

# Faculty of Humanities ANNUAL REPORT 2008



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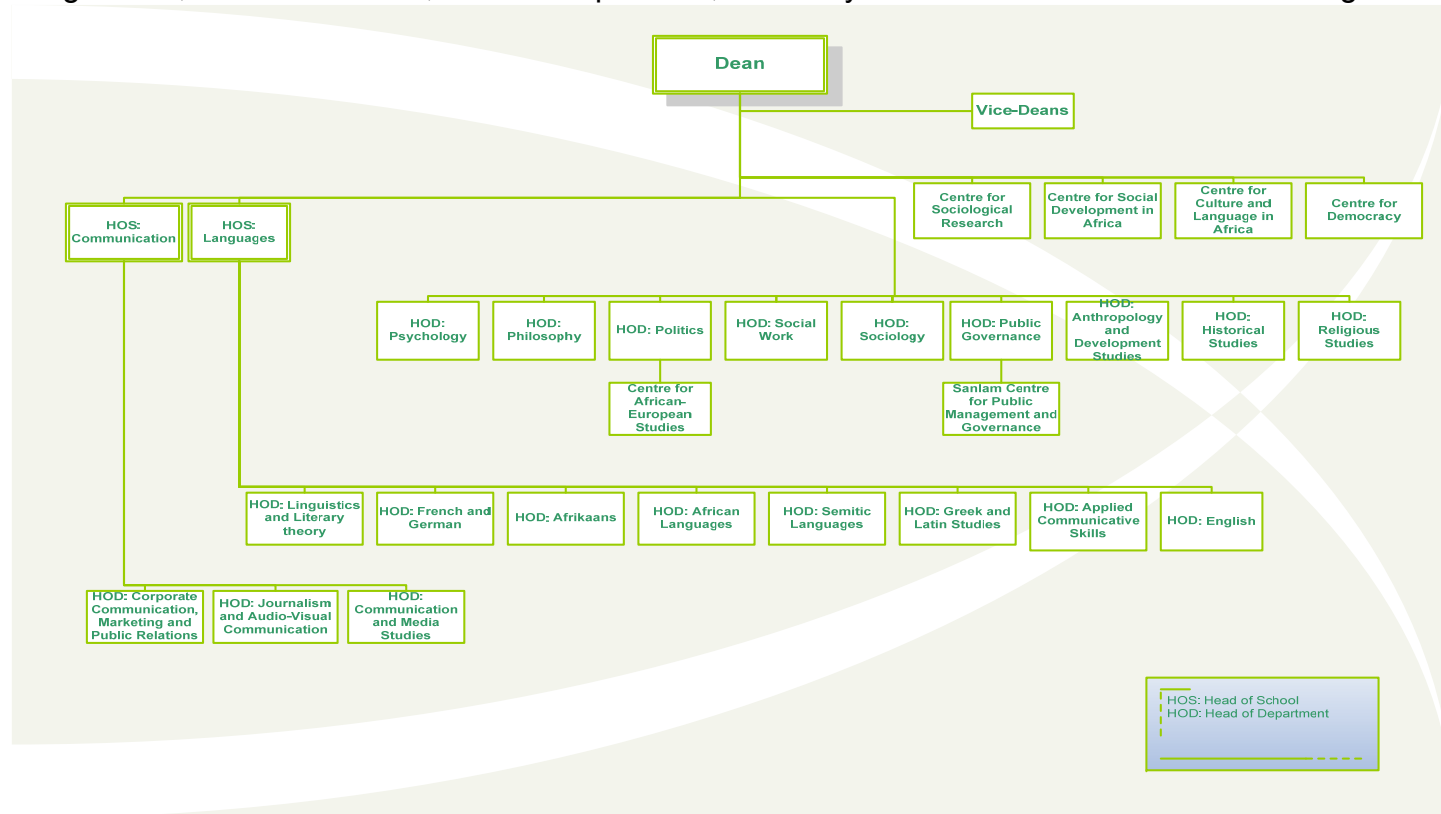
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# EXECUTIVE SUMMARY

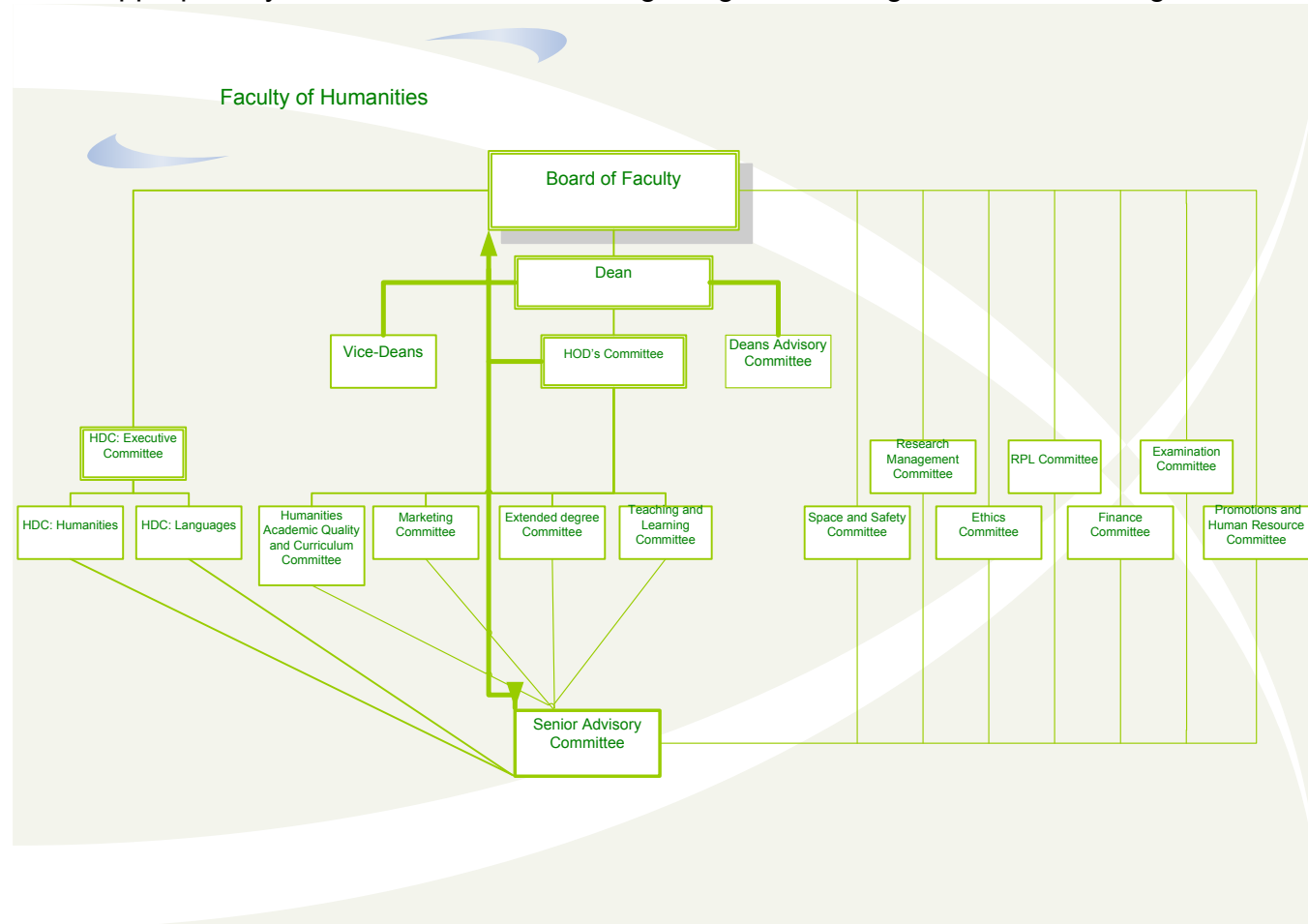
## Faculty Structure

Prior to 2008, the structure of the faculty was relatively flat: nineteen academic departments and four research centres all reporting to one Dean. The merger affected the Faculty of Humanities only minimally (by means of the addition of one additional department: Applied Communicative Skills). In 2008, much attention was given to various new models of faculty structure. The model which was finally accepted by the Board of Faculty and Senate is a 'mixed' model, in that Schools have been instituted only in areas in which they are necessary and appropriate. In the case of the Language Departments, the small size of the operations and the need for collective strategy, resulted in the creation of a School of Languages, with the retention of academic departments. In the case of Communications, the very large enrolment and the programme diversity resulted in the creation of a School of Communication. Departments within the School of Communication will be created once capacity is achieved. The remaining departments in the Humanities and Social Sciences have been left as separate functional units, as they are operating well in their present form. The resulting configuration, illustrated below, is now in operation, and early indications are that it is functioning well.



## Faculty Committee Structure

The Humanities Committee structure was completed in 2008, and is likely to remain more or less unaltered for some time. It is an elaborate structure, and appropriately so, in order to ensure a high degree of collegial decision-making in the faculty.



## Key Appointments

In terms of key appointments, and adding to the intellectual profile of the faculty, 2008 was a good year. At professorial level, the following appointments were made:

- Prof Sakhela Buhlungu (Sociology)
- Prof Fanie Cloete (Public Governance)
- Prof Nina de Klerk (Communication)

- Prof Steven Friedman (Centre for Democracy)
- Prof Zelda Knight (Psychology)
- Prof Chris Landsberg (Politics)
- Prof D Scott MacNab (English)
- Prof David Moore (Development Studies)
- Prof Chris Stones (Psychology)
- Prof Jean Trichaardt (Social Work)

At the level of Senior Lecturer/Senior Researcher, the following appointments were made:

- Dr Ashwin Desai (Centre for Sociological Research)
- Dr Leila Kajee (Applied Communicative Skills)
- Dr Marian Seedat Khan (Sociology)
- Dr Lephophotho Mashike (Sociology)
- Dr Yoon Park (Centre for Sociological Research)

This cohort adds dramatically to the faculty profile. Further high-profile appointments will be made in 2009.

### Teaching & Learning

The Humanities Teaching & Learning Committee, with Prof Emma Ruttkamp as Chair, had a most productive 2008. The Humanities T&L policy was completed in 2007, and implementation began in 2008, particularly with regard to the Assessment Policy, the Faculty Tutor system (including tutor training), the postgraduate coursework components, quality control of postgraduate examination, and preparation for the First year Experience project.

The Humanities Tutor system is an important component of an enhanced learning experience for all undergraduate students. The pedagogical importance of small-group interaction is considerable, and there are strong indications that this will increase retention and throughput. However, an effective and widespread Tutor system is costly. While some provision will be made for this in the Humanities budget, stronger central provision would be welcomed.

The Faculty upgraded twelve of its departmental seminar rooms towards the end of 2008 and early 2009. Old chairs and tables were replaced with good quality oak veneer tables and sturdy chairs. Projectors and screens were fitted to all venues.

### Throughput

	2007			2008		
	Enrolments	Graduates	Throughput	Enrolments	Graduates	Throughput
National diploma	391	32	8%	512	27	5%
Bachelor's Degree	3,762	764	20%	4,243	816	19%
Honours Degree	409	278	68%	375	230	61%

## Success rate

	2007	2008
Diploma- Extended modules	70.5	68.9%
Diploma- Modules	78.3	79.4%
BA programmes	81.5	77%
BA Honours	89.8%	89.2%
Masters (coursework)	56.7%	66.8%
Masters (Research)	30%	31.5%
Doctorate	41.7	26.8%

## Research

	SA	INT	Total	% Increase INT	% Increase Total
2007	76.5	19.25	95.75	-	-
2008	66.32	45.83	110.15	138%	17%

Output in terms of accredited articles has risen by 17%, which is satisfactory. The number of articles in international journals has increased by 138%, which is very pleasing.

In terms of total output, the submissions to the DoE are as follows:

	Articles	Books	Chapters	Proceedings	Total Units
2008	110,15	20	11,5	1	142,65

Books and chapters in books remain a strong and important research product in the Humanities, and the total of four monographs (each potentially of the value of 5 units) is pleasing.

Various strong initiatives to increase output are underway. These include:

- Incentives for NRF rated researchers
- Encouragement for applicants for rating
- Discussions with low-productivity researchers, leading to detailed, managed, research plans
- Research fellows and research associates
- Post-doctoral fellows (a record of ten for 2009)
- Research centres reaching capacity
- Article subsidy up to 35k for researcher
- 10k 'seed' money for each researcher in the faculty
- Focus on the importance of international publication.

These incentives and initiatives will continue to produce a steady, and steadily-upward, stream of outputs. What is pleasing about the about statistics is the 138% increase in ISI and IBSS publications, which indicates strong growth in international acceptance and exposure of our research. In addition, four books and 24 book chapters will be submitted for subsidy.

Strategies to increase post-graduate student numbers and retain good students for post-graduate studies included 25 merit bursaries of R10 000 each for good third year students to do Honours in 2009, and a decision to make R500 000 available for merit bursaries for new MA and Doctoral students in 2009. Two workshops by Prof Johann Mouton on post-graduate supervision were attended by a total of 30 lecturers.

### **Research Village**

The Humanities Research Village has become a reality, after two years of planning and renovation. The Village consists of six houses on APB, restored to resemble their 1940s charm (facetiously described as art deco-industrial). The Centre for Sociological Research occupies three houses, the Centre for Social Development in Africa occupies two houses, and the Centre for the Study of Culture and Language occupies one house. The atmosphere of the Village is quiet and studious: a perfect setting for research production, and a project of which the Faculty and the MEC can be proud.

### **Faculty Seminars**

Interdisciplinary, topical seminars, open to all members of the UJ community and to the public, form an important part of intellectual life. The Annual Helen Joseph memorial lecture was held on 28 October 2008. The keynote speaker was Prof Kader Asmal and the theme was 'Law, Morality and Ethics in Public Life in South Africa' The lecture was a great success with 110 people attending. The Humanities Seminar Series hosted six speakers in 2008, including Professor John Higgins, Honorary Professor of the Humanities, the international historian Professor David Thelan, and Thokozani Khupe, Vice-President of the Zimbabwean MDC. The Sociology and Anthropology Seminar Series hosted 28 seminars, and many other departments hosted single seminars.

### **Service Excellence**

Deans serve Management, and they also serve their Boards of Faculty. One of the potentially neglected jobs of a Dean is to provide excellence in service to academic staff. In my welcome memo to all members of staff at the beginning of 2009, I stated:

One of the functions of a dean is to provide impeccable service. My own experience is that an academic who is not frustrated by poor service is a happier academic, and a happier academic is often a more productive academic. So, if you experience frustration with any aspect of the UJ system, I want to know about it. I cannot always solve issues, but I promise to try.

While this makes for a bloated inbox, and inventive thinking, it is a necessary part of a Dean's day.

## **FACULTY STRATEGIC PLAN (ANNEXURE 1)**

# 1. PROGRESS: FACULTY STRATEGIC PLAN

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## 1.1 Progress to date

The summary strategic plan for 2008, on the final page of the annexure, was:

Excellence in Research

Excellence in Teaching and Learning

Excellence in Appointments

Nurturing environment for staff and students

Alertness to opportunity

Efficiency in delivery

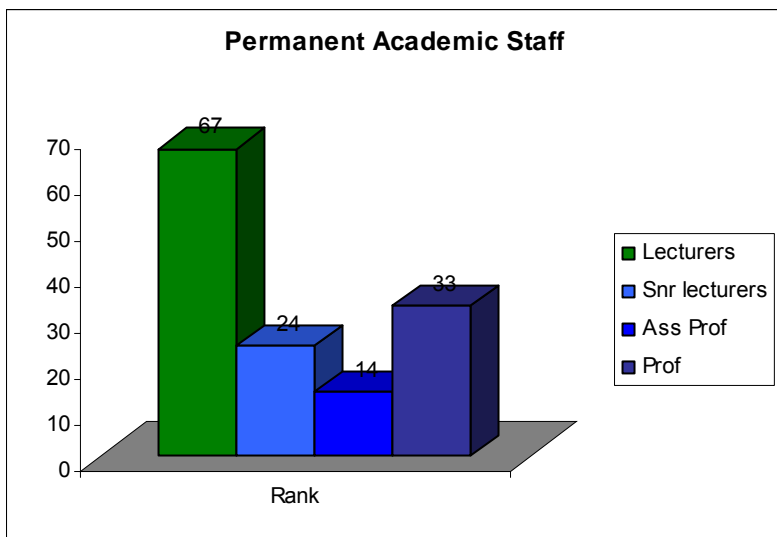
- Excellence in research is an ongoing project. The stimulus initiatives in place are considerable, and should sustain an increasingly strong output in the years ahead.
- Excellence in teaching and research is also ongoing: in spite of our achievements in 2008, we have begun to realize that student needs in terms of academic support are enormous. The tutor system will have to become more extensive, the tracking system for the identification of 'at risk' students will have to achieve total efficiency, and the whole 'T&L' package will be rigorously reviewed.
- In terms of excellence in appointments, 2008 was a good year. 2009 has begun strongly.
- In terms of the creation of a nurturing environment, this is difficult to quantify. One has to balance the managerial and collegial systems, which is always tricky. Nevertheless, my own impression of the faculty is that there is a positive and collegial atmosphere, and a fair degree of pride.
- In terms of alertness to opportunity, this remains a haunting goal. One tries one's best.
- In terms of efficiency in delivery, the faculty administration is working optimally, and our students receive good service.

## 2. FACULTY PROFILE: EMPLOYEES

### 2.1 Employee profile

Table with overview of permanent academic employees: professors, associate professors, senior lecturers, lecturers and junior lecturers per academic department and faculty.

	Lecturers	Snr lecturers	Ass Prof	Prof	Other	Total
<b>FACULTY OF HUMANITIES</b>						
<b>DEPARTMENTS</b>						
<b>AFRICAN LANGUAGES</b>	0	4	2	1	0	7
<b>AFRIKAANS</b>	0	2	0	3	0	5
<b>ANTHROPOLOGY AND DEVELOPMENT STUDIES</b>	2	1	1	2	0	6
<b>APPLIED COMMUNICATIVE SKILLS(APB)</b>	4	1	0	0	2	7
<b>APPLIED COMMUNICATIVE SKILLS(DFC)</b>	4	1	0	0	0	5
<b>BIBLICAL AND RELIGIOUS STUDIES</b>	0	0	0	4	0	4
<b>COMMUNICATION</b>	14	2	0	1	0	17
<b>ENGLISH</b>	6	3	1	2	0	12
<b>FRENCH</b>	0	1	1	0	0	2
<b>GERMAN</b>	0	1	0	0	0	1
<b>GREEK AND LATIN STUDIES</b>	2	0	0	1	0	3
<b>HISTORICAL STUDIES</b>	3	0	0	2	0	5
<b>LINGUISTICS AND LITERARY THEORY</b>	0	1	1	1	0	3
<b>PHILOSOPHY</b>	0	1	0	3	0	4
<b>PSYCHOLOGY</b>	16	2	2	3	0	23
<b>POLITICS</b>	3	0	1	3	0	7
<b>PUBLIC GOVERNANCE</b>	5	0	0	2	0	7
<b>SEMITIC LANGUAGES</b>	1	0	0	1	0	2
<b>SOCIAL WORK</b>	4	2	1	0	1	8
<b>SOCIOLOGY</b>	3	2	3	2	0	10
<b>CENTRE FOR SOCIOLOGICAL RESEARCH</b>	0	0	0	1	0	1
<b>CENTRE FOR SOCIAL DEVELOPMENT IN AFRICA</b>	0	0	0	1	0	1
<b>CENTRE FOR CULTURE AND LANGUAGE IN AFRICA</b>	0	0	1	0	0	1
<b>TOTALS</b>	<b>67</b>	<b>24</b>	<b>14</b>	<b>33</b>	<b>3</b>	<b>141</b>



**Table with overview of figures: non-academic employees in Faculty**

<b>FACULTY OF HUMANITIES</b>	<b>Secretary, administrative officer</b>	<b>Student assistants, tutors</b>
DEPARTMENTS		
AFRICAN LANGUAGES	0	2
AFRIKAANS	1	4
ANTHROPOLOGY AND DEVELOPMENT STUDIES	1	13
APPLIED COMMUNICATIVE SKILLS(APB)	1	3
APPLIED COMMUNICATIVE SKILLS(DFC)	1	0
BIBLICAL AND RELIGIOUS STUDIES	3	2
COMMUNICATION	1	27
ENGLISH	1	27
FRENCH	1	3
GERMAN	1	2
GREEK AND LATIN STUDIES	1	4
HISTORICAL STUDIES	1	9
LINGUISTICS AND LITERARY THEORY	1	4
PHILOSOPHY	1	16
PSYCHOLOGY	3	17
POLITICS	1	10

<b>FACULTY OF HUMANITIES</b>	<b>Secretary, administrative officer</b>	<b>Student assistants, tutors</b>
PUBLIC GOVERNANCE	2	12
SEMITIC LANGUAGES	1	8
SOCIAL WORK	2	6
SOCIOLOGY	2	13
CENTRE FOR SOCIOLOGICAL RESEARCH	0	4
CENTRE FOR SOCIAL DEVELOPMENT IN AFRICA	1	1
CENTRE FOR CULTURE AND LANGUAGE IN AFRICA	0	2
<b>TOTALS</b>	<b>27</b>	<b>189</b>

**Status of academic qualifications: master's and doctoral qualifications.**

	Permanent			Part-time/Contract		
	Honours	Master's	Doctorate	Honours	Master's	Doctorate
<b>FACULTY OF HUMANITIES</b>						
<b>DEPARTMENTS</b>						
AFRICAN LANGUAGES	0	2	5	0	1	0
AFRIKAANS	0	0	5	0	1	1
ANTHROPOLOGY AND DEVELOPMENT STUDIES	0	1	5	3	2	2
APPLIED COMMUNICATIVE SKILLS(APB)	0	5	2	0	2	0
APPLIED COMMUNICATIVE SKILLS(DFC)	2	3	0	6	1	0
BIBLICAL AND RELIGIOUS STUDIES	0	0	4	0	0	1
COMMUNICATION	4	9	3	0	0	0
ENGLISH	3	3	6	5	2	2
FRENCH	0	0	2	0	0	1
GERMAN	0	0	1	1	0	1
GREEK AND LATIN STUDIES	0	1	1	0	5	6
HISTORICAL STUDIES	0	2	3	0	1	0
LINGUISTICS AND LITERARY THEORY	0	1	2	0	0	1
PHILOSOPHY	0	0	4	0	0	0
PSYCHOLOGY	0	9	14	1	1	6
POLITICS	0	1	6	0	2	2
PUBLIC GOVERNANCE	2	3	2	0	1	1
SEMITIC LANGUAGES	0	0	2	1	2	6
SOCIAL WORK	0	4	4	3	1	1

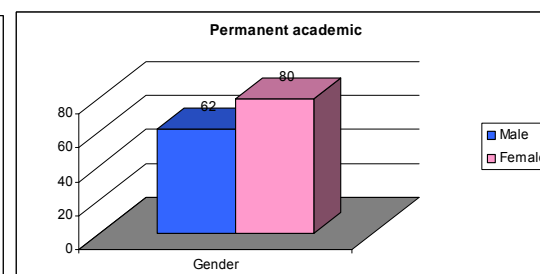
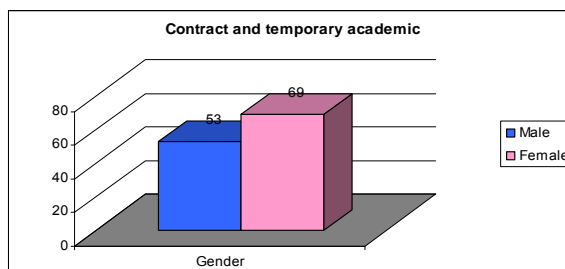
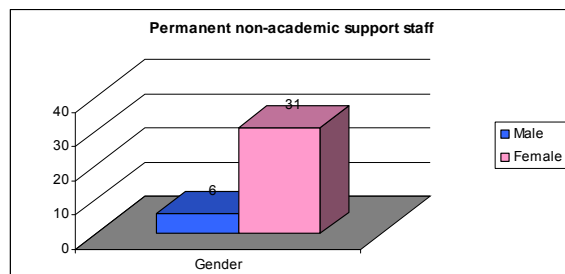
FACULTY OF HUMANITIES	Permanent			Part-time/Contract		
	Honours	Master's	Doctorate	Honours	Master's	Doctorate
SOCIOLOGY	0	2	8	1	1	0
CENTRE FOR SOCIOLOGICAL RESEARCH	0	0	1	2	6	4
CENTRE FOR SOCIAL DEVELOPMENT IN AFRICA	0	2	1	1	1	0
CENTRE FOR CULTURE AND LANGUAGE IN AFRICA	0	0	1	0	0	2
TOTALS	11	48	82	24	30	37

	HONOURS	MASTERS	DOCTORATES
	11	48	82
% of 141	8%	34%	58%

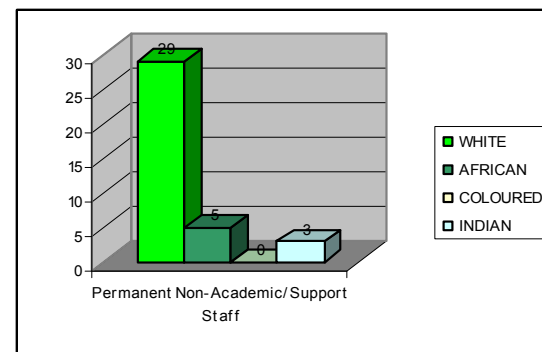
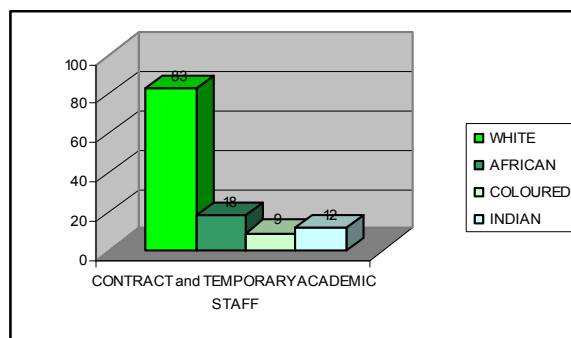
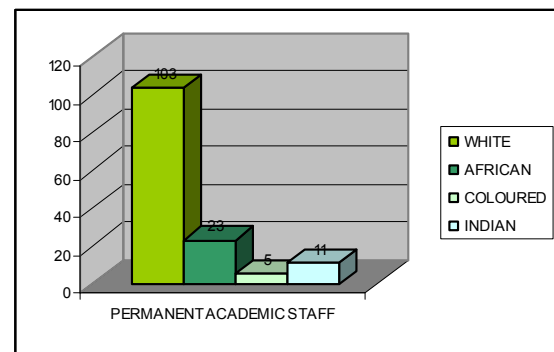
## Staff equity overview

