

STUDENT



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Report of the Chair of Council

Introduction

Steady progress was made during the year in consolidating DUT as a leading university of technology. Achievements in student graduation rates, postgraduate studies and research were impressive.

Council welcomes the new Minister of Higher Education and Training, Blade Nzimande and wishes him well in the formidable challenges he faces. The new Minister informed Higher Education South Africa (HESA) that his Ministry is spearheading a mechanism to monitor transformation and racism within the Higher Education Sector. Council wishes to acknowledge the excellent work of Naledi Pandor, the previous Minister of Higher Education, and wishes her well in the new Ministry of Science and Technology.

Council matters

Four Council meetings were held during the course of 2009. Attendance was satisfactory, discussions robust, constructive and wide ranging.

In addition to its four routine meetings, two workshops were held in 2009. The first, on 13 March, covered among other areas, key performance indicators, the strategic plan, the HEQC Audit Report, throughput rate and fund raising. Following extensive discussion and exchange of ideas, proposals were made for the Executive Management to follow through. The second, held on 24 October, discussed the budgeting plan, student accommodation plan, the equity plan and the audit improvement plan. Useful inputs were made for the Executive Management to incorporate into the various plans. In particular, three Council members would work with Executive Management in formulating a long-term accommodation plan for DUT.

Council appointed a Remuneration Committee for Senior Managers according to guidelines gazetted by the Minister of Higher Education and Training. The Committee will assess and decide upon the levels of remuneration for Senior Managers early in 2010. It will also consider a review of levels of salaries of administrative staff following a report by a consultant appointed by Council.

Prof Njabulo Ndebele, former Vice-Chancellor of the University of Cape Town has been appointed by Council as an External Evaluator for the evaluation of Council. The evaluation will include a self-evaluation by each member, selective interviews by the External Evaluator and a report prepared by him. The evaluation is expected to be completed by mid 2010.

Dr Jairam Reddy was re-elected as Chairperson of Council and Dr John Volmink was elected as Vice-Chairperson of Council for the next two years. Ms Maud Mogodi-Dikgetsi was elected by Council to its Executive



Dr Jairam Reddy
Chair of Council

Committee. Mr Alan Khan, Chief Executive of Jacaranda Radio was appointed to fill a vacancy on Council. Two further Ministerial appointees are awaited to fill vacancies on the Council.

Council established a Committee to undertake the evaluation of the performance of the Vice-Chancellor. The Committee has had several meetings and will conclude its evaluation early in 2010.

Council continued the practice of inviting different sectors of the University to present their achievements at each Council meeting. The following presentations were made in 2009:

- The University's HIV/Aids Programme, by Ms T Zulu (Student Counselling and Health Unit);
- Renewable Energy, by Messrs G D'Almaine (Department of Electrical and Power Engineering) and S Singh, (Department of Postgraduate Development and Support Directorate);
- Algae - Fuelling the Future, by Professor F Bux, (Centre for Water and Wastewater Technology, Department of Biotechnology and Food Technology).

These presentations continue to provide Council members with insights into important initiatives undertaken at DUT.

Financial Matters

Good financial controls and strong fiscal discipline have enabled the University to spend according to Budget. The

Report of the Chair of Council

University continues to have a positive cash flow, despite rising student debt, which has increased by approximately 2% in comparison to the corresponding period last year. One of the reasons for this increase could be the high unemployment rate and the economic recession experienced by South Africa and the rest of the world. The University continues to make inroads into meeting the Department of Higher Education and Training's salary costs to recurrent income benchmark of 58% - 62%; the University's ratio for 2009 was 65.21% in terms of the 2010 Budget. Fundraising and third stream income continue to be priority areas for development.

Council approved the appointment of Ernst and Young Inc. and SAB&T Inc. as the University's external auditors for the period 2009-2013. It also approved the extension of the appointment of the current internal auditors, Deloitte & Touche for a further two years from 30 June 2009.

Council approved the budget for 2010 as recommended by the Finance Committee, including the tuition and residence fees.

A state grant of R175 million was received to upgrade infrastructure and equipment and an amount of R3m from the Higher Education HIV/AIDS Programme (HEAIDS) programme to assist DUT's HIV/Aids programme.

Student Affairs

Close to 24 000 students were enrolled in 2009. Of these 6 929 were first year students, 12 030 were female students and just over 4 100 were part-time students.

The following number of qualifications were awarded at the graduation ceremonies held in April and September 2009:

Qualification	Total
National Certificate	64
National Higher Certificate	137
National Diploma	3 836
National Higher Diploma	0
Bachelor of Technology Degree	1 545
Master of Technology	68
Doctor of Technology	5
TOTAL	5 655

All nine DUT owned residences were refurbished; 3 050 students were accommodated in residences. Council has requested Executive Management to provide a long-term plan for residential accommodation.

Staff Developments

Associate professorships were awarded to eight staff members, and full professorships to three staff members. Two honorary professorships and one extraordinary professorship were also awarded.

International Developments

- An active staff/student exchange programme took place with the Ravensburg University of Cooperative Education in Germany;
- Professors Reinhard Langman and Helmut Haehnel from Dusseldorf University of Applied Sciences



conducted seminars at the Faculty of Engineering and the Built Environment;

- Professor Rich Millham from University College, Bahamas collaborated in research and postgraduate studies;
- Professor Karin Reinhard from the State Cooperative University, Baden-Wurttemberg, in Ravensburg, Germany conducted lectures and workshops to promote research;
- Professor Martin Hinoul from the Katholieke Universiteit, Leuven, Belgium gave lectures in technology transfer, innovation and the commercialisation of intellectual property;
- Professor Axel Sikora from the State Cooperative University of Baden-Wurttemberg in Loerrach, Germany held lectures and seminars at the Faculty of Applied Sciences;
- Professor Max Felser from the Bern University of Applied Sciences conducted seminars and lectures at the Faculty of Engineering and the Built Environment; and
- Professor Anthony Hudson from the University of East London conducted a workshop and seminar at the Faculty of Arts and Design.

Honorary Doctorates

On the recommendations of the Honorary Degrees Committee and Senate, Council approved the awards of honorary doctorates to:

- Andrew Verster (Arts and Design)
- Martin Hinoul (Engineering)

Conclusion

Council has worked cooperatively with Executive Management and other constituencies within the University to provide leadership and constructive oversight of its activities. It believes that DUT has overcome the problems of the past, has consolidated the merger and is providing the country with quality graduates who will contribute to the socio-economic development of South Africa.

Dr Jairam Reddy
Chair, DUT Council

Report of the Chair of Council

COUNCIL AND COMMITTEES OF COUNCIL

Meetings and Attendance : 2009

Name of Council Member	COUNCIL COMMITTEES						
	Council	Audit	Joint Audit & Finance	Joint Audit & Tender	Finance	Exco	Human Resources & Remuneration
	NUMBER OF MEETINGS IN 2009						
	4	3	1	1	3	3	4
	NUMBER OF MEETINGS ATTENDED BY INDIVIDUAL COUNCIL MEMBERS IN 2009						
Prof T Andrew	0	Advisory	1	1	2		
Ms C T Duba	4						4
Prof N Gawe	2	Advisory	1	1	1		4
Mr K Hoosain	2	2	1	1	3	2	
Mr T Ikafeng	2		0		0		2
Mr M S E Kharwa	4		Non-voting		Non-voting		Non-voting
Mr A Khan	2 [2 mtgs held since appt to Council]						
Dr F Kitchin	4						
Mr N Luthuli	4		1		3		
Mr C Lyall-Watson	4	2	1	0	1 [1 mtg held since appt to Committee]		2
Ms T Louw	3						3
Cllr W L Mapena	4						
Mr L K T Mehta	3	3	1	1			
Ms A de Meyer	3						
Mr S Mdliva	1 [1 mtg held since appt to Council]						
Mr P Mgwaba	0 [1 mtg held before res from Council]						
Ms I Mkhari	0 [2 mtgs held before res from Council]		1		0 [1 mtgs held before res from Council]		
Ms M Mogodi-Dikgetsi	2	1 [1 mtg held since appt to Committee]	1		1 [1 mtg held since appt to Committee]	3	1 [2 mtgs held since appt to Committee]
Ms G Moloi	0 [No mtgs held before res from Council]						
Mr K S Moodley	4						
Mr O Mooki	2						
Ms M Motumi	2					2	
Mr M Ngwabe	1 [1 mtg held since appt to Council]				2 [2 mtgs held since appt to Committee]	No mtgs held since appt to Committee]	
Mr Z Nyuswa	4						
Mr P Nxumalo	4		1		3		
Mr S Phuzi	1 [3 mtgs held before end term of office]						
Prof R du Pré	4	Advisory	1	1	3	3	4
Dr J Reddy	4	3	1	1	3	3	3
Dr V Reddy	3						
Dr L Samuels	4					3	Non-voting
Ms Z K Seedat	4						
Mr M Shange	3 [3 mtgs held before end term of office]		0	0	0 [1 mtg held before end term of office]	0 [3 mtgs held before end term of office]	
Dr J Volmink	4	1 [2 mtgs held since appt to Committee]	No mtgs held since appt to Committee]	0	1 [2 mtgs held since appt to Committee]	2	2 [2 mtgs held since appt to Committee]
Average Percentage of Attendance	76%	81%	92%	67%	68%	75%	78%

KEY

 : Not Applicable

Report of the Vice-Chancellor and Principal

Preface

At the end of 2009, DUT completed two years as a new university-type – a *University of Technology* – which emerged from the process of mergers and redesignations announced by the Minister of Education in 2002 and 2003.

