

https://dspace.org/

‘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

2007-02-28T11:23:05Z
http://hdl.handle.net/10539/2150

Downloaded from a DSpace repository. https://dspace.org/

APPENDIX A

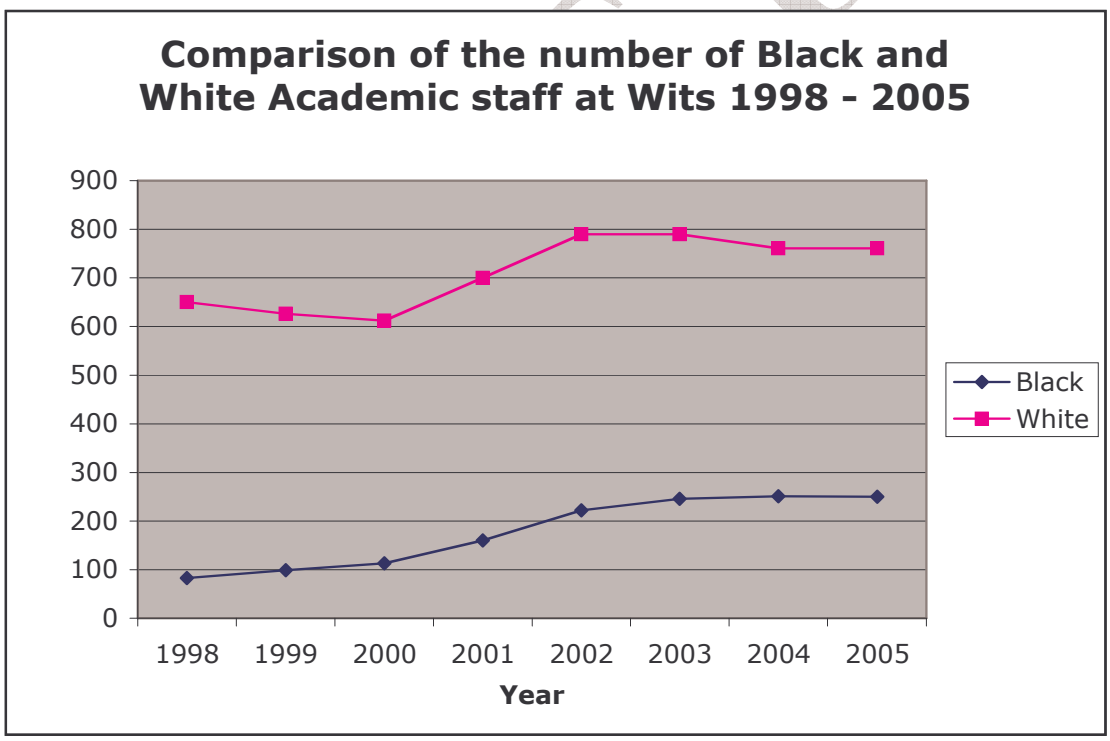
Additional Wits statistical data

