Contents

Executive summary 2012

Introduction

Aligned with the strategic objectives of the University of Johannesburg, the Faculty of Art, Design and Architecture (FADA) continued throughout 2012 to enhance its growing reputation as centre of excellence in tertiary art and design education in Johannesburg. The key strategic objectives identified in 2011 were:

- Building a competitive and relevant programme mix and offering;
- Continued contribution to the technology drive;
- Building staff profile, qualifications and development;
- Promoting and sustaining excellence and relevance in teaching and learning;
- Nurturing an environment conducive to research and creative production;
- Advancing Faculty recognition in alignment with UJ strategy;
- Focusing on operational efficiency and institutional culture;
- Focusing on community service

These objectives were largely maintained in the strategic planning for 2012, while efforts were made to align and integrate the Faculty's objectives with the University's strategic thrusts. To this end, emphasis was placed on initiatives related to (1) the relevance and depth of FADA's academic offerings, research, and community engagement; (2) aligning FADA's programmes with the notion of a technology-driven university; (3) building FADA's brand, identity, reputation and stature; and (4) building FADA's institutional capacity and fitness for purpose.

Imperatives driven by these initiatives academic offerings included:

- The attraction and retention of top students; meeting the changing needs of industries in terms of curriculum content; enabling postgraduate studies; facilitating growth in strategic areas; investigating international precedents as directives for future development; ensuring compliance with the Higher Education Qualifications Framework (HEQF); and continuing to work towards a comprehensive Programme Qualifications Mix (PQM).
- Enhancing research and creative output; strengthening research enablers and catalysts in the Faculty; extending the profile and capacity of the Visual Identities in Art and Design (VIAD) Research Centre nationally and internationally.
- Profiling and strengthening technology programmes and achievements.
- Encouraging student participation in national and international competitions with a technology focus.
- Continuing to promote the research cluster 'Design for Social Development' and the community of practice for Digital Design through support for appropriate projects, multidisciplinary and collaborative partnerships and industry connections.
- Ongoing publicity initiatives to maintain public presence.
- Promoting the creative profile of the Faculty through strategic connections with high-profile national events such as Design Indaba; maintaining a dynamic FADA Gallery programme, and leveraging the VIAD Research Centre's growing reputation and recognition.

The Faculty was largely successful in meeting its objectives in these areas.

Student Profile and Performance

A total of 1,195 undergraduate and 52 postgraduate students enrolled in the programmes offered by the Faculty in 2012. This represents an increase in total headcount enrolments, rising from 954 in 2008, to 1,093 in 2009; 1,112 in 2010; 1,160 in 2011 to the 2012 figure of 1,195. International student enrolments have remained static at 43, 42 and 42 respectively over the last three years.

There has been a gradual increase of 8% over the past four years in the total enrolments of black students, rising from 47% in 2009, to 48% in 2010, 51% in 2011 and 55% in 2012. Black first-time entering students showed a significant increase of 22% for over the similar period, rising from 41% in 2009 to 53% in 2010, 57% in 2011 and 63% in 2012. First-time entering black African students increased from 41% in 2010 to 44% in 2011 and 50% in 2012 of total first-time enrolments over the three-year period, while white first-time entering enrolments dropped from 48% in 2009 and 2010 to 43% in 2011 and 36% in 2012.

Masters enrolments increased from 20 in 2009 to 52 in 2012. This can be attributed largely to the introduction of the coursework Masters in Architecture.

The academic performance of students in the Faculty remains very good, with a consistent success rate of between 84% in 2010 and 85% in 2011. The success rate increased to 87.5% in 2012. Overall first year success rates improved, rising from 74.3% in 2010 to 75.9% in 2011 and 79.8% in 2012. First year black African diploma success rates increased to 76% in 2012 from 68% in 2011. Performance in second and third year improved considerably to 86% and 89% respectively.

There were 223 undergraduate modules taught in 2012. Undergraduate module pass rates in all departments were generally above 65%, with only three modules achieving a pass rate below 65%. Module throughput rates (success rate) were less positive, with 21 modules reflecting throughput rates of less than 65%, and seven of these reflecting a throughput rate of 60% or less. Overall, 132 undergraduate modules reflected a throughput above 75%. A total of 348 graduates obtained their qualifications in 2012 compared to 313 in 2010 and 308 in 2011.

The Faculty continued to provide support to its students through ongoing initiatives such as an extended system of tutors for first-year students and special assistance to at-risk students, the first year experience programme (FYE), orientation, on-site writing tutors, and special recognition of students' achievements. Where necessary, students were referred to appropriate support services. Concerted efforts were made to encourage students to visit the Writing Centre once they had been referred. Ongoing initiatives aimed at curriculum enrichment included Green Design Week, a number of multidisciplinary and collaborative projects, an ongoing roster of lectures and presentations both by members of staff and guest speakers from industry and academia, which aimed to expose students to wider socio-economic, environmental and cultural issues.

Students from the Faculty gained national and international recognition through their creative achievements during the year in the many awards and prizes they garnered in competitions. Some of the noteworthy competitions in which FADA students featured in 2012 included the Des Baker Architectural Award, the Corobrick Architectural Students Award, the Loerie Awards, the Assegai Awards, the Pendoring Awards, the Indiafrica Awards, the Eco Design Competition 2011-12 (an international competition sponsored by the Department of Arts and Culture, the Swedish Institute, the Swedish Arts Council and Malmö Museums), the Association of Rotational

Moulders Awards, the Car Magazine Design a Car Competition, the PG Bison National Student Competition, the Thuthuka Awards, the De Beers Shining Light Awards, the Absa Atelier Awards, and the PPC Cement Sculpture Award.

Students' interests were addressed at the Students' Forum and in Departmental Representatives' meetings. Items dealt with at the quarterly Students' Forum meetings included academic matters, Faculty administration related to the student life cycle, Faculty events, student life and student concerns. Overall, students expressed high levels of satisfaction, although ventilation and air-conditioning in the building and access to the building after hours remained areas of frustration. The Faculty's Top Achievers were included in the programme organized for students on the Dean's Merit List.

Academic Programme and Curriculum Developments
The introduction of a degree track which is to be implemented across the next few years continued to enjoy priority in terms of academic programme and curriculum development during 2012. In addition to the BA Design with specialisation in Graphic Design and the professional coursework Masters in Architecture which were implemented in 2011, preparation for the BA Industrial Design was completed for implementation in 2013. The BA Honours (Design) and MA Design programmes that will offer articulation for BA Honours students from the Departments of Graphic Design, Jewellery and Manufacture, and Multimedia were both approved by Senate and were subsequently submitted to the DHET, and await approval. A parallel diploma/degree offering in Multimedia (to be named BA Design (Digital Media) and the MA Design was prepared for internal and external approval to be obtained in 2013.

Interior Design and Jewellery and Manufacture National Diplomas were submitted as Category A programmes and approved by the HEQC during the alignment process. The National Diplomas in Multimedia, Fine Art and Fashion were submitted as Category B programmes and await approval.

The second-year curriculum of the academic major Art and Design for students in the Faculty of Education was introduced in 2012, and planning completed for the implementation of the third year curriculum in 2013. As in previous years, the theme of citizenship was entrenched and evaluated as an integral component of identified modules in all undergraduate programmes. Other mechanisms to ensure the relevance of curricula content in module offerings in the Faculty were: teaching collaborations with industry; the revision of modules by departments to meet identified needs; greater utilization of Edulink facilities; engagement with international benchmarks and precedents; engagement with the UJ technology mandate; and the ongoing completion of teaching and module evaluations conducted by the Centre for Professional Academic Staff Development (CPASD).

The Faculty's Teaching and Learning Forum continued to provide opportunities for members of staff to focus on the unique characteristics of teaching and learning in the creative disciplines. The Forum held four well-attended sessions during the year, and continued its focus on developing a community of lecturers who would seek to generate research and scholarship directly from their own teaching practices. Session topics were thus formulated accordingly.

Research and Creative Production
Preliminary figures indicate that in 2012 FADA produced a total of 35.48 subsidy units, compared to 40.78 subsidy units in 2011 and 27.75 in 2010. This output

included 24.66 journal article units, 3.5 conference proceeding units and 7.34 book and chapter subsidy units.

During the course of the year, members of staff participated in seven solo or duo exhibitions and 62 group exhibitions, curated six exhibitions and completed 20 design projects, giving a total of 95 creative outputs for the year, compared to a total of 47 creative outputs in 2010.

The Research Centre, Visual Identities in Art and Design (VIAD), continued its programme of specialist conferences and colloquia. Principal amongst these was an international colloquium, titled 'Pointure: Pointing, Puncturing, Weaving and Lacing in Art Practice and Textual Discourse', in August 2012. The colloquium featured internationally renowned artist, psychoanalyst and theorist, Bracha Lichtenburg Ettinger as keynote speaker, and drew a number of prominent international and South African scholars and creative practitioners.

The colloquium was accompanied by two related exhibitions at the UJ Gallery, one of which represented examples of Ettinger's work from the past 3 decades, and the other focusing on stitching and lacing practices in contemporary South African visual art. The Pointure exhibition was accompanied by a full-colour catalogue containing documentation of all works featured on the show, as well as a public walkabout with the curators. Both exhibitions attracted considerable press and public interest and gave rise to a range of relevant discussions and debates, including a 17-page supplement published in the subsidy-bearing journal *Art South Africa* (issue 11(2)). Further outputs include a planned special edition of the accredited journal Image & Text to be published in January 2014.

The FADA Gallery continued to promote the profile of the Faculty by hosting ten student and professional exhibitions. Highlights included a solo exhibition by the acclaimed South African photographer Peter Magubane, and the Thuthuka Jewellery Awards. The latter generated a lot of media coverage, and brought a number of high-profile visitors and industry stakeholders to the Faculty.

Community Service and Stakeholder Engagements
The principles of community service and good citizenship remain an integral part of the Faculty's teaching programmes. As in previous years, students in all departments in the Faculty were required to participate in at least one community project during 2012. A total of 33 community projects were completed in 2011. These included nine Community Research projects (CR); nine Organised Ourtreach (OO) projects; ten Service Learning (SL) projects; three projects that were a combination of CR and SL, one project that was a combination of CR and OO, and one project that was a combination of all three.

The Faculty received 21 international researchers or academics from institutions in the United States, the Netherlands, Uganda, Belgium, Scotland, Israel, Sweden and France. Although no teaching collaborations were established with international institutions in 2012, there were a number of national collaborations with a variety of institutions, including the University of the Witwatersrand, the University of Cape Town, The Tshwane University of Technology, the Central University of Technology, the Cape Peninsula University of Technology and the Boston Arts Academy. Faculty staff was well-represented on professional forums, with 15 instances of leadership roles in professional bodies. Service to the academic community was accomplished by staff acting as assessors or moderators on 76 occasions.

FADA continued its engagement with the Central Johannesburg College (an FET college whose arts and culture campus is located in the vicinity of Crown Mines) in 2012, with the view to applying strategic focus to an articulation route between the CJC and FADA's undergraduate qualification. Despite some difficulties, particularly regarding the language competency of potential students, FADA will continue to engage with the CJC Art and Design School with a view to continue lending support in terms of discipline specific workshops, and inviting the CJC staff to attend and observe the Visual Art Department's first year admission and evaluation programme.

The FADA Information Sessions and school visits succeeded both in providing information and counseling to prospective students, and in drawing learners, teachers and parents to the Faculty during the year. The Faculty continued with drives to establish and entrench its presence and profile among all its stakeholders by providing an on-going narrative of Faculty activities and successes. All events that were open to the public were publicised through various forms of media, including listings on the UJ and FADA websites and on external websites and social networks. The Faculty e-Newsletter received a favourable response from recipients. The FADA Facebook page gained 108 likes and had 740 subscribed followers. The FADA Twitter account, established towards the end of 2011, increased its number of followers to 432 by the end of December 2012. A student version of 'Interact@fada', the internal news email, was added to the well-established staff version which has been forwarded to faculty staff every fortnight for the last few years.

Resource Management
The Faculty had a total of 68 permanent and full-time contract members of staff in 2012. This comprised 49 academic staff (including the Dean), nine support staff, five administrative officers, three members in Academic Administration, a marketing coordinator, and the Dean's personal assistant.

The academic staff comprised 43% Senior Lecturers, 47% Lecturers, 8% Associate Professors, and 2% Professors. The percentage of Associate Professors improved from 4% in 2011 to 8% in 2012, whilst the Senior Lecturer category decreased form 49% in 2011 to 43% in 2012. The percentage of staff in non-designated groups remained the same as 2011 at 76%. Sixty-nine per cent of support staff members were designated (an improvement on 60% in 2011) and the Faculty Management Committee comprised 33% designated members (an improvement from 30% in 2011) and 67% non-designated members.

Overall, the upgrading of staff qualifications progressed well. The level of academic qualifications of staff in the Faculty improved in 2012, with 79% of staff holding a master's or doctoral qualification compared to 76% in 2011 and 68% in 2010. All staff members not holding a master's qualification in 2012 were registered for further studies. Unfortunately, three staff members who had failed to meet their obligations in terms of the Staff Qualifications Programme were subject to disciplinary hearings and dismissed.

The focus on training and development during the year was on capacity building in writing for publication, dimensions of postgraduate study, postgraduate supervision, discipline-specific software applications, and teaching and learning.

Additional studios were refurbished to accommodate the growing number of Architecture students. The first phase of the upgrading of ventilation and temperature control in the building was implemented, although the problems with ventilation and temperature control, particularly on the second floor of the building, remain a source of frustration for staff and students alike.

The drive to encourage Faculty staff and students to be mindful of caring for the working environment continued. Campus maintenance and operations was ensured by means of monthly meetings with, and the ongoing reporting of matters requiring attention to, the office of the Campus Director. Initiatives in the areas of sustainability and energy efficiency were actively promoted, with the ongoing use of recycling bins and the move towards a paperless meeting environment throughout the Faculty.

The Faculty managed its financial expenditure well within budget.

Governance and Quality Assurance
All departments have a variety of well-functioning quality assurance mechanisms in place. The Academic Planning and Quality Committee (APQC) continued to devote a great deal of time to ensuring that all new academic offerings met requisite standards. The APQC also dealt successfully with the review of re-admissions, F7 exclusions, recommendations for granting credits and status, and the plagiarism policy and register before these matters served at Faculty Board. The Faculty Board and the various Research and Higher Degrees Committees received positive evaluations.

In order to ensure quality and relevance, two peer-review processes of departments and their programmes, namely Interior Design and Jewellery Design and Manufacture, were conducted in the Faculty in 2012. Both peer-review panels were externally constituted with a mix of local, national and international panel members. All teaching programmes in these Departments were reviewed, and the Departments received feedback that highlighted areas of strength as well as areas that require attention. Developmental plans based on the recommendations of these reviews will be submitted in 2013 to the Faculty Academic Planning and Quality Assurance Committee. The Department of Architecture began intensive preparation for its review and accreditation by the South African Council for the Architectural Profession (SACAP), which will take place in May 2013.

Student and academic data were well managed and an excellent record was maintained by Academic Administration. Key performance indicators in all functions were highly rated in the audits conducted regularly by Central Academic Administration.

The risk register was updated as required. High risk areas continue to be the preparedness and attitude of entry level students, the loss of prospective and preferred students, the academic profile of staff, and the physical working environment. Appropriate actions were taken where possible in mitigating these risks. Areas of particular concern for departments remain the attraction and retention of suitable staff, while issues of poor ventilation, temperature control and noise levels in the building continue to have a negative impact on the perception of the working environment by staff and students alike.

Overall, the Faculty continues to function effectively, and indeed in many areas is going from strength to strength. It appears to be well-positioned to realize its vision of becoming a leading centre of excellence in tertiary art and design education in Johannesburg, aligned with the UJ vision of being an international University of choice, anchored in Africa and dynamically shaping the future.

Prof Federico Freschi
Executive Dean: Faculty of Art, Design and Architecture

1 Operating context

1.1 NATURE AND SCOPE OF THE FACULTY

The Faculty of Art, Design and Architecture comprises eight academic departments that offer 17 undergraduate programmes, including nine NDips, eight BTechs and one BA, with a total of 223 modules. Five departments currently offer Masters programmes. A total of 1,207 students were enrolled for undergraduate and postgraduate studies in 2012. The Faculty employed 68 permanent full-time staff consisting of 49 academic and 19 support staff. The Faculty is located in a dedicated building with customised studios, computer laboratories and workshops to suit the specific needs of disciplines and departments. The FADA Library, auditorium, lecture halls and Design Café, all located within the faculty building, provide students and staff with conveniently situated facilities.

Figure 1.1 Faculty organogram
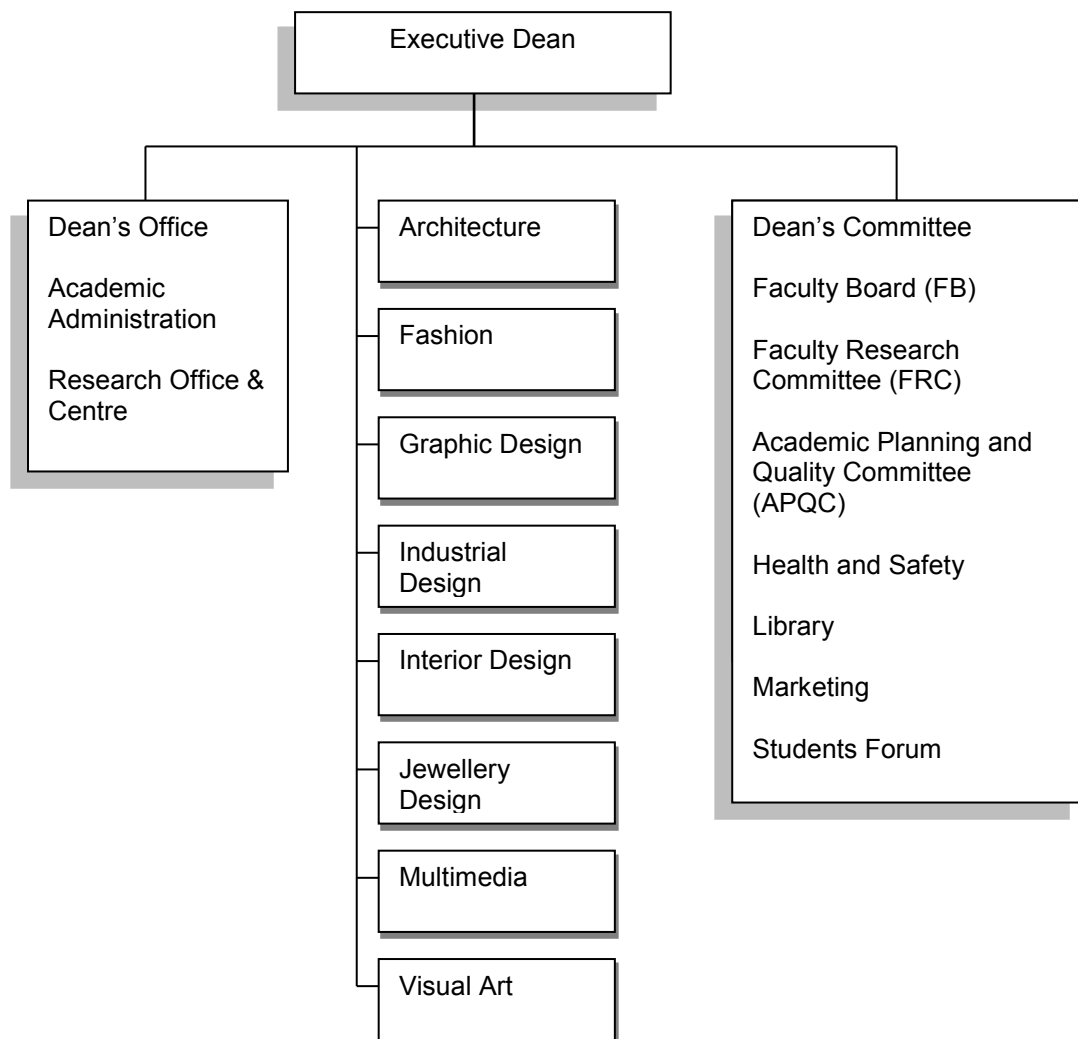
The Faculty ensured good management practices through a system of interlocking committees, effective channels of communication and the coordination of Faculty actions with the University's strategy and objectives. Appropriate committees oversaw the formulation of strategic objectives and the development of and adherence to Faculty procedures and guidelines.

The Dean's Committee, which consists of heads of department (HOD), the head of faculty administration (HFA) and the Faculty marketer, met on a monthly basis as an integrative and decision-making forum. These meetings dealt with matters determined by relevant policies and imperatives as well as day-to-day operations. An advisory sub-committee of three departmental heads and the Vice-Dean met with the Dean to consider human resource items such as promotions and performance appraisal when necessary. A weekly meeting of the Dean, Vice-Dean and HFA ensured the timely consideration of academic administrative matters and set out a planning schedule for the week ahead. These meetings also established a direct communication link between the activities and initiatives of Central Academic Administration and the Faculty.

Other faculty operational committees (Library, Health and Safety, Marketing and Students' Forum) convened on a quarterly basis with *ad hoc* meetings scheduled when necessary. The minutes of all committees were tabled at Faculty Board meetings for approval of pertinent issues, noting and discussion as appropriate. A monthly meeting attended by the Dean and two Faculty representatives with the Campus Director, maintenance, protection services and occupational safety staff enabled the identification and resolution of specified issues in the FADA building. A FADA Gallery steering committee consisting of the Dean, the curator and a Faculty representative met at regular intervals to deal with matters related to the planning and management of the gallery.

1.2 STRATEGIC OBJECTIVES

The Faculty of Art, Design and Architecture continued to enhance its reputation in 2012, in alignment with the strategic goals of the University of Johannesburg. Key objectives outlined in 2011 were:
- Building a competitive and relevant programme mix and offering;
- Continued contribution to the technology drive;
- Building staff profile, qualifications and development;
- Promoting and sustaining excellence and relevance in teaching and learning;
- Nurturing an environment conducive to research and creative production;
- Advancing Faculty recognition in alignment with UJ strategy;
- Focusing on operational efficiency and institutional culture;
- Focusing on community service.

These objectives were largely maintained in the strategic planning for 2012, while efforts were made to align and integrate the Faculty's objectives with the University's strategic thrusts. To this end, emphasis was placed on initiatives related to:
- the relevance and depth of FADA's academic offerings, research, and community engagement;
- aligning FADA's programmes with the notion of a technology-driven university;
- building FADA's brand, identity, reputation and stature; and
- building FADA's institutional capacity and fitness for purpose.

Imperatives driven by these initiatives academic offerings included:
- The attraction and retention of top students; meeting the changing needs of industries in terms of curriculum content; enabling postgraduate studies; facilitating growth in strategic areas; investigating international precedents as

directives for future development; ensuring compliance with the Higher Education Qualifications Framework (HEQF); and continuing to work towards a comprehensive Programme Qualifications Mix (PQM).

▪ Enhancing research and creative output; strengthening research enablers and catalysts in the Faculty; extending the profile and capacity of the Visual Identities in Art and Design (VIAD) Research Centre nationally and internationally.

▪ Profiling and strengthening technology programmes and achievements.

▪ Encouraging student participation in national and international competitions with a technology focus.

▪ Continuing to promote the research cluster 'Design for Social Development' and the community of practice for Digital Design through support for appropriate projects, multidisciplinary and collaborative partnerships and industry connections.

▪ Ongoing publicity initiatives to maintain public presence and contribute to develop brand identity and faculty reputation.

▪ Promoting the creative profile of the Faculty through strategic connections with high-profile national events such as Design Indaba; maintaining a dynamic FADA Gallery programme, and leveraging the VIAD Research Centre's growing reputation and recognition.

The Faculty made steady progress in achieving the majority of these objectives. Performance in each of the identified areas is discussed throughout the chapters of this report with the final chapter providing a summative review and an indication of future planning.

1.3 GOVERNANCE AND QUALITY MANAGEMENT

A range of mechanisms were employed to ensure the maintenance of good governance and academic quality management. These included quality committees, defined quality assurance routes, the formulation and implementation of policies and procedures in alignment with institutional directives, reporting systems and external reviews and audits.

Figure 1.2 Quality assurance routes

FACULTY BOARD (FB)

FACULTY RESEARCH COMMITTEE (FRC)
Includes research management, higher degrees, ethics and postgraduate assessment

FACULTY ACADEMIC PLANNING AND QUALITY COMMITTEE (APQC)

DEPARTMENTAL ACADEMIC COMMITTEE
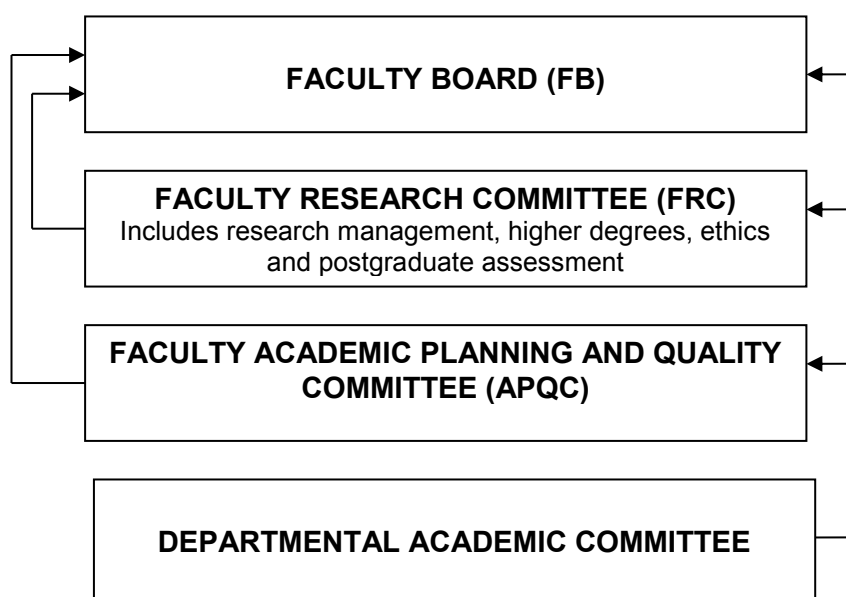
Three faculty committees and eight departmental committees are responsible for ensuring that acceptable academic standards are upheld and prescribed policy and procedures complied with. Quality committees and academic quality assurance routes are set out in figure 1.2.

1.3.1 Faculty Board

The Faculty Board convened every quarter during 2012. Due to the retirement of Prof Marian Sauthoff at the end of 2012, two Special Faculty Board meetings were called. First, to elect the Faculty representatives on the Selection Committee for the position of Executive Dean, and second to hear presentations by the shortlisted candidates for this position. Attendance of meetings continued to be excellent with 80% to 85% attendance. Guest presentations were made during the year by Dr R Bawa, Executive Director: Library; Prof A Amory, Director CenTal and Prof A Boessenkool, Director Commercialisation and Technology Transfer Office.

The performance of the Faculty Board was evaluated on twelve indicators by 65% of board members at the final meeting of the year. All the indicators were rated 5 by 100% of respondents.

1.3.2 Academic Planning and Quality Committee (APQC)

The Academic Planning and Quality Committee (APQC) met six times during 2012. The Committee devoted a great deal of time to ensure that academic offerings are aligned to the HEQF and academic amendments met requisite standards. The new programme MA Design was developed and recommended for approval by the Faculty Board and Senate in 2012 and submitted for external approval. The BA Design (Multimedia Design) was also developed. Category B programmes were aligned and submitted to the Programme Working Group. The Departmental Selection Criteria were reviewed.

Faculty reviews was a standard item on the agenda. The Department of Interior Design and Jewellery Design and Manufacture were reviewed by external peer reviewers in 2012. The members of the review panels, which included international reviewers on each panel, were approved by the APQC. External moderators for all undergraduate modules were approved as presented in table 1.1. The APQC also successfully dealt with the consideration of re-admission and F7 exclusions, recommendations for granting credits and status and plagiarism.

Table 1.1: Undergraduate external moderation completed in 2012

Department	Number of modules	Reports submitted
Architecture	23	21
Fashion	27	27
Graphic Design	8	14 (June and Nov reports)
Industrial Design	10	10
Interior Design	12	15 (June and Nov reports)
Jewellery Design	5	5
Multimedia	8	8
Visual Art	6	6

1.3.3 Faculty Research Committee (FRC)

The Faculty Research Committee met five times during the year. The Committee reviewed the viability and standard of proposals for research projects and postgraduate study, considered the appointment of supervisors and external examiners and considered applications for funding. Bi-annual supervisors' reports and reports on funded research projects allowed the Committee to monitor the progress and achievement of stated objectives. The supervisor's report further assisted the Committee in monitoring postgraduate management in academic departments which included regular consultation with students and satisfactory progress. An updated database of all registered postgraduate students served as a standing item at all meetings and provided members with an overview of the status of students in the Faculty.

Assessment committees were convened to consider external examiners' reports under the direction of a non-examining/non-supervising chair to make recommendations to postgraduate supervisors and students.

1.3.4 Departmental quality management structures and systems

All departments in the Faculty were tasked with quality management in the academic, administrative and operational domains. Functions included selection and enrolment, programme and module development, teaching and learning, recognition of prior learning, and undergraduate and postgraduate assessment. Departmental structures and initiatives are outlined below:

Architecture

Structure	Function
External Moderators and Reviews	To monitor standards on behalf of the profession and to ensure parity with other Universities

Fashion

Structure	Function
Reporting system 1: Student - module lecturer – guardian lecturer – Departmental meetings/HOD	To discuss problems with groups or individual students To identify high risk candidates
Reporting system 2: Student – class representative – Departmental Student body meeting – FADA student body meeting	To allow student to voice problems or grievances with issues in the department, the Faculty or the University. To notify students of important issues and events
Reporting system 3: Part-time staff/Technical staff – HOD – departmental meetings	These staff members do not attend the monthly departmental meetings. Communication between these staff members and the department is crucial with regard to quality and delivery. Departmental meetings are minuted and minutes distributed to all staff.
Reporting system 4: Faculty meetings – departmental meetings	Any staff member that sits on a Faculty committee is required to report at the monthly departmental meetings.
April review performance: All registered first year	To communicate performance to first students who are not performing as expected and to determine necessary individual

students Identified high-risk students	interventions. To ascertain if group interventions are required for specific modules. To remind high-risk students of their performance and agreements for re-entry
Mid-year reports: Sent, via mail, to each registered student before the July vacation.	To communicate performance to all students who fail more than 50% of their programme, and to determine necessary individual interventions. To ascertain if group interventions are required for specific modules. To remind underperforming high-risk students of their performance and agreements for re-entry
Individual discussion	Individual discussions with staff or students regarding problems and performance.

Graphic Design

Structure	Function
Departmental Meetings	Overall quality management of the Department.
Moderation (Internal and external)	The process that ensures that the assessment of the outcomes described in the learning guides are fair, valid and reliable. Moderation ensures that students are assessed in a consistent, accurate and well-designed manner and is a means of evaluating the performance of the assessor/s. All assessments conducted in first and second year modules are moderated internally at half and end of year. Exit level modules are assessed externally in line with the University assessment policy at the end of the year. At half year a "reflection" is done with third and BTech students where an industry representative comes in to critique students work.
Assessor meetings	Follows moderation and entails finalising assessment results and reviewing the programme and planning improvements
Half year progress reports	Provides students with information on their progress to date
Student assessment results and feedback	Students receive feedback on all assessments from the assessor. The date, time and place of feedback are communicated in writing to students as part of the assessment plan. Where practicable, students receive feedback within two weeks of assessment submission. Feedback is provided by one or more of the following methods: a written assessment feedback report, marking checklist, one-on-one interview, and verbal feedback.
Student feedback on modules	In an effort to improve the programmes we ask students to provide written feedback on each module. Suggestions are implemented into the following year where applicable.
Staff annual reports	Report on staff performance in preceding year
Staff development plans	Plan for staff development in the coming year
Programme coordinator	Ensures the academic coherence and integrity of the programme and that all conditions for the delivery of the programme are met. Coordination of logistical and other issues regarding: The day-to-day delivery of the programme; all aspects of the programme quality management system, including the provision of resources; the review of the programme and feedback with a view to improvement; monitoring of expenditure.
Year coordinators	Control quality of a specific year in conjunction with the HOD

Industrial Design

Structure	Function
Year Coordinators	Each of the year groups within the NDip, the BTech and MTech programmes has a year coordinator allocated to deal with year specific issues. This system gives individual academics the responsibility for the management and resolution of certain year specific issues that may occur within year groups.
Module Coordinators	Academics are allocated module areas to coordinate. The module area coordinator is responsible for the continuity and development levels of these modules across the three years of the NDip programme as well as related modules in the BTech programme.
ID Student Representative Committee	The Department of Industrial Design Student Representative Committee met 4 times during the year to discuss and resolve student issues within the department.
Moderation and portfolio assessments	A system of internal and external panel review is in place for all theory and practical modules. This system ensures that the quality of teaching and assessment versus the module purpose statements and outcomes are being met.
Internal teaching and module evaluations	The department has formulated an internal teaching and module evaluation questionnaire for all modules. This is completed by all year groups for all modules. The results from these questionnaires are discussed with the individual lecturer by the HoD. Where issues are noted, plans are put in place to remedy such issues.
Formal UJ Teaching and Module Evaluations	Academics are required to complete the formal UJ teaching and module evaluation every 2 years. At the beginning of each year the department identifies those academics that will be required to complete this process during the year. In 2012 Angus Campbell and Justine Hunkin completed the UJ teaching and module evaluation process on two of the modules they are responsible for. The HoD and the academics involved discussed the results of these evaluations at the end of 2012.

Interior Design

Structure	Function
Year co-ordinators	Monitor the performance of the students and present any concerns, digressions or complaints from students or lecturers to the HOD or to the Department Committee. Confidential matters are only discussed with the HOD.
Head of Department	Monitors operational, administrative and academic matters as well as staff performances according to Faculty and University polices, rules and regulations. Feedback is presented at the department meetings or confidential matters are discussed with individual students and staff members.
Department Committee	Monitors and discuss all official administrative and academic matters that pertain to the operation of the Department. All staff members present feedback at departmental meetings and if required appropriate action is identified and implemented. The feedback or change to regulations is further presented to the Faculty Academic Planning and Quality Assurance Committee or to the Dean's Committee. The Department Committee also monitors the progress of students and digression such as plagiarism. In 2012, the Departmental Committee approved the peer review process and deliberated the action plan developed from the peer review report.

Jewellery Design

Structure	Function
Jewellery Design Committee	Committee met when necessary to: • Address academic teaching and learning matters • Make decisions • Ratify departmental decisions • Make decisions regarding student assessment, mid-term reports and interventions.
Strategic Meetings	Annually to: • Plan for 2013 • Evaluate strategic objectives of 2012 and identify strategic objectives for 2013
Moderation / risk assessment	• Students results were reviewed in May and August • Risk students were identified • Interventions were instituted for risk students • Midyear moderation • End of year moderation
Research Committee	Met required to: • Review articles • Exhibition proposals • Critical discourse in the discipline and related fields of interest.
Student Representative Meetings	Monthly/when required to: • Discuss student academic and operational concerns. • Evaluate student satisfaction Devolve important information from the Faculty and departmental committee meetings

Multimedia

Structure	Function
Weekly meetings	Agenda items to cover all operational activities

Visual Art

Structure	Function
1. Internal departmental review surveys	1. During 2012, the Department conducted a detailed survey among its student complement. The feedback proves valuable in mitigating risks, improving service and improving the quality of teaching and research.
2. Faculty-initiated surveys 3. Moderated work	2. Faculty based surveys were also conducted. 3. All academic projects are moderated and moderators mark the work during the mid-year and final evaluations.
4. Exams	4. The assessments committee ensures rigour in terms of exams and ordinary assessments.

Heads of Department are generally satisfied with the quality management mechanisms implemented in their departments. Their comments are contained in Appendix 2.

1.3.5 Academic Administration

A number of structures are in place to ensure good academic administrative governance. These are indicated below.

Structures and functions

Structures	Functions
Organisational structure	Create structures within which to operate
Policy and procedure	Inform consistent actions and a process approach
UJ committee system	Directs the specific life cycle
Risk management matrix	Manage faculty administrative risks
Audit and evaluation system	Evaluate functions against specific criteria
HEDA error lists	Ensure correctness on academic structure
Performance management	Manage level of functioning
O% test	To determine compliance with the award of academic credits
Weekly administrative meetings	To communicate workflow
Weekly management meetings	To communicate workflow

Student and academic data was well-managed and an excellent record was maintained by Academic Administration in 2012. A weekly meeting, convened by the HFA, was held with administrative staff from academic departments to set out priorities and communicate important dates and functions related to the student life cycle. These meetings assist in ensuring the alignment of the administrative tasks of departments to academic administration functions. Close cooperation between the Faculty marketer and Academic Administration strongly supported a service orientation approach.

1.3.6 Reviews and reports

Departmental annual reports, bi-annual strategic sessions and teaching and module evaluations completed by students provided mechanisms for regular quality reviews. Selected modules and lecturers were evaluated by students using the standard UJ template. A total of 5 module and 9 lecturer evaluations were completed during the year. Reviews were conducted for lecturers who applied for promotion and in modules for which evaluations were not conducted in 2011. All exit modules were externally moderated and attention was given to recommendations made in moderators' reports.

1.4 RISK MANAGEMENT

The risk register was updated as required and the following areas were maintained on the register:

- Calibre and attitude of entry level students. Mitigation during the year included orientation, First Year Experience, academic support initiatives and interventions by departments and Academic Development and Support and student representative structures.
- Research development and output in certain departments. Mitigated to a certain extent by departmental planning and faculty strategies for research development.
- Loss of prospective and preferred students in certain programmes. Mitigated by faculty recruitment, admission and selection policies and procedures, identification of preferred feeder schools and faculty-specific marketing plan.
- Inability to fill staff vacancies due to competitive private sector salaries and the shortage of academics from designated groups.

- Inadequate staff qualifications in certain departments. The reluctance of a small number of staff to engage with their postgraduate studies required disciplinary actions and dismissal of academic staff. The academic offering and stability of affected departments are at risk since suitable replacements are required.
- Staff morale and productivity continue to be impacted by the ventilation and temperature control in the working environment. Mitigation is outside the Faculty's control. Phase one of a HVAC system was implemented in 2012, but the system is incomplete and critical problems remain in both staff and teaching and learning areas.

Interventions and actions in the above areas are described in greater detail throughout this report in appropriate chapters.

Departmental risks are outlined in Appendix 4. Prominent risks identified include the following:

- Calibre of entry level students
- Enrolment management: impacted by calibre of students, enrolment in the Department of Jewellery Design, MTech in Industrial Design limited interest in programme;
- Academic staffing: recruitment, upgrading of qualifications and research capacity;
- Health and safety issues: Addressed and monitored in the Jewellery Design Department issues that related to gas leaks/O2 leaks, ventilation, storage of toxic substances, safety training;
- Student performance and satisfaction;
- Student attrition, mostly due to financial constraints and limited avenues for funding;

1.5 BRANDING AND MARKETING

The 2012 faculty marketing continued the marketing focus developed in previous years. The key objectives were profile building, students recruitments and internal marketing. The specific projects, actions and initiatives are outlined below.

FADA Gallery Events 2012
- The Faculty hosted '+/- 3 years of Young Practice', a public talk by Claudia Margado and Eric Charles Wright of Boom Architects (18 September 2012)
- Urban Compound: FADA Dialogue (22 May 2012).
- Sustainable Human (e) Settlements: A process of investigation through partnerships (25 July 2012).
- The Department of Jewellery Design and Manufacture participated in the Thuthuka Jewellery Competition hosted at the FADA Gallery, UJ Bunting Road Campus. This resulted in extensive publicity for the Faculty, Department and also for FADA students. Christian Lambo Kamagang, a 3rd year Jewellery Design and Manufacture student won the 2012 Thuthuka Achievement Award.
- The Department of Multimedia hosted the Information Architecture Week Programme for 2012 with Dr Andrea Resmini, and World IA Day 2012.

Exhibitions hosted in the FADA Gallery
- Dr. Peter Magubane (Photography Exhibition): 1 March 2012
- Dialogue Among Civilisations Exhibition: 10 April 2012
- SA Fiber Art Exhibition (Contexturise Exhibition): 16 May 2012
- Phumani Paper (Creativity and Resilience): 19 June 2012

- EXPOSURES: Transformation (An exhibition of photographs by students and staff of the University of Johannesburg): 19 July 2012
- Life More Abundant (A *Drum* Retrospective): 19 July 2012
- Multiplicity Fashion Alumni 2012 Exhibition: 23 August 2012

Student Exhibitions
- FADA Student Showcase Exhibition: 9 February 2012
- In November 2012 the Faculty hosted the end of year student exhibitions showcasing creative work from FADA students. The events were all attended with an estimated 450 visitors at the opening of the first exhibition (1-14 November) and 350 visitors at the opening of the second exhibition (22-30 November). The Departments of Graphic Design and Interior Design hosted student prize-giving events at the opening functions.

UJ Open Day
The UJ Open Day took place on 11 and 12 May 2012. FADA had a general display stand on the Kingsway Campus. At the Bunting Road Campus each department hosted a stand. There were presentations in the FADA Auditorium. Data cards were completed by prospective students and used for follow-up communication.

FADA Information Session
An Information Session was held for prospective students and their parents on 27 July 2012. This event was attended by approximately 100 visitors, including parents. The session was an excellent opportunity to show the Faculty's facilities and fully explain the programmes offered at FADA.

Orientation
Ensuring a positive First Year Experience is a priority for the University. Much emphasis is therefore placed on orientation, which is seen as an opportunity to instil the correct tone and attitude for the year. At the first year orientation programme, students were welcomed by the Dean and provided with important practical information regarding registration, as well as relevant information about their departments. Senior students from the Faculty were involved in the orientation and a session for parents was also arranged. Four hundred students and 50 parents participated in Orientation.

FADA Students Forum
This student committee (FADA has a committee which has a representative from every department) was consulted regarding student needs within the Faculty. The committee also assisted the Faculty with marketing initiatives such as the FADA Information Sessions.

Green Design Week
Third year students on Fridays were exposed to industry and academic experts from various design disciplines. The Department of architecture was mainly responsible for presenting these talks, although other departments participated on an ad hoc basis. Presentations were open to all FADA staff members and students.

INTERACT @ FADA-staff version
The informal INTERACT @ FADA internal news email was sent to staff every two to three weeks. Staff members were kept informed of activities taking place within the Faculty and other departments. These included the Research Seminar Series, School Talks and FADA Gallery events. Success stories within the Faculty were also covered.

UJ Publications: U@UJ and UJ Advance Magazine
- Newsworthy content on the Faculty was provided to these publications throughout 2012.

Website Updating and Social Media
- The website was updated to list the FADA upcoming events and also to list job and internship opportunities for both FADA current students and graduates.
- The Faculty's Facebook (UJ FADA) page was updated on a regular basis.
- The Faculty's Twitter Account (UJ FADA) was updated on a regular basis.

Articles or Media coverage done by FADA
- An article about the fourth multidisciplinary collaborative project Green Week 2012 was published in *UJ Advance*, an internal electronic magazine.
- An article inviting aspiring young artists who were interested in following a career in Art and Design attended an Information session at the University of Johannesburg (UJ) which was published in the *Imperial Southern Courier* and the *Imperial Commando Chronicle*.

Independent Examination Board (IEB) Matric Art Exhibition
On 19 September 2012, FADA hosted the Gallery Opening of the 2012 Independent Schools Matric Art Awards Exhibition. At the opening, guests included: learners, parents, teachers, FADA staff and students as well as the media.

Departmental marketing plans and marketing objectives for 2012 are presented in Appendix 5.

2 Teaching and Learning

2.1 ENROLMENT FIGURES

A total headcount enrolment of 1,159 undergraduate and 47 postgraduate students were enrolled in the programmes offered by the Faculty. This is an increase in total headcount enrolments from 1,093 in 2009, 1,112 in 2010 and 1160 in 2011. International student enrolments have remained static at 43, 42 and 42 respectively over the last three years. Masters enrolments increased from 20 in 2010 to 37 in 2011 and 47 in 2012 largely due to the introduction of the coursework Masters in Architecture in 2011 and entry into the second year of this programme in 2012. The introduction of the BA degree in 2011 contributed to the increase in undergraduate degrees. BTech degrees in Industrial Design, Graphic Design, Multimedia and Interior Design showed a significant increase in 2012. Diplomas in Architecture and Multimedia showed steady growth, in keeping with the Faculty's strategic growth plan.

Table 2.1: Headcount enrolments across three years

Headcount enrolments	2010	2011	2012
First-time entering undergraduate	315	358	328
Undergraduate diplomas	946	965	909
Undergraduate degrees	146	195	250
Total undergraduate	1 092	1 160	1 159
Masters	20	37	47
Total headcount	1 112	1 197	1206
% First-time entering undergraduate	28.8%	30.9%	28.3%
% Undergraduate diplomas	86.6%	83.2%	75.3%
% Undergraduate degrees	13.4%	16.8%	20.7%
% Undergraduate (of total)	98.2%	96.9%	96.0%
% Postgraduate (of total)	1.80%	3.1%	3.9%

Table 2.2: Growth in headcount enrolments 2010 – 2012

ART, DESIGN AND ARCHITECTURE	Growth in headcount enrolments			
	2010 – 2011		2011-2012	
	Diff	% growth	Diff	% growth
First-time entering undergraduate	43	12.0%	-30	-9.1%
Undergraduate diplomas	19	2.0%	-56	- 6.2%
Undergraduate degrees	49	25.1%	55	22%
Total undergraduate	68	5.9%	-1	-0.001%
Total postgraduate	17	45.9%	10	21.3%

Table 2.3: Postgraduate enrolments per programme

Enrolments: Postgraduate	Total		
	2010	2011	2012
MTech: Interior Design	4	5	3
MTech: Architectural Technology (Prof)		16	29
MTech: Architectural Technology (Research		1	1
MTech: Clothing	1	1	1
MTech: Fashion	5	3	6
MTech: Fine Art	8	8	9
MTech: Industrial Design	2	3	3
Total postgraduate enrolments	**20**	**37**	**52**

Table 2.4: Undergraduate enrolments per programme

Enrolments: Undergraduate	Total		
	2010	2011	2012
BTech: Industrial Design	7	7	11
BTech: Architectural Technology	53	61	56
BTech: Ceramic Design		Phased out	
BTech: Clothing Management	4	4	5
BTech: Fashion	7	7	4
BTech: Fine Art	11	14	13
BTech: Graphic Design	15	14	21
BTech: Interior Design	19	12	16
BTech: Jewellery Design and Manufacture	8	3	12
BTech: Multimedia	22	23	28
BA Communication Design		50	90
NDip: Ceramic Design	9	1	
NDip: Fine Art	77	74	80
NDip: Graphic Design	124	83	52
NDip: Interior Design	111	123	136
NDip: Three-Dimensional Design	83	85	85
NDip: Architectural Technology	201	226	229
NDip: Clothing Management	61	63	62
NDip: Fashion	93	97	95
NDip: Jewellery Design and Manufacture	55	53	36
NDip: Multimedia	132	160	164
Total undergraduate enrolments	**1 092**	**1 160**	**1159**

Table 2.5: International students

Country	Programme	2010	2011	2012
Angola	306-2			1
Botswana	306-2	1	1	
	605-1A			1
	605-1C	2		1
	703-1	1	1	1
	722-1	1	1	1
	NDA01		1	1
Burundi	306-2	1	1	
Cameroon	120-1	1	1	1
	605-1A	1		
	MTA01		1	1
	NDA04	2	2	2
Democratic Republic of Congo	306-2		2	2
	605-1C		1	1
	722-1	1	1	
DRC (Zaire)	120-1	1		
	722-1	1		
	727-1			1
Gabon	306-2	1	1	
Ivory Coast	722-1	1		
Kenya	535-1			1
	702-1	1	1	
	NDA02	1	1	
Lesotho	306-2	2	2	2
	605-1A	1		1
	702-1	1		
Mozambique	703-1	1		
	714-1		1	
	NDA01	1	1	1
Namibia	605-1C	1	2	1
	722-1	1		
	727-1		1	
Nigeria	120-1	1	1	
	605-1C	1		
	739-1			1
Peru	NDA01	1	1	1
Swaziland	106-1			1
	120-1		1	1
	306-2	2	2	2
	NDA01	1		1
U.S.A	VNG018			1

		106-1	1	1	1
Zambia		120-1	1	1	
		NDA01			1
		106-1	3	1	1
		120-1		1	1
		306-2	3	4	3
		535-1			1
		565-1			1
Zimbabwe		637-1			1
		703-1	1	1	2
		711-1		1	
		727-1	1		
		NDA02	1	3	2
		NDA04	1	1	
Grand Total			**43**	**42**	**42**

2.2 STUDENT EQUITY AND GENDER PROFILE

There has been a gradual increase in total Black enrolments from 48% in 2010 to 51% and 55% in 2011 and 2012 respectively. Black first-time entering students showed a similar increase from 53% in 2010 to 56% and 66% in 2011 and 2012 respectively. First-time entering African students increased from 42% to 44% to 53% of total first-time enrolments over the three-year period, while White first-time entering enrolments dropped from 48% in 2010, 43% in 2011 to 34% in 2012. White postgraduate enrolments increased from 75% in 2010 to 77% in 2011 followed by a decrease in 2012 to 69%. Total female enrolments have remained marginally higher than male enrolments over the last three years, with enrolment at 55%, 56%, and 55% respectively. Postgraduate female enrolments have dropped considerably over the three-year period from 65% to 49% to 45% respectively. This is largely due to a much higher male registration in the new professional Masters in Architecture.

