2009 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 2009. This Annual Report meets the requirements of Chapter 3 of the Manual for Annual Reporting of Higher Education Institutions. The University is cognizant of and acknowledges the general principles of governance as outlined in the King III Report on Governance.

CHANCELLOR, VICE-CHANCELLOR AND PRINCIPAL (CHAIR OF SENATE), CHAIR OF COUNCIL AS AT 31 DECEMBER 2009

Chancellor

Deputy Chief Justice Dikgang Ernest Moseneke

Vice-Chancellor and Principal

Professor Loyiso Gordon Nongxa

Chairperson of the Council

Mr Sakumzi Macozoma

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ABOUT THE UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG (WITS)

OVERVIEW

The University of the Witwatersrand, Johannesburg, also known as Wits University, is one of only two universities in Africa that are ranked in two separate international rankings as leading Universities in the world.

It is also the only university in South Africa that features in the top 1% in the world in seven defined fields of research – Institute for Scientific Information (ISI) rankings 2007.

Wits is a research-driven institution, committed to contributing to the global knowledge economy and local transformation through the generation of high level, scarce skills and innovative research.

The home of talented students and distinguished academics, Wits has a reputation built on research and academic excellence.

At the forefront of a changing society, Wits is an engaged institution, dedicated to advancing the public good. It continues to play a key role in fostering intellectual communities and promoting sustainable social and economic development in a globally competitive environment.

With its more than 100, 000 graduates in its 87-year history, Wits has and will continue to make its mark nationally and internationally.

STATISTICS

In 2009, Wits was home to over 29,000 students, of which approximately 70% were Black and 53% female. About one third of students enrolled at Wits were at the postgraduate level, while about 7% of the student population comprised International students. Wits was home to over 5,500 staff members (collectively) in 2009.

WITS AT A GLANCE

Wits is structured into five Faculties which collectively comprise 34 Schools. The University library system comprises two main libraries and 14 divisional libraries. Students and staff have access to over 1,000,000 book volumes, 400,000 journal titles and thousands of new electronic resources.

The University has 18 residences which accommodate 17% of the student population.

Wits is committed to further developing its institutional infrastructure in line with national priorities. With over 70 projects underway, Wits has prioritised five key projects for development: New School of Public Health Building, Wits Art Museum, Refurbishment of the Chamber of Mines Building (nearing completion), Renovation of the FNB Building to provide large classroom space for undergraduate teaching in science, engineering and accounting (complete) and the development of a new Science Stadium on the Wits West Campus.

Wits has two commercial companies, Wits Enterprise and the Wits Health Consortium, offering opportunities for contract research, short courses and tailor-made business solutions for the public and private sectors.

Wits is associated with seven teaching hospitals, and is a majority owner of the Wits Donald Gordon Medical Centre, a specialist teaching hospital.

DISTINCTLY WITS

- The discovery of a new species of dinosaur from the early Jurassic period (approximately 195 million years old and seven metres long) was announced and described by a Wits palaeontologist from the Bernard Price Institute for Palaeontological Research at Wits in November 2009. The dinosaur was named Aardonyx celestae - the genus name (Aardonyx) means "Earth Claw" (Aard – Afrikaans for Earth and Onyx - Greek for claw).
- A new species of mosquito was described by a Wits Professor and her team.
- Wits has over 40 key projects running in Africa and is committed to developing its African footprint.
- The launch of the Nelson Mandela Children's Hospital Project was celebrated by former president Nelson Mandela and some of the children of South Africa at the site of the proposed hospital on the Wits Education Campus in Parktown.
- The Wits Centre for Ethics was established in 2009.
- A team of researchers from Wits University discovered the oldest fossilised human hair in hyaena faeces from Gladysvale cave in the Cradle of Humankind. The coprolite (fossil dung) is part of a hyaena latrine preserved in calcified cave sediment dated to between 195, 000 and 257, 000 years ago.
- The Wits Centre for Indian Studies in Africa appointed a new Director, and successfully hosted the second annual Words on Water Literary Festival.
- The Centre for Exercise Science and Sports Medicine at Wits was officially inaugurated as the first FIFA Medical Centre of Excellence in Africa, only one of six such centres in the world.
- In recent years, Wits has revived its public intellectual engagement activities and has positioned itself as the intellectual hub of South Africa. The University provides a platform for intellectual debate and critical thinking across disciplines through the hosting of a series of local and international prominent speakers on topical societal issues. Nobel laureates, politicians, intellectuals, authors, researchers and scientists all have the opportunity to have their say at Wits. In 2009, Nobel Prize winners Prof. Joseph Stiglitz, and Prof. Robert

Aumann, amongst others, delivered public lectures at Wits.

- More than 90 Rhodes Scholars have originated from Wits University. Only a limited number of these coveted scholarships are awarded to outstanding students worldwide.

- The Origins Centre, a world-class international tourist site at Wits, includes exhibitions on the Khoisan and Rock Art and tells the unique story of humankind's creativity. The University also boasts one of the largest and most diverse groups of geoscientists in Africa.

- A group of Wits academics, the co-winners of the 2007 Nobel Peace Prize, made an extensive contribution to the Fourth Assessment Report of the Intergovernmental Panel on Climate Change.

- Wits is proud of the four Nobel Prize laureates that emanated from the University - Nelson Mandela (Peace), Aaron Klug (Chemistry), Sydney Brenner (Medicine) and Nadine Gordimer (Literature). In 2008, Brenner agreed to the establishment of the Sydney Brenner Institute of Molecular Biosciences at Wits.

- At least seven Witsies have been awarded prestigious National Orders by the Presidency for their continuing contribution to science, art and medicine in the country.

RESEARCH HIGHLIGHTS

- In 2009, Wits was home to 13 National Research Foundation (NRF) A-rated researchers, 15 Chairs were funded by the South African Research Chairs Initiative (SARCHI) and eight Research Units were funded by the Medical Research Council (MRC).

- Three Wits academics received awards from the National Science and Technology Forum in 2009. Two Wits Professors also walked away with Women in Science Awards in 2009.

- Wits is the proud home of three 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.

- The University has nine Research Institutes, 19 Research Units and 10 Research Groups recognised by the University Research Council. It also recognises nine research thrusts.

- Wits has a separate Palaeontology Institute called the Institute for Human Evolution, dedicated to palaeoanthropological research and is home to one of the largest fossil collections in the southern hemisphere. Two other Institutes were established recently - Molecular Biosciences and Work, Society and Development.

- Wits is a partner in, and currently hosts the R40-million Gauteng City Region Observatory, a high-level research facility that will assist the province to benchmark its performance and further develop a research-based approach to long-term strategic planning related to economic, social and other areas of development.

- The University was the beneficiary of a number of substantial grants from philanthropic funders. Major new awards were received from the Ford, Mellon and Hewlett Foundations and the Wellcome Trust. Domestically, substantial grants were received from the National Lottery, the South African National Energy Research Institute and the dti/NRF Technology and Human Resources for Industry Programme (THRIP) programme.

- Internally, the University Research Committee endorsed an ambitious new strategy to replace ageing research equipment. In concert with the majority of South African universities, Wits played a leading role in the implementation of a new research information management system.

- The University has in place an active and widely-acclaimed programme of recruiting Postdoctoral Fellows from around the world. In 2008, some 80 Fellows were at work at the University for at least part of the year at a cost of R5-million.

- The University also has in place a variety of programmes, directed towards the enhancement of the skills and abilities of senior students and younger staff. In 2008 the cost of these programmes together came to R16-million. These include a postgraduate mentoring scheme, a Senior Scholars mentoring scheme; a Young Researchers' scheme, a young researchers' award; the Thuthuka scheme hosted by the NRF but also substantially supported by the research budget, the Postgraduate Project, as well as 'time out' and 'sandwich' programmes.

ACHIEVEMENTS

- Wits exceeds the national norms in terms of enrolments in the Science, Engineering and Technology fields and is very close to having half of all our enrolments accommodated in these areas.

- The Wits MBA programme was voted the best in South Africa for six consecutive years in the Financial Mail annual survey. The Wits Business School (WBS) was also rated as the top Business School for four consecutive years (2004 –

2007) in the Sunday Times Top Brands Survey.

- WBS has entered into a partnership with the London Business School, one of the world's top ranked Business Schools, to run an International Executive Development Programme. The Professorial Chair in Entrepreneurship and a Centre for Entrepreneurship was also established at the WBS in recent years.

- The School of Accountancy at Wits University has achieved an average pass rate of 90% in part one and 80% in part two of the South African Institute of Chartered Accountants (SAICA) qualifying exam over the past nine years. Wits students continue to dominate the top 10 positions in the SAICA exams.

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.

- Our undergraduate engineering degrees are recognised by the Engineering Council of South Africa and have also been approved by the professional engineering accrediting bodies in the USA, Canada, Australia, New Zealand, the UK, Ireland and Hong Kong.

- Our professionally qualifying architecture degrees are accredited by the South African Council of Architects, Royal Institute of British Architects and 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 at the Honours level provides exemption from 12 of the examinations required for qualification as a professional actuary with the Edinburgh Faculty of Actuaries and the London Institute of Actuaries.

- The School of Public Health is internationally renowned for its academic and research activities. International funders preferentially send students from Africa to the School, which enjoys local and international partnerships with institutions like the London School of Hygiene and Tropical Medicine, Brown and Colorado Universities and the Swiss Tropical Institute.

SECTION ONE

COUNCIL ADMINISTRATION

1. COUNCIL MEMBERSHIP

The following is a list of members of the University Council as at December 2009.

Position	Incumbent	Other positions/achievements
Chair	Mr Sakumzi Macozoma, BAHons (Unisa)	Chair: Stanlib Director: Standard Bank Group and Liberty Life Chair: SAFIKA Holdings
Secretary to the Council	University Registrar: Dr Derek Swemmer BAHons MA (Pret) DLitt et Phil (Unisa) TTHD (JCE)	
Members ex officio	The Vice-Chancellor and Principal: Professor Loyiso Nongxa BSc MSc (Fort Hare) DPhil (Oxon) The Vice-Principal and Deputy Vice-Chancellor (Academic): Professor Yunus Ballim BSc(Eng) MSc, PhD (Witwatersrand)	
Appointed by the Vice-Chancellor	The Deputy Vice-Chancellor (Research): Professor Belinda Bozzoli BAHons (Witwatersrand) MA DPhil (Sussex)	
Appointed by the Minister of Education	Dr Randall Carolissen: MBA (Stellenbosch), M.Com (Tax) (North West) PhD (UWC) PhD (UWC)	Group Executive: SARS
	(Vacancy)	
	(Vacancy)	
Elected by the Executive of Convocation	Dr Ivan 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 Kantilal Naik: BSc, BEd (Witwatersrand), UED, MEd, DEd (Unisa)	Retired Professor: School of Computational & Applied Mathematics, University of the Witwatersrand
Elected by the Senate	Mr Aubrey Blecher: BSc (Witwatersrand), MSc, BSc(Hons) (Unisa)	Principal Tutor: School of Mathematics, University of the Witwatersrand
	Professor Beatrys Lacquet: BSc(Hons) (Elect) MIng (Elect) DIng (RAU)	Dean: Faculty of Engineering and the Built Environment University of the Witwatersrand
	Professor Mary Scholes: BSc(Hons) PhD (Witwatersrand)	School of Animal Plant Environmental Sciences University of the Witwatersrand
	Professor A Taigbenu: BsC(Hons) Civil Eng (Lagos) MSc (Cornell) PhD (Cornell)	School of Civil Engineering University of the Witwatersrand

Elected by the Deans of the Faculties	Professor Tawana Kupe: BA(Hons) MA (Zimbabwe) PhD (Oslo)	Dean: Faculty of Humanities, University of the Witwatersrand
Elected by the academic staff	Professor Shireen Motala: BA (UDW) BA(Hons) (Cape Town), MA (Warwick) PhD (Witwatersrand) PGCE (London)	Senior Researcher: Education Policy Research Unit University of the Witwatersrand
Elected by the support services staff	Mrs Adele Underhay	Administrator, University of the Witwatersrand
Appointed by the Premier of Gauteng	*(Vacancy)*	
Appointed by the Greater Johannesburg Metropolitan Council	*(Vacancy)*	Councillor: Johannesburg Metro Council
Elected by Donors	Mr Hylton Appelbaum: BA LLB (Witwatersrand)	Liberty Foundation
	Dr Theunie Lategan: CA (SA)	CEO: First National Bank
Appointed by the Council	Dr Brian Bruce: DEng (Stellenbosch)	CEO: Murray and Roberts
	Mrs Elisabeth Bradley: BSc (OFS) MSc (London)	CEO: Wesco; Board Member: Standard Bank & Sasol
	Ms Justice Carole Lewis: BA LLB LLM (Witwatersrand)	Judge: Supreme Court of Appeal
	Ms Phindile Nzimande: BA LLB (Witwatersrand)	CEO: EDI Holdings
	Mr Sakumzi Macozoma: BAHons (Unisa)	Chair: Stanlib Director: Standard Bank Group and Liberty Life Chair: SAFIKA Holdings
	Mr Stuart Morris: BCom CTA (Witwatersrand) CA(SA)	Former Financial Director: Nedcor Chair: Wits University Donald Gordon Medical Centre
	Dr Len Sizani: Dip.Dent.Ther., BChD (Medunsa)	General Dental Private Practitioner
Elected by the SRC	Mr Bafana Nhlapo	SRC President
Elected by the PGA	Mr Mokete Mokone	Student Postgraduate Association
Appointed by NEDLAC	Mr Cas Coovadia: BCom (University College Natal)	CEO: Banking Association of SA
	Mr Joe Mpisi	NEHAWU

2. MEETINGS OF COUNCIL

Four ordinary meetings of the Council were held during the year. No special meetings were held in 2009.

Meeting	Date	Attendance
Ordinary meeting	17 April	70%
Ordinary meeting	19 June	65%
Ordinary meeting	2 October	75%
Ordinary meeting	4 December	80%

SECTION TWO

REPORT OF THE CHAIRPERSON OF THE COUNCIL

1. INTRODUCTION

Mr Sakumzi Macozoma

The Council of the University of the Witwatersrand governs the University in terms of the 1997 Higher Education Act, 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 representative council. All major decisions regarding the operation of the University, present and future, its academic standing and direction, its financial wellbeing, 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 of society. These include the Chair of Council, Mr Sakumzi Macozoma, Deputy Chair, Justice Carole Lewis and Chair of the Finance Committee, Dr Randall Carolissen. 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 excluded 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.

MATTERS OF SIGNIFICANCE CONSIDERED BY COUNCIL DURING 2009

2.1 Election of Chair and Deputy Chair of Council

Council re-appointed the current Chairperson, Mr Saki Macozoma, and Deputy Chairperson of Council, Justice Carole Lewis, for a further two year term until 31 May 2011.

2.2 Appointment of a Vice-Principal

Council appointed Professor Belinda Bozzoli as Vice-Principal for the 2010 year.

2.3 Appointment of Dean of Faculty of Commerce, Law and Management

In June 2009 Council approved the appointment of Professor M Ncube to the position of Dean, Faculty of Commerce, Law and Management.

2.4 Appointment of Director, Human Resources Division

Council approved the appointment of Ms R Budree to the position of Director, Human Resources Division.

2.5 Capital Projects

Council approved a Wits Capital Projects Programme comprising over 100 projects including the development of new buildings and residences as well as the refurbishment of some existing entities.

2.6 Spatial Development Framework

Council approved a Spatial Development Framework for the University campuses to form part of an acquisition and objective strategy. The concept included proposed integrations of the main campus with the Parktown campuses, transport provisions between the campuses and improved access for the disabled.

2.7 Property acquisitions and developments

During the course of 2009 a number of property acquisitions and developments occurred. These included the Parktown 815 Student Residence Development as well as the acquisition of property in the Braamfontein area which had been purchased for the purpose of student residence accommodation.

2.8 Nelson Mandela Children's Hospital

Council had given in-principle agreement for the use of a portion of University land for the purpose of building the Nelson Mandela Children's Hospital. The Hospital would accommodate 180 beds with additional beds for an intensive care unit. A further 300 beds would be accommodated over a five year period. No financial exposure for the University was anticipated and the establishment of the Hospital would be funded by the Department of Health and external donors.

2.9 Maternity Leave Policy

Council approved a Maternity Leave Policy in June 2009 to be reviewed annually.

2.10 Ministerial Investigation into Transformation in Higher Education Institutions

In June 2009 the Ministerial Working Group established to investigate transformation in Higher Education Institutions released a Report to all Institutions. The Report served at Senate, the University Forum and Council. A response to the Report was requested from the Council with a deadline of early 2010 and a submission was made by Wits.

3. OPERATIONAL INFORMATION

3.1 Changes in the academic structure

Faculties and Schools

The core structures for running the University were conceived for implementation in 2001. The structural model has remained constant since. The essential components are Faculties, Schools, Research Entities and Centres. Minor name changes over the years have occurred. The academic structure of the institution is reflected in the University's General Prospectus for 2009 as follows:

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
Wits School of Education	School of Mining Engineering
Humanities Graduate Centre	
School of Human and Community Development	**Faculty of Health Sciences**
School of Literature and Language Studies	School of Anatomical Sciences
School of Social Sciences	School of Clinical Medicine
Wits School of Arts	School of Oral Health Sciences
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	

Other Changes in Academic Structures

During 2009 a number of cost centres were created in the academic structures of the University. These included the Malaria Entomology Unit, the African Materials Science and Engineering Network, the Marang Centre, and the Society Work and Development Institute.

Within the Wits School of Education some five new cost centres were created; in addition, the reporting lines of RADMASTE and Mathematics and Science Education were formally shifted from the Faculty of Science to the Wits School of Education.

There was also a need to create an operational cost centre to assist the work of Wits Commercial Enterprise (Pty) Ltd. None of these developments are changes to the core structures of the University's academic activities.

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:

- The specific entrance requirements for qualifications i.e. that certain subjects, achieved at particular levels, are prerequisites (these are listed per qualification in the Rules and Syllabuses books of the University for the particular year).
- The ability of students to fund their studies.
- 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 steam income.

The consequence of the combination of these and other factors is that the number of enrolments in certain subject areas has to be set, whilst flexibility exists to accommodate more students in other areas. Plans are agreed with the Department of Higher Education and Training (DoHET) through the process of discussing the Enrolment Planning proposals of the University. In 2005, the then Department of Education (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 for the period 2007 to 2010. According to the letter from the Minister of Education dated 14 March 2007, the agreed headcount enrolment by 2010 for the University is 28,000 students with 63,700 Teaching Input Units, subject to certain agreed parameters such as percentage of science and of postgraduate students. The factors limiting growth in some areas (e.g. infrastructural limitations) were part of the discussions, and the earmarked funds granted to date by the DoHET for infrastructure renewal are gratefully acknowledged.

Significant Academic Developments

The following new qualifications, or changes to existing qualifications, need to be reported for the year 2009:

The Bachelor of Arts in Performing and Visual Arts and the Bachelor of Health Sciences with Honours would be offered for the first time in 2010.

In 2009, the following qualifications were still pending approval:

- The Master of the Built Environment
- The Postgraduate Diploma in Law

In addition, during 2009, several new fields within existing qualifications were introduced and curriculum renewal went ahead as usual.

3.2 Changes in the administrative structure

During 2009 several changes to administrative structures were made.
In the previous year, major restructuring was approved with the creation of the Deputy Vice-Chancellor (Knowledge and Information Management – KIM) position. However, in order to determine the budget split required to give effect to the incorporation of the Central Telephone Service within CNS after transferring it from the Property, Infrastructure and Maintenance Division (PIMD), a new cost centre had to be created in 2009 so that the calculation could be based on actual income and expenditure.

Two other cost centres were set up: the Research Office in Faculty of Health Sciences, and within PIMD, the Campus Development and Planning Office. The latter was occasioned by splitting the responsibility of the Director into two roles, one handling maintenance matters and the other construction projects. The latter position recognized the reality that the major building projects occurring in 2009 were the FNB Building's reconstruction and expansion and those of the Professional Development Hub and the Chamber of Mines Building. These were to be added to during the following year with the recreation of the Wits Art Gallery, the construction of the Science Stadium and the new School of Public Health Building.

The title of the Deputy Registrar (Academic and Research) was amended to that of Deputy Registrar (Academic). Simultaneously, two entities were transferred into Ms N Lawton-Misra's portfolio (Deputy Registrar (Academic)): the Disability Unit and the Examinations and Graduation Office.

The Student Equity and Talent Management Unit was created and reports direct to the Vice-Chancellor and Principal.

There was a name change approved whereby the Wits International Office was the new description given to the entity that drives internationalisation. Finally the Origins Centre Association was set up to facilitate the functioning of the museum.

3.3 New senior appointments

In June 2009 Council approved the appointment of Professor M Ncube to the position of Dean, Faculty of Commerce, Law and Management.

Council approved the appointment of Ms R Budree to the position of Director, Human Resources Division.

Council appointed Professor Belinda Bozzoli as Vice-Principal for the 2010 year.

3.4 Academic/Research Achievements

3.4.1 Research Awards External

Professor V Mizrahi	School of Pathology	Fellow of the US Academy of Microbiology
Dr L L Koekemoer	School of Pathology	S2A3 Silver medal
Professor JB Adler	School of Education	NSTF Innovation Award
Professor MC Scholes	School of APES	NSTF Research Capacity Development by a female Award
Professor S Madhi	School of Pathology	NSTF Black male researcher Award

NRF A rating:

- new - Professors V Mizrahi and K Klugman, School of Pathology
- reconfirmed - Professor RN Owen-Smith, School of Animal Plant and Environmental Sciences and
  Professor JD Lewis-Williams, School of Geography, Archaeology & Environmental Studies

3.4.2 Research Awards Internal

Professor C Feldman, School of Clinical Medicine, Vice-Chancellor's Research Award
Drs S Ndlovu (School of Chemical & Metallurgical Engineering), B Barnes (School of Human and Community Development),
B Kana (School of Pathology), P Moore (School of Pathology),
M Weinberg (School of Pathology), all new Friedel Sellschop Award winners

3.4.3 Centres of Excellence-Existing

Aerospace (DTI/Wits)

Biomedical TB (DST/NRF/Wits)

Strong Materials (DST/NRF/Wits)

3.4.4 Wits/MRC Units-Existing

Bone Research Lab

Health Policy

Human Genomic Diversity

Mineral Metabolism

Molecular Mycobacteriology

Respiratory & Meningeal Pathogens

Rural Health in Transition

3.4.5 NRF Ratings

A – 13
B – 62
C – 91
L – 3
P – 1
Y – 28
Total: 198

3.4.6 Books authored by staff members

Handmaker JD *(2009) Advocating for Accountability: Civic-State Interactions to Protect Refugees in South Africa,* 1st Edition, Intersentia

Schmidt M, Van Der Walt LJ *(2009) Black Flame: The Revolutionary Class Politics of Anarchism and Syndicalism,* 1st Edition, AK Press

Dickinson D *(2009) Changing the Course of AIDS - Peer Education in South Africa and Its Lessons for the Global Crisis,* 1st Edition, Cornell University Press

Long CP *(2009) Contradicting maternity. HIV-positive motherhood in South Africa,* 1st Edition, Wits University Press

Nuttall S *(2009) Entanglement: Literary and Cultural Reflections on Post-Apartheid, 1st Edition,* Wits University Press

Ally SA *(2009) From Servants to Workers: South African Domestic Workers and the Democratic State,* 1st Edition, Cornell University Press/UKZN Press

Fleisch BD *(2009) The Constitution in the Classroom: Law and Education in South Africa 1994 – 2008,* 1st Edition, PULP

Foley AJ *(2009) The Imagination of Freedom: Critical Texts and Times in Contemporary Liberalism,* 1st Edition, Wits University Press

Boulle LJ *(2009) The Law of Globalization - An Introduction,* 1st Edition, Kluwer Law International

Everatt D *(2009) The Origins of Non-Racialism. White Opposition to Apartheid in the 1950s,* 1st Edition, Wits University Press

Dagada R *(2009) Time, Space and Pace: Computer-Integrated Learning in Corporate South Africa,* 1st Edition, UNISA Press

Horn PR *(2009) Verbale Gewalt oder Kleist auf der Couch. Über die Problematik der Psychoanalyse von literarischen Texten,* 1st Edition, Athena
(The following books were not part of the 2008 submission and are therefore included in the 2009 report)

Boeyens J, Levendis D (2008) *Number Theory and the Periodicity of Matter*: 1st Edition, Springer

Bonner P, Nieftagodien M (2008) *Alexandra: A History*: 1st Edition, Wits University Press

Bratchel M (2008) *Medieval Lucca and the Evolution of the Renaissance State*: 1st Edition, Oxford University Press

Fleisch B (2008) *Primary Education in Crisis: Why South African Schoolchildren Underachieve in Reading and Mathematics*: 1st Edition, Juta

Harrison P, Todes A, Watson V (2008) *Planning and Transformation: Learning from the Post-Apartheid Experience*: 1st Edition, Routledge

Henshilwood C (2008) *Holocene Prehistory of the Southern Cape, South Africa: Excavations at Blombos Cave and the Blombosfontein Nature Reserve:* 1st Edition, Archaeopress

Landau L (2008) *The Humanitarian Hangover: Displacement, Aid and Transformation in Western Tanzania*: 1st Edition, Wits University Press

Milo D (2008) *Defamation and Freedom of Speech:* 1st Edition, Oxford University Press

Olivier G (2008) *Aantekeninge by Koos Prinsloo*: 1st Edition, Rapid Access Publishers, Sun Media

Stein P (2008) *Multimodal Pedagogies in Diverse Classrooms: Representation, rights and resources*: 1st Edition, Routledge

Thornton R (2008) *Unimagined Community: Sex, Networks, and AIDS in Uganda and South Africa*: 1st Edition, University of California Press

Van Niekerk A, Christianson M, McGregor M, Smit N, **van Eck S** (2008) Law@work: 1st Edition, LexisNexis

Webster E, Lambert R, Bezuidenhout A (2008) *Grounding Globalization: Labour in the Age of Insecurity:* 1st Edition, Blackwell Publishing

Williams M (2008) *The Roots of Participatory Democracy: Democratic Communists in South Africa and Kerala, India*: 1st Edition, Palgrave-MacMillan

3.4.7 Prestigious student achievements

(The following is an abridged list of awards, the rest are captured in the 2009 General Prospectus.)

The Chancellor's Medals

Awarded to the most distinguished graduate of the 2009 academic year in the Natural Sciences: D Fanucchi

Awarded to the most distinguished graduate of the 2009 academic year in the
Human Sciences: T Schamroth
S Seedat

The South African Association of Women Graduates (SAAWG) Award

Awarded to the most distinguished woman graduate of the 2009 academic year in the Natural Sciences: SC Offwood

Awarded to the most distinguished woman graduate of the 2009 academic year in the Human Sciences: T Shamroth

The Jubilee Book Prize

Awarded to the most academically competent second year student in the 2009 academic year in the Faculty of Humanities: F Raggie

Law

Society of Advocates

Awarded to the most distinguished graduate in the degree Bachelor of Laws

Awarded to: Nurina Ally

Commerce

Alexander Aiken Medal

Awarded to the most distinguished Bachelor of Commerce graduate:

Awarded to: Tamar Laura Schamroth

Chartered Accountant's 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.

Awarded to: Harry Apostoleris

Wits Plus

Most outstanding student in 2009, currently enrolled for the BA for the World of Work (PT).

Awarded to Faculty of Humanities' student: Tina Ann, Davidson

Most Promising Accounting student in the year 2009 for the B Com (PT) degree.

Awarded to Faculty of Humanities' student: Kosheik Ramesh, Chiba

Faculty of Humanities

Gold Medal

Awarded to the student with the most distinguished record in the degree Bachelor of Arts.

Awarded to: Alison Claire Channon

Silver Medal

For meritorious achievement in the degree Bachelor of Arts.

Awarded to: Shingirai Francis Middelmann

Silver Proxime Accessit Medal

For outstanding meritorious achievement in the degree Bachelor of Arts.

Awarded to: Cecelia Margaret Kok

Dean's Medal

For the most distinguished performance in a professional degree.

Awarded to: Stacey Leigh Vorster

Faculty of Science

Merck Bronze Medal

This medal is awarded annually for interdisciplinary excellence in the first year of study.

Awarded to: Chiedza Demetria Nexungai

Merck Silver Medal

This medal is awarded annually for interdisciplinary excellence in the second year of study.

Awarded to: Nicola Diane Orford

Merck Gold Medal

This medal is awarded annually for interdisciplinary excellence in the third year of study.

Awarded to: Gavin Ray Owen

S2A3 Medal

This South African Association for the Advancement of Science medal is awarded to the student who obtains the best Master of Science Degree in the Faculty of Science.

Awarded to: Still to be determined

The Samuel Goodman Memorial Medal

This gold medal is awarded annually to the most distinguished Honours graduate in the Faculty of Science. It is presented at the University Graduation Ceremony for Science students.

Awarded to: Dario Fanucchi

William Cullen Medal

This silver medal is awarded annually to the most distinguished Bachelor of Science graduand in the Faculty of Science. It was endowed in 1929 by William Cullen, Hon LLD (Witwatersrand). It is presented at the University Graduation Ceremony for Science students.

Awarded to: Eric Newby

<u>Faculty of Engineering and the Built Environment</u>

SAIMM Prestige Prize

This prize is awarded to the best student in the Faculty in any Engineering discipline.

Awarded to: Matthew Lee Stevenson

SAIMM Prestige Prize

This prize is awarded to the best student in the Faculty in the disciplines of Mining and Metallurgy.

Awarded to: Phillip Mogodi

ECSA Merit Medal and Certificate

This prize is awarded in honour of special merit on the part of a BSc(Eng) graduand

Awarded to: Steven Conrad Dinger

<u>Faculty of Health Sciences</u>

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 Elli Couvaras
- BSc Physiotherapy: Jenna-Lee Mcarthur & Laura Lizanne Long
- B Nursing: Thepiso Immaculate Paliweni

UPD Pharmacy Medal

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

Awarded to: Amber burger (1st year) Luphahla Sisa (2nd Year)
Raeesa Mahomed Moosa (3rd Year) Racha Boulos (4th Year)

4. ENGAGEMENT WITH SOCIETY

4.1 Introduction: from service to holistic engagement

Wits has embraced a holistic approach to engagement with society. Instead of community service being 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 tries to pursue a mutually beneficial and proactive approach, which seems to be described better by the term 'engagement' than the phrase 'community service'. The word 'community' also has different meanings in Higher Education circles. It is a very broad term used to define groups of people; whether they are stakeholders, interest groups, citizen groups, etc. How, then, does Wits define its community?

The first step in considering the meaning of community is to understand that, fundamentally, it is a fluid concept. What one person calls a community may not match another person's definition. However, those interested in working with a community must first have a clear picture of the entity they are trying to address. 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. Wits also understands that as a university we have to interact with various agencies outside of our national borders (such as foreign governments, international agencies and higher education institutions in other countries).

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).

The latest Wits Strategic Plan 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."

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.

Community Engagement at Wits is coordinated through various offices as follows:

- The Partnerships Office coordinates strategic partnerships with government agencies, other Higher Education institutions and Business and industry within the country.
- The International Office coordinates partnerships with organisations outside South Africa.
- The Wits Volunteer Programme (affiliated to the Student Development and Leadership Office) coordinates non-academic partnerships with NGOs and various communities.
- Faculties coordinate Service Learning partnerships with NGOs, CBOs and other community groupings.

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. The Partnerships Office at Wits (together with those at five other universities) was instrumental in the formation of the South African Higher Education Community Engagement Forum (SAHECEF) late in 2009. This body has representation from all 23 public higher education institutions in the country and one private higher education institution. It is hoped that the formation of this forum will result in a more coordinated engagement programme amongst its members.

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 the University is working on expanding these to every school in the University. Service-Learning modules form a crucial part of professional disciplines such as Education, Health Sciences, Engineering, Social Work, Speech & Hearing, Psychology 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. Most S-L activities take place in the communities, but an increased number are now delivered through three centres specifically set up for S-L activities: The Emthonjeni Centre (based on campus) caters mostly for activities in the School of Human and Community Development, while the Centre for Applied Legal Studies (also based on campus) caters mostly for activities in the School of Law. The third node for S-L activities is based at the Hugh Solomon Building in the Hillbrow Health Precinct (which is a joint initiative of the University, the City of Johannesburg and the Gauteng Provincial Government). Various schools participate in S-L activities at this off-campus site.

4.2.2 Reproductive Health and HIV Research Unit (RHRU)

The Hillbrow Health Precinct, spearheaded by the RHRU, is a visionary world-first Health Precinct addressing HIV, poverty and urban renewal in Johannesburg's inner city. Within the precinct, RHRU delivers outstanding health services, conducts health care worker training, develops best practice models and conducts world-class research, all of which are relevant to South Africa and to the African continent.

The RHRU has been a research unit of the Faculty of Health Sciences, attached to the Department of Obstetrics and Gynaecology, since 1994. Over the last fifteen years the focus of the work has expanded from reproductive health into the field of HIV, and now extends into the broader arena of infectious diseases. The RHRU now has an extensive portfolio of research, programmatic support, policy development and technical assistance at national and international level.

The international standing of the unit is reflected by its status as a World Health Organisation Collaborating Centre for two World Health Organisation divisions: Reproductive Health and Research, and Integrated management of adolescent and adult illness section of the HIV/AIDS division. The unit has recently been approached by the Joint United Nations Programme on HIV/AIDS, UNAIDS, to apply for a UNAIDS Collaborating Centre status. The growth in scope and stature of the unit has attracted a cadre of senior academics whose expertise spans the Reproductive Health, HIV and Infectious Diseases fields, several of whom have national and international standing. The unit's advocacy and academic work contributes to the University's strategic vision and to the University's aspiration of creating an intellectual powerhouse for Africa.

Policy Development: In 2009, RHRU staff published 42 journal articles, and were involved in writing a range of national guidelines, policy documents and reports. RHRU has established its reputation in key areas of research, technical assistance, policy development and training in several fields.

RHRU staff chair and participate in the structures of the South African National AIDS Council. Through the council, RHRU staff continue to help create, implement and monitor research- based HIV and reproductive health policies.

Improvements to Health Services: RHRU supports the National Health Department in responding to the need for rapid scale-up of HIV treatment. The expanded HIV rollout programme has allowed RHRU to produce operations research that has guided creative ways of integrating HIV services with Tuberculosis and reproductive health services. The RHRU has undertaken groundbreaking work in the integration of antenatal and postnatal services with HIV services. RHRU has also developed innovative programmes designed to strengthen tertiary referral services as well as decentralising HIV-related services from hospitals into primary health care facilities. The organisation also conducts a unique portfolio of social science, bioethics and behavioural research.

HIV Prevention Research: RHRU conducts a broad range of sexual, reproductive and maternal health research with a special focus on strategies to prevent the acquisition, transmission or progression of HIV and other sexually transmitted infections. RHRU is part of a five-year European (DfID) funded Programme aimed at 'building capacity and improving research in Reproductive and Sexual Health and HIV/AIDS in developing countries.' All RHRU trials are supported by a strong social science programme that focuses on the social context of trial participants and their communities. The senior leadership of RHRU has committed itself to develop the potential of its staff and assists them in achieving their personal goals. RHRU has an increasing number of staff registering and completing postgraduate studies, as well as work-based competency training.

Funding: In addition to RHRU's existing funding from USAID and PEPFAR, several prestigious grants have been awarded including a grant from the Netherlands government, National Institute of Health, William and Flora Hewlett foundation, the Raith Foundation, Foundation for AIDS Research, the TIBOTEC Research Initiative, Vodacom Foundation, Altech Foundation and Altron Foundation.

RHRU and Community: RHRU has spearheaded the development of the Hillbrow Health Precinct, a world-first urban regeneration project where derelict buildings are being converted into health services. RHRU has a strong relationship with the community in Hillbrow with a community care centre that offers a range of services including nutrition workshops, an Information Technology (IT) centre, a men's clinic, a school outreach program, a women at risk project, and life skills training.

4.2.3 Interaction with Schools

Various schools and units at the university interact with public and private schools in Gauteng. The University's Student Enrolment Centre visits most high schools in Gauteng and neighbouring provinces to provide career guidance which is sorely needed.

The School of Animal, Plant and Environmental Sciences annually holds a week-long programme for schools and the general public in the second half of the year. This programme, which is popularly known as "Yebo Gogo, AmmaBlommo", was visited by approximately 4 500 learners in 2009, who went through an interactive display held at the Museum of Life Sciences. This serves to familiarise the public with the fauna and flora in our surroundings and to introduce school learners to careers in the Life Sciences field.

The Wits Theatre produced a Shakespeare event for Grade 12 learners where certain scenes from the prescribed work were enacted and discussions around this were lead by academic staff from the English department. Over 2000 learners participated in this four day event.

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 most popular destinations being the Planetarium, the Bleloch Geology Museum, James Kitching Gallery, the Life Sciences Museum and the Origins Centre.

The School of Education has held regular meetings for school teachers during the year. A number of these were facilitated through RADMASTE and the MARANG Centre. These meetings help to keep teachers abreast with some of the latest work in the field.

The first group of TARGETING TALENT students were in grade 12 in 2009 and various Academic and Administrative departments were actively involved during the year to ensure that the participants received maximum benefits from participating in the programme. This programme is a Wits Student Equity Project and one of Vice-Chancellor's flagship projects. The programme, which involves learners from three provinces, has the aim of identifying and nurturing talent in disadvantaged communities. It involves deep-immersion tuition by top-quality Wits teachers and exposure to academic and student role models from the Science, Engineering and Technology fields of study. Furthermore, the programme provides support for the school teachers of the learners enrolled in the programme, to ensure continuity and mentoring of the cohort.

4.2.4 Professional Services

Wits Enterprise and the *Wits Health Consortium*

These two organisations, wholly owned by Wits, facilitate, encourage and regularize tendering and contracting processes in the areas of innovation, technology transfer and exchange and entrepreneurship, especially with the public and private sectors.

Wits Enterprise offers a variety of valuable business services to streamline access to, and utilisation of, the cutting-edge 'knowledge products' of the University to solve the most complex and pressing organisational and technical problems that businesses and government agencies face through:

- contract research collaboration opportunities
- specialised expert consulting and problem solving
- technology transfer and licensing
- specialist short course teaching and training programmes
- other innovative 'products' and services such as Wits Analytical - the clustering, marketing and administration of the extensive and sophisticated analytical equipment 'suite' of the University under an umbrella brand.

Management of pharmaceutical trials is an important income stream to *Wits Health Consortium*. 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.

4.3. 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.

Since then the WIO has been strategically positioned to lead and facilitate all internationalisation facets of the University. To mention a few, these range from attracting and recruiting international students and providing relevant services to them, facilitating the internationalisation strategy of the University, building and maintaining the University's international partnerships and collaborations and receiving international education and governmental representatives/visitors/delegations.

External to the University, the WIO interfaces with funding agencies, foreign representatives in South Africa, The Department of Home Affairs, Department of International Relations and Cooperation, DST, Department of Higher Education and Training, Medical Aid providers and the SA Medical Schemes Council, the Matriculation Board and Higher Education South Africa (HESA); SAQA, SARUA, DAAD, ACE, NIEA (Network of International Education Associations) IEASA, and other International Education forums.

To this extent the WIO seeks to complement the services provided by faculties and academic departments to international students.

The WIO offers the following services:

- Information on Wits and on studying (and living) in South Africa.
- Information and guidance on obtaining a Matriculation Exemption.
- Advice on immigration issues.
- Application procedure for study permits and renewals of existing study permits.
- Information on South African approved medical aid service providers.
- Issue of clearance certificates to all international students, to ensure compliance with University requirements.
- Advice on government requirements prior to registration.
- Orientation of new students to campus and city life.

WIO co-ordinates the Semester Study Abroad Programme, creates and manages exchange opportunities for Wits students with our partner universities abroad, advises and assists students with immigration matters. WIO also facilitates and manages collaborative projects with international governments and institutions. Some activities include the International Human Rights Exchange (IHRE) undergraduate semester programme, the South Africa/Norway Tertiary Education Development Programme (SANTED "NEW" II), The East African Regional Consultative Exercise (EARCE) and assists in the promotion of other extensive collaborative projects on the African continent. WIO participates actively in the International

Education Association of South Africa (IEASA) with the Director as its past President.

In 2009, the WIO team grew to 10 staff members. The WIO conducted a strategic planning exercise to guide its work in 2009 and 2010. This proved successful as it chartered a way for the department to be effective as a voice for internationalisation and all its facets, and to fulfil the mission of the University.

4.3.1 Relationship with the Department of Home Affairs (DoHA)

The relationship between WIO and DoHA, initiated in 2008, continues to flourish. DoHA continues to provide both Temporary Residence Permits (for international students) and Civic services (for Wits workers) at Wits' East Campus. The service increased in 2009 from two visits a year to three, each visit servicing a large registration window.

The discussions that started in 2008 to offer this service on a monthly basis are still ongoing. This will not only be a convenience for Wits students but will also go a long way in reducing the number of people that go through the doors of DoHA at Harrison Street.

Similarly, WIO has developed a much stronger relationship with the Refugee Desk of the Department of Home Affairs. Refugees and asylum seekers are required to renew their permits at intervals, which in most instances, makes studying an impracticality. When discussions started in 2008, the services that the Desk provided were similar to that provided by DoHA. However, there are different processes to the management of the refugee and asylum seeker which differs vastly from the Temporary Residence Permit (TRP) procedure, making it impossible for the Desk to set up at Wits. A solution to this is that WIO would compile a list of students who require this service on a regular basis and set up an appointment for them to see a specific person at a specific time for assistance. The principle behind all this is to facilitate a process whereby the immigration processes of these categories of students are streamlined in order to make it possible for them to study without hindrance of permits, while keeping to the law.

4.3.2 Relationship with the Department of Foreign Affairs (now the Department of International Relations and Cooperation)

WIO continues to maintain a good working relationship with the Department of International Relations and Cooperation and several key country embassies in order to facilitate a better understanding of international student needs. The WIO handbook is sent to SA embassies to assist the Embassy personnel in understanding Wits and the students' needs. Good relations have fostered flow of information and support in the response to international enquiries.

4.3.3 Africa-focused engagement

Wits is proud of its international standing and intellectual leadership. In responding to the University's strategic plan, WIO promotes Wits' engagement as a leading knowledge centre in Sub-Saharan Africa. By doing so, WIO helps to exhibit African confidence in Wits, which in turn makes Wits an attractive option 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 have embarked on individual initiatives.

Wits continues to engage the region and the continent in a meaningful and developmental manner. Over the past year, different schools, departments and academics have worked with universities and governments to meet their developmental requirements as determined by them.

NIGERIA AND KENYA – WIO conducted a recruitment drive in Nigeria and Kenya. Coupled with the recruitment drive, was a visit to one of Wits' long-standing partners, the Federal University of Technology Akure (FUTA) in Nigeria and a new partner in Kenya-Kenyatta University.

FUTA has a long history of sending its academic staff to Wits to acquire higher degrees. This staff then returns to Nigeria to capacitate their own university. In 2008 they developed a new approach in selecting staff to send to Wits in order to meet their university capacity development plan. FUTA is now working with academics in Engineering and the Sciences in training their staff so that they do not have to be away for extended periods in South Africa. A memorandum of agreement was signed between the two universities to further explore possibilities of collaborations in research and teaching, staff and student exchange, and curriculum development. Professor Yunus Ballim had a follow-up visit to FUTA in November of 2009 to further cement the positive relationship between Wits and FUTA.

Kenyatta University
In 2007, Kenyatta University approached the Department of Digital Arts at Wits for a collaboration as this was a need Wits' expertise would help to fulfil. The terms of the agreement were negotiated over a protracted period of time and were eventually concluded in 2008. The visit to Kenyatta fast-tracked the signing of the agreement.

4.3.4 East Africa Regional Consultative Exercise (EARCE)

EARCE is a knowledge-management exercise and an evidence-based planning and governance programme that is being implemented with five East African governments.

- These five 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 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 evidenced 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 engagement of 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 positioned to continue engagement with Wits.
- 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 Professor Loyiso Nongxa to expand on 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.
- While 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 with a view to creating a Southern Africa version of the programme.

On returning to South Africa, Professor Nongxa and Professor Mthembu agreed to approach Dr David Himbara to write the history of this programme. The report, published in 2009, was entitled "Towards Inclusive Policymaking and Home Grown Capacity Development: East Africa Experiences".

Culminating from this engagement, Wits registered 50 Rwandese postgraduate students at Masters and PhD levels, who are all expected to complete their programmes in 2010. The Wits School of Education and the Faculty of Health Sciences continues to implement the capacity development programmes identified by the government of Rwanda.

In 2008, Professor Nongxa called to Johannesburg a group of five SADC Vice-Chancellors to explore the possibility of developing a SADC region version of this project. The Vice-Chancellors supported the idea in principle and the collaboration continues.

4.3.5 The South Africa Norway Tertiary Education Development (SANTED)

The SANTED Programme was administered at Wits by WIO. It was driven by the National Higher Education Department's desire to support the SADC Protocol on Education and Training. It involved four universities in the SADC region – Eduardo Mondlane in Mozambique (UEM), Wits, the University of Namibia (UNAM) and the University of Botswana (UB). This development involves three subject areas – Biological Sciences, Economics and Labour Studies, and Engineering. Funding (about R9 million) for the three years duration of the project, was granted in June 2006 for the utilisation of follow-up and new partnership programmes between the four universities.

The project entailed 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 at Wits University.

The SANTED project ended in July 2009 after successfully creating Masters level programmes at Universities of Namibia, Eduardo Mondlane and Botswana in the three subject areas. The project also led to the graduation of academic staff from the partner university (either Wits or University of Botswana) which will develop the teaching capacity at the recipient's university within the newly developed programmes; Engineering laboratories at UNAM and UEM were built; and team teaching field trips were conducted in both Namibia and Mozambique.

4.4. Global engagement

To achieve a better understanding of, and to secure the North American and other international interest in Wits, two WIO team members represented Wits at the NAFSA conference in Los Angeles in 2009.

The NAFSA conference is a perfect platform to meet with international institutional partners and potential partners to discuss issues of student and staff exchanges, joint research and other matters pertaining to potential partnerships as Wits academics deem important. These international relationships foster global understanding of Wits' academic strengths and its social history. It is also an opportunity to showcase the diversity of Wits' academic portfolio and achievements.

The European version, EAIE, is another meeting point where Wits' profile to the European Higher Education forum can be exhibited. European partners are equally eager to develop relationships with Wits University, and so this conference generates the opportunity to explore those interests.

WIO is represented in SANORD, the Southern African Nordic Centre, as the chair of the grants committee for supporting joint research projects between Southern African and Nordic universities.

APAIE is the Asia Pacific Association of International Education. WIO attended this conference to foster better understanding of the growing demand for collaboration with this region. Partnerships with Chinese, Korean and Taiwanese institutions are a growing desire which Wits is keen to explore.

4.4.1 International Human Rights Exchange (IHRE)

The Schools of Law and Social Sciences, (particularly the discipline of 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 in 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.

Despite previous challenges, 2009 went very smoothly for IHRE. More courses were added to the suite, and the new Academic Director continues to facilitate the creation of new relevant courses which will be added to the programme.

IHRE recruitment was expanded throughout the rest of the African continent and as a result, we received four students from Zimbabwe and two students from Ghana. Academic staff were also sought from Israel and Egypt. All this provided a much more enriching and diverse environment for the participants.

The programme is developing a Masters in International Human Rights as its off-shoot. This programme is intended to be published for teaching in 2011.

4.4.2 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 continues to seek funding to develop grow the programme so that Wits students can take advantage of the reciprocal nature of our exchange agreements. This is a major growth area in recruitment for both domestic and international students.

4.4.3 Engaging Top 100 Universities

Massachusetts Institute of Technology (MIT)
The Research Office and the Department of Science and Technology (DST), coordinated by WIO, intended to support a three-year programme so that Wits PhD students could experience a one-year research activity at 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. However, due to logistic delays, only one PhD student commenced her research in September 2009 and will complete her studies in August 2010.

University of Sheffield
The exploration of a 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. Whilst the investigation is progressing, the standard exchange is in place.

Professor Moore hosted a Sheffield partnership visit at Wits University as a follow-up to the visit he paid Sheffield earlier in the year. The aim of this visit was explore possible areas of collaborations.

WIO continued to engage and develop the reach of Wits' exposure in South Africa and across the globe. Other activities envisaged by WIO include: representation at international education conferences in order to foster meaningful collaborations; study of abroad programmes; postgraduate recruitment; reviewing the benefits of the current collaborations; and assisting Wits students to increase their participation in international exchange programmes. WIO has hosted numerous international academic and governmental delegations resulting in further academic collaboration. In 2009, Wits received, amongst others, delegations from the Ministries of Education of Sri Lanka and Rwanda. Other visitors included Mr Fredrik Reinfeldt, Prime Minister of Sweden, and Mr Donald Payne, U.S. Congressman, Member of the House Committee on Foreign Affairs (HCFA) and Chairman of the Subcommittee on Africa and Global Health. WIO facilitates the relationships between international parties and their Wits academic associates as well as the management of Memorandums of Agreement between parties. WIO has been gathering relevant information for population on the WIO web page.

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, the Great Hall, the Planetarium, the Linder Auditorium and academically based clinics such as the Law Clinic and the Esselen Clinic, and the Forced Migration Project.

Wits has witnessed large numbers of visitors to its two heritage Centres (Maropeng, which focuses 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).

The Law Clinic and the Esselen Clinic continue to provide valuable services to members of the community who are not able to afford legal and/or medical services. These clinics are well known in the community and the number of people making use of the services provided has increased during 2009.

The plans to consolidate the Wits Cultural Precinct remain ongoing. The New Art Gallery and its associated facilities will be housed at University Corner as the precinct's central point. The finalisation of these plans is dependent on donor funding.

4.5.2 Public Engagement

One of the university's key strategic goals is "public engagement" which aims to enrich the public intellectual life of the City of Johannesburg and South Africa. In 2009, Wits hosted many events and hosted numerous national and international public figures and academics for example; in 2009 we had lectures by two Nobel Laureates: Prof. Joseph Stiglitz and Prof Robert Aumann.

Some of the other 2009 events were:

- The Helen Suzman Memorial Celebration
- The Faculty of Humanities/Weekender Election Public Lecture series
- The Faculty of Humanities/Financial Times Economic Lecture series
- The P&DM lecture series (with speakers such as Gwede Mantashe, Helen Zille, Blade Nzimande, etc)
- Prof. David Block's Shrouds of the Night launch
- Drama for Life 2009 launch
- The Taco Kuiper Awards for Investigative Journalism
- Economic debate hosted by the Association for Black Securities and Investments Professionals
- Lectures by student groups relating to the elections
- The Global economic crisis lecture series
- The GCRO colloquium - Ice Age 4: The Global Economic Meltdown

4.5.3 Partnerships with Government Agencies

The university has a number of partnership arrangements with the Johannesburg and Ekurhuleni Metro Councils, the Mogale City Municipality, various Gauteng departments and various National departments. Some of the key involvements were made through the Hillbrow Health Precinct, the Johannesburg Mayor's Inner City Regeneration Forum and involvement with joint activities concerned with the FIFA 2010 World Cup.

4.5.5 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 which supports the challenges of human capacity development in the areas of business and industry. 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 2009 reflect a net operating income of R104.3 million (2007: R127.9 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	
	2009 Actual	**2008 Actual**
The University of the Witwatersrand	110,6	127,1
The Wits University Donald Gordon Medical Centre (Proprietary) Limited	0.4	(23,2)
The University of the Witwatersrand Foundation	(28.9)	3,5
Wits Flying Association	0,1	0,1
Wits Health Consortium (Proprietary) Limited	21	14,5
5 Loch Avenue (Proprietary) Limited	(0.5)	-
Wits Commercial Enterprises (Proprietary) Ltd.	1.5	5,9
Origins Centre Association	0.1	-
	104,3	**127,9**

The higher income earned by the University can be attributed to savings in salaries from unfilled posts, operational costs, and an increase in student fee income due to a higher number of registered students.

The increase in unrestricted group funds of R99,4 million (2008: R113,6 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 2009

Note Regarding tables and graphs
Rounding is to one decimal place.

Note Regarding Documentary
Apart from providing data for 2009 a comparison has been made to data provided in 2008.

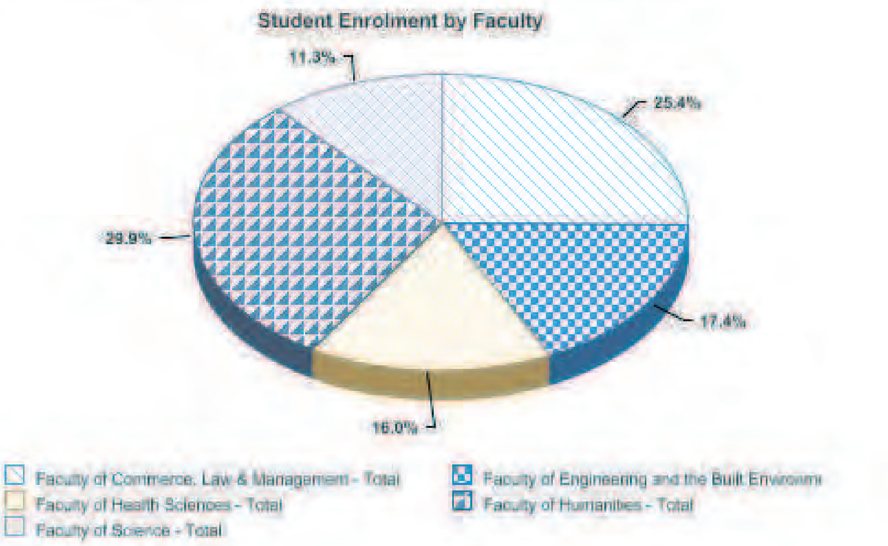
A1: 2009 Student Enrolment

The 2009 student enrolment of the University was 29 435, an increase of 12% compared to 2008 (26 267).