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



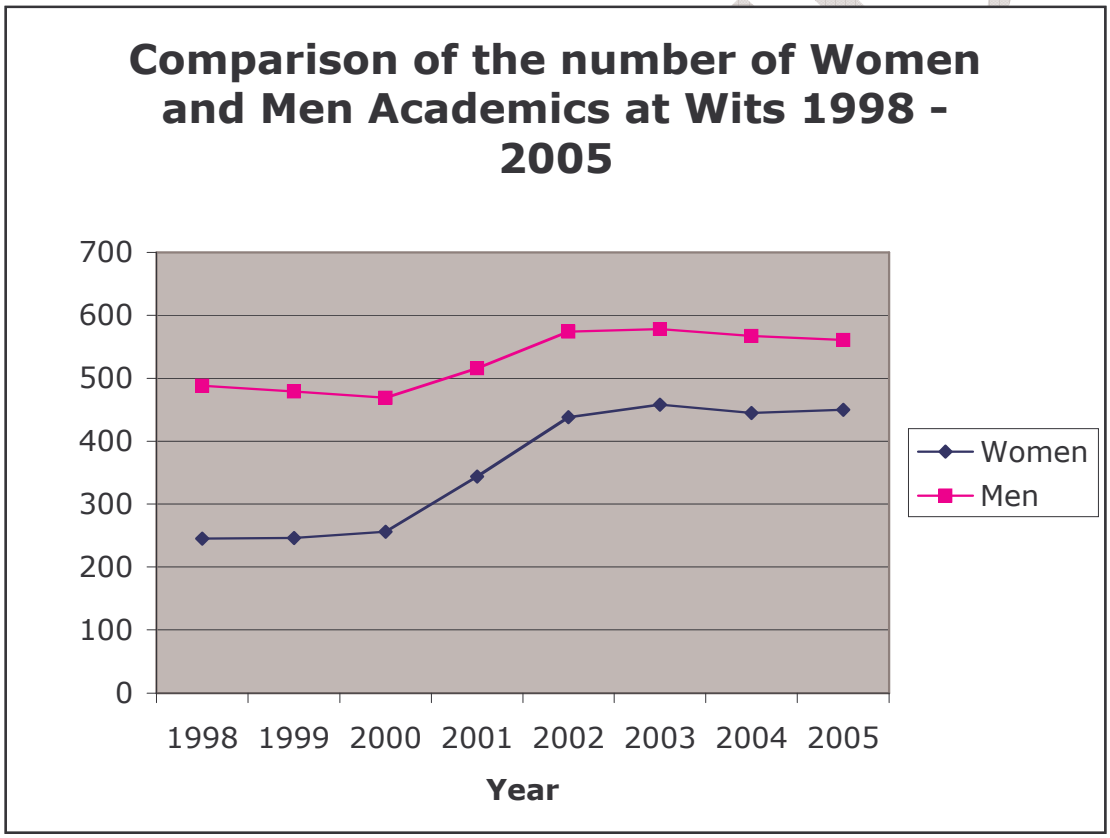
(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

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



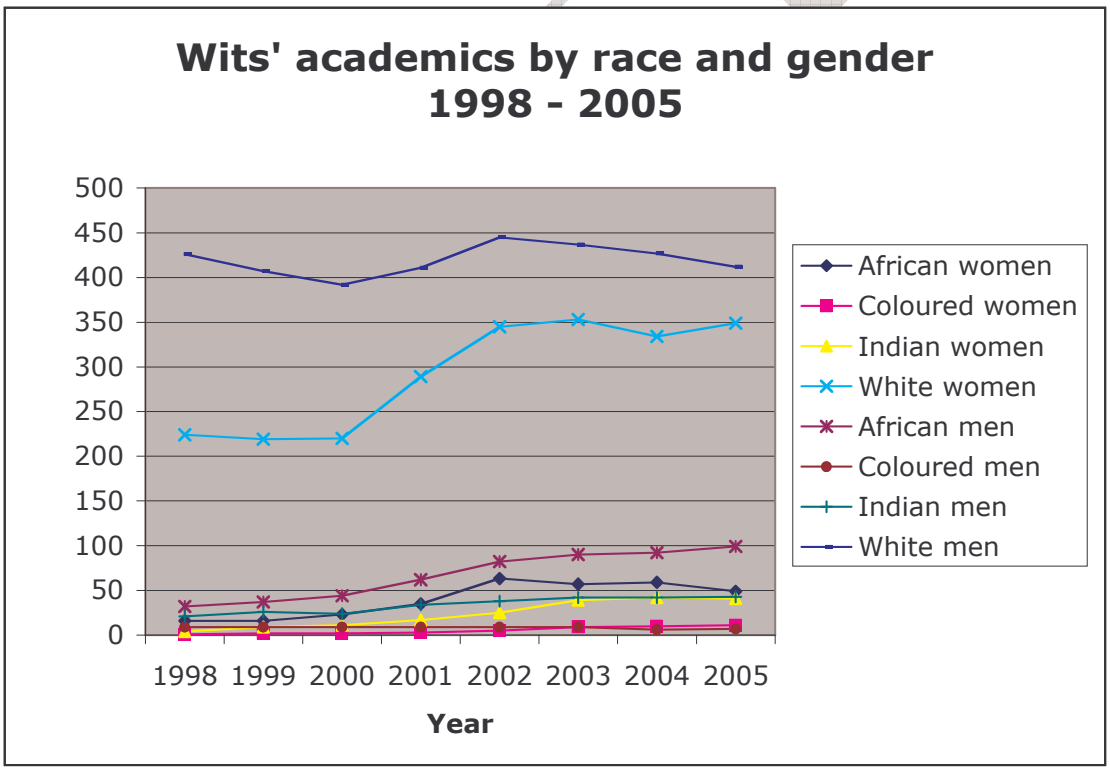
(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