FACULTY OF HUMANITIES	PERMANENT ACADEMIC STAFF									CONTRACT and TEMPORARY ACADEMIC STAFF									Permanent								
																			Non-Academic/Support Staff								
	WHITE		AFRICAN		COLOURED		INDIAN		TOTAL	WHITE		AFRICAN		COLOURED		INDIAN		TOTAL	WHITE		AFRICAN		COLOURED		INDIAN		TOTAL
DEPARTMENTS	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	
AFRICAN LANGUAGES	4	0	2	1	0	0	0	0	7	0	1	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0
AFRIKAANS	4	1	0	0	0	0	0	0	5	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	1
ANTHROPOLOGY AND DEV STUDIES	3	3	0	0	0	0	0	0	6	4	1	1	0	0	0	0	1	7	0	1	0	0	0	0	0	0	1
APPLIED COMMUNICATIVE SKILLS(APB)	0	2	0	1	0	1	0	3	7	0	0	1	2	0	0	0	1	4	0	1	0	0	0	0	0	0	1
APPLIED COMMUNICATIVE SKILLS(DFC)	0	2	0	0	0	1	0	2	5	1	3	1	0	0	1	1	0	7	0	0	0	0	0	0	0	0	0
BIBLICAL AND RELIGIOUS STUDIES	3	1	0	0	0	0	0	0	4	1	0	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	3
COMMUNICATION	1	14	2	0	0	0	0	0	17	5	13	1	1	0	0	0	1	21	0	1	0	0	0	0	0	1	2
ENGLISH	2	6	3	1	0	0	0	0	12	1	3	2	0	1	0	1	0	8	0	0	0	0	0	0	0	1	1
FRENCH	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
GERMAN	0	1	0	0	0	0	0	0	1	0	2	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	1
GREEK AND LATIN STUDIES	1	2	0	0	0	0	0	0	3	4	7	0	0	0	0	0	0	11	0	1	0	0	0	0	0	0	1
HISTORICAL STUDIES	3	1	1	0	0	0	0	0	5	1	0	0	0	0	0	0	0	1	1	4	4	1	0	0	0	0	10
LINGUISTICS AND LITERARY THEORY	0	3	0	0	0	0	0	0	3	0	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1
PHILOSOPHY	2	2	0	0	0	0	0	0	4	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	1
PSYCHOLOGY	7	10	1	3	0	1	1	0	23	3	5	0	0	0	0	0	0	8	0	3	0	0	0	0	0	0	3
POLITICS	5	1	1	0	0	0	0	0	7	1	2	0	0	1	0	0	0	4	0	1	0	0	0	0	0	0	1
PUBLIC GOVERNANCE	2	1	3	0	0	0	1	1	7	1	0	0	0	0	0	0	1	2	0	2	0	0	0	0	0	0	2
SEMITIC LANGUAGES	1	1	0	0	0	0	0	0	2	5	1	1	0	1	0	3	0	11	0	1	0	0	0	0	0	0	1
SOCIAL WORK	3	2	1	0	0	1	0	1	8	0	2	0	0	0	4	0	0	6	0	2	0	0	0	0	0	0	2
SOCIOLOGY	1	5	2	0	0	1	0	1	10	0	1	0	0	0	0	1	0	2	0	2	0	0	0	0	0	0	2
CSR	1	0	0	0	0	0	0	0	1	1	2	2	2	0	1	1	0	11	0	0	0	0	0	0	0	0	0
CSDA	0	0	0	0	0	0	0	1	1	1	4	2	0	0	0	0	1	8	0	1	0	0	0	0	0	1	2
CCLA	0	1	0	0	0	0	0	0	1	1	1	0	1	0	0	0	0	3	0	0	0	0	0	0	0	0	0
TOTALS	43	60	17	6	0	5	2	9	141	32	51	11	7	3	6	7	5	124	2	27	4	1	0	0	0	3	37

## Gender



## Race



## New appointments (Academic)

NAME	DEPARTMENT	RACE
Prof David Moore	Anthropology and Development Studies	White Male
Dr Leila Kajee	Applied Communication Skills	Indian Female
Dr June Palmer	Applied Communication Skills	Coloured Female
Prof Nina de Klerk	Communication	White Female
Ms Ansuia Schonning	English	Indian Female
Mr Gerald Groenewald	Historical Studies	White Male
Prof Christopher Stones	Psychology	White Male
Prof Zelda Knight	Psychology	White Female
Ms Dimakatso Maboea	Psychology	African Female
Prof Chris Landsberg	Politics	Coloured Male
Prof Fanie Cloete	Public Governance	White Male
Prof Sakhela Buhlungu	Sociology	African Male
Dr Lephophotho Mashike	Sociology	African Male
Dr Marian Seedat Khan	Sociology	Indian Female
Ms Pragna Rugunanan	Sociology	Indian Female
Dr Ashwin Desai	CSR	Indian Male

Dr Yoon Park	CSR	Chinese Female
Ms Kim Wale	CSR	White Female
Mr Christiaan Forrester	CSDA	White Male
Prof Steven Friedman	CSDA	White Male
Ms Lisha Stevens	Social Work	White Female
Ms Letitia Smuts	Sociology	White Female
Prof D Scott McNab	English	White Male
Prof Jean Trichaardt	Social Work	Coloured Female
Ms Delia Layton	English	White Female
Ms Suzanne Graham	Politics	White Female
Ms Catherine Botha	Philosophy	White Female
Ms Chantelle Waldeck	Psychology	White Female

### Non-Academic

NAME	DEPARTMENT	RACE
Ms Annemarie vd Berg	Applied Communication Skills	White Female
Ms Joyce Ferreira	Anthropology	White Female
Ms Prema Chetty	CSDA	Indian Female
Ms Marguelette Louw	Communication	White Female
Ms Sherona Loykisoona	English	Indian Female
Ms Cathy Mowers	Faculty Office	Coloured Female
Ms Agnes Mamabolo	Applied Com Skills	Black Female
Ms Constance Ledwaba	Communications	Black Female

### Resignations

Name	Department
Mushonga, Mr. Henry	APK Anthropology & Development Studies
Boshomane, Mrs. Roseline Nxaniwe	SWC Historical Studies
Mudau, Mr. Rudzani	APK Centre for Sociological Research
Chasi, Mr. Collin Tinei	APK Communication
Matheba, Mr. Andrew Gampi	APK Politics
Leburu, Mr. Reggie Pule	ERC English

### 2.2 Achievements of academic and non-academic employees.

Department	Name	Achievement / Award
Afrikaans	Human, T	Was awarded the Elizabeth Eybers- bursary to study in The Netherlands

Department	Name	Achievement / Award
Anthropology and Development studies	C G Menter	European Synchrotron Radiation Facility – Experiment EC275 accepted for June 2008 (“Dental development and microstructure of the fossil hominids from Drimolen, South Africa) on ID 19 Beamline
Applied Communicative Skills (APB)	Palmer, j	Doctorate
	Kajee, L	Published book
Applied Communicative Skills (DFC)	Ramhurry, J	Spencer Foundation Extended Grant
Biblical and Religious Studies	Du Rand, JA	Andrew Murray-Desmond Tutu Award vir teologiese publikasies, 20 Junie
	Du Rand, JA	CUM Author's Achievement Award, 2008 vir die publikasie: Die A-Z van Openbaring ( 667 pp), 6 November 2008
English	Scherzinger, K	NRF rating (C2)
	Starfield, J	Invited to co-edit English in Africa
French	Wa Kabwe-Segatti, DK	European Union Bursary for teaching and research activities :Eramus Mundus Masters Crossways in European Humanities programme for the 2008-2009 academic year
Greek and Latin Studies	Hendrickx, BCEJB	Commander of the Order of Honour (Greece) – for his contribution to and research on Greek Culture
Linguistics and Literary Studies	Beukes, SM	Peer group recognition: invited to deliver a keynote address at the Annual Conference of the Linguistic Association of Southern Africa, Stellenbosch, January 2008
	Beukes, SM	International recognition: invited by UNESCO Linguapax to read a paper at an international language planning seminar, Barcelona, Spain, June 2008

Department	Name	Achievement / Award
	Cattell, K	Awarding of Ph. D., November 2008
Philosophy	Du Toit, HL	C2 category NRF Researcher Rating
	Ruttkamp, EB	C1 category NRF Researcher Rating
Psychology	Knight, ZG	Keynote address at The Fifth International African Conference for Psychotherapy, University of Limpopo, RSA.
	Knight, ZG	Invited Symposia/Speaker at Fifth World Congress for Psychotherapy, Beijing, China
Public Governance	Auriacombe, CJ	Appointed Chief Editor of Administratio Publica (Professional accredited journal of the Association of Southern African Departments and Schools of Public Administration and Management (ASSADPAM))
	Auriacombe, CJ	Appointed as Judge for the Provincial Service Excellence Awards of Gauteng Provincial Government
	Auriacombe, CJ	Appointed as a member of the Editorial Advisory Board of Politeia (Professional accredited journal of the disciplines Political Sciences, Public Administration and International Politics of Unisa)
	Cloete, GS	Acted as Chair of the Association of Southern African Departments and Schools of Public Administration and Management (ASSADPAM)
	Cloete, GS	Appointed as a member of the Editorial Committee of Administratio Publica (Professional accredited journal of the Association of Southern African Departments and Schools of Public Administration and Management (ASSADPAM))
	Cloete, GS	Appointed as a member of the Exco of SAMEIA (responsible for monitoring , coordinating and evaluating M&E training for the public sector)
	Cloete, GS	Appointed for a three year term as a visiting professor in the School of Public Management and Planning of the University of Stellenbosch
	Cloete, GS	Appointed as curriculum advisor for the development of all M&E training programmes at all levels in the SA government departments and the coordination of these training programmes

Department	Name	Achievement / Award
Semitic Languages	Lier, GE	DLitt et Phil Semitic Languages
Sociology	Dawson, M	D Lit et Phil
	Uys, T	Article published in Managerial Law in 2007 rated most commendable by the editors.
	Smuts, L	1st Prize Student Paper at Annual South African Sociological Association
Centre for Sociological Research	Alexander, P	NRF B3 rating
Centre for Culture and Language in Africa	Murray, J	NRF Free-standing Postdoctoral Fellowship for 2008/2009

### 2.3 Training and Development programmes attended by Academic employees

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
African Languages	Kgopa, M	Conduct: Outcome-based Education	RDTP-SETA		30		
	Groenewald, HC	Class list	UJ	Feb, 2009	1 / 2		
		Oracle	UJ	August 2009	1 / 2		
Anthropology and Development studies	CPN Malan	Writing for publication – advanced	Institute for Higher and Adult Education, US	4 – 8 August '08	5	R 8600.00	n.a.
	CPN Malan	Hero's Journey: a short course in technology assisted learning	Centre of Technology Assisted Learning (CENTAL)	3-4, 14, 21 April, 5 & 12 May, 10 June, 4 Nov	8	none	7
	I Marais	Hero's Journey: a short course in technology assisted learning	CENTAL, UJ	3-4, 14, 21 April, 5 & 12 May, 10 June, 4 Nov	8	none	7

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
	I Marais	Writing for publication	Institute for Higher and Adult Education, University of Stellenbosch	10-14 November	4	R8600	
	C van Rooyen	Hero's Journey: a short course in technology assisted learning	CENTAL, UJ	3-4, 14, 21 April, 5 & 12 May, 10 June, 4 Nov	8	None	7
<b>Applied Communicative Skills (APB)</b>	Chipasula, E	Seminar on Reading	University of Johannesburg	Sept	1		
	Chipasula, E	Conference on Teaching Excellence	University of Johannesburg	Oct			
	Kajee, L	Cultural Fluency					
	M DU PLESSIS Du Plessis, M	Workshop: The role of the supervisor of post-graduate students	Prof. J Mouton	Sept	2		
		Workshop: The F.Y.E. experience: Lecturers of first year students in Humanities	Dr. P. Machika With Faculty of Humanities, UJ	Aug	5		
		Workshop: New mark sheets	UJ Admin	Aug	.5		
		Workshop: Personal Mastery	Powerhouse Training through H.R. Department	March	1		
		Workshop: Managing meetings	Powerhouse Training through H.R. Department	March	1		
		Procurement training Assessment;	Powerhouse Training through H.R. Department	March	.5		

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
		Prog. Development and Learner Guide Design Workshop: Edulink training. On Learning	UJ UJ: (Edge Hill University) B. Nefdt	Feb. Jan.	3 1		
		Seminar: Crisis in Higher Education	UJ	March	1		
		Symposium: Reading Symposium	UJ	August	2		
	Bakasa, L	Conference on teaching excellence	U.J.	Oct	1		
	Mayet, R	Workshop on Learning and Teaching					
	Mayet, R	Reading Symposium		Aug	1		
	Mayet, R	Conference – Teaching and Learning Excellence		Oct			
	Nayagar, Y	Personal mastery	Human recourses - Training and Development	12/03/2008	1		
	Nayagar, Y	Cultural Influences and Diversity Management	Human resources - Training and Development	31/03/2008	1		
	Nayagar, Y	Teaching excellence at UJ	Human resources - Training and Development		3		

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
	Palmer, J	Academic Preparation		UJ	30 Sept	1	
Applied Communicative Skills (DFC)	Kohaly, DF	HIV/AIDS Peer Educator	Susan Hyde	30-01-2008	1		
	Kohaly, DF	The Peer Educator Programme	The Consultant Powerhouse (Kirsty)	28-10-2008	1		
	Ramhurry, J	Research workshop PHD supervision	Humanities University of Johannesburg	6, 7 February 2008	2		
	McCormick, T	Writing Workshop for PhD's (Part 1)	Postgraduate Project Office (Wits University)	21 – 24 July 2008	4		
	McCormick, T	Writing Workshop for PhD's (Part 2)	Postgraduate Project Office (Wits University)	8-11 September 2008	4		
	McCormick, T	Teaching Excellence at UJ	Centre for Professional Academic Staff Development	30 October 2008	1		
	Langenhoven, DR	EduLink		Jan 2008	1		
	Langenhoven, DR	Uploading of marks on excel		Aug 2008	1		
	Pather, R	Assessment of learning	Sandra van Heerden	27 Feb	1		
	Pather, R	Articulating your own quality philosophy	Ian Robinson	29 Feb	1		
	Pather, R	NSCapplication selection	I J Meyer	17 April	1		

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
	Pather, R	Progressive Discipline	Sandro Milo	15 May	1		
	Pather, R	Risk management	Estee Souror	29 May	1		
	Pather, R	Uploading marks	Faculty	13 June	1		
	Pather, R	Cultural survey	Wendy Orr	20 June	1		
	Pather, R	Module Showcase outcomes that make a difference	Nic aucamp & Sandra van Heerden	31 July	1		
	Pather, R	Research Workshop	Mouton	September	2		
	Pather, R	Finance Roadshow	Finance committee	23/10	1		
	Pather, R	Teaching excellence	ADS	30/10	1		
<b>Biblical and Religious Studies</b>	Du Rand, JA	Paratext (Bible Translations)	Danie Rossouw, Bible Society of SA	14-15/7	2		
	Du Rand, JA	Interlinear Greek Text Translations	Sue du Plessis, CUM Publishers	30/6	1		
	Nortjé-Meyer, SJ	Post-graduate Workshop	Prof Johan Mouton	25/09/08	2		
<b>Communication</b>	Mrs Benecke DR	EduLink : Paper Bag session on assessments	Karin	09 Aug	1	N/A	N/A
	C Bester	Excel Beginners	UJ	25 May	3	None	
	C Bester	Excel Intermediate	UJ	21 April	3	None	
	Mr Mabada RSV	Impactful presentation	The Consultant Powerhouse	03 June	1	N/A	N/A
	Mr Mabada RSV	Time management	The Consultant Powerhouse	09 June	1	N/A	N/A

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
	Mr RSV Mabada	Advances presentation and consulting skills	The Consultant Powerhouse	15 July	1	N/A	N/A
	Mr PS Malinga	Full Range Supervision	HR, UJ	10/11 June	2	N/A	N/A
	Mr PS Malinga	Cultural Fluency & Diversity Management	HR, UJ	19 May	1	N/A	N/A
	Mrs A Oksiutycz	Postgraduate supervision workshop	J Muton	14 Sept.	2	N/A	N/A
	Mrs E Rossouw	EduLink (Advance)	CenTal	Aug. 2008	3 hours	N/A	N/A
	Mrs E Rossouw	New Mark Sheets	Academic Administration, UJ	July 2008	2 hours	N/A	N/A
	Mrs N van der Merwe	Postgraduate Supervision Workshop	Prof Mouton	14/15 Sept.	2	N/A	N/A
	Mrs N van der Merwe	SAARF Training Seminar	Claire Milne	21/22 Oct.	2	R1 775	N/A
<b>English</b>	All contract and permanent members of the department	EduLink Training course	EduLink	Feb 2008	1		
	Dass, Havenga, Labuschagne, Layton, Makubalo, Schjonning, Starfield	Workshop on First Year Experience at UJ	UJ (ADD)	13 August 2008	1		
	Layton	First year Experience	ADS	30/9	1		
	Layton	Academic preparation program	UJ	30/9	1		
	Layton	Teaching and	UJ	1/10	1		

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
		Learning conference					
	Lwanga-Lumu	English 1D Edulink Training	Benita Nefdt	28.07-10.10	5		
	Makubalo	New Staff preparation program	UJ	25/02/07 – 27/02/07	3		
	Mosito	Impactful presentation skills	Human resources Training and Development	03 June 2008	01		
	Mosito	MS powerpoint, outlook, email and internet	Human resources Training and Development	29-31 July 2008	03		
	Starfield	Meeting of First Year Lecturers in Humanities Faculty	Prof. Emma Ruttkamp	07/08/2008	Morning		
<b>French</b>	Snyman, AE	CENTAL Edulink	Dr Hermien Geldenhuis	Feb 08	1		
	Leissner, SD	CENTAL Edulink	Dr Hermien Geldenhuis	Feb 08	1		
	Snyman, AE	Postgraduate research and supervision	Johan Mouton	7-02-2008	1		
	Leissner, SD	FLE WORKSHOP	REDHILL SCHOOL	6/2/08	1	N/A	
<b>German</b>	Baker, JMA	Post-graduate research supervision	Johan Mouton	25-26 Sept.	2		
	Cloete, H	Assessment on Edulink	CenTal	23 April	1		
<b>Greek and Latin Studies</b>	Wolmarans, JLP	IPROC	UJ	29/2	1	n/a	?
	Piperiderstriand afillou, EM	POSTGRADUATE SUPERVISION WORKSHOP	PROF JOHANN MOUTON	25/09 – 26/09	2	n/a	?

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
Linguistics and Literary Studies	Cattell, K	Dutch modernist authors and the theory of translation	US (SAVN)	14-16 / 1	3	Sponsored by the SAVN	
	Cattell, K	Edulink training	UJ CenTAL	25/1	1	-	
	Cattell, K	Copy-editing	UJ John Linnegar	07/5	1	-	
	Cattell, K	Workshop on postgraduate supervision	UJ Johann Mouton	25-26/9	2	-	
	Cornelius, E	Post-graduate supervision	Prof Johann Mouton, University of Stellenbosch	6-7/2 2008	2	n/a	
	Cornelius, E	Training the trainers: Training Conference - Interpreter Trainers (first session)	Hosted by the University of Pretoria: presented by Benoit Delatre, Interpreters, translators and international Relations institute (Marc Bloch University, Strasbourg, France)	26-30/5	5	R 3500.00	
	Cornelius, E	Training the trainers: Training Conference - Interpreter Trainers (second session)	Hosted by the University of Pretoria: presented by Benoit Delatre, Interpreters, translators and international Relations institute (Marc Bloch University, Strasbourg,	17-20/11	4	R1300.00	

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
			France)				
	Cornelius, E	Hero's journey: A short course in technology-assisted learning	CenTAL UJ	2008	Online	n/a	
<b>Philosophy</b>	Du Toit HL	Postgraduate Supervision	Prof Johann Mouton	25-26 Sept	2		
<b>Psychology</b>	Austin T-L	Personality and psychotherapy workshop	Nancy McWilliams	25-26 July 2008	2	R2750-00	
	Austin T	Ethics workshop	Shrink Rap	14 July 2008	1	R700	
	Austin T	Bipolar Workshop	Crescent Clinic	17 July 2008	1	Nil	
	Coetzee C	Workshop for supervisors	Johann Mouton	06/02/08 – 07/02/08	2		
	De Bruin K	Workshop in Rasch modelling	Prof T Bond	1-3 Des 2008	3	R4000	
	De Bruin K	Workshop in Structural Equation Modelling using EQS (ICP Congress, Berlin)	Prof B Byrne	July 2008	1	€50	
	De Bruin K	Workshop in Differential Item Functioning Analysis	Prof G De Bruin	April 2008	1	R900	
	De Bruin K	Special Lecture on Personality Assessment	Prof D Ones	March 2008	1		
	De Bruin K	Workshop in Research	Prof. J. Mouton	Feb 08	2		
	Diale B	Academic Prep for New Academic		27-30 Sept 08	3		

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
		Staff					
	Diale B	Brown Bag Lunch	Edu Link	16 Sept 08	1		
	Diale B	MS, Excel	HR: Training & Dev Stream	6-8 Oct 08	3		
	Diale B	MS, Power - point, E-mail & Internet	HR: Training & Dev Stream	13-15 Oct 08	3		
	Guse T	Workshop on postgraduate supervision	Prof Johann Mouton	25-26 Sept	2		
	Moodley P	HIV & AIDS Staff Peer Educator Skills Training	UJ human resources		2		
	Moodley P	Edulink	UJ		1		
	Pretorius G	HERS-SA (Higher Education Research Services) Academy 2008	UCT	21-27 September	7	R8000	7
	Van Niekerk L	Research workshop	Faculty of Humanities	6-7 Feb	2	0	
	Van Niekerk L	Neuro Psych Course	PSYSSA	8 Mrt	1	R 600	
<b>Public Governance</b>	Tlhoale, CT	Workshop: Tutorial Committee	Prof E Ruttkamp	7/8/08	1	UJ	
	Auriacombe, CJ	Monitoring & Evaluation Training for M&E Managers & Professionals	Prof J Mouton	10-14/11/2008	5	R8,900.00	
	Auriacombe, CJ	Introductory Course on M&E and Reporting	Christel Jacobs	10-12/10/2008	3	R3,500.00	
	Tlhoale, CT	Workshop: First Year Experience at UJ	Prof E Ruttkamp	13/8/08	1	UJ	

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
	Cloete, GS	HR Workshop on Progressive Discipline	CENTAL	15 May 2008	1/2	UJ	
	Cloete, GS	Teaching & Learning Workshop	VCR: T & L	25 Aug	1/2	UJ	
	Cloete, GS	EduLink Workshop on Turnitin	CENTAL	25 Sept 2008	1/2	UJ	
	Webb, WN	1 <sup>st</sup> Year Experience Workshop	Prof E Ruttkamp	13/8/2008	1	UJ	
	Webb, WN	Post Graduate Supervision Workshop	Prof J Mouton	25-26/9/2008	2	UJ	
	Webb, WN	EduLink Workshop (Assessment)	CENTAL	16/9/2008	1	UJ	
	Jarbandhan, DB	Post Graduate Supervision Workshop	Prof J Mouton	25-26/9/2008	2	UJ	
	Jarbandhan, DB	EduLink Workshop (Assessment)	CENTAL	11/9/2008	1	UJ	
	Silima, TM	Effective Communication in English	UJ	19-20/6/2008	2	UJ	
	Silima, TM	Academic Preparation	UJ	30 Sep-2 Oct 2008	3	UJ	
	Nethonzhe, TA	Post-graduate Supervision Workshop	Prof J Mouton	25-26/9/2008	2	UJ	
	Nethonzhe, TA	Curriculum Development	UJ	October 2008	3	UJ	
<b>Semitic Languages</b>	Lier, GE Humanities Research Management Committee	Workshop on Postgraduate Supervision	Prof Johann Mouton	6-7 February 2008	2	-	8
	Lier, GE Academic	The New National Senior	Mr. IJ Meyer	11 April 2008	1	-	6

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
	Administration UJ	Certificate and its influence on application, selection, admission and registration					
	Lier, GE CenTAL	Lustrum Celebration EduLink Symposium	CenTAL Staff	27 May 2008	1	-	7
	Lier, GE Teaching Excellence @ UJ	Reflections on Teaching Excellence	Prof I Broere	30 October 2008	1	-	8
	Dockrat, MAE	Teaching Excellence @ UJ	Various	30 October	1	Free	None
<b>Social Work</b>	Ellis, HF	Research	Prof J Mouton	March 2008	2		
	Luck, KE	Academic Writing Values and Ethics  Racism and Xenophobia  EduLink	Zack Simpson	25/8	1		
			Prof Rinnie Schenck	14-15/8	2		
			Dr. Friedman	29-30/5	2		
			Benita Neft	30/6	1		
	Matumba, S	Supervision Workshop	Ms HF Ellis	2-3/4	2		
	Nel, JBS	Atlas Ti Qualitative data analysis  Phenomenological data analysis  Academic	Prof Brigitte Smit, Department of Education, UJ	28 May	1	Dept paid her R2352.00	Staff
				23 & 30/7	1 mornings		Staff
			Prof Rex Van Vuuren, St Augustine's College	25/8	2 hours	Dept paid him R	Staff
			Zack Simpson,	Monthly basis	2 hours per session	Non	

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
		writing skills  Academic writing and publication  Small enterprise development	ADD, UJ Academic staff of Dept and CSDA  Dr Marius Venter Depart of Economics	30 & 31/10	2	Non  R4,880	Staff
	Rasool-Bassadien, S	Atlas Ti Qualitative Research Writing	Brigette Smit Rex van Vuuren Zachary Simpson	28/5 27/3 25/8	½ ½ ½		
	Roestenburg, WJH	Rasch Modelling workshop	Prof Bond, University of Hong Kong	5/12	3	R4000	-
	Sacco, TM	Academic Writing skills  Academic writing & publication  Qualitative research Atlas Ti  Phenomenological data analysis	Zack Simpson  Academic staff of Department of social work  Prof B. Smit  Prof Rex Van Vuuren	25/8  Feb – Nov  28/5  23-30/7	1  Monthly Meetings  1  8		
	Stevens, LDM	Disability awareness  Disability sensitivity  Qualitative methods and analysis  Qualitative methodology	Dr. A Pretorius  Dr. A Pretorius  Prof Rex van Vuuren  Brigitte Smit	27/9  19/9  March  23 & 30/7	1  2  1  21		

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
	Van Breda, AD	Atlas.ti	Prof Smit	28/5	1		
		Authorial voice	Zach Simpson	25/8	1		
	Van Rooy, M	Social Work Supervision	UJ Department Of Social Work Centre for Professional Academic Staff Development CENTAL	16/7	1		
		Academic Preparation Programme		30/09 – 2/10 10/10	3 1		
<b>Sociology</b>	van Zyl-Schalekamp, CJ	Design and Development of Web-based learning (WBL)	Cental	April – June 2008	8		7
	van Zyl-Schalekamp, CJ	MS Word 2007	UJ	18 Nov 2008	1		
	Senekal, A Uys, T	I-proc training	UJ	9 April '08	1	-	-
	Senekal, A Uys, T Groenewald, L Smuts, L Rugunanan, P	Workshop on post-graduate supervision	Presented by Prof Johann Mouton, SUN. Organised by Faculty of Humanities, UJ.	6-7 February 2008 September 2008	2	-	-
	Groenewald, L Binikos, E	HIV/Aids Staff Peer Educator further training	Presented by Kirstie McFarlane (The Consultant Powerhouse). Arranged by Human Resources, UJ.	28/10	1	N/A	N/A
	All academic staff in the Sociology	Practical workshop on formulating	Presented by Emmarentia Nel. Arranged	7/10	0.3	N/A	N/A

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
	department	outcomes and linking them to assessment.	by Department of Sociology, UJ.				
	All academic staff in the Sociology department	Workshop on outcomes, assessment and lessening the load	Presented by Emmarentia Nel. Arranged by Department of Sociology, UJ.	29/09	0.5	N/A	N/A
	Groenewald, L	HIV/Aids Staff Peer Educator training	Presented by Susan Hyde. Arranged by Human Resources, UJ.	3-4/ 09	2	N/A	N/A
	Seedat, M	EduLink		Sep	.5	N/A	N/A
	Seedat, M	EduLink		Aug	.5		
<b>Centre for Sociological Research</b>	Alexander, P	Assessment panel	NRF	April	1	0	-
	Alexander, P	Auditor	CHE	April	3	0	-
	Ceruti, C	Global Labour institute summer school	University of Toronto	June 2008	7	Subsidised by organisers	-
	Manda, O	Postgraduate workshop (Qualitative research methods)	Nottingham University	18 June 2008	1	Subsidised by the organisers	-
	Manda, O, Ceruti, C, Wale, K, Phadi, M, Alexander, P	Weekly reading group on class	CSR	Sept-Nov	9	0	-
	Manda, O, Ceruti, C, Wale, K, Phadi, M, Alexander, P	Two Comprehending Class workshops	CSR	Nov	6	0	-

Department	Name	Name of course / theme of programme	Presenter / provider	Date	No. of days	Total cost	NQF level
	Mazibuko, S						
	All staff	Weekly Seminar Series	CSR with Sociology and Anthropology Departments	Feb-Nov	28 sessions	0	-
<b>Centre for Social Development in Africa</b>	Hochfeld, T	Atlas Training		28 May 2008	1		
	Forrester, C						
	Selipsky, L						
	T Hochfeld	Supervisor Training	J Mouton	March	2		
	Selipsky, L	Emerald Author Workshop Programme	Emerald and UJ Library	7 April 2008	1		
	Selipsky, L Hochfeld, T	Writing Workshop by the Writing Centre	Zach Simpson	25 August 2008	1		
	Chetty, P (Administrator)	Oracle I-Proc		March 2008	1		
	Chetty, P (Administrator)	Excel Training		3-5 June 2008	3		
	Chetty, P	Business Writing Skills		3 July 2008	1		
<b>Centre for Culture and Language in Africa</b>	Hill, LB	Article Writing	Stellenbosch	10/11	5	10 000	n/a
	Murray, J	Article Writing	U Stellenbosch	10/11	5	10 000	n/a
	Murray, J	Postgraduate supervision Workshop	Prof Johan Mouton	09/2008	2		n/a

## 2.4 Staff development plan/strategy for 2009

Our recent initiatives in T&L require ongoing training, in terms of the use of Edulink, the training and management of tutors, methods of assessment, and the identification and management of 'at risk' students, and staff will be encouraged to attend courses and workshops in this regard. In terms of research, staff are encouraged to attend our workshops on postgraduate supervision, and on article writing.