A2: 2009 Student Enrolment by Faculty

2009

Faculty	Enrolled	Enrolled
Faculty of Commerce, Law & Management - Total	7463	25.40%
Faculty of Engineering and the Built Environment - Total	5130	17.40%
Faculty of Health Sciences - Total	4695	16.00%
Faculty of Humanities - Total	8809	29.90%
Faculty of Science - Total	3338	11.30%
Grand Total	29435	100.00%

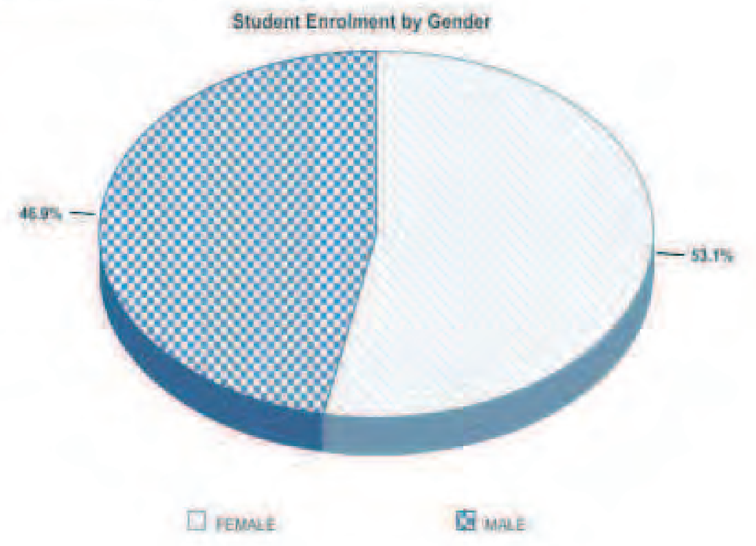


In terms of 2009 student enrolment numbers, the Faculties can be ranked in descending order as follows: Humanities, Social Science and Education (29.9%), Commerce, Law and Management (25.4%), Engineering and the Built Environment (17.4%), Health Sciences (16.0%), and Science (11.3%).

The ratios of student enrolment numbers have changed in the following manner from those reported for 2008: Commerce, Law and Management (-0.9%), Humanities, Social Science and Education (+2.7%), Engineering and the Built Environment (+0.4%), Health Sciences (-1.2%) and Science (-0.9%).

A3: 2009 Student Enrolment by Gender

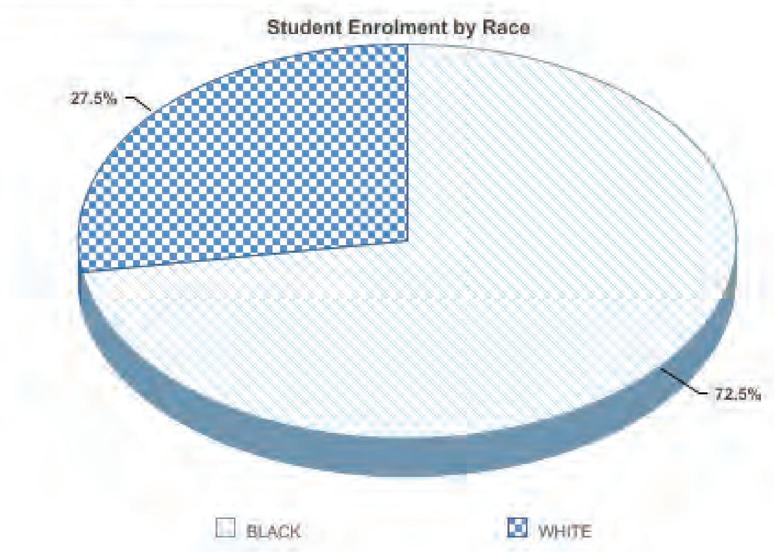
Gender	Enrolled	Enrolled
FEMALE	15632	53.10%
MALE	13803	46.90%
Grand Total	29435	100.00%



In terms of gender, the male to female student ratio is 47:53. This distribution has changed from 49:51 as reported in 2008.

A4: 2009 Student Enrolment by Race

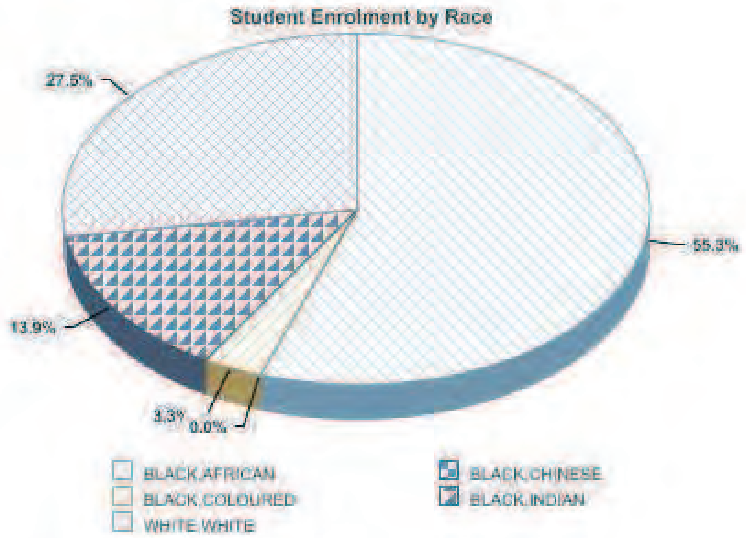
Race	Enrolled 2009	Enrolled 2009
BLACK	21340	72.50%
WHITE	8095	27.50%
Grand Total	29435	100.00%



Note:
- Grand Total = Black + White + Unknown
- Black = Africans + Coloureds + Indians

2009 Student Enrolment by Race Including African,Chinese,Coloured and Indian

Race	Race	Enrolled	Enrolled
BLACK	AFRICAN	16273	55.30%
	CHINESE	5	0.00%
	COLOURED	964	3.30%
	INDIAN	4098	13.90%
BLACK Total		**21340**	**72.50%**
WHITE	WHITE	8095	27.50%
WHITE Total		**8095**	**27.50%**
Grand Total		**29435**	**100.00%**

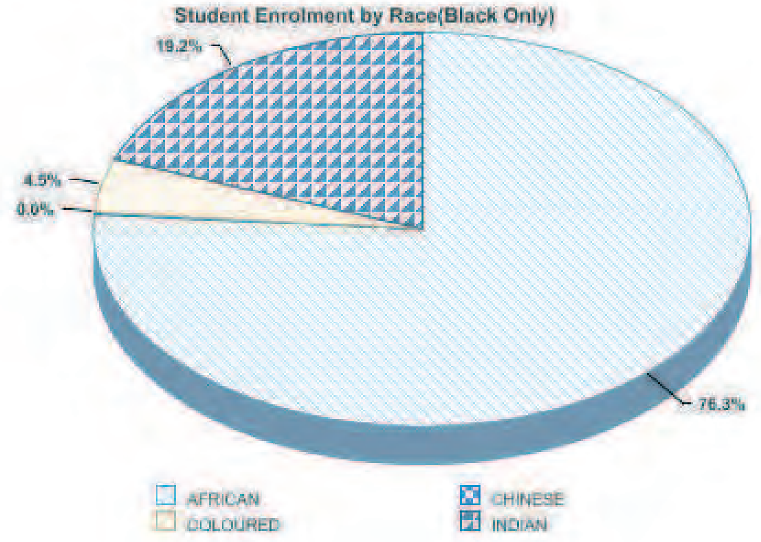


From the table above, the White to Black ratio for 2009 was 27.5:72.5, a change from 31:69 in 2008 and 33:67 in 2007. The trend over the last three years is of a stable White and Black student enrolment.

The table also reveals that Africans comprise 55.3%, Whites 27.5%, Indians 13.9% and Coloureds 3.3% of the entire 2009 student enrolment. White student proportions have decreased by 3.7%, whilst those of Black students have increased by 3.7%, when compared to 2008.

Student Enrolment by Race (Black Only)

BLACK	Enrolled	Enrolled
Race	2009	2009
AFRICAN	16273	76.30%
CHINESE	5	0.00%
COLOURED	964	4.50%
INDIAN	4098	19.20%
Grand Total	21340	100.00%



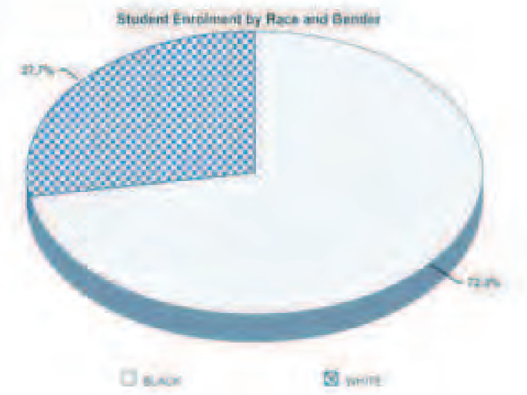
The Black population group is segmented as follows: Africans 76.3%, Indians 19.2%, Coloureds 4.5% and Chinese 0%.

Within the Black population group, the ratio between Africans, Indians and Coloureds students has changed as follows, when compared to 2008: Africans (+2.5%), Indians (-2.3%) and Coloureds (-0.2%).

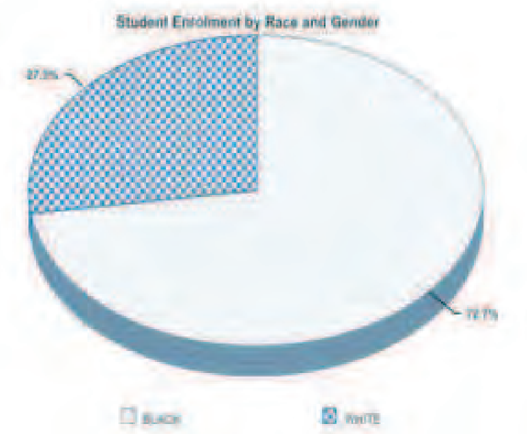
A5: 2009 Student Enrolment by Gender and Race

Note:
- Female = Female Black + Female White + Female Unknown
- Male = Male Black + Male White + Male Unknown
- Female Black = Female Africans + Female Coloureds + Female Indians
- Male Black = Male Africans + Male Coloureds + Male Indians
- Unknowns were excluded from diagrams below

FEMALE		
	Enrolled	Enrolled
Race	2009	2009
BLACK	11309	72.30%
WHITE	4323	27.70%
Grand Total	15632	100.00%



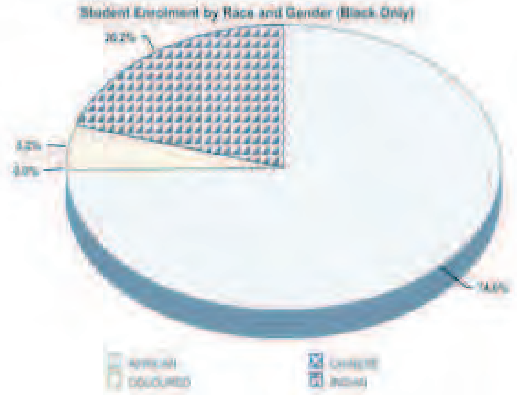
MALE		
	Enrolled	Enrolled
Race	2009	2009
BLACK	10031	72.70%
WHITE	3772	27.30%
Grand Total	13803	100.00%



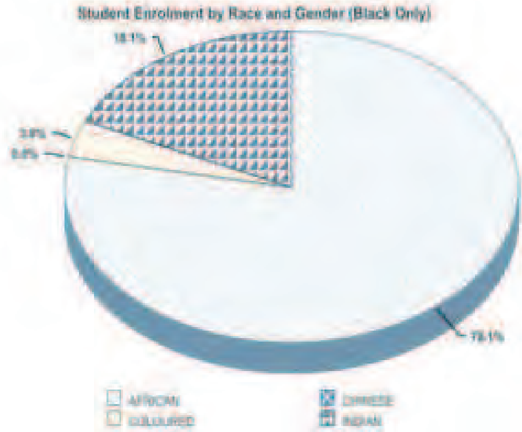
The Female White to Female Black ratio is 28:72 (32:68 in 2008).
The Male White to Male Black ratio is 27:73 (30:70 in 2008).

Student Enrolment by Race and Gender (Black Only)

BLACK	FEMALE	
	Enrolled	Enrolled
Race	2009	2009
AFRICAN	8442	74.60%
CHINESE	0	0.00%
COLOURED	585	5.20%
INDIAN	2282	20.20%



BLACK	MALE	
	Enrolled	Enrolled
Race	2009	2009
AFRICAN	7831	78.10%
CHINESE	5	0.00%
COLOURED	379	3.80%
INDIAN	1816	18.10%

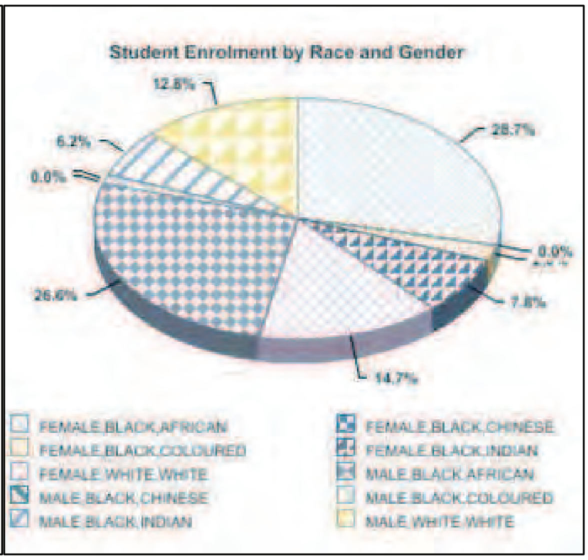


The Female Africans set comprises 74.6%, with Female Indians at 20.2% and Female Coloureds at 5.2% of the Female Black group. These figures when compared with 2008 reported figures show: an increase in Female Africans of 4.0%, a decrease of 3.6% for Female Indians and a decrease of 0.4% in Female Coloureds.

The Male Africans segment comprises 78.1%, with Male Indians at 18.1% and Male Coloureds at 3.8% of the Male Black group. Male Africans increased by 1.1% whilst Male Indians decreased 1.1% and an increase of 0.1% for Male Coloureds when compared with 2008's reported figures.

Student Enrolment by Race and Gender

			Enrolled	Enrolled
Gender	Race	Race	2009	2009
FEMALE	BLACK	AFRICAN	8442	28.70%
		CHINESE	0	0.00%
		COLOURED	585	2.00%
		INDIAN	2282	7.80%
	BLACK Total		11309	38.40%
	WHITE	WHITE	4323	14.70%
	WHITE Total		4323	14.70%
FEMALE Total			15632	53.10%
MALE	BLACK	AFRICAN	7831	26.60%
		CHINESE	5	0.00%
		COLOURED	379	1.30%
		INDIAN	1816	6.20%
	BLACK Total		10031	34.10%
	WHITE	WHITE	3772	12.80%
	WHITE Total		3772	12.80%
MALE Total			13803	46.90%
Grand Total			29435	100.00%

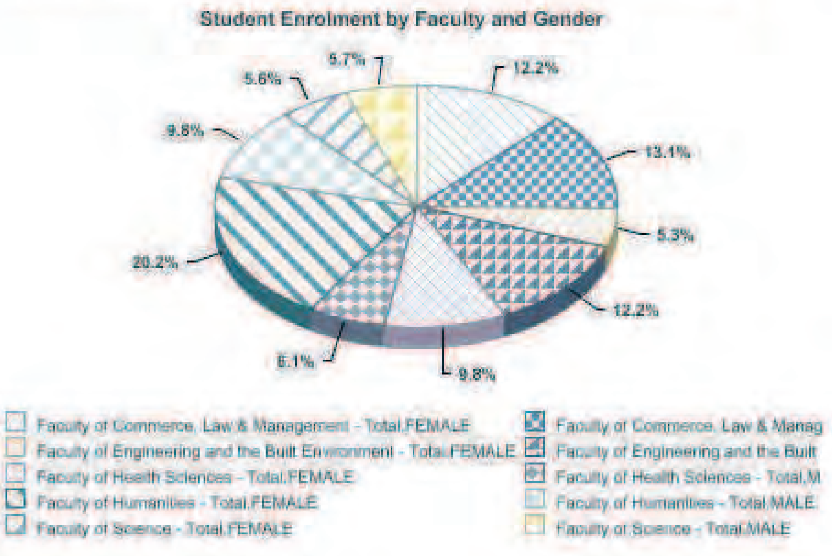


With respect to the entire student enrolment, Male Africans comprises 26.6%, Male White 12.8%, Male Indians 6.2% and Male Coloureds 1.3% of the set. For females, the Female Africans segment comprises 28.7%, Female White 14.7%, Female Indians 7.8% and Female Coloureds 2.0%. Changes in these demographics, with respect to the figures reported for 2008 are that the Male Africans segment increased by 0.2%, Male White decreased by 1.8%, Male Indians decreased by 0.4%, Female White decreased by 1.9% and Female Africans increased by 4.3%.

A6: 2009 Student Enrolment by Faculty and Gender

Student Enrolment by Faculty and Gender

Faculty	Gender	Enrolled 2009	Enrolled 2009
Faculty of Commerce, Law & Management - Total	FEMALE	3803	12.20%
	MALE	3860	13.10%
Faculty of Engineering and the Built Environment - Total	FEMALE	1550	5.30%
	MALE	3580	12.20%
Faculty of Health Sciences - Total	FEMALE	2891	9.80%
	MALE	1804	6.10%
Faculty of Humanities - Total	FEMALE	5932	20.20%
	MALE	2877	9.80%
Faculty of Science - Total	FEMALE	1656	5.60%
	MALE	1682	5.70%
Grand Total		29435	100.00%



The Male student enrolments of the total student enrolment are distributed as follows: 13.1% in Commerce, Law and Management, 12.2% in Engineering and the Built Environment, 9.8% in Humanities, 6.1% in Health Sciences and 5.7% in Science.

The Female student enrolment of the total student enrolment is distributed as follows: 20.2% in Humanities, 12.2% in Commerce, Law and Management, 9.8% in Health Sciences, 5.6% in Science and 5.3% in Engineering and the Built Environment.

A7: 2009 Student Enrolment by Race and Faculty

Note:
- Total Race = Black + White + Unknown
- Black = Africans + Coloureds + Indians

Student Enrolment by Faculty and Race 2009

		Faculty of Commerce, Law & Management - Total		Faculty of Engineering and the Built Environment - Total		Faculty of Health Sciences - Total		Faculty of Humanities - Total		Faculty of Science - Total	
Race	Race	Enrolled	% Enrolled	Enrolled	% Enrolled	Enrolled	% Enrolled	Enrolled	% Enrolled	Enrolled	% Enrolled
BLACK	AFRICAN	4137	55.40%	3033	59.10%	1944	41.40%	5458	62.00%	1701	51.00%
	CHINESE	2	0.00%					1	0.00%	2	0.10%
	COLOURED	258	3.50%	81	1.60%	173	3.70%	362	4.10%	90	2.70%
	INDIAN	1326	17.80%	676	13.20%	1008	21.50%	639	7.30%	449	13.50%
BLACK Total		5723	76.70%	3790	73.90%	3125	66.60%	6460	73.30%	2242	67.20%
WHITE	WHITE	1740	23.30%	1340	26.10%	1570	33.40%	2349	26.70%	1096	32.80%
WHITE Total		1740	23.30%	1340	26.10%	1570	33.40%	2349	26.70%	1096	32.80%
Grand Total		7463	100.00%	5130	100.00%	4695	100.00%	8809	100.00%	3338	100.00%

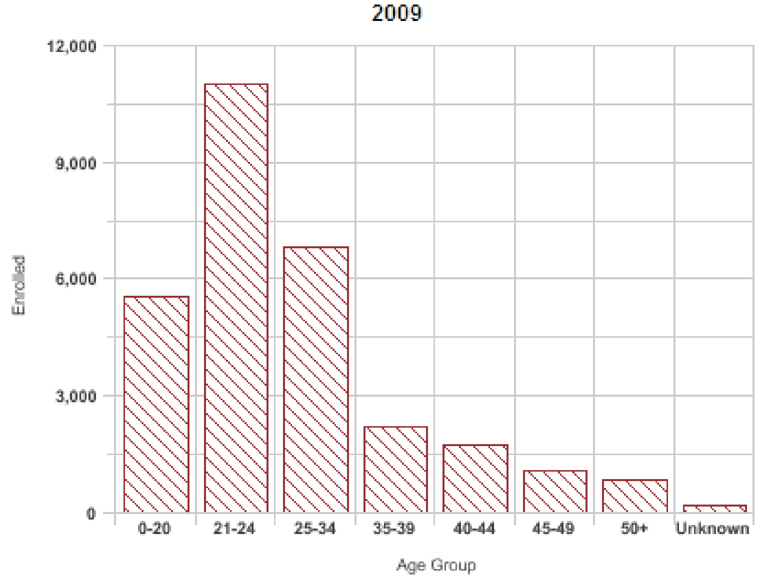
The White students are distributed as follows: 29.02% in Humanities, Social Science and Education, 21.49% in Commerce, Law and Management, 19.39% in Health Sciences, 13.54% in Science and 16.55 % in Engineering and the Built Environment.

Black students in total can be ranked in the following order: 26.82% in Commerce, Law and Management, 30.27% in Humanities, Social Science and Education, 17.76% Engineering and the Built Environment, 14.64% in Health Sciences and 10.51% in Science.

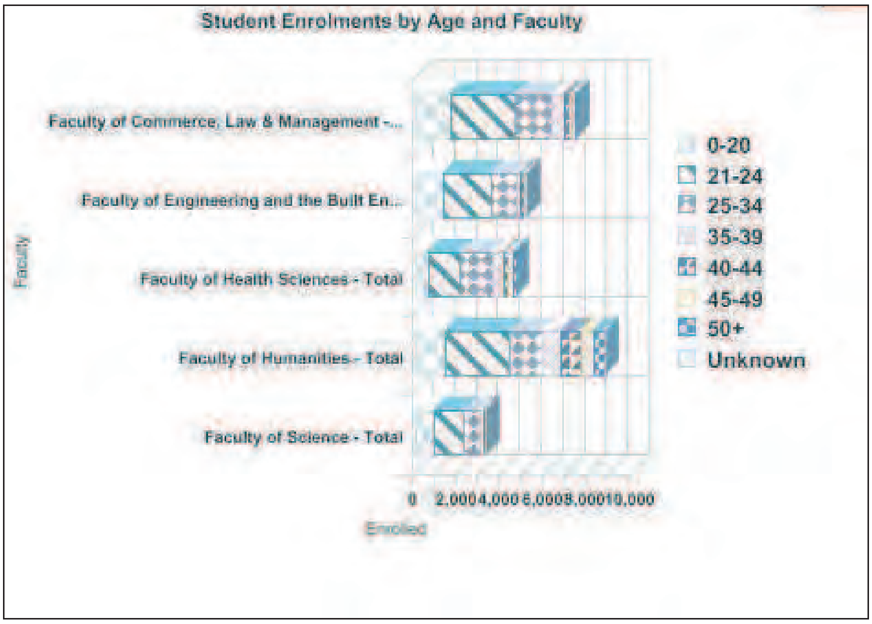
A8: 2009 Student Enrolment by Age

2009

AGE RANGE	Enrolled	% Enrolled
0-20	5569	18.90%
21-24	11016	37.40%
25-34	6817	23.20%
35-39	2198	7.50%
40-44	1727	5.90%
45-49	1105	3.80%
50+	834	2.80%
Unknown	169	0.60%
Grand Total	29435	100.00%



A9: 2009 Student Enrolment by Age and Faculty



The average age distribution across all faculties is: 0-20 yrs (18.9%); 21-24 yrs (37.4%); 25-34yrs (23.2%); 35-39 yrs (7.5%); 40-44 yrs (5.9%); 45-49 yrs (3.8%); and 50+yrs (2.8%).

A10: 2009 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

Area	Enrolled	%
Johannesburg	10790	36.66%
Rest of Gauteng	10488	35.63%
Gauteng	21278	72.29%
Rest of South Africa	5251	17.84%
South Africa	26529	90.13%
Rest of Africa	2451	8.33%
Africa	28980	98.45%
Rest of World	451	1.53%
Unknown	4	0.01%
Total Region	29435	100.00%

In 2009, 90.13% of the total student enrolment came from South Africa, of which 72.29% were from Gauteng and the remaining 17.84% from the Rest of South Africa.

In the Gauteng region, 36.66% of the total student enrolment was from Johannesburg. 8.33% of the student enrolment came from other African countries and the remaining 1.53% from other continents.

A11: 2009 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

	Faculty of Commerce, Law & Management - Total		Faculty of Engineering and the Built Environment - Total		Faculty of Health Sciences - Total		Faculty of Humanities - Total		Faculty of Science - Total	
Area	Enrolled	%	Enrolled	%	Enrolled	%	Enrolled	%	Enrolled	%
Johannesburg	2972	39.82%	1606	31.31%	1845	39.30%	3129	35.52%	1238	37.09%
Rest of Gauteng	2602	34.87%	1448	28.23%	1438	30.63%	3885	44.10%	1115	33.40%
Gauteng	5574	74.69%	3054	59.53%	3283	69.93%	7014	79.62%	2353	70.49%
Rest of South Africa	1177	15.77%	1500	29.24%	870	18.53%	1105	12.54%	599	17.94%
South Africa	6751	90.46%	4554	88.77%	4153	88.46%	8119	92.17%	2952	88.44%
Rest of Africa	602	8.07%	512	9.98%	451	9.61%	559	6.35%	327	9.80%
Africa	7353	98.53%	5066	98.75%	4604	98.06%	8678	98.51%	3279	98.23%
Rest of World	110	1.47%	64	1.25%	89	1.90%	129	1.46%	59	1.77%
Unknown		0.00%		0.00%	2	0.04%	2	0.02%		0.00%
Grand Total	7463	100.00%	5130	100.00%	4695	100.00%	8809	100.00%	3338	100.00%

A12: 2009 Total Student Enrolment by Qualification Type

2009			
UG / PG	Program Type Description	Enrolled	% Enrolled
Postgraduate	Doctoral Degree	1103	3.70%
	Honours Degree	1245	4.20%
	Masters Degree (Research and Coursework)	4498	15.30%
	Masters Degree (Research)	993	3.40%
	Occasional Student Postgrad	205	0.70%
	Postgraduate Diploma	1288	4.40%
Postgraduate Total		**9332**	**31.70%**
Undergraduate	General Academic 1st Bachelors Degree	9070	30.80%
	Professional 1st Bachelors Degree	9092	30.90%
	Undergraduate Occasional Students	243	0.80%
	Undergraduate Diploma	1698	5.80%
Undergraduate Total		**20103**	**68.30%**
Grand Total		**29435**	**100.00%**

The University offers a host of qualifications, both at undergraduate and postgraduate levels. In 2009, 68.30% of the student enrolment were engaged in undergraduate studies (66.7% in 2008), the remaining 31.70% (33.3% in 2008) of the total enrolment pursued postgraduate studies. The majority of students enrolled for undergraduate study have chosen the general bachelors and the professional bachelors degrees. These two segments, collectively, contribute 61.7% of the total student enrolment.

The masters group comprises 18.7% of the total student enrolment and the doctoral degrees comprise 3.7%. There has been a decrease of 0.3% in the doctoral degrees when compared to 2008.

A13: 2009 Total Student Enrolment by Qualification Type & Faculty

2009		Faculty of Commerce, Law & Management - Total		Faculty of Engineering and the Built Environment - Total		Faculty of Health Sciences - Total		Faculty of Humanities - Total		Faculty of Science - Total	
UG / PG	Program Type Description	Enrolled	%	Enrolled	%	Enrolled	%	Enrolled	%	Enrolled	%
PG	Doctoral Degree	104	1.40%	170	3.30%	215	4.60%	315	3.60%	299	9.00%
	Honours Degree	181	2.40%	61	1.20%			651	7.40%	352	10.50%
	Masters Degree (Research and Coursework)	1507	20.20%	518	10.10%	1560	33.20%	744	8.40%	169	5.10%
	Masters Degree (Research)	30	0.40%	218	4.20%	186	4.00%	188	2.10%	371	11.10%
	Occasional Student Postgrad	102	1.40%	37	0.70%	4	0.10%	54	0.60%	8	0.20%
	Postgraduate Diploma	637	8.50%	374	7.30%	152	3.20%	82	0.90%	43	1.30%
Postgraduate Total		**2561**	**34.30%**	**1378**	**26.90%**	**2117**	**45.10%**	**2034**	**23.10%**	**1242**	**37.20%**
UG	General Academic 1st Bachelors Degree	3444	46.10%	689	13.40%	217	4.60%	2656	30.20%	2064	61.80%
	Professional 1st Bachelors Degree	1383	18.50%	3056	59.60%	2314	49.30%	2339	26.60%		
	Undergraduate Occasional Students	75	1.00%	7	0.10%	23	0.50%	106	1.20%	32	1.00%
	Undergraduate Diploma					24	0.50%	1674	19.00%		
Undergraduate Total		**4902**	**65.70%**	**3752**	**73.10%**	**2578**	**54.90%**	**6775**	**76.90%**	**2096**	**62.80%**
Grand Total		**7463**	**100.00%**	**5130**	**100.00%**	**4695**	**100.00%**	**8809**	**100.00%**	**3338**	**100.00%**

SECTION B: LEVELS OF ACADEMIC PROGRESS IN DIFFERENT DISCIPLINES AND LEVELS OF STUDY FOR 2009

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 Documentary
Apart from providing data for 2009, a comparison has been made to that, provided in this forum for 2008's report.

Note Enrolment 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.

B1.1: 2009 Undergraduate Enrolment and Academic Progress by Different Levels of Study

Ext / Non-Ext Desc	Program Type Description	Enrolled	Proceed	Percentage	Minimum Requirement Not Met	Percentage	Returned To Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage
Grand Total		**20103**	**9146**	**45.50%**	**3721**	**18.51%**	**3925**	**19.52%**	**23**	**0.11%**	**243**	**1.21%**	**55**	**0.27%**
Extended Total		**572**	**254**	**44.41%**	**134**	**23.43%**	**110**	**19.23%**	**0**		**0**		**2**	**0.35%**
Extended	General Academic 1st Bachelors Degree	216	69	31.94%	58	26.85%	38	17.59%	0		0		1	0.46%
	Professional 1st Bachelors Degree	356	185	51.97%	76	21.35%	72	20.22%	0		0		1	0.28%
Not Extended Total		**19531**	**8892**	**45.53%**	**3587**	**18.37%**	**3815**	**19.53%**	**23**	**0.12%**	**243**	**1.24%**	**53**	**0.27%**
Not Extended	General Academic 1st Bachelors Degree	8854	3465	39.13%	2117	23.91%	1764	19.92%	2	0.02%	0		20	0.23%
	Professional 1st Bachelors Degree	8736	4821	55.19%	1465	16.77%	1184	13.55%	18	0.21%	0		20	0.23%
	Undergraduate Diploma	1698	606	35.69%	5	0.29%	867	51.06%	3	0.18%	0		13	0.77%
	Undergraduate Occasional Students	243	0	0.00%	0		0		0		243	100.00%	0	

Of the 19531 students who were not on extended curricula, 45.53% were permitted to proceed, 19.53% were required to return to same year of study and 18.37% failed to meet the minimum requirements.

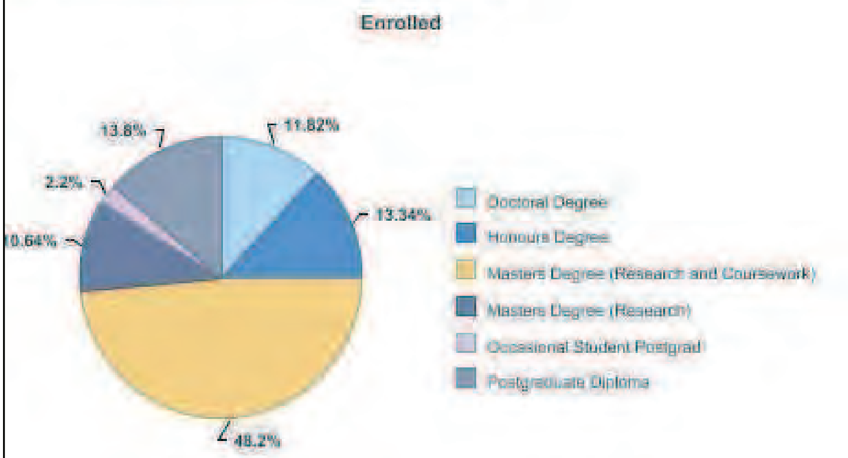
B1.2: 2009 Qualified Undergraduate students

Ext / Non-Ext Desc	Program Type Description	Qualified
Grand Total		**2990**
Extended	General Academic 1st Bachelors Degree	50
	Professional 1st Bachelors Degree	22
Extended Total		**72**
Not Extended	General Academic 1st Bachelors Degree	1486
	Professional 1st Bachelors Degree	1228
	Undergraduate Diploma	204
	Undergraduate Occasional Students	0
Not Extended Total		**2918**

Overall in 2009, 2990 undergraduate students qualified. Of the latter, 2918 were not on extended curricula.

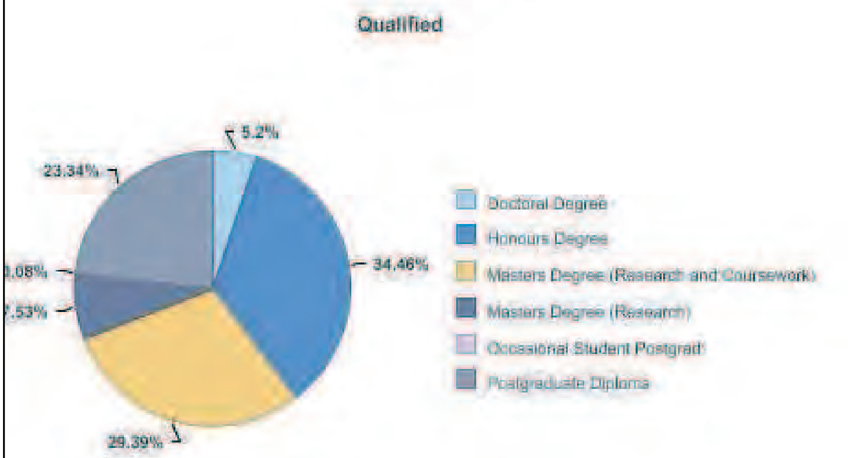
B2.1: 2009 Postgraduate Enrolment

Program Type Description	Enrolled
Grand Total	9332
Doctoral Degree	1103
Honours Degree	1245
Masters Degree (Research and Coursework)	4498
Masters Degree (Research)	993
Occasional Student Postgraduate	205
Postgraduate Diploma	1288



B2.2: 2009 Qualified Postgraduates

Program Type Description	Qualified
Grand Total	2365
Doctoral Degree	123
Honours Degree	815
Masters Degree (Research and Coursework)	695
Masters Degree (Research)	178
Occasional Student Postgraduate	2
Postgraduate Diploma	552



B3.1: 2009 Faculty of Humanities Undergraduate Enrolment and Academic Progress by Different Levels of Study

Ext / Non-Ext Desc	Program Type Description	Enrolled	Proceed	Percentage	Minimum Requirement Not Met	Percentage	Returned To Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage
Grand Total		6775	2985	44.06%	887	13.09%	1852	27.34%	11	0.16%	106	1.56%	21	0.31%
Extended Total		86	23	26.74%	11	12.79%	24	27.91%					1	1.16%
Extended	General Academic 1st Bachelors Degree	51	18	35.29%	3	5.88%	8	15.69%						
	Professional 1st Bachelors Degree	35	5	14.29%	8	22.86%	16	45.71%					1	2.86%
Not Extended Total		6689	2962	44.28%	876	13.10%	1828	27.33%	11	0.16%	106	1.58%	20	0.30%
Not Extended	General Academic 1st Bachelors Degree	2605	880	33.78%	629	24.15%	659	25.30%	1	0.04%			2	0.08%
	Professional 1st Bachelors Degree	2304	1484	64.41%	247	10.72%	302	13.11%	7	0.30%			5	0.22%
	Undergraduate Diploma	1674	598	35.72%			867	51.79%	3	0.18%			13	0.78%
	Undergraduate Occasional Students	106									106	100.00%		

B3.2: 2009 Faculty of Humanities Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Percentage
Grand Total		**913**	**100.00%**
Extended Total		**27**	**2.96%**
Extended	General Academic 1st Bachelors Degree	22	81.48%
	Professional 1st Bachelors Degree	5	18.52%
Not Extended Total		**886**	**97.04%**
Not Extended	General Academic 1st Bachelors Degree	434	48.98%
	Professional 1st Bachelors Degree	259	29.23%
	Undergraduate Diploma	193	21.78%
	Undergraduate Occasional Students	0	0.00%

B3.3: 2009 Faculty of Humanities Postgraduate Enrolment

Program Type Description	Enrolled	Percentage
Grand Total	2034	100.00%
Doctoral Degree	315	15.49%
Honours Degree	651	32.01%
Masters Degree (Research and Coursework)	744	36.58%
Masters Degree (Research)	188	9.24%
Occasional Student Postgraduate	54	2.65%
Postgraduate Diploma	82	4.03%

B3.4: 2009 Faculty of Humanities Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Percentage
Grand Total		715	100.00%
Not Extended Total		715	100.00%
Not Extended	Doctoral Degree	37	5.17%
	Honours Degree	352	49.23%
	Masters Degree (Research and Coursework)	230	32.17%
	Masters Degree (Research)	40	5.59%
	Occasional Student Postgraduate	0	0.00%
	Postgraduate Diploma	56	7.83%

B4.1: 2009 Faculty of Commerce, Law and Management Undergraduate Enrolment and Academic Progress by Different Levels of Study

Ext / Non-Ext Desc	Program Type Description	Enrolled	Proceed	Percentage	Minimum Requirement Not Met	Percentage	Returned To Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage
Grand Total		4902	1989	40.58%	946	19.30%	1050	21.42%	1	0.02%	75	1.53%	18	0.37%
Extended Total		10	2	20.00%	2	20.00%	1	10.00%	0	0.00%	0	0.00%	0	0.00%
Extended	General Academic 1st Bachelors Degree	9	2	22.22%	2	22.22%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Professional 1st Bachelors Degree	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Not Extended Total		4892	1987	40.62%	944	19.30%	1049	21.44%	1	0.02%	75	1.53%	18	0.37%
Not Extended	General Academic 1st Bachelors Degree	3435	1244	36.22%	790	23.00%	803	23.38%	1	0.03%	0	0.00%	14	0.41%
	Professional 1st Bachelors Degree	1382	743	53.76%	154	11.14%	246	17.80%	0	0.00%	0	0.00%	4	0.29%
	Undergraduate Occasional Students	75	0	0.00%	0	0.00%	0	0.00%	0	0.00%	75	100.00%	0	0.00%

B4.2: 2009 Faculty of Commerce, Law and Management Qualified Undergraduates

2009 Faculty of Commerce, Law and Management Qualified Undergraduates			
Ext / Non-Ext Desc	Program Type Description	Qualified	Percentage
Grand Total		823	100.00%
Extended Total		5	0.61%
Extended	General Academic 1st Bachelors Degree	5	100.00%
	Professional 1st Bachelors Degree	0	0.00%
Not Extended Total		818	99.39%
Not Extended	General Academic 1st Bachelors Degree	583	71.27%
	Professional 1st Bachelors Degree	235	28.73%
	Undergraduate Occasional Students	0	0.00%

B4.3: 2009 Faculty of Commerce, Law and Management Postgraduate Enrolment

Program Type Description	Enrolled	Percentage
Grand Total	2561	100.00%
Doctoral Degree	104	4.06%
Honours Degree	181	7.07%
Masters Degree (Research and Coursework)	1507	58.84%
Masters Degree (Research)	30	1.17%
Occasional Student Postgraduate	102	3.98%
Postgraduate Diploma	637	24.87%

B4.4: 2009 Faculty of Commerce, Law and Management Qualified Postgraduates

2009 Faculty of Commerce, Law and Management Qualified Postgraduates			
Ext / Non-Ext Desc	Program Type Description	Qualified	Percentage
Grand Total		645	100.00%
Not Extended Total		645	100.00%
Not Extended	Doctoral Degree	8	1.24%
	Honours Degree	127	19.69%
	Masters Degree (Research and Coursework)	201	31.16%
	Masters Degree (Research)	2	0.31%
	Occasional Student Postgraduate	2	0.31%
	Postgraduate Diploma	305	47.29%

B5.1: 2009 Faculty of Engineering and Built Environment Undergraduate Enrolment and Academic Progress by Different Levels of Study

Ext / Non-Ext Desc	Program Type Description	Enrolled	Proceed	Percentage	Minimum Requirement Not Met	Percentage	Returned To Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage
Grand Total		3752	1666	44.40%	973	25.93%	635	16.92%	2	0.05%	7	0.19%	7	0.19%
Extended Total		184	101	54.89%	33	17.93%	39	21.20%	0	0.00%	0	0.00%	1	0.54%
Extended	General Academic 1st Bachelors	31	15	48.39%	8	25.81%	4	12.90%	0	0.00%	0	0.00%	1	3.23%
	Professional 1st Bachelors Degree	153	86	56.21%	25	16.34%	35	22.88%	0	0.00%	0	0.00%	0	0.00%
Not Extended Total		3568	1565	43.86%	940	26.35%	596	16.70%	2	0.06%	7	0.20%	6	0.17%
Not Extended	General Academic 1st Bachelors	658	357	54.26%	128	19.45%	100	15.20%	0	0.00%	0	0.00%	0	0.00%
	Professional 1st Bachelors Degree	2903	1208	41.61%	812	27.97%	496	17.09%	2	0.07%	0	0.00%	6	0.21%
	Undergraduate Occasional	7	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%	0	0.00%

B5.2: 2009 Faculty of Engineering and the Built Environment Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Percentage
Grand Total		462	100.00%
Extended Total		10	2.16%
Extended	General Academic 1st Bachelors Degree	3	30.00%
	Professional 1st Bachelors Degree	7	70.00%
Not Extended Total		452	97.84%
Not Extended	General Academic 1st Bachelors Degree	73	16.15%
	Professional 1st Bachelors Degree	379	83.85%
	Undergraduate Occasional Students	0	0.00%

B5.3: 2009 Faculty of Engineering and Built Environment Postgraduate Enrolment

Program Type Description	Enrolled	Percentage
Grand Total	**1378**	**100.00%**
Doctoral Degree	170	12.34%
Honours Degree	61	4.43%
Masters Degree (Research and Coursework)	518	37.59%
Masters Degree (Research)	218	15.82%
Occasional Student Postgraduate	37	2.69%
Postgraduate Diploma	374	27.14%

B5.4: 2009 Faculty of Engineering and Built Environment Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Percentage
Grand Total		**328**	**100.00%**
Not Extended Total		**328**	**100.00%**
Not Extended	Doctoral Degree	21	6.40%
	Honours Degree	52	15.85%
	Masters Degree (Research and Coursework)	110	33.54%
	Masters Degree (Research)	40	12.20%
	Occasional Student Postgraduate	0	0.00%
	Postgraduate Diploma	105	32.01%

B6.1: 2009 Faculty of Health Sciences Undergraduates Enrolment and Academic Progress by Different Levels of Study

Ext / Non-Ext Desc	Program Type Description	Enrolled	Proceed	Percentage	Minimum Requirement Not Met	Percentage	Returned To Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage
Grand Total		**2578**	**1615**	**62.65%**	**353**	**13.69%**	**170**	**6.59%**	**0**		**23**	**0.89%**	**6**	**0.23%**
Not Extended Total		**2411**	**1521**	**63.09%**	**310**	**12.86%**	**150**	**6.22%**	**0**		**23**	**0.95%**	**6**	**0.25%**
Not Extended	General Academic 1st Bachelors Degree	217	119	**54.84%**	53	**24.42%**	9	**4.15%**	0		0	**0.00%**	1	**0.46%**
	Professional 1st Bachelors Degree	2147	1394	**64.93%**	252	**11.74%**	141	**6.57%**	0		0	**0.00%**	5	**0.23%**
	Undergraduate Diploma	24	8	**33.33%**	5	**20.83%**	0	**0.00%**	0		0	**0.00%**	0	**0.00%**
	Undergraduate Occasional Students	23	0	**0.00%**	0	**0.00%**	0	**0.00%**	0		23	**100.00%**	0	**0.00%**
Extended Total		**167**	**94**	**56.29%**	**43**	**25.75%**	**20**	**11.98%**	**0**		**0**	**0.00%**	**0**	**0.00%**
Extended	Professional 1st Bachelors Degree	167	94	**56.29%**	43	**25.75%**	20	**11.98%**	0		0	**0.00%**	0	**0.00%**

B6.2: 2009 Faculty of Health Sciences Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Percentage
Grand Total		**411**	100.00%
Not Extended Total		**401**	97.57%
Not Extended	General Academic 1st Bachelors Degree	35	8.73%
	Professional 1st Bachelors Degree	355	88.53%
	Undergraduate Diploma	11	2.74%
	Undergraduate Occasional Students	0	0.00%
Extended Total		**10**	2.43%
Extended	Professional 1st Bachelors Degree	10	100.00%

B6.3: 2009 Faculty of Health Sciences Postgraduate Enrolment

Program Type Description	Enrolled	Percentage
Grand Total	**2117**	100.00%
Doctoral Degree	215	10.16%
Masters Degree (Research and Coursework)	1560	73.69%
Masters Degree (Research)	186	8.79%
Occasional Student Postgraduate	4	0.19%
Postgraduate Diploma	152	7.18%

B6.4: 2009 Faculty of Health Sciences Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Percentage
Grand Total		**230**	100.00%
Not Extended Total		**230**	100.00%
Not Extended	Doctoral Degree	19	8.26%
	Masters Degree (Research and Coursework)	123	53.48%
	Masters Degree (Research)	26	11.30%
	Occasional Student Postgraduate	0	0.00%
	Postgraduate Diploma	62	26.96%

B7.1: 2009 Faculty of Science Undergraduates Enrolment and Academic Progress by Different Levels of Study

Ext / Non-Ext Desc	Program Type Description	Enrolled	Proceed	Percentage	Minimum Requirement Not Met	Percentage	Returned To Yos	Percentage	Decision Pending	Percentage	Non Degree Purpose	Percentage	No Decision	Percentage
Grand Total		**2096**	**885**	**42.22%**	**560**	**26.72%**	**233**	**11.12%**	**0**		**32**	**1.53%**	**4**	**0.19%**
Extended Total		**125**	**32**	**25.60%**	**45**	**36.00%**	**28**	**22.40%**	**0**		**0**	**0.00%**	**0**	**0.00%**
Extended	General Academic 1st Bachelors Degree	125	32	**25.60%**	45	**36.00%**	28	**22.40%**	0		0	**0.00%**	0	**0.00%**
Not Extended Total		**1971**	**853**	**43.28%**	**515**	**26.13%**	**205**	**10.40%**	**0**		**32**	**1.62%**	**4**	**0.20%**
Not Extended	General Academic 1st Bachelors Degree	1939	853	**43.99%**	515	**26.56%**	205	**10.57%**	0		0	**0.00%**	4	**0.21%**
	Undergraduate Occasional Students	32	0	**0.00%**	0	**0.00%**	0	**0.00%**	0		32	**100.00%**	0	**0.00%**

B7.2: 2009 Faculty of Science Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Percentage
Grand Total		**382**	100.00%
Extended Total		**20**	5.24%
Extended	General Academic 1st Bachelors Degree	20	100.00%
Not Extended Total		**362**	94.76%
Not Extended	General Academic 1st Bachelors Degree	362	100.00%
	Undergraduate Occasional Students	0	0.00%

B7.3: 2009 Faculty of Science Postgraduate Enrolment

Program Type Description	Enrolled	Percentage
Grand Total	**1242**	100.00%
Doctoral Degree	299	24.07%
Honours Degree	352	28.34%
Masters Degree (Research and Coursework)	169	13.61%
Masters Degree (Research)	371	29.87%
Occasional Student Postgraduate	8	0.64%
Postgraduate Diploma	43	3.46%

B7.4: 2009 Faculty of Science Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Percentage
Grand Total		**449**	100.00%
Not Extended Total		**449**	100.00%
Not Extended	Doctoral Degree	38	8.46%
	Honours Degree	284	63.25%
	Masters Degree (Research and Coursework)	33	7.35%
	Masters Degree (Research)	70	15.59%
	Occasional Student Postgraduate	0	0.00%
	Postgraduate Diploma	24	5.35%

B8: 2009 Academic Progress by Students who qualified in 2009 by Faculty and Program

Faculty of Commerce, Law & Management

	Program Title	Qualified
Grand Total		**1468**
Undergraduate Total		**822**
Undergraduate	Bachelor of Accountancy	10
	Bachelor of Accounting Science	224
	Bachelor of Commerce	0
	Bachelor of Commerce (Double Major - with Law)	41
	Bachelor of Commerce (Double Major - without Law)	264
	Bachelor of Commerce (Information Systems)	19
	Bachelor of Commerce (Single Major - with Law)	1
	Bachelor of Commerce (Single Major - without Law)	13
	Bachelor of Commerce in Politics, Philosophy and Economics	0
	Bachelor of Economic Science	19
	Bachelor of Economic Science (Actuarial Science)	6
	Bachelor of Laws	225
	Commerce Occasional	0
	Law Occasional	0
Postgraduate Total		**646**
Postgraduate	Bachelor of Accounting Science Honors	0
	Bachelor of Commerce with Honors Business Economics / Human Resource	5
	Bachelor of Commerce with Honors Business Economics / Marketing	11
	Bachelor of Commerce with Honors Business Economics / Insurance & Risk Management	9
	Bachelor of Commerce with Honors Business Economics / Management	9
	Bachelor of Commerce with Honors Business Economics /Business Finance	36
	Bachelor of Commerce with Honors Economics	10
	Bachelor of Commerce with Honors Information Systems	24
	Bachelor of Commerce with Honors Internal Auditing	10
	Bachelor of Economic Science with Honors	13
	Business Administration Occasional (Postgraduate)	2
	Commerce Occasional	0
	Doctor of Philosophy	8
	Higher Diploma in Accountancy	147
	Higher Diploma in Company Law	1
	Higher Diploma in Computer Auditing	26
	Higher Diploma in Labor Law	0
	Higher Diploma in Tax Law	0
	Law Occasional	0
	Management Occasional Studies	0
	Master of Business Administration	89
	Master of Commerce (Dissertation)	1
	Master of Commerce (Economic Science)	9
	Master of Commerce in Accounting	3
	Master of Commerce in Accounting (Taxation)	2
	Master of Commerce in Business Economics (Insurance and Risk Management	0
	Master of Commerce in Economics	11
	Master of Commerce in Information Systems	2
	Master of Commerce in the field of Management and Marketing Information	0

Faculty of Commerce, Law & Management

	Program Title	Qualified
	Master of Economic Science	0
	Master of Laws	10
	Master of Laws (Commercial Law)	31
	Master of Laws (Communications Law)	2
	Master of Laws (Company Law)	7
	Master of Laws (Dissertation)	0
	Master of Laws (Environmental Law)	1
	Master of Laws (Health)	1
	Master of Laws (Human Rights Law)	0
	Master of Laws (Labor Law)	2
	Master of Laws (Pensions)	0
	Master of Laws (Public International Law)	1
	Master of Laws (Public Law)	1
	Master of Laws (Regulatory Law)	1
	Master of Management (Dissertation)	1
	Master of Management (ICT Policy & Regulation)	0
	Master of Management (Local Governance and Development)	0
	Master of Management (Public & Development Management)	26
	Master of Management (Public Policy)	2
	Master of Management (Security)	0
	Postgraduate Diploma in Management (Business Administration)	105
	Postgraduate Diploma in Management (Human Resources Management)	5
	Postgraduate Diploma in Management (Security)	22
	Public & Development Management Occasional	0

Faculty of Engineering and the Built Environment

	Program Title	Qualified
Grand Total		**794**
Undergraduate Total		**464**
Undergraduate	BSc(Engineering) (Metallurgy & Materials)	23
	Bachelor of Architectural Studies	46
	Bachelor of Engineering Science in Biomedical Engineering	9
	Bachelor of Science in Construction Management	18
	Bachelor of Science in Construction Management Studies	0
	Bachelor of Science in Engineering (Aeronautical)	23
	Bachelor of Science in Engineering (Chemical)	49
	Bachelor of Science in Engineering (Civil)	33
	Bachelor of Science in Engineering (Electrical)	46
	Bachelor of Science in Engineering (Electrical) Information	15
	Bachelor of Science in Engineering (Industrial)	20
	Bachelor of Science in Engineering (Mechanical)	47
	Bachelor of Science in Engineering (Mining)	61
	Bachelor of Science in Property Studies	15
	Bachelor of Science in Quantity Surveying	37
	Bachelor of Science in Quantity Surveying Studies	0
	Bachelor of Science in Town and Regional Planning	1
	Bachelor of Science in Urban and Regional Planning	21
	Engineering Occasional (Undergraduate)	0
	Occasional (Undergraduate)	0
Postgraduate Total		**330**

Faculty of Engineering and the Built Environment		
	Program Title	**Qualified**
Postgraduate	Bachelor of Architectural Studies with Honors	39
	Bachelor of Science with Honors in Urban & Regional Planning	13
	Doctor of Philosophy	19
	Doctor of Philosophy (Building)	0
	Doctor of Philosophy (Town and Regional Planning)	0
	Doctor of Science in Architecture	1
	Doctor of Science in Engineering	1
	Engineering Occasional (Postgraduate)	0
	Graduate Diploma in Engineering (Chemical)	1
	Graduate Diploma in Engineering (Civil)	14
	Graduate Diploma in Engineering (Industrial)	4
	Graduate Diploma in Engineering (Mechanical)	8
	Graduate Diploma in Engineering (Metallurgy & Materials)	13
	Graduate Diploma in Engineering (Mining)	59
	Master of Architecture	2
	Master of Architecture (Professional)	30
	Master of Engineering (Civil)	1
	Master of Engineering (Electrical)	9
	Master of Engineering (Industrial)	7
	Master of Engineering (Mechanical)	5
	Master of Engineering (Metallurgy & Materials)	5
	Master of Engineering (Mining)	23
	Master of Science in Building	3
	Master of Science in Development Planning	9
	Master of Science in Engineering	37
	Master of Science in Engineering (Chemical)	0
	Master of Science in Engineering (Civil)	4
	Master of Science in Engineering (Electrical)	4
	Master of Science in Engineering (Industrial)	1
	Master of Science in Engineering (Mechanical)	6
	Master of Science in Engineering (Metallurgy & Materials)	2
	Master of Science in Engineering (Mining)	0
	Master of Science in Housing	1
	Master of Science in Quantity Surveying	0
	Master of Science in Town & Regional Planning	0
	Master of Science in Town & Regional Planning	1
	Master of Urban Design	0
	Occasional (Postgraduate)	0
	Postgraduate Diploma in Property Development and Management	8

