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# ‘How open are our doors? A comparison of academic staff transformation at the University of Cape Town and the University of the Witwatersrand’.

**Lewins, Kezia**

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## APPENDIX A

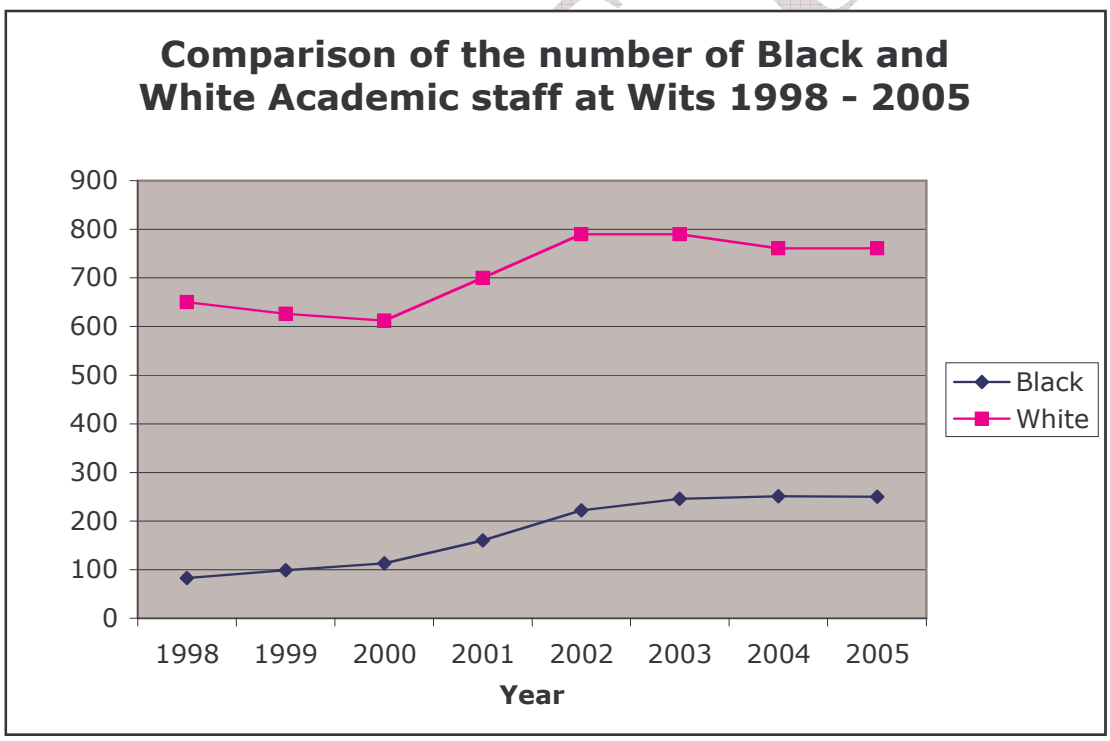
### Additional Wits statistical data

**Table 1: The number of Wits' academics by race**

| Year | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|---|---|---|---|---|---|---|---|---|
| **No. Black** | 83 | 99 | 113 | 160 | 222 | 246 | 251 | 250 |
| **No. White** | 650 | 626 | 612 | 700 | 790 | 790 | 761 | 761 |
| **Total** | 733 | 725 | 725 | 860 | 1012 | 1036 | 1012 | 1011 |

