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Foreign faculty in South African Universities: A case study of the University of South Africa.

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Questionnaire (Appendix 1)

Research on 'Foreign Faculty in South African Universities: A Case Study of the University of the Witwatersrand.'

Demographic Information

1. What is your faculty number? (Optional) _____

2. What is your age?
   - ❍ Under 25
   - ❍ 25 to 34
   - ❍ 35 to 44
   - ❍ 45 to 54
   - ❍ 55 to 64
   - ❍ 65+

3. Gender
   - ❍ Female
   - ❍ Male

4. Citizenship / Immigration Status
   - ❍ South African citizen
   - ❍ Dual Citizenship: specify: _____
   - ❍ Permanent Resident
   - ❍ Foreign employee
   - ❍ Foreign student
   - ❍ Refugee/Asylum status
   - ❍ Temporary Residence
   - ❍ Other specify: _____

5. Where were you born? (If in South Africa, please indicate the province)

   South Africa
   - ❍ W. Cape
   - ❍ N. Cape
   - ❍ E. Cape
   - ❍ KwaZulu Natal
   - ❍ Free- State
   - ❍ North-West
   - ❍ Mpumalanga
   - ❍ Gauteng
   - ❍ Limpopo

   - ❍ Europe
   - ❍ Central and South America and Caribbean
   - ❍ North America
   - ❍ SADC Countries (*14 Countries, please underline:* Angola, Botswana, Democratic Republic of Congo, Lesotho, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Swaziland, Tanzania, Zambia, and Zimbabwe.)
   - ❍ Rest of Africa
   - ❍ Asia
   - ❍ Australia and New Zealand
   - ❍ Other (Specify) _____

6. What is your primary language?
   - ❍ Afrikaans
   - ❍ English
   - ❍ SeSwati
   - ❍ IsiXhosa
   - ❍ IsiNdebele
   - ❍ Tsonga
   - ❍ Setswana
   - ❍ IsiZulu
   - ❍ Sepedi
   - ❍ Sesotho
   - ❍ Venda
   - ❍ Other _____

7. Do you speak a foreign language? ❍ Yes, please specify_____
❍ No

8. What is your population group?
   - ❍ African
   - ❍ White
   - ❍ Colored
   - ❍ Indian
   - ❍ Asian
   - ❍ Other Specify: _____

9. What is your religion?
   - ❍ African Indigenous
   - ❍ Atheism
   - ❍ Buddhism
   - ❍ Christian
   - ❍ Hinduism
   - ❍ Islam
   - ❍ Judaism
   - ❍ Other ----------

Educational and Professional Experience

a. What is your highest earned degree?
   - ❍ Doctorate (Ph. D; D. Ed, etc.)
   - ❍ Masters (M.A., M.B.A., M.Sc., etc.)
   - ❍ Bachelors with Honors
   - ❍ Bachelors (B.A., B.Sc., etc.)
   - ❍ Other _____ specify: _____

b. Where was your highest earned degree awarded?
   - ❍ Europe
   - ❍ Central and South America and Caribbean
   - ❍ North America
   - ❍ SADC Countries
   - ❍ Rest of Africa
   - ❍ Asia
   - ❍ Australia & New Zealand
   - ❍ Other _____ specify _____

c. Are you currently working towards a higher degree?
   - ❍ Yes, in this country. (Name the degree _____)
   - ❍ Yes, in another country (country: _____ degree: _____)
   - ❍ No

d. Indicate your current faculty _____

e. Please indicate your school within the faculty. _____

f.

What was your starting rank at this university?

- ❍ Professor
- ❍ Associate professor
- ❍ Visiting professor
- ❍ Adjunct professor
- ❍ Senior Lecturer
- ❍ Lecturer
- ❍ Junior Lecturer
- ❍ Senior Tutor
- ❍ Tutor
- ❍ Research Staff

g. What is your current academic rank at this university?

- ❍ Professor
- ❍ Associate professor
- ❍ Visiting professor
- ❍ Adjunct professor
- ❍ Senior Lecturer
- ❍ Lecturer
- ❍ Junior Lecturer
- ❍ Senior Tutor
- ❍ Tutor
- ❍ Research Staff

h. What is your current employment status?

- ❍ Permanent
- ❍ Contract

i. How many years have you been employed at this university?

