

- Given the Wits 2010 strategy, in addition to the existing East Africa Regional Consultative Exercise (EARCE), the WIO is poised to embark on bigger projects in East Africa, of which six have been identified. Funding proposals are being developed and potential supporters/donors are being aligned.
- The outreach of the South Africa Norway Tertiary Education Development (SANTED) programme, SANTED “NEW” II, has been strengthened with the University of Botswana joining as a partner in the area of Economics.
- Internships for the International Human Rights Exchange (IHRE) programme have been a very valuable element of the IHRE programme as this has had a direct connection to the academic work of the students. There are currently 25 internship-hosting organisations. This has the potential to grow to more than 40 in 2008 in order to give students wider access to their interdisciplinary interests.
- The Legal Office has been instrumental in addressing a comprehensive model Memorandum of Agreement (MOA) for collaborating with international institutions. With this tool, the WIO is able to vet collaborations with MOAs before dispatch to the Legal Office for finalisation. This has assisted in expediting procedures and improving our image with both our internal clients and partner institutions.
- The WIO has been able to secure sponsorships to engage in some marketing activities. EARCE, SANTED, and IHRE are indirect marketing tools from which the University has benefited by 18 undergraduate students, three PhDs, and 14 postgraduate students.
- The WIO has a multi-pronged plan for direct and indirect marketing for 2008 which includes an East African, West African and Washington DC postgraduate drive, with a focus on African embassies. Other marketing activities will take place via collaborations and exhibitions in Europe and the USA.

The WIO has also been engaged in overcoming some institutional and systemic challenges. These include;

- The limitations of the current student information system to accommodate differential fees categories, the development of interdisciplinary programmes and the study abroad initiatives;
- increased visibility on the Wits website to showcase all the WIO offers; and
- greater visibility of the WIO which may require a repositioning of its current physical space.

3.4. PERI-ACADEMIC AND/OR CIVIC ENGAGEMENT

This section includes the rest of Wits' activities in society, some of which are paid-for services and some voluntary, and without necessarily being academic in nature.

3.4.1 Academic and Professional Services

Consortium on Science and Innovation Policy

- A direct outcome of the Conference on Development-Orientated Training and Research on 2 November 2006, was an approach by the New Partnership for Africa Development (NEPAD) Office of Science and Technology (OST) for Wits to become a member of a proposed Consortium of Science and Innovation Policy (CSIP), and to be the administrative and intellectual hub of such a consortium. Extensive negotiations with NEPAD's OST have taken place to compile a motivation for such a consortium. This was presented for approval in principle at the meeting of the African Ministers Council on Science and Technology (AMCOST) during their meeting in the week of 12 November 2007 in Nairobi, Kenya.
- CSIP is being established in response to Africa's Science and Technology Consolidated Plan of Action, which highlights the need for building Science, Technology and Innovation (STI) policy capacity in Africa. The purpose of CSIP will, amongst others, be to develop and implement internationally recognised training and research programmes in STI policy, provide authoritative evidence-based STI policy advice and information to African governments, mobilise best available expertise in Africa and elsewhere to support governments in STI policy making, implementation review and adjustment, and to be involved with STI surveys and indicator related activities.
- The Institute for Human Evolution (IHE) was set up by the Vice-Chancellor on 1 January, 2004 with the objective of boosting the study of human evolution in the University. As a research institute, the IHE, it is anticipated, will attract staff and postdoctoral fellows from Wits and other universities in South Africa as well as from other countries, particularly those in Africa. It has recently appointed as an NRF Research Professor, the eminent South African archaeologist, Christopher Henshilwood, who has in the past decade been responsible for exciting

discoveries in Blombos and other Cape coast caves. Professor Henshilwood will conduct field schools at these sites and, in addition, will lecture and supervise postgraduate students in the University.

3.4.2 Partnerships with Government, Agencies and Institutions

Forced Migration Studies Programme

The Forced Migration Studies Programme (FMSP) which was founded in 1998 by the University is Southern Africa's premier institution for research and training on migration, humanitarianism, and social transformation. With students from across Africa and around the world, it offers rigorous academic training, field research experience, and access to a network of committed professionals, scholars, and activists.

- In late 2006 the FMSP received a three-year, multi-million (what) grant from the Atlantic Philanthropies to monitor the human rights of refugees and migrants in South Africa. This monitoring project has further expanded the FMSP's work on behalf of migrants and the South African communities amongst whom they live.

In 2007 the FMSP achieved the following successes:

- Monitoring access to Refugee Reception Offices (RROs). The FMSP has begun systematically monitoring South Africa's five RROs that are the points at which all asylum seekers access documentation and apply for refugee status. This is assisting in checking incidents of extortion and abuse.
- Identifying vulnerable groups such as child refugees with HIV and Zimbabwean asylum seekers for whom services are inadequate. The FMSP conducted a series of short research projects on five potentially vulnerable groups: unaccompanied minors and women; sexual minorities attempting to access the asylum process; refugees and asylum seekers attempting to access treatment for HIV or AIDS; refugees and migrants attempting to access housing; and victims of xenophobic violence.
- Identifying and publicising incidents of anti-foreigner violence: The FMSP produced three concrete outcomes and a plan for further investigations. This work stems from research near Centurion in Gauteng Province, Motherwell, a township close to Port Elizabeth in the Eastern Cape, and Ipelegeng, a township in the North West Province.
- Developing close collaborations with civil society and government: The FMSP forged a close relationship with the Consortium for Refugees and Migrants in South Africa (CoRMSA). Formerly based in Pretoria, CoRMSA which acts as a coordinating body for research, advocacy, and capacity building nationwide is now situated on the Wits University campus where it works in close collaboration with FMSP staff members.

- The FMSP continues to work closely with Lawyers for Human Rights, to reshape global dialogue on migration, displacement, and development, and to develop appropriate policy responses to new Zimbabwean migrants.

In 2008, the FMSP will, in addition to continuing with the projects mentioned above, maintain high visibility in the media to help elevate public discussions on migration and migrant rights in the region. New initiatives to help further this end include:

- An international public conference on migration in the region in collaboration with the French Institute of South Africa, scheduled for March 2008;
- Becoming the central African node in a Canadian-based global network of migration research centres while commencing collaboration with a similar network in Latin America;
- Completing work on the new project, 'Hotel Yeoville' which involves gathering photographic and oral representation of migrants and South Africans living in Yeoville. A public exhibition of this project is planned in Johannesburg for 2008.

Urban Observatory for the Gauteng City Region

- Wits University and the University of Johannesburg have affirmed their commitment to the establishment of an Urban Observatory of the region at the request of the Gauteng Provincial Government (GPG).
- The "Gauteng Urban Observatory – Needs and Capacity Review" has been studied and deliberated upon by both institutions and identified issues of scope and operational implications on which to engage further discussion with the Gauteng Provincial Government. The issues include:
 - The alignment of research and information gathering to the strategic directions and priorities identified by the Gauteng Provincial Government;
 - The inclusion of the national goals and international commitments by the National Government in the Observatory's strategic direction and priorities;
 - Appreciable financial support from the GPG;
 - The integration of the activities of the observatory into teaching and research programmes of the universities, with specific focus on capacity building in high-level skills;
 - In the formative years of the Observatory, the restriction of its immediate scope of work to the most burning issues and adopting an approach of "growing through learning";
 - The need for strong quantitative and statistical expertise for the management, mining and manipulation of big datasets; and
 - Networking with other urban observatories nationally and globally.

- All tasks identified will need to be completed by March 2008 in order for the Gauteng Urban Observatory to formally commence its activities at the beginning of 2008/9 (?????).

Cooperation Framework between Finland and South Africa on Innovation Systems (COFISA)

- Wits University is also a participant in COFISA – a programme jointly funded by the South African Department of Science and Technology and the Finnish Ministry of Foreign Affairs. The programme’s overall objective is the strengthening of the South African National System of Innovation (SANSI) with a focus on capacity development of key stakeholders and knowledge transfer between the first and second economy.
- COFISA, a 30-month programme, ‘will focus on capacity development of key stakeholders and knowledge transfer between the first and second economy. (apostrophe?)
- Emphasise provincial and local government level innovation challenges with Gauteng, Western Cape and the Eastern Cape serving as pilot programmes.

In order to facilitate the above, a pre-foresight meeting was held in October 2007 and the Provincial Foresight Process involves three workshops from November 2007 to January 2008 that deliberate on:

- i) The main provincial challenges and possibilities with a view to identifying the top ten challenges (workshop 1)
- ii) Commencing with the top challenges, look at provincial “dreams” and “visions”(workshop 2)
- iii) Develop scenarios for the development of the provincial innovation system - defining action plans and strategic steps through which provincial actors and stakeholders can concretise the visions and “dreams” (workshop 3).

The first Gauteng Provincial workshop at which Wits participated took place on 15 November 2007 in Johannesburg.

3.4.3 Partnerships with Business and Industry

Sterkfontein and Maropeng

The new facilities at Sterkfontein and Maropeng opened in December 2005. There were many complaints about the quality of the exhibitions, especially at Maropeng, these exhibitions are being upgraded. The concessioners (ie Wits and the Gauteng Government were not happy with the quality of the boat ride at Maropeng – the experience delivered did not match that which was promised in the original bid. A major overhaul of the boat ride experience is being undertaken. The Exhibitions Committee (consisting of Wits

staff) has been actively involved in the upgrading of exhibition material and fossil material belonging to the Bernard Price Institute for Palaeontology has been regularly made available for exhibition at Maropeng's Fossil Exhibition Room.

The number of visitors at Sterkfontein has more or less reached the targets set while that at Maropeng has not yet reached the target that was set. The visitor numbers at Sterkfontein have to be controlled because of the environmental impact visitors have on the fragile cave systems. To limit the visitor numbers, the entrance fee to Sterkfontein was increased in the second half of 2007. The visitor numbers at Maropeng are of concern as they are only reaching about 60% of the numbers required to make it profitable. Our public partner's expertise is in the construction industry and not in the leisure industry and it is felt that this could be the reason for the site not reaching its target. The three partners are at present investigating options to bring in a major international player in the leisure market as an additional partner. This would enable the site to be marketed more extensively and in the right areas.

Alumni Relations

The alumni staff structure was reconfigured in 2007 in line with the University's Advancement strategy. The new configuration provided for the creation of a liaison unit which resulted in a more focused and dynamic alumni outreach programme.

New initiatives undertaken in 2007 included:

- launch of the Gauteng Chapter of the Alumni Association on the 30 June;
- launch of the alumni Flyfishing Club on the 15 May;
- reunion of the class of 1967 to induct them into the Founders' group held on the 12 April;
- development of a Convocation Graduation Ring; and
- development of a pre-alumni programme aimed at educating students on the role of Alumni Relations including a "Proudly Witsie" advocacy programme aimed at promoting loyalty and allegiance to the University. The campaign resulted in the development of a Wits mascot which has been adopted by the Bidvest Wits Football Club.