Faculty of Health Sciences

	Program Title	Qualified
Grand Total		**641**
Undergraduate Total		**411**
Undergraduate	Bachelor of Clinical Medical Practice	0
	Bachelor of Dental Science	25
	Bachelor of Health Sciences - Biomedical Sciences	25
	Bachelor of Health Sciences - Human Sciences	10
	Bachelor of Medicine and Bachelor of Surgery	192
	Bachelor of Nursing	19
	Bachelor of Pharmacy	41
	Bachelor of Science in Occupational Therapy	41
	Bachelor of Science in Physiotherapy	47
	Diploma in Oral Hygiene	11
	Medicine Occasional (Undergraduate)	0
Postgraduate Total		**230**
Postgraduate	Diploma in Advanced Nursing (Advanced Psychiatric Nursing)	3
	Diploma in Advanced Nursing (Community Health Nursing)	0
	Diploma in Advanced Nursing (Infection Control)	0
	Diploma in Advanced Nursing (Intensive Care Nursing)	0
	Diploma in Advanced Nursing (Nephrology Nursing)	0
	Diploma in Advanced Nursing (Nursing Management)	1
	Diploma in Advanced Nursing (Occupational Health Nursing)	0
	Diploma in Advanced Nursing (Trauma and Emergency Nursing)	2
	Diploma in Advanced Occupational Therapy	0
	Diploma in Occupational Health	23
	Diploma in Public Health	0
	Diploma in Public Health (Health Measurement)	0
	Diploma in Public Health (Health Systems and Policy)	3
	Diploma in Public Health (Hospital Management)	4
	Diploma in Public Health (Occupational Hygiene)	5
	Diploma in Tropical Medicine and Hygiene	20
	Doctor of Philosophy	18
	Doctor of Science in Medicine	1
	Master of Dentistry in the specialty of Community Dentistry	1
	Master of Dentistry in the specialty of Maxillo-Facial and Oral Surgery	1
	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	0
	Master of Family Medicine	6
	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	3
	Master of Medicine in the specialty of Orthopedic 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 Anesthesia	0
	Master of Medicine in the specialty of Internal Medicine	1
	Master of Medicine in the specialty of Family Medicine	0
	Master of Medicine in the specialty of Medical Genetics	0
	Master of Medicine in the specialty of Anatomical Pathology	0
	Master of Medicine in the specialty of Chemical Pathology	1
	Master of Medicine in the specialty of Clinical Pathology	1

Faculty of Health Sciences

	Program Title	Qualified
	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 Hematology	4
	Master of Medicine in the specialty of Microbiology	1
	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 Gynecology	3
	Master of Medicine in the specialty of Otorhinolaryngology	0
	Master of Medicine in the specialty of Pediatrics	4
	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	1
	Master of Medicine in the specialty of Surgery	0
	Master of Medicine in the specialty of Urology	0
	Master of Medicine in the specialty of in Neurological Surgery	0
	Master of Pharmacy	1
	Master of Public Health	0
	Master of Public Health (Disaster Management)	2
	Master of Public Health (Hospital Management)	1
	Master of Public Health (Health Management)	0
	Master of Public Health (Health Measurement)	3
	Master of Public Health (Health Policy and Management)	5
	Master of Public Health (Health Systems and Policy)	1
	Master of Public Health (Maternal & Child Health)	0
	Master of Public Health (Occupational Hygiene)	6
	Master of Science in Dentistry	5
	Master of Science in Medicine	20
	Master of Science in Medicine (Bioethics & Health Law)	10
	Master of Science in Medicine (Biogenetics)	0
	Master of Science in Medicine (Biology and Control of African Disease Vectors)	1
	Master of Science in Medicine (Child Health Community Pediatrics)	1
	Master of Science in Medicine (Child Health Neurodevelopment)	2
	Master of Science in Medicine (Coursework)	0
	Master of Science in Medicine (Emergency Medicine)	1
	Master of Science in Medicine (Epidemiology & Biostatistics)	16
	Master of Science in Medicine (Genetic Counseling)	2
	Master of Science in Medicine (Nuclear Medicine)	1
	Master of Science in Medicine (Pharmaceutical Affairs)	2
	Master of Science in Medicine (Pharmacotherapy)	0
	Master of Science in Medicine (Population-Based Field Epidemiology)	10
	Master of Science in Medicine (Sports Medicine)	0
	Master of Science in Medicine (Sports Science)	0
	Master of Science in Nursing	10
	Master of Science in Occupational Therapy	6
	Master of Science in Physiotherapy	13
	Medicine Occasional (Postgraduate)	0
	Postgraduate Diploma in Child Health (Neurodevelopment)	1

Faculty of Humanities

	Program Title	Qualified
Grand Total		**1634**
Undergraduate Total		**915**
Undergraduate	Advanced Certificate in Education	13
	Advanced Certificate in Education (Human Rights & Values ED)	0
	Advanced Certificate in Education (Mathematical Literacy)	1
	Advanced Certificate in Education (Physical Science)	9
	Advanced Certificate in Education (Upgrade: Arts and Culture)	0
	Advanced Certificate in Education (Upgrade: English Teaching)	0
	Advanced Certificate in Education (Upgrade: Foundation Phase)	0
	Advanced Certificate in Education (Upgrade: Intermediate and Senior)	0
	Advanced Certificate in Education (Upgrading: Deaf Education)	8
	Advanced Certificate in Education (Upgrading: Science)	6
	Advanced Certificate in Education in Mathematics (FET)	5
	Advanced Certificate in Education in Mathematics (GET)	0
	Advanced Certificate in Education in School Leadership and Management	151
	Arts Occasional Undergraduate Studies	0
	Bachelor of Arts	456
	Bachelor of Arts in Dramatic Art	42
	Bachelor of Arts in Fine Arts	34
	Bachelor of Arts in Social Work	0
	Bachelor of Arts in Speech and Hearing Therapy	23
	Bachelor of Education (Foundation Phase)	21
	Bachelor of Education (Foundation and Early Childhood Development)	32
	Bachelor of Education (Intermediate and Senior Phase)	50
	Bachelor of Education (Senior Phase and Further Education Training)	0
	Bachelor of Education (Senior and Further Education Training: English)	2
	Bachelor of Education (Senior and Further Education Training: Mathematics)	12
	Bachelor of Education (Senior and Further Education Training: Physical Science)	3
	Bachelor of Education (Senior and Further Education Training: Technology: Technika)	3
	Bachelor of Education (Senior & FET: Econ & Management Science)	8
	Bachelor of Education (Senior & FET: Tech: Consumer Science)	1
	Bachelor of Music	7
	Bachelor of Social Work	27
	Education Occasional Undergraduate Studies	0
	Higher Diploma in Education (Junior Primary) Foundation	0
	Higher Diploma in Education (Senior Primary) Intermediate	1
	Higher Diploma in Education Secondary Business Studies	0
	Higher Diploma in Education Secondary Technika	0
Postgraduate Total		**719**
Postgraduate	Arts Occasional Postgraduate Studies	0
	Bachelor of Arts with Honors	268
	Bachelor of Arts with Joint Honors	2
	Bachelor of Education with Honors	80
	Bachelor of Education with Honors in Adult Education	0
	Bachelor of Education with Honors in Educational Psychology	3
	Doctor of Literature	0
	Doctor of Music	2
	Doctor of Philosophy	35
	Education Occasional Postgraduate Studies	0

Faculty of Humanities

	Program Title	Qualified
	Master of Arts by Coursework and Research Report	141
	Master of Arts by Research	29
	Master of Arts in Audiology by Coursework and Research Report	0
	Master of Arts in Audiology by Research	0
	Master of Arts in Clinical Psychology	18
	Master of Arts in Community-based Counseling Psychology	17
	Master of Arts in Fine Arts by Coursework and Research Report	0
	Master of Arts in Fine Arts by Research	6
	Master of Arts in Heritage by Coursework and Research Report	2
	Master of Arts in Rock Art Studies by Research	0
	Master of Arts in Social Work by Coursework and Research Report	1
	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	6
	Master of Education by Coursework and Research Report	22
	Master of Education by Research	3
	Master of Education in Educational Psychology	22
	Master of Music	1
	Master of Music by Coursework and Research Report	3
	Postgraduate Certificate in Education	45
	Postgraduate Diploma in Arts	8
	Postgraduate Diploma in Education	1
	Postgraduate Diploma in Translation and Interpreting	2

Faculty of Science

	Program Title	Qualified
Grand Total		**831**
Undergraduate Total		**382**
Undergraduate	Bachelor of Science	382
	Science Occasional Studies (Undergraduate)	0
Postgraduate Total		**449**
Postgraduate	Bachelor of Science with Honors	284
	Doctor of Philosophy	38
	Higher Diploma in Computer Science	11
	Master of Science (Coursework and Research Report)	33
	Master of Science (Dissertation)	70
	Postgraduate Diploma in Science	6
	Postgraduate Diploma in Scientific Studies	7
	Science Occasional Studies (Postgraduate)	0

7. FACILITIES AND MAJOR CAPITAL WORKS

MANAGEMENT OF IMMOVABLE RESOURCES/ESTATE MANAGEMENT

Campus Development and Planning:

In view of the operational requirements arising out of the implementation of the University's Capital Programme, in which the Department of Higher Education and Training is a major donor, the University took the strategic decision to establish the Campus Development and Planning Division whose key responsibility is to ensure service delivery and manage the campus development program.

The following capital projects were undertaken in 2009:

7.1. Chamber of Mines Engineering Building – 4th Quadrant

Work commenced in January 2009 to construct the 4th Quadrant of the Engineering building which had remained unfinished since the late 1980s. The project is on track for completion in March 2010 within the approved budget. Included in the facility will be a suite of new engineering laboratories and related facilities. Phase 2 of this project will include the refurbishment of portions of the previous existing three quadrants. It is anticipated that this construction will commence in April 2010.

7.2. Professional Development Hub

This project is on track for completion in March 2010. On completion, this facility will accommodate Wits Enterprise and Wits Language School, and fulfill space accommodations resulting from the University short course offerings.

7.3. Undergraduate Science Centre

This project commenced on site in November 2009 and will provide over 1000 first-year bench spaces in chemistry, physics and biology undergraduate laboratories as well as large lecture venues for approximately 1 000 students, which will be to the benefit of the entire University community.

7.4. FNB Building

The FNB building extension and upgrade was completed in 2009. This new facility created a number of large teaching venues, accommodating an expanded student enrolment. Three additional lecture venues (200 seats each) were created over and above the new 450 and 350 seat auditoriums, through the combination of underutilized smaller lecture venues. The upgraded facility provides state-of-the-art electronic access and audio-visual teaching facilities as well as new and refurbished seminar rooms, tutorial rooms and offices.

7.5. Wits Student Residence Project - Parktown

Construction on this project is due to commence in March 2010, with a first phase completion date of May 2011 and full occupation in 2012, and will provide 1200 new beds on final completion.

7.6. Acquisition of property

The University is currently in the process of acquiring property in Braamfontein along Juta Street for the development of undergraduate student residence. In view of the logistical challenges arising out of the student development project embarked on for stand 815 in Parktown, it had been decided that the Juta Street student residence development project would be delayed by a year and construction would only commence in 2011 with occupation scheduled for 2013. The acquisition of the following properties will however be concluded in 2010 financial year i.e. stand 2815, 2816, 2817, 2818, 2819, 2820, 2821 and 2822.

7.7. Updated University Design and Development Framework

The University embarked on a substantive review and update of its 2004 Spatial Development Framework in order to realign its management of infrastructure and property portfolio with its strategic objectives going forward, in line with and support of the regional objectives of the City of Johannesburg, as it is a major property owner within the Braamfontein and Parktown areas and could have a significant impact on urban regeneration within these areas. The updated University Design and Development Framework was approved after consultation with internal and external stakeholders at the University Council meeting of June 2009. Further work is now in progress on the University Design and Development Framework in relation to the following areas: Sustainability and environmental considerations and improvements, campus housing, sport and recreation, land regularization and legal register update amongst others, transportation and traffic studies. The University is now in a position to carefully guide infrastructure investment within an informed framework in support of its long-term strategic objectives, and work on the University Design and Development Framework will be ongoing in pursuit of refinement thereof and adapting the study in order to keep it relevant and responsive to the ever-changing surrounding property market the University is located within.

8. EVENTS (INCLUDING FUNCTIONS AND CONFERENCES)

MONTH	FUNCTION DETAILS
January	
14	CISA Lecture & Dinner
24	Dermpath Symposium
29	Multi sectoral collaboration dinner at Savernake
29	Law School luncheon
30	SET & SET secretaries' luncheon
February	
1	Welcome Day
2	Vice-Chancellor hosted dinner at Savernake
4	Linda Givon lunch
5	Carnegie visit & lunch
9	Professor R Moore & guests lunch
11	Vice-Chancellor & Oxford University dinner
12	Public Debate
16	ICC PSC & Bilateral
17	Professor B Bozzoli & guests dinner
25	Staff Induction Lunch
25	Public Debate
March	
1	Helen Suzman Memorial Celebration
3	Drama for life
8	Vice-Chancellor's Prestige Scholarships Breakfast
11	Dinner at Savernake
11	Public Debate
12	Visit by the Minister of Education
17	Humanities Graduation (Education only)
20	Principals' Function
28	Black Alumni Dinner in Durban
30	Vice-Chancellor hosted Dinner
31	DAAD visit
31	Humanities Graduation (BA - undergraduate)
April	
1	CISA Dinner at Savernake
2	Commerce, Law & Management Graduation (Law)
6	Rwandese Students Welcome
6	Public Debate
7	Humanities Graduation (BA – Undergraduate)
8	Professor Jenkins' Farewell
14	Kagiso Signing Ceremony
14	Humanities Graduation (Honours & Masters only)
15	Long Service Awards
15	African Ambassadors Dinner
16	Accounting Alumni Dinner
17	GCRO, GEDA & Wits Colloquium
21	Science Graduation (Physics/Anatomy/Physiology-Undergraduate &Honours)
23	Professor B Bozzoli lunch
23	Science Graduation (Mathematics- Undergraduate & Honours)
28	David Webster Memorial Lecture & Dinner
30	Science Graduation (Animal, Plant & Environmental Sciences, Molecular & Cell Biology, Earth Sciences)
May	
5	CLM Graduation (BAcSi & BAcc)
7	Humanities Graduation (Professional Honours & Postgraduate Diplomas)
8	Wale Cocktail
12	Engineering & the Built Environment Graduation (Undergraduates)
13	Science Prize-Giving
14	CLM Graduation (Commerce)
19	Engineering & the Built Environment Graduation (Postgraduates)
21	Commerce Law & Management Graduation (Commerce)
21	Economics and Business Science Prize-Giving
22	Accounting Prize-Giving
26	SET Lunch
26-30	History Expo

June	
18-20	Facing the Archives
23	General Graduation
24	Commerce Law & Management Graduation (Commerce)
July	
6	Carbon Dioxide Public Lecture
8	Professor Joseph Stiglitz Visit
8	CARTA Launch
10	Targeting Talent Graduation & Celebration
14	Set & New Head of School Lunch in the CDR
15	GCRO Workshop
28	JCSE Cocktail Reception
August	
11	Women's Day Lunch
18	Staff Donor Appreciation Lunch
6	Carbon Dioxide Public Lecture
September	
1	Set & Avusa Media Lunch
3	Free & Open Software System Awareness Day
11	Farewell/Retirement Herman Kroukamp
13	Walter Milton Cricket Match and Tea
22	Public Lecture - Professor Boehmer
22	Visit by Mr Thabo Mbeki
23	Lunch for Mike Khuboni with Eskom
30	Bernard Price Memorial Lecture
October	
1	Wits University Health & Education Trust
3	Annual Senate and Council Dinner
6	John Orr Memorial Lecture
9	Lunch with Guests from the Mellon Foundation
13	Inaugural Lecture of Professor Charles Feldman
14	Inaugural Lecture of Professor Coleen Vogel
18-25	John Moffat Anniversary Celebration week
19	Inaugural Lecture of Professor Chrissie Rey
20	Inaugural Lecture of Professor Alison Todes
20	Joburg Radio Days Event
21	Postgraduate Symposium
22	Postgraduate Symposium
23	IEASA Strategic Planning Event
26	A-Rated scientist Luncheon
28	Welcome, Farewell and Celebration Dinner
28	Inaugural Lecture of Professor David Block
30	Inaugural Lecture of Professor David Coldwell
28	Sellschop Memorial Lecture
November	
2	KIM Presentation
9	Inaugural lecture of Professor Fred Cawood
11	Inaugural Lecture of Professor Brahm Fleisch
11	New Dino Discovery press release by BPI at the Origins Centre
11	Vice-Chancellor hosted lunch for top donors in the Council reception area
12	DOTR Symposium
12	DFO Lunch with BP
12	Inaugural Lecture of Professor Viness Pillay at Medical School
18	Higher Degrees Graduation
18	International Office Luncheon with the Malaysian University
19	Annual Founders' s Tea
19	Farewell dinner for Professor Cock & Webster at Savernake
19	Outgoing/Incoming Student Representative Council
22	Opening of an Exhibition to Celebrate 75th Anniversary of the Cullen Library
24	Lunch with the ambassador of the USA
25	Higher Degrees Graduation
26	Donor Luncheon with the Vice-Chancellor
December	
2	Health Sciences Graduation
7	Launch of the Hearing Aid Bank at Emthonjeni Centre
9	Engineering and the Built Environment Graduation
10	Health Sciences Graduation

9. DIVISION OF STUDENT AFFAIRS

Student Services

The Division of Student Affairs aspires to create the conditions that enhance student learning and personal development. The Division aspires to be a valued *Partner in Shaping the Total Learning Experience* of Wits students, in alignment with the University's goals and priorities.

The Division's primary goal is to actively promote the holistic development of students towards graduation (including the acquisition of values and attitudes for responsible citizenship). The Division, led by the Dean of Student Affairs, consists of the following departments:

- The Office of Residence Life (ORL)
- The Counselling and Careers Development Unit (CCDU)
- The Student Development and Leadership Unit (SDLU)
- The Campus Health and Wellness Centre (CHWC)
- Sports Administration

The Disability Unit which was deeply entrenched in the realm of Student Affairs has been moved to the Registrar's Division.

The Division has a significant role to play in the realisation of the Wits 2022 Vision. To this end, departments within the division of Student Affairs formulated and implemented programmes in 2009 by:

- partnering with other University stakeholders in creating a supportive and enabling environment for effective teaching, learning and research
- collaborating with academic staff in shaping the broad educational experience of Wits students
- jointly delivering programmes that support the holistic development of undergraduate and postgraduate students and contribute significantly to their academic success

The Division used 2009 to consolidate its work and re-engineered several programme offerings. The focus was on becoming programmed-based and research-driven. A new initiative was the implementation of a pilot project on the First Year Experience (FYE) programme. Nine-hundred first-year students participated in this programme to fast-track their preparedness for university education and academic success.

During the consolidation process, it was acknowledged that over many years, the Student Affairs Division had made significant strides in contributing to student development and wellness. The

Division has identified the following critical success factors that have contributed to these achievements:

- All departments within the Division share a common commitment to student development and demonstrate this in many of their programmes
- There is integrated planning and delivery of programmes across all units
- There is a common commitment to service excellence across the division
- The leadership team subscribes to principles of good governance and fiscal discipline
- The Division employs many high quality staff who are experts in their fields of work
- The Division has become more research-focused
- In the Office of the Dean of Students, there has been a paradigm shift towards pro-activity and programme-based approaches to student services
- A strong culture of commitment to the welfare of students

In addition, the Division has accomplished the following:

- Quality Assurance has become an imperative
- CCDU has integrated life skills into certain academic programmes
- In partnership with the School of Human and Community Development, CCDU has become a successful training site for psychology interns
- CHWC is nationally viewed as a highly professional department that enhances student wellness and is used by other institutions for benchmarking
- Sports Administration has continued to create a sense of belonging for students especially through the rapid growth in participation in a wide range of internal leagues and has forged close ties with Alumni Affairs
- The ORL has substantially improved residence facilities and has improved throughput by encouraging a stronger academic focus in residences
- The SDLU has rebranded itself as a unit which creates an enabling environment for critical debate and enquiry and has substantially increased access to leadership development opportunities for all students
- The Office of the Dean of Students has developed and or consolidated a number of policies and procedures pertaining to student issues
- The Office of the Dean of Students has become increasingly more accessible to individual student needs
- There has been national recognition of excellence in Student Affairs – SAASSAP Award in 2003 and NASDEV in 2008
- The co-ordination of the Orientation Week programme by Student Affairs has led to a more coherent, comprehensive, balanced and innovative programme with greater emphasis on adjustment to university life and general student development

The challenge facing the Division is that of positioning the second curriculum at the heart of the academic enterprise. This becomes the Division's primary strategic priority for 2010 - 2011.

Strategic Priorities Redefined

In addition, the Division will focus on the following strategic priorities in 2010:

1. Positioning holistic student development as an integral part of the total learning experience of Wits graduates in the following areas:

   Counselling and Careers Development: to institutionalise more intervention programmes geared towards producing a distinctive total learning experience;

   Campus Housing and Residence Life: to progressively move away from an emphasis on financial and facilities management towards an expanded programme of residence life, including more intense academic support and structured student development;

   Student Development and Leadership: to increase access to leadership opportunities for all students;

   Campus Health and Wellness: to shift from a disease focus model to a holistic wellness programme for the Wits community; and

   Sport: to increase access to, and participation in recreational and competitive sport at all levels, thus necessitating the provision of facilities comparable to the University's competitor institutions.

2. Establishing new and/ or enhancing existing programmes and activities aligned to the strategic priorities and goals of the University – those geared towards academic retention and throughput.

3. Enhancing integrated planning and delivery within the Division and between Divisional Units and other University entities, based on close collaboration with input from stakeholders.

4. Encouraging the University to further improve and develop student facilities and services comparable to the range and standard typical of a world-class institution.

5. Through the FYE to enrich, empower and support students in their adjustment to University life by providing a student-centered developmental experience.

6. Developing the profile and reputation of the Student Affairs Division and of each of its individual entities through formal branding and appropriate marketing.

7. Ensuring compliance with the University's strategic priorities and commitment to service excellence through regular formal monitoring and evaluation of all processes and programmes and of progress towards the realisation of specific departmental goals and objectives.

8. Enhancing existing processes and programmes and developing new programmes aligned to the needs of all postgraduate students, especially those entering Wits University for the first time or re-entering higher education after an interval.

11. WORKING WITH INDUSTRY

11.1 Interaction with primary education facilities (schools)

There was no interaction with primary education facilities.

11.2 Institutional services

Wits Enterprise has developed and offered a successful programme in Entrepreneurship. The programme was offered for the 3rd consecutive year in 2009 to approximately 50 Wits students, in collaboration with Wits Business School's Centre for Entrepreneurship.

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:

- A course in Economic Literacy was offered to Gauteng Economic Development Agency
- Training in Corporate Governance and Financial management was offered to Johannesburg Water
- A course in Small Business Management is offered to informal traders of the City of Johannesburg. This course is sponsored by the City of Johannesburg and forms part of their 2030 vision
- Short course services are also offered to the:
  - Ekurhuleni Department of Health
  - Department of Trade and Industry

11.4 International interactions / partnerships

Short courses managed by Wits Enterprise attracted several participants from African countries. These courses were:

- The Certificate in Mineral Resource Management
- The Professional Certificate in Chief Information Officer(CIO)Practice
- The Certificate in Telecommunications Policy Regulation and Management

Wits Enterprise also administers two examinations annually for the CIMA, a UK-based organisation.

11.5 Industry partners

Short course provision	Research management (contract research and consulting)
Anglogold Ashanti	ABSA
Anglo Platinum	Abramar
BHP Billiton	Anglo
City of Joburg	Anglo Platinum
CIMA	BHP Billiton
De Beers	Cape Nature
Eastern Platinum	CBI
Eskom	Element 6
GFI Mining SA	Eskom
Goldfields	Greenfields
Growthpoint Properties	Innovative Solutions
Harmony Gold	Itasca
Lonmin	Meepong
Murray and Roberts	NLB
Standard bank	Ozz Foundries
Sasol	Powercem
Xtrata	SACEMA
Nedbank	SAEON
First National Bank	Sanlam
Gauteng Tourism	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
African Products
Airbus Military
Amitech SA
Anglo Gold
Anglo Platinum
Asbestos Relief Trust
Bank SETA
Bateman
BHP Billiton
Blue Crane Development Agency
IDRC
City of Johannesburg
CSIR
City Year
Columbus Stainless
CS Manufacturing Co
De Beers
Denel
Department of Communications
Department of Science & Technology (DST)
Department of Trade & Industry (DTI)
Department of Transport (DoT)
Development Bank of Southern Africa (DBSA) E6
Ero Electronics
Eskom
European Union
FAPA
First National Bank
Food and Beverage SETA
Ford Foundation
Gauteng Department of Agriculture & Conservation
Gauteng Shared Services Centre
Global First Products
Golden Nest International Group - China
Goldfields
Holcim
Internet Service Provider's Association
Jaweng Mine
Johnson Matthey

Kentron
Knight Piesold
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
SCAW
Sihahamba Engineering
Skorpion Mine
Spectro Analytical - Germany
Strategic Environmental Focus
Superlawn
Telkom
Total
Tourism, Hospitality and Sport SETA
Uthingo
Unicef
Webber Wenzel Bowens
Wholesale and retail SETA
XSTRATA
Zenex

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

The Knowledge and Information Management (KIM) portfolio was established in 2009 with the appointment of a Deputy Vice Chancellor, Professor Derek Keats, to create a 21st century approach to knowledge and information technology (IT) and resources – in effect a more 'IT savvy Wits'. The portfolio initially consisted of Computer and Network Services (the traditional IT department), the Library (the traditional holder of knowledge and information resources) and Management Information Unit (the traditional creator of information and knowledge from data sources). eLearning was added to the portfolio because this area is necessary in a 21st century, world-class institution. Thus the KIM portfolio now has these four focus areas, in addition to the strategic responsibility of the DVC's office.

During 2009, KIM worked on creating a unified portfolio and bringing the diverse elements together into a unit, while retaining the identities of the four areas and building synergy among them. A KIM high-level strategy was created, and an eLearning strategy was derived from it.

Two major programmes were established:

- the Academic Information Management System (AIMS) to define and create the technology and processes to replace the Oracle Student System, which has been abandoned by Oracle, with a system designed for longevity; and
- the Data Quality and Institutional Process Improvement programme, to look at operational processes across all areas of the institution with a view to engineering more effective and efficient processes and improving the quality of our data

As part of a labour practice improvement exercise, the staff service desk was converted to an outsourced initiative to one in which seventeen team members are permanently employed by Wits. Remote support software was put in place to allow support staff to access the user's PC remotely, and this has improved the speed of problem resolution and increased efficiency of response. Faculty Information and Communication Technology (ICT) committees were created, leading to a closer relationship between the academic IT entities and central IT. A user satisfaction survey was conducted and showed 85% satisfaction for the services rendered by the service desk.

KIM recognizes that mobility and mobile computing is essential in the 21st century and has established the Wireless and Mobile Wits initiative. So far, wireless hotspots have been placed around the campus in critical areas where students gather, and where laptop and mobile device use is possible. Other aspects of mobility will be engaged in 2010.

One of the elements of the KIM strategy is to focus on the benefits and innovation potential of Free and Open Source Software (FOSS) and other Free and Open Educational Resources. To this end, KIM began building capacity in CNS to support FOSS applications and created development capacity in some of the core software development teams at Wits. KIM has also established the eLearning software unit and trained 11 student interns in software development so that they can participate in the innovation elements of the eLearning Support and Innovation Unit. In September, KIM held a FOSS Awareness Day, during which FOSS applications and FOSS development were showcased. The turnout from the campus community and a number of outside stakeholders was excellent.

The iWits administrative system was migrated to new hardware in October/ November 2009. This hardware was procured in the second half of 2009 and is the first major replacement of the server and disk infrastructure of the iWits system since it was first installed in 2004. The new hardware will improve performance and allow for the growth of the system for next five years.

The University's international bandwidth limit increased from 34.752 Mbp/s to 73.832 Mbp/s on the 1st of September 2009 at no additional cost. This was due to Internet Solutions (IS) passing benefits from its SEACOM component to TENET customers. In early December the DST and the CSIR/Meraka announced the commissioning of the long-awaited SANREN national Backbone Network. As a result TENET could replace IS's SEACOM bandwidth for the Gauteng SANREN sites. As from January 2010 the international bandwidth will increase to 335.752 Mbp/s, at a cost similar to the cost that the University was paying for the 34.752 Mbp/s and will change to SEACOM bandwidth from TENET.

A Department of Education (DOE) funded project enabled the University to cable each room to two residences, and the Office of Residence Life also funded the installation of wireless hotspots in computer laboratories in most residences. All residences are now connected to the campus network.

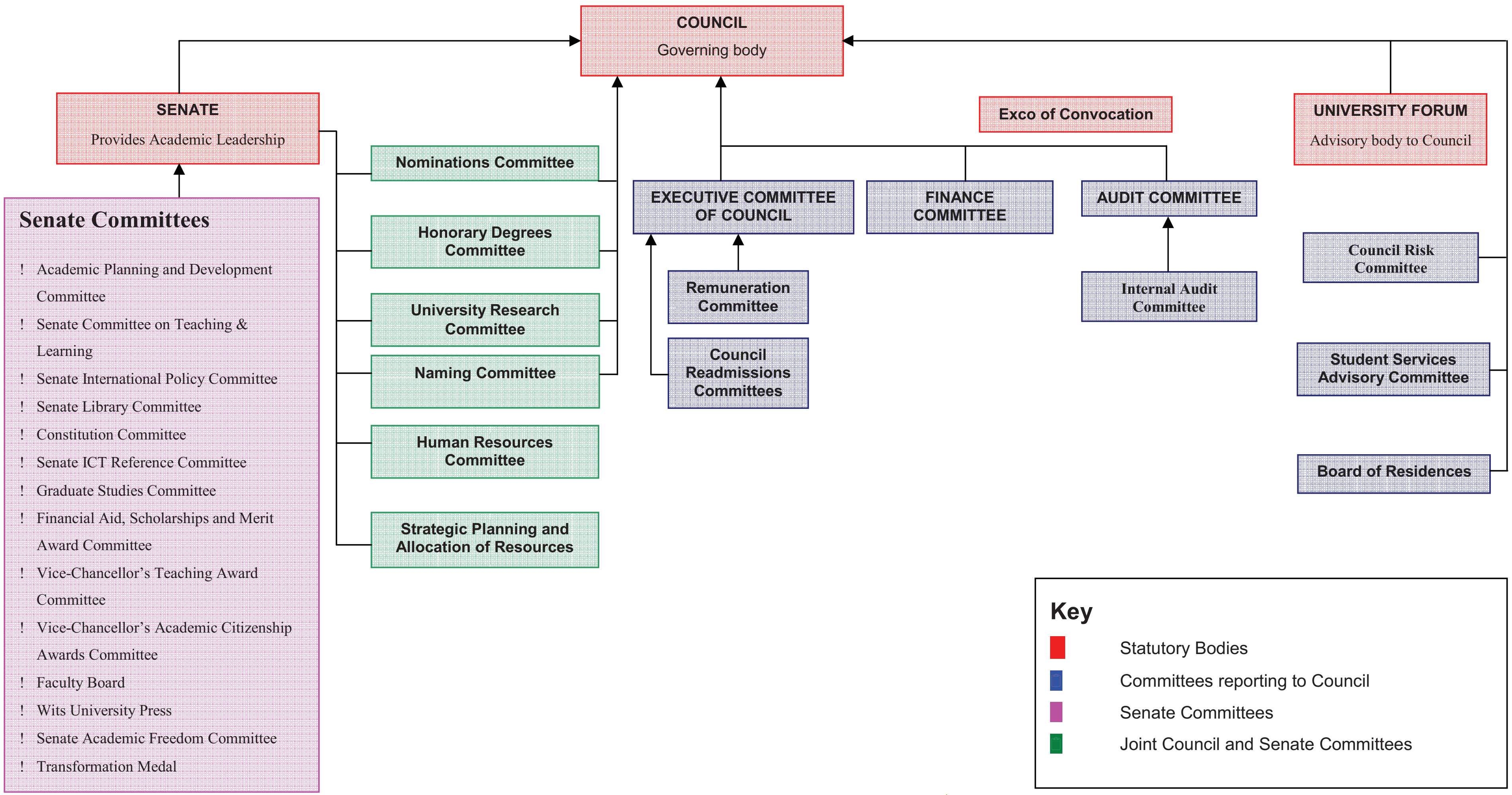
For the first time this year, prospective students were able to check the status of their application online. It is envisioned that this will reduce calls to the Student Enrolment Centre and Faculty offices, and improve service delivery to students. In line with this, CNS launched the first version of the student IT guide, which aims to improve the quality of the student IT experience. The number of student lab desktops increased by over 30% from 1000 to supporting around 1300 machines without markedly increasing the level of support needed.

There was a focus on improving efficiencies through training and the formalisation of processes that support and enhance delivery of IT services. Focus on cost efficiencies related to procuring of services also commenced. A formal incident management process was rolled out resulting in a more efficient and effective provision of IT infrastructure and services.

To contribute to developing our own student base, while at the same time making use of student knowledge and expertise as a lever for innovation, we have formally embarked on a student and graduate internship program. Some of those students have already contributed significantly to our software development, business intelligence, and other key areas.

13. STATEMENT ON CORPORATE GOVERNANCE

Reporting Structures of Council and Senate Committees



13.1 University Governance

The governance of the University is regulated by the Higher Education Act (HEA) 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 the responsibility 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 Vice-Chancellor 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 in accordance with 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 i.e., 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, 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 2009.

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 met in July 2009.

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 may be exercised by the Council only, Council expects the Finance Committee to address such matters in detail and to make appropriate recommendations to Council. The Finance Committee receives regular reports from the Administration and the Financial Resources Allocation Committee and receives occasional matters from a number of administrative committees and committees of the Council. The Finance Committee met six times during 2009.

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 practiced. The Audit Committee met twice during 2009.

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 2009.

13.2.5 Remuneration Committee

The Remuneration Committee's specific terms of reference includes 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 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 2009.

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 meets once annually.

13.2.7 Council Risk

The Council Risk Committee met four times during 2009. The Committee considers 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 Affiliation of Multicultural Societies & Service Agencies (AMSSA).

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 and one special meeting of the Senate were held during the year.

MEETING	DATE
Ordinary	26 February
Ordinary	4 June
Ordinary	27 August
Ordinary	5 November
Special	19 October

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
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 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 Senior 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 of this Report.)

5. LIMITATIONS ON ACCESS TO CERTAIN COURSES

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

6. SIGNIFICANT DEVELOPMENTS AND ACHIEVEMENTS IN INSTRUCTION AND RESEARCH

University of the Witwatersrand Faculty and Schools

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

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

6.1 Faculty of Engineering and the Built Environment (FEBE)

The year 2009 started with a big bang. The results of the first cohort of students from the National Senior Certificate (NSC) examinations were released with lots of expectations. The results did not disappoint! As the automatic offers went out, it was realized that many more applicants were made offers to study in the Faculty than in previous years. After making telephonic calls to all applicants who received offers, it was determined that an unprecedented number of students chose to study at Wits to obtain a professional degree. It did, however, create a huge challenge to FEBE as well as to the Faculty of Science, which teaches service courses for our programs, e.g. mathematics, physics, mechanics and chemistry. Nothing could have prepared FEBE for the differently-prepared students that came out of the secondary schools with the new NSC. With the dedication of a large number of people, FEBE survived 2009, as did many first-year students. FEBE learnt a lot from the experience and now better understands the competencies or lack thereof of students who come through the new NSC. FEBE was able to adjust teaching and learning approaches in many instances. From anecdotal evidence it looks like the Wits first-year students were more successful than most other universities' first-year groups in engineering and the built environment. FEBE is also very thankful to the University for making additional funding available to tackle this problem head-on.

In 2009, the number of engineering students graduating with a first professional degree increased by 50%, when compared to figures from 2006, whereas the number of built environment graduates (BSc and BSc Hons) increased by about 10%. The number of PhDs awarded increased from 12 to 22, whereas the number of masters degree graduates fell by about 14% and the postgraduate diplomas awarded rose by 8%. The demography of the graduates was very good with the majority of graduates being black and about 25% female. The lower number of masters degrees was caused by the increased economic activities in the country before the recession. FEBE expects these numbers to rise again from 2011. The year 2009 also saw the first enrolment of students in the BSc in Nuclear Science and Engineering degree, which is a joint venture between FEBE and the Faculty of Science. Another approved three-year degree will be introduced in 2011, i.e. the BSc in Applied Computing, which will be offered by three faculties.

Other highlights in FEBE were the commencement of the building activities on the 4th quadrant of the Chamber of Mines Building, the planning for the refurbishment of the other three quarters, and the start of the planning for the expansion of facilities for the School of Construction Economics and Management and the School of Chemical and Metallurgical Engineering, and the planning for the refurbishment of the John Moffat Building. Fundraising for the 4th Quadrant was initially slow due to the compromised economic position most companies found themselves in. However, a number of big donors came to the fore with very generous contributions. This was due to extreme hard work by the Advancement Division (especially Heather Regenass and Martha Molete), the Vice-Chancellor, and staff from the Faculty. Fundraising for the other capital projects will start in due course. The Faculty also completed the revamping and overdue maintenance on the Hillman Building during the year.

6.1.1 School of Architecture and Planning

In 2009, the School began to see the achievement of excellent results on many fronts.

The highlight of the year was clearly the organization and staging of Beyond Modernism. The School presented exhibitions, conferences, colloquia, lectures and more around the celebration of the 50th anniversary of the John Moffat Building and showcased excellent work to a wide series of audiences over the week from 18 to 24 October 2009. As part of those events, Professor Alison Todes presented her inaugural lecture on 21 October. Distinguished visitor Professor Jean Louis Cohen of New York University presented the Rusty Bernstein Memorial lecture on 22 October. Other parts of the Beyond Modernism events included an NRF funded colloquium on research in architecture – the first time architectural researchers have been brought together in this fashion in South Africa – organized by Professor Randall Bird; a joint colloquium with the Gauteng City Regional Observatory (GCRO), called Think Metropole, looking at city regions in different countries; and a research day titled *modernx,* in which scholars and practitioners from South Africa and other countries debated what has become of modernist buildings and public spaces. Beyond Modernism exhibitions included *Avenue Patrice Lumumba* (Guy TIllim) and *50:50 – fifty years of exceptional work,* drawn from alumni of the School, and curated by Sally Gaule and Naomi Roux as well as a cross school student work show.

A conference entitled 'Architecture for memorial sites' was jointly held with the University of Cordoba, Argentina, the Embassy of Argentina, the Foundation for Human Rights and the Constitution Hill Trust, was held at Constitution Hill 27-28 October 2009.

The Centre for Urban and Built Environment Studies (CUBES) hosted the first SA city studies conference from 25-26 June 2009 (in collaboration with ACC-UCT). The conference was part-funded by a knowledge field development grant from the NRF which will also support further activity. 100 people attended and almost 50 papers were presented. CUBES also successfully concluded the management of the Second Cycle (2006 – 2009) of the Holcim Awards for Sustainable Construction with Wits as the Africa Middle East Partner University of the Holcim Foundation for Sustainable Construction in Zurich.

The School was successful in its application for a SARChI NRF Chair in Development Planning and Modelling, and Professor Phil Harrison took up this position in March 2010. Furthermore, Marie Huchzermeyer became the School's second NRF rated researcher winning a B3 rating, and

Professor Lindsay Bremner, formerly of the School and now at Temple University in Philadelphia, was awarded the DSc Architecture for her submission of published work titled 'Writing the City into Being: Johannesburg 1994-2007'.

A Board of Visitors for the school was established with CEOs of major organizations in private and public sectors as members, and including alumni and professionals. Successful meetings were held in February and June and the Board participated in the School's Beyond Modernism events in October.

A number of School staff – Paul Kotze, Hannah le Roux, Jonathan Noble, Lone Poulsen and Melinda Silverman – contributed to a new book edited by Ora Joubert. The book is entitled '10 Years + 100 buildings, Architecture in a Democratic South Africa', it focuses on the best architectural projects in SA since 1994, and was launched in May 2009.

The suite of architecture degrees received full validation for four years from the South African Council for the Architectural Professions. Also, the Masters of Urban Design was reintroduced for the first time in a decade and attracted excellent professional candidates. A number of students excelled by winning national competitions in their areas, proving once again that Wits produces talented graduates in architecture and planning. The School was also successful in recruiting and placing exchange students.

A number of staff were invited to participate and present their work at important events.

6.1.2 School of Chemical and Metallurgical Engineering

In July 2009, Professor Sunny Iyuke was appointed as Head of School. The new head started off his term with a team building exercise for all staff members. The new spirit in the school is one of participation and sharing in the running of the School as a collective.

The School started its preparations in January 2008 for the follow-up visit by the Engineering Council of South Africa during the last term of 2009. Programme and curriculum changes have been effected and successfully implemented. The outcome of the follow-up visit was that the two programmes in chemical and metallurgical engineering, respectively, are now both accredited until the next regular visit in 2012. In the process of revising the programmes, one of the outcomes was the creation of common courses between the two disciplines which resulted in a better utilization of teaching resources. The load on the students was also reduced.

Also in this school, the first-year enrolment was much higher than expected. Although the staff took it in their stride, the situation is not sustainable unless more teaching resources such as staff, laboratory space and lecture venues are made available.

Despite the challenges in dealing with larger student numbers in almost all the years of study, as well as a healthy postgraduate student body, the school remains the top achiever in terms of research publication outputs in the faculty, and one of the best in the University. The research entities remain strong, and the young staff members are coming into their own in terms of research funding and research outputs, which is very encouraging. A number of prestigious awards were won by the senior researchers.

During 2009, the School successfully composed an Advisory Board involving industrial partners. The first meeting of this board will be in 2010. Besides their advisory role, the Board is expected to help the School in fund-raising.

The ongoing occupational health and safety work in the school has lead to the School re-evaluating the optimal usage of space, especially the way in which laboratories are put together and managed. The fine balance between safety and security remains critical.

Staff members of the School remain committed to community engagement, and serve on a number of professional bodies and other forums where their contributions are highly valued.

6.1.3 School of Civil and Environmental Engineering

The School successfully completed the quinquennial review during this year and received an overall commendation. Despite the ever-increasing undergraduate student numbers, the School managed to keep up its level of research outputs, which is commendable. The School also received notification that its two professional programmes are accredited by the Engineering Council of South Africa until the next regular visit in 2012.

As mentioned, the School had a good year for research outputs with 14 journal publications, 23 conference proceedings and one book. Furthermore, Professor Chris James and Professor Y Ballim received higher NRF ratings of B3 and C1 respectively. Some of the other research highlights also include Professor James delivering an invited keynote address to the Engineers Australia, 9th National Conference on Hydraulics in Water Engineering, and Dr. Anne Fitchett participating in the team that won the prestigious Building of the Year Award at the World Architecture Festival for the stabilized earth visitors' centre in the Mapungubwe National Park.

The School reinvigorated its contacts with alumni and local industry and, as a result, funding started to be committed to the School's special fund.

During a year when the School received its highest number, namely 2500, of applicants to study civil engineering, it also had its highest number of registered first year students, namely 284. Although the School managed the situation well, delivery of instruction to such high student numbers is not sustainable. This problem was caused by the better-than-expected performance of students who wrote the NSC. The University and the Faculty put measures in place to manage the increased first year student numbers, better in 2010 than in 2009. It is worth mentioning that the number of graduates from the first professional degree has tripled since 2006.

During 2009, the majority of the renovations in the School building, the Hillman Building, were completed, including a security upgrade. The School also completed a series of maintenance upgrades of all of its laboratory equipment, with the result that all equipment is now fully functional.

"Green the Hillman Building" is a new project the School embarked upon this year. Solar water heaters which they designed and built were installed to heat the building's water; a grey water system was installed to recycle water; a roof garden project was initiated and plans were also made to provide electrical energy using wind turbines.

An interesting piece of information is that a former graduate of the School, Michael Bear, was elected Lord Mayor of London for the term 2010 to 2011.

6.1.4 School of Construction Economics and Management

The year started with the finalization of the quinquennial review QQR process of the School, which led to commendations, and a large number of recommendations. The School prepared an improvement plan, even before the QQR was completed. The governance structures, including student leadership structures, were strengthened significantly to support the school through this period of change and growth. This year was one of teaching and learning development including major curriculum development, of the undergraduate and honours programmes, under the leadership of the acting Head of School. A research culture is being re-established, and improvements are already visible, with more staff members making more contributions to conferences and journal publications. Some staff were putting the final touches to their PhDs, which will definitely improve the supervisory capacity of the school.

A fast rise in student numbers over the past three to four years put additional strain on the already stretched academic staff. Fortunately, it seems that the numbers have saturated, and with the new University and faculty expanded process of making offers to potential students, the numbers can be managed better.

Plans for the expansion of the physical infrastructure of this school will be finalized in the near future. This process, funded in part by the DoE, will certainly further the galvanizing of the School into something special.

6.1.5 School of Electrical and Information Engineering

In 2009, the key achievements were the following:

The School focused on the new building, the Chamber of Mines 4th Quadrant, and how best to use the space that was allocated to the School. The opportunity was used to not only develop and enhance the undergraduate laboratory spaces for the larger number of undergraduate students they are committed to, but most importantly to develop a research section for the growing numbers of postgraduate students and the School's redefined research focus areas. The undergraduate section along the South side of the building includes the CBI-electric Laboratory, the Skills Development Laboratory (new); and a Final Year Study (new). The research section along the North side of the building incorporates the Convergence Laboratory, the Biomedical Laboratory (new), the Electronics Laboratory, the Systems and Control Laboratory, the Telecomms Signal Processing Laboratory (new). The school is also redeveloping a teaching laboratory in the Genmin laboratories that will draw on information technologies to facilitate the better teaching of energy and power engineering principles. The development of the laboratory is being undertaken in partnership with industry.

The research focus of the school was redefined to place emphasis on Energy and Information (the two commodities of modern industry). This helps to break down the research silos and allow flexibility of association to best capitalise on opportunities.

The School now has final confirmation that the undergraduate programme is stable, highly regarded, and 'self-regulating' – in that the processes in place to support it are now well entrenched, being understood and trusted by the staff and student alike.

Researchers in the School are leading the energy project on campus. The goal is to determine the installed capacity of Wits, to install connected meters, and then to manage the load. They are also working on the integration of other energy sources such as wind and photovoltaic energy into the grid.

Other leading contributions to the research agenda included aspects of lightning, biomedical engineering and convergence.

6.1.6 School of Mechanical, Industrial and Aeronautical Engineering

This was a year when the number of first year students increased significantly with a huge interest in all the three programmes, i.e. mechanical, industrial and, especially, aeronautical engineering. This year also saw the first intake of about 25 students for the new BSc in Nuclear Science and Engineering programme. These events stretched the resources of the school. The school graduated a record number of engineers in 2009.

Even though the large numbers of students was a challenge, the school supported the LEAD programme through the enthusiastic leadership and contributions of Mr Hartmann and Mr Dessein. This successful progamme catered for a cross section of high school students from South Africa and the USA. The Engineering group was daily challenged with a variety of engineering projects they had to build, and excursions to industries and a theme park.

The centres in the school did particularly well, with the National Aerospace Centre of Excellence delivering on most of its mandate; and the Centre for Mechanised Mining settling in; and attracting research projects and delivering courses as envisaged. The National Aerospace Centre of Excellence (NACoE) awarded 41 bursaries to students. This will increase with further industry support. The Centre also participated in various activities that increased the awareness of careers in aerospace. Agreements with large international companies involved in aerospace, assisted in soliciting and improving research programmes in aeronautical dynamics and control, and aerospace manufacturing materials and processes.

Ten staff and students of the Flow Research Unit presented papers at an international conference on shock waves held in St Petersburg in Russia, where one of the Wits students won a prize for the top student paper.

Upon his return, Professor Beric Skews delivered the prestigious John Orr Memorial Lecture, on the invitation of the SA Mechanical Engineering Institute, in a number of centres across the country.

6.1.7 School of Mining Engineering

The School of Mining Engineering is one of the largest mining schools in the world, and the leading school of mining engineering in Africa. In 2009, the school produced 61 graduates from the BScEng programme, the largest number in its history. A better statistic is that 30% of these graduates were female, and that almost all the graduates were black. The school also produced a large number of masters graduates and graduate diplomates in engineering.

All of this happened despite the huge enrolment of first year students in the mining engineering programme, and the continued shortage of academic staff due to the national scarce skills shortage in the various specialist areas within mining engineering. During the year, the Centre for Sustainability in Mining and Industry associated with the School, continued their education and training programmes for the industry, while securing the contract for training of the Mine Health Safety Inspectorate. The School also participated in the Masters for International Mining Engineers, together with six internationally leading mining schools.

The school is also a beneficiary of an expansion in laboratory accommodation in the Chamber of Mines Building, and participated in the planning and fundraising for the building. The mining industry contributed significantly to the new building and the refurbishment of the existing building.

The Head of the School of Mining Engineering,Professor Huw Phillips, stepped down as the head of the school at the end of the year, after about 24 years of steering the school to become one of the best and biggest schools of mining engineering in the world. He left a legacy that is very hard to follow, but the School has the greatest confidence that the new head of school, Professor Fred Cawood, will take the school into the future.

6.2 Faculty of Commerce, Law and Management

6.2.1 A Faculty overview

Introduction

This Faculty comprises five schools: the Graduate School of Business Administration, Graduate School of Public and Development Administration (two strictly postgraduate schools) and the School of Accountancy (strong professional orientation), the School of Economic and Business Sciences (undergraduate and postgraduate offering) and the School of Law (undergraduate and postgraduate, a mix of academic and professional focus).

During 2009, Professor Mthuli Ncube took over as Dean of the Faculty in the second half of the year. Professor Ncube was previously the Director of the Wits Business School. The transition has been seamless, and all the relevant statutory committees have been running smoothly. The Faculty Board and the Faculty Executive committee, chaired by the Dean, managed the strategic and operational work of the Faculty for the year 2009. The Faculty Executive met eight times in 2009, and the Faculty Board met on three occasions. Other critical committees of the Faculty were the Staffing and Promotions Committee (SPC) and the Faculty Academic Planning Committee (FAPC). The SPC was responsible for all aspects of senior appointments, confirmations, promotions and approval, and later reports of sabbatical leave. The FAPC is responsible for all new academic developments and quality assurance approval for new degree and short courses. The Faculty has ensured that its Standings orders for all programmes were up to date in 2009.

Leadership at school level saw some changes during 2009. **Professor Jacqueline Arendse** took over as the Head of the School of Accountancy on 1 May 2009. Professor Arendse has restored stability to the school, which in turn has paved the way for the achievement of a number of significant milestones during 2009: The South African Institute of Chartered Accountants' (SAICA) accreditation of the Bachelor of Accounting Science; the Bachelor of Accounting Science with Honours and the Higher Diploma in Accountancy was upgraded. The concerns raised in the 2008 accreditation report have all now, largely, been addressed by the School and the University management.

Professor A Lumby led the school of Economics and Business Sciences with distinction, but sadly, passed away at the end of 2009. Professor Harry Zarenda then took over the leadership of the school as Acting Head. **Professor M Ncube**, as Director and Head of School of the Graduate School of Business Administration, took over as the Dean of the Faculty of Commerce, Law and Management on 10 August 2009. **Professor Boris Urban** was then appointed as Acting head of the school for the rest of the year. On 18 December 2009, **Professor Bheki Sibiya** was appointed the Director and Head of the Graduate School of Business Administration, for a five-year term. Despite the many changes in leadership the faculty continued to run smoothly.

The leadership of the administrative work of the Faculty was stable during 2009. **Mrs R Marais** is the Faculty Registrar and leads a strong team, managing both the undergraduate and postgraduate programs on West Campus and Parktown campus. **Mrs B Patel's** Human Resource Division is well-run and provided the faculty with appropriate support on all HR matters. As Finance and Business Manager, **Mrs L Dreyer** gave excellent support on budgeting and financial support issues within the faculty.

Delivering on the operational plan

During 2009 the Faculty set its goals in line with the Wits 2010 strategy. Its overall agenda of work was in the areas of encouraging its **Research Drivers**, addressing **High Level and Scarce skills,** establishing and strengthening **Strategic Partnerships**, delivering on **Intellectual achievement**, sustaining its **Financial Strength**, improving the **physical infrastructure** of the Faculty, addressing the implementation of the **Externally-Funded Work Policy** and proactive shaping and responding to **Student Issues**. This agenda for action was presented in the 2009 Operational Plan.

Research-Driven. The Faculty's Research committee, under the Chairmanship of Dr Greg Lee, who took over during Professor Marius Pieterse's sabbatical leave, was active in the delivery on the objectives set in the Faculty Research Plan; approving and supporting research projects in order to increase the volume of research output; providing financial support to numerous staff wishing to attend local and overseas conferences in order to increase the quality of research outputs in DNE accredited journals; offering a time-out opportunity for one staff member in each school in each year to complete a higher degree, thus adding to the number of staff with higher degree qualifications. This saw an increase in the research out of some schools, notably Wits Business School. There has been a rise in postgraduate registrations in four out of the five schools. During 2009 several research reports were converted into articles that were published in accredited journals. Schools are attempting to ensure that their new senior appointees have the qualifications and skills to supervise at Masters and PhD level. Research Incentive funding (RINC) funding is used creatively and in a goal-oriented manner.

High Level and Scarce skills. This goal has been interpreted as guiding our efforts in promoting postgraduate studies and in ensuring that we make sound academic staff appointments. The faculty aimed to strengthen market knowledge about its professional and postgraduate qualifications. Brochures were prepared and distributed to promote the postgraduate qualifications. The Faculty is keenly engaged with professional accreditation of its degrees where appropriate. At the same time, staff development and leadership growth has been a concern and has received attention through performance management, supporting new heads of school, strengthening administrative support and attempting to improve staff:student ratios. The work of Assistant Deans in the areas of Research, Teaching and Learning, Undergraduate Affairs and Graduate Studies strengthened the Faculty's capacity to respond to specific needs of students.

In the area of **Strategic Partnerships,** the Faculty appointed advisory boards at school level. Advisory boards are operational and effective in the Wits Business School and in the School of Law. A new Advisory Board was established for the School of Accountancy in 2008 and became more important in 2009. In 2008 the Faculty documented the range and extent of its many partnerships and links. Several schools have promoted international partnerships – for example, partnerships with the African Economic Research Consortium, the London Business School, the Harvard Law School and the Harvard School of Government are important and active. Partnerships in the African links are important for the Graduate School of Public and Development Management, the Wits Business School and the School of Economic and Business Sciences. The School of Accountancy has nurtured links with professional auditing and accounting practices in Johannesburg. In 2009 efforts were also made to strengthen ties with the alumni of specific schools.

Intellectual Achievement for all schools is demonstrated in the ongoing efforts to promote the academic credibility of disciplines, ensure that our graduates, our research and our teaching are respected in professions, business and government circles, and that our contributions to public engagement offer meaningful insights into our society and its evolution. In 2009, this Faculty produced over 1500 graduates at undergraduate and postgraduate level.