- ❍ 0-5 yrs
- ❍ 6-10 yrs
- ❍ 11-15 yrs
- ❍ 16-20 yrs
- ❍ 21+ yrs

j. How many years have you been employed in higher education?

- ❍ 0-5 yrs
- ❍ 6-10 yrs
- ❍ 11-15 yrs
- ❍ 16-20 yrs
- ❍ 21+ yrs

Academic Collaboration

1. In the last 5 years have you been involved in any academic collaboration activities with colleagues at a foreign (non-South African) institution?
   - ❍ No — Please skip to Question 6 if "No"
   - ❍ Yes

2. What are the types of collaborative activities you have pursued (check all that apply):
   - ❑ Collaborative research
   - ❑ Collaborative teaching and curriculum development
   - ❑ Joint publication
   - ❑ Joint supervision of post-graduate students
   - ❑ Academic exchange
   - ❑ Other _____

3. In the last 5 years, I have collaborated with colleagues from the following regions: (Check all that apply)

❑ Other South African Universities	❑ SADC Countries	❑ Rest of Africa
❑ Europe	❑ Asia	❑ North America
❑ Central and South America and Caribbean	❑ Australia and New Zealand	❑ Other

4. Funds for collaboration activities came from the following sources:
   - ❑ Grants from this university
   - ❑ Grants from foreign university
   - ❑ Foreign government agencies (e.g. USAID)
   - ❑ South African government grants (e.g. National Research Foundation)
   - ❑ Private foundations (e.g. Ford, Rockefeller, Spencer, etc.)
   - ❑ Private corporations
   - ❑ Other (please specify) _____

5. How were these international academic linkages developed?
   - ❑ I was approached by a colleague with similar research interests
   - ❑ Through informal contact with international colleagues at conferences or seminars
   - ❑ Through formal institutional agreements between this university and collaborating institution
   - ❑ Through the initiatives of the grant providers
   - ❑ Other, please specify _____

6. Would you be interested in participating in international collaborative activities if these were facilitated for you?
   - ❍ No
   - ❍ Yes (Please describe_____)

7. Please rank in order of importance what you think are the barriers to international collaborative activities (*1: Most important to 5: Least important*)

Lack of funds	❑
Rewards are small	❑
Not enough time	❑
Lack of institutional support	❑
Lack of information on how to develop them	❑
Other: specify	_____

8. How much do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
* Interactions with international colleagues is very important	❍	❍	❍	❍	❍
* To keep pace with change, a scholar must read books & journals from abroad	❍	❍	❍	❍	❍
* The university should recruit more international staff	❍	❍	❍	❍	❍
* The university should recruit more international students	❍	❍	❍	❍	❍
* The curriculum at this university should have more of an international focus	❍	❍	❍	❍	❍
* The curriculum at this university should deal more with local issues	❍	❍	❍	❍	❍
* The curriculum at this university should have more of a regional focus	❍	❍	❍	❍	❍
* All courses should integrate an international component into them	❍	❍	❍	❍	❍
* Only specific departments need have an international emphasis	❍	❍	❍	❍	❍
* More effective use of international students & faculty as a resource for internationalization is needed.	❍	❍	❍	❍	❍
* The university should support more programmes and organizations that have an international focus	❍	❍	❍	❍	❍

9. International dimensions of professional life**. Please tick / highlight what is relevant to you. Have you ever...**

	Europe	Central and South America and Caribbean	North America	SADC Countries	Rest of Africa	Asia	Australia & New Zealand
* Published articles or books on	❍	❍	❍	❍	❍	❍	❍
* Taught a class for students in	❍	❍	❍	❍	❍	❍	❍
* Gone on sabbatical to	❍	❍	❍	❍	❍	❍	❍

9. International dimensions of professional life**. Please tick / highlight what is relevant to you. Have you ever...**

	Europe	Central and South America and Caribbean	North America	SADC Countries	Rest of Africa	Asia	Australia & New Zealand
* Served as a faculty member in	❍	❍	❍	❍	❍	❍	❍
* Conducted research on	❍	❍	❍	❍	❍	❍	❍
* Conducted comparative research on	❍	❍	❍	❍	❍	❍	❍
* Studied towards a degree in	❍	❍	❍	❍	❍	❍	❍
* Worked as a consultant in (e.g. World Bank)	❍	❍	❍	❍	❍	❍	❍
* Provided technical assistance	❍	❍	❍	❍	❍	❍	❍
* Gone on a study visit to	❍	❍	❍	❍	❍	❍	❍
* Attended conferences in	❍	❍	❍	❍	❍	❍	❍