Other activities included:

- a review of the alumni magazine in 2007 which resulted in a new quarterly alumni magazine, the Wits Review, launched in June 2007;
- the launch of faculty-specific e-newsletters for alumni by the Marketing and Communications Office. Eight e-newsletters were produced in 2007;
- an increase in sales by the Alumni Shop and the achievement of its R700 000 revenue target. A product catalogue was produced and the on-line shop, where alumni can make purchases and credit card payments over the internet, was established.

Other public engagements in 2007 which took the form of lectures included:

- the Nadine Gordimer lecture on ‘Poverty, War and Peace’;
- conversation with Professor Amartya Sen, Nadine Gordimer, Trevor Manuel (Minister of Finance), and Justice Edwin Cameron (Judge in the Supreme Court of Appeal and Chairperson of Council at Wits University);
- lectures hosted by the Platform for Public Deliberation where presentations were made by Zwelinzima Vavi (ANC General Secretary), Saki Macozoma (one of ANC’s leading thinkers and prominent businessman), Ali Mazrui (one of the world’s most prolific and controversial commentators on Africa), Ngugi Wa Thiongo (best known as the author of canonical works of African fiction), Tokyo Sexwale (ANC member and prominent businessman), discussions on Zimbabwe, and a literary festival showcasing trends in Indian writing.

WISER Events in 2007 included:

- Book launches, conferences, discussions, international visitors seminar series, public lectures, colloquia, and symposia. WISER has led a vigorous programme of conferences, seminars, colloquia and public lectures. Topics included: ‘Crime in our time’, ‘Lessons from South Africa for Israel and Palestine’, ‘African Development in the 21st Century’, ‘Digging deep. Reaching far. Binding identities: Racial formations through the prism of Chinese gold miners in South Africa, 1900-1910’, and Moralising security: ‘corrections’ and the post-apartheid prison.
- In 2007, WISER staged a number of highly successful book launches, normally associated with the intellectual programme of WISER. Some of the books launched included:
 - *At RISK: Writing On and Over the Edge of South Africa*, edited by Liz McGregor and Sarah Nuttall (launched in August 2007).
 - *The Security-Development Nexus: Expressions of Sovereignty and Secularisation in SA* (launched in September 2007).
 - *Thabo Mbeki: The Dream Deferred* by Mark Gevisser (launched in November 2007).

4. 2007 STRATEGIC PLANNING

In order to better integrate strategic developments with resourcing plans, a new committee structure was proposed and approved. The Strategic Planning and Allocation of Resources Committee (SPARC) was inaugurated in August 2006, and continued to actively operate during 2007. During 2007, five SPARC business meetings and three one-day workshops were held. Regular meetings of the SPARC Financial Strategy and the SPARC Campus Planning and Development sub-groups were also held.

In March 2007, executive portfolio holders commented on the strategic priorities that fell within their domain. Portfolio holders developed operational guidelines for 2007. Progress towards these goals was reported on at the SET retreat held in November 2007.

In early 2007, a SPARC sub-group was tasked with developing an approach to the disbursement of the R5 million strategic fund available in 2007. Responses and comments from SPARC members to the original proposal of the sub-group were considered and the following conclusions were reached:

- Professor Belinda Bozzoli received R2,5 million to distribute to research and postgraduate development activities;
- Each faculty received R300 000, to be used at the Deans' discretion for visibly productive activities linked to the University's strategic priorities; and
- A R1 million pool was available for disbursement to projects through competitive proposals.

Beneficiaries of disbursements from this fund were asked to report briefly on their use of the monies at the SPARC meeting held in November 2007. Their reports covered the activities on which the money was spent and specific outcomes that had already been achieved.

The issue of high-level partnerships had been raised at various SPARC meetings during 2007, including proposed partnerships with MIT, Sheffield University and the Group of 8 in Australia. The partnerships issue will be addressed by a new SPARC sub-group, the Advancement and Partnerships Strategy group during 2008. The remit of the group will be to advise the DVC (Advancement and Partnerships) and SPARC on the University's priorities for advancement and partnerships especially:

- The public profiling of the University;
- Maintenance of relationships with key constituencies including alumni; and
- The priorities for fund-raising and key strategic partnerships.

SPARC has also considered the following issues:

- SPARC noted the most up-to-date budget overview at each of its business meetings;
- The role of the different companies in the Wits group and their relationship with the University.; Representatives from two of the companies in the Wits Group gave presentations at SPARC on the role and function of these companies;
- The allocation of the dividend from the Wits Health Consortium;
- A proposed benchmarking project with the Group of 8 who suggested bilateral agreements with individual Australian Universities may be a better approach.

The brief of the SPARC Financial Strategy sub-group is to formulate and develop proposals, processes and procedures pursuant to aligning the budgeting and financial management of the University to the requirements for the realisation of the Wits 2010 and Wits 2020/2 strategic plan. Issues that the Financial Strategy working group considered included:

- Different models of income distribution have been discussed and the implications of these considered. SPARC asked the Financial Strategy sub-group to look at ways of combining elements of the various models. This is still a work in progress;
- Work has been done to develop and consider the feasibility of the use of efficiency ratios to inform decision-making;
- Considerable work has been undertaken to consider the planning and financial modelling implications of goals and targets set in the Wits 2010 strategic plan;
- SPARC undertook a scenario-planning exercise to consider possible alternative routes to securing a strong financial future for the University;
- All of the work noted above is pursuant to the development of a new financial strategy for the University.

Issues that the Campus Planning and Development group have been considering are:-

- The five capital projects currently prioritised for development, which include the new FNB building, the Art Galleries project, the 4th quadrant of the Engineering Building and the new Science building;
- Governance and management structures for the above and other capital projects;
- The proposal from the Nelson Mandela Foundation for a children's hospital and the discussion of various sites that may be appropriate;
- A long-term spatial development plan and how this may best be implemented so that space usage and enrolment planning are aligned;
- Issues relating to the current parking crisis and ways that this may be overcome including the creation of additional parking areas and allocation of different parking areas to different constituencies on campus;
- Consultants have been commissioned to consider holistically the accommodation requirements for both the Science and EBE Faculties.

Many of the issues discussed in 2007 are ongoing strategic issues that will assist executive portfolio holders with progress towards the achievement of the Wits 2010 goals.

5. UPDATE ON THE MANAGEMENT STRUCTURE OF THE UNIVERSITY IN TERMS OF SCHOOLS, FACULTIES AND SUPPORT STRUCTURES

There have been a number of new appointments in the management structure of the University as a result of the natural attrition of staff in a large organisation such as Wits. The turnover of staff has not resulted in any management instability and all stakeholders should be commended for the smooth transition processes in faculties, schools and support units. This report lists new appointments and resignations in 2007.

SENIOR EXECUTIVE TEAM

Following the departure of Mr A de Wet, the Executive Director (Finance) in October 2006, Professor Patrick FitzGerald was appointed as Acting Deputy Vice-Chancellor (Finance). Professor FitzGerald has managed the Finance Division; Campus Control and PIMD. Additionally, he ensured that projects related to the recovery of financial management at the University were implemented. Professor FitzGerald and the Finance Division have made significant progress towards this end and in June 2007, the University was able to submit an unqualified audit report to the Department of Education.

Council will be considering the recommendation from the Senior Appointments Selection Committee for the appointment of a new DVC (Finance) at its meeting in December 2007. Professor Kathy Munro was appointed as the Acting Dean of the Faculty of Commerce, Law and Management in November 2006. Her appointment will be for the duration of Professor FitzGerald's appointment as Acting Deputy Vice-Chancellor: Finance.

The post of Deputy Vice-Chancellor (Advancement and Partnerships) became vacant when Professor Thandwa Mthembu left the University at the end of 2006. The Vice-Chancellor took responsibility for this portfolio during the selection of a new Deputy Vice-Chancellor. Professor Robin Moore was appointed to this post from 1 October 2007.

Professor Yunus Ballim, the Deputy Vice-Chancellor (Academic) was appointed as Vice-Principal until the end of 2008.

Professor Tawana Kupe became Dean of the Faculty of Humanities and Professor Beatrys Lacquet became Dean of the Faculty of Engineering and the Built Environment in January 2007.

Professor Ramesh Bharuthram has resigned as Dean of the Faculty of Science and left the University at the end of 2007.

CURRENT SENIOR EXECUTIVE TEAM

Professor Loyiso Nongxa	Vice-Chancellor and Principal
Professor Yunus Ballim	Vice-Principal and Deputy Vice-Chancellor: Academic
Professor Belinda Bozzoli	Deputy Vice-Chancellor: Research
Professor Robin Moore	Deputy Vice-Chancellor: Advancement & Partnerships
Professor Patrick FitzGerald	Acting Deputy Vice-Chancellor: Finance
Dr Derek Swemmer	Registrar
Mr Gary Taylor	Executive Director: Human Resources

Professor Kathy Munro	Acting Dean: Commerce, Law and Management
Professor Beatrys Lacquet	Dean: Engineering and the Built Environment
Professor Helen Laburn	Dean: Health Sciences
Professor Tawana Kupe	Dean: Humanities
Professor Ramesh Bharuthram	Dean: Science

FACULTY OF COMMERCE, LAW AND MANAGEMENT

Graduate School of Business Administration

Professor Mthuli Ncube was appointed as Director of the Wits Business School following the departure of Professor Mukul Gupta.

School of Economic and Business Sciences

Professor Anthony Lumby was appointed as Head of the School. Professor Lumby was previously Professor of Economics and Dean of the Faculty of Commerce at the University of Kwa-Zulu Natal.

FACULTY OF ENGINEERING AND THE BUILT ENVIRONMENT

School of Electrical and Information Engineering

Professor Ian Jandrell was reappointed as Head of the School of Electrical and Information Engineering from 1 January 2007. He will serve a further five-year period

FACULTY OF HUMANITIES

School of Human and Community Development.

Professor Norman Duncan was appointed as Head of the School of Human and Community Development from 1 January 2007, following the departure of Professor Toko Mayekiso.

School of the Arts

Professor Gerrit Olivier, previously Dean of the Faculty of Humanities, was appointed as Head of the Wits School of Arts in January 2007.

School of Literature and Languages

Professor Isabel Hofmeyr was appointed as Acting Head of School in 2007. Selection processes are currently in progress to appoint a new Head of School.

FACULTY OF HEALTH SCIENCES

School of Pathology

Professor Ahmed Wadee was re-appointed as Head of School for a further five-year term from 1 June 2007.