An opportunity exists for the launching of inter-disciplinary degrees across schools in the future.

Financial Strength. The financial strength of the Faculty in 2009 was once again in evidence, enabling its fees and subsidy earnings to make a significant contribution to the overall financial health of the University. The faculty produced a surplus. The Faculty expenditure patterns remained within its budget. There was significant third stream income growth in the Graduate School of Public and Development Management, the Wits Business School, the School of Law, through the Mandela Institute and Wits Plus, the Centre for part-time studies. Budget planning in 2009 was more effective and incorporated the expectation that third stream income (entrepreneurial, short course income) should be included.

Infrastructural Improvements. The major infrastructural project was the redevelopment of the First National Bank building. This has been an exciting expression of renewal on the West Campus and includes the construction of a semi-circular addition on the south side of the building, where two large lecture venues (450 and 350 seats) are located. The older part of the building has been redesigned and teaching venues have been improved. The building will benefit teaching in all the undergraduate programmes in the Faculty, and the teaching venues will also be accessible to Science and Engineering undergraduate classes. The scheme has required considerable project management and planning, and a close working relationship of the Faculty, the Architect (Ms Heather Dodd), Wits' own office of infrastructural developments and the construction team. The Faculty expresses its appreciation and gratitude to the First Rand Foundation and Price Waterhouse Coopers for their significant contributions. The balance of the investment has been sourced from University and government funding.

A further ongoing development has been the planning for the restoration of the old Rembrandt Gallery on the West Campus, and the redevelopment of the Law library in the Law School. Architects' plans were prepared to indicate what needs to be done and likely costs. Funds still need to be found for this development.

The Externally-Funded Work Policy has been applied and staff are becoming more accustomed to applying for permission to undertake consultancy and private work.

Student Issues. Paying attention to all issues relating to students, is central to the work and mandate of the Faculty. In 2009 the Faculty worked hard to improve the quality of service to the students in the Registrar's Office and in the school offices. The latter two offices strive to achieve high levels of service delivery, and to benchmark and measure delivery. Their goal is to treat students with respect and to listen to their concerns with interest and find mutually beneficial solutions. Elements of activity included tutor training, improved library facilities, improved computer facilities for students, and the addition of more electronic databases. Undergraduate students in the B Com and B Acc Science degree courses have continued to receive a teaching DVD and a subscription to the Financial Mail (payment is necessary), with a view to broadening the insights of the students in key courses such as Accountancy and Economics. A student book loan scheme continued to be run by the Faculty; the objective is to lend key textbooks to needy students (mainly NSFAS students, but we support many other students). The Faculty monitors and tracks pass rates in all courses, and courses with high failure rates are placed on a "red list", with a view to further investigation and intervention. The Faculty remains keenly interested in race and gender differentials in pass rates. Curriculum improvements, syllabus changes and the addition of new courses were integral to the work of the Faculty. The Faculty encouraged the participation of students in international and national student development and community engagement projects, and provided material assistance when possible.

6.2.2 Reports from the Schools

The Graduate School of Business Administration – also known as the Wits Business School (WBS)

This school was led by Professor M Ncube up to 9 August 2009, and Professor Boris Urban took over, in August 2009 as Acting Director of the school. Professor Bheki Sibiya took over on 18 December as the Director of the school. This school is strictly a postgraduate school and concentrates on the MBA, the Postgraduate Diploma in Management and PhDs. WBS has maintained close contacts and co-operative joint courses with the London Business School on the International Executive Education Programme. The partnership with Duke Fuqua School of Business in the USA (Duke Fuqua being ranked number one globally in the Financial Times Survey of Business Schools in the last three years), was strengthened with the launch of a joint program in entrepreneurship. Joint programs were also run between the WBS and Cass Business School in London, and Insead in France.

In the Centre for Entrepreneurship, a professor of Entrepreneurship, Professor Boris Urban, was appointed to develop academic programs and act as academic counsellor for the centre. Donor support from the Lamberti Foundation (Wits alumnus) and the Department of Trade and Industry has made this new development possible.

The school developed curricula for two new Master of Management degrees, namely in Finance and Investment management, and Entrepreneurship and New Venture Creation. The programs have a 50% coursework component and a 50% research report component. The programs will be run in 2010.

The school raised private funding for three additional professorial chairs, namely: Coca-Cola chair in Marketing; Chair in Ethics, governance, and Sustainability from the Wessels Trust; and Chair in International Finance from the Dutch Government. If the Lamberti Foundation Chair is included, this brings the number of privately funded chairs to Four (4) which were endowed in a period of three years, a remarkable achievement.

Over 60% of the full-time academic staff at WBS hold PhDs and all new appointments at the level of Senior Lecturer are expected to have a PhD.

An effective workload model is applied in this School that requires staff to teach, to research and to participate in academic citizenship and community outreach activities. It is referred to as the 10+1 model. The production and publication of research is a priority.

This School undertakes a considerable amount of Executive Education which now brings in about R100 million in turnover. These offerings are of relevant short courses required by companies and individuals with the objective of fulfilling direct business education and training needs.

The School has maintained its excellent brand locally and globally and continues to attract excellent students, business clients and partners.

Graduate School of Public and Development Administration

Professor Daniel Plaatjies leads the Graduate School of Public and Development Administration.

Over the year 2009, the Graduate School has convened 12 national public lectures: The Governance Series in partnership with The Weekender and Business Day newspapers. The public lectures were presented by national public political figures such as Mr. Gwede Mantashe, Secretary-General of the ANC, and Ms. Helen Zille, Leader of the Democratic Alliance and Premier of the Western, and a number of Ministers within the South African Government, such as Mr. Trevor Manuel, Minister of the National Planning Commission; Dr. Blade Nzimande, Minister of Higher Education and Training; and Mr Sicelo Shiceka, Minister of Co-operative Governance and Traditional Affairs.

The public lectures have not only influenced overall planning on teaching and learning, research and supervision, but also brought the Graduate School into sharp focus as the leading and cutting edge school in Governance in South Africa and also on the African Continent. Moreover, it enabled the Graduate School to reposition itself in order to be responsive to the needs of all levels and spheres of government and other public institutions.

During 2009, the School re-organised itself into various strategic academic programmes in order to provide greater focus, and also to optimise outputs from its existing limited academic pool. The programmes were:

a) Public Policy and Service-Delivery Management
b) Governance, Ethics and Government
c) Public Finance and Fiscal Management
d) Defence, Security and Crime Prevention Management
e) Disaster Management and Humanitarian Assistance
f) Social Security Policy, Systems, Administration and Management
g) Specialised Research and Supervision Management

In order to strengthen academic and operational capacity around these programmes, Professorial Chairs have been established in the area of: Public Policy and Service-Delivery Management;

Governance, Ethics and Government; Public Finance and Fiscal Management; Social Security Policy, Systems Administration and Management; and Research Studies within Public and Development Administration and Management.

The Chair for Defence Security Management has been in existence for around a decade. With this chair the Graduate School will have five chairs. The process of fundraising has begun in all earnest with in-principle funding support of close to R6million over a four-year period for the Chair: Social Security, Policy, Systems, Administration and Management from the Old Mutual Insurance Company. Fundraising for the other chairs will continue in 2010.

The School's leading areas are:

- An unparalleled PhD and various masters degrees programmes within the fields of public policy; public management; defence and security management; an information communication technology
- The research hub to support innovation research and production of knowledge about the challenges of public management and development in Africa and South Africa to academics – permanent and visiting fellows; including students within the various degrees programmes
- Well respected and innovative short courses that generate third stream income. These programmes are sought after by countries and governments in South Africa and the rest of the African continent
- A reputation for innovation in curriculum, management and leadership development; and
- Centre for Defence and Security Management (CDSM) and The Southern African Defence & Security Management Network (SADSEM) lead in the area of security management research and development, and are poised to extend this lead by delving into the debates about human security, Africa and the developmental state. LINK similarly influence debates in the area of ICT policy and regulation

Over and above the strategic partnerships with various departments at local, provincial and national levels within the South African government, the Graduate School has formed a number of strategic linkages with specific countries on the African continent. While these partnerships are formed to support strengthening democratic states and government, it also serves as a means of improving much needed funds for the operations of the Graduate School. Some of the strategic partnerships include:

- A Memorandum of Understanding with the Rwandan Government through the Rwandan Institute for Administration and Management to provide a professional certificate training in public and development management for its senior government and state officials

- Certificate training programme in public and development management to the Presidency of Namibia
- Certificate training programme on higher education training and management to the principals and senior management of the higher education institutions in Ethiopia
- Technical assistance and support to the higher education and training staff within Mozambique
- Linkage with the African Development Bank through a roundtable discussion on Economic Governance
- An unparallel PhD and various masters degrees programmes within the fields of public policy; public management; defence and security management; an information communication technology

The School of Economics and Business Sciences

This School was led by the late Professor Anthony Lumby until his untimely death in December 2009. The focus of this School is on undergraduate teaching in the B Com, the Bachelor of Accounting Science and the Bachelor of Economic Science and at postgraduate level the school offers an Honours, masters by coursework and dissertation; and a PhD.

Highlights in 2009 included the following: Postgraduate enrolments *increased from 255 in 2008 to 295 in 2009.*

Staff development remained a priority in the school with the Head taking the process into Phase Three– the attainment of earlier objectives and work-plans for all staff.

In 2009 the School made a number of exciting new appointments and has striven to meet the objective of ensuring that each discipline within the School (Economics, Marketing, Finance, Insurance and Risk, Management/HR, Management and Information systems) is led by a full professor. Professor Auret became a full Professor of Finance, Professor Coldwell was appointed Professor of Management and HR, and late in 2009, Professor Zimper was appointed the Professor of Research in the Economics Division. With regard to the latter division, attempts to fill the vacant Helen Suzman Chair in Political Economy were not successful.

The School finalized an Advisory Board which will become active in 2010 and plans for the urgent refurbishment of the New Commerce Building got underway.

This School hosts several active research programmes: Corporate Strategy and Industrial Development (CSID), the African Microeconomic Research Unit (AMERU), the Centre for African Finance and the Institutions and Political Economy Group (IPEG). The first three above-mentioned programmes provided valuable research input and output for central, provincial and local government. Considerable research work was performed for the national Departments of Health, Finance, as well as Trade and Industry. The value of these research programmes is that researchers cohere around a research thrust, data bases are built up to enhance research and consultancies are obtained on the basis of excellence. Additionally the programmes provided an invaluable source of capacity building,

University Strategic funding was renewed for the Economics I project and this seeks to identify the barriers to success in Economics I. (Economics 1 is a core foundation course in Commerce and Accountancy programmes and is also open to students in other faculties and hence has a very large registration – in excess of 2400 students in 2009). During the last few years, pass rates at first year level have remained static at an unacceptably low level and have indicated a drop-out during the year as students have failed to meet minimum requirements in their year's work. In 2008, the pass rate for this course was 53.86% (1424 students), while in 2009 of those who wrote the final exam the pass rate improved to about 60% (1480 students). The Economics 1 project identified a strong correlation between performance in Mathematics at Grade 12 level and success in Economics.

The School has a number of international links and welcomes connections with academics in other countries. The School is an active participant in the education of students on the African Economic Research consortium programme.

While the School's research output had doubled between 2007 and 2008 (although off a relatively small base), 2009 witnessed a decline in per capita output, as the dramatic escalation in student numbers resulted in academic members of staff having to expand their teaching hours. Additionally, the pressure on several members of staff to make substantial progress on their higher degrees took priority. What was encouraging was the extensive and active participation by academic staff members in a variety of national and international conferences, which augurs well for research output in 2010, if these conference presentations are converted into research articles.

In 2009, the School implemented the process of rationalising course offerings at both undergraduate and postgraduate levels, and this yielded dividends, as courses were well attended, rather than the previous trend of students spreading themselves thinly across a whole variety of options.

In 2009, the first cohort of students (9) registered for the Philosophy, Politics and Economics (PPE) combined degree as a specialist programme in the B Com. This programme is also available in the B A with a slightly different subject focus.

In 2009, the School also introduced its fully- fledged additional major at third year level in Applied Economics and this attracted some 60 students. The School is currently planning to expand aspects of the Applied Economics offering to postgraduate level and this will undoubtedly attract more students into majoring in this subject.

The School continues to contribute the work of other Faculties. Students from other faculties either register for Economics courses or may join a course in Environment Economics (the Faculty of Engineering and the Built Environment) or Health Economics (Faculty of Health Sciences)

In 2009 the School attracted a number of high profile international visitors, including two Nobel laureates in Economics, Professor Joseph Stiglitz and Professor Robert Aumann who delivered a series of lectures and seminars. Additionally, the prominent economist, Professor Deepak Nayyar, former Vice-Chancellor of the University of Delhi and currently Professor of Economics in the Centre for Economics at the Jawaharial Nehru University in New Delhi, delivered a series of lectures and seminars in the School.

School of Law

The School of Law is led by **Professor Angelo Pantazis**. The main rationale for the existence of the Law School is its LLB. During 2009 the School was engaged in the planning of a revised curriculum (to be introduced in 2012). One of the main aims is to update the curriculum to bring it more into line with contemporary needs, and another is to ensure that all necessary legal skills are taught methodically and in a more explicit manner. A market survey of the legal profession undertaken in 2009 usefully confirmed the strategic direction that the School is taking in this regard. The School also redrafted its LLM programme in public and international law for 2010 in order to take advantage of its top academics in these fields. The various Commercial-Law LLM programmes continue to be very popular with the legal profession in particular.

The laboratory of any Law School is its library and the main focus of the School's fundraising campaign is the Law Library and Knowledge Centre. The School of Law needs about thirty million rand to extend and refurbish the library, to bring it fully into the electronic age, to accommodate the increased student numbers, and to make a visual statement about the role of the library. The University has generously agreed to contribute eight million rand towards the project. Two other important aspects of our fundraising campaign are library resources and postgraduate scholarships.

The Law School contains two research centres and the Law Clinic. The Clinic continued to provide an invaluable and high service to the indigent public and to teach our final-year students the rudiments of legal practice. The Centre for Applied Legal Studies, which focuses on human rights work, was involved in landmark cases, held workshops and recommended government policy. The Mandela Institute, which focuses on global economic law, was boosted by the appointment of Professor Laurence Boulle as its Director. His plans for the Mandela Institute include developing expertise in international trade and investment, and a project with the World Trade Institute in Berne. The Mandela Institute has been selected with two other universities internationally to develop teaching and research programmes sponsored by the Swiss Department of Commerce. The Mandela Institute registered 380 students, who came from legal practice, government, civil society and industry, for 21 certificate courses in 2009.

The Law School made six other academic appointments in 2009, to start in 2009 or 2010. Law school staff shone on the world stage in 2009. Professor David Unterhalter assumed the position of chairman of the Appellate Body of the World Trade Organization. Professor Pamela Andanda continued as a member of the European Commission Expert Group on the global governance of science.

A particular strength of the Law School is its series of public lectures and symposia. A symposium was held in honour of Professor John Dugard, one of the greats of the School, titled ‘A life in pursuit of higher law’. The symposium focused on Dugard’s work in human rights and international law, and included as its speakers Jody Kollapen, Justices Edwin Cameron and Albie Sachs, and Professors Rick Abel, Marcel Brus, Vera Gowlland and Kader Asmal. A symposium on company law was held in honour of the late professor Mike Larkin. The speakers included Judge Carole Lewis, Lady Justice Mary Arden, and Professors Michael Katz and David Unterhalter. Public lectures were given by Judge Johann Kriegler (on transformation and judicial independence), Judge Daniel Nsereko (International Criminal Court), and Professors James Silk (Yale University) and Maryse Grandbois (University of Quebec). The School was visited by Justice Margaret Marshall, Chief Justice of the Massachusetts Supreme Court, and hosted two postdoctoral students, Drs Edwin Abuya and Morris Mbondenyi.

The School of Law has thriving staff and student agreements with the Law Schools of Harvard, Columbia and Wisconsin-Madison Universities, and co-hosted the Winter Law School with Seattle University. The Law Students’ Council exposed law students to professional careers in its Careers Expo as well as catering to the social needs of students.

School of Accountancy

Professor Jacqueline Arendse was appointed Head of School on 1 May 2009. This appointment has restored stability to the school, which in turn has paved the way for the achievement of a number of significant milestones during 2009. The South African Institute of Chartered Accountants’ (SAICA) accreditation of the Bachelor of Accounting Science, the Bachelor of Accounting Science with Honours, and the Higher Diploma in Accountancy was upgraded from a

"3" (does not meet the accreditation requirements, which was the result of the 2008 accreditation visit) to a "2" (meets accreditation requirements but needs improvement) and SAICA will conduct a full accreditation visit in August 2010, following which it is expected that a level "1" accreditation (accreditation with no qualifications) will be conferred. The concerns raised in the 2008 accreditation report have all been addressed by the School and the University management.
The courses taught in the School are rigorous and the academic standard is very high. Nonetheless, the throughput rates in the School's Bachelor of Accounting Science degree continue to be satisfactory, even though the School is continuously challenged by the very high student: staff ratio.

The School's graduates continued to produce excellent pass rates in the professional examinations conducted by SAICA (Part I and II) and the Independent Regulatory Board for Auditors (IRBA).

- 165 of the school's graduates wrote the Part I examination of SAICA in 2009 and achieved a 88% pass rate overall, with first-time candidates achieving a 91% pass rate. Three of our graduates passed with honours and one was placed in the top ten places out of all 3902 candidates who attempted the examination.
- 117 of the school's graduates wrote the Part II examination set by the IRBA in 2009 and they achieved an overall pass rate of 94% compared to the national average of 83%. Two of our graduates were placed in the top ten places out of 2798 candidates who wrote the examination.

All the vacant posts in the school were filled during 2009 and four new posts were created, three of which were filled as from the beginning of 2010. The increased staff complement has enabled the school to place renewed emphasis on its tutorial programme and keep first-year lecture group sizes to no more than 250 students, which is expected to have a positive impact on throughput rates at the end of 2010.

The research output of the school has been fairly low in the past but this is receiving attention with the introduction of a Research Director and a Research Committee. Furthermore, the improvement in the staffing situation is expected to facilitate improved research output during 2010.

The School's expenditure was under budget for the year, mainly due to reduced costs relating to the staff shortages which were rectified late in the year. Fee income was well above budget due to the very high numbers of students who were registered for first year in 2009. This huge jump in the number of registrations was unexpected and placed enormous pressure on the staff and the infrastructure.

The renovated First National Bank Building was reoccupied in April 2009 and the new lecture venues are fully utilised. The 2008 report noted that the Internal Auditing Honours course needed attention and, after due consideration, it was decided to close this course for the foreseeable future. This will enable the School to give the necessary attention to the SAICA-accredited courses so as to regain unqualified accreditation as noted above.

6.3 Faculty of Humanities

The Faculty of Humanities continued to deepen its vibrant intellectual culture and public engagement in 2009. A special feature of the debates was the election debate series before the 2009 national general elections, which were well attended.

Three schools in the Faculty, namely the School of Education; the School of Literature and Language Studies; and the School of Human and Community Development hosted the Mellon-funded Distinguished Fellows. The range of activities that the Fellows engaged in contributed to an enhanced intellectual climate of the Faculty.

The Mellon Foundation awarded the Centre for Indian Studies in South Africa a five-year grant of US$ 1 million. A distinguished and leading scholar and historian, Professor Dilip Menon from Delhi University, was appointed the Chair of Indian Studies. Professor Menon, in conjunction with Professor Isabel Hofmeyr and the Centre for Indian Studies in Africa, will take further the research edge within the School of Literature and Language Studies and Faculty on the broad theme of Southern Transnationalisms. During 2009, the Centre for Indian Studies in South Africa organized fifteen seminars, two conferences and one major literary festival.

The 2001 Nobel laureate (Economics) and distinguished Columbia University Professor, Joseph E. Stiglitz, gave a public lecture on the topic ‘Financial Crisis and the Crisis of Economics’ on Wednesday 8 July at the Wits Great Hall. The lecture was well attended and extensively covered by most of the media.

Both the Wits School of Education and the Wits School of the Arts have new Heads. Professor Georges Pfruender from Switzerland took up position as Wits School of Arts Head in October 2009, while Professor Ruksana Osman recently took up her headship in January 2010 at Wits School of Education.

The second Wits Arts and Literature Experience (WALE), held between 6 and 9 May 2009, was a major success. It stayed true to its goal of providing an explorative platform for Wits students, lecturers and alumni to showcase their work. It also attracted the greater community of Johannesburg who enjoyed the rich range of artistic and literary events during the festival.

Abdullah Ibrahim, renowned South African Jazz musician, was awarded an Honorary Doctorate by the University. Dr Ibrahim then performed to a packed Great Hall during WALE 2009.

Professor Achille Mbembe developed and led a Faculty-based initiative called the Johannesburg Workshop in Theory and Criticism. The inaugural workshop was highly successful in attracting young and established scholars. It staged intense, rich, robust and intellectually stimulating debates on theoretical and methodological issues.

6.3.1 School of Social Sciences (SOSS)

The School continued to pioneer new ways of pursuing transformation within the University environment while carrying on its tradition of publicly engaged scholarship at the national, continental and international levels.

The School hosted fifteen conferences and workshops, including very large events (such as the Annual Meetings of the South African Sociological Association), major retrospectives (such as the 30th anniversary conference of the History Workshop) and more intense intellectual projects that brought regional scholars together (such as conferences on Mbeki's Legacy; Creolising Societies; African Border Studies; the Philosophy of J.M. Coetzee; and Hidden Dimensions of the Zimbabwean Crisis). Virtually all of these events have generated either edited book projects or special issues of academic journals.

Other highlights in the school included an agreement on postgraduate teaching and research with the University of Basel in Switzerland. The agreement includes scholars and students from the NRF Chair/History Workshop and Political Studies. Anthropology and the Forced Migration Studies Programme established Wits as a major centre for scholarship on African Borders. The Global Labour University held its first alumni workshop, with graduates returning from Africa, Europe and South Asia.

The Wits Centre for Ethics (WiCE) was launched on August 6th at an event featuring Baroness Onora O'Neil, Archbishop Njongonkulu Ndungane and Judge Edwin Cameron.

As part of its institutional transformation initiative, the School piloted a very successful project, providing free IsiZulu language training to academic and administrative staff members.

Professors Sheila Meintjes and Shireen Hassim of Political Studies completed the second year of their International Development Research Centre (IDRC) (Canada) funded training institute for younger African scholars and policymakers on women's rights, citizenship and governance in sub-Saharan Africa. Participants in 2009 came from Francophone West Africa.

6.3.2. School of Literature and Language Studies (SLLS)

In 2009, SLLS consolidated key strategic initiatives that were launched in 2008. First, the school cemented its public events focus, with several events at the interface of public and academic interest such as the *Wits Poetry Slam* and the *Wits Writers Live* event. Second, the school actualized its *Transnational Legacies* research focus via a series of top-level seminars, lectures and workshops featuring world-class scholars, as well as academics in the School.

In terms of research achievements, the School maintained its high publication record in 2009. Publications in 2009 included two books, at least 44 subsidy-bearing articles and chapters, and eight editorships.

Professor James Ogude of African Literature ran a conference on 'Eastern African Literary and Intellectual Landscapes' which drew together scholars from the two regions. The papers will appear in three special issues of leading international journals in the field.

Professor Bhekizizwe Peterson, also of African Literature, led the first Eskia Mphahlele Postgraduate Colloquium and Arts Forum, which attracted postgraduate students from across the country. Papers from the conference will be published in an accredited peer-reviewed journal.

To address South Africa's biggest media sector, Wits Journalism launched the Wits Radio Academy, which will be the only training centre in the country to operate with a working radio station, *Voice of Wits*. Apart from offering graduate teaching, the academy will offer diplomas to staff at community radio stations.

6.3.3 Wits School of Education (WSOE)

The vibrant research culture that surfaced in the Wits School of Education in 2007 is bearing fruit. Research productivity has manifested in an increase in the number of academic journal articles and in the number of staff producing these publications. Chapters in books remained consistent, although the number of staff contributing increased. Collaborative research projects have increased and strengthened partnerships and engagement with external agencies, including government.

Grants and other external income also continued to increase. Several staff members have won large research grants. Several emerging researchers have received Faculty *Ad Hoc* and Research Promotion Grants.

Professor Jill Adler, of the Marang Centre was awarded the First Rand Foundation Chair for Mathematics Education. The Chair includes five years of funding for a targeted research and development intervention that hopes to impact on mathematics teacher education and learner performance in targeted schools.

The Director of the Wits Marang Centre was one of three recipients of the Benjamin Pogrund Medal. This is an annual award presented to a member of the University staff, a student, or a member of Convocation, who is judged to be doing the most to counter discrimination at Wits.

A senior lecturer, Dr Linda Zuze, was awarded the prestigious Founders' Medal award which is administered by the Economics Society of South Africa. The prize is the most prestigious Economics PhD prize in South Africa. She received it in recognition of her PhD thesis entitled 'Equity and Effectiveness in East African Primary Schools'.

The School co-hosts the UNICEF Chair in Teacher Education with the Cape Peninsula University of Technology.
In terms of public engagement, several lunch time and public seminars were on offer on a regular basis. This culture encouraged wide participation from students, staff and members of the broader public. During 2008 the School hosted several international visitors. Further, Honorary and Visiting appointments have been made to strengthen the School's research goals and activities.

6.3.4. School of Human and Community Development (SHCD)

2009 was a productive year during which the School registered significant progress in the key areas of its academic mission. The School continued to strive towards improving its throughput rates at both undergraduate and postgraduate levels.

The School managed to sustain the upward trend in its research and publications outputs established between 2006 and 2008. In 2009, the School produced a total of 94 journal articles and book chapters. In addition, two books were published: one co-edited by Dr J Watt and Professors K Cockcroft and N Duncan, and one by Professor C Penn and Dr J Watermeyer. The Health Communication Project contributed significantly to the School's research and publications outputs, with the production of one edited book, several book chapters and 10 journal articles.

Thirteen international scholars were hosted in the School in 2009. Among them were Professors Oliver Turnbull and Isaac Prilleltensky. The School, in collaboration with the Faculty, initiated an Apartheid Archive Project. An international conference, 'The First Apartheid Archive Conference: Facing the Archive' was hosted in June. The conference was addressed by several international scholars (including Professors Gill Straker, Mahmood Mamdani and Pumla Gobodo-Madikizela) and attracted considerable public and media interest.

A collaborative project on HIV/AIDS and psychosocial wellbeing was managed by the Emthonjeni Centre, the Netherlands-based Global Psychiatry Initiative and the Emthonjeni Centre's Clinical Records Archives Project.

The Centre for Learning and Hearing-Impaired Children and the Emthonjeni Centre offered services to more than 1500 largely indigent individuals and families in the Greater Johannesburg and Bushbuckridge areas during 2009. The highlight was the launch of the Emthonjeni Centre's Hearing Aids Bank which will offer hearing aid facilities to children with hearing impairment as well as support their families.

6.3.5 Wits School of Arts (WSOA)

The Wits School of Arts had a successful academic year in 2009, with global collaborations, and publications by a number of academics contributing to artistic development in the School.

The annual North-South Exchange Programme was hosted at the Film and Television Department at WSOA with the South African School of Motion Picture Medium and Live Performance (AFDA) as a national partner and Arcada, a university of applied sciences in Helsinki, Finland as the international partner. The Drama for Life Africa Research Conference in October brought together academics from all South African universities, 15 African countries as well as the USA, Britain and Australia. Dramatic Art collaborated with the highly acclaimed professional theatre company De Appel Toneelgroep from the Netherlands.

The School is consolidating a number of international relations and partnerships. Some of these are with New York University's Tisch School of the Arts, Bard College's International Human Rights Education Programme, The Dialogue Programme at The Nelson Mandela Foundation, and Eduardo Mondlane University in Mozambique.

Professor Jeanne Zaidel-Rudolph completed her three-year NRF funded intra-institutional research project with the University of Cape Town. Professor Rudolph's large-scale, multi-media commissioned work, Youth Oratorio for large choir, soloists, audio-visual and dancers, was premiered in August at the University of Johannesburg with subsequent performances around South Africa. Head of Arts, Culture and Heritage Management, Professor Cynthia Kros co-authored a series of books on South African heritage targeted at Grade 9 readers published by Jacana Press entitled: *Great People, Great Places.*

The Head of Film and Television, Taku Kaskela, collaborated on documentary film projects, which received recognition locally and internationally. Some of the documentaries were nominated for an EMMY Award in the USA and for best film at the Fespaco Film Festival in Burkina Faso. The documentaries were also selected into official programmes such as the International

Documentary Film Festival in Amsterdam, the Encounters Film Festival in South Africa, and the We the Peoples Film Festival in London. Special screenings of some of the documentaries were hosted by the Parliament in South Africa. Nobunye Levin's film 'I am Saartjie Baartman' was accepted to the Next Reel Film festival hosted by Nyu in Singapore.

Through the Carnegie Transformation Project, the Head of Dramatic Art, Warren Nebe worked with Atandwa Kani and Nat Ramabulana. Together they devised and directed two original South African works, *Hayani* and *ID Pending*. The productions were named by several arts newspapers as some of the best work to have been produced in 2009. Dr John Kani has won international accolades for his film *Nothing but the Truth*. He was also awarded a Life Time Achievement Award for his contribution toward performance, directing and writing in South Africa and abroad. Dr Kani is the Carnegie Transformation Office Resident Scholar for 2009/10.

6.3.6 The Wits Institute for Social and Economic Research (WISER)

Professor Abebe Zegeye, formerly Chair of Genocide and Holocaust Studies at the University of South Africa, took up his appointment as Director of WISER in July 2009.

In 2008, the publication output was 25 accredited academic journal articles and three chapters in books by WISER staff. The Institute's staff published a further 17 chapters in books and edited or co-edited six special editions of academic journals.

Professor Sarah Nuttall's book *Entanglements: Literary and Cultural Reflections on Post-Apartheid,* was published by Wits University Press. WISER's second collection of essays, *Load-Shedding,* edited by Ms. Liz McGregor and Professor Sarah Nuttall, was published by Jonathan Ball, and was well received by critics and by the public. UNISA Press published *Mulatu Astake: The Making of Ethio Jazz*, by Professor Abebe Zegeye. Professor Zegeye also co-authored with Professor Maurice Vambe, *Close to the Sources: Essays on Contemporary African Culture, Politics and Academia*, published by UNISA and Routledge.

WISER hosted thirteen seminars of international visiting scholars. The Institute conducted a full and diverse programme of intellectual events. As before, these events were conceptualised and planned in ways that extend their appeal and impact beyond academic audiences. An international doctoral summer school brought together South African students with peers from the University of Salvador in Brazil, the University of Eduardo Mondlane in Maputo, and the University of Amsterdam.

6.3.7 Society, Work and Development Institute

The newly formed Society, Work and Development Institute (SWOP Institute) achieved a number of successes in its first year as an Institute. The Institute specializes in socially relevant research on the nature of social transformations, movements and institutions, the economy, and ecology, based on detailed and textured ethnographic research.

The SWOP Institute has embarked on a range of new research projects, including a project for the Presidency about the institutional successes and failures of various parts of the civil service. Rather than cursory survey-based research, the team utilizes workplace ethnographies, where researchers immerse themselves in the actual day-to-day operations of state departments, hospitals, police stations, etc. The project builds on the pioneering research of Dr Karl von Holdt in Chris Hani-Baragwanath Hospital. The Institute's other research projects include an investigation into the reasons for collective violence in South Africa, as well as a survey of the local structures of the African National Congress (ANC).

A colloquium, *Hard labour: Sociology and the transformation of working life*, was held in honour of Professor Edward Webster. Professor Webster was the former Director of the Sociology of Work Unit, the SWOP Institute's predecessor.

One of the major achievements was the international recognition of two of the SWOP Institute's staff members, Professor Edward Webster, and Dr Andries Bezuidenhout. Along with their co-author, Rob Lambert, from the University of Western Australia, they were awarded the Distinguished Scholarly Monograph Prize by the American Sociological Association's Labour and Labour Movements section for their book *Grounding Globalization: Labour in the Age of Insecurity*.

6.4 Faculty of Health Sciences

AWARDS AND SPECIAL ACHIEVEMENTS

- **Professor Maureen Coetzee** was awarded **third place in the 2009 DST/L'Oreal** Women in Sciences with researchers and students from the Vector Control Research Unit, School of Pathology and National Institute for Communicable Diseases for recently carried out field studies in Northern Malawi and the discovery of a new species of malaria mosquito related to the major African malaria vector Anopheles funestus

- **Professor Charles Feldman,** Head of the Division of Pulmonology in the School of Clinical Medicine received the **Degree of Doctor of Sciences in Medicine** for a body of work entitled: Contributions to an understanding of community-acquired pneumonia. Charles' D.Sc. explored the important topic of community-acquired pneumonia and included a range of studies spanning more than 30 years

- **Professor Charles Feldman** is also to be congratulated on winning the **2009 Vice-Chancellor's Research Award**. In addition, Charles was proclaimed **Honorary Fellow of the South African Thoracic Society** in recognition by his peers for his outstanding contribution to the development of respiratory medicine in South Africa. Charles was also awarded **Honorary Membership of the Federation of Infectious Diseases of Southern Africa**. This recognition was awarded on grounds of a significant national and international contribution to microbiology, virology, infectious diseases, travel medicine and infection control thereof and/or to the Federation

- **Professor Lynn Morris** was appointed as a **RESEARCH PROFESSOR** in the Faculty of Health Sciences in 2009. Lynn is Chief Specialist Scientist and Head of the AIDS Unit at the National Institute for Communicable Diseases (NICD), and holds a joint appointment at Wits' Division of Virology and Communicable Disease Surveillance. The position of Research Professor is the University's highest academic grade

- **Dr Lizette Koekemoer** of the National Institute for Communicable Diseases (NICD) was awarded the **Silver Medal** (British Association) **of the South African Association for the Advancement of Sciences** for 2009. This medal is awarded to "a person under the age of 40 years who is actively engaged in scientific research and who has provided evidence by way of publications, discoveries and/or skills of outstanding capability and achievement, especially when measured by international standards." Dr Koekemoer's work focuses on malarial vector research

- **Professor Shabir Madhi**, Professor of Vaccinology at Wits is the DST/NRF Chair in Vaccine Preventable Diseases and Co-Director of the MRC/University of the Witwatersrand Respiratory and Meningeal Pathogens Research Unit. Professor Madhi received the **NRF TW Kambule Award for a Black Male Researcher** for his 'intense research into the killer diseases of children'

- **Professor Shabir Madhi** was also elected to the position of President of the World Society of Paediatric Infectious Diseases at its bi-annual meeting in Buenos Aires. He will serve in this capacity from 2010 to 2014

- **Professor Keith Klugman**, Co-Director of the MRC/University of the Witwatersrand Respiratory and Meningeal Pathogens Research Unit, was elected President of the International Society for Infectious Diseases

- **Professor Stephen Tollman** was the first author of a paper in the Lancet, which was awarded the INDEPTH (International Network for filed sites with continuous Demographic Evaluation of Populations and Their Health in developing countries) prize for Extraordinary Research in Population and Health at INDEPTH sites

- **Professor V Pillay** from the School of Therapeutic Sciences and **Professor S Madhi** of the School of Pathology were nominated for the National Science and Technology Forum Awards (NSTF)

- **Professor M Grobusch** successfully competed for one of the 12 seats on the EDCTP (European and Developing Countries Clinical Trials Platform) Partnership Board in Hague

- **Professor V Mizrahi** was elected to a Fellowship in the American Academy of Microbiology, the honorific leadership group within the American Society for Microbiology

- **Emeritus Professor H Koornhof** was elected to a Fellowship of the American Academy of Microbiology, the honorific leadership group within the American Society for Microbiology

- **Professor Beverley Kramer** from the School of Anatomical Sciences and Assistant Dean: Research and Postgraduate Support, was appointed as the Vice-President of the International Federation of Associations of Anatomists (IFAA) at its recent Council meeting

- **Professor Angela Woodiwiss** received the Excellence in Physiology Research award by the Physiological Society of Southern Africa, in September 2009

- **Professor Richard Hunt** received the Elson Drew Medal from the Parasitological Society of Southern Africa (PARSA) for contributions towards parasitology

Achievements by our Young Academics

- **Mr Phillip Haycock** was awarded the prestigious South African Association for the Advancement of Sciences (S_2A_3) Scientific Award (Bronze Medal) of 2009 for a Masters degree in a scientific discipline. The title of his MSc Dissertation was: "Exposure of the mouse embryos to ethanol during pre-implantation development: Effect on DNA-methylation in the H19 imprinting control region". His supervisor was Professor M. Ramsay

- **Dr Lucas Ntintyane,** who recently submitted his PhD under the supervision of Professor Frederick Raal and Professor Karen Sliwa, was awarded a **Fogarty International Fellowship**

- **Dr Sze Wai Chan** was appointed as a Fellow in adult Oncology and **Dr Despina Demopoulos** as a Critical Care Fellow through the Discovery Foundation Sub-specialist awards

- **The Bobby Grieve Research Prize** for a young member of the Department of Medicine was awarded to **Dr Nimisha Govind**

- **Dr LM Naidoo** won first prize in the **Young Prosthodontists Award** at the biennial conference of the International College of Prosthodontists, the world body for this specialty. His supervisors were Professor D Howes and Professor P Owen

- **Ms Deborah Jones**, School of Anatomical Sciences, received a bronze medal for the SADA (South African Dental Association) Young Essayist Award for the best scientific paper published in the South African Dental Journal in 2008

Conference Awards

Pfizer Kwa-Zulu Natal Undergraduate Research Symposium

- Two Faculty of Health Sciences undergraduate students were awarded first prize in their section for their oral presentations at the Pfizer KwaZulu-Natal undergraduate Research Symposium. This symposium includes undergraduates from around the country. The students were **Mr Yunus Hafajee**, a student in the School of Clinical Medicine, who presented in the category: clinical science. The title of Yunus' presentation was: "Correlation of intra-operative fine needle aspirate cytology of the pancreas with formal histology". **Ms Dejana Ivacik** of the Department of Molecular Medicine of the School of Pathology presented in the laboratory-based science category. Dejana's paper was entitled: A lentiviral delivery system based on micro RNA expression mimics for target inhibition of Hepatitis B virus replication of cultured cells

Postgraduate Cross Faculty Symposium, Wits - October 2009

- The 2nd Postgraduate Cross Faculty Symposium came to an end on a high note with 20 prize winners being announced in each of the categories. All Faculties were represented and postgraduates found the diversity of topics and range of presentation types enormously appealing. Acclaimed long distance runner, motivational speaker and Wits honorary doctorate, Bruce Fordyce together with Barbara Kamler, Emeritus Professor at Deakin University, Melbourne, were keynote speakers. Wits' Health Sciences postgraduate students did exceptionally well. The prize winners were:

First prize for an oral presentation (R15000): **Jaysen Knezovich** for a paper entitled "The Effect of Paternal Alcohol Exposure on the Methylation Status of the H19 Imprinting Control Region in Mice: Implications for Foetal Alcohol Syndrome".

Second prize (R10000) was awarded to **Dejana Ivacik** for her presentation on **"**A Lentiviral Delivery System for Micro RNA-Based Expression Mimics that target Hepatitis B Virus Replication in Cultured Cells". Non-presented posters were also awarded. In **first place** was **Andrew Swanepoel** with a poster entitled "Exposure to Respirable Crystalline Silica in South African Farm Workers", while **second place** was awarded to **Stephanie Murphy** for a poster **"**The effects of repeated endurance exercise on subjective and objective parameters of sleep".

International Student Congress of Medical Students (ISCOMS) in Groningen

- The 16th International Student Congress of Medical Sciences was held at the University Medical Center in **Groningen,** the Netherlands. Wits students, supported by travel grants from the Faculty Research Office and the Dean's Discretionary Fund, presented two oral presentations and two poster presentations. **Jan Pinchevsky** presented his work, "A survey of cardiovascular risk factors in a South African Type 2 Diabetic population" in the Endocrinology session. **Samantha Kerr** was chosen as the **best presenter** in her oral session, Neurology II, for her paper entitled "Discrete spinal cord functional abnormalities in patients with Restless Legs Syndrome revealed by biomechanical and electrophysiological study of H- and patellar reflexes". **Samantha Marshall** presented a poster "A pilot study to compare the quality of life of stroke survivors receiving outpatient rehabilitation and those not receiving any rehabilitation 6-24 months after discharge" in the Public Health session for which she was awarded the **best presenter award** in her session. **Deanne Hazel's** presentation was entitled "Characterization of co-blended amphiphilic tranesterfied epichloohydrin –based alginate fibers for oral mucosal delivery" and was presented as a poster in the Pharmacology session

- **Dr David Moore** of the Department of Paediatrics, Chris Hani Baragwanath Hospital, won one of the two best oral presentation awards at the Federation of Infectious Diseases Societies of Southern Africa Congress for his presentation “The role of streptococcus pneumonia co-infections in childhood pulmonary tuberculosis determined through a pneumococcal conjugate vaccine-probe study design”

- **Phillippe Gradidge** received a best presentation award in the public health category for his oral presentation at a conference held by the Medical Research Council of South Africa

- **Luisa Nardini** from the Malaria Entomology Research Unit won the best first time presenter award at the Parasitological Society of Southern Africa’s annual conference

- **Margaret Lynn Botha** won an award for the best research paper in the category “Nursing Research” at the combined Congress of the Critical Care Society of Southern Africa and the South African Thoracic Society

- **Daleen Casteleijn** won an award for the best oral presentation at the Congress of Occupational therapists Association of South Africa

- Two members of staff from the Reproductive Health and HIV Research Unit received awards at the 11th IUSTI World Congress. **Nina von Knorring’s** poster won the runner-up prize for the best poster, while **Jonathan Stadler’s** presentation won the best oral presentation

- **Dr L Naidoo** of the School of Oral Health Sciences won the Young Prosthodontists Award for his poster at the International College of Prosthodontists biennial conference

- Trevor Nyakudya, a postgraduate student in the Brain Function Research Group, School of Physiology, was elected the International Brain Research Organisation (Africa) Student President for 2009

Other Achievements

Centre for Exercise Science and Sports Medicine (CESSM)

- The Centre for Exercise Science and Sports Medicine which was accredited as Africa’s first FIFA Medical Centre of Excellence has been identified as a Medical Legacy of the 2010 FIFA World Cup South Africa™ by the Local Organising Committee

- The Centre has embarked on a study in association with FIFA and the FIFA Medical Assessment and Research Centre (F-MARC) to record the incidence of football injuries in young black footballers and the effect of an injury prevention programme "The 11+ a complete warm-up programme to prevent injuries"

- The Centre and its staff participated in the organisation and in presentations at the 3rd International Football Medicine Conference at Sun City in February 2010

- In conjunction with the Division of Emergency Medicine, CESSM has developed and offered a Football Emergency Medicine Course both locally and in Nigeria and Zurich; and the accompanying manual is being published as an official FIFA publication due for release prior to the 2010 FIFA World Cup South Africa™

Centre for Health Science Education

At the 2nd National Heath Science Conference held in Cape Town in July under the auspices of the South African Association of Health Educationalists (SAAHE), Faculty staff led five workshops, presented 16 papers and displayed three posters.

Academic programmes during 2009

- For the first time in its history the Faculty held a Faculty Teaching and Learning Day, where innovative teaching methods and programmes were showcased. The event was well supported and will become a biennial event in the life of the Faculty henceforth

- The Bachelor of Clinical Practice course which was initiated at Wits this year – one of three Faculties of Health Science in the country now offering this innovative degree programme

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6.5 Faculty of Science

6.5.1 School of Geography, Archaeology & Environmental Studies

During 2009, research was conducted in palaeoarchaeolgy in a number of projects: Sterkfontein and Swartkrans in Gauteng Province; the Vaal River basin in the Northern Cape Province; the Mapungubwe National Park in northern Limpopo Province; and in China in collaboration with colleagues at the Institute for Vertebrate Paleontology and Paleoanthropology. Highlights included:

1) The first documentation of Early Acheulean artefacts (1.7-1.3 Million years old) beyond Gauteng Province was achieved with the discoveries in the Vaal River basin.
2) Two PhD students made excellent strides in improving the stratigraphic resolution of two Cradle of Humankind sites. Working at Swartkrans with an international team, Morris Sutton identified a new portion of the oldest infill of the site, about 1.7.
3) 2009 saw the start of intensive collaboration with a team of six researchers at the Institute for Vertebrate Paleontology and Paleoanthropology from Beijing, People's Republic of China.

Rock Art Research Institute research highlights:

1) The complete reorigination and then reprinting of the landmark book People of the Eland and the publication of its new companion volume, the Eland's People.
2) The establishment of a three-year rock art collaborative partnership between South Africa, Botswana, Mozambique and Mexico.
3) The successful completion of a three-year rock art collaboration with France. Completed works included three collaborative training workshops and five site specific rock art studies.
4) The awarding of a second phase for African rock art digitization project. This project aims to digitize all records relating to rock art across southern Africa. The grant for the second phase of the project is R6 million.

Excavations are ongoing at Sibudu. Recently the site yielded more shell beads with an age of about 70 000 years ago and the suite of worked bone has also been considerably enlarged.

6.5.2 School of Physics

A BSc Curriculum in Nuclear Sciences and Engineering was introduced for the first time in 2009. A carefully selected group of 20 students registered. This curriculum is a joint initiative between the Faculties of Science; and Engineering and the Built Environment. On completion of this three-year programme, students can either register in the third year of Mechanical Engineering or Honours in Physics. It is expected that this program will make a meaningful contribution to high-level manpower needs of the Nuclear Industry, in anticipation of the commissioning of new nuclear power plants.

The Gauteng node of the National Institute for Theoretical Physics was formally inaugurated in May 2009.

A new Nano Scale Transport Measurement research laboratory with state-of-the-art equipment was inaugurated in October 2009.

6.5.3 School of Geosciences

Dr Adam Yates, leading a team of national and international experts on geology and palaeobiology announced the discovery of a new species of dinosaur from the Jurassic Period of South Africa. The new dinosaur, called Aardonyx celestae, was a transitional form between early bipedal dinosaurs and the gigantic sauropod dinosaurs. The results were published in the prestigious journal Proceedings of the Royal Society of London.

Dr Lucinda Backwell received the FEI Prize (Life Sciences) for the best paper on electron microscopy published in an international journal: "Probable human hair found in a fossil hyaena coprolite from Gladysvale cave, South Africa" Journal of Archaeological Science, 36, 1269-1276 (2009). On Science Direct it was the 6th most downloaded paper in the first quarter for Journal of Archaeological Science.

Professor Kim Ncube-Hein participated in the launch of Stage Two of the West African Exploration Initiative, a long-term project involving geosciences research and training to assist mineral resource exploration in West Africa. The programme involves collaboration between five universities, eight mining companies, the geological surveys of Niger, Ghana, Cote d'Ivoire, Liberia, Sierra Leone, Senegal, Gambia, Mauritania, Mali and Burkina Faso, the BRGM (France), IRD (France) and Czech Geological Survey.

The Fifth Annual AfricaArray Workshop organized by the School together with Penn State University and the Council for Geoscience was the largest ever. A special issue of the South African Journal of Geology (vol 112, number 3-4, December 2009) presented highlights of the first phase of this international geophysics research and capacity-building programme, including papers on the structure and evolution of the African continent, earthquake mechanisms, and seismic and tsunami hazards.

6.5.4 Computational and Applied Maths

The Exchange Agreement with the National University of Science and Technology, Pakistan has yielded approximately 20 research papers, the exchange of four students at PhD level and the exchange of five Wits academics and three NUST academics. This agreement will be extended again in 2010.

The Mathematics in Industry Study Group conducted an annual problem-solving week between Computational and Applied Mathematicians and Industry. Guest mathematicians from UK, Africa, Australia, and a wide range of industry partners participated in the week's activities.

7. FINANCIAL AID REPORT 2009

FINANCIAL AID & SCHOLARSHIPS OFFICE - ANNUAL REPORT 2009	
Undergraduate Scholarships Awarded by the University	R23, 674, 000.00
Postgraduate Scholarships Awarded by the University	R17, 554, 455.00
Undergraduate Bursaries Awarded by the University	R9, 281, 315.00
Postgraduate Bursaries Awarded by the University	R1, 268, 455.00
Postgraduate External Scholarships	R16, 776, 379.00
Bequests and Donations	
Undergraduate	R12, 545, 000.00
Postgraduate	R2, 300, 000.00
	R14, 845, 000.00
Loans from NSFAS (Undergraduate)	R118, 581, 927.00
External Bursaries and Scholarships	
External Donors	R130, 913, 095.95
Government Departments	R61, 453, 091.55
	R192, 366, 187.50
TOTAL	**R394, 347, 718.50**

8. CHANGES IN TUITION FEES CHARGED

Undergraduate tuition fees increased by 10% and postgraduate fees by 11% on average in the 2009 academic year.

Faculty	Increase (%)	
	Undergraduate	Postgraduate
Commerce, Law and Management	9.5	11.3
Engineering & Built Environment	12	12
Science	9.8	9.8
Humanities	9.5	11.2
Health Sciences	9.5	11.3

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 the option of calling special meetings when necessary.

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

1.1 The Composition of the UF

The University Forum has a chairperson and two co-chairs. The practice is that the Management Co-chairperson 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 2009, the UF met six times:

Ordinary meetings were held on 05 March, 06 May, 30 July and 12 October.

Two special meetings were held on 2 June to discuss the appointment of the Executive Dean - Faculty of Commerce, Law and Management, and on 25 November to discuss the appointment of the Senior Director – Human Resources Division.

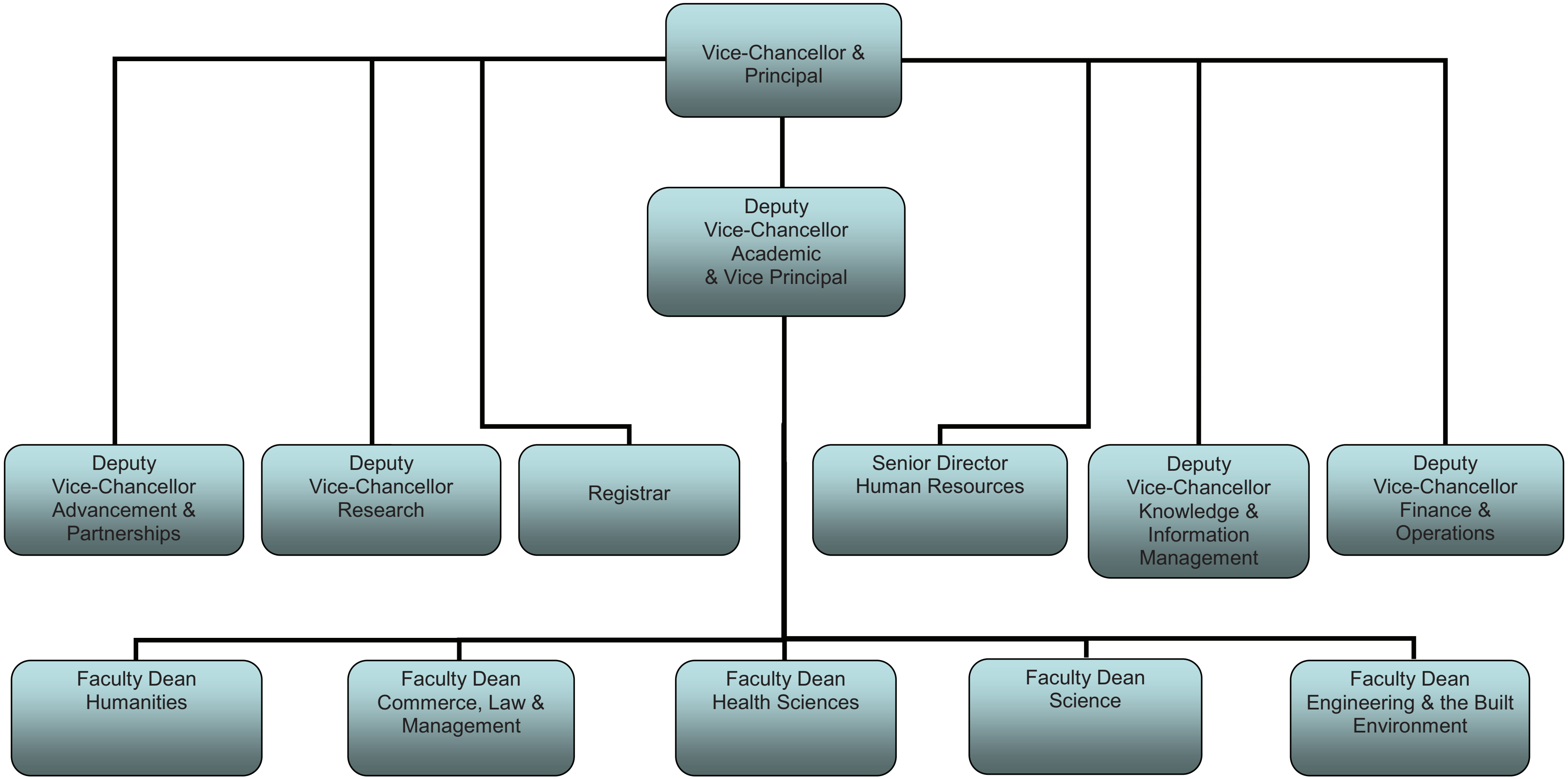
1.3 Matters of significance considered by the UF during 2009

- Wits' continued aim to build an institutional culture that aims to eliminate all forms of discrimination and social exclusion
- Wits' submission to the Ministerial Working Group Investigating Racism in Higher Education
- African Language initiatives in the School of Social Sciences
- Continued monitoring of staff wellness
- A Sexual Harassment Policy
- The HESA HIV/AIDS initiative
- The Targeting Talent Project

Signature of the Chairperson of the Institutional Forum

SECTION FIVE

Senior Executive Team



REPORT OF THE VICE-CHANCELLOR

2009 was a year of significant growth at the University. This report will focus on a number of key areas of growth (enrolments, infrastructure development and research). In addition, it will briefly describe progress in key strategic areas at the University, including Transformation.

ENROLMENTS

Wits enrolments increased by some 2000 students this year, largely as a result of significantly more students qualifying for admission through the new NSC. The NSC results in 2008 produced considerably more students who were eligible for entry into bachelors programmes than in previous years. For Wits, the increase in student numbers resulted in Wits reaching its 2010 enrolment target of 28 000 students a year earlier. It also resulted in a slight decrease in the proportion of postgraduate students, i.e. from 32% to 31%, although the number of postgraduate students did not decrease.