The first technikons became Universities of Technology in 2004, followed by the rest in 2005 onwards. However in 2002, ML Sultan Technikon and Technikon Natal had already merged under the name *Durban Institute of Technology* (DIT) and in 2006 changed its name to *Durban University of Technology* (DUT) to bring it in line with the rest of the sector. However, during this time, DIT/DUT continued to operate as a technikon, with technikon policies, processes, procedures, practices and structures.

In 2007 DUT had appointed a new Council, a new Vice-Chancellor and a new Deputy Vice-Chancellor: Academic. At the end of 2007, DUT consolidated the merger and rounded it off. In January 2008 it embarked on the next major mission of its young life, and that was to transform itself into an actual University of Technology, not just one in name.

DUT faced many challenges in its plans and efforts to refocus itself as a new university-type. While the institutional merger had been a voluntary merger, it nevertheless had the usual number of challenges and problems faced by all other institutions which merged as part of the changed South African Higher Education landscape. While the constituent institutions were two similar institutional-types, namely technikons, they however had different cultures – academic, religious, colour, nationality and language. This had played its part in bedevilling attempts during the merger process which aimed to create a cohesive and settled university community.

Creating a “University of Technology”

2008 and 2009 were seminal years for DUT as it began the task of transforming to a University of Technology (UoT). Structures had to refocus to provide for leadership in a “technology university.” Amongst these were:

- Changes in the management structure which saw the re-designation of one of the DVC posts to DVC: Technology Innovation and Partnerships, a portfolio increasingly being adopted by universities of technology, including Cape Peninsula University of Technology and Tshwane University of Technology. Certain traditional universities also found it increasingly important to refocus their institutions in the Information and Knowledge Society.



Prof R H du Pré
Vice-Chancellor and Principal

- A number of directorates which are unique in universities of technology, and essential for such development and growth, were also created, namely: Technology Transfer and Innovation, Postgraduate Development and Support, International Education and Partnerships, Enterprise Development to encourage support for small businesses, and a change in focus of Research Management and Development to concentrate on Research Capacity Development.
- DUT also addressed the way academics worked and the way faculties were structured. The “technikon lecture period” of 40 minutes was changed to the “university hour” of 50 minutes.
- Issues such as over-teaching, which was a characteristic of technikons, semesterisation and modularisation to improve the quality of teaching and learning also received attention.
- Cooperative Education and Work-integrated Learning were again brought to the fore in line with the purpose of a UoT to educate students for the world of work and ensure that they are employable.
- The major challenge in the institution was to inculcate the culture of applied research, technology and knowledge transfer and Innovation which were hallmarks of a university of technology.

Report of the Vice-Chancellor and Principal

Reassessing and Strengthening Initiatives

In 2009 a major reassessment was done of the changes introduced in 2008 to see what had worked, where the sticking points were, and whether DUT was going in the right direction. Certain areas which had been identified for concentrated efforts and specific attention, provided dramatic results, viz.

- *Improving the qualification levels of staff* - The benchmarks of a university of technology set by the Department of Higher Education and Training (DHET), is that 40% of staff should have a doctorate and all permanent teaching and research staff should have a minimum of a Masters degree. It is gratifying to know that DUT has made a giant leap in this area. Compared to 2007, when DUT featured last in the higher education sector in the percentage of staff with postdoctoral qualifications, and students registered for postgraduate studies, the number of staff enrolling for, and graduating with Masters and Doctoral degrees has increased dramatically.
- *Increasing the number of students enrolled in postgraduate students* - to bring it up to levels acceptable for a UoT. The newly-created Directorate of Postgraduate Studies has made a major push to improve staff qualifications, increase postgraduate enrolments and the postgraduate graduation rate. While a dramatic rise has already been seen in all three areas by the end of 2009, the full impact of these efforts will be seen in 2010.
- *Improving success and graduation rates* - it is gratifying to note that the drop-out rate at DUT by the end of 2009 had declined and was moreover below that of the sector average; success rates increased to 75% [of the 7% increase in success rates in the last nine years, the increase since 2007 alone was 3%], and is moving rapidly towards the DHET benchmark of 80%.
- *Address the adverse salary: income ratio.* The acceptable DoE range is 58-62%. DUT ratio as at 2007 was around 72%. By 2009 the rate had been brought down to 65.27% and has been budgeted for at 68% in the 2010 budget.
- *Internationalisation:* It was always very clear that transforming to a UoT would be a lengthy process. The Australian experience had shown that a merged/refocused institution would take about 10-15 years before it took on the true shape of, and be recognised as a UoT. UoTs in South Africa did not however have the luxury of 15 years. In order to fast-track the process and also ensure that we did not reinvent the wheel, DUT formed partnerships with national and international institutions to share ideas, transfer knowledge and technology, exchange staff to improve their knowledge and skills, and exchange students to enrich student and academic life. In 2007 DUT had virtually no international students (down from a high of around 1500 in 2001 to 60 in 2007), no student exchanges, and a trickle of visiting professors, the situation has turned around –

Southern African Development Community (SADC) students are once again enrolling at DUT; foreign students have come in numbers and visiting professors are now a regular feature on campus – with 2-3 in a day and between 4-5 in a week. Delegations consisting of academic and support staff have also undertaken study visits to fast-track their understanding of a UoT. DUT has taken on the character of a bustling university of renown and is on the brink of wider international acknowledgement and acceptance.

“Respite Prospice” – Looking back, looking forward

When DUT began its process of transforming to a UoT, it was 3-4 years behind the rest of the UoT sector. As part of the South African Technology Network of universities of technology, it can be seen that DUT has dramatically closed the gap in the past two years. At 2009, DUT's drop-out rates, success rates and graduation rates are all ahead of the higher education sector and the UoT average, and are on course to meet the DHET benchmarks in the required time. It is rapidly closing the gap in terms of staff qualifications, postgraduate enrolments and foreign student enrolments. Researchers who had gone underground during the merger years, have emerged and are engaged in ground-breaking innovations on a par with the rest of the world. DUT is fast becoming known internationally and is in great demand by exchange students and visiting professors. While the initial plans to change DUT from a technikon to a UoT met with much resistance, there has been a major turnaround in attitude and mindset at DUT. There is an air of expectancy, inventiveness and cooperation.

It is pleasing to note that after the turbulent merger years, DUT has begun to stabilise. Management has followed a path of fiscal prudence and DUT is beginning to consistently reflect a surplus and a positive cash flow. Vigorous efforts are also being made to increase third-stream income through technology transfer, contract research and fundraising.

Conclusion

In the international world, UoTs have demonstrated the contribution this institutional-type has made to the economies of their countries – in Germany, Switzerland, Malaysia, Iran, India, Japan, Australia, USA, UK for example. UoTs have a major role to play in taking South Africa into the knowledge economy where it can compete with the world. DUT has a chance to be part of that historic drive. 2009 has shown that DUT can do it. For this we must acknowledge the staff and students who took the “giant leap forward,” and gave their support, cooperation, understanding; innovation and drive.



Prof Roy du Pré
Vice-Chancellor

Report of the Vice-Chancellor and Principal

Management and Controls of the Consequence of Risk

The Risk Committee consists of all Senior Managers of the University and reports to the Audit Committee which in turn reports to the Council of the University. The Risk Committee is chaired by the Vice-Chancellor.

The process for the identification of risks is an objective-driven process which assesses the impact that risks would have on the achievement of the objectives of the University. Furthermore, the Risk Management Committee identifies the key mitigating strategies, risk owners and timelines for the risks identified. The process further applies a rating based on the quality of controls, thereby ranking risks and setting priorities. The top risks are addressed through action plans put in place with responsibilities assigned to the relevant risk owners.

The University also maintains a risk register which is updated annually.

The roles and responsibilities of the Risk Committee include the following:

- This Committee coordinates all risk matters of DUT.
- Ensuring consistency of risk management practices and reporting throughout DUT to enable consolidation of results.
- Assisting the Executive Leadership with the discharging of its responsibility to comply with any statutory or regulatory requirements by facilitating the development, establishment and maintenance of an efficient and effective risk management process.
- Liaise with Internal Auditors to facilitate the generation of a risk-based internal audit plan.
- Financial quantification of losses or potential losses as a result of risk events.
- Where gaps in the risk management process are observed, the Risk Management Committee will facilitate the process to ensure that management action plans are sufficient and adequate to close the gaps, thereby ensuring the effectiveness of risk management processes.
- Ensuring that risk management is aligned throughout DUT to ensure that no duplication occurs and all risk management silos are integrated.
- Risk Management reporting from all environments will be done through the Risk Management Committee.
- Deal with whistle blowing matters in the appropriate manner. Assess whether there is future risk and monitoring management strategies that have been

put in place as a result of the whistle blowing.

- Undertake training (through the Risk Committee Chairperson) within the University regarding risk management, as and when required.

The university recognises that identifying and managing risks is critical to ensuring that its strategic and operational goals and objectives are met.

In the period under review, the Risk Committee identified, amongst other things, the following significant risks to which action plans and mitigating controls have been put in place:

- Potential large student debt write off's
- Inadequate facilities management which includes maintenance of buildings.
- Loss of scarce skilled and high calibre staff
- Security on information systems.
- Incidences on student unrest
- Vacant positions are not timeously filled with the appropriate staff.