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

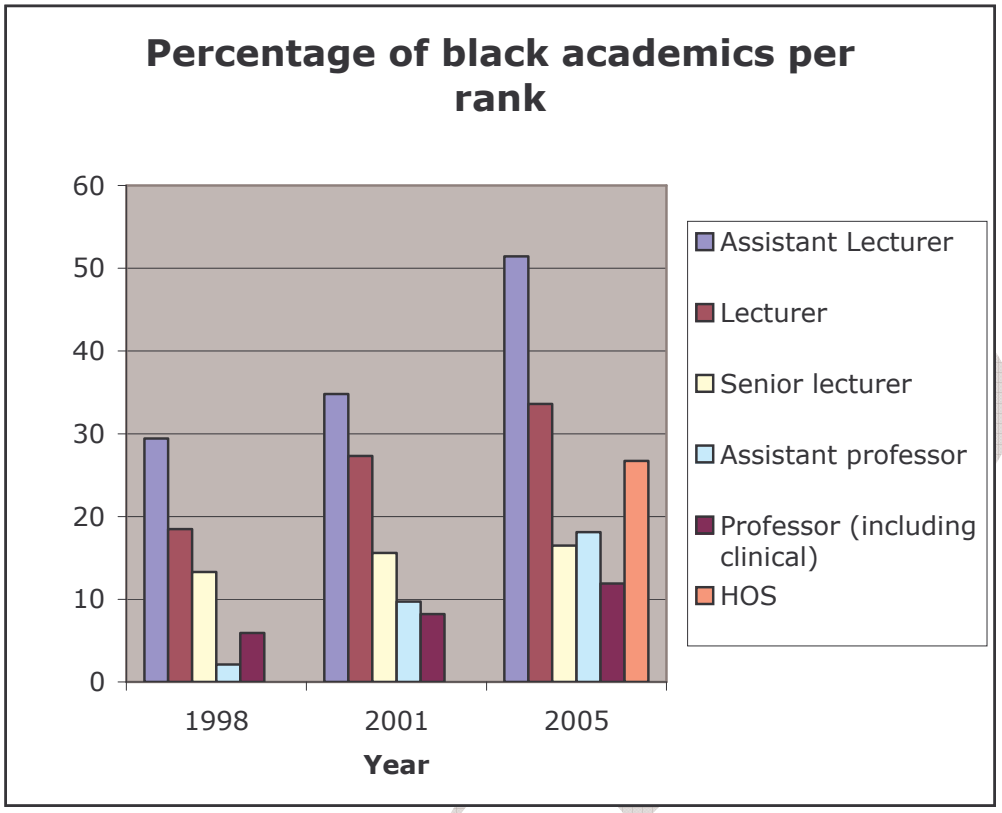
(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