### 3. ACADEMIC PROGRAMMES (subsidised)

#### 3.1 Enrolment figures

##### Section A : Enrolments

Benchmarks	Target Year	University of Johannesburg	Higher Education
Total headcount enrolments	2010	44300	0
Enrolment shape - Undergrad diplomas	2010	39%	0
Enrolment shape - Undergrad degrees	2010	43%	0
Enrolment shape - PG below M	2010	12%	0
Enrolment shape - M & D	2010	6%	0

Table A3: Headcount enrolments, contact + distance, per race group and Gender

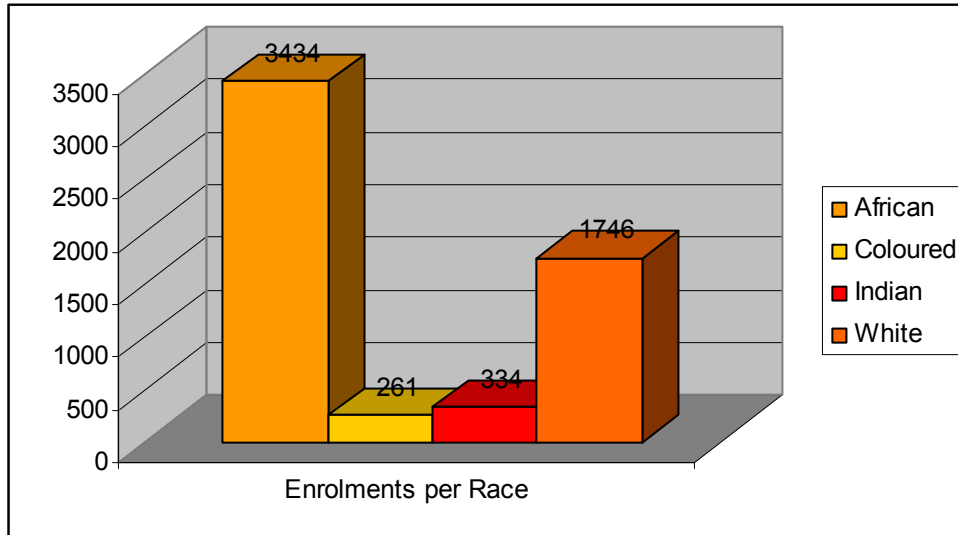
Faculty:HUMANITIES

Download date: 17 March 2009

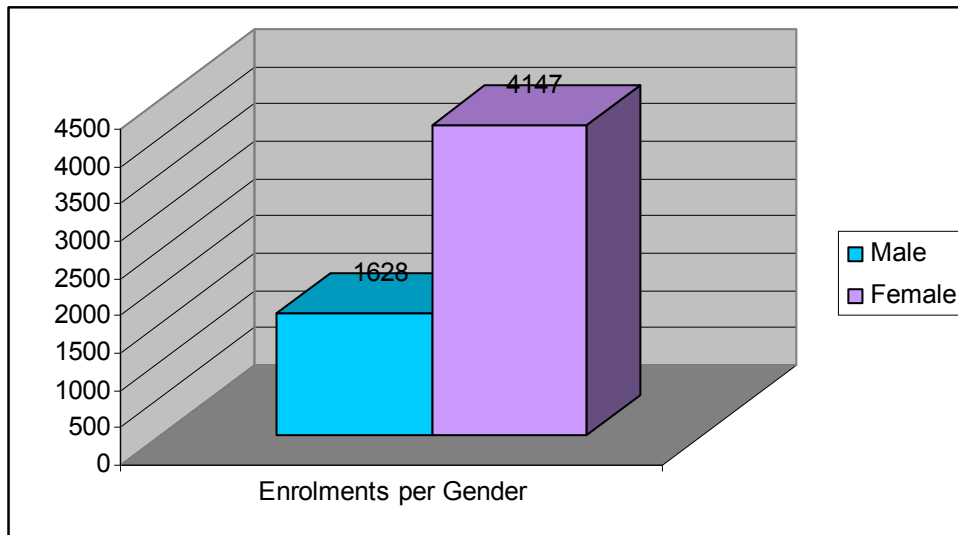
University Of Johannesburg

	Headcount Enrolments																							
	2007												2008											
	African			Coloured			Indian			White			African			Coloured			Indian			White		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
First Time entering undergraduate	642	256	898	60	19	79	55	14	69	305	91	396	1048	381	1429	78	21	99	72	29	101	267	107	374
Undergraduate diplomas and certificates	288	82	370	9	4	13	5	0	5	2	2	4	397	92	489	7	3	10	4	0	4	7	2	9
Undergraduate degrees	1373	581	1954	142	47	189	193	56	249	1052	394	1446	1895	774	2669	177	52	229	204	64	268	953	360	1313
Total Undergraduate	1661	663	2324	151	51	202	198	56	254	1054	396	1450	2292	866	3158	184	55	239	208	64	272	960	362	1322
Postgraduate to masters	91	42	133	14	5	19	18	10	28	172	57	229	101	48	149	6	0	6	17	17	34	123	52	175
Masters	56	33	89	6	2	8	7	6	13	76	42	118	57	32	89	7	3	10	11	6	17	99	57	156
Doctors	9	11	20	3	3	6	3	2	5	54	28	82	5	16	21	1	2	3	3	4	7	48	24	72
Total Postgraduate	156	86	242	23	10	33	28	18	46	302	127	429	163	96	259	14	5	19	31	27	58	270	133	403
Occasional	34	18	52	2	3	5	4	1	5	19	14	33	10	7	17	0	3	3	4	0	4	11	10	21
Total Enrolment	1851	767	2618	176	64	240	230	75	305	1375	537	1912	2465	969	3434	198	63	261	243	91	334	1241	505	1746

### Enrolments per race



### Enrolments per Gender



### 3.2 Performance overview: success rates, throughput rates per programme, etc, with the necessary interpretation and benchmarking

Table B2: FTE degree credits, FTE enrolments and success rates : Contact undergraduate courses

Faculty :HUMANITIES  
University Of Johannesburg

Download date: 17 March 2009

Course Level	African success rate			Coloured success rate			Indian success rate			White success rate		
	2006	2007	2008	2006	2007	2008	2006	2007	2008	2006	2007	2008
Lower pre-dip. Level 1	57.6%	57.6%	68.6%	68.6%	70.5%	68.2%	78.8%	76.0%	71.4%	85.6%	68.2%	77.0%
Lower pre-dip. Level 2	71.0%	71.0%	78.1%	66.1%	64.8%	93.3%	89.7%	91.4%	100.0%	77.0%	94.6%	88.2%
Inter. pre-dip. Level 3	0.0%	0.0%	93.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Higher undergrad.Level 4	76.5%	76.5%	97.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
<b>Total Technikon-type</b>	<b>66.5%</b>	<b>72.0%</b>	<b>71.1%</b>	<b>67.6%</b>	<b>68.5%</b>	<b>71.8%</b>	<b>84.2%</b>	<b>79.8%</b>	<b>76.5%</b>	<b>80.9%</b>	<b>74.1%</b>	<b>79.2%</b>
Intermediate undergrad.	74.4%	74.4%	73.6%	77.7%	79.1%	74.9%	79.4%	82.3%	77.0%	85.9%	86.1%	84.0%
Higher undergraduate	0.0%	0.0%	90.0%	0.0%	100.0%	86.2%	0.0%	100.0%	100.0%	0.0%	85.0%	99.7%
<b>Total University-type</b>	<b>74.4%</b>	<b>77.9%</b>	<b>73.7%</b>	<b>77.7%</b>	<b>79.1%</b>	<b>75.0%</b>	<b>79.4%</b>	<b>82.3%</b>	<b>77.1%</b>	<b>85.9%</b>	<b>86.1%</b>	<b>84.1%</b>
<b>Total Undergraduate</b>	<b>72.2%</b>	<b>76.4%</b>	<b>73.1%</b>	<b>77.0%</b>	<b>78.0%</b>	<b>74.7%</b>	<b>79.6%</b>	<b>82.2%</b>	<b>77.0%</b>	<b>85.8%</b>	<b>85.9%</b>	<b>84.0%</b>

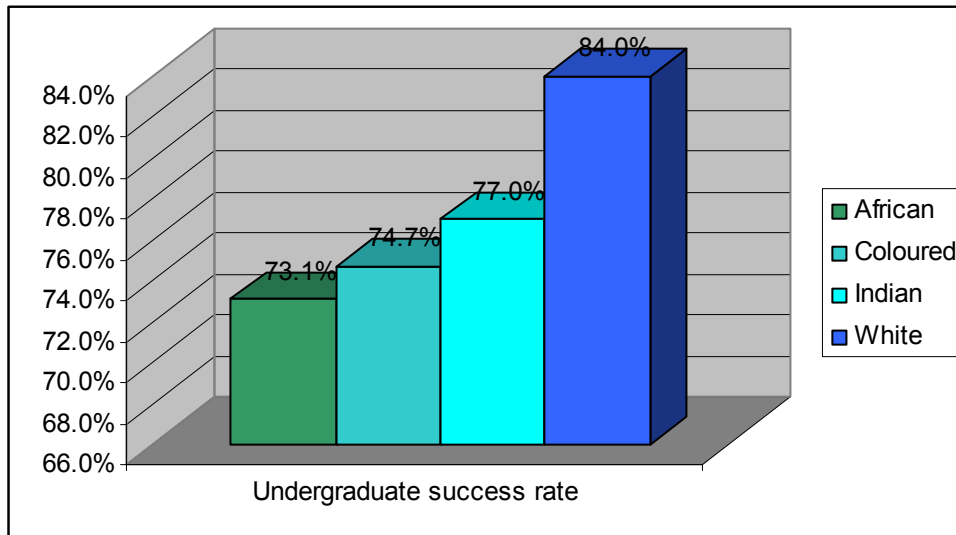
**Table B2a: FTE degree credits, FTE enrolments and success rates : Contact Postgraduate courses**

Faculty :HUMANITIES  
University Of Johannesburg

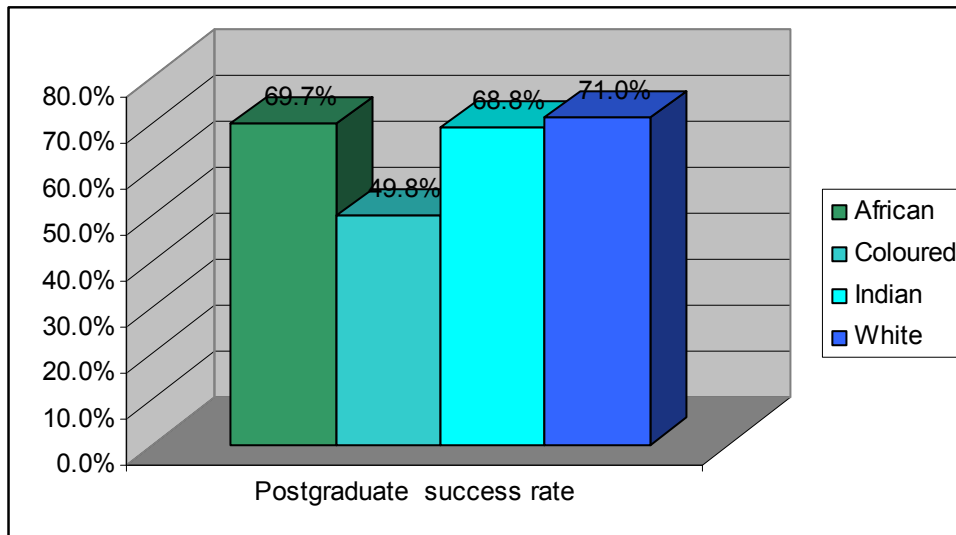
Download date: 17 March 2009

Course Level	African success rate			Coloured success rate			Indian success rate			White success rate		
	2006	2007	2008	2006	2007	2008	2006	2007	2008	2006	2007	2008
Higher post-grad. - research	88.5%	88.5%	0.0%	176.1%	67.8%	0.0%	61.7%	0.0%	0.0%	89.4%	47.1%	38.7%
Inter. post grad. - non-research	60.8%	60.8%	50.4%	82.8%	62.5%	78.6%	77.6%	66.7%	76.3%	90.4%	83.5%	81.3%
Inter. post grad. - research	59.8%	59.8%	16.4%	0.0%	0.0%	0.0%	110.3%	44.4%	48.2%	65.4%	32.0%	41.9%
Inter. post-graduate - research	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Lower post-graduate	86.7%	86.7%	90.7%	89.4%	83.3%	100.0%	83.1%	88.4%	83.7%	92.7%	93.4%	91.7%
<b>Total Postgraduate</b>	<b>80.7%</b>	<b>67.5%</b>	<b>69.7%</b>	<b>96.6%</b>	<b>65.4%</b>	<b>49.8%</b>	<b>81.5%</b>	<b>71.6%</b>	<b>68.8%</b>	<b>88.8%</b>	<b>76.8%</b>	<b>71.0%</b>

### Undergraduate success rate



### Postgraduate success rate



### 3.3 Possible new programmes planned for 2010-2012.

#### 3.3.1 Public Governance

In 2009 the Department of Public Governance has already had a strong undergraduate presence in Soweto, and intends to establish from 2010 onwards also a strong postgraduate and short learning programmes on that campus. Current indications are that these programmes will expand rapidly over the next few years.

In 2009 the department has already enrolled about 130 first year students there at first year level, and 50 in the second year who will proceed in 2010 to the third year, because all undergraduate students in this programme have Public Governance as a major. In 2010 an additional conservative first year intake of at least another 150 students is expected in this programme.

The Department has also already enrolled approximately 50 Hons students and 6 coursework Masters students in 2009 on APK. The coursework Masters programme kicked off only in 2009. The Hons students include a new target group of students who do not have any prior qualifications in Public Governance but only a first degree in another discipline. They are then put through a series of 5 short learning programmes that upgrade their Public Governance knowledge and skills to first degree level, and are then admitted to the Hons programme and subsequently to the coursework Masters programme.

Both post-graduate programmes are presented after office hours and sometimes in a block release delivery mode to encourage mid-career public officials to enrol. This strategy has so far proven to be very popular and successful to attract managers from all levels in the public sector to the respective programmes. It also contributed to nearly doubling the Hons students in the department within one year, while the department still regularly receives requests for admission from these target groups to both these postgraduate programmes even after the closing date for admission.

From 2010 onwards, these post-graduate programmes will both be presented only in Soweto, with an envisaged enrolment of 60 new Hons and 15 new coursework Masters students. It is expected that the uptake of these programmes will especially be strong in Soweto because of the presentation on that campus.

Finally, the faculty is planning a Humanities Public Sector Leadership MA for introduction on the Soweto Campus, in line with the leadership focus of that campus.

### **3.3.2 BA Community Development**

The proposed BA Community Development and Leadership programme, planned for implementation on the Soweto Campus, is currently serving at the various university committees. The planned enrolment will be 50 students per year. Implementation will most likely occur in 2011.

### **3.3.3 MA in Humanities Public Sector Leadership**

Discussions are underway towards the creation of a coursework Master's degree in Public Sector Leadership, to be offered exclusively on the Soweto Campus, and to align with the Leadership focus of that campus. A strong market response from local and central government is anticipated. Proposals will emerge and proceed through the structures in due course.

## 4. NON-SUBSIDISED ACADEMIC PROGRAMMES

### 4.1 Programmes

DEPARTMENT	PROGRAMME	STATUS				
		Existing	Substantive amendment	New	Pipeline	Terminated
Greek And Latin Studies	Beginners Modern Greek	x				
	Intermediate Modern Greek	x				
	Advanced Modern Greek	x				
Psychology	Practical Psychometry ECC	1				
Public Governance	DBSA Public Policy Analysis for local Government				UJ & DBSA Programme	
	DBSA Public Policy Analysis for local Government				UJ & DBSA Programme	
	DBSA Public Policy Analysis for local Government				UJ & DBSA Programme	
	DBSA Public Policy Analysis for local Government				UJ & DBSA Programme	
	DBSA Public Policy Analysis for local Government				UJ & DBSA Programme	
	PALAMA (SAMDI) Policy Management				SAMDI Programme	
	SU Outcomes-based Monitoring and Evaluation				Stellenbosch University Programme	
	SU Outcomes-based Monitoring and Evaluation				Stellenbosch University Programme	
	SU Outcomes-based Monitoring and Evaluation				Stellenbosch University Programme	
	SU Outcomes-based Monitoring and Evaluation				Stellenbosch University Programme	
	SU Outcomes-based Monitoring and Evaluation				Stellenbosch University Programme	

DEPARTMENT	PROGRAMME	STATUS				
		Existing	Substantive amendment	New	Pipeline	Terminated
	SU Outcomes-based Monitoring and Evaluation				Stellenbosch University Programme	
	SU Public Policy Management				Stellenbosch University Programme	
	US Public Policy				Stellenbosch University Programme	
	SU Outcomes-based Monitoring and Evaluation				Stellenbosch University Programme	
	SU Public Policy				Stellenbosch University Programme	
	SU Outcomes-based Monitoring and Evaluation				Stellenbosch University Programme	
	SU Outcomes-based Monitoring and Evaluation				Stellenbosch University Programme	
	SU Policy Indicator Development				Stellenbosch University Programme	
	UJ National Certificate in Municipal Governance			X		
Social Work	Sexual abuse certificate	Yes				
	Developmental Supervision	Yes				
	Community Leadership	Yes				

#### 4.2 Income generated.

DEPARTMENT	PROGRAMME	CLASS SIZE	INCOME	EXPENDITURE	PROFIT/LOSS
Greek And Latin Studies	Beginners Modern Greek	8	8960	0	8960
	Intermediate Modern Greek	10	12800	0	12800
	Advanced Modern Greek	2	3560	0	3560
Psychology	Practical Psychometry ECC	51	R737,970.00	R535,853.00	R202,117.00 (R134744.66 to Dept Psychology) (R67372.33 to Dept Industr Psych)
Public Governance	DBSA Public Policy Analysis for Local Government 28-30 May 2008	20	R60,000.00	R22,500.00	R 15 000.00 UJ R 22 500.00 Dept R 37,500.00 Total
	DBSA Public Policy Analysis for Local Government 6-8 Aug 2008	16	R48,000.00	R18,000.00	R 12,000.00 UJ R 18,000.00 Dept R 30,000.00 Total
	DBSA Public Policy Analysis for Local Government 13-15 Aug 2008	16	R48,000.00	R18,000.00	R 12,000.00 UJ R 18,000.00 Dept R 30,000.00 Total
	DBSA Public Policy Analysis for Local Government 15-77 Sep 2008	22	R 67,314.00	R 24,750.00 R 1,314.00 S&T R 26,064.00 Total	R 16,828.50 UJ R 25,735.50 Dept R 42,564.00 Total
	DBSA Public Policy Analysis for Local Government 25-27 Nov 2008	15	R 46,351.00	R 16, 706.13 fees R 1,351.00 S&T R 18,057.13 Total	R 11,587.75 UJ R 16,706.12 Dept R 28,293.87 Total
	PALAMA (SAMDI) Policy Management 25-27 Jun 2008	6	R15,200.00	R 5,100.00	R 3,800.00 UJ R 6 300.00 Dept R10,100.00 Total
	SU Outcomes-based Monitoring and Evaluation 25-26 Febr 2008	23	R16,000.00	R6,000.00	R 4,000.00 UJ R 6,000.00 Dept R10,000.00 Total
	SU Outcomes-based Monitoring and Evaluation 17-18 Mrt 2008	20	R14,000.00	R5250.00	R 3,500.00 UJ R 5,250.00 Dept R8,750.00 Total
	SU Outcomes-based Monitoring 26-27 May 2008	20	R16,000.00	R6,000.00	R 4,000.00 UJ R 6,000.00 Dept R10,000.00 Total
	SU Outcomes-based Monitoring and Evaluation	20	R16,000.00	R6,000.00	R 4,000.00 UJ R 6,000.00 Dept

Monitoring and Evaluation

DEPARTMENT	PROGRAMME	CLASS SIZE	INCOME	EXPENDITURE	PROFIT/LOSS
	23-24 Jun				R10,000.00 Total
	SU Outcomes-based Monitoring and Evaluation 7-8 Jul Manhattan	20	R24,000.00	R9,000.00	R 6,000.00 UJ R 9,000.00 Dept R15,000.00 Total
	SU Outcomes-based Monitoring and Evaluation 2 Jun 2008	20	R8,000.00	R3,000.00	R 2,000.00 UJ R 3,000.00 Dept R5,000.00 Total
	SU Public Policy Management 21-24 May 2008	11	R18,930.00	R7,098.75	R 4,732.50 UJ R 7,098.75 Dept R11,831.25 Total
	US Public Policy 30 June-1 Jul 2008	20	R16,000.00	R6,000.00	R 4,000.00 UJ R 6,000.00 Dept R10,000.00 Total
	SU Outcomes-based Monitoring and Evaluation 14 Jul 2008	20	R8,600.00	R3225.00	R 2,150.00 UJ R 3,225.00 Dept R 5,375.00 Total
	SU Public Policy Management 11-12 Aug 2008	20	R16,000.00	R6000.00	R 4,000.00 UJ R 6,000.00 Dept R10,000.00 Total
	SU Outcomes-based Monitoring and Evaluation 18-19 Aug 2008	20	R16000.00	R6000.00	R 4,000.00 UJ R 6,000.00 Dept R10,000.00 Total
	SU Outcomes-based Monitoring and Evaluation 2- 3 Oct 2008	20	R13,000.00	R4,875.00	R 3,250.00 UJ R 4,875.00 Dept R 8,125.00 Total
	SU Outcomes-based Public Policy Monitoring and Evaluation 1-3 Dec 2008	20	R20,000.00	R7,500.00	R 5,000.00 UJ R 7,500.00 Dept R 12,500.00 Total
	UJ National Certificate in Municipal Governance 6 Mrch-2 April 2008 Lapa	37	R 296,384.09	Total: R 113,361.60	R 74,096.02 UJ R 108,926.47 Dept R 183,022.49 Total
<b>Social Work</b>	Community Leadership	49	R140 000	R81 388.20	R58 611.80
	Developmental Supervision	63	R75 420	R37 302	R38 118

## 5. AGREEMENTS/PARTNERSHIPS

Department	Lecturer	Nature of Agreement	Contracted parties	Co-workers	Funding	Duration	Outcomes (specify)
<b>Anthropology and Development studies</b>	H Brookes	Preliminary work on visual study of Sangoma ceremonies	Prof C Gray		Not as yet	ongoing	Exhibition at UJ and Wits 2009
	C G Menter	SA/Italy cooperation agreement	Professor Jacopo Moggi-Cecchi	Dr. Sylvia Boccone	R71,700	2007-2009	Training of SA and Italy students; Publication of fossils from Drimolen – Article recently submitted to Journal of Human Evolution
	T de Wet	DELPHE		Prof Trudy Harpham (London South Bank University) & Prof Angela Mathee (Medical Research Council)	210 000	2007-2009	For 2008: JPLS reports; 1 article accepted; 1 article submitted; a number of presentations
	C van Rooyen	Water Dialogues		T de Wet		Dec 2008 – March 2009	2 reports
	T de Wet	Johannesburg Poverty and Livelihoods Study		Prof L Patel		Completed	Reports and presentation; 1 article submitted
<b>Biblical and Religious Studies</b>	Du Rand, JA	Navorsers en Vertaler	Bybelgenootskap van SA		BSA, Kaapstad	4 jaar	Nuwe ABV, Afr Bybelvertaling
	Du Rand, JA	Navorsers/ outeur	Walter de Gruyter Publisher, Berlin		W de Gruyter, Berlyn	5 jaar	Encyclopaedia of Biblical Reception, 5 volumes
	Du Rand, JA	Navorsers/ outeur	CUM, Vereeniging		CUM, Vereeniging	4 jaar	Publikasie: Ensikl Geloof en Spiritualiteit
<b>Communication</b>	DR Benecke	SANTED study on comprehensively	Curriculum staff, Dr Ettienne van Loggerenberg, Dr Beverley Malan	UJ staff		6 months	Case study research

Department	Lecturer	Nature of Agreement	Contracted parties	Co-workers	Funding	Duration	Outcomes (specify)
	E De Bundel	Research report The Kids are Alright					Research report for Endemol
	Dr S Narunsky-Laden	Interdisciplinary Collaborative Research Proposal on "Feminisms Travelling the World"	Submitted to the Norwegian Research Council	8 International Scholars	Norwegian Research Council	A work plan is in place for the coming four years	To strengthen gender research as a separate field of knowledge, and to generate new insights into concepts of gender(ing) and issues of gender equity throughout the world
<b>English</b>	Dept of English lead by Mackenzie and Scherzinger	Partnership	English Depts	Prof. M Middeke	Central (UJ, U Augsburg)	2 X 2 weeks lecturer exchange	Co-operation between depts; possibility of postgrad student exchange; research collaboration
<b>French</b>	Snyman, AE	Cooperation, exchange of academics and students; joint degrees	French Department (UJ) and Bordeaux 3 (France)	Prof Stephan Martens (Bordeaux 3)	R60 000 from Dean, Faculty of Humanities	Contracts still need to be signed	Cooperation needs to be finalised. Once in place, UJ will receive a student assistant from France, whilst UJ and Bordeaux and will be able to exchange students, lecturers participate in joint research projects, and offer joint degrees.
	Wa Kabwe, DK Snyman, AE	Publication of book after international conference in 2005	University of Johannesburg and the University of Metz	Prof Pierre Halen (Metz)	R16 323	1 year	Publication of book: <i>Du nègre bambara au négropolitain</i>
<b>Greek and Latin Studies</b>	Hendrickx, B	longterm (7 years) agreement for the publication of a Prosopographic Byzantine Lexicon – Brepols (Belgium)		Prof. A. Savvides (Aegean Univ.), Prof. A. Simpson (Istanbul), Dr Thekla Sansaridou-Hendrickx (UJ)	publication funded by Brepols	7 years	vol. 1 published in 2007; vol. 2 end 2008.
<b>Linguistics and Literary Studies</b>	Beukes, SM	Multilingual translation terminology		Pienaar M (Dept of Afrikaans)	R250 00	3 years	Publication of multilingual terminology list