FACULTY OF SCIENCE

School of Computer Science

Professor Ebrahim Momoniat was appointed as Acting Head of the School from 1 July 2007.

School of Statistics and Actuarial Sciences

Professor Jackie Galpin has taken early retirement and will leave the University at the end of December 2007. Mr Peter Fridjhon has been appointed as Acting Head of the School from 1 January 2008.

School of Mathematics

Professor Manfred Moller was appointed as Acting Head of the School of Mathematics in 2007. His appointment as Acting Head will continue in 2008 until a new appointment has been confirmed.

School of Chemistry

Professor Helder Marques has resigned as Head of School to take up an NRF Chair. Professor Joseph Michael has been appointed to replace Professor Marques from 1 January 2008.

SUPPORT SERVICES

Alumni Relations

Mr Peter Maher has been appointed Director of the Alumni Relations Office from 1 September 2007.

Vice-Chancellor's Office

Ms Kashini Maistry was appointed as Interim Capital Campaign Manager from 1 January 2007. The Director of Special Projects in the Vice-Chancellor's Office, Ms Miriam Abrams, became responsible for the functions relating to the post of Special Advisor to the Vice-Chancellor in January 2007. Ms K Maistry resigned from the University at the end of October 2007.

Development and Fundraising Office

Professor Robin Moore was appointed as Acting Head of the Development and Fundraising Office from 1 January 2007. Processes are currently underway to appoint a new Director of the Office.

Marketing & Communications and Wits Enterprise

Mr Peter Bezuidenhout resigned as Head of Marketing and Communications and CEO of Wits Enterprise in July 2007. Ms Ferna Clarkson became Acting Head of Marketing and Communications and Dr Rob Caveney was appointed as Acting Head of Wits Enterprise.

International Office

Ms Fazela Haniff was appointed as Director of the International Office from January 2007.

Human Resources

The Director of Transformation, Dr Lulama Makhubela resigned from the University and will be replaced in February 2008 by Ms Nazeema Mohamed. Mr Paul Krige resigned as HR Information Systems Manager in August 2007 and was replaced in November by Mr Cecil Murray.

Finance

Ms Mandy Kort was appointed Senior Financial Manager in March 2007.

Computer and Network Service (CNS)

Ms M Constable resigned as Director of CNS in February 2007, and Mr Brett Buchel was appointed Acting Director.

6. FINANCIAL CONTROL AND PLANNING, INCLUDING MONITORING OF TRANSPARENCY IN DETERMINING THE BUDGET AND FULL INFORMATION REGARDING THE ESTABLISHMENT OF BUDGET PRIORITIES

The 2007 operating budget was approved with a small deficit of R2,9 million. SET made a commitment to make savings and break even by the end of year. Projections show that a surplus is expected for 2007 which was made possible through savings achieved particularly in the salaries budget and better revenue due to higher than anticipated student registrations.

The capital expenditure budget was R48 million. The allocation for the Oracle implementation was much less than in the past three years as the University is almost at the end of the project. The allocation for infrastructure development now dominates this budget. Allocations to Faculties were also higher than 2006.

Budget 2008:

Preparation of the 2008 budget began in July 2007. Budget holders were requested to prepare projections under the Council-funded budget as usual. Additionally, projections under the externally-funded and reserve-funded categories were also requested. Budgets from subsidiary entities were also received, this enabled the University to consolidate them in the Wits group.

Approval process: A budget panel of six chaired by the Acting DVC Finance heard presentations from budget holders and interrogated the budgets. Thereafter, the budgets were consolidated, incorporating amendments and SPARC was advised of the preliminary requests. The VCO and SET proposed a balanced budget at SPARC for discussion and recommendation to FINCO. On FINCO's approval, the budget was recommended to Council for approval at its December meeting.

Council budget requests resulted in a total deficit of R85 million in the current budget and a capital expenditure request of R322 million. General purpose subsidy is expected to

grow by 8,1% in 2008 and tuition fees by 9,5%. Average inflation for 2008 was projected at 5,7% at the time the budget process was started. Significant pressure on the salaries budget is expected as the joint Staff Working Group advised at the consultative meeting that staff expect an increase of 8%. The budget parameter for staff costs was subsequently increased from 5,7% to 7%. High increases in the electronic databases averaging 20% also added pressure on the operating budget. Strategic asks include the Strategic 2010 initiatives, CNS Special ICT enhancements, the DVC Research's request for funding for various research initiatives, including postdoctoral students, and strengthening of the Advancement function. These demands made balancing the budget a challenging exercise.

The Capital Expenditure budget request was R322 million of which R278 million was for infrastructure development. It was not possible to meet all the requests. The expenditure under the Department of Education infrastructure and capacity programme was not included in these figures as it had been earmarked.

7. MANAGEMENT OF IMMOVABLE RESOURCES/ESTATE MANAGEMENT

7.1 Campus Planning and Development Group

The Campus Planning and Development Group (CDPG) was established as a working group of SPARC with the specific task of coordinating campus development and expansion in line with the projected growth in student numbers over the next few years. The CPDG is currently engaged in reviewing the recommendations of the Spatial Development Framework that was completed in April 2004 with the objective of updating it during 2008.

7.2 Residence Development – Public Private Partnership

Tenders were issued to the market in November 2006 for the development of student residences within a public-private partnership agreement. Stand 815 in Parktown, the current location of the existing Parktown Village II student residence, was chosen for this pilot project. A consortium lead by the Public Investment Corporation (PIC) was short-listed for further negotiations. Negotiations are nearing completion and a Pre-development Agreement was concluded between the parties in November 2007, construction is envisaged to commence on site in June 2008.

7.3 Upgrade of Facilities

7.3.1 Trematon House: Extensive renovations, funded by the Office of Residence Life were undertaken to Trematon House on the Management Campus. This heritage facility, previously home to the Parktown Preparatory School, has been converted into sixteen (16) executive accommodation units for the Wits Business School and other short course participants.

7.3.2 The Oval: The Oval, another heritage facility on Management Campus had been refurbished and converted into office accommodation for the Defence Centre with joint funding from the Faculty of Commerce, Law and Management and PIMD.

7.3.4 Commerce Library: The Commerce Library has been completely refurbished through donor and University funding and now accommodates a 24-hour study centre and new computer teaching laboratory.

7.3.5 Emthonjeni Community Centre: The Emthonjeni Centre refurbishments were completed through donor funding from Professional Provident Society (PPS) as well as University funding, and a state-of-the-art facility is now available to the School of Human and Community Development.

7.3.6 First National Bank (FNB) Building: Extensive refurbishment and extension to the current FNB building on West Campus were designed in consultation with the Faculty of Commerce, Law and Management and the School of Accountancy. Construction commenced on 19 November 2007 and it is envisaged that the works will be completed only in 2009. Upon completion, two large lecture theatres would have been added with 350 and 450 seating capacity, the computer facility would have been improved and extended, and the existing lecture theatres refurbished.

7.3.7 Yale Road: Traffic calming measures have been introduced to Yale Road as well as additional bus drop-off zones. The landscaping along Yale Road has been upgraded. What about the parking areas being upgraded?

7.3.8 Autopsy laboratory: A state-of-the-art autopsy laboratory has been completed and commissioned at Medical School through joint capital funding provided by the Faculty of Health Sciences and PIMD.

7.4 Accessibility improvements

Accessibility requirements have been improved through the installation of lifts on the Wits Education Campus, and a wheelchair ramp at the William Cullen Library.

7.5 Disposal and acquisition of property

No property was disposed of nor acquired in 2007, negotiations had however commenced with property owners such as Metrobus and John Orr Technical High School and will be reported on in more detail in due course.

BROLL property consultants were commissioned to produce a property strategy report for the University, based on a selection of possibly underutilised properties that could be released to the property market to generate third stream income. This report was received in September 2007, amendments to the report and further investigations were requested from BROLL and a follow-up meeting is scheduled for March 2008.

7.6 Maintenance management

The maintenance management contract that was awarded to Mesure Integrated Facilities Management (Pty) Ltd in 2005 terminates on 31 December 2007. Upon the recommendation of the Director: PIMD, Senior Executive Team (SET) agreed to not renew this contract nor tender these services to the market again. Instead, internal capacity within PIMD will be developed to provide an integrated property and facility management service in future.

7.7 Grounds maintenance management

The grounds maintenance management contract expires on 31 December 2007, extension had been granted to the current consortium of contractors until 01 May 2008. Tenders are currently being developed with the Procurement Department, and will be issued to the market in January 2008.

7.8 Integrated waste management

Tenders were called for the provision of integrated waste management services at the University and a contract was awarded to Veolia Environmental Services (Pty) Ltd. The contractor is well established on site and service delivery meets the requirements of the Occupational Health and Safety Act as well as the Grounds Department. Through its partnership with Veolia, the University's waste management practices now enjoy ISO accreditation, all waste streams, ie domestic, hazardous and biohazardous waste, are now managed through an integrated system that ensures that the University complies with environmental legislation. A greater emphasis is placed on recycling than before and will be reported on in more detail when sufficient statistics are available.

7.9 Standby generator capacity

No further standby generators were installed in 2007. A University Energy Committee was established, and it is at present investigating business continuity considerations in view of announced rolling blackouts by ESKOM. Sustainability considerations relating to water usage and gas consumption are also being looked at by the Energy Committee. A more detailed report will be submitted in 2008 relating to the work of the Energy Committee.

8. OCCUPATIONAL HEALTH AND SAFETY

The University's Occupational Health and Safety Office within PIMD is well established and provides a valuable service to the University community. It is fair to state that Occupational Health and Safety awareness within the University has increased significantly since the approval of the University's Occupational Health and Safety Policy at its Council meeting of 4 October 2004.

8.1 University OHS Legal Compliance Structure

A University-wide legal compliance structure as required by the Occupational Health and Safety Act, Act 85 of 1993 is in place and well established. The compliance structure is updated as and when required,

Training for OHS Representatives, First Aid Officers and Fire Wardens was conducted in 2007 in consultation with CLTD and additional courses are scheduled for 2008.

8.2 Fire drills

Fire drills were scheduled for a larger portion of buildings than in 2006 and it is envisaged that fire drills would have been conducted in at least 85% of all University buildings by the end of 2008. Unfortunately the roll-out of fire drills has been somewhat slowed down by first having to address compliancy issues such as signage, evacuation plans, clearing of and sometimes construction of evacuation routes.

8.3 Fire extinguishers and sprinkler systems

All fire extinguishers and sprinkler systems are now inspected and serviced annually as is required by the Occupational Health and Safety Act, Act 83 of 1995.

8.4 Autoclaves

Autoclaves within the University are now included on a central database within the Occupational Health and Safety Office, annual testing and certification are now done centrally. An autoclave replacement programme has been submitted as part of the 2008 PIMD Capex budget submissions in view of the age of the equipment and the need for replacement thereof.