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



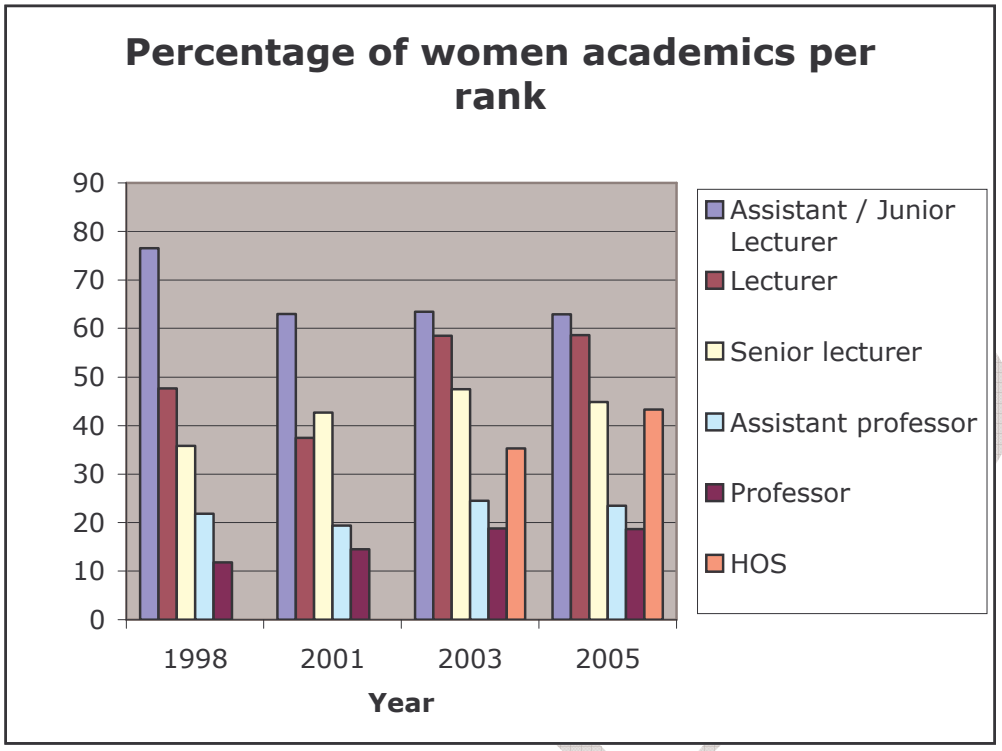
(Derived from: University of the Witwatersrand, 2005 and University of the Witwatersrand, 2003).