Table 2.6: Enrolments per race

Enrolments per race	%African			%Coloured			%Indian			%White		
	2010	2011	2012	2010	2011	2012	2010	2011	2012	2010	2011	2012
First-time entering	42%	44%	53%	6%	7%	6%	5%	6%	7%	48%	43%	34%
Undergrad diplomas	39%	42%	47%	5%	5%	6%	5%	6%	6%	50%	46%	41%
Undergrad degrees	36%	35%	35%	1%	4%	4%	3%	6%	7%	60%	55%	54%
Total undergrad	39%	41%	44%	5%	5%	6%	5%	6%	6%	51%	48%	44%
Total postgrad	15%	14%	17%	0%	0%	0%	10%	9%	14%	75%	77%	69%
Total enrolment	**38%**	**41%**	**43%**	**5%**	**5%**	**6%**	**5%**	**6%**	**6%**	**52%**	**49%**	**45%**

Figure 2.1: First-time entering enrolments per race 2010 - 2012
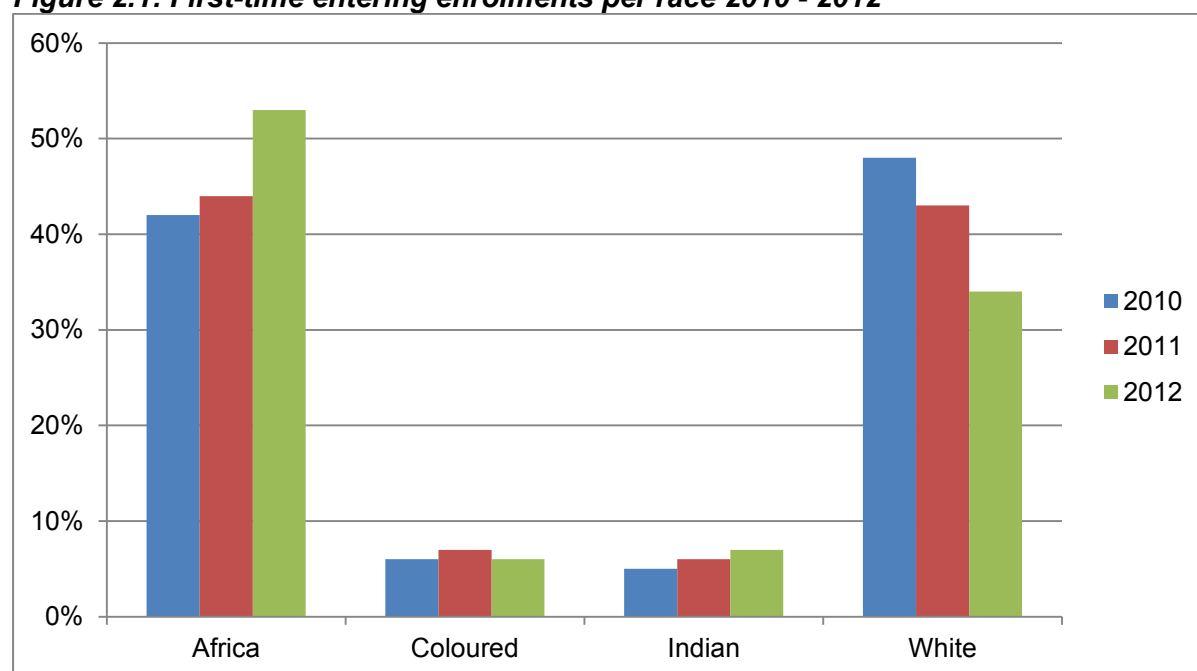
Table 2.7: Enrolments per race and gender

Enrolments per race and gender	African			Coloured			Indian			White		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total
2010												
Degrees	21	31	52	2	0	2	1	4	5	52	35	87
Undergrad diplomas	198	174	372	30	19	49	24	26	50	281	194	475
Total undergrad	219	205	424	32	19	51	25	30	55	333	229	562
Total postgrad	2	1	3	0	0	0	1	1	2	10	5	15
Total enrolment	221	206	427	32	19	51	26	31	57	343	234	577
% of total enrolment	20%	19%	38%	3%	2%	5%	2%	3%	5%	31%	21%	52%
2011												
Degrees	30	39	69	5	2	7	3	8	11	73	35	108
Undergrad diplomas	204	206	410	33	20	53	27	27	54	256	192	448
Total undergrad	234	245	479	38	22	60	30	35	65	329	227	556
Total postgrad	1	4	5	0	0	0	3	1	4	14	14	28
Total enrolment	235	249	484	38	22	60	33	36	69	343	241	584
% of total enrolment	20%	21%	40%	3%	2%	5%	3%	3%	6%	29%	20%	49%

Enrolments per race and gender	African			Coloured			Indian			White		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total
2012												
Degrees	41	48	89	7	4	11	7	11	18	91	41	132
Undergrad diplomas	208	219	427	37	20	57	27	26	53	214	158	372
Total undergrad	249	267	516	44	24	68	34	37	71	305	199	504
Total postgrad	2	6	8	0	0	0	4	3	7	15	17	32
Total enrolment	251	273	524	44	24	68	38	40	78	320	216	536
% of total enrolment	21%	23%	43%	4%	2%	6%	3%	3%	6%	27%	17%	45%

Figure 2.2: Total enrolments per race 2010 - 2012
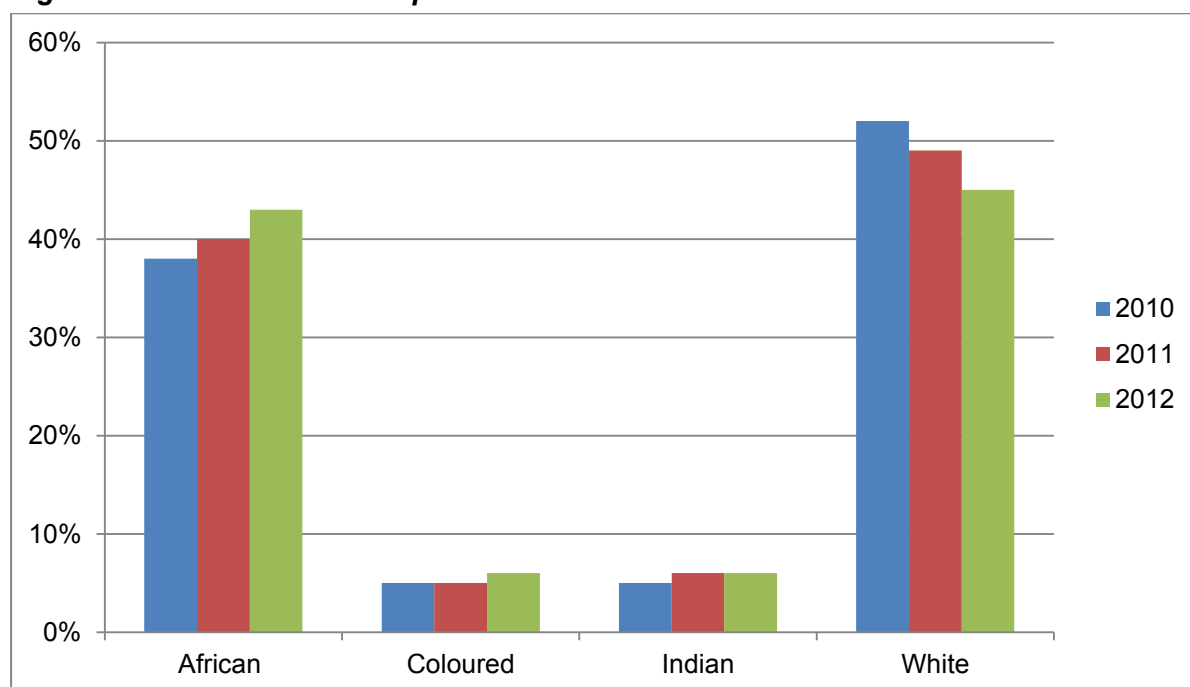
2.3 PERFORMANCE OVERVIEW

The academic performance of students in the Faculty remains very good, with a consistent success rate of between 84% in 2010 and 85% in 2011. The success rate increased to 87.5% in 2012. Overall first year success rates improved, rising from 74.3% in 2010 to 75.9% in 2011 and 79.8% in 2012. First year African Diploma success rates at 68% in 2011 increased to 76% in 2012. Performance in second and third year improved considerably to 86% and 89% respectively. A total of 348 graduates obtained their qualifications compared to 313 in 2010 and 306 in 2011.

2.3.1 Student success rates

Table 2.8: Success rate per course level

Success rate	FTE enrolments			FTE passes			% Success rate		
Course Level	2010	2011	2012	2010	2011	2012	2010	2011	2012
Lower pre-dip Level 1	379.4	370.9	335.7	282.1	281.4	267.9	74.3%	75.9%	79.8%
Lower pre-dip Level 2	226.2	250.8	226.8	206.5	213.9	196.7	91.3%	85.3%	86.8%
Inter pre-dip Level 3	219.0	227.1	218.4	199.4	209.5	202	91.0%	92.2%	92.8%
Inter undergrad		49.3	85.2		41.9	78.8		85.1%	92.5%
Higher undergrad Level 4	122.2	121.0	138.1	110.7	106.9	127	90.6%	88.4%	92%
Inter postgrad research & non research Level 5	5.7	6.9	19.2	4.0	3.0	38.7	70.5%	42.9%	129.1%
Total	952.4	1026.2	1023.4	802.6	872.7	911.1	84.3%	85.0%	87.5%

Table 2.9: Undergraduate success rate per race group

Success Rate	African			Coloured			Indian			White		
Course Level	2010	2011	2012	2010	2011	2012	2010	2011	2012	2010	2011	2012
Lower pre-dip Level 1	67%	68%	76%	61%	89%	82%	67%	79%	84%	84%	82%	85%
Lower pre-dip Level 2	85%	81%	86%	90%	88%	79%	92%	83%	82%	96%	90%	90%
Inter pre-dip Level 3	86%	86%	89%	97%	99%	98%	85%	97%	92%	94%	95%	96%
Inter undergrad	0%	73%	85%	0%	44%	84%	0%	100%	98%	0%	92%	97%
Higher undergrad Level 4	83%	79%	84%	63%	82%	65%	100%	96%	96%	94%	93%	98%

2.3.2 Module throughput and success rates

There were 223 undergraduate modules taught in 2012. Undergraduate module pass rates in all departments were generally above 65%, with only three modules achieving a pass rate below 65%. Module throughput rates (success rate) were less positive, with 21 modules reflecting throughput rates of less than 65%, and seven of these reflecting a throughput rate of 60% or less. Overall, 132 undergraduate modules reflected a throughput above 75%. Throughput and success rates per module and department are detailed in Appendix 6.

Table 2.10: Undergraduate module throughput and success rates

Module throughput	Number	Percent
Below 65%	21	9
65% – 75%	32	14
76% – 85%	36	16
Above 85%	132	61
TOTAL	**223**	**100**

Module success rate	Number	Percent
Below 65%	5	2
65% – 75%	12	5
76% – 85%	27	13
Above 85%	179	80
TOTAL	**223**	**100**

2.3.3 Graduation numbers

Table 2.11: Number of graduates 2010, 2011 and 2012

PROGRAMMES	2010	2011	2012
NDip: Architectural Technology	37	42	31
NDip: Ceramic Design	6	Phased out	
NDip: Clothing Management	13	11	16
NDip: Fashion	13	17	12
NDip: Fine Art	21	14	20
NDip: Graphic Design	29	31	38
NDip: Interior Design	25	20	25
NDip: Jewellery Design and Manufacture	4		
NDip: Multimedia	29	37	28
NDip: Three-Dimensional Design	3	1	
ND: Jewellery Design and Manufacture	6	12	9
ND: Three-Dimensional Design	10	19	20
BTech: Architectural Tech (App Design)	18	21	22
BTech: Architectural Tech (Management)	17	17	18
BTech: Clothing Management	3	2	3
BTech: Fashion	3	2	4
BTech: Fine Art	10	12	13
BTech: Graphic Design	13	11	16
BTech: Industrial Design	5	7	10
BTech: Interior Design	17	6	14
BTech: Jewellery Design and Manufacture	6	1	6
BTech: Multimedia	21	20	25
M Tech: Architectural Techn (Prof)			13
MTech: Fashion			1
MTech: Fine Art	4	1	2
MTech: Industrial Design			1
MTech: Interior Design		2	1
Grand Total	**313**	**306**	**348**

2.4 STUDENT AWARDS AND ACHIEVEMENTS

Students from the Faculty gained national and international recognition through their creative achievements during the year in the many awards and prizes they garnered in competitions. Some of the noteworthy competitions in which FADA students featured in 2012 included the Des Baker Architectural Award, the Corobrick Architectural Students Award, the Loerie Awards, the Assegai Awards, the Pendoring Awards, the Indiafrica Awards, the Eco Design Competition 2011-12 (an international competition sponsored by the Department of Arts and Culture, the Swedish Institute, the Swedish Arts Council and Malmö Museums), the Association of Rotational Moulders Awards, the Car Magazine Design a Car Competition, the PG Bison National Student Competition, the Thuthuka Awards, the De Beers Shining Light Awards, the Absa Atelier Awards, and the PPC Cement Sculpture Award.

Architecture

RECIPIENT	STUDENT	DETAILS OF AWARD
Barnard A	201206772	Best 1st year PPC Construction & Detailing Award
Moodley T	201122876	Best Overall 1st year student
Robson MD	200905741	Best 2nd Yr PPC Award for Construction & Detailing Award
Almond J	200602796	Best 4th yr PPC Award for Construction & Detailing Award
Duncan Badabili	200710316	SASSDA architecture student Prize (SA Stainless Steel Association)
Casper Lundie Dean Falconer Ricardo Rodrigues	200920762 200903121 920412346	Des Baker Honourabe mention (Murray & Roberts)
Daniel Lyonga	200704873	Runner up (2nd best student), Thesis awards 2012 , COROBRICK (w Alex O)
Jarryd Murray	201181581	Top student UJ (best student), Thesis awards 2012 , COROBRICK
Taswald Pillay Daniel Lyonga	802034248 200704873	Joint 1st Prize C & CI 2012 (Technology) Alex Opper Design
Dirk Coetser	200701367	Nominated as class of 2012's UJ, FADA Architecture's entrant for the RIBA PRESIDENT'S MEDAL (most prestigious student architecture award in the world).
Daniel Lyonga	200704873	Runner-up for Corobrick National architectural thesis student of the year, 2012 (most prestigious annual national architectural award).
Karabo Mokaba	200581620	Best use of brick in a final year architectural dissertation, sponsored by Corobrick

Fashion

RECIPIENT	STUDENT	DETAILS OF AWARD
Melanie Deltour	201148678	IOHA/HIV category winner – Fashion HIV office – UJ
Lise Schoeman	201037510	Deans Merit list
Zama Ndlovu	200822198	UJ Top Achievers In the top ten of FADA

Graphic Design

RECIPIENT	STUDENT	DETAILS OF AWARD
Annika Coskey	201009788	IOHA 2012 Student Competition Winner: Curriculum based independent project: billboard category
Ashley Moodley	201021652	Antalis Art of Design: Third place
Caitlyn Ann Goldring	200802231	IOHA 2012 Student Competition Winner: Open category posters
Caitlyn Ann Goldring	200802231	Big Blue Makhulu Polane Competition: popular vote winner
Cara Huxtable	200929867	Loerie finalist: Logos and Identity Programmes
Cari Williamson & a group of UJ Marketing and / or Corporate Communication Students	201001862	Silver Assegai: Assegai Student Marketing Campaign
Chrystal van Niekerk	201201913	Indiafrica: A shared future poster design contest (INDIA Future of Change and the Public Diplomacy Division, Ministry of External Affairs, Government of India. Institutional Partner - National Institute of Design (NID), Ahmedabad, India) US$ 1000 prize
Ciara Moore	200906004	Loerie finalist: Collateral design
Colin Groenewald	201242296	Indiafrica: A shared future poster design contest (INDIA Future of Change and the Public Diplomacy Division, Ministry of External Affairs, Government of India. Institutional Partner - National Institute of Design (NID), Ahmedabad, India) US$ 1000 prize
Gunther Oberholster	200902555	Pendoring finalist: Integrated campaign
Jamie Camfermann	201006389	Dean's merit list
Jamie Camfferman & a group of UJ Marketing and / or Corporate Communication Students	201006389	Leader Assegai: Assegai Student Marketing Campaign
Jenna-Lee Ferrer	201220672	Indiafrica: A shared future poster design contest (INDIA Future of Change and the Public Diplomacy Division, Ministry of External Affairs, Government of India. Institutional Partner - National Institute of Design (NID), Ahmedabad, India) US$ 1000 prize
Jessica Strydom & a group of UJ Marketing and / or Corporate Communication Students	200919193	Gold Assegai: Assegai Student Marketing Campaign

Mari-Louise Van Der Merwe Caitlyn Ann Goldring Multimedia students	200901224 200802231	Pendoring finalist: Proudly South African campaign
Mothei Letlabika & a group of UJ Marketing and / or Corporate Communication Students	200710993	Bronze Assegai: Assegai Student Marketing Campaign
Nicole Pereira	201204717	Indiafrica: A shared future poster design contest (INDIA Future of Change and the Public Diplomacy Division, Ministry of External Affairs, Government of India. Institutional Partner - National Institute of Design (NID), Ahmedabad, India) US$ 1000 prize
Osmond Tshuma	201001946	Dean's merit list
Peggy Ntsepe (BTech 2011)	200802260	Eco Design Competition: Peggy Ntsepe represented South Africa in an expo in Sweden
Rebecca Riley	201173831	Food Technology Competition: Best Display (shared)
Ronel Botes (BTech 2011)	200815014	Loerie finalist: Publication design (Artist Book)
Sharp-Lee Mthimkulu	200930289	INDIAFRICA Poster Design: winner of US$ 1000
Sharp-Lee Mthimkulu	200930289	Participation in The Emerging Creatives programme at Design Indaba, Cape Town, 2012
Sheldon Stewart (BTech 2011)	200817146	Loerie: silver, Logos and Identity Programmes Loerie finalist: Architecture & interior design Environmental & package design Publication design (Artist Book)
Vernon Joyce Ciara Moore	200907037 200906004	Pendoring finalist: Student Digital
Yunisha Naiker	201125163	Food Technology Competition: Best Packaging and Best Display (shared)

Industrial Design

RECIPIENT	STUDENT	DETAILS OF AWARD
Gabriele Birkenmayer	201033455	First Place in the Eco Design Competition 2011-2012, sponsored by the Department of Arts and Culture, the Swedish Institute, the Swedish Arts Council and Malmö Museums. She travelled to Umea, Sweden in June 2012 as part of her prize.
Wayde Dyers	201005349	Third Place in the Eco Design Competition 2011-2012, sponsored by the Department of Arts and Culture, the Swedish Institute, the Swedish Arts Council and Malmö Museums. She travelled to Umea, Sweden in June 2012 as part of his prize.
Ashton Bullock	201148025	1st Place Association of Rotational Moulders Southern Africa (ARMSA) Student Design Award 2011, sponsored by Sasol Polymers & ARMSA.

Jomari Budricks	201001655	2nd Place ARMSA Student Design Award 2011, sponsored by Sasol Polymers & ARMSA.
Natalia Tofus	201132320	3rd Place ARMSA Student Design Award 2011, sponsored by Sasol Polymers& ARMSA.
Ricardo Loureiro	201170103	Merit Award ARMSA Student Design Award 2011, sponsored by Sasol Polymers & ARMSA.
Tyler Geldenhuys	201100011	Merit Award ARMSA Student Design Award 2011, sponsored by Sasol Polymers & ARMSA.
Wayde van Heerden	201128649	1st Place Plastics SA, Plastics Institute of South Africa (PISA), Polyco and Afrimold Student Design Award 2012
Natalia Tofus	201132320	2nd Place Plastics SA, Plastics Institute of South Africa (PISA), Polyco and Afrimold Student Design Award 2012
Kerry Malan	201172341	3rd Place Plastics SA, Plastics Institute of South Africa (PISA), Polyco and Afrimold Student Design Award 2012
Gabriele Birkenmayer	201033455	Finalist in Car Magazine Design a Car Competition 2012 with Jaguar
Dawn Dludlu	200905042	Finalist in Car Magazine Design a Car Competition 2012 with Jaguar
Graham Obery	201001871	Finalist in Car Magazine Design a Car Competition 2012 with Jaguar
Myles Day	201020295	Finalist in Car Magazine Design a Car Competition 2012 with Jaguar
Nicolas Spies	201028128	Finalist in Car Magazine Design a Car Competition 2012 with Jaguar
Alexandra Michaelides	201002054	Finalist in Car Magazine Design a Car Competition 2012 with Jaguar
Murrary Sharp	200934447	Finalist in top three (still to be finalised) in Car Magazine Design a Car Competition 2012 with Jaguar
Dawn Dludlu	200905042	Intership Award as part of the Southern Guild 2012 Exhibition. He won a fully paid for internship at Doktor and Misses where he will produce a piece of work for the 2013 Southern Guild exhibition.

Interior Design

RECIPIENT	STUDENT	DETAILS OF AWARD
Bruno Calha	201010037	IOHA Interior Design category winner
Corne Johl	820410493	Finalist in PG Bison national student competition

Jewellery Design

RECIPIENT	STUDENT	DETAILS OF AWARD
Jamie Lee Dedlow	201002125	3rd Prize; Achievement Category- Thuthuka Awards 2012
Tyron Hulley	200804300	2nd Prize; Achievement Category- Thuthuka Awards 2012
Christian Lambo	200915040	1st Prize; Winner Achievement Category- Thuthuka Awards 2012
Sifiso Khumalo	201036713	2nd Prize for Innovation Category- Thuthuka Awards 2012

Janci Bisschoff	201140949	1st Prize for Innovation Category- Thuthuka Awards 2012
Themba Mantshiyo	201204699	1st Prize for New Talent category - Thuthuka Awards 2012
Zadie Becker	201202020	2nd Prize for New Talent category - Thuthuka Awards 2012
Masego Mashangu	201142696	4th Prize for New Talent category - Thuthuka Awards 2012
Mildah Motshegwa	201204701	Judges take home choice New Talent - Thuthuka Awards 2012
Retshepile Mametja	200673735	Finalist De Beers Shining Lights
Nikiwe Mathebula	201009458	Merit award Plat Africa competition
Jamie Lee Dedlow	201002125	3rd Prize for Achievement Category- Thuthuka Awards 2012
Tyron Hulley	200804300	2nd Prize for Achievement Category- Thuthuka Awards 2012
Themba Mantshiyo	201204699	1st Prize for New Talent category - Thuthuka Awards 2012
Zadie Becker	201202020	2nd Prize for New Talent category - Thuthuka Awards 2012
Masego Mashangu	201142696	4th Prize for New Talent category - Thuthuka Awards 2012
Mildah Motshegwa	201204701	Judges take home choice New Talent category - Thuthuka Awards 2012
Christian Lambo Kamgang	200915040	1st Prize for Winner Achievement Category- Thuthuka Awards 2012
Retshepile Mametja	200673735	Finalist De Beers Shining Lights
Nikiwe Mathebula	201009458	Merit award Plat Africa competition
JA Mametja	200673735	DeBeers Shining Light Award - Finalist

Visual Art

RECIPIENT	STUDENT	DETAILS OF AWARD
Claudia Hartwig	802042724	Cum Laude + Vice Chancellor's Medal
Heidi Mielke	200927848	ABSA L'Atelier National finalist & merit award. R25000.
Heidi Mielke	200927848	Thami Mnyele Ekhurhuleni Art Award. Merit Award. Printmaking R20 000.
Nonphumelelo Ngoma	200927739	Thami Mnyele Ekhurhuleni Art Award. Finalist Award. Painting. R5000.
Andrew Ntshabele	200673266	Thami Mnyele Ekhurhuleni Art Award. Special Mention. Painting
Solange da Silva	200914094	PPC Cement Sculpture Award
Colleen Winter	201124781	IOHA HIV/AIDS Screen print poster Award. R3000.

2.5 TEACHING AND LEARNING INTERVENTIONS

The Faculty continued to provide support to its students through ongoing initiatives such as an extended system of tutors for first year students, special assistance to at-risk students, the first year experience programme (FYE), orientation, on-site writing tutors and the recognition of students' achievements. Where necessary, students were referred to appropriate support services. Concerted efforts were made to encourage students to visit the Writing Centre once they had been referred. The results of student evaluations of identified modules and lecturers were closely monitored by heads of department and interventions instituted as appropriate. Table 2.12 below and Appendix 10 provide details of the evaluations completed in each department.

2.5.1 Student evaluations of modules and teaching

Table 2.12: Module and teaching evaluations completed by students in 2012

Department	Module evaluations	Lecturer evaluations
Architecture	0	0
Fashion	0	0
Graphic Design	0	0
Industrial Design	4	4
Interior Design	1	2
Jewellery Design	0	0
Multimedia	0	2
Visual Art	0	1
TOTAL	**5**	**9**

2.5.2 Interventions instituted during the year to identify and assist at-risk students

The interventions instituted by departments to assist at-risk students and the number of improved students are outlined below. The information includes an indication to the number of at risk students in modules and programmes and the improvement or achievements obtained through the introduction of a suitable intervention.

Architecture

Module name and code	Number of students in module	Number of risk students identified	Intervention	How many risk students showed an improvement
Studio Work 1 (ATS 11-1)	84	10	Mid-year interviews, students referred to PsyCaD where required	8
Presentation 1 (ATP11-1)	84	12	Mid-year interviews, students referred to PsyCaD where required	10
Construction and Detailing 1 (ATC11-1)	84	15	Mid-year interviews, students referred to PsyCaD where required	11

Fashion

Module name and code	Number of students in module	Number of risk students identified	Intervention	How many risk students showed an improvement
All modules at first year – NDip: Fashion	41	14	Students who fail more that 40% of the programmes at April are called in for consultation with the HOD and relevant lecturers (if necessary). In these meetings problem areas are identified.	At mid-year, the number dropped to 11. At year-end 11 students received an F7 result code.
All modules at first year – NDip: Clothing Management	22	7	Students who fail more that 40% of the programmes at April are called in for consultation with the HOD and relevant lecturers (if necessary). In these meetings problem areas are identified.	At mid-year the number dropped to 3. At year-end 3 candidates received an F7 result code.
All students in third year All student in BTech (both programmes)	40		Writing skills workshop offered by the Writing Centre	All BTech students passed 2 NDip: Clothing Management students failed research method.

Graphic Design

Module name	Number of students in module	Number of risk students identified	Intervention	How many risk students showed an improvement
Visualisation 1 (BCV101)	52	8	Tutorials	4
Communication Design Technology 1 (BCD101)	49	6	Tutorials	2
Communication Design IV (GDM43-1)	18 (first semester) 17 (second semester)	2 (or 1 – one at risk student deregistered)	Mid-year report provides evidence of lack of performance and suggests action One-on-one meetings with year co-ordinator Opportunities to re-submit work Year co-ordinator meets with student and parent Referrals to PsyCad Suggested de-registration (for 1 at risk student	1 (second at risk student deregistered)
Theory of Graphic Design & Academic Report IV (GDH43-1)	20 (first semester) 19 (second semester)	5 (or 4 – one at risk student deregistered)	Mid-year report provides evidence of lack of performance and suggests action With at-risk students in mind, units are highly supportive; offered as series of well-defined workshops and	3 at risk students showed improvement after June, only 1 at risk student

			student presentations to enable students to construct assignments incrementally with weekly feedback. UJ Writing Centre provides direct support for writing unit in module Opportunities to resubmit process work. Opportunities for one-on-one consultation with lecturer/study leader. One-on-one meetings with year co-ordinator Additional electronic feedback on submissions by email Referrals to PsyCad and UJ Writing Centre Suggested de-registration (for 1 at risk student)	passed by November; another deregistered;
Communication Design III (GDM33-1)	40	6	Mid-year report provides evidence of lack of performance and suggests action One-on-one meetings with year co-ordinator Referrals to PsyCad and UJ Writing Centre	6 after June, only 5 passed in November
Design Techniques III (GDT33-1)	38	6	Mid-year report provides evidence of lack of performance and suggests action. Mid-year report provides evidence of lack of performance and suggests action. One-on-one meetings with year co-ordinator. Referrals to PsyCad	6
History & Theory of Graphic Design III (GDH32-1)	46	11	Mid-year report provides evidence of lack of performance and suggests action Units of learning highly supported; comprehension tests (including a comprehension test of the brief for written assignment); mixed assessments (including poster design); workshops (including assistance with technical aspects of assignment writing in Con Cowan computer labs) to enable students to construct assignments incrementally. One-on-one meetings with year co-ordinator. Referrals to PsyCad	11
Professional Graphic Design Practice III (GDP33-1)	38	4	Mid-year report provides evidence of lack of performance and suggests action. One-on-one meetings with year co-ordinator Referrals to PsyCad	3

Interior Design

Module name	Number of students in module	Number of risk students identified	Intervention	How many risk students showed an improvement
Materials and Finishes 1 (ITM111)	47	8	Continuous monitoring of student performance. Paid attention to instructions and guidance as well as assessment preparation. Additional tutor support will be provided in 2013.	3
History of Art and Design 2 (ITX211)	52	20	Performed close monitoring of student performance. Referred students to the Writing Centre. Assisted with additional consultation and continuous feedback to the students. It has been identified that these interventions did not have the desired effect and that additional assistance should be provided to the students in 2013. A tutor will be appointed in 2013.	6
Interior Design 2 (ITX211)	41	10	Close monitoring of student performance. Paid particular attention to on-time delivery and submission of projects to prevent students from falling behind. Six students deregistered during the year from module which impacted on a below 60% success rate in this module.	4
History of Art, Design 3 (ITX331)	24	6	Performed close monitoring of student performance. Assisted with additional consultation and continuous feedback to the students. Individual consultations were arranged to focus on the individual needs of each student. The interventions were successful. Two students deregistered and one failed the module.	3
Theory of Research 4 (ITT4-11)	10	1	Referred to the Writing Centre. The student passed the theory modules but was not successful in passing all the remaining modules.	1

Jewellery Design

Module name	Number of students in module	Number of risk students identified	Intervention	How many risk students showed an improvement
Jewellery Design (JGG111)	15	2	12 April – Individual meetings regarding performance and conduct, resulting in discussions on methods to improve learning. June - 3 day design workshop	1

| Jewellery Drawing (JDW111) | 15 | 9 | The mid-year moderation was completed from the 18-20 July. Risk letters were given to students in May and August and interventions were put in place. | 4 |
| Design Management (JDT111) | 15 | 7 | The mid-year moderation was completed from the 18-20 July. Risk letters were given to students in May and August and interventions were put in place. | 6 |

Above row (continuation): addressing gaps in design learning identified in assessments
The mid-year moderation was completed from the 18-20 July.
Risk letters were given to students in May and August and interventions were put in place. On-going individual and group counselling sessions concerning areas of learning difficulties

Multimedia

Module name and code	Number of students in module	Number of risk students identified	Intervention	How many risk students showed an improvement
Contextual Studies 1 (MCS11-1)	177	22	Writing workshops, added tutorial class	10
Contextual Studies 2 (MCS21-1)	97	9	Writing workshops, added tutorial class	4
Contextual Studies 3 (MCS31-1)	62	8	Writing workshops, added tutorial class	3

Visual Art

Module name and code	Number of students in module	Number of risk students identified	Intervention	How many risk students showed an improvement
Art History 1 (ARH11-1)	27	6	Performance in this module was regularly monitored by the lecturer & year coordinator who reported at staff meetings (risk is a standing agenda item). The remediation included rigorous intervention by the writing support tutor, writing centre as well the 1st year tutors. The 6 students who failed are serial defaulters on attendance	3
Contextual Studies (MCS111-1)	27	6	The remarks recorded above for Contextual Studies 1 apply equally in this module because the same group of students were involved.	2

2.5.3 Interventions instituted to deal with modules with unacceptable pass rates

Eight modules were identified by departments as having unacceptable pass rates in 2011. This is a significant improvement to the seventeen modules with unacceptable pass rates identified in 2010. All the modules achieved improved pass rates by the end of 2012. Actions instituted by departments to improve performance and success rates for 2012 are outlined below.

Architecture

Module name and code	Pass rate 2011	Intervention	Pass rate 2012
Studio Work 1 (ATS1)	68%	Increased teaching staff to reduce staff: student ratio, new lecturer.	71%
Applied Building Science 1 (ABS 1)	61.7%	Appointed experienced subject specialist to teach module	90.6%

Graphic Design

Module name	Pass rate mid 2011	Intervention	Pass rate end 2012
History & Theory of Graphic Design III (GDH32-1)	75%	Units of learning in Graphic Design specific units highly supported; comprehension tests (including a comprehension test of the brief for written assignment); mixed assessments (including poster design); workshops (including assistance with technical aspects of assignment writing in Con Cowan computer labs) to enable students to construct assignments incrementally Final summative assessment supportive; workshop session prepares group with regard to format and structure of assessment; previous papers & memoranda explained.	100%
Theory of Graphic Design & Academic Report IV (GDH43-1)	75%	Unit highly supportive; offered as series of well-defined workshops and student presentations to enable students to construct assignments incrementally with weekly feedback in class Peer review of process work Opportunities to resubmit and improve upon process work Opportunities for one-on-one consultation with study leader Additional electronic feedback on submissions by email Referrals to UJ Writing Centre (and PsyCad, where appropriate)	80% (if deregistered student is included; 84% if the student is NOT included)

Jewellery Design

Module name	Pass rate 2011	Intervention	Pass rate 2012
Jewellery	76%	Individual meetings with all students, notifying them of	85%

Module name	Pass rate 2011	Intervention	Pass rate 2012
Design (JDG111)		their performance, absenteeism and punctuality issues where relevant. The attendance rule was re-iterated. Learners were advised to use the allocated consultation times and seek the advice of lecturers more often. Extended Hours: Supervised studio hours have been extended to 19h00 from Tuesday to Thursday for all students.This is effectively translated into 2 extra days per week for Techniques. There was a marked improvement in the quality and the complexity of Techniques projects.	
Jewellery Drawing (JDW111)	66%	Individual meetings with all students, notifying them of their performance, absenteeism and punctuality issues where relevant. The attendance rule was reiterated. Learners were advised to use the allocated consultation times and seek the advice of lecturers more often. Extended Hours: Supervised studio hours have been extended to 19h00 from Monday to Thursday for all students. This is effectively translated into 2 extra days per week for Techniques. There was a marked improvement in the quality and the complexity of Techniques projects	77%
Design Management (JDT111)	66%	Learners were directed to Academic Support and the Writing Centre for assistance with theoretical subjects. The weighting of the four required assessments was changed from 25% to 20%. The remaining 20% allowed for further assessment opportunities. This was divided into four continuous assessment evaluations weighing 5% each. These evaluations consisted of a 1-2page write-up pertaining to selected contemporary topics	75%

Visual Art

Module name	Pass rate 2011	Intervention	Pass rate 2012
Contextual Studies 1 (MCS11-1)	73%	A rigorous remediation programme was implemented at the start of the 2nd semester. This included additional support lectures on academic writing skills from the academic support lecturer and the tutor. The lecturer and tutor undertook intensive content-based tutorial sessions for the weak students.	89%

2.5.4 Teaching and Learning Philosophy

All the academics in the Faculty were invited to submit a personal Teaching and Learning Philosophy to the convenors of the Teaching and Learning Forum in 2012. Their philosophies were studied and a feedback report was published in the FADA Research Newsletter. This process is further described under point 2.9.

2.6 PROGAMME AND MODULE DEVELOPMENTS

Programme development continues to receive high priority in the Faculty with the introduction of a degree track scheduled to be implemented over the next few years. In 2012, Diploma offerings were aligned to the HEQF requirements and academic amendments met requisite standards for implementation in 2013. Category B

programmes were aligned and submitted to the Programme Working Group. The new programme MA Design was developed and recommended for approval by the Faculty Board and Senate in 2012 and submitted for external approval. The BA Design (Multimedia Design) was also developed and presented to Faculty Board and Senate in 2012. Due to a delay in the external approval system of new programmes, the implementation schedule from 2012 to 2014 has been negatively affected. The revised diploma and first degree in Architecture, scheduled for 2013 will only commence in 2014 whilst the BA (Hons) Design, scheduled for implementation in 2014, requires feedback by early 2013 to ensure implementation in 2014.

The second year of the academic major entitled Art and Design for students in the Faculty of Education was introduced, with the first year modules implemented in 2011 and the third year curriculum formulated and ready for implementation in 2013. The theme of citizenship was integrated into identified modules in all undergraduate programmes. The Faculty ensured curriculum content of modules remained relevant through initiatives such as teaching collaborations with industry, regular industry guest speakers invitations, the revision of modules by departments to meet identified needs, including the UJ technology mandate.

Programme and module development instituted by individual departments is outlined in the tables below.

2.6.1 Programme developments instituted during 2012

Architecture

Programme	Details of programme developments
NDip: Architectural Technology	Revised module content
BTech: Architectural Technology (Design)	Revised module content
BArch	Completed HEQC Application
All programmes	Voluntary external review in preparation for 2013 SACAP Validation visit

Fashion

Programme	Details of programme developments
Dip: Fashion Production	Develop curricula for the new programme
BTech: Fashion	Implement new approach to programmes (one year offering as opposed to a two year part-time offering), integrated approach to module delivery.
NDip: Fashion	Re-curriculation of this offering. Decision was made that, due to the extensive changes, to apply for a new programme in 2013.
BTech: Clothing Management	Evaluate current offering. Need to link the modules to a practical outcome in Specialised Production Technology.

Graphic Design

Programme	Details of programme developments
MA (Design)	The application for offering an MA (Design) in 2015 was approved by Senate.

Visual Art

Programme	Details of programme developments
NDipFine Art	The HEQF Diploma in Visual Art programme served at and was recommended by Faculty Board. A detailed template for the category B programme was submitted to APQC and approved. The proposed new qualifications will begin to be reviewed/ restructured according to the Faculty's programme roll-out plan. It is envisaged that the new diploma will commence in 2015, followed by the Advanced Diploma, Honours, Masters & PhD.
MTech (pre-proposal)	In 2012, the Department introduced the Master's pre-proposal programme for aspiring MTech Fine Art students. This proved very successful as the new MTech class for 2013 includes 4 students who have committed to the programme. Of the 6 students who enrolled, one student relocated to another province whereas the other student's proposal was declined. He has decided to work further on the topic in 2013, with a view to resubmitting the work for possible registration in 2014.

2.6.2 Module developments instituted during 2012

Architecture

Module	Details of module developments
All Modules	Content revised to align with SACAP requirements, Learning guides revised accordingly

Fashion

Module	Details of module developments	
Integrated assessment in some of the modules in the Clothing Management programmes	We have tried to accommodate an integrated approach between several modules in both programmes. This has proven to be very successful and has helped staff to understand the project-driven approach that we wish to implement in the new Fashion Production programme.	
	Work Study Manufacture Pattern Making	3rd year Clothing Management
	Creative Design Drawing and Illustration Pattern Technology Garment Technology	2nd year Fashion
	Creative Design Theory of Clothing Garment Technology Pattern Technology	3rd year Fashion Design
	Specialised Clothing Technology Theory of Clothing	BTech: Fashion

Graphic Design

Module	Details of module developments
BA Design	The curriculum for the Bachelor of Arts in Design specialising in Communication Design was developed for the third year which starts in 2013. As part of the process in-depth interviews were conducted with members of industry in the following organisations: HKLM, Switch, Jupiter Drawing Room, Grid, Ogilvy SA and DraftFCB

Industrial Design

Module	Details of module developments
Industrial Design Prototyping 1A	Modules content and structure developed and new learning guides drawn up in anticipation of the introduction of the BA: Industrial Design programme in 2013
Fundamentals of Design 1A	Modules content and structure developed and new learning guides drawn up in anticipation of the introduction of the BA: Industrial Design programme in 2013
Industrial Design Practice 1B	Modules content and structure developed and new learning guides drawn up in anticipation of the introduction of the BA: Industrial Design programme in 2013
Industrial Design Computing 1A	Modules content and structure developed and new learning guides drawn up in anticipation of the introduction of the BA: Industrial Design programme in 2013
Industrial Design Communication 1B	Modules content and structure developed and new learning guides drawn up in anticipation of the introduction of the BA: Industrial Design programme in 2013
Industrial Design Drawing 1	Modules content and structure developed and new learning guides drawn up in anticipation of the introduction of the BA: Industrial Design programme in 2013
Industrial Design Technology 1	Modules content and structure developed and new learning guides drawn up in anticipation of the introduction of the BA: Industrial Design programme in 2013

Interior Design

Module	Details of module developments
Interior Design 1 Form and Colour 1 Drawing for Design 1 Graphic Interpretation 1	Integrating content across different modules through identified projects. This approach proved to be valuable and provided first year student with a holistic understanding to the module content offered in first year.
Theory of Design 3	Improved the focus on social and environmental responsibility through collaborating with strategic partners on the APB campus. The outcome was excellent and the students displayed the ability to take action and responsibility beyond the boundaries of the module outcome expectations.
Interior Design 3 Interior Design Construction 3 Interior Design Technology 3 Presentation Techniques 3	Introduced a comprehensive third year exit project which used fourth year Fashion Design students as strategic partners in the execution of the project. Aimed to ensure that third years exhibit the ability to integrate competencies acquired within separate module and to interact with a "real" client. A similar project was performed in 2011. Some improvements were performed which contributed to a very successful output in 2012.

Visual Art

Module	Details of module developments
KAL21-1 Printmaking 2, KSK21-1 Painting 2, KAJ21-1 Sculpture 2, ADR21-1 Drawing 2, ASP3-31 Studio Practice 3, ADR 32-1 Drawing 3, and ASP42-1 Studio Practice 4, RES567-1	In 2012, all 2nd, 3rd and 4th year modules incorporated a professional-practice intervention in which students were required to demonstrate appropriate curatorial and management skills which relate to promoting their creative work. This took the form of a catalogue publication, together with a press statement and an artist' statement. In the case of externally examined modules, the external moderators acknowledged this intervention and were very impressed with the outcomes of the students' catalogues. The 1st year catalogue production will be addressed in 2013 and a more precise requirement rubric is being developed for the other programmes in the department.

2.7 NEW PROGRAMMES PLANNED FOR 2013 – 2015

Architecture

New programme	Details of planned programme
BArch in 2014	New undergraduate programme commence offering in 2014
Dip (Arch) in 2014	New diploma programme commence offering in 2014
PhD (Architecture)	New postgraduate programme to commence in 2015

Fashion

New programme	Details of planned programme
Diploma in Fashion Production	Approved and implemented in January 2013
Adv. Diploma in Fashion Production	Developed and presented to APQC in 2013
Diploma in Fashion Design	Developed and presented to APQC in 2013
BA Fashion	Developed and presented to APQC in 2014

Graphic Design

New programme	Details of planned programme
MA Design	Hopefully the Honours will be approved by the HEQC in 2013, so that we can offer it in 2014, and the MA in 2015
MA Design	If accepted by CHE offering will commence in 2015

Industrial Design

New programme	Details of planned programme
BA: Industrial Design	BA: Industrial Design will start in 2013
BA Honours Industrial Design	Development of BA Honours Industrial Design for 2016
Postgraduate Diploma Industrial Design	Development of Postgraduate Diploma Industrial Design for 2016

Interior Design

New programme	Details of planned programme
BA (Interior Design)	Apply for a undergraduate degree in Interior Design in 2013

Multimedia

New programme	Details of planned programme
BA Design in Digital Media for 2015	BA Degree in digital media design, envisaged to be offered in 2015/16. HEQF application completed.

Visual Art

New programme	Details of planned programme
Bachelor of Visual Art (BVA)	The Department intends applying for a new undergraduate Degree in Visual Art, in order to replace the existing NDip Fine Art. A Degree in visual art, will be conceptually more meaningful, academically relevant and have a strong competitive advantage in the current tertiary art and design landscape in the city, province and nationally. The new BVA programme will significantly undergird the department's envisioned post-graduate programmes, i.e., Honours, Master's and Doctoral Degree programmes, for which strong teaching capacity and facilities exist. Applications for the post-graduate programmes will be submitted consecutively, early 2014.

2.8 STUDENT EXPERIENCE

2.8.1 Orientation and First Year Experience (FYE)

Ensuring a positive first year experience at the University is a Faculty priority. Strong emphasis is placed on Orientation and it is seen as an ideal opportunity to set the correct tone for the year. Orientation sessions in 2012 were divided into four sections, namely, general information about the University and Faculty, academic registration procedures, departmental information and training sessions. A separate information session for parents was also held. Senior students were involved in the activities where appropriate.

The Faculty participated in all FYE activities scheduled by Academic Development and Support. Minutes of the FYE Committee were served at the Dean's Committee for noting and discussion. First year coordinators from academic departments met on a quarterly basis to exchange views and to be informed of relevant developments. First year coordinators ensured that the interests of first year students were addressed.

2.8.2 Curriculum enrichment

Ongoing initiatives aimed at curriculum enrichment included Green Design Week, a number of multidisciplinary and collaborative projects, a series of "Friday Talks" and Industry Lectures by guest speakers which exposed students to wider social, cultural, environmental and economic issues. Further details of these initiatives are provided in Chapter 4.

2.8.3 Students Forum

Students' interests were dealt with in the Students' Forum and in departmental representatives' meetings. Items dealt with at the quarterly Forum meetings included academic matters, faculty administration related to the student life cycle, faculty events, student life and student concerns. Overall, students expressed high levels of satisfaction although ventilation in the building, access to the building after hours and printing facilities were indicated as areas of frustration.

2.8.4 Online social networks

The INTERACT @ FADA (student version) internal newsletter was sent to class representatives once a month. The newsletter provided information on Faculty activities and acknowledged student achievements. Students were also encouraged to join the FADA Facebook and Twitter pages. A number of academic departments also established very active Facebook groups for their departments.

2.8.5 Dean's Merit List and UJ Top Achievers

The Faculty's Top Achievers were included in the programme organised for students on the Dean's Merit List. Activities for the Dean's List included an awards function where students received certificates and gifts, workshops covering leadership and negotiation skills, priority invitations to Faculty events and sponsorship for the attendance of a conference or workshop of individual choice.

2.9 FADA CREATIVE TEACHING AND LEARNING FORUM REPORT 2012

In 2012 the FADA Creative Teaching and Learning Forum sought to build on the successes of 2010 and 2011, notably the keen interest academics within the Faculty had shown in engaging with a range of educational issues in discussions within the forum since its inception. The conference speaker list for DEFSA 2011, of which 12 FADA academics presented and published, suggested that a number of Faculty academics had become interested in educational research or had their existing educational research interests. It became clear to the forum conveners at the end of 2011 that it was necessary in 2012 to take a dual approach; to service the needs of academics who did not necessarily have a track record in educational research by exposing them to new educational ideas through a public talks programme and to establish a specialist reading group to address the specific needs of academics who had already possessed an interest in education research.

The FADA Creative Teaching and Learning Forum thus undertook three major projects for 2012:

1. The publication of an article critically discussing the educational philosophies embedded in the Faculty.

2. The establishment of a reading group/community of practice in the scholarship of teaching and learning at FADA

3. A public talks programme comprising of 4 presentations by respected educationalists for FADA academics and the UJ community.

2.9.1 Project 1: Personal teaching philosophy statements and educational research profiles for FADA academics.

In 2011, all lecturers were approached, via heads of department to write a personal teaching philosophy statement that (a) expressed the central ideas, theories, concepts, and beliefs that inform their teaching practice, (b) outlined their main concerns and educational outcomes, and (c) that indicated what they considered to be best practice in their own teaching practices. Lecturers with an established interest in educational research were asked to write an additional longer piece that outlined projects that they had already undertaken in the area of educational research, the theoretical/conceptual frameworks and literature that currently informed their research and which indicated what research undertakings lecturers had in mind for the future. The article "Designing teaching philosophies: FADA lecturers on their teaching" was published in the 16th issue of the FADA Research Newsletter which provided a brief analysis of the 24 personal teaching philosophy statements that were submitted to the authors. The issue dealt specifically with teaching and learning issues within the Faculty and attested to the on-going interest of faculty academics in innovative pedagogy. The article found that there were four strong themes developing around learning within the Faculty

- Learning should be conceptually framed in terms of citizenship and social responsibility
- Learning should be projected toward the profession/industry/marketplace
- Learning should be circumscribed by the needs of the discipline as an autonomous construct
- Learning should be focused on cognitive development and problem solving

- Learning should be an organic interdisciplinary, conversational, experimental process,

The research also found that there was a marked unevenness in the quality of theoretical depth when it came to academics' personal teaching philosophies and the need for the university to develop ways to enhance reflective teaching practices for all teaching academics.