FINANCIAL RISKS

Decisions on the level of risk undertaken are confined to the Executive Management Committee that has established limits by transaction type and by counter party. Trading for speculative purposes is prohibited. All interest rate derivative transactions are subject to approval by the Chief Finance Officer before execution. The University is adequately covered in terms of its insurance policy against fire and allied perils, business disruption, theft, money, fidelity, public liability, accidental damage and employer's liability.

A detailed breakdown of the University's financial risk exposure is reflected in the notes to the Consolidated Financial Statements.



Prof Roy du Pré
Chairperson of the Risk Committee

Report of the Vice-Chancellor and Principal

Statement on Internal Administration/Operational Structural Controls

The Durban University of Technology maintains systems of internal control over financial reporting and safeguarding of assets against unauthorised acquisition, use or disposition of such assets. Such systems are designed to provide reasonable assurance regarding the preparation of reliable published financial statements and the safeguarding of the University's assets. It includes a well documented organisational structure and division of responsibilities, established policies and procedures, which are communicated throughout the University, and the careful selection, training and development of its staff. Internal Auditors monitor the operation of the internal control systems and report findings and recommendations to Executive Management and the Council. Corrective actions are taken to address control deficiencies and other opportunities for improving the system when identified. The Council, operating through its Audit Committee, provides oversight of the financial reporting process.

There are inherent limitations in the effectiveness of any systems of internal control, including the possibility of human error and the circumvention of overriding of controls. Accordingly, even an effective internal control

system can provide only reasonable assurance with respect of financial statement preparation and the safeguarding of assets. Furthermore, the effectiveness of an internal control system can change with circumstances

The Durban University of Technology assessed its internal control as at 31 December 2009 in relation to the criteria for effective internal over financial reporting described in its Internal Audit Control Manual. Based on its assessment, the University believes that as at 31 December 2009, its system of internal control over its operational environment, information reporting and safeguarding of assets against unauthorised acquisition, use or disposition met these criteria.



Prof Roy du Pré
Chairperson of the Risk Committee



Statement on Corporate Governance

The Council

The composition, powers and responsibilities of the Council are in accordance with the Higher Education Act No 101 of 1997 (as amended), the Durban University of Technology's Statute, and the Code of Conduct for Council members. Their responsibilities include the ongoing strategic direction of the University, approval of the budget, major developments and policies and the receipt of regular reports from Executive Management on the day to day operations of the University. Council comprises of thirty members, nineteen of whom (that is 63%) are external members who are neither employees nor students. The role of the Chairperson of the Council is clearly separated from that of the University's Chief Executive, the Vice-Chancellor.

The Council met four times in 2009 and in addition held two Workshops at which they discussed, *inter alia*, the following:-

- The Key Performance Indicators of a University of Technology
- The University's Strategic Plan
- Progress being made in respect of the University's Quality Improvement Plan
- Cohort studies on student throughput rates
- Plans for fundraising and Council's role in that
- A Student Accommodation Plan for 2010 and beyond
- The University's Equity Plan

Council Committees

All Council Committees are formally constituted with terms of reference and comprise mainly external members of Council. In addition one external Council member serves on each of the University's Senate, Institutional Forum, Student Services Board and Institutional Strategic Planning Committee.

Details of the Council Committees are as follows:

Executive Committee which *inter alia*:

- (a) acts on behalf of the Council in urgent matters with subsequent reporting to Council;



Mr David Hellinger
Registrar and Secretary to Council

- (b) considers and makes recommendations to the Council on matters referred to the Council by committees of the Council, the Senate and its committees, Executive Management, and joint committees of the Council and the Senate thus serving as a "clearing house" for the Council;
- (c) makes recommendations on appeals by staff members who have been found guilty of misconduct;
- (d) investigates and finalises any matters delegated by the Council;
- (e) makes recommendations to the Council on policy issues;
- (f) refers any matter which it deems necessary in the interest of the University to the Senate or any committee, and
- (g) acts on behalf of the Council with full powers during the University's vacation period.
- (h) considers nominations for vacancies in Council for recommendation to Council.

Statement on Corporate Governance

Finance Committee which:

- (a) recommends to Council the University's annual revenue and capital budgets which includes students' residences;
- (b) monitors performance in relation to the approved budgets for Council.

The Finance Committee must *inter alia*:-

- (a) formulate, develop, maintain and recommend to Council all policies in respect of all matters pertaining to the financial management and administration of the institution;
- (b) recommend to Council all matters of a financial nature;
- (c) appoint and mandate signatories to all documents, cheques and agreements of approved transactions of a financial nature;
- (d) recommend to the Audit Committee any amendments to the financial rules with a view to enhancing financial control and administrative efficiency;
- (e) recommend to Council the annual financial statements of the University for each year;
- (f) ratify all tenders approved by the Tender Committee.

The following are **committees of the Finance Committee** and are chaired by the Chairperson of the Finance Committee:-

The **Tender Committee** which is responsible, *inter alia*, for:-

- (a) approving and awarding tenders over R1 000 000,00 excluding VAT, per purchase.
- (b) setting the criteria for evaluating tenders from time to time.

The **Investment Committee** which is responsible, for:-

- (a) recommending an Investment Strategy to the Finance Committee.
- (b) setting benchmarks for the Portfolio Managers
- (c) ensuring that the long term investments will adequately cover appropriate long term liabilities and capital commitments.
- (d) providing guidance to the Portfolio Managers.
- (e) making decisions on the Investment Portfolio based on recommendations made by the Portfolio Managers.

Audit Committee which provides assistance to Council with regard to *inter alia*:

- (a) ensuring compliance with applicable legislation and the requirements of regulatory authorities; matters relating to financial and internal control, accounting policies, reporting and disclosure;
- (b) the activities, scope, adequacy and effectiveness of the internal audit function and audit plans;

- (c) reviewing and recommending to Council all external audit plans, findings, problems, reports and fees;
- (d) reviewing and recommending to Council all internal audit plans, findings, problems, reports and fees;
- (e) ensuring compliance with the University's Codes of Ethics and Conduct;
- (f) assisting in the evaluation of the adequacy and effectiveness of systems of all internal controls, accounting practices, human resources practices, information systems and auditing processes applied in the day to day management of the institution and recommending to Council any policies and procedures to give effect thereto;
- (g) recommending to Council the appointment of the internal and external auditors;
- (h) recommending to the Finance Committee the approval of the Annual Financial Statements.
- (i) ensuring compliance with all areas of risk and the management thereof. The Vice-Chancellor's Risk Committee reports to the Audit Committee.

Both the internal and external auditors have unrestricted access to the Audit Committee, which ensures unimpaired independence. They also attend Audit Committee meetings.

Human Resources and Remuneration Committee which *inter alia*:

- (a) formulates the conditions of service of employees of the University in accordance with the Higher Education Act (Act No. 101 of 1997) for approval by the Council;
- (b) recommends to Council to amend the conditions of service in accordance with the Basic Condition of Employment Act, the Labour Relations Act and related legislation;
- (c) ensures compliance with all labour related legislation;
- (d) develops, creates, reviews and amends all policy relating to conditions of employment at the University for approval by Council;
- (e) ensures that there is a mechanism developed to allow for all statistics and data to do with human resources that reflects the current situation and remuneration matters, and that a report on these is submitted at each meeting;
- (f) ensures that the best practice, as appropriate for the University, is established and operating efficiently within the University including job grading systems and performance management systems;
- (g) develops and submits to Council a remuneration policy appropriate for the University;
- (h) considers and recommends to Council on matters relating to *inter alia* general remuneration policy, actual and benchmarked remuneration for the higher education sector, remuneration of members of Council, performance management incentives and bonuses, executive remuneration and general staff remuneration;

Statement on Corporate Governance

- (i) recommends to Council on mandates for annual salary reviews;

In addition Council has constituted the following committees comprising membership wholly of external members:-

- **Committee to Evaluate the Performance of the Vice-Chancellor**
- **Remuneration Committee for Senior Management**

Staff and Student Participation

The Durban University of Technology uses a variety of participating structures for issues which affect employees and students directly and materially.

Insofar as staff are concerned, three trade unions enjoy organizational rights, namely the National Union of Tertiary Employees of South Africa (NUTESA), the National Educational Health and Allied Workers Union (NEHAWU) and the Tertiary Education National Union of South Africa (TENUSA).

Each trade union elects one academic staff member to sit on Senate, two staff members to sit on the Institutional Forum and three staff members to sit on the Safety/Health and Environmental Committee respectively. The Unions also have observer status on the Selection Committees for all staff and have membership on Selection Committees for Executive Managers and on the Professorial Committee.

In addition three seats on Council, one on each of the Finance Committee and the Human Resources and Remuneration Committee of Council, four on the Institutional Forum and one on the Skills and Professional Development Committee are reserved for elected staff members.

The participation by students in decision-making is ensured by the membership afforded to the Students' Representative Council (SRC) of various formal and working committees.

In terms of the highest decision-making bodies, the SRC appoints two members on the Council, three members on the Senate, four members on the Institutional Forum, one member on each of the Executive Committees of Council and Senate, one member on the Finance Committee of Council, one member on the Safety/Health and Environmental Committee and four members on the Student Services Board. In addition one student representative from each Faculty and two student members on the Central Housing Council from the Durban and Midlands Campuses respectively sit on the Student Services Board.