Department	Lecturer	Nature of Agreement	Contracted parties	Co-workers	Funding	Duration	Outcomes (specify)
		development					
<b>Philosophy</b>	du Toit, L	Collaborative research on sexual violence in armed conflict	Hamburg Institute of Social Research, Hamburg, Germany	Scholars from various universities and disciplines across the world	Hamburg Institute of Social Research, Hamburg, Germany	2 years	Publications such as journal articles and a book, as well as a comprehensive bibliography
<b>Politics</b>	Sadie, Y Schoeman, M (UP)	Joint research project			IFAS and personal trust funds	2007-2010	Articles and hopefully a book
<b>Social Work</b>	Nel, JBS And all staff	Evaluation of programme of by Sentech Department	Sentech and SW Dept	All staff and selected students	Sentech will fund project	Unknown	Preliminary exploration was done, proposal has to be developed soon
	Nel, JBS and all staff	Evolving / emergent partnership	Bishop Paul Verryn, Methodist church Central JHB and Dept of SW	All staff members	Non at this stage	3 years	Contribute to the field of services to displaced people
	Roostenburg, WJH	Research contract	SANCA	L Selipsky	SANCA	2 years	Scale to be developed
	Stevens, L	Service learning contract	Big Brothers Big Sisters of South Africa (BBBSSA)	BBBSSA supervisors	None	1 full year, renewed	-For students to engage in experiential learning -To develop academic skills in a community-based context -To collaborate with community organisations
	Stevens, L	Service learning contract	Community organisations	Field supervisors	None	1 full year, renewed	-For students to engage in experiential learning -To develop academic skills in a community-based context -To collaborate with community organisations
<b>Sociology</b>	Buhlungu, S	Research Grant		Colleagues at Wits, UKZN, NMMU, UWC, Fort Hare and Leiden (NL)	SANPAD – R600 000	2008 - 2009	Research findings to be published as a book in 2009 – 10
	Liela Groenewald	Member of GDRI research team	N/A	Simon Bekker, Laurent Fouchard	NRF	Three years	Seminar paper and collective chapter (future)

Department	Lecturer	Nature of Agreement	Contracted parties	Co-workers	Funding	Duration	Outcomes (specify)
	The whole department	Sub-project of Social Capital and Citizenship NRF Project (Prof. Tina Uys: Project leader)	NRF-UJ Sociology	Proff: Tina Uys, N Erlank, R. Smit, S. Buhlungu S.Patel (Pune, India), C.Van-Zyl-Schalekamp, K. Naidoo (UP) Ms. E. Binikos, L. Smuts, L. Groenewald, P. Rugunanan, Z. McDonald, B. Dworzanowski, Mr. V. Jadhav (India), Dr A. Chari, A. Desai, M. Seedat-Khan, L. Mashike, A. Bezuidenhout (Wits), C. Puttergill (UP)	NRF	2006-2010	Book to be published
	R. Smit			Dr. M. Rabe (UNISA) Dr. C. Lombaard (UNISA) Ms. P. Rugunanan (UJ) Dr. M. van Zyl (Psychologist)	R160,000 x 4 = R640,000	2008-2011	5 articles in accredited journals (2008)
<b>Centre for Sociological Research</b>	Alexander, P	Research and student support	NRF (Focus Area). Changing Nature of the Working Class	Bridget Kenny (Wits), Cecilia van Zyl-Schalekamp, Claire Ceruti, Owen Manda, Mosa Phadi	Total: R1,652, 000  2008: R373, 000	2008 – 2011	Ongoing

Department	Lecturer	Nature of Agreement	Contracted parties	Co-workers	Funding	Duration	Outcomes (specify)
	Alexander, P	Research and student support	NRF (Focus Area). Labour, Capital and Coal		Total: R1,280,000 2008: R280,000	2008 – 2011	Ongoing
	Alexander, P	Development of Sociology in South Africa	NRF (KFD). Stimulating Sociology	Simon Mapadimeng (President, SASA) and others	R52,413	2008	Organisation of 2008 SASA conference and related activity
	Alexander, P	Developing co-operation with sociologists in India. Related to bilateral agreement	NRF (International agreement). India		R136,000	2008	Co-operation agreement with Indian Sociological Society. Participation in three Indian conferences. Contact with Indian universities on behalf of UJ. Production of a journal special issue. Visits by to Indian sociologists. Development of proposal for collaborative project.
	Alexander, P Park, Y	Collaborative project related to China/South Africa bilateral agreement	NRF (International agreement). Chinese in Africa/ Africans in China	KE Kuah-Pearce; Adams Bodomo; Barry Sautman; Hairong Yan; Daniel Large; Mario Esteban; Karen Harris; Tu Huynh; Anna Ying Chen; Paula Cristina Roque; and Nastasya Tay	Total: R300,000 2008: R150,000	2008 – 2009	An edited book and/or special issue of journal; additional papers in academic journals; an international conference (Aug/Sept 2009); public seminar; and print and electronic media articles
	Alexander, P	Research on Classifying Soweto	Rosa Luxemburg Foundation	Claire Ceruti, Rudzani Mudau, Mosa Phadi, Kim Wale and others	Total: Minimum of R3.6 million 2008: R1.2 in 2008	2007 – 2009	Ongoing research on class in Soweto. Includes funding of salaries for three researchers and half a Finance Officer

Department	Lecturer	Nature of Agreement	Contracted parties	Co-workers	Funding	Duration	Outcomes (specifiy)
	Alexander, P Desai, A	Research on official unrest data	Freedom of Expression Institute (FXI)	Ashwin Desai, Natasha Vally	R45,000 R30,000 in 2008	3 months 2008	Production of report
<b>Centre for Social Development in Africa</b>	Patel, L Hochfeld, T	Academic	Erfurt/UJ	Dept of Social Work and CSDA	4 360 Euros = R54 500	The partnership began in 2007 so the total duration is 2 years, but the information below only refers to the money and outcomes for 2008	1 module on children and families taught in the departments of social work as an online shared course in both UJ and Erfurt University Research completed on the study entitled: 'Developmental social work education in Southern and East Africa'
	Patel, L Graham, L	Training and Capacity building	Soul City Institute Health and Development Communication	CSDA and Soul City	R65 500	April – August 2008	Capacity building for social mobilization unit at SC, capacity building for regional partners of SC, development of potential future research opportunities and partnerships
	Patel, L	Consultation	United Nations Research Institute for Social Development		US\$5 000.00	June 2008-March 2009	Relationship building, the development of a better conceptual understanding of the not-for-profit sector in South Africa
	Patel, L Forrester, C	Academic	UJ and City of Johannesburg and National Credit Regulator	Department of Anthropology Prof Thea De Wet, Marcel Korth, and Chris Forrester	R60 000	January – July 2008	Research report
	Patel, L	City of Johannesburg	Development Bank Southern Africa	Johannesburg Livelihoods Study as above	R50 000	January – April 2008	Research report as above

## 6. RESEARCH

### 6.1 Performance review

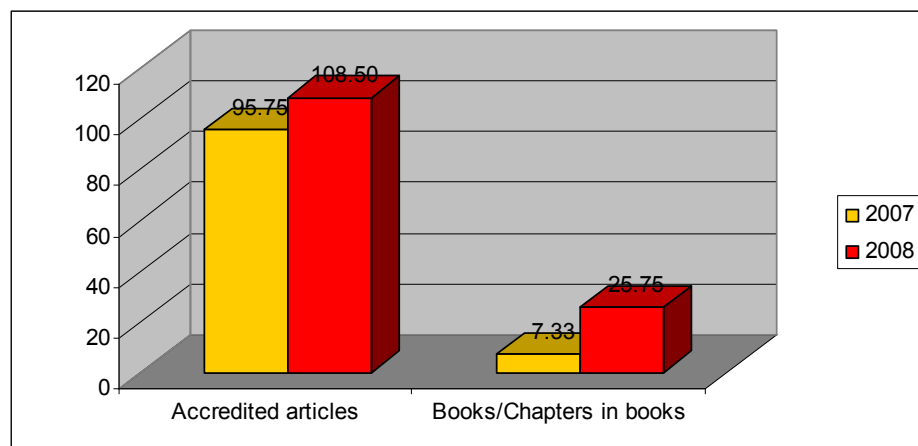
	Perm	Contract	PDF	Other		Total SAJ	Total ISI	Total IBSS	Books	Chapters	DEPT. TOTAL	NO. OF STAFF	%
<b>AFRIKAANS</b>											<b>7.5</b>	<b>5</b>	<b>1.5</b>
Prof Willie Burger	3				Professor HOD	2	1	0					
Prof Marne Pienaar	1.5				Associate Professor	1.5	0	0					
Dr Thys Human (MP)	2				Senior Lecturer	1	1	0					
Lianne Barnard	1			1		0	1	0					
<b>AFRICAN LANGUAGES</b>	0										<b>3.5</b>	<b>7</b>	<b>0.5</b>
Prof Manie Groenewald	1				Associate Professor HOD	1	0	0					
Prof Lionel Posthumus	1				Professor	0	0	1					
Dr Zilebele Mtumane	0.5				Senior Lecturer	0	0	0.5					
Dr Willie Pretorius	1				Senior Lecturer	1	0	0					
<b>ANTHROPOLOGY &amp; DEVELOPMENT STUDIES</b>	0										<b>3</b>	<b>10</b>	<b>0.3</b>
Prof Heather Brookes	1				Associate Professor	0	1	0					
Mr Naude Malan	1				Lecturer	0	1	0					
Mr JF Sobiecki	1			1	Student	1	0	0					
Prof Thea de Wet	0				Professor								
<b>BIBLICAL AND RELIGIOUS STUDIES</b>	0										<b>14.5</b>	<b>4</b>	<b>3.625</b>
Prof Lilly Nortje- Meyer	5.5				<b>Associate Professor HOD</b>	1.5	0	0		4			
Prof Jan du Rand	2				Professor	1	0	0		1			
Prof Johan Coetzee	2				Professor	1	0	0		1			
Prof Hennie Viviers	3.5				Professor	1.5	1	0		1			
P.P. Venter	1.5	1.5			Temp Lectuerer	1.5	0	0					
<b>COMMUNICATION</b>	0										<b>3</b>	<b>22</b>	<b>0.136363636</b>
Mrs Nadia van der	1				Lecturer	1	0	0					

Merwe													
Narunsky Laden	2									2			
<b>ENGLISH</b>	0										5	13	0.384615385
Prof Karen Scherzinger	1				Professor HOD	0	1	0					
Prof Craig MacKenzie	1				Professor	1	0	0					
Dr Ronit Frenkel	2				Lecturer	1	0	1					
Prof Rory Ryan	1				Dean					1			
<b>FRENCH</b>	0										4	5	0.8
Prof Elisabeth Snyman	3				Associate Professor HOD	2	0	0		1			
Dr Desire Wa Kabwe Segatti	1				Senior Lecturer	1	0	0					
<b>GREEK AND LATIN STUDIES</b>	0										16	7	2.285714286
Prof Hansie Wolmarans	2				Professor HOD	1	0	0		1			
Ms Andrea Doyle	2				Lecturer	2	0	0					
Prof Ben Hendrickx	2	2			Professor	2	0	0					
Prof W Henderson	3	3			Professor	3	0	0					
Dr Thea Hendrickx	2	2			Lecturer	2	0	0					
E E Athanasopoulou	1			1		1	0	0					
C Matzukis	1			1		1	0	0					
R Steyn	1			1		1	0	0					
E Thanou	1			1		1	0	0					
F Bredenkamp	1			1		1	0	0					
<b>HISTORICAL STUDIES</b>	0										3	5	0.6
Prof Grietjie Verhoef	2				Professor	1	0	1					
Mr Gerald Groenewald	1	1			Sr Lecturer	0	0	1					
<b>LINGUISTICS AND LITERATURE</b>	0										3	4	0.75
Prof Annemarie Beukes	1				Associate Professor HOD	1	0	0					
Prof Ronel Johl	2				Professor - Vice-Dean	1	1	0					
<b>PHILOSOPHY</b>	0										9.2	7	1.314285714
Prof Hennie Lotter	2.2				Professor HOD	1	0	1		0.2			

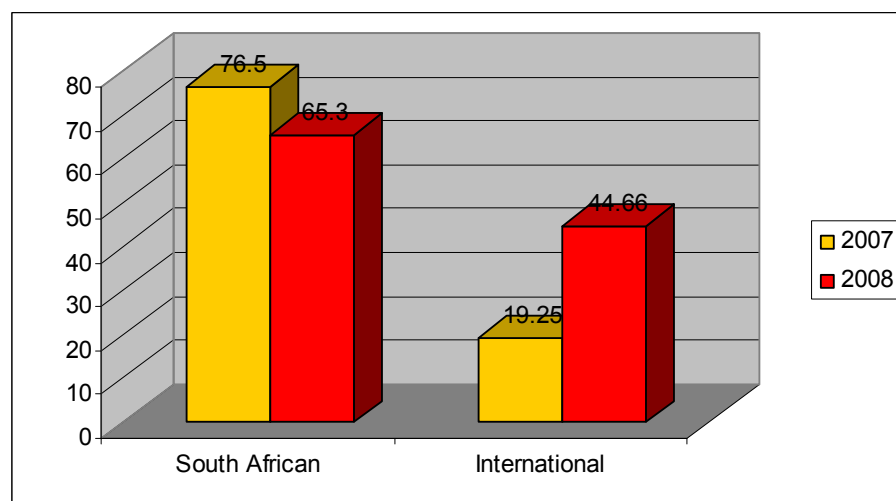
Dr Louise du Toit	3			Senior Lecturer	1	2	0					
J Beukes	1		1		0	1	0					
B de Wet	1		1		0	1	0					
Dr SJ Terreblanche	2		2	PDF	1	1	0					
<b>POLITICS</b>	0									11.8	10	1.18
Prof Deon Geldenhuys	2			Professor	1	0	0		1			
Prof Albert Venter	1			Professor	1	0	0					
Ms Suzanne Graham	2			Lecturer	0	0	1		1			
A Habib	4.8				0	0	2.33		2.47			
Prof C Landsberg	2								2			
Dr Mangcu X	1								1			
<b>PSYCHOLOGY</b>	0									5.17	16	0.323125
Prof Alban Burke	1			Associate Professor HOD	0	1	0					
Prof Zelda Knight	0.5			Associate Professor	0	0.5	0					
Dr Karina de Bruin	2			Senior Lecturer	0	2	0					
Dr Tharina Guse	0			Senior Lecturer	0	0	0					
K Marriott	0				0	0	0					
HG Pretorious	1.34				0.34	0	1					
M Arndt	0.33		0.33		0.33	0	0					
<b>PUBLIC GOVERNANCE</b>	0									6	7	0.857142857
Prof Christelle Auriacombe	1			Professor HOD	1	0	0					
Prof Fanie Cloete	2			Professor	2	0	0					
Mr Werner Webb	1			Lecturer	0	0	1					
C Thornhill	2			Junior Lecturer	2	0	0					
<b>SEMITIC LANGUAGES</b>	0									4	3	
Ms Gudren Lier	2			Lecturer	2	0	0					
N Voges	1		1		1	0	0					
MAE Dockrat	1	0.5							1			
<b>SOCIAL WORK</b>	0									3	10	0.3
Dr Adrian van Breda	2			Senior Lecturer	1	1	0					
Prof Jean Triegaardt	1	1		Professor	0	1	0					
LDM Stevens	0											

<b>SOCIOLOGY</b>	0										13.83	12	1.1525
Prof Tina Uys	1.5				Professor HOD	0	1	0.5					
Prof Sakhela Bhlungu	1				Professor	0	0	1					
Prof Anton Senekal	0.5				Associate Professor	0	0	0.5					
Prof Ria Smit	3.83				Associate Professor	2.5	1	0.33					
Ms Marcelle Dawson	0.5	0.5			Lecturer	0	0	0.5					
Ms Liela Groenewald	1				Lecturer	0	0	1					
Dworzanowski-Venter B	2			2	Junior Lecturer	2	0	0					
E Binikos	1.5	1.5			Lecturer	1.5	0	0					
S Roberts	1			1		1	0	0					
N Omarajee	1			1		1	0	0					
<b>CENTRE FOR SOCIAL DEVELOPMENT IN AFRICA</b>	0										4.17	5	0.834
Prof Leila Patel	2.34				Professor Director	0.84	0	1		0.5			
Ms Tessa Hochfeld	1.5	1.5			Researcher	0.5	0	1					
Mr Chris Forrester	0.33	0.33			Researcher	0.33	0	0					
<b>CENTRE FOR SOCIOLOGICAL RESEARCH</b>	0										21.33	9	2.37
Prof Peter Alexander	1				Professor Director	0	0	1					
Ms Claire Ceruti	1	1			Researcher SOW	0	0	1					
Leo Zeilig	3		13			0	0	3	2				
Yoon Park	0	5				0			1				
T Huynh	1.33		1.5			1				0.33			
<b>CENTRE FOR CULTURE AND LANGUAGE</b>	0										3	3	1
Prof Natasha Erlank	2				Associate Professor Director	1	0	1					
Dr Jessica Murray	1	1			PDF	0	0	1					
<b>Total</b>						64.34	20.5	23.66	3	21.5			

	2007	2008
Accredited articles	95.8	108.5
Books/Chapters in books	7.33	25.8



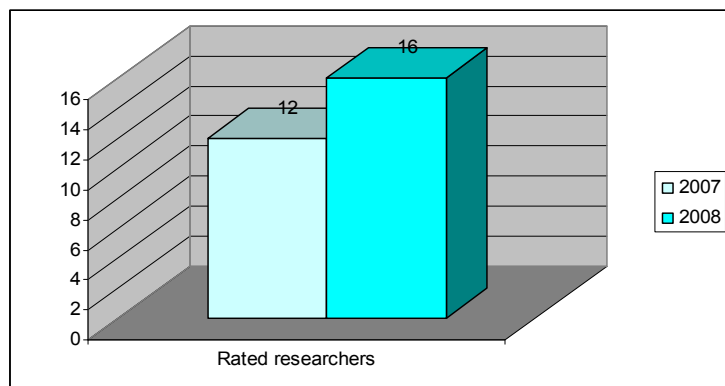
	2007	2008
South African	76.5	64.34
International	19.25	44.16



## 6.2 Rated researchers

The Faculty intends to create a steady, ongoing increase in rated researchers. The increase, from 2007 to 2008, was 33%, and included our first A rated and P rated researchers. Moreover, an additional 6 members of staff have submitted applications for rating, and a further twenty are in the planning stage, to ensure the timing of the application is to their best advantage.

2007		2008	
Rating	Name	Rating	Name
B1	Prof DJ Geldenhuys	A	Prof T Metz
B1	Prof BCE Hendrickx	P	Prof L Hamilton
B3	Prof P Alexander	B-1	Prof DJ Geldenhuys
C2	Dr PP Fourie	B-1	Prof BCE Hendrickx
C2	Prof CH MacKenzie	B-3	Dr D Scott-Mcnab
C2	Prof JM Uys	B-3	Prof P Alexander
C2	Dr D Scot Macnab	C-1	Prof E Ruttkamp
C3	Dr T Hendrickx	C-2	Prof CH Mackenzie
Y1	Dr N Erlank	C-2	Prof JM Uys
Y2	Prof R Smit	C-2	Dr L du Toit
L	Prof KI Scherzinger	C2	Prof KI Scherzinger
L	Dr SM Beukes	C2	Prof F Cloete
<b>Total</b>	<b>12</b>	C-3	Dr T Hendrickx
		Y1	Prof N Erlank
		Y2	Prof R Smit
		L	Prof SM Beukes
		<b>Total</b>	<b>16</b>



### 6.3 Research office

The Faculty of Humanities had a number of initiatives in 2008 to encourage staff members to (a) increase research output and (b) to target international journals for publications. This paid off with a substantial increase in publication units and a 138% increase in publications in international accredited journals. In terms of incentives we substantially increased the amount of DoE publication money to individual researchers (about R35 000 per single authored article) and transferred an amount of R10 000 to the research accounts of all permanent staff members.

Strategies to increase post-graduate student numbers and retain good students for post-graduate studies included 25 merit bursaries of R10 000 each for good third year students to do Honours in 2009, and a decision to make R500 000 available for merit bursaries for new MA and Doctoral students in 2009. Two workshops by Prof Johann Mouton on post-graduate supervision were attended by a total of 30 lecturers.

### 6.4 Niche research areas

Departments	Lecturer	Niche Area
<b>African Languages</b>	Groenewald, HC	Oral art in Zulu; Zulu drama
	Kgopa, M	Folklore, Traditional music, Cultural studies
	Kock, JHM	Northern Sotho grammar
	Mtumane, Z	Xhosa literature
	Posthumus, LC	Zulu grammar
	Pretorious, WJ	Northern Sotho grammar; aspects of Sotho literature and Oral art
<b>Afrikaans</b>	Botha WJ	Cognitive linguistics
	Burger WD	Narrative
	Burger WD	Afrikaans Fiction
	Conradie CJ	Afrikaans and Dutch historical linguistics
	Pienaar M	Semantics, Terminology, Lexicography, Interpreting studies
<b>Anthropology and Development studies</b>	T de Wet	Public health, livelihoods and poverty, children, longitudinal studies
	H Brookes	Youth language and social practice; Kinesics
	I Marais	Ethnography; Education
	CPN Malan	The horizontal application of socio-economic rights.
	C Menter	Biological anthropology / Palaeo-anthropology

Departments	Lecturer	Niche Area
	D B Moore	Zimbabwe: Contemporary crisis, political history; Development Discourse & Theory
	C van Rooyen	Politics of water, Political ecology
	M Korth	Livelihoods and youth
<b>Applied Communicative Skills (APB)</b>	Nayagar, Y	English Language profficiency problems encountered by second language learners
	Palmer, J	Education Management
<b>Biblical and Religious Studies</b>	du Rand, JA	Joodse en Christelike Apokaliptiek NT Bybelinterpretasie en Teologie:Die Boek Openbaring; Johannese geskrifte Spiritualiteit en ekologie
	Viviers, H	Literary approaches to the Bible (especially rhetoric and body rhetoric); Ideological approaches to the Bible (Gender Criticism, Eco-feminism, Eco-theology). Also interested in anthropological and psychological studies of the Bible and lately, the cognitive science of religion.
	Coetzee, JH	Old Testament Psalms
	Nortjé-Meyer, SJ	NT Literature: Johannine literature; Pseudo-Pauline literature: Ephesians Ideological Approaches to the Bible and other sacred scriptures: Gender-criticism,
<b>Communication</b>	DR Benecke	Public relations, Corporate Communication, Internal Communication, Education and Training
	KM Burger	Communication Theory; Corporate Communication/Public Relations; Development Communication; Media Studies; Global Communication
	A Crystal	Marketing Communication, Branding, Strategic Planning, Doctor-patient communication
	N de Klerk	Community research; Marketing Research and Strategic Communication
	RSV Mabada	Journalism and Media Studies
	E Rossouw	Print Journalism with focus on Magazine Journalism
	M Tager	South African Television and Television Audiences
<b>English</b>	Frenkel	South African Indian Fiction

Departments	Lecturer	Niche Area
	Labuschagne	Science Fiction, literary theory
	Layton	The value of 'deep' talk in developing written academic language proficiency
	Lwanga-Lumu	Post-Colonial Cross-Cultural Pragmatics
	MacKenzie	Herman Charles Bosman; the South African short story; textual scholarship
	Makubalo	Post-apartheid youth identities
	Scherzinger	Henry James; biographical fiction; contemporary novel; contemporary literary theory
	Starfield	South African Biography and Autobiography; South African Cultural Studies
	Tsehloane	South African literature, African literature, Marxist literary theory, postmodernism
French	Snyman, AE	Autobiography
		The works of the French author Marguerite Yourcenar
		The contemporary French novel
German	Baker, JMA	Foreign language teaching in a multilingual African context.
	Cloete, H	Modernism in German Literature
Greek and Latin Studies	Henderson, WJ	Greek lyric poetry
		Christian Latin poetry (Prudentius)
	Wolmarans, JLP	Mythology (esp. the discourse features of it); applied to both Ancient Greek and Early Christianity
	Hendrickx, B	<b>1. Afro-Hellenica &amp; Afro-Byzantina</b> *study of new or unknown African sources on Byzantium (e.g. Coptic, Nubian , Swahili, Ethiopian); * preparation of a translation and commentary of the Epic of Herakleios. References will be made to other epic sources such as the Katirifu, Wadi Sese-bani and Miqdad & Mayasa. * the "African" Alexander the Great: Alexander in African medieval and post-

Departments	Lecturer	Niche Area
		<p>medieval traditions Legends, epic stories, and artwork (e.g. icons) from diverse African countries, such as the Arab North, Sudan, Nigeria, Ethiopia and Kenya, present a unique Alexander the Great, different from the Greek reality and the Macedonian prototype</p> <p>* The Lemba heritage's connections with medieval Ethiopian and Swahili traditions.</p> <p>Prof. Obweng Kizobo (DRC) will also be involved.</p>
		<p><b>2. International edition project of Encyclopaedic Prosopographic Lexicon of Byzantine History and Civilisation (EPLBHC)</b></p> <p>The scope of the EPLBHC as a compendium of Byzantine and relevant medieval prosopography is precise and well defined. All entries concern persons (prosopa) who played an important role or had a significant impact on Byzantine History or Civilization, both directly or indirectly. The chronological perimeters lato sensu range between A.D. ca 300 to A.D. ca 1500.</p> <p>The EPLBHC thus seeks to spell out for ready consultation a scholarly founded overview of what it takes to be conversant with Byzantine history and civilization, with detailed bibliographies of primary sources and secondary works. With that in mind, not only Byzantines/medieval Greeks will be mentioned or discussed in this edition, but also persons, belonging to various nations and peoples (western European, Scandinavian, Slavonic, Asian or African) that were actors on the Byzantine historical and cultural scene. Furthermore, we attempt to cover all fields that contribute to the Byzantine mosaic: hagiology and hagiography; religion, monasticism and the theology; archaeology, architecture and arts; geography, topography and periphoreia; history, historiography and</p>

Departments	Lecturer	Niche Area
		<p>chronography; sciences and medicines; music and hymnography; literature, philology and language; law and institutions; economy and society; philosophy and intellectualism ; politics, diplomacy and the military; numismatics and sigillography.</p> <p>The 'Afro-Byzantina' aspect is included in the EPLBHC.</p> <p>This specialised encyclopedic lexicon is a new international undertaking in the field of Byzantine and medieval studies. <b>Details:</b> Chief Editors: Prof. B. Hendrickx (RSA) &amp; Prof. A.G. Savvides (Athens). Co-editors: Prof. Alicia Simpson (Istanbul) and Dr Thekla Sansaridou-Hendrickx (UJ). Project secretary: Ms Tebatso Molefe. Planning: 8 volumes of ca 500 pp. with thousands of scholarly entries to be published within the next 6 (or 7) years by the international publishers BREPOLS (Belgium). Volume 1 has been published in 2007, vol. 2 follows end 2008. Contributors: more than 100 international and reputed scholars (mostly academics) from all over the world are contributing entries.</p> <p><b>3. The "Frankokratia" in Greece</b></p> <p>Ongoing project. Further research will be done on the "Latin" occupation of Byzantium after the 4<sup>th</sup> Crusade and the establishment of "Frankish" States in the Byzantine territory after 1204. Special attention is given to the Latin Montferrat kingdom of Thessaloniki and the Principality of Achaia, and the Tocco 'despotate' in Epirus (13<sup>th</sup> -15<sup>th</sup> C.)</p>
	Doyle, A	Greek Tragedy
	Doyle, A	New Research Area-Ovid's Metamorphoses and Heroides
<b>Historical Studies</b>	Chawane, MH	Cultural Studies, Urban Studies, African Religion
	Grundlingh, LWF	The history of leisure in South Africa in the twentieth century.