The proportion of black students increased from 68% to 73%, and for the first time in recent history, Wits now had more female students than male students with women constituting 53% of the student population.

The growth in undergraduate student numbers has presented both opportunities and challenges for Wits. These relate to the impact on infrastructure, the competencies of students who wrote the NSC examinations and an increase in demand for financial aid.

With regard to infrastructure, at the beginning of this year the University experienced an acute shortage of space for large classroom teaching. Due to the acceleration of the project to construct large classrooms in the FNB building and the creation of more teaching and office space in that building, this situation was significantly alleviated.

With regard to the competencies of the students who wrote the NSC examinations, it has become increasingly clear that the NSC had produced students who had very different competencies from those who sat the old matriculation examination and that this would necessitate a reconsideration of curricula and pedagogies to ensure that Wits produces graduates of high quality and that the University maintains high exit- level standards. There are currently a number of projects underway at the University to address this issue.

With regard to financial aid, the increased number of students qualifying for admission into Wits this year resulted in a significant rise in the University's contribution to financial aid.

INFRASTRUCTURE DEVELOPMENT

With government support, Wits embarked on a R1.5 billion programme of infrastructure development to meet national growth objectives and its commitment to academic excellence. The projects currently underway, and in conception, support the goals of the University's academic mission, namely:

- to increase the enrolment and throughput of quality undergraduate students across all disciplines, particularly science and engineering
- to raise the percentage of postgraduate and research students, attracting the best
- to attract, inspire and retain quality academic and support staff
- to work towards being a world-class university

In 2009, the first of these infrastructure projects, i.e., the upgrading and extension of the FNB Building was completed. This development provides new state-of-the-art lecture venues, including a 350-seat and 450-seat auditorium.

The construction of the Chamber of Mines Engineering Building was well underway at the end of 2009. Its completion will expand Wits' engineering capacity and reconfigure the building for optimal use, with new specialist laboratories and a ground floor Engineering library enabling 24-hour student access.

In the third quarter of 2009, construction commenced on the Science Stadium, a flagship project to increase the University's capacity for training undergraduate science students. This project includes a new laboratory building with bench capacity for 1100 students. Conversion of the existing stadium grandstand supports Wits' commitment to environmental sustainability and will provide five technologically advanced lecture theatres for over 1500 students. The project will transform the existing stadium into a landmark University square and gardens, retaining important heritage features. Significantly, completion of the Centre in 2011 will result in valuable space in existing science buildings being made available for specialist undergraduate and postgraduate use.

Despite funding constraints, Wits remains committed to implementation of a range of other projects, including phase two of the infrastructure projects that will be partially funded by government as well as the Wits Art Museum and the development of the Jorissen Street cultural precinct. All of the planned new projects are located within an updated Spatial Development Framework completed in 2009 that will form the framework for the University's long-term expansion and outreach within the City of Johannesburg.

RESEARCH

One of the areas of growth in 2009 is the turnaround in Wits research productivity and the increased research funding.

During the 1990's and early 2000's, the research output per capita declined steadily at the University. Over the past four years, there has not only been an increase in research output per capita but also in absolute terms. In 2008, the University again exceeded the Department of Education's benchmark of 1.25 research outputs per full-time academic staff member. In 2008, Wits averaged 1.52 research outputs (defined by publication units and postgraduate degrees completed). While there is clearly still much work to be done to become truly research intensive, these improvements over the past four years are heartening and are driven by a number of factors, including the following:

- the creation of thriving new research institutes, entities and Centres of Excellence
- the establishment of new research chairs (we have just heard that the Mellon Foundation has given us $1million for a Chair in South African-Indian Studies)
- the introduction of imaginative new ideas within faculties and schools to increase research productivity:
    - increased investment into research
    - and the imagination and hard work of staff

Wits now hosts three Centres of Excellence. It has the second highest number of SARCHi Chairs in the country (gaining two more Chairs in 2009) and it has steadily remained one of two universities on the African continent which features in the international ranking of universities (which are largely based on research output). Wits is ranked in the top 1% in the world in seven defined fields of research according to the 2009 ISI international citation rankings.

More than R860-million in new funding was committed to research in 2008/9 alone. This comprises funds from the University, statutory councils, external sources and funds administered by the Wits Health Consortium, Wits Enterprise and the Wits Foundation, earmarked for specific research projects.

Funding for research is on the increase with contributions from external funders, donors and individuals. The University has also increased its investment into research primarily through the Strategic Planning and Allocation of Resources (SPARC) Fund.

Wits was the beneficiary of a number of substantial grants from philanthropic funders. Major new awards were received from the Ford, Mellon and Hewlett Foundations as well as from USAID and the Wellcome Trust. Research projects were received from the National Lottery, the South African National Energy Research Institute and the dti/NRF Technology and Human Resources for Industry Programme (THRIP) programme.

The largest grant was received from USAID, which was awarded to Professor Helen Rees, Executive Director of the Reproductive Health Research Unit. It is worth approximately R200 million per annum and will be used to support research within the Unit. Another significant grant was awarded by the Wellcome Trust, which allocated more than R80 million over five years to the research conducted by Professor Stephen Tollman in the School of Public Health.

Almost R54 million worth of contract research funding (inclusive of THRIP funding) was channelled via Wits Enterprise during this period. In 2008, the Wits Health Consortium received just over R400-million in sponsored funding.

It has become increasingly clear that higher education institutions can no longer depend on traditional sources of income to become excellent institutions. Higher education institutions are not in command of how the subsidy may change and it is simply neither ethical nor sustainable to try to meet costs through raising fees. For these reasons it is critical that the University continue to harvest and nurture other sources of income. Wits is already very successful in this regard. In a recent study sponsored by the KRESGE Foundation into third-stream income generation in South African universities, Wits was found to be the most successful university in terms of third stream income generation, both in terms of percentage of total revenue (over 50%) and the quantum of monies raised. This is heartening as it implies a certain level of confidence in the University.

The challenges for fund raising, which the University experienced in 2009 are likely to continue while the economy is in recession. In 2009, there was a noticeable retreat of high level corporate investments but, through launching the Chancellor's Fund, the University experienced a significant increase in the size of its individual donor base.

AFRICA FOCUS

The Africa Focus Programme is one of the key strategic thrusts at Wits which recognizes that there are opportunities for South African higher education institutions to capitalize on this country becoming the bridgehead into Africa. We have a significant role to play in this regard by attracting students from the SADC and the rest of Africa and by producing high quality graduates who will play a leadership role in Africa. Some of the projects and programmes currently underway in the various faculties include:

- Law, Justice and Development in Africa
- Peacekeeping for Development
- Managing the Development Agenda: Postgraduate offerings in the Graduate School of Public and Development Management
- New Africa focused initiatives in the Graduate School of Public and Development Management
- The African Leadership Development Programme

- The African Economic Research Consortium Collaborative PhD Programme and Research
- The African Micro-Economic Research Umbrella
- SANTED New Economic and Labour Studies
- Advancing Entrepreneurship in Africa
- The Strategic Management of Innovation in Africa
- ICT Policy, Regulation and Management in Africa
- The African Materials Science and Engineering Network
- Integrated Water Resources Management
- SANTED New Engineering Studies
- The Aero Africa–EU initiative and the NACoE
- Promoting renewable energy in Africa
- Wits and the Lambarene Connection
- Dealing with insecticide resistance in malaria vector mosquitoes
- Consortium for research and capacity building in reproductive and sexual health and HIV/AIDS in Developing Countries
- Collaborations in Anatomical Sciences
- Medical Physics at Wits and the IAEA in Africa
- Diseases of Lifestyle: An emerging African Problem
- From the heart of Soweto to the heart of Africa
- Molecular Biosciences – Health for Africa and the Sydney Brenner Institute for Molecular Bioscience
- Route-2-Roots: Genetic links Between East Africa, the Maldives and Madagascar
- The Indepth/Wits Scientific and Leadership Development Initiative
- Consortium for Advanced Research Training in Africa
- Strengthening Research Methodology Training for Public Health Research and Practice
- Facilitating the Postgraduate Diploma in Tropical Medicine and Hygiene
- Capacity Building in Nursing and Midwifery, a unique collaborative initiative in Africa
- Physiotherapy outreach into Africa
- Building Capacity in Health Science Education in Africa
- Consortium for Research on Equitable Health Systems
- Equinet and Hepnet
- Affordability and Sustainability of African Health Systems
- Mental health and HIV/AIDS
- Drama for Life: capacity development in HIV and AIDS Education
- Breaking down Language and Cultural Barriers, and Health Care
- Programme in Demography and Population Sciences
- Development Studies
- Global Labour University
- The Passages of Culture: Media and Mediations of Culture in African Societies

- The Centre for Indian Studies in Africa
- Women's Rights and Citizenship
- Forced Migration Studies Programme
- Wits and the African Borderlands Research Network
- SADC Core Group of Social Security Specialists
- Education Finance, Economics and Planning Skills for Africa
- Mathematics and Science Education – Institutional Collaboration in Postgraduate Studies and Research
- Africa's Mineral Wealth and Wits' Centre for Africa's International Relations
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- Climate Change, Revamp and a Global Change Institute

THE WITS 2010 STRATEGY AND OTHER RELATED STRATEGIC INITIATIVES

In 2009, the University continued to pursue the objective of the Wits 2010 Strategy. Progress and achievements in relation to the University strategy are summarized in this section.

International Recognition of Wits

Wits continues to be recognised and ranked by international standards as one of the two best universities in Africa. In the 2009 THE-QS World Ranking of Universities, Wits was ranked number 321 in the world and second in Africa against the backdrop of approximately 30 000 universities across the globe. Wits' performance against the THE-QS criteria has significantly improved as in 2009 more subject fields were ranked within the top 250 range. These include Arts and Humanities; Engineering and IT; and Social Sciences, while Life Sciences and Biomedicine was ranked number 277.

The Strategic Planning activities and achievements in 2009 include the following:

- ***Wits 2010 Review:*** The University started the process of reviewing the *Wits 2010 Strategy*. This process entailed both the retrospective reflection on how the University has performed against the strategic priorities and objectives articulated in the *Wits 2010 Strategy* and the prospective analysis of the external environment to guide the development of the new University strategic plan. The review found that Wits' performance against its strategic and contextual priorities had significantly improved since the inception of the *Wits 2010 Strategy*. As provided in detail in respective sections of this report, the significant improvement relates to research performance, production of scarce skills and intellectual engagement, extensive partnerships and research networks, transformation and the general international standing of the University.

- ***New Strategic Plan:*** The Senior Executive Team started a robust conversation that will lead to the development of the new strategic plan, *Vision 2022 Strategic Framework*. The University Senior Executive Team decided to open the process for wider participation by various constituencies and stakeholders across the University. A consultative process will be finalised in the first quarter of 2010. This process will culminate in the development of a new strategic plan.

- ***Strategic Fund:*** The University allocated R 10 million across the University to special projects that support the *Wits 2010 Strategy*. In addition to the normal allocation of annual budgets to various units and departments, this fund has helped the University community become more innovative in support of the Top 100 goal, which is the cornerstone of the University's strategic plan. It has helped propel the performance of the University against its set objectives like research output, postgraduate education, research on student throughput, transformation initiatives and increasing the proportion of academic staff with PhDs.

- ***Benchmarking Framework:*** The University adopted a *Framework for Benchmarking at the University of the Witwatersrand* which provides guidelines for benchmarking that will position the University for the realisation of the Top 100 goal.

- ***Bespoke Benchmarking:*** The University entered into an agreement with the *QS Intelligence Unit* to conduct bespoke benchmarking analysis for Wits and its performance against eight universities in the THE Top 100 league table. This analysis identified pointers for the strategic positioning of Wits. These include increasing numbers of international staff and students; appointing researchers with high h-index profiles; marketing the Wits brand internationally; improving research output; and developing a

University strategic partnerships strategy. The University has incorporated this advice into its strategic planning process.

- **The *Nobel Laureate and Distinguished Scholars Programme*** was launched this year. This programme is directed at ensuring that the academic disciplines, departments, schools and faculties identify high profile scholars in particular academic areas of strategic focus to visit the University and work with Wits students, academics and researchers to enhance knowledge generation and advance knowledge frontiers in those particular areas.

- ***Surveys and other Institutional Studies:*** The Strategic Planning Division conducted three institutional surveys, the *Student Satisfaction Survey*, *Graduate Destinations Survey* and the *Employer Survey*. These surveys are meant to inform the conversation about the future strategic positioning of the University in pursuit of its strategic goals. The Student satisfaction survey revealed that Wits students are highly satisfied with the quality of educational arrangements; the physical facilities; the learning support resources and the general institutional culture. The employer survey showed that Wits graduates are highly sought after in the labour market.

- ***Annual Enrolment Report and Enrolment Planning:*** The Strategic Planning Division produced the *2009 Enrolment Report* which provides the analysis of enrolment trends in the University to inform decisions about the future strategic positioning of the University. The enrolment report showed that the University had remained close to the 33% proportion of postgraduate enrolments in the past two years. This annual report has informed the development of the University Academic Plan and shaped the conversation about future enrolment projections which seek to increase enrolment in SET areas.

- ***Research Performance:*** In 2009, the University made progress and developed in relation to research including the following: increase in research output; bigger research budget; embedded research culture; new institutes; increasing the number of research Chairs; and improving the number of rated scientists.

- ***Infrastructure Development and Improvement:*** There has been an unprecedented general infrastructure development and improvement drive which is due to continue for the next four years. This infrastructure development includes both the DoHET and non-DoHET capital projects.

- ***Research Networks and International Positioning:*** The University continued to consolidate its research and knowledge networks to position the University as an intellectual powerhouse nationally, regionally (Africa) and internationally. This intensified the research drive and enabled exchanges between Wits academics and postgraduate students and their counterparts from elsewhere. This move has also positioned Wits as an intellectual magnet for international students and distinguished scholars.

TRANSFORMATION

The key features and defining characteristics of the University's transformation agenda are:

- To break decisively with past discriminatory practices in order to create an environment where the full potential of everyone is realized
- To nurture an atmosphere in which diversity, both social and intellectual, is respected and valued and where it is central to the achievement of the institution's goals
- To enhance the institution's effectiveness
- To realize the institution's desire for excellence

The university's transformation plan requires the university to focus on five areas: innovation in teaching, learning and research, enhancing academic performance and improving service excellence, promoting and entrenching good governance, achieving equity in respect of demography of staff and students, and transformation of the institutional culture *(**Into the Future: Transforming Wits**).*

The University's transformation plan has guided the operation of the Transformation and Employment Equity Office. For the year 2009, the focus has been on the effective implementation of the transformation grants (Carnegie 1 and 2 and the Goldman Sachs and Telkom grants); the monitoring and implementation of social justice policies; the drafting of an employment equity plan; implementing the Vice-Chancellor's employment equity fund; coordinating Wits' response to the Ministerial Report on the elimination of discrimination in higher education institutions; providing advice to university stakeholders and units on transformation. Each of the latter areas will be discussed briefly.

TRANFORMATION PROJECTS

While the transformation strategy at Wits requires all stakeholders to respond to the transformation priorities of the University, donor grants for transformation at Wits have helped the Transformation and Employment Equity Office to provide centralized support for transformation initiatives. These grants have focused on three important areas: 1) Growing the next generation of academics; 2) Focusing on Institutional Culture; 3) Student Leadership and 4) Piloting student access programmes via the Targeting Talent Initiative in secondary schools in Mpumalanga, Gauteng and Limpopo and the Bale Programme for black female students in Science and Engineering.

The transformation grants for 2006 to 2009 add up to R25 million and have had extensive reach both inside Wits and beyond its borders. These grants add substantively to the transformation programme of the University and are viewed by the University community as having significantly impacted on the lives of students and academic staff.

The grants are tied to stringent monitoring and evaluation requirements by the donors. This approach to grant management, while difficult at times, has been positive in that it has ensured constant reflection on performance and the requirements for improvement.

Student Equity Projects

1. Targeting Talent

The Targeting Talent Programme, which is designed to facilitate access and admission to university studies for talented students in the rural areas, concluded its first three year cycle in 2009 with 267 learners who wrote the National Senior Certificate (NSC) Exam in Grade 12. The Targeting Talent Programme is proud to have achieved its goal of facilitating access and admission to South African selective universities for 241 academically talented learners. 219 (82%) learners from the cohort have achieved admission to bachelor's degrees at various universities around the country.

Of the learners who qualified for admission to higher education institutions, 163 enrolled and registered at a number of universities such as the University of the Witwatersrand, 102 (63%); University of Cape Town, 10 (6%) and the University of Johannesburg, 9 (6%) amongst others. Learners who were unable to enter into universities enrolled at colleges, i.e. Intec College. This cohort will be tracked in 2010.

Cohort Areas of Study: The majority have registered for degrees in which there is an acute skills shortage in the country, with Engineering and the Built Environment having 56 (37%) students; Science, 48 (31%); Commerce, Law and Management, 16 (10%); Health Sciences, 10 (6%); and Humanities 9 (6%) students.

In total, 102 learners from the Targeting Talent Programme (TTP) enrolled at the University of the Witwatersrand. The range of degrees of study are as follows: Faculty of Engineering and the Built Environment, 46 (44%); Faculty of Science, 31 (31%); Commerce, Law and Management, 12 (12%); Health Sciences, 4 (4%) and Humanities 9 (9%) students.

Funding of studies in Higher Education remains a challenge in the South African context with regard to access and retention. Interestingly, of the 102 learners enrolled at Wits University, funding sources include the following: 80 (49%) family; 37 (23%) NSFAS; 11 (7%) SASOL INZALO Foundation; 2 (1%) SASOL; 4 (3%) THUTHUKA; 7 (4%) REAP in partnership with

NSFAS; 2 (1%) Old Mutual; 20 (12%) funded by banking, retail, government or other private company sectors.

In 2010, Wits University will begin a relationship with 200 academically talented learners which form the second cohort of the Targeting Talent Programme.

2. Bale Programme

The Bale Undergraduate Scholarship Programme aims to provide first generation black South African female students, who do not have the financial resources required to access tertiary education, with a successful University education i.e. one which culminates in graduation with a first degree in Science or Engineering. The programme is currently concentrated in the geographical areas of the Gauteng, Limpopo and Mpumalanga Provinces**.**
The aim of the scholarship programme is to provide the selected students with the following:

- A full scholarship in the field of science or engineering to 20 female learners in Grade 12
- Pre-university programme
- Academic and senior student mentors
- Monthly academic and life skills workshops
- Early warning academic tracking system
- Career Development workshops

The Programme is funded by Carnegie and is one of several such programmes in South African Higher Education Institutions. The Wits approach to the Carnegie scholarship programme, however, has been unique as the conceptualization of the programme includes a more holistic focus on the scholarship recipient. The programme focus is on the development of an integrated support system for the female learners who qualified for the Carnegie scholarships. The Project Manager has also ensured the inclusion of parents in reporting on progress and in evaluating the performance of the learners. Parents are invited to a parents' workshop for a two-way feed-back on the progress of their daughters.

The programme has had a high retention rate. A cohort of seven learners will proceed to Honours in 2010 and 12 will proceed to third year. The programme has had one student dropout. The strength of the programme has been its ability to build a well-bonded team of young and confident women who are successful and focused. This particular point was raised by a number of women academics who heard the learners speak at the South African Women in Science and Engineering (SA WISE Wits) presentation on National Women's Day. The presence of the young women also impressed the keynote speaker, Minister of Science and Technology, Ms. Naledi Pandor.

In relation to teaching and learning, the programme has been informative in that its early warning and tracking device system has allowed the Project Manager to identify weak spots in the learners preparation for university but also in relation to the specifics of the Wits curriculum in certain Science and Engineering programmes.

3. Leadership Education and Development (LEAD)

LEAD is the third student access programme currently being run at Wits. The programme is new to Wits and is the result of a requested partnership by US LEAD. The programme is run via the International Office, with the assistance of the Student Equity Project Manager. It includes an access focus to Commerce, Engineering and Health Sciences. The teaching is done by Wits academics and the programme includes disadvantaged learners from the U.S.A and South Africa.

Growing the Next Generation of Academics, Institutional Culture and Student Leadership

1. Carnegie 2 – Growing the next Generation of Academics

Carnegie 2 is a R15 million programme that focuses on research support to emerging researchers who are black and female, and on improving the institutional culture of the university. The research support aspect of the programme includes the provision of research grants and research training.
Institutional culture programmes focus on student leadership development and improving the University's implementation of social justice policies.

The student leadership component of the Carnegie grant focuses on the use of drama and art as a means to promote engagement on transformation in South Africa and at Wits in particular. Student leaders as well as students not involved in leadership were invited to enter a photographic competition where students were requested to present photographic images that best captured their views of transformation. The photographs have been exhibited twice since the competition and will be published in a book at the beginning of 2010. The photographic competition is planned for 2010, 2011 and 2012. All the photos collected will be archived as representations of student views on this period of the University's history.

In the area of drama, the Transformation Office commissioned two plays that focused on issues of identity and diversity. The plays, ***Identity Pending*** *and* ***Hayane,*** were performed in the Wits Theatre for three weeks this year and they have also been performed at the Grahamstown Arts Festival. The plays received excellent reviews in national newspapers and have been widely acclaimed for their style of theatre and in particular their innovative approach to dealing with the complexity of race and identity.

A third innovation from the Department of the Dramatic Arts is the “Acting against Conflict” student intervention programme. “Acting against conflict,” uses play-back theatre and a range of other techniques to engage students. The focus of the team has been on sexual harassment and they have worked closely with the sexual harassment advisor and some residence hall coordinators in taking the intervention into the residence halls. The intervention to date has received excellent reviews from hall coordinators and students, and the Transformation Office has supported a SPARC Proposal for continuing the programme in 2010. Other areas of focus will be race, xenophobia, sexual orientation and gendered conflict.

The Institutional Culture Grant in the Carnegie Transformation Programme has also supported the Resident Equity Scholars’ Programme, which brings scholars or professionals renowned for their professional contributions nationally and internationally to Wits. Scholars reside at Wits for a period of 6 weeks to one year, depending on their availability. In 2009, the university hosted 4 resident equity scholars in the retrospective on South African film at the Wits Arts and Literature Experience (WALE Festival). This year’s equity scholars featured prominently in the Wits Arts & Literature Experience (WALE) which is a festival that seeks to promote the Wits vision of being a socially engaged and responsive university.

Dr. John Kani has also been brought to Wits as a Resident Equity Scholar. His tenure is for part of 2009 and 2010. He was a keynote speaker at the launch of the Wits Apartheid Archive Project and will reside at the Wits School of Arts where he will teach and produce a play.

Two scholars for 2010 have been proposed by the Institutional Culture Committee. The Transformation and Employment Equity Office is in the process of drafting contracts with the new candidates.

The Carnegie Grant has allowed the development of a Social Justice Resource Centre and to date, the centre has grown and houses interesting film collections on South African film as well as a number of articles and books that are linked to social justice and the Wits Apartheid Archive.

The Carnegie Grant has been renewed for a further three years. The Carnegie Foundation has requested the University to develop a proposal for a grant that will link it with three other African Universities. The focus of the grant will be on growing the next generation of South Africans.

Other Transformation-focused activities

1. The Development of the University Employment Equity Plan for 2010-2015

The Transformation and Employment equity office has over the past year worked closely with Faculties and support Departments on the development of a five-year employment equity plan.

The process has included the development of an employment equity planning manual, a template and presentations across the University. The Transformation Director has worked closely with the Information Management Unit, the HR Information Systems Division and Human Resource Managers. Presentations were done with the Senior Management Group, Heads of Schools and Faculty Boards. In some Faculties, particular Schools also requested presentations on the employment equity planning process. The development of the plan has been a difficult process for the University. The difficulty has been due to a combination of factors

- The University has an attrition rate of 1%
- The University does not have many new posts
- Skills shortages and competition with Industry impact on recruiting black and female staff
- There has been no disability training and awareness raising for staff in the past five years
- The University has not developed databases which can assist in the recruitment of designated groups
- The preceding plan is three years out of date
- The Transformation and Employment Equity office has been attempting to stabilise after at least three years of instability and is only now finding the space to set up the systems for monitoring and implementing the employment equity plan
- Human resource personnel and managers have not received training and adequate information on the employment equity requirements of government
- Some staff do not believe in the Employment Equity Act and its affirmative action strategy as a redress mechanism
- Wits is seen as a University that has to attract staff from across the globe, for some employment equity planning seems parochial
- Wits has been able to attract a large number of black African staff who are not South African but these members of staff cannot be counted in the Employment Equity Plan
- Wits currently does not have guidelines on how we should balance our staff profile so that we continue to be competitive globally, however, we attempt to address the legacy of past inequalities in higher education human resource management
- The Department of Higher Education and Training has not taken up the issue of employment equity planning as one that requires additional resources – key issues here will be the creation of new posts and resources for nurturing postgraduate students

2. Management of Social Justice Policies

The implementation, monitoring and evaluation of Wits' Social Justice Policies have been the focus of the Transformation and Employment Equity Office. Current policies include Employment Equity Policy, the Sexual Harassment Policy; the Discrimination Policy; HIV and AIDS Policy; Disability Policy and the BBBEE Policy. A number of these policies are currently under review and will be finalized in 2010.

3. Language policy

The Transformation and Employment Equity Office has collaborated with the School of Social Sciences and the School of Language on the development of a pilot programme that is focused on teaching beginner and intermediate Zulu to academics in the School of Social Sciences. There are currently eighteen academics registered for the course. Both the beginners and intermediate formal instruction component of the programme have been completed. The programme is now entering its light immersion phase. The Vice-Chancellor has suggested that the school recruit peer facilitators from the support staff at Wits and that the staff be paid and entered into a competition for best peer facilitator. The suggestion has been warmly received by Wits support staff as many support staff have indicated interest in becoming peer facilitators. The University Strategic Fund has supported the continuation and expansion of this project in 2010.

The pilot programme mentioned here has drawn attention to the need for the University to review the language policy in 2010. The review will be led by the Dean of Humanities.

4. Transformation Governance

A number of activities designed to strengthen the effectiveness of the University Forum were implemented in 2009. These include the development of an induction programme for UF members; a set of guidelines on the role of the University Forum *vis-à-vis* other key University governance structures and preparation of a workshop aimed at developing a Transformation Plan which will inform the University's new strategic plan.

Creating a National Dialogue on Race and Racism

In 2009, Wits initiated the following activities designed to create a national dialogue on race and racism:

1. Apartheid Archive

The Transformation and Employment Equity Office has collaborated with Professor Duncan of the School of Human and Community Development on the launch of the Apartheid Archive Project. The Project is the brain-child of Professor Duncan and includes several international academics as well as academics from Wits and other South African Universities. The launch received media attention and was a huge success. A website has been launched and a number of research papers are being selected for publication.

2. Antiracism Network and Colloquium

The Transformation and Employment Equity Office and Professor Norman Duncan of the School of Human and Community Development have continued work on building the antiracism colloquium. The third antiracism colloquium was organized jointly with the Universities of Cape Town, Western Cape and Stellenbosch. The conference was extremely successful and has continued to strengthen the network. The Transformation and Employment Equity Office manages the network database and has kept the network active via emailing articles, adverts and requests.

THE EXTENT TO WHICH EQUITY TARGETS IN THE WORKPLACE HAVE BEEN REALISED

With regard to management and administration of the organisation, it is essential to state the extent to which equity targets in the workplace have been realised.

It is difficult to ascertain the extent to which equity targets have been met over 2009 as the University currently has an outdated Employment Equity Plan and no official targets have been set since 2003. The Transformation and Employment Equity Office is currently close to completing a new Employment Equity Plan for 2010-2014. The delay in drafting a new Employment Equity Plan after the expiry of the 2003-2006 Employment Equity Plan was due to a turn-over of staff in the Transformation and Employment Equity Office between 2005 and 2008. This meant that the University had lost key people responsible for drafting, coordinating, facilitating and monitoring the Employment Equity Plan.

It is important to state though that while no targets were set, recruitment and selection processes have considered employment equity imperatives. There is, however, no doubt that a new plan will tighten up these processes. In addition to the recruitment and selection processes, the Vice Chancellor's Employment Equity Fund, which is approximately R4 million continues to make opportunities available for members of designated groups who show high potential. Candidates who are employed through the VC's funds are brought to the University three years prior to a retirement. In some cases, new positions are created to ensure better diversity. The School of Architecture and the Built Environment is a case in point.

Appointments within the Employment Equity Fund in 2009 were made in the:

- Research Office
- School of Chemistry
- School of Economics and Business Science
- School of Architecture and the Built Environment (2 positions)
- Wits School of Film and TV
- School of Accountancy (3 positions)
- School of Human and Community Development

Added to the measures described above, the University has focused its Carnegie Transformation Grant on growing the research capacity of members of designated groups in order to increase the numbers of designated groups at senior levels of academia and to create a more diverse generation of scholars who research and publish. Between 2005 and 2010, the University has invested R18 million in increasing the research potential of 105 academics. In 2011 and 2012, an additional R9 million will be spent on 60 academics from designated groups. Wits University is currently negotiating a third Carnegie grant which will also incorporate a transformation lens.

The extent to which objectives set for the period under review have been met, is addressed in the Scarce and Critical Skills Questionnaire for Higher Education Institutions (HEI), Annexure C.

Signature of the Chairperson of Senate

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 disposal 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 an oversight of the financial reporting process.

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 2009, KPMG considered the key risks documented in the University's strategic risk register as well as areas of concern raised by management. Based on these considerations the rolling three year internal audit plan, which included the 2009 plan, was updated and presented to the Audit Committee for approval.

The work performed throughout the year, based on the approved audit plan, revealed that key financial disciplines are being entrenched and that management, based on the internal audit reports, as well as other initiatives, is continuing their focus on strengthening the internal financial control environment. These initiatives include updating existing financial policies and procedures while implementing additional policies and procedures. In addition KPMG performed a number of ad hoc assignments requested by management into certain aspects of the University's activities which were of 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 2009 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 2009. 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 into the future.

P.C. Moir

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 quinqennial 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, 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 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 to 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 2009

As reflected in the Consolidated Income Statement, the University and its controlled entities realised a consolidated net operating income of R104,3 million (2008: R127,9 million) with the University itself realising a surplus of R108,3 million. (2008: R72 million).

The University's surplus is attributed to salary cost savings as a result of unfilled posts, and unexpended operational costs. An increase in fee income, due to higher numbers of registered students, over budget also contributed to the surplus.

The increasing cost of the University's post retirement medical aid liability is still of some concern. The University has started to provide for this liability by investing R25 million into a fixed deposit account annually.

The operating results of the Wits University Donald Gordon Medical Centre (Pty) Ltd has shown a turnaround from previous years having a reduced negative effect on consolidated results. During the 2009 financial year, a profit of R0,4 million (2008: R23,2 million deficit) was earned.

Chairperson	**Deputy Vice-Chancellor**
University Finance Committee	**Finance and Operations**

GROUP CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

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COUNCIL'S STATEMENT OF RESPONSIBILITY FOR THE GROUP CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

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

The group consolidated annual financial statements, presented on pages 161 to 207, 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 group consolidated annual financial statements.

The “going concern” basis has been adopted in preparing the group 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 group 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 group audit were valid and appropriate.

APPROVAL OF THE ANNUAL FINANCIAL STATEMENTS

The consolidated annual financial statements of the University of the Witwatersrand, Johannesburg on pages 161 to 207 were approved by the members of Council on 23 June 2010 are signed on its behalf by:

Mr S Macozoma
Chairman

Professor LG Nongxa
Vice Chancellor and Principal

Professor P Fitzgerald
Deputy Vice Chancellor: Finance & Operations

University of the Witwatersrand
Johannesburg

PRICEWATERHOUSECOOPERS

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE COUNCIL OF THE UNIVERSITY OF THE WITWATERSRAND

We have audited the group annual financial statements and annual financial statements of the University of the Witwatersrand, which comprise the consolidated and separate balance sheets as at 31 December 2009, and the consolidated and separate income statements, the consolidated and separate statements of changes in equity and consolidated and separate cash flow statements for the year then ended, and a summary of significant accounting policies and other explanatory notes, as set out on pages 161 to 207.

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 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 audit opinion.

Opinion
In our opinion, the financial statements present fairly, in all material respects, the consolidated and separate financial position of the University of the Witwatersrand as at 31 December 2009, and its consolidated and separate financial performance and its consolidated and separate 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.

PricewaterhouseCoopers Inc
Director: MA Horsfield
Registered Auditor
Sunninghill
23 June 2010

CONSOLIDATED INCOME STATEMENT

GROUP	Note	2009 Council Controlled Unrestricted R'000	2009 Specifically Funded Restricted R'000	2009 SUB-TOTAL R'000	2009 Student & Staff Accommodation R'000	2009 TOTAL R'000	2008 Council Controlled Unrestricted R'000	2008 Specifically Funded Restricted R'000	2008 SUB-TOTAL R'000	2008 Student & Staff Accommodation R'000	2008 TOTAL R'000
RECURRENT ITEMS											
Income		1 969 760	1 399 042	3 368 802	121 070	3 489 872	1 717 835	1 283 455	3 001 290	106 098	3 107 388
State Appropriations - State subsidies & grants	3	801 040	29 078	830 118	-	830 118	722 943	1 839	724 782	-	724 782
Tuition and other fee income	4	647 228	135 154	782 382	116 875	899 257	519 192	95 558	614 750	104 161	718 911
Research contracts		18 141	699 452	717 593	-	717 593	14 469	634 004	648 473	-	648 473
Sales of goods & services		221 361	2 537	223 898	4 195	228 093	181 161	3 303	184 464	1 937	186 401
Private gifts and grants		46 083	131 469	177 552	-	177 552	39 818	133 667	173 485	-	173 485
Other income		118 714	354 556	473 270	-	473 270	118 412	339 152	457 564	-	457 564
Profit on sale of non-current investments	5	20 613	-	20 613	-	20 613	34 893	-	34 893	-	34 893
Subtotal		1 873 180	1 352 246	3 225 426	121 070	3 346 496	1 630 888	1 207 523	2 838 411	106 098	2 944 509
Interest and dividends	6	96 580	46 796	143 376	-	143 376	86 947	75 932	162 879	-	162 879
Expenditure	9	1 872 032	1 343 371	3 215 403	116 244	3 331 647	1 601 534	1 113 146	2 714 680	91 802	2 806 482
Staff costs	7	1 089 450	467 458	1 556 908	11 971	1 568 879	875 144	378 745	1 253 889	10 296	1 264 185
- Academic professional		715 172	161 616	876 788	308	877 096	577 728	181 678	759 406	256	759 662
- Other personnel		374 278	305 842	680 120	11 663	691 783	297 416	197 067	494 483	10 040	504 523
Other operating expenses		682 688	836 433	1 519 121	103 479	1 622 600	624 725	699 618	1 324 343	81 464	1 405 807
Depreciation and amortisation	11 &12	82 505	39 368	121 873	794	122 667	84 026	33 407	117 433	42	117 475
Subtotal		1 854 643	1 343 259	3 197 902	116 244	3 314 146	1 583 895	1 111 770	2 695 665	91 802	2 787 467
Finance costs	8	17 389	112	17 501	-	17 501	17 639	1 376	19 015	-	19 015
NET RECURRENT ITEMS		97 728	55 671	153 399	4 826	158 225	116 301	170 309	286 610	14 296	300 906
NON-RECURRENT ITEMS	10	684	-	684	-	684	(1 874)	-	(1 874)	-	(1 874)
Net Surplus before Transfers		98 412	55 671	154 083	4 826	158 909	114 427	170 309	284 736	14 296	299 032
Transfer - Restricted Funds Net		-	(55 671)	(55 671)	-	(55 671)	-	(170 309)	(170 309)	-	(170 309)
Net Surplus after Transfers		98 412	-	98 412	4 826	103 238	114 427	-	114 427	14 296	128 723
Income Tax		1 065	-	1 065	-	1 065	(828)	-	(828)	-	(828)
NET SURPLUS AFTER TAXATION		99 477	-	99 477	4 826	104 303	113 599	-	113 599	14 296	127 895
Attributable to minority in controlled entity		212					(11 584)				
Attributable to Wits University		99 265					125 183				
		99 477					113 599				

INCOME STATEMENT

UNIVERSITY

	Note	2009					2008				
		Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student & Staff Accommodation R'000	TOTAL R'000	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		1 636 286	761 537	2 397 823	121 070	2 518 893	1 425 241	698 297	2 123 538	106 098	2 229 636
State Appropriations - State subsidies & grants	3	801 040	29 078	830 118	-	830 118	722 944	1 839	724 783	-	724 783
Tuition and other fee income	4	638 039	135 154	773 193	116 875	890 068	506 200	95 558	601 758	104 161	705 919
Income from contracts - for research		3 183	99 791	102 974	-	102 974	3 564	86 155	89 719	-	89 719
Sales of goods & services		3 611	2 537	6 148	-	6 148	3 594	3 303	6 897	-	6 897
Private gifts and Grants		44 350	45 319	89 669	-	89 669	39 766	133 667	173 433	-	173 433
Other income		58 153	413 338	471 491	4 195	475 686	63 207	316 971	380 178	1 937	382 115
Profit on sale of non-current investments	5	18 651	-	18 651	-	18 651	11 949	-	11 949	-	11 949
Subtotal		1 567 027	725 217	2 292 244	121 070	2 413 314	1 351 224	637 493	1 988 717	106 098	2 094 815
Interest and dividends	6	69 259	36 320	105 579	-	105 579	74 017	60 804	134 821	-	134 821
Expenditure	9	1 533 551	735 893	2 269 444	116 244	2 385 688	1 296 966	610 657	1 907 623	91 802	1 999 425
Staff costs	7	949 916	237 126	1 187 042	11 971	1 199 013	757 153	181 450	938 603	10 296	948 899
- Academic professional		715 172	139 643	854 815	308	855 123	577 728	110 985	688 713	256	688 969
- Other personnel		234 744	97 483	332 227	11 663	343 890	179 425	70 465	249 890	10 040	259 930
Other current operating expenses		508 493	475 358	983 851	103 479	1 087 330	462 332	407 703	870 035	81 464	951 499
Depreciation and amortisation	11& 12	67 153	23 396	90 549	794	91 343	69 835	21 490	91 325	42	91 367
Subtotal		1 525 562	735 880	2 261 442	116 244	2 377 686	1 289 320	610 643	1 899 963	91 802	1 991 765
Finance costs	8	7 989	13	8 002	-	8 002	7 646	14	7 660	-	7 660
NET RECURRENT ITEMS		102 735	25 644	128 379	4 826	133 205	128 275	87 640	215 915	14 296	230 211
NON-RECURRENT ITEMS	10	810	-	810	-	810	(70 528)	-	(70 528)	-	(70 528)
Net Surplus before Transfers		103 545	25 644	129 189	4 826	134 015	57 747	87 640	145 387	14 296	159 683
Transfer - Restricted Funds Net		-	(25 644)	(25 644)	-	(25 644)	-	(87 640)	(87 640)	-	(87 640)
Net Surplus after Transfers		103 545	-	103 545	4 826	108 371	57 747	-	57 747	14 296	72 043

STATEMENT OF COMPREHENSIVE INCOME	**GROUP**		**UNIVERSITY**	
	2009	**2008**	**2009**	**2008**
	R'000	**R'000**	**R'000**	**R'000**
Surplus after transfers	**104 303**	127 895	**108 371**	72 043
Other comprehensive income :				
Investments – fair value adjustment	**83 345**	(109 127)	**39 556**	(57 233)
Realised (Gain)/loss on sale of available for sale assets	**(20 613)**	(34 893)	**(18 651)**	(11 949)
Total comprehensive income/(loss) for the year	**167 035**	(16 125)	**129 276**	2 861

STATEMENT OF FINANCIAL POSITION

	Note	GROUP 2009 R'000	GROUP 2008 R'000	UNIVERSITY 2009 R'000	UNIVERSITY 2008 R'000
ASSETS					
Non-current assets		**2 668 173**	2 236 333	**2 220 970**	1 787 969
Property, plant and equipment	11	**1 097 742**	850 980	**859 232**	612 463
Intangible assets	12	**64 808**	65 955	**64 808**	65 955
Available-for-sale-investments	13	**1 481 477**	1 287 931	**940 783**	819 899
Interests in controlled entities	14	**-**	-	**348 085**	273 204
Student loans	15	**8 062**	16 448	**8 062**	16 448
Interest in associated entity	16	**-**	-	**-**	-
Deferred income tax assets	17	**16 084**	15 019	**-**	-
Current assets		**666 179**	591 668	**126 151**	127 772
Inventories	18	**13 258**	9 710	**8 037**	5 588
Trade and other receivables	19	**158 982**	166 599	**91 633**	103 700
Cash and cash equivalents	20	**493 939**	415 359	**26 481**	18 484
TOTAL ASSETS		**3 334 352**	2 828 001	**2 347 121**	1 915 741
EQUITY AND LIABILITIES					
NON-DISTRIBUTABLE RESERVES		**2 134 270**	1 911 776	**1 444 793**	1 289 873
Property, plant and equipment		**276 285**	274 436	**236 157**	234 309
Fair value fund		**82 310**	19 578	**28 043**	7 138
RESERVE FUNDS		**1 775 675**	1 617 762	**1 180 593**	1 048 426
Restricted use funds		**1 185 941**	1 206 125	**956 401**	927 779
Other educational and general		**1 151 764**	1 173 115	**922 224**	894 769
Residences		**34 177**	33 010	**34 177**	33 010
Unrestricted use funds					
Endowment and contingency reserve		**589 734**	411 637	**224 192**	120 647
Minority interest in controlled entity	21	**75 769**	70 038	**-**	-
LIABILITES					
Non-current liabilities		**606 560**	420 604	**577 739**	390 660
Interest-bearing borrowings	22	**27 427**	39 542	**12 960**	21 265
Post retirement healthcare - benefit obligations	24	**287 236**	223 559	**272 881**	211 892
Government grants - deferred income	23	**291 897**	157 503	**291 898**	157 503
Current liabilities		**517 753**	425 583	**324 589**	235 208
Trade and other payables	25	**480 747**	379 649	**314 221**	226 270
Current portion of borrowings	22	**14 006**	11 855	**10 368**	8 938
Amount owing to National Health Laboratory Services	26	**4 000**	4 000	**-**	-
Bank overdraft	20	**19 000**	30 079	**-**	-
TOTAL EQUITY AND LIABILITIES		**3 334 352**	2 828 001	**2 347 121**	1 915 741

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

GROUP	**Accumulated funds**	**Endowment & contingency fund**	**Sub-total**	**Funds for specific purposes**	**Residence fund**	**Sub-total**	**Property, plant & equipment funds**	**Fair Value Fund**	**Sub-total**	**Total**
	Unrestricted	Unrestricted		Restricted	Restricted		Restricted	Unrestricted		
							Non-distributable			
31 December 2009	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Balance at 1 January 2009	-	411 637	411 637	1 173 115	33 010	1 206 125	274 436	19 578	294 014	1 911 776
Investments - Fair value adjustment	-	-	-	-	-	-	-	83 345	83 345	83 345
Investments – Realised gain on sale	-	-	-	-	-	-	-	(20 613)	(20 613)	(20 613)
INCOME STATEMENT										
Net surplus for the year	99 265	-	99 265	-	4 826	4 826	-	-	-	104 091
Transfer from/(to) unrestricted Income	78 832	-	78 832	(78 832)	-	(78 832)	-	-	-	-
Under expended grants and donations	-	-	-	55 671	-	55 671	-	-	-	55 671
MOVEMENTS FOR THE YEAR	(178 097)	178 097	-	1 810	(3 659)	(1 849)	1 849	-	1 849	-
Transfer to endowment and contingency reserve	(178 097)	178 097	-	-	-	-	-	-	-	-
Externally funded asset acquisitions	-	-	-	(21 586)	(4 453)	(26 039)	26 039	-	26 039-	-
Depreciation on externally funded assets	-	-	-	23 396	794	24 190	(24 190)	-	(24 190)-	-
Transfers between reserves	-	-	-	-	-	-	-	-	-	-
Balance at 31 December 2009	-	589 734	589 734	1 151 764	34 177	1 185 941	276 285	82 310	358 595	2 134 270
Balance at 1 January 2008	-	279 259	279 259	1 027 918	18 714	1 046 632	256 519	163 597	420 116	1 746 007
Investments - Fair value adjustment	-	-	-	-	-	-	-	(109 127)	(109 127)	(109 127)
Investments – Realised gain on sale	-	-	-	-	-	-	-	(34 893)	(34 893)	(34 893)
INCOME STATEMENT										
Net surplus for the year	125 183	-	125 183	-	14 296	14 296	-	-	-	139 479
Under expended grants and donations	-	-	-	170 309	-	170 309	-	-	-	170 309
MOVEMENTS FOR THE YEAR	(125 183)	132 378	7 195	(25 112)	-	(25 112)	17 917	-	17 917	-
Transfer to endowment and contingency reserve	(126 676)	126 676	-	-	-	-	-	-	-	-
Externally funded asset acquisitions	-	-	-	(40 900)	-	(40 900)	40 900	-	40 900	-
Depreciation on externally funded assets	-	-	-	21 490	-	21 490	(21 490)	-	(21 490)	-
Transfers between reserves	1 493	5 702	7 195	(5 702)	-	(5 702)	(1 493)	-	(1 493)	-
Balance at 31 December 2008	-	411 637	411 637	1 173 115	33 010	1 206 125	274 436	19 578	294 014	1 911 776

STATEMENT OF CHANGES IN EQUITY

UNIVERSITY	Endowment and Contingency Funds										Non-distributable				
	Accumulated Funds	Contingency Funds	Education Funds	Research Rollover Funds	Research Dividend Funds	Health Sciences Dividend Fund	Sub-total	Funds for specific purposes	Residence fund	Sub-total	Property, plant & equipment funds	PPE Residence	Fair Value Fund	Sub-total	Total
	Unrestricted R'000	Unrestricted R'000	Unrestricted R'000	Unrestricted R'000	Unrestricted R'000	Unrestricted R'000	R'000	Restricted R'000	Restricted R'000	R'000	Restricted R'000	Restricted R'000	Unrestricted R'000	R'000	R'000
Balance at 1 January 2009	**79,448**	**-**	**23,852**	**12,412**	**1,800**	**3,135**	**120,647**	**894,769**	**33,010**	**927 779**	**234,309**	**-**	**7,138**	**241,447**	**1,289,873**
Investments – fair value adjustment	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**39,556**	**39,556**	**39,556**
Investments – realised gain on sale	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**(18,651)**	**(18,651)**	**(18,651)**
INCOME STATEMENT															
Net surplus for the year	**103 545**	**-**	**-**	**-**	**-**	**-**	**103 545**	**25 644**	**4 826**	**30 470**	**-**	**-**	**-**	**-**	**134,015**
Over expended grants and donations	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
MOVEMENTS FOR THE YEAR	**803**	**-**	**(652)**	**-**	**-**	**(151)**	**-**	**1 811**	**(3,659)**	**(1,848)**	**(1 811)**	**3 659**	**-**	**1,848**	**-**
Transfers between reserves to cover funds expended	**10 028**	**-**	**(652)**	**(7 502)**	**-**	**(1 874)**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Externally funded asset acquisitions	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**(21 586)**	**(4 453)**	**(26,039)**	**21 586**	**4 453**	**-**	**26,039**	**-**
Depreciation on externally funded assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**23 397**	**794**	**24,191**	**(23 397)**	**(794)**	**-**	**(24,191)**	**-**
Transfers between reserves	**(9 225)**	**-**	**-**	**7 502**	**-**	**1 723**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Balance at 31 December 2009	**183 796**	**-**	**23 200**	**12 412**	**1 800**	**2 984**	**224 192**	**922,224**	**34,177**	**956 401**	**232 498**	**3,659**	**28 043**	**264,200**	**1 444 793**
Balance at 1 January 2008	(58,003)	74,457	26,157	12,412	-	2,175	57,198	832,242	18,714	850,956	214,898		76,320	291,218	1,199,372
Investments – fair value adjustment	-	-	-	-	-	-	-	-	-	-	-		(57, 233)	(57,233)	(57,233)
Investments – realised gain on sale	-	-	-	-	-	-	-	-	-	-	-		(11, 949)	(11,949)	(11,949)
INCOME STATEMENT															
Net surplus for the year	57,747	-	-	-	-	-	57,747	-	14,296	14,296	-		-	-	72,043
Under expended grants and donations	-	-	-	-	-	-	-	87,640	-	87,640	-		-	-	87,640
MOVEMENTS FOR THE YEAR	79,704	(74,457)	(2,305)	-	1,800	960	5,702	(25,113)	-	(25,113)	19,411		-	19,411	-
Transfers between reserves to cover funds expended	12,009	-	(2,305)	(8,552)		(1,152)	-	-	-	-	-		-	-	-
Externally funded asset acquisitions	-	-	-	-			-	(40,901)	-	(40,901)	40,901		-	40,901	-
Depreciation on externally funded assets	-	-	-	-			-	21,490	-	21,490	(21,490)		-	(21,490)	-
Transfers between reserves	67,695	(74,457)	-	8,552	1,800	2,112	5,702	(5,702)	-	(5,702)	-		-	-	-
Balance at 31 December 2008	79,448	-	23,852	12,412	1,800	3,135	120,647	894,769	33,010	927 779	234,309		7,138	241,447	1,289,873

CONSOLIDATED CASH FLOW STATEMENT

		GROUP		UNIVERSITY	
	Note	**2009 R'000**	**2008 R'000**	**2009 R'000**	**2008 R'000**
Cash flows from operating activities					
Cash generated from operations	**27**	**216 976**	170 768	**212 156**	117 577
Finance costs		**(17 741)**	(19 001)	**(8 242)**	(7 647)
Net cash inflow from operations		**199 235**	151 767	**203 914**	109 930
Unexpended grants and donations		**55 671**	170 309	**25 644**	87 640
Net cash inflow from operating activities		**254 906**	322 076	**229 558**	197 570
Cash flows from investing activities					
Purchase of property, plant and equipment		**(361 128)**	(300 886)	**(328 662)**	(261 995)
Purchase of intangible assets		**(9 033)**	-	**(9 033)**	-
Proceeds on disposal of property, plant and equipment		**4 170**	1 702	**1 836**	366
Administered funds available-for-sale investments		**-**	-	**-**	(441 706)
Purchase of available-for-sale investments		**(2 355 541)**	(1 323 522)	**(1 569 286)**	(970 924)
Proceeds on disposal of available-for-sale investments		**2 245 338**	1 106 180	**1 450 594**	782 819
Decease in student loans		**8 386**	13	**8 386**	13
Increase in investment in associate		**(295)**	(304)	**(295)**	(304)
(Increase)/decrease in interest in controlled entities		**-**	-	**(37 518)**	404 888
Interest received		**126 574**	145 818	**98 487**	127 689
Dividends received		**16 802**	17 061	**7 092**	7 132
Net cash used in investing activities		**(324 727)**	(353 938)	**(378 399)**	(352 022)
Cash flows from financing activities					
Increase/(Decrease) in minority interest in controlled entity		**5 731**	(3 361)	**-**	-
Increase in Government grants		**163 472**	126 859	**163 472**	126 859
Increase in loan from National Health Laboratory Services		**-**	4 000	**-**	-
Proceeds from interest-bearing borrowings		**5 068**	13 280	**5 068**	13 558
Repayment of interest bearing borrowings		**(15 031)**	(11 348)	**(11 942)**	(8 739)
Net cash inflow from financing activities		**159 240**	129 430	**156 598**	131 678
Increase/(decrease) in cash and cash equivalents		**89 419**	97 568	**7 757**	(22 774)
Cash and cash equivalents at beginning of year	**20**	**385 280**	287 725	**18 484**	41 271
Exchange losses on cash and bank overdrafts		**240**	(14)	**240**	(13)
Cash and cash equivalents at end of year	**20**	**474 939**	385 280	**26 481**	18 484
Cash and cash equivalents comprise the following:					
Bank and cash balances					
University of the Witwatersrand, Johannesburg		**26 481**	18 484	**26 481**	18 484
University of the Witwatersrand Foundation		**17 979**	12 041	**-**	-
Wits Commercial Enterprises (Proprietary) Limited		**38 250**	43 543	**-**	-
Wits Health Consortium (Proprietary) Limited		**404 177**	336 911	**-**	-
The Wits University Donald Gordon Medical Centre (Proprietary) Limited		**6 890**	4 196	**-**	-
The Witwatersrand University Flying Association		**135**	80	**-**	-
Origins Centre Association		**27**	104	**-**	-
		493 939	415 359	**26 481**	18 484
Bank overdrafts comprise the following:					
The Wits University Donald Gordon Medical Centre (Proprietary) Limited/University of the Witwatersrand, Johannesburg		**(19 000)**	(30 079)	**-**	-
Cash and cash equivalents at end of year		**474 939**	385 280	**26 481**	18 484

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

1. GENERAL INFORMATION

The University of the Witwatersrand, Johannesburg is a Higher Educational Institution governed by the Higher Education Act of 1997 (as amended).

The University provides Higher Education and has very active and broadly based research programmes. The University has various controlled entities incorporated to meet the specific needs of the various activities of the University, evolving into a Wits Group.

2. SUMMARY OF SIGNIFICANT 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, unless otherwise stated.

2.1 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.

