BIBLIOGRAPHY

Primary Sources (In Chronological Order)

Interviews

Interviews with Deans
Interview with Professor Neil Garrod, Dean of the Faculty of Commerce, Law and Management, University of the Witwatersrand, 16 January 2002.

Interview with Professor Gerrit Olivier, Dean of the Faculty of Humanities, 17 April 2002.

Interview with Professor Neil Garrod, Dean of the Faculty of Commerce, Law and Management, University of the Witwatersrand, 3 May 2002.

Interview with Professor Colin Wright, Dean of the Faculty of Science, University of the Witwatersrand, 5 June 2002.

Interview with Professor Neil Garrod, Dean of the Faculty of Commerce, Law and Management, University of the Witwatersrand, 14 January 2003.

Interview with Professor Colin Wright, Dean of the Faculty of Science, University of the Witwatersrand, 21 January 2003.

Interview with Professor Nkado, Dean of the Faculty of Built Environment and Engineering, University of the Witwatersrand, 23 January 2003.

Interview with Professor Gerrit Olivier, Dean of the Faculty of Humanities, University of the Witwatersrand, 3 July 2003.

Interview with Professor Max Price, Dean of the Faculty of Health Sciences, University of the Witwatersrand, 13 January 2004.

Interview with Professor Colin Wright, Dean of the Faculty of Science, University of the Witwatersrand, 14 January 2004.

Interviews with VC and DVCS
Interview with Professor Loyiso Nongxa, Deputy Vice-Chancellor Research, University of the Witwatersrand, June 2002.

Interview with Professor Belinda Bozzoli, Deputy Vice-Chancellor Research, University of Witwatersrand, July 2003.
Interview with Professor Richard Pienaar, Deputy Vice-Chancellor Academic, University of the Witwatersrand, March 2003.

Interview with Professor Thandwa Mthembu, Deputy Vice-Chancellor Advancement and Partnerships, University of the Witwatersrand, March 2003.

Interview with Professor Loyiso Nongxa, Vice-Chancellor of the University of the Witwatersrand, October 2003.

Interview with Professor Colin Bundy, Vice-Chancellor of the University Witwatersrand, Cape Town, South Africa, 24 December 2003.

**Interviews with Senior Executive Managers**

Interview with Ms Miriam Abrams, Deputy Registrar and member of the Faculty Restructuring Task Group and Wits 2001, University of Witwatersrand, 5 March 2002

Interview with Mr Andre de Wet, Executive Director Finance, University of the Witwatersrand, 14 March 2002

Interview with Mr Richard de Villiers, University of Witwatersrand, 27 March 2002.

Interview with Mr Peter Bezuidenhout, CEO of Wits Enterprise, University of Witwatersrand, 6 June 2002.

Interview with Dr Wendy Orr, Director of the Transformation and Equity Office, University of Witwatersrand, 22 January 2003.

Interview with Mr Richard de Villiers, Director of Human Resources Management, University of the Witwatersrand, 18 February 2003.

Interview with Professor Margaret Orr, Director of the Centre for Teaching and Learning, University of the Witwatersrand, 26 February 2003.

Interview with Mr Peter Bezuidenhout, University of the Witwatersrand, 25 February 2003.

Interview with Dr Derrick Swemmer, University Registrar, University of the Witwatersrand, 27 February 2003.

Interview with Professor Margaret Orr, Director of the Centre for Learning and Teaching Development (CLTD), University of the Witwatersrand, 11 March 2003.

Interview with Mr Andre de Wet, Executive Director of Finance, University of the Witwatersrand, 25 March 2003.
Interview with Ms Linda Murray, Director of Academic Planning Office, University of the Witwatersrand, 9 April 2003.

Interview with Director of Facilities Management, Mr Stuart Horne, University of the Witwatersrand, 10 April 2003.

**Interviews with Members of Wits 2001**
Interview with Professor Patrick Fitzgerald, University of Witwatersrand, 31 March 2003.

Interview with Ms Miriam Abrams, Deputy Registrar, University of the Witwatersrand, 19 August 2002.

**Interviews with Heads of Schools**
Interview with Professor Shirley Pendlebury, Head of the School of Education, University of the Witwatersrand, 4 March 2003.