Furthermore one SRC member sits on each of the Tender Committee, the Library Committee, the Selection Committees for Executive Managers, the Student Disciplinary Tribunal and the Vice Chancellor's Student Appeals Tribunal. They also serve on the HIV/Aids, Financial Aid, Fees and House Committees. Students also have representation on all Faculty Boards.

Statement on Ethics

The University's Code of Ethics as approved by Council is a statement of the ethical principles, values and behaviours expected of the staff and individuals associated with the University. Such persons are required to be careful, honest, responsible and efficient and to avoid impropriety or the appearance of impropriety in order to preserve the resources and assets of the University for the public good. The Code also seeks to promote the highest standards of scientific and professional integrity and to give due consideration to the ethical issues arising from the activities of the University.

Approved by Council: 13 March 2010



D Hellinger
Secretary to Council



Report of the **Senate to Council**

on teaching, research and extension

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Report of the Senate to Council

Deputy Vice-Chancellor: Academic Report

OVERVIEW

In addition to the normal academic business issues raised during the Higher Education Quality Committee institutional audit, in the year under review the restructuring of the academic units was addressed and consolidated. In particular, the restructured Centre for Excellence in Learning and Teaching (CELT) was approved by Senate; and the Faculties of Accounting and Informatics, and Engineering and the Built Environment consolidated their physical infrastructure.



Professor Theo Andrew
DVC: Academic (Acting)

STRUCTURE OF THE AMBIT

Academic Ambit Senate or Executive Management		
Academic Executive Management Committee		
Six faculties: <ul style="list-style-type: none">Accounting and InformaticsApplied SciencesArts and DesignEngineering and the Built EnvironmentHealth SciencesManagement Sciences	CELT, CQPA and the library provide direct academic support to the core business of the academic sector.	Centre for Excellence in Learning and Teaching (CELT) Centre for Quality Promotion and Assurance (CQPA) DUT Library

STRATEGIC DIRECTION

At the end of 2008 Council approved the vision, mission and strategic goals of the Durban University of Technology (DUT).

In reflecting on their mission, in the year under review the faculties realigned themselves to the strategic direction of the university. The strategic intent of the academic units clearly articulates their commitment to giving effect to a **UoT in the context of national imperatives**.

Report of Senate to Council

DVC: Academic Report

ENROLMENT TRENDS

The approved DUT enrolment plan and national benchmarks regarding student performance and staff profile drive the core academic indicators. The national Department of Higher Education and Training (DoHET) is currently embarking on a revised enrolment plan for the next five years.

There is substantial compliance with the current enrolment plan, with a total student population of 24 026 for the year 2009 (compared with the target of 21 881). This translates to a total of 17 335 full-time equivalents (FTEs).

The student population figure includes postgraduate numbers (beyond the BTech) of 364 registrations. (Note that this represents formal registrations only, i.e. it excludes preliminary registrations, which are reported on in more detail in the Postgraduate Development and Support section of the Technology, Innovation and Partnerships report.)

In terms of race, African students make up 75% of the student headcount, followed by Indian (17%), white (5%), coloured (2%) and Other (1%).

One would need to analyse demographics per programme to obtain a more detailed and nuanced picture of enrolment. More details in this regard are to be found in the individual faculty reports.

The enrolment split by gender across the university is 50%. However, within programmes such as Engineering women students account for 25% of enrolments. A key national benchmark for UoTs is the expected 50% of total enrolment in Science, Engineering and Technology (SET). DUT currently stands at 44%; in developing the new enrolment plan, though, the targeted enrolment in SET is 50%. The ear-marked funding awarded to DUT by the DoHET for infrastructure developments in the SET programmes will assist in providing more capacity for the increased enrolments.

TEACHING AND LEARNING

Interventions in teaching and learning and improved management of the academic progress of students have resulted in improved student performance. The academic ambit has embarked on various initiatives, as evident in the faculty reports, to improve teaching and learning, most of which were funded by the DoHET Teaching Development Grant (TDG). An ironic consequence of the various efforts has been the termination of the TDG to DUT, given that the university now meets the expected pass rates. However, the university has for the first time allocated an amount of R3 million from its operating budget to sustain teaching and learning development. CELT in particular plays an important role in assisting the

faculties with projects relating to the enhancement of teaching and learning.

STUDENT PERFORMANCE

The throughput rate increased from 23.6% (2005 cohort) to 25.1% (2006 cohort), while the dropout rate decreased from 46% to 44.6% over the same cohort period. It is expected that the graduation rate will continue to improve to beyond 20%.

RESEARCH

A vital part of any academic sector in a university is its research and scholarly collaborations. The Technology, Innovation and Partnerships division reports fully on these activities. Suffice to say here that the enthusiasm for research is increasing, as is evident in the faculty reports. It is also pleasing to note the nature of the research activities and how these fit in with DUT's strategic goals.

During 2009 a number of international scholars visited the university to exchange knowledge and ideas and to seek collaboration on projects. While the faculty reports provide details of these endeavours, special mention must be made of the visit by Prof Geoff Scott, Pro Vice-Chancellor: Quality & Planning at the University of Western Sydney (Australia), who delivered a 2-day workshop on academic leadership and management for heads of department and executive deans.

INDUSTRY/PROFESSIONAL AND COMMUNITY ENGAGEMENT

It is evident from the faculty reports that our staff and students are being recognised by our external stakeholders such as industry, professional bodies and peer groups. Of equal importance is the accreditation given by statutory professional councils. During 2009 the Built Environment programmes were awarded full accreditation, while the Chiropractic programme was awarded full accreditation by the European Council for Chiropractic Education. Staff continue to be directly involved in external professional engagements, which is vital for ensuring that the respective curricula and qualifications are serving the needs of the real world.

In addition, many of the faculties have set remarkable standards for engagement with the community, including external partnerships, co-operative education and social outreach.

CONCLUSION

Despite the many challenges faced by the academic sector, some of which are common to universities in South Africa, DUT staff remain resilient, committed to the job of contributing to producing the current and future productive citizens of South Africa.

Report of Senate to Council

Academic Progress in 2009

Academic progress in 2009

Graduates per faculty, by level of study (2009)

Level	Accounting & Informatics	Applied Sciences	Arts and Design	Engineering & the Built Environment	Health Sciences	Management Sciences	Total
National Certificate (NC)					63	1	64
National Higher Certificate (NHC)	137						137
National Diploma (N Dip)	1 238	251	368	689	298	992	3 836
Bachelor of Technology (B Tech)	190	61	210	347	235	502	1 545
Master of Technology (M Tech)	1	6	7	5	35	14	68
Doctor of Technology (DTech)		1	1		2	1	5
Grand total	1 566	319	586	1 041	633	1 510	5 655

Graduates per faculty, by race and gender (2009)

Faculty	African	Coloured	Indian	Female White	Other	Female total	African	Male Coloured	Indian	White	Other	Male Total	Grand Total
Accounting & Informatics	879	8	70	2	3	962	520	5	75	4		604	1 566
Applied Sciences	116	1	76	5		198	75	3	33	8	2	121	319
Arts and Design	204	9	31	88	1	333	157	4	16	76		253	586
Engineering and the Built Environment	206	5	82	8		301	475	14	194	54	3	740	1 041
Health Sciences	265	15	125	62		467	69	3	41	53		166	633
Management Sciences	746	11	135	15	6	913	429	5	115	30	18	597	1 510
Total	2 416	49	519	180	10	3 174	1 725	34	474	225	23	2 481	5 655

NB: As per 2nd Higher Education Management Information System (HEMIS) submission

Report of Senate to Council

Financial Aid to Students: 2009

The core business of the Department of Financial Aid, Bursaries and Scholarships is to administer loans and bursaries that are pledged by donors to financially needy and academically deserving students. The department endeavours to provide the necessary available funds to students who lack the financial resources to pursue their studies.

The department administers financial aid in terms of the National Student Financial Aid Scheme (NSFAS), and NSFAS-administered and NGO bursaries, as well as administering DUT bursaries and scholarships.

In allocating financial aid, the department applies the criteria of academic performance and financial need. The NSFAS National Means Test is implemented to determine financial need. For the 2009 academic year, 922 of the applicants who had applied for NSFAS support did not qualify for financial aid for reasons of poor academic performance and/or high household income.

Breakdown of financial aid applicants (excluding DUT-administered bursaries and scholarships)

Successful NSFAS applicants	7 555
Successful applicants for NSFAS-administered bursaries	360
Successful applicants for NGO financial aid	60
Sub-total: successful applicants	9 492
Unsuccessful NSFAS	922
Total applicants (successful and unsuccessful)	9 912

Breakdown of allocation of financial aid funds

NSFAS, NSFAS-administered and NGO bursaries:

Total amount allocated	R133 604 937,94
Total number of students funded	9 492

DUT-administered bursaries:

Total amount allocated	R1 237 554.00
Total number of students funded	140

DUT scholarships (undergraduates):

Total amount allocated	R5 204 146.00
Total number of students funded	849

Grand total of funds allocated	R140 046 637.90
Grand total of students funded	10 481

Report of Senate to Council

Centre for Excellence in Learning and Teaching (CELT)

STRATEGIC DIRECTION

The vision of the Centre for Excellence in Learning and Teaching (CELT) is to unleash the full potential of learners and teachers of DUT through coordination of academic development (AD) strategies.