2.9.2 Project 2: The establishment of a reading group/community of practice in the scholarship of teaching and learning at FADA

All academics at FADA were invited to attend a workshop on the 25 January 2012 that aimed to establish a reading group/community of practice in the scholarship of teaching at FADA and to plan the public talks programme/research seminar series for 2012. The conveners of the 2011 programme felt it necessary for new conveners to be elected at this session. The idea of developing a colloquium in the scholarship of teaching and learning in art, design and architecture colloquium for 2012 was discussed. Finally, lecturers attending the session were reminded that all academics within the Faculty had been invited to submit individual teaching philosophy statements to Terence Fenn and Brenden Gray which would form the basis of an article that would be published in a special teaching and learning edition of the FADA Research Newsletter later in the year.

It was agreed that a reading group would be established at FADA and that individual members of the group would supply readings and facilitate seminars on a monthly basis. It was further agreed that the community of practice group would aim to stimulate progressive and innovative initiatives in teaching and learning within the Faculty by promoting the scholarship of teaching and learning within the Faculty, exposing Faculty academics to critical, contemporary and current ideas and debates in education within their departments, the university and to the other communities of practice.

Two seminars took place in 2012, the first facilitated by Amanda Breytenbach (Head of Interior Design) and Terence Fenn (Multimedia) unpacking the notion of "communities of practice" and the second by Brenden Gray (Graphic Design) that introduced the key sociological concepts of Pierre Bourdieu as they pertained broadly to pedagogical issues. Although both seminars sparked lively discussion neither succeeded in initiating further readings or discussions. It became apparent to the conveners that it would not be possible to constitute a core reading group given that the attendance at the sessions (both the public talks and the reading group sessions) was sporadic and inconsistent.

2.9.3 Project 3: A public talks programme by respected educationalists for FADA academics and the UJ community.

The following talks were given as part of the FADA Teaching and Learning Forum in 2012. In general, they were well attended and generated critical discussion regarding issues relevant to the teaching taking place within the Faculty. The themes of the public talks were all pertinent to the Faculty because they spoke to literacy issues, access and identity, and methodology.

Session one: Monday 16 April 2012, 14:30 - 15:30
Title: Verbs or values? Understanding the language problem at UJ

Convener: Terence Fenn and Brenden Gray

Facilitators: Prof Jenny Clarence-Fincham (UJ Centre for Professional Academic Staff Development)
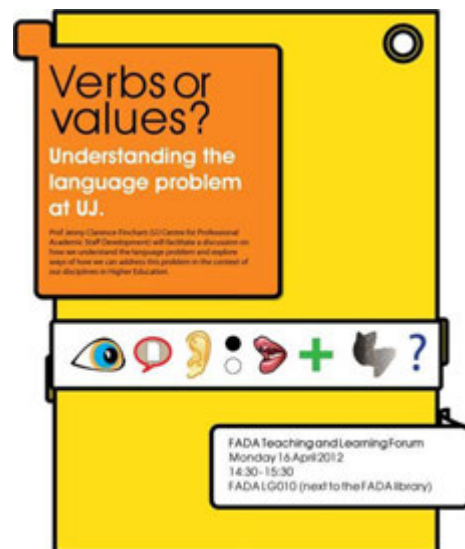
Jenny facilitated a discussion on how we as lecturers understand the language problem and explore ways of how we can address this problem in the context of our disciplines in Higher Education. The presentation gave a strong sense of the complexities of reading, the importance of cultural values in literacy and the difficulties involved in how students access texts. A discussion was prompted around how the Faculty could manage dealing with the 'language problem' and three models of integrating language teaching were interrogated.

Session two: Monday, 23 July 2012, 14h30 – 16h00
Title: Another Roadmap for Arts Education Research Project

Presenter: Brenden Gray

Brenden Gray presented the Another Roadmap for Arts Education Research Project (initiated by the Institute of Art Education at Zurich University of the Arts) to elicit interest from the Faculty developing a project in response to this exciting international project. The presentation showed how an art/design initiative can make a contribution to the Another Roadmap project, critiqued the UNESCO Road Map for Arts Education and Brenden facilitated a discussion around a potential Faculty-based research project. Although the presentation stimulated a critique of the values embedded in the UNESCO Road Map for Arts Education follow ups to the project elicited a poor response so the project was not taken forward.

Session three: Monday 27 August, 14h30 – 15h45
Title: Who Are The FADA Students? A Perspective from the Available FYE Research.

Convener: Brenden Gray

Facilitator: Dr. Andre van Zyl (First Year Experience (FYE) coordinator, Academic Development and Support)
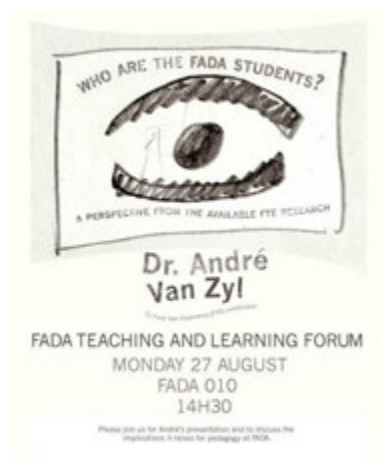
Andre presented research on our student profile and facilitate a discussion exploring the implications of this for pedagogy. The data he presented, collected over a 3 year period from the Faculty's first year cohort gave a strong sense of the socio-economic profile of our students. Andre facilitated a discussion around the cultural, educational capital of our students and the implications of this for our pedagogical approach.

Session four: Monday 15 October 2012
Title: Multimodality and Classrooms as Artworks
Convener: Brenden Gray
Facilitator: Dr. David Andrew (Head of the Fine Arts Division, Wits School of the Arts)
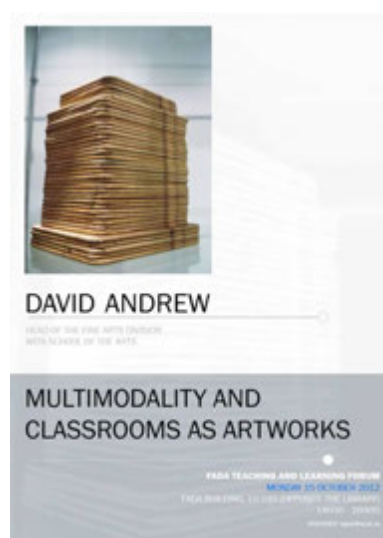
Dr. David Andrew, Head of Fine Arts Division at the Wits School of Arts, presented aspects of his PhD "The artist's sensibility and multimodality - classrooms as works of art". He provided insight into the Multi-literacies group and their conception of multimodality and demonstrated theoretical links between this and the sensibility of the art educator. The presentation discussion centred strongly on the qualities that the contemporary artist can bring to the classroom and the school environment in general. The presentation also introduced the audience to the theoretical frameworks for the C30 project, an artist in schools project at PJ Simelane High School, Dobsonville Soweto and David Andrew's Standard Bank exhibition Misc (Recovery Room) 2009. The presentation provoked a general discussion around the lack of creativity in many school settings and the means by which this could be addressed.

2.9.4 Reflection and evaluation of the FADA Creative Teaching and Learning Forum 2012

The FADA Teaching and Learning Forum succeeded in continuing to expose teaching academics to pertinent issues in higher education and maintaining critical

discussions on pedagogy within the Faculty. It also managed to elicit from many academics within the Faculty their personal teaching philosophies which may enhance the reflexiveness of the teaching practices here. The attempt to establish a reading group within the Faculty demonstrated that, at this stage, no coherent set of research interests or a strong intellectual project that can bind or direct those interested in educational research may exist. It may be worth considering initiating a conversation around whether it would be in the interests of the Faculty and the departments that comprise it to formulate a coherent teaching philosophy/intellectual project that underpins the teaching at FADA. At the same time it may be worthwhile to undertake a developmental initiative which requires that all teaching academics within the Faculty articulate their teaching philosophies and demonstrate how their teaching is self-reflexive. With a coherent educational ethos in place the Forum can more successfully develop programmes in 2012 and beyond that are both relevant and more productive. If the Faculty is to position itself as a leading institution in art, design and architecture education it may need to formulate and articulate in the mid to long term a coherent theoretical position in terms of the education it offers.

3 Research and creative production

3.1 PERFORMANCE OVERVIEW

Preliminary figures indicate that in 2012 FADA produced a total of 35.48 subsidy units, compared to 40.78 subsidy units in 2011 and 27.75 in 2010. This output included 25 journal article units, 3.5 conference proceeding units and 7.32 book and chapter subsidy units. This is a decrease in subsidy units compared to the 40.78 units produced in 2011. Details of the 2012 output are outlined in table 3.1, followed by a list of authors and titles in each of the output categories. During the course of the year, members of staff participated in 76 exhibitions, curated six exhibitions and completed 14 design projects. Two international conferences and a number of local conferences were organised. The Research Centre, Visual Identities in Art and Design (VIAD), exceeded all proposed outputs and performance indicators. The FADA Gallery hosted eleven exhibitions, seven of which featured prominent artists and designers, three which showed the outcomes of teaching programmes in the Faculty and one which displayed the work of matric pupils at Independent Examination Board (IEB) schools. Research capacity-building initiatives included the research seminar series, opportunities to publish in various media, research methodology workshops, reading groups and funding opportunities.

3.1.1 Subsidised research

Table 3.1: Subsidised publications

SUBSIDY-BEARING PUBLICATIONS	Number	Units
Journal articles	25	24.66
Conference papers	7	3.5
Books authored / co-authored	1	3.95
Book chapters authored / co-authored	5	3.37
TOTAL	**38**	**35.48**

Articles in accredited journals

Berman, KS. & Allen, L. 2012. Deepening students' understanding of democratic citizenship through arts-based approaches to experiential service learning, *South African Review of Sociology*, 43:2, 76-88

Cane, J. 2012. The Garden of Melancholia and Boredom. *Art South Africa* 11(1), Spring:68-69.

Corrigall, M. 2012. Screening process. *Art South Africa* 10:(4), Winter: 44-49.

Corrigall, M. 2012. Interweaving the 'Inside' and 'Outside' Signatures of Nandipha Mntambo's Paso Doble. *Art South Africa* 11(2), Summer:34-35.

Dubin, S. 2012. The Meet and Greet Museum. *Art in America* February:63-68.

Gers, W. 2012. Opening the Treasure Chest. *Art South Africa* 10(4), Winter:54-59.

Gers, W. 2012. Out of the Cave and into the Cauldron. *Art South Africa* 10(3), Autumn: 48-51.

Falkof, N. 2012. Satan has come to Rietfontein: Race and South Africa's Satanic panic. *Journal of Southern African Studies* 38(4):753-767. [O]. Available: http://www.tandfonline.com/doi/abs/10.1080/03057070.2012.732290

Falkof, N. 2012. The Father, the Failure and the Self-Made Man: Masculinity in Mad Men. Critical Quarterly 54(3):31-35.

Farber, L & Dreyer, E. 2012. The diary of Bertha Marks as a heterotopia as articulated in the artwork The Futility of Writing 24-page Letters. Literator 33(1). [O]. Available: http://literator.org.za/index.php/literator/article/view/29

Groenewald, M. 2012. 'Cloudless skies' versus 'vitamins of the mind': An argumentative interrogation of the visual rhetoric of South African Panorama and Lantern cover designs (1949-1961). *Image & Text* (20):50-86.

Jansen Van Veuren, LM. 2012. Tooth and nail: anxious bodies in Neill Blomkamp's District 9. *Critical Arts-South-North Cultural and Media Studies.*

Opper, A. 2012. The Art of Subtraction. *Art South Africa*. Vol 10. Issue 04. Winter 2012. 14-15

Opper, A. 2012. The Limitations of the 'Half' and the 'Whole'. *Art South Africa*. Vol 11. Issue 02. Summer 2012. 18-19

Paton, D. 2012. Towards a theoretical underpinning of the book arts: Applying Bakhtin's dialogism and heteroglossia to selected examples of the artist's book. *Literator.* 33(1)

Peter, J. 2012. Annette Schultz: Private and gendered post-apartheid identity. *Art and Perception*. June.

Pretorius, D, Verhoef, G & Sauthoff, M. 2012. The printed propaganda of the Communist Party of South Africa during World War II. *Image and Text* 20:30-49.

Sey, J. 2012. Trauma, the Palimpsest and Liminality in the work of Bracha Lichtenberg Ettinger. *Art South Africa* 11(2), Summer:44-45.

Stephen, J. 2012. South Africans Under Scrutiny. *Art South Africa* 10(3), Autumn:52-57.

Tully, A. 2012The Shamanic Seam: Transnatured Humanities and Sutured Animal Bodies in Contemporary Visual Practice. *Art South Africa* 11(2), Summer:48-49.

Van Rensburg, W. 2012. Negotiated Property: Lace in Contemporary Art. *Art South Africa* 11(2), Summer:50-51.

Nanackchand, V. & Berman, K. 2012. Visual graphics for human rights, social justice, democracy and the public good. *South African Journal of Education* 32 (4). pp. 465-478.

Von Veh, KE. 2012. Diane Victor, Tracey Rose, and the Gender Politics of Christian Imagery. *African Arts*. Winter 2012.Vol.45. no.4. pp.22-33.

Von Veh, KE. 2012. The intersection of Christianity and Politics in South African art: a comparative analysis of selected images since 1960, with emphasis on the post-apartheid era. *De Arte 85.* 2012. pp.5-25.

Von Veh, KE. 2012. How to make a national resource into a global treasure: Paul Weinberg and the UCT Visual Archives. *De Arte 85.* 2012. pp.73-79.

Accredited conference proceedings

Breytenbach, A. How deep is the rabbit hole? – A deeper exploration of the position of interior design in South Africa, *IDEA symposium*, Perth, Australia, September 2012.

Campbell AD & Brand, K. Design of resilient products for small-scale farming in South Africa. *Agrindustrial 2,* Izmir University of Economics. 2012.

Fenn TK, J Hobbs, J. The information architecture of transdisciplinary design practice: rethinking Nathan Shedroff's Continuum of Understanding. *Design, Development & Research Conference*, Cape Pensinula University of Technology, Cape Town, September 2012.

Gill, A. Reflecting on the Learning Centre requirements of Social Urban Housing Projects in Johannesburg*, Sustainable Humane Settlements 'The urban challenge' conference*, Braamfontein, Johannesburg, September 2012.

Prinsloo, I. Reflecting on the need for inclusion of interior designers to the multi-disciplinary retail design discourse in South Africa. and International conference on Design, *Development and Research* Conference, Cape Peninsula University of Technology, Cape Town, September 2012.

Ramdass KR. The role of leadership competencies for implementing ISO 9000. IEEM, Hong Kong, December, 2012

Ramdass KR. Quality dimensions relevant to a 1st tier automotive supplier: a case study at an automotive supplier. IEEM, Hong Kong, December, 2012

Peer-reviewed books authored or co-authored in 2012

Dubin, S. 2012. *Spearheading Debate: Culture, Wars and Uneasy Truces.* Johannesburg: Jacana Media

Peer-reviewed book chapters authored or co-authored in 2012

Farber-blackbeard, LN. 2012. Integrating theory and practice in the *Dis-Location/Re-Location* project, in *The Art of Research II. Process, Results and Contribution* edited by Maarit Makela & Tim O'Reilley. Helsinki: Aalto University, School of Arts, Design and Architecture, Department of Design:86-113.

Leeb du-Toit, J. 2012. 'White' women in 'Black' Clothing, in *Is it something I wore? Dress, identity, materiality,* edited by R Moletsane, C Mitchell & A Smith. Cape Town: Human Sciences Research Council Press.

Pieterse E. & Gurney, K. 2012. Johannesburg: Investing in Cultural Economies or Publics?, in *Cultural Policy and Governance in a New Metropolitan Age: The Cultures and Globalization Series* Vol 5*,* edited by HK Anheier & YR Isar Y & guest editor M Hoelscher. London: Sage Publications: 17: 195-203.

3.1.2 Research record 2006 – 2012

The Faculty's research output, over the past six years, is indicated in figure 3.1 below.

Figure 3.1: Research units submitted 2006 – 2012
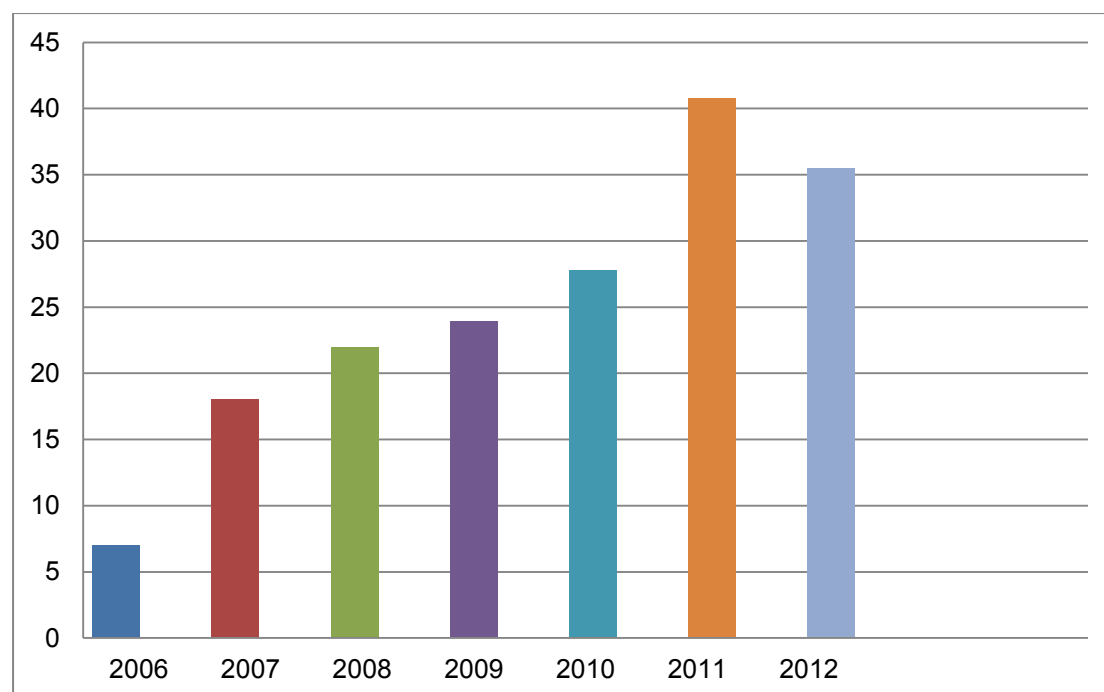
3.1.3 Non-subsidised research

Table 3.2 provides a summary of non-subsidised research outputs produced by faculty members during the year. Details of authors and titles are listed in Appendix 7.

Table 3.2: Non-subsidised outputs in 2012

OUTPUTS	NUMBER
Articles published	14
Conference papers delivered	40
Conference papers delivered and published	0
Books published	1
Book chapters published	1
Reviews and reports published	9
Catalogues published	1
Books edited	0
Volume edited	1
Proceedings / journals / supplements edited	1
TOTAL	**68**

3.1.4 Conferences and symposia organised

Two international conferences were hosted by the Faculty during the year. Four national and/or regional conferences and symposia were organised by members of faculty on themes that were of direct relevance to research and teaching in the Faculty. In February the Faculty and Interactive Africa, jointly hosted a live simulcast of the international conference, Design Indaba for a second year. The simulcast was presented at the UJ Arts Centre and provided the opportunity for young designers, staff and students in the Gauteng region to participate in the conference which is annually presented in Cape Town.

International conferences

	Surname & Initials	Title	Theme	Venue	Dates
1	Osman A, Grace S, Opper A, Saidi F, Vosloo C	Sustainable Humane Settlements	The urban Challenge	Hotel Lamunu, Braamfontein, Johannesburg	17 – 21 September 2012
2	Berman KS	Writing Symposium	Community Engaged learning in a rural development node	HaMakuya	July 2012

National and regional conferences and symposia

	Surname & Initials	Title	Theme	Venue	Dates
1	Campbell AD Fenn T	The role of education, government and commerce in design for social development (Co-organised by Departments of Industrial Design, Multimedia) (Campbell chaired the seminar)	Design and Social Development	FADA Auditorium UJ, APB	17 September 2012
2	Fenn TK	WIAD Day	World Information Day, Mini-Conference	FADA Auditorium, Johannesburg	11 February 2012
3	David DM	Sculpture	Sculpture for Art Educators	FADA. Johannesburg	August 2012
4	Faber L	Pointure: pointing, puncturing, weaving and lacing in art and textual discourse.	See title	School of Tourism and Hospitality, University of Johannesburg	15 August 2012

3.1.5 Creative production

A summary of participation in exhibitions and design projects completed by members of the faculty is provided in table 3.3 below, followed by details of individual outputs. This output compares favourably with that of 2011 (7 solo exhibitions, 62 group exhibitions, 6 curated exhibitions and 20 design projects).

Table 3.3: Creative Production

CREATIVE PRODUCTION	2012 Local	2012 International	TOTAL
Solo / duo exhibitions	14	1	15
Group exhibitions	57	4	61
Curated exhibitions	11	0	11
Design projects	14	0	14
TOTAL	**96**	**5**	**101**

Solo and duo exhibitions in 2012

Architecture

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Hendricks DM	Energy Efficient House	Innes Free Park	Undetermined
2	Krige LF	Wits Sport & the City exhibition	WITS Engineering Block	March 2012
3	Krige LF	(In)Visible City 2	VELO Braamfontein JHB	06 Feb – 03 March 12
4	Krige LF	(In)Visible City Continued	NIROX Arts on Main JHB	1-17June 2012
5	Krige LF	Portraits of Place	GIFA Gallery, Jhb	30 October - 13 Dec 12

Jewellery Design

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Hön EP	And the ship sails on – solo exhibition.	Elegance Jewellers Melrose Arch	27 March – ran until end of April 2012.
2	Nazier F	After Math: An Exploration of Temporality, Wounding and Consequence	Apartheid Museum, Johannesburg	16 August to 16 September 2012

Multimedia

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Mntambo NJ	Director: Sustainable Human Settlements: Urban Challenge Film 2012, UN Habitat: World Urban Forum 6	Naples 2012 AARDE Film Festival , School of Architecture, Anna University, Chennai	September 2012
2	Mntambo NJ	Writer and Director: If this be A City Film	Urban/Flux Film Festival	French/South Africa Program 2012/13
3	Mntambo NJ	Director: Stoned Cherrie profile Film	Food Wine Design Fair Johannesburg	November 2012
4	Mntambo NJ	Production designer Market Theatre's Woza Albert	Market Theatre, Bush	March- August 20`12

Visual Art

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Berman KS	Duets with Egon	Everard Read Gallery	1 Dec 2012 – 15 Jan. 2013

Research Centre

	Name	Title of exhibition	Venue and location	Exhibition dates
1	McInnes J	De Magnete	UJ Gallery, Jhb	6-27 June
2	McInnes J	De Magnete	North West University Gallery	19 July-3 August
3	McInnes J	De Magnete	Johannes Stegmann Gallery, UFS	23 August-14 September.

Group exhibitions in 2012

Graphic Design

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Gray BL	FADA Transformation, Exposures exhibition 2012.	FADA Gallery	19 July – 8th August
2	Gray BL	Exhibited two pieces to Thami Mnyele Fine Art Award 2012.	Coen Scholtz Recreation Centre, Kempton Park	October 2012
3	Hyson IL	Fibreworks - Contexturise	FADA gallery	14 – 30 May
4	Pretorius JD	FADA Exposures: Transformations exhibition	FADA Gallery, Jhb	19th July – 8th August

Industrial Design

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Bolton MA	FADA Exposures Exhibition	FADA Gallery, Johannesburg	19 July – 8 August
2	Bolton MA	Eskom Lighting Design 2012 prototype exhibition	Radiant Lighting, Johannesburg	21 September
3	Campbell AD	Social landscape project: Show us our land photographic exhibition Competition (as part of the France-South Africa Seasons 2012 & 2013)	Market Photo Workshop, 2 President Street, Bus Factory, Newtown, Johannesburg	24 November 2012 – 15 March 2013
3	Campbell AD	ARMSA Rotation 2012	Zebula Golf Estate & Spa, Limpopo Province	5-7 September 2012
5	Campbell AD	Afrimold conference and trade fair 2012	Gallagher Convention Centre, Midrand, Jhb	10-12 October 2012
6	Hunkin JL	FADA Exposures Exhibition	FADA gallery	19 July – 8 August

Interior Design

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Breytenbach A	FADA Transformation, Exposures exhibition	FADA Gallery	19 July – 8th August
2	Gill A	FADA Transformation, Exposures exhibition	FADA gallery	19 July – 8th August

Jewellery Design

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Hön EP	Ceramic SA's Ultra-Furn Regional Exhibition	Museum Africa	Sunday 12 – 28 May 2012.
2	Nazier F	Traversed and Recorded	Ithuba Arts Gallery, Johannesburg	22 November to 9 December 2012
3	Nazier F	MTN New Contemporaries Awards 2012	Iziko's Castle of Good Hope, Cape Town	13 December to 25 January 2012

Multimedia

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Edwards MD	FADA Transformation, Exposures exhibition	FADA Gallery	19 July to 8 August
2	Edwards MD	Outsider	Media Mill, Art Fair fringe	5 to 9 September

Visual Art

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Berman, KS	Coming of Age: 21 years of Artist Proof Studio	Johannesburg Art Gallery	May 6-July 2012
2	Berman, KS	Joburg Boston Connections	Tufts University Gallery	June 1-Sept 15 2012
3	Berman, KS.	A.R.T – HIV and Aids exhibition,	Durban Art Gallery, Museum Africa and Smithsonian Institute, Washington USA.	June to November 2012
4	Paton, DM	*Altered Pieces: The Art of Leonard Cohen*	The Gallery, Grande Provence Heritage Wine Estate, Franschhoek,	6 May - 6 August 2012
5	Paton, DM	*Coming of Age:21 Years of Artist Proof Studio.*	Johannesburg Art Gallery (JAG)	6 May – 6 July 2012
6	Froud, GC.	Artist Proof studio 21st Anniversary Exhibition	Johannesburg Art Gallery, Jhb	6 May -16 June
7	Froud, GC.	Group show	Jan Cilliers Primary school Parkview - Jhb	Not provided

8	Froud, GC.	Altered Pieces	Strydom Gallery, George and Grande Provence Wine Estate, Franschoek	6 May - 6 August 2012
9	Froud, GC.	100 Plates exhibition	University of the Free State, Bloemfontein	Not provided
10	Froud, GC.	*Rainbow nation Contemporary South African Sculpture*	Museen Beelden Aan Zee, Scheveningen – The Hague, Holland.	Not provided
11	Froud, GC.	*Pointure* Group exhibition	University of Johannesburg Art Gallery	8-29 August 2012
12	Froud, GC.	A.R.T – HIV and Aids exhibition,	Durban Art Gallery, Museum Africa and Smithsonian Institute, Washington USA.	June to November 2012
13	Froud, GC.	*The Stock Animal*	The Art Business, Picketburg	Not provided
14	Froud, GC.	Leonardo da Vinci collaborations exhibition	Arts Association Pretoria	Not provided
15	Froud, GC.	*Sounding Off* – Group Exhibition curated by Kim Gurney	The Bag Factory, Jhb	5-18 July
16	Froud, GC.	Rooftop IV	St Lorient Gallery, Pretoria.	Not provided
17	Froud, GC.	Group show	Art onesixty, Rosebank, Johannesburg	Not provided
18	Froud, GC.	Southern Guild Functional art exhibition	Everard Read Gallery, Johannesburg	Not provided
19	Froud, GC.	*21 Years of the Bag Factory*	Electric Workshop, Newtown, Jhb.	Not provided
20	Froud, GC.	Bronze Age(less) – Group Show	Arts Association of Pretoria	Not provided
21	Froud, GC.	Afriques du Sud - oeuvres contemporaines. Collection Boulitreau-Larousse	Sarzeau – France	Not provided
22	Froud, GC.	Eros and Thanathos	St Lorient Gallery Pta.	Not provided
23	Froud, GC.	Auction for Doulos Aids centre	Stephan Weltz and Co.	Not provided
24	Froud, GC.	Auction for Bag Factory	Strauss and Co – Jhb	Not provided
25	Froud, GC.	SA Print Gallery selections	Rust en Vrede Gallery, Durbanville	Not provided
26	Froud, GC.	Angels 7	Grande Provence Wine Estate - Franshoek	Not provided
27	Froud, GC.	This Place/displace – Xenophobia exhibition for George Bizos Foundation	UJ Art Gallery – Jhb	Not provided

28	Froud, GC.	GIBS Business School	Rosebank – Jhb	Not provided
29	Froud, GC.	Auction for George Bizos Foundation	Stephan Weltz and Co	Not provided
30	Froud, GC.	SA Print Gallery selections	Rust en Vrede Gallery – Durbanville	Not provided
31	Froud, GC.	UNISA Recent Acquisitions	UNISA Art Gallery – Pta	Not provided
32	Froud, GC.	Group Show	Vega School of branding - Pta	Not provided
33	Froud, GC.	Nedbank Golf Challenge	Sun City	Not provided
34	Netshia, S.	She@InToto	Intoto Gallery	19 January- 28 February 2012
35	Netshia, S.	World Art Day Exhibition	Association of Arts Pretoria	15 April- 2 May 2012
36	Netshia, S.	Gordon Froud's curated exhibition	Summer Farm House Van Reenen	4 August - ongoing

Research Office

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Rautenbach L	Pointure	UJ Gallery, Johannesburg	8-29 August 2012

Research Centre

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Sey J	Soundwork, Letters from Jerusalem, Sounding Out curated by Kim Gurney & Thato Mogotsi	Bag Factory	5-18 July
2	Sey J	Joburg Fringe of the Joburg Art Fair	Smit Street, Braamfontein	6-9 September
3	Tully A	Let Sleeping Dogs Lie and Curl Up and Die	Everard Read Winter Exhibition Johannesburg	28 June-28 July
4	Tully A	Rendezvous Focus painting	Aardklop Festival, North West University	4-8 October 2011
5	Tully A	Rendezvous Focus painting	Michaelis Gallery	17-27 January 2012
6	Tully A	Rendezvous Focus painting	National Arts Festival, Grahamstown	31 March-7 April 2012
7	Tully A	Rendezvous Focus painting	University of Johannesburg Gallery	5-26 September 2012

Curated exhibitions

	Name	Title of exhibition	Venue and location	Exhibition dates
1	Froud GC	Rooftop IV	St Lorient Gallery Pretoria	September 2012
2	Froud GC	Group show – Selected artist	Summer Farm House Van Reenen	6 August - on-going
3	Froud GC	Altered Pieces: The Art of Leonard Cohen	Started Thompson Gallery JHB – national traveling exhibition	Started in May 2011 – closed December 2012
4	Froud GC	North South – student show	Started in Jhb – national traveling exhibition	September 2012 – on-going
5	Buys A	Machine Worries, Machine Hearts, blank projects	Cape Town	4 – 27 October 2012
6	Gers W	Consultant curator and researcher for *FIRED*, an exhibition of South African ceramics, the Granary	Caste of Good Hope, Cape Town	25 February 2012 - 2014
7	Gurney K	*Sounding Out*, curated with Thato Mogotsi	Bag Factory	5 – 18 July 2012
8	Gurney K	*Appeal 2012*. Exhibition curated in association with Guerilla Gallery	Guerilla Gallery	11- 24 September
9	Tully AM	*Facing the Climate.* Exhibition curated in association with the Swedish Embassy of South Africa and the Swedish Institute.	Michaelis Gallery Niroxprojects Oliewenhuis Art Museum	28 September – 13 October (CPT) 28 October to 19 November (JHB) 11 April – 9 June 2013 (Bloemfontein)
10	Tully A, Faber L	*Lichtenburg Flower and Medusa*, exhibition by Artist Professor Bracha Lichtenberg Ettinger	NIROXprojects, Arts on Main, Maboneng Precinct Johannesburg	13-29 August
11	Van Rensburg W	*Transnational Modernism: The Gutai Art Association, Christo Coetzee and the legacy of Abstract Expressionism in South Africa*	UJ Gallery, Johannesburg	8 – 29 February

Design projects completed in 2012

Architecture

	Surname & Initials	Title of project	Nature of project	Members of team	Produced and in public domain
1	Hendricks DM	Way-finding	New UJ way-finding system	Marina Meyer	On Campus

Graphic Design

	Surname & Initials	Title of project	Nature of project	Members of team	Produced and in public domain
1	Van Zyl CE	Tijdschrif Neerlandistiek & Afrikaans	Page-layout, DTP and creative work for 2 editions		Published and provided to members
2	Van Zyl CE	University of Stellenbosch Word festival	Art Direction, Styling, DTP and layout for Programme, Poster and Branding of 2011 Festival in March	Collaboration with the University of Stellenbosch	Public Domain Marketing campaign
3	Van Zyl CE	UJ Wayfinding redesign	Redesign and improve UJ way-finding systems and signage	Denver Hendricks (Architecture)	Pitch phase
4	Van Zyl CE	Melville Tourism Centre	Signage Design		Public Domain Marketing materials

Industrial Design

	Surname & Initials	Title of project	Nature of project	Members of team	Produced and in public domain
1	Bolton MA	Household Aquaponic R&D	Undergoing the Research and Development of Aquaponic/Hydroponic systems for sustainable herb growing within urban housing.		Ongoing R&D
2	Hunkin JL	Up cycled	Digital Media 2(DDM211) recycling project, and graphic interpretation	19	Students needed to upload their design process onto the Intractables website after completion of the project

Multimedia

	Surname & Initials	Title of project	Nature of project	Members of team	Produced and in public domain
1	Ambala AT	The Sustainable Human(e) Settlements: Urban Challenge: Film	Documentary film	Film Editor	Screened at Sustainable humane settlement Workshop and and distributed on DVD's

2	Fenn TK	JAG Design Research	Problem analysis audit and recommendations. Outcomes included desk top research, user interviews and analysis, stake holder interviews	Jason Hobbs (JH-01), T Fenn et al	Design research report presented at public forum at JAG Developed for the Johannesburg Art Gallery
3	Mntambo NJ	Soned Cherrie Design Profile	A short audio visual profile on the design process of the brand Stoned Cherrie	Nanka Hawes Zoe Manzi Jimmy Molololwane	Showcased at the Sanlam Food Wine Design FAIR 2012
4	Mntambo NJ	FNB Joburg Art Fair 2012 internship	3 documentary films were produced by UJ 3RD year students and showcased on FNB Facebook page which has more than 100 000 viewers.	Multimedia third year class	Showcased on FNB Facebook page which has more than 100 000 viewers.

Visual Art

	Surname & Initials	Title of project	Nature of project	Members of team	Produced and in public domain
1	Berman, KS	Alexandra 100th Anniversary Commemorative Stamps (1912-2012)	Artwork "Alex Under Siege" selected for commemorative postal stamp (one of 5 artists)	SA Post Office Ltd: Philatelic Services	Will be issued to the public in October 2012
2	Froud, GC.	Oxymoronic table	Furniture		Southern Guild
4	Paton, D	South African Artists' Books	Peer review of the Ginsberg database, containing over 3000 bibliographic items on international book arts, at http://www.theartistsbook.org.za/view.asp?pg=library	S Bodman, Center for Fine Print Research, UWE, Bristol, UK; M Dimunation, Library of Congress, Washington DC, USA; E James, Dept of Word and Image, National Art Library, V&A, UK;S Bury, Head: European and American	Delayed due to UJ accounts department but will be sent out for peer review before the end of 2012

				Collections at the British Library, UK M Oppen, The Library for the Artist's Book, Sidney, Australia	

3.2 FUNDING RECEIVED FOR RESEARCH ACTIVITIES

Research activities in the Faculty were supported by funding received from various university and faculty sources. Members of staff were encouraged to make use of available funding opportunities. Assistance and guidance in structuring proposals was provided to novice applicants where necessary. Six funding application, submitted to external sponsors, were successful in receiving funds in 2012.

3.2.1 Internal funding received for research activities in 2012

Fashion

	Surname & Initials	Name of project	Nature of project	Amount in Rands	Name/source of funding
1	Harvey RN	Fashion Design Education and Fashion Districts	PhD	R 24,000	URC
2	Lavelle CA	MTech: Fashion	Master study	R 6,160	Deans Office
3	Ramdass KR	Publishing in international journals (2) as above	Publish article	R 4,000	Department
4	Ramdass KR	Registration for IEEM conference	Conference	R 10,000	Department
5	Smal DN	DTech: Design	Study fees	R 7,950	UJ

Graphic Design

	Surname & Initials	Name of project	Nature of project	Amount in Rands	Name/source of funding
1	Gray BL	FADA Collaborations/Art iculations exhibition (FADA Gallery).	Curating a collaborative exhibition of nine projects developed by creative practitioners at FADA.	R24 000	UJ Recognition of Creative Production

Interior Design

	Surname & Initials	Name of project	Nature of project	Amount in Rands	Name/source of funding
1	Breytenbach A	Registration and attendance of Helsinki Cumulus Conference	Research, design and development of a safe candleholder alongside the people of Alexandra	R 13 390	Department

| 2 | Prinsloo I | Registration and attendance of the Research and Development Conference | Present paper and attend conference | R 8,748 | Department |

Industrial Design

	Surname & Initials	Name of project	Nature of project	Amount in Rands	Name/source of funding
1	Bradnum CMS	Alexandra Candleholder Project	Research, design and development of a safe candleholder alongside the people of Alexandra	R 32 000	Manufacturing Research Centre (MRC)
2	Campbell AD	Design and development of a household farming kit	Supervisor Linked Bursary for MTech student Kyle Brand	R6000	URC
3	Campbell AD	Design of resilient products for small scale farming in South Africa	Funding to present paper at the *Agrindustrial 2* Congress held at the Izmir University of Economics, Turkey	R17 513	FRC
4	Campbell AD	Design of resilient products for small scale farming in South Africa	Funding to present paper at the *Agrindustrial 2* Congress held at the Izmir University of Economics, Turkey	R6 000	Department
5	Campbell AD	The role of education, government and commerce in design for social development	Deans discretionary funding for the public seminar as part of Design for Social Development reading group.	R7 800	Deans discretionary fund
6	Bradnum CMS	Hamakuya Tshulu Stove Project	Research, design and development of a safe and efficient biomass stove	R 7 000	Dr Kim Berman's NRF Funding

Jewellery Design

	Surname & Initials	Name of project	Nature of project	Amount in Rands	Name/source of funding
1	Nazier F	After Math Project	Art intervention/ exhibition at the Apartheid Museum (2012) and related research article (for submission in 2013)	R21737	FRC
2	Nazier F	After Math Project	Art intervention/ exhibition at the Apartheid Museum (2012) and related research article (for submission in 2013)	R5000	Department

Multimedia

	Surname & Initials	Name of project	Nature of project	Amount in Rands	Name/source of funding
1	Fenn TK	Design for Social Development Seminar	Public talk	R7500	Deans office

Visual Art

	Surname & Initials	Name of project	Nature of project	Amount in Rands	Name/source of funding
1	Berman KS	Women on Purpose The Resilience and Creativity of the Founding Women of Phumani Paper	Book Published	R100, 000	UJ Commercialisation
2	Berman KS	Resilience Art and social transformation	Roundtable Conference, Travel	R12 000	Visual Art
3	Paton D	SAVAH Conference	Presentation of a conference paper. Department paid accommodation expenses	R1950	Department
4	Froud GC	Play off	Duo exhibition	R8000	FRC

Research Centre

	Surname & Initials	Name of project	Nature of project	Amount	Funding source
1	Farber L	Research Centre year 2 of 3 years (2010 – 2013)	FADA Research Centre	R 500, 000	University Research Committee

3.2.2 External funding received for research activities in 2012

Jewellery Design

	Surname & Initials	Name of project	Nature of project	Amount in Rands	Name/source of funding
1	Nazier F	After Math Project	Art intervention/ exhibition at the Apartheid Museum (2012) and related research article (for submission in 2013)	50 000	National Art Council
2	Nazier F	After Math Project	Art intervention/ exhibition at the Apartheid Museum (2012) and related research article (for submission in 2013)	20 000	Ithuba Arts Fund

Visual Art

	Surname & Initials	Name of project	Nature of project	Amount in Rands	Name/source of funding
1	Berman KS	NRF: KFD- CEP	Arts-based approaches to development	R 306,590.00	NRF
2	Berman KS	Women on Purpose	Book published	R 85 000	Ford Foundation
3	Berman KS	Women on Purpose:	Book Published	R 42,500	U Michigan
4	Paton D	The Imagistic Text in Jonathan Safran Foer: Tracing Unconventional Texts From Kerouac to the Artist's Book	Accredited Journal Article: published in De Arte, vol 81, 2010. ISSN 0004-3389. 2010	R 29 832	DoHET
5	Paton D	The Book Arts as a Community of Practice: Some Thoughts on the Research Project - A Manifesto for the Book, What will be the Canon for the Artist's Book in the 21st Century?	An article published in On Making: Integrating Approaches to Practice-led Research in Art and Design ISBN 978-0-620-49738-1,pp209-221. 2010	R 14 916	DoHET
6	Von Veh KE	CAA Art History Programme	International Art History Conference	R 25,000.	College Art Association
7	Froud GC	The Rainbow Nation – The Hague	International Sculpture Exhibition	R10 000	Beeldhou Stigting

3.3 REPORT: FADA RESEARCH CENTRE – Visual Identities in Art and Design (VIAD)

From its inception in June 2007, the Visual Identities in Art and Design (VIAD) Research Centre (RC) has steadily developed into what is now a nationally and increasingly internationally recognised Centre for practice-led art and design research located in the University of Johannesburg's (UJ) Faculty of Art, Design and Architecture (FADA). VIAD has firmly established a national footprint, and raised its international profile through a range of diverse, yet inter-related research activities and outputs. Research undertaken is located within an interdisciplinary range of theoretical frameworks that address identity construction in contemporary and historical contexts, with specific application to visual practice, visual representation and visual culture. As its core thematic speaks to the governmental drive towards 'Social Cohesion', VIAD plays a critical role in developing debates around the concerns of emergent South African identities, examining how these are constructed, shaped and continually transforming in the contemporary South African context.

In August 2012 the VIAD Research Centre successfully hosted an international colloquium titled 'Pointure: pointing, puncturing, weaving and lacing in art practice and textual discourse'. The colloquium featured internationally renowned artist, psychoanalyst and theorist, Bracha Lichtenburg Ettinger as keynote speaker. Prof Jane Taylor (South African writer, scholar and curator) and Dr Meredith Jones, a media and cultural studies scholar at the University of Technology, Sydney, also presented keynote papers. The colloquium drew a number of prominent international and South African scholars and creative practitioners to the Bunting Road campus. In addition to the three keynote addresses, eight papers and one panel discussion were presented. Two VIAD Research Associates presented papers, alongside scholars from the University of Leeds, University of Pretoria, University of the Free State, University of Cape Town and LISOF.

The colloquium was accompanied by two related exhibitions, one of which represented examples of Ettinger's work from the past 3 decades. The exhibition, titled 'Lichtenburg Flower and Medusa', provided a fascinating insight into Ettinger's pioneering and composite practice, through a selection of artworks in diverse media, ranging from drawings produced from 1987 to 1981; paintings dating from 2004 to 2009; a recent series of drawings (2010-2012) as well as a selection of the artist's notebooks produced during the years 2003 to 2012. The second exhibition was a curated group show focusing on stitching and lacing practices in contemporary South African visual art, held at the UJ Gallery (8-29 August). The Pointure exhibition was accompanied by a full-colour catalogue containing documentation of all works featured on the show, as well as a walkabout with the curators. Both exhibitions attracted considerable press and public interest, giving rise to a range of discussions and debates.

Some of these debates were taken further in a 17-page supplement published in the subsidy-bearing journal *Art South Africa* 11(2) that forms a textual output of the colloquium. The supplement contains nine peer-reviewed articles from the colloquium. Further textual outputs include a themed edition of the accredited journal *Image & Text*, edited by Research Associate in the RC, AM Tully and L Farber. The edition will be put together during the course of 2013, to be published in January 2014.

Faber L (Director VIAD Research Centre)

3.4 REPORT: FADA GALLERY

The FADA gallery operates as an intrinsic part of the broader academic programme in the Faculty and, to this end, has focused its activities on two strategies; first, the organisational structure and corporate governance matters were reviewed in line with UJ policies. Second, the annual exhibition programme was confirmed, with a strategic focus on exhibitions that promoted photography, in addition to shows by external stake holders and student assessment and departmental showcase exhibitions. The year under review reflected a successful continuation of the programme, the details of which are as follows:

OPERATIONAL

Since 2006, the gallery has enjoyed relative success to the extent of its present viability in representing and supporting the needs of the academic programmes and building the profile of the Faculty at large. To this end, the gallery records a debt of gratitude to Rosalind Cleaver, whose term of office as the part-time curator, ended on 30 June 2012, as well as to Lauren van der Merwe, who served as the faculty's marketing administrator until February 2012. Rosalind's and Lauren's contributions to the development of the gallery's mission are greatly appreciated. Subsequently, Mariapaola McGurk was appointed as the part-time assistant curator and later successfully applied for the position of part-time curator of the FADA gallery. The committee congratulates Mariapaola on her appointment and wishes her well during her tenure as the new part time curator. The challenge of upgrading the profile of the gallery to best serve the interests of the faculty remains to be addressed in the new academic year.

EXHIBITION PROGRAMME
During the year under review, the gallery hosted eleven exhibitions, which comprised the following shows focusing on photography, human rights, community engagement, alumni achievement and student shows:

January - February: The FADA Student Showcase/Exhibition: This exhibition showcased the work of undergraduate and graduate students in all academic departments in the faculty. The event was appropriately timed to coincide with the first year experience, as it provides incoming students (and their parents) with critical insight about the standard of work achieved in each of the academic disciplines. Finer curatorial decisions will need to be considered with regard to future shows of this nature.

February - March: **"Child Labour"** an exhibition of photography by Dr Peter Magubane, a distinguished social activist, cultural commentator and UJ alumnus. Dr Magubane's emphasis on the need for social justice based on the inequities of child labour during apartheid was well received by the FADA student community.

April: **"Dialogue among Civilisations"**, an exhibition of original prints presented by Durban-based, Art For Humanity, an organisation dedicated to the promotion of art, human rights and social justice advocacy, through a public engagement programme. This exhibition focussed particularly on cross-cultural exchanges amongst a variety of countries internationally. Artists from each country were invited to produce a limited edition of prints which celebrates the rich cultural diversity globally, and in the process, leads to the development of cultural capital amongst participating countries. The exhibition was endorsed by the UNESCO as well as several luminaries nationally and abroad. FADA students and faculty found this encounter with social

justice themes most absorbing and engaging.

May: The South African Fibre Art exhibition: This exhibition was presented by Fibreworks, a national organisation dedicated to the promotion of fibre art in very particular manifestations. The exhibition comprised fibrework in the form of conceptual and sculptural pieces as well as utilitarian works that reflected a high degree of technical proficiency as well as an exceptionally strong focus on design and form. Among the participating members were prominent members of the South African visual art community.

June: "**Women On Purpose: resilience and Creativity of the Founding Women of Phumani Paper**": An exhibition of photography, presented by Prof. Kim Berman from the Department of Visual Art, FADA and Dr Debbie Rasiel, an art historian from New York. Dr Rasiel's photographs represented a journalistic approach that documented salient points in the work of women from marginalised communities, who participated in Prof Berman's research project aligned with the Phumani Paper Mill on the Doornfontein campus. The photographs were combined with an ethnographic presentation of the work conducted by the Phumani Mill. The highlight of the exhibition included the launch of the book "Women On Purpose" by Prof Berman, and the presentation of awards to the women from the various papermaking collectives which contributed to the research project.

July: "**Exposures**" photographic Competition and **"Life More Abundant"**, an exhibition of photographs from the *Drum* magazine collection: 1976-1980. This event was a joint exhibition, conceptualised along the lines of work done by established photo-journalists at Drum magazine, and emerging talent represented by the FADA gallery's "Exposures" photography competition. The juxtaposition of both sub-themes was a tremendous draw card amongst the student constituency. The gallery records its appreciation to Kerry Swift, Director of UJ's Office for Institutional Advancement, for his support in providing rare examples of the Drum magazine photographs for the exhibition.

August: The 2012 Alumnus Exhibition was presented by the Department of Fashion Design and Clothing Management. This is an annual FADA event that accords special privilege to participating academic departments, to showcase the work of their illustrious alumni. The exhibition showcased the work of fashion designers, purchasers and production managers in the fashion industry, and included presentations by eminent designers such as Carlo Gibson amongst others. The exhibition was curated Andre Cronje whose presentation provided important insight into the work and ethos in the Department of Fashion Design.

September: **IEB Schools art competition**. This exhibition was curated by Eugene Hön of the Department of Jewellery design and Manufacture. The judges were David Paton and Gordon Froud, both senior lecturers in the Department of Visual Art. The show comprised work by learners from participating IEB schools which offer art and design as a matric subject. The standard of work on exhibition was high. The committee needs to address ways in which this exhibition can accommodate wider participation, especially from GDE schools.

September - October: The Thuthuka Jewellery Competition and Awards. This exhibition represents the finest jewellery competition in South Africa. Students from tertiary departments of Jewellery as well as jewellery workshops from indigent communities were represented. During 2012, the recipient and winner of the overall prize was Christian Lambo, a FADA BTech student in the Department of Jewellery Design and Manufacture. The competition and exhibition was curated by Carola

Ross and Associates. The exhibition is a high-profile event in the jewellery design fraternity, as this event marked the opening of the jewellery exhibition and an awards function in the FADA auditorium, attended by local, provincial and ministerial dignitaries.