(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

**Graph 1: Comparison of white and black academics at Wits**



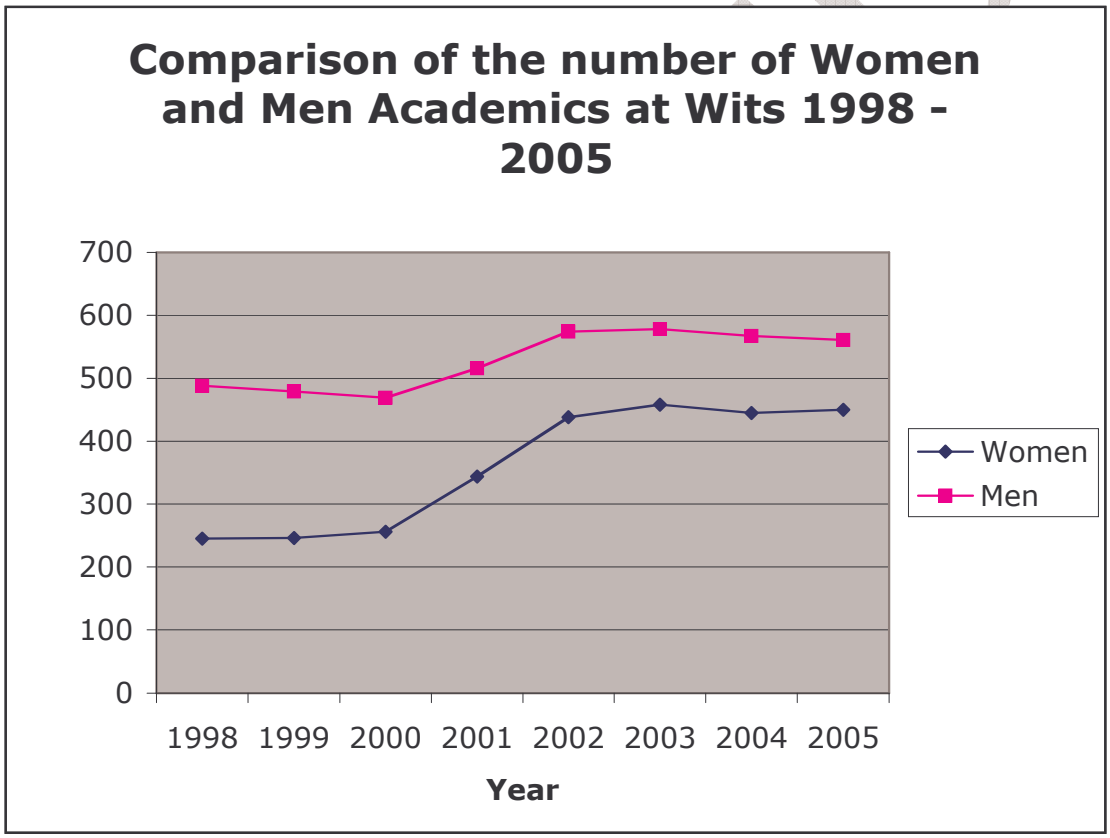

(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

**Table 2: The number of academics at Wits by gender**

| Year | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|---|---|---|---|---|---|---|---|---|
| No. of women | 245 | 246 | 256 | 344 | 438 | 458 | 445 | 450 |
| No. of men | 488 | 479 | 469 | 516 | 574 | 578 | 567 | 561 |
| Total | 733 | 725 | 725 | 860 | 1012 | 1036 | 1012 | 1011 |

(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

**Graph 2: Comparison of Wits' academics by gender**



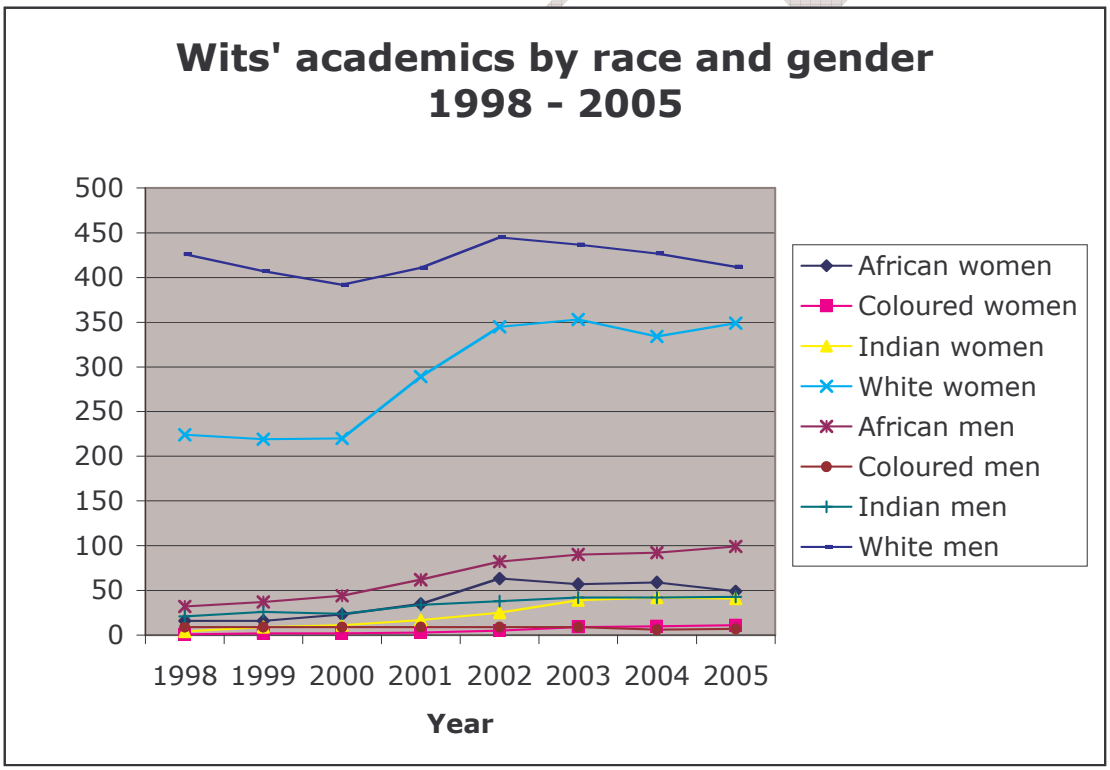

(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

**Table 3: Number of Wits' academics by race and gender**

| Year | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|---|---|---|---|---|---|---|---|---|
| African women | 16 | 16 | 23 | 35 | 63 | 57 | 59 | 49 |
| Coloured women | 1 | 2 | 2 | 3 | 5 | 9 | 10 | 11 |
| Indian women | 4 | 9 | 11 | 17 | 25 | 39 | 42 | 41 |
| White women | 224 | 219 | 220 | 289 | 345 | 353 | 334 | 349 |
| African men | 32 | 37 | 44 | 62 | 82 | 90 | 92 | 99 |
| Coloured men | 9 | 9 | 9 | 9 | 9 | 9 | 6 | 7 |
| Indian men | 21 | 26 | 24 | 34 | 38 | 42 | 42 | 43 |
| White men | 426 | 407 | 392 | 411 | 445 | 437 | 427 | 412 |
| Total | 733 | 725 | 725 | 860 | 1012 | 1036 | 1012 | 1011 |