The centre subscribes to the Higher Education Quality Committee's (HEQC) conception of AD, which is defined as:

A field of research and practice that aims to enhance the quality and effectiveness of teaching and learning in higher education, and to enable institutions and the higher education system to meet key educational goals, particularly in relation to equity of access and outcomes. Academic development encompasses four interlinked areas of work: student development (particularly foundational and skills-oriented provision), staff development, curriculum development and institutional development. (HEQC Institutional Audits Manual. Pretoria: Council on Higher Education: 74)

OVERVIEW AND ORGANISATIONAL STRUCTURE

The 2009 academic year was both challenging and rewarding for the recently reconfigured and rebranded CELT. The centre's major challenge was developing an organisational structure that would be in line with its new identity as a fully-fledged AD support unit servicing students and staff in the institution as a whole. Linked to this was the challenge of striking an equitable balance between addressing the academic development needs of faculties and academic departments, on the one hand, and implementing academic development policies, practices and procedures consistently across all the academic sectors of the university, on the other. The activities of the centre are premised on the notion that the university is a system of interrelated sectors and units, which collectively strive to attain the common goals of the university. Accordingly, CELT favours a collaborative and integrated approach to all initiatives designed to improve student throughput and success rates.

In terms of its new mandate, the centre was given a new name, reflecting its core function: the enhancement of the quality of learning and teaching to ensure student success and throughput rates. The name change and organisational/management structure were approved by Senate in March 2009. In accordance with the standard definition of AD quoted above, the main responsibility of



Professor Thengani Ngwenya

Director: Centre for Excellence in Learning and Teaching (CELT)

the centre is to provide support to faculties and departments in the areas of student, staff and curriculum development. In all its interventions, whether these are centrally driven or faculty initiated, CELT endeavours to work closely with lecturers, tutors and heads of department (HoDs). In terms of this structure, CELT has three fairly distinct but interrelated sub-units, headed by acting unit heads:

1. Learning, Teaching and Assessment (LTA) Unit.
2. Educational Technology (Ed Tech) Unit.
3. Student Access and Support (SAS) Unit.

1. Learning, Teaching and Assessment (LTA) Unit

This unit is primarily responsible for facilitating and promoting the development of innovative, transformative and effective learning, teaching and assessment strategies at DUT. The LTA Unit:

- Provides ongoing professional development opportunities to all academic staff using the following programmes:
 - › Induction/mentoring (new lecturer development);
 - › The Self Study for Transformative Higher Education (SeStuTHE) project;

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- Workshops for the enhancement of learning, teaching and assessment; and
- Academic support to faculties in response to their learning, teaching and assessment needs.
- Promotes scholarship through encouraging research into transformational teaching and learning through the SeStuTHE project.

The SeStuTHE project aims to develop critical and reflective personal and professional practice at DUT through scholarly self study, with the intended outcomes being the following:

- Raising the quality of learning, teaching and assessment through transformed educational practice, so that student success and throughput rates at DUT improve.
- Locating curricula culturally and biographically, so that learners can learn more easily and effectively.
- Providing opportunities for DUT academics to complete their master's and doctoral qualifications.

The focus areas covered in the year under review include the following:

- The international and national higher education context and implications for teaching and learning in a UoT.
- The DUT Learning and Teaching Strategy (drafted in February 2009).
- Implementation of the Senate-approved Assessment policy (2008).
- Induction of new academic staff. This is a requirement of the university's Induction policy and takes the form of a series of workshops on relevant topics for new academics).

The LTA Unit had a very successful seminar ('sharing day') on 4 September 2009, bringing together lecturers who had attended at least some of the CELT workshops on learning, teaching and assessment to reflect on good practice and to identify areas requiring improvement.

An important role of this unit is to monitor and assess the impact of Teaching Development Grants (TDGs) in the faculties. Again, this is a collaborative effort with faculty management, the intention being to establish whether TDG projects are attaining the goals stated in the proposals.

Some members of this unit are faculty AD representatives, who fulfil the following roles within faculties:

- Liaising with faculty management structures and attending faculty board meetings.
- Identifying AD needs in faculties and departments.
- Facilitating the provision of AD interventions by CELT where appropriate.

2. Educational Technology (Ed Tech) Unit

The Educational Technology (Ed Tech) Unit of CELT has established itself as a key player in teaching and learning innovations at DUT. Through its short courses and projects, the unit promotes and implements e-learning in the various programmes offered by the university.

The achievements of the Ed Tech Unit in 2009 include:

- The graduation of 26 lecturers representing all faculties, on e-Learning Day (4 September 2009).
- The re-launch of the Mobile Learning Podcasting project, which is now open to any of the DUT lecturers who have already qualified as Online Pioneers.
- International and national benchmarking trips by Acting Unit Head, Mari Pete, and staff member, Preggy Reddy, who visited the Dublin Institute of Technology, the University of Leicester and the University of Pretoria's e-learning unit.
- The participation of Acting Unit Head, Mari Pete, and CELT Director, Prof Thengani Ngwenya, in drafting the mandate and terms of reference of the South African Technology Network (SATN) Teaching and Learning with Technology Committee in June 2009. (Both Ms Pete and Prof Ngwenya are members of this committee.)

The Ed Tech Unit has benefited from its representation on the DUT IT Committee, as the unit is now able to communicate its needs to other units in the university that play a role in the provision of technology-assisted learning and teaching.

3. Student Access and Support (SAS) Unit

The formation of this unit, which became fully operational after approval by Senate in March 2009, is an acknowledgement by CELT that the centre should be providing support to students to empower them in various ways to succeed in their chosen academic programmes. Thus the unit's projects revolve around student development.

Adopting a holistic approach to student support, the unit focuses on identifying and tackling barriers to learning. Projects range from direct student support to tutor and lecturer support, with the main projects of the unit in 2009 including the following:

- Student access and placement testing.
- Extended Curriculum Programme (ECP).
- Coordination of Recognition of Prior Learning (RPL).
- Tutor training and development.

Student access and placement testing

This project involved administering Standardised Assessment Tests for Access and Placement (SATAPs). For the 2009 intake, 3 510 students were tested, with participation per faculty as follows:

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Faculty of Applied Sciences	6 departments
Faculty of Health Sciences	6 departments
Faculty of Engineering and the Built Environment	2 departments
Faculty of Accounting and Informatics	1 department
Faculty of Applied Management Sciences	1 department

In total, 18 diagnostic reports were prepared for various programmes. The project also coordinated and facilitated workshops on interpreting SATAP results and integrating academic literacy within the programmes. Members of the SAS Unit analysed the SATAP results and compiled a report, tabled for discussion at the Academic Executive Management meeting in October 2009. The report highlighted patterns and trends emerging from the data on student performance in the diagnostic tests, and made recommendations regarding selection criteria, curriculum design, and teaching and learning interventions. Finally, in 2009 the project administered national benchmark tests on a pilot basis in eight departments of the university.

Extended Curriculum Programme (ECP)

CELT's central coordination of the ECP involved attendance at national forums, foundational studies seminars and special interest group meetings. In addition, CELT prepared reports on foundational studies for the DoHET, and assisted five of the DUT faculties to apply for funding for foundational studies for 2010–12:

Arts and Design	5 departments
Health Sciences	5 departments
Management Sciences	2 departments
Accounting and Informatics	1 department
Applied Sciences	1 department

CELT organised a number of training workshops and seminars on various aspects of the ECP. Some of the training was offered under the auspices of the SeStuTHE project, and facilitated by external academics who have gained international recognition for their innovative approaches to learning and teaching. These scholars included (listed in alphabetical order): Dr Emilia Alfonso (Universidade Pedagogica, Mozambique).

- Dr Alberto Cupane (Universidade Pedagogica, Mozambique).
- Prof Paulus Gerdes (Universidade Pedagogica, Mozambique).
- Ms Mathabo Khau (University of KwaZulu-Natal).
- Prof Claudia Mitchell (McGill, Canada and University of KwaZulu-Natal).
- Prof Lebo Moletsane (Human Sciences Research Council).
- Dr in alphabetical order by surname):

- Kathleen Pithouse-Morgan (Human Sciences Research Council).
- Dr Elisabeth Stellmaier (Curtin University of Technology, Australia).
- Prof Peter Taylor (Curtin University of Technology, Australia).
- Prof Jack Whitehead (University of Bath, UK).
- Prof Joan Whitehead (University Council for the Education of Teachers, UK).

Co-ordination of Recognition of Prior Learning (RPL)

RPL at DUT was acknowledged in March 2009 when the Senate approved the RPL policy. The DUT RPL policy emphasises implementing a sustainable and credible RPL framework that facilitates access to DUT programmes, accelerates redress in higher education, and promotes lifelong learning for adult learners.

The initial challenge was to coordinate, with faculties and departments, the adoption of uniform RPL strategies, procedures and plans, in line with the RPL policy, to allow access of candidates to accredited programmes. Only a formal audit of various faculty approvals and registrations will be able to determine precise RPL data. However, across DUT departments and faculties, 250 applications were handled and submitted to various HoDs. The bulk of the applications came from Emergency Medical Care and Rescue, due to a national mandate by both the Health Professions Council and the national Department of Health, requiring personnel to practise and qualify through accredited National Diplomas and degrees.