South African Statements of Generally Accepted Accounting Practice and amendments effective for the first time for this year

The following statements and amendments became mandatory for the University and its controlled entities' accounting period beginning on 1 January 2009:

- IAS 1 (AC 101) (Revised 2008): Presentation of Financial Statements (effective from 01 January 2009)

- IAS 23 (AC 114) (Revised 2008): Borrowing Costs (effective from 01 January 2009)

- IFRS 7 (AC 144): Amendments: Financial Instruments disclosures: Improving Disclosures about Financial Instruments (effective 01 January 2009)

The following statements and amendments are not applicable to the University and its controlled entities' for the accounting period beginning on 1 January 2009:

- IFRS 8 (AC 145): Operating Segments (effective from 01 January 2009)

- Amendment to IFRS 2 (AC 139) Share-based payment: Vesting Conditions and Cancellations (effective from 01 January 2009)

- IAS 32 (AC 125) Financial Instruments: Presentation and IAS 1 (AC 101) Presentation of Financial Statements – Puttable Financial Instruments and Obligations Arising on Liquidation (effective from 01 January 2009)

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.1 Basis of preparation (continued)

- Amendments to IFRS 1 (AC 138) First-time Adoption of International Financial Reporting Standards and IAS 27 (AC 132) Consolidated and Separate Financial Statements: Cost of an Investment in a Subsidiary, Jointly Controlled Entity or Associate (effective from 01 January 2009)

Interpretations of South African Statements of Generally Accepted Accounting Practice effective for the first time this year

The following interpretations became mandatory for the University and its controlled entities' accounting period beginning on 1 January 2009:

- IFRIC 13 (AC 446): Customer Loyalty Programmes (effective from 01 July 2009)
- IFRIC 15 (AC 448): Agreements for the Construction of Real Estate (effective from 01 January 2009)
- IFRIC 16 (AC 449): Hedges of a Net Investment in a Foreign Operation (effective 01 October 2009)
- AC 503 (Revised): Accounting for Black Economic Empowerment Transaction (effective 01 January 2009)

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

New standards and interpretations and amendments to published standards and interpretations not yet effective

Certain new standards and amendments to existing standards have been published that are mandatory for the Group's accounting period beginning after 1 January 2009 or later periods, but which the Group has not early adopted, as follows:

- IFRS 1 (AC 138) First-time Adoption of International Financial Reporting Standards (effective from 01 July 2009)
- IFRS 3 (AC 140) (Revised 2009): Business Combinations (effective from 01 July 2009)
- IAS 27 (AC 132): (Revised 2009): Consolidated and Separate Financial Statements (effective from 01 July 2009)
- IAS 39 (AC 133): (Amended): Financial Instruments: Recognition and Measurement Eligible Hedged Items (effective 01 July 2009)
- IFRIC 17 (AC 450): Distributions of Non-cash Assets to Owners (effective 01 July 2009)
- IFRIC 18 (AC 451): Transfers of assets from customers (effective 01 Jul 2009)
- IFRIC 9 (AC 442): (Amended): Reassessment of Embedded Derivatives and and IAS 39 (AC 133): (Amended): Financial Instruments: Recognition and Measurement (effective 01 Jul 2009)
- AC 504:IAS 19 (AC 116) – The Limit on a Defined Benefit Asset, Minimum Funding Requirements and their Interaction in the South African Pension Fund Environment (effective 01 April 2009

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

NOTES TO THE ANNUAL FINANCIAL STATEMENT

ACCOUNTING POLICIES

2.2 Significant judgements

In preparing the annual financial statements, management is required to make estimates and assumptions that affect the amounts represented in the annual financial statements and related disclosures. Use of available information and the application of judgement is inherent in the formation of estimates. Actual results in the future could differ from these estimates which may be material to the annual financial statements. Significant judgements include:

Trade Receivables or Loans and Receivables

The Group assesses its trade receivables and loans and receivables for impairment at each balance sheet date. In determining whether an impairment loss should be recorded in the income statement, the group makes judgements as to whether there is observable data indicating a measurable decrease in the estimated future cash flows from a financial asset.

Provisions

Provisions were raised and management determined an estimate based on the information available. Additional disclosures of these estimates of provisions are included in the notes.

Contingent liabilities

Management applies its judgement to advice it receives from its attorneys, advocates and other advisors in assessing if an obligation is probable, more likely than not, or remote. This judgement application is used to determine if the obligation is recognised as a liability or disclosed as a contingent liability.

Tangible assets

Management has made certain estimations with regards to the determination of estimated useful lives and residual values of items of property, plant and equipment, as discussed further in note 2.8

Taxation

The University has received Income Tax exemption however a subsidiary in the group is not exempt from taxation therefore the following taxation policies are applicable to the Group financials and not the University's financials.

Judgement is required in determining the provision for income taxes due to the complexity of legislation. There are many transactions and calculations for which the ultimate tax determination is uncertain during the ordinary course of business. The Group recognises liabilities for anticipated tax audit issues based on estimates of whether additional taxes will be due. Where the final tax outcome of these matters is different from the amounts that were initially recorded, such differences will impact the income tax and deferred tax provisions in the period in which such determination is made.
The group recognises the net future tax benefit related to deferred income tax assets to the extent that it is probable that the deductible temporary differences will reverse in the foreseeable future. Assessing the recoverability of deferred income tax assets requires the group to make significant estimates related to expectations of future taxable income. Estimates of future taxable income are based on forecast cash flows from operations and the application of existing tax laws in each jurisdiction. To the extent that future cash flows and taxable income differ significantly from estimates, the ability of the group to realise the net deferred tax assets recorded at the balance sheet date could be impacted.

Fair value estimation

The carrying value less impairment provision of trade receivables and payables are assumed to approximate their fair values. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Group for similar financial instruments.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.3 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

2.4 Revenue recognition

Revenue is recognised as follows:

State subsidies and grants for general purposes are recognised as income in the financial year to which the subsidy relates.

Government grants for specific purposes relating to costs are deferred and recognised in the income statement over the period necessary to match them with the costs that they are intended to compensate.

Government grants relating to property, plant and equipment are included in non-current liabilities as deferred government grants and are credited to the income statement on a straight-line basis over the expected lives of the related assets.

Income received for designated specific purposes will arise from contracts, grants, donations, and income on specifically purposed endowments. In all cases 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 impairment 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 Group.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.4 Revenue recognition (continued)

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

2.5 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 requirements of the providers of such resource
- the provision of accommodation for students and /or staff

2.6 Foreign currencies

Foreign currency transactions are accounted for at the exchange rates prevailing at the date of the transactions. Gains and losses resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies are recognised in the 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.

2.7 Research expenditure

Research expenditure is recognised as an expense when incurred. Research costs that are directly attributable to the development of intangible assets are capitalised when the following criteria are met:

- it can be demonstrated that the intangible asset will generate probable future economic benefits;
- adequate technical, financial and other resources to complete the development, and to use or sell the intangible asset are available; and
- the expenditure attributable to the intangible asset during its development can be reliably measured.

2.8 Property, plant and equipment

Land and buildings comprise mainly of buildings which house lecture theatres, offices, laboratories, sports facilities, residences, 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.

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
Other computer equipment	3 years
Furniture and equipment	3-10 years
Vehicles	4-5 years

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

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.8 Property, plant and equipment (continued)

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

Property donated to the Group 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.

Recoverable amount is the higher of the asset's fair value less its costs to sell and its value in use.

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.

2.9 Intangible assets

Intangible assets comprise of ERP system and IT software. Intangible assets are amortised on the straight-line method to write off the cost of the assets to their residual values over their estimated useful lives as follows:

ERP System	10 years
IT Software	3 years

The carrying amount is reviewed annually and adjusted for impairment where it is considered necessary. The assets' residual values and useful lives are reviewed, and adjusted if appropriate at each balance sheet date.

2.10 Borrowing Costs

Borrowing costs, 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 interest rate method.

Interest on borrowings including general borrowings, used to finance the purchase and development of self constructed assets is included in the cost of the asset to the extent it accrues in the period of production and development. Such borrowing costs are capitalised net of any investment income arising from the temporary investment of funds that are surplus pending such expenditure.

2.11 Impairment of non-financial assets

Assets that have an indefinite useful life are not subject to amortisation.

At each balance sheet date, the Group 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, 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

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.11 Impairment of non-financial assets (continued)

revalued amount under another standard, in which case the impairment loss is treated as a revaluation decrease under the standard to the extent of the revaluation surplus with any excess recognised as an expense in the income statement.

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.

2.12 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. The classification of financial instruments depends on the purpose for which the financial instruments were acquired. Management determines the classification at initial recognition.

Financial instruments are initially recognised when the Group 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 Group realises the rights to the benefits specified in the contract, the rights expire or the Group surrenders or otherwise loses control of the contractual rights that comprise the financial asset.

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 is included in the income statement.

The fair value of financial instruments traded in an active financial market is measured at the applicable stock exchange 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.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.13 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 Group 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 in the statement of comprehensive income and in reserves in the fair value fund. When the Group has transferred substantially all risks and rewards of ownership, the realised gains on disposal are reflected in the income statement.

Interest and dividend income are taken to the income statement in the period in which they arise.

2.14 Leased assets

Leases of property, plant and equipment where the Group assumes substantially all the benefits and risks of ownership are classified as finance leases. Finance leases are capitalised at the lower of estimated present value of the underlying lease payments or the assets fair value. 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 is 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.

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.

2.15 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.

2.16 Loans, receivables and prepayments

Loans, receivables and prepayments recognised initially at fair value and subsequently 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 Group 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.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.16 Loans, receivables and prepayments (continued)

The Group 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.

2.17 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.

2.18 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.

2.19 Taxation

Current tax assets and liabilities

Current tax for current and prior periods is, to the extent unpaid, recognised as a liability. If the amount already paid in respect of current and prior periods exceeds the amount due for those periods, the excess is recognised as an asset.

Current tax assets and liabilities for the current and prior periods are measured at the amount expected to be paid to or recovered from the tax authorities, using the tax rates (and tax laws) that have been enacted or substantively enacted by the balance sheet date.

Deferred tax assets and liabilities

A deferred tax liability is recognised for all taxable temporary differences, except to the extent that the deferred tax liability arises from the initial recognition of an asset or liability in a transaction which at the time of the transaction, affects neither accounting profit nor taxable profit or tax loss.

A deferred tax asset is recognised for all deductible temporary differences to the extent that it is probable that taxable profit will be available against which the deductible temporary difference can be utilised. A deferred tax asset is not recognised when it arises from the initial recognition of an asset or liability in a transaction at the time of the transaction, affects neither accounting profit nor taxable profit or tax loss.

A deferred tax asset is recognised for the carry forward of unused tax losses and unused STC credits to the extent that it is probable that future taxable profit will be available against which the unused tax losses and unused STC credits can be utilised.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted by the balance sheet date.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.19 Taxation (continued)

Tax expenses

Current and deferred taxes are recognised as income or an expense and included in profit or loss for the period, except to the extent that the tax arises from:

- transaction or event which is recognised, in the same or a different period, directly in equity, or
- business combination.

Current tax and deferred taxes are charged or credited directly to equity if the tax relates to items that are credited or charged, in the same or a different period, directly to equity.

Secondary tax on companies is accounted for through profit and loss for the period.

2.20 Provisions and Contingencies

Provisions are recognised when:

- the Group has a present obligation as a result of a past event;
- it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and
- a reliable estimate can be made of the obligation.

The amount of a provision is the present value of the expenditure expected to be required to settle the obligation.

Where some or all of the expenditure required to settle a provision is expected to be reimbursed by another party, the reimbursement shall be recognised when, and only when, it is virtually certain that reimbursement will be received if the entity settles the obligation. The reimbursement shall be treated as a separate asset. The amount recognised for the reimbursement shall not exceed the amount of the provision.

Provisions are not recognised for future operating losses. If an entity has a contract that is onerous, the present obligation under the contract is recognised and measured as a provision.

After their initial recognition contingent liabilities recognised in business combinations that are recognised separately are subsequently measured at the higher of:

- the amount that would be recognised as a provision; and
- the amount initially recognised less cumulative amortisation.

Contingent assets and contingent liabilities are not recognised. Contingencies are disclosed in note 31.

2.21 Financial liabilities

The Group classifies its financial liabilities as financial liabilities at amortised cost as the Group 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 Group's financial liabilities are borrowings, accounts payable and accrued liabilities (excluding income received in advance and the leave pay accrual).

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.22 Employee benefits

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 Group, taking account of the recommendations of independent qualified actuaries and are charged to the income statement in the year to which they relate. The Group has no further payment obligations once the contributions have been paid.

Other post-retirement obligations

The Group provides post-retirement healthcare benefits to its retirees. The entitlement to these benefits apply to employees employed by the Group before 01 January 2006, and 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. The present value of the post retirement healthcare obligation is determined by discounting the estimated future cash outflows at reasonable interest rates.

The post retirement healthcare obligation is calculated annually by independent actuaries using the projected unit credit method.

The University is investing R25 million per annum into a fixed deposit account to provide finance for its liability.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP 2009 R'000	GROUP 2008 R'000	UNIVERSITY 2009 R'000	UNIVERSITY 2008 R'000
3. STATE SUBSIDIES AND GRANTS				
State subsidy for general purpose assistance	**796 720**	699 018	**796 720**	699 018
Subsidy for interest and loan redemption	**3 623**	4 721	**3 623**	4 721
Subsidy for other purposes	**697**	1 832	**697**	1 832
Subsidy for infrastructure and development	**10 904**	2 070	**10 904**	2 070
Subsidy for clinical training	**18 174**	2 769	**18 174**	2 769
Subsidy for teaching research development	**-**	14 372	**-**	14 373
	830 118	724 782	**830 118**	724 783

There are no unfulfilled conditions or other contingencies attaching to the subsidies and grants that have been recognised above.

	GROUP 2009 R'000	GROUP 2008 R'000	UNIVERSITY 2009 R'000	UNIVERSITY 2008 R'000
4. TUITION AND OTHER FEE INCOME				
Tuition fees	**782 382**	614 750	**773 193**	601 758
Student and staff accommodation	**116 875**	104 161	**116 875**	104 161
	899 257	718 911	**890 068**	705 919
5. PROFIT ON SALE OF NON-CURRENT INVESTMENTS				
Available-for-sale investments				
Gains on sales of available-for-sale investments	**20 613**	34 893	**18 651**	11 949
6. INTEREST AND DIVIDENDS				
Available-for-sale investments				
Dividend income	**16 802**	17 061	**5 369**	3 220
Interest income	**86 357**	91 448	**75 074**	66 040
	103 159	108 509	**80 443**	69 260
Other interest	**40 217**	54 370	**14 006**	17 788
Interest income on loans to related parties (Note 14 and 16)	**-**	-	**9 407**	43 861
Dividend income from related parties (Note 14)	**-**	-	**1 723**	3 912
	143 376	162 879	**105 579**	134 821

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**
7. EMPLOYEE BENEFIT EXPENSE				
Remuneration – Academic	**814 579**	705 008	**792 606**	634 314
Remuneration – Other	**570 107**	424 944	**227 477**	185 111
Pension costs – Academic and other	**120 516**	105 450	**117 941**	103 046
Increase in post retirement medical liability	**63 677**	28 783	**60 989**	26 428
	1 568 879	1 264 185	**1 199 013**	948 899
8. FINANCE COSTS				
Long-term borrowings	**5 393**	7 758	**1 943**	3 321
Bank borrowings	**2 922**	3 562	**4**	-
Bank charges	**5 441**	3 693	**4 062**	3 265
Investment management fees	**3 389**	3 378	**1 653**	676
Debt collection charges	**395**	610	**379**	385
Net foreign exchange (profits)/losses on financing activities	**(240)**	14	**(240)**	13
Other	**201**	-	**201**	-
	17 501	19 015	**8 002**	7 660
9. EXPENDITURE BY NATURE				
Employee benefit expense (note7)	**1 568 879**	1 264 185	**1 199 013**	948 899
Depreciation and amortisation charges (notes 11 and 12)	**122 667**	117 475	**91 343**	91 367
Transportation expenses	**45 735**	81 412	**51 218**	53 762
Increase/decrease in impairment of receivables	**45 764**	21 271	**42 020**	95 757
Bad debts	**1 670**	1 955	**-**	-
Costs of inventories	**54 443**	35 379	**8 037**	-
Advertising costs	**41 395**	20 038	**35 834**	16 790
Auditor's remuneration				
- Audit fees	**5 432**	4 841	**4 282**	4 425
- Other fees	**8 686**	2 128	**4 990**	1 404
Costs of services outsourced	**110 750**	79 153	**80 567**	79 153
Fixed property costs	**116 352**	81 315	**104 020**	77 359
Finance costs	**17 501**	19 015	**8 002**	7 660
Operating leases – equipment	**2 213**	9 623	**69**	-
Bursaries	**128 528**	121 951	**128 528**	121 951
Other expenses	**1 061 632**	946 741	**627 765**	500 898
	3 331 647	2 806 482	**2 385 688**	1 999 425

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

10. NON-RECURRENT ITEMS

	GROUP		UNIVERSITY	
	2009 R'000	2008 R'000	2009 R'000	2008 R'000
Income				
Profit on disposal of tangible assets.	**1 118**	-	**1 105**	-
Expenditure				
The University has decided to provide for impairment on its loan to its associated entity : Bidvest Wits University Football Club (Pty) Ltd as it believes that the loan may not be recoverable in the foreseeable future. (Please refer to note 16)	**(295)**	(1 874)	**(295)**	(1 874)
The University has decided to provide for impairment on its loan to its subsidiary: The Wits University Donald Gordon Medical Centre (Pty) Ltd as it believes that a portion of the loan may not be recoverable in the foreseeable future. (Please refer to note 14)	**-**	-	**-**	(68 654)
Loss on disposal of tangible assets.	**(139)**	-	**-**	-
	684	(1 874)	**810**	(70 528)

11. PROPERTY, PLANT AND EQUIPMENT

	GROUP			
	Land & buildings	Furniture, equipment & vehicles	Library books & periodicals	Total
	R'000	R'000	R'000	R'000
Year ended 31 December 2009				
Opening net book value	620 045	230 935	-	850 980
Adjustments to opening net book value	1 256	54	-	1 310
Additions	253 624	90 199	17 307	361 130
Transfers	(6 923)	6 923	-	-
Disposals	(541)	(2 650)	-	(3 191)
Depreciation	(20 162)	(75 018)	(17 307)	(112 487)
Closing net book value	847 299	250 443	-	1 097 742
Cost	1 139 775	613 091	302 696	2 055 562
Accumulated depreciation	(292 476)	(362 648)	(302 696)	(957 820)
Net book value	847 299	250 443	-	1 097 742

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

11. PROPERTY, PLANT AND EQUIPMENT (continued)

UNIVERSITY

	Land & buildings R'000	Furniture, equipment & vehicles R'000	Library books & periodicals R'000	Total R'000
Year ended 31 December 2009				
Opening net book value	**460 837**	**151 626**	**-**	**612 463**
Additions	**246 795**	**64 560**	**17 307**	**328 662**
Disposals	**-**	**(731)**	**-**	**(731)**
Depreciation	**(12 700)**	**(51 155)**	**(17 307)**	**(81 162)**
Closing net book value	**694 932**	**164 300**	**-**	**859 232**
At 31 December 2009				
Cost	**963 096**	**412 381**	**302 696**	**1 678 173**
Accumulated depreciation	**(268 164)**	**(248 081)**	**(302 696)**	**(818 941)**
Net book value	**694 932**	**164 300**	**-**	**859 232**

GROUP

	Land & buildings R'000	Furniture, equipment & vehicles R'000	Library books & periodicals R'000	Total R'000
Year ended 31 December 2008				
Opening net book value	471 787	185 130	-	656 917
Adjustments to opening net book value	(16)	(1 799)	-	(1 815)
Additions	157 258	124 049	21 140	302 447
Transfers	7 768	(7 768)	-	-
Disposals	(1 716)	(485)	-	(2 201)
Depreciation	(15 036)	(68 192)	(21 140)	(104 368)
Closing net book value	620 045	230 935	-	850 980
At 31 December 2008				
Cost	895 669	590 895	285 388	1 771 952
Accumulated depreciation	(275 624)	(359 960)	(285 388)	(920 972)
Net book value	620 045	230 935	-	850 980

UNIVERSITY

	Land & buildings R'000	Furniture, equipment & vehicles R'000	Library books & periodicals R'000	Total R'000
Year ended 31 December 2008				
Opening net book value	320 322	109 395	-	429 717
Additions	142 913	97 688	21 140	261 741
Transfers	7 768	(7 768)	-	-
Disposals	-	(736)	-	(736)
Depreciation	(10 166)	(46 953)	(21 140)	(78 259)
Closing net book value	460 837	151 626	-	612 463
At 31 December 2008				
Cost	716 301	410 895	285 388	1 412 584
Accumulated depreciation	(255 464)	(259 269)	(285 388)	(800 121)
Net book value	460 837	151 626	-	612 463

Details of land and buildings are available for inspection at the office of the University. The University is not permitted to dispose of, or otherwise alienate, its land and buildings without the approval of the Minister of Education.

Certain of the above items of property, plant and equipment are secured as set out in note 22.

Group land and buildings include leasehold improvements with a net book value of R16 889 960. (2008:R19 448 497)

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

11. PROPERTY, PLANT AND EQUIPMENT (continued)

Furniture, equipment and vehicles include the following amounts where the University is a lessee under a finance lease:

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**
Cost – capitalised finance leases	**46 485**	26 683	**46 485**	26 683
Accumulated depreciation	**29 595**	7 043	**29 595**	7 043
Net book amount	**16 890**	19 640	**16 890**	19 640

12. INTANGIBLE ASSETS

	GROUP			UNIVERSITY		
	ERP System R'000	**IT Software R'000**	**Total R'000**	**ERP System R'000**	**IT Software R'000**	**Total R'000**
Year ended 31 December 2009						
Opening net book value	**63 571**	**2 384**	**65 955**	**63 571**	**2 384**	**65 955**
Additions	**6 984**	**2 049**	**9 033**	**6 984**	**2 049**	**9 033**
Amortisation	**(8 983)**	**(1 197)**	**(10 180)**	**(8 983)**	**(1 197)**	**(10 180)**
Closing net book value	**61 572**	**3 236**	**64 808**	**61 572**	**3 236**	**64 808**
At 31 December 2009						
Cost	**93 212**	**18 807**	**112 019**	**93 212**	**18 807**	**112 019**
Accumulated amortisation	**(31 640)**	**(15 571)**	**(47 211)**	**(31 640)**	**(15 571)**	**(47 211)**
Net book value	**61 572**	**3236**	**64 808**	**61 572**	**3 236**	**64 808**
Year ended 31 December 2008						
Opening net book value	72 249	6 559	78 808	72 249	6 559	78 808
Additions	-	254	254	-	254	254
Amortisation	(8 678)	(4 429)	(13 107)	(8 678)	(4 429)	(13 107)
Closing net book value	63 571	2 384	65 955	63 571	2 384	65 955
At 31 December 2008						
Cost	86 228	16 758	102 986	86 228	16 758	102 986
Accumulated amortisation	(22 657)	(14 374)	(37 031)	(22 657)	(14 374)	(37 031)
Net book value	63 571	2 384	65 955	63 571	2 384	65 955

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

	GROUP		UNIVERSITY	
	2009 R'000	2008 R'000	2009 R'000	2008 R'000
13. AVAILABLE-FOR-SALE INVESTMENTS				
Fair value at the beginning of the year	**1 287 931**	1 179 716	**819 899**	214 525
Wits Foundation administered funds portfolio transferred	**-**	-	**-**	441 706
Purchases	**2 255 344**	1 218 121	**1 490 071**	893 103
Disposals	**(2 245 338)**	(1 106 180)	**(1 450 594)**	(782 819)
Investment income	**103 159**	108 510	**80 443**	78 229
Investment management fees	**(2 964)**	(3 109)	**(1 228)**	(408)
Net unrealised gain/(loss) on revaluation	**83 345**	(109 127)	**2 192**	(24 437)
Fair value at the end of the year	**1 481 477**	1 287 931	**940 783**	819 899

	Wits University		Foundation		Group Total	
	Cost	Fair Value	Cost	Fair Value	Cost	Fair Value
INVESTMENTS – 2009						
Equity domestic – listed	**132 444**	**152 680**	**281 395**	**340 318**	**413 839**	**492 998**
Equity domestic – unlisted	**-**	**1 160**	**-**	**-**	**-**	**1 160**
Equity international – listed	**4 182**	**4 147**	**40 097**	**33 400**	**44 279**	**37 547**
Bonds – domestic	**103 600**	**103 517**	**74 256**	**73 664**	**177 856**	**177 181**
Bonds – international	**30 357**	**31 459**	**18 503**	**19 685**	**48 860**	**51 144**
Unit trust funds – domestic	**314**	**270**	**-**	**-**	**314**	**270**
Unit trust funds – international	**-**	**-**	**23 285**	**23 725**	**23 285**	**23 725**
International other funds	**28 329**	**26 640**	**20 670**	**19 279**	**48 999**	**45 919**
Money market and short term cash	**620 951**	**620 909**	**30 523**	**30 624**	**651 474**	**651 533**
	920 177	**940 782**	**488 729**	**540 695**	**1 408 906**	**1 481 477**
INVESTMENTS – 2008						
Equity domestic – listed	53 874	55 803	302 642	294 059	356 516	349 862
Equity domestic – unlisted	-	1 010	-	-	-	1 010
Equity international – listed	-	-	42 061	34 738	42 061	34 738
Bonds – domestic	82 253	82 652	60 812	65 612	140 359	148 264
Bonds – international	9 621	10 782	14 926	16 724	24 546	27 506
Unit trust funds – domestic	305	219	-	-	305	219
Unit trust funds – international	20 736	23 672	-	-	20 736	23 672
International other funds	26 817	32 818	6 258	6 794	31 075	39 612
Money market and short term cash	607 881	612 943	49 906	50 105	652 755	663 048
	801 487	819 899	476 605	468 032	1 268 353	1 287 931

Fair value measurement at end of the reporting period using:

	GROUP			UNIVERSITY		
	Level 1 R'000	Level 2 R'000	Total R'000	Level 1 R'000	Level 2 R'000	Total R'000
Available-for-sale financial assets						
Equities	**530 545**	**1 160**	**531 705**	**156 827**	**1 160**	**157 987**
Bonds	**-**	**228 325**	**228 325**	**-**	**134 976**	**134 976**
Unit Trust	**-**	**23 995**	**23 995**	**-**	**270**	**270**
Money market and short term cash	**-**	**697 452**	**697 452**	**-**	**647 549**	**647 549**
	530 545	**950 932**	**1 481 477**	**156 827**	**783 955**	**940 782**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

13 AVAILABLE-FOR-SALE INVESTMENTS (continued)

The fair values of the publicly traded financial instruments are based on stock exchange prices as at the balance sheet date. A register of investments is available for inspection at the offices of the University.

Due to the nature of the research business, as well as the capital expansion projects that are outside funded, the University/Group ring fences certain monies for the purposes of spending against specific projects. These monies are not available to the greater University/Group. This amounts to University R591 505 759 /Group R591 505 759 (2008:University R548 041 722/ Group R548 041 722).

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**
14. INVESTMENTS IN CONTROLLED ENTITIES				
University of the Witwatersrand Foundation	**-**	-	**304 868**	231 001
Loan between Foundation and the Wits Donald Gordon Medical Centre (Pty) Ltd (DGMC), taken over by the University on behalf of DGMC. The loan is interest free and is repayable out of dividends the University receives from DGMC.	**-**	-	**(9 000)**	(9 000)
Loan between Foundation and Wits Health Consortium (Pty) Ltd (WHC) taken over by the University on behalf of WHC. The loan is interest free and is repayable out of dividends the University receives from WHC.	**-**	-	**(3 000)**	(3 000)
Faculty of Humanities The loan is interest free and has no fixed terms of repayment.	**-**	-	**(172)**	(850)
Funds owed to University but not yet transferred	**-**	-	**41 045**	(598)
Funds lent to the University for computer upgrades. The loan is interest free and is repayable over 4 years. There is one instalment left to pay in 2009.	**-**	-	**-**	(3 500)
Administered funds				
The balance of the investments relating to administered funds not yet transferred. Interest of 6% (2008: 9%) is paid on these funds.	**-**	-	**158 149**	148 135

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**
14. INVESTMENTS IN CONTROLLED ENTITIES (continued)				
Pooled Equity Fund	**-**	-	**117 846**	99 814
The pooled equity fund is administered by the Foundation of behalf of the University. The fund is made up as follows:				
Capital invested by fund participants	**-**	-	**117 317**	99 490
Current liabilities of the fund	**-**	-	**529**	324
Wits Commercial Enterprises (Pty) Ltd	**-**	-	**6 720**	4 852
A wholly owned (100%) subsidiary of the University				
Shares: R100	**-**	-	**-**	-
Shareholder's Loan	**-**	-	**9 563**	8 680
The loan is unsecured, bears no interest and has no fixed terms of repayment				
Administrative funds.	**-**	-	**(2 843)**	(3 828)
Wits Health Consortium (Pty) Ltd	**-**	-	**2 397**	3 784
A wholly owned (100%)subsidiary of the university				
Shares: R100	**-**	**-**	-	-
Shareholder's Loan	**-**	**-**	2 397	3 784
The loan is unsecured and bears interest of 9% per annum (2007:6.5%). The loan has fixed monthly repayments of R130 000.				

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

14. INVESTMENTS IN CONTROLLED ENTITIES (continued)

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**
The Wits University Donald Gordon Medical Centre (Pty) Ltd	-	-	35 746	**29 999**
The University owns the controlling interest of 50,1% in this subsidiary.				
Investment	-	-	2 776	**2 776**
Share premium	-	-	2 500	**2 500**
Shareholder's loan	-	-	99 446	**94 446**
Less: Provision for impairment	-	-	(68 654)	**(68 654)**
The loan is interest free and is repayable out of future profits of the company. The loan has been subordinated proportionally to the University's shareholding in favour of The Standard Bank of South Africa and the subsidiary's other creditors. The subordination will remain in force until such time as the subsidiary's assets exceed its liabilities for a period of twelve months.				
Administered funds	-	-	(322)	**(1 069)**
Origins Centre Association	-	-	**(1 428)**	3 774
The Origins Centre Association is a section 21 company of which the University exercises control through appointments to the Board of Directors.				
Intercompany loan	-	-	**(1 423)**	3 778
The loan is interest free with no fixed terms of repayment.				
Administered funds	-	-	**(5)**	(4)
Wits Flying Association				
Administered funds	-	-	**(218)**	(206)
Total interest in controlled entities	-	-	**348 085**	273 204

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

15. STUDENT LOANS

	GROUP 2009 R'000	GROUP 2008 R'000	UNIVERSITY 2009 R'000	UNIVERSITY 2008 R'000
Financial assets:				
Student loans	**32 212**	37 121	**32 212**	37 120
Less: Provision for impairment	**(24 150)**	(20 673)	**(24 150)**	(20 672)
	8 062	16 448	**8 062**	16 448

Student loans are due within five years from the balance sheet date. The weighted average annual interest rate was as follows

	GROUP 2009	GROUP 2008	UNIVERSITY 2009	UNIVERSITY 2008
Student loans	**12.8%**	16.06%	**12.8%**	16.06%

Movement in the provision for impairment of student loans is as follows:

	GROUP 2009 R'000	GROUP 2008 R'000	UNIVERSITY 2009 R'000	UNIVERSITY 2008 R'000
At 1 January	**20 673**	21 592	**20 673**	21 592
Provision for student loans	**7 626**	-	**7 626**	-
Receivables written off during the year	**(4 149)**	(919)	**(4 149)**	(920)
At 31 December	**24 150**	20 673	**24 150**	20 672

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% per annum, 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.

16. NON-CURRENT RECEIVABLES

	GROUP 2009 R'000	GROUP 2008 R'000	UNIVERSITY 2009 R'000	UNIVERSITY 2008 R'000
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.				
The Group has not accounted for its share of the associated company's loss as this is not required in terms of equity accounting. The loss attributable to the Group amounts to R13.9 million. (2008:10.1 million)	**2 168**	1 874	**2 168**	1 874
Provision for impairment	**(2 168)**	(1 874)	**(2 168)**	(1 874)
	-	-	**-**	-

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**
17. 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 28%				
The movement on the deferred taxation account is as follows				
Opening balance	**15 019**	15 847	**-**	-
Income statement charge	**1 065**	(828)	**-**	-
Balance at the end of the year	**16 084**	15 019	**-**	-
Originating temporary difference on assessed loss	**10 795**	10 795	**-**	-
Originating temporary difference on tangible fixed assets	**(1 979)**	(1 635)	**-**	-
Originating temporary difference on costs not yet incurred	**7 268**	5 859	**-**	-
	16 084	15 019	**-**	-
18. INVENTORIES				
Books, stationery, technical inventories, stores for repairs and maintenance, study material and cleaning material.	**13 258**	9 710	**8 037**	5 588
19. RECEIVABLES AND PREPAYMENTS				
Financial assets:	**146 153**	149 245	**82 262**	99 895
Trade receivables	**163 772**	142 024	**101 889**	86 480
Less: Provision for impairment	**(82 248)**	(57 294)	**(62 390)**	(40 091)
	81 524	84 730	**39 499**	46 389
Student debtors	**63 045**	53 062	**63 045**	53 062
Less: Provision for impairment	**(36 253)**	(30 558)	**(36 253)**	(30 558)
	26 792	22 504	**26 792**	22 504
Loans to employees	**3 706**	4 212	**3 706**	4 212
Less: Provision for impairment	**(3 706)**	(2 473)	**(3 706)**	(2 473)
	-	1 739	**-**	1 739
Other receivables	**37 837**	40 272	**15 971**	29 263
Non financial assets:	**12 829**	17 354	**9 371**	3 805
Prepayments	**9 969**	4 810	**8 677**	3 805
Value-added tax	**2 860**	12 544	**694**	-
	158 982	166 599	**91 633**	103 700

Trade receivables
Trade receivables that are less than 90 days past due are not considered to be impaired. As of 31 December 2009, trade receivables of Group R28 604 000, University R19 693 000. (2008: Group R34 842 000 University R27 094 000) were past due but not considered impaired.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

19. RECEIVABLES AND PREPAYMENTS (continued)

	GROUP 2009 R'000	GROUP 2008 R'000	UNIVERSITY 2009 R'000	UNIVERSITY 2008 R'000
The ageing of trade receivables is as follows:	**163 772**	142 024	**101 889**	86 480
Fully Performing: 0-30 days	**52 920**	49 888	**19 807**	19 295
30-60 days	**21 428**	17 798	**12 540**	15 502
60-90 days	**9 669**	19 138	**7 153**	11 592
Over 90 days	**79 755**	55 200	**62 389**	40 091
Impairment	**(82 248)**	(57 294)	**(62 390)**	(40 091)
Net	**81 524**	84 730	**39 499**	46 389

Student Receivables

Student debtors that are less than one year past due at 31 December 2009 but have been paid by 20 February 2009 are not considered impaired. The ageing of trade receivables is as follows:
31 December 2009, student debtors of R26 792 296 (2008: R22 503 480) were past due but not impaired.

The ageing of student debtors is as follows:

	GROUP 2009 R'000	GROUP 2008 R'000	UNIVERSITY 2009 R'000	UNIVERSITY 2008 R'000
Students enrolled for the current year	**42 252**	33 688	**42 252**	33 688
Students enrolled for previous years	**20 793**	19 374	**20 793**	19 374
Less Provision for impairment	**(36 253)**	(30 558)	**(36 253)**	(30 558)
	26 792	22 504	**26 792**	22 504

Movements in the provision for impairment of student debtors are as follows:

	GROUP 2009 R'000	GROUP 2008 R'000	UNIVERSITY 2009 R'000	UNIVERSITY 2008 R'000
At 1 January	**30 558**	**33 056**	**30 558**	**33 056**
Provision for student receivables	**10 873**	**3 211**	**10 873**	**3 211**
Receivables written off during the year	**(5 178)**	**(5 709)**	**(5 178)**	**(5 709)**
At 31 December	**36 253**	**30 558**	**36 253**	**30 558**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

19. RECEIVABLES AND PREPAYMENTS (continued)

Staff Loans

Staff loans that are not active, ie when no payments towards the debt have been made in the last six months are seen as impaired. No further loans have been granted since 2006. Staff loans are due within three years of the balance sheet date. Interest is charged at 13,5% per annum.

Movement in the provision for impairment of staff loans are is follows:

	GROUP 2009 R'000	GROUP 2008 R'000	UNIVERSITY 2009 R'000	UNIVERSITY 2008 R'000
At 1 January	**2 473**	2 651	**2 473**	2 651
Provision for staff loans	**1 233**	-	**1 233**	-
Receivables written off during the year	**-**	(178)	**-**	(178)
At 31 December	**3 706**	2 473	**3 706**	2 473

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.

20. CASH AND CASH EQUIVALENTS

	GROUP 2009 R'000	GROUP 2008 R'000	UNIVERSITY 2009 R'000	UNIVERSITY 2008 R'000
Bank balances	**373 301**	314 278	**26 481**	18 484
Short-term deposits	**120 638**	101 081	**-**	-
	493 939	415 359	**26 481**	18 484
Bank overdrafts	**(19 000)**	(30 079)		
	474 939	385 280	**26 481**	18 484

The weighted average annual effective interest rate on short-term bank deposits was 6.34% (2008: 9.56%).

Due to the nature of the research business of the University and certain of its controlled entities certain cash monies are ring fenced for the purposes of spending against specific projects, and are not available to the greater group. This amounts to Group :R395 574 173, University R0 (2008:Group R328 237 339, University R0).

At 31 December 2009, the University had available R10 million (2008: R100 million) of undrawn borrowing facilities in respect of which all conditions precedent had been met.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**
21. MINORITY INTEREST IN CONTROLLED ENTITY				
Share capital and premium	**2 499**	2 499	-	-
Minority share of deficit	**(63 155)**	(63 367)	-	-
Minority share of opening deficit	**(63 367)**	(51 783)	-	-
Current year share of profit/ (deficit)	**212**	(11 584)	-	-
Medi-Clinic Southern Africa Limited loans	**136 425**	130 906	-	-
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 Southern Africa 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.	**114 634**	111 726	-	-
Interest free loan to Wits University Donald Gordon Medical Centre (Pty) Ltd	**9 944**	9 944	-	-
Interest bearing loan to Wits University Donald Gordon Medical Centre (Pty) Ltd at the prime rate of 10.5% (2008: 15%). The loan (including accrued interest) is repayable out of future profits of the company.	**11 847**	9 236	-	-
Total minority interest	**75 769**	70 038	-	-
22. INTEREST-BEARING BORROWINGS				
Redemption loans	**8 252**	11 172	**8 252**	11 173
Loan 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	**18 105**	21 195	-	-
Loan bearing interest at the JIBAR rate plus 2.18% per annum and repayable in quarterly instalments of R1 305 921 (2008: R1 456 411). 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 (2008: R29 411 243).				

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**
22. INTEREST-BEARING BORROWINGS (continued)				
Innovent leases	**15 076**	19 030	**15 076**	19 030
Operating rental leases capitalised The leases bear interest at an average fixed rate of 10,0% per annum(2008:9,4%), and are repayable in quarterly instalments of R1 447 990(2008:R2 240 323). The agreements are secured by computer equipment with a book value of R16 890 000 (2008: R19 640 000).				
Total borrowings	**41 433**	51 397	**23 328**	30 203
Less: Current portion of borrowings	**14 006**	11 855	**10 368**	8 938
Investec Bank Limited	**3 638**	2 918	**-**	-
Innovent leases	**7 623**	6 016	**7 623**	6 016
Redemption loans	**2 745**	2 921	**2 745**	2 922
Long Term Portion of borrowings	**27 427**	39 542	**12 960**	21 265
Interest rate exposure				
Minority shareholder's loans				
At no interest	**126 670**	121 670	**-**	**-**
At flexible rates	**11 847**	9 236	**-**	**-**
Total borrowings	**138 517**	130 906	**-**	**-**
Other loans				
At no interest	**-**	-	**12 172**	16 948
At flexible rates	**18 105**	21 195	**3 388**	5 105
At fixed rates	**23 328**	30 202	**23 328**	30 203
Total borrowings	**41 433**	51 397	**38 828**	52 256
Effective annual interest rates:				
Redemption loans – weighted average rates	**13.56%**	13.24%	**13.56%**	13.24%
Capitalised operating lease	**10.0%**	9.4%	**10.0%**	9.4%
Bond over land and buildings	**9.41%**	13.12%	**-**	-

23. GOVERNMENT GRANTS – DEFERRED INCOME

Infrastructure and Efficiency Funding Grant

The Department of Education has granted the University funds in respect of infrastructure and efficiency to assist with improving institutional infrastructure and academic efficiency with a view to improved student outcomes.

Balance of funds at 1 January	**123 401**	35 483	**123 401**	35 483
Government grant received during the year	**100 000**	83 494	**100 000**	83 494
Interest earned	**9 213**	6 494	**9 213**	6 494
Amounts taken to income statement	**(10 904)**	(2 070)	**(10 904)**	(2 070)
Balance of funds at 31 December	**221 710**	123 401	**221 710**	123 401

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**

23. GOVERNMENT GRANTS – DEFERRED INCOME (continued)

Clinical Training Grant

The Department of Education has granted the University funds in respect of clinical training in medicine, dentistry and the allied health professions

	Group 2009	Group 2008	University 2009	University 2008
Balance at 1 January	**34 102**	-	**34 102**	-
Government grant received during the year	**51 610**	34 400	**51 610**	34 400
Interest earned	**2 649**	2 471	**2 650**	2 471
Amounts taken to income statement	**(18 174)**	(2 769)	**(18 174)**	(2 769)
Balance of unspent funds at 31 December	**70 187**	34 102	**70 188**	34 102
Total Government grants	**291 897**	157 503	**291 898**	157 503

24. PENSION AND POST-RETIREMENT HEALTHCARE OBLIGATIONS

Pension schemes

The Group 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 Group's assets in separate trustee administered funds. Independent actuaries value the schemes periodically. The Group has no known liabilities at 31 December 2009 in respect of any of its pension schemes.
Cost of pension contributions for the year were Group: R120 516 000, University R117 941 (2008: Group R105 450 000, University R103 046 000).

Post-retirement healthcare benefit obligations

The Group 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 2009. The present value of the Group's obligations is as follows:

	Group 2009	Group 2008	University 2009	University 2008
Accrued employer liability in respect of employed members	**154 872**	126 878	**143 960**	118 282
Accrued employer liability in respect of retired members	**132 364**	96 681	**128 921**	93 610
Post retirement benefit obligation	**287 236**	223 559	**272 881**	211 892

The University is investing R25 million per annum into a fixed deposit account to provide finance for its liability.

The method used for establishing the service cost is the Projected Unit Credit Method. Actuarial gains and losses are recognised as they arise

Amounts recognised in the income statement in respect of this scheme are as follows:

	Group 2009	Group 2008	University 2009	University 2008
Settlements	**(7 100)**	(5 844)	**(6 904)**	(5 680)
Service cost	**10 215**	10 712	**8 231**	8 815
Interest cost	**17 986**	17 159	**17 004**	16 365
Actuarial loss	**42 576**	6 756	**42 659**	6 928
	63 677	28 783	**60 990**	26 428

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**

24. PENSION AND POST-RETIREMENT HEALTHCARE OBLIGATIONS (continued)

The amount included in the balance sheet arising from the Group's obligation in respect of the defined benefit post retirement medical aid plan is as follows:

	Group 2009	Group 2008	University 2009	University 2008
At beginning of year	**223 559**	194 776	**211 892**	185 464
Amounts debited to income	**63 677**	28 783	**60 989**	26 428
At end of year	**287 236**	223 559	**272 881**	211 892

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:

GROUP	**Base**	**Inflation + 1%**	**%change**	**Inflation -1%**	**%change**
Liability as at 1 January 2009	223 559	223 559	0.0%	223 559	0.0%
Settlements	(7 100)	(7 100)	0.0%	(7 100)	0.0%
Current service costs	10 215	10 215	0.0%	10 215	0.0%
Interest cost	17 986	17 986	0.0%	17 986	0.0%
Actuarial (gain)/loss	42 576	115 593	171.5%	31 974	-24.9%
Liability as at 31 December 2009	287 236	360 253	25 .4%	276 634	-3.7%

UNIVERSITY	**Base**	**Inflation + 1%**	**%change**	**Inflation -1%**	**%change**
Liability as at 1 January 2009	211 892	211 892	0.0%	211 892	0.0%
Settlements	(6 905)	(6 905)	0.0%	(6 905)	0.0%
Current service costs	8 231	8 231	0.0%	8 231	0.0%
Interest cost	17 004	17 004	0.0%	17 004	0.0%
Actuarial (gain)/loss	42 659	115 808	171.5%	32 054	-24.9%
Liability as at 31 December 2009	272 881	346 030	26.8%	262 276	-0.4%

The assumptions have been based on the requirements of IAS19 (AC116). The main actuarial assumptions used for the valuation at 31 December 2009 were:

	GROUP		UNIVERSITY	
Economic assumptions	**2009**	2008	**2009**	2008
Net discount rate	2%	2%	2%	2%
Health care cost inflation	7.1%	5,9%	7.1%	5,9%
Discount rate	9.3%	8%	9.3%	8%

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

24. PENSION AND POST-RETIREMENT HEALTHCARE OBLIGATIONS (continued)

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 Group was assumed as follows:

Age	**GROUP Annual rate of withdrawals**	**UNIVERSITY Annual rate of withdrawals**
0-20	20%	20%
21-25	17%	17%
26-30	13%	13%
31-35	9%	9%
36-40	6%	6%
41-45	4%	4%
46-50	2%	2%
51+	Nil	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.

25. ACCOUNTS PAYABLES AND ACCRUED LIABILITIES

	GROUP		**UNIVERSITY**	
	2009	2008	**2009**	2008
	R'000	R'000	**R'000**	R'000
Financial liabilities	**225 082**	168 043	**164 081**	109 196
Trade payables	**212 590**	85 608	**155 847**	101 791
Accrued expenses	**12 492**	82 435	**8 234**	7 405
Non-financial liabilities	**255 665**	211 606	**150 140**	117 074
Income received in advance	**130 527**	103 540	**59 251**	46 259
Other payables	**48 376**	54 257	**16 437**	19 222
Leave pay accrual	**75 240**	52 015	**72 930**	49 800
Deposits	**1 522**	1 794	**1 522**	1 793
	480 747	379 649	**314 221**	226 270

The fair value approximates the carrying amounts.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

	GROUP 2009 R'000	GROUP 2008 R'000	UNIVERSITY 2009 R'000	UNIVERSITY 2008 R'000
26. AMOUNT OWING TO NATIONAL HEALTH LABORATORY SERVICES				
At the Contract Laboratory Services management board meeting held on 30 July 2009, the directors representing Wits Health Consortium and NHLS agreed to convert the funds owing from the distributable profits of R8million into a loan with no terms of repayment. These funds would be used to provide for the moving costs for Contract Laboratory Service's relocation to the Spencer Lister building in Braamfontein.	**4 000**	4 000	**-**	-
27. CASH GENERATED FROM OPERATIONS				
Reconciliation of income to cash utilised by operations:				
Surplus for year before tax	**103 238**	128 723	**108 371**	72 043
Attributable to minority in controlled entity	**(212)**	11 584	**-**	-
	103 026	140 307	**108 371**	72 043
Depreciation and amortisation (notes 11 & 12)	**122 667**	117 475	**91 343**	91 367
Deferred Income on government grant	**(29 078)**	(4 839)	**(29 078)**	(4 839)
Adjustment to opening book value (note 11)	**(1 310)**			
Provision for post-retirement healthcare benefit obligations (note 24)	**63 677**	28 783	**60 989**	26 428
(Profit)/Loss on disposal of property, plant and equipment	**(979)**	499	**(1 105)**	308
Profit on sale of financial assets	**(20 613)**	(34 893)	**(18 651)**	(11 949)
Interest and dividend income on available-for-sale financial assets (note 6)	**(103 159)**	(108 509)	**(80 443)**	(69 260)
Interest income on other financial assets through profit or loss (note 6)	**(40 217)**	(54 370)	**(14 006)**	(17 788)
Dividend income from related parties (note 6)	**-**	-	**(1 723)**	(3 912)
Interest income from related parties (note 6)	**-**	-	**(9 407)**	(43 861)
Finance costs (note 8)	**17 741**	19 001	**8 242**	7 647
Foreign exchange losses on operating activities (note 8)	**(240)**	14	**(240)**	13
Provision for impairment on controlled entity (note 10)	**-**	-	**-**	68 654
Provision for impairment on associated entity (note 10)	**295**	1 874	**295**	1 874
Cash from operations before allowing for changes in working capital	**111 810**	105 342	**114 587**	116 725
Changes in working capital:				
- Trade and other receivables	7 617	18 773	**12 067**	(18 797)
- Inventories	(3 548)	(781)	**(2 449)**	(328)
- Trade and other payables	101 097	47 434	**87 951**	19 977
Net changes in working capital	105 166	65 426	**97 569**	852
Cash generated from operations	216 976	170 768	**212 156**	117 577

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

28. FINANCIAL INSTRUMENTS BY CATEGORY

GROUP	Loans and receivables R'000	Available–for-sale R'000	Total R'000
31 December 2009			
Assets as per balance sheet			
Available-for-sale financial assets (refer to note 13)		1 481 477	1 481 477
Non-current receivables (refer to note 15)	8 062	-	8 062
Current receivables(refer to note 19)	146 153	-	146 153
Cash and cash equivalents (refer to note 20)	493 939	-	493 939
Total	648 154	1 481 477	2 129 631

UNIVERSITY	Loans and receivables R'000	Available–for-sale R'000	Total R'000
31 December 2009			
Assets as per balance sheet			
Available-for-sale financial assets (refer to note 13)	-	940 783	940 783
Non-current receivables (refer to note 15)	348 085	-	348 085
Current receivables(refer to note 19)	82 262	-	82 262
Cash and cash equivalents (refer to note 20)	26 481	-	26 481
Total	456 828	940 783	1 397 611

	GROUP		UNIVERSITY	
	Financial liabilities at amortised cost R'000	Total R'000	Financial liabilities at amortised cost R'000	Total R'000
Liabilities as per Balance Sheet				
Bank overdraft (refer note 20)	19 000	19 000	-	-
Borrowings (refer to note 22)	41 433	41 433	23 328	23 328
Outside shareholder's loans (refer note 21)	138 517	138 517	-	-
Trade payables and accrued expenses (refer to note 25)	225 082	225 082	164 081	164 081
Total	424 032	424 032	187 409	187 409

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

28. FINANCIAL INSTRUMENTS BY CATEGORY (continued)

GROUP

	Loans and receivables R'000	Available–for-sale R'000	Total R'000
31 December 2008			
Assets as per balance sheet			
Available-for-sale financial assets (refer to note 13)	-	1 287 931	1 287 931
Non-current receivables (refer to note 15)	16 448	-	16 448
Current receivables (refer to note 19)	149 245	-	149 245
Cash and cash equivalents (refer to note 20)	415 359	-	415 359
Total	581 052	1 287 931	1 868 983

UNIVERSITY

31 December 2008	Loans and receivables	Available–for-sale	Total
Assets as per balance sheet	R'000	R'000	R'000
Available-for-sale financial assets (refer to note 13)	-	819 899	819 899
Non-current receivables (refer to note 15)	16 448	-	16 448
Current receivables (refer to note 19)	99 895	-	99 895
Cash and cash equivalents (refer to note 20)	18 484	-	18 484
Total	134 827	819 899	954 726

	GROUP		UNIVERSITY	
	Financial liabilities at amortised cost R'000	Total R'000	Financial liabilities at amortised cost R'000	Total R'000
Liabilities as per Balance Sheet				
Bank overdraft (refer note 20)	30 079	30 079	**-**	**-**
Borrowings (refer to note 22)	51 397	51 397	52 256	52 256
Outside shareholder's loans (refer note 21)	130 906	130 906	-	-
Trade payables and accrued expenses (refer to note 25)	168 043	168 043	109 196	109 196
Total	380 425	380 425	161 452	161 452

29. 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:

	2009 R'000	2008 R'000	2009 R'000	2008 R'000
Counterparties without external credit rating:				
Group 1 – Existing student accounts with some defaults in the past	**26 792**	22 504	**26 792**	22 504
Group 2- Trade debtors with some defaults in the past	**81 524**	84 730	**39 499**	46 389
Group 3 – Amounts outstanding in respect of NSFAS, no defaults in the past	**1 234**	3 389	**1 234**	3 389
Group 4 – Other	**36 603**	38 622	**14 737**	27 613
Total receivables (refer to note 19)	**146 153**	149 245	**82 262**	99 895

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

30. RISK MANAGEMENT

The Group is 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 Council Risk Committee, identifies, evaluates and co-ordinates the management of strategic risks faced by the Group. Risk management processes are reviewed regularly for continuing relevance and effectiveness. The Council Risk Committee reports to Council. A report on the risk management process that is being followed, is presented to the Audit Committee and to the Council of the Group on a regular basis.

The Group varies its investment philosophy depending on the term of the financial instruments and the risk profile. To this end seven portfolios have been established, with investments in bonds, equities and money market portfolios.

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 Group has foreign exchange exposure to the extent of foreign sales transactions which are settled on normal trade terms and to the extent of foreign investments. The Group manages foreign exchange risk through the Investment and Finance Committee of the Board of Governors of the Foundation who mandate the fund managers. The fund managers report to the Committee on a quarterly basis

	GROUP		UNIVERSITY	
	2009 R'000	2008 R'000	2009 R'000	2008 R'000
Foreign Bank Account (US Dollar)	**1 604**	1 847	**(7 292)**	1 847
Foreign Bank Account (British Sterling)	**371**	793	**-**	793
Foreign Bonds (US Dollar)	**51 144**	27 506	**31 459**	10 782
Foreign Money Market (US Dollar)	**21 967**	14 999	**19 137**	14 999
Foreign Money Market (British Sterling)	**2 360**	2 655	**2 360**	2 655
Foreign Money Market (Euro)	**18 012**	15 165	**12 435**	15 165
Foreign Unit Trusts (US Dollar)	**23 725**	23 672	**-**	23 672
Foreign Equity (US Dollar and British Sterling)	**37 547**	34 738	**4 147**	-
Other Foreign Funds (US Dollar and British Sterling)	**1 605**	6 794	**-**	-
	158 335	128 169	**62 246**	69 913
(Profit)/loss on exchange rate (included in finance costs)	**(240)**	14	**(240)**	13

At 31 December 2009, if the USD, British Sterling, and Euro had strengthened/weaken by 10% against the Rand with all other variables held constant, the surplus/deficit for the year would have been for the Group R15 833 500 and University R6 224 600 (2008 – Group R12 816 900, University R6 991 300) higher/lower, mainly as a result of a Rand increase/decrease in the carrying value of the USD, British Sterling, and Euro denominated investments. The 10% variation in the exchange rate is based on the average forward rate for 12 months in respect of underlying currencies.

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

30. RISK MANAGEMENT (continued)

Price Risk

The Group is exposed to equity securities price risk because of investments held by the Group and classified on the consolidated balance sheet as available-for-sale investments. The Group is not exposed to commodity price risk. To manage its price risk arising from investments on equity securities, the Group diversifies its portfolio. Diversification of the portfolio is done in accordance with the limits set by the Investment Committee.

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**
Unlisted equities	**1 160**	1 010	**1 160**	1 010
Listed equities	**530 546**	384 600	**156 828**	55 803
	531 706	385 610	**157 988**	56 813

At 31 December 2009, if the FTSE/JSE CAPI, the Dow Jones index (NASDAQ) increased/decreased by 10% with all other variables held constant and all the Group's equity instruments moved according to the historical correlation with the index, equity would have been R53 170 600 for the Group and the University R15 798 800. (2008: Group R38 561 000, University R5 681 300) 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 Group has no significant interest-bearing liabilities and the Group'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.