8.5 Gas cylinder storage system and gas leak detection system

The majority of gas bottles have been moved from inside Humphrey Raikes to an outside cage as is required by the Occupational Health and Safety Act. Phase 2 of the gas reticulation system within Humphrey Raikes will be completed in 2008. The gas leak detection systems within Richard Ward and Humphrey Raikes have been extended to cover additional areas.

9. RISK

During 2007 the University significantly advanced its Risk Management policies and protocols, changed its Risk Management methodology and committee structure and established a Council-level Risk Committee.

At the beginning of 2007 a decision was taken to appoint KPMG to provide an in-sourced Risk Officer function. Working intensively with the Risk Officer, the University piloted a

new risk approach in terms of its core (academic) business by means of the addition of a Risk Management section to the ongoing quinquennial review of Schools.

As a result of the success of these pilots the committee structure for Risk Management was elaborated as follows:

- the existing committee was confirmed as dealing with all traditional and insurable risk issues and renamed the Insurable Risk Committee (chaired by the Head of Legal Affairs);
- a new Committee was established to deal with core –business (academic) risk to be known as the Risk Management Committee. This committee, chaired by the DVC: Finance also receives and discusses the minutes and reports of the Insurable Risk Committee;
- Council established a Council Risk Committee (chaired by an external member of Council) which will receive the minutes and reports of the Risk Management Committee and which will oversee the entire University Risk Management system.

The remits for all the above committees, the role and duties of the Risk Management Officer function, and the methodologies to be used by the University in terms of both traditional and core-business risk have been rigorously documented and duly approved by Council.

In terms of the first report of the Risk Officer the following issues have been submitted for consideration:-

- Common risk themes from the core-business pilot risk registers;
- Top ten risks identified;
- Inherent risk profiles of top ten identified risks;
- Inherent versus Residual Risk comparison; and
- Correlation analysis.

In terms of the development of the University Risk Register the following activities have been undertaken;

- Incorporation of new and emerging risks (especially including core-business risks, eg risks related to learning, teaching, research and accreditation);
- Review risk ratings;
- Data analysis;
- Identification of key risk indicators;
- Determination of risk tolerance limits;
- Expanding upon controls and further mitigating actions;
- Updating of risk owner identification; and
- Development of a risk dashboard for the top 20 strategic risks.

10. STUDENT SERVICES AND FEES

10.1 INTRODUCTION

The Division of Student Affairs comprises six departments under the leadership of the Dean of Student Affairs, namely, Student Development and Leadership Unit; Sports Administration; Counselling and Careers Development Unit; Disability Unit; Residence Life and the Campus Health and Wellness Centre. The Dean of Student Affairs reports to the Vice-Principal.

This Division provides essential leadership for the out-of-classroom education of students, the co-curriculum which complements and supplements the academic areas, and the various services necessary for successful retention and graduation. A full set of psycho-social services is rendered. The Division's objectives are consistent with institutional goals of high-level achievement and aim to support the academic programme, contribute to each student's total development, and alleviate conditions that could interfere with a student's formal education. This approach provides for holistic development of the students and a seamless link between what is considered formal and informal learning. As a result of this approach, there is evidence that success for students in residence has improved gradually and good governance has become a key goal of student leadership.

There has been an increasing demand for student services, especially from units such as the Counselling and Careers Development Unit; Disability Unit; Campus Health and Wellness Centre; and from an emerging focus on student development. Our Disabled Students' Programme remains a model for the whole country.

10.2 STUDENT DEVELOPMENT AND RELATED PROJECTS

The following are some of the important activities:

10.2.1 University Residence Programme

- The Residence Tutoring and Student Development Programme

The pass rate amongst residence students has continued to improve since 2005, with the recent appointment of a Residence Development Manager leading to better coordination of the residence tutorial programme and the fortnightly student development seminars. The Faculty of Health Sciences continues to provide staff tutors, but unfortunately the schools in other faculties have not been particularly supportive of the programme.

- The Residence Development Project.

Progress in the Parktown Village 2 (PKV2) public/private partnership development project was temporarily affected in 2007 by the campus protests in October 2007 that seem to have been triggered by the announcement by the Wits Business School of its aspirations to convert a large student residence into a hotel, thereby reducing residence capacity by 400 beds. However, the PKV2 project is back on track, with the first phase (about 250 beds) likely to be completed by early 2009 and the second phase by the end of that year. Rentals in the new complex are likely to be relatively expensive.

The substantial shortage of residential accommodation for postgraduate students remains a matter of concern, especially because the increasing demand for “study abroad” accommodation reduces the number of places available for postgraduates. Residence Management has not yet been able to act on Council’s approval of the recommendation that the enlargement of International House should become an immediate priority.

Restructuring arising from the 2005 residence staffing review has been gradual (thereby obviating the necessity for retrenchments and substantial fee increases), and is unlikely to be completed before the end of 2008.

10.2.2 The Vice-Chancellor’s Student Funding Project

This project is high on the agenda to ensure that no academically successful student is excluded financially. The following focused projects were identified:

- Database of funding opportunities

There has been progress towards having a good quality interactive website with information relating to financial aid opportunities including NSFAS, bursaries and donor funding which should become easily accessible to all students. The database has been in existence since June 2007 and some students are accessing it. For this to be effective it must be updated regularly and publicised.

- Proper completion of forms

Recently, during vacations, current students helped prospective students to complete application forms correctly. This is an ongoing project with the aim of partnering with schools.

- Financially-at-risk students

Heads of Schools have been requested to identify financially-at-risk students (ie.those who are likely to be excluded) **early** in the year so that they may be linked with a financial aid package or other possible funding. The aim is to link ‘risk students’ with counselling.

- Internal communication and counselling

Financial counselling will continue to be offered to all students, particularly those who are financially at risk.

- Effectiveness of financial aid & scholarship allocation and utilisation

The Vice-Principal has undertaken to assist students with partial funding when there is a family whose combined income is marginally over the threshold for financial aid.

Further attention will be paid to a range of students who do not require **full** NSFAS funding and for whom bursaries are not freely available. The Vice-Principal offered to explore with NSFAS a rethink of the way in which we apply the rules to ensure that these students are not financially excluded.

- Adoption of flagship schools

Various schools should be adopted by Wits with a view to liaising with potential students. The adoption of Flagship Schools is an ongoing project.

- Alumni programme

Wits Alumni are being encouraged to contribute to financial aid.

10.2.3 Final-Year Experience Programme

The Counselling and Careers Development Unit implemented the Final-Year Experience programme as a consolidation of the training and world of work awareness programmes offered to final-year students. In total 16 workshops were offered. Student response was far lower than expected despite intense marketing. Feedback from students who attended the workshops was generally very favourable. The programme is currently being reviewed with a view to improving attendance.

10.2.4 SRC Constitutional Review Process

The new Student Representative Council (SRC) Constitution was implemented in July 2007. This resulted in the successful formation of the Postgraduate Association, Faculty Councils, School Councils and a Student Forum. New legislation was created and existing legislation was aligned with the new Constitution.

Mandatory capacity development training was offered to the SRC to underpin their leadership success and academic success.

10.2.5 HIV/AIDS

Through various Advocacy programmes by Campus Health and the Counselling and Careers Development Unit, students are made aware of the issue of HIV/AIDS and Sexual Harassment. There is an increasing demand for Voluntary Counselling and Testing (VCT) services and the VCT uptake from January to October 2007 totalled 1 435.

10.3 FEES

The 2008 fees for tuition and residence were approved by Council at its meeting of 5 October 2007. The process followed in determining tuition fees was as follows:

- a. Faculties made proposals to SET regarding fee increases. The SRC was also consulted. Proposals were interrogated by SET and the revised proposals were presented and discussed at SPARC, recommended to FINCO and taken to Council for final approval on 5 October. Prior to Council's meeting students protested at the fee increases and the proposed upfront payment. Council compromised and approved the fee increase proposals with minor adjustments specifically in the School of Education, international fee levy for returning non-SADC postgraduate students and the upfront payment.

- b. Proposals took into account inflation, competitor fee levels, what the market can bear, student demand and impact on accessibility to the University.
- c. In addition, the projected subsidy increase, student enrolment plan, anticipated salary increases, impact of the new computer systems and enhancement of the IT environment were taken into account.
- d. Fee increase proposals varied from 5,7 to 10% across Faculties.

The upfront payment was set at R5 000 for 2008 up from R4 200 in 2007. Residence fees increased by an average of 9,98%. In 2008, the International fee levy will be R2 730 for SADC and Rwandan students and returning international students from other countries, and R14 000 for new postgraduate students from other countries.

11. ADMISSIONS POLICY

The Admissions Policy forms the basis of the approach to the recruitment and registration of students. Each year Senate approves the Rules and Syllabuses booklets for the five faculties. These booklets were approved in 2007 by Senate for implementation in 2008. The entry requirements for each of the University's registered qualifications that number some 100, are contained in these booklets as are the prerequisites for admission to each year of study. The University's marketing and academic information literature is revised each year but always coincides with the Admissions Policy and the relevant sections of the Calendar.

The Council approved the current Admissions Policy of the University in November 2003. Senate subsequently approved amendments to its Standing Orders on undergraduate admissions to align them with the revised Policy. This Policy formulates the basis upon which admissions rules and requirements are developed. The University's commitment to the national objectives of achieving redress and demographic balance is encompassed by this Policy. It also takes account of the focus on the shortage of high level and scarce skills particularly in science, engineering and technology.

The Faculty of Health Sciences continues to collaborate annually with other medical schools in the country to ensure that applicants only need to write a single set of admission tests.

In 2007 there was a slightly higher than expected escalation in new applicants. Some 56 000 enquiries translated into some 26 000 applicants, of whom some 13 000 obtained university entrance exemption. About 8 000 of these meet the entry requirements for the qualifications for which they have applied. Approximately 4 500 students are registered into first year for the first time each year. This traditional pattern again unfolded in 2007.

In 2005 forward planning was commenced to ensure that the Admissions requirements for the 2009 intake were aligned with the requirements for the new National Senior Certificate. These requirements served before Council and were approved in October 2006. During 2007 these decisions were implemented by their inclusion in the literature to be used in 2008 to advise aspirant students.

12. LANGUAGE POLICY

The Language Policy was approved by the Council in 2003. In respect of the developmental project which aimed at expanding and refining Sesotho as a language of academic discourse, appropriate fund-raising proposals were prepared but their submission to potential funders has been unsuccessful. Staff who wish to commence learning Sesotho or isiZulu have been encouraged to undertake such study. The lack of donor interest in this project has to date made implementation of the Language Policy largely impossible.