Tutor training and development

The SAS Unit trained 77 tutors during the course of the 2009 academic year. The number of tutors trained per department is as follows:

• School of Education (Indumso Campus)	37 tutors
• Office Management (Riverside Campus)	8 tutors
• Journalism	8 tutors
• Photography	4 tutors
• Emergency Medical Care & Rescue	3 tutors
• Industrial Engineering	3 tutors
• Somatology	3 tutors
• Fine Arts	2 tutors

In addition, the SAS Unit conducted classroom observations a few weeks after training and towards the end of each semester in 2009.

The unit conducted a university-wide survey on tutorial practices in departments, and designed a guideline document on tutorials as an annexure to the Learning and Teaching Strategy.

Report of Senate to Council

Centre for Quality Promotion and Assurance (CQPA)

OVERVIEW

The Centre for Quality Promotion and Assurance (CQPA) gives effect to its role in quality promotion and assurance through the development, implementation and monitoring of relevant systems and processes across the university. While the role of the CQPA remains constant, its staff strive to ensure that the operational functions of the centre align both with the strategic goals and objectives of the university and with the prevailing national context.

In November 2009 Senate approved the new Quality Assurance policy. This policy provides the regulatory framework for systems, processes and procedures to ensure that the quality of provision is managed at all levels across DUT. The policy streamlines and consolidates the previous suite of policies for programme review, approval, design and development, and the review of interrelated processes that collectively involve both academic and support departments. The CQPA is developing a manual of guidelines and procedures to support staff with the implementation of the new policy.

Staff complement

At the beginning of 2009 the CQPA staff complement was as follows:

- Director.
- Three quality specialists.
- Three quality promotion officers.
- Senior administrative officer.
- Secretary.

The appointment of an additional quality promotion officer was finalised at the end of 2009, with one post remaining vacant.

CQPA ACTIVITIES IN 2009

Programme review and accreditation

The CQPA conducted nine programme reviews, including six engineering programmes. The latter were reviewed in preparation for re-accreditation in 2010 by the Engineering Council of South Africa. The key issues that emerged from the programme reviews were reported to the relevant committees for action. The CQPA provided ongoing support to those programmes that were to be re-



Mrs Bella Sattar

Director: Centre for Quality Promotion and Assurance (CQPA)

accredited by their relevant professional bodies, including providing a critical review of the self-evaluation report and supporting documents.

The good news is that the university was granted full accreditation at Diploma and BTech levels for both Surveying and Quantity Surveying programmes by the South African Council for Professional and Technical Surveyors and the South African Council for the Surveying Profession respectively.

A further major achievement for the university was the accreditation of the Chiropractic programme by the European Council for Chiropractic Education. DUT is the only university in South Africa to be granted this international accreditation.

New programmes

The CQPA provided substantial support and assistance to the academic departments undertaking the extensive processes involved in the design, development, approval and accreditation of new programmes. The four-year professional BTech Nursing Science degree was accredited and will be offered at the Indumiso Campus from 2010. DUT is also in the process of developing a doctoral degree (PhD) in Food and Nutrition.

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Quality improvement

The CQPA continued to monitor the progress of the academic departments with the implementation of quality improvement plans. These plans are developed in response to the findings and recommendations that emerge from the programme review process. In the 16 follow-up meetings held during 2009 it was apparent that improvements had been made. There are, however, challenges with resolving issues in the areas identified by staff as being beyond the control of the academic departments.

Capacity building for heads of academic departments

The changes taking place in higher education nationally continue to have implications for qualifications, learning programmes, and ensuring the integrity of academic standards. In June the CQPA held three capacity-building workshops for heads of academic departments. These workshops provided an update on the implementation of the Higher Education Qualifications Framework (HEQF), discussion on the design and development of new academic programmes, changes to existing programmes and the analysis and interpretation of student feedback. The implications of these and other issues for departmental planning were explored.

Enrolment planning

The CQPA also participated in a series of faculty workshops to discuss the development of the enrolment plans for the next national planning cycle. Through these workshops, faculties were encouraged to engage with enrolment planning as an integral part of programme planning. Staff received ongoing support for the internal approval of changes to learning programmes.

International expertise

The CQPA facilitated a visit to DUT by Prof Geoff Scott, Pro Vice-Chancellor: Quality & Planning at the University of Western Sydney (Australia). Prof Scott conducted a two-day capacity development workshop, *Turnaround Leadership for Higher Education: The Role of Head of Department*. The two-day workshop was well attended and Prof Scott subsequently made a presentation on *The Sustainable University*. He also spent one day in discussion with CQPA staff to discuss matters pertaining to the enhancement of systems and processes for tracking quality and the development of benchmarks.

Capacity building for support staff

The CQPA organised capacity-building workshops with staff from four of the support departments. The main theme of the workshops was the development of efficient and effective quality management systems. Key discussions focused on the need to share good practices, develop benchmarks for processes and monitor operational plans. Staff from the support departments were enthusiastic about the workshops and supportive of the need to improve systems and processes in their respective departments.

Electronic programme management system

The development of a coherent and comprehensive electronic programme management system for use by staff at various levels across the university has been a CQPA priority. This system, known by the acronym PeTALS (Programme, Teaching, Assessment, Learning, Subjects), provides comprehensive data related to each of the academic programmes. The system was migrated to the DUT portal, which greatly enhanced and improved user management, accessibility, security and system integration. The migration was achieved with support from Information Technology Support Services.

Audits

The CQPA audited five of the support departments and tabled three reports at the Vice-Chancellor's Committee: Quality (VCC:Q). (The remaining two reports, due to be tabled at the first meeting of this committee in 2010, will be reported on in the 2010 report if necessary.)

User surveys and reviews

The CQPA continued to implement a range of user surveys at the university.

By the end of 2009, 1 099 subject evaluations had been conducted and a total of 37 500 student responses analysed.

With regard to lecturer evaluations, 564 evaluations were conducted, with 16 277 responses subsequently analysed.

A student experience survey was conducted from 21 September–27 October 2009, with a total of 2 152 responses being received from students in a selected sample of 59 subjects. A report on the analysis of the responses was due for submission to the first meeting of the VCC:Q in 2010.

A survey of graduate experiences was conducted at the Autumn and Spring 2009 graduation ceremonies and the outcomes reported to the VCC:Q and senior management. The overall survey response rate of 92% for the Autumn graduations was notably higher than those for 2007 and 2008 (71% respectively). The survey response rate for the Spring graduations was 78%, and overall the outcomes of the analyses were similar to those for the Autumn graduation ceremonies.

The development of a postgraduate survey questionnaire was informed by national and international examples of good practice. The CQPA conducted a pilot survey at the Spring 2009 graduation to assist the university in progressively building up a composite 'picture' of postgraduate experience. The pilot postgraduate survey questionnaire was well received by the students.

Report of Senate to Council

Review of Senate

The CQPA conducted a review of Senate in March 2009 according to the terms of reference approved by Senate on 27 August 2008. The initial phase in the review process was the development, administration and analysis of a survey questionnaire to be completed by all Senate members. The number of completed responses to the questionnaire was 52, of a total Senate membership of 129 as at February 2009; the overall response rate was thus 40.3%. The responses to the questionnaire were used to develop lines of enquiry for a series of focus group interviews that were conducted with invited Senate members. An improvement plan was developed in response to the recommendations contained in the report and was due for submission to the Senate for approval in March 2010 (to be reported on in the 2010 report).

Response to the institutional audit report

In May 2009, Senate approved the improvement plan that was developed in response to the recommendations contained in the Higher Education Quality Committee (HEQC) institutional audit report. The CQPA director presented a progress report to Council in October 2009. The CQPA will develop benchmarks in response to one of the recommendations that emerged from the institutional audit report. The plan to develop the benchmarks includes study visits to relevant international institutions to investigate best practices in relevant areas.

EXTERNAL ENGAGEMENT

Germany and Switzerland study visit

In accordance with the plan to include study visits to international institutions, three staff members from the CQPA travelled to Germany and Switzerland in September 2009, conducting focus group discussions with staff from the Duale-Hochschule Baden-Württemberg (DHBW) in both Ravensburg and Lörrach; the Bern University of Applied Sciences; and the Zurich University of Applied Sciences. Arising from the focus group meetings, key recommendations were made pertaining to curriculum design and development, the learning environment, the student experience, research and technology transfer. Further collaboration through reciprocal visits to DUT were suggested to facilitate exploration of the specific philosophy associated with technology transfer. Quality assurance is still in a fledgling state in some of the institutions visited and colleagues at DHBW: Lörrach expressed an interest in visiting DUT to learn more about relevant systems and processes. Furthermore, opportunities exist to forge relationships with those universities that are using EvaSys software for user surveys, with the view to developing benchmarks for systems and practices.

European quality assurance forum

One of the CQPA quality specialists attended an executive forum hosted by the European Association for

International Education at Malmö in Sweden. The forum focus was *Quality in the Internationalisation of Higher Education*. The presentations covered internationalisation from a variety of perspectives, including the limits, challenges and connection between measuring and quality; research; teaching and learning; infrastructure; and staff development. The forum provided a stimulating environment for establishing new networks with colleagues from, for example, Europe, Scandinavia and Japan.

HEQC–HESA quality assurance forum

One of the CQPA quality specialists attended the HEQC–HESA (Higher Education South Africa) quality assurance forum held in Boksburg, October 2009. At this forum Prof Chrissie Boughey presented the findings of the HEQC-commissioned research project: *A Meta Analysis of Teaching and Learning at Five Research-intensive Institutions*. In addition there were presentations on the HEQC–Finland quality systems restructuring project at various institutions and an update on the activities of the HEQC.