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**
Bonds	**226 715**	175 770	**134 976**	93 434
Cash and cash equivalents	**474 939**	385 280	**26 481**	18 484
Available-for-sale investments – Money market	**651 474**	663 048	**620 909**	612 943
	1 353 128	1 224 098	**782 366**	724 861

At 31 December, if the interest rate had been 100 basis points higher/lower, the Group's surplus would have been R13 531 280 and the University's R7 823 660 (2008 Group: R12 240 980, University R7 248 610) lower/higher. The increase/decrease of 100 basis points in the interest rate is based on the fact that since the financial year end of the Group, the tendency of the SA Reserve Bank is to change the interest rate with 100 basis points at a time.

Credit Risk

Potential concentrations of credit risk consist mainly of short-term cash, cash equivalent investments, trade receivables, other receivables and investments.

The Group 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 fair value fund until such time as the investment is sold, in which case the profit and loss on sale 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

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

30. RISK MANAGEMENT (continued)

study are only permitted to renew their registration after settling of the outstanding amount. The University no longer grants loans to students.

Financial assets exposed to credit risk at year end were as follows :

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**
Trade and other receivables	**146 153**	149 245	**82 262**	99 895
Cash and cash equivalents	**493 939**	415 359	**26 481**	18 484
Interest in controlled entities	**-**	-	**305 955**	273 204
	640 092	564 604	**414 698**	391 583

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 Group's and University 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.

2009 GROUP	**Up to 1 month**	**1-3 months**	**4-12 months**	**1-5 years**	**Over 5 years**	**Total**
Liquidity Analysis						
Assets						
Non-current assets	**1 481 477**	**-**	**-**	**8 062**	**-**	**1 489 539**
Available-for-sale investments	**1 481 477**	**-**	**-**		**-**	**1 481 477**
Other non-current assets	**-**	**-**	**-**	**8 062**	**-**	**8 062**
Current assets	**640 091**	**-**	**-**	**-**	**-**	**640 091**
Receivables	**146 152**	**-**	**-**	**-**	**-**	**146 152**
Cash and cash equivalents	**493 939**	**-**	**-**	**-**	**-**	**493 939**
Total Assets	**2 121 568**	**-**	**-**	**8 062**	**-**	**2 129 630**
Liabilities						
Non-current liabilities	**-**	**-**	**-**	**25 854**	**140 090**	**165 944**
Interest-bearing borrowings	**-**	**-**	**-**	**25 854**	**1 573**	**27 427**
Outside shareholder's loans	**-**	**-**	**-**	**-**	**138 517**	**138 517**
Current liabilities	**244 082**	**2 754**	**11 252**	**-**	**-**	**258 088**
Current portion of long term borrowings	**-**	**2 754**	**11 252**	**-**	**-**	**14 006**
Accounts payable and accrued liabilities	**225 082**	**-**	**-**	**-**	**-**	**225 082**
Bank overdraft	**19 000**	**-**	**-**	**-**	**-**	**19 000**
Total Liabilities	**244 082**	**2 754**	**11 252**	**25 854**	**140 090**	**424 032**
Net liquidity gap analysis	**1 877 486**	**(2 754)**	**(11 252)**	**(17 792)**	**(140 090)**	**1 705 598**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

30. RISK MANAGEMENT (continued)

2009 UNIVERSITY	**Up to 1 month**	**1-3 months**	**4-12 months**	**1-5 years**	**Over 5 years**	**Total**
Liquidity Analysis						
Assets						
Non-current assets	**940 783**	**-**	**-**	**8 062**	**-**	**948 845**
Available-for-sale investments	**940 783**	**-**	**-**	**-**	**-**	**940 783**
Other non-current assets	**-**	**-**	**-**	**8 062**	**-**	**8 062**
Current assets	**108 743**					**108 743**
Receivables	**82 262**	**-**	**-**	**-**	**-**	**82 262**
Cash and cash equivalents	**26 481**	**-**	**-**	**-**	**-**	**26 481**
Total Assets	**1 049 526**	**-**	**-**	**8 062**	**-**	**1 057 588**
Liabilities						
Non-current liabilities	**-**	**-**	**-**	**38 528**	**-**	**38 528**
Interest-bearing borrowings	**-**	**-**	**-**	**38 528**	**-**	**38 528**
Current liabilities	**164 821**	**1 481**	**8 147**	**-**	**-**	**174 449**
Current portion of long term borrowings	**740**	**1 481**	**8 147**	**-**	**-**	**10 368**
Accounts payable and accrued liabilities	**164 081**	**-**	**-**	**-**	**-**	**164 081**
Bank overdraft						
Total Liabilities	**164 821**	**1 481**	**8 147**	**38 528**	**-**	**212 977**
Net liquidity gap analysis	**884 705**	**(1 481)**	**(8 147)**	**(30 466)**	**-**	**844 611**

2008 GROUP	**Up to 1 month**	**1-3 months**	**4-12 months**	**1-5 years**	**Over 5 years**	**Total**
Liquidity Analysis						
Assets						
Non-current assets	1 288 139	624	1 668	13 948	-	1 304 379
Available-for-sale investments	1 287 931	-	-	-	-	1 287 931
Other non-current assets	208	624	1 668	13 948	-	16 448
Current assets	564 604	-	-	-	-	564 604
Receivables	149 245	-	-	-	-	149 245
Cash and cash equivalents	415 359	-	-	-	-	415 359
Total Assets	1 852 743	624	1 668	13 948		1 868 983

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

30. RISK MANAGEMENT (continued)

2008 GROUP	**Up to 1 month**	**1-3 months**	**4-12 months**	**1-5 years**	**Over 5 years**	**Total**
Liabilities						
Non current	-	-	-	33 110	137 338	170 448
Interest-bearing borrowings	-	-	-	33 110	6 432	39 542
Outside shareholder's loans	-	-	-	-	130 906	130 906
Current liabilities	198 122	2 964	8 892	-	-	209 978
Current portion of long term borrowings	-	2 964	8 892	-	-	11 856
Accounts payable and accrued liabilities	168 043	-	-	-	-	168 043
Bank overdraft	30 079	-	-	-	-	30 079
Total Liabilities	198 122	2 964	8 892	33 110	137 338	380 426
Net liquidity gap analysis	1 654 621	(2 340)	(7 224)	(19 162)	(137 338)	1 488 557

2008 UNIVERSITY	**Up to 1 month**	**1-3 months**	**4-12 months**	**1-5 years**	**Total**
Assets					
Non-current assets	819 899	-	-	16 448	836 347
Available-for-sale investments	819 899	-	-	-	819 899
Other non-current assets	-	-	-	16 448	16 448
Current assets	118 379	-	-	-	118 379
Receivables	99 895	-	-	-	99 895
Cash and cash equivalents	18 484	-	-	-	18 484
Total Assets	938 278	-	-	16 448	954 726
Liabilities					
Non-current liabilities					
Interest-bearing borrowings	-	-	-	52 256	52 256
Current liabilities	109 941	2 235	5 958	-	118 134
Current portion of long term borrowings	745	2 235	5 958	-	8 938
Accounts payable and accrued liabilities	109 196	-	-	-	109 196
Bank overdraft	-	-	-	-	-
Total Liabilities	109 941	2 235	5 958	52 256	170 390
Net liquidity gap analysis	828 337	(2 235)	(5 958)	(35 808)	784 336

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

30. RISK MANAGEMENT (continued)

Capital risk management

The Group's objectives when managing capital are to safeguard their ability to continue as a going concern, maintaining an optimal structure to reduce the cost of capital.

In order to maintain the capital structure the Group has 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.

	GROUP		UNIVERSITY	
	2009	**2008**	**2009**	**2008**
	R'000	**R'000**	**R'000**	**R'000**
Non-Current Investments	**1 481 477**	1 287 931	**940 783**	819 899
Cash and Cash Equivalents	**474 939**	385 280	**26 481**	18 484
	1 956 416	1 673 211	**967 264**	838 383

31. CONTINGENT LIABILITIES

The following legal issues were outstanding at year end:

- A claim for R1,7 by 2 employees for loss of property was instituted against the University. This claim is covered by insurance. The claim was settled in April 2010 for R250 000.
- A case has been instituted against the University regarding the zoning of one of our properties. The University anticipates that the legal costs will be quite substantial, in excess of R4million.
- A claim has been instituted against the University's Law Clinic. The claim is for R500 000 with anticipated legal costs of R50 000.
- A claim has been instituted against the University by a creditor. The claim is for R600 000 with anticipated legal costs of R250 000.
- A claim has been instituted against the University regarding a copyright infringement. The claim is for R500 000 with anticipated legal costs of R250 000.
- A claim has been instituted against the University by a supplier. The claim is for R1 500 000 with anticipated legal costs of R250 000.

32. CAPITAL COMMITMENTS

The University/Group has approved capital expenditure projects to the value of University: R253.2 million, Group: R256.3 million (2008: University R87 million, Group R112.4 million), which have been contracted for, and those to the value of R961.7 million , Group R979.1 million (2008: University R145 million, Group R162 million) that have not yet been contracted for.

Capital commitments are to be funded from internal resources, donations and Government grants.
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NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)

33. TAXATION

The University has received exemption from normal Income Tax 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 Income Tax but no tax has been raised due to the company not having any taxable income.

Major components of the tax expense:

	GROUP		UNIVERSITY	
	2009 R'000	**2008 R'000**	**2009 R'000**	**2008 R'000**
Current tax				
-Current period	-	-	-	-
-Prior period	-	-	-	-
Deferred tax	**1 065**	828		
-Current period	**1 065**	828	-	-
-Prior period	-	-	-	-

34. OPERATING LEASE COMMITMENTS

Lease expenditure contracted for at the balance sheet date but not recognised in the financial statements as follows:

	GROUP		UNIVERSITY	
	2009 R'000	2008 R'000	**2009 R'000**	2008 R'000
Equipment				
Within 1 year	**628**	1 051	-	-
Between 1 and 5 years	**899**	659	-	-
	1 527	1 710	-	-
Office premises				
Within 1 year	**4 314**	2 549	-	-
Between 1 and 5 years	**5 040**	1 120	-	-
	9 354	3 669	-	-
Other				
Within 1 year	**783**	1 211	-	-
Between 1 and 5 years	**417**	452	-	-
	1 200	1 663	-	-

35. RESTATEMENT OF PRIOR PERIOD FIGURES

Prior year figures have been restated where necessary to be comparable with current year presentation.

Annexure A

COUNCIL OBJECTIVES, 2009

Part A

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PREAMBLE

The vision for the University of the Witwatersrand, Johannesburg (hereafter 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 differences 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 2009 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 2009 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 towards maintaining high standards of teaching, research and public engagement.

4. **Strategic planning and implementation of plans**

   Council 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 2009 will be submitted to the Department of Education by 30 June 2010. This Annual Report will subsume the report on the Council objectives for 2009.

A. Statutory responsibilities in accordance with the Higher Education Act as reflected in the University's statute.

The following matters were considered and approved by Council in 2009 to ensure satisfactory attainment of the discharge of the University's statutory responsibilities:

Council re-elected the current Chairperson of Council, Mr Saki Macozoma, for a further two- year term until 31 May 2011.

1. Council re-elected the current Deputy Chairperson of Council, Justice Carole Lewis, for a further two-year term until 31 May 2011.
2. Council approved the appointment of the Dean of the Faculty of Commerce, Law and Management.
3. Council approved minor adjustments to the 2009 Budget in April 2009.
4. Council approved a general tuition fee increase of between 9% and 15% for all students for the 2010 academic year. Fees for international students were increased by 10% for 2010 and a further 10% for 2011.
5. Council approved a revised formula for the determination of upfront payments for 2010 onwards. Such payments would be calculated at the current level plus a percentage increase equal to the average previous tuition fee increase. The upfront payment for 2010 would be R6 600.00.
6. Council approved an increase of 11.1% in student residence fees for the 2010 academic year.
7. Council approved, in-principle, an agreement for the use of a portion of land located at the Wits Education Campus for the purpose of building the Nelson Mandela Children's Hospital. The project is subject to various conditions. The Minister of Higher Education and Training has supported the Project.
8. Council approved a Spatial Development Framework for the University.
9. Council approved a revised Maternity Leave Policy.
10. Council approved revenue and expenditure estimates in respect of the current year.
11. The Annual Report for 2008, required by the statutory Regulations for Annual Reporting by Higher Education Institutions, including Audited Annual Financial Statements, was submitted to the Department of Education in June 2009.

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

Professor Alan Mabin chaired the Senate Academic Freedom Committee in 2009.

Contact with the two existing academic freedom committees at other South African universities (Rhodes University and the University of Cape Town) continued and a joint proposal was developed for submission to funders, for a monitoring system for matters affecting academic freedom.

During 2009 debate centred on relationships between individual academics and university administrations, and on the rights and responsibilities relating to freedom of speech, especially on campus. A process of revision of existing Wits procedures on this matter has begun as directed by Senate. It is intended to complete the process in the first part of 2010. A programme of debates on the issue will also be prepared.

3. FULFILLING THE PUBLIC MANDATE

A key interface with the public sphere, or other sectors in society, is now conducted through the work of the Advancement Division, which commenced its activities formally in January 2008.

The overall purposes of the Advancement Division are to reposition the University in relation to other key actors in society, so as to strengthen the levels of investment made in Wits. Thus our profile, reputation and credibility are central to informing the investment decisions made by the state, industry, philanthropic foundations, individuals and potential students and staff members. The principal purpose of the Division is to optimise all kinds of investment in Wits through four offices:

- The Development and Fund-raising Office;
- The University Relations Office;
- The Alumni Relations Office; and
- The Partnerships Office.

The activities and progress of each office are summarised below.

3.1 The Development and Fund-raising Office (DFO)

The DFO's main focus is fund-raising for large capital projects. The University has identified five of these as priorities for advancing Wits' strategic purposes. These `Big Five' projects are:

- The refurbishment and extension of the First National Bank building;
- A new building for the School of Public Health;
- New accommodation for the Wits Art Museum;
- Construction of the fourth quadrant of the Chamber of Mines Building; and

- A new Undergraduate Science Centre.

Each of these projects is at a different stage of development, ranging from already completed (the FNB building) to still under conceptualization (The Undergraduate Science Centre). The challenge has been to assemble the capacity within Wits to undertake this ambitious programme of capital development.

Assembling the fund-raising capacity to tackle these projects has been harder to achieve. Such 'bricks and mortar' projects are notoriously difficult to fund-raise for, both here and globally. These projects typically need the attention of a team of experienced and specialized 'major gifts' fund-raisers, together with academic champions. There is a global shortage of this kind of expertise. Fortunately, we were able to appoint a DFO Director in July 2008, and fill another four senior posts in 2009. The DFO has made progress in developing a new performance culture whilst process engineering continues to meet the challenges of new and exciting methodologies.

Prospects have been most actively approached for the Public Health Building and Wits Art Museum. Positive developments are emerging with the former, and some visible progress with the latter. Fund-raising has also proceeded for a small number of other projects such as Targeting Talent.

Very satisfyingly, the DFO has launched a systematic (and periodic) appeal in the form of the Chancellor's Annual Fund. The intention is two-fold: to raise funds and to widen the donor base of the University, and since it began in 2008, has raised over R1.8 million.

The DFO also provides extensive support to many academic project champions by providing proposal writing assistance, as well as research on prospective donors for specific projects.

Despite the economic recession, the DFO has progressed well and is on target for raising R140 million in 2009, with planning already underway to reach the goal of raising R201 million in 2010.

3.2 Alumni Relations Office (ARO)

A vital means of drawing networks of influence closer to us is the work we do with our alumni. Our ARO has devised an ambitious programme of activities, branding, merchandise and publishing as part of a campaign to provide a particular identity and connection with the University and affirm their good opinion of Wits. This reputational capital is vital to our ongoing success in attracting support.

Key priorities and activities in 2009 included:

- With over 100 000 alumni located off campus and scattered across the globe, the alumni website and printed and electronic publications are crucial media for communicating and connecting with alumni. The alumni website has been revamped and contains a vast amount of easily accessible information and services for alumni. The website was recently judged the best university website at the annual Marketing, Advancement and Communication in Education (MACE) awards.

- The primary publications produced by the Office of Alumni Relations are the *Wits Review* and faculty specific e-newsletters. The *Wits Review* is produced quarterly and eleven issues have been produced since its launch in June 2007. The *Wits Review* is available online and alumni can receive a free electronic copy. An annual newsletter, Kudos, is also sent to all alumni in December. The *Wits Review* was a finalist in the SA Publication Forum competition and the e-Newsletters were awarded second place in the MACE electronic newsletter category.

- The accuracy and comprehensiveness of an up-to-date alumni database is central to an effective alumni programme and is crucial for segmenting and broadening the base of contactable potential supporters of the University for Advancement purposes. The alumni office purchased the health professions database and engaged the services of a data-cleaning agency which resulted in significant numbers of records being corrected and updated. The alumni office also leveraged the potential of social networking platforms to reconnect with Witsies across the globe and thus update their contact details. The social networking site (SNS) project won the best alumni campaign award in the 2009 MACE competition.

- The Pre-Alumni Programme, aimed at engaging with students to promote awareness of their future role as alumni and to build their affection for the University so that they remain committed alumni after graduating, was developed further, especially the "Proudly Witsie" campaign.

- About 600 people attended various functions and events held for alumni so far this year.

3.3 University Relations Office (URO)

The University Relations Office comprising Marketing, Communications and Public Relations (incorporating Functions and Events), in line with the University's role to provide social and intellectual leadership in society, embarked on ambitious plans in 2009 to:

- Position Wits as an institution committed to academic and research excellence;
- Profile Wits as the leading intellectual hub of Africa, the home of talented students and quality academics, with a reputation for being transformed, research-focused, publicly engaged and committed to advancing the public good;
- Support the long-term fundraising and advancement objectives of the University;
- Maintain and build Wits' reputation of quality, excellence and intellectualism, both locally and abroad, as appropriate; and
- Maximise favourable publicity for the University in the local and national media.

Wits Communications, within its current budget, initiated a proactive, successful media campaign which comprised the following components:

- A discerning media penetration strategy;
- The initiation of a 'thought leader' series;
- The launch of a 'media stars' campaign to support and encourage academics to strengthen their media profiles;
- Media training for SET members and key researchers;
- A media cultivation strategy aimed at bringing editors and specialist journalists closer to the University;
- The partnerships we have enjoyed with the Financial Times, and The Weekender, to host high-profile public lectures on key issues of the day;
- Priority research publicity campaigns like the recent discovery of Aardonyx celestae; and
- Revision of the issues management, risk management (communications) and crisis communications plans.

The University's reputation in the media experiences peaks and troughs, the latter particularly when student protests erupt on our campuses or when issues arise associated with the quality of our academic programmes. These issues are managed as best as possible, and are not always avoidable.

Wits Communications has worked with Marketing to produce key corporate publications including annual reports, research reports, newsletters and other publicity material. The revamped *Research*

Report and the *Wits Leader* are some of the new initiatives launched this year. An overall corporate publications suite is planned for 2010.

As a result of being allocated significantly more funding in the second half of 2009 Marketing has been able to implement the advertising strategy which was conceptualised during 2008. This included producing a series of short television spots where various academics and alumni have been profiled as well as the equivalent print executions. A longer advertisement is also scheduled to appear at cinemas by year-end.

The Wits website has been improved regularly both from a branding point of view, layout and content as well as implementing recommendations from a web audit undertaken. The migration to a new platform did not materialise in 2009 as a result of a strategic change in direction following the appointment of the DVC: Knowledge and Information Management. The change is scheduled for the end of 2010. New websites were created for Wits Art Galleries, Wits University Press, Postgraduate site, Capital projects, Health Sciences and the Institute for Human Evolution amongst many others. Ongoing refinements for sponsored links on Google search resulted in above average click-through rates occurring on our website.

Ongoing advertising and career information was developed for multiple publications aimed at informing school leavers about career choices as well as recruiting top calibre students for Wits. A radio advertising campaign was also flighted on selected youth stations. The annual Information day attracted in excess of 10 000 visitors. A branding and outreach programme was implemented where ten schools received mobile chess games that could be played in the school ground.

A mobile media campaign aimed at academically superior 2009 applicants was implemented in early January and repeated using a different message with the 2010 applicants in October.

Increased emphasis was also placed on recruiting postgraduate students by way of running course specific adverts in select publications. In conjunction with the Student Enrolment Centre, a new publication aimed at postgraduate students was produced in the latter part of 2009.

The marketing department continues to offer a vital design service to the greater University community having designed and produced publications for The Sociology of Work Unit (SWOP), Development and Fund-raising Office, African University Day, Student Affairs, Health Sciences, AIDS Research Unit, Centre for Rural Health, SRC and many others as well as producing countless literature and publicity material across the board including leaflets, posters, invitations, e-newsletters, departmental stationery, logos etc.

Wits Public Relations, incorporating Functions and Events, has been actively supporting various divisions on campus with their functions and events. These are too numerous to list. The unit has also been working with the Vice-Chancellor to host dinners for our black graduates to get them to have a more favourable view of the university.

3.4 Partnerships Office (PO)

The Partnerships Office (PO) has continued to represent the University on the Johannesburg Mayor's Inner City Regeneration initiative. The aim of the project is to scale up regeneration efforts and to ensure more rapid, even and sustained positive impacts on the entire Inner City, without having a detrimental effect on the communities in the Inner City. The office has also been actively involved in redrafting the Memorandum of Understanding between the University; the Greater Johannesburg Metropolitan Council (hereafter the City); and the University of Johannesburg.

The PO is in the process of drawing up a Memorandum of Understanding with the Gauteng City Region Academy which has been tasked with strengthening existing capacities of both the Provincial and Local Government, while at the same time developing different and new capabilities required to steer and manage the province as a globally competitive city region. This agreement will result in the University becoming a preferred provider of training through Wits Enterprise and the School of Public and Development Management. It will also assist in streamlining our interaction with the province around student bursary issues.

Two important relations that we continuously nurture are the ones with Department of Arts, Culture and Heritage in the Joburg Metro on issues of mutual interests to the University and the City where we are also working together around our events planned for the period of the World Cup in 2010. The other is our relation with the Department of Agriculture, Conservation and Environment around the Cradle of Humankind.

Key outward-looking challenges facing the University in the future include our need to strengthen our relationships with industry in more concerted ways, not least to achieve wider insights into the role that higher education (and Wits in particular) plays in developing scarce skills for the economy, and to develop longer-sighted perspectives on the future resourcing of the sector and the University. We have facilitated a number of high-level meetings between university officials and people representing some of the biggest commercial enterprises in the country with the aim of seeing how we could work together to influence policy around skills development issues.

We also liaise with departments in the National Government to ensure that other units at the university optimize their access to existing opportunities, and to lobby for the initiation of others.

The PO has also been actively sharing our experiences in our relationship with the City with other universities in the country and as far afield as the University of Manchester which is trying to forge a closer relationship with its local metro council. The PO is also working on strengthening of strategic relations with universities in the SADC region.

4. STRATEGIC PLANNING

The Strategic Planning Divisions activities and achievements in 2009 include the following:

- The University started the process of reviewing the *Wits 2010 Strategy*. This process entailed both the retrospective reflection on how the university has performed against the strategic priorities and objectives articulated in the *Wits 2010 Strategy,* and the prospective analysis of the external environment to guide the development of the new University strategic plan. The Strategic Planning Division is finalising the report on the *Wits 2010 Review* and this will be available in January 2010.

- The Senior Executive Team started a robust conversation about the strategic direction that the university needs to take beyond 2010. A number of Strategic Planning and Allocation of Resources Committee (SPARC) and special workshops were organised and input on the environmental analysis was received from various external experts and higher education stakeholders. The University's Senior Executive Team decided to open the process for wider participation by various constituencies and stakeholders within the University. More planning events are scheduled for the year 2010. A consultative process will be finalised in the first quarter of 2010. It is envisaged that this robust conversation will culminate in the development of a new University strategic plan, the *Wits 2022 Strategy*.

- The University adopted a *Framework for Benchmarking at the University of the Witwatersrand* which provides guidelines for benchmarking that will position the University for the realisation of the Top 100 goal.

- The University entered into an agreement with the *QS Intelligence Unit* to provide a *Wits Bespoke Benchmarking* analysis of its performance against eight peer universities in the *Time's Higher Education Top 100 League Table*. This analysis identified pointers for the strategic positioning of Wits. These pointers include: increasing numbers of international staff and students; appointing staff with a high h-index profile; marketing the Wits brand internationally; improving research output; and developing a university strategic partnerships strategy. The University has incorporated this advice into its operational and strategic planning processes.

- The *Nobel Laureate and Distinguished Scholars Programme* was launched this year. This programme is intended to ensure that the academic disciplines, departments, schools and faculties identify high profile scholars in particular academic areas of strategic focus to come to the University and work with Wits students, academics and researchers to enhance knowledge generation and advance knowledge frontiers in those particular areas. The University hosted five high profile scholars in different disciplines and areas of specialisation.

- The University allocated R10 million across the university to special projects that support the Wits 2010 Strategy. This fund has helped the University community become more innovative in support of the Top 100 goal that is the cornerstone of the University strategic plan.

- The Senior Executive Team produced the Wits 2009 Operational Plan, implemented this and reviewed the University's performance against this operational plan. A report on the Wits 2009 Operational Plan has been produced.

- The Senior Executive Team started the process of developing the Wits 2010 Operational Plan. This plan will be publicly available in January 2010.

- The Strategic Planning Division conducted three institutional surveys and these were: the Student Satisfaction Survey; Graduate Exit Survey; and the Employer Survey. These surveys are meant to inform the conversation about the future strategic positioning of the University.

- The Strategic Planning Division produced the 2009 Enrolment Report which provides the analysis of enrolment trends in the University to inform decisions about the future strategic positioning of the University.

- The Vice-Chancellor made presentations to faculties and the wider University community in support of the Wits 2010 Strategy, in response to the issues raised in the HEQC Wits Audit Report. He shared with the University community the strategic essence of the Top 100 goal and provided advice on how the University community needs to commit itself to the achievement of this aspiration.

5. UPDATE ON THE MANAGEMENT STRUCTURE OF THE UNIVERSITY IN TERMS OF SCHOOLS, FACULTIES AND SUPPORT STRUCTURES

The Higher Education Sector continues to be challenged by the global war for talent and the general effects of talent migration. Nonetheless, there was a positive spin for Wits University in 2009 as many staff opted to remain in their positions, especially in the professional disciplines. Staff turnover did not exceed 0.94%; this translated into 190 terminations and 217 new appointments in the first six months of 2009. The University has been able to fill most of its significant positions in 2009. This report lists new appointments in selected entities in 2009.

SENIOR EXECUTIVE TEAM (SET) CHANGES

A Director for Human Resources is likely to be appointed shortly. An offer has been made to a candidate and it is hoped that the person will commence duties in the first quarter of 2010.

The position of the Dean of Commerce, Law and Management has been filled by Professor Mthuli Ncube as from August 2009.

Professor Yunus Ballim, the Deputy Vice-Chancellor (Academic), continued as Vice-Principal in 2009.

CURRENT SET

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 and Partnerships
Professor Patrick FitzGerald	Deputy Vice-Chancellor: Finance and Operations
Professor Derek Keats	Deputy Vice Chancellor: Knowledge and Information Management
Dr Derek Swemmer	Registrar
Reverend Lulamile Mbete	Acting Executive Director: Human Resources
Professor Mthuli Ncube	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 Andrew Crouch	Dean: Science
Ms Miriam Abrams	Director of Special Projects

FACULTY OF COMMERCE, LAW AND MANAGEMENT

School of Accountancy

Professor Jacqueline Arendse was appointed as Head of the School of Accountancy from 16 May 2009.

School of Economic and Business Sciences

Professor Harry Zarenda was appointed as the Acting Head of School from 15 September 2009 in Professor Lumby's absence.

Wits Business School

Professor Boris Urban was appointed as the Acting Head of School from 11 August 2009.

Graduate School of Public and Development Management

Professor Daniel Plaatjies was appointed as the Head of School of Public and Development Management from 01 February 2009.

FACULTY OF ENGINEERING AND THE BUILT ENVIRONMENT

School of Chemical and Metallurgical Engineering

Professor Sunny Iyuke was appointed Head of School as from 22 June 2009.

School of Construction Economics and Management

Adjunct Professor F M Viruly continues to Act as Head of School until June 2010.

School of Mechanical, Industrial and Aeronautical Engineering

Professor E A Moss's five-year term of office as Head of School was extended by two years from January 2009.

School of Mining Engineering

Professor Huw Phillips is retiring at the end of 2009.

FACULTY OF HUMANITIES

School of the Arts

Professor Georges Pfruender was appointed as Head of the Wits School of Arts as from 01 October 2009.

Wits Institute for Social and Economic Research (WISER)

Professor Abebe Zegeye was appointed as the Director of WISER as from 01 August 2009.

FACULTY OF HEALTH SCIENCES

School of Anatomical Sciences

Professor Thomas Daly was appointed as Acting Head of School of Anatomical Sciences as from 01 April 2009.

School of Oral Health Sciences

Professor Ahmed Essop will head the School for another year.

Support Services

Mr Roshan Madhoo was appointed as the Human Resources Manager, effective 01 August 2009.

FACULTY OF SCIENCE

School of Molecular and Cell Biology

Professor Robin Veale was appointed as Head of School as from 01 January 2009.

School of Computer Science

Professor Mervyn Curtis has taken over as Acting Head of School until the position is filled.

School of Statistics and Actuarial Sciences

Mr Peter Fridjhon continues to Act as Head of the School.

School of Mathematics

Professor Bruce Watson was appointed as Head of School as from 01 January 2009.

School of Animal, Plant and Environmental Sciences

Professor Kevin Balkwill was appointed as Head of School as from 01 August 2009.

School of Geosciences

Professor Roger Gibson was appointed as Head of School as from 01 May 2009.

School of Geology, Archaeology and Environmental Sciences

Professor Karim Sadr was appointed as Head of School as from 01 March 2009.

UNIVERSITY SUPPORT STAFF

Development and Fund-raising Office

Heather Regenass was appointed on a fixed-term contract until 2010.

Marketing and Communications and Wits Enterprise

Mr Mike Khuboni resigned as the Public Relations Manager from September 2009. The vacancy will be advertised.

Human Resources

Mr Allen Pascoe was appointed in June 2009 as the Manager of the Human Resources Information Systems. Ms Refiloe Ngwenya was appointed in June 2009 as the assistant in the office of Human Resources Information Systems. Ms Elke Gevers resigned in September 2009 and she has been replaced by Ms Noxolo Mavundla in an acting capacity.

Procurement

Mr Malizole Ntshanga has left as Chief Procurement Officer from October 2009. The vacancy has been advertised.

6. FINANCIAL CONTROL AND PLANNING, INCLUDING MONITORING OF TRANSPARENCY IN DETERMINING THE BUDGET AND FULL INFORMATION REGARDING THE ESTABLISHMENT OF BUDGET PRIORITIES

A deficit budget amounting to R7.5m for 2009 was approved by Council in December 2008. However, the University experienced an unprecedented increase in first year enrolments in 2009. Hence, the student numbers reached 28 000 (excluding Advanced Certificate in Education students) and resulted in the University meeting the 2010 target that was mutually agreed upon with the Department of Education. The block subsidy was also higher than initially projected. Consequently, a revision of budgets was necessary. Expenditure budgets had to be reviewed as the University adjusted its facilities and resources to deal with the increased student intake; and certain crucial projects that had been delayed due to lack of resources were brought back into the budget. The revisions which resulted in a break-even budget were approved by Council at its meeting in April. Projections show that a surplus is expected for 2009. The projected surplus is underpinned by higher income, and savings in salaries and operating costs.

The capital expenditure budget was R63 million for 2009. The DoE-funded infrastructure and capacity development funds have been channelled towards the following projects: the FNB Building expansion of teaching space; completion of the fourth quadrant of the Chamber of Mines Engineering building; the new Undergraduate Science building and laboratory; and IT upgrades. The University allocated a contribution towards the infrastructure development from its own resources and is committed to raising the balance from donors.

Preparation of the 2010 budget began in July 2009. 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 requested. Budgets from subsidiary entities were requested; this would enable the University to consolidate these in the Wits group.

Approval process: A budget panel of eight chaired by the Deputy Vice-Chancellor Finance and Operations heard presentations from budget holders and interrogated the budgets. Thereafter, the budgets were consolidated and a second meeting was held with budget holders. The Strategic Planning and Allocation of Resources Committee (SPARC) members were advised of the preliminary requests. The Vice-Chancellor's Office (VCO) and SET proposed a close to break-even budget at SPARC for discussion and recommendation to Finance Committee (FINCO). On FINCO's approval, the budget will be recommended to Council for approval at its December meeting.

It is expected that a manageable deficit of R10m or less will be presented to Council following this process. Principles of the University's Sustainable Financial Model will be applied in arriving at the final budget. The Capital Expenditure budget is expected to be R66.2m. It will not be 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 is earmarked.

7. MANAGEMENT OF IMMOVABLE RESOURCES / ESTATES MANAGEMENT

7.1 Campus Development and Planning Division

As from 01 July 2009, the Property and Infrastructure Management Division (PIMD) spawned the Campus Development and Planning Division (CPD) which assumed responsibility for all planning and development matters pertaining to the University's property portfolio. The management and implementation of the University's approved Capital Projects Program will in future be facilitated by CDP.

7.1.1 University Design and Development Framework

The update of the 2004 University Design and Development Framework (UDDF) was successfully concluded and approved by the University Council at its meeting of 19 June 2009, following extensive consultation with a range of University stakeholders. In 2010, CDP will focus on developing University policies flowing from the UDDF in respect of the following areas:

7.1.1.1 Legal, regulatory and land acquisition issues;
7.1.1.2 Student and staff housing;
7.1.1.3 Sport and recreation;
7.1.1.4 Spatialization of heritage indicators;
7.1.1.5 University –City partnerships; and
7.1.1.6 Sustainability strategies.

7.2 Residence Development – Public/Private Partnership

A comprehensive due diligence exercise was undertaken on the developer's final proposal including design, financial feasibility as well as the proposed operational model on completion on the construction period.

Significant funding was secured from the Department of Higher Education and Training from its 2010 / 2011 capital program, which will be invested in the development to offset student costs. Subject to final approval of the due diligence studies, construction may commence by March 2010 with final completion scheduled for December 2011.

7.3 Development / refurbishment of existing infrastructure.

7.3.1 <u>Chamber of Mines</u>**:** Significant progress had been made on the construction of the fourth quadrant of the Chamber of Mines building as previously reported. It is envisaged that this project will be completed by the end of February 2010 to ensure delivery of much- needed offices, seminar rooms, laboratory and study space for the Faculty of Engineering and the Built Environment.

7.3.2 <u>First National Bank (FNB) Building:</u> Extensive refurbishment and extension to the current FNB building were completed in 2009, this project delivered two large lecture theatres with 350 and 450 seats each, an improved and extended computer facility, refurbishment and combination of six small lecture theatres into three larger lecture theatres.

7.3.3 <u>Faculty of Humanities projects:</u> Extensive renovations are in progress at the University Corner building on the Braamfontein East Campus, in order to accommodate the following functions:

7.3.3.1 School of Journalism and Media Studies – 10th and 11th floors of University Corner.
7.3.3.2 Wits Radio Academy – 9th floor of University Corner.

It is envisaged that these renovations will be completed in February 2010.

7.3.4 <u>E-learning offices:</u> The 18th floor of University Corner is currently being refurbished to accommodate the University E-learning Department; construction completion is programmed for February 2010.

7.3.5 <u>RADMASTE</u>: Extensive renovations were undertaken to a section of the Marang building on the Parktown Education Campus, in order to facilitate the relocation of RADMASTE from University Corner to the Education Campus.

7.3.6 <u>Departments of Occupational Therapy and Physiotherapy</u>: Major alterations were undertaken to the Conacher Block at the University's Parktown Education Campus in order to provide office, laboratory and teaching facilities for the Departments of Occupational Therapy and Physiotherapy. Construction work is completed and it is envisaged that the departments will be relocated in December 2009 to their new facilities.

7.3.7 Professional Development Hub: Construction on a University short course centre, that will include the Wits Language School, commenced in 2009 and will be completed in March 2010. On completion, this facility will provide additional capacity for professional and continued educational courses, computer facilities and three auditoriums.

7.3.8 Undergraduate Science Centre: Construction commenced on the Undergraduate Science Centre on the University's Braamfontein West Campus. On completion, this project will provide large undergraduate laboratories for the following disciplines (together with all of the necessary support services required, in addition to large lecture theatres and tutorial rooms):

7.3.8.1 Physics;
7.3.8.2 Chemistry; and
7.3.8.3 Biology.

7.3.8 Stand-by generator capacity: Construction of generator plants for the Braamfontein East and Braamfontein West Campuses is in progress. Building work will be completed towards January 2010 and generator sets will be installed and commissioned by 01 May 2010.

7.3.9 Disposal and acquisition of property: No properties were disposed of in 2009; the University however did acquire property in Braamfontein i.e. number 38 Jorrissen Street. A commercial tenant is currently leasing the space, but the University will in the long term consolidate the property with other off-campus properties that it owns in Braamfontein.

7.4 Upgrade of Facilities

7.4.1 Wits Plus

The interior of the Wits Plus facilities is in the process of been upgraded and will be completed in early January 2010. The exterior of the building is still showing signs of dampness and will have to be renovated in the early part of 2010.

7.4.2 New Commerce Building

The building has been refurbished both internally and externally during 2009. A few small items within the building that still need attention will be addressed during 2010.

7.4.3 John Moffat Building

The internal exhibition area of the building and certain associated common areas have been revamped to improve the facilities appearance and utilization. The area is used for, inter alia, displaying various works by students.

7.4.4 Richard Ward

Work on the research laboratory and offices is still pending local authority approval. The offices are being used but the research laboratories are in the process of being upgraded to the required standards. It is expected that this will be completed by mid-2010.

7.4.5 Muslim Prayer Facilities

The construction of the Muslim prayer facilities came to a halt in June 2009 due to delivery failure by the assigned building contractor. The building is at roof height and will require extensive time and effort to re-establish the project completion by mid-2010.

7.4.6 Wits Education Campus Swimming Pool

The leaking swimming pool has been repaired and filled in time for the swimming season. A request has been presented for the heating of the pool.

7.5 Maintenance Management

The restructuring of the PIMD is still ongoing with 70% of the contractors appointed as permanent employees and 15% of the contractors' contracts not being renewed. The balance of the contractors' positions will be re advertised and filled by competent personnel.

There are still vacant positions within the structure of PIMD that will be filled over the next few months. The issue so far is the availability of qualified personnel.

7.6 Grounds Maintenance

Real Landscapes is the contractor in place for all the grounds in and around the University. The contract will expire in 2012.

7.7 Waste Management

Veolia Environment Services (Pty) ltd is the contractor that manages all the waste streams within the University ensuring compliance with all environmental legislation.

8. OCCUPATIONAL HEALTH AND SAFETY

The University's Occupational Health and Safety office within PIMD is in the process of being consolidated. There have been certain challenges in implementing the process including the need for proper consultation with academic entities.

The University has a published Occupational Health and Safety Policy and the General Machinery Regulation – Section 2 (GMR2) which has now been officially appointed by the Department of Labour effective November 2009. With the appointment of the GMR2, all other appointments can now take place. The Faculty of Engineering and the Built Environment is the pilot faculty. On acceptance of the pilot project, a roll-out programme will be implemented to include all other Faculties and Schools. Within the programme fire and safety drills will take place as part of the implementation process.

9. RISK

The University set out to advance its risk management plan in 2009 by reinforcing its risk governance arrangements and by embedding risk management processes. This was achieved by the University in several ways.

Risk governance is maintained through the Council Risk Committee (CRC). The CRC, which comprises University staff and non-executive Council members, held three meetings during 2009. This sub-committee of the Council has a formal remit and provides oversight of the University's responses to risk in accordance with six defined monitoring objectives.

The University's risk management strategy is directed by a Risk Management Committee (RMC) that is answerable to SET. The RMC, which met four times during 2009, is made up of senior staff members with external support. Management monitoring of insurable risks has been designated to an Insurable Risks Committee (IRC) which meets quarterly. Communication between the RMC, the IRC and the Internal Audit Committee was maintained through an exchange of minutes, committee representation and report distribution.

The University continued its process of performing risk assessments within the ambit of quinquennial reviews, and this approach has led to the successful embedding of risk identification within the quality review process. Nineteen risk assessments of Schools and Support Functions have been completed to date on this basis. The resultant risk registers provide details about key risks, controls, possible impact, likelihood of occurrence, further risk mitigation and assurance providers. The Schools assume responsibility for the risk registers, and are accountable to their respective Faculty Executive for progress. Meetings have been held with Deans to complete faculty-level risk registers. A specialist risk assessment workshop was performed by the Knowledge Information Management (KIM) team, which will contribute to their strategic plan. The University's Strategic Risk Profile was reviewed and updated by SET on several occasions in 2009, and is used at SET meetings to monitor changes. There are now 14 top risks, relating to the core purpose of the University and other matters including staff, students, academic achievement and reputation. The risk profile is aligned to the Wits 2010 Strategy Implementation Plan. A sub-project at the Human Resources Office is under way to review service delivery.

Other risk management initiatives performed under the direction of the Risk Management Committee in 2009, amongst others, included a review of the ethics hotline facility, risk management benchmarking, security reviews, governance duties of directors, safety reviews, gift policy governance upgrade, business continuity arrangements, and ongoing monitoring of known and emerging risks.

The University's risk management strategy saw the function become an accepted and entrenched part of Council governance and management responsibilities in 2009, and represents a satisfactory year of progress, confirmed by the University's first-place ranking among South African institutions in the TERISA benchmarking review.

10. STUDENT SERVICES AND FEES

10.1 Student Services

The Division of Student Affairs aspires to create the conditions that enhance student learning and personal development. The Division aspires to be a valued *Partner in Shaping the Total Learning Experience* of Wits students, in alignment with the University's goals and priorities.

The Division's primary goal is to actively promote the holistic development of students towards graduation (including the acquisition of values and attitudes for responsible citizenship). The Division, led by the Dean of Student Affairs, consists of the following departments:

- The Office of Residence Life (ORL);
- The Counselling and Careers Development Unit (CCDU);
- The Student Development and Leadership Unit (SDLU);
- The Campus Health and Wellness Centre (CHWC);
- Sports Administration.

The Disability Unit which was deeply entrenched in the realm of Student Affairs has been moved to the Registrar's Division.

The Division has a significant role to play in the realisation of the Wits 2022 Vision. To this end, departments within the division of Student Affairs formulated and implemented programmes in 2009 by:

- partnering with other University stakeholders in creating a supportive and enabling environment for effective teaching, learning and research;

- collaborating with academic staff in shaping the broad educational experience of Wits students; and

- jointly delivering programmes that support the holistic development of under-graduate and post-graduate students and contribute significantly to their academic success.

The Division used 2009 to consolidate its work and re-engineered several programme offerings. The focus was on becoming programmed-based and research-driven. A new initiative was the implementation of a pilot project on the " First Year Experience (FYE)" programme. Nine- hundred first- year students participated in this programme to fast track their preparedness for university education and academic success.

During the consolidation process, it was acknowledged that over many years, the Student Affairs Division had made significant strides in contributing to student development and wellness. The Division has identified the following critical success factors that have contributed to these achievements:

- All departments within the Division share a common commitment to student development and demonstrate this in many of their programmes,
- There is integrated planning and delivery of programmes across all units;
- There is a common commitment to service excellence across the division;
- The leadership team subscribes to principles of good governance and fiscal discipline;
- The Division employs many high quality staff who are experts in their fields of work;
- The Division has become more research-focused
- In the Office of the Dean of Students, there has been a paradigm shift towards pro-activity and programme-based approaches to student services; and
- A strong culture of commitment to the welfare of students

In addition, the Division has accomplished the following:

- Quality Assurance has become an imperative;
- CCDU has integrated life skills into certain academic programmes;
- In partnership with the School of Human and Community Development, CCDU has become a successful training site for psychology interns;
- CHWC is nationally viewed as a highly professional department that enhances student wellness and is used by other institutions for benchmarking
- Sports Administration has continued to create a sense of belonging for students especially through the rapid growth in participation in a wide range of internal leagues and has forged close ties with Alumni Affairs
- The ORL has substantially improved residence facilities and has improved throughput by encouraging a stronger academic focus in residences
- The SDLU has rebranded itself as a unit which creates an enabling environment for critical debate and enquiry and has substantially increased access to leadership development opportunities for all students;
- The Office of the Dean of Students has developed and or consolidated a number of policies and procedures pertaining to student issues;
- The Office of the Dean of Students has become increasingly more accessible to individual student needs;
- There has been national recognition of excellence in Student Affairs – SAASSAP Award in 2003 and NASDEV in 2008; and
- The co-ordination of the Orientation Week programme by Student Affairs has led to a more coherent, comprehensive, balanced and innovative programme with greater emphasis on adjustment to university life and general student development.

The challenge facing the Division is that of positioning the second curriculum at the heart of the academic enterprise. This becomes the Division's primary strategic priority for 2010 - 2011.

Strategic Priorities Redefined

In addition, the Division will focus on the following strategic priorities in 2010:

1. Positioning holistic student development as an integral part of the total learning experience of Wits graduates in the following areas:

Counselling and Careers Development: to institutionalise more intervention programmes geared towards producing a distinctive total learning experience for Wits students;

Campus Housing and Residence Life: to progressively move away from an emphasis on financial and facilities management towards an expanded programme of residence life, including more intense academic support and structured student development;

Student Development and Leadership: to increase access to leadership opportunities for all students;

Campus Health and Wellness: to shift from a disease focus model to a holistic wellness programme for the Wits community; and

Sport: to increase access and participation to recreational and competitive sport at all levels, this necessitating the provision of facilities comparable to the University's competitor institutions.

2. Establishing new and/ or enhancing existing programmes and activities aligned to the strategic priorities and goals of the University, those geared towards academic retention and throughput.

3. Enhancing integrated planning and delivery within the Division and between Divisional Units and other University entities, based on close collaboration with input from stakeholders.

4. Encouraging the University to further improve and develop student facilities and services comparable to the range and standard typical of a world-class institution.

5. Through the FYE to enrich, empower and support students in their adjustment to University life by providing a student-centered developmental experience.

6. Developing the profile and reputation of the Student Affairs Division and of each of its individual entities through formal branding and appropriate marketing.

7. Ensuring compliance with the University's strategic priorities and commitment to service excellence through regular formal monitoring and evaluation of all processes and programmes and of progress towards the realisation of specific departmental goals and objectives.

8. Enhancing existing processes and programmes and developing new programmes aligned to the needs of all postgraduate students, especially those entering Wits University for the first time or re-entering higher education after an interval.

10.2 Fees

The 2010 fees for tuition and residence were approved by Council at its meeting of 2 October 2009. 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 2 October;

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 the enhancement of the IT environment were taken into account; and

d. Fee increase proposals varied from 9% to 15% across faculties and degree programmes.

The upfront payment was set at R6 600 for 2010, up from R6 000 in 2008. Residence fees increased by an average of 11.1%. In 2010, the international fee levy will increase by 10%. As agreed in 2009, guideline fee structure for international students will be set two years in advance. In this spirit, it was proposed that the guideline fees for 2011 be set at 10% higher than the 2010 fees.

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 2009 by Senate for implementation in 2010. The entry requirements for each of the University's registered qualifications, some 100 of which currently have students registered, 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 2009 there was a vastly higher than expected escalation in applicants in the category of matriculants new to University. Some 60 000 enquiries translated into some 29 000 applicants, of whom some 13 000 were eligible for degree studies (as opposed to Diploma or Higher Certificate studies. as defined within the new National Senior Certificate). About 8 000 of these met the entry requirements for the qualifications for which they applied. Approximately 6 500 students entered via this route in 2009, as the achievements in the school-leaving examinations created a much greater pool of automatically qualifying students. In all some 2000 more students than anticipated gained access.

The performance of these students during 2009 did not match their school-leaving achievements. The 2010 intake of students will therefore be required to meet more stringent entry limits.

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 very difficult.

Nevertheless, with modest funding from the Centre for Learning and Teaching Development as well as the Teaching Development Grant of the (then) Department of Education, two schools were able to send their staff on basic IsiZulu courses at the Wits Language School.

13. STAFFING – INCLUDING POLICY

In 2009 the Joint Staff Working Group initiated and negotiated changes to the retirement policy and the Human Resources Committee (HRC) also initiated changes to the appointment process of Heads of Schools and their Conditions of Service. These changes were approved by the SET and the HRC.

As already stated in point 5 above, staff turnover has remained relatively static throughout the year at 0.94%, possibly because of the global economic meltdown. The national skills shortage (combined with overseas opportunities) continues to place pressure on those skill sets which are readily employable in the economy.

14. DELEGATED POWER

The University Council determines what signing powers are delegated to employees of the University. These determinations are contained in the Delegation of Authority document which is regularly reviewed. 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 imposed 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 align with the delegated powers of Council and accord with the requirements of good governance and fiduciary accountability.

15. MONITOR THE IMPLEMENTATION OF THE TRANSFORMATION AGENDA

(Note: This is an abbreviated Transformation Report to Council)

The key features and defining characteristics of the University's transformation agenda are:

- To break decisively with past discriminatory practices in order to create an environment where the full potential of everyone is realised.
- To nurture an atmosphere in which diversity, both social and intellectual, is respected and valued and where it is central to the achievement of the institution's goals.
- To enhance the institution's effectiveness; and
- To realise the institution's desire for excellence.

The University's transformation plan requires the University to focus on five areas: innovation in teaching, learning and research; enhancing academic performance and improving service excellence; promoting and entrenching good governance; achieving equity in respect of demography of staff and students; and transformation of the institutional culture (***Into the Future: Transforming Wits***).

The University's transformation plan has guided the operation of the Transformation and Employment Equity Office. For the year 2009, the office has focused on the effective implementation of the transformation grants (Carnegie 1 and 2 and the Goldman Sachs and Telkom grants); the monitoring and implementation of social justice policies; the drafting of an employment equity plan; implementing the Vice-Chancellor's employment equity fund; coordinating Wits response to the Ministerial Report on the elimination of discrimination in higher education institutions; providing advice to university stakeholders and units on transformation. Each of the latter areas will be discussed briefly.

1. Donor Grants

While the transformation strategy at Wits requires all stakeholders to respond to the transformation priorities of the University, donor grants for transformation at Wits have helped the Transformation and Employment Equity Office to provide centralised support for transformation initiatives. These grants have focused on four important areas: 1) Growing the next generation of academics; 2) Focusing on Institutional Culture; 3) Student Leadership and 4) Piloting student access programmes via the Targeting Talent Initiative in secondary schools in Mpumalanga, Gauteng and Limpopo and the Bale Programme for black female students in Science and Engineering.
The transformation grants for 2006 to 2009 add up to R25 million and have had extensive reach both inside Wits and beyond its borders. These grants add substantively to the transformation programme of the University and are viewed by the University community as having significantly impacted on the lives of students and academic staff.
The grants are tied to stringent monitoring and evaluation requirements by the donors. This approach to grant management, while difficult at times, has been positive in that it has ensured constant reflection on performance and the requirements for improvement.

1.1. Student Equity Programmes

(i) Targeting Talent Programme (TTP)

The Transformation Office, via the Student Equity Project Manager, Ms. Zena Richards, has been engaged in securing funds for a second phase of the Targeting Talent Student Access Programme and in establishing an appropriate location for the programme post the pilot phase. The Vice-Chancellor led a process of work shopping the impact of the student equity access programmes and identifying possible scenarios for their future once the donor grants had been exhausted. Participants were drawn from across the University community and invitations had been sent to similar programme managers in other higher education institutions and also to the Deputy Director-General of Further Education and Training in the Department of Education.

There was general agreement from the Institution-wide Committee and the Department of Education that the Targeting Talent programme had enormous potential to change the manner in which the country viewed the access of poor and disadvantaged learners to higher education. The programme was viewed as the most extensive access programme in the country and was highly regarded by the 271 schools involved in the programme and the Provincial Education Authorities.

The conceptualisation of the programme was also seen as quite unique in that it operated on principles of partnership. These partnerships were with Provincial Departments of Education, schools, educators, parents, learners and a broad array of Wits staff and students. The programme also differed from many other access programmes in that it focused on notions of talent and academic potential. Learners from disadvantaged schools were identified in ways which affirmed their potential. The programme’s objective was to reinforce the positive aspects of the learners’ approach to learning and to supplement it with an academic enrichment component which sought to provide courses at Wits which introduced them to the curriculum of higher education institutions and which would assist them in improving their study techniques.

By year two of the Targeting Talent Programme, it became apparent that many of the schools from which Targeting Talent learners were drawn had problems with teaching the complete Math and Science curriculum. The curriculum team of the programme found that learners were not taught significant parts of the Math and Science curriculum. It became clear to the Project Manager and the Curriculum team that the programme’s success was going to be compromised by this factor and so an attempt was made to supplement the teaching curriculum, an item which had not been budgeted for in the grant proposal and could only be achieved to a limited degree.

The success of the Targeting Talent Programme is still to be determined. However, accomplishments to date are measured by the high retention of learners, their positive attitude to the programme and the positive feedback received from all the key stakeholders. Added to these factors is the ease with which the University was able to attract donors for Phase 2 of the programme. Staff members of British Petroleum (BP) when visiting Wits had noticed the large contingent of TTP learners on campus and wanted to know more about the programme. BP was impressed by the programme and negotiations for the next rounding of funding followed. BP agreed to find a partner to assist with the funding and the South African National Road Agency Limited (SANRAL) was brought on board. BP and SANRAL have committed R9 million for the continuation of the Targeting Talent Programme.

The final indicator of the programme's success will be the number of learners on the programme who successfully enter higher education institutions in 2010.

(ii) Bale Programme

The Bale Undergraduate Scholarship Programme aims to provide first generation black South African female students, who do not have the financial resources required to access tertiary education, with a successful University education i.e. one which culminates in graduation with a first degree in Science or Engineering. The programme is currently concentrated in the geographical areas of the Gauteng, Limpopo and Mpumalanga provinces.

The aim of the scholarship programme is to provide the selected students with the following:

- A full scholarship in the field of science or engineering to 20 female learners in Grade 12;
- Pre-university programme;
- Academic and senior student mentors;
- Monthly academic and life skills workshops;
- Early warning academic tracking system and;
- Career Development workshops.

The Programme is funded by Carnegie and is one of several such programmes in South African higher education institutions. The Wits approach to the Carnegie scholarship programme, however, has been unique as the conceptualisation of the programme includes a more holistic focus on the scholarship recipient. The programme focus is on the development of an integrated support system for the female learners who qualified for the Carnegie scholarships. The Project Manager has also ensured the inclusion of parents in reporting on progress and in evaluating the performance of the learners. Parents are invited to a parents' workshop for a two-way feedback on the progress of their daughters.