The Wits School of Languages has been engaged by the Deputy Vice-Chancellor (Academic) to pursue the offering of appropriate programmes of language acquisition in alignment with the Policy.

13. STAFFING – INCLUDING POLICY

Council approved a suite of amendments to 79 policies at its final meeting of 2006 which were implemented in 2007. Further amendments have been approved during this past year, and further amendments are being debated within the sector.

Staff turnover has remained relatively static throughout the year, although the national skills shortage (combined with overseas opportunities) continues to place pressure on those skill sets which are readily employable in the economy. It can also be noted that a number of former senior Wits academics were appointed to higher office at other universities in 2007.

14. DELEGATED POWER

From time to time the Council revises its document on the delegation of signing powers. During 2007, amendments to the document served before the Council. It incorporates delegation to appropriate office bearers for:

- legal contracts,
- agreements,
- documents defining transactions pertaining to the University's assets, affairs or interests, and
- financial transactions, including limitations on different categories of signatories.

The document delineates who has signatory powers for the University's financial and bank accounts, its investments, borrowing, the full range of other miscellaneous contracts, loans, grants leases, and other transactions needed for operating the institution.

The document determines who engages and dismisses staff on behalf of the Council. It also defines who shall institute or defend legal actions involving the University.

The University's administrative and approval mechanisms have been created in alignment with the delegated powers of Council.

15. TRANSFORMATION

15.1 Broad Transformation

The departure of the Transformation Director earlier in the year meant that certain initiatives were delayed, such as the development of the next Employment Equity Plan to take the university through to 2010. A new director has been recruited, and will take up the post in early 2008. Despite the absence of a Transformation Director in 2007, the tables below reflect a progressive increase in the percentage of black academic staff as well as female academics. Correspondingly there has been a decrease in white academics at the University.

	2000	2003	2007
African	9,3%	14,2%	17,3%
Coloured	1,5%	1,8%	2,8%
Indian	4,7	7,6%	8,3%
White	84,5%	76,5%	71,6%
Black Total	15,5%	23,5%	28,2%
Women	35,3%	44,4%	48,4%

Table 1 Employment Equity: Academic Staff

15.2 Transformation Projects

15.2.1 The Goldman Sachs' Targeting Talent Programme (TTP)

The TTP was launched in 2007 and is aimed at identifying rural students with academic potential from predominantly disadvantaged backgrounds for an ongoing programme of development at Wits and at their schools. The table below shows that 271 learners were selected from 42 schools, along with 54 educators.

Province	Number Participating Schools	of	Number learners selected	of	Number educators	of
Limpopo	24		92		38	
Gauteng	10		103		6	
Mpumalanga	8		76		10	
Total	42		271		*54	

*Initially 84 educators were expected to participate (20 from Gauteng, 48 from Limpopo and 16 from Mpumalanga). Due to the National Teacher Strike educator attendance was compromised.

Table 2 TTP Schools, Learners and Educators

Apart from the obvious benefits to the learners, this programme will have direct future benefits to Wits by increasing our profile amongst new potential feeder schools.

The activities engaged by the learners and teachers occurred in three phases, namely:

- Design Phase – involved the discipline frameworks, timetables and video recordings;
- Instructional Execution Phase – involved instruction, materials and extracurricular activities;
- Retrospective Analysis Phase – discusses the overarching ideas that formed the focus in the development of the curriculum for the learners and teachers.

The learners also went on the following extracurricular outings:

- Sci Bono Science fair: Learners were taken to the Science fair in Johannesburg to obtain first-hand experience of the broad scope of what science has to offer;
- Apartheid Museum: Learners were taken to the Apartheid museum where they revisited the past socio-political history of South Africa.

In the analysis of the learner experience of the programme, the nomination had a positive effect on learners by providing them with renewed hope for their futures and as such, a plea was made for Wits and the Goldman Sachs Foundation to continue to provide learners with enrichment programmes as this programme had the potential to change the lives of “people who think they are losers”.

Lessons learnt from our first year’s experience include:

1. Success in this programme and when the learners write their final Grade 12 exams is dependent on additional contact time with the learners and teachers outside the two week residential programme. The aims of the additional contact time were:
 - Teachers – to workshop key problem areas of the school curriculum to assist educators in teaching these areas to all learners during normal school hours;
 - Learners - to cover key content areas of the school syllabus with learners in the Grade 11 and 12 in preparation for the final exam at the end of Grade 12.

15.2.2 Bale Scholarship Programme

Inspired by the South Sotho word meaning “a group of initiates”, this programme addresses the focused needs of African female first-year students when encountering university life. Ten scholarships were awarded in 2007 and a further 10 will be awarded in 2008.

Seventy-five learner nominations were received from the three provinces, the breakdown is as follows:

Province	Gauteng	Limpopo	Mpumalanga	Total
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Nominations Received	24	21	30	75
Selected nominations	22	15	9	46

Table 3: Bale Scholarship Learner Nominations

Forty-six learners were invited to sit for the selection test in July 2006, of which twenty five were short-listed for the Bale scholarship. Their Grade 11 and 12 results were presented to the faculties of science and engineering for final approval. Seven learners were rejected by the above faculties and eighteen were given firm offers.

In order to prepare the ten Bale students for their studies at Wits they participated in a pre-university orientation programme. The pre-university curricula prepared and helped the students cope with the change from school to university and the student mentoring model and workshop manual facilitated the transition between school and university by assisting students in making social and emotional adjustments to university life.

15.2.3 Carnegie Transformation Programme

In 2006, 19 Carnegie Transformation Grants were awarded for the five projects, ie Large Research Grant, Sandwich Fellowship, Time-Off, Resident Equity Scholars and the Social Justice projects.

The Carnegie Transformation Programme is in the implementation evaluation phase. The current programme context has necessitated the modification of the logic models and the overall Monitoring and Evaluation Framework in order to address implementation issues. Modifications are a result of unexpected implementation issues such as inappropriate data collection instruments and a change in the project management staff which could not be identified in the clarification process of the programme. The modified Monitoring and Evaluation Framework came into effect from June 2007 and will be used as a basis for the subsequent outcome evaluation process.

An analysis of the cvs and progress reports provides some insight into the publication output of the five Carnegie Transformation projects. During the period 2006 to 2007 recipients produced 30 conference presentations and 28 refereed journal articles. Collectively recipients also managed to publish eight conference proceedings, six accredited book chapters with one book chapter in press, two books, one book review, one edited book, one conference extract and one workshop seminar. Three manuscripts were published, three manuscripts were submitted for publication and two manuscripts are being prepared. In addition, five journal articles and one conference presentation have yet to be published.

The analysis of recipients' progress reports for 2006 to 2007 provided evidence to indicate that 15 of the recipients were able to produce evidence of their achievement in the 2006 2007 reporting cycle indicating that 17 recipients' progress is on track as per their objectives and period of award. Fifteen Large Research Grant recipients' research

has proceeded as planned. The Time-Off, Sandwich Fellowship, Resident and Social Justice Scholars are also on track with regard to their timeframes.

The development of researchers took the form of support from their Heads of Schools, senior staff members in their Schools, teaching and learning advisers and the Centre for Teaching, Learning and Development (CLTD). Recipients felt that it would be useful for CLTD to organise workshops on research writing, research methodologies, how to publish, skills required to write funding proposals and to conduct peer reviews.

15.2.4 Institutional Climate Survey

The survey among 1 000 statistically representative staff was completed, and the results published and presented to various stakeholder groups within the University community.

The quantitative findings revealed an overall positive response by the majority of participants towards the University on most metrics measured. Interestingly, responses did not differ when analysed by traditional demographic groupings of race or gender. Only African females reflected a slightly negative weighting of their experience at the University in comparison with any other group or the norm.

Annexure C

Human Resources Report

PLEASE READ THIS FIRST

SECTION A: EMPLOYER DETAILS

PURPOSE OF THIS FORM

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998.

This form contains the format for employment equity reporting by employers to the Department of Labour. Both small employers (i.e. employers employing fewer than 150 employees) and large employers (i.e. employers employing 150 or more employees) are required to use this form. Those employers who are not designated, but wish to voluntarily comply, must also use this reporting form.

Although all sections of this form apply to large employers, only certain sections of this form should be completed by small employers. Employers who report for the first time are not required to complete the progress report section of this form.

WHO SHOULD COMPLETE THIS FORM?

All designated employers that have to submit a report in terms of the Employment Equity Act, 55 of 1998. Employers who wish to voluntarily comply with the reporting requirements of the Act are also required to complete this form.

WHEN SHOULD EMPLOYERS REPORT?

- Large employers must submit their first report within six months of being designated, and thereafter annually on the first working day of October; and
- Small employers must submit their first report within twelve months of being designated, and thereafter on the first working day of October of every year that ends with an even number.

ESSENTIAL REQUIREMENTS

Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. All relevant areas of the form must be fully and accurately completed by employers. **Designated employers who fail to observe this provision will be deemed not to have reported.** Guidance to overcome difficulties on how to complete the form properly must be obtained from the Department prior to completing and submitting the report.

SEND TO:

Employment Equity Registry
The Department of Labour
Private Bag X117
Pretoria 0001
Telephone: 012 3094000
Facsimile: 012 3094737 / 3094188
e-mail: ee@labour.gov.za

Trade name	UNIVERSITY OF WITWATERSRAND
DTI registration name	
DTI registration number	
PAYE/SARS number	794/07/2273/1
UIF reference number	
EE reference number	13588
Industry/Sector	EDUCATION BY UNIVERSITIES
Seta classification	EDUCATION, TRAINING & DEVELOPMENT PRACTICES
Telephone number	011-7171401
Fax number	011-7171439
Email address	Gary.taylor@wits.ac.za
Postal address	PRIVATE BAG X3 WITS
Postal code	2050
City/Town	JOHANNESBURG
Province	GAUTENG
Physical address	1 JAN SMUTS AVENUE BRAAMFONTEIN
Postal code	2017
City/Town	JOHANNESBURG
Province	GAUTENG

Details of CEO at the time of submitting this report

Name and surname	PROF. LOYISO NONGXA
Telephone number	011-7171101
Fax number	011-3398215
Email address	Loyiso.Nongxa@wits.ac.za

Details of Senior Manager for Employment Equity at the time of submitting this report

Name and Surname	Mr Gary Taylor
Telephone number	011-7171401
Fax number	011-7171463
Email address	Gary.taylor@wits.ac.za

Business type

- | | |
|--|---|
| ☐ Private Sector | ☐ Parastatal |
| ☐ National Government | ☐ Provincial Government |
| ☐ Local Government | ☒ Educational Institution |
| ☐ Non-profit Organization | |

Information about the organization at the time of submitting this report

Number of employees in the organization	☐ 0 to 49 ☐ 50 to 149 ☒ 150 or more
In terms of Section 14 of the Act, are you voluntary complying?	☐ Yes ☒ No
Is your organization an organ of State?	☒ Yes ☐ No
Date of submitting this report	28 September 2007