Interview with Professor Patrick Dickson, Head of the School of Accounting, University of the Witwatersrand, 17 March 2003.

Professor Tokozile Mayekiso, Head of the School of Human and Community Development, University of the Witwatersrand, 18 March 2003.

Interview with Professor David Sherwell, Head of the School of Computational and Applied Mathematics, University of the Witwatersrand, 19 March 2003.

Interview with Professor Patrick Solomon, Head of the School of Economics and Business Economics, University of the Witwatersrand, 24 March 2003.

Interview with Professor Mike Ward, Head of the School of Business Administration, University of the Witwatersrand, 25 March 2003.

Interview with Professor Wolter Te Riele, Head of the School of Process and Materials Engineering, University of the Witwatersrand, 25 March 2003.

Interview with Dr Nhlanhla Twala, Head of the School of Literature and Language Studies, University of the Witwatersrand, 27 March 2003.

Interview with Professor Helder Marques, Head of the School of Chemistry, University of the Witwatersrand, 27 March 2003.

Interview with Professor Glenda Fick, Head of the School of Law, University of the Witwatersrand, 27 March 2003.

Interview with Professor Bernard Moon, Head of the School of Geography, Archaeology and Environmental Sciences, University of the Witwatersrand, 28 March 2003.

Interview with Professor Caroline Hamilton, Head of the Graduate School,
University of the Witwatersrand, 8 April 2003.

Interview with Professor Ian Jandrell, Head of School of Electrical and Informational Engineering, University of the Witwatersrand, 8 April 2003.

Interview with Professor David Bunn, Head of the School of Arts, University of the Witwatersrand, 9 April 2003.

Interview with Professor Patrick Fitzgerald, Head of the Graduate School of Public and Development Management, University of the Witwatersrand, 23 April 2003.

Interview with Professor Huw Phillips, Head of the School of Mining Engineering, 17 June 2003.

Interview with Professor Mueller, Head of the School of Computer Science, University of the Witwatersrand, 17 June 2003.

Interview with Professor Patrick Fitzgerald, Head of the School of Public and Development Management, 20 June 2003.

Interview with Professor Barry Cole, Head of the School of Physics, University of the Witwatersrand, 20 June 2003.

Interview with Professor Graham Hall, Rector of the Johannesburg College of Education, University of the Witwatersrand, 24 June 2003.

Interview with Professor Kathy Driver, Head of the School of Mathematics, University of the Witwatersrand, 26 June 2003.

Interview with Professor Jacky Galpin, Head of the School of Statistical and Actuarial Science, University of the Witwatersrand, 2 July 2003.

Interview with Professor Errol Holland, Head of School of Clinical Medicine, University of the Witwatersrand, 2 July 2003.

Interview with Professor Beverly Cramer, Head of the School of Anatomical Science, University of the Witwatersrand, 8 July 2003.

Interview with Professor Cecelia Eerl, Head of the School of Therapeutic Sciences, University of the Witwatersrand, 10 July 2003.

Interview with Professor Belinda Bozzoli, Head of the School of Social Sciences, University of the Witwatersrand, 11 July 2003.

Interview with Professor Helen Laburn, Head of the School of Physiology, University of the Witwatersrand, 14 July 2003.
Interview with Professor Ahmed Wadee, Head of the School of Pathology and Immunology, University of the Witwatersrand, 23 July 2003.

Interview with Professor Yunus Ballim, Head of the School of Civil and Environmental Engineering, University of the Witwatersrand, 26 July 2003.

Interview with Professor Sharon Fonn, Head of the School of Public Health, University of the Witwatersrand, 28 July 2003.

Interview with Professor William Evans, Head of the School of Oral Health Sciences, University of the Witwatersrand, 7 August 2003.

Interviews with Previous Heads of Departments
Interview with Professor Terrance McCarthy, previous Head of Sementology, University of the Witwatersrand, June 2003.

Interview with Professor Roger Boden, previous Head of Department of Construction Economics, University of the Witwatersrand, 24 June 2003.

Interview with Professor Jacklyn Cock, previous Head of Department of Sociology, University of the Witwatersrand, 13 January 2004.