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

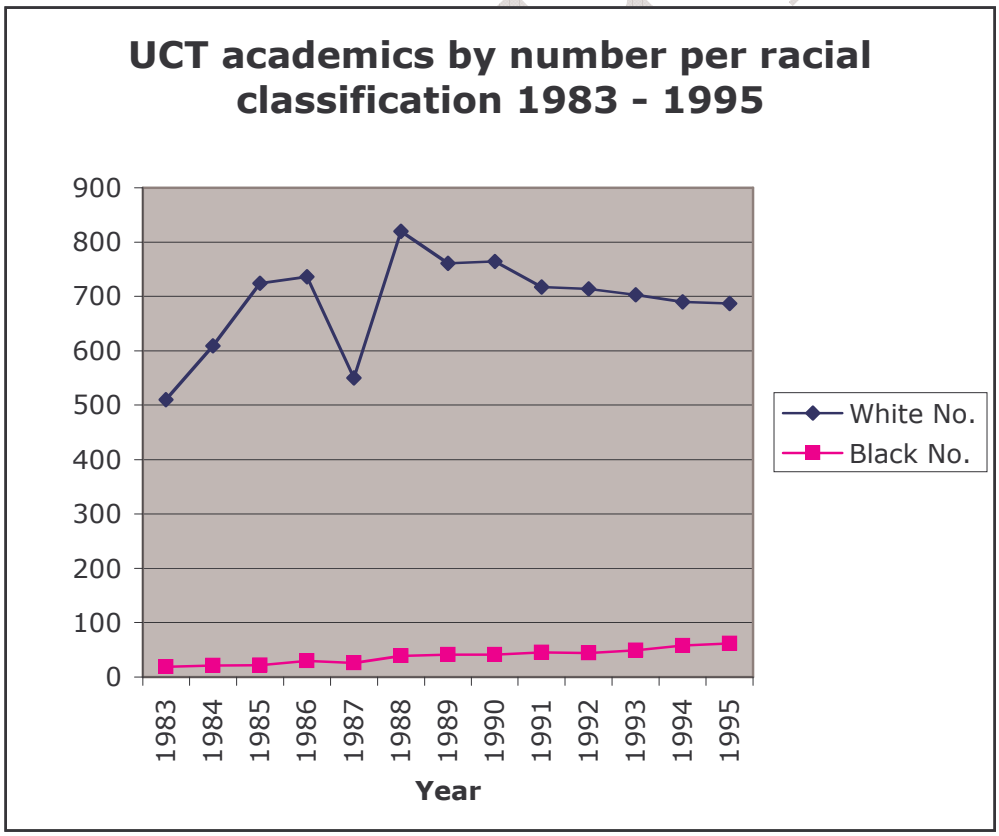
Additional UCT statistical data

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

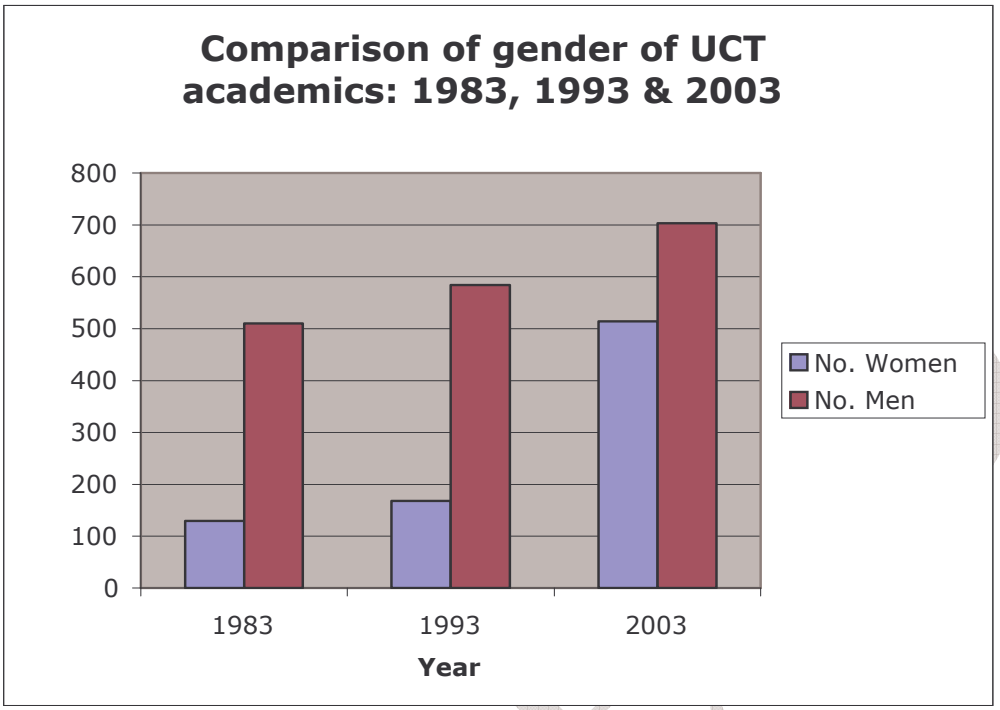
[* Anomaly indicates not all academic staff identified with a racial category]
(Derived from: Mabokela, 2000).