Please indicate the preceding twelve-month period (in the case of large employers) or twenty-four month period (in the case of small employers) covered by this report, except for first time reporting where this may not be possible:

From (date): SEPTEMBER 2006 To (date): AUGUST 2007

Please indicate below the duration of your current employment equity plan:

From (date): JUNE 2003 To (date): MAY 2008

Please read this first

- a. The preceding twelve-month period (in the case of large employers) or twenty-four month period (in the case of small employers) covered by employment equity employer reports must be the same for every reporting period.
- b. A summary providing guidelines on occupational categories and levels is provided in annexure 3 and annexure 4 of the regulations. Employers must complete the EEA2 form and the EEA4 form in accordance with Annexure 3 and Annexure 4.
- c. Non-permanent workers refer to those workers who are employed to work for less than 24 hours per month, or those workers engaged to work for not more than 3 continuous months.
- d. In Section B, the subtotals in terms of race and gender in the row dealing with **total permanent** employees in the table on occupational categories for **all employees**, which includes people with disabilities, must be exactly the same as the subtotals in the table on occupational levels for **all employees**. The same must apply to the subtotals in the **grand total** rows for occupational categories and levels as well.
- e. In Section B, the subtotals in terms of race and gender in the row dealing with **total permanent** employees in the table on occupational categories for **people with disabilities** must be exactly the same as the subtotals in the table on occupational levels for **people with disabilities**. The same must apply to the subtotals in the **grand total** rows for occupational categories and levels as well.
- f. Employers, from the second cycle of reporting onwards, must complete Section G that deals with progress reports.
- g. Employers must complete Section H that deals with **numerical goals** and **numerical targets**. **Numerical goals** are the workforce profile the employer is striving to achieve in the workplace at the end of the duration of the employer's current employment equity plan. The numerical goals of the employer must be the same for the entire duration of the employment equity plan. **Numerical targets** are the workforce profile the employer is striving to achieve at the end of the period following the period covered by the current report of the employer.
- h. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Areas that only apply to small employers shall be made available by the Department in a separate form as well. All relevant areas of the form must be fully and accurately completed by employers.
- i. The alphabets "A", "C", "I" and "W" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians" and "Whites" respectively.
- j. **"Designated groups"** means Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are natural persons and are citizens of the Republic of South Africa by birth or descent; or are citizens of the Republic of South Africa by naturalization before the commencement date (i.e. 27 April 1994) of the Constitution of the Republic of South Africa Act of 1993; or became citizens of the Republic of South Africa from the commencement date of the Constitution of the Republic of South Africa Act of 1993, but who, not for Apartheid policy that had been in place prior to that date, would have been entitled to acquire citizenship by naturalization prior to that date.
- k. All population groupings who are not part of the Black group, but in substance fall within the definition described in paragraph (j) in terms of citizenship or descent, must be counted and included in the column of each table in the form that require data on the White group.
- l. Foreign nationals and South African citizens that fall outside the definition described in paragraphs (j) or (k) must be counted and included in the column of each table in the form that require data on foreign nationals.

Section B: Workforce Profile

1. Occupational Categories

1.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational categories**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories	Male			Female				White Male	Foreign Nationals		TOTAL
	A	C	I	A	C	I	W	W	Male	Female	
Legislators, senior officials and managers	6	2	7	5	4	11	33	27	3	0	98
Professionals	72	11	31	48	15	40	312	317	60	30	936
Technicians and associate professionals	138	10	22	117	17	44	153	75	4	3	583
Clerks	109	5	16	257	55	68	162	13	2	8	695
Service and sales workers	158	0	0	24	1	0	2	1	1	2	189
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0	0	0
Elementary occupations	61	1	0	49	0	0	1	0	3	0	115
TOTAL PERMANENT	544	29	76	500	92	163	663	433	73	43	2616
Non – permanent employees	65	9	20	95	17	30	133	88	33	14	504
GRAND TOTAL	609	38	96	595	109	193	796	521	106	57	3120

1.2 Please report the total number of **employees with disabilities only** in each of the following occupational categories: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Categories	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Legislators, senior officials and managers	0	0	0	3	0	0	0	1	0	0	4
Professionals	9	1	2	18	4	1	1	14	1	0	51
Technicians and associate professionals	4	1	1	2	4	0	1	4	0	0	17
Clerks	9	0	1	0	13	2	6	4	0	0	35
Service and sales workers	3	0	0	0	0	0	0	0	0	0	3
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0	0	0
Elementary occupations	1	0	0	0	2	0	0	0	0	0	3
TOTAL PERMANENT	26	2	4	23	23	3	8	23	1	0	113
Non – permanent employees	0	1	0	0	1	1	2	4	3	0	12
GRAND TOTAL	26	3	4	23	24	4	10	27	4	0	125

2. Occupational levels

2.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational levels**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels											TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	2	0	1	0	0	0	3	2	1	0	9
Professionally qualified and experienced specialists and mid-management	13	3	18	7	4	17	95	181	15	3	356
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	192	23	57	319	83	144	560	250	53	37	1718
Semi-skilled and discretionary decision making	322	3	0	147	5	2	5	0	3	3	490
Unskilled and defined decision making	15	0	0	27		0	0	0	1	0	43
TOTAL PERMANENT	544	29	76	500	92	163	663	433	73	43	2616
Non – permanent employees	65	9	20	95	17	30	133	88	33	14	504
GRAND TOTAL	609	38	96	595	109	193	796	521	106	57	3120

2.2 Please report the total number of **employees with disabilities only** in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational levels: Note: A-Africans, C-Coloureds, I-Indians and W-Whites

Occupational Levels											TOTAL
	Male				Female				Foreign Nationals		
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	1	0	0	0	1	0	0	2
Professionally qualified and experienced specialists and mid-management	1	0	1	8	0	0	0	3	0	0	13
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	18	2	3	14	18	3	7	19	1	0	85
Semi-skilled and discretionary decision making	7	0	0	0	4	0	1	0	0	0	12
Unskilled and defined decision making	0	0	0	0	1	0	0	0	0	0	1
TOTAL PERMANENT	26	2	4	23	23	3	8	23	1	0	113
Non – permanent employees	0	1	0	0	1	1	2	4	3	0	12
GRAND TOTAL	26	3	4	23	24	4	10	27	4	0	125

2.3 Core operation functions and Support functions by occupational level

Job evaluation or grading systems, as illustrated in the EEA9, are used to measure a job in terms of content in order to establish its worth or value in relation to other jobs in an organization. The worth or value of a job is represented on a vertical axis as an occupational level. A job could either be a **Core operation** function or a **Support** function. **Core Operation Function** positions are those that directly relate to the core business of an organization and may lead to revenue generation, e.g. sales, production, etc. Whereas **Support Functions** positions provide infrastructure and other enabling conditions for revenue generation, e.g. human resources, corporate services, etc. Please indicate on table 2.3.1 the number of employees that are in **Core Operation Function** positions and in table 2.3.2 the number of employees that are in **Support Function** positions at each occupational level.

2.3.1 Please indicate the total number of employees (including people with disabilities), that are involved in **Core Operation Function** positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	1	1	0	2
Professionally qualified and experienced specialists and mid-management	12	3	13	161	2	2	4	68	14	3	282
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	62	7	17	161	47	13	36	245	45	26	659
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	74	10	30	322	49	15	40	314	60	29	943
Non – permanent employees	17	3	11	57	20	2	15	80	25	11	241
GRAND TOTAL	91	13	41	379	69	17	55	394	85	40	1184

2.3.2 Please indicate the total number of employees (including people with disabilities), that are involved in **Support Function** positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	2	0	1	2	0	0	1	2	0	0	7
Professionally qualified and experienced specialists and mid-management	1	0	5	20	5	2	0	27	1	0	74
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	130	16	40	89	272	70	13	315	8	11	1059
Semi-skilled and discretionary decision making	322	3	0	0	147	5	108	5	3	3	490
Unskilled and defined decision making	15	0	0	0	27	0	2	0	1	0	43
TOTAL PERMANENT	470	19	46	111	451	77	0	349	13	14	1673
Non – permanent employees	48	6	9	31	75	15	123	53	8	3	263
GRAND TOTAL	518	25	55	142	526	92	138	402	21	17	1936

Section C: Workforce movement

3. Recruitment

3.1 Please report the total number of new recruits, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels											TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	1	0	1	0	0	3	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	16	1	2	22	4	9	16	8	6	5	89
Semi-skilled and discretionary decision making	6	0	0	3	0	0	0	0	0	0	9
Unskilled and defined decision making	0	0	0	0		0	0	0	0	0	0
TOTAL PERMANENT	22	1	3	25	5	9	16	11	6	5	103
Non – permanent employees	16	1	9	20	5	8	26	15	10	4	114
GRAND TOTAL	38	2	12	45	10	17	42	26	16	9	217

3.2 Please report the total number of new recruits with disabilities only in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

[illegible]

4. Promotion

4.1 Please report the total number of promotions into each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

disabilities. Note: A=Indians, C=Coloureds, F=Indians and W=Whites

Occupational Levels											TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	1	0	1	0	2
Professionally qualified and experienced specialists and mid-management	1	2	1	0	0	3	11	4	3	0	25
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	16	1	4	20	11	11	20	4	4	1	92
Semi-skilled and discretionary decision making	3	2	0	3	0	0	1	0	0	0	9
Unskilled and defined decision making	0	0	0	0		0	0	0	0	0	0
TOTAL PERMANENT	20	5	5	23	11	14	33	8	8	1	125
Non – permanent employees	1	0	0	0	1	6	2	1	0	0	11
GRAND TOTAL	21	5	5	23	12	20	35	9	8	1	139

4.2 Please report the total number of promotions involving **people with disabilities only** in each occupational level. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Occupational level. Note: A=Africans, C=Coloureds, I=Indians and W=Whites										TOTAL
	Male				Female				Foreign Nationals		
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	1	0	0	1
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	0	2	0	2	0	0	1	0	0	6
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	1	0	2	0	2	0	0	2	0	0	7
Non – permanent employees	1	0	0	0	0	0	0	0	0	0	1
GRAND TOTAL	2	0	2	0	2	0	0	2	0	0	8

5 Termination

5.1 Please report the total number of terminations in each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels											TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W		W	Male	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	1	1	0	0	0	0	0	2	0	1	5
Professionally qualified and experienced specialists and mid-management	0	1	0	2	0	2	8	8	1	0	22
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	18	3	3	34	10	11	58	23	6	2	168
Semi-skilled and discretionary decision making	10	1	0	8	2	0	1	0	0	0	22
Unskilled and defined decision making	0	0	0	1		0	0	0	0	0	1
TOTAL PERMANENT	29	6	3	45	12	13	67	33	7	3	218
Non – permanent employees	33	6	2	27	8	23	51	32	11	5	198
GRAND TOTAL	62	12	5	72	20	36	118	65	18	8	416