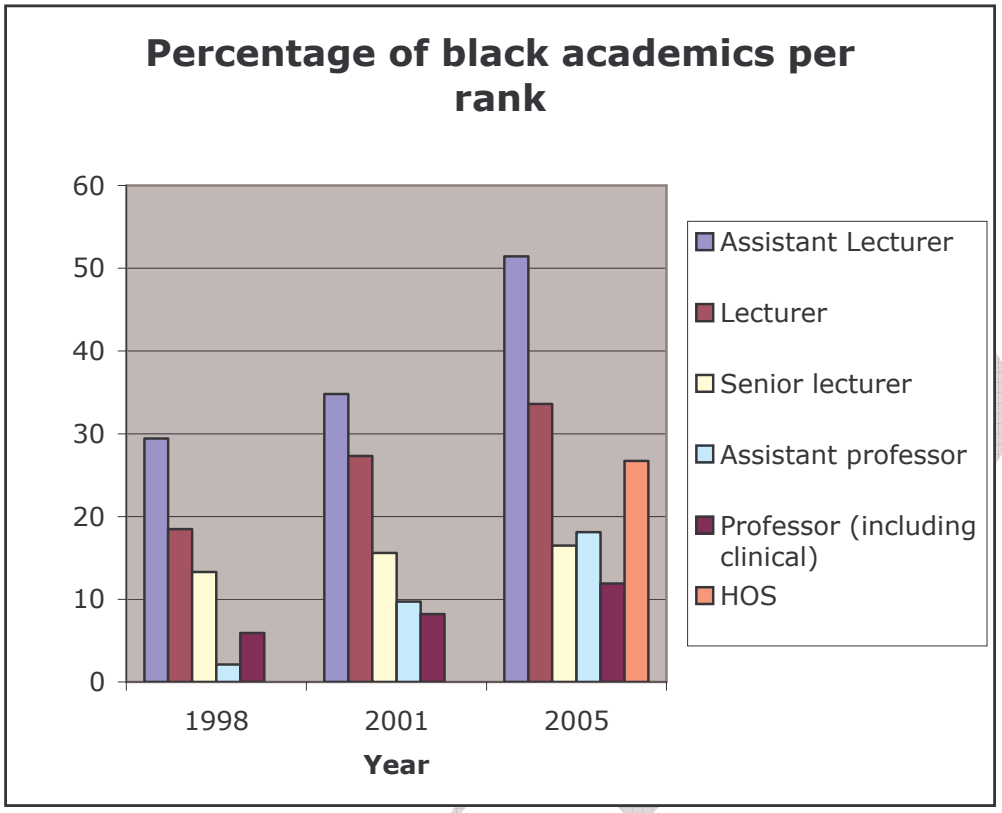
(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

**Graph 3: Comparison of Wits academics by race and gender**




(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

**Graph 4: Comparison of black academics at Wits per rank in 1998, 2001 & 2005**



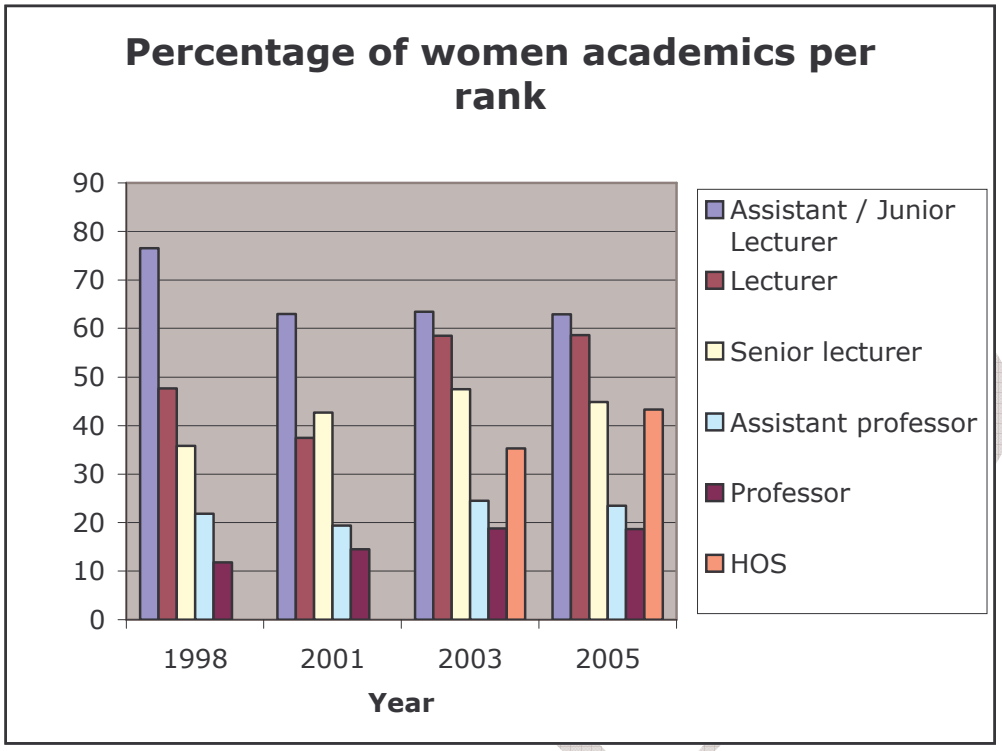

(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

**Table 4: Women academics at Wits by occupational level at Wits 1998, 2001, 2003 & 2005**

| | **1998** | | **2001** | | **2003** | | **2005** | |
|---|---|---|---|---|---|---|---|---|
| | No | % | No | % | No | % | No | % |
| **Assistant / Junior Lecturer** | 13 | 76.5 | 29 | 63 | 26 | 63.4 | 22 | 62.9 |
| **Lecturer** | 116 | 47.7 | 168 | 57.3 | 240 | 58.5 | 246 | 58.6 |
| **Senior lecturer** | 78 | 35.8 | 96 | 42.7 | 125 | 47.5 | 109 | 44.9 |
| **Assistant professor** | 21 | 21,8 | 26 | 19.4 | 35 | 24.5 | 35 | 23.5 |
| **Professor** | 18 | 11.8 | 23 | 14.5 | 20 | 18.8 | 25 | 18.7 |
| **HOS** | Data unavailable | | Data unavailable | | 12 | 35.3 | 13 | 43.3 |
| **Total** | 246 | 33.7 | 342 | 39.9 | 458 | 44.2 | 450 | 44.5 |