The programme has had a high retention rate. A cohort of 7 learners will proceed to Honours in 2010 and 12 will proceed to third year. The programme has had one student dropout. The strength of the programme has been its ability to build a well-bonded team of young and confident women who are successful and focused. In relation to teaching and learning, the programme has been informative in that its early warning and tracking system has allowed the Project Manager to identify weak spots in the learners' preparation for university but also in relation to the specifics of the Wits curriculum in certain Science and Engineering programmes.

(iii) LEAD

LEAD is the third student access programme currently being run at Wits. The programme is new to Wits and is the result of a requested partnership by US Lead. The programme is run via the International Office, with the assistance of the Student Equity Project Manager. It includes an access focus to Commerce, Engineering and Health Sciences. The teaching is done by Wits academics and the programme includes disadvantaged learners from the USA and South Africa.

1.2. Carnegie 2 – Growing the next Generation of Academics

Carnegie 2 is a R15 million programme that focuses on research support to emerging researchers who are black and female and on improving the institutional culture of the university. The research support aspect of the programme includes the provision of research grants and research training. The impact of the programme is assessed in relation to the number of academics who successfully completed their PhDs, achieve publication in accredited journals and are promoted.

Institutional culture programmes focus on student leadership development and improving the university's implementation of social justice policies.

The student leadership component of the Carnegie grant focuses on the use of drama and art as a means to promote engagement on transformation in South Africa and at Wits in particular. Student leaders as well as students not involved in leadership were invited to enter a photographic competition where students were requested to present photographic images that best captured their views of transformation. The photographs have been exhibited twice since the competition and will be published in a book at the beginning of 2010. The photographic competition is planned for 2010, 2011 and 2012. All the photos collected will be archived as representations of student views on this period of the University's history.

In the area of drama, the Transformation Office commissioned two plays that focused on issues of identity and diversity. The plays, ***Identity Pending and Hayani,*** were performed in the Wits Theatre for three weeks this year and they have also been performed at the Grahamstown Arts Festival. The plays received excellent reviews in national newspapers and have been widely acclaimed for their style of theatre and in particular their innovative approach to dealing with the complexity of race and identity.

A third innovation from the Department of the Dramatic Arts is the "Acting against Conflict" student intervention programme. "Acting against conflict," uses play-back theatre and a range of other techniques to engage students. The focus of the team has been on sexual harassment and they have worked closely with the sexual harassment advisor and some residence hall coordinators in taking the intervention into the residence halls. The intervention to date has received excellent reviews from hall coordinators and students.

The Institutional Culture Grant in the Carnegie Transformation Programme has also supported the Resident Equity Scholars' Programme, which brings scholars or professionals who are renowned for their professional contributions nationally and internationally to Wits. Scholars reside at Wits for a period of six weeks to one year, depending on their availability. In 2009, the university hosted four resident equity scholars in the retrospective on South African film at the Wits Arts and Literature Experience (WALE Festival). The WALE press statement made the following announcement:

> *"Leading international academics, film makers and novelists will be headlining the Wits Arts and Language Experience (WALE). These include renowned film maker Peter Davis of 'Siliva and the Zulu' fame. Davis' film was the first South African fiction film with an all black cast. His documentary, 'Sangoma,' will also be screened during the festival. In addition to participating in a panel discussion, he will give a public lecture on the image of the Zulu in Cinema.*
>
> *Professors Audrey Thomas McCluskey and John McCluskey will give public lectures and participate in panel discussions focusing on black cinema and writing in America and the Diaspora. Cinema lovers are encouraged to attend Audrey McCluskey's talk on African American woman actors in classical Hollywood cinema of the 1930's, and aspirant writers and lovers of literature will enjoy the discussion of John McCluskey's novels and black writing.*

These prestigious scholars and practitioners are hosted by the Wits School of Arts and their visit is made possible through funding by the Carnegie Foundation within the Universities Transformation Office."

Dr. John Kani, who is internationally acclaimed for his acting, has also been brought to Wits as a Resident Equity Scholar. His tenure is for part of 2009 and 2010 and Wits is extremely lucky to have him. Dr. Kani was a keynote speaker at the launch of the Wits Apartheid Archive Project and will reside at the Wits School of Arts where he will teach and produce a play. The Wits School of Arts is in discussion with Dr. Kani on the production of "Othello" in 2010.

Two scholars for 2010 have been proposed by the Institutional Culture Committee for residency at Wits. The scholars are Dr. Zimitri Erasmus and Prof. Tavares. Both scholars have written extensively on race and identity and will teach and hold public lectures at the University.
The Carnegie Grant has allowed the development of a Social Justice Resource Centre and to date the centre has grown and houses interesting film collections on South African film as well as a number of articles and books that are linked to social justice and the Wits Apartheid Archive.

The Carnegie Grant has been renewed for a further three years. The Carnegie Foundation has requested the University to develop a proposal for a grant that will link it with three other African Universities. The focus of the grant will be on growing the next generation of South Africans.

In relation to staffing, the Transformation Office has recruited a Carnegie Project Manager who has added great value to the implantation of the grant.

2. Other activities of the Transformation and Employment Equity Office

2.1 **Employment Equity Plan** - The development of the University Employment Equity Plan for 2010-2015. This has included:

- The development of a manual for drafting an employment equity plan
- Presentations; and
- Support.

2.2. **Participating in Selection Committees** – advising and monitoring employment equity.

2.3. **Coordinating and advising on the implementation of Social Justice Policies**. These policies include the: Discrimination Policy, HIV AIDS Policy, Sexual Harassment Policy, Disability Policy, Language Policy and Employment Equity Policy.

2.4. **Ministerial Report on Discrimination** - Ensuring the dissemination of the Ministerial Report on the Elimination of Discrimination in Higher Education Institutions and the development of the University's response to the report.

2.5. **Transformation Governance** – supporting and advising the new Institutional Culture Committee; supporting and advising on the establishment of transformation committees in faculties and support departments.

2.6. **Communicating and Marketing of Transformation** – this has included the creation of an identity for the Transformation and Employment Equity Office; showcasing the transformation grants to the Wits community and the public; collaborating with faculties and departments on transformation projects. The office has had coverage in the media and has played an important role in coordinating the Anti-racism network.

COUNCIL OBJECTIVES, 2009

Part B

UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

COUNCIL OBJECTIVES REPORT 2009 (Part B)

At its meeting on 4 December 2009, Council was requested to review the Council Objectives report and provide feedback directly to Dr Faroon Goolam at least two weeks before the Council meeting on 16 April 2010. Council members were also advised that the revised Council Objectives Report would include decisions that pertained to the discharge of statutory responsibilities by Council taken at its meeting of 4 December 2009. There being no feedback pertaining to the draft Council Objectives Report, the following additions with respect to statutory responsibilities are proposed to Council for noting.

- **Appointment of Director, Human Resources Division**
  Council approved the appointment of a Director of the Human Resources Division. Further details of this appointment will be released by the Office of the Vice-Chancellor.

- **Appointment of Vice-Principal for 2010**
  Council noted the recommendation of the Vice-Chancellor in 2008 that Professor Belinda Bozzoli be appointed as the Vice-Principal for 2010.

- **University's Response to the Ministerial Investigation into Transformation in Higher Education Institutions**
  Council approved the Report of the Senate Ministerial Committee on Transformation and Social Cohesion and the Elimination of Discrimination in Public Higher Education Institutions. Council also approved the establishment and composition of a Task Team to prepare a Response from Council for submission to the Department of Higher Education and Training in 2010.

- **2010 Budget**
  Council approved the 2010 Budget.

- **Wits Art Museum**
  Council approved the establishment of a Wits Art Museum to be housed in University Corner and the implementation of Phase One of this development.

ANNEXURE 1 (C2010/88)

Annexure B

Employment Equity Report

Department: Labour REPUBLIC OF SOUTH AFRICA

PLEASE READ THIS FIRST

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, small employers are not required to complete Section F of the 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.

Guidance to overcome difficulties in order 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

Online reporting: www.labour.gov.za
Helpline: 0860101018

SECTION A: EMPLOYER DETAILS & INSTRUCTIONS

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
Seta classification	EDUCATION BY UNIVERSITIES
Industry/Sector	EDUCATION, TRAINING & DEVELOPMENT PRACTITIONERS
Telephone number	011-628-5000
Fax number	011-482-6419
Email address	info@etdpseta.org.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	Vice Chancellor: Prof.. Loyiso Nongxa
Telephone number	011-717-1101
Fax number	011-3398215
Email address	Loyiso.Nongxa@wits.ac.za
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and Surname	Ms. Nazeema Mohamed
Telephone number	011-7171461
Fax number	011-7171463
Email address	Nazeema.Mohamed@wits.ac.za
Business type	
☐ Private Sector ☐ National Government ☐ Local Government ☐ Non-profit Organization	☐ Parastatal ☐ Provincial Government **X** Educational Institution
Information about the organization at the time of submitting this report	
Number of employees in the organization	☐ 0 to 49 ☐ 50 to 149 **X** 150 or more
Is your organization an organ of State?	**X** Yes ☐ No
Is your organisation part of a group / holding company? If yes, please provide the name.	☐ Yes **X** No ________________
Date of submitting this report	30/01/2010 DD / MM / YYYY

Please indicate below the period the report covers (in the case of large employers the preceding twelve months and for small employers twenty-four months, except for first time reporting where the period may be shorter):

From (date): 01_____/09________/2008__________ To (date): _31____/ 08_______/ 2009________
DD / MM / YYYY DD / MM / YYYY

Please indicate below the duration of your current employment equity plan: 5 years

From (date): _01/01_______/2010___________ To (date): _31____/12_______/2014________
DD / MM / YYYY DD / MM / YYYY

Please read this first

a. The method of reporting should remain for the period of the plan, and must be consistent from reporting period to reporting period.
b. Employers must refrain from leaving blank spaces or using a dash (-) when referring to the value "0" (Zero) or the word "No". 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.
c. "Temporary employees" mean workers who are employed to work for three consecutive months or less.
d. The **Numerical goal** is the workforce profile the employer projects to achieve at the end of the employer's current employment equity plan (EE Plan). The numerical goals of the employer must be the same for the entire duration of the EE Plan.
e. The **Numerical target** is the workforce profile the employer projects to achieve by the end of the next reporting period.
f. 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 of Labour in a separate form as well.
g. The alphabets "A", "C", "I", W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.

SECTION B: WORKFORCE PROFILE AND CORE & SUPPORT FUNCTIONS

1. WORKFORCE PROFILE

1.1 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	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	3	1	1	6	0	0	0	3	2	0	**16**
Professionally qualified and experienced specialists and mid-management	11	5	19	161	6	6	15	112	76	21	**432**
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	268	34	92	413	492	129	218	847	193	161	**2847**
Semi-skilled and discretionary decision making	346	5	9	6	162	7	4	10	5	4	**558**
Unskilled and defined decision making	19	0	0	0	30	0	0	0	0	0	**49**
TOTAL PERMANENT	647	45	121	586	690	142	237	972	276	186	**3902**
Temporary employees	0	0	0	2	0	0	0	3	0	2	**7**
GRAND TOTAL	**647**	**45**	**121**	**588**	**690**	**142**	**237**	**975**	**276**	**188**	**3909**

1.2 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	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	1	0	0	0	1	0	0	2
Professionally qualified and experienced specialists and mid-management	0	0	0	12	0	0	0	3	1	0	16
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	16	2	3	11	15	4	8	14	6	5	84
Semi-skilled and discretionary decision making	1	0	0	0	3	0	1	0	0	0	5
Unskilled and defined decision making	0	0	0	0	1	0	0	0	0	0	1
TOTAL PERMANENT	17	2	3	24	19	4	9	18	7	5	108
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	**17**	**2**	**3**	**24**	**19**	**4**	**9**	**18**	**7**	**5**	**108**

2. Core Operation Functions and Support Functions by 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. **Support Function** positions provide infrastructure and other enabling conditions for revenue generation e.g. human resources corporate services etc.

2.1 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 only. 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	1	0	0	0	0	0	1	2	0	**4**
Professionally qualified and experienced specialists and mid-management	3	5	10	144	1	4	4	78	71	18	**338**
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	85	11	41	301	105	21	76	532	157	104	**1433**
Semi-skilled and discretionary decision making	2	0	0	2	0	0	0	2	0	0	**6**
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	**0**
TOTAL PERMANENT	90	17	51	447	106	25	80	613	230	122	**1781**
Temporary employees	0	0	0	1	0	0	0	3	0	2	**6**
GRAND TOTAL	**90**	**17**	**51**	**448**	**106**	**25**	**80**	**616**	**230**	**124**	**1787**

2.2 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	3	0	1	6	0	0	0	2	0	0	**12**
Professionally qualified and experienced specialists and mid-management	8	0	9	17	5	2	11	34	5	3	**94**
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	183	23	51	112	387	108	142	315	36	57	**1414**
Semi-skilled and discretionary decision making	344	5	9	4	162	7	4	8	5	4	**552**
Unskilled and defined decision making	19	0	0	0	30	0	0	0	0	0	**49**
TOTAL PERMANENT	557	28	70	139	584	117	157	359	46	64	**2121**
Temporary employees	0	0	0	1	0	0	0	0	0	0	**1**
GRAND TOTAL	**557**	**28**	**70**	**140**	**584**	**117**	**157**	**359**	**46**	**64**	**2122**

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	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	1	0	0	0	0	0	0	0	0	0	**1**
Professionally qualified and experienced specialists and mid-management	3	0	3	3	1	0	0	3	2	2	**17**
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	29	2	8	30	48	7	27	87	34	21	**293**
Semi-skilled and discretionary decision making	28	1	3	3	11	0	1	3	3	3	**56**
Unskilled and defined decision making	3	0	0	0	3	0	0	0	0	0	**6**
TOTAL PERMANENT	64	3	14	36	63	7	28	93	39	26	**373**
Temporary employees	0	0	0	0	0	0	0	0	0	0	**0**
GRAND TOTAL	**64**	**3**	**14**	**36**	**63**	**7**	**28**	**93**	**39**	**26**	**373**

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

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	0	1	0	**1**
Professionally qualified and experienced specialists and mid-management	0	1	2	17	1	0	1	7	9	1	**39**
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	10	5	9	12	27	10	21	28	13	8	**143**
Semi-skilled and discretionary decision making	10	0	0	0	8	0	0	0	0	0	**18**
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	**0**
TOTAL PERMANENT	20	6	11	29	36	10	22	35	23	9	**201**
Temporary employees	0	0	0	0	0	0	0	0	0	0	**0**
GRAND TOTAL	**20**	**6**	**11**	**29**	**36**	**10**	**22**	**35**	**23**	**9**	**201**

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	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	0	0	0	**0**
Professionally qualified and experienced specialists and mid-management	2	1	2	10	1	1	1	10	7	2	**37**
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	48	5	27	123	55	11	26	193	47	43	**578**
Semi-skilled and discretionary decision making	33	3	2	9	31	0	4	19	8	4	**113**
Unskilled and defined decision making	0	0	0	0	2	0	0	0	0	0	**2**
TOTAL PERMANENT	83	9	31	142	89	12	31	222	62	49	**730**
Temporary employees	0	0	0	0	0	0	0	0	0	0	**0**
GRAND TOTAL	**83**	**9**	**31**	**142**	**89**	**12**	**31**	**222**	**62**	**49**	**730**

5.2 Please report the total number of terminations, including people with disabilities, in each **termination category** below. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Terminations	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Resignation	27	1	4	18	28	6	11	27	19	7	**148**
Non-renewal of contract	42	7	26	111	44	5	19	177	40	36	**507**
retrenchment – Operational requirements	0	0	0	1	6	0	0	1	0	0	**8**
Dismissal - misconduct	6	1	0	2	1	1	0	2	0	2	**15**
Dismissal - incapacity	0	0	0	0	0	0	0	0	0	0	**0**
Retirement	7	0	1	9	8	0	1	13	3	4	**46**
Death	1	0	0	1	2	0	0	2	0	0	**6**
TOTAL	**83**	**9**	**31**	**142**	**89**	**12**	**31**	**222**	**62**	**49**	**730**

SECTION D: SKILLS DEVELOPMENT

6. Skills Development

6.1 Please report the total number of people from the designated groups, including people with disabilities, who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	**0**
Senior management	2	0	1	4	0	0	0	2	**9**
Professionally qualified and experienced specialists and mid-management	4	2	3	33	1	2	8	47	**100**
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	71	9	31	114	202	47	102	330	**906**
Semi-skilled and discretionary decision making	20	0	0	0	15	4	0	0	**39**
Unskilled and defined decision making	0	0	0	0	0	0	0	0	**0**
TOTAL PERMANENT	97	11	35	151	218	53	110	379	**1054**
Temporary employees	0	0	0	0	0	0	0	0	**0**
GRAND TOTAL	**97**	**11**	**35**	**151**	**218**	**53**	**110**	**379**	**1054**

6.2 Please report the total number of people with disabilities only who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	**0**
Senior management	0	0	0	1	0	0	0	1	**2**
Professionally qualified and experienced specialists and mid-management	0	0	0	2	0	0	0	2	**4**
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	0	1	6	3	0	7	6	**26**
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	**0**
Unskilled and defined decision making	0	0	0	0	0	0	0	0	**0**
TOTAL PERMANENT	3	0	1	9	3	0	7	9	**32**
Temporary employees	0	0	0	0	0	0	0	0	**0**
GRAND TOTAL	**3**	**0**	**1**	**9**	**3**	**0**	**7**	**9**	**32**

SECTION E: NUMERICAL GOALS & TARGETS

7. Numerical goals

7.1 Please indicate the numerical goals (i.e. the workforce profile) you project 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:

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	3	1	1	4	2	1	1	1	2	0	16
Professionally qualified and experienced specialists and mid-management	20	10	25	140	14	12	20	115	76	25	457
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	312	38	92	413	520	135	220	720	195	165	2810
Semi-skilled and discretionary decision making	340	5	9	6	192	6	4	10	2	3	577
Unskilled and defined decision making	19	1	0	1	25	1	1	1	0	0	49
TOTAL PERMANENT	694	55	127	564	753	155	246	847	275	193	3909
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	694	55	127	564	753	155	246	847	275	193	3909

7.2 Please indicate the numerical goals (i.e. the workforce profile) you project 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.

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	0	0	0	0
Professionally qualified and experienced specialists and mid-management	1	0	0	12	1	0	0	3	1	0	18
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	20	5	5	14	18	6	15	14	7	6	110
Semi-skilled and discretionary decision making	3	1	1	1	6	1	1	1	0	0	15
Unskilled and defined decision making	1	0	0	0	1	0	0	0	0	0	2
TOTAL PERMANENT	25	6	6	27	26	7	16	18	8	6	145
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	25	6	6	27	26	7	16	18	8	6	145

8. Numerical targets

8.1 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of the next reporting in terms of occupational levels. 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	1	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	4	2	2	3	4	2	2	3	3	3	28
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	30	3	2	10	30	10	1	10	0	0	96
Semi-skilled and discretionary decision making	0	3	1	3	8	1	1	3	0	0	20
Unskilled and defined decision making	2	1	0	1	5	1	1	1	0	0	12
TOTAL PERMANENT	36	9	5	17	48	14	5	17	3	3	157
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	36	9	5	17	48	14	5	17	3	3	157

8.2 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of **employees with disabilities only** at the end of the next reporting period in terms of occupational levels. 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	0	0	0	0
Professionally qualified and experienced specialists and mid-management	1	0	0	2	1	0	0	1	1	0	6
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	1	1	3	3	1	2	2	1	1	18
Semi-skilled and discretionary decision making	2	0	0	0	2	1	0	0	0	0	5
Unskilled and defined decision making	1	0	0	0	0	0	0	0	0	0	1
TOTAL PERMANENT	7	1	1	5	6	2	2	3	2	1	30
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	7	1	1	5	6	2	2	3	2	1	30

SECTION F: MONITORING & EVALUATION (*This section is not applicable to small employers)*

9. Disciplinary Action

9.1 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	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
	13	0	1	3	3	1	0	0	0	0	21

10. Awareness of Employment Equity

10.1Please indicate which of the following awareness measures were implemented by your organization:

	Yes	No	No. of employees covered
Formal written communication	X		3909
Policy statement includes reference to employment equity	X		3909
Summary of the Act displayed	X		3909
Employment Equity training	X		120
Diversity management programmes	X		100
Discrimination awareness programmes	X		3909

11. Consultation

11.1Please indicate which stakeholders were involved in the consultation process when developing and implementing your employment equity plan and when preparing this Employment Equity Report:

	Yes	No
Consultative body or employment equity forum	X	
Registered trade union (s)	X	
Employees	X	

12. Barriers and affirmative action measures

12.1 Please indicate in which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether you have developed affirmative action measures and the timeframes to overcome them.

Categories	BARRIERS		AFFIRMATIVE ACTION MEASURES		TIMEFRAME FOR IMPLEMENTION OF AA MEASURES	
	YES	NO	YES	NO	START DATE	END DATE
Recruitment procedures	X		X		1 March 2010	31 December March 2010
Advertising positions	X		X		1 March 2010	31 December March 2010
Selection criteria	X		X		1 April 2010	31 December 2010
Appointments	X		X		01 January 2010	31 December 2014
Job classification and grading		X		X		
Remuneration and benefits		X		X		
Terms & conditions of employment		X		X		
Job assignments	X		X		15 January 2011.	30 June 2011
Work environment and facilities	X		X		01 January 2010	31 December 2014
Training and development		X			.	
Performance and evaluation	X		X		01 March 2010	31 December 2014

Promotions	X			X	01 January 2010	31 December 2010
Transfers		X				
Succession & experience planning		X				
Disciplinary measures		X				
Dismissals		X				
Retention of designated groups	X		X		01 March 2010	31 December 2010
Corporate culture	X				01 January 2010	31 December 2014
Reasonable accommodation		X				
HIV&AIDS prevention and wellness programmes		X				
Appointed senior manage(s) to manage EE implementation		X				
Budget allocation in support of employment equity goals		X				
Time off for employment equity consultative committee to meet		X				

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	X Monthly	Quarterly	Yearly
.	This is done via all recruitment and selection processes		

13.2 Did you achieve the annual objectives as set out in your employment equity plan for this period?

Yes	No	Please explain
	X	Our Employment Equity Plan was outdated and did not cover the period mentioned. However, this did not mean that employment equity was ignored. Our documentation will show that consideration was given to the demographic profile of our staff. It is clear though that with more effective systems of planning and monitoring that we could improve.

SECTION G: Signature of the Chief Executive Officer

Chief Executive Officer

I hereby declare that I have read, approved and authorized this report.

Signed on this 01 day of June year 2010.

At place: Braamfontein

Prof Loyiso Nongxa
Chief Executive Officer (Full Name)

____
Chief Executive Officer (Signature)

Annexure C

HEI Scarce and Critical Skills Results 2009-2010

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Reg. No. 2005/013211/08

SCARCE AND CRITICAL SKILLS QUESTIONNAIRE FOR HIGHER EDUCATION INSTITUTIONS (HEI)

Dear Human Resources Directors of HEI

We humbly request your assistance in encouraging your institutional **Deans and Directors** to complete this survey questionnaire electronically and **forwarding it to your internal Skills Development Facilitator (SDF) by 1 June 2009**. The purpose of this survey is to **identify the scarce and critical skills within HEIs** as required by the Skills Development Act /NSDS II. The findings will ultimately inform the country's educational Sector Skills Plan (SSP) but more significantly, it will assist your SDF, HESA, ETDP SETA and all other HEIs to effectively identify, plan for and manage the skills shortages, recruitment strategies, talent management, and training and development needs within the respective HEIs. This questionnaire consists of 10 questions divided into two sections as follows:

SECTION A: **SCARCE SKILLS** refer to those occupations where few or no qualified and experienced employees are available.

Relative Scarcity means suitably skilled employees are available but do not meet other employment criteria, such as: geographic location, equity considerations, replacement demands, etc.
Absolute Scarcity means that there are few, if any, employees in the country with the required skill.

SECTION B: **CRITICAL SKILLS** refer to those occupations where employees require top-up generic or specific skills.

Generic skills are critical cross-field outcomes: Identify and solve problems; Work as a team player; Organise and manage oneself and one's job; Collect, analyse and critically evaluate information; Communicate effectively; Use science and technology effectively; Understand the world as a set of related systems; Contribute to personal, social and economic development; Be culturally and aesthetically sensitive Participate as a responsible citizen; Learn to learn and explore career opportunities; Develop entrepreneurial opportunities
Specific top-up skills are skills required for improving performance within a specific job or an occupation.

For more information or assistance in completing this questionnaire, please contact the HEI SDF Community Of Practice (COP) Steering Committee members (via cookieg@uj.ac.za) or HESA (jana@hesa.org.za) or the ETDP SETA (011-6285000).

Thank you for your participation and for your role in educating a winning nation!

HEI SDF COP Steering Committee
20 March 2009

SECTION A: SCARCE SKILLS

1. List those **Relative Scarce Occupations** where there are only few or no qualified and experienced employees available for the period of **2009-2010**?

Relative Scarce Occupation (Skills available in SA but not in organization)	Number of employees required	Learning Programme *Please indicate the intervention that is required to address the need & its NQF Level*	Comments/Reasons *E.g.: Frequency of declined offers, Market competition, etc.*
Anaesthesiologist	**6**	**MBBCH MMED 9**	**Better salary- private sector**
Radiologist	**6**	**MBBCH MMED 9**	**Better salary-private sector**
Plastic Surgeon	**6**	**MBBCH MMED 9**	**Better salary –private sector**
Cardiothoracic Surgeon	**6**	**MBBCH MMED 9**	**Better salary-private sector**
Clinical pharmacology and Health Economics	**4**	**NQF 9+**	**Diminishing competence in SA. Skills thinly distributed around the country**
Senior academics in Media Studies and Journalism	**2**	**PhD**	**Media Studies PhD's are relatively scarce, while senior journalists tend to follow a professional rather than an academic career plan.**
Clinician Scientists	**2**	**Research experience plus PhD**	**Clinicians can earn better salaries outside tertiary education institutions.**
Health science education specialists	**2**	**A postgraduate diploma or Masters or PhD in Health Science Education**	**1. This is a new field and there are only 2 postgraduate courses in the country. Every Faculty of Health Sciences in the country needs a few of these professionals, and therefore we at Wits are in the process of trying to register our own Masters level course. 2. Since it is not a recognized specialty it does not have a clear career path yet and is not as well rewarded financially as other specialties – so difficult to attract quality staff. This shows itself in that we have on several occasions advertised posts without receiving suitable applicants.**

CONTINUED List those **Relative Scarce Occupations** where there are only few or no qualified and experienced employees available for the period of **2009-2010**?			
Relative Scarce Occupation (Skills available in SA but not in organization)	Number of employees required	Learning Programme *Please indicate the intervention that is required to address the need & its NQF Level*	Comments/Reasons *E.g.: Frequency of declined offers, Market competition, etc.*
Educational information technology specialists	**3**	**A postgraduate diploma or Masters in Technology Based Education**	**There is a great need for this category – tertiary education is increasingly moving in this direction internationally. I am not aware of advanced courses being offered in this field in South Africa (but there may be). We have to make use of enthusiasts who learn by trial and error.**
Academic Industrial Psychologists	**2**	**Existing training available**	**Academic salaries not sufficiently competitive with business sector**
Academic Professional (Clinical, Counselling, Educational) Psychologists	**4-6**	**Existing training available**	**Academic salaries not competitive with private sector earning potential**
Senior Professors in Psychology (especially in Neuropsychology and industrial areas)	**2/3**	**Accelerated development of research and leadership skills of existing academics**	**There is a scarcity of senior academics in Psychology largely because of more attractive offers at international competitor universities**
Speech Therapists/Audiologists who hold PhD for senior lecturer/professorial level	**4**	**PhD – Speech pathology and/or Audiology**	**Very few in country; private sector salaries are most competitive**
Statisticians at all levels, the higher the level the scarcer the skills	**6**	**All programmes from service to graduate supervision**	**Suitable potential applicants have been unavailable because of their present location, and pay**
Actuarial Lecturers at Associate level in their profession	**2**	**Undergraduate courses, first to third year**	**University does not offer the width and breadth as well as the pay that commerce does. These people also need experience in the working environment**

CONTINUED List those **Relative Scarce Occupations** where there are only few or no qualified and experienced employees available for the period of **2009-2010**?			
Relative Scarce Occupation (Skills available in SA but not in organization)	**Number of employees required**	**Learning Programme** *Please indicate the intervention that is required to address the need & its NQF Level*	**Comments/Reasons** *E.g.: Frequency of declined offers, Market competition, etc.*
Senior Economists (Ass Prof/Prof)	**2**	**PhD in Economics**	**Suitable candidates decline offer-better salary offered in private sector**
Senior Finance (Ass Prof/Prof)	**2**	**PhD in Finance**	**Suitable candidates decline offer-better salary offered in private sector**
Senior Insurance & Risk Management (Ass Prof/Prof)	**2**	**PhD in Insurance & Risk Management**	**Suitable candidates decline offer-better salary offered in private sector**
Lecturers in geosciences	**1**	**PhD**	**The School needs to replace at least 6 senior professors over the next 5 years as a result of retirements**
Senior workshop technicians (fitters and turners)	**1**		**Retirement. Past experience shows that such qualified people are very hard to replace.**
ICT Finance specialists	**1**	**Bcom with Accounting and Business Information Systems majors**	**Scarce resource**
ICT Law specialists	**2**	**Bachelor of Law with computer science/business information systems/software engineering**	**Scarce resource**

CONTINUED List those **Relative Scarce Occupations** where there are only few or no qualified and experienced employees available for the period of **2009-2010**?			
Relative Scarce Occupation (Skills available in SA but not in organization)	**Number of employees required**	**Learning Programme** *Please indicate the intervention that is required to address the need & its NQF Level*	**Comments/Reasons** *E.g.: Frequency of declined offers, Market competition, etc.*
ICT Enterprise Architects	**1**	**Bsc (Comp Science), Electrical Engineering(Software Engineering)**	• We need to extend/broaden our recruitment drive (we do not get many applicants for specialist/senior jobs) • We are competing with the market for resources and it is difficult to match salaries/benefits paid in the corporate market for experienced skills • Absolute or relative skills are scarce • Time to develop skills may be a challenge • Time to dedicate towards training is a challenge as we are currently under resourced.
IT Security Specialists	**2**	**Bsc (Comp Science), Electrical Engineering(Software Engineering)**	**As Above**
Programme/Project Management Skills	**4**	**Prince 2 certified/PMBOK certified**	**As Above**
Senior Java developers/Team Leaders	**2**	**Bsc (Comp Science), Electrical Engineering(Software Engineering), Bcom(Business Information Systems)**	**Suitable candidates decline offer-better salary offered in private sector**
Specialists/Team leaders (Java, Microsoft, Backup/Storage area network, Unix, Functional ERP specialists)	**4**	**Bsc (Comp Science), Electrical Engineering(Software Engineering), Bcom(Business Information Systems)**	**Suitable candidates decline offer-better salary offered in private sector**

CONTINUED

List those **Relative Scarce Occupations** where there are only few or no qualified and experienced employees available for the period of **2009-2010**?

Relative Scarce Occupation (Skills available in SA but not in organization)	Number of employees required	Learning Programme *Please indicate the intervention that is required to address the need & its NQF Level*	Comments/Reasons *E.g.: Frequency of declined offers, Market competition, etc.*
Research Analysts	**1**	**Any undergraduate degree, pref with honours**	
Perl/PHP Developers	**2**	**Bsc (Comp Science), Electrical Engineering(Software Engineering)**	**Scarce resource**
Linux Specialist support skills	**2**	**Bsc (Comp Science), Electrical Engineering(Software Engineering)**	• We need to extend/broaden our recruitment drive (we do not get many applicants for specialist/senior jobs) • We are competing with the market for resources and it is difficult to match salaries/benefits paid in the corporate market for experienced skills • Absolute or relative skills are scarce • Time to develop skills may be a challenge • Time to dedicate towards training is a challenge as we are currently under resourced.
Business Analysts	**2**	**Bcom(Business Information Systems)**	**As above**
Process Analysts	**1**	**Bsc (Comp Science), Electrical Engineering(Software Engineering), Bcom(Business Information Systems)**	**As above**

CONTINUED

List those **Relative Scarce Occupations** where there are only few or no qualified and experienced employees available for the period of **2009-2010**?

Relative Scarce Occupation (Skills available in SA but not in organization)	Number of employees required	Learning Programme *Please indicate the intervention that is required to address the need & its NQF Level*	Comments/Reasons *E.g.: Frequency of declined offers, Market competition, etc.*
Associate Professor in Financial Accounting, Taxation, Management Accounting and Auditing	**1**	**Masters & PhD**	**Very few suitably-qualified people in SA. CA(SA)s are required and very few go on to complete Masters and Doctorate qualifications.**
Specialist in teaching private law	**2**	**LLB**	**Better salary offered to legal practitioners; greater appeal of universities at the coast**
Specialist in teaching commercial law	**2**	**LLB/LLM**	**Better salary offered to legal practitioners; greater appeal of universities at the coast**

2. Please provide any further useful information on the relative scarce skills shortages/ needs experienced in your HEI.

School of Psychology: It is particularly difficult to attract black professional psychologists into academia because of a relative scarcity of such individuals, financial burdens and the fact that academic salaries are not competitive with either the business or private sector. This is not so much a skills problem (although we need to train more black graduates and this requires better financial assistance for graduate studies), by a problem of salary scales in the higher education sector.

Statistics and Actuarial Sciences: This is an area where there is a dire need in industry, commerce and government. Few tertiary institutions have sufficient well qualified staff and the likelihood going forward is that future graduands who wish to study for doctorates will be doing so in the first world. Even in economies that are suffering an increase in unemployment, statisticians are being offered several options for work.
In terms of the Actuarial staff, all good graduands are usually employed before the completion of their honours years.

School of Geosciences: Salaries in the academic sector cannot compete properly with industry – this affects all high-end skills levels in the academic and technical support sectors. Most applicants for available academic posts are foreign, but they battle with family safety and security (crime, xenophobia, racism) and the poor salaries relative to international academic salary scales. Restrictive working conditions for spouses lead to much discontent.

3. List those **Absolute Scarce Occupations** where there are only few or no qualified and experienced employees available for the period of **2009-2010**?

Absolute Scarce Occupation (Skills not available in SA)	Number of employees required	Learning Programme *Please indicate the intervention that is required to address the need & its NQF Level*	Comments/Reasons *E.g.: Frequency of declined offers, Market competition, etc.*
Senior Lecturer Biostatistics	**2**	**PhD in Biostatistics**	**Almost no candidates in SA; suitable foreigners choose higher paying non university jobs in research projects and research councils**
Senior lecturer Epidemiology	**1**	**PhD Epidemiology**	**Few candidates in SA; suitable foreigners choose higher paying non university jobs in research projects and research councils**
Senior lecturer Data Management	**1**	**PhD in Epi or Biostats or Information Technology**	**No candidates**
Senior researcher health economics	**3**	**PhD health economics**	**Few/no SA candidates, foreign candidates choose higher paying non university jobs in research projects and research councils**
Civil Engineering Lecturers (lecturers to professors)	**4**	**PhD - Engineering**	**No applicants have applied to adverts in nearly 3 years. Very few international applicants are received and most of the applicants are not qualified.**
Senior Physiologists (i.e. at Professorial level)	**2**	**PhD and experience**	**Very few come through the ranks.**

CONTINUED List those **Absolute Scarce Occupations** where there are only few or no qualified and experienced employees available for the period of **2009-2010**?			
Absolute Scarce Occupation (Skills not available in SA)	**Number of employees required**	**Learning Programme** *Please indicate the intervention that is required to address the need & its NQF Level*	**Comments/Reasons** *E.g.: Frequency of declined offers, Market competition, etc.*
Academics at all levels in Mathematics	**12**	**Masters or PhD - Mathematics**	**1. There is a shortage of suitably qualified mathematicians in South Africa to satisfy the high expectations of Wits.** **2. There are potentially enough talented and hard working South African students to eventually satify the demand, but these students have many academic options and often choose other fields of study at postgraduate level, often guided by financial considerations. This in particular applies to students from disadvantaged backgrounds.** **3. This is a reason for relative scarce, but cannot be adressed separately, in particular regarding the number of employees needed: Qualified employees are leaving or not taking up offers because they are offered employments at higher level at other South African Universities (Wits has stricter criteria than most other South African Universities), the salaries at other institutions are better, and/or the teaching loads in other Schools at Wits or other Universities are lower.** **4. Top academics are highly mobile and often cross national boundaries for employment, so that many leading universities around the world have a high percentage of foreign academic staff. However, the South African government seems to be very cautious when granting work permits for foreign academics.**

CONTINUED List those **Absolute Scarce Occupations** where there are only few or no qualified and experienced employees available for the period of **2009-2010**?			
Absolute Scarce Occupation (Skills not available in SA)	**Number of employees required**	**Learning Programme** *Please indicate the intervention that is required to address the need & its NQF Level*	**Comments/Reasons** *E.g.: Frequency of declined offers, Market competition, etc.*
• Industrial Social Work lecturers/researchers who hold PhDs • Developmental Social Work lecturers/researchers who hold PhDs	2 2	PhD in Industrial Social Work PhD in Developmental Social Work	Universities are unable to graduate sufficient numbers of social workers per annum to meet the social needs of the population. Many graduate social workers leave the country due to better remuneration overseas. Others leave the profession due to poor working conditions, high workloads and burnout.
Speech Therapists/Audiologists who hold PhD for senior lecturer/professorial level	2	PhD – Speech pathology and/or Audiology	Very few in the country
Male speech and hearing therapists	2	BA Speech pathology and/or Audiology through PhD	Transformation imperative
Black speech and hearing therapists	2	BA Speech pathology and/or Audiology through PhD	Transformation imperative
Senior Actuarial lecturing staff (Senior Lecturer)	4	This group only work at honours and above, and are involved in graduate courses as well as research	A severe shortage nationally and internationally. University pay is a low percentage of what is offered by industry. Only one qualified applicant in many years
Senior Art History Lecturers	1	PhD in Art History	Very few candidates in SA, very difficult to attract suitably qualified foreigners
Senior Musicology Lecturers	2	PhD in Musicology/Music History	Very few candidates in SA, very difficult to attract suitably qualified foreigners

CONTINUED List those **Absolute Scarce Occupations** where there are only few or no qualified and experienced employees available for the period of **2009-2010**?			
Absolute Scarce Occupation (Skills not available in SA)	**Number of employees required**	**Learning Programme** *Please indicate the intervention that is required to address the need & its NQF Level*	**Comments/Reasons** *E.g.: Frequency of declined offers, Market competition, etc.*
Senior Drama and Film Lecturers	**1**	**PhD in Drama/Film theory/history**	**Very few candidates in SA, very difficult to attract suitably qualified foreigners. Little time for those already in the system to finish PhDs and publish.**
Senior Finance (Ass Prof/Prof)	**2**	**PhD in Finance**	**Suitable candidates decline offer-better salary offered in private sector**
Senior Insurance & Risk Management (Ass Prof/Prof)	**2**	**PhD in Insurance & Risk Management**	**Suitable candidates decline offer-better salary offered in private sector**
Geochemical laboratory technicians to operate OSL and ICP-MS equipment	**2**	**BSc Honours or higher**	**Very few candidates in SA**
Identity Integrationn Skills (MIIS) with Directory Service skills	**1**	**Bsc (Comp Science), Electrical Engineering(Software Engineering), Bcom(Business Information Systems)**	
Unix specialists/architect	**1**	**Bsc (Comp Science), Electrical Engineering(Software Engineering), Bcom(Business Information Systems)**	
Java spring framework skills	**1**	**Bsc (Comp Science), Electrical Engineering(Software Engineering), Bcom(Business Information Systems)**	
E Learning Instructional designers	**2**	**Honours/Masters**	**Scarce**
E Learning Manager	**1**	**PHD**	**Absolutely scarce**

CONTINUED List those **Absolute Scarce Occupations** where there are only few or no qualified and experienced employees available for the period of **2009-2010**?			
Absolute Scarce Occupation (Skills not available in SA)	**Number of employees required**	**Learning Programme** *Please indicate the intervention that is required to address the need & its NQF Level*	**Comments/Reasons** *E.g.: Frequency of declined offers, Market competition, etc.*
Smart card technology expert		**Bsc (Comp Science), Electrical Engineering(Software Engineering), Bcom(Business Information Systems)**	**Absolutely scarce**
IT Governance skills		**Cobit Certification, preferably a legal background as well IT and the law**	
ITIL Manager skills		**ITIL certification**	
Professor of Auditing	**1**	**Masters & PhD**	**Have advertised for the post twice and no suitable applicants identified. Very few suitably-qualified people in SA.**

4. Please provide any further useful information on the absolute scarce skills shortages/ needs experienced in your HEI.

The professions of Speech Therapy and Audiology are scarce in the country.

SECTION B: CRITICAL SKILLS			
5. List and comment on the **Generic Critical Skills** required by employees in your HEI for the period of **2009-2010** as per the occupational category and number of employees requiring such skills.			
Occupation or Occupational Category *Per individual occupation or group of occupations*	**Number of employees**	**Generic critical skills** (Refer to the SAQA critical cross-field outcomes on Page 1)	**Comments/Reasons**
Management	**8**	**Financial and HR skills**	**Requirement for optimal management of departments and divisions**
Heads of department	**8**	**Conflict management**	**Heads of department are academics with little training or experience in conflict management.**
Academic staff	**10**	**Teaching and Research skills**	**Employees often focus on one or the other, but need to be more than competent at both.**
Lecturers and Management		• **Financial management;** • **Strategic thinking** • **Leadership** • **Implementing Decisions.**	**These skills have either not been given enough attention/priority from a training delivery perspective, or have not been given the necessary support from HoS and academics due to a lack of awareness of the need, or workload etc.**
Lecturers, Senior lecturers	**34**	**Writing and supervision skills**	**Often join the university with weaknesses or lack of experience in this regard**
Associate Professors, Professors	**8**	**Mentorship, managerial and leadership skills**	**Academics increasingly being required to take on managerial and human resource type responsibilities without adequate training or skills**
Academic staff (especially Lecturers)	**50**	**Pedagogic skills**	**Although tertiary education is the highest level of education, very few staff are actually taught how to teach effectively.**
Managers	**2**	**Courses on Managing teams**	**Academics lack training in management skills such as team management; working inter-sectorally**
Lecturers	**22**	**Courses that address skills required to work outside of professional boundaries and engage with broader societal structures**	**Professionally trained people are not necessarily skilled to work outside of their traditional professional boundaries.**

CONTINUED

List and comment on the **Generic Critical Skills** required by employees in your HEI for the period of **2009-2010** as per the occupational category and number of employees requiring such skills.

Occupation or Occupational Category *Per individual occupation or group of occupations*	Number of employees	Generic critical skills (Refer to the SAQA critical cross-field outcomes on Page 1)	Comments/Reasons
Health science education specialists	**2**	**Identify and solve problems in education + Work in an educational team (often as a leader) + Organise and manage educational programmes + Collect, analyse and critically evaluate information while conducting educational research + Communicate effectively as a teacher + Use information technology effectively in education + Understand the place of human resource development within the wider health system + Contribute to personal and professional development of health care students and health science education professionals + Be culturally sensitive in implementing transformation programmes + Participate as a responsible citizen in the University community + Develop career opportunities in this new discipline + Develop opportunities for funding to promote and develop the new discipline and to market materials produced to peer institutions**	**These CCFOs are an inherent part of the job. As I have explained above there is a critical shortage of persons trained in this area, so these CCFOs are learnt on the job by staff who have obtained some relevant training in other ways or have simply learnt from experience**
Educational information technology specialists	**3**	**Work as a team player with health professionals and educationalists in developing IT based educational materials + Organise and manage educational IT projects + Use IT media to communicate learning material effectively + Use IT effectively in education + Be culturally and aesthetically sensitive in developing relevant IT based educational materials + Develop this new field in health science education as a career + Develop opportunities to market materials produced**	**As above**

CONTINUED

List and comment on the **Generic Critical Skills** required by employees in your HEI for the period of **2009-2010** as per the occupational category and number of employees requiring such skills.

Occupation or Occupational Category *Per individual occupation or group of occupations*	Number of employees	Generic critical skills (Refer to the SAQA critical cross-field outcomes on Page 1)	Comments/Reasons
Faculty Registrar's Office	**10**	**Diversity Management**	**Office is becoming increasingly diverse**
Faculty Registrar's Office	**10**	**Work as a team player**	**More efficient office**
Faculty Registrar's Office	**8**	**Organise and manage oneself and one's job**	**Work more effectively**
Faculty Registrar's Office	**3**	**Communicate effectively**	**Improvement of skills within the office**
General administrators	**6**	**Management of academic programmes and records**	**Impossible for Heads of Academic divisions to do these jobs without adequate managerial support – this is the result of the reorganization that went with the formation of our school (Wits School of Arts)**
ICT Corporate and Commercial Staff	**8**	**Service Excellence**	
ICT Service Desk	**5**	**Service Excellence**	
Receptionist/Secretarial/Client facing	**6**	**Communicate Effectively**	
Most IT staff		**Work as a team player/collaboratively**	
Most IT staff		**Business Writing skills**	
Interns (IT)		**Transfer skills/knowledge**	

6. List and comment on the **Specific Critical Skills** required by employees in your HEI for the period of **2009-2010** as per the occupational category and number of employees requiring such skills.

Occupation or Occupational Category *Per individual occupation or group of occupations*	Number of employees	Specific critical skills *(Top-up skills for improved performance in job)*	Comments/Reasons
Lecturers	50	e-learning skills	Most lecturers lack hands-on e-learning skills.
Lecturers in physiology	10	Postgraduate qualifications in physiology	The discipline is not attractive to students.
Health science education specialists	7	▪ Skills in developing high quality, interactive, IT based materials ▪ General administration and management skills	▪ Most of these specialists are health professionals or scientists who are IT self-taught and need more skills ▪ Similarly health professionals receive little or no training in management, yet often become managers to they manage badly
Managers	2	Management skills - teams; finances; projects;	Academics do not necessarily learn management skills including finances
Lecturers	22	Higher education teaching methods	Academics do not always have the skills required for adult higher education: teaching and assessment skills
Lecturers	22	Courses on project management	Lecturers are increasingly being expected to manage projects but do not necessarily have the knowledge and skills to do so
Lecturers	22	Fundraising skills including grant applications	Academics require skills to motivate for donor funding of research and other academic endeavours but are not trained in this area
Associate professors and professors in Statistics	3	Knowledge and experience in both an academic and preferably also a consulting capacity in both industry and academia. It takes at least 15 years to train statisticians to this level.	Since 2004, the chair of mathematical statistics has been vacant. No applicants of standing have made any applications. In the same period a personal chair in statistics retired as did an associate professor. We have been unable to find suitable applicants both inside and outside South Africa until now

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List and comment on the **Specific Critical Skills** required by employees in your HEI for the period of **2009-2010** as per the occupational category and number of employees requiring such skills.

Occupation or Occupational Category *Per individual occupation or group of occupations*	Number of employees	Specific critical skills *(Top-up skills for improved performance in job)*	Comments/Reasons
Associate Professors and professors of Actuarial Science	**3**	**Both extensive academic and 'business' knowledge in the field. There are only three doctorates in Actuarial science ever awarded in South Africa. People at this level will have had many years experience and will be in great demand in their professional capacity**	**The previous chair of actuaria; science left in December 2002. There have been no applicants at this level or for an associate professor.**
Academic staff (especially Lecturers)	**50**	**Pedagogic skills**	**Although tertiary education is the highest level of education, very few staff are actually taught how to teach effectively.**
IT Managers/ Team Leaders	**7**	**Project Management Courses (Prince 2/PMBOK)**	**Skills related to planning and managing large scale projects**
IT Process Analysts/Manager	**2**	**Business Process training**	
IT Managers	**5**	**IT Governance training**	
IT Project/Team leaders	**5**	**Manager training**	**To accommodate the shift from technical person to manager of resources**
IT Managers/ Team Leaders		**Industrial Relations (IR) skills**	
Most IT staff		**IR Conflict resolution**	
Lecturers (School of Law)	**5**	**Confidence with and commitment to research**	**Job security encourages laxness; Insufficient time allowed for research by other parts of job**
Administrators (School of Law)	**2**	**Poor work ethic**	**Institutional culture; Industrial Relations hamper attempts of managers to improve performance of staff**

7. What are the critical skills required to advance the strategic objectives of your institution for the period of **2009-2010**? Refer to your HEI Strategic Goals for 2009.

Occupational Category	Critical Skills for HEI Advancement	Comments/Reasons
Lecturers	**Research and lecturing skills**	**The entry level is a PhD. Appropriate intervention would entail providing financial resources to permit students to study toward PhD (associate lectureships). The salaries should also increase to attract qualified individuals**
Lecturers	**Cohort research skills**	**Lecturers lack skills in cohort research facilitation across disciplinary boundaries.**
Lecturers	**Teaching AND Research skills**	**Current workloads limit skill levels achieved in BOTH.**
Health science education specialists	**Skills to locate and interact effectively with potential national and international funders of collaborative health professional training programmes (i.e. to write effective proposals and raise sufficient funds)**	**One of our strategic objectives is to reach out to African universities who train health professionals. We have a number of contacts but lack funds to carry the cooperation further.**
Lecturers	**Higher education teaching skills**	**Current lecturers have both practical and academic teaching responsibilities which need to be developed and honed**
Lecturers	**Research skills**	**Academics are required to obtain higher degrees (MA, PhD) and to supervise research and require ongoing research skills development courses, including professional writing**
Academic Managers and lecturers	**Management skills**	**Academics are required to perform diverse administrative functions and require on-going administrative skills support and teaching**
Academic staff (especially Lecturers)	**Research skills for growing number of publications**	**This is a requirement for the Wits 2010 vision and, in any event, ought to be seen as an integral part of academic work**
Business Analysis/Researcher	**Research Skills** **Business Analysis skills**	

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What are the <u>critical skills required to advance the strategic objectives</u> of your institution for the period of **<u>2009-2010</u>**? Refer to your HEI Strategic Goals for 2009.

Occupational Category	Critical Skills for HEI Advancement	Comments/Reasons
Enterprise Architects		
Research Analysts	**Research skills**	
Academic, Support and Management	**Communication skills**	

8. What are your priority skills development and capacity building areas for the period of **2009-2010**? E.g.: strategic goals; transformation objectives; upgrading; CPD; etc.

Occupational Category	Priority Skills Areas/ Interventions	Comments/Reasons
Executive Management	**Management skills + Strategic Planning + Executive Coaching+ Succession Planning**	**Need to start growing own timber**
Project Administrators	**Basic bookkeeping skills**	**Majority appointed arbitrarily by Project Directors**
School Administrators	**Bookkeeping skills**	**WITS Legacy**
Head of School	**Strategic planning and succession planning**	**Strategic planning & succession planning skills need honing.**
Lecturers	**Teaching AND Research development**	**Current teaching workloads limit time available for research**
Managers of units in our Centre	**The whole range of management skills (including effective financial management)**	**In our Faculty almost all the managers are health professionals with no management training, and almost all financial managers are administrators with little or no financial training (and what there is always short course-informal). This is clearly not an effective way to run a large organization.**
Academic management	**Management skills**	**Professional-specific leadership is scarce and needs to be nurtured from within the institution**
Academic management	**Recruitment strategies + intersectoral collaboration**	**Professional transformation: Few Black graduates and very little representation from rural areas of South Africa**
Lecturers	**Advancement of higher degrees**	**Current complement of employees to obtain higher degrees**
Academic staff (all levels)	**Improve equity profile of School**	**It is exceptionally difficult to compete with both competing institutions which offer higher salaries and, more importantly, significantly higher salaries in the market-place**
Qualified HDI staff	**Research and Teaching skills and succession planning**	**BHP Billiton Fellowship programme has been in place in the School for 5 years, but success is limited in addressing the School's transformation needs (School of Geosciences)**

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What are your priority skills development and capacity building areas for the period of **2009-2010**? E.g.: strategic goals; transformation objectives; upgrading; CPD; etc.

Occupational Category	Priority Skills Areas/ Interventions	Comments/Reasons
Developers (IT)	**Internships (students),**	
Developers (IT)	**Mentorship programs**	
Improving teaching (School of Law)	**Curriculum reform + teaching workshops**	**Largely up to individual lecturers**
Improving research (School of Law)	**Freeing up time for research**	**Administrative responsibility of academics taking away from time for research**
Improving Law Library holdings (School of Law)	**Rationalizing spending + augmenting budget**	**Small budget allocated by University**

9. What challenges do you anticipate with implementation of your critical skills training interventions mentioned above? Example - lack of finance; no ETD programmes; no accredited providers; etc.		
Critical Skill Intervention	**Challenges**	**Comments/Reasons/Solutions**
Project Administrators	**Low drive/initiative to enroll for tertiary courses**	**Uncertainty due to limited life span of projects as well as financial constraints**
School Administrators	**As above**	**Qualified bookkeepers recruited or are being recruited to complement skills gap**
HoD's	**Resistant to training**	**HESA/HELM could provide training.**
Lecturers	**Resistant to research cohort training**	
Lecturers	**Lack of incentive**	**Lack of finances**
Training of health science education specialists at Masters level	**We are well on the way to planning a fully-fledged Masters course in Health Science Education (MHScEd). However HEQC is making it very difficult to do so – they say it has to be a MSc or a MEd, and it isn't either – it's a combination of the two.**	**HEQC should look at the real need and consult with us at the coalface before making their rules, or at least be flexible when a new need arises. They should be facilitatory rather than obstructionist.**
Management for health professionals who are in management positions (including financial management)	**Due to staff shortages it is difficult to set such managers free to go for substantive training.**	**Funds to employ temporary help when such staff members are absent.**
Research amongst academic staff	**Time constraints in view of heavy workloads**	**The growth of numbers, especially at the postgraduate level where the need for research supervision is particularly burdensome, does not leave sufficient time for engagement in research**
Research and teaching	**Industry salaries lure away good candidates, particularly those HDI's who show potential, without them completing postgraduate studies.**	
General skills training for all IT staff	**Lack of time to dedicate towards training as currently under resourced**	
Finance ICT skills		

CONTINUED What challenges do you anticipate with implementation of your critical skills training interventions mentioned above? Example - lack of finance; no ETD programmes; no accredited providers; etc.		
Critical Skill Intervention	**Challenges**	**Comments/Reasons/Solutions**
Legal ICT skills	**Funding for additional posts in Legal office**	
Improving teaching	**Increase in student numbers**	**Commitment by government and University to proper staff: student ratios**
Improving research	**Increased teaching load**	**Good staff: student ratios**
	Poorly run University administration	**Commitment by University to better administration**