5.2 Please report the total number of terminations involving **people with disabilities only** in each occupational level. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels											TOTAL
	Male				Female				Foreign Nationals		
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	3	0	0	0	1	0	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	1	1	3	4	0	2	5	0	0	17
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0		0	0	0	0	0
TOTAL PERMANENT	1	1	1	6	4	0	2	6	0	0	21
Non – permanent employees	5	0	0	1	1	1	1	1	0	0	10
GRAND TOTAL	6	1	1	7	5	1	3	7	0	0	31

5.3 Please report the total number of terminations in each **termination category** below. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Terminations											TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
Resignation	26	4	3	40	10	16	63	26	9	4	201
Non-renewal of contract	24	6	2	16	6	15	34	27	9	4	143
Dismissal – Operational requirements (retrenchment)	4	0	0	4	3	5	4	3	0	0	23
Dismissal - misconduct	5	2	0	4	0	0	0	2	0	0	13
Dismissal - incapacity	0	0	0	0		0	0	0	0	0	0
Other	3	0	0	8	1	0	17	7	0	0	36
TOTAL	62	12	5	72	20	36	118	65	18	8	416

5.4 Please report the total number of terminations involving **people with disabilities only** in each **termination category** below. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Terminations											TOTAL
	Male				Female				Foreign Nationals		
	A	C	I	W	A	C	I	W	Male	Female	
Resignation	2	1	1	4	2	0	1	4	0	0	15
Non-renewal of contract	3	0	0	1	0	1	0	0	0	0	5
Dismissal – Operational requirements (retrenchment)	1	0	0	2	1	0	2	2	0	0	8
Dismissal - misconduct	0	0	0	0	1	0	0	0	0	0	1
Dismissal - incapacity	0	0	0	0	0		0	0	0	0	0
Other	0	0	0	0	1	0	0	1	0	0	2
TOTAL	6	1	1	7	5	1	3	7	0	0	31

Section D: Disciplinary Action (This section is *not applicable to small employers*)

6 **Disciplinary action:** (report the total number of disciplinary actions during the twelve months preceding this report). **Report on formal outcomes only.** Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Disciplinary Action											TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
	13	-	1	7	1	-	-	1	-	-	
DISMISSAL	8	-	1	4	1	-	-	1	-	-	15

Section E: Skills Development (This section is *not applicable to small employers*)

7 Training

7.1 Please report the total number of people who received training, including for people with disabilities, and not the number of training courses attended, in each occupational category.

Occupational Categories											TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
Legislators, senior officials and managers	3	0	5	3	0	2	8	4	0	0	25
Professionals	20	1	5	15	9	9	86	45	14	14	218
Technicians and associate professionals	38	4	5	57	11	13	48	13	2	3	194
Clerks	19	0	3	79	19	29	61	4	0	3	217
Service and sales workers	9	0	0	2	0	0	2	1	0	0	14
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0	0	0
Elementary occupations	12	0	0	14	0	0	0	0	0	0	26
TOTAL PERMANENT	101	5	18	170	39	53	205	67	16	20	694
Non – permanent employees	11	0	10	37	5	12	36	16	17	6	150
GRAND TOTAL	112	5	28	207	44	65	241	83	33	26	844

7.2 Please report the total number of **people with disabilities only**, and not the number of training courses attended, who received training in each occupational category.

Occupational Categories											TOTAL
	Male				Female				Foreign Nationals		
	A	C	I	W	A	C	I	W	Male	Female	
Legislators, senior officials and managers	0	0	0	1	0	0	0	0	0	0	1
Professionals	2	0	0	1	1	0	1	2	0	1	8
Technicians and associate professionals	0	0	0	0	1	0	2	4	0	0	7
Clerks	0	0	0	0	7	0	5	3	0	0	15
Service and sales workers	0	0	0	0	0	0	0	0	0	0	0
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0	0	0
Elementary occupations	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	2	0	0	2	9	0	8	9	0	1	31
Non – permanent employees	0	0	0	0	1	0	0	0	1	0	2
GRAND TOTAL	2	0	0	2	10	0	8	9	1	1	33

7.3 Please report the total number of people, including for people with disabilities, and not number of training courses attended, who received training in each occupational level.

Occupational Levels											TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	1	0	1	0	0	0	0	1	0	0	3
Professionally qualified and experienced specialists and mid-management	1	0	5	4	2	3	24	26	0	1	66
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	51	5	12	123	34	49	181	40	16	19	530
Semi-skilled and discretionary decision making	46	0	0	36	3	1	0	0	0	0	86
Unskilled and defined decision making	2	0	0	7	0	0	0	0	0	0	9
TOTAL PERMANENT	101	5	18	170	39	53	205	67	16	20	694
Non – permanent employees	11	0	10	37	5	12	36	16	17	6	150
GRAND TOTAL	112	5	28	207	44	65	241	83	33	26	844

7.4 Please report the total number of **people with disabilities only**, and not the number of training courses attended, who received training in each occupational level.

Occupational Levels											TOTAL
	Male				Female				Foreign Nationals		
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	1	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	0	1	0	0	0	1	0	0	2
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2	0	0	0	8	0	7	8	0	1	28
Semi-skilled and discretionary decision making	0	0	0	0	1	0	1	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	2	0	0	2	9	0	8	9	0	1	31
Non – permanent employees	0	0	0	0	1	0	0	0	1	0	2
GRAND TOTAL	2	0	0	2	10	0	8	9	1	1	33

Section F: Qualitative Assessment (This section is *not applicable to small employers*)

8 Awareness of Employment Equity

8.1 Please indicate which of the following awareness measures were implemented by your organization:

	No. of employees covered	Yes	No	Please explain
Formal written communication		X		Through the University Intranet documents
Policy statement includes reference to employment equity		X		EE & Recruitment Policy
Summary of the Act displayed		X		Displayed – site links
Employment Equity training		X		At adhoc basis
Diversity management programmes		X		Diversity workshops
Discrimination awareness programmes		X		Through workshops organised by the Disability unit
Other (please specify):			X	
Total				

9 Consultation

9.1 Please indicate which stakeholders were involved in the consultation process prior to the development of your employment equity plan and in preparing this Employment Equity Report:

	Yes	No	Please explain
Workplace forum (in terms of the LRA)		X	
Consultative body or employment equity forum	X		University Forum and staff associations
Registered trade union (s)	X		4 Unions in joint forum
Employees		X	No individuals were consulted, however, representative forums were consulted
Other (Please specify):		X	

9.2 What was the level of agreement reached in the formulation of the plan? Please choose one.

Total	Sufficient	Some	None
	Consensus		

9.3 How regularly do you meet with the stakeholders mentioned in 9.1? Please choose one.

Weekly	Monthly	Quarterly	Yearly	Other
		Yes		

10 Analysis

10.1 Please indicate in which categories of employment policy or practices barriers to employment equity were identified:

Categories	Yes	No	Please explain
Recruitment procedures		X	University recruitment guidelines based on EE considerations
Advertising positions		X	Internal advert up to Grade AD09. External/search process
Selection criteria	X		Most academic jobs require a PhD
Appointments	X		Competition from private sector for qualified black staff
Job classification and grading		X	
Remuneration and benefits	X		Black academic staff being offered attractive benefits in private sector
Terms and conditions of employment		X	Standard for all staff
Job assignments		X	Based on job descriptions
Work environment and facilities		X	Standard
Training and development		X	EE Considerations
Performance and evaluation systems		X	N/A at this stage
Promotions	X		For academic staff where promotions are dependent on qualifications
Transfers		X	
Demotions		X	N/A
Succession and experience planning		X	N/A
Disciplinary measures		X	Policy applicable to all
Dismissals		X	
Corporate culture	X		Some perceptions of inequity
HIV and AIDS education and prevention programmes		X	Extensive benefits & training
Other (please specify):		X	

11 Affirmative Action measures

11.1 Please indicate in which categories **affirmative action measures** have been implemented:

Categories	Yes	No	Please explain
Recruitment procedures	X		Equity policy integrated into recruitment policy
Advertising positions	X		All adverts specify equity preference
Selection criteria	X		Equity issues considered for each selection
Appointments	X		Preference given to HDI's where possible
Job classification and grading		X	Standard across all grades
Remuneration and benefits	X		Premium sometimes paid for HDI candidates
Terms and conditions of employment		X	Standard across all grades
Job assignments		X	Relate to job specifications
Work environment and facilities	X		Standard to all but additional funding for reasonable accomodation
Training and development	X		Note ETDP SETA requirements
Performance and evaluation systems		X	Specific to academic staff
Setting numerical goals	X		Set in the EE Plan
Promotions	X		Certain positions targeted
Transfers		X	N/A
Demotions		X	N/A
Succession and experience planning		X	N/A
Disciplinary measures		X	Procedures open to all
Diversity programme and sensitization	X		Not extensive and ongoing
Community investment and bridging programme	X		Several partnerships & learnership programmes
Retention measures	X		Counter-offers made
Reasonable accommodation	X		All existing staff with disabilities – we have a Disability unit and budget
Other (please specify):		X	

12 Resources

12.1 Please indicate what resources have been allocated to the implementation of employment equity during the past year:

Allocation of Resources	Yes	No	Please explain
Appointed a senior manager/s to manage the implementation and monitoring progress	X		Responsibilities of Director Transformation and EE
Allocated a budget to support the implementation goals of employment equity	X		Annually ± R4 million
Time off for employment equity consultative committee (or equivalent) to meet on a regular basis	X		
Other (Please specify)	X		Obtained grant funding for equity projects

13 Monitoring and evaluation of implementation:

13.1 How regularly do you monitor progress on the implementation of the employment equity plan? Please choose one.

Weekly	Monthly	Quarterly	Yearly	Other
			yes	

Section G: Progress Report

(Section G to be completed from the second cycle of reporting onwards)

14 Reporting period: From September 2006 to August 2007.

14.1 Did you achieve the numerical targets as set out in your employment equity plan for this period?

Yes	No
	X

14.2 Did you achieve the affirmative action objectives as set out in your employment equity plan for this period?

Yes	No
	X

14.3 If not, what were the obstacles you experienced:

What were the obstacles to reaching the employment equity goals and objectives during the past year?
1. The salary package offered at senior level by the University is difficult to match what is offered in the open labour market.
2. The scarcity of skilled designated candidates, especially at the professorial and professional senior officials and manager's levels by the designed group generally and African women specifically is a major obstacle.
3. Reluctance to move from the corporate environment to join the higher educational sector.

