

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?

<input type="radio"/> Afrikaans	<input type="radio"/> English	<input type="radio"/> SeSwati
<input type="radio"/> IsiXhosa	<input type="radio"/> IsiNdebele	<input type="radio"/> Tsonga
<input type="radio"/> Setswana	<input type="radio"/> IsiZulu	<input type="radio"/> Sepedi
<input type="radio"/> Sesotho	<input type="radio"/> Venda	<input type="radio"/> 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?

- | | | |
|---|---------------------------------------|--------------------------------------|
| <input type="radio"/> Professor | <input type="radio"/> Senior Lecturer | <input type="radio"/> Tutor |
| <input type="radio"/> Associate professor | <input type="radio"/> Lecturer | <input type="radio"/> Research Staff |
| <input type="radio"/> Visiting professor | <input type="radio"/> Junior Lecturer | |
| <input type="radio"/> Adjunct professor | <input type="radio"/> Senior Tutor | |

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

- | | | |
|---|---------------------------------------|--------------------------------------|
| <input type="radio"/> Professor | <input type="radio"/> Senior Lecturer | <input type="radio"/> Tutor |
| <input type="radio"/> Associate professor | <input type="radio"/> Lecturer | <input type="radio"/> Research Staff |
| <input type="radio"/> Visiting professor | <input type="radio"/> Junior Lecturer | |
| <input type="radio"/> Adjunct professor | <input type="radio"/> Senior Tutor | |

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)

- | | | |
|--|--|---|
| <input type="checkbox"/> Other South African Universities | <input type="checkbox"/> SADC Countries | <input type="checkbox"/> Rest of Africa |
| <input type="checkbox"/> Europe | <input type="checkbox"/> Asia | <input type="checkbox"/> North America |
| <input type="checkbox"/> Central and South America and Caribbean | <input type="checkbox"/> Australia and New Zealand | <input type="checkbox"/> 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 | <input type="checkbox"/> |
| Rewards are small | <input type="checkbox"/> |
| Not enough time | <input type="checkbox"/> |
| Lack of institutional support | <input type="checkbox"/> |
| Lack of information on how to develop them | <input type="checkbox"/> |
| 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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* To keep pace with change, a scholar must read books & journals from abroad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* The university should recruit more international staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* The university should recruit more international students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* The curriculum at this university should have more of an international focus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* The curriculum at this university should deal more with local issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* The curriculum at this university should have more of a regional focus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* All courses should integrate an international component into them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Only specific departments need have an international emphasis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* More effective use of international students & faculty as a resource for internationalization is needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* The university should support more programmes and organizations that have an international focus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Taught a class for students in	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Gone on sabbatical to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Conducted research on	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Conducted comparative research on	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Studied towards a degree in	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Worked as a consultant in (e.g. World Bank)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Provided technical assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Gone on a study visit to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Attended conferences in	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	* Course presenting alternative views & perspectives around the world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	* Course deals with issues of an international nature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	* Dealing with international issues and foreign languages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	* Knowledge and skills provided having widespread international application	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	* Programs of study emphasizing international dimensions & comparative skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	* Other				

b.	Would you say that the classes you teach reflect an international perspective?	Strongly agree	Agree	Not sure	Disagree	Strongly disagree
		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| * Central and South America and Caribbean | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| * North America | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| * SADC Countries | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| * Rest of Africa | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| * Asia | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| * Australia & New Zealand | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| * Other _____ | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- 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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching Methodology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reading Materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student Materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My research experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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