November: The Department of Visual Art BTech assessment exhibitions:
Annually, the graduating class of BTech Visual Art students present their work publically for assessment. This is a critical stage in the students' academic learning as their work is assessed on criteria that relate to conceptual and technical proficiency as well as on professional visual art practice. Owing to the relatively large number of students in the class, the Department has had to convene two exhibitions for its BTech students. The standard of the exhibitions was exceptionally high, with seven distinctions being awarded.

November - December: The Department of Interior Design and the Department of Industrial Design, Third year and BTech exhibitions: Annually, the Departments of Interior Design and Industrial Design, showcase the work of their senior students, as indicators of the cutting-edge, embryonic design sensibilities in their respective fields of expertise. The event is well-attended and well-received within the Interior Design and the Industrial Design fraternities. The combined event serves as an important opportunity for industry partners to gauge emerging talent as well as note advances in design thinking, amongst the range of artefacts on exhibition. The exhibition also serves as an important indicator to incoming first year students.

Nanackchand V (Chair FADA Gallery)

3.5 REPORT: DESIGN FOR SOCIAL DEVELOPMENT

The Design for Social Development Reading Group (D4SD) is an informal reading group based in the Faculty of Art Design and Architecture open to all staff and postgraduate students. The reading group was co-founded by Angus Campbell (Dept. of Industrial Design), Dr. Naudé Malan (Dept. of Anthropology and Development studies, Faculty of Humanities) and Terence Fenn (Dept. of Multimedia) in an attempt by Prof. Marian Sauthoff to unify the interest in research focused on social change in the Faculty of Art, Design and Architecture. The group meets biweekly at the Department of Industrial Design to discuss members' own research as well as contemporary published research relevant to the transdisciplinary topic of design for social development. The reading group currently has active members from Development Studies (Dr. Naudé Malan), Economics (Dr. Peter Baur), Industrial Design (Angus Campbell, Martin Bolton, Kyle Brand), Visual Art (Vedant Nanackchand), Graphic Design (Christa van Zyl), Fashion (Desiree Smal), and Architecture (Prof. Amira Osman). Other members are part of an email group and a dropbox folder where academic articles and readings are shared.

The following topics/articles were read and discussed in the reading group during 2012:

- Gui Bonsiepe's article titled *Design and Democracy*, 2005.
- The Design for Social Development and Sustainability (DESIS) network manifesto, 2012.
- Transdisciplinary Research, various authors.
- Gustavo Eseva's essay, titled *Development* in The Development Dictionary, 2010.

- Enzio Manzini's keynote address titled *New Food Networks*, from the Agrindustrial Design: 1st International Product and Service Design Symposium and Exhibition on Agricultural Industries – Olive Oil, Wine and Design, 2005.
- Victor Margolin's lecture titled *Design and Democracy in a Troubled World* presented at the School of Design, Carnegie Mellon University, April 2012.

Additionally in 2012 the reading group successfully launched its first biannual public seminar series forming part of the FADA Research Seminar Series. The first seminar held on 21 May 2012 provided the opportunity for members of the reading group to present to the faculty the reading groups focus and provided an opportunity to invite other interested faculty members to join the group. The second seminar held on the 17th of September 2012 was a public seminar held in the FADA auditorium from 18:00-20:00 with extensive marketing and generous funding from Prof. Sauthoff. Three speakers were invited to present: Robert Tuttle, Executive Technology Director at frog design, USA (who focused on the commercial role of design for social development); Bongani Ntombela, acting head of the South African Bureau of Standards Design Institute (who focused on the South African government's role in design for social development); and Dr. Tiaan Oosthuizen from the UJ Manufacturing Research Centre (who focused on educations role in design for social development). Angus Campbell introduced the seminar and acted as master of ceremonies for the event. Each speaker was allowed 20 minutes for an interactive presentation and Dr. Naudé Malan acted as a final summative speaker teasing out the important points raised by the three speakers. After the final summation there was time for Q&A from the audience and a cheese and wine in the foyer. The event was attended by an audience of over 100 people and has been filmed to upload on vimeo.com for further public and academic dissemination.

The reading group have scheduled a further two seminars as part of the FADA Research Seminar Series in 2013 and similarly intend to use the first as a research sharing opportunity for members of the reading group and the second as a large public platform event focused on the topic of design for social development.

Campbell A (Senior Lecturer Industrial Design)

3.6 RESEARCH CAPACITY-BUILDING

The Faculty has a number of platforms whose specific function is to promote research and creative production. These are outlined below.

3.6.1 FADA Research Newsletter

The *FADA Research Newsletter* included working papers, critical reviews and commentary on research endeavours and creative production contributed by members of faculty or invited authors. The *Newsletter* is published in print and online and widely distributed locally and internationally.

3.6.2 Research methodology workshops

A series of customised workshops provided novice researchers and postgraduate students with an insight into discipline-specific research methods and approaches.

3.6.3 Research seminar series

A total of 15 research seminars were presented by staff and guests throughout the year.

Table 3.4: Research seminar topics

13 February	Multimedia: Pervasive Information Architecture
20 February	VIAD – Sticky Stories
27 February	James Sey – Theory Series 1: Freud
19 March	Architecture: A Wagener: Influence of student life on their degree
23 April	James Sey – Theory Series 2: Foucault
7 May	Architecture: Prof Sarah Howie – Design Research
21 May	Design for Social Change - Malan, N., Campbell, A.D., Fenn, T. & Brand, K.G. 2012. *Design for social development*.
4 June	Jewellery: Surfaces in a digital era, beyond the gloss
18 June	Graphic Design: Dr D Pretorius- The printed propaganda of the CPSA 1921 - 1950
30 July	Industrial Design - Campbell, A.D. & Brand, K.G. 2012. *Design of resilient products for small scale farming in South Africa*. Paper presented at FADA
13 August	Fashion: Fashion design research: a process…..
20 August	Interior Design: A Breytenbach and third year students - Colour-coding our future: reflecting on recycling in and around FADA
10 September	Visual Art: Dr Karen von Veh - Intersection of Christianity and Politics in South African Art
17 September	Design for Social Change - Campbell, A.D., Oosthuizen, T. Ntombela, B, Tuttle, R. & Malan, N. 2012. *The role of education, government and commerce in design for social development.*
15 October	Professor David Andrew (Head of the Fine Arts Division, Wits School of the Arts): "Multimodality and Classrooms as Artworks"

3.6.4 Support from the VIAD Research Centre

While the Visual Identities in Art and Design Research Centre essentially devotes its time to research and publishing based on the theme of identity, it also supports the development of research capacity in the Faculty in a number of ways. These include:

- Publishing opportunities for staff, for instance, in the Centre's conference proceedings or in journal supplements and special editions of journals. In cases where staff have submitted articles or papers for these publications, a tremendous amount of technical and conceptual support is freely given. For example, the Centre does not charge staff for what is often extensive editing and restructuring of articles or papers.
- Opportunities for staff to present at or attend conferences and colloquia (1-2 per year) with high-level international and local speakers, for discounted registration fees.
- At least four seminars per year presented by researchers or invited speakers.
- At least one exhibition per year either curated or hosted by the Centre. These are often held in the FADA Gallery.
- Individual mentorship on writing articles for publication.
- Engagement with theoretical texts and discussion of these through the reading group.

4 Community service and stakeholder engagement

The Faculty continued its commitment to community service during 2012. This was demonstrated in its ongoing projects in the wider community, service to academic and professional communities, leadership roles in professional and industry associations and other general service activities such as participation in various public bodies. In 2012, the Faculty continued to participate in Mandela Day, organised by the UJ Community Office, involvement in HIV/AIDS initiatives managed by the UJ Institutional Office for HIV/AIDS (IOHA).

A number of memoranda of agreement were signed and initiated during the year. Twenty-one international researchers and academics were hosted by the Faculty, from institutions in the United States, the Netherlands, Uganda, Belgium, Scotland, Israel, Sweden and France. National collaboration and interaction took place through a continued programme of industry lectures, seminars and talks given by prominent designers, artists, industry leaders and academics from a variety of institutions in South Africa.

4.1 COMMUNITY PROJECTS

Community service and good citizenship are integral to the Faculty's teaching programmes. Students in all departments in the Faculty were required to participate in at least one community project during the year. These included 14 Community Research projects (CR), 10 Organised Outreach (OO) projects, 12 Service Learning (SL) projects and 7 projects that were a combination of SL and CR or OO. Departmental projects are outlined in the departmental tables below.

Departments are integrating community learning into their teaching programmes with students being placed in communities and engaging directly with issues of relevance. It is intended that the projects progressively assume a multidisciplinary character, in keeping with one of the Faculty's strategic objectives which is to leverage its multidisciplinary composition in response to the nature of contemporary problems.

4.1.1 Departmental projects

Architecture

Surname and Initials	Name of project	External participants	UJ participants	Project category
Grace S	Marlboro South	Khayalami, 26'10 Architects.	3rd year ATD3 students	CR
Hendricks DM	Langlaagte Community Project	Community Leaders	Ferdi-Fester	CR
Hendricks DM	Melville Village Urban design	Melville Community Dev Org	Students	CR

Krige LF	Marlboro South Warehouses	Local community forum	3rd year & thesis students	CR
Opper AW	Informal Studio Marlboro South	Community of Marlboro South with various grassroots NGOs, Goethe-Institut, Jhb	Department of Architecture: 3rd and 5th year students (50 students)	CR
Opper AW	Re-educating the City	Progressive Primary (Braamfontein) and various other Low-Fee Inner City Private Schools	Department of Architecture: 5th year students (11 students)	CR
Opper AW	French : SA students exchange (10-day exchange project – multiple interventions with the community of SKY in Kliptown, Soweto)	School of Architecture, (Toulouse le-Mirail); IFAS (Johannesburg)	Department of Architecture: 5th year students (11 students	CR
Silverman M	Marlboro South Informal Settlement upgrade	Marlboro South Crisis Committee	Staff and students involved in M.Tech1 year	CR

Fashion

Surname and Initials	Name of project	External participants	UJ participants	Project category
De Wet AJC Smal, D	1st year community based class project - crochet scarves	Baragwanath Neurosurgical Ward - babies with head injuries	Fashion 1 students	OO
Dos Santos JC	Koffiekraal Project	Annemarie Seften	H Dos Santos	OO
Harvey RN	Creative Design 1 – Identifying the needs of a community and designing for those needs		1 st year Fashion students	OO
Ramdass KR	SIFE project		Mrs Joyce Zanele Sibeko	OO
Smal DN	UJ Academic dress		Second year Fashion students	SL
Smal DN	IOHA/HIV project		Second year Fashion students and IOHA	SL

Graphic Design

Surname and Initials	Name of project	External participants	UJ participants	Project category
Groenewald M	Promotion of 2013 HCT (HIV Counselling & testing) week		UJ Institutional Office for HIV/AIDS	SL
Van Zyl CE	Direct Marketing for SA Organ Donor Foundation	SA Direct Marketing Association SA Organ Donation Foundation.	Third year Communication design students; UJ School of Communication, Department of Marketing second year, Department of Corporate communications second year	SL
Van Zyl CE	Second Year IOHA Event Advertising		IOHA and UJ Comm Design second year	SL

Industrial Design

Surname and Initials	Name of project	External participants	UJ participants	Project category
Bradnum CMS	Alexandra Candleholder Project	Joe Baleka (TEPRASM)	Chris Bradnum , Kyle Brand, Martin Bolton. David Kimemia (SeTAR Centre). Ian Johnston and Roy Jones (Interior Design). Dr Tiaan Oosthuizen (MRC) and 3rd Year students.	CR
Bradnum CMS	Phumani Pets	Mandy Coppes and Mandy Lee Peterson (Phumani). Twanano Group, Tembisa	Chris Bradnum and 3rd Year NDip students	CR
Campbell AD	Design and development of a household farming kit	Food and Agricultural Organisation of the United Nations (FAO) and the Balimi Food Security Company	Angus Campbell (ID), Kyle Brand (ID) and Dr. Naudé Malan (Dept of Development Studies)	CR
Hunkin JL	The design of a fabric retained heat cooker from a user's perspective.	12	J Hunkin (ID)	CR

Interior Design

Surname and Initials	Name of project	External participants	UJ participants	Project category
Breytenbach A	Green Pledge	Budget Waste	Occupation health – Anzani Rautenbach	SL
Breytenbach A	Recycle station audit (APB Campus)	Budget Waste	Occupation health practitioner (APB campus) – Anzani Rautenbach	SL
Gill A	IOHA Project – exhibition stand		IOHA and third year Interior Students	SL
Jones RG	IOHA Project – exhibition stand		IOHA and third year Interior Students	SL

Jewellery Design

Surname and Initials	Name of project	External participants	UJ participants	Project category
Hön EP	Thinking through Drawing and Design Development – two day workshop.	North West Craft & Design Institute.	Hön EP	OO
Hön EP	Thuthuka - Breaking Patterns 2012. Compile Competition concept and design Brief.	FET Colleges & VUT, DUT & CUT	Farieda Nazier, Cailin Els & Hön EP	OO
Nazier F	Thuthuka Awards	FET colleges, VUT, CUT and DUT	Jewellery Department 1st to 3rd year students Jewellery Department Staff	OO
Peter J	Thuthuka	Carola Ross and Associates	Department	OO and SL

Multimedia

Surname and Initials	Name of project	External participants	UJ participants	Project category
Fenn TK	JAG Design Research		T Fenn/ J Hobbs/ MM 3rd yr. students	CR/ SL
Fenn TK	Primary School Project		T Fenn/ H Doff/ MM & ID B-Tech Students	SL
Mntambo NJ	Collaboration with Afrikan Freedom Station	Afrikan Freedom station	Nduka Mntambo Neo Motaung Molefe Phiri Mpho Mojaki	SL

Visual Art

Surname and Initials	Name of project	External participants	UJ participants	Project category
Berman KS	Artist Proof Studio	APS	3rd years, BTech, work placements, Research projects, PhD research project	CR, OO and SL
Berman KS	CEP; Arts Action in a rural community	Tshulu Trust Lara Allen (co-investigator) Wits School of the Arts	4th years, Masters, Sociology, Industrial Design	SL, CR
Berman KS	Phumani Paper		Dr Naude Malan. Dept. of Anthropology & Development Studies, Humanities,	CR, OO
Berman KS	Make a difference Campaign Presentation of projects at UJ HIV symposium	IOHA, APS, Sonke Gender Justice	Make a difference Campaign Presentation of projects at UJ HIV symposium	CR, SL
Nanackchand V	HIV/AIDS Screen Print Posters: Printmaking 2 students	IOHA	IOHA Diversity Week	OO and SL
Froud GC	Johannesburg Zoo Education Centre	JHB Zoo	11 students	OO
Froud GC	Helen Joseph Hospital painting	Helen Joseph	22 students	OO
Froud GC	Young Minds Auction for Weskoppies Hospital	Weskoppies Hospital	35 students	OO
Netshia S	Johannesburg Zoo Mural Painting	Jhb Zoo	3rd year Visual Art students	CR
Netshia S	Mandela Day		UJ and 3rd year Visual Art students	CR
Paton D	Department Of Visual Art Strategic Learning Materials Workshop # 4: Sculpture Strategies For The Classroom	Gauteng Art Teachers	Gordon Froud	SL

4.1.2 Other community service projects undertaken by the Faculty

Joint initiative between FADA and Central Johannesburg College
The joint initiative between FADA and Central Johannesburg College (CJC) continued from the initial discussions held in 2010. The CJC is a Further Education and Training college with its arts and culture campus located in the vicinity of Crown Mines. In 2012, discussions resumed between FADA and the Central Johannesburg College, with the view to apply strategic focus to an articulation route between the CJC and FADA's undergraduate qualification. The faculty task team held three meetings to examine specifically, how an institutional fit may occur in terms of the existing curricula, syllabi and credit-values, which each institution prescribes. It was identified that the exiting qualifications, in each institution, restricts smooth enrolment of students into FADA programmes as well as the CJC students' academic scores in meeting the University's language requirements are generally weak. The Department of Visual Art will continue to engage with the CJC Art & Design School, with a view to lending support in terms of discipline specific workshops, inviting the CJC staff to attend and observe the department's first year admission programme as well as the evaluation programme, in order for the CJC colleagues to have better understanding of the standards and criteria applicable to the department in particular and the Faculty in general.

NRF funded community engagement project
Prof Kim Berman received a grant from the National Research Foundation's Community Engagement Programme (CEP) to conduct a community engagement service learning programme with BTech and Masters students from 2011 – 2013. The project is taking place under the joint guidance of Prof Kim Berman from the Department of Visual Art and Dr Lara Allen, Executive Director of the Tshulu Trust (community partner organisation). Prof David Bunn and Dr Allen from Wits University originally set up the initiative that became Tshulu Trust in 2007 as a research facility for international exchanges. The Trust now hosts researchers and students from many international universities and programmes, including the Universities of Chicago, Harvard, Northwestern, Carolina State, and Dartmouth College as well as the Organisation for Tropical Studies (OTS) based at Duke University. The Tshulu Trust works with these university visitors to ensure that they have a positive impact on the community.

The project, managed by Prof Berman and Dr Allen, investigates how the arts contribute to the development and empowerment of rural communities in national poverty nodes through community service by students and lecturers in tertiary education institutions.

The first phase of the project was completed in 2011. In 2012, the Visual Art Department's collaboration (9 BTech students), was extended to include cross-disciplinary involvement with other UJ departments including the Department of Sociology (one Masters and one Honours student), the Department of Industrial Design (nine BTech Visual Arts students as well as staff the Head of the Department, Chris Bradnum, who engaged in the design of low-energy stoves for the community) and the Drama for Life Department at the Wits School of the Arts (two Masters students). It is envisaged that in 2013, invitations for future collaboration will be extended to include Prof F. Freschi, new Dean of FADA, Prof L. Patel Director of the CSDA and Dr L. Graham, CSDA, Professors T. Uys and K. Naidoo, Department Sociology, Prof F. Ahmed, Department of Geography, GIS & Spatial Modelling, Prof C. Rogerson, School of Tourism and Hospitality, Prof B. Schmahmann, Research Professor at FADA, Mr C. Bradnum HOD, Industrial Design, Mr Vedant Nanackchand, HOD Visual Art, and Dr Lara Allen, Executive Director, Tshulu Trust.

4.2 SERVICE TO ACADEMIC AND PROFESSIONAL COMMUNITIES

Faculty staff were well-represented on professional forums, with 15 members fulfilling leadership roles in professional bodies. Service to the academic community was accomplished by members of staff acting as assessors or moderators on 77 occasions, as outlined in 4.2.1 below. Members of departments contributed to discipline-specific professional bodies and associations, advisory boards and technical committees in various capacities, as indicated in 4.2.2 – 4.2.4 below.

4.2.1 Service as moderators and assessors

Architecture

	Surname and Initials	Name of institution	Programme area
1	Hendricks DM	Wits	Studio work 2nd year
2	Krige LF	CPUT (Cape Peninsula University of Technology)	B-Tech Design Year Portfolio – September 2012
3	Krige LF	CPUT (Cape Peninsula University of Technology)	B-Tech Design Final Project – November 2012
4	Opper AW	University of the Witwatersrand	Architecture – moderation of MA dissertation students over three days in November 2012
5	Opper AW	University of the Witwatersrand	Digital Arts - reader for Mr Kashan Sing's MA proposal, mid-year 2012
6	Opper AW	University of the Witwatersrand	School of Arts – reviews of Honours students work, November 2012
7	Opper AW	University of the Witwatersrand	Advertising – examination of Honours students, October 2012
8	Saidi FE	University of Pretoria	External commentator for the peer review process of both Architecture and Landscape Architecture programmes
9	Silverman M	University of the Free State	Fourth year Architectural Design
10	Silverman M	University of Cape Town	Fourth year Simulated Office
11	Silverman M	Catholic University of Leuven, Belgium	Masters in Strategic Urban Planning
12	Silverman M	University of Cape Town	Master of Philosophy in Urban Infrastructure Planning

Fashion

	Surname and Initials	Name of institution	Programme area
1	Ramdass KR	TUT	DTech. Quality, Operations Management
2	Ramdass KR	CPUT	Quality
3	Ramdass KR	DUT	Quality
4	Ramdass KR	NMMU	MBA

5	Smal DN	CPUT	BTech: Fashion
6	Smal DN	LISOF	BA(hons) Fashion
7	Smal DN	DUT	MTech: Fashion
8	Smal DN	Elizabeth Galloway School of Fashion	Dip: Fashion Design

Graphic Design

	Surname and Initials	Name of institution	Programme area
1	Gray BL	Wits Fine Arts Division.	External assessor for mid-year assessment of 7 final year students.
2	Groenewald M	NWU	BA Hons: Graphic Design Theory & History (moderator)
3	Groenewald M	US	MA Visual arts (examiner practical & dissertation)
4	Groenewald M	UP	MA Information Design (examiner dissertation).
6	Groenewald M	UP	Visual Communication 402 (external examiner final academic report)
7	Pretorius JD	NWU	Moderate final year graphic design portfolios
8	Pretorius JD	US	Assess thesis MA Visual Arts (Arts Education)

Interior Design

	Surname and Initials	Name of institution	Programme area
1	Breytenbach A	Nelson Mandela Metropolitan University	Third year Interior Design
2	Breytenbach A	Nelson Mandela Metropolitan University	BTech: Interior Design
3	Breytenbach A	Pretoria of University	Master's in Interior Architecture - MInt (Prof)
4	Breytenbach A	Pretoria of University	Fourth year consumer Science (Design project)
5	Gill A	Greenside Design Centre	BA Interior Design programmes (first to third year)
6	Gill A	Greenside Design Centre	BA Honours interior design programme
7	Gill A	Inscape Design College (Jhb)	BA Interior Design programme (first to third year)
8	Prinsloo I	Inscape Design College (Pretoria)	BA Interior Design programme (first to third year) Diploma Interior Design
9	Prinsloo I	University of Pretoria	Third year Interior Architecture programme – BSc (Int)

Industrial Design

	Surname and Initials	Name of institution	Programme area
1	Bradnum CMS	Alexandra Candleholder Project	Joe Baleka (TEPRASM)
2	Bradnum CMS	Phumani Pets	Mandy Coppes and Mandy Lee Peterson (Phumani)
			Twanano Group, Tembisa
3	Campbell AD	Design and development of a household farming kit	Food and Agricultural Organisation of the United Nations (FAO) and the Balimi Food Security Company

Jewellery Design

	Surname and Initials	Name of institution	Programme area
1	Peter J	VUT	Art Theory 3
			Art Theory 4
2	Peter J	DUT	BTech Practice
3	Peter J	DUT	MTech Practice
4	Peter J	CUT	Jewellery Practice 3
5	Peter J	Stellenbosch University	Masters Practice/ Theory

Multimedia

	Surname and Initials	Name of institution	Programme area
1	Ambala AT	Vaal University of Technology	Co supervisor for an M.Tech student, Mashaole Makwela
2	Ambala AT	Vaal University of Technology	External moderator for B.Tech at VUT
3	Ambala AT	University of the Witwatersrand	External examiner for M.A (Research Report and Creative project for Wits University for Derrick Otieno titled The Role of Creative Imagination in Documentary Film and The Zulu mask), Honours and 2nd and 3rd year courses at Wits TV
5	Ambala AT	University of the Witwatersrand	External examiner M.A and Honours for the Media Studies Dept.
6	Edwards MD	University of the Witwatersrand	MA, Digital Arts, external assessor
7	Edwards MD	North-West University	BA Honours, Multimedia, external moderator
8	Edwards MD	Greenside Design Centre	BA Multimedia and BA Honours, Multimedia, external moderator
9	Fenn TK	NRF	Peer reviewed NRF Thuthuka funding proposal

Visual Art

	Surname and Initials	Name of institution	Programme area
1	Von Veh. KE	WITS	History of Art exam moderator
2	Von Veh. KE	University of Pretoria	MA examination for Cultural studies
3	Nanackchand V	DUT	Examiner: 3rd year & BTech Fine Art
4	Nanackchand V	UNISA	Examiner: 4th year Visual Art
5	Nanackchand V	DUT	Examiner: Masters: Graphic Design
6	Berman KS	Wits University	External Examiner for L Edgar, Masters Art Education
7	Berman KS	Wits University	Assessor: Promotion application for Assoc Prof: Dr. D Andrew
8	Berman KS	Durban University of Technology	External Examiner: Masters Graphic Design Lee Scott
9	Berman KS	University of Stellenbosch	External Examiner: E Costandius PhD Education
10	Berman KS	NRF	NRF Peer review: Prof Stephen Inggs for NRF Rating
11	Berman KS	University of Zululand	External Expert, for promotion panel of Professor in the Arts and Culture Department
12	Froud GC	TUT	NDip and BTech Fine Art
13	Froud GC	VUT	NDip and BTech
14	Froud GC	CUT	NDip
15	Froud GC	NMM University	NDip and BTech
16	Froud GC	Wits University	Masters degree
17	Froud GC	Rhodes University	Masters degree
18	Froud GC	University of Cape Town	Masters degree
19	Paton D	University of Cape Town	MFA (Dissertation and exhibition)
20	Paton D	University of Stellenbosch	M.Phil: Illustration (Dissertation and exhibition)
21	Paton D	Central Johannesburg College	Art and Design NATED programmes: Intro N4, N4, N5 and N6.

Research Office

	Surname and Initials	Name of institution	Programme area
1	Raubenheimer L	Greenside Design Centre	Critical Studies 1-3, Interior Design, Graphic Design and Multimedia Design, Honours research reports.
2	Raubenheimer L	University of the Free State	Art history and visual studies, exams and research reports moderated for two courses, KWS 404 and KGK 404

4.2.2 Service to professional communities

Architecture

	Surname and Initials	Name of institution	Details of activity
1	Saidi FE	Social Housings Focus Trust	Member of planning committee to further understanding of social housing in the built environment professional
2	Vosloo C	Gauteng Institute for Architecture	Main Committee member, Chair of Education Forum

Fashion

	Surname and Initials	Name of institution	Details of activity
1	Harvey RN	NRF	External Reviewer: Reviewed and submitted a report on the research outputs and research standing of a rated researcher submitted to the NRF for the purpose of NRF rating.
2	Ramdass KR	ECSA	Conference attendance and participation, 16 October 2012
3	Ramdass KR	Services SETA	Attendance of meeting and participation, 6 June
4	Ramdass KR	FPM SETA	Bursary application, February 2012
5	Ramdass KR	TQM conference	Invited to present a paper at the TQM conference at OR Tambo (Total Quality Assurance in Higher Education Conference-16th to 18th of May-2012-Southern Sun Hotel-OR Tambo International Airport-Johannesburg-South Africa)
6	Ramdass KR	ECSA conference	Invited to the ECSA conference on developing a national strategy to increase engineering graduate output at Premier Hotel 16 October 2012
7	Ramdass KR	IEEM conference	Invited to chair a session at the IEEM conference in Hong Kong (10-14 December 2012)
8	Ramdass KR	TUT	Chair of quality evaluation
9	Smal DN	CHE	Evaluation of programmes
10	Smal DN	International Journal: Catwalk	Editorial Board Member External Reviewer/Editor
11	Smal DN	International Journal: Design Principles and Practices	External Reviewer
12	Smal DN	VUT	Advisory Board member
13	Smal DN	VIAD (FADA/UJ)	Advisory Board member
14	Smal DN	FADA – Deans Office	Advisory Board to the Executive Deans office

Graphic Design

	Surname and Initials	Name of institution	Details of activity
1	Gray BL	Wits Fine Arts Division.	External assessor for midyear assessment of 7 final year students, 27 August 2012.
2	Groenewald M	NWU	BA Hons: Graphic Design Theory & History (moderator)
3	Groenewald M	US	MA Visual arts (examiner practical & dissertation)
4	Groenewald M	UP	MA Information Design (examiner dissertation).
5	Groenewald M	UP	Visual Communication 402 (external examiner final academic report)
6	Pretorius JD	NWU	Moderate final year graphic design portfolios
7	Pretorius JD	US	Assess thesis MA Visual Arts (Arts Education)
8	Van Zyl CE	The Open Window Design School	Second & Third Year Communication Design

Industrial Design

	Surname and Initials	Name of institution	Details of activity
1	Bradnum CMS	SABS: Design Institute	Development of Design related short courses for the various manufacturing SETA's
2	Campbell AD	Association of Rotational Moulders of Sothern Africa (ARMSA)	Liaison with industry professionals and acting as adjudicator for the ARMSA Student Design Competition 2012
3	Campbell AD	Rhino User Group	Organised public Rhino User Group event at Dept. of ID, Computer Lab, 30 August 2012 from 15:30-18:00 with web conference presentation from Sweden and 2 local experts
4	Campbell AD	Rhino Training	Organised Rhino Level 1 Two-Day course at the Dept. of ID Computer Lab, 3-4 September 2012. Received free accredited Rhino 4 software training for Martin Bolton and Vincent Molapo.
5	Campbell AD	Biomimicry Network of South Africa	Organising of regular meetings and presentations.
6	Campbell AD	Plastics SA, Plastics Institute of South Africa (PISA), Polyco and Afrimold	Liaison with industry professionals and acting as adjudicator for the Plastics SA, Plastics Institute of South Africa (PISA), Polyco and Afrimold Student Design Competition 2012

Interior Design

	Surname and Initials	Name of institution	Details of activity
1	Breytenbach A	Nelson Mandela Metropolitan University	Third year Interior Design
2	Breytenbach A	Nelson Mandela Metropolitan University	BTech: Interior Design
3	Breytenbach A	Pretoria of University	Master's in Interior Architecture - MInt (Prof)
4	Breytenbach A	Pretoria of University	Fourth year consumer Science (Design project)
5	Gill A	Greenside Design Centre	BA Interior Design programmes (first to third year)
6	Gill A	Greenside Design Centre	BA Honours interior design programme
7	Gill A	Inscape Design College (Jhb)	BA Interior Design programme (first to third year)
8	Prinsloo I	Inscape Design College (Pretoria)	BA Interior Design programme (first to third year) Diploma Interior Design
9	Prinsloo I	University of Pretoria	Third year – BSc (Int)

Jewellery Design

	Surname and Initials	Name of institution	Details of activity
1	Hön EP	Ceramics SA	Walkabout of the Ceramic SA's Ultra-Furn Regional Exhibition at Museum Africa: Members of the ceramics art and craft community. I also set up the exhibition, photographed the work; published in CD format. I also gave the opening address on Sunday 12 May 2012.
2	Hön EP	Bokone Bophirima Craft and Design Institute.	Walkabout of the Regional Ceramics SA Exhibition, at Museum Africa – May 2012.
3	Hön EP	Greek society	Walkabout of my solo exhibition titled, and the ship sails on, at Elegance jewellers - April of 2012.
4	Hön EP	Ceramics SA and members of the local art and craft community.	Walkabout of my solo exhibition titled, and the ship sails on, at Elegance jewellers – March of 2012.
5	Hön EP	FET Colleges;	PowerPoint presentation on Thinking Through Drawing – Nov 2012.

Multimedia

	Surname and Initials	Name of institution	Details of activity
1	Mntambo NJ	SHIFT	Creating a documentary film chronicle the organisation decade of work in social housing

Visual Art

	Surname and Initials	Name of institution	Details of activity
1	Paton DM	University of Pretoria	Peer review for UP's Creative Production as Research committee for Diane Victor's Exhibitions: Ashes to Ashes and Smoke to Dust. UJ Art Gallery 16 November – 14 December 2011 (part 1) and 4 – 27 January 2012 (part 2).
2	Paton, DM	National Research Foundation (NRF)	Extensive peer review for an NRF Rating for Prof. Stephen Inggs Director of the Michaelis School of Fine Art at the University of Cape Town.
3	Paton DM	Sylt Foundation Residency Programme	Review and support documents for Sylt application for the artist Jaco van den Heever.
4	Von Veh KE	De Arte (UNISA)	Member of Editorial Committee for De Arte – Academic peer reviewed art historical journal. In charge of 'collecting and curating' portfolio.
5	Von Veh KE	SAVAH (South African Visual Arts Historians)	Member of national committee and current president. In charge of membership portfolio.
6	Von Veh KE	National Research Foundation (NRF)	Extensive peer review for an NRF Rating for Prof. Amanda du Preez of the University of Pretoria. April 2012.
7	Paton DM	De Arte journal	Peer reviewer of a submission titled: Transmuting the mundane into transcendence: Migrations of myth and its connection to contemporary comics, for the 2012 publication number 85. Completed and submitted to Prof Bernadette Van Haute Associate Professor in Art History, Department of Art History, Visual Arts and Musicology, UNISA.
8	Froud, GC.	JAG	Executive committee member
9	Froud, GC.	Arts Assoc Pta	Executive committee member
10	Froud, GC.	Site Specific Land Art Institute	Board of directors
11	Froud GC	TUT	Advisory Board member
12	Froud GC	PPC	Regional judge
13	Froud GC	SASOL New Signatures Competition	Regional Judge
14	Froud GC	ABSA l'Atelier Competition	Regional Judge
15	Froud GC	Thami Mnyele Ekurhuleni Art Award	Regional Judge
16	Nanackchand V	TUT	Advisory Board

4.2.3 Leadership roles in professional bodies

Architecture

	Surname and Initials	Name of professional body	Role played in the professional body
1	Hendricks DM	Gauteng Institute Of Architects	Education Portfolio
2	Vosloo C	South African Council for the Architectural Profession	Member: Heads of Schools Committee

Fashion

	Surname and Initials	Name of professional body	Role played in the professional body
1	Dos Santos JC	Gauteng Fashion Council Interim Steering Committee	Attended meetings and was elected as a committee member

Interior Design

	Surname and Initials	Name of professional body	Role played in the professional body
1	Breytenbach A	The South African Institute for Interior Design Professions (IID)	Nominated as Chair of Education committee for 2013. Member of the Constitutional Review committee.
2	Breytenbach A	Design Education Forum of South Africa	Senate member. Assist in research publication and strategic development.

Multimedia

	Surname and Initials	Name of professional body	Role played in the professional body
1	Fenn TK	Information Architecture Association	Organisation of the Johannesburg WIAD (22 others organised around the world on the same day)

Visual Art

	Surname and Initials	Name of professional body	Role played in the professional body
1	Von Veh. KE	De Arte (UNISA)	Member of Editorial Committee for De Arte – Academic peer reviewed art historical journal. In charge eof collecting and curating portfolio.
2	Von Veh. KE	SAVAH (South African Visual Arts Historians)	Member of national committee and current president. In charge of membership portfolio.
3	Von Veh. KE	ACASA (Arts Council of African Studies Association – based in the USA)	Voted to serve as the South African representative on the ACASA board of directors.
4	Von Veh. KE	CIHA (Comite International d'Histoire de l'Art)	*Membre Titulaire* – representing and voting on behalf of SAVAH/South African membership.
5	Berman, KS	Artist Proof Studio	Executive Director

5	Berman, KS	Phumani Paper	Director on the Board
6	V. Nanackchand	Artist Proof studio	Chairperson (2007 – Sept 2012)
7	V. Nanackchand	Art for Humanity	Associate Director
8	Von Veh. KE	De Arte (UNISA)	Member of Editorial Committee for De Arte – Academic peer reviewed art historical journal. In charge eof collecting and curating portfolio.

Research Office

	Surname and Initials	Name of professional body	Role played in the professional body
1	Raubenheimer L	South African Visual Art Historians	Secretary

4.2.4 Other service activities by departmental staff

Fashion

	Surname and Initials	Details of activity
1	Ramdass KR	Meeting on defence of doctorate TUT Arcadia campus,13 April 2012
2	Ramdass KR	Meeting Gladys Moretsi – CIDA – moderation of papers

Graphic Design

	Surname and Initials	Details of activity
1	Pretorius JD	Peer reviews completed on articles for: Art South Africa, Acta Academica, Image & Text
2	Pretorius JD	Serve on the MTech Assessment Committee for FADA
3	Pretorius JD	Panel member of committee tasked with evaluating of FADA creative outputs for 2011
4	Pretorius JD	Elected member: Appointment Committee for Dean of FADA
5	Pretorius JD	Elected member: Appointment Committee for Marketing Executive of FADA

Interior Design

	Surname and Initials	Details of activity
1	Breytenbach A	Delivered presentation on Creative Output Exhibition that took place in Perth and formed part of Idea Conference. Presentation was delivered to DEFSA Executive Committee meeting in December 2012.
2	Breytenbach A	Negotiated a strategic collaboration with the St Leger and Viney. Assisted in the facility organisation and preparation of the St Leger and Viney conference.
3	Breytenbach A	Commissioner of Oaths

Industrial Design

	Surname and Initials	Details of activity
1	Campbell AD	English teacher at Childline for children aged 4-16, Johannesburg, weekly on Saturdays.

Jewellery Design

	Surname and Initials	Details of activity
1	Hön EP	Maintained a knowledge dissemination blog for Eugene Hon; Ceramic Artist. The purpose of this blog is to inform interested parties on the creative thinking behind my creative statements (creative output) and lifestyle. I am an artist that celebrates the handmade, with strong concepts and meaning that straddles the disciplines of ceramics, sculpture, drawing, artist's books, digital printing, animation, video or digital projection Installation and ultimately design. I therefore provide reference material to facilitate greater interaction with individuals in the development of the creative concepts. Marketing and communication of the development of the work, including visual and technical documentation of the process and techniques involved in the making of the ceramic statements. The blog acts as a knowledge management portal in sharing theoretical views and news related comments that inform the work. Blog entries are posted on a weekly basis; the material is carefully researched and photo-documentation (with references).
2	Nazier F	Produced and updated a blog site focussed on creative production (sculpture and installation) and critical writings related to visual arts.
3	Nazier F	Produced and updated a blog site focussed on jewellery design, manufacture and critique.

Multimedia

	Surname and Initials	Details of activity
1	Ambala AT	Co-directed and post produced a collaborative social awareness video for the legal department at VUT between Multi Media UJ and VUT
2	Edwards MD	Confederation of African Football, development coach

Academic Administration

	Surname and Initials	Details of activity
1	Hollander L	Commissioner of Oaths Research funding opportunities for FADA students
2	Chinnah N	Commissioner of Oaths

4.3 PUBLIC LECTURES, PRESENTATIONS AND MEDIA INTERVIEWS

4.3.1 Lectures, addresses and interviews by faculty members

Presentations on public platforms and media interviews in which faculty members participated during the year are summarised below

Table 4.1: Public lectures, presentations and interviews

Department	Number
International lectures	0
National lectures	5
Public addresses	22
Media interviews	13
TOTAL	**40**

4.4 NEW AGREEMENTS AND PARTNERSHIPS

Two agreements were signed, one is in progress and one collaborative teaching partnership was established, whilst the collaborative project with Goldsmiths at the University of London continued in 2012.

4.4.1 National agreements (formally signed Memorandum of Understanding with UJ)

Fashion

Surname & Initials	Nature of agreements	Details of national agreement	National partners
Smal DN	Service	Service provider for the Lectra CAD software	Lectra SA and UJ
Smal DN	Memorandum of Understanding	To be able to access SETA funding	CTFL/FP&M SETA

Jewellery Design

Surname & Initials	Nature of agreements	Details of national agreement	National partners
Peter J	Memorandum of Understanding	Association	Design Indaba

4.4.2 International partnerships

Industrial Design

Surname & Initials	Nature of agreements	Details of international agreement	International partners
Campbell AD	Memorandum of understanding in progress	MOU currently in progress with Michigan State University and the UJ Departments of Industrial Design and Development Studies for UJ becoming one of the seven global partners in MetroAg/MetroFood and the MetroAg Innoversity	Prof. Dr. Chris Peterson - Acting Innoversity Director, Nowlin Chair of Consumer-Responsive Agriculture Director, Michigan State University, Product Centre for Agriculture and Natural Resources

Research Centre

Nature of agreements	Details of international agreement	International partners
Joint project	The 3-year collaborative project continued in 2012. A proposal for British Academy Leverhulme funding will be submitted in April 2013	Digital Media Unit, Goldsmiths, University of London

4.5 ADVISORY COMMITTEES

A number of departments met with their industry advisory committees at regular intervals during the year. These included the Departments of Architecture, Fashion Design (ad hoc), Industrial Design, Jewellery Design and Visual Art. The remaining departments in the Faculty prefer a more informal way of engaging with industry through well-established contacts.

4.6 INTERACTION AND COLLABORATION

Visitors to the Faculty and teaching collaborations with industry, academic institutions and academic departments within the University exposed staff and students to new ideas and knowledge. Direct contact with the workplace ensured that students were adequately prepared for entry-level positions in their chosen disciplines.

4.6.1 Academic, research and industry visitors to the Faculty

The Faculty received 21 international researchers or academics from institutions in the United States, the Netherlands, Uganda, Belgium, Scotland, Israel, Sweden and France. Although no teaching collaborations were established with international institutions in 2012, there were a number of national collaborations with a variety of institutions, including the University of the Witwatersrand, the University of Cape Town, The Tshwane University of Technology, the Central University of Technology, the Cape Peninsula University of Technology and the Boston Arts Academy.

Architecture

	Name of visitor	Name of visitor's institution/organisation	Nature of visit
1	Fanuel Motsepe	SAIA	AMD 61-1 Interim Jury in April
2	Solam Mkhabela	Wits	
3	Michael Scholes	Practice	
4	Sarah Calburn	Practice	
5	Zola Kgaka	SAIA	
6	Monica Albonico	Practice	
7	Mphethi Morojele	Practice	AMD 61-1 Interim assessment in June
8	Nicholas Sack	Practice	
9	Marianne de Klerk	University of Pretoria	
10	Clara Cruz Almeida	Practice	
11	Tatenda Mavungu	Practice	Exemplary past Architecture students
12	Robert Serman	Practice	
13	Daniel van der Merwe	Cement & Concrete Institute	First year guest crit

Fashion

	Name of visitor	Name of visitor's institution/organisation	Nature of visit
1	Louise Wade and Erica de Greef	LISOF	UJ-LISOF-RC collaboration discussion on 20 November, 10-11.30 am at FADA. Facilitated by Leora Faber.
2	Arrie van Wyk	VUT	Moderation
3	Tamrin Kotze	Edcon	Moderation
4	M. Anoun	Edcon	Guest lecturer
5	Dr. Karen Haire	UJ – academic Writing Centre	Writing Skills workshops for students
6	Sonwabile Ndamase	Vukani	Discussion – small motivational talk 13 August
7	Philip Dreyer	Alexander fine attire	Discussion – experiential learning and invitation to see 3rd year work
8	Ansie Nagel	FPM Seta	Experiential learning and bursaries 24 April
9	Prof. Andrea Reynders	School of the Art Institute of Chicago, Chicago, USA	Sharing of information. Advise on future direction of Masters programme
10	Prof Andrea Reynders	Chicago Institute of Art	Lecture to students, workshop/discussion with staff

Graphic Design

	Name of visitor	Name of visitor's institution/organisation	Nature of visit
1	Mbuso Ndlovu	Openco	Industry lecture
2	Stuart Stobbs	Studio 4332	Industry lecture
3	Claudio Alfonso	Gloo Design Agency	Industry lecture
4	Gail Macleod	CEO, Stratcon	Industry lecture
5	Gary Harwood	HKLM)	Industry lecture
6	Themba KaMathe	Indiafrica	Workshop with First Years

Industrial Design

	Name of visitor	Name of visitor's institution/organisation	Nature of visit
1	Nick Aggett	Sasol Polymers	Presented a lecture for Product Design 2 on rotational moulding on 20 July 2012, ID Comp Lab, FADA
2	Piet van Niekerk	Accelerate Design	Presented a lecture for Product Design 2 on rotational moulding on 20 July 2012, ID Comp Lab

3	Bongani Ntombela	Acting Manager SABS Design Institute	Presented at The role of education, government and commerce in design for social development Public Seminar
4	Douw Steyn	Director of Sustainability, Plastics SA	Presented a lecture for Product Design 2 on plastic recycling ID Comp Lab, FADA, 21 August 2012.
5	Jacques Lightfoot	Manager of Sustainability, Plastics SA	Presented a lecture for Product Design 2 on plastic recycling ID Comp Lab, FADA, 21 August 2012.
6	Prof. Dr. Chris Peterson	Nowlin Chair of Consumer-Responsive Agriculture Director, MSU Product Centre for Agriculture and Natural Resources, Michigan State University	Visit to setup MOU with UJ in relation to UJ becoming one of the seven global partners in MetroAg/MetroFood and the MetroAg Innoversity
7	Sander Mager	Director, License to Grow, Netherlands	As above
8	Dr. Christine Geith	Assistant Provost and Executive Director MSUglobal, Michigan State University	As above
9	Robert Tuttle	Executive Technology Director, frog design, USA	Presented at The role of education, government and commerce in design for social development Public Seminar Studies Seminar

Interior Design

	Name of visitor	Name of visitor's institution/organisation	Nature of visit
1	Carolinda du Toit	Durban University of Technology	Member of the Peer Review Panel
2	Raymund Königk	University of Pretoria	Member of the Peer Review Panel
3	Jason Wells	PG Bison Student competition	Guest lecture
4	Angus Cambell	PG Bison 1.618 Student competition	Guest lecture
5	Monica Placido	Oasys Exhibitions	Guest lecture
6	Michelle Naicker	UJ PsyCad	Guest lecture
7	Cathleen Baynes	City Lodge Hotels	Guest lecture
8	Aparna Ramani	Silvio Rech and Lesley Carstens Architects	Guest lecture
9	Jane Human	Human Design	Guest Lecture
10	Samantha Josheph	Franke Sanitaryware	Introduction to products
11	Prof Hennie Reynders	School of the Art Institute of Chicago, Chicago, USA	Chair of the Peer Review Panel

Jewellery Design

	Name of visitor	Name of visitor's institution/organisation	Nature of visit
1	John Skotnes	Cape Peninsula University of Technology	Departmental Programme Review
2	Lungile Maletshe	Fabulous Productions	Viewing of Auditorium – 1 Feb 2012
3	Anelle Erasmus	MES Presentation	3 August 2012
4	Sibongile Shongwe	SEDA Platinum Incubators	20 November 2012 – Walkabout – Workshop
5	Tebogo Molefe	Orbit College	20 November 2012 – Walkabout – Workshop
6	Fana Masego	Attridgeville Jewellery Project	20 November 2012 – Walkabout – Workshop
7	Collin Campbell	Ekhurhuleni Jewellery Project	20 November 2012 – Walkabout – Workshop
8	Isaac Nkwe	Imfundiso Skills Development	20 November 2012 – Walkabout – Workshop
9	John Skotnes	Cape Peninsula University of Technology	Departmental Programme Review
10	Dorah Nam	Makerere University	Departmental Programme Review

Multimedia

	Name of visitor	Name of visitor's institution/organisation	Nature of visit
1	Dr Jillian Carman	PHD Researcher: Wits	Present a talk on the history of Johannesburg and the Johannesburg Art Gallery
2	Belinda Lewis	Prekaelt	Professional and industry related
3	A Resmini	Boras University Sweden	Symposium and workshops
4	Beate Lendt	X IMAGE Amsterdam	Collaboration on a film with multimedia students

Visual Art

	Name of visitor	Name of visitor's institution/organisation	Nature of visit
1.	Prof. Pam Allara	Brandeis University USA	Inter-institutional Partnership
2.	Prof. Peter Scott	School of The Museum of Fine Art, Boston	Inter-institutional Partnership
3	Prof R. Rosenberg	School of The Museum of Fine Art, Boston	Inter-institutional Partnership
4	Veerle Rooms	Rooms Foundation, Belgium	Inter-institutional Partnership
5	Willem Persoon	Rooms Foundation, Belgium	Inter-institutional Partnership
6.	Prof Leoni Schmidt	Dunedin School of Fine Art	Inter-institutional Partnership

7	Dr. Debbie Rasiel	New York based photographer	Exhibition of photographs from the book WOP at the FADA gallery July-Aug 2012
8	Prof Harry Boyte	Director and Founder: Center for Democracy and Citizenship, Augsburg College, Minneapolis, USA	Participant in the CE writing workshop held in Tshulu Camp HaMakuya 14-20 July
9.	Vhonani Netshandama	Director of Community Engagement, University of Venda,	Participant in the CE writing workshop held in Tshulu Camp HaMakuya 14-20 July
10.	Wayne Twine	Senior Lecturer, School of Animal, Plant & Environment Sciences, University of the Witwatersrand, Wits Rural Facility	Participant in the CE writing workshop held in Tshulu Camp HaMakuya 14-20 July
11	Marie Strom	Civic education designer and former programme manager at IDASA	Participant in the CE writing workshop held in Tshulu Camp HaMakuya 14-20 July
12	Michelle Constant	BASA	Basa Talks (10 guests brought in under this program)

Research Centre

	Name of visitor	Name of visitor's institution/organisation	Nature of visit
1	Prof Bracha Lichtenberg Ettinger	Ettinger holds the Marcel Duchamp Chair & Professor of Psychoanalysis and Art at the European Graduate School, Saas-Fee.	Keynote speaker at the colloquium, Pointure: pointing, puncturing, weaving and lacing in art practice and textual discourse.
2	Dr Meredith Jones	University of Technology, Sydney	Keynote speaker at the colloquium, Pointure: pointing, puncturing, weaving and lacing in art practice and textual discourse.