Departments	Lecturer	Niche Area
	Verhoef, G	Geskiedenis van die Versekeringswese, met gevallestudie SANLAM
	Verhoef, G	Geskiedenis van SASOL en Vloeibare Gasontwikkeling
<b>Linguistics and Literary Studies</b>	Beukes, SM	Language policy and planning, sociolinguistics
	Cattell, K	Conceptualisations of “national literature” and their relation to utopia; Afrikaans literature and social/cultural criticism of the early 20 <sup>th</sup> century
	Johl CS	Iconicity, Film Studies
	Cornelius, E	Interpreting
<b>Philosophy</b>	Du Toit HL	African feminist philosophy
	Du Toit HL	Sexual violence in war; sexual violence and transitional justice
	JJ Snyman	Aesthetics, politics of memory, Adorno
<b>Psychology</b>	Austin, TL	Abnormal psychology and neuropsychology
	Burke, A	The Psychology of Good and Evil Adult and Childhood Psychopathology Adult ADHD
	Guse, T	Positive Psychology (psychological strengths, psychological well-being, and teaching of Positive Psychology)
	Guse, T	Hypnosis and hypnotherapy
	Guse, T	Psychological aspects related to childbearing and the postnatal period
	Jordaan, E	Psychopathology
	Jordaan, E	Psychotherapy
	Kaldine, F	Violence against women
	Kaldine, F	Community Psychology
	Kaldine, F	Psycho-social aspects of HIV AND AIDS
	Knight, ZG	Relational Psychoanalysis, Psychoanalysis and Culture, The Psychology of Aggression and Evil, The Psychology of Serial Killers.
	Kruger, G	Self-conscious emotions
	Moodley, P	Critical Psychology
	Moodley, P	Health Psychology
	Moodley, P	Gender And Sexuality

Departments	Lecturer	Niche Area
	Pretorius, HG	Violence, sexual criminality (perpetrators and victims), family matters, psycho-legal matters, ethics.
	Radebe, B	Clinical practice, training & supervision
	Schwär, GH	Social Psychology, African cosmology, subjective well-being
	Stones, CR	Psychotherapy, Abnormal Psychology, Attitude Change, Forensic / Investigative Psychology, Phenomenological Psychology
	Stuart, AD	Biological bases of psychological functions
	Stuart, AD	Salutogenesis
	Van Niekerk, RL	Sport and Exercise Psychology
<b>Politics</b>	Geldenhuys, D	Non – conformist conduct in world politics
	Graham, VL	Assessing the state of democracy in South Africa
	Graham, VL	Public policymaking in South Africa
	Graham, VL	Comparative Politics
	Graham, S	South African Foreign policy and the UN Good International citizenship
	Graham, S	International Political Economy
	Sadie, Y	African politics – specifically democratisation
	Sadie, Y	Politics and gender
	Sadie, Y	Current project: Political attitudes of university students in the SADC region (conduct survey research at universities in SADC countries) -
	Venter, AJ	Political and public accountability of public representatives in SA
	Venter, AJ	Political risk analysis, general theory + application to SA
	Landsberg, C	South African Foreign Policy Analysis
	Landsberg, C	Africa's International Relations
	Georghiou, CA	The issue of culture in IR
<b>Public Governance</b>	Auriacombe, CJ	Research Methodology for Public Administration and Monitoring and Evaluation. Public Organisational Design and Management.
	Jarbandhan, DB	Human Resource Management
	Jarbandhan, DB	Public Sector Leadership
	Majam, T	Financial Management in the Public Sector

Departments	Lecturer	Niche Area
	Nethonzhe, TA	Ethics & Management in the Public Service
	Webb, W	Ethics Management, Public Policy
	Cloete, GS	Public policy analysis and management, monitoring and evaluation, technology in government, negotiation, governmental reform
	Tlhoale, CT	Traditional Leadership
<b>Social Work</b>	Luck, KE	School social work and learning difficulties.
	Nel, JBS	Social Development, poverty asset-based community development, management in Social Work, Intervention research
	Rasool-Bassadien, S	Domestic violence, gender, help-seeking
	Sacco, T	<b>Development and transformation of South African society</b> <ul style="list-style-type: none"> <li>• Spirituality &amp; social work</li> <li>• Post TRC &amp; reconciliation for social work</li> <li>• Critically reflective social work education</li> <li>• Ethical social work practice</li> <li>• Human rights &amp; social work</li> </ul>
	Stevens, LDM	Disability Student development Service learning
	Triegaardt, JD	Social Security; Poverty & Unemployment; Social Policy
	Roestenburg W	Scale development
<b>Sociology</b>	Uys, T.	Whistleblowing
	Uys, T.	Sociological social psychology
	Uys, T.	Exclusion, social capital and citizenship
	Uys, T.	History of Sociology in South Africa
	Groenewald, L	Race and Racism
	Groenewald, L	Urban Sociology
	Groenewald, L	Informal housing
	Rugunanan, P	Involved in Prof Tina Uys NRF funded project on “Social Capital Research” – Involved in sub project on Oriental Plaza
	Rugunanan, P	Involved in Prof Ria Smit’s NRF funded project on “Family Wellbeing and Resilience” – Involved in sub project and main research project
	Dr Seedat	Indian Identity
	Dr Seedat	Domestic work

Departments	Lecturer	Niche Area
	Dr Seedat	Academic citizenship
	Smit, R.	Family Sociology
	Senekal, A	Social capital, whistle blowing, bullying in the workplace, social deviance
<b>Centre for Sociological Research</b>	Alexander, P	Social Inequality and Political Change
	Desai, A	Civil Society, Race and Racism, Sociology of Sport
	Manda, O	Class, Race, Inequality, Metalworkers, East Rand, and manufacturing industry in post-South Africa.
		This question was not understood properly, so responses are inadequate
<b>Centre for Social Development in Africa</b>	Patel, L	Social policy and social transformation, Civic Engagement and Social Capital, Urban poverty and livelihoods in Johannesburg
	Forrester, C	Transformation, HIV/AIDS, Disability, Terminal Care
	Hochfeld, T	Gender and social security
	Selipsky, L	Chemical dependency; Scale development; Programme monitoring and evaluation; Policy for the delivery of welfare services; Social Work Education
	Graham, L	Youth Development and Identity; HIV risk behaviour
<b>Centre for Culture and Language in Africa</b>	Erlank, N	Mainstream Christianity in South Africa/ Christianity and Nationalism
	Murray, J	Feminist theory; English literature; Gender, violence and identity
	Hill, L	Sociology of language / sociolinguistics
	Hill, L	Language politics & policy

## 6.5 Research projects

Department/Centre:	Name/title of project	UJ staff member(s) involved and other researcher(s) ( <u>underline the name of the principal investigator</u> ) and collaborators	Brief description of the project	Funding (complete and accurate details of sources, amount and nature of support must be given, including subsidies on publications).
<b>Anthropology and Development Studies</b>	Johannesburg Poverty and Livelihood Study	<u>T de Wet</u> <u>L Patel</u> M Korth C Forrester	Household survey of poverty and livelihoods in four poor JHB wards	Diverse sources: Leila's money R300 000 Thea own research funds R60 000
	Loans, Credit and Savings in Poor Households	<u>T de Wet</u> L Nunez	Extension of the JPLS. Focus on credit, loans and savings in a sample of households in four poor JHB wards	National Credit Regulator R300 000
	Community Perceptions of Water and Sanitation Delivery in Johannesburg	<u>T de Wet</u> <u>C van Rooyen</u> M Korth M Thaba	Focus groups with community members and interviews with officials and NGOs in four poor wards in JHB re WSS	Water Dialogues R90 000
	Urban Environment Health: Reducing Inequalities in Johannesburg	<u>T de Wet</u> T Harham -LSBU A Mathee - MRC	A DelPHE project. Funding collaboration between UK and SA Institutions.	2007-2009 = GBP 43 500  British Council GBP 14 000 for 2008
	Water and sanitation governance: The case of Johannesburg	<u>Carina van Rooyen</u> Thea de Wet Ingrid Marais Marcel Korth	Investigation of the institutional model of water and sanitation services in Johannesburg	Funding by the Water-Dialogues – South Africa to the amount of R90 000
	Drimolen: Hominin Research Project	<u>CG Menter</u> A Gallagher AW Keyser J Moggi-Cecchi (Univ. Florence, Italy) P. Tafforeau (ESRF, France) T. Smith (Harvard, USA) P Hopley (UCL, UK) R. Parrish (Geological Survey, UK) H O'Regan (UK) J. Brink (National	Excavation and Analysis of both hominin and non-hominin fossil fauna from a Plio-Pleistocene Site in the "Cradle of Humankind", South Africa.	African Origins Platform Grant, NRF  R6 per year for period: 2008-2010  Grant includes student support for Honours, Masters and Postdoctoral Students.

		Museum, Bloemfontein) M. Lombard (Wits)		
	Taphonomic Study of a Modern Baboon Sleeping Site	<u>CG Menter</u> AW Keyser E. Cukrowska	Taphonomic Analysis of a Baboon Sleeping Site and Chemical Analysis of Naturally Burned Bone	Personal Donations (~R30,000)  URC grant R34,900 (awarded 2007)
	Fossil Hominin Remains from Drimolen: Analysis and Interpretation (Cooperative Agreement b/t SA and Italy)	<u>CG Menter</u> AW Keyser J Moggi-Cecchi (Univ. Florence, Italy) S. Boccone (Univ. Florence, Italy)	Description and Analysis of Hominin Remains from Drimolen	R 71,700 (over 3 years: 2007-2009)
<b>Communication</b>	Content analysis of educational DVDs for BroadReach Health	Rene Benecke with 3 <sup>rd</sup> year NDip Public relations students	BroadReach Health requested that we do analyse the content of various DVDs aiming to educate patients and members of the public on various HIV/Aids related issues.  Students also conducted focus group discussions in various communities on the suitability of the messages and mediums.	No funding was involved – BroadReach provided DVDs – content analysis and focus group activities were paid for by the students.
	Focus group discussion with experiential learning students on University of Johannesburg's internal communication	Rene Benecke and 6 students employed in various departments throughout the University of Johannesburg	Focus group members were given the context for discussion. They discussed the various internal communication processes and the effectiveness thereof in their opinion.	NA
	SANTED Case study research	Dr Etienne van Loggenberg and the Public Relations and	Focus groups and various discussions, analysis of curriculum by an external	Funding to SANTED project from Norwegian government

		Corporate Communication Curriculum Committee (PRCC)	curriculum expert, teaching evaluations, questionnaires to students and industry representatives	
<b>Greek And Latin Studies</b>	1. Aspects of the 'Latin' (Frankish) occupation of the Byzantine territory in the late-Byzantine period	Prof. B. Hendrickx & Dr Thekla Sansaridou-Hendrickx	The Latin Empire and Montferrat kingdom of Thessaloniki, the Principality of Achaia, the Tocco 'despotate' in Epirus. This program includes research on Byz. Chronicles.	Funds from Fac. Research Committee: R. 32050 (covers programs 1,2, 4).  10 hours assist. for Prof. and 10 hours ass. for Dr Hendrickx p. week (10 months – paid by Dean) (covers programs 1,2,4)- extra assist. From Own Research Funds (public. Subsidies)
	2. Afro-Byzantina	Prof. B. Hendrickx	Byzantine influence on medieval Nubia and Ethiopia; the use of Greek in Nubia and Ethiopia; Nubian and Ethiopian medieval institutions and history; study of African sources on Byzantium (e.g. Swahili, Ethiopian); the "African" Alexander the Great.	
	3. Prosopographical Encyclopedic Lexicon of Byzantine History and Culture	Same researchers (and also Prof. A. Savvides and Prof. A. Simpson) as editors	More than 100 international participants – entries with bibliography and sources – 8 vols envisaged – vol. 1 published in 2008	All editorial costs and assistance paid by publishers, Brepols, Belgium
	4. Ethnicity in Byzantium and Modern Greece	Dr Thekla Sansaridou-Hendrickx	Ethnicity in Byzantium and Modern Greece, incl. problems of nationalism, migration and acculturation	
<b>Linguistics and literary studies</b>	The compilation and publication of a multilingual translation terminology list	<u>Prof A-M Beukes</u> Prof M Pienaar	The compilation and publication of a multilingual translation terminology list based on 200 key concepts used in teaching Translation Studies	1. R50 000 from Pro-Vice Chancellor of UJ 2. R100 000 from Het Jan Marais Fonds 3. R100 000 from Dagbreek Trust 4. R8 000 from SA Translators' Institute
<b>Philosophy</b>	Translating an African moral theory	Thaddeus Metz	THE AIM OF THE PROJECT IS TO TRANSLATE PUBLISHED RESEARCH ON AFRICAN	INCENTIVE FUNDING FROM THE NRF WILL BE USED, WHICH INCLUDES R10,000 IN 2009 AND R30,000 IN 2010.

			ETHICS BY PROF T METZ INTO LANGUAGES OTHER THAN ENGLISH, IN THE FIRST INSTANCES FRENCH AND IGBO (NIGERIA).	
<b>Politics</b>	The political attitudes and behaviour of university students in the SADC region	<p><u>Prof Y Sadie</u> with <u>Prof M Schoeman</u> (Head Dept of Political Sciences, UP)</p> <p>Prof Riette Eiselen (Statistician)</p>	This is a quantitative and qualitative study which consist of a self-administered questionnaire (between 500-1000 per university) as well as 3-4 focus group discussions per university. The research is undertaken at one university (state) in each country with the exception of the DRC and SA where 2 universities have been surveyed (due to reasons such as the size of the countries as well as regional political differences)	<p>The French Institute in South Africa (IFAS) funded the research at the universities in the DRC. The Director of Research also assisted in the arrangements and accompanied us 3 times to the DRC to also serve as interpreter. Amount: R90 000</p> <p>UJ: Faculty of Humanities Research Fund to Prof. Sadie Amount: R30 000 Prof M Schoeman: R30 000 (research fund)</p> <p>Personal trust funds of both researchers</p> <p>Application for funding has been made to various institutions for the research in the remaining countries.</p>
			The project commenced at the end of 2007. The research has been completed in SA, the DRC and Lesotho.	Statistical analysis and analysis of open questions is currently underway for SA universities and Lesotho. 1 article on the results in the DRC has been submitted to an international journal and one is close to completion.
			This is a very expensive and time consuming project especially due to the fact that French and Portuguese are national languages in the region. This requires translation of questionnaires as well as the translation of	

			the completed open-ended questions into English again. This is then followed by a manual analysis of the open-ended questions.	
<b>Sociology</b>	Citizenship and Social Capital	<u>Tina Uys</u> , Sakhela Buhlungu, Anton Senekal, Ria Smit, Cecilia van Zyl-Schalekamp, Letitia Smuts, Liela Groenewald, Lephophotho Mashike, Elli Binikos, Mariam Seedat Khan, Pragna Rugunanan, Andries Bezuidenhout, Natasha Erlank, Charles Puttergill, Kammila Naidoo, Sujata Patel.	The main research question the study attempts to answer is:  'To what extent does social capital, present/absent in varying degrees, enable one to develop an understanding of experiences of exclusion/inclusion, and the resultant experiences of citizenship, in a transforming society?' Put differently, how do the excluded draw on social capital to achieve forms of citizenship?	NRF: Bursaries: R177000 Operating expenses: R70000 Total: R247000
	Whistleblowing	<u>Tina Uys</u> , Anton Senekal	The research focuses on the experiences of South African whistleblowers	Personal research funds
	Transforming South African Families: Building Resilience and Well-Being	<u>UJ staff</u> : <u>Prof. Ria Smit</u> ; Ms Pragna Rugunanan; Prof. Tina Uys  Other researchers: Dr. M. Rabe (UNISA) Dr. C. Lombaard (UNISA) Mr. J. Rothmann (North-West Univ) Dr. M. van Zyl (psychologist, private practice)	Notwithstanding the fact that the concepts 'well-being' and 'resilience' have gained popularity across academic, public and policy domains, the usage of these concepts have not provided significant amounts of analytical depth within the field of family studies in South Africa. This study seeks to yield contextual sensitivity to further nuance the said concepts by researching these within the context of the diverse nature of families in South Africa. As a result,	Duration of project and funding: January 2008 to December 2011  Source of funding: National Research Foundation (NRF)  Amount received: <ul style="list-style-type: none"> <li>Masters/Doctoral bursaries: R90,000.00 per year for four years (= R360,000)</li> <li>Research Material and supplies: R70,000.00 per year for four years (= R280,000)</li> </ul> <b>TOTAL</b> R160,000 x 4 years= R640,000

			<p>the following main and sub-research questions have been formulated:</p> <p><b>MAIN RESEARCH QUESTION:</b></p> <p>In a transforming South African society, what is the relationship between the level of family well-being and resilience, and how does it relate to family members' levels of psychological well-being?</p>	
Centre for Study of Culture and Languages in Africa	Memory, Experience and Civic Engagement in Sophiatown/ Triomf	<u>Prof N Erlank</u> , Prof D Thelen (US), Herman Belien & Paul Knevel (Amsterdam), Tricia Sibbons (Trevor Huddleston Memorial Centre), Tom Chapman & Jessica Murray (CCLA)	<p>The aim of the project is to develop and apply new ways of emerging the past that can assist in developing South African's capacity to participate in the country's continuing transition to a more democratic society, a civil society characterized by a more civically-engaged citizenry. The project aims to create an innovative methodology in order to do so: forging oral history methods with civic engagement and memorialisation strategies so that people's experiences of the past can serve as a conduit to the future conflicted history.</p>	<p>Received/ spent: R55 000 from CCLA Trust (third stream income)</p> <p>R15 000 student bursaries (NE research and publication fund)</p> <p>Airfare and stipend from US for Prof Thelen/ Fulbright</p> <p>Pending: SANPAD R630 000 over three years</p> <p>Mott - unspecified</p> <p>UJ FHRC – R170 000</p> <p>Rejected: Ford</p>
	A Social History of Black Mainstream Christianity in South Africa c.1910-1950	<u>Prof N Erlank</u>	<p>The project would entail research into religious communities, and the 'modern' status of so-called traditional practices – how cultural practices which appear to reproduce past states can in fact be perceived as intensely</p>	R120 000 over three years from NRF

			modern, once a theoretical framework which does not see modernity as synonymous with rationality and modernity only is implemented.	
	Women in Anthropology	<u>Prof N Erlank</u>	Much South African anthropological and ethnological work has come in for severe criticism recently, both as a result of the crisis of confidence within the discipline of anthropology, but also as a result of critique of the Eurocentric outlook of many anthropologists writing on South Africa. This project would seek to explore and re-evaluate the outputs of a number of key South African anthropologists, both black and white. The theoretical framework for this approach would involve a deconstruction of the work of anthropologists and a contextualisation of their work in terms of recent debates.	R15 000 from URC
	Issues of Sexuality in South African Muslim Communities	<u>Prof N Erlank</u> , Prof Elsje Bonthuys	This is a joint research project together with Prof Elsje Bonthuys in the Faculty of Law, at the University of the Witwatersrand. The project is interested in how local Muslim communities view and understand issues of homosexuality, particularly in light of recent legislative changes in the country.	Wits Law: R30 000 NE Research and Publication: R15 000

	Representations of Identity and Violence in Southern African Writing	<u>Dr J. Murray</u>	This research will be concerned with the impact that violence has on individual and collective identities. Dr Murray will examine the strategies that Southern African authors use to articulate the violence and trauma that all too often remain unspoken and thus un confronted. Unspoken trauma can take many forms. For example, the sense of complicity that white Afrikaners feel because apartheid was perpetrated in their names is in danger of being ignored in favour of the dominant national rhetoric of the rainbow nation. While the TRC focused on gross human rights violations, trauma also resulted from prolonged exposure to racism, from witnessing violence and from people's constant awareness of the vulnerability of their bodies. Women were and continue to be particularly exposed to this latter kind of trauma. The project will show that alternative engagements with the violence in South Africa's history are important because conventional historical narratives do not adequately voice the experiences of marginalised groups, such as women and sexual minorities	NRF Postdoctoral: R90 000 (for 2009)
<b>Centre for Social Development in Africa (CSDA)</b>	Johannesburg Poverty and Livelihoods Study (JPLS)	<u>Thea De Wet, Leila Patel</u> , Marcel Korth & Chris Forrester	The Johannesburg Poverty and Livelihoods Study (JPLS) conducted an	Amount: R25 000

			investigation into the livelihood strategies of the city's most deprived communities. The gravity of urban poverty and the ingenuity of people as they struggle to survive in a rapidly growing and changing city are highlighted.	Funder: Development Bank Southern Africa  Amount: R60 000  Funder: City of Johannesburg
	The Implementation of the White Paper for Social Welfare in the NGO Sector   Social policy and social transformation	<u>Leila Patel</u> , Tessa Hochfeld, Lauren Graham & Lisa Selipsky   <u>Chris Forrester</u>	The aim of the study was to find out to what extent welfare services have become more developmental and equitable and what the barriers are to change.	Money taken from the CSDA Trust Account to fund this project  1 Publication produced in 2008  Amount: R40 000  Funder: Department of Research and Innovation UJ
	Developmental Social Work Education in Southern and East Africa	<u>Tessa Hochfeld</u> , Lisa Selipsky, Rodreck Mupedziswa & Chris Chitereka	This research aimed to study the nature of social work education in the Southern and East Africa regions, with a specific focus on developmental social work.	Amount: US\$1000 US\$1500 (Received in 2007)  US\$500 (2009)  Funder: International Association of Schools of Social Work (IASSW)
	Soul City Institute Health and Development Communication	<u>Leila Patel</u> & Lauren Graham	The CSDA partnered with Soul City to provide assistance with capacity building to staff in the unit. In particular, they required input on building theoretical tools to understand their work.	Amount: R51100  Funder: Soul City  Received in three payments of: R24 850 R12 250 R14 000
	United Nations Research Institute for Social Development (UNRISD)	<u>Leila Patel</u>	The UNRISD commissioned the CSDA to write a thematic paper on the not-for-profit sectors in South Africa. The aim of the paper is to	Amount: US\$5 000 (R14 000)  Funder: UNRISD

			develop a better conceptual understanding of the not-for-profit sector in this region	
	Poverty and Disability	<u>Leila Patel</u> , Dr William Rowland, Lauren Graham, Lisa Selipsky, Jacqueline Moodley	Limited empirical data exists to aid in the understanding of the circular and complex relationship between poverty and disability. It is for this reason that the CSDA, in conjunction with Dr William, planned a study that will provide empirical insights into the relationship between poverty and disability. This will be an exploratory study using data from the JPLS.	Amount: R157,380.00  Funder: UK Department for International Development (DFID) Status: Payment to be received in 2009
	A Gendered Impact Analysis of the Child Support Grant in South Africa	<u>Leila Patel</u> , Tessa Hochfeld & Jennifer Maina	Little is known about the gendered impact of the CSG at a household level. Therefore the aim of this study is to conduct a gendered impact analysis of the CSG on the position of women and in promoting the well-being of children.	Amount: R600 000  Funder: South Africa Netherlands Research Programme on Alternatives to Development (SANPAD)  Received over three years commencing 2009  Amount: R92 540  Funder: UJ Department of Research and Innovation
	Youth Identity, Social Networks and Risk Behaviour	<u>Lauren Graham</u>	This research project seeks to understand the role that social networks play in identity formation among young people in order to make recommendations for interventions that will protect young people as they carve out their life paths post-school. This study forms part of a PhD study.	N/A

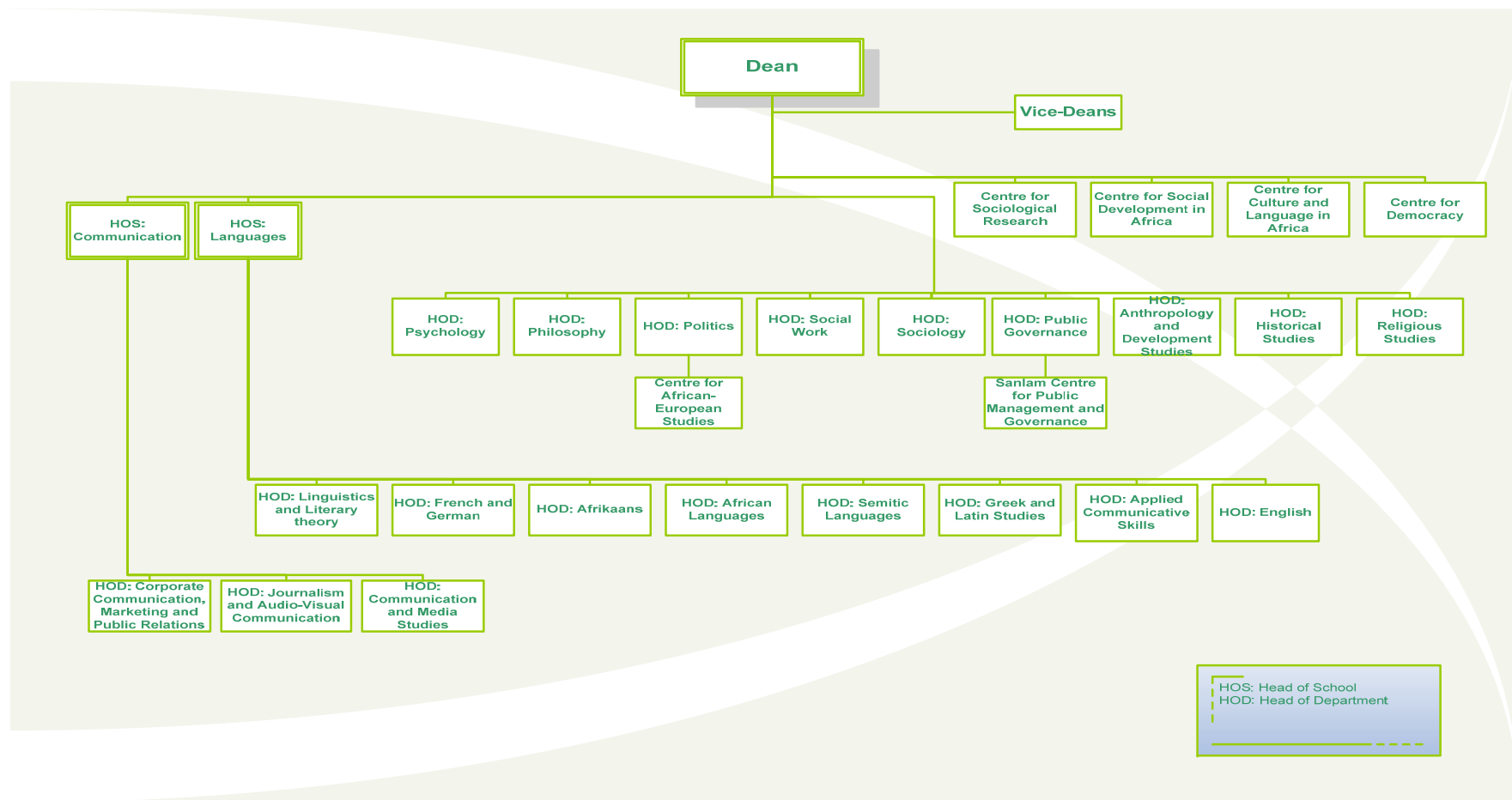
			Commencing in 2009.	
	Zimbabwean Economic Migrants in Johannesburg: Transnationality and its Implications for Migration Policy	<u>Admire Chereni</u>	The broad objective of this project is to examine how social relations between migrants in their hostland and in their homeland are being reconfigured. Commencing 2009.	N/A
	Children and Development	<u>Leila Patel</u> & Chris Forrester	The CSDA convened two dialogue meetings with key partners. The dialogue involved a review of progress made with the implementation of the government's developmental social welfare policy in relation to children.	Money taken from the CSDA Trust Account to fund this
	International Foundation for Science (IFS)	<u>Admire Chereni</u>	Using two case studies located in Zimbabwe's Mazowe Catchment, this study will identify the drivers of wetlands degradation and examine the institutional consequences of, and responses to, shifts in resilience of wetlands-based commons.	Amount: \$12000 (R99 313.2)  Funder: International Foundation for Science (IFS)
Centre for Sociological Research	Social Movements and democracy	Marcelle Dawson, Luke Sinwell, Kgopotso Khumalo	The main focus is on the so-called new social movements that have emerged in the post-apartheid context and the potential of linkages between these movements and other state and civil society actors for advancing participatory democracy. The central research question guiding the study is: 'To what extent does	Thuthuka grant from NRF:  R59,000 from UJ, R59,000 from NRF = R118,000  Plus (from NRF)  R30,000 x 2 for MA students R45,000 for a doctoral student.

			grassroots mobilisation by South Africa's contemporary social movements play a role in advancing participatory democracy?' Through an analysis of the mobilisation efforts of social movements and of the relationships (real or potential) between social movements and other state and civil society actors in Johannesburg, Cape Town and Durban, the proposed investigation seeks to provide new insights into the way in which democracy is conceptualised and practised.	
	Classifying Soweto	Claire Ceruti, Owen Manda, Kim Wale, Mosa Phadi		RLF, 2008 R 1,2 million 2009, R1,3 million
	Changing nature of the working class	Peter Alexander		RLF, 2008-2011, R 1,625 000 R1,260 000 for masters and doctoral bursaries R160 000 for post doc's.
	Labour Capital and Coal	Peter Alexander		NRF 2008-2011 Total:R1,280 000 Post docs: R160 000 Student Assistants: R60 000 Research Equipment: R 60 000 Research materials and supplies: R1000 000
	Chinese in Africa	Yoon Park, Tu Huhyn, Anna Chen		NRF, 2008-2009, R300 000, travel, accommodation and research cost.