Graph 1: Comparison of white and black academics at UCT



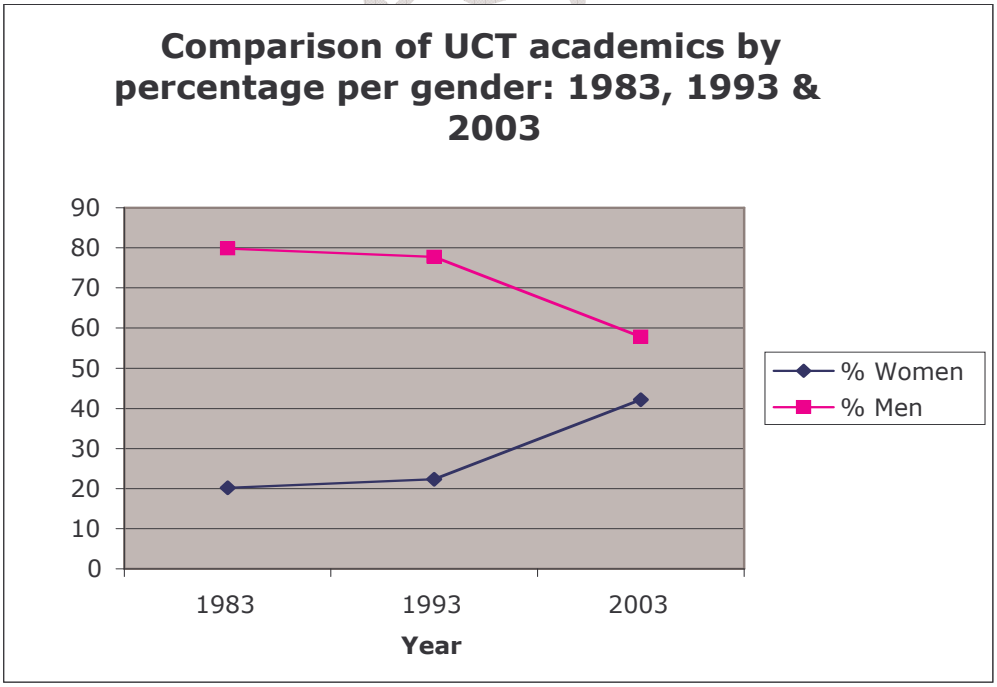
(Derived from: Mabokela, 2000).

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



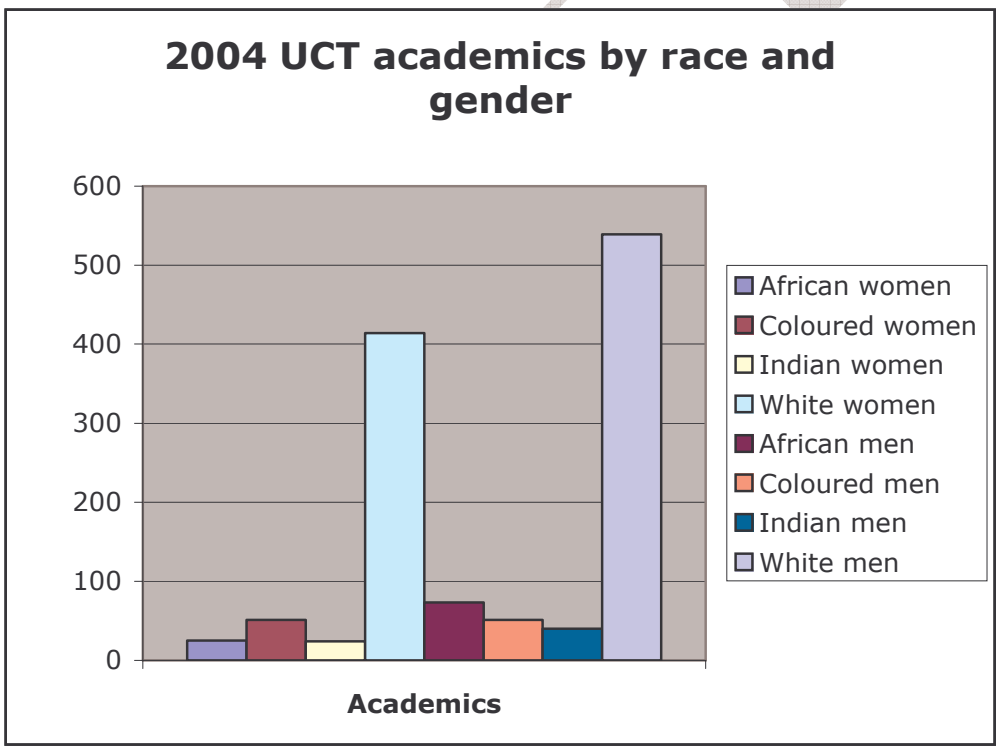
(Derived from: University of Cape Town, 2004b and Mabokela, 2000).