4.6.2 Teaching collaboration with industry/commercial organisations

Architecture

	Name of organisation	Details of interaction/collaboration
1	Global Roofing	Site Visit
2	Afrisam	Site Visit

Fashion

	Name of organisation	Details of interaction/collaboration
1	Edcon	Guest lecturer from Edcon
2	Edcon	Belinda Davies and Denise Smith – discussion on experiential learning 29 June
3	Vitafoam	8 May- Discussion on experiential learning

4	Alexander fine attire	7 May 2012 discussion and experiential learning
5	Aranda textiles	18 May – meeting experiential learning
6	Badimorogo	17 August Ken Zerf – experiential learning

Graphic Design

	Name of organisation	Details of interaction/collaboration
1	Net#workBBDO	Agency team provided one-on-one feedback to students final campaign BDCD2
2	HKLM, Switch, Jupiter Drawing Room, Grid, Ogilvy SA and DraftFCB	In-depth interview to assist with development of third year of BA programme
3	Newsclip Digital Magazine	BTech Interactive Magazine design in conjunction with Newsclip Media

Industrial Design

	Name of organisation	Details of interaction/collaboration
1	Daneo / Roberto de Nobrega (Industrial Design Consultancy)	Project Leader for BTech Project: Braun Prize 2012
2	Cobb International / Avroy Shlain (manufacturers of Cobb Cookers and accessories)	BTech conceptual project: development of version 5 Cobb Cooker
3	Phillip du Plessis (Industrial Design Consultancy)	Project Leader for BTech Project: Cobb Cooker Project 2012
4	Association of Rotational Moulders of Southern Africa (ARMSA)	ARMSA Student Design Competition 2012 presentations and adjudication.
5	Plastics SA, Plastics Institute of South Africa (PISA), Polyco and Afrimold	Plastics SA, Plastics Institute of South Africa (PISA), Polyco and Afrimold Student Design Competition 2012 presentations and adjudication.
6	Allbrass Foundry	Sand casting demonstration. Excursion leader: Mr. Victor dos Santos. Date: 06/03/2012
7	Rely Investment Castings	Investment Casting demonstration. Excursion leader: Mr. Guy Turner. Date: 13/03/2012
8	Wahl Industries	Gravity and low pressure die casting. Excursion leader: Mr. Don Bedgood. Date: 20/03/2012
9	Vera Cruz	Sheet metal component manufacture. Date: 08/05/2012
10	Wispeco	Aluminium Extrusion. Excursion leader: Mr. Richard Keyes. Date: 15/05/2012
11	Hickley Enterprises	Rotation moulding. Excursion leader: Mr.Nico Hickley. Date: 14/08/2012
12	225 Crystalpack	Blow moulding. Excursion leader: Mr. Bruce Peters. Date: 21/08/2012
13	Techno Plastics	Injection Moulding. Excursion leader: Mr. Otto Winter.
14	W. Lee	Ultraplast, Ultra Sonic Welding. Excursion leader: Mr. Bill Lee. Date: 13/09/2012

15	Bidvest/Seating	Furniture Mnf. Excursion leader: Mr. Synie Jardine . Date: 20/09/2012
16	Barrows (Filipe da Silva)	Up cycled design project

Interior Design

	Name of organisation	Details of interaction/collaboration
1	AutoSpec training by EduCAD	Trained 2nd years in the use of AutoSpec and specifying
2	AutoSpec training by EduCAD	Trained 2nd years in the use of Autodesk Revit over 4 days
3	AutoSpec training by EduCAD	Trained 3rd years in the use of 3D Max Design over split 3 days

Jewellery Design

	Name of organisation	Details of interaction/collaboration
1	Apartheid Museum	The museum provided venue and support for the After Math project exhibition/intervention, as well as sponsorship of the related public Seminar- Black & White Neuroses: South Africa Today
2	NEC	Liaised with Craig Butterworth and received sponsorship of projectors used at the After Math project exhibition (for the period of the exhibition)
3	Peripheral Vision	Liaised with Brian Golombick and received sponsorship of projectors used at the After Math project exhibition (for the period of the exhibition)
4	Blackbird Projects	Liaised with Sulaiman Nazier and received expert advice as well as physical assistance with the installation of the exhibition
5	Aluvault	Liaised with Leon Style who sponsored the building of a specialized secure projector stand
6	Mocke J V Veuren	Collaborated with Mocke, an independent international film maker, to co-produce the video works for the After Math exhibition
7	Thami Hector Manekehla	Collaborated with Thami, an independent international performance artist, to co-produce the performance piece for the After Math exhibition
8	Air Liquide	Liaised with Robert Lawrence for Gas training with 1st Year students and staff
9	AngloPlat	Participated in competition
10	AngloGold	Participated in competition
11	Jewellex	Participated in competition. Exhibited at Jewellex

Multimedia

	Name of organisation	Details of interaction/collaboration
1	JH-01	Students participated in research activities (interviews, interview analysis) for the Johannesburg Art Gallery
2	Prekaelt (design/technology company)	Amaze game festival

3	Artlogic	3 documentary films were produced by UJ 3RD year students and showcased on FNB Facebook page which has more than 100 000 viewers.

Visual Art

	Name of organisation	Details of interaction/collaboration
1	Johannesburg Art Gallery	Major retrospective exhibition for Artist Proof Studio in March – July 2012, including walkabouts, lectures and workshops.
2	Faculty of Art, North West University	Paton, DM: Reflective Conversation: Typography, Topography, Topology. A project from March 2012 – July 2013. Participating artist
3	AMT Amalgamated Material technologies	Workshop
4	PPC Cement Ltd	Workshop

4.7.3 Teaching collaboration with academic institutions outside of UJ

Architecture

	Name of institution/faculty	Details of interaction/collaboration
1	Wits	1st Yr Construction and Detailing Project- "Egg Dropping Competition"
2	Multi-Media	M-Tech Ponte Project under Alex Opper / Mocke Janse Van Vuuren
3	University of Cape Town	Co-supervisor of a student (Yasmin Mayat) currently registered for an M.Arch in conservation at UCT

Industrial Design

	Name of institution/faculty	Details of interaction/collaboration
1	Cape Peninsula University of Technology, Department of Industrial Design	Facilitated a week long session of lessons on design thinking for Product Design 2 students as part of the Think Tank research project by two external lecturers from CPUT Dept. of Industrial Design (Vikki du Preez, Research and Theory of Design and Veronica Barnes, Lecturer Industrial Design). 24-31 August, 2012, 2nd Year Studio, FADA.

Multimedia

	Name of institution/faculty	Details of interaction/collaboration
1	Wits University, School of the Arts, Digital Arts	Amaze game festival; Student collaborative project (UJ MM 3rd yrs. & Wits master students)

Visual Art

	Name of institution/faculty	Details of interaction/collaboration
1	Central Johannesburg College	Convened 4 workshops to explore the proposed Access Programme for FET students into FADA Visual Art & Design programmes. On-going.
2	Johannesburg Art Gallery	Artist Proof studio retrospective exhibition. May-July 2012

3	WSoA Drama for Life	Collaboration on CEP project in HaMakuya
4	Boston Arts Academy	Arts Education Institute at APS with seminar for UJ educators (Dec 2012)
5	Central University of Technology	3-Day academic staff workshop – Jan 2012
6	Tshwane University of Technology	Bronze casting

4.6.4 Teaching collaboration with academic departments at the University of Johannesburg

Architecture

	Name of department	Details of interaction/collaboration
1	Jewellery	Critiquing students projects
2	Multimedia	Final AAP5 (Architectural Projects 5) project – a collaboration between Architecture and Multimedia (using film as a design, thinking and presentation tool). Collaboration took place with Multimedia lecturer and artist, Mocke Janse van Veuren.

Fashion

	Name of department	Details of interaction/collaboration
1	Department of Communication	Two staff of the department - Co-supervisors for two MTech Fashion students. The main supervisors are from the Department of Communication
2	Department of Financial Management	One staff of the department - Co-supervisors for a MTech Fashion student. The main supervisors are from the Department of Financial Management
3	Academic Writing Centre	Students were required to make use of the writing centre to improve their writing skills. The use of the writing centre was a structured assessment requirement. This was done in collaboration with the writing centre.
4	CenTal	Discussion on a possible paper together
5	All FADA departments	Green Week, third year multi-disciplinary project
6	Department of Interior Design	3rd year students, client project, exhibition space

Graphic Design

	Name of department	Details of interaction/collaboration
1	Department of Multimedia	BTech Specialist Interactive design in collaboration with BTech Multimedia students
2	FADA Marketing	FADA end-of-year Exhibition posters
3	Department of Food Technology	2nd Year Food Packaging design
4	UJ School of Communication: Department of Marketing Department of Corporate communications	Third Year Communication design project

5	Jewellery Department	2nd Year Jewellery Packaging design
6	All FADA Departments	Green Week 2012

Industrial Design

	Name of department	Details of interaction/collaboration
1	Multimedia	BTech interdisciplinary project to research issues at two primary schools (Westbury and Craighall Park) and develop design solutions to resolve these issues
2	Interior Design	1st Year NDip Interior Design students worked with 3rd Year NDip Three Dimensional Design students on colour solutions and patterning for the Alexandra Candleholder Project
3	Department in FADA	Green Week 2012 – 3rd Year students in the Faculty worked on sustainable design solutions for problems they had identified through research
4	Manufacture Research Centre (Faculty of Engineering and the Built Environment)	Presented a process poster for the UJ Manufacture Research Centre at the CSIR buildings in Pretoria. This included the design, layout and presentation of the poster. The purpose of this was to illustrate commitment to future collaborative projects with the Manufacture Research Centre.
5	Department of Mechanical Engineering Science, Faculty of Engineering and the Built Environment	Dr Tiaan Oosthuizen was one of the presenters at The role of education, government and commerce in design for social development public sblic Ste DesignBS Desigfor Social Development Public Seminar the UJ Departments of Industrial Design and Development Studies999999eminar on 17 September 2012, from 18:00-21:00. And Dr Oosthuizen has been actively involved in the Product Design 3 Alex Candle Holder Project through his involvement in the UJ Manufacturing Research Centre.
6	Department of Development Studies, Faculty of Humanities	Dr. Naudé Malan has been an active co-organiser of the weekly Design for Social Development reading group; co-organiser of the role of education, government and commerce in Design for Social Development Public Seminar. Dr Malan and myself were both actively involved in the MOU in progress with Michigan State University.
7	Department of Jewellery Design, FADA	Eugene Hon was actively involved in the Product Design 2 ceramic olive oil and balsamic vinegar set project in 2012.

Interior Design

	Name of department	Details of interaction/collaboration
1	Industrial Design Department	First year students collaborated with third year Industrial Design Department students to design a candle holder for use in households in Alexandra.
2	Fashion Design Department	Interior Design 3rd year students designed a small stand for a Fashion Design student from a written manifesto. The students developed the process further into a suitable office project that complimented

		the design manifest. The project was linked to related 3rd year studio modules and was assessed by various staff, who each co-ordinated and assisted with the final assessment of the project.
3	PsyCad	Invited Michelle Naicker for a guest lecture to all third year students on CV writing, resume and interview skills.
4	Department in FADA	Green Week 2012 – 3rd Year students in the Faculty

Jewellery Design

	Name of department	Details of interaction/collaboration
1	Visual Communication	Students from The Department of Visual Communication were given a project to design branding and packaging for 3rd year Jewellery students - based on their initial Jewellery concepts and design ideas for their final body of work (2nd year students were paired together with our final year diploma students).
2	Metal Casting Technology Station	Received part sponsorship of materials for the production of sculptures for the After Math exhibition
3	Academic Writing Centre	Dr. Karen Haire- A research partner
4	Academic Support	Jacolien Opperman – Development and alignment of a support programme for 1st Year jewellery design students in term 1 of 2012
5	PsyCAD	Susan Stokes – Collaborating on at Risk monitoring in the 1st year group
6	FADA Architecture Department	Alex Opper and Denver Hendricks- critique of the Jozie gents ring project

Multimedia

	Name of department	Details of interaction/collaboration
1	Graphic Design	B-Tech Group project
2	Industrial Design	B-Tech Group project
3	All FADA	Green week student participation and staff mentor and judge
4	Architecture	Sustainable Human Settlements: Urban Challenge Film 2012
5	Visual Art and Communication Design	IOHA project

Visual Art

	Name of department	Details of interaction/collaboration
1	Department of Industrial Design	Teaching third year history (Von Veh, KE)
2	Dept of Multimedia	First Year Computer skills module
3	Department of Architecture	Paton, DM: Member of the postgraduate assessment panel of the Department of Architecture's Masters student's proposal presentations

4	Teaching & Leaning Forum	Paton, DM: Drawing as Thinking document presented to Terence Fenn and Brenden Gray
5	Head of Library Services, UJ	Paton, DM: Discussions with Dr Rookaya Bawa regarding the Ginsberg Collection of Artists' Books as a possible future acquisition for UJ and its potential research opportunities.
6	Department of Sociology	HaMakuya intervention, Lecturer, Masters and Honours student to conduct impact assessment report for NRF funded project
7	Department of Anthropology and Development Studies	Honours students, (Dr N Malan) intervention with Phumani Paper
8	Department of Industrial Design	Chris Bradnum developing a survey and new stove for the sustainable energy component of the CE project in HaMakuya

5 Resource management

5.1 EMPLOYEE PROFILE

5.1.1 Composition

The Faculty had a total of 69 permanent and full-time contract staff members in 2012. This comprised 49 academic staff, 16 support staff, three members in Academic Administration, a marketing coordinator, the Dean and her personal assistant. Senior lecturers constituted 47% of academic staff, lecturers 43%, associate professors 8% and one professor position 2%.

During the year, two academic appointments were made. Prof A Osman was appointed as an associate professor in the Department of Architecture and M Boltin was appointed as a lecturer in the Department of Industrial Design. Two academic promotions were awarded, K Von Veh was promoted to an associate professor in the Department of Visual Art and J Peter to a senior lecturer position in the Department of Jewellery Design. A Maritz was appointed as a senior faculty officer in the Academic Administration. V Molapa was appointed as a senior technician in the Department of Industrial Design. Two staff members in the Department of Architecture resigned, A Wagenar and P Tumubweinee. I Johnston retired and C Guy resigned from the Department Interior Design.

Details of permanent full-time staff are provided in tables 5.1, 5.2, 5.3 and 5.4 below. A comprehensive list of part-time appointments made in 2012 is provided in Appendix 8. These appointments ranged from one-hour guest lecturers to eleven-month temporary appointments. Positions and functions fulfilled included teaching, tutoring, student assistants, management of computer laboratories, models for drawing classes, assistance with course developments, research and report writing and editorial services. Appointments were funded by vacant posts and the part-time salary budget.

Table 5.1: Full-time permanent and fixed term contract academic employees

DEPARTMENTS	FULL-TIME EMPLOYEES				
	Professor	Associate professor	Senior lecturer	Lecturer	TOTAL
Architecture	0	2	4	2	**8**
Fashion	0	0	3	5	**8**
Graphic Design	0	0	3	3	**6**
Industrial Design	0	0	2	3	**5**
Interior Design	0	0	3	3	**6**
Jewellery and Ceramic Design	0	0	2	1	**3**
Multimedia	0	0	1	3	**4**
Visual Art	0	2	2	2	**6**
Research and Dean's Office	1	0	1	1	**3**
TOTAL	**1**	**4**	**21**	**23**	**49**

Figure 5.1: Composition of full-time academic employees as a percentage
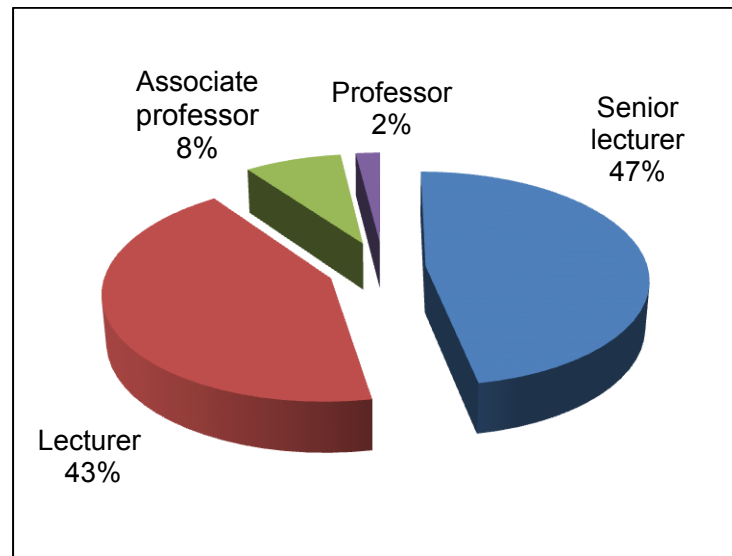
Table 5.2: Support staff

Non-academic support	
Departmental secretaries	5
General assistants	4
Workshop assistants	3
Technical officers	2
TOTAL	14
Dean's Office and Academic Administration	
Head: Academic Administration	1
Senior Faculty Officer	2
Faculty Officer	0
Marketing Coordinator	1
Executive Secretary	1
TOTAL	5
GRAND TOTAL	**19**

Table 5.3: New appointments, promotions, retirements and resignations

Department	New appointments	Promotions	Resignations	Retirements
Architecture	Osman A		Wagener A	
			Tumubweinee P	
Fashion				Hutchinson GE
Graphic Design			Sooklal S	
Industrial Design	Bolton MA			
	Molapo V			
Interior Design			Guy C	Johnston IA
Jewellery Design		Peters J		
Multimedia				
Visual Art		Von Veh KE		
Academic Administration	Maritz A			

5.1.2 Equity profile

The percentage of staff in non-designated groups remained the same as in 2011 at 76%. Sixty per cent of the full-time staff members were female of which 37% were from the designated group. Sixty-nine per cent of support staff members were designated (an improvement on 60% in 2011) and the Faculty Management Committee comprised 33% designated members (an improvement from 30% in 2011) and 67% non-designated members.

Table 5.4: Equity profile of full-time employees

DEPARTMENTS	African		Coloured		Indian		White		TOTAL		GRAND TOTAL
	M	F	M	F	M	F	M	F	M	F	
Architecture	1	1	1	0	0	0	3	2	**5**	**3**	**8**
Fashion	0	0	0	0	1	1	1	5	**2**	**6**	**8**
Graphic Design	0	0	0	0	0	1	1	4	**1**	**5**	**6**
Industrial Design	0	0	0	0	0	0	4	1	**4**	**1**	**5**
Interior Design	0	0	0	0	0	0	4	2	**4**	**2**	**6**
Jewellery and Ceramic Design	0	0	0	1	0	1	1	0	**1**	**2**	**3**
Multimedia	2	0	0	0	0	0	2	0	**4**	**0**	**4**
Visual Art	0	1	0	0	1	0	2	2	**3**	**3**	**6**
Dean's Office	0	0	0	0	0	0	0	2	**0**	**2**	**2**
Research Centre	0	0	0	0	0	0	0	1	**0**	**1**	**1**
TOTAL	**3**	**2**	**1**	**1**	**2**	**3**	**18**	**19**	**24**	**25**	**49**

SUPPORT STAFF	African		Coloured		Indian		White		TOTAL		GRAND TOTAL
	M	F	M	F	M	F	M	F	M	F	
Departmental Secretaries	0	1	0	0	0	1	0	3	**0**	**5**	**5**
General Assistants	0	3	0	0	0	0	0	0	**0**	**3**	**3**
Workshop Assistants	2	2	0	0	0	0	0	0	**2**	**2**	**4**
Technical Officers	2	0	0	0	0	0	0	0	**2**	**0**	**2**
Academic Administration	0	0	0	0	0	1	0	2	**0**	**3**	**3**
Marketing Coordinator	0	0	0	0	0	1	0	0	**0**	**1**	**1**
Executive Secretary	0	0	0	0	0	0	0	1	**0**	**1**	**1**
TOTAL	**4**	**6**	**0**	**0**	**0**	**3**	**0**	**6**	**4**	**15**	**19**

FADA TOTALS	African		Coloured		Indian		White		TOTAL		GRAND TOTAL
	M	F	M	F	M	F	M	F	M	F	
TOTAL per race and gender	7	8	1	1	2	6	17	26	27	41	**68**
TOTAL per race	15		2		8		43		68		
Percentage of total	**22%**		**3%**		**12%**		**63%**		**40%**	**60%**	

Although the Faculty's current equity profile is of concern, several factors inhibit the ability to attract lecturers from the designated groups. These include a competitive employment environment with a small pool of potential applicants, and the slow delivery of postgraduate qualifications from tertiary institutions.

Departments in the Faculty periodically scan comparable departments in peer institutions with a view to benchmarking employee profiles. A recent report from the Department of Interior Design indicates the following:

Interior Design

A benchmarking exercise, performed in 2012 between seven similar programmes across the country, indicated that only two institutions have equity candidates appointed in lecturing positions. They are Tshwane University of Technology and Durban University of Technology.

A small number of lecturers, which fall within the equity category, are currently appointed in Interior Design education in South Africa. Although significant progress has been made in delivering graduates from designated groups in the Department Interior Design at FADA, very few progress to the BTech level. A minimum of a Master's qualification is required to be considered for full-time employment.

5.1.3 Academic qualifications

The upgrading of staff qualifications progressed well. The level of academic qualifications of staff in the Faculty improved in 2012, with 79% of staff holding a master's or doctoral qualification compared to 76% in 2011 and 68% in 2010. All staff members not holding a master's qualification in 2012 were registered for further studies. Unfortunately, three staff members who had failed to meet their obligations in terms of the Staff Qualifications Programme were subject to disciplinary hearings and dismissed. The dismissal period took place over a three months period and commenced in December 2012. Tables 5.5 and 5.6 below provide details of staff qualifications.

Table 5.5: Academic qualifications of full-time academic employees

EMPLOYEES	QUALIFICATIONS					
	ND	NHD	B degree	Masters	Doctorate	TOTAL
Professor	0	0	0	0	1	1
Associate professor	0	0	0	1	3	4
Senior lecturer	1	1	0	16	3	21
Lecturer	0	3	5	15	0	23
TOTAL	**1**	**4**	**5**	**32**	**7**	**49**

Figure 5.2: Academic qualifications of academic employees 2011 – 2012
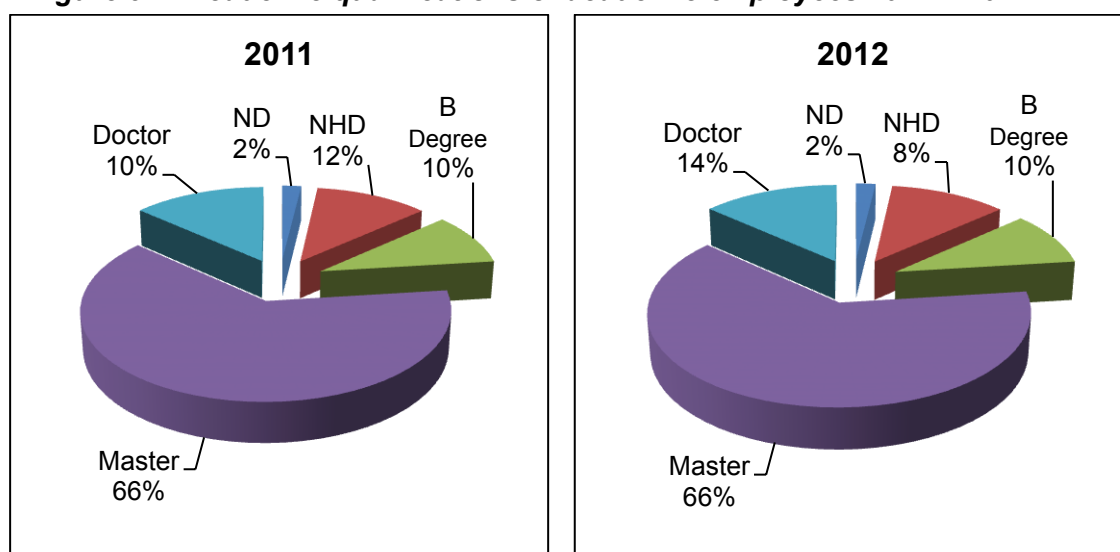
Table 5.6: Academic qualifications of full-time employees Marketing and Academic Administration

EMPLOYEES	QUALIFICATIONS		
	Matric	ND	BA(Hons)
Marketing	0	0	1
Academic Administration	1	1	1
TOTAL	**1**	**1**	**2**

5.2 STAFF ACHIEVEMENTS

Staff gained recognition in a number of ways during the year. This included winning awards for creative work or research, long service awards, invitations to sit on adjudication panels, invitations to address specialist audiences and the upgrading of qualifications. Details of individual achievements in each Department are listed below.

Fashion

MEMBER	POST	DETAILS OF AWARD/ACHIEVEMENT
Dos Santos JC	L	20 Years Long Service

Graphic Design

MEMBER	POST	DETAILS OF AWARD/ACHIEVEMENT
Pretorius JD	SL	Graduated with D Litt et Phil (Historical Studies) from UJ

Industrial Design

MEMBER	POST	DETAILS OF AWARD/ACHIEVEMENT
Dos Santos V	L	15 Year long service award certificate

Interior Design

MEMBER	POST	DETAILS OF AWARD/ACHIEVEMENT
Breytenbach A	SL	Cumulus Green Award

Visual Art

MEMBER	POST	DETAILS OF AWARD/ACHIEVEMENT
Berman KS	Ass Prof	Awarded an NRF rating of C2
Berman KS.	Ass Prof	Arts & Culture Trust Chairperson's Award Re: Artist Proof Studio
Von Veh. KE	SL	Dr. Von Veh has been awarded a CAA International Getty InternationalTravel Grant to attend the College Art Association's 101st Annual Conference to be held in New York, February 13 to 16 2013. Dr Von Veh is one of 20 art historians and artists to be selected from a group of 87 highly competitive international applicants. The Sterling and Francine Clark Art Institute, has invited CAA International Travel Grant recipients to visit its museum and research centre in February 2013. The Clark Art Institute will cover all expenses.

5.3 STAFF DEVELOPMENT

5.3.1 Training completed in 2012

The focus on training and development during the year was on capacity building in writing for publication, dimensions of postgraduate study, postgraduate supervision, discipline-specific software applications and teaching and learning. Faculty members made good use of the training opportunities in research development and teaching and learning offered by the University in 2012. Academics attended 78 training sessions in total. A brief summary of course themes is provided in table 5.7, followed by a more detailed description of courses attended by departmental members and administrative staff.

Table 5.7: Areas of training

Academic		Administration	
Course theme	**Attended**	**Course theme**	**Attended**
Research methods and development	22	UJ systems: ITS skills on new developments	Various sessions
Teaching and Learning	15		
Research writing	9		
Postgraduate supervision and assessment	9		
Software training	11	Personal development	3
Management	3		
Personal development	7		
UJ systems and policies	2		

Architecture

Surname & Initials	Name of course or programme	Core content regarding knowledge and skills developed	Length of course (days/hours)
Grace S	Research Methods Course by Prof Alan Munro	Research Methodology	5 days
Hendricks DM	Research Methodology	Research Methodology	16 hrs
Krige LF	Rhino & Grasshopper training	Attended some Rhino & Grasshopper training with M-Tech class	7 x 1 hour sessions
Opper AW	Research Seminar	3-day Research Seminar (offered by Dr Allan Munro)	3 (9-11 Feb. 2012, FADA)
Saidi FE	Learnfast	Time Management module	1 day
Saidi FE	UJ	Training of Chairpersons for Peer Review Committees (UJ)	1 day
Silverman M	Research Methods	Research Methods Course by Prof Alan Munro	5 Days
Vosloo C	Post Graduate Supervision	The Art & Science of Post Graduate Supervision and assessment	5 days
Vosloo C	UJ	SANTRUST	6 weeks

Fashion

Surname & Initials	Name of course or programme	Core content regarding knowledge and skills developed	Length of course (days/hours)
De Wet AJC	FADA research seminar	Design Research	2 hours
De Wet AJC	Workshop: The End game: Completing the Dissertation/Thesis & getting Published	Completing the Dissertation/Thesis & getting Published	1 day
De Wet AJC	Writing a Literature Review	Writing a Literature Review	1 day
De Wet AJC	Article writing workshop	Article writing retreat organised by CPASD	3 days
Dos Santos JC	Qualitative Data Analysis	Research methods	1 day
Dos Santos JC	Using ATLAS.ti for Qualitative Data Analysis	Research methods	1 day
Dos Santos JC	Boundary- Crossing in Research: Opportunities and Challenges	Research methods	4 ½ hours
Dos Santos JC	Postgraduate Supervision for New and Inexperienced Supervisors	Supervision	1 day
Harvey RN	Data Analysis in Qualitative research	Research methods	1 day
Harvey RN	Using Atlas Ti for Qualitative Data Analysis	Research methods	1 day
Harvey RN	Boundary-crossing in research: opportunities and challenges	Research methods	4 ½ hours
Harvey RN	Post graduate Supervision	Boundary crossing research: Implications for postgraduate supervision. Presentation & workshop with Prof Johann Mouton. Madibeng Building, APK, Johannesburg.	3 ½ hours
Harvey RN	Postgraduate Supervision for New and Inexperienced Supervisors	Supervision	1 day
Harvey RN	Writing skills workshop	Postgraduate writing skills	4 hours
Lavelle CA	Academic writing	Academic writing skills	2 days
Lavelle CA	Writing up your research dissertation	Postgraduate writing skills	1 day
Smal DN	FADA research seminar	Design Research	2 hours
Smal DN	Research methodology	Research Methodology	1 day
Smal DN	FADA research seminar	Design Research	2 hours

Graphic Design

Surname & Initials	Name of course or programme	Core content regarding knowledge and skills developed	Length of course (days/hours)
Hyson IL	Explaining, Naming and Crossing Borders in Southern African Higher Education	Workshop by Prof Piet Naude: Explaining, Naming and Crossing Borders in Southern African Higher Education	2 hours
Hyson IL	Supervising Postgraduate Research	Workshop by Prof Johan Mouton: Supervising Postgraduate Research	1 day
Pretorius JD	A Mentor's Workshop for Academics, Researchers and Supervisors of Research	A Mentor's Workshop for Academics, Researchers and Supervisors of Research	Day
Pretorius JD	Writing a Literature Review	Writing a Literature Review	Morning
Pretorius JD	Seminar - 'Teaching Race'	Seminar - 'Teaching Race'	Day
Pretorius JD	Departmental Strategic Planning Workshop	Departmental Strategic Planning Workshop	Morning
Pretorius JD	Editing your research writing	Editing your research writing	Morning
Pretorius JD	Qualitative Data Analysis Workshop	Qualitative Data Analysis Workshop	Day
Pretorius JD	Turnitin training	Turnitin training	Two hours
Van Zyl CE	Research Methodology workshop: Research methods in the arts	Research Methodology workshop: Research methods in the arts, presented by Prof. Alan Munro	3 days
Van Zyl CE	Seminar - The end game: Writing up your research dissertation or thesis and getting a paper published	Seminar - The end game: Writing up your research dissertation or thesis and getting a paper published	1 day
Van Zyl CE	Thutuka Programme Workshop	Thutuka Programme Workshop	1 day
Van Zyl CE	Thuthuka Proposal Writing Workshop	Thuthuka Proposal Writing Workshop	3 days
Van Zyl CE	Part-time month course in Copywriting at AAA school	Part-time month course in Copywriting at AAA school	3 months
Van Zyl CE	Masterpack training on packaging	Masterpack training on packaging	1 day

Industrial Design

Surname & Initials	Name of course or programme	Core content regarding knowledge and skills developed	Length of course (days/hours)
Bolton MA	UJ Academic Preparation Programme	Academic Preparation Programme	3 days
Bolton MA	Advanced Composites Course	Advanced Composites Course at AMT Composites	1 day

Bolton MA	Rhino Software training	Rhino Software level one training	1 day
Bolton MA	Aquaponics Introduction Course	Introduction Course	1 day
Campbell AD	UJ SANTRUST	Pre-Doctoral PhD Proposal Development Programme	35 days over 6 Modules
Campbell AD	Postgraduate Supervision	Boundary crossing research: Implications for postgraduate supervision. Presentation & workshop with Prof Johann Mouton. Madibeng Building, APK, Johannesburg.	2 hrs
Campbell AD	Community Engagement Project Management	Workshop with Dr J Boughey(UZulu) APB, STH	7.5hrs
Dos Santos V	Assessment workshop Dr Karen Steenekamp	Assessment workshop	Full day activity
Dos Santos V	Qualitative Data Analysis By Prof B Smit	Qualitative data analysis methods; data management, Use of coding and classifying schemes, identifying categories and patterns and interpreting data	Full day activity (28 May 2012)
Hunkin JL	Qualitative data analysis Professor Brigitte Smit (University of South Africa)	Qualitative data analysis methods; data management, Use of coding and classifying schemes, identifying categories and patterns and interpreting data	1 day

Interior Design

Surname & Initials	Name of course or programme	Core content regarding knowledge and skills developed	Length of course (days/hours)
Breytenbach A	Interactive Qualitative Analysis: A method for community research	Knowledge in conducting Interactive Qualitative Methodology and performing the analysis	2 days
Breytenbach A	Departmental Strategic Planning	Presentation of the strategic planning	June and December
Gill A	St Leger and Viney Design Focus Conference	Interior Design material and design knowledge	1 day
Guy CJ	St Leger and Viney Design Focus Conference	Interior Design material and design knowledge	1 day
Jones RG	St Leger and Viney Design Focus Conference	Interior Design material and design knowledge	1 day
Prinsloo I	Postgraduate supervision training (UJ)	Supervision skill and knowledge	2 days
Prinsloo I	St Leger and Viney Design Focus Conference	Interior Design material and design knowledge	1 day

Jewellery Design

Surname & Initials	Name of course or programme	Core content regarding knowledge and skills developed	Length of course (days/hours)
Nazier F	Platinum Training with Labi Kapo	Platinum Training with Labi Kapo	2 Days
Nazier F	UJ postgraduate supervision	Post graduate supervision	1 day
Nazier F	Rhino 3D	Rhino 3D software training	2 days
Peter J	Rhino 3D	Rhino 3D	2 days

Visual Art

Surname & Initials	Name of course or programme	Core content regarding knowledge and skills developed	Length of course (days/hours)
Paton DM	Edulink training:	Turn-it-in training	4 hours
Berman KS	Edulink training:	Turn-it-in training	4 hours
Berman KS	Roundtable Institute at the Peter Wall Institute, University of British Columbia, Vancouver, Canada	International round-table panel discussion on art & social change	Oct 20-26
Berman KS	Community Based Research	1 week writing CEP retreat with collaborators for 4 institutions at Tshulu Camp, HaMakuya, Limpopo	July 7-13
Berman KS	Prof Ron Barnett	Learning to Be approach to education	4 hours
Nanackchand V	Edulink training:	Turn-it-in training	4 hours
Nanackchand V	Santrust	Doctoral proposal development	400 hours
Nanackchand V	Prof Mouton	Post graduate supervision	4 hours
Nanackchand V	Prof Ron Barnett	Learning to Bea approach to education	4 hours
Nanackchand V	CPASD	Strategic Plan workshop	3 hours
Netshia S	Post-graduate supervision	University of Stellenbosch	3 days.
Netshia S	CPASD	Writing the literature review	3 hours
Netshia	Edulink	Turn-it-in training	2 hours

Academic Administration

Surname & Initials	Name of course or programme	Core content regarding knowledge and skills developed	Length of course (days/hours)
Chinnah N	Kumalogreen: Assertiveness in the workplace	Assertiveness and confidence at work	1 day
Hollander L	Kumalogreen: Assertiveness in the workplace	Assertiveness and confidence at work	1 day

Maritz A	Kumalogreen: Assertiveness in the workplace	Assertiveness and confidence at work	1 day
Hollander L	ITS training	ITS skills on new developments	Various sessions
Chinnah N	ITS training	ITS skills on new developments	Various sessions
Labuschange L	ITS training	ITS skills on new developments	Various sessions
Maritz A	ITS training	ITS skills on new developments	Various sessions

5.3.2 Upgrading staff qualifications

Twelve members of staff were registered for higher degree studies in 2012 and two members of staff obtained a doctoral qualification. Five members of staff were registered for PhD studies and nine staff members are preparing for PhD registration in 2013. Six members of staff were registered for Master's studies, with completion scheduled for 2012 or 2013.

Table 5.8: Academics registered for qualifications in 2012

Surname & Initials	Qualification for which registered	Institution	First registration (date)	Expected completion (date)	Qualification obtained (date)
Krige	MArch	Wits	Feb 2010	2013	In process
Dos Santos JC	D Litt Et Phil	UJ	October 2012	October 2015	In process
Lavelle CA	MTech Fashion	UJ	26 February 2010	March 2013	In process
Smal DN	DTech: Design	CPUT	2011	2014	In process
Campbell AD	DLit et Phil: Development Studies	University of Johannesburg	2012	2015	In process
Hunkin JL	MTech	UJ	2010	2013	In process
Jones RG	MTech	University of Johannesburg	2011	Deregister in 04/12/2012	Deregistered
Guy CJ	MTech Interior Design	UJ	2009	Deregister June 2012	Deregistered
Ambala AT	PhD	Wits University	July 2012	2015	In process
Faber L	PhD	University of Pretoria	2009	2012	In process
Von Veh, KE	PhD	Rhodes	Feb 2008	Sept 2011	April 2012
Hollander L	MA	York Saint John University	Sept 2011	Febr 2013	In process

5.3.3 Staff development plans for 2012

All members of staff are required to submit an annual personal development plan to their head of department and to account for the achievement of stated objectives in their personal annual reports. Preliminary plans for 2013 indicate that the following areas have been identified:

- Upgrading qualifications
- Postgraduate supervision
- Teaching and learning
- Transformation
- Research development and research writing
- Personal skills.

5.4 HEALTH AND SAFETY

The Faculty's Health and Safety Committee met on a quarterly basis. The Committee's mandate is to ensure the awareness of and compliance with health and safety regulations. It comprises a representative from every department as well as the campus safety officer. Departmental representatives ensured that their departments were compliant with health and safety regulations and reported safety incidents and risks to the designated safety representative and to the Health and Safety Committee. All new students were trained to use workshop equipment and, in a number of departments, they were required sign off on training received on specific machinery. Workshops had technicians available to assist students in the use of equipment and advise them on the most appropriate techniques. They also ensured that students used the equipment safely.

5.4.1 Studio and workshop reviews and audits

A number of site visits were conducted during the year by members of Occupational Health and Safety. The Campus Health and Safety Officer conducted four audits of the workshop spaces of the Department of Industrial Design in 2012. Phase one of the heating, ventilation and air-conditioning (HVAC) project was completed. The following interventions were implemented in two Departments.

Multimedia

Date	Problems identified	Mitigating actions
January	HVAC	Phase one of the HVAC project in the Faculty has been completed, with five studio/computer laboratories equipped with five independent fresh air and air conditioning units. All systems operating to an automatic set temperature of 23 degrees.
February	Noise	Open plan labs have been refurbished with dry walling to enclose four of the five studio/computer laboratories, reducing the noise levels radically.

Visual Art

Date	Problems identified	Mitigating actions
October	Secure two machines to the workshop floor. Both outstanding items identified in the previous audit have been addressed.	None.

5.4.2 Safety incidents reported during the year

No serious incidents were recorded in 2012.

5.5 WORKING ENVIRONMENT

Students and staff continued to be mindful of monitoring and caring for the working environment and any problems were reported to appropriate support and maintenance divisions. Problems that did not receive due resolution were brought to the attention of the Dean's Committee or the Campus Director. A monthly meeting attended by the Dean and two Faculty representatives with the Campus Director and maintenance and protection services staff facilitated the resolution of any problems.

In 2012, a refurbishment project of the ceramics facility commenced. The existing ceramics studios were downsized to accommodate customized ceramic workshop needs of Industrial Design and Visual Art students. The remaining area was converted in additional Architecture studios to accommodate the growing number of their students. Minor alterations to office areas enabled the addition of two enclosed offices, one for the Director of the Research Centre and the other for part-time academic staff involved in the offering of the Contextual Studies modules.

Phase one of the upgrading of ventilation and temperature control in the Faculty commenced in 2012. The project improved ventilation and heating conditions in the building. The staff office areas were not included in this phase and continuing complaints are submitted in relation to the comfort level in these areas. The noise factors in the staff areas can only be addressed through the installation of additional partitioning sections between offices once the ventilation system is in place. Water leaks were reported and were attended to regularly.

In the Department of Visual Art, contractors commenced work on the extraction system in the printmaking studios. This was a major intervention that affected the academic programme. The intervention improved the safe conduct of students and staff working in this area. The second phase of the HVAC process would improve the working environment in the 3rd year Visual Art studios which is not conducive for proper teaching and learning during the summer months.

5.6 FINANCIAL REPORT

The Faculty managed its financial expenditure well within budget. The Faculty accountant and the Dean met on a monthly basis to exchange information and to clarify financial matters. Heads of department met with the accountant on a quarterly basis or by appointment to ensure acceptable financial management of departmental budgets and cost centres.

	Notes	
INCOME		
Disposable Income (Budget Allocation)		**41 439 172**
Remuneration	1	35 641 386
Operating Costs (* included)	2	4 154 214
Capital Expenditure	2	1 643 572
Research *		198 000
Printing *		588 148
Conference Fees *		26 690
Travel *		223 970
Income Generated	3	**-27 143 761**
Tuition Fees (Subsidy Type A)		-26 663 683
Interest Received - Debtors		-451 004
Grants and Donations Internal		-29 074

		Notes		
	Research Funds			
	Income (* included)	3		**-2 453 062**
	Interest Received - Investment Short Term *			-73 107
	Grants and Donations Internal *			-2 379 955
	Trust Funds			
	Income (* included)	3		**-3 189 447**
	Interest Received - Investments Short Term *			-145 694
	Donations *			-2 862 222
	Sales and Services *			-35 104
	Research Income *			
	Other Income *			-146 427
	Extra-Curricular			
	Income (* included)	3		**-477**
	Interest Received - Investment Short Term *			-477

EXPENDITURE			**41 470 046**
Remuneration	1		36 397 546
Operating Costs (* included)	2		3 395 940
Capital Expenditure	2		1 676 560
Research *			178 429
Printing *			568 567
Conference Fees *			25 677
Travel *			230 738
Research Funds			**2 361 657**
Remuneration	1		271 685
Operating Costs (* included)	2		1 939 972
Capital Expenditure	2		-
Bursaries			150 000
Research *			1 585 613
Conference Fees *			1 350
Travel *			78 511
Trust Funds			**2 389 558**
Remuneration	1		208 133
Operating Costs (* included)	2		2 036 354
Capital Expenditure	2		145 071
Printing *			260 095
Conference Fees *			34 821
Travel *			326 488
Extra-Curricular			**3 265**
Operating Costs (* included)	2		3 265
Travel *			3 265

Note 1: Remuneration
The Faculty seems to have overspent its total permanent salary budget by 3.16% as the 7.25% annual increase is budgeted centrally.
The Faculty seems to have underspent its total temporary salary budget with 12.53%. This includes four post upgrades totalling R180 000 of which one post upgrade was implemented during the beginning of the year and another at the end of the year. If the total for these post upgrades is excluded, the temporary salary budget is 8.92% underspent.
The Faculty used R479 818 for temporary appointments from Research Funds and Trust Funds.
The Faculty underspent their total Tutor budget by 16.97%.

Note 2: Operating Costs (includes Capital Expenses > and < R15 000)
The Faculty seems to have underspent its total budget by 12.51%. This excludes the total encumbrance of R399 051. If this amount is included, the Operating Costs are underspent by 5.63% (saving of R326 000).
The Faculty spent R1 939 972 from Research Funds and R2 181 425 from Trust Funds on Operating Costs.

Note 3: Income Generated
Tuition Fees generated R26 663 683 income for the year, which is 9.25% more than 2011.
The Faculty received a total of R1 655 703 for Publication Income.

5.7 STUDIOS, LABORATORIES AND EQUIPMENT

The following initiatives were in place to ensure that Faculty assets were secure and maintained:

- An alarm system linked to campus security was activated automatically every evening.
- In the Department of Visual Art the entrance to the workshop area was been secured.
- Access control to studios and computer laboratories allowed only students registered for departmental programmes admission to the facility.
- Studio rules were communicated to all students using those facilities and monitored by staff.
- Materials and loose equipment such as cameras and digital equipment were stored in lockable cupboards with access limited to identified members of staff.
- All computers and monitors were secured to tables.
- Schedule of three-year replacement cycle for computer CPUs and monitors guided acquisitions, thus ensuring training on the latest technology available.
- Software maintenance and upgrading were implemented according to planning and budget allocations.

5.8 SOCIAL RESPONSIBILITY AND ENVIRONMENTAL SUSTAINABILITY

The Faculty continues its commitment to a programme of social responsibility and awareness of environmental sustainability amongst its staff and students. A number of initiatives attested to this in 2012:

- An ongoing and direct engagement with communities in Johannesburg precincts and the greater Johannesburg area, particularly through service learning projects, as evidenced in Chapter 4 of this report.
- The implementation and evaluation of citizenship content in identified modules in every undergraduate programme.
- Studio teaching and learning that was underpinned by core principles such as benefit to the user, benefit to society, environment, culture and economy, and benefit to the client.
- The participation of senior students in the multidisciplinary FADA Green Week where they were required to devise sustainable design solutions for problems they had identified through research.
- The placement and monitoring of recycling bins in staff and student areas by departments. Certain departments encouraged recycling precious and semi-precious metals and using alternative materials, techniques and non-toxic chemicals.
- Staff and students participated in the UJ Recycle Week and national clean-up day and were encouraged to bring waste from home to the campus recycling stations. Third year student assisted in the planning and implementation of a Green Pledge event that took place during UJ Recycle Week.
- Third year Interior Design students conducted a survey of five recycling stations on the Auckland Park Bunting Road campus for Occupational Safety. This improved their understanding of waste management on the campus.
- Staff and students were active in trying to reduce electricity and water usage in their departments.

Individual departmental reports are presnted in Appendix 11.

6 Conclusion

6.1 REVIEW

As indicated in the executive summary and throughout this document, satisfactory performance was delivered by the Faculty in 2012 with good progress being made in a number of key areas.

Research and creative outputs and development

The Faculty continued to nurture a research culture and provide a supportive creative production environment by leveraging the opportunities presented by the Research Centre, the Teaching and Learning Forum, the FADA Gallery and the hosting of conferences and colloquia. In 2012 the Faculty produced a total of 35.48 subsidy units, which is a slight decrease from the 40.78 units produced in 2011. The 2011 delivery of 95 creative outputs in the public domain was exceeded, with a total of 101 such outputs in 2012. The Research Centre continued to extend its national and international profile through collaborative projects and engagements with researchers.

Teaching and learning

Excellence in teaching and learning was promoted and sustained though quality assurance mechanisms, the active development of innovative teaching and learning practices and support to students. The academic performance of students in the Faculty remains very good, and increased to 87.5% in 2012 from 85% in 2011. The Faculty consolidated support for at-risk students and succeeded in generating an awareness and acceptance of initiatives available to first year students in particular.

Strong links to industry and the participation of industry practitioners in teaching programmes enabled departments to keep up to date with the changing needs of industries and to adjust curriculum content accordingly. Social responsibility, environmental awareness and citizenship were themes that continued to receive attention in all teaching programmes.

Quality management

Quality management in the Faculty was generally good. This is attested to by the positive rating in all audits completed by Central Academic Administration. The Faculty Board's performance was rated on 12 indicators by 65% of the board's members at 5 by 100% of respondents.

Faculty and departmental committee structures functioned well. A system of year and module coordinators in academic departments ensured continuity and regular monitoring of content and student performance.

Close cooperation between Academic Administration, the Faculty marketer and academic departments ensured good communication channels and the alignment of relevant functions, in compliance with policies and procedures. Departmental annual reports, bi-annual strategic sessions and teaching and modules evaluations provided mechanisms for regular quality reviews.

Staff qualifications, staff profile and leadership

The upgrading of staff academic qualifications and general staff development continued, in line with University benchmarks and the UJ teaching and learning strategy. Performance appraisals were conducted with all members of staff. All departmental staff completed training courses in accordance with departmental developmental plans and in alignment with Faculty priorities. Postgraduate qualifications of staff members have showed a year-on-year improvement. Regrettably, three staff members who had failed to meet their obligations in terms of the Staff Qualifications Programme were subject to disciplinary hearings and dismissed.

Renewed efforts were undertaken to improve the demographic profile of staff through scoping and headhunting exercises. Although the equity profile of staff has improved over the last few years, it is still not as good as it is required to be. It is, however, better than equity profiles of peer institutions in the region.

The number of senior academics who have obtained or are registered for doctoral qualifications has increased. This should assist the Faculty in developing a professorial category. Promotion requirements and opportunities were included in the performance discussions with senior staff in particular.

Prof Marian Sauthoff will be retiring from the position of Executive Dean at the end of 2012.