(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003)

**Graph 5: Comparison of women academics at Wits per rank in 1998, 2001 & 2005**




(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

**Table 5: Academic staff by race, gender and occupational level at Wits 1998 compared to 2005**

| | 1998 | | | | 2005 | | | | % Change per level | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | BW | WW | BM | WM | BW | WW | BM | WM | BW | WW | BM | WM |
| **Jun Lect** | 4 | 9 | 1 | 3 | 8 | 14 | 10 | 3 | - 0.67 | - 12.94 | +22.69 | - 9.08 |
| **Lecturer** | 15 | 101 | 30 | 99 | 75 | 171 | 66 | 108 | +11.68 | - 0.85 | +3.39 | - 15.03 |
| **Sen Lect** | 5 | 73 | 24 | 116 | 12 | 97 | 28 | 106 | +2.64 | +6.43 | +0.51 | - 9.59 |
| **Ass Prof** | 0 | 21 | 2 | 73 | 3 | 32 | 24 | 90 | +2.01 | - 0.40 | +14.02 | - 15.64 |
| **Professor** | 0 | 18 | 9 | 125 | 1 | 24 | 15 | 94 | +0.75 | +6.07 | +5.27 | - 12.09 |
| **HOS** | Data unavailable | | | | 2 | 11 | 6 | 11 | Calculation not possible | | | |
| **Total** | 24 | 222 | 66 | 417 | 101 | 349 | 149 | 412 | +6.70 | +4.07 | +5.68 | - 16.45 |

(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

Wits

## APPENDIX B

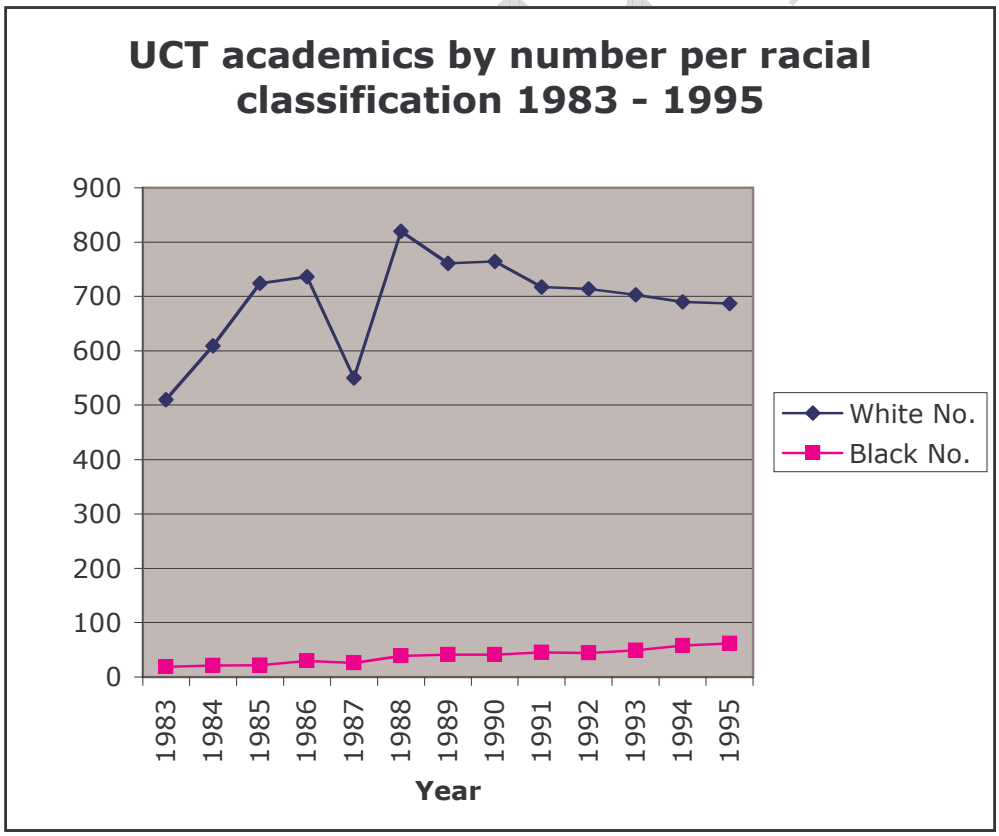
**Additional UCT statistical data**

### A. Table 1: Number of UCT academics by race

| | 1983 | 1984 | 1985 | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 | 1992 | 1993 | 1994 | 1995 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **No. black** | 19 | 21 | 22 | 30 | 26 | 39 | 41 | 41 | 45 | 44 | 49 | 58 | 62 |
| **No. white** | 510 | 609 | 724 | 736 | 550 | 820 | 761 | 764 | 717 | 714 | 703 | 690 | 687 |
| **Total** | 529 | 640 | 746 | 766 | 629* | 859 | 802 | 805 | 762 | 758 | 752 | 748 | 749 |