Interview with Professor Paul Germond, previous Head of Department of Religious Studies, University of the Witwatersrand, 24 February 2004.

Interviews with Heads of New Groups
Interview with Professor Ray Basson, Coordinator of the Curriculum Group in the School of Education, University of the Witwatersrand, 3 December 2003.

Interview with Professor Phil Bonner, Head of History, University of Witwatersrand, January 2004.

Interview with Professor Sandra Drower, Head of School of Social Work, University of Witwatersrand, February 2004.

Interview with Professor Sedrick Wright, Head of Geophysics, University of Witwatersrand, February 2004.

Interview with Professor Harold Annagon, Head of Atmospheric and Energy Research, February 2004.

Interview with Professor Attwell, Head of English, University of Witwatersrand, February 2004.

Interview with Professor Dednam, Head of French, University of Witwatersrand, March 2004.

Interview with Professor Martin Veller, Head of Surgery, University of
Bibliography

Interviews with Strategic Informants
Interview with NEHAWU Front Worker Leader, University of Witwatersrand, January 2001.

Interview with Mr Hein Marais, University Management Associates (UMA) Consultant, March 2001.

Interview with Mr Papi, Student Activist, University of the Witwatersrand, June 2001.

Interview Mr. Stephen Greenberg, University of Witwatersrand, February 2001.

Interview with Professor Edward Webster, University of the Witwatersrand, 29 January 2001.

Interview with Professor Edward Webster, University of the Witwatersrand, 11 April 2002.

Interview with Mr Dan Motaung, University of the Witwatersrand, 15 April 2002.

Interview with Dr Aubrey Blecher, Chair of ALSA, University of the Witwatersrand, 26 April 2002.

Interview with Professor Wright, Chairperson of the Strategic Planning Team, University of the Witwatersrand, 5 June 2002.

Interview with Mr David Masondo, SRC President 1998/1999, University of the Witwatersrand, 7 June 2002.

Interview with Mr Mswake, student activist and member of the South African Students’ Congress (SASCO), University of the Witwatersrand, 3 May 2003.

Interview with Mzwake, previously student activist and member of the South African Student Congress (SASCO), University of the Witwatersrand, 12 June 2003.

Interview with Consultant, University of the Witwatersrand, 7 July 2003.

Interview with Professor Edward Webster, Senior Academic, University of the Witwatersrand, 18 March 2004.
Interview with Professor Michael Cross, University of the Witwatersrand, March 2004.

Interview with Professor Michael Cross, Senior Academic, University of the Witwatersrand, 10 November 2004.
**Interviews with Heads of Units**

Interview with Dr Wendy Orr, Head of the Transformation Office, University of the Witwatersrand, 20 March 2002.

Interview with Ms Carole Crossley, Director of the Student Enrolment Centre, University of the Witwatersrand, 17 April 2002.

Interview with Mr Peter Bezuidenhout, Director of Marketing, Advertising and Communications, University of the Witwatersrand, 6 June 2002.

Interview with Mr Kevin McClouglin, Acting Director of the Strategic Planning Unit, University of the Witwatersrand, 24 February 2003.

Interview with Ms Linda Murray, Director of the Academic Planning Unit, University of the Witwatersrand, 9 April 2003.

Interview with Project Manager, University of the Witwatersrand, June 2003.

Interview with the assistant to Professor Diane Hildebrand, Director of the Centre for Process and Materials, University of the Witwatersrand, 7 July 2003.

Interview with Professor Kathy Munro, Director of Wits Plus, University of the Witwatersrand, 8 July 2003.

Interview with Ms Maureen Joffe, Director of the Wits Health Consortium, University of the Witwatersrand, 14 July 2003.

Interview with the Director of the Wits School of Languages, University of the Witwatersrand, 25 July 2003.

Interview with Professor Kathy Munro, University of the Witwatersrand, 9 March 2004.
Interviews with Financial and Business Managers
Interview with Mrs Magda Potgieter, Financial and Business Manager of the Faculty of Built Environment and Engineering, University of the Witwatersrand, 12 March 2003.

Interview with Mr Helgaard Holtzhausen, Financial and Business Manager of the Faculty of Commerce, Law and Management, University of the Witwatersrand, 18 March 2003.