Positioning and profile

The Faculty continued to build its reputation in a number of ways, including the development of relevant programmes, an ongoing narrative of its achievements, recruitment initiatives, leveraging the multidisciplinary context as a differentiator and a number of high-profile exhibitions in the FADA Gallery. Public lectures in the FADA Auditorium and the UJ Arts Centre, in conjunction with events and media coverage, ensured an ongoing presence for the Faculty. Strategic connections to major events like Design Indaba and an exhibition by an acknowledged international artist added to the Faculty's growing public recognition. Online social networks (Facebook and Twitter) gained subscribers and followers. The Faculty Information Session in July and school visits for groups of learners enabled prospective students to gain an understanding of available programmes, view the teaching facilities, speak to students and staff and experience the environment and culture of the Faculty.

Student profile and satisfaction

The Faculty maintained growth in undergraduate and postgraduate student numbers in line with the enrolment plan, paying particular attention to the strategic growth areas of Architecture and Multimedia. The number of international students enrolled in the Faculty remained static at 42 students. Black African entry level numbers have shown a systematic increase over the last few years and this pattern continued in 2012 . Intensified marketing efforts were implemented to improve student numbers in Fashion Design and Jewellery Design, two programmes that have struggled to meet their enrolment targets. These efforts proved partially successful. Student surveys, evaluations of teaching and modules and matters raised in the various student forums indicated that, on the whole, student satisfaction levels were above the target of 70%.

Efficiency and effectiveness

The Faculty ensured good governance, quality assurance and risk management in academic, financial and administrative domains through compliance with relevant policies, procedures and best practices. An interlocking system of faculty and departmental committees supported operational functioning. The Faculty performed well in this area as indicated by various internal audits, external reviews and reports. Pleasing indicators included student performance measured in success rates, external recognition gained through competition placements and an improvement in the success rate of first year students.

Community initiatives

Community projects with external stakeholders continued to enhance the Faculty's commitment to community service. A concerted effort was undertaken to integrate service learning into the curriculum. This proved to be highly successful with a number of projects integrated into modules across the Faculty. The Central Johannesburg College initiative continued, with a number of meetings that explored inter-institutional cooperation.

Programme development

The development of new programmes and a review of the viability of at-risk programmes continued, with the introduction of a degree track scheduled to be implemented over the next few years. Delays in the external approval systems has somewhat slowed the implementation schedule from 2012 to 2014.

Technology-driven university

The strengthening of technology programmes and achievements continued through support for appropriate projects, an increasing number of multidisciplinary and collaborative projects and the participation of students in national and international projects with a technological focus. An emphasis on technology was also reflected in the research projects of staff participating in the clusters, Design for Social Development and Digital Technology and the Creative Disciplines.

Concerns

The following areas of concern need to inform planning for 2012 and beyond:

- Internationalisation, in alignment with the University's strategic aims;
- Staff development, particularly upgrading staff qualifications and improving supervisory capacity. Appointments, promotions and career paths of existing staff must be directed at strengthening the professoriate;
- Staff equity profile;
- Implementation of envisaged Programme Qualifications Mix;
- Postgraduate supervisory capacity;
- Alumni and affinity groups;
- Student enrolments in certain undersubscribed programmes.

Ventilation and temperature control in the FADA building and their impact on the working environment, remain areas of concern.

6.2 PLANNING FOR 2013

Strategic priorities for 2013 and beyond are outlined below:

- Competitive and relevant programme mix and offering;
- Contribute to the technology drive;
- Staff profile, qualifications and development;
- Promote and sustain excellence and relevance in teaching and learning;
- Nurture a research and creative production environment;
- Advance faculty recognition in alignment with UJ strategy;
- Operational efficiency and institution culture;
- Community service.

Many of the 2012 Faculty initiatives will be repeated in 2013, as they proved to be successful. Greater alignment with the University's strategic thrusts will be sought through the following initiatives:

Faculty vision, mission and values

Review the Faculty's vision and mission statements in order to align them with the revised UJ vision, mission and values. Particular attention will be devoted to articulating the Faculty's humanistic orientation and its commitment to social responsibility and environmental awareness.

Transformation and institutional citizenship

Promote the Faculty transformation plan in alignment with the UJ Institutional Transformation Plan (ITP). Particular attention will be devoted to Faculty actions related to the following aspects: demographics, institutional culture and staff development.

Internationalisation

Encourage initiatives towards increasing internationalisation. Actions will be directed to international publications, hosting of international conferences, collaborative international projects, hosting of international visitors, and the recruitment of international students.

Environmental sustainability

Actions will include the continued promotion of paperless meetings, double-sided printing, A5 learning guides, coordinated recycling systems in studios, workshops and staff areas, information campaigns to encourage student and staff awareness and habits, Green Week, forwarding energy and water saving suggestions to the Campus Director's Office.

Strategic collaboration

Connections with industry and alumni will be expanded beyond teaching collaborations and advisory committees. The Faculty plans to once again partner with Interactive Africa in hosting a live simulcast of the Design Indaba Conference in Johannesburg. Ways of managing industry and alumni databases will be explored in the interests of improving communication.

Marketing priorities

Marketing priorities for the Faculty will include promoting any new programmes that may receive external approval for offering in 2014. Initiatives to increase the pool of applicants for undersubscribed programmes will continue to be introduced. The website content and social media platforms will remain a priority as these are very effective marketing tools. These tools will also be used to market to international students. Internal postgraduate marketing initiatives aimed at third year and BTech students will continue and be improved upon in 2013. The Faculty database of schools offering art and design will be extended by sourcing additional information on design educators and adding identified schools.

APPENDIX 1: DEPARTMENTAL REVIEWS

DEPARTMENT OF ARCHITECTURE

For the Department of Architecture 2012 was dominated by our preparations for the planned Validation Visit by the South African Council for the Architectural Profession (SACAP) in 2013. To this end, the Department reviewed all module content and elected to have an Advisory Review undertaken by a panel of prominent academics and practitioners who previously have been part of a number of SACAP Validation Visits.

The Department is in a phase where it is moving from being a typical 'technikon' Department, offering 'technikon' type programmes to a truly comprehensive department. Achieving SACAP Part 2 Validation will elevate the status of our our final outcomes on a par with those of traditional universities.

The next phase in this move would comprise introducing new Degree and Diploma programmes. Introducing a degree option will mean that we are no longer disadvantaged by increasingly negative public perceptions of the value of diplomas. Our application to introduce a new Diploma was approved by DoHET in 2011 and the programme was accredited by the CHE earlier this year. DoHET approved our application to offer a degree programme during the year. The CHE is in the process of considering our programme proposals. It is hoped that we will be able to introduce the new programmes from 2014.

During 2012 our actual enrolments were lower than anticipated because many accepted candidates cancelled their application as soon as they learnt that they had been accepted at one of the rival, established departments in our vicinity. This has had a negative impact on our student numbers and success rates.

The appointment of Prof Amira Osman, an African, C-rated researcher, at the level of Associate Professor was a positive step towards the transformation of the staff profile. Unfortunately, we lost another African colleague to the University of the Free State – one of two members of staff who left us for that University during the year.

Academic performance, particularly at the first year level, improved significantly and our overall success rate is approaching satisfactory levels. The introduction of new programmes in 2014 should result in further growth and a positive change in perceptions of the Department.

The other major change during 2012 was the first offering of the final year of our two-year Masters of Technology: Architectural Technology programme. The programme, which has a 100 per cent research requirement (in the form of the design of a building) started off with 14 students of which 11 successfully completed the year. The other three students should complete during 2013.

The Department successfully hosted the Sustainable Human(e) Settlements Conference from 17 to 21 September. Three international speakers delivered keynote addresses and 19 peer-reviewed papers were delivered by speakers from a range of countries. The Scientific Committee comprised 19 members from Germany, Indonesia, Brazil, Nigeria and India, and elsewhere. The conference led to the establishment of many international contacts and affiliations (refer to our Marketing report).

Our Community Engagement endeavours received a substantial lift when our third and fifth year students, under the guidance and engagement of Professional Architects and non-governmental Organisations, engaged with the Marlboro South community. The project focused on a process to re-plan and support this unique informal settlement that exists inside and around an abandoned industrial area, at a time when the community were subjected to forced removals by the Johannesburg Municipality.

C Vosloo Head of Department

DEPARTMENT OF FASHION

Student Performance:
The overall performance of students in the department was satisfactory. The number of students receiving F7 result codes remained high, but students losing interest and not de-registering from the programme contributed to the high number of F7 candidates. This has been somewhat mitigated by the current method of using tutors in the practical sessions.

In 2012, it was evident that financial difficulties affected a number of our students. The enrolment target was not met due to financial constraints, and applicants being awarded bursaries from a private provider. An unusual number of applicants dropped from the list at the beginning of the year. The department needed to assist several students with basic requirements such as nutrition and project expenses during the course of the year. Faculty Administration was able to obtain financial assistance for some of the candidates.

The change of enrolment assessment and selection of candidates proved to be successful at the end of 2012, but the true results of new selection assessment process will only become evident during the course of 2013.

A drop in graduates of the NDip: Fashion Design was identified at the end of 2012. Several departmental discussions were held during the course of 2012 to try to mitigate this. As the drop-out at first year has always been the highest, the department opted to increase support at first year in 2013 in the theory and in the practical modules relating to the conversion process from two dimensions to three dimensions (design, pattern and garment). The patterns and garments modules also showed the lowest success rate in November 2012. An extensive support structure has been developed for 2013 to mitigate the above, comprising of tutorial sessions and a winter school to assist struggling students.

An emphasis on integrating module content in both undergraduate programmes during 2012 proved very successful. The integrated approach in the BTech: Fashion programmes proved equally successful and will be further developed and expanded to the BTech: Clothing Management programme in the 2013.

The development and support for Master's candidates has been the department's success story of 2012. Three candidates presented their proposals to the FRC within the required timeframe and all three proposals were accepted with only minor corrections at the first round. One MTech: Fashion candidate submitted her study for examination and was awarded a distinction for the study.

Achievements:
The following achievements occurred during the year:
- Two of the first year students were amongst the ten Top Achievers identified by the Faculty.
- One student was awarded a cum laude at the graduation ceremony in March.
- A third year student, Lise Schoeman was nominated for the Deans Merit list for outstanding achievement.
- *Fashion Fusion* exhibition (November 2013) in which all third year fashion design students, BTech: Fashion and BTech: Clothing Management students participated.
- *Multiplicity – Alumni exhibition***:** The department held a very successful curated alumni exhibition in August/September of 2012. Work and information of 26 of the department's alumni were showcased.

Staff performance
Staff development:
All staff is committed to constantly increasing their knowledge and upgrading of skills in teaching and learning and practice. In addition, four staff members are currently engaging with further qualifications. One staff member is almost complete with a Master's qualification and three staff members are engaged with doctoral studies in Fashion Education, Historical Studies and Environmental Fashion Design. Staff has continually attended selected workshops such as teaching and learning, article writing and supervision.

Staff movements:
The department is saddened to see two staff members leave (end of 2012 and beginning of 2013) due to the minimum requirement of a Master's qualification. They both leave a gap in experience and in practice. On the positive side, it has created opportunity for new appointments which could be of advantage in discipline specific knowledge for the new programme offering and add to the research foci of the department and increased research output. Both posts will be advertised during the course of 2013.

Objectives set for 2012

OBJECTIVE	PLAN	
Diploma: Fashion Production	Develop curriculum content Implement plan for delivery in 2013.	In-process
NDip: Fashion Design	Re-curriculate module content Re-think module structure	Process re-directed Objective 2013
BTech: Fashion	Evaluate the 'new look' programme and adjust if necessary	Working. Build on it
Teaching & Learning	Participate in the Teaching and Learning Forum Engage in Teaching and Learning strategies for all programmes presented in the department Strengthen the technology component (CAD) of undergraduate programmes	On-going process Objective 2013
Inter-disciplinary projects	Have in-depth discussion for a collaborative community engagement projects with the department of Industrial Design, for implementation 2013.	On-going Objective 2013

Enrolment	Re-think enrolment strategy and selection process. Re-think portfolio requirements for applicants for both programmes to be more reflective of fashion design and production practice. Strengthen the BTech: Fashion intake	New portfolio submission, will be evaluated in 2013 Objective 2013
Research	Build supervisory capacity in the department. Assist staff who are busy with postgraduate studies. Develop article writing capacity	Partially achieved, matched experienced with less experienced supervisors. On-going
Community Engagement	Further develop the current community project.	Crochet project success. IOHA/HIV Academic dress

STRATEGIC OBJECTIVES FOR 2013

Teaching and learning:
Faculty collaborative projects:
- Department of Graphic Design, Interior Design and Industrial Design
- Development of new programmes:
  - Diploma in Fashion Design
  - Adv. Dip in Fashion Production
  - Practise-based Master's degree
- Extensive tutorial structure in first year to increase first year success rates
- Develop the CAD component of both the programme streams

Research:
Further develop research in the department through:
- Investigate the possibility of presenting a practice-based master programme (in Fashion)
- Develop the support base for masters candidates
- Partially hosting a two day conference in collaboration with VIAD and LISOF

Internationalisation:
Investigate the possibility if international collaborations. Suggestions are:
- Prof Andrea Reynders – possible project and building on the resources centre
- Parsons in New York
- Investigate possibility for collaboration with universities in Africa

Marketing:
Increasing the visibility of the department by:
- Further development of student exhibition Fashion Fusion
- Developing the Web page of the department
- Expanding the social media
- Investigating possible options for showcasing student work at national events (i.e. SAFW)

D Smal Head of Department

DEPARTMENT OF GRAPHIC DESIGN

STRATEGIES AND OBJECTIVES/TARGETS FOR 2012

Teaching and learning
The Department managed to achieve most of the objectives set for 2012. With regards to excellence in teaching and learning, citizenship and community engagement components were incorporated in a number of teaching units on all year levels. Collaborations were successfully completed with the Multimedia, Food Technology and Strategic Communication Departments as well as the UJ HIV/AIDS Centre.

The pass rates for the modules taught in the Department are excellent. In most modules the department met, or exceeded, the internal targets which it set for itself. The lowest internal target set for a module was a pass rate of 89% and the highest 98%. These are well above the University target. Five modules had a pass rate of 100% and only two modules were below 89% (84% and 88% respectively).

All learning guides were upgraded, a new guide developed for the third year, and produced before classes started. The development of the third year of the degree course was informed by six in-depth interviews conducted with industry leaders from Ogilvy SA, DraftFCB, Jupiter Drawing Room, Grid, HKLM, and Switch. The MA (Design) degree was developed and was internally approved.
Internal feedback forms completed by students reflected high levels of satisfaction overall.

Enrolment management
Student enrolment in the first year remain a challenging process and for the second year in a row the Department only managed to enrol 50 first time entering students, and not the targeted 52 students. The BTech target, however, was exceeded by five students and twenty students gained admission to the BTech programme. In an attempt to mitigate the risk around first time entering students, the Department instituted multiple and earlier submission dates for portfolios, instead of one final portfolio submission date in mid-November. Applicants could submit portfolios on 27 July, 31 August, 28 September, and 25 and 31 October. Portfolios were assessed promptly and feedback provided to students.

Research, creative production and personal development
The Department set high targets for itself with regard to research and whilst doing well, unfortunately did not meet all targets. Two accredited publications were published, instead of the envisaged four. Two conference papers were delivered, and although no accredited conference proceedings were published, both prepared the way for publishing accredited articles. As this report shows, staff actively participated in reading groups, seminars, contributed to the FADA Research Newsletter and participated in group exhibitions and completed design projects.

Staff development continued with a number of staff attending workshops and courses of varying length related to research and teaching. Some staff started preparing for registering for Doctoral studies.

Resource management
The Department embarked on a serious attempt at waste management and energy

savings and a number of changes were made including: instituting paperless meetings, copying all student hand-outs double-sided and reducing the page sizes were practical, purchasing recycle bins for each studio, provided learning material to students in electronic format and requiring assessments in electronic format were practical, using the library site to upload readings.

Marketing and branding

The department managed to successfully realise most of the nine marketing objectives which we set for ourselves in 2012. Ms. Christa van Zyl, the marketing representative for the Department, showed great initiative, energy and enthusiasm to realise these objectives. The objectives are discussed in department's marketing report.

Technology

Mr Brenden Gray ensured that equipment was state-of-the-art and students had access to the latest Macintosh digital technology and graphic design applications. Ten new Apple Macintosh computers were acquired and the remainder of the computers were all serviced. Additional scanners and cameras were purchased, as well as speakers and a PA system for digital training venue. A projector was installed in the digital training venue, existing internet connections were repaired and the Graphic Design Studio area was WIFI enabled.

Internationalisation

Internationalisation was a new strategic objective for the Department and good progress was made in this area. Ms I Hyson was especially instrumental in this regard and drove two international projects: the Chroma project and the Indiafrica poster project. Five students won $1000 each in the Indiafrica poster project which is supported by the Public Diplomacy Division of India's Ministry of External Affairs. This division "strives to foster a greater understanding of India and its foreign policy concerns. Its mandate enables it to organise and support a broad range of outreach activities, both in India and overseas" (Indiafrica 2011-2013 Report). Two students also participated in a Pan African poster workshop organised by Greenside Design Centre.

STRATEGIES AND OBJECTIVES/TARGETS FOR 2013
Teaching and learning
- Achieve set targets for pass rate
- Increase industry linked, collaborative, multi-disciplinary and international projects
- Continue improving tutor system
- Manage at risk students
- Manage pipeline students
- Develop Honours learning guide
- Improve enrolment planning to achieve target of 52 first year enrolments
- Continue improving facilities and technology equipment

Research and creative production
- B Gray: One accredited conference proceeding, participation in group exhibition NWU, participation in the UJ/ SANTRUST PhD Proposal Development Programme.
- C van Zyl: Submit abstract to DEFSA, complete and submit LitNet article,

prepare article for Image and Text, research qualitative research practices, identify PhD supervisor & correct Faculty through which to do PhD, two private design projects.

- D Pretorius: one accredited article, participation in group exhibition NWU, design projects.
- I Hyson: one accredited article.
- L Groenewald: Write up and submit proposal for Doctoral Studies (Visual Studies) at Faculty of Humanities, Dept. of Visual Arts, UP.
- R Cook: Complete chapters one and two of D Phil Visual Arts, Solo show at GoetheOnMain, curation of group show at Ithuba Arts Gallery, performance, Collaboration with Machine Projects, Los Angeles / Johannesburg.
- Participation in FADA research initiatives: VIAD, Gallery, T&L Forum, Research seminar series, Research Newsletter

Community engagement
- BTech Project: Following Design Indaba's 'Your Street' competition 2012 - BTech students have been tasked with identifying a societal / environmental problem within 1km of their home, and implementing a user-centred design solution to resolve the problem.
- Implementation of 2012 winning design to promote UJ IOHA
- Cooperative project with IOHA to promote one or more of their events (with 2nd year group) to UJ students on all four campuses.

Internationalisation
- Chroma Project
- Indiafrica project
- Student international exchange programme

D Pretorius, Head of Department

DEPARTMENT OF INDUSTRIAL DESIGN

The Department of Industrial Design continues to maintain good throughput rates and high standards across all modules in the programmes on offer. The departments success can be attributed to several factors: the department (a) has developed and continues to evolve an accurate selection procedure for incoming students; (b) it continues with generalist industrial design training which exposes the students to all areas of industrial design and product development from research to production; (c) it is in the fortunate position of having a strong link to professional industrial designers and these professionals continue to participate in the departments programmes through part time lecturing or employing students for holiday work; and (d) its academic and non-academic staff are committed to high quality teaching and learning and the continual refinement, development and pursuit of relevance in industrial design education in the department programmes and their individual modules.

2012 has delivered many highlights: the proposed BA Industrial Design was formally approved by DoHET at the end of 2012 and will begin in 2013. In June 2012 the department was able to appoint Martin Bolton as a lecturer and in July Vincent Molapo joined the department as the Workshop Technician. The department forged strong links with the Manufacturing Research Centre under the management of Dr Tiaan Oosthuizen and through this link were able to source funding and complete the

Alexandra Candleholder Project with the SeTAR Centre and the NPO TEPRASM. Angus Campbell entered the SANTRUST PhD Proposal workshops and successfully completed the programme. Angus Campbell, Terence Fenn and Dr Naude Malan continued their excellent work with the Design for Social Development reading group and organised a seminar in September on this topic. The 3rd Year NDip students' Phumani Pets Project resulted in two new pets being added to the range, these will go into manufacture in 2013. Dr Kim Berman assisted the department by funding a scoping study on stove issues in conjunction with the Dr Lara Allen at the Tshulu Trust in HaMakuya, Limpopo. The department students continue to win prestigious competitions locally and feature well in international competitions.

The strategic thrusts for 2012 included:
- To work closely with the SABS Design Institute in several key strategic areas and projects;
- To develop the 1st Year Learning Guides for the BA Industrial Design programme for 2013;
- To continue to focus on student projects based around the departments three core ethos: design for social development, sustainable design and user centred design;
- To continue to develop undergraduate academic writing and research ability;
- To join the Cumulus Group in conjunction with other departments in the Faculty;
- To publish department project case studies on the departments Facebook page, Picasa gallery and website;
- To have department academics publish at least two articles in accredited journals;
- To seek funding to further develop the departments rapid prototyping facilities.

The department addressed these strategic thrusts by: engaging with the SABS Design Institute in developing a design programme for manufacturing SETA's; all year guides for the 1st Year BA: Industrial Design were completed in November 2012; the department continued to develop projects around the three core ethos and students completed a number of projects focussed on design for development; Product Design projects across the three years of the NDip included essay components to speak to the theory of the project as well as reflecting on the design thinking; the Faculty was unable to join Cumulus in 2012 but will work on the application in 2013; the department did publish a few projects on the website and Facebook pages, this thrust will continue in 2013; Angus Campbell and Kyle Brand presented at a conference in Turkey and the paper has been published in an accredited journal, Victor dos Santos has jointly published an article in an accredited education journal; and the department was given funding to purchase a laser cutter, in conjunction with the departments of Communication Design and Visual Art, and funding for a small rapid prototyping machine for 2013.

For 2013 the department has developed the following strategic thrusts:
- To begin setting in place the systems required for a sustainable rapid prototyping centre;
- To have the BA Honours: Industrial Design and Postgraduate Diploma Industrial Design approved through the FADA APQC, FADA Faculty Board and UJ HDC ready for submission to the CHE and DoHET in 2014;
- To continue to focus on student projects based around the departments three core ethos: design for social development, sustainable design and user centred design;

- To further cooperate and complete projects in conjunction with the MRC, SeTAR and TEPRASM;
- To join the Cumulus Group in conjunction with other departments in the Faculty;
- To continue to publish department project case studies on the departments Facebook page, Picasa gallery and website;
- To have department academics publish at least two articles in accredited journals;
- To have two academics enrolled for PhD degrees.

The department would like to once again thank the FADA Faculty Administration for the hard work completed on behalf of the Department of Industrial Design. All aspects of supportive administration in the Faculty are handled professionally and effectively taking much of the ever growing administrative burden from the academics. For this we are grateful.

At the end of July 2012, Louise Labuschagne, the exceptional secretary of the Department of Industrial Design who was later promoted to Head of Faculty Administration, retired. The department would like to thank Louise for her enormous contribution over the past 20 years to both the Department of Industrial Design and to the Faculty of Art, Design and Architecture. Her enthusiasm, work ethic and humour will be greatly missed.

At the end of 2012, the Executive Dean of the Faculty, Prof Marian Sauthoff, completed her contract with the university. The department wishes to thank Prof Sauthoff for her work at putting excellent administrative systems in place within the Faculty, for driving this department to engage with research, and for her support for the Department of Industrial Design particularly around appointments and budgets.

C Bradnum Head of Department

DEPARTMENT OF INTERIOR DESIGN

Departmental performance in 2012 and projections for 2013
Maintain excellent throughput rate and student performance
The Department delivered good overall results in 2011 and aimed to continue the output in undergraduate results in 2012. The results presented in the 2012 annual report, indicate that the Department delivered on this strategic faculty targets for first and third year. The following throughput rates were delivered in 2012;
- First year average throughput rate 86% (above 75% first year Faculty)
- Second year average throughput rate 78% (below the 85% target of the Faculty)
- Third year average throughput rate 91% (above the target 90% Faculty target for third year)

The average throughput rate for the National Diploma is 85% and reflects and overall decrease of 4% in comparison to the 2011 results. Attention will be given to at-risk modules in 2013 to improve student performance.

The BTech results reflect an average throughput rate of 91%. The performance level is up from the excellent average delivered in 2011 which was 89%. The BTech programme co-ordinator, A Gill, monitored the performance of students closely throughout the year and referred students, when required to the Writing Centre for assistance.

Improve equity numbers in first year intake

The first year selection assessments conducted in 2011 aimed to increase the first year equity numbers for the 2012 intake. This objective was achieved. In 2010 37% equity candidates were selected for intake in 2011, this percentage was increased to 50% in 2011 for the 2012 intake.

Maintain graduate output

The Department will forward 25 NDip programme students and 14 BTech students to the graduation ceremony in March 2012. The graduate output has increased significantly from 2011 to 2012 for both NDip and BTech students.

One MTech student submitted a dissertation in October for external examination and obtained satisfactory results and feedback from the examiners in December 2012. The student will graduate in May 2013. Unfortunately two students deregistered from the MTech programme in 2012.

Improve research output

Three staff members contributed to the delivery of five conference papers. Only three conferences were finally accepted as accredited research output. The research output deliver in 2012 indicates a 0,5 increase from the output delivered in 2011. The Department did not deliver the research credit output target (2.0 credits) as planned for 2012 due to the delay in a book publication that was rescheduled for publication in 2013. It is foreseen that the research target would increase further in 2013, which would shows the Departments commitment to growth in research and development.

Teaching and Learning strategy 2012 and 2013

The 2012 Teaching and Learning strategy continued the focus as presented in 2011 which were:
- Continue collaboration initiatives with departments within the Faculty
- Continue the integrated learning experience for first year students
- Continue an integrated learning experience at second year level between two major modules
- Present comprehensive third year exit project in term 4.
- Promote the use of sustainable principles and green materials at all levels, particularly at senior levels.

The Department delivered on all the focus areas as listed above. The Department will therefore re-introduce the five Teaching and Learning strategic focus areas in 2012 in addition to focusing on throughput and monitoring at risk modules and students.

Marketing plan 2012 and 2013

The marketing plan is presented under point 12 of this Annual Report. Much time and effort were invested in this planning and delivery of output in 2012. In 2013, the Department will continue to the deliver on the plan and objectives as presented in this Annual Report. Additional objectives have been identified and would be explored to expand on the profile building marketing strategy of the Department and the Faculty.

Peer review process

The Department engaged with a comprehensive peer review process. The process comprised a review of the Department and all three programmes – NDip, BTech and MTech. One international and two national peer reviewers were invited to take part in the review process. The Department received feedback that highlighted the points of strength as well as areas that require attention. A developmental plan will be

submitted in 2013 to the Faculty Academic Planning and Quality Assurance Committee.

Academic staff structure – resignation and retirement
Three staff members will be replaced on the permanent academic staff structure in 2013. This presents the Department with various challenges as discussed. The reconfiguration of 50% of the staff component is consider as high risk and could impact on the academic offering in 2013. The intellectual knowledge, which drives the core operation of an academic programme, needs to be replaced with suitably experienced staff members.

A Breytenbach Head of Department

DEPARTMENT OF JEWELLERY DESIGN

The Department's programmes were reviewed this year and the subsequent report was largely constructive in respect of the academic and administrative culture. To this end, the sustained staff capacity over the past three years has significantly impacted on the overall performance and the stability of the Department. A strategic area of concern that was raised by the review panel was the need for the Department to clearly define a vision to differentiate itself from other similar national Departments. Selected areas of concern that were noted by the panel members included the recruitment of students and the technology components of the programmes offered

Departmental Vision
Accordingly, the Department has reconfigured its vision to respond to the institutional and industry requirements for vocational programmes. There are two vocational foci that will underpin the Diploma and BTech programmes that are, a high end commercial focus and a contemporary commercial focus. Proficiency in commercial skills materials, techniques and technology complies with the focus on high end commercial jewellery and the proficiency in design and concepts articulate into manufacturing processes. These fundamental learning objectives will be scaffold into advanced learning objectives at a BTech level.

Student retention and recruitment
The enrolment figures for 2012 continued the dismal figures of the past 2 years. Then again on a positive note, the Department has exceeded its enrolment target for 2013. This was largely a result of the collective intervention of staff and bursaries that were allocated to the students by the Mining Qualification Authority (MQA). To sustain the viability of the offered programmes in the Department, we will continue to source financial assistance from the Mining Qualification Authority (MQA) and the National Arts Council (NAC). The general performance by second- and third-year diploma students was very good and demonstrated pass rates aligned with the faculty target of between 83% and 85%.

Strategic Plan 2013
To continue and strengthen staff participation, contributions and development in the following areas :-

       Community engagement/ Interdisciplinary projects
       Differentiation and profile building
       Improve technology driven design and manufacture

J Peter Head of Department

DEPARTMENT OF MULTIMEDIA

Teaching and learning have been successful in 2012 where innovative work was shown at the end of year student exhibition. Exhibited work showed evidence of well-developed design portfolios, which show a good mix of experimentation and an expert understanding of digital media design. Students produced portfolios of work, which show a healthy level of their own visual identity and thorough design research ability in the results. There appears to be an emergence of a more integrated design research process in the majority of student work shown, leading a way to further postgraduate study or to more competent design problem solving possibilities in the digital media industries.

The department continues to attract large numbers of applicants, who are subjected to a thorough entrance assessment before a limited number are accepted. The success rate amongst students for 2012 has been good, with an average of 94% achieved in the final mark of third year and 94% average achieved in the final mark of the B Tech. The throughput rate in first year contextual studies is a concern at 52%, but shows a marked improvement in second and third year of 64% average for remaining four modules.   The improvement is due to an increased number of tutorial classes for all contextual studies modules, where at risk students are also expected to attend extra writing workshops.

Individual reports for all first year, year students were published in June, where at risk students were engaged to attend added tutorials to minimise the risk of failing weaker modules. The success of this mid-year intervention will be extended to second and third years in 2013. Moderator reports for all modules in terminal programmes, have been received and filed. Reports are generally positive with the only concern being in Research Methods 4 module, where marks were moderated down by small percentage. This writing module will need to be more carefully moderated in 2013, where a writing workshop for B Tech students will be added.

Teaching loads have been heavy for two of the four permanent lecturers in the department where Fenn and Mntambo recorded contact hours of 24 and 30 hours per week respectively and Edwards and Ambala recorded contact hours of 10 and 11 hours. In 2013 we see the addition of a new permanent post added to the department, which will help significantly to spread the contact hours more evenly. Raubenheimer has been transferred to the department in a permanent position to co-ordinate the shared Contextual Studies module in 2013, where students from Fashion Production, Jewellery Design, Visual Art, Interior Design and Multimedia make up a large cohort.

All study guides are upgraded annually, published online and filed in Faculty administration. All study guides are made available in print for students on request. Programme development in 2012 has consisted of the continued upgrading of the BA Digital Media Design application for submission to the HEQC. Appropriate alterations were made to the documents in response to the faculty APQC the Faculty Board and the PWG. The documents are to serve at Senex and Senate in 2013. It is expected that the programme be approved for presentation in 2015. The National Diploma in Multimedia has been submitted to the APQC as a category B programme with a name change to Diploma in Multimedia only.

Creative production in the department is advanced, where projects develop out of research and are published in the public domain. The conversion into accredited

research output remains under developed, this requires intervention of 2013 where active teaching and practice will be workshopped into accredited research. Fenn is actively contributing to Faculty research development with presentations and attendance at local and international conferences, where his work in design thinking and information architecture education is attracting regular research interest.

Resource management has resulted in a cluster of well-oiled design computer studios where a hundred and five of the latest Dell graphic computers are upgraded regularly. Physical resources were adequate this year, where 60 new Dell Graphics computers and high-resolution monitors were replaced in the studios. The Adobe Master Suite software we use was upgraded to a licenced version six, for 105 seats. Risk management systems, including the presence of a lab manager, were implemented in the studios and resulted in few or no incidents. Air-conditioning systems with fresh air and automatic timers were installed and are finally operational. Decibel levels are improved with more dry walling and wall carpeting. New furniture and high-resolution digital projectors were installed in the studios, creating more efficient teaching venues and a symposium space that has been fully utilised all year because it is managed and booked within the department.

Transformation is well integrated into the programmes, where the nature of design education demands strong ethical approaches to teaching, learning and design processing and production. The budget for 2012 was limited and although it was sufficient, was spent within the agreed timeframe.

Branding of the department has been under-developed and needs to be considered more specifically in 2013. Application and student registration numbers continue to grow and as such require a marketing approach that must attract more quality and not quantity. Communication with departmental alumni continues via social networks such as Facebook and LinkedIn. Technology cluster developments within the department are under developed and will require more attention in 2013, so will internationalisation and community engagement.

M Edwards Head of Department

DEPARTMENT OF VISUAL ART

In keeping with the University's Strategic Thrusts, the year under review is characterised by an intense engagement with improving the quality of programmes in order to advance discipline-specific knowledge, engage in research and improve the academic acumen of the students.

A.   In comparison with the Department's 2011 strategic plan, the following is identified

	2011	2012
1	Quality teaching, research & social relevance	The Department's permanent academic staff complement is now complete. This augurs well for stability in terms of the skills-based focus at undergraduate level. The final Diploma programme results show an improvement in teaching. One Masters students graduated cm laude and was awarded the Vice Chancellor's Medal. A second Master's student's assessment was confirmed with a

		distinction pass. Members of staff participate in the faculty's design for social development initiative and actively engage in the HIV/AIDS poster campaign and other related UJ community engagement initiatives.
2	Academic development & support.	This received focused attention in 2012 in terms of identifying and remediating academic risk amongst students. The role of year coordinators, tutors, academic support (PT) lecturer and the support from the Academic Writing Centre, has proven invaluable in terms of improving the annual throughput rate. The 2012 improvement in academic results attests to the level of involvement in mitigating academic risk. However, the problem of academic literacy persists and poses greater challenges. These will be addressed accordingly.
3	Promote research in social relevance and visual identity	Professor Berman's C2 NRF Rating augurs well for creating important inroads in developing the Department's Community based research programme for BTech and MTech Fine Art' students. This initiative is currently underway and has proven its success. A third follow up visit to the rural community is scheduled for 2013. This inter-institutional & inter-disciplinary initiative is well established. The department's focus on visual identity in the undergraduate programme has continued successfully.
4	Improve the 1st year student recruitment initiative to achieve better calibre students.	The vacancy in the marketing office has exacerbated the envisaged marketing plan. To date, there appears to be little change in the calibre of students applying for admission. The challenges of the existing competitor departments in the Higher Education landscape, combined with a propensity for students to enrol for Degree programmes, further exacerbates the problem. Hopefully the new marketing programme will help to address the issue of access to a skills-based, vocational-orientated Diploma programme with the possibility for students to engage in postgraduate study at Masters' and Doctoral Degree levels. The University's strict admissions policy has also impacted negatively on the recruitment figures as students are no longer allowed to attend admissions selection tests as late as January of the year of enrolment.
5	Improve the capacity for graduate supervision among staff.	This year a young member of staff attended the graduate supervision workshop at Stellenbosch University. This colleague has been identified to receive mentoring for supervision and will participate as an observer of the supervision process undertaken by a senior colleague in the department.
6	Promote staff research	Senior colleagues in the department are engaged in on-going research in their particular areas of focus. Newly-qualified and newly appointed staff are equally engaged in research towards conference presentations as well as exhibition of creative work.

7	Present a Sculpture skills workshop for Art educators	This initiative was successfully achieved.
8	Marketing and exposure	The Department commenced an upgrade programme on its website content. The matter will be resumed towards completion in 2013.

B. The following areas of concern have been identified for further engagement in 2013

No	Item	2013 Strategy
1	Programme development:	In line with the Faculty roll-out plan for the HEQF programme, planning for the new Diploma, Advanced Diploma, Honours, Masters and Doctoral programmes will commence.
2	Academic Risk Management	Provide appropriate measures to mitigate academic risk especially among incoming students. Address issues of plagiarism where these may arise. Appoint a senior tutor and special tutors to mitigate academic risk in Art History1 and selected 1st year modules.
3	Post Graduate Proposal-writing & Assessment	Engage the Post-graduate as well as the Academic writing Centres for support in addressing the quality of Masters' proposals. Undertake a quality review of the proposal writing process. Upgrade the MTech Fine Art pre-proposal programme.
4	Printmaking workshops for Art Educators. Improve the department's marketing initiative.	Present a Printmaking workshop for invited art educators. Develop the department's website and engage in a structured schools visit programme.
5	Inter-institutional liaison	Engage with the UJ International Office to formalise the establishment of inter-institutional links with institutions abroad. Develop stronger links with Artist Proof Studio.
6	FADA / Central Johannesburg College Engagement (CJC) on Access to FADA programmes	Continue negotiations with the CJC in order to develop capacity for CJC students to qualify for admission to the department's programmes.
7	Staff Development Promotion	Develop the capacity for staff promotion in terms of the new criteria
8	BTech Fine Art	Review & refine the research methodology components of the programme in terms of academic rigour and practice-based research.
9	3rd Year NDip Fine Art	Include an arts writing component + art & business seminar programme.

C. The FADA / Central Johannesburg College (CJC) Initiative

In 2012, discussions resumed between FADA and the Central Johannesburg College, with the view to apply strategic focus to an articulation route between the CJC and FADA's undergraduate qualification. To this end, three meetings were held to examine specifically how an institutional fit may occur in terms of the existing curricula, syllabi and credit-values, which each institution prescribes. The FADA

programmes and admissions criteria were explained in detail and it was emphasised that the University's admissions criteria cannot be compromised. In turn, the CJC curriculum was explored and possible areas of overlap as well as gaps in the respective programmes were identified. As a result, the existing qualifications structures, which pertain to each institution, restrict the smooth enrolment of students from the college into FADA programmes. This is exacerbated by the fact that whereas CJC students may have excellent portfolios that could conceivably qualify them entry into FADA programmes, the students' academic scores in meeting the University's language requirements are generally weak. Unless there is some level of academic support for English language compliance amongst such students, it will not be possible to admit a large cohort of students from the College into the Faculty. However, based on the recommendations of the meetings held thus far, the Department of Visual Art will continue to engage with the CJC Art & Design School, with a view to lending support in terms of discipline specific workshops, inviting the CJC staff to attend and observe the department's first year admission programme as well as the evaluation programme, in order for the CJC colleagues to have better understanding of the standards and criteria applicable to the department in particular and the Faculty in general. This initiative will be followed up by Visual Art BTech students participating in the CJC Art & Design programme as part of the Department's work placement programme.

D.   Acknowledgement

In regard to the points raised in my Report, I acknowledge my sincere gratitude to my colleagues in the department, for their diligence and commitment in ensuring out students' successes in 2012; as well as to the Dean and the Head of Faculty Administration and their staff, for the support received in the year under review.

V Nanackchand Head of Department

ACADEMIC ADMINISTRATION

The strategic objective of FADA Administration is actively to promote good governance of the academic life-cycle of students, from application to graduation. The focus of academic administration is to enable and support teaching and learning by means of the following processes:

- Applications
- Registration
- Examinations
- Graduation

FADA Administration reached and exceeded all of the 2012 targets set by UJ and reached a high level of excellence in governance and service delivery.

Using technology to transfer ways of working to produce services and structures for dealing with administrative processes is crucial. Therefore, staff development and the ability to manage e-commerce and other types of new technology are prioritised.

L Hollander Head of Faculty Administration

APPENDIX 2: DEPARTMENTAL COMMENTS ON QUALITY MANAGEMENT

DEPARTMENT OF ARCHITECTURE

I think that it is adequate- we use staff from other Universities and our Professional body on a regular basis, coupled to quadrennial accreditation visits to control our standards. We also have an Advisory Committee to advise us when required.

C Vosloo Head of Department

DEPARTMENT OF FASHION

Excellent:
1. The Department has developed these structures over the past few years, and they seem to be working. The formal review of first year marks and subsequent discussion with identified high-risk students has improved the throughput in first year. This also allows the HOD and module lecturer to identify, plan and implement necessary interventions.
2. The practice of reviewing marks of each student that is registered for a programme in the department, gives all lecturers a thorough overview of the students' performance.

Effective:
1. The reporting of problems at monthly departmental meetings has assisted identifying and managing high-risk candidates and modules.
2. The open door policy between HOD and staff has allowed staff to be open with the HOD on specific student and inter-personal issues.
3. Comparative report on pass rates and throughput at year end allows for discussion and assists staff with preparation for the next academic year.

To be improved:
1. In 2012 the HOD opted to hold monthly departmental meetings. This will be changed back to having a shorter meeting every second week which will improve communication.
2. The departmental student representative body was not very organised and effective; a new approach will have to be implemented in 2013.

D Smal Head of Department

DEPARTMENT OF GRAPHIC DESIGN

The effectiveness and efficiency of the department's quality management system and structures are good. Although there are no areas of grave concern, the Department continuously strives to improve the Departmental quality management system.

D Pretorius Head of Department

DEPARTMENT OF INDUSTRIAL DESIGN

Year and Module Coordinators:
The department's system of year and module area coordinators works very well. Through the year coordinator system, academic staff members remain in touch with the year group issues and are able to resolve student problems very quickly. Having individual academic staff members responsible for the continuity of module areas helps to create a consistent development strategy at each year and at the correct NQF level. (Excellent)

Portfolio Assessments and Moderations:
The department continues with a system of panel reviewed portfolio assessments and moderations at midyear and year end. For the exit level years these moderation include external panel members who are expert in the module area. The system ensures that the standard of the programmes offerings is reviewed, commented on and remains high. (Very good)

Internal Teaching and Module Evaluations:
In 2012 the department complete internal teaching and module evaluations for all modules in the NDip and BTech programmes. The results of these evaluations were discussed by the HoD with individual lecturers. The system of internal evaluations is specific and directly useful to the department. (Good)

Formal Teaching and Module Evaluations:
Formal Teaching and Module Evaluations were completed on 2 modules each for Justine Hunkin and Angus Campbell. The returned results showed satisfactory performance. In 2013 Chris Bradnum and Martin Bolton will apply to have two of their modules evaluated formally by the students through the UJ system.

ID Department Meetings:
The HoD convenes department meetings once a month. These are kept relatively short as staff members often informally discuss department issues and resolve these as they occur. Additionally, many of the year group issues are resolved by the year coordinators. However, the department staff meetings allow formal requests, information transfer and strategic development to take place. Having one meeting per month was found to be adequate for 2012 and the department will continue in the same pattern in 2013. (Good)

ID Student Representative Committee:
The system of constituting a department Student Representative Committee allows student's direct access to the HoD to voice year group and module concerns which might not be resolved by their year coordinator. Four meetings were held in 2012 and it is likely that a similar number will be held in 2013. (Good)

Postgraduate students:
The department has few students in the MTech programme. These students are managed by their individual supervisors and the supervisors are advised by the department research committee as well as affiliated postgraduate supervisors in the Faculty and elsewhere in the university. Academics that supervisor students have access to supervisor training within the institute and are developing their individual ability to supervise students at this level. Progress is reasonably good.

C Bradnum Head of Department

DEPARTMENT OF INTERIOR DESIGN

It is the responsibility of every staff member in the Department to contribute to the high level of quality standards aspired to in the Department, Faculty and University. It is therefore expected that all tasks are completed timeously, accurately, to the expected output level. Lecturer performance is managed by the HoD whose performance is managed by the Faculty Executive Dean.

In 2012, the Department received very good feedback from the Administrative Department which indicates that administrative work is delivered accurately and on-time. Another area of excellence is the individual student performance monitoring process. At mid-year individual feedback is presented to all students to ensure that they are in a position to improve performance in year modules. At risk students are regularly discussed at Department meetings and attention is given to appropriate interventions.

In 2013, the Department would continue to level of output that was delivered in 2012 and focus on the performance of students in at risk modules such as History of Art, Design 2.

A Breytenbach Head of Department

DEPARTMENT OF JEWELLERY DESIGN

Weekly Departmental Committee meetings were scheduled for the year; this progression ensured that the relevant policies, processes and procedures were implemented, monitored and evaluated by staff. Important information from Faculty and Institutional Committees were devolved at this forum. This forum also encouraged rigorous discourses on academic planning, curriculum development and other relevant key performance areas. The high degree of academic planning and outcomes was communicated to the Department by members of the Advisory Committee, students and the Jewellery industry at large. Even though strategic planning was scheduled for last quarter, this process was embedded in the weekly Departmental Committee meetings. The following mechanisms were successful:

- Year coordinators ensured the effective management of undergraduate and post-graduate teaching, learning and the related administrative functions.
- The appointed moderators complied with the Institution's criteria for their appointments.
- The learning guides for all modules were revised.
- 4 articles in press, 3 staff exhibitions

J Peter Head of Department

DEPARTMENT OF MULTIMEDIA

The department conducts a minuted staff meeting on a weekly basis, where an agenda is followed and feedback provided in order to increase the effectiveness of the department. This appears to work well.

M Edwards Head of Department

DEPARTMENT OF VISUAL ART

Generally, the quality management system is successful. On a fortnightly basis, the year coordinators provide regular feedback at staff meetings on the progress and status of the students' performance. Risk students are discussed and a prognosis to mitigate risk is developed. At first year level, a more focussed attention is required on developing academic writing skills amongst the less-prepared students. Here, the input of tutors has proven invaluable. At 3rd and 4th year level, the system of revolving academic staff input per student is inviolable. This is an extremely successful way of teaching senior students because the benefit of viewpoints from multi-disciplinary perspectives greatly increases the student's exposure to knowledge and information.

V Nanackchand Head of Department

ACADEMIC ADMINISTRATION

Quality management is a process by which administration review the quality of the four life cycles of students (applications, graduation, assessment and registration) and all factors involved in delivering the services required. Quality management allows for a systematic and orderly approach to manage quality in an administrative environment. A UJ committee exists for each academic administration life cycle process which oversees the governance and the quality of the process. Formal records of the way Faculty administration manages the quality of its various services are important to inform improvement plans and to consistently achieve objectives.

The quality management in the FADA faculty administration is effective. All four the functions in the life cycle of a student are dealt with effectively and reviews take place after every completed process.