Higher Education Learning and Teaching Association of Southern Africa conference

Two of the CQPA quality promotion officers and two of the quality specialists attended the Higher Education Learning and Teaching Association of Southern Africa conference, *Risk and Resilience in Higher Education*, 25–27 November 2009. The CQPA also supported the attendance of the Deputy Dean: Health Sciences at this conference. Attended by 235 delegates, the conference had as international keynote speakers Prof J Mighty (Canada) and Prof M Schofield (UK). From DUT's point of view, a conference highlight was the presentation of a national award for excellence in teaching to DUT staff member Anisa Vahed (lecturer in the Dental Technology programme).

South African Technology Network

The CQPA director and one of the quality specialists continued as members of the South African Technology Network (SATN) Curriculum Committee (which underwent a name change to Programme and Qualifications Committee). In 2009 the committee had three main focus areas:

- Critical evaluation of the implications of the HEQF for UoTs.
- Developing a proposal to clarify articulation from a diploma to a postgraduate degree.
- Possible degree designators for degrees offered by UoTs (still work in progress).

Members of the committee also attended the SATN international conference held on the Bellville campus of the Cape Peninsula University of Technology.

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Library

STRATEGIC DIRECTION

In line with the DUT Library vision and mission statements and its attempts to contribute more directly to teaching outcomes, in the year under review the library's strategic direction focused on academic integration. This meant working ever more closely with academic departments. The library has long held the view that there is a strong correlation between effective library usage and academic success.

OVERVIEW

As a UoT library, we are continually confronted with the challenges of rapidly changing technology and information access; as a consequence we find ourselves on a constant learning curve to stay relevant. This provides many opportunities for learning new applications and developing new tools and services within the university environment, in order to enhance teaching, learning and research outcomes.

The period under review was once again characterised by endeavours aimed at innovation and more effective use of technology. Examples include the following:

- Enhancing the skills of the web officer.
- Providing advanced training in DSpace for library IT staff and for the librarians working in the Information Services Unit.
- The acquisition of skills in the use of social networking tools for the advancement of teaching and learning.

Library structure



Mr Roy Raju
Director: Library Services

TEACHING AND LEARNING

The new focus and direction meant that the library had to abandon its traditional academic support role and engage more actively in teaching and learning.

Information literacy

Being information literate means having the ability not only to access information but also to analyse, evaluate and use information more efficiently and effectively. While information literacy is now embedded in the curriculum, new modes of delivery are being investigated on an ongoing basis.

Future directions in information literacy

Plans are afoot to integrate information literacy into the academic literacy programme, providing a formalised platform better structured for mainstreaming information literacy. The subject librarians are qualified and keen to lead this process in 2010, with the assistance of the Centre for Excellence in Learning and Teaching (CELT). The library website will be updated during the course of 2010 to include online information tutorials for 'techno-savvy' students. These tutorials are designed to teach students skills as well as test their abilities via online assessment.

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Information Literacy Champions

Information Literacy Champions are individuals or departments who recognise the important role of information literacy in any lifelong learning strategy and therefore both support the library's information literacy initiatives and contribute to the mainstreaming of information literacy across the curriculum. At the annual Book Exhibition, in March 2009, the library took the opportunity of awarding certificates to those individuals and departments identified by the library as Information Literacy Champions at DUT. The awards ceremony set to become an annual event on the university calendar.

Academic liaison

Liaison between the library and academic departments is ongoing. Subject librarians often form part of the departmental advisory boards and, as such, not only provide valuable input but also gain information regarding the direction and focus of departments. Other forms of co-operation between the library and staff include the following:

- Promotion of and training on databases.
- Alerts about library programmes.
- Departmental programme review and accreditation reports.
- Faculty board reports.
- Library newsletters to staff.
- Information literacy training for students and staff.
- Collection development.

Mathematics software in the library

The library recognises that Mathematics continues to present problems for some students, in particular Engineering students. In an effort to assist, the Steve Biko Library has worked closely with the Mathematics Department, the outcome being that Mathematics software packages have been loaded onto the computers in the library eZone, in order to provide online tutorial material for students. Staff reported that this facility was well used during preparation for the end-of-year examinations in 2009.

Plans to enhance academic and postgraduate research

Plans are under way to re-engineer the library's academic services, to support academics and postgraduates in research and in the use of bibliographic management tools, with the intention of enhancing research output at the university. Subject librarians are due to undergo training in the necessary technologies and resources to expedite this.

Teaching Development Grant: enhancing academic integrity

The library's Teaching Development Grant project is a continuation of the project that commenced in 2007, with

the aim of enhancing academic integrity. The goals for 2009 were established largely on feedback from faculty staff at faculty workshops conducted during 2008, on the concerns and needs in respect of implementing the Plagiarism policy approved by Senate in November 2008. It also involved:

- Developing an understanding of plagiarism and adopting good referencing techniques.
- The need for marketing and raising awareness with regard to academic integrity and issues relating to it was also identified.

The purpose of the project is to support and improve academic integrity and to develop skills in the use of appropriate software purchased by the university to identify plagiarism with the use of the Turnitin software package, and to record references and citations with the use of EndNote. Such support ranges from informal contact and advice to facilitating/and organising workshops on issues around academic integrity. The intention, within this project, is also to organise an Academic Integrity Day/Week for the university, which would raise awareness and involve staff and students of the DUT community.

Academic Integrity Week, 7–11 September 2009, was a huge success and was well attended by both staff and students. Events during this week included the following:

- The keynote address, Integrity in Academic Life, by Prof Kader Asmal at the Spring graduation.
- A Senators' Debate on plagiarism, with panellists Andries Botha, Fred Khumalo, Kiru Naidoo, Roy Raju and Robin Sewlal.
- A performance by rap artist 'Mr Selwyn'.
- Competitions for staff and students.

The library's efforts were publicised widely in both local and national media. At DUT, the library is considered to be 'leading the cause' in terms of academic integrity!

Library tutorials on plagiarism and information literacy are being developed by a DUT student. The first tutorial, Research it Right, is expected to be completed soon.

RESEARCH

Postgraduate research commons

The postgraduate research commons at the BM Patel Library is due to be opened during the course of 2010. This is designed to be a flexible learning environment and information centre, offering researchers state-of-the-art support for enhancing teaching, learning and research. The purpose of this facility is to complement the DUT Library information resources and academic service provision and to facilitate:

- Individual research.
- Collaborative or informal research group work.

Report of Senate to Council

- Partnerships between the library and other DUT departments, with enhanced training offered specifically for research.

The postgraduate research commons will provide the following:

- Individual study and reading areas.
- Work stations as well as facilities for laptop use.
- Wireless access to electronic resources.
- Printing/scanning and photocopying facilities.

Plans are already under way to develop a similar research commons at the Alan Pittendrigh Library in the near future.

Institutional Repository

The Institutional Repository (IR) Advisory Board terms of reference were approved at the end of 2008. The Board comprises the following members:

- Faculty of Accounting and Informatics: Dr N Sentoo.
- Faculty of Applied Sciences: Prof F Bux.
- Faculty of Arts and Design: Prof G Stewart.
- Faculty of Engineering and the Built Environment: Mr T Gordon.
- Faculty of Health Sciences: Dr P Reddy.
- Faculty of Management Sciences: Prof D Jinabhai.

The first meeting of the IR Advisory Board was held in March 2009. Apart from communication with the faculties, the board will be dealing with issues such as quality and embargoes (i.e. limited or restricted access to certain resources for a defined period).

The IR Working Group meets on a monthly basis to discuss new developments and problems and is involved in various projects to create awareness of the IR on campus. This working group has undertaken successful presentations to neighbouring universities in the region such as Mangosuthu University of Technology and the University of KwaZulu-Natal. The working group also made presentations to DUT's faculties during the year under review, essentially to demonstrate how to submit electronic theses to the DUT IR. Statistics gathered indicate an increase in usage of the IR. The IR Working Group is in the process of finalising the guidelines for the submission of e-dissertations, and the IR policy document is in the final stages of approval.

International Open Access Week

International Open Access Week (19–23 October 2009) was celebrated by the DUT Library with the Vice-Chancellor, Prof Roy du Pré, as the guest speaker. This fun-filled Go Orange event proved a success in teaching

students about open access by representing open access initiatives for study and research purposes. Training sessions on submissions to the IR were also conducted.

EXTERNAL ENGAGEMENT

International conferences

May: Sagren Moodley (Training Librarian) presented a paper titled, *Evaluation of Higher Education Libraries in South Africa: The Case of the Durban University of Technology: Qualitative and Quantitative Methods*, at the Qualitative and Quantitative Methods in Libraries conference, from 26–29 May 2009 in Greece.

June: Roy Raju (Library Director), Karin Herbert (Periodicals Coordinator: Library Central Services) and David Thomas (Subject Librarian: Engineering) attended the International Association of Scientific and Technological University Libraries conference, from 1–4 June 2009 in Belgium.

July: Roy Raju (Library Director) presented a paper on IR at the 1st International Conference on African Digital Libraries and Archives in July 2009, in Ethiopia.

August: Shirlene Neerpath (Library Manager: Information Services Unit), presented a paper, *Measuring Performance of the Durban University of Technology (DUT) Library: A South African Higher Educational Perspective for Enhancing Information Service Provision*, at the Northumbria conference on 16 August 2009, in Italy.