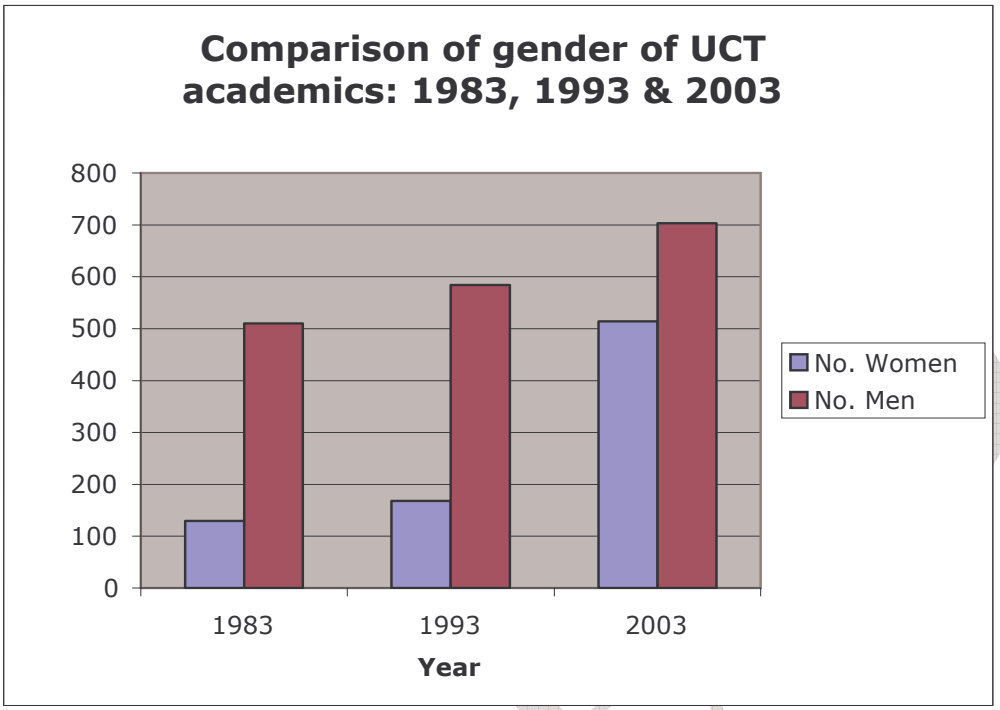
[* Anomaly indicates not all academic staff identified with a racial category]
(Derived from: Mabokela, 2000).

**Graph 1: Comparison of white and black academics at UCT**



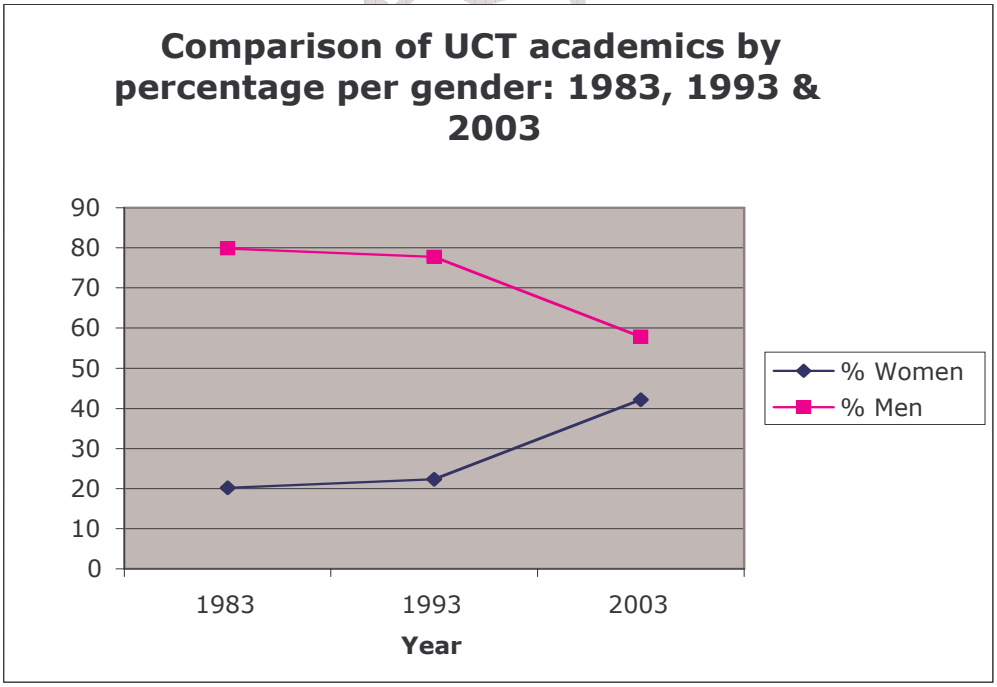

(Derived from: Mabokela, 2000).

**Graph 2: Comparison of gender statistics in 1983, 1993 & 2003**




(Derived from: University of Cape Town, 2004b and Mabokela, 2000).