L Hollander Head of Faculty Administration

APPENDIX 3: UNDERGRADUATE AND POSTGRADAUTE EXTERNAL MODERATION AND ASSESSMENT

Architecture

	Module name	Module code	Moderator/s	Affiliation	Moderator's report submitted
1	Applied Building Science 1	ABS111	Mr J Kroonenburg	Private Practice	Yes
2	Computer Applications 1	ACM111	Mr S Pillan	Private Practice	Yes
3	Construction & Detailing 1	ATC111	Mr J Bjornstad	Private Practice	Yes
4	Studio Work 1	ATS111	Mr L Burger	Private Practice	Yes
5	Construction & Detailing 2	ATC211	Ms A Janse van Rensburg	Wits	Yes
6	Studio Work 2	ATS211	Mr J Odendal	Private Practice	Yes
7	Architectural Management 4	APM41-1	Ms B Morar	Private Practice	Yes
8	Computer Aided Draughting 3	ACD311	Mr L Waterston	Private Practice	Yes
9	Survey and Landscaping 3	ALS311	Ms C Pillay	Private Practice	Yes
10	Construction and Detailing 3	ATC311	Mr A Roodt	TUT	No
11	Principles of Architectural Design 3	ATD311	Dr J Noble	Wits	Yes
12	Building Services 3	ATG311	Mr J Odendal	Private Practice	Yes
13	Office Practice 3	ATO311	Mr P Maré	Private Practice	Yes
14	Studio Work 3	ATS311	Mr A Roodt	TUT	Yes
15	Applied Design 4	AAD41-1	Mr A van Graan	CPUT	Yes
16	Architectural Digital Technology 4	ADI41-1	Mr A Butcher	Private Practice	Yes
17	Construction and Detailing 4	ATC43-1	Mr S Bird	Private Practice	Yes
18	Office Practice 4	ATO42-1	Mr K Hinde	Private Practice	Yes
19	Principles of Urban Design 4	PUD41-1	Mr M Albonico	Private Practice	No
20	Computer Applications 4	AAP41-1	Mr S Liebenberg	Private Practice	Yes
21	Housing 4	BHS41-1	Dr T Zack	Wits	Yes
22	Theory of Design 4	TYD41-1	Mr A Parker	Private Practice	Yes

23	Urban Policy Studies 4	UPS41-1	Mr J Erasmus	Private Practice	Yes
24	Architectural Projects 5	AAP51-1	Prof O Joubert	UFS	Yes
25	Architectural Professional Practice 5	AOP51-1	Mr K Hinde	Private Practice	No
26	Architectural Research Methodology	ARP51-1	Prof R Fisher	UP	Yes
27	Architectural Design Technology 5	ATC51-1	Prof R Harber	DUT	No
28	Architectural Design Theory 5	ADT51-1	Dr R Noble	Wits	No
29	Architectural Innovation 5	AAI51-1	Prof R Harber	DUT	No
30	Urban Design 5	AUD51-1	Ms M Albonico	Private Practice	No
31	Architectural Project and Minor Dissertation	AMD6	Prof O Joubert Mr R Harber Ms M Albonico Mr S Mkhabela Ms D Tusnovics Mr M Morojele Ms L Poulsen	UFS DUT Private Practice Wits Private Practice Private Practice Wits	Yes

Fashion Design

	Module name	Module code	Moderator/s	Affiliation	Moderator's report submitted
1	Marketing III	BSY311A	Moopanar M	UJ	Yes
2	Methodology III	BSY311B	Du Pisani P	Lisof	Yes
3	Business Studies IV	BSY43-1	Moopanar M	UJ	Yes
4	Industry Practice III	CIP311	Moopanar M	UJ	Yes
5	Computer Pattern Making III	CLA32D1	Van Wyk A	VUT	Yes
6	Garment Technology III	CLA33A1	Kotze T	Edcon	Yes
7	Pattern Technology and Grading III	CLA33B1	Kotze T	Edcon	Yes
8	Pattern Technology and Grading III	CLA33B1	Van Wyk A	VUT	Yes

9	Production Environment Studies III	CLA33C1	Du Pisani P	Lisof	Yes
10	Specialised Clothing Technology IV	DSC41-1	Van Wyk A	VUT	Yes
11	Management IV	HMB41-2	Moopanar M	UJ	Yes
12	Pattern Making III	IPT31B1	Pienaar L	Ronel Jordan Textiles	Yes June
13	Grading III: June	IPT32C1	Pienaar L	Ronel Jordan Textiles	Yes
14	Computer Pattern Making III: June	IPT32D1	Van Wyk A	VUT	Ys
15	Management III	IPT33A1	Pienaar L	Ronel Jordan Textiles	Yes June
16	Business Studies III	PPC311	Moopanar M	UJ	Yes
17	Business Studies IV	PPC43-1	Moopanar M	UJ	Yes
18	Production Organisation III	PRO33A1	Van Heerden S	Private	Yes June
19	Production Organisation IV	PRO43A1	Moopanar M	UJ	Yes
20	Workstudy III	PRO33B1	Van Heerden S	Private	Yes
21	Workstudy IV	PRO43B1	Moopanar M	UJ	Yes
22	Specialised Production Technology IV	PTS41-1	Moopanar M	UJ	Yes
23	Two and Three Dimensional Design III	VAHA321	Badenhorst M	Lisof	Yes
24	Creative Design and Technical Drawing III	VAHB321	Badenhorst M	Lisof	Yes
25	Drawing and Illustration III	VAHC321	Badenhorst M	Lisof	Yes
26	Management III	VBD311	Moopanar M	UJ	Yes June
27	Theory of Clothing III	VKB311	Van Heerden S	Private	Yes
28	Research Dissertation	RES5671	Van Heerden A	TUT	Examiners report
29	Research Dissertation	RES5671	De Klerk	University of Pretoria	Examiners report

Graphic Design

	Module name	Module code	Moderator/s	Affiliation	Moderator's report submitted
1	Graphic Design Drawing III	GDD33-1	Cassim F	UP	Yes June
2	Graphic Design Drawing III	GDD33-1	Bowie A	UP	Yes Nov
3	History and Theory of Graphic Design III	GDH32-1	Sutherland I Prof	DUT	Yes
4	Theory of Graphic Design and Academic Report IV	GDH43-1	Sutherland I Prof	DUT	Yes
5	Communication Design III	GDM33-1	Cassim F	UP	Yes June
6	Communication Design III	GDM33-1	Bowie A	UP	Yes Nov
7	Communication Design IV	GDM43-1	Cassim F	UP	Yes June
8	Communication Design IV	GDM43-1	Bowie A	UP	Yes Nov
9	Professional Graphic Design Practice III	GDP33-1	Cassim F	UP	Yes June
10	Professional Graphic Design Practice III	GDP33-1	Kreush S	Vision Integrated	Yes Nov
11	Design Techniques III	GDT33-1	Cassim F	UP	Yes June
12	Design Techniques III	GDT33-1	Bowie A	UP	Yes Nov
13	Professional Design Practice II	BCPP201	Cassim F	UP	Yes June
14	Professional Design Practice II	BCPP201	Kreush S	Vision Integrated	Yes Nov

Industrial Design

	Module name	Module code	Moderator/s	Affiliation	Moderator's report submitted
1	Industrial Design Business 3	DBU311	Jacobsz S	ID professional	Yes
2	Industrial Design Technology 3	DTC311	Jacobsz S	ID professional	Yes
3	Industrial Design Drawing Media 3	DME311	Van der Merwe T	ID professional	Yes
4	Product Design 3	DPD311	Van der Merwe T	ID professional	Yes
5	Industrial Design Digital Media 3	DDM311	Van der Merwe T	ID professional	Yes
6	Industrial Design Engineering Media 3	DEN311	Van der Merwe T	ID professional	Yes

7	History of Industrial Design 3	DHI311	Cooper P	Design Center	Yes
8	Design Theory 4	KDT4-11	Cooper P	Design Center	Yes
9	Product Design 4	KPD4-11	Harrison P	ID professional	Yes
10	Professional Practice 4	KPP4-11	Harrison P	ID professional	Yes
11	Research Dissertation	RES5671	Lloyd P Prof	Consultant at CPUT and UCT	Yes
12	Research Dissertation	RES5671	Pedro J L Dr	WITS	Yes

Interior Design

	Module name	Module code	Moderator/s	Affiliation	Moderator's report submitted
1	Professional Interior Design Practice III: June	ITP331	Geldenhuys T	Freelance	Yes
2	Interior Design Technology III	ITD331	Harris V	Freelance	Yes
3	Interior Design Construction III	ITE331	Jackson K	Freelance	Yes
4	Presentation Techniques III	ITF331	Del Frate D	Big Fish	Yes
5	History of Art and Design III	ITH331	Königk R	UP	Yes
6	Technical Services III	ITS331	Wright C	Freelance	Yes
7	Theory of Design III	ITT331	Königk R	UP	Yes
8	Interior Design III	ITX331	Del Frate D	Big Fish	Yes
9	Professional Interior Design Practice IV	ITP4-11	Barry G	Inscape	Yes June and Nov
10	Theory of Research and Design IV	ITT4-11	Hankinson M	DUT	Yes June and Nov
11	Interior Design IV:	ITX4-11	Hankinson M	DUT	Yes June and Nov
12	Interior Design Technology IV June and Nov	ITD4-11	Barry G	Inscape	Yes
13	Research Dissertation	RES5671	Cairns G (Dr)	International	Yes
14	Research Dissertation	RES5671	McCarthy C (Dr)	International	Yes

Jewellery Design

	Module name	Module code	Moderator/s	Affiliation	Moderator's report submitted
1	Design Management III	JDT321	Le Roux J Dr	Retired	Yes
2	Gemmology III	JGM321	De Beer C	DUT	Yes
3	Jewellery Practice III	JPR321	Skotnes J	CPUT	Yes
6	Jewellery Theory IV	JTH43-1	Sooful A	VUT	Yes
7	Jewellery Practice IV	JPR43-1	Skotnes J	CPUT	Yes

Multimedia

	Module name	Module code	Moderator/s	Affiliation	Moderator's report submitted
1	Multimedia Design 3	MMD31-1	A Kearney	WITS	Yes
2	Multimedia Technology 3	MMT31-1	A Kearney	WITS	Yes
3	Contextual Studies 3	MCS31-1	A Kearney	WITS	Yes
4	Multimedia Vis Technology 3	MVT31-1	A Kearney	WITS	Yes
5	Multimedia Professional Practice 3	MPP31-1	A Kearney	WITS	Yes
6	Multimedia Design 4	MMD41-1	A Kearney	WITS	Yes
7	Multimedia Technology 4	MMT41-1	A Kearney	WITS	Yes
8	Multimedia Research Methods 4	MRM41-1	A Kearney	WITS	Yes

Visual Art

	Module name	Module code	Moderator/s	Affiliation	Moderator's report submitted
1	Studio Practice 3	ASP3-31	Mr. JW Roome	DUT	Yes
2	Drawing Fine Art 3	ADR32-1	Mr. JW Roome	DUT	Yes
3	Art History 3	ARH32-1	Ms. A. Kearney	WITS	Yes
4	Contextual Studies 3	MCS32-1	Ms. A. Kearney	WITS	Yes
5	Art Theory 4	TAA41-1	Prof. I. Stevens	TUT	Yes
6	Studio Practice 4	ASP42-1	Prof. I. Stevens	TUT	Yes
7	Research Dissertation: Jansen van Veuren M	RES5671	Doherty C Prof	WITS	Yes

8	Research Dissertation: Jansen van Veuren M	RES5671	Taylor C J Prof (co-supervisor)	University of Chicago	
9	Research Dissertation: Jansen van Veuren M	RES5671	Van Eeden J Prof. (co-supervisor)	UP	
10	Research Dissertation: Jansen van Veuren M	RES5671	Zaayman C	CPUT	Yes

APPENDIX 4: DEPARTMENTAL RISK MANAGEMENT

Architecture

Risk	Intervention
Failure to achieve SACAP Part 2 Validation.	"Mock-validation" review during 2012

Fashion Design

Risk	Intervention
Modules with low throughput at first year	Additional budget is secured for 2013 to implement an extensive tutorial system that will assist students in the theory sessions and the Patterns and garments sessions, and will involve junior and senior tutors.
Enrolment management: BTech programmes	Targets were not met. HOD, programme co-ordinator and HFA had discussion with third year students on continuing with a BTech degree. Module content was revised and aligned and resulted in a 100% pass rate at the end of 2012. Third year students were invited to one of the BTech presentations to encourage them to enrol for the programmes. A minimum enrolment target is set for 2013.
Enrolment management – first year: NDip: Fashion Design Dip: Fashion Production	In November 2011 the enrolment target had not been met, which required the department to have several [ad hoc] entrance assessments and interviews in January for walk-in students. Most of these de-registered during the course of the year. The entrance assessment process was reviewed and changed. The assessment was changed to a portfolio submission, which resulted in a more objective process. The targets for 2013 were exceeded in the Fashion Design.

Graphic Design

Risk	Intervention
Staff office environment leads to inefficiency and impaired ability to do research due to noise and temperature levels and overcrowding	Staff may apply for time to work off-site.
Enrolment management	Implement lessons learnt in 2013 for managing enrolment in 2014.
Security: student and staff cards not issued	Follow up with head of security on issuing of cards.
Leaking windows and roofs damaging computer equipment and student work	Reported by the Departmental secretary.
Holes in floor can lead to students falling	Reported by the Departmental secretary.

Industrial Design

Risk	Intervention
Quality of student academic writing and depth of engagement with key texts and research areas	The department was able to employ an academic support specialist to assist struggling students. Particularly good results are evident in BTech theory module. The department will continue to include specific theory as an underpinning requirement for Product Design projects across all undergraduate years.
BTech readiness for MTech	The BTech Design Theory 4 module was readjusted in 2012 to include more essay writing in the first semester. The students are better engaged with theories around industrial design as well as writing conventions and standards as a result of these essays. The mini dissertations from the second semester were of a particularly high standard in 2012.
MTech Enrolments	The departments BTech students appear to have limited interest in further postgraduate study even though the trend for qualifications and employment internationally are a Master's degree as an entry level. One consideration is that after four years of study students are eager to start working in the field of industrial design and there are many

| | employment opportunities available for BTech: Industrial Design graduates.
The department has already implemented the following:
The MTech Studio is highly visible in the department with the studio located centrally amongst the NDip and BTech studios; the department employs MTech students part time to subsidise their studies; the department has published all previous MTech dissertations on the department website and encourages BTech students to access this website and peruse the dissertations; BTech students complete a major project and mini dissertation in the second semester of the BTech year which better prepares them for the MTech programme. |

Interior Design

Risk	Intervention
High risk: Reconfigure full time staff component	Find suitable qualified and experienced lecturers to replace 50% of the full-time staff component in 2103. First interview took place in September 2012. One suitable applicant was identified. The applicant accepted the appointment in December 2012.
High risk: Intellectual knowledge management	The reconfiguration of 50% of the staff component impacts on intellectual knowledge that needs to be replaced. These staff members have all been with the Department for more than 20 years. The intellectual knowledge, which drives the core operation of an academic programme, needs to be replaced with suitably experienced staff members.
Medium risk: throughput rate first to second year	The performance of students in the second year differs drastically from students in first year. The change of performance in second year has been investigated for three years. Various teaching and learning strategies have been implemented, but in 2012 six students deregistered from the second programme.

Jewellery Design

Risk	Intervention
Student recruitment	All learners who have expressed interest in the course at Open Day, Jewellex or Info Session, have been contacted, either electronically or telephonically. Information regarding entrance exams and portfolio requirements, as well as electronic application forms were then sent to candidates who were interested in studying Jewellery Design and Manufacture.
Student satisfaction	Fortnightly meetings with class representatives and Coordinators. Disseminate a questionnaire to all Diploma and BTech students to monitor areas of concern.
Risk Register: monitor and manage Facility: Gas leaks/O_2 leaks	The Department together with the Health and Safety Dept monitored and ensured the leaks were repaired. Gas and oxygen training was also conducted in the beginning of the year by Air Liquide, ensuring all students are aware of the precautions one should take when using LPG and oxygen in the workshop.
Ventilation	• Plans are in place to improve ventilation in the Department (replace extractors with more effective extractors, install better ventilation for entire Department). Work will commence on Monday 14 November 2011 and continue until the end of January 2012. • The Department has arranged for the upper level of windows to be opened from the outside and this assisted in maintaining a moderate temperature in the Department.
Fire linked to torches used for techniques	• All students are given comprehensive gas and oxygen training from Air Liquide prior to working in the workshops. • A second gas and oxygen training session was held in the Department in

	September.
	• First year students are given demonstrations on correct torch usage prior to using the equipment.
	• Lecturers enforce proper torch safety practices during contact hours. During extended hours, Jonathan Minter (or staff member on duty) ensures that proper safety measures are adhered to.
	• Fire extinguishers (x 7) and fire hoses (x 2) are available throughout the Department, and are serviced once a year. Students are well informed of the location of these.
Storage of toxic chemicals	• Very few hazardous or toxic chemicals are used by the Department. Safer alternative products are used whenever possible.
	• All chemicals and cleaning materials are stored in two locked cupboards in the polishing room. Only staff members have access to the keys to ensure no unsupervised use of chemicals occurs.
	• When the use of chemicals is necessary, masks and rubber gloves are made available to students.
	• Chemical usage is supervised by a staff member, and performed under a fume extractor.
Security- access control	• Only staff and students registered for modules in the Jewellery Department have access to the Department. Students need to swipe their card at the main door in order to gain access.
	• Students are not permitted to bring any friends into the Department. Students from other Departments are required to make appointments to gain entry.
	• Visitors to the Department are required to make an appointment prior to their visit. Visitors are then escorted by the relevant staff member from the security desk to the Department.
Water leakage	• Where possible, equipment has been relocated to ensure that water damage will not occur should the roof continue to leak.
	• An aluminium water deflector has been fitted above all of the windows that have leaked previously. This

Unsupervised use of equipment	directs most of the rain away from the windows, and has greatly reduced the amount of rain that leaks into the Department. • Further plans are in place to re-seal the top windows properly. • Leaks occurring through gaps in the roof where extractor pipes are fitted will be addressed in November when all of the extractors are replaced with larger ones. • Students are given demonstrations of all equipment prior to use, and are made aware of all of the potential dangers that could occur due to improper use. • Only third and fourth year students are permitted to use electric rollers, once they have gained the necessary competency skills. First and second year students are limited to using hand rollers.

Multimedia

Risk	Intervention
Student throughput in Contextual Studies	Added extra tutorial classes, writing workshops and a checking mechanism to limit this risk
Ventilation and temperature in the computer studios	The first phase of the HVAC project has resolved this matter.
Ventilation and temperature in staff offices	The second phase of the HVAC project should resolve this in 2013.

Visual Art

Risk	Intervention
Health and safety requirements in the studios and sculpture balcony, needs to be managed more effectively	The Technical Assistant, supervised by the Line manager, has been apprised of this as a developmental path in terms of his performance management contract. A rigorous no-smoking policy will be implemented in 2013, in the sculpture balcony area. Students who infringe the rule will face disciplinary action.
Access to studios and workshops on the mezzanine level	The area is now enclosed and a card access system should be implemented early in the new year.

	Currently, the technical assistant has received first aid training. The first aid kit will be replenished in 2013.
Access to first aid	

Academic Administration

Risk	Intervention
Inconsistent electricity supply	Provision for emergency power
ITS system errors	Reporting of errors and testing registration set-ups to ensure registration
Large numbers of late applications	Closing date brought one forward
Small staffing component	Student assistants appointed to help in peak periods

APPENDIX 5: DEPARTMENTAL MARKETING PLANS

DEPARTMENT OF ARCHITECTURE

Implementation success in 2012

Marketing initiatives in the Architecture Department were somewhat compromised due to the absence of a Faculty Marketing coordinator for most of 2012. Because we did not have a separate Marketing budget, we relied on a regularly updated website and events such as University Open Day to market ourselves.

Furthermore we used events such as the Sustainable Human(e) Settlements conference, overseas visits and existing networks to establish and build an international profile and presence. The Department currently has ties with the following National and International Bodies. Some of these are in the early stages of development but we are actively involved in strengthening these ties as part of the University's drive towards greater Internationalisation.

- CIB, International Council for Research and Innovation in Building and Construction
- VITO, Flemish Institute for Technological Research, Belgium
- Vrije Universiteit Brussel, VUB, Belgium
- CSIR, Council for Scientific and Industrial Research, Pretoria
- SHiFT Social Housing Focus Trust
- IHS, Institute for Housing and Urban Development Studies, Rotterdam
- Bartlett College, University College of London
- Department of Architecture, Khartoum University
- School of the Built Environment. University of Johannesburg
- 1886 urban developers
- MES (Hyenas chess club), Johannesburg
- Iwalewa Haus – Bayreuth, Germany (operates under auspices of Universitaet Bayreuth – University of Bayreuth)
- FU (Freie Universitaet – Free University) – Berlin, Germany
- Pinakothek der Moderne – Munich, Germany (Museum)
- Stiftung Bauhaus (Bauhaus Foundation) – Dessau, Germany
- École Nationale Supérieure d'Architecture de Toulouse - Laboratoire LRA (School of Architecture) – Toulouse, France
- African Centre for Cities – ACC (operates under auspices of University of Cape Town (UCT))
- The Goethe-Institute (G-I) – Johannesburg, South Africa
- Department of Architecture, Universidade Lusiada de Angola – Luanda, Angola
- Escola da Cidade (School of the City) – São Paulo, Brazil
- All other South African Schools of Architecture
- The South African Institute of Architecture, particularly the Gauteng Institute of Architecture
- The South African Institute of Architectural Technologists

Objectives for 2013

Marketing will be a priority during 2013: in the first place, the exciting new developments of the new Degree and Diploma Programmes must be promoted.

Furthermore, once we have achieved SACAP Part 2 Validation we will have to launch a strong drive to market this programme.

Our continual exemplary performance in student design competitions has raised our profile and has countered negative perceptions about our programmes to a substantial degree. However, lack of accreditation and thus professional recognition has seriously impacted our ability to attract larger numbers and better applicants for this programme.

We have to use these developments to change perceptions amongst potential students and to convince them that this should be their first-choice place of study.

DEPARTMENT OF FASHION

Implementation Success in 2012

The marketing objectives set for 2012 were:
Take part in all Faculty and University related marketing initiatives
Promote the new Diploma: Fashion Production
If approved by Faculty and Senate, promote the new look NDip: Fashion Design
Promote BTech: Fashion programme to increase enrolment
Develop the new focus of *Fashion Fusion.*

The objectives were met by:
Participated with all Faculty related marketing activities were
No additional promotion for the new programmes was undertaken, but the intake looks promising.
The BTech programmes were promoted and enrolment has increased by 100%
A curator was appointed to assist with the development of Fashion Fusion (student exhibition) which proved to be successful.

The objectives not met were:
New Diploma in Fashion Design. A decision was taken in 2012 to regard this as a new programme submission and will be developed in 2013.

Additional marketing initiatives:
A successful Alumni exhibition was held in September 2012.
Department was listed in the Pursuit, a trade related magazine

Objectives for 2013

1 Increased visibility of the department and its work through
-       Expanding social networks
-       Upgraded web presence with staff profiles and student work
Promote the BTech programmes
Increased visibility of student work in the Faculty
Encourage students to participate in design competitions

DEPARTMENT OF GRAPHIC DESIGN

Implementation Success in 2012

The department managed to successfully realise most of the nine marketing objectives which we set for ourselves in 2012. Ms. Christa van Zyl, the marketing representative for the Department, showed great initiative, energy and enthusiasm to realise these objectives. The objectives are discussed below.

UJ Publications: 3 x Newsworthy stories and pictures to be supplied to Marketing Executive

- Because the Marketing Executive Position was vacant until from March to October 2012, the objective of three stories could not be achieved.
- We did however feature in the 2012/10/25 INTERACT@FADA newsletter for all our achievements in the first three terms of 2012.
- Our FADA Exhibition posters were also featured in UJ advance, Issue 2, Volume 8 – the Summer edition of 2012: http://www.uj.ac.za/ujadvance2012/
- 2012 Magazine Design project - UJ Graphic Design BTech Students in collaboration with Newsclip Media, August 2012
- The Updates publications partnered with UJ BTech year graphic design students from the University of Johannesburg for a magazine design project. The project was featured at http://www.publicityupdate.co.za/?cs=17072012, although due to spacing issues it was removed at the beginning of 2013.
-

FADA Student Exhibition: Third year Communication design students once again designed the FADA Student Exhibition invitation and poster. The different heads of department within FADA each selected their favourite three posters resulting in thirteen finalists being featured on the FADA Facebook page, as well as being exhibited in the FADA atrium. FADA students and staff could then vote for their favourite poster within a two week time period. This competition enjoyed great attention from both staff and students, and the winning design by Boitumelo Moremong was very well received. The competition also acted as a wonderful tool to market the exhibition amongst staff, students and their families.

Competitions: In 2012 the Department of Graphic Design made great strides in solidifying its presence in the South African Design community, especially with representation and participation in South African and International competitions. The Department also featured on many prestigious competitions' finalist lists. The winners and finalists are listed in this report in section 4.15 Student awards during 2012

Website: In 2012 Graphic Design extended the online Carbonmade portfolio. Since 2011 the portfolio has enjoyed consistent traffic, specifically from new visitors. The web traffic for 2012 increased dramatically after the UJ Information sessions in July, where the portfolio address was given to prospective students and their parents. The portfolio was last updated in September, 2012. In 2012 the site had 531 visits, and it appears as if the portfolio is becoming more popular. Most visitors are new, although there seems to be a steady build of returning visitors as well, compared to 2011. The majority of visitors are mac users, and UJ students account for 10% of the actual total visits. The majority of visitors are referred from the UJ website. In terms of web searches the numbers increase greatly in October, the last possible date for interested students.

In 2012 Graphic Design started a Facebook group for its current students and alumni to keep up to date with competitions, recommended printers, initiatives, and changes

to timetables, inspirational images and articles etc. The group was embraced by students and staff. The different year groups decided on own initiative to also create their own year groups to help keep up to date with changes in classes, as a form of support and to answer questions relating to the course. Currently the main group has 144 members, most of whom are current students. Former students, however, tend to remain on the group to keep up with events and projects.

The Departmental Marketing Representative was unable to update Graphic Design's UJ Page as permissions were changed in April 2012 due to the new website layout.

Archive: An archive of Third Year final portfolios has been kept.
New work was also provided for the 2014 brochure
Work was uploaded onto the Carbon made portfolio every 6 months.

FADA tours for schools: All members of staff helped with exhibiting current projects in the Graphic Design atrium, with a focus on exhibitions during school visits.

Open Day: All staff participated in the Open Day, 2012.
Information Sessions: The Department participated in the information session in July 2012.
Recruitment of new students: The marketing representative visited Saheti School in Edenvale on their Career Day on 5 March
Television coverage
In addition, part-time lecturer David Ceruti facilitated the Photography Challenge for an episode of Young Designers in the Graphic Design Studios. Young Designers is a youth reality show in which budding designers compete for the title of Young Designer of the Year. The second season goes on air in early 2013 in a Sunday morning slot on SABC 3. The episode opens with a shot from outside the FADA building and UJ and FADA are acknowledged in the show.

Objectives for 2013
UJ Publications: In 2013 we aim to provide the Marketing Executive with three newsworthy stories, as well as feature in UJ Advance. We also aim to feature in at least one outside publication.

Student Exhibition: Graphic Design will collaborate with the FADA Marketing Executive in July for designing the 2013 FADA Student Exhibition poster and invitation. We hope to again have the Facebook competition for the poster finalists.
Participation in Student exhibition
Student prize giving

Competitions: In 2013 we plan to enter: the Loerie Awards, Pendoring Awards, Assegai Awards, D&AD Student awards

Website: Update Carbonmade Portfolio every three months.
Keep Facebook groups updated
Help update UJ Staff Profiles
Update Graphic Design Departmental website

Archive:
Update and extend archive.
Provide new work for the 2015 brochure
Use Carbonmade portfolio as a digital archive for competition winners.

Atrium exhibitions: Successful student work showcased in the atrium according to planned schedule.

Open Day & information sessions: Departmental participation April and July

Industry database: Kept up to date by Departmental secretary

DEPARTMENT OF INDUSTRIAL DESIGN

Implementation Success in 2012

In 2012 the Department of Industrial Design students either won or featured highly in a variety of significant design competitions in South Africa. These included the ARMSA Student Design Award; Eco Design Competition (sponsored by the Department of Arts and Culture, the Swedish Institute, the Swedish Arts Council and Malmö Museums); Plastics SA, Plastics Institute of South Africa (PISA), Polyco and Afrimold Student Design Award 2012; and the Car Magazine Design a Car Competition 2012 with Jaguar. Competitions and awards are publicised in popular publications, web and industry specific catalogues and generate positive marketing opportunities for the department and for the field of industrial design in South Africa. The department will continue to enter both national and international competitions in 2013.

The department was asked to set up an exhibition at AfriMold 2012 in Sandton Convention Centre. This was tasked to Angus Campbell who set up and managed the exhibition.

In 2011 Angus Campbell, with assistance from Kyle Brand, set up a Facebook page for the department as well as a linked Picasa gallery. Through Angus' constant updates and liaison on this site the department is able to inform students and alumni on projects and events within the department and Faculty. The department Facebook and Picasa pages have attracted 350 members and over 500 regular visitors and continues to generate interest.

Other marketing activities which have been successful are the annual student exhibition, the schools visits and the University and Faculty Open Days organised by the Faculty and University Marketing Departments.

Objectives for 2013

In 2013 the department will:
- Develop a comprehensive marketing plan with the Executive Dean and FADA Marketing officer to widely promote the department and attract students to the BA, BTech and MTech programme.
- Continue to maintain and update the department facebook and Picasa pages.
- Source and enter significant international and national competitions.
- Join in the Faculty initiative of becoming a Cumulus group member.
- Maintain and update the department's website.
- Ensure academics make themselves available for interviews on department / student / industrial design activities.

DEPARTMENT OF INTERIOR DESIGN

Implementation Success in 2012

In 2012, the Department continued to the deliver on the profile building marketing objectives as presented in 2011 in order to improve and extend focus areas. It was possible for the Department to deliver on all the objectives identified for 2012. The following objectives were achieved;

- Increased external awareness through publishing student and department events on the UJ/FADA website.
- Increased the number of projects published on the BTech programme webpage.
- Increased the number of national student exhibitions to four competitions.
- Improved exposure through industry events and magazine publications (St Leger and Viney conference and *Wall and Flooring* magazine).
- Take part in Faculty and institutional marketing events such as Open Day, Information Sessions, school visits

In addition to these objectives the Department also achieved the following in 2012;
- Published two articles that presented a summation of two MTech projects submitted by the two MTech students that graduated in 2012.
- One staff member, Ilse Prinsloo assisted in maintaining a Facebook presence on an existing Departmental Facebook page.
- Three staff members and one MTech student represented the Department at five international conferences that were offered in England, Helsinki, Perth, Johannesburg and Cape Town. Conference papers were presented at each conference.
- The publishing house, Media in Africa, conducted focus interviews with the students. Feedback was presented to the Department. Free copies of magazines were delivered by this company regularly and copies were made available to all senior students.

Objectives for 2013

In 2013, the Department will continued to the deliver on the profile building marketing objectives as to ensure that the Department receives suitable student applications, notable academic and industry recognition. The following objectives will be included in the 2013 profile buildings marketing plan;

FADA/UJ website and Facebook
Create external awareness through publishing student and department events on the UJ/FADA website.
- Update the profile of academic staff on the FADA website.
- Update BTech projects on the FADA website.
- Publish short news worthy articles on the website.
- Continue a Facebook presence

FADA newsletter
- One MTech student summation will be submitted

Competitions
- Take part in prominent national exhibition such as PG Bison and Caesarstone.

- Enter at least three competitions

Student exhibitions
- Take part in the "top student exhibition" in February 2013
- Take part end-of-year Faculty student exhibition to showcase student work to parents, industry and applicants.
- Invite prominent stakeholders to events such as the student exhibition in February and also the end-of-the year exhibition.
- Aim to improve stakeholder confidence in the Faculty and the programme.

Institutional and Faculty marketing events
- Take part Open Day and exhibit student work at this event.
- Take part in school visits
- Take part in information session organised by the Faculty marketing coordinator.

Industry participation and feedback
- Re-instate the advisory committee to obtain expert feedback and guidance from industry stake holders.
- Invite guest lecturers to interact with students and introduce the programme to these visitors.
- Keep in contact with alumni students that can act as external ambassadors for the Department.

Academic profile and recognition
- Research presence and contribution at a national conference such as the DEFSA 2013 conference. Focus on submitting at least one research journal publication.

DEPARTMENT OF JEWELLERY DESIGN

Implementation Success in 2012
The Department has successfully executed marketing strategies in following areas:-

1. Exhibitions / Displays
2. Online marketing
3. Direct marketing
4. Other initiatives

Exhibitions / Displays

School talks - March 2012
Two staff member attended careers days at Waterstone College; this included a 15 minute presentation of the Jewellery Department and by extension and introduction to FADA. There was also a question and answer session where the students that were interested in the program could ask more in-depth and specific questions. Information was provided to learners including FADA and Jewellery Department brochures.

Open day – FADA – May 2012
A display was set up for the FADA Open Day in May. Information was provided to learners interested in studying Jewellery Design and Manufacture.

End of year FADA student exhibition – November 2012
The display area at the entrance of the Jewellery Department has been equipped with display cases and lighting to host the Jewellery Departments student work. In 2012 the bold colour choice of fusia and lime green showed the jewellery off beautifully, a guest book has been established and people's responses were recorded. Invitations were sent out to the Jewellery Departments established VIP list, which includes key industry members. Jewellery Department brochures were available to the guests.

Jewellex – August 2012
An exhibition stall was hired at Jewellex – The largest jewellery trade fair in Africa. A large showcase was set up and information brochures were available to all interested parties. Important industry contacts were strengthened, new contacts were made and potential students for 2012 were identified.

Online marketing

UJ Website
Digital images of students at work as well as selected jewellery from 2011, 2010 and 2009 have been loaded onto the UJ Jewellery website.

Facebook
A new Departmental Facebook group has been established with newer images and improved functionality.

Industry e-mail lists
An e-mail list of important industry contacts has been established, and important information regarding the Department is communicated with industry, such as entrance exam dates, Departmental news and events taking place.

Direct marketing
E-mails sent to prospective students.

Other initiatives
Recruitment drives were put in place to attract prospective students gaining expertise in the Jewellery trade at FET colleges.

The Department initiated a workshop to facilitate greater interaction, collaboration and interaction between the FET colleges to narrow the gap and address mobility between the training providers. The one day workshop was attended by 80 students that focused mainly on design and development.

Thuthuka Gala Evening
Distributed flyers advertising the Jewellery Programmes.

Objectives for 2013
The Departmental decision is to continue the practice of supporting and maximising the marketing opportunities in all the existing Faculty/Departmental marketing initiatives such as :-

UJ Info Day
UJ Open Day
Student Exhibitions
School Talks
Industry Talks

Design Indaba
Competitions

The Department will draw up and implement a marketing plan that will also target key schools and FET colleges in Johannesburg and the surrounding areas. The Department will also continue the practice of exhibitions/displays, online marketing, direct marketing and other initiatives and work closely with the Jewellery Council.

DEPARTMENT OF MULTIMEDIA

Implementation Success in 2012
Staff and student activities were marketed as news on the university's website.

Objectives for 2013
The departmental identity on the web needs more attention in 2013, where staff and student achievements and activities needs to be more evident.

DEPARTMENT OF VISUAL ART

Implementation Success in 2012
Owing to the vacancy in the FADA marketing office which was only filled late in semester two, the department's marketing initiative was generally affected. As a result the department focussed attention on upgrading its website. Two BTech students were appointed to do this. A lot of planning and resourcing was invested in the initiative but unfortunately the web development team were not always forthcoming in terms of uploading revised information onto the site. This is frustrating because it directly affects the department's recruitment drive. The matter will be revisited in 2013 with a new outlook to make the website successful.

Secondly, the idea to invite targeted art educators to the sculpture workshop has proven to be effective in terms of the educators developing exposure of the undergraduate programme. From the feedback received to date, the educators have responded enthusiastically to the practical skills-based workshops as this provided opportunities for them to engage in critical creative art practice, designed for practical application amongst their charges. They also warmed to the unabashed networking that took place and confirmed that they will refer their students to the Department to further their careers in art.

Thirdly, the Department received a grant of R15000 from the National Arts Council. This was used to fund five deserving undergraduate Visual Art students who were chosen on academic merit.

Objectives for 2013
In addition to the FADA marketing initiatives, the department needs to focus on developing its website as an effective means of communicating its work and programmes. Following discussions with the new marketing officer, a system of visits to targeted schools will be explored in 2013.

APPENDIX 6: MODULE THROUGHPUT AND SUCCESS RATE

DEPARTMENT OF ARCHITECTURE

NDip year 1 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
ABS111	81.3%	90.6%	61.7%
ACA111	73.8%	76.5%	56.8%
ACM111	68.5%	70.8%	55.8%
ATC111	74.4%	84.7%	56.8%
ATH111	79.3%	82.3%	55.6%
ATP111	71.8%	74.4%	57.0%
ATS111	69.4%	71.6%	54.9%

NDip year 2 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
ATC211	71.0%	72.1%	51.2%
ATS211	83.1%	84.4%	57.2%
ATV211	92.4%	93.8%	62.4%

NDip year 3 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
ACD311	88.9%	91.4%	60.7%
ALS311	91.9%	94.4%	56.9%
ATC311	97.3%	100.0%	60.4%
ATD311	82.1%	86.5%	57.3%
ATG311	91.2%	93.9%	58.7%
ATO311	94.1%	100.0%	68.4%
ATS311	86.8%	89.2%	57.7%

BTech modules

Module code	Throug hput rate (%)	Pass rate (%)	Averag e final mark (%)
ADD41-1	100.0%	100.0%	66.7%
ADI41-1	100.0%	100.0%	64.4%
ATC43-1	100.0%	100.0%	62.8%
PUD41-1	100.0%	100.0%	61.1%
TYD41-1	100.0%	100.0%	63.3%
AAP41-1	95.0%	100.0%	66.1%
APM41-1	73.7%	93.3%	62.7%
ATO42-1	85.7%	90.0%	60.7%
BHS41-1	89.5%	94.4%	60.3%
UPS41-1	81.0%	89.5%	60.6%

MTech course work modules

Module code	Throug hput rate (%)	Pass rate (%)	Average final mark (%)
AAI51-1	90.9%	90.9%	62.1%
AAP51-1	100.0%	100.0%	67.3%
ADT51-1	100.0%	100.0%	63.5%
AMD61-1	62.5%	62.5%	66.9%
AOP51-1	100.0%	100.0%	63.5%
ARP51-1	100.0%	100.0%	64.8%
ATC51-1	100.0%	100.0%	63.2%
AUD51-1	100.0%	100.0%	64.5%

DEPARTMENT OF FASHION

Fashion Design and Clothing Management modules

NDip year 1 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
BSY111	90.5%	90.5%	56.4%
IPT11A1	81.0%	81.0%	59.9%
IPT11B1	85.7%	85.7%	57.7%
IPT11C1	77.3%	77.3%	53.1%
PRO11A1	85.7%	85.7%	58.4%
PRO11B1	85.7%	85.7%	53.4%
PRO11C1	85.7%	85.7%	56.4%
VBD122	90.5%	90.5%	56.8%
CLA11A1	63.2%	63.2%	52.3%
CLA11B1	58.5%	58.5%	49.5%
CLA11C1	86.1%	86.1%	63.1%
CLA11D1	63.2%	63.2%	55.2%
PPCA111	84.2%	84.2%	55.9%
PPCB111	100.0%	100.0%	62.0%
VAHA121	74.4%	76.3%	56.8%
VAHB121	75.7%	75.7%	53.2%
VAHC121	77.8%	77.8%	53.8%
VKB111	63.9%	63.9%	53.6%

NDip year 2 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
BSY211	88.9%	94.1%	54.3%
IPT21D1	83.3%	88.2%	54.9%
IPT21E1	72.2%	76.5%	58.7%
IPT22A1	83.3%	88.2%	55.2%
IPT22B1	78.9%	83.3%	54.4%
IPT22C1	84.2%	88.9%	56.9%
PRO21D1	89.5%	94.4%	59.8%
PRO22A1	88.9%	94.1%	60.8%
PRO22B1	88.9%	94.1%	57.7%
PRO22C1	94.4%	100.0%	63.3%
VBD222	88.2%	93.8%	54.3%
CLA21B1	100.0%	100.0%	63.2%
CLA21D1	100.0%	100.0%	63.4%
CLA22A1	78.6%	78.6%	55.7%
CLA22C1	93.3%	96.6%	63.1%
PPC211	93.1%	96.4%	62.8%
VAHA231	96.3%	96.3%	64.5%
VAHB231	100.0%	100.0%	60.7%
VAHC231	100.0%	100.0%	60.5%
VKB211	100.0%	100.0%	65.6%

NDip year 3 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
BSY311A	100.0%	100.0%	58.5%
BSY311B	80.0%	80.0%	50.7%
IPT31B1	100.0%	100.0%	56.0%
IPT32C1	100.0%	100.0%	70.5%
IPT32D1	100.0%	100.0%	66.1%
IPT33A1	94.1%	94.1%	59.4%
PRO33A1	100.0%	100.0%	58.3%
PRO33B1	100.0%	100.0%	63.3%
VBD311	100.0%	100.0%	58.4%
CLA32D1	100.0%	100.0%	56.0%
CLA33A1	93.3%	93.3%	64.5%
CLA33B1	93.3%	93.3%	58.7%
CLA33C1	86.7%	86.7%	62.4%
PPC311	100.0%	100.0%	62.3%
VAHA321	100.0%	100.0%	64.8%
VAHB321	92.9%	92.9%	62.7%
VAHC321	93.3%	93.3%	59.1%
VKB311	85.7%	85.7%	55.1%

BTech modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
BSY43-1	75.0%	75.0%	65.3%
HMB41-2	66.7%	66.7%	48.0%
PRO43A1	66.7%	66.7%	63.5%
PRO43B1	66.7%	66.7%	45.3%
PTS41-1	75.0%	75.0%	65.7%
DSC41-1	100.0%	100.0%	74.8%
PPC43-1	100.0%	100.0%	65.5%
VKB43-1	100.0%	100.0%	50.0%

DEPARTMENT OF GRAPHIC DESIGN

BA year 1 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
BCCD1A	83.0%	84.6%	56.4%
BCCD1B	90.9%	90.9%	56.3%
BCDS1A	83.0%	84.6%	58.2%
BCDS1B	88.6%	88.6%	59.3%
BCDT101	91.8%	91.8%	63.7%
BCPP101	89.8%	89.8%	60.9%
BCVS101	91.8%	91.8%	57.4%

NDip year 2 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
BCCD201	100.0%	100.0%	61.7%
BCDS2A	100.0%	100.0%	64.6%
BCDS2B	100.0%	100.0%	61.7%
BCPP201	97.1%	97.1%	67.4%
BCVS201	94.7%	97.3%	60.6%
GDH21-1	0.0%	0.0%	
GDM22-1	75.0%	100.0%	51.0%
GDP22-1	100.0%	100.0%	54.0%
GDT22-1	50.0%	100.0%	50.0%

NDip year 3 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
GDD33-1	100.0%	100.0%	65.6%
GDH32-1	100.0%	100.0%	65.2%
GDM33-1	92.7%	95.0%	58.7%
GDP33-1	94.7%	94.7%	60.3%
GDT33-1	100.0%	100.0%	58.1%

BTech modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
GDH43-1	80.0%	84.2%	59.4%
GDM43-1	94.4%	100.0%	69.2%

DEPARTMENT OF INDUSTRIAL DESIGN

NDip year 1 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
DBU111	83.3%	92.6%	61.7%
DDM111	72.4%	84.0%	58.5%
DEN111	80.0%	88.9%	64.5%
DME111	70.0%	80.8%	57.4%
DPD111	70.0%	80.8%	58.9%
DTC111	86.2%	96.2%	64.1%
MCS11-1	89.7%	100.0%	59.1%

NDip year 2 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
DBU211	90.9%	100.0%	67.1%
DDM211	95.0%	100.0%	59.7%
DEN211	80.0%	87.0%	55.4%
DME211	95.0%	100.0%	56.7%
DPD211	77.3%	85.0%	57.9%
DTC211	95.5%	100.0%	64.0%
MCS21-1	91.3%	100.0%	64.3%

NDip year 3 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
DBU311	96.0%	96.0%	59.8%
DDM311	100.0%	100.0%	62.5%
DEN311	84.0%	87.5%	54.9%
DHI311	84.6%	91.7%	57.6%
DME311	100.0%	100.0%	58.6%
DPD311	91.3%	91.3%	56.7%
DTC311	87.0%	90.9%	61.1%
KBS3-31	100.0%	100.0%	55.0%
KDT33-1	0.0%	0.0%	43.0%

BTech modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
KDT4-11	100.0%	100.0%	63.2%
KPD4-11	90.9%	90.9%	60.4%
KPP4-11	100.0%	100.0%	68.3%

DEPARTMENT OF INTERIOR DESIGN

NDip year 1 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
ITC111	93.3%	93.3%	58.8%
ITD111	90.2%	90.2%	57.7%
ITE111	81.0%	81.0%	56.6%
ITF111	89.1%	89.1%	56.7%
ITG111	91.1%	93.2%	59.4%
ITM111	76.6%	90.0%	57.9%
ITP111	93.9%	95.8%	62.3%
ITX111	70.5%	70.5%	52.3%
MCS11-1	87.0%	88.9%	56.2%

NDip year 2 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
ITD211	78.4%	87.9%	54.7%
ITE211	73.2%	85.7%	55.4%
ITF211	78.4%	87.9%	55.0%
ITH211	55.0%	78.6%	51.9%
ITM211	75.6%	91.2%	58.1%
ITP221	97.6%	100.0%	63.3%
ITS211	93.2%	100.0%	63.8%
ITT211	84.2%	86.5%	60.9%
ITX211	58.5%	68.6%	47.9%

NDip year 3 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
ITD331	86.2%	96.2%	54.0%
ITE331	85.2%	88.5%	58.1%
ITF331	92.0%	95.8%	60.0%
ITH331	87.5%	95.5%	62.2%
ITP331	100.0%	100.0%	72.4%
ITS331	92.3%	96.0%	61.3%
ITT331	95.7%	100.0%	63.0%
ITX331	88.5%	92.0%	60.5%

BTech modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
ITD4-11	93.3%	100.0%	64.6%
ITP4-11	100.0%	100.0%	64.1%
ITT4-11	91.7%	91.7%	64.9%
ITX4-11	86.7%	92.9%	65.2%

DEPARTMENT OF JEWELLERY DESIGN

NDip year 1 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
JDG111	73.3%	84.6%	57.4%
JDT111	81.3%	100.0%	58.3%
JDW111	66.7%	76.9%	53.2%
JTE111	60.0%	69.2%	53.9%
JTY111	80.0%	100.0%	74.6%
MCS11-1	66.7%	76.9%	48.7%

NDip year 2 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
JDT211	100.0%	100.0%	59.2%
JGM211	100.0%	100.0%	59.7%
JPR211	100.0%	100.0%	62.5%
MCS21-1	100.0%	100.0%	59.3%

NDip year 3 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
JDT321	100.0%	100.0%	59.6%
JGM321	91.7%	110.0%	58.4%
JPR321	91.7%	91.7%	54.6%
MCS32-1	90.9%	90.9%	62.4%

BTech modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
JPR43-1	71.4%	83.3%	65.5%
JTH43-1	88.9%	100.0%	73.4%

DEPARTMENT OF MULTIMEDIA

NDip year 1 modules

Module code	Throug hput rate (%)	Pass rate (%)	Average final mark (%)
MCS11-1	52.6%	77.6%	77.6%
MMD11-1	64.1%	93.5%	93.5%
MMT11-1	66.0%	93.8%	93.8%
MPP11-1	61.6%	90.5%	90.5%
MVT11-1	61.2%	92.3%	92.3%

NDip year 2 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
MCS21-1	56.2%	91.1%	91.1%
MMD21-1	65.5%	94.8%	94.8%
MMT21-1	64.1%	93.2%	93.2%
MPP21-1	59.1%	89.1%	89.1%
MVT21-1	62.3%	88.3%	88.3%

NDip year 3 modules

Module code	Throug hput rate (%)	Pass rate (%)	Average final mark (%)
MCS32-1	54.2%	87.5%	87.5%
MMD32-1	68.4%	100.0%	100.0%
MMT32-1	66.5%	100.0%	100.0%
MPP32-1	66.4%	96.9%	96.9%
MVT32-1	63.3%	93.5%	93.5%

BTech modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
MMD41-1	69.9%	100.0%	92.6%
MMT41-1	70.6%	100.0%	96.2%
MRM41-1	61.6%	96.2%	92.6%

DEPARTMENT OF VISUAL ART

NDip year 1 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
ADR11-1	80%	96%	57%
AHR11-1	80%	85%	59%
DST11A1	79%	96%	60%
DST11B1	79%	100%	65%
TDSA111	79%	100%	62%
TDSB111	79%	100%	62
MCS11-1	80%	89%	59%

NDip year 2 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
ADR21-1	90%	94%	63%
AHR22-1	95%	94%	66%
KAJ21-2	95%	94%	65%
KSK21-2	95%	94%	62%
KAL21-2	88%	88%	61%
MCS21-1	95%	94%	68%

NDip year 3 modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
ADR32-1	92%	100%	64%
AHR32-1	91%	90%	59%
ASP3-31	92	100%	63%
MCS32-1	91%	95%	62%

BTech modules

Module code	Through put rate (%)	Pass rate (%)	Average final mark (%)
TAA41-1	100%	100%	66%
ASP42-1	100%	100%	73%

APPENDIX 7: NON-SUBSIDISED RESEARCH

7.1 Non-subsidised Articles published in 2012

Architecture

Author/s	Year Title of article; *Title of journal;* Volume; Number; Page/s
Krige LF	2012, appraisal of winning photo *Steel Construction*
Krige LF	2012, (In)Visible City Jozi Nocturnes, *Playboy South Africa* November 10,11,12,13
Krige LF	2012, Hillbrow Nocturne - JHB Nocturne *JHB Art Fair Catalogue,* Sept-Front & Back inner cover
Opper AW	2012. Cityscapes. *Art South Africa*. Vol 11. Issue 01. Spring 2012. 90-91
Opper AW	2012. Letter from Johannesburg. *Some Magazine, Music*. Issue #4. Autumn 2012. 21
Opper AW	2012. Productive 'Leakage' and the 'Folding' of the Studio into the Field. *FADA Newsletter*. Issue 16. 2012. 3-8

Fashion

Author/s	Year Title of article *Title of journal* Volume Number Page/s
Ramdass KR	2012, Programme re-curriculation: An experience at the University of Johannesburg. *International Journal of Business and Social Science*.3:8.p204.
Ramdass KR	2012, An investigation into quality commitment in a service organisation. *American International Journal of contemporary research.*2:5. p96

Industrial Design

Author/s	Year, Title of article *Title of journal* Volume Number Page/s
Bradnum CMS	2012. Alexandra Solar Lighting Project. *FADA Research Newsletter*, October 2012, Issue 16 (p1)

Visual Art

Author/s	Year; Title of article; *Title of journal*; Volume; Number; Page/s
Froud, GC.	2012 *Classic Feel*
Froud, GC.	2012 Beeld
Froud, GC.	2012 Eugene Hon – and the ship sails on… *National Ceramics magazine*

Research Centre

Author/s	Year; Title of article; *Title of journal*; Volume; Number; Page/s
Buys, A	2012. Eyeing Others, in *Retinal Shift,* edited by I Vladislavic. Berlin: *Steidl*:398-407.
Cane, J	2012. Deborah Poynton. *Art South Africa* (10)4:70.
Dubin, S	2012. 'The Proof Is on the Walls: Johannesburg's Artist Proof Studio Celebrates 21 Years'. *Art in America* July 1
Dubin, S	2012. 'Liza Essers, Gallery Owner, on the Show that Scandalized South Africa'. *Art in America* July 5 [O]. Available: artinamericamagazine.com
Dubin, S	2012. Sporting Goods: Playing with Symbols, in *Framing a Nation: The Moses Mabhida Art Collection*, edited by C Brown. Durban: Strategic Projects:[sp].
Dubin, S	2012. Forword, in *Sun Shining/Blood Everywhere: The Art of Victor Gordon*, edited by A Flatau. New South Wales: Orange Regional Gallery:[sp].
Gers, W.	2012. The Strength of SA Ceramics. *Exhibition Catalogue of the Southern Guild Design Foundation Awards held at the Everard Read Gallery, 3 August-9 September*. Wilderness: Southern Guild:88-91.
Gers, W.	2012. In Memoriam, Juliet Armstrong – Porcelain and izinkamba. *Art South Africa* 11(2):88-89.
Leeb du-Toit, J.	2012. In conversation with Heather Gourlay-Conyngham, in the catalogue of the exhibition *Unfoldings: Heather Gourlay-Conyngham.* Exhibition at the KZNSA (KwaZulu-Natal Socity of Arts) and the Tatham Art Gallery, Pietermaritzburg. Durban: Heather Gourlay-Conyngham:[sp].
Panchia, B	2012. Bagging it. *Art South Africa* (11)2:82-83.
Panchia, B	2012. Fresh Eyes. *Art South Africa* (10)3:18.
Sey, J	2012. The Trinity Session. 281 Commissioner Street Johannesburg. *Art South Africa* (10)4:62.
Sey, J	2012. Candice Breitz – 'Extra'. *Art South Africa* 10(3):72.
Sey, J	2012. Rosenclaire. *Art South Africa* 10(4):66.
Sey, J	2012. Moshekwa Langa. *Art South Africa* 11(2):115.
Sey, J	2012. Candice Breitz – 'Extra'. *Mahala online culture magazine*: http://www.mahala.co.za/art/extra/
Sey, J	2012. #Post. *Mahala online culture magazine*: http://www.mahala.co.za/culture/blk-to-the-future/
Stephen, J.	2012. Pierre Fouche. *Wanted Young African Artists 2012* edition: September:18-19.
Stephen, J.	Stephen, J. 2012. Julia Rosa Clark. *Wanted Young African Artists* 2012 edition: September:34-35.
Tully, A	2012. Strjdom van der Merwe. *Art South Africa* 10(4):72.
Tully, A	2012. 20th Century Masters: the human figure at the Standard Bank Gallery, 13 July-15 September. *Art South Africa* Available:http://www.artsouthafrica.com/?article=941

| Tully, A | 2012. The haunted stitch: Pointure practices in 'material' contemporary art, in *Pointure exhibition catalogue*, edited by J Kopping & A Tully. Johannesburg: Individual Artist Subscription: 9-13. |
| Tully, A | 2012. The Alice Sequence, in *The Alice Diaries. Wilma Cruise.* Cape Town: Art + Text: 15-28. |

7.2 Non-subsidised Conference Papers published in 2012

None

7.3 Non-subsidised Conference Papers delivered in 2012

Architecture

Presenter/s	Title of paper; Name of conference; Location; Date/s
Opper AW with Thorsten Deckler	Informal Studio Ruimsig. Sub-Saharan regional Goethe-Institute conference. Goethe-Institute. Johannesburg. 2012
Opper AW with Thorsten Deckler	Informal Studio Ruimsig: Unsettling the Status Quo. AZA. Cape Town. 14-16 September 2012
Opper AW with Thiresh Govender & Monika Laeuferts	Change Room ('Art and the Creative Industries') – presentation on the possible future(s) of Johannesburg's Egoli Gasworks. Sustain our Africa Summit. Cape Town. 24-26 October 2012
Opper AW	A Tale of Three Cities or, bringing back the Public in (PUBLIC) Art. PUBLIC ACCESS – Johannesburg's 2nd conference on Public Art. 16-18 November 2012.
Saidi FE and Toroitich C,	Towards Vision 2030: Developing a Responsive Landscape Architecture Curriculum for Kenya. 49th International Federation of Landscape Architects -World Congress – Landscapes In Transition – Cape Town. 5th -7th September 2012.