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

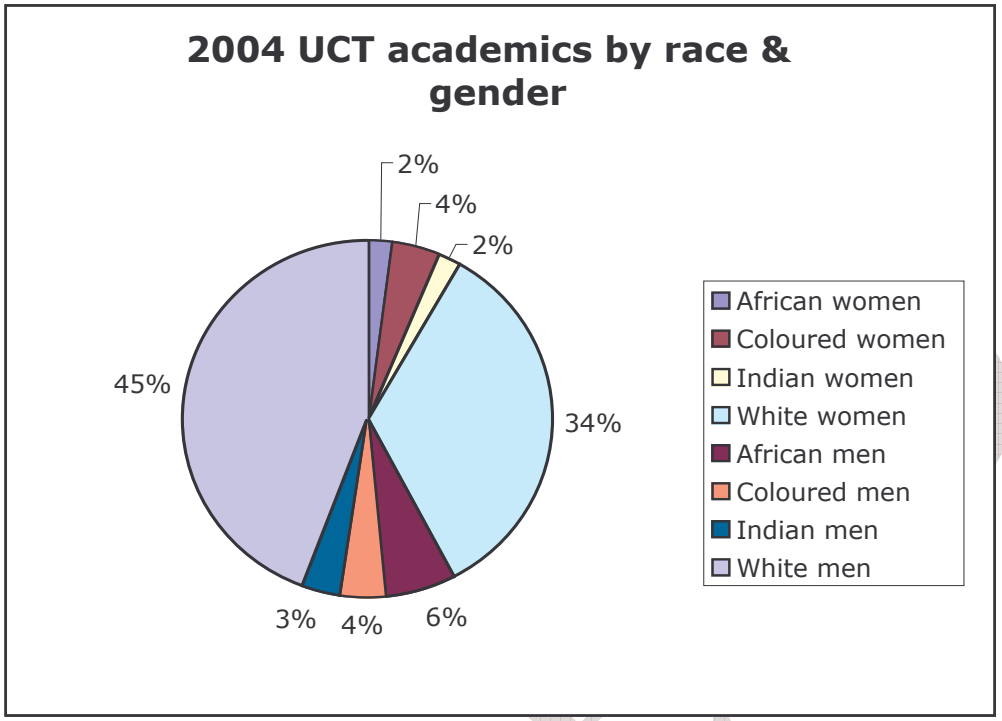
(Derived from: University of Cape Town, 2004a).