**Graph 3: Comparison of gender proportions in 1983, 1993 & 2003**



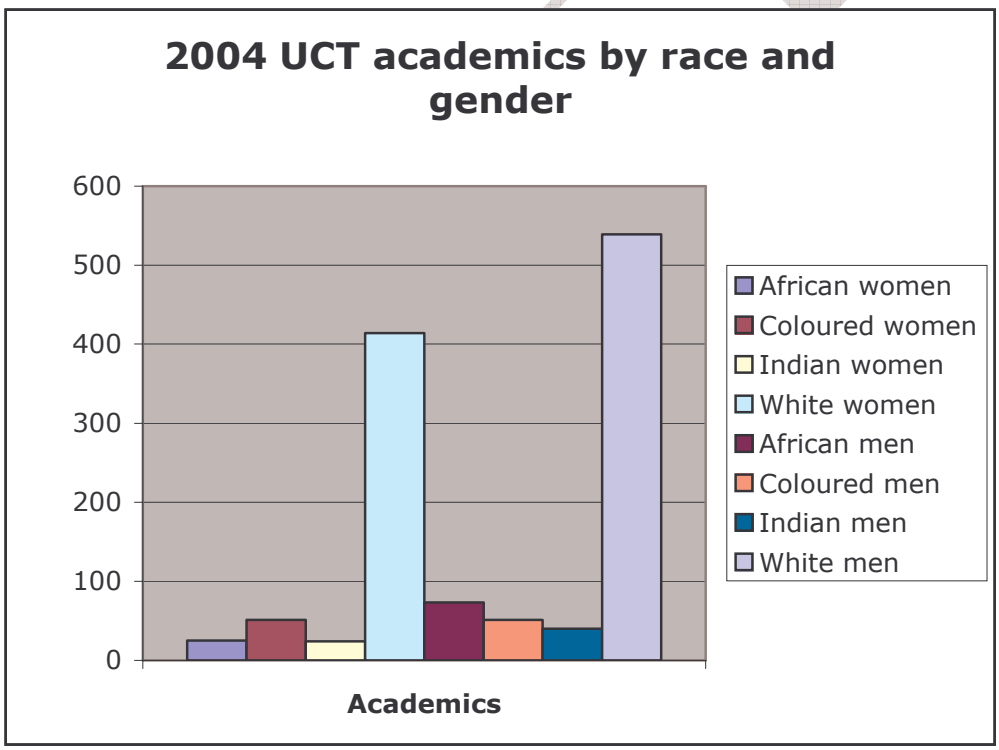

(Derived from: University of Cape Town, 2004b and Mabokela, 2000).

**B. Table 2: UCT academics by race and gender in 2004**

| | Number of academics | Percentage |
|---|---|---|
| **C. African women** | 25 | 2.1 |
| **Coloured women** | 51 | 4.2 |
| **Indian women** | 24 | 2.0 |
| **White women** | 414 | 34.0 |
| **African men** | 73 | 6.0 |
| **Coloured men** | 51 | 4.2 |
| **Indian men** | 40 | 3.3 |
| **White men** | 539 | 44.2 |
| **Total** | 1217 | 100 |

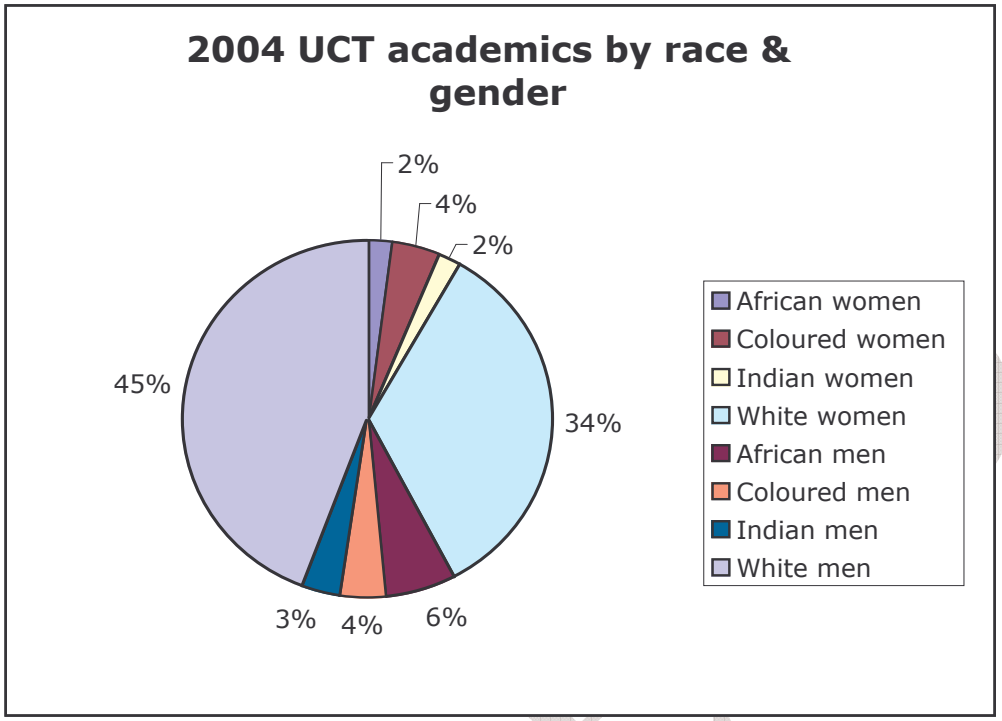
(Derived from: University of Cape Town, 2004a).