Graphic Design

Presenter/s	Title of paper Name of conference Location Date/s
Groenewald M	Cloudless skies versus vitamins of the mind: cover designs of Lantern and Panorama as utopian rhetoric in the construction of nation (1949-1961). South African Visual Arts Historians (SAVAH), University of South Africa, 5 – 7 July 2012
Pretorius JD	Representing masculinities in *Huisgenoot Tempo* Magazine. Work/Force: South African masculinities in the media. Stellenbosch University.

Industrial Design

Presenter/s	Title of paper Name of conference Location Date/s
Campbell AD & Kyle Brand	Design of resilient products for small scale farming in South Africa. FADA Research Seminar Series, University of Johannesburg, 30 July 2012.
Campbell AD, Kyle Brand, Terence Fenn and Dr. Naude Malan	Design for social development. FADA Research Seminar Series, University of Johannesburg, 21 May 2012.

Interior Design

Presenter/s	Title of paper Name of conference Location Date/s
Di Ruvo M, Breytenbach A.	South African public interiors: redressing the past, crafting the present, Interior Educators Conference, Ravensbourne , England, 29 March 2012
Hankinson M, Breytenbach A	Barriers that impact on the implementation of sustainable design, Cumulus Helsinki Conference, 24 May 2012

Visual Art

Presenter/s	Title of paper; Name of conference; Location; Date/s
Von Veh, KE,	The Virgin Mary as a feminist icon in the work of Diane Victor. A paper delivered in section 16 (the Gendered Object) of the CIHA Congress 2012: *The Challenge of the Object*. Held in Nuremberg, 15-20 July 2012.
Von Veh, KE,	Post-apartheid masculinity reviewed through the lens of Christian iconography: the work of Conrad Botes and Lawrence Lemaoana. A paper to be presented at *Work/Force: South African Masculinities in the Media.* Held at Stellenbosch University. 13-14 September 2012
Von Veh, KE,	Interpretations of Biblical sacrifice in dialogue with contemporary South African life. A paper delivered at *Visual Dialogues: South Africa in conversation*. A conference organised by the South African Visual Arts Historians (SAVAH) and held at UNISA from 5-7 July 2012.
Von Veh, KE,	The intersection of Christianity and Politics in South African art: A comparative analysis of selected images since 1960, with emphasis on the post-apartheid era, Faculty Seminar, 10 September 2012
Berman, KS	Voices in participatory art practices: a collaborative intervention between Artist Proof Studio and Sonke Gender Justice 27th Annual SAVAH conference, UNISA 4-7 July, *Visual Dialogues: South Africa in conversation*
Berman KS	Resilience Art and Social Transformation through the visual arts in South Africa, University of British Columbia, Vancouver, Canada, 20-26 October 2012
V. Nanackchand	Visual Graphics For Human Rights, Social Justice, Democracy and the Public Good. American Educational Research Association, Vancouver, Canada, 12-17 April 2012
D. Paton	Artists' books and an aversion to theory: Applying Bakhtin's dialogism and heteroglossia to selected examples of the artist's book. *Visual Dialogues: South Africa in conversation*: 27th Annual SAVAH Conference. 4-7 July 2012. University of South Africa (UNISA), Pretoria.
D. Paton	Anything, everything but conceptual art! Keynote address to the IEB art teachers' annual conference. Johannesburg. 4 February 2012.

Research Office

Co-presenter/s		Title of paper Name of conference Location Date/s Page/s
1.	Landi Raubenheimer	The materiality of relational art, *Critical Matter*, Germany, Frankfurt, Goethe University, 31 May – 2 June 2012
2.	Landi Raubenheimer	A lack of dialogue, humans as undead spectators of screen media, *Visual dialogues: South Africa in conversation*, Unisa, Pretoria, 4-7 July 2012

Research Centre

Presenter/s	Title of paper; Name of conference; Location; Date/s
Buys, A.	2012. New Babylon: Designed for Player. Paper presented at the AMAZE conference, Johannesburg, 30-31 August.
Cane, J.	2012. Civilising Grass: White Masculinity on the Discursive Field of the South Africa Lawn. Paper presented at *Whiteness: Exploring Critical Issues* 2nd Global conference. Inter-Disciplinary.net, Mansfield College, Oxford, 7-9 July.
Cane, J.	2012. Black Markets: Sour Milk and Apartheid Problems of Perspective. Paper presented at *Visual Literacies: Exploring Critical Issues* 6th Global conference. Inter-Disciplinary.net, Mansfield College, Oxford, 3-5 July.
Corrigall, M.	2012. (Re)Quoting the Masters: Dandyism and the pathology of excess in South African art and the culture of dress. Paper presented at *What Wear When*, LISOF, Johannesburg, 4 October.
Corrigall, M.	2012. Acts of Counterpenetration. Performance in Joburg's Inner City. Paper presented at *Public Access: Johannesburg's 2nd Conference on Public Art*, Johannesburg, 16-18 November.
Corrigall, M.	2012. Redressing: Activating performative and performance states through dance and dress in Nandipha Mntambo's *Paso Doble*. Paper presented at the *Pointure: Pointing, Puncturing, Weaving and Lacing in Art Practice and Textual Discourse* colloquium, School of Tourism and Hospitality, University of Johannesburg, 15 August.
Corrigall, M.	2012. (Re)Quoting the Masters: Dandyism and the pathology of excess in South African art and the culture of dress. Paper presented at *Exuberance*, Gordon Institute for Performing and Creative Arts (GIPCA): University of Cape Town, 11-13 May.d
Hobbs, P & Rankin, E.	2012. Imagined Dialogues: Peter Clarke's *Fan Series*. Paper presented at the South African Association of Visual Art Historians' National Conference, UNISA, Pretoria, 3-5 June.
Falkof, N.	2012. Satan has come to Rietfontein: Race in South Africa's Satanic Panic. Paper presented at the Cadbury Fellowship Interdisciplinary Conference, University of Birmingham, Birmingham, 18-19 May.
Farber, L.	2012. Learning to live with the new: addressing the other in contemporary South African representation. Paper presented at the *Challenging Institutional Whiteness in Postcolonial Times* conference, University of Leeds, 10-12 September.
Farber, L.	2012. Africanising Victorianism? Re(visioning) colonial legacies in Afropolitan fashion design and contemporary South African art. Keynote paper delivered at *WhatWearWhen* conference, LISOF, Johannesburg, 4 October.
Gers, W.	2012. Value-formation mechanisms associated with English & Dutch export domestic pottery in South Africa: early c.20. Paper presented at the World Economic History Congress, University of Stellenbosch, 9-13 July.
Gers, W.	2012. Le monde (pas si) carré. Tiles from two South African production potteries of the 1970s: devious dialogues in difficult times. Paper presented at the 27th South African Association of Visual and Art Historians' National conference, UNISA, Pretoria, 3-5 June.
Leeb-du Toit, J.	2012. The object as a reflection of diasporic whiteness in the work of South African artists. Paper presented at the IC5 Global Conference on Interculturalism, Meaning and Identity, Prague, Czech Republic, 9-11 March.

Sey, J	2012. Sublimation and Reversibility. Paper presented at the Psychological Study of the Arts (PSYART) conference, Ghent, Belgium, 4-8 July.
Tully, AM	2012. Illustrative humour as a model for climate advocacy: considering the intentions and effects of the Facing the Climate exhibitions. Paper presented at the GIPCA 2012 Hot Water Conference, University of Cape Town, Cape Town, September 2012.
Tully, AM	2012. The Shamanic Seam: Transnatured Humanities and Sutured Animal Bodies in Contemporary Visual Practice. Paper presented at the *Pointure: Pointing, Puncturing, Weaving and Lacing in Art Practice and Textual Discourse* colloquium, School of Tourism and Hospitality, University of Johannesburg, 15 August.
Tully, AM	2012. 'Horse whispering' about 'flogging a dead horse': considering the application of textual voices in writing about animal phenomenon in art production. Paper presented at the 27th South African Association of Visual and Art Historians' National conference, UNISA, Pretoria, 3-5 June.

7.4 Book chapters published in non-subsidised books in 2012

Architecture

Author/s	Year Title of book, Location, Publisher	Chapter/page reference
Opper AW	2012. *2010 Reasons to Live in a Small Town.* Johannesburg. Visual Arts Network of South Africa (VANSA)	13-19 (in text part one of two part publication)

7.5 Non-subsidised book/s authored or co-authored and published in 2012

Visual Art

Author/s	Year; *Title of book* (in Italics); Location; Publisher
Berman, KS & Hassinger, J.	2012 *Women on Purpose: The Resilience and Creativity of the Founding Women of Phumani Paper*, University of Johannesburg, Desk Link Publishers.

7.6 Guest edited special edition journal or supplement in 2012

Research Centre

Editors	Title of paper; Name of conference; Location; Date/s
Tully, AM & Farber, L.	2012. *Pointure.* Supplement containing 9 articles from the *Pointure: pointing, puncturing, weaving and lacing in art and textual discourse* colloquium and foreword by AM Tully. Art South Africa 11(2), Summer:34-51.

7.7 Reviews and Reports published in 2012

Graphic Design

	Surname & Initials	Title of report/review	Title of publication	Date	Page/s
1	Gray BL	Andy Mason's Andy Mason's "What's so funny? Under the skin of South African cartooning"	De Arte	June 2012.	85 -88

Industrial Design

	Surname & Initials	Title of report/review	Title of publication	Date	Page/s
1	N Potgieter, M Bolton, TG Barndard	Evaluation of the Potters-for-peace ceramic pot filter for its effectiveness as a point-of-use household water treatment system.	WRC research report WRC Report No. 1653/2/11 ISBN 978-1-4312-0192-1	Nov 2011	1-80

Interior Design

	Surname & Initials	Title of report/review	Title of publication	Date	Page/s
1	Breytenbach A	Sixth International DEFSA conference: Celebrating 20 years of design education	FADA Research Newsletter 2012 / Issue 16	2012	9 - 10
2	Prinsloo I	The role of interior designers in the design and implementation of retail stores: A case study	FADA Research newsletter 2012 / Issue 16	2012	13 - 14

Jewellery Design

	Surname & Initials	Title of report/review	Title of publication	Date	Page/s
1	Hön EP	Eugene Hön	Corobrik National Ceramics Exhibition 2012, *National Ceramics;* Volume 101.	Summer 2012	

Multimedia

	Surname & Initials	Title of report/review	Title of publication	Date	Page/s
1	Fenn TK, Gray B	Architectures of Meaning. Conference workshop	Co- authored and facilitated preparations for workshop. Pervasive Conference, Newcastle. UK. 2012. *Architectures of Meaning*. Resmini, A. Hobbs, J & Fenn, T	June 2012	

Visual Art

	Surname & Initials	Title of report/review	Title of publication	Date	Page/s
1	Berman, KS.	Coming of Age: 21 years of Artist Proof Studio catalogue essays	*Art South Africa*	May 2012	7-37
2	Berman, KS.	Creative Collaborations at Phumani Archival Mill. FADA Articulations/collaborations curated by Brenden Gray, 9-24 May	*Art South Africa*	January 2012	54

Research Office

	Surname & Initials	Title of report/review	Title of publication	Date	Page/s
1	Raubenheimer, L	Mine	*De Arte*	No 86, 2012	64-67

APPENDIX 8: PART-TIME STAFF PROFILE 2012

Detailed report of part-time employees

Surname & Initials	Qualification	Nature of appointment	Hours
Architecture			
Aarons D M	M Arch (Prof)	Tutor	27
Abass A R	M Arch (Prof)	Lecturer	140
Aigbavboa C	Master in Construction Management	Functional General	32
Arendse K M	M Arch (Prof)	Lecturer	98
Bam M J	NDip Architectural Technology	Tutor	39
Bennett J J	M Arch (Prof)	Lecturer	320
Bjornstad J	M Arch (Prof)	Lecturer	72
Burger L J	Master in Landscape Architecture	Lecturer	226
Cachucho E P R	M Arch (Prof)	Snr Lecturer	224
Calburn S K	M Arch	Lecturer	Not specified
Chothia Y	B Tech Architectural Technology	Lecturer	42
Cretney S	B Tech Arch Management	Snr Lecturer	180
Deckler T W	B Arch	Snr Lecturer	115
Dodd H	M Arch	Snr Lecturer	70
Du Plessis T	M Arch (Prof)	Lecturer	18
Farfan A	M Arch (Prof)	Lecturer	320
Fischer S	NDip Architectural Technology	Tutor	33
Govender T	Masters in Urban Design	Snr Lecturer	115
Gray W	Mech Eng Honours	Snr Lecturer	72
Green S	B Tech Arch Technology	Lecturer	212
Harli R E	Masters in Architecture	Snr Lecturer	112
Jansen van Veuren M	MTech Fine Art	Lecturer	115
Jason C K	B Tech Architectural Management	Lecturer	408
Jordaan M	Grade 12	Student Assistant	6
Laubscher J	PhD Architecture	Snr Lecturer	26
Letsoisa L	NDip Architectural Technology	Tutor	18
Magwenzi R	NDip Interior Design	Student Assistant	83
Makgalemela O	NDip Architectural Technology	Tutor	31
Makhubu A	B Tech Architectural Technology	Lecturer	298
Mathews V T	B Tech Architectural Management	Tutor	69
Mirtschin J	B Science	Snr Lecturer	84
Mitoumba-Tindy H	Master of Arts in English	Snr Lecturer	108
Mkhabeka S	Master of Planning and Urban Design	Lecturer	202
Moleko K	B Arch	Functional General	Not specified
Morgado C	M Arch (Prof)	Lecturer	426
Muller P J	Architecture Prof Reg	Snr Lecturer	78
Muller K A	NDip Architectural Technology	Tutor	35
Naidoo L	NDip Architectural Technology	Lecturer	24
Nel C J	Masters in Architecture	Snr Lecturer	70

Nicolatos G	NDip Architectural Technology	Tutor	48
Niemack M	Grade 12	Student Assistant	120
Odendal JV	B Arch	Lecturer	123
Parsotam Narayan H	NDip Architectural Technology	Tutor	51
Pillan S J	B Tech Architecture	Lecturer	195
Poulsen L Prof	Master in Architecture and Town and Regional Planning	Consultant	Not specified
Rebeiro J	B Arch	Lecturer	90
Sampson J	Grade 12	Student Assistant	5
Strydom C J	M Arch (Prof)	Lecturer	162
Strydom L	B Tech Architectural Technology	Marketing Assistant	24
Stucke K A	B Arch	Snr Lecturer	308
Trask S L	B Tech Architectural Technology	Marketing Assistant	24
Tressel A	B Tech Architectural Technology	Snr Lecturer	162
Vos S R	BA Honours English	Lecturer	458
Van As P J	NQF Level 3 Electrical Engineering	Tutor	35
Van Huyssteen H	Grade 12	Student Assistant	6
Van Kroonenburg J	NHD	Snr Lecturer	240
Western T J	NHD Radio Design	Functional General	Not specified
Wright E C	M Arch (Prof)	Lecturer	1292
Fashion Design			
Aoun M L	B.Com.Sc Clothing Management	Functional General	Not specified
Cronje D A	NHDip Art and Design	Curator Exhibition	40
Janse van Vuuren J	BTech Fashion Design	Lecturer	140
Kitson L	NDip Fashion Design	Tutor	400
Kyprou G	NDip Fashion Design	Lecturer	42
Li Green L M	NDip Fashion Design	Tutor	353
Lucking S	ND Electronic Origination	Graphic Artist	24
Lucking J	BTech Fashion Design	Lecturer	499
Mchunu K J	BTech Fashion Design	Lecturer	104
Mchunu K J	BTech Fashion Design	Tutor	13
Mmamabolo K	Not specified	Student Assistant	Not specified
Mogapi M B	NDip Clothing Management	Tutor	161
Nascimento C	BTech Fashion Design	Lecturer	299
Niemack M	Grade 12	Student Assistant	80
Pengilly R	BTech Fashion Design	Tutor	72
Perumal C	NDip Fashion Design	Tutor	126
Reynders A K Prof	BFA	Workshop Facilitator	Not specified
Slabolepszy A M	BTech Fashion Design	Tutor	144
Graphic Design			
Aylmer M R	NDip Graphic Design	Lecturer	268
Camfferman J	NDip	Tutor	31

Ceruti D J	BA Honours Training Management	Lecturer	104
Chong D Q	BTech Graphic Design	Lecturer	26
Drakes G R	Bachelor of Arts	Lecturer	27
Erasmus M S	MAFA	Lecture	21
Esterhuizen T	NDip	Tutor	92
Haire K Dr	Ed.D	Snr Lecturer	28
Hattingh N P	Higher Diploma Fine Art	Lecturer	84
Hofmeyer B	BA Graphic Design	Lecturer	72
Jansen van Veuren M	BAFA	Lecturer	45
Joyce V	NDip Graphic Design	Tutor	99
Khumalo S L	Grade 10	Model	16
Labuschagne M	BA Business Communication	Lecturer	32
Mackenzie C H Prof	PhD	Editor	Not specified
Mokoena M M	NDip Graphic Design	Student Assistant	97
Mthimkulu S L	NDip Graphic Design	Tutor	32
Nesbitt N D	BTech Graphic Design	Lecturer	87
Pahl I E	MAFA	Lecturer	36
Rehbock R	LLB	Lecturer	161
Shulman B E	NDip Graphic Design	Tutor	7
Sooka M	BTech	Tutor	94
Sooklal S	BA Information Design	Lecturer	54
Titlestad L	BAFA Honours	Lecturer	42
Tshuma O	NDip	Tutor	94
Van den Heever J	BTech Fine Art	Lecturer	154
Van der Merwe M	NDip Graphic Design	Tutor	128
Industrial Design			
Bartie E C	NDip Industrial Design	Student Assistant	180
Bolton M	MTech Industrial Design	Lecturer	135
Brand K G	BTech Industrial Design	Lecturer	429
Burrows T J	Grade 12 & Industry Experience	Lecturer	28
Day M L	Not specified	Student Assistant	105
De Nobrega R P	BTech	Lecturer	60
Dott-Offens H J	Master of Science	Lecturer	42
Du Plessis P J	MTech Industrial Design	Snr Lecturer	84
Geldenhuys A-J	BTech	Lecturer	90
Jardine S	Not specified	Student Assistant	120
Kimemia D K	MSc Environmental Management	Lecturer	60
Kruger A L	Master Vehicle Design	Workshop	Not specified

		Technician	
Malan C Dr	DPhil Development Studies	Snr Lecturer	62
Mindszenty L	NDip Graphic Design	Lecturer	65
Nziana D P	NDip Industrial Design	Student Assistant	83
Rehbock R	LLB	Lecturer	270
Shirley J R	BTech Ceramic Design	Lecturer	90
Titlestad L J	BAFA Honours	Lecturer	135
Interior Design			
Bahmann D	BArch	Lecturer	65
Blackman A A	NDip Interior Design	Tutor	25
Dormehl L	NDip Interior Design	Tutor	118
Du Toit C	Master Higher Education	Functional General	Not specified
Enslin M	BA Communication Honours	Functional General	Not specified
Khumalo S L	Grade 10	Model	18
Königk R	Master of Interior Architecture	Functional General	Not specified
Pienaar V C	Grade 12	Tutor	82
Prinsloo N	NDip Interior Design	Tutor	7:30
Reynders H J Dr	PhD	Functional General	Not specified
Stolze J J	BTech Interior Design	Lecturer	381
Titlestad L J	BAFA	Lecturer	412
Verkerk C N	NDip Interior Design	Functional General	77
Jewellery Design and Manufacture			
Brand K G	BTech Industrial Design	Lecturer	15
Els C	BTech Jewellery Design and Manufacture	Lecturer	1728
Essa H B	BTech Jewellery Design and Manufacture	Lecturer	301
Jansen van Veuren M	BAFA	Lecturer	Not specified
Kapo T O	Trade Test Goldsmith	Snr Lecturer	135
Kasozi D N	Master of Fine Art	Functional General	Not specified
Majola E S	Certificate Secretarial	Functional General	20
Mametja R J	NDip Jewellery Design and Manufacture	Student Assistant	121
Mare L J	Not specified	Functional General	Not specified
Mathebula N N	NDip Jewellery Design and Manufacture	Student Assistant	16
Mthethwa CN	Certificate in Diamond Polishing	Student Assistant	16
Minter J P	BTech Jewellery Design and Manufacture	Administrator	1866
Mosia K R	NDip Jewellery Design and	Student Assistant	16

	Manufacture		
Nel M	BTech Jewellery Design and Manufacture	Lecturer	11
Niehaus K	NDip Jewellery Design and Manufacture	Student Assistant	57
Papageorgiou A A	BTech Jewellery Design and Manufacture	General Assistant	105
Skotnes J A	MA Creative Writing	Functional General	Not specified
Sooklal S	BA Information Design	Functional General	Not specified
Thurling S J	Not specified	Administrator	216
Venter J	BCom Hons	Lecturer	224
Van Tonder M	BABK Jewellery Design	Lecturer	264
Van den Heever J	BTech Fine Art	Lecturer	69
Von Veh B	Self Employed and taught	Functional General	35
Multimedia			
Broschk S	MA Psychology	Lecturer	84
Carman J E Dr	PhD	Lecturer	2
Cato D B	NDip Multimedia	Tutor	87
Chiba M P	NDip Multimedia	Tutor	102
Doff-Ottens H J	Master of Science	Lecturer	96
Dunbar D Y	Licentiate Diploma	Model	8
Hobbs J R	Postgraduate Diploma	Lecturer	28
Jansen van Veuren M	BAFA	Lecturer	364
Magowan R	MTech Fine Art	Lecturer	64
Mako K M	Grade 12	Student Assistant	20
Makonga T	NDip	Tutor	96
Myers E H	BTech	Lecturer	106
Nkhwazi N	Grade 12	Student Assistant	84
Pahl I E	MAFA	Lecturer	273
Pater D L	Master of Dramatic Arts	Lecturer	1046
Stanley-Adams M	Grade 12	Coordinator	Not specified
Research Centre			
Allan K L	BA History of Art	Functional General	Not specified
Bakker M	MTech Visual Arts	Functional General	75
Buys A H	BA Hons	Functional General	Not specified
Cane J E	Honours Arts African Studies	Functional General	Not specified
Cleaver R	MTech Fine Art	Lecturer	99
Corrigrall M E	Honours Art History and English Litt	Functional General	Not specified
Dubin S C	PhD Sociology	Functional General	Not specified

Gers W A	PhD	Functional General	Not specified
Gurney K J	MA International Journalism	Functional General	Not specified
Janse van Rensburg W A	PhD	Functional General	Not specified
Law-Viljoen D B	BSc	Functional General	Not specified
Marais M E	MTech Fine Art	Snr Lecturer	81
McInnes J H	MAFA	Functional General	34
Mdanda S D	M.Ed Art Education	Functional General	Not specified
Panchia B L	MA History of Art	Functional General	Not specified
Pettigrew S M	Not specified	Administrative Assistant	86:30
Preller K M	MAFA	Functional General	Not specified
Sey J A	MA	Functional General	Not specified
Stephen J J	BA Honours English Litt	Functional General	Not specified
Tully A P	MAFA	Functional General	Not specified
Vari C M	MAFA	Snr Lecturer	81
Research Office			
Cleaver R	MTech Fine Art	Lecturer	184
Cook S C	MA Art History	Lecturer	788
Geldenhuys A-J	BTech	Lecturer	268
Janse van Rensburg W A	PhD	Snr Lecturer	226
Janse van Vuuren J	BTech Fashion Design	Lecturer	44
Magowan R	MTech Fine Art	Lecturer	336
Marais M E	MTech Fine Art	Snr Lecturer	228
Rousell C	MA	Lecturer	424
Titlestad L J	BAFA Honours	Lecturer	101
Visual Art			
Basel K E	MTech Fine Art	Lecturer	196
Cleaver R	MTech Fine Art	Lecturer	196
Hermanus J	NDip Fine Art	Student Assistant	12
Khumalo S L	Grade 10	Model	4
Legae A M	Not specified	Model	8
Makonga T	NDip Multimedia	Functional General	125
Pomeroy J	NDip Fine Art	Functional General	56
McGurk M	NDip Visual Art	Functional General	84
Rousell C	MA Photography	Lecturer	4
Sassen R J	MA	Lecturer	28
Singh Y	Not specified	Functional General	40

Titlestad L J	BAFA Honours	Lecturer	112
Vari C M	MAFA	Snr Lecturer	62
Visual Art (Kim Berman)			
Allan L V Prof	PhD	Functional General	10
Berman H J Dr	Art Psychotherapy	Lecturer	14
Kaziboni A	Honours	Research Assistant	200
Keen B J	BCom	Editor	6
Dean's Office			
Bapela T E	NDip Public Relations and Communications Management	Marketing Assistant	142
Bapela T E	NDip Public Relations and Communications Management	Student Assistant	1
Basel K E	MTech Fine Art	Tutor	376
Broschk S	MA Psychology	Tutor	112
Dreyer E Prof	D Litt et Phil	Functional General	3
Edwards M E	MAFA	Functional General	Not specified
Fischer S	Grade 12	Student Assistant	5
Fisher R Prof	PhD	Functional General	Not specified
Geldenhuys A-J	MA	Lecturer	4
Joubert O Prof	PhD	Functional General	Not specified
Khumalo S L	Grade 10	Model	30
Lubbe G	BSc and Bed	Functional General	220
Lucking J	BTech Fashion	Lecturer	16
Maholwana E	Grade 12	Student Assistant	Not specified
Marais J	Grade 12	Administrative Assistant	Not specified
Mills G Dr	PhD	Consultant	4
Montsho E G	Grade 12	Student Assistant	Not specified
Motaung K R	NDip Multimedia	Student Assistant	Not specified
Munro A J	PhD Theatre	Functional General	12
Nascimento C R	BTech Fashion	Lecturer	16
Shabalala S A	Grade 12	Beverage Assistant	Not specified
Schmidt S	B Arch	Functional General	Not specified
Shube I M	BA Honours Anthropology	Tutor	97
Smolicz C	MA	Editor	Not specified
FADA Academic Administration			
Bapela T E	NDip Public Relations and Communications Management	Student Assistant	244
Cook S	MA Art History	Editor	19
Labuschagne L	National Certificate: PA	Administrator	Not specified

Louw J V	NDip Clothing Management	Student Assistant	192
Lukumwena K	ND Entrepreneurship	Student Assistant	192
Mhana N P	NDip Public Relations and Communication	Student Assistant	48
Moshani L	NDip Multimedia	Student Assistant	819
Mpotu K E	NDip Public Relations and Communications Management	Student Assistant	280
Mthimkulu S L	NDip Graphic Design	Student Assistant	192
Niemack M	Grade 12	Student Assistant	731
Pienewald L	NDip Jewellery Design and Manufacturing Design	Student Assistant	192
FADA Gallery			
Cleaver R	MTech Fine Art	Curator	384
Jiane S C	NDip Tourism Management	Student Assistant	13
Leepile B J	Grade 12	Student Assistant	27
McGurk M	NDip Visual Art	Curator	396
Motaung Z I	NDip Public Relations and Communication	Student Assistant	6
Rumball SJ	BTech Fine Art	Assistant Curator	240
Shabangu N D	NDip Public Relations and Communications Management	Student Assistant	6
FADA Marketing			
Bapela T E	NDip Public Relations and Communications Management	Marketing Assistant	1882
Cronje D A	NHD Art and Design	Curator Exhibition	48
Jiane S C	NDip Tourism Management	Student Assistant	6
Khuvutlu M T	Not specified	Student Assistant	34
Legodi M A	Grade 12	Student Assistant	7
Maphanga G	NDip Hospitality Management	Student Assistant	40
Masela S K	NDip Hospitality Management	Student Assistant	40
Mhana N P	NDip Public Relations and Communications Management	Marketing Assistant	48
Moshani L L	NDip Multimedia	Student Assistant	160
Mpotu K E	NDip Public Relations and Communications Management	Marketing Assistant	15
Ncombo M W	Not specified	Student Assistant	34
Niemack M	Grade 12	Student Assistant	160
Rumball S J	BTech Fine Art	Functional General	27
Schaerer C T	BA Honours Corporate Communications	Marketing Coordinator	120

APPENDIX 9: DEPARTMENTAL TRAINING AND DEVELOPMENT PLANS

Preliminary strategic plans for staff training and development in each of the departments for 2013 are outlined below.

Architecture
All members of staff Postgraduate supervision **Incoming HOD** Managerial leadership **Hendricks DM** • Research methodology presentation • Research Masters **Krige L** • Writing and research assistance as offered for March • Oracle training **Opper AW** • Attendance of workshop offered by Dr Nathaniel Stern (Jan 2013) • Workshop/seminars around research and supervision **Saidi FE** • Postgraduate supervision training • Research methodology course **Vosloo C** • Register for PhD

Fashion Design
The department has three priorities: 1. Formal study: To assist staff, who are currently busy with formal study, where possible. One staff member will complete her MTech degree in 2013 and three staff members are currently studying towards a doctoral degree. 2. Supportive learning: Although most staff are currently busy with supervising masters candidates, supportive workshops/short course attendance will be encouraged. 3. New knowledge: Due to staff movement, three staff will need to be trained on various CAD programmes. The objective is to have more staff CAD-literate. **De Wet AJC** • Postgraduate supervision and design research **Dos Santos JC** • Workshop on literature review writing • Article writing workshop **Harvey RN** • Literature review workshop **Lavelle CA** • Article writing workshop

Graphic Design
B Gray • PhD proposal, postgraduate supervision training **C van Zyl** • PhD proposal and register for PhD studies **D Pretorius** • Postgraduate supervision training, attend workshops as applicable **L Groenewald** • PhD proposal, postgraduate supervision training **R Cook** • Doctoral study

Industrial Design
• Development of academics ability to supervise postgraduate students. • Development of academics ability to write and submit research articles for peer reviewed journals. • Technical and academic staff to attend CAD and CAM software training in 2013. • One academic to enter SANTRUST Pre-Doctoral PhD Proposal Development Programme. • Two academics to attend supervisor training offered in Stellenbosch University by Prof Kapp. • One academic to develop proposal and enrol for Doctorate research in 2013. • One academic to defend proposal and continue with research work towards PhD in 2013.

Interior Design
In 2013, the training and development of staff need to give equal importance to the continuous development of existing experienced staff members and appropriate training and development for new academic staff members. The Department will continue the current focus on postgraduate supervision and academic writing of the existing staff members, but will also take in consideration the training needs and development of new academics.

Jewellery Design
Hön EP • CAD training **Nazier F** • Platinum training with Lai Kabo • Rhino 3D Re-skilling • Setting • Platinum Techniques **Peter J** • Gemstone setting course. • Upgrade Rhino (CAD) skills, • Upgrade metal-smithing techniques.

Multimedia

Qualification upgrading is an interest pursued by all permanent staff in the department. Coordination of a staggered registration is necessary.

- Ambala has registered for a PhD in Film and Television at Wits.
- Fenn to register for a Masters in Information Technology (as a route to a PhD in this field) at the University of Cape Town.
- Mtambo has submitted a proposal in Film and Television to the University of the Witwatersrand.
- Edwards to submit a PhD proposal in Fine Art at the University of the Witwatersrand.
- Post Graduate workshop and training is well attended by multimedia staff and is coordinated through the regular staff meetings held in the department. Subject specific training is attended throughout the year when it becomes available.
- Training in management administration and general university administration will be supported by the department throughout 2013.

Visual Art

The Department is compliant with the University's requirement for staff qualifications. In 2012, Karen von Veh graduated with a PhD in Art History at Rhodes University. The department now has two doctorates amongst its staff complement. The following training and development programme has been identified for 2013:

- Gordon Froud will explore the field of practice-based research in visual art with an aim to register for a doctorate part-time.
- Shonisani Netshia will continue to pursue MTech supervision training in order to build capacity in the department.
- Vedant Nanackchand has completed the Santrust cohort 2 doctoral programme and will submit a doctoral proposal in the Faculty of Humanities under the aegis of the SQP-D programme.
- Karen von Veh has completed her doctorate and will pursue her individual research agenda in Art History as well as develop international partnerships for conferences and publishing through her invited membership of the College Art Association
- Prof Kim Berman will pursue her research agenda into art for social change and community based research respectively. Prof Kim Berman will take sabbatical leave in the second semester next year in order to work on two books as well as participate in an arts residency at the Frans Masereel Centre, Belgium and participate in a conference and an exhibition at the Southern Graphics Conference, Milwaukee, USA.
- David Paton has developed a unique research database on South African artists' books and will continue to develop national and international partnerships associated with this research resource.

All members of staff will participate in the CPASD programme of workshops for graduate supervision and research writing and publishing whenever these become available, in order to build on existing supervisory capacity in the Department. Members of staff will continue to further their discipline-specific research interests by participating in conferences and presenting curated exhibitions, where appropriate, as well as collaborate in departmental symposia and workshops. In 2013, a printmaking skills development workshop for art-educators will be presented.

Academic Administration	192

Hollander L
- Analytical and motivational training
- Team building

Chinnah N
- Technical competencies
- Team building

Maritz A
- Team building

New appointee
- Technical competencies

APPENDIX 10: TEACHING AND MODULE EVALUATIONS 2012

Report from the Centre for Professional Academic Staff Development

SEMESTER 1

No evaluations were performed in semester 1

SEMESTER 2

DEPARTMENT	LECTURER	TE/ME	REQUEST DATE	CONDUCTED DATE	REPORT SENT DATE	COMMENTS
Architecture	None					
Fashion Design	None					
Graphic Design	None					
Industrial Design	Mr A Campbell	TE/ME	19-Mar-12	12-Sep-12	None	Cancelled
	Mr A Campbell	TE/ME	19-Mar-12	10-Sep-12	None	Cancelled
	Mr A Campbell	TE/ME	20-Jun-12	14-Sep-12	12-Nov-12	Successfully completed
	Mr A Campbell	TE/ME	20-Jun-12	19-Sep-12	12-Nov-12	Successfully completed
	Mrs J Hunkin	TE/ME	19-Apr-12	16-Jul-12	14-Aug-12	Successfully completed
	Mrs J Hunkin	TE/ME	19-Apr-12	16-Jul-12	14-Aug-12	Successfully completed
Interior Design	Mr CJ Guy	TE	11-Oct-12	22-Oct-12	28-Nov-12	Successfully completed
	Mrs A Breytenbach	TE/ME	25-Sep-12	16-Oct-12	28-Nov-12	Successfully completed
Jewellery	None					
Multimedia	Mr T Fenn	TE	13-Jun-12	26-Jul-12	23-Aug-12	Successfully completed
	Ms S Broschk	TE				Data invalid
	Ms S Broschk	TE	29-Aug-12	24-Sep-12	29-Nov-12	Successfully completed
Visual Art	Dr K Von Veh	TE	02-Mar-12	30-Aug-12		Data not returned

TOTAL	Teaching evaluations Conducted	9	Module evaluations conducted	5

APPENDIX 11: SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

DEPARTMENT OF ARCHITECTURE

Environmental responsibility is part and parcel of good architecture and inherent in everything we teach. Furthermore we are involved in a number of community-based initiatives.

As part of South Africa's larger housing debate, the conscious challenging of top down relationships between the state and the people, the architect/designer, and the informal settlement dweller (the client) is resulting in a momentous inversion that shifts the focus of 'delivery' by the state to that of bottom-up and grassroots, community-driven change. *Informal Studio: Marlboro South* epitomises a model that encourages further people-driven initiatives towards more dignified and less precarious housing opportunities for marginalised urban dwellers across South Africa. This crucial shift encourages and exemplifies a growing momentum towards a much less bureaucratically fixated definition of what the 'right' kind of housing – for the currently 2.3 Million households who are officially due for a roof over their heads should look like. What the bottom-up energy drive makes clear is that what the majority of South African's might actually need, in terms of housing, should be based much more on the myriad examples of unique physical living configurations and environments this country's informal urbanites have self-designed and self-made.

The contextual introduction above makes clear the emergent and fast-growing presence of a volatile, yet simultaneously optimistic groundswell, pointing towards a paradigm shift of self-determined change currently being adopted by the marginalised masses. The potency of this urge for significant people-driven change, centred on more humane housing and settlements, which inevitably link to better economic, educational and medical opportunities, is mirrored by what people are already manifestly doing for themselves. It makes what the state may think is 'appropriate' and what it feels obliged to 'deliver', pale in insignificance. This observation is not intended as a dismissal of government's substantial achievements around housing over almost two decades. At the same time however the enabling reversal currently taking place in SA society hands policy-makers, city officials, politicians, and government a golden opportunity: namely, that of becoming more aware, acknowledging and receptive of how the actual individual 'life worlds' of ordinary South Africans – and the cumulative power of these to translate into self-organised, well managed and proud communities – translate into meaningful self-built homes and neighbourhoods which, if supported from above, will collectively culminate in healthier cities.

The immersive and collaborative model of engagement underlying Informal Studio: Marlboro South allowed students to be temporarily included and, to a certain extent, absorbed into the everyday 'life worlds' of residents of Marlboro South. Partially enmeshed in the lives of residents, students mapped their daily lives and movements within Marlboro South, and considered their larger trajectories of movement, for instance travels undertaken often over very longs distances to and from places of work. This led to the beginnings of the students' understanding of how complex and challenging daily negotiations of residents can be; and the students' further realisation of the challenges faced – and the adaptability people require in navigating this unpredictable city – in their brave attempts at sustaining themselves and their families. In this for privileged students unfamiliar context of innovation, improvisation and survival – against precarious odds – the disproportionate luxury of their own 'life

worlds', with all the educational, medical and economic advantages those worlds come with, becomes suddenly clear. This realisation resulted in a humbling of students, lecturers and collaborators that will continue for much longer than the seven weeks of the project's official duration. The co-productive mode in which the Informal Studio: Marlboro South project was conducted encouraged students to take cognisance of the many 'life worlds' they would generally be in a position to avoid.

The extreme contrast between the realities of students' comfortably secure lives and those of the Marlboro South residents was at its most obvious when unannounced illegal evictions took place half way through the project. This unplanned rupture in the engagement process, as tragic as it was, became a unifier resulting in immeasurable empathy from the side of the students – an empathetic momentary fusion of lives and worlds which, as the engagement continued, galvanised the new relationships between students and displaced residents.

The Informal Studio: Marlboro South engagement at large resulted in a massive internal shift in the group of 51 participating students, one rich in empathy and the realisation that there is much more to the architectural profession and the more important- than-ever social role it should be playing – than meets the eye.

DEPARTMENT OF FASHION

The department encourages social and environmental responsibility through:

Social Responsibility:
1. The department implemented the required content of the citizenship module across several modules of both programmes successfully.
2. Organised outreach through specific projects.
3. Engaging with topical issues such as violence, HIV/AIDS through specific projects and UJ initiatives
4. Participation in the Faculty project *Green Design Week*

Environmental Responsibility:
1. The department attempted to reduce the use of paper this year.
2. Recycling of paper, glass and tin is promoted as best practices in the department and specific colour coded bins are placed at various studios.
3. Paperless meetings

DEPARTMENT OF GRAPHIC DESIGN

In 2012 the department embarked on a serious attempt at environmental sustainability and a number of changes were made including: instituting paperless meetings, copying all student hand-outs double-sided and reducing the page sizes were practical, purchasing recycle bins for each studio, providing learning material to students in electronic format and requiring assessments in electronic format were practical, and using the library site to upload readings. In addition paper-recycling bins were organised for the staff areas, and departmental computers were set to sleep after three minutes. Second year students completed a green awareness project is second year visualisation and a design and social responsibility unit in Design Studies 2A. Third years participated in the faculty wide green week project.

A number of projects were undertaken to promote social responsibility and these included projects for the Johannesburg Zoo, the SPCA and the IOHA/HIV projects. L Groenewald managed the IOHA/HIV projects in FADA and the department was allocated R 50 000 for implementation of curriculum-led projects. C Van Zyl participated in Design for social development reading group.

DEPARTMENT OF INDUSTRIAL DESIGN

The Department's commitment to socially and environmentally sound design is underpinned by three core values that are written into the programme guides:
   (a) As professionals the students will one day be responsible for the manufacture of products that will be produced in great numbers. The students have the responsibility to consider the environmental impact of their creativity.
   (b) As professionals the students are likely to design most of their products for just 10% of the world's population who can afford designed consumer goods. However, the students also have a responsibility to design products for the other 90% who may not be able to afford the luxury of the minority but nevertheless need access to well-designed solutions in their everyday life.
   (c) At the centre of what the student is responsible for developing is the person or people who will one day use the results of their creativity, the product end user. Every aspect of the students design process needs to consider this individual or these groups as a priority.

During each year of study these three principles form the foundation of the projects the students are asked to complete. By including such emphasis as the basis of the project work within the department there is an expectation that this will have a positive effect on the students after they graduate and work as professionals.

In 2012 the following projects furthered these aims:
FADA Green Week 2012 – Third Year students from all departments in the Faculty worked on sustainable design solutions for problems they had identified through research.

Alexandra Candleholder Project – in 2011 the Third Year NDip students researched the need for solar lighting solutions for the informal / semi-formal and formal housing in Alexandra. From this research, it was discovered that a large portion of households in Alexandra use candles as their main source of lighting. In 2012 the NDip 3rd Year students and academics from the department worked with the SeTAR Centre, UJ MRC and TEPRASM to research and develop manufacturable safe candleholders in conjunction with the community members of Alexandra. The top five designs from this research and development project will be manufactured in small batches in 2013 and tested in this community.

Phumani Paper Pets Project – Third Year NDip students worked with Phumani Paper and one of the Phumani manufacturing facilities, Tswanano in Tembisa, on developing additional pets for the Phumani Pet range. The students produced 23 new pets, including tooling and manufacture of a variety of colours. Phumani finally selected two pets, the elephant designed by Ngwako Matloha and the buffalo designed by Monica Monsanto, to take to production as an addition to their current range.

In 2013 the department will continue selecting projects that focus on these core priorities.

DEPARTMENT OF INTERIOR DESIGN

During the course of 2012 the lecturers in the National Diploma programmes engaged with a number of projects that promoted social responsibility and environmental sustainability among students and also staff. These were:

- All staff and students in the Department of Interior Design took part in the UJ Recycle Week and national Clean-up day. The third year students organised a Green Pledge event with Anzani Rautenbach for the APB campus. They further designed a poster for this Green Pledge campaign and "Pledge stickers".
- Second year students designed a children's playground for a public space, Faan Smit Park, in Melville. This project was conducted in order to raise awareness amongst students as to the lack of appropriate public play spaces made available for children to meet their developmental needs. The project was conducted in response to a presentation made by the Melville community.
- The second year students were required to research available building materials and finishes that have the lowest environmental impact in the module Materials and Finishes 2. These materials needed to be analysed according to one of the acceptable environmental assessment tools.
- The third year students conducted a survey of four recycle stations on the APB campus for Occupational Safety. This improved their understanding of waste management on the Campus. The results and outcome of the project was presented at a Faculty Research Seminar and was well attended by Occupational Health Practitioners in UJ and members from Budget Waste.
- All third year students took part in Green Design Week.
- In third year the South African Constitution and social rights of people were debated in the module, Professional Practice 3.
- Third year student took part in the Aids awareness campaign which was done with the UJ Institutional Office for HIV and Aids (IOHA). The student conceptualised an exhibition that could be communicated to the public using images and text. The final designs were displayed in the atrium during Diversity Week.

In the BTech programme all students were required to address and reconcile environmental, social and economic issues that were appropriate to their chosen study topics. The following projects addressed socially relevant aspects;

Joanne Vrdoljak: Improving service delivery through design: The refurbishment of The Norwood Police Station.
Pooja Patel: A women's support centre to provide vital services for empowering and improving the life style of urban females in the Johannesburg region.
Chantal Verkerk: Redefining the Alexandra theatre building to serve as a multifunctional performing arts educational centre.
Tanita Bosman: The design of a modular post office to meet the communication and banking needs of people living in rural areas.
Janet de Beer: The integration of disabled students with able students in the Skoonveld ladies residence, University of Johannesburg.

DEPARTMENT OF JEWELLERY DESIGN

- Recycle precious and semi- precious metals
- Use alternative materials
- Explore alternative techniques
- Use non-toxic chemicals

Creating awareness- introducing sustainable Jewellery into the curriculum in the Diploma and in BTech research and Techniques projects.

DEPARTMENT OF MULTIMEDIA

The continuing HIV AIDS project the department engages with will take on a more collaborative approach in 2013, with input from Performance Studies students from the Wits School of Arts at the University of the Witwatersrand, and audio students from the Academy of Sound Engineering. Human-centred design approaches in the curriculum automatically involve a social responsibility and will be further developed.

DEPARTMENT OF VISUAL ART

The department's research focus on art for social change and development places it as a forerunner in the Faculty in terms of the UJ strategic thrust related to social relevance and social responsibility. Prof Berman's role in this regard is invaluable. The undergraduate programme has a curriculated focus on art and citizenship especially at first and second year levels. Students have opportunities to develop this focus in their work at third, fourth and masters' levels. On a more practical level, the student's involvement in the Green Design week programme and the IOHA HIV/AIDS poster design awareness campaign, are indicators of social responsibility amongst the students. Other initiatives include the fourth year work-integrated learning programme that involves the students' visit to the rural community of HaMakuya in Limpopo, amongst others.

Other departmental initiatives in 2012 include the students' involvement in the Mandela Day programme at the Helen Joseph Hospital, the second and third year students participation in the Johannesburg Zoo mural project, the second year students involvement in the IOHA HIV/AIDS screen print poster campaign, as well as the third year students involvement in the FADA Green Week programme.