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



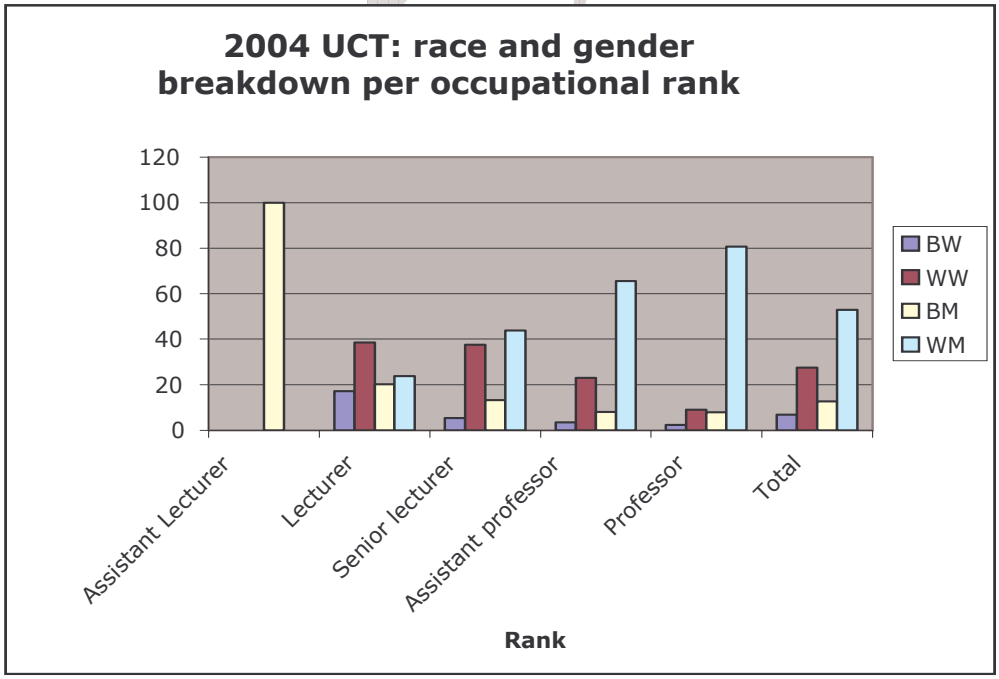
(Derived from: University of Cape Town, 2004a).

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



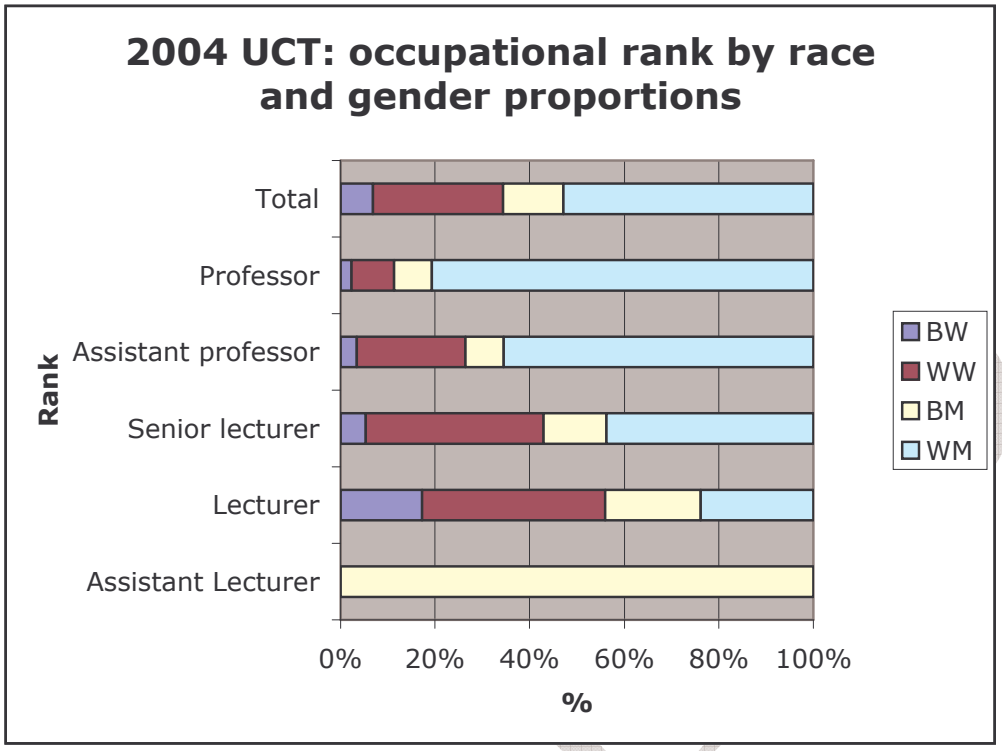
(Derived from: University of Cape Town, 2004a).

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).

WitsLaw

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

WitsETD

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

WitsETD

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.

WitsETD

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

WiSER

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

WitsETD