Internationalization of the curriculum

a.	What does internationalization of the curriculum mean to you?				
		Strongly agree	Agree	Disagree	Strongly disagree
	* Course focusing on a particular region outside SA	❍	❍	❍	❍
	* Course presenting alternative views & perspectives around the world	❍	❍	❍	❍
	* Course deals with issues of an international nature	❍	❍	❍	❍
	* Dealing with international issues and foreign languages	❍	❍	❍	❍
	* Knowledge and skills provided having widespread international application	❍	❍	❍	❍
	*Programs of study emphasizing international dimensions & comparative skills	❍	❍	❍	❍
	* Other	_____			

b. Would you say that the classes you teach reflect an international perspective?	Strongly agree	Agree	Not sure	Disagree	Strongly disagree
	❍	❍	❍	❍	❍

c. Have you made any changes in the curriculum that you teach to reflect an international dimension in the past 2 years?

❍ No
❍ Yes

d. My courses reflect issues and perspectives from the following areas:

	Strongly agree	Agree	Not sure	Disagree	Strongly disagree
* Europe	❍	❍	❍	❍	❍
* Central and South America and Caribbean	❍	❍	❍	❍	❍
* North America	❍	❍	❍	❍	❍
* SADC Countries	❍	❍	❍	❍	❍
* Rest of Africa	❍	❍	❍	❍	❍
* Asia	❍	❍	❍	❍	❍
* Australia & New Zealand	❍	❍	❍	❍	❍
* Other _____	❍	❍	❍	❍	❍

e. International issues and perspectives are reflected in:

- ❑ Content
- ❑ Topics
- ❑ Reading materials
- ❑ Student experiences
- ❑ My professional or research experiences
- ❑ Language
- ❑ Other (specify) _____

f. What areas do the following issues in your specific courses focus on?

	Africa	Europe	North America	Australia & New Zealand	Other
Course Content	❑	❑	❑	❑	❑
Teaching Methodology	❑	❑	❑	❑	❑
Reading Materials	❑	❑	❑	❑	❑
Student Materials	❑	❑	❑	❑	❑
My research experience	❑	❑	❑	❑	❑

Improving internationalization at the university

1. What can this university do to improve its goals of becoming an international university?
   Please rank in order of importance (1: Most Important to 9: Least Important)
   - ❑ Recruit more international students
   - ❑ Recruit more international faculty
   - ❑ Encourage international academic collaboration activities
   - ❑ Require two or more international courses on global issues as part of the core curriculum
   - ❑ Provide guidance to faculty members on how to internationalize their curriculum
   - ❑ Provide resources for research in international issues
   - ❑ Develop institutional policies to support internationalization
   - ❑ Integrate more local issues into the curriculum
   - ❑ Incorporate more regional issues into the curriculum

Thank you for your time and effort: ***Nevensha Sing****: 082 877 2564*

Supervisor: Professor M Cross

Interview Schedule (Appendix 2)

Research on 'Foreign Faculty in South African Universities: A Case Study of the University of the Witwatersrand.'

Detailed Enquiry

Interviewee _____

Contact details_____

Date: _____ Time: _____ Place: _____

a. What are your reasons (pull factors) for coming to work in SA? (Implies push factors from own country)

b. Is this your first working contract? _____

c. If NOT, why did you renew your contract? _____
_____
_____
_____

d. What National Policy constraints did you face when you were trying to gain employment in SA?

e. What Institutional Policy constraints did you face when you were trying to gain employment in SA?

f. Do you take part in the decision making process in your department? How / when /is your voice heard?

g. How important is your participation in decision-making to you, and to the faculty?

h. Has the University assisted you with your accommodation / transportation / settling down? (Relocation allowances)

I. Are you happy with your current working conditions?

j. What were your expectations of the University when you first applied for the job?

k. Considering your expectations, what have your experiences been?

l. What would you consider to have been your biggest problems / challenges that you have experienced (Social/ regulations / bureaucracies / etc)?

m. Are you still pursuing another degree / qualification?

n. Have you encountered any problems in your research?

Thank you for your time and effort: **Nevensha Sing**: 082 877 2564
Supervisor: Professor M Cross