Interview with Mr Ralf Both, Finance and Business Manager of the Faculty of Science, University of the Witwatersrand, 25 March 2003.

Focus Group Discussions
Focus group discussions with academics in the Faculty of Science, University of the Witwatersrand, 12 February 2004.

Focus group discussions with academics in the Faculty of Humanities, University of the Witwatersrand, 19 February 2004.

Focus group discussions with academics in the Faculty of Commerce, Law and Management, University of the Witwatersrand, 21 April 2004.

Informal discussions with members of the School of Education, University of the Witwatersrand, May 2004.

DOCUMENTS

Reports


Summary of the Mission Project to Date 28 February 1995, University Archives, Senate House, p. 2.

Reorganisation of the University’s Academic Structures, Report of the Faculty Restructuring Task Group, 25 May 1999, University Archives, Senate House.


University of the Witwatersrand Support Services Review Recommendations to University Management, November 1999, University Archives, Senate House.

University of the Witwatersrand Support Services Review Final Report and
University of the Witwatersrand Support Service Review Recommendations to the University Management November 1999, p.12.

Framework for Academic Restructuring, C99/589, University Archives, Senate House.

University of the Witwatersrand Support Services Review Recommendations to University Management, November 1999, University Archives, Senate House, p.5.


Framework for Academic Restructuring, S2000/125, University Archives, Senate House.


Academic Restructuring, Senate’s Recommendations to Council on Issues arising out of the Round Two Reports of the Academic Planning and Review Committees (APRCs), C2000/313, University Archives, Senate House.

Academic Restructuring, Issues Arising out of the Round Two Reports of the Academic Planning and Review Committees (APRCs), S2000/1589B (ABEX 19/7/2000), University Archives, Senate House.


Academic Restructuring and Review Committee’s (ARRC) Recommendations to Senate and Council Regarding Academic Staff Reductions in the Faculty of Arts, S2000/2274.

Academic Programme Review Committee (APRC), Faculty of Health Sciences Report: Round One, Draft, 11 May 2000, C2000/216, B3, University Archives, Senate House.

Academic Restructuring and Review Committee’s (ARRC) Recommendations to Senate and Council regarding Academic Staff Reductions in the Faculty of Arts, C2000/522, E, University Archives, Senate House.

Brief Update on Progress of Work in the Academic Planning and Review Committees (APRCs), 12 April 2000; Wits 2001, C2000/232, University Archives, Senate House.

Proposed Change to Composition of the Academic Planning and Review
Committees (APRCs), S2000/193, 23 February 2000, University Archives, Senate House.

University of the Witwatersrand, Johannesburg Report of the Special Meeting of the Board of the Faculty of Law: 8 February 2000: 1-3, University Archives Senate House.

C2000/105, University Archives, Senate House.


Academic Programme Review Committee Faculty of Health Sciences Round One 11 May 2000, University Archives Senate House, p.1-16.


Statement Project, 5 March 2003, University Archives, Senate House.

Section II: Academic Staff by Race and Gender, According to Occupational Level; Document obtained from the Transformation and Employment Equity Office.

University of the Witwatersrand, Johannesburg, S2003/904, University Archives, Senate House.

University of the Witwatersrand, Johannesburg Draft Funding Framework, S2003/192, University Archives, Senate House.

UMA Recommendations, University Archives, Senate House.

Academic Planning and Review Committee Report Amalgamation of the Faculties of Law, Commerce and Management, University Archives, Senate House, p.1-4.

University of the Witwatersrand, Support Service Report, University Archives, Senate House.
Discussion Documents
Webster, E. (1987). Academic Excellence and Democracy. In The University and its Communities. University of the Witwatersrand, Johannesburg, Senate Special Lectures, Professor Webster’s Archives Sociology of Work Unit, Central Block.

The Academic Strategy for Wits 1989, University Archives, Senate House.

Perspectives of Wits, University of the Witwatersrand, 1986, University Archives, Senate House.

Proposal of the University Delegation on the Composition of FFACT, 1 February 1994, University Archives, Senate House.

Wits Black Staff Forum, Proposal on the Role and Composition of the New University Council, 13 July 1995, University Archives, Senate House.