## 7. FACULTY GOVERNANCE

### 7.1 Relevant overview/discussions

In 2008, a major restructuring of the faculty took place, in the creation of schools. Now that the dust has begun to settle, one can make preliminary observations. First, the retention of departments within schools has been very important in retaining disciplinary identity, and in avoiding the 'swallowing up' of smaller units by larger ones. Second, the role of the School Directors must be predominantly strategic, so as not simply to create another layer of bureaucracy. The Vice-Deans have portfolio responsibility, rather than line responsibility (Research, and PQM, respectively) and this equally avoids the creation of another layer of bureaucracy. It is important for a Dean to remain in close contact with each department, and not to become removed from the operational 'coalface'.



### **7.1.1 Committees**

- **RPL Committee**

The Recognition of Prior Learning Committee of the Faculty of Humanities served both an advisory role as well as a decision making role in 2008.

The reason for the advisory role was that many Heads of Department are not yet familiar with the UJ policy on the Recognition of Prior Learning. Several requests were received for copies of the UJ policy and the faculty procedures for implementation, for explanations of the policy, and for advice concerning specific cases. All these requests were fittingly dealt with.

Approximately 5 students formally submitted applications for admission to postgraduate degrees based on the recognition of prior learning. In all cases the departments prepared the applications according to the prescribed procedures and the applications were successful.

Towards the end of the year both the documentation and the composition of the committee were revised to take effect in January 2009. These changes will be reported on in the next annual report.

- **Ethics Committee**

The Humanities Academic Ethics Committee functions in accordance with the policy framework of the UJ Senate Committee for Academic Ethics and is responsible for the implementation of the UJ Code of Academic Ethics in the Faculty of Humanities.

Since the Humanities Academic Ethics Committee was constituted in 2007, the Committee engaged with other relevant committees in the faculty in drafting documents regarding the status, composition and functioning of the Committee. In 2008 both the Higher Degrees Committees in the Faculty of Humanities as well as the Heads Committee of this faculty got the opportunity to comment on the draft documents. These documents were tabled at the Board of Faculty meeting (held on July 30<sup>th</sup>, 2008) and were subsequently approved and accepted. These documents are:

- Terms of Reference
- Guidelines and Procedures
- Ethics Protocol Form

In 2008 five research proposals were referred to the Humanities Academic Ethics Committee by the Humanities Higher Degrees Committee. After scrutinising the relevant documents, ethical clearance was given in the following cases:

- Ms. C. van Wyk: 'The effects of methamphetamine on neurocognition in existing and recovering addicts.' (Student: MA Psychology)
- Ms. J.L. Lamusse: 'A father's lived experience of parenting his traumatically brain injured child.' (Student: MA Clinical Psychology)
- Ms. Y. Vermaak: 'Hope, psychosocial well-being and socioeconomic status among adolescents.' (Student, MA Counselling Psychology)
- Mrs. E. Struwig: 'An exploratory study of the usefulness of eye movement integration therapy in overcoming childhood trauma.' (Student, MA Clinical Social Work)
- Dr. A.M Sevenster: 'Psychological meanings of chronic gastrointestinal symptoms in a psychotherapeutic context' (Student, D.Litt et Phil, Psychology)

All staff members embarking on a specific research project are expected, in the spirit of academic integrity and social justice, to ensure that the standard practice of ethical professionalism will be upheld. In cases where specific documentation / letters of ethical clearance are required (e.g. in order to gain access to respondents), members of staff need to submit the relevant documentation to the Humanities Academic Ethics Committee for scrutinisation. In three such cases ethical clearance was given:

- Ms. L. Groenewald: 'Informality and its implications for urban citizenship: the case of informal settlements in Johannesburg and Tshwane' (Staff member, Department of Sociology)
- Prof. N. Erlank: 'The production of an ethnography and history of women academics involved in the practice of anthropology' (Staff member, Centre for Culture and Languages in Africa)
- Prof. L. Patel: 'A gendered impact analysis of the child support grant in South Africa.' (Staff member, Centre for Social Development in Africa)

In addition, ethical clearance was given to two other proposed research projects:

- Ms. D.P. Mashinini: 'Sexual attitudes and perceptions of gendered sexual roles from the perspective of urban South African women' (Northern Michigan University, USA in collaboration with the Department of Psychology, UJ)
- Prof. A. Senekal: Honours group research project among UJ residence students with special reference to social factors affecting academic performance. (Department of Sociology)

### **Committee Members (2008)**

Prof. Ria Smit (chairperson)

Prof. Peter Alexander

Prof. Pieter Fourie

Prof. Craig MacKenzie

Prof. Johan Snyman

Prof. Bill Mitchell

Prof. Mitchell passed away in 2008. The Committee wishes to acknowledge the valuable contribution he made as representative of the Ethics Committee at Higher Degrees Committee meetings in the faculty. In addition, Prof. Fourie left the employment of the University of Johannesburg and therefore two positions in the Committee need to be filled in 2009.

- **Higher Degrees Committee**

The Faculty of Humanities Higher Degrees Committee: Humanities is made up out of representatives of the following departments:

- Anthropology and Development Studies
- Sociology
- Social Work
- Psychology
- Philosophy
- Religious Studies

During 2007 there was much debate about the composition of the FHDC, as well as the prescribed template for research proposals. As a result of the outcome of those debates, 2008 was a trial period for both the FHDC as well as the templates. All indications were that the present system worked well, as judged by the improved quality of research proposals that were submitted to the committee. The only major challenge that faced the committee was the procedure for submission of research proposals by the Research Centers. This problem was resolved by the decision that proposals from research centers will be submitted to the academic home departments where the internal procedures of that department would be followed. The only exception to the rule was the Department of Sociology and the Center for Sociological Research. In this case it was decided to set up a joint Sociology Higher Degrees committee where proposals from both the department and research center will be assessed before submission to the FHDC. For an interim period it was also decided that the Department of Sociology and the Center for Sociological research will have their own, separate representatives at the FHDC.

## **HDC Languages**

The HDC-Languages is constituted of a representative from each language department, Prof Posthumus who looks after continuity between the two HDC's, the Dean and Mrs. Mitchell.

While the focus fell on thorough discussions of M and D proposals, these discussions often lead to interesting thoughts on research and supervising in general being raised. This kind of discussion makes the work on this committee exceptionally stimulating and it was exciting to be part of this process.

The perennial question of changes to the templates also led to interesting reflection on the role of the committee and the role of research proposals. Once again, the quality of these ongoing discussions often provided opportunities to discuss the matters that really lie at the heart of academic work.

The spirit during discussions was collegial and often ideas, references and other sources that were added resulted in improved proposals.

- **Teaching and Learning Committee**

The Faculty of Humanities Teaching and Learning Committee was established in 2006 and a charter for it was accepted in 2007. I briefly include a breakdown of current membership:

- Executive Dean
- Chair – Emma Ruttkamp
- Vice-deans
- Karen Scherzinger (represents School of Languages)
- Hans van Rensburg (represents School of Languages)
- Alban Burke (represents School of Psychology)
- Michele Tager (represents School of Communication)
- Tina Uys (represents the medium-sized departments)
- Elizabeth de Kadt (ADS, no voting rights)
- Benita Neft (Edulink, no voting rights)
- Aenchen Brits (Secretary)

This report starts with a brief summary of accomplishments during 2008 and a discussion of issues flowing from these, such as the First Year Experience Project and the Faculty Tutor System. These issues were specific foci of work done by the committee during 2008. A discussion of plans for 2009 and of ongoing teaching and learning issues follows. Finally, in the Conclusion, expectations and future objectives of the committee and some of the current obstacles in the way of realising these are discussed.

## **ACCOMPLISHMENTS 2008**

To complement the implementation strategy for the UJ Teaching and Learning Policy finalised in 2007, during 2008 the focus was on drawing up implementation strategies (basically 'faculty policy documents') for the UJ Assessment Policy, for the Faculty Tutor System, and for the Faculty Honours and Coursework Masters Courses and Qualifications. These documents were all approved by the Board of Faculty during August 2008, and implementation has begun.

Specific issues flowing out of these documents that had to be addressed were to get approval for interlibrary loan access for honours students, to address the training of tutors, to address the quality of external examining, and to work out a Faculty First Year Experience Project. The interlibrary loan access request was approved in September 2008.

The training of tutors was discussed at various forums and specifically with members of ADS. It was decided that in addition to the generic training offered by ADS, tutors will receive training in academic language and essay writing skills, in revising and editing of essays, in issues concerning plagiarism, in facilitating discussions, and in developing learning skills such as summarisation, drawing up of mind maps, and time management. This focused training is also presented by members of ADS. Tutors receive training in two groups, first year tutors, and second and third year tutors; and there are two two-day training sessions per year, at the beginning of each academic semester. (The first training sessions have taken place this week and were hugely successful according to evaluation forms completed by tutors.) In addition to this, the Implementation Strategy for the Faculty Tutor System states that departments must take responsibility for training of tutors in subject specific assessment and library skills.

The quality of external examining was discussed at the last TLC meeting held in 2008. Various suggestions were made – such as inviting external examiners to UJ and external examining taking place on campus for set periods of time - and it was decided that the first TLC meeting of 2009 will focus on settling on a best practice approach to address this matter.

Finally, a First Year Experience Project was drawn up by the TLC which was approved by Board of Faculty in November 2008. The detailed outline of the project is attached. It rests on five pillars: Orientation (including an academic skills orientation programme over two days presented by members of the TLC, additional lecturers, as well as members of ADS), an effective tutor system, tracking of students for early identification of at risk students, special focus on first year lecturing (e.g. the nature of learning guides, training of lecturers, teaching support and media), and finally, a Faculty of Humanities First Year Experience Information Booklet (compiled by the secretary of the TLC) and handed out to students on the first day of registration.

## SUMMARY OF TEACHING AND LEARNING ISSUES TO BE ADDRESSED DURING 2009

1. The issue of the quality of external examining: This includes ensuring high quality of external examiner reports, checking that examiners sending weak or incomplete reports are not used again, and also that no examiner is used for a period longer than 3 years
2. The format of the new teaching evaluations' graphs: In its current format the graphs are counter-intuitive and difficult to interpret, and do not capture the essence of the evaluation.
3. The format of the Faculty mark sheets: There is not enough space for all formative assessments done during the semester on the sheets, and so an informed idea of a student's development cannot be presented.
4. The format of the teaching reports in annual departmental reports must be revised. For instance sufficient information on departmental tutor practices must be included for the TLC and the Dean to determine effectiveness of such practices and to inform decisions regarding funding of tutor appointments.
5. Media support in lecture venues
6. Safenet and the tracking and identification of at-risk students

## ONGOING ISSUES

1. Investigating and monitoring the impact on teaching and learning of the UJ Language Policy and the Faculty of Humanities' decision to teach in English only from 2009 (for example, contact time, additional help for non-English students).
2. Keeping implementation strategies up to date
3. The First Year Experience – training of lecturers, assessing the quality of academic orientation projects, meetings of first year lecturers, support to and training of first year level tutors, academic probation or tracking of at risk students

## FACULTY IMPLEMENTATION STRATEGIES AND OTHER DOCUMENTS – Summary

COMPLETED STRATEGIES	WORKING DOCUMENTS	NEW PLANNED STRATEGIES	APPROVED BY BOARD OF FACULTY
Faculty of Humanities Implementation Strategy for UJ Teaching and Learning Policy			November 2007
Faculty of Humanities Implementation Strategy for UJ Assessment Policy			August 2008
Faculty of Humanities Honours and Coursework Masters Strategy			August 2008
Faculty of Humanities Tutor System Strategy			August 2008
	Faculty of Humanities First Year Experience Project		Pilot project for 2009 approved in November 2008
		Faculty of Humanities First Year Teaching and Learning Strategy	

## CONCLUSION

The members of the TLC are extremely proud of what has been accomplished during the first two years of its existence. The most important accomplishment has however not been mentioned yet. This has to do with changing the faculty attitude to teaching and learning issues. The faculty has been made more aware of the complexity of teaching and learning processes, of the specific obstacles faced in terms of teaching and learning at UJ and at faculty level, and of support available to both lecturers and students – specifically here also support offered by the TLC. As a result, some departments in the faculty have intensely revised their teaching and learning practices, have developed individual departmental teaching and learning strategies, have applied for various kinds of training for their lecturing staff, and have intensely revised their tutor systems.

In December 2008 the faculty was informed that ADS has allocated only around 31% of the funding requested by departments for the appointment of tutors for 2009. This decision has various serious implications for teaching and learning in 2009. First is the issue of the timing of the outcome of the allocation of the ADS budget. By December all core planning for the next year's teaching and learning has basically been completed. This includes

- Departmental planning (in terms of lecturing staff),
- Planning for individual courses (in terms of selection of material based on resources available which include tutors, the nature of teaching of courses which include tutorials and individual learning support, both offered by tutors, planning and writing of learning guides setting out the work schedule and tutoring schedule),
- Faculty planning (in terms of training of tutors and lecturers, and even budgeting for temporary lecturing staff the need for which is also at least in part determined by the level of tutor support a department has available)

Tutor budgets should be settled much earlier in the year so as to avoid haphazard revision of courses, guides, and the structure of departmental teaching staff during a time of the year that lecturers are typically busy with research obligations.

Second, it is imperative that the substantially greater resources be allocated to ADS and the tutor system for 2010. The new UJ T&L policy, and the Humanities implementation of this policy is resource-intensive, and requires strong university commitment, especially at a time in which the very complex and in some instances intensely time-consuming First Year Experience Project is kicking off. These matters must be addressed without delay before a successful UJ Teaching and Learning Strategy can become a reality.

## 7.2 Finance report

### Budget cost centers for the year ended 31 December 2008

The table below provides a summary of total income and total expenditure per department, excluding state subsidy, as this has not yet been calculated and allocated.

	Income vs. Expense			
		Total Income	Total Expense	(Profit)/Loss
001100	Dean's Office: Humanities	(25,185)	18,570,276	18,545,091
001120	Centre for Social Development In Africa	(30,000)	1,708,410	1,678,410
001130	CLOSED USE 013810	(47,632)	1,508,921	1,461,289
001140	Centre for Culture & Language in Africa	(30,000)	761,175	731,175
001150	Humanities Bridging Programs	(18,320)	657,470	639,150
001300	Vice-Dean's Office: Humanities	0	36,262	36,262
001600	Department Anthropology & Devel Studies	(5,210,045)	3,120,634	(2,089,411)
002000	Department of Biblical & Religious Studies	(497,132)	2,448,729	1,951,596
002600	Department of Historical Studies	(2,916,456)	2,894,838	(21,619)
003100	Department of Public Governance	(2,257,278)	3,533,576	1,276,298
003600	Department of Philosophy	(2,551,878)	2,723,599	171,720
004100	Department of Politics	(2,715,097)	4,630,513	1,915,416
004600	Department of Psychology	(14,837,322)	8,970,033	(5,867,289)
005600	Department of Social Work	(2,441,860)	4,050,712	1,608,852
006100	Department of Sociology	(5,455,105)	5,411,152	(43,953)
007100	Department Afrikaans	(993,615)	3,049,623	2,056,007
007120	Medieval & Renaissance Study Group	0	570	570
007130	Business Communication B	0	0	0
008100	Department African Languages	(912,170)	3,244,470	2,332,301
008500	Communication	(21,971,540)	10,505,946	(11,465,594)
009500	Business Communication	(5,639,989)	5,213,155	(426,834)
010100	Department of English	(6,117,689)	5,595,903	(521,785)
010600	Department of French	(403,976)	1,366,406	962,430
011100	Department of German	(99,521)	1,045,011	945,490
011600	Department of Greek And Latin Studies	(301,720)	2,459,750	2,158,030

012100	Department of Linguistics And Literary Theory	(992,935)	1,958,708	965,773
012600	Department of Semitic Languages	(301,824)	1,455,794	1,153,970
013410	Centre for Culture & Language in Africa	0	2,424	2,424
013610	Centre for Social Development in Africa	0	0	0
013810	Centre for Sociological Research	0	1,659	1,659
		(76,768,289)	96,925,717	20,157,428

The table below provides details of all source of income for 2008. The "Fees" indicate clearly that, in financial terms, the faculty comprises two large departments (Communication and Psychology) which together generate 48% of the tuition income of the faculty. In 2007 these two faculties combined produced 49% of the faculty's total income. The remaining departments generate 52% of the tuition income in comparison with 2007 where the departments comprised 51% of the total income.

	INCOME	FEES	INVESTMENT INCOME	PRIVATE GIFTS AND GRANTS	RENTAL AND HIRE INCOME	MEMBERSHIPS, SALES AND SERVICES INCOME	OTHER INCOME	
		12,000	13,000	14,000	15,000	16,000	17,000	Total
001100	Dean's Office: Humanities	(17,506)	(7,679)	0	0	0	0	(25,185)
001120	Centre for Social Development In Africa	0	0	(30,000)	0	0	0	(30,000)
001130	CLOSED USE 013810	0	0	(45,000)	0	0	(2,632)	(47,632)
001140	Centre for Culture & Language in Africa	0	0	(30,000)	0	0	0	(30,000)
001150	Humanities Bridging Programs	0	0	0	0	(300)	(18,020)	(18,320)
001300	Vice-Dean's Office: Humanities	0	0	0	0	0	0	0
001600	Department Anthropology & Devel Studies	(5,153,940)	(56,105)	0	0	0	0	(5,210,045)
002100	Department of Biblical & Religious Studies	(368,805)	(2,389)	(5,000)	0	0	(16,512)	(392,707)
002120	Department of Theology	(102,888)	(1,538)	0	0	0	0	(104,426)
002600	Department of Historical Studies	(2,877,015)	(38,741)	0	0	(700)	0	(2,916,456)
003100	Department of Public Governance	(2,220,120)	(37,088)	(70)	0	0	0	(2,257,278)
003600	Department of Philosophy	(2,529,145)	(22,733)	0	0	0	0	(2,551,878)
004100	Department of Politics	(2,667,495)	(47,602)	0	0	0	0	(2,715,097)
004600	Department of Psychology	(14,648,025)	(98,110)	(91,188)	0	0	0	(14,837,322)
005600	Department of Social Work	(2,419,435)	(22,425)	0	0	0	0	(2,441,860)
006100	Department of Sociology	(5,005,640)	(49,465)	(400,000)	0	0	0	(5,455,105)

007100	Department Afrikaans	(986,833)	(6,782)	0	0	0	0	(993,615)
007120	Medieval & Renaissance Study Group	0	0	0	0	0	0	0
007130	Business Communication B	0	0	0	0	0	0	0
	Communication	(22,335,786)	(544,214)	(2,640)	0	(1,050)	(20)	(22,883,710)
008100	Department African Languages	(903,945)	(8,225)	0	0	0	0	(912,170)
008550	Department of Communication - Core	0	0	0	0	0	0	0
008560	Department of Communication - Journalism	0	0	0	0	0	0	0
008570	Department of Communication - Corporate	0	0	0	0	0	0	0
008580	Department of Communication - Marketing	0	0	0	0	0	0	0
008590	Department of Communication - Audio Visual	0	0	0	0	0	0	0
008600	Department of Communication	(17,376,616)	(172,702)	(2,640)	0	0	(20)	(17,551,978)
008620	Department of Public Relation Management	(4,055,225)	(363,287)	0	0	(1,050)	0	(4,419,562)
008830	Video Studio	0	0	0	0	0	0	0
	Communicative Skills	(5,509,744)	(130,245)	0	0	0	0	(5,639,989)
009600	Department of Communication Skills	(3,111,449)	(77,356)	0	0	0	0	(3,188,805)
009620	Department of Communication Studies	0	0	0	0	0	0	0
009660	Department of Business Communication	(2,398,295)	(52,889)	0	0	0	0	(2,451,184)
010100	Department of English	(6,034,110)	(72,514)	0	0	(11,065)	0	(6,117,689)
010600	Department of French	(397,840)	(6,136)	0	0	0	0	(403,976)
011100	Department of German	(98,157)	(1,364)	0	0	0	0	(99,521)
011600	Department of Greek And Latin Studies	(298,090)	(3,630)	0	0	0	0	(301,720)
012100	Department of Linguistics And Literary Theory	(975,945)	(10,671)	0	0	0	(6,319)	(992,935)
012600	Department of Semitic Languages	(299,980)	(1,844)	0	0	0	0	(301,824)
013410	Centre for Culture & Language in Africa	0	0	0	0	0	0	0
013610	Centre for Social Development in Africa	0	0	0	0	0	0	0
013810	Centre for Sociological Research	0	0	0	0	0	0	0
		(74,946,499)	(1,161,274)	(603,898)	0	(13,115)	(43,503)	(76,768,289)

The table below provides details of all aspects of expenditure in the faculty in 2008. It is noteworthy that R93 million of the total expenditure of R112 million (thus 83%) is for personnel cost, indicating that the faculty is by nature "staff-intensive".

The capital expenditure has decreased from R2,9 million to R2,7 million and we expect another decrease in the 2009 amount as we have replaced most of the computers in order to ensure that our objective of stronger electronic communication are achieved.

It is also noted that the operating cost has once again decreased on a year- to - year basis showing that the faculty is managing operational cost more intensively.

(All of the expenses include encumbrances.)

	<b>EXPENSES</b>						
		<b>CAPITAL EXPENDITURE</b>	<b>PERSONNEL REMUNERATION</b>	<b>OPERATING COST</b>	<b>FUNCTIONS AND ENTERTAINMENT</b>	<b>PRINTING</b>	<b>TOTAL</b>
001100	Dean's Office: Humanities	2,115,237	7,684,256	7,910,803	374,771	485,209	18,570,276
001120	Centre for Social Development In Africa	41,055	1,540,577	88,083	9,760	28,935	1,708,410
001130	CLOSED USE 013810	34,161	1,258,912	161,996	51,424	2,428	1,508,921
001140	Centre for Culture & Language in Africa	58,380	593,987	80,775	8,944	19,088	761,175
001150	Humanities Bridging Programs	(270)	622,054	4,696	0	30,990	657,470
001300	Vice-Dean's Office: Humanities	513	5,440	6,780	20,257	3,272	36,262
001600	Department Anthropology & Devel Studies	12,388	2,868,258	157,532	2,287	80,170	3,120,634
002100	Department of Biblical & Religious Studies	0	2,288,134	140,398	2,619	17,578	2,448,729
002120	Department of Theology	0	0	0	0	0	0
002600	Department of Historical Studies	32,423	2,421,345	178,039	18,462	244,569	2,894,838
003100	Department of Public Governance	7,000	3,321,189	124,267	15,230	65,890	3,533,576
003600	Department of Philosophy	0	2,549,344	92,568	5,352	76,334	2,723,599
004100	Department of Politics	36,982	4,306,342	182,451	9,264	95,473	4,630,513
004600	Department of Psychology	(4,148)	7,848,406	815,129	11,778	298,869	8,970,033
005600	Department of Social Work	12,344	3,787,575	133,194	11,004	106,596	4,050,712
006100	Department of Sociology	13,239	4,956,548	238,251	48,796	154,317	5,411,152
007100	Department Afrikaans	1,360	2,865,369	105,350	9,071	68,472	3,049,623
007120	Medieval & Renaissance Study Group	570	0	0	0	0	570
007130	Business Communication B	0	0	0	0	0	0

008100	Department African Languages	27,832	3,145,167	27,491	2,865	41,116	3,244,470
	Communication	176,438	9,253,796	699,310	55,937	320,465	10,505,946
	Communicative Skills	2,657	4,913,415	206,147	4,149	86,786	5,213,155
010100	Department of English	4,087	5,213,007	234,245	13,541	131,023	5,595,903
010600	Department of French	285	1,262,266	71,198	143	32,515	1,366,406
011100	Department of German	0	978,011	60,969	391	5,641	1,045,011
011600	Department of Greek And Latin Studies	23,767	2,196,748	188,504	18,604	32,128	2,459,750
012100	Department of Linguistics And Literary Theory	1,100	1,823,199	115,143	3,981	15,285	1,958,708
012600	Department of Semitic Languages	2,075	1,303,466	130,698	2,913	16,641	1,455,794
013410	Centre for Culture & Language in Africa	720	0	1,704	0	0	2,424
013610	Centre for Social Development in Africa	0	0	0	0	0	0
013810	Centre for Sociological Research	0	0	0	1,659	0	1,659
		2,779,289	93,174,020	13,061,178	763,287	2,867,043	112,644,818

The table below once again just accentuates the above mentioned. The table indicates budget vs. actual expenses for each expense category. Please note that the total personnel budget granted was cut by R13,8 million.

The salary increases are also excluded from the budget amount granted.

<b>Budget vs. Actual</b>			
	<b>Budget</b>	<b>Actual</b>	<b>(Overspent)/Available</b>
Personnel Remuneration	60,045,490	93,174,020	(33,128,530)
Capital Expenditure	2,302,434	2,779,289	(476,855)
Operating Expenditure	16,577,005	13,061,178	3,515,826
Functions and Entertainment	916,456	763,287	153,168
Printing	3,382,070	2,867,043	515,027
	83,223,455	112,644,818	(29,421,363)

Based on the total profit/(loss) we present the viability for each department with regards it contributions or cost to the faculty. As previously noted the two main departments Communications and Psychology contributes generously to the success of the faculty.

	<b>Viability based on (Profit)/Loss</b>	<b>(Profit)/Loss</b>	<b>Viability</b>
008500	Communication	(11,465,594)	1
004600	Department of Psychology	(5,867,289)	2
001600	Department Anthropology & Devel Studies	(2,089,411)	3
010100	Department of English	(521,785)	4
009500	Communicative Skills	(426,834)	5
002120	Department of Theology	(104,426)	6
006100	Department of Sociology	(43,953)	7
002600	Department of Historical Studies	(21,619)	8
003600	Department of Philosophy	171,720	9
001150	Humanities Bridging Programs	639,150	10
001140	Centre for Culture & Language in Africa	733,599	11
011100	Department of German	945,490	12
010600	Department of French	962,430	13
012100	Department of Linguistics And Literary Theory	965,773	14
012600	Department of Semitic Languages	1,153,970	15
003100	Department of Public Governance	1,276,298	16
001130	Centre for Sociological Research	1,462,948	17
005600	Department of Social Work	1,608,852	18
001120	Centre for Social Development In Africa	1,678,410	19
004100	Department of Politics	1,915,416	20
002100	Department of Biblical & Religious Studies	2,056,022	21
007100	Department Afrikaans	2,056,577	22
011600	Department of Greek And Latin Studies	2,158,030	23
008100	Department African Languages	2,332,301	24

20,157,428

The table below ranks the department's viability by using budget vs. (profit)/loss

	<b>Viability based on Budget vs. Profit)/Loss</b>	<b>Budget</b>	<b>(Profit) Loss</b>	<b>Percentage</b>
008500	Communication	9,387,170	(11,465,594)	122%
001600	Department Anthropology & Devel Studies	2,736,122	(2,089,411)	76%
004600	Department of Psychology	9,475,024	(5,867,289)	62%
010100	Department of English	4,692,404	(521,785)	11%
009500	Communicative Skills	4,900,771	(426,834)	9%
006100	Department of Sociology	3,545,990	(43,953)	1%
002600	Department of Historical Studies	2,516,591	(21,619)	1%
003600	Department of Philosophy	2,314,668	171,720	-7%
001300	Vice-Dean's Office: Humanities	251,000	36,262	-14%
003100	Department of Public Governance	2,369,004	1,276,298	-54%
012100	Department of Linguistics And Literary Theory	1,590,952	965,773	-61%
004100	Department of Politics	3,055,223	1,915,416	-63%
005600	Department of Social Work	2,558,446	1,608,852	-63%
010600	Department of French	1,087,080	962,430	-89%
001140	Centre for Culture & Language in Africa	823,000	736,022	-89%
	Department Afrikaans	2,223,158	2,056,577	-93%
	Department of Biblical & Religious Studies	1,935,670	1,951,596	-101%
012600	Department of Semitic Languages	1,127,834	1,153,970	-102%
011600	Department of Greek And Latin Studies	2,009,467	2,158,030	-107%
008100	Department African Languages	2,066,756	2,332,301	-113%
001120	Centre for Social Development In Africa	1,267,870	1,678,410	-132%
001130	Centre for Sociological Research	1,063,420	1,464,607	-138%
011100	Department of German	599,152	945,490	-158%
		83,223,455	20,157,428	0

**Extra curricular funds for the year ended 31 December 2008**

Income vs. Expense			
	Total Income	Total Expense	(Profit)/Loss
Income vs. Expense	(2,026,145)	1,855,792	(170,353)

Consulting and Contract cost taken by UJ

423,807

### 7.3 Quality management

7.3.1 Describe the quality management system/processes (including internal structures, committees or "quality champions") of the faculty that addresses quality assurance, quality monitoring and the promotion of the quality of:

**(a) The teaching and professional development of staff in the faculty;**

Academic members of staff are encouraged to attend professional development courses, and this is managed by heads of Departments. In addition, the faculty organized workshops and development courses on postgraduate supervision, article-writing and first-year teaching in 2008, and plans to hold a broader range of workshops in 2009.