**Graph 4: Graphical representation of UCT academics by race and gender in 2004**



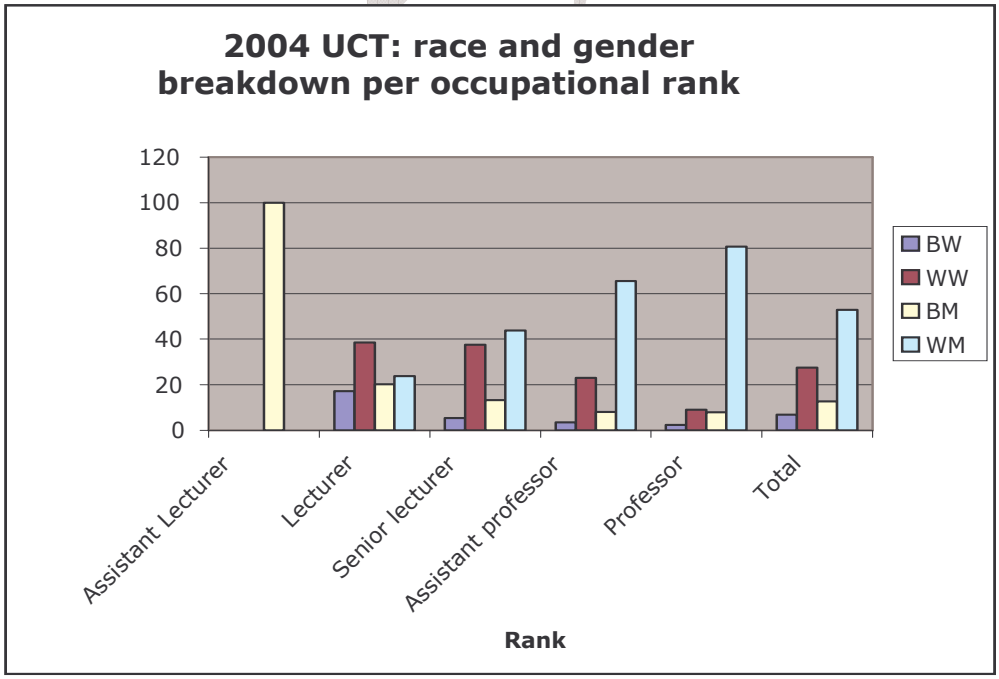

(Derived from: University of Cape Town, 2004a).

**Graph 5: Proportional representation of UCT academics by race and gender in 2004**



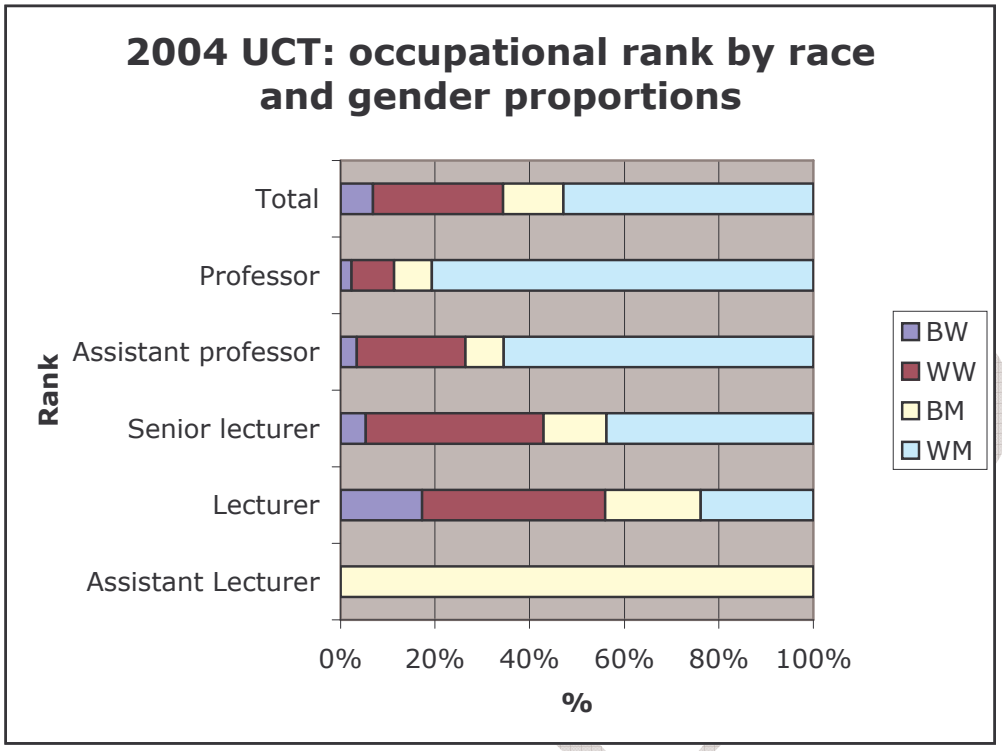

(Derived from: University of Cape Town, 2004a).

**Graph 6: Comparison of UCT academics by race and gender in 2004**




(Derived from: University of Cape Town, 2004a).

**Graph 7: UCT academics by rank, race and gender in 2004**




a) (Derived from: University of Cape Town, 2004a).

**Table 3: UCT 2004 Temporary academics per race, gender and occupational rank**

| | Women | | | | | Men | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **A** | **C** | **I** | **W** | **Total Women** | **A** | **C** | **I** | **W** | **Total Black** |
| **Professor (16)** | 0 | 0 | 0 | 2 | **2** | 0 | 2 | 0 | 12 | **2** |
| **Associate professor (9)** | 0 | 0 | 0 | 4 | **4** | 0 | 0 | 0 | 5 | **0** |
| **Senior lecturer (46)** | 1 | 1 | 1 | 15 | **18** | 4 | 1 | 2 | 21 | **10** |
| **Lecturer (223)** | 6 | 18 | 6 | 112 | **142** | 15 | 10 | 7 | 49 | **62** |
| **Assistant lecturer (31)** | 0 | 0 | 0 | 26 | **26** | 0 | 1 | 1 | 3 | **2** |
| **Total (325)** | **7** | **19** | **7** | **159** | **192** | **19** | **14** | **10** | **90** | **76** |

(Derived from: University of Cape Town, 2004a).