14.4 If yes, what factors promoted the accomplishment of your goals and objectives:

What were the factors that contributed to the accomplishment of the employment equity goals and objectives during the past year?
Senior level turnover resulted in the appointment of women and black people in some instances to replace white males.
The non-remuneration factors of academic careers has been attractive to some applicants.

14.5 Please indicate the numerical goals you have set to achieve for the total number of employees (including people with disabilities) at the end of your current employment equity plan in terms of occupational categories. Note: A=Africans, C=Coloureds, I=Indians and W=Whites:

[illegible]

14.6 Please indicate the numerical goals you have set to achieve for the total number of **employees with disabilities only** at the end of your current employment equity plan in terms of occupational categories. Note: A=Africans, C=Coloureds, I=Indians and W=Whites :

[illegible]

14.7 Please indicate the numerical goals you have set to achieve for the total number of employees (including people with disabilities) at the end of your current employment equity plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites:

[illegible]

14.8 Please indicate the numerical goals you have set to achieve for the total number of **employees with disabilities only** at the end of your current employment equity plan in terms of occupational levels:

[illegible]

14.9 Please indicate the numerical targets you have set to achieve for the total number of employees (including people with disabilities) for the end of the period following the period covered by the current report in terms of occupational categories.

[illegible]

14.10 Please indicate the numerical targets you have set to achieve for the total number of **employees with disabilities only** for the end of the period following the period covered by the current report in terms of occupational categories. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

[illegible]

14.11 Please indicate the numerical targets you have set to achieve for the total number of employees (including people with disabilities) for the end of the period following the period covered by the current report in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

[illegible]

14.12 Please indicate the numerical targets you have set to achieve for the total number of **employees with disabilities only** for the end of the period following the period covered by the current report in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

[illegible]

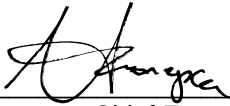
Section H: Signature of the Chief Executive Officer

Chief Executive Officer

I hereby declare that I have read, approved and authorized this report.

Signed on this 28th day of September year 2007

At place: Braamfontein



Signature: Chief Executive Officer

LOYISO GORDON NONGXA

Full Name

Income differential statement

PLEASE READ THIS FIRST

WHAT IS THE PURPOSE OF THIS FORM?
This form contains the format for reporting income differentials to the Employment Conditions Commission.

WHO FILLS IN THIS FORM?
All designated employers must complete every section of this statement.

SEND TO:
Employment Equity Registry
The Department of Labour
Private Bag X117
Pretoria 0001
Telephone: 012 3094000
Facsimile: 012 3094737 / 3094188
e-mail: ee@labour.gov.za

SECTION A: EMPLOYER DETAILS

Trade name	UNIVERSITY OF WITWATERSRAND
DTI registration name	
DTI registration number	
PAYE/SARS number	794/07/2273/1
UIF reference number	
EE reference number	13588
Industry/Sector	EDUCATION BY UNIVERSITIES
Seta classification	EDUCATION, TRAINING AND DEVELOPMENT PRACTICES
Telephone number	011-7171461
Fax number	011-7171463
Email address	Gary.taylor@wits.ac.za
Postal address	PRIVATE BAG 3
	WITS
Postal code	2050
City/Town	JOHANNESBURG
Province	GAUTENG
Physical address	1 JAN SMUTS AVENUE
	BRAAMFONTEIN
Postal code	2017
City/Town	JOHANNESBURG
Province	GAUTENG

Details of CEO at the time of submitting this report

Name and surname	PROF LOYISO NONGXA
Telephone number	011-7171102
Fax number	011-3398215
Email address	Loyiso.Nongxa@wits.ac.za

Details of Senior Manager for Employment Equity at the time of submitting this report

Name and Surname	Gary Taylor
Telephone number	011-7171401
Fax number	011-7171439
Email address	Gary.taylor@wits.ac.za

Business Type

- | | |
|--|---|
| ☐ Private Sector | ☐ Parastatal |
| ☐ National Government | ☐ Provincial Government |
| ☐ Local Government | ☒ Educational Institution |
| ☐ Non-profit Organization | |

Information about the organization at the time of submitting this report

Number of employees in the organization	☐ 0 to 49 ☐ 50 to 149 ☒ 150 or more
In terms of Section 14 of the Act, are you voluntary complying?	☐ Yes ☒ No
Is your organization an organ of State?	☒ Yes ☐ No
Date of submitting this report	28/9/2007

WHAT MUST BE TAKEN INTO CONSIDERATION WHEN COMPLETING THE EEA4 FORMS

1. Foreign nationals, i.e. all those individuals who are not citizens of South African, should be excluded when completing the EEA4 forms.
2. Non-permanent employees should be included in the EEA4 forms in terms of the relevant occupational category and occupational level.
3. The calculation of remuneration must include twelve months of a financial year that is in line with the period covered by the EEA2 reporting form. Where this is not possible, e.g. in the case of non-permanent employees, the total payment the person received for the period worked should be divided by the number of months worked, and then multiplied by twelve.
4. The payments below indicates what must be included and what must be exclude in an employee's remuneration for the purposes of calculating pay in order to complete the EEA4 forms.

INCLUDED:

- Salaries and fees paid to directors
- Salary payments made to directors, executives and managers
- Payments for all types of leave which relate to the reference period
- Commissions paid
- Employer's contribution to pension, provident, medical aid, sick pay and other funds (e.g. UIF and CC)
- Payments for piecework, incentive or profit sharing schemes
- Fringe benefits paid in cash such as housing, mortgage and rent subsidies and transport allowance (e.g. monthly petrol allowance)
- Allowances and penalty payments relating to ordinary time hours
- Performance and other bonuses
- Value of any salary sacrificed
- Amounts paid

EXCLUDED:

- Payments to independent contractors
- Imputed value of fringe benefits
- Fringe benefits tax
- Reimbursement for expenses e.g. travel, entertainment, meals and other expenses
- Amounts paid from abroad to employees based in SA e.g. embassy employees
- Severance, terminations and redundancy payments
- Overtime pay
- Payments which do NOT relate to the reference period

SECTION B: INCOME DIFFERENTIALS STATEMENT

Please use the table below to indicate the total remuneration paid to all employees in each OCCUPATIONAL CATEGORY

			Male								Female							
Occupational categories	Total workers in category	Total Remuneration	African		Coloured		Indian		White		African		Coloured		Indian		White	
			No of workers	Total remuneration	No of workers	Total remuneration	No of workers	Total remuneration	No of workers	Total remuneration	No of workers	Total remuneration	Total workers	Total remuneration	Total workers	Total remuneration	Total workers	Total remuneration
Legislators, senior officials and managers	106	55,698,339	8	4,604,460	2	919,386	8	4,468,876	33	20,302,973	5	2,018,012	4	1,603,827	10	4,291,226	36	17,489,580
Professionals	956	326,180,210	82	25,114,236	13	4,229,184	37	13,010,771	350	133,944,242	60	16,130,069	16	4,856,178	45	13,747,734	353	115,147,795
Technicians and associate professionals	715	150,274,697	163	24,664,711	12	3,076,227	25	6,163,209	100	25,729,126	142	25,836,008	20	4,501,808	57	14,196,092	196	46,107,516
Clerks	782	126,195,051	119	15,539,130	6	657,986	21	4,641,565	22	4,032,136	287	40,128,218	64	11,113,427	77	14,453,709	186	35,628,880
Service and sales workers	188	19,314,605	159	16,105,032	0	0	0	0	1	265,904	24	2,135,232	1	223,026	0	0	3	585,410
Skilled agricultural and fishery workers																		
Craft and related trades workers																		
Plant and machine operators and assemblers																		
Elementary occupations	129	10,637,244	67	5,362,477	4	619,968	0	0	4	678,144	52	3,679,031	0	0	0	0	2	297,624
TOTAL	2876	688,300,145	598	91,390,046	37	9,502,749	91	28,284,421	510	184,952,526	570	89,926,571	105	22,298,265	189	46,688,761	776	215,256,805

PLEASE PROVIDE REASONS FOR DISPARITIES WITHIN EACH OCCUPATIONAL CATEGORY BELOW:

Legislators, senior officials and managers

Qualifications, scarcity and experience

Professionals

Qualifications, scarcity and experience

Technicians and associate professionals

Experience to a large degree

Clerks

Several grades in this category. White incumbents at this level tend to have extensive experience and may have moved to higher grades and pay bands after many years service in the institution.

Service and sales workers

Virtually all HDI staffing in this category

Skilled agricultural and fishery workers

N/A

Craft and related trades workers

N/A

Plant and machine operators and assemblers

N/A

Elementary occupations

Mostly HDI staff

Please use the table below to indicate the total remuneration paid to all employees in each OCCUPATIONAL LEVEL

			Male								Female							
Occupational levels	Total workers in level	Total remuneration	African		Coloured		Indian		White		African		Coloured		Indian		White	
			No. of workers	Total remuneration	No. of workers	Total remuneration	No. of workers	Total remuneration	No. of workers	Total remuneration	No. of workers	Total remuneration	No. of workers	Total remuneration	No. of workers	Total remuneration	No. of workers	Total remuneration
Top Management																		
Senior Management	13	11,071,877	2	2,276,257	0	0	2	1,851,446	4	3,535,334	1	530,000	0	0	0	0	4	2,878,840
Professionally qualified and experienced specialists and mid-management	362	170,826,939	15	6,886,483	3	1,441,920	18	8,232,834	193	93,583,905	7	2,916,218	5	2,359,206	17	7,361,318	104	48,046,056
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	1912	451,757,366	229	49,128,938	29	7,603,224	67	17,880,223	307	87,178,193	368	69,702,163	90	18,894,140	168	38,743,937	654	162,626,548
Semi-skilled and discretionary decision making	543	51,694,631	335	32,017,407	5	457,606	4	319,919	6	655,093	165	14,909,819	10	1,044,919	4	583,506	14	1,706,362
Unskilled and defined decision making	46	2,949,333	17	1,080,962	0	0	0	0	0	0	29	1,868,371	0	0	0	0	0	0
Total	2876	688,300,145	598	91,390,046	37	9,502,749	91	28,284,421	510	184,952,526	570	89,926,571	105	22,298,265	189	46,688,761	776	215,256,805

Notes:

1. FTE's of less than 100% have been recalculated to 100% so that they are comparable to full-time staff.
2. All non South African staff have been excluded.

PLEASE PROVIDE REASONS FOR DISPARITIES WITHIN EACH OCCUPATIONAL LEVEL BELOW:

Top Management

Senior Management

Professionally qualified and experienced specialists and mid-management

Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents

Semi-skilled and discretionary decision-making

Unskilled and defined decision-making