Strategic Change 8 March 1996, University Archives, Senate House, p.1-2; Sinclair Mission Statement Project A Proposal for Implementation, University Archives, Senate House.


Coughlan, F. (2004). University of the Witwatersrand, Johannesburg: Executive Management of the University: Role of the Senior Executive Team (SET). Special Advisor to the Vice Chancellor, Ms Kashaini Maistry

Comments
Comments from the Faculties on the Framework for Academic Restructuring to be discussed at the Special Senate Meeting on 23 February 2000, S2000/153, University Archives, Senate House. p.2.

Comments from the Faculties on the Documents C2000/313: Section 4.1 – Faculty Boards and Faculty Management Teams, S2000/1884, A1, University Archives, Senate House.


Comments from the Executive Committee, Faculty of Commerce on the APRC Report, 14 July 2000, University Archives, Senate House.

Response from the Senior Executive Team to the Letter from the Faculty of Law,


**Post Restructuring Review Documents**

University of the Witwatersrand, External Assessor report on Quinquennial review of the School of Social Sciences, University of the Witwatersrand, 1999-2004.


University of the Witwatersrand, Johannesburg, Faculty of Humanities, Quinquennial Review 2004, School of Education; Quinquennial review report, School of Human and Community Development, 7 and 8 June 2004.

University of the Witwatersrand, Johannesburg, Faculty of Commerce, Law and Management Standing Orders, S2004, 1146A, University Archives, Senate House.

University of the Witwatersrand, Johannesburg, Faculty of Humanities 2004 Quinquennial Review of the School of Social Sciences, S2004.

External assessor’s report: School of Human and Community Development; Review of the School of Human and Community Development, S 2004.

**Institutional Policy Documents**
Mission Statement 1994; Towards the Twenty-First Century: The University’s Mission, University Archives, Senate House.

Shaping the Future Strategic Plan; June 1999; University Archives, Senate House, p. 2.

University of the Witwatersrand Three Year Rolling Plan, 1999, University Archives, Senate House.

University of the Witwatersrand, Johannesburg, S2003/2115E.

Statement of Agreement; 1 September 2003, University Archives, Senate House.
Functions, Responsibilities and Competencies of a Dean – HRS/5, Human Resource Management, Senate House.


University of the Witwatersrand, General Policy Framework for Management.


**Financial Data**

University of the Witwatersrand, Income statement 2003, Office of the University Financial Controller.

**Memoranda**

The Statement to all Staff and Students on SASCO Protest Action the Acting Vice-Chancellor, Professor June Sinclair, 20 August 1993, University Archives, Senate House.

Memorandum issued by R.F. Hofmeyr to all Clubs and Societies under the aegis of the SRC and to all Members of Staff 5 June 1995, University Archives, Senate House, p.1.

Bundy Memorandum to Council May 1998, University Archives, Senate House. Memorandum, To Members of the University Council, From Professor Leila Patel, Deputy Vice-Chancellor, 18 September 2000, University Archives, Senate House.

Notice to Staff, Strategic Planning, Subsidy Cuts and the Review Process, University Archives, Senate House.

University of the Witwatersrand, Statement from the Vice-Chancellor and Principal, Professor Loyiso Nongxa, 27 April 2004, University Archives, Senate House.

**News Releases**

Joint Statement with UCT, UWC, Natal, Rhodes and Wits 4 March 1987, University Archives, Senate House.


**Pamphlets and Newsletters**

The Open Universities in South Africa. (1957).

General Assembly 16 August 1985, University Archives, Senate House.
Perspectives of Wits, University of the Witwatersrand, 1986, University Archives, Senate House.

Tober, 20 May 1987, University Archives, Senate House.

Webster, 20 May 1987, University Archives, Senate House.

Foreword by Tober to General Assembly, 28 October 1987: University Archives, Senate House.

Forward to Free Education for All SSAC, University Archives, Senate House

SASCO and SSAC say: Join the Fight against Exclusions and Corruption, University Archives, Senate House.

SSAC and SASCO say: Mismanagement must end, University Archives, Senate House.

Education is a Right and not a Privilege SSAC; WOSA, University Archives, Senate House.

Anti-Privatisation Forum Communiqué number 1, July 2002, University Archives, Senate House.