**(b) Support for learners (underprepared and other) and learning efficiency (e.g. throughput and enrolment);**

The Teaching and Learning Committee is principally responsible for generating ideas and proposals with regard to support for learners, and for managing the implementation of such initiatives once approved by the Board of Faculty. Heads of Departments also play a strong role in implementation.

**(c) Student learning assessment (including moderation) – also on a post-graduate level;**

All external examination reports, at undergraduate and Honours levels, are viewed by the Dean and the Chair of the TLC, independently. All negative reports are pursued. The faculty is moving towards a more narrative external examination report, rather than a series of 'yes/no' options. The process involving the management and quality management for the finalization of master's and Doctoral degrees is extensive, and is covered in the Faculty of Humanities Higher degrees policy. In a nutshell, at M level, all examiners' reports are received by the 'non-examining chair' of the dissertation process, who compiles a summary report, with detailed recommendations. The non-examining chair's report, plus all examiners' reports, serve at the Examinations Committee, after which the Chair of the Examinations Committee provides a final report of recommendation to the Dean. The Dean reviews all documentation, and makes the final decision on the outcome, which is conveyed to all parties in the process. In the case of Doctoral degrees, the process is similar, except that the Dean, having reviewed all documentation including the report of the Chair of the Examinations Committee, makes a recommendation to the Senate HDC. All problem cases are handled by the Dean who, if necessary, employs an arbiter to make a final decision.

**(d) Academic programmes (including short learning programmes) including:**

The Faculty Academic Quality and Programme Committee is responsible for advising the dean and the Board of Faculty on all matters relating to curricula and programmes. All new proposals and proposed amendments of programmes serve first at the AQPC, before proceeding to the HODs Committee, and the Board of Faculty. The AQPC is undertaking a complete review of all programmes, as a follow-up to the programme review process, and to interrogate the structure of each programme. Thus, all curriculum development and curriculum review is co-ordinated by the AQPC. The AQPC's activities are governed and guided by a Policy Implementation document. The Vice-Dean: Academic is responsible for this portfolio.

(ii) Possible feedback mechanisms on student, alumni and market/industry experience of the relevance/impact of programmes; Departments offering professional degrees (Marketing Communication, Corporate Communication, Journalism, Audio-Visual Communication, Social Work, Public Governance retain strong relations with the corporate and public sector employees and with

their alumni, to track the effectiveness of their programmes. However, this is not done in a systematic and exhaustive manner, and this is being investigated.

**(e) Research and post-graduate supervision and**

All matters pertaining to research management and development, and research funding, as well all bursaries, are co-ordinated by the Vice-Dean research, who chairs the Humanities Research Committee. Postgraduate supervisors are appointed by one of the two Humanities Higher Degrees Committees, and supervisors report to Heads of Departments on an annual basis. Disputes are mediated by Heads, and then by the Dean if necessary.

**(f) Community engagement (including the impact it might have had).**

Various academic departments engage in a variety of community developmental projects, as specified in 8 below.

7.3.2 Give your opinion on (the judgment of) the effectiveness and efficiency of your faculty quality management system and structures (indicate possible areas of excellence or possible areas that might need attention in future)

The Faculty of Humanities is proud of its core business: producing quality graduates and quality research outputs, and has an extensive network of committees and policies to manage and monitor quality, in all its forms. If there is an area that sorely needs more attention, it is in the area of learner support. We have begun to realize that all applicants who enter the world of the university need as much support as we can provide, on an ongoing basis, and especially in their first year of study. Many students do not know how to plan, to study, to write sentences, paragraphs and essays, to answer examination questions, to undertake projects. We have begun to regard all our students as in dire need of help, and we are making plans to assist them as much as we can.

#### 7.4 Risk management: updated risk register and subsequent risk mitigation strategy

Risk	Capacity	subcategory	II	IL	IR	RI	RL	RR	Risk Action Plan
Uncertainty over quality of prospective students	Academic	quality							Tracking performance; Academic support; selective enrolment plan
Inability to facilitate teaching and learning (insufficient venues)	Asset management								Optimal use of all faculty venues
Underwhelming research output	Academic	quality							Mechanisms to support and encourage output; mechanisms to manage poor performance
Low throughput and pass rate	academic	quality							Academic support; resources for tutors; management of low-pass rate modules
Decline in market due to poor financial outlook	Academic	enrolment							Strong and detailed marketing campaign; enrolment plan responsive to the unexpected
Lack of understanding of business practices	skills	Finance, administration							Regular training sessions for HODs
Lack of cultural integration									Ongoing monitoring of culture within faculty
Continued decline in postgraduate enrolment	academic								Recruitment strategies, bursaries, assistantships
Marketing in the wrong segments by student and central marketing									Co-ordination between central marketing and the faculties


## 7.5 Branding/marketing.

Objectives 2008 included

- To establish an effective marketing action plan for the Faculty of Humanities in order to obtain quality students.
- To increase postgraduate enrolment.
- To create positive PR for the Faculty by means of Public lectures.

Actions 2008 Highlighted

- Marketing Material Developed included
  - Faculty prospectus
  - Departmental brochures
  - Banners for functions
  - Lead Cards
  - Event Clothing
- Maintaining the Faculty website
- Developed an advertising schedule to reach target audiences effectively (Postgraduate ad campaign and advertising of public lectures)
- Undergraduate recruitment events included
  - Open day
  - Life orientation teachers day
- Postgraduate advertising campaign
  - The Faculty embarked on a postgraduate advertising campaign to increase enrolment. A general Humanities ad was developed giving potential postgraduate students an overview of what the Faculty has to offer.



UNIVERSITY  
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**Faculty of Humanities:  
Public lecture**

**Date:** 16 October 2008  
**Time:** 17:00  
**Venue:** C Ring 319 (Common room),  
Auckland Park Kingsway Campus

**Keynote speaker:** Professor John Higgins  
**Topic:** Figuring Conversation -  
Political Theory versus  
Social Practice:  
David Hume vs David Lynch

If you require any additional information  
on the lecture please email Leonardo Snyman  
at lsnyman@uj.ac.za

www.uj.ac.za Faculty of Humanities



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**The Faculty of Humanities  
Public Seminar Series presents  
"The MDC and Zimbabwe's New  
Deal: Past, Present and Future"**


Zimbabwe's new path begins now. The party that has fought  
in opposition to the moribund but militant ZANU-PF since 2000  
will be a key part of its new – transitional – government. How did  
the deal for the transitional government get forged? How can the  
MDC help save Zimbabwe from its ruin and resuscitate its crisis  
ridden economy and society? What are its political, economic and  
social policies for the future?

Come to the discussion with three of the MDC's most  
important politicians to participate in the future of South Africa's  
northern neighbour.

**Date:** Friday 5 December 2008  
**Time:** 17:00 - 19:00  
**Venue:** University of Johannesburg,  
Council Chambers, New Admin building,  
Kingsway Campus

**Speakers:** Hon Theresa Makone, MDC National Women  
Chairperson, National Committee Executive  
Hon Morgen Komich, MDC Deputy National  
Organising Secretary  
Hon Thokozi Khupe, MDC Vice President

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UNIVERSITY  
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JOHANNESBURG

**Faculty of Humanities:  
Public lecture**

**Date:** 10 February 2009  
**Time:** 17:30  
**Venue:** C Ring 319 (Common room),  
Auckland Park Kingsway Campus

**Keynote speaker:**  
Aykan Erdemir, Assistant Professor,  
Department of Sociology,  
Middle East Technical University, Ankara, Turkey

**Topic:** Islams and the "Secular" State:  
Turkey through the Looking-Glass

If you require any additional information  
on the lecture please email Leonardo  
Snyman lsnyman@uj.ac.za

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UNIVERSITY  
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## Faculty of Humanities

# INTELLECT FOR PURPOSE

## Postgraduate studies

The Faculty of Humanities is committed to excellence in scholarship and tuition, and to the ideals of human dignity, freedom of expression and the pursuit of knowledge, in order to advance our understanding and to increase the social good.

**We offer the following postgraduate programmes in 2009:**

### HONOURS

African Languages  
African Studies  
Afrikaans  
Anthropology  
Applied Linguistics and Literary Theory  
Audiovisual Communication  
Biblical Studies  
Classical Culture  
Communication Theory  
Corporate Communication  
Development Studies  
English  
French  
German  
Greek  
Historical Studies  
Industrial Sociology  
Journalism  
Latin  
Marketing Communication  
Philosophy  
Politics  
Probation Services  
Psychology  
Public Management and Governance  
Semitic Languages and Cultures  
Social Policy  
Social Science  
Sociology  
Tourism Development  
Urban Studies

### MASTER'S

Anthropology  
African Languages  
Afrikaans  
Applied Linguistics and Literary Theory  
Audiovisual Communication  
Biblical Studies  
Clinical Psychology  
Community Development  
Corporate Communication  
Counselling Psychology  
Development Studies  
English  
French  
Fundamental Communication  
German  
Greek  
Historical Studies  
Industrial Sociology  
Journalism  
Latin  
Marketing Communication  
Philosophy  
Politics  
Psychology  
Public Management and Governance  
Public Philosophy and Ethics  
Semitic Languages and Cultures  
Social Impact Assessment  
Socialis Scientiae  
Sociology  
Urban Studies

### DOCTORATE

African Languages  
Afrikaans  
Anthropology  
Applied Linguistics and Literary Science  
Audiovisual Communication  
Biblical Studies  
Communication Studies  
Corporate Communication  
Development Studies  
English  
French  
Fundamental Communication  
German  
Greek  
Historical Studies  
Industrial Sociology  
Journalism  
Latin  
Marketing Communication  
Philosophy  
Politics  
Psychology  
Public Management and Governance  
Public Philosophy and Ethics  
Semitic Languages and Cultures  
Socialis Scientiae  
Sociology  
Urban Studies

Any Master's or Doctorate student who registers at the University of Johannesburg (UJ) for the first time in 2009, and who completes his/her degree in the specified time (two years for a Master's and three years for a Doctorate), may apply to be reimbursed for their full tuition fees paid for the specified term. Students will need to submit their graduation certificate in order to qualify for the reimbursement.

This offer excludes all other costs, i.e. registration fees, ICT levy, residence costs, etc. and is not valid if you receive third party sponsorship towards your tuition fees.

For more information on postgraduate studies contact Ms Willemien Mitchell at [wjmittell@uj.ac.za](mailto:wjmittell@uj.ac.za) or logon to [www.uj.ac.za/humanities](http://www.uj.ac.za/humanities). University of Johannesburg and Faculty of Humanities bursaries are available for prospective students; please contact Ms Lou-Ann Anderson at [lou-anna@uj.ac.za](mailto:lou-anna@uj.ac.za)

[www.uj.ac.za](http://www.uj.ac.za)

Faculty of Humanities

- **Faculty seminar series**

The Faculty of Humanities launched its public seminar series in 2007. The intention of these lectures/seminars is to create a premier forum for academic discussion and debate. The Faculty hosted 6 Public seminars in 2008 with topics covering various disciplines.

**Keynote speaker:** Prof Ben Hendrickx

**Theme:** “Byzantium and its meaning for Africa

**Keynote speaker:** Professor David Thelen

**Theme:** “A half century of struggling with history in South Africa”

**Keynote speaker:** Dr Philip Venter

**Theme:** The First Creation Narrative Genesis 1

**Keynote speaker:** Prof John Higgins

**Theme:** Conversations

**Keynote speaker:** Mhanda (aka Dzinashwe Machingura) & Wilbert Sadomba

**Theme:** Wither Zimbabwe: Revolution, Reform, or Reaction?

**Keynote speakers:** Thokozani Khupe, MDC Vice President

Nelson Chamisa, Information and Publicity Secretary Elton Mangoma, Deputy Treasurer

**Theme:** “The MDC and Zimbabwe’s New Deal: Past, Present and Future”

Sociology and Anthropology seminars: 28 seminars



- The Annual **Helen Joseph memorial lecture** was held on 28 October 2008. The keynote speaker was Prof Kader Asmal and the theme of this years lecture was 'Law morality and ethics in Public life in South Africa' the lecture was a great success with 110 people attended.



- **Faculty of Humanities: Prize giving 18 June 2008**

The Faculty of Humanities hosted the second annual Prize giving event on Friday 8 June 2007. The prize giving ceremony was arranged to award 74 Faculty cum laude graduates and 20 Doctorate degree recipients. In total 94 students received awards for their outstanding academic achievements.



## 8. COMMUNITY ENGAGEMENT

### 8.1 Projects/programmes

Departments	Lecturer	Nature of community project	Co-workers	Duration	Outcomes (specify)
African Languages	Kgopa, M	Music assessor	Mappseta	3 years	-
Applied Communicative Skills (DFC)	Pather, R	Tree Planting	Sukyo Mahikari	ongoing	Greening Soweto and other areas
Biblical and Religious Studies	du Rand, JA	MES Middestadssending en armoedeverligting	MES	Gaan voort	
	du Rand, JA	Bosmont Armoede verligting	Bosmont Baptist Church	Gaan voort	
	Viviers, H	Nuwe Hervorming Netwerk (intellectual discussion forum opposed to orthodox theological dogma)		2 hours (24.08.2008)	Delivered a lecture: "Wie skep – God of Evolusie?"
	Viviers, H	St Columba Presbyterian Church (public weekly discussion on topical matters)		2 hours (8.10.2008)	Public lecture: "Ps 19 and Evolutionary Psychology in dialogue"
	Nortjé-Meyer, SJ	Siberian Husky Rescue Gauteng	Manuela Fritz & Committee	Continue	140 SH have been rescued and rehomed.
	Nortjé-Meyer, SJ	Ruimsig North East Homeowners Forum: Conservation of Bird life	Leon van Eeden & Committee	Continue	The establishment of a indigenous bird sanctuary at Ruimsig Athletic Stadium & surroundings
	Nortjé-Meyer, SJ	Public weekly discussion on topical matters: Reformed Church Florida		16/03/08 2 hours	Public Lecture: "Die verding-liking van mense: 'n Voorbeeld uit die brief aan Filémon"
Communication	DR Benecke	Research project	BroadReach Health, Helena van Wyk	2 months	Content analysis of DVD material and Public Relations campaign
	A Crystal	As the final applied assessment for Marketing Communication 3,		July-October (labour + time intensive)	Critically discuss strategy as a concept. Demonstrate the ability to develop the learner's own

Departments	Lecturer	Nature of community project	Co-workers	Duration	Outcomes (specify)
		students develop a strategic brand communication campaign that needs to be feasible to be implemented in reality in accordance with the brief provided by the client (Johannesburg SPCA). The client does not have the necessary funding to utilise an agency and as such the students contribute to society by enhancing the communication of an organisation that provided a necessary NPO service and would otherwise not have access to such expertise.			<p>definition of strategy.</p> <p>Demonstrate the ability to develop the learner's own redefinition of strategic thinking.</p> <p>Demonstrate the ability to practice thought leadership via strategic innovation.</p> <p>Illustrate a critical understanding of the theory and practice of Strategic Brand Communication Planning by demonstrating the ability to discuss and apply the principles and practices of strategic planning.</p> <p>Identify and critically discuss the key concepts associated with strategic planning.</p> <p>Develop an integrated knowledge of terminology associated with strategic planning.</p> <p>Present a creative brief to the creative department.</p> <p>Practically illustrate that you have the competency to write a creative brief.</p> <p>Analyse how the macro-and micro-environment that marketing communication companies find themselves in, can impact on their ability to plan strategically.</p> <p>Demonstrate the ability to practically apply integrated knowledge pertaining to strategic planning.</p> <p>Demonstrate a critical understanding of the phases involved in the situational analysis.</p>

Departments	Lecturer	Nature of community project	Co-workers	Duration	Outcomes (specify)
					<p>Demonstrate practically the ability to apply the phases involved in the situational analysis.</p> <p>Critically discuss how relevant research can impact on the development of a brand communication strategy.</p> <p>Demonstrate practically the ability to conduct research and interpret research findings for a brand communication strategy scenario provided.</p> <p>Critically discuss how to develop a brand communication strategy (brand plan).</p> <p>Demonstrate practically the ability to develop a brand communication strategy (brand plan).</p> <p>Develop and present a professional presentation of the brand communication strategy.</p> <p>Critically demonstrate an understanding of the various tools that can be used to measure brand effectiveness</p> <p>Apply all the theoretical knowledge in all the above outcomes in developing a brand communication strategy for a given client brief.</p>
	P Dannhauser	Storytelling and filmmaking workshops and production in KwaZulu-Natal &	P.E.A.C.E. Foundation	2 weeks in total	<p>Short films on the Foundation's activities</p> <p>Film project established in Ndumo</p>

Departments	Lecturer	Nature of community project	Co-workers	Duration	Outcomes (specify)
		Limpopo			
	E De Bundel	FYTA	Marguelette Louw Angelique Heyns Phyllis Dannhauser Nalisha Naloo	June	Film festival for youth
	N de Klerk	See 4.1 Qualitative and quantitative research into communities (private work)	Dr Eriaan Oelofse: Baretruth Surveys	2006-2008	Research outcomes confidential to client. Am negotiating the release of certain findings in the public interest for the purpose of writing an accredited research article.
	RSV Mabada	Tembisan Community newspaper	Ronald Kete	Ongoing	Training
	RSV Mabada	Boksburg Prison	WA Duvhula	Ongoing	Education & training
	S Narunsky-Laden : Director and Deputy Chair of Board	Community Radio Project One Africa FM A talk radio project which gives voice to marginalised communities in SA	Board Members comprising South Africans and Africans from other countries	Ongoing- awaiting ICASA license	To promote intercultural contacts and intercultural communication between South Africans and fellow Africans residing in South Africa
	PC Pretorius	Member of Committee for Sport, Recreation, Arts, Culture and Heritage in Sedibeng District Municipality	Council	April-	Creation of Arts Academy with film school
	E Rossouw	Editor-in-chief of special school publication for St John's College		February to March 2008	To successfully publish a school magazine for the St John's community, advertisers and overseas distribution
<b>French</b>	Leissner, S	Moderator for Readucate		2008	
	Snyman, AE	Preparation and presentation of bid to host the XIII the International Conference of the FIPF (80 000 members over the world) in South Africa	Dr F Balladon (UKZN) Prof B de Meyer (UKZN) Ms V Everson (UCT) Mr P Aldon (French Embassy)	7 months	AFSSA won the bid

Departments	Lecturer	Nature of community project	Co-workers	Duration	Outcomes (specify)
		(Durban) in 2012. The bid was presented by AFSSA.			
	Snyman, AE	Organised funding for students and French teachers in South Africa to attend the pedagogical leg of the AFSSA-conference in Botswana. Also organised their travel by bus.	Dr A. Vasilatos(WITS), Treasurer of AFSSA	4 months	6 students and 8 teachers could attend and benefitted from this academic exchange.
	Snyman, AE	Obtained funding from AFSSA for 15 postgraduate students from different campuses to attend Research seminar at UJ.	Dr A Vassilatos (WITS) Dr S Leissner (UJ) DR D Wa Kabwe-Segatti (UJ)	1 month	15 postgraduates attended on 29/30 August 2008 to share their research projects with their peers and colleagues from other French Departments.
<b>German</b>	Baker, JMA	German for beginners in Soweto	DAAD and Goethe Institute	2 years	Stimulate interest in German as a possible subject choice Basic German language skills
	Baker, JMA	German for Zulu speaking children	Katharina Ditzinger, Portia Cele at Ogwini Comprehensive Technical College, Umlazi, Durban	2 years	Make teachers and learners aware of similarities between Zulu and German in order to facilitate learning German as second additional language
	Baker, JMA	Teaching exchange students some rudimentary German	Mrs E Potgieter, UJ	6 weeks	Enabling tourism students from Bunting Road campus to function in Germany on a basic level
	Knobloch, H-JK	Public lecture by Austrian author, Christoph Ransmayr	The Goethe Institute and the Austrian Embassy	1 Day	Promotion of German as a language and culture
<b>Greek and Latin Studies</b>	PIPERIDES-TRIANDAFILLOU, EM	BURSARIES	PANATHINAIKI WOMEN'S ASS. OF S.A.	THROUGHOUT THE YEAR	HELPING UNDERPRIVILEGED GREEK CHILDREN TO STUDY
		GREEK OLD AGE HOME "AGIOS	PANATHINAIKI WOMEN'S ASS.	APRIL 2008	COLLECTED R 35 000

Departments	Lecturer	Nature of community project	Co-workers	Duration	Outcomes (specify)
		NEKTARIOS"	OF S.A.		
		HOME FOR GREEK DESTITUTE PEOPLE "STEGI AGAPIS" – THE "HOME OF LOVE"	PANATHINAIKI WOMEN'S ASS. OF S.A.	OCTOBER 2008	COLLECTED R 55 000 / CREATED 2 ROOMS FOR WOMEN SUFFERING FROM BREAST CANCER
		HELPING CHILDREN / ALEXANDRA TOWNSHIP	PANATHINAIKI WOMEN'S ASS. OF S.A. IN COLLABORATION WITH THE GREEK ORTHODOX ARCHBISHOPIC	DECEMBER 2008	OFFERED CHRISTMAS GIFTS & TOYS TO UNDERPRIVILEGED CHILDREN
	Hendrickx, B	S.A. Greek Archives	Dr Thekla Sansaridou-Hendrickx	current	organization in UJ Library
<b>Psychology</b>	Burke, A	Chairperson: Talisman Foundation Psychiatric Rehabilitation		January – August 2008	Managing a psychosocial rehabilitation program for Psychiatric patients
	Kaldine, F Radebe, B (project supervisors)	Life skills training for mentally ill patients	Patients and Nursing staff from Tara Wars 4 and 5	6 Months	The acquisition of life skills pertinent to the needs of this particular patient population. The empowerment of patients in specific areas.
	Kaldine, F Radebe, B (project supervisors)	Connecting host to community resources	Educators from Sparrow Combined school	6 Months	The conceptualisation and implementation planning of a school counselling referral system
	Kaldine, F Radebe, B (project supervisors)	Educator capacity building	Educators from Melpark primary	6 Months	Capacitating teachers to identify and deal with dysfunctional learner behaviour associated with low self-esteem
	Kaldine, F Radebe, B (project supervisors)	Promotion of well-being among a group	Residents and staff from Skoonveld	6 Months	Life skills training in the following areas as a means

Departments	Lecturer	Nature of community project	Co-workers	Duration	Outcomes (specify)
		of the UJ student population	Ladies Residence		of promoting well-being among students: Time management. mood regulation and relationship management.
	Kaldine, F Radebe, B (project supervisors)	Support group facilitation	Residents and staff from the Eldorado Park Women's Forum's shelter for abused women	6 Months	Promoting the well-being and empowerment of abused women and providing emotional and practical support through the sharing of experiences, insights and skills.
	Kaldine, F Radebe, B (project supervisors)	Life skills training for mentally ill patients	Patients and staff form Tara Psychiatric clinic, Ward 6	6 Months	Social skills training of limited scope for a group of severely mentally ill patients
<b>Politics</b>	Venter, AJ	Definition of Political and Related Terms	Ceptsa Committee	15 years	500 terms defined
<b>Public Governance</b>	Cloete, GS	Advice to PALAMA M&E Training Project	R 46 951.88	3 months	New PALAMA M&E curricula & trainers approved
<b>Social Work</b>	Luck, KE	3-6 School Sacred Heart School	T. Sacco; A. v Breda	Ongoing	New Innovation
	Nel, JBS	Refugees camp in inner city	All staff members	June -	After a visit to the refugees camp in the inner city of JHB, staff are busy identifying possible projects and writing proposals for research purposes
	Nel, JBS	Soweto projects of students in Certificate extra curricular programme	Mr Marivate of Center for Small and Medium Enterprise Development Division, Soweto	Feb - June	Acted as consultant for students of Soweto involved in NGOs
	Roestenburg, WJH	Research at Methodist Church, Doornfontein	Team project all staff of dept involved	Six months	Research project for Honours class of 2009
	Sacco, T	Sithand'izingane Care Project (children & families affected by HIV/AIDS);	Mary Tuck	On going	Improved services to children affected and infected by HIV/AIDS

Departments	Lecturer	Nature of community project	Co-workers	Duration	Outcomes (specify)
	Sacco, T	Bohareng Board Member	Ann Wigley	On going	Workshops providing care for the carers
	Sacco, T	Dominican International Volunteer Project	Mary Tuck	On going	Fostering Global partnerships
	Sacco, T	Kopanang women's empowerment project	Sheila Flynn	On going	Development of women's life skills
	Stevens, LDM	Children's Clinic-Disability	Clinic staff	1 year	To facilitate life skills workshops with children who faced To improve their self worth and attain a positive self-esteem
<b>Sociology</b>	Senekal, A	Integrated Health and Wellness for EWP Coordinators: Poverty and financial difficulties in the workplace:	Department of Education: officials	16 October 2008	Community service and academic enrichment
	Uys, T	Deputy Chairperson Linrand Swimming Club Committee		2008	Promotion of age-group swimming
	Uys, T	Registered Timekeeper SSA		2008	
<b>Centre for Sociological Research</b>	Ceruti, C Mudau, R Phadi, M	Report back to Meadowlands community on our research results		3 hours	Informed Sowetans about our research and expanded our understanding of our data
	Desai, A	Chatsworth/Bay view Flat-dwellers Association		ongoing	Advise on council selling of flats
	Desai, A	Durban Fishermen Support Committee		ongoing	Advise on access to harbour
	Manda, O	HIV/AIDS awareness and education. The project is named Daveyton Young Minds (DYM)	Young community members	Since last year April	Educating young people about HIV/AIDS. Aiming for attitudinal and behavioural change. Promoting the usage of condoms.

Departments	Lecturer	Nature of community project	Co-workers	Duration	Outcomes (specify)
	Park, YJ	Diepsloot Needy Kids Crèche	Roland V Pearson	Ongoing from 2007	Provide ongoing material support to a small, un-registered crèche
<b>Centre for Social Development in Africa</b>	Patel, L Graham, L	Training workshops for Soul City Social Mobilisation Unit	Chris Forrester Jean Triegaardt	2 * 2 days	2 training workshops conducted. 2 training reports completed
	Patel, L Graham, L	Training workshop for Soul City Regional Unit		2 days	Training workshop conducted and training report completed

## 9. COMPLIANCE/ACHIEVEMENTS: FACULTY STRATEGIC PLAN

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Strategies and targets for 2009.