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## APPENDIX C

### Wits' transformation programe information

1. The Wonder Woman Project
   http://www.wits.ac.za/depts/cult/woman/home.html
   http://www.wits.ac.za/depts/cult/woman/calendar.html

2. Glass Busters
   http://www.wits.ac.za/depts/cult/Glass/glass.html

3. CLTD Diversity Training
   http://www.wits.ac.za/depts/cult/courses/diversity.html

4. Retreat Venues
   http://www.kloppenheim.co.za
   http://www.kievitskroon.co.za

5. Pretorius, C. (1998). 'Brain Drain Rocks Wits' in Sunday Times, 16/08/98.
   http://www.suntimes.co.za/1998/08/16/news/gauteng/njhb01.htm

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## APPENDIX D

### UCT's transformation programe information

1. New Academic Practitioners Programme (NAPP)
   http://www.ched.uct.ac.za/napp/main.htm
   http://www.ched.uct.ac.za/napp/goals.htm
   http://www.ched.uct.ac.za/napp/generalinfo.htm
   http://www.ched.uct.ac.za/napp/proginfo.htm

2. Monday Paper. Volume 23.29
   http://www.uct.ac.za/popups/article.php?l=2036

3. Emerging Researcher Programme
   http://web.uct.ac.za/depts/dri/erp/erp.html
   http://web.uct.ac.za/depts/dri/erp/ERP%20pamphlet.doc

4. Retreat Venues
   http://www.monkeyvalleyresort.com
   http://www.montfleur.co.za/introduction.asp

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## APPENDIX E

**Interview schedule for academic staff:**

General questions

- Could you tell me a little about yourself and how you came to be at UCT/Wits?
- How have you experienced UCT/Wits as a working place?

Own understanding & experience of transformation

- What do you understand transformation to mean?
- What does transformation mean within your department/school/faculty?
- How would you characterise the institutional culture(s) of UCT/Wits (and have you had any experience of this/these)?
- Do you feel that identity politics play a role in your department/school/faculty (how so)?

General & evaluatory questions on transformation

- What is the university doing to effect academic staff transformation?
- Do the university's efforts conform to your understanding of how to achieve (academic staff) transformation?
- Have you seen changes in the nature of the university whilst you have been a member of staff?
- What capacity/strengths do you think the university has to transform?
- What would a transformed university look like?

If participant has any experiences of working at other universities: can explore the similarities and differences when compared to UCT/Wits.

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## APPENDIX F

### Participant Backgound Information

**Table 1: Wits participant background information**

| Participant No. | 'Race' | Gender | Rank / position | Faculty / location |
|---|---|---|---|---|
| Wits01 | White | Woman | Director | T&EEO |
| Wits02 | African | Man | - | T&EEO |
| Wits03 | White | Woman | Director | CLTD |
| Wits04 | White | Woman | Co-ordinator | GooT ('04) |
| Wits05 | White | Man | Senior lecturer | Science |
| Wits06 | Indian | Woman | Senior lecturer | Humanities |
| Wits07 | White | Woman | - | Health science |
| Wits08 | White | Woman | - | Health science |
| Wits09 | African | Man | Professor | Humanities |
| Wits10 | - | - | - | - |
| Wits11 | White | Man | Professor | EBE |
| Wits12 | White | Woman | - | Science |
| Wits13 | White | Woman | Senior lecturer | Science |
| Wits14 | Coloured | Man | Senior lecturer | Humanities |
| Wits15 | African | Woman | Professor | Humanities |
| Wits16 | African | Man | - | Non-faculty |
| Wits17 | Coloured | Woman | - | Science |
| Wits18 | Coloured | Woman | Junior lecturer | Humanities |
| Wits19 | African | Woman | Junior lecturer | Humanities |
| Wits20 | African | Man | Dean | EBE |
| Wits21 | African | Man | DVC | VCO |
| Wits22 | White | Man | DVC | VCO |
| Wits23 | Coloured | Woman | - | Non-faculty |
| Wits24 | African | Man | VC | VCO |
| Wits25 | White | Man | Dean | Humanities |
| Wits26 | White | Woman | Lecturer | CLM |

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**Table 2: UCT participant background information**

| Participant No. | 'Race' | Gender | Rank / position | Faculty / location |
|---|---|---|---|---|
| UCT01 | White | Man | - | Non-faculty |
| UCT02 | White | Woman | Dean | Humanities |
| UCT03 | White | Woman | Dean | CHED |
| UCT04 | White | Man | DVC | VCO |
| UCT05 | Coloured | Man | Professor | Other |
| UCT06 | White | Man | Dean | EBE |
| UCT07 | Indian | Woman | - | Non-faculty |
| UCT08 | Indian | Man | Dean | Science |
| UCT09 | Coloured | Woman | Professor | Humanities |
| UCT10 | African | Woman | - | Health science |
| UCT11 | White | Man | Associate professor | Health science |
| UCT12 | White | Woman | Senior lecturer | EBE |
| UCT13 | Coloured | Woman | Lecturer | Science |
| UCT14 | White | Woman | Senior lecturer | Humanities |
| UCT15 | White | Woman | Senior lecturer | CHED |
| UCT16 | African | Man | Associate professor | Humanities |
| UCT17 | White | Woman | Senior lecturer | CHED |
| UCT18 | African | Man | Lecturer | Commerce |
| UCT19 | White | Woman | Senior lecturer | Science |
| UCT20 | White | Man | - | EBE |
| UCT21 | Coloured | Woman | Senior lecturer | Humanities |
| UCT22 | African | Man | Lecturer | EBE |
| UCT23 | African | Man | - | Non-faculty |
| UCT24 | Indian | Man | Lecturer | EBE |

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