Mamela, 1 February 2001, University Archives Senate House.

Ngwane, T, July/August 2003, Anti-Privatisation Forum Pamphlet.

COMPS: An Introduction to a New Multidisciplinary Consulting Service.

ASAWU Academic Staff Association of Wits University Newsletter, June 2004, University Archives, Senate House.

**Institutional Newsletters**


University Strategic Planning Team. (1997, November). Newsletter, No. 1, University Archives, Senate House.


**Annual Reports**

**Personal Communications**
R. Charlton, personal communication, 30 August 1993.

R. Charlton, personal communication, Notice to: All Staff and Students, 15 June 1995.

R. Charlton, personal communication, To: All members of Staff, 25 July 1995.


Joint Staff Forum, ALSA, ASAWU, NEHAWU, MESHAWU and TSA, personal communication, 21 October 1999.

N. Pines, personal communication, 2 December 1999.

C. Bundy, personal communication, Communiqué #4, February 2000.


C. Bundy, personal communication, Communiqué #5; 25 February 2000.

Concerned Academics, personal communication, 12 April 2000.

Wits 2001, personal communication, Communiqué No. 6, 31 May 2000, University Archives, Senate House.

E. Cameron, personal communication, 12 June 2000.


Letter to all members of Staff, personal communication, 3 July 2000.

C. Bundy, personal communication, Communiqué # 10, 6 September 2000.


**Notes for Meetings**  
Webster, E. Notes for Senate Academic Freedom Meeting 5 June 1987, Professor Webster’s Archives Sociology of Work Unit (SWOP), University Central Block.

**Minutes of Meetings**  
Minutes of the Senate Planning Committee Meeting 3 May 1994 S94/648, University of the Witwatersrand, University Archives, Senate House.

Minutes of Senate Planning Committee Meeting 17 May S94/728, University Archives, Senate House.

Minutes of the Meeting of the Working Group held on 21 May 1994, University Archives, Senate House.

Minutes of the Meeting of the Working Group, 15 June 1994, University Archives, Senate House, p.2.

Minutes of the Meeting of the Working Group, 3 August 1994, University Archives, Senate House, p.3.

Minutes of Meeting of the Working Group, 11 August 1994, University Archives, Senate House, p.4.

Minutes of the Meeting of the Working Group, 14 September 1994, University Archives, Senate House, p.3-4.

Extract from the Unconfirmed Minutes of the special Meeting of Council Held on Friday 25 February 2000, University Archives, Senate House.

Academic Restructuring Review Committee (ARRC), Minutes of a Meeting of the ARRC, held on Wednesday 14 June 2000 at 14:15 in CB 8, Central Block, C2000/227 B6, University Archives, Senate House.

**Newspaper Articles**  


Maurice, P. (1991, March 1 to March 7) Varsity Students gear up for


*Weekly Mail* (10 September 1993).


*Sowetan* Towards the Twenty-First Century: The University’s Mission.


Suzman (20 December 1995).


Pearce. (10 May to 16 May 1996) *Mail and Guardian*.


**Emails**

Email conversation with Dr G. Nicholls, Director of the Strategic Planning Unit, 23 January 2003.


Professor Robert Thornton’s email response to ASAWU response to recent student protests 13 May 2004, p.2, University Archives, Senate House.

**SECONDARY SOURCES**

**Books and Chapters in Books**


Administration. AIR Professional File, No. 18. Tallahassee: Association for Institutional Research, Florida State University.


Universities Spend per Student and How Much Should They Spend?


Bibliography

Pergamon.


JOURNAL ARTICLES


Davies, S. & Guppy, N. (1997). Globalisation and Educational Reform in Anglo-


Bibliography


**Research Papers and Reports**


**Theses**


Carpenter, G.P.M. (2002). *Collegiality, Corporate Management and Equity in the*

Conference Papers

Unpublished Article

Statutory Papers
Council of Higher Education towards a New Higher Education Landscape: Meeting the Equity, Quality and Social Development Imperatives of South Africa in the 21st century, 30 June 2000.


Internet Sources

University Management Consultants, www.strategy partners.co.za


University of the Witwatersrand, http://www.intranet.wits.ac.za:88/hr/ira11.htm