In general, the strategic plan for 2009 remains unchanged from 2008:

Excellence in Research  
Excellence in Teaching and Learning  
Excellence in Appointments  
Nurturing environment for staff and students  
Alertness to opportunity  
Efficiency in delivery

- In terms of research, the 2009 target is 15% increase in research outputs and related research products
- In terms of the pass rate, a 79% pass rate will be pursued, by means of additional academic support
- In terms of the positioning of the faculty, we intend to increase our profile and partnerships

Each of these broad areas receives intense focus each year, with the aim of creating the premier Faculty of Humanities in South Africa. A few years ago, this might have sounded like a pipedream. In 2009, it is a distinct possibility, and within a few years, it might be achieved.

Some Strategic Activities during 2009

- Continue to strengthen the intellectual level of the faculty by strategic appointments at all levels
- Establish a strong foundation for a premier set of Journalism programmes
- Develop and expand the postgraduate degrees in the School of Communication
- Reposition the School of Languages, by means of revised major subjects and possibly revised degree programmes
- Develop and manage the Public Governance programmes on SWC, both undergraduate and postgraduate
- Develop the BA Psych and B Social Work as niche area programmes
- Review the performance of the Research Centres in anticipation of the end of the 3 year cycle
- Support the growing medium-sized disciplines: Sociology, Philosophy, Historical Studies, Anthropology, Development Studies, Politics
- Consider a revision of the Department of Biblical and Religion Studies, to incorporate Islamic Studies

Rory Ryan

# ANNEXURE 1: FACULTY STRATEGIC PLAN

Faculty of Humanities  
(The Sexy Faculty)  
Strategic plan 2008

## STAFF AND STUDENT PROFILE STAFF PROFILE IN TERMS OF GENDER AND RACE

Designation	White		African		Coloured		Indian		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Junior Lecturer	0	7	5	2	0	0	0	0	14
Lecturer	14	24	11	4	0	4	3	2	62
Senior Lecturer	9	10	1	4	0	0	0	1	25
Associate Professor	5	5	0	0	0	0	0	0	10
Professor	19	12	0	0	0	0	0	1	32
<b>Total</b>	<b>47</b>	<b>58</b>	<b>17</b>	<b>10</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>143</b>
% of total	32.9	40.6	11.9	7.0	0.0	2.8	2.1	2.8	100.0

In terms of gender, the faculty is balanced: 47% male, 53% female.

In terms of race, the faculty is historically unbalanced: 73% white, 19% black.

## STAFF APPOINTMENTS 2008

Academic staff

Gerald Groenewald (Historical Studies)

Ansvia Schjonning (English)

Dr Leila Kajee (Applied Communicative Skills)

Prof Zelda Knight (Psychology)

Prof Chris Stones (Psychology)

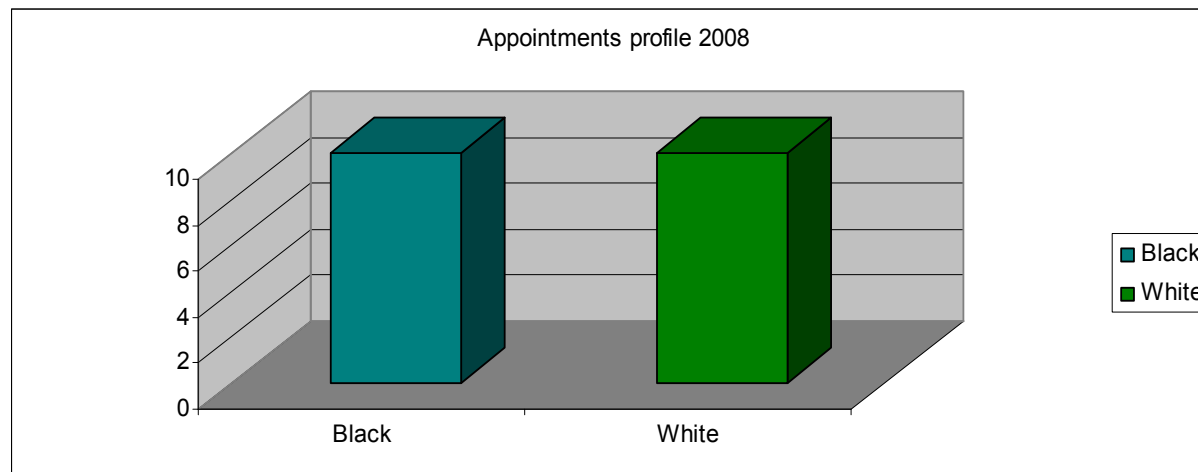
June Palmer Applied Communicative Skills)

Prof Nerina de Klerk (Communication)

Kim Wale (Centre for Sociological Research)

Prof Sakhela Buhlungu (Sociology)

Prof Steven Friedman (Centre for Democracy)  
Dr Tu Huynh (Centre for Sociological Research)  
Prof David Moore (Anthro and Development studies)  
Dr Yoon Park (Centre for Sociological Research)  
Dr Ashwin Desai (Centre for Sociological Research)  
Prof Chris Landsberg (Politics)  
Pragna Rugunanan (Sociology)  
Prof Fanie Cloete (Public Governance)  
Chris Forrester (Social Work)  
Lisha Stevens (Social Work)  
Letitia Smuts (Sociology)



## STUDENT PROFILE (UNDERGRADUATE AND POSTGRADUATE)

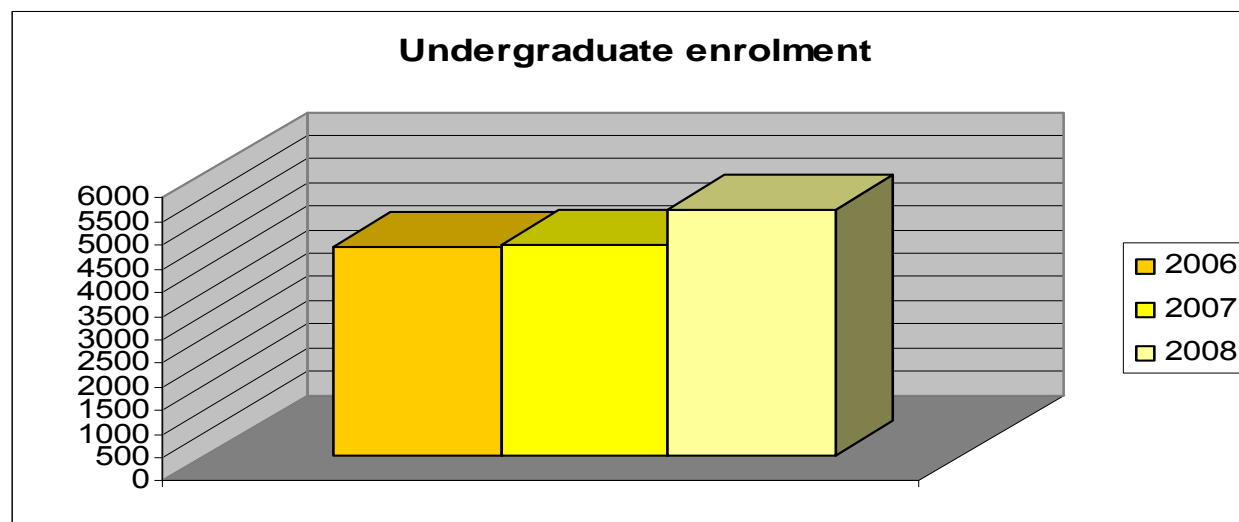
- In terms of postgraduate enrolment, there is a 7.4% decline in enrolment. This is probably due to the following factors:
  1. a far more rigorous process of admission;
  2. nice to have, not need to have, for the job;
  3. financial.
- Action
  - Strong postgraduate marketing initiative
  - Mentoring of Honours students
  - Bursaries at Honours, Masters and Doctorate level

	Headcount Enrolments		
	2006	2007	2008
First Time entering undergraduate	1371	1511	2138
Undergraduate diplomas and certificates	294	392	513
Undergraduate degrees	4137	4091	4692
Total Undergraduate	4431	4483	5205
Postgraduate to masters	466	422	371
Masters	249	238	254
Doctors	124	113	95
Total Postgraduate	839	773	720
Occasional	132	95	45
Total Enrolment	5402	5351	5970

## UNDERGRADUATE

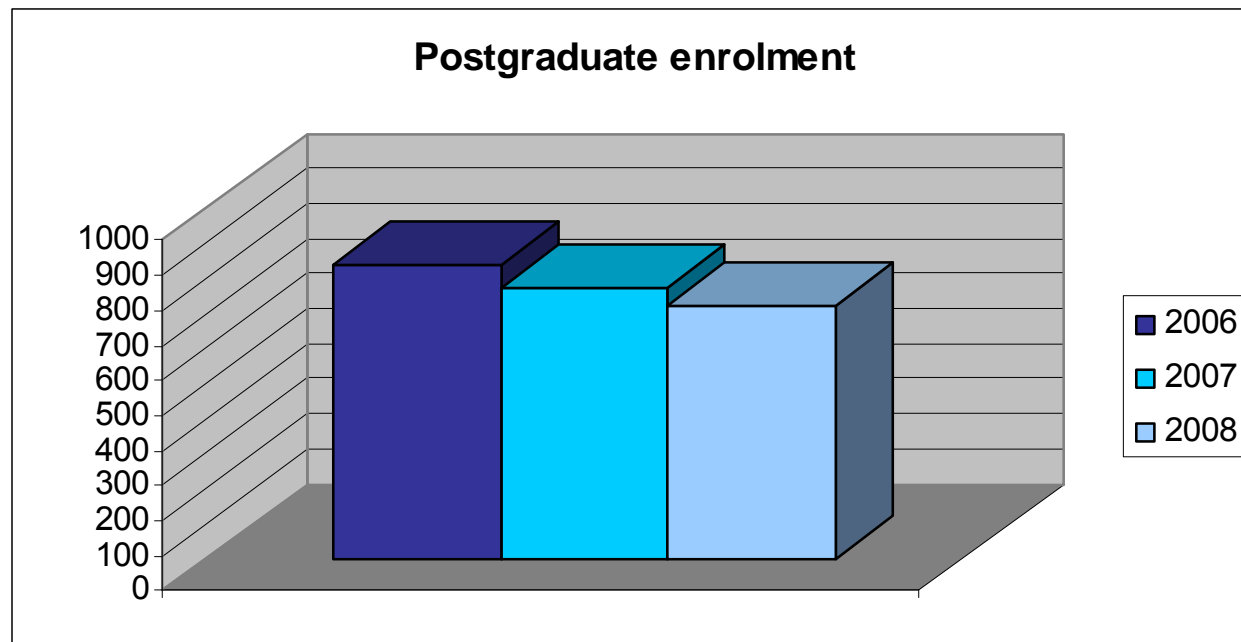
	Headcount Enrolments		
	2006	2007	2008
First Time entering undergraduate	1371	1511	2138
Undergraduate diplomas and certificates	294	392	513
Undergraduate degrees	4137	4091	4692
Total Undergraduate	4431	4483	5205

- Significant increase in enrolment
- Capping in most popular programmes for 2009



## POSTGRADUATE

	Headcount Enrolments		
	2006	2007	2008
Postgraduate to masters	466	422	371
Masters	249	238	254
Doctors	124	113	95
Total Postgraduate	839	773	720

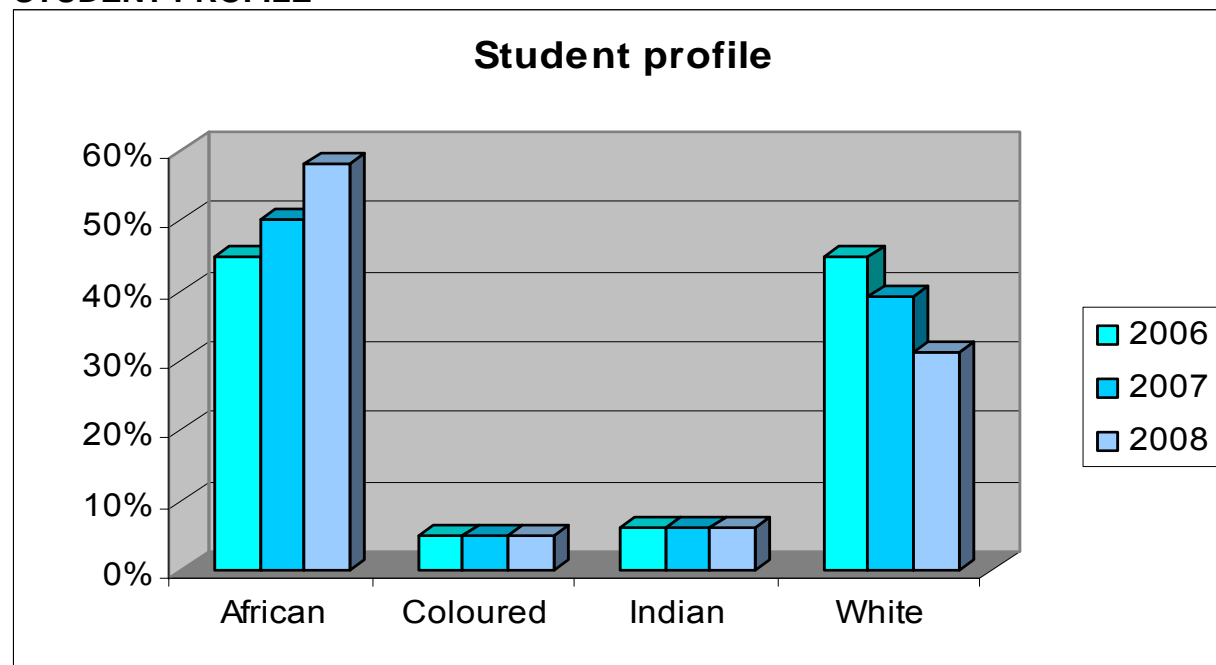


## STUDENT PROFILE (RACE)

	% African			% Coloured			% Indian			% White		
	2006	2007	2008	2006	2007	2008	2006	2007	2008	2006	2007	2008
First Time entering undergraduate	52%	61%	69%	4%	5%	5%	6%	5%	5%	38%	29%	20%
Undergraduate diplomas and certificates	96%	94%	96%	1%	3%	2%	1%	1%	1%	2%	1%	2%
Undergraduate degrees	43%	49%	58%	5%	5%	5%	7%	6%	6%	45%	40%	31%
Total Undergraduate	47%	53%	61%	5%	5%	5%	6%	6%	5%	42%	36%	28%
Postgraduate to masters	27%	34%	41%	5%	5%	2%	7%	7%	10%	61%	55%	48%
Masters	43%	42%	34%	1%	3%	4%	4%	5%	6%	52%	50%	56%
Doctors	19%	18%	20%	5%	5%	4%	6%	4%	7%	70%	73%	68%
Total Postgraduate	31%	34%	36%	4%	4%	3%	6%	6%	8%	59%	56%	53%
Occasional	52%	55%	42%	5%	5%	7%	4%	5%	9%	40%	35%	42%
Total Enrolment	45%	50%	58%	5%	5%	5%	6%	6%	6%	45%	39%	31%

- From 2007 to 2008, the African first-time entering enrolment increased from 61% to 69%, a significant increase.
- The overall African enrolment increased from 50% to 58%, while correspondingly, the white enrolment decreased from 39% to 31%.

## STUDENT PROFILE



- In 2007 → 50% (R22,000); 2008: possibility of increase to 80%
- Research assistant for each rated researcher
- Creation of Departmental Research Development Funds
- Research Development Plan for each member of staff
- NRF rating plan for each AP and P
- Strong evident correlation between output and access to Humanities Research Fund
- Focus on increasing Post Doctoral Fellow's, Research fellows, Honorary Professors

## **INITIATIVES TO STIMULATE RESEARCH AND TO INCREASE RESEARCH OUTPUTS**

- Ongoing meetings between Chair of HRC and each Department regarding research
- Investigation of members of staff who have not produced an accredited article in the last four years.
- Workshops with prominent scholars (John Higgins, Johan Mouton) on postgraduate supervision and other aspects of research.
- Analysis to determine the cost of research in terms of income and expenditure in each academic Department and Centre. Trends need to be determined for spending patterns in terms of research. Some of the questions are:
  - What is the income and expenditure rate in each Department/Centre?
  - On which research activities are funds spent?
  - Is there a need to revise faculty rules in terms of expenditure in terms of the findings?
  - How can we ensure a better research expenditure in the faculty?
  - To what extent are researchers dependent on internal funding?
  - To what extent are researchers accessing external funding?

**ACCREDITED OUTPUT:**

	2004	2005	2006	2007
No of articles	80	85	101	97
% Increase	-	6.25%	18.8%	-0.98%

**RATED RESEARCHERS:**

Rating	No of researchers
B-1	2 (Prof DJ Geldenhuys, Prof, BCE Hendrickx)
B-3	2 (Dr D Scott-Mcnab, Prof P Alexander)
C-2	3 (Prof PP Fourie, Prof CH Mackenzie, Prof JM Uys)
C-3	1 (Dr T Hendrickx)
Y1	1 (Prof N Erlank)
Y2	1 (Prof R Smit)
L	2 (Prof KI Scherzinger, Prof SM Beukes)
Total	12

**TEACHING AND LEARNING**

Humanities T & L Committee, policy and initiatives:

- Principles of T & L
- Contact Time
- Principles of Lecturing and Tutorials
- Prescribed Material
- Learning Guides
- Plagiarism (definitions, policy, procedures)
- Obligations of Lecturers

## TEACHING AND LEARNING 2

- Training of Tutors and teaching Assistants
  - Assessment (policy & procedures)
  - Throughput
  - Interventions & Support
- 
- Tuition Fund
  - Teaching Awards
  - Meetings and Support: First-year Lecturers
  - Library training and resources

### PASS RATES AND THROUGHPUT

Undergraduate	Enrolments	Graduations	Ratio: Enrolments/Graduations
Total	4,592	820	17.86%
Honours	Enrolments	Graduations	Ratio: Enrolments/Graduations
Total	398	263	66.08%
Masters	Enrolments	Graduations	Ratio: Enrolments/Graduations
Total	232	29	12.50%
Doctorate	Enrolments	Graduations	Ratio: Enrolments/Graduations
Total	111	11	9.91%
Grand total	5,333	1123	21.06%

BA throughput rate for 2007 is 17,86%, which is acceptable.

Honours throughput rate for 2007 is 66.08%. Given that admission into Honours is controlled, and that postgraduate students should be expected to have a greater rate of success, this two-thirds throughput rate is less than satisfactory.

Master's and Doctoral throughput is low, indicating an average duration of four years for M degrees and five years for D degrees. Traditionally, the duration of M and D research degrees in Humanities tends to be longer than in some other faculties, and this may in part be the result of the great volume of reading required for such degrees. Nevertheless, we need a culture change in this regard.

## **STRATEGIES AND PRIORITIES**

### **Centres**

- CSDA (Centre for Social development in Africa)
- CSR (Centre for Sociological Research)
- CCLA (Centre for Culture and Language in Africa)
- C Dem (Centre for Democracy)
- CCR (Centre for Communication Research)
- Sanlam Centre for Metropolitan Governance
- CAES (Centre for African European Studies)

## **DEVELOPMENT OF RESEARCH CENTRES**

- Appointment of fulltime Directors July 2007 – June 2010
- Pursuit of partnerships, funding, longer-term viability and increased visibility
- Support for projects and contract staff
- Creation of research village

## **DEPARTMENTAL NICHE AREAS**

- Department of Psychology: During 2006/7 the department went through an extensive program revision, which included the comparison of our program offerings with national and international trends. The main criteria for changes to the programs were:
  - multiple academic entry and exit points,
  - the program should not only add academic skills, but also skills that equip students for the open labour market, and
  - the program must reflect the contemporary advances in the broader academic discipline.
  - the program must be in line with Health Professions Council requirements.new tailored BA Psychology and its recent emphasis on research and laboratory work, rather than simply on professional training.
- Department of Social Work: The Department of Social Work at the University of Johannesburg offers the following undergraduate and postgraduate programmes: B Social Work, Honours in Social Work, three MA qualifications namely MA Community Development, MA Clinical and MA Research, as well as a doctoral programme. In addition the Department offers an Honours in Probation Services, which is one of only two similar programmes in the country.

- Programmes are aligned with the national requirements for Social Work Training, as provided by the Standards Generation Body (SGB) guidelines.
- The B Social Work programme has been assessed by the South African Council for Social Service Professions (SACSSP) and accredited as fully complying with the regulatory prescriptions for the training of professional social workers.

## **DEPARTMENTAL NICHE AREAS**

- Department of English
- Department of Anthropology and Development Studies
- Department of Afrikaans
- Department of Sociology
- Department of Philosophy
- Department of Communication.

## **CAMPUS NICHE AREA**

- Soweto Campus  
Withdrawal of the General formative degree  
Introduction of more focused, community-appropriate programmes (2008)
- BA Public Governance
- Plans for BA Community Development
- Plans for Certificate and Diploma in Community Psychology.

Three contract appointments necessary

## **FACULTY STRUCTURE**

- Importance of periodic adjustment due to market shifts
- Dramatic differences in size
- Need for effective management
- need for collective strategy for large Departments
- Need to differentiate the large programmes in Communication
- Preference for “mixed” approach: Schools/Departments

## DEPT COMPARISON CHART

Department	Perm & contract academic staff	Total UG/PG Module Enrolment 2008
COMMUNICATION	25	15228
PSYCHOLOGY	20	8086
ENGLISH	10	4583
SOCIOLOGY	7	3260
ANTHROPOLOGY AND DEVELOPMENT STUDIES	7	3228
APPLIED COMMUNICATIVE SKILLS	14	3088
SOCIAL WORK	7	2326
HISTORICAL STUDIES	6	2286
PHILOSOPHY	4	1773
POLITICS	8	1641
PUBLIC GOVERNANCE	7	1250
AFRIKAANS	5	748
LINGUISTICS AND LITERARY THEORY	3	670
AFRICAN LANGUAGES	7	664
FRENCH & GERMAN	3	393
BIBLICAL AND RELIGIOUS STUDIES	4	287
SEMITIC LANGUAGES	2	149
GREEK AND LATIN STUDIES	3	140
Totals	130	49660

### DEPT COMPARISON THREE SIZES

For the purposes of analysing this range of departments, in terms of size, the departments fall into three distinct groups. The two large departments (over 8,000 module enrolments) are indicated below:

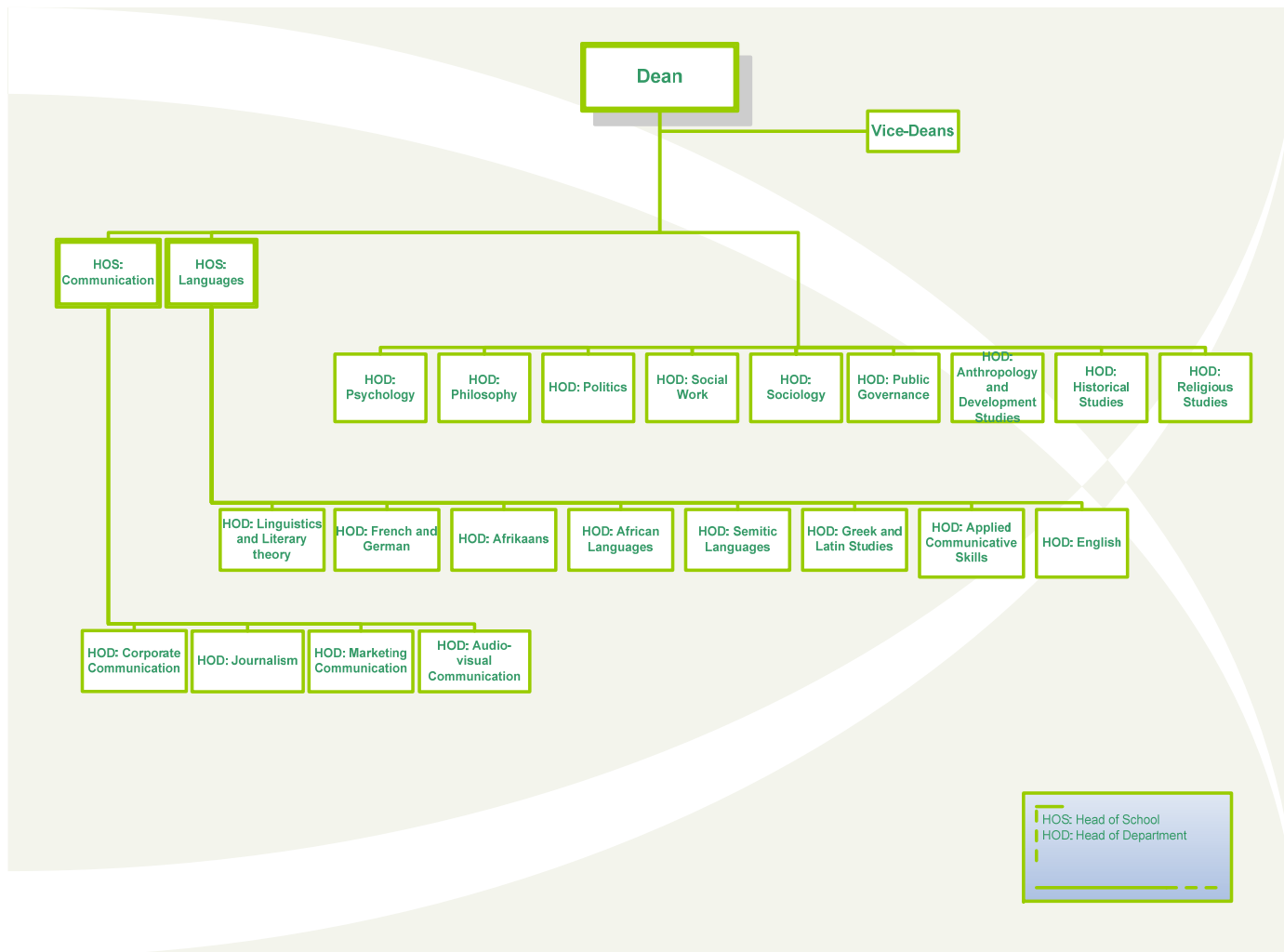
COMMUNICATION	25	15228
PSYCHOLOGY	20	8086

The nine medium departments (1,000 – 4,000 module enrolments) are indicated below:

ENGLISH	10	4583
SOCIOLOGY	7	3260
ANTHROPOLOGY AND DEVELOPMENT STUDIES	7	3228
APPLIED COMMUNICATIVE SKILLS	14	3088
SOCIAL WORK	7	2326
HISTORICAL STUDIES	6	2286
PHILOSOPHY	4	1773
POLITICS	8	1641
PUBLIC GOVERNANCE	7	1250

The seven small departments (fewer than 1,000 enrolments) are indicated below:

AFRIKAANS	5	748
LINGUISTICS AND LITERARY THEORY	3	670
AFRICAN LANGUAGES	7	664
FRENCH & GERMAN	3	393
BIBLICAL AND RELIGIOUS STUDIES	4	287
SEMITIC LANGUAGES	2	149
GREEK AND LATIN STUDIES	3	140



## **CONTACT VENUES: APK**

- Necessity to increase the number of classes per module per week. Other faculties might not anticipate an increased throughput as a direct result of increased tuition time, but in Humanities we emphatically do anticipate such an increase. In 2006, the Department of Philosophy experimented with increased tuition, from two to four periods a week for Philosophy 1AB and Filosofie 1AB. The results were dramatic: “The pass rate in this group improved significantly from 54% of 364 students to 68% of 322 students. What is particularly noticeable is the way in which good students also improved their marks. For example, in 2007 48% scored above 60%, whilst only 25% did so in 2006. In 2006 9% scored above 70% and 1% above 80%, while in 2007 23% scored more than 70% and 8% more than 80%.”

## **STRATEGIC PLAN IN ESSENCE**

To become sexier, sexiest

How:

- Excellence in research
- Excellence in teaching and learning
- Excellence in appointments
- Nurturing environment for staff and students
- Alertness to opportunity
- Efficiency in delivery

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