August: Lucille Webster (Library Manager: Alan Pittendrigh Library) attended the International Federation of Library Associations conference in Italy, from 24–27 August 2009 in her capacity as a standing committee member of this body.

National conferences

The following staff members presented papers and/or chaired sessions at national conferences:

- Patricia Gierke.
- Pam Govender.
- Karin Herbert.
- Sarah Khan.
- David Thomas.
- Lucille Webster.

The number of staff submitting papers for national conferences is increasing. Library management is committed to finding a way to ensure that all staff who have papers accepted for conferences – and particularly first-time presenters – are able to attend these conferences.

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External engagement with other stakeholders

The eastern seaboard Association of Libraries (esAL) is being reconstituted as a stand-alone association consisting of the following higher education libraries in the region: Durban University of Technology, Mangosuthu University of Technology and the University of Zululand. esAL was a project of the former eastern seaboard Association of Tertiary Institutions.

The main purpose of the association is to facilitate, on a non-profit basis, access to information resources, by and between the higher education libraries in the region, through promoting economies of scale, operational efficiencies, synergies, co-funding opportunities and the shared use of limited resources. The DUT Library director has been elected chairperson of the association.

National Council for Library and Information Services (NCLIS)

Roy Raju and Lucille Webster both serve on the Transformation Charter Committee, a subcommittee of the National Council for Library and Information Services (NCLIS). The brief of the subcommittee was to define the challenges facing the library and information services sector and to provide a clear framework of principles and mechanisms for effecting the changes needed, for the sector to contribute to the elimination of illiteracy and inequality and to build an informed and reading nation. The fifth draft of the charter was submitted to the Minister

of Arts and Culture in March 2009 and subsequently to the Portfolio Committee of parliament during the course of 2009.

Library and Information Association of South Africa (LIASA)

DUT Library staff continue to play a leadership role in the Executive Committee of the KwaZulu-Natal branch of the Library and Information Association of South Africa (LIASA). The following staff serve on the LIASA Executive Committee:

- Hloni Dlamini: Regional Public Relations Officer.
- Siza Radebe: Convenor of the Higher Education Libraries Interest Group.
- Lucille Webster: Convenor of the Research, Education and Training Interest Group (RETIG).
- Shirlene Neerpath: Additional member/Deputy Convenor of RETIG.

Patricia Gierke is on the Committee of the KwaZulu-Natal branch of **LIASA-IGBIS** (Interest Group for Bibliographic Standards) and serves as secretary. The term of office for these positions is 2008–10.



Report of Senate to Council

Technology, Innovation and Partnerships (TIP)

OVERVIEW

To assist in the process of driving DUT as a UoT, the Technology, Innovation and Partnerships (TIP) division was established at the beginning of 2008. TIP contains the following directorates/units:

- Research Capacity Development (RCD);
- Postgraduate Development and Support (PGDS);
- Technology Transfer and Innovation (TTI);
- International Education and Partnerships (IEP);
- Information Technology Support Services (ITSS);
- Co-operative Education;
- Enterprise Development Unit (EDU); and
- Business Studies Unit (BSU).

In an expansion and consolidation of what the Vice-Chancellor set out at the beginning of 2008 in the reorientation of DUT as a UoT, a number of processes were actioned for 2009.

Directorate: RCD

The name Centre for Research Management and Development (CRMD) was changed to Directorate for Research Capacity Development (RCD), to more accurately reflect its newly defined activities – namely, to grow the number of researchers at DUT by increasing the pool of staff engaging in research and producing research outputs. The focus is specifically on capacitating new, young black female staff members at DUT; however, the expectation is not that new young black female staff would from the outset publish in outputs accredited by the national Department of Education and Training (DoHET). Rather, the focus is on assisting staff to begin to publish in any form and any medium, especially in areas recognised as UoT outputs; thus gradually developing a groundswell of research activity leading to recognised peer-reviewed UoT and DoHET..

Directorate: PGDS

Staff members and students registered for postgraduate qualifications, as well as supervisors and promoters, are the responsibility of the Postgraduate Development and Support (PGDS) Directorate. In the year under review PGDS assisted in the recruitment and support of all staff and students wishing to pursue master's and doctoral studies. This included recruitment among BTech students. PGDS conducted proposal-writing workshops as well as many other workshops in support of postgraduate students and supervisors/promoters.



Professor Annelie Jordaan
Deputy Vice-Chancellor: TIP (Acting)

Directorate: TTI

The Technology Transfer and Innovation (TTI) Directorate is responsible for all areas including research, support, development and all capacitation with regard to applied research, technology transfer, innovation, diffusion, start-ups, entrepreneurship, commercialisation of research and incubators. The TTI Directorate also has responsibility for support, promotion and development of research outputs arising from such activities.

Directorate: IEP

The International Education and Partnerships (IEP) Directorate provides logistical support to the CRCD, PGDS and TTI Directorates, and takes charge of memoranda of understanding (MoUs), memoranda of agreement (MoAs), visits by international guests and students, meetings arranged for and by the diplomatic corps, and logistical support for such activities.

To provide all four directorates with the opportunity of focusing on their set targets and benchmarks for 2009 and being more visible within faculties/departments. In the year under review the office of the DVC: TIP relieved these directorates of a large number of administrative duties. It took collective responsibility for areas such as Women-in-Research, National Research Foundation funding, external funding, funders and funding agencies, postdoctoral researchers/fellows and research centres/institutes, and reassigned them as per the revised functions of the directorates within TIP.

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Directorate: Co-operative Education

Co-operative Education continued building stronger and wider links with industry and other partners nationally and abroad for the placement of work integrated learning (WIL) students. The Convocation, falling within Co-operative Education, invested in reaching out to alumni and involving them in DUT activities.

Directorate: ITSS

The Information and Communication Technology (ICT) Department, based on the ML Sultan Campus, underwent a name change to align it with the rest of the UoT sector. Since 1 January 2009 the directorate has been called Information Technology Support Services (ITSS). It successfully migrated the university from Groupwise to Microsoft Outlook, with many ITSS staff members working over numerous weekends and at night to ensure a smooth migration process.

EDU and BSU

A new section, the Enterprise Development Unit (EDU), was established during the first quarter of 2009 with a focus on third stream income through projects and short courses. The Centre for Skills Development (CSD) was absorbed into the EDU during the last quarter of 2009.

During the year under review, the mandates for both the EDU and the Business Studies Unit (BSU) were clearly defined to map out a viable and profitable future for both units.

DIRECTORATE: RESEARCH CAPACITY DEVELOPMENT

In the year under review, the Directorate for Research Capacity Development (RCD) at DUT primarily focused on managing research capacity development for new, young black female researchers, and optimising the research outputs (both accredited and other UoT outputs) of researchers at the university. This was achieved through a number of initiatives identified by the Vice-Chancellor as the main functions of the RCD.

RCD consulted with departments in all six of the DUT faculties, with the objective of assessing the research strengths and weaknesses of each department and identifying sets of completed research for possible publication.

During the course of 2009, other UoT research outputs were identified and these are now being developed in consultation with the researchers, with an incentive scheme initiated.

In October 2009, researchers received disbursements from the DoHET research publications subsidy for their 2007 research outputs.

A total of 43 research manuscripts were published in DoHET-accredited journals, the list of published manuscripts is available on request.

Workshops and support

RCD organised a number of introductory research-writing and publications-writing workshops, facilitated by Prof D Pillay, throughout the year on various campuses. The targets were the academic staff from the School of Education, the Department of Civil Engineering, and the Department of Fashion and Textiles respectively.

In addition, RCD developed pamphlets on how to write an abstract and guidelines for authorship. These were distributed to researchers attending the introductory research-writing workshops and publications-writing workshops.

RCD also ran a general workshop covering how to write an abstract and providing guidelines for authorship.

RCD offered publications-writing workshops for the Faculties of Applied Sciences, Arts and Design, Health Sciences and Management Sciences at different venues in the province, which were well attended.

In order to update researchers on national DoHET processes, policies and publishing criteria, RCD hosted workshops on the DoHET publications subsidy, and a half-day workshop titled, How to Write a Winning Research Grant Proposal.

Prof D Pillay addressed postdoctoral fellows (PDFs) at a PDF workshop and emphasised the need for researchers to publish their research results before leaving DUT. A number of presentations ready for publication were also identified.

External support and partnerships

RCD provided assistance to the South Africa Netherlands research Programme on Alternatives in Development (SANPAD) Research Capacity Initiative (RCI) programme in respect of research-writing.

Prof Pieter van Breda, from the Nelson Mandela Metropolitan University, presented an invited lecturer programme, Challenges Facing Research Capacity Development at a Comprehensive University: The NMMU Experience, to DUT researchers and academics.

In conjunction with Elsevier Publishing and the DUT Library, RCD hosted an authorship workshop titled, How to Write a World Class Paper, presented by Prof Edward Boje, Professor of Controlled Engineering and Deputy Dean of the Faculty of Engineering, University of KwaZulu-Natal (UKZN) and associate editor of the Elsevier Journal, Control Engineering Practice.

As part of DUT's collaboration with India, Prof D Pillay hosted a three-day workshop, How to Write a Scientific Research Publication, at the Tamil Nadu Agricultural University (TNAU) in Coimbatore (India). In all, 20 assistant and associate professors participated and have been added to the RCD database of potential PDFs and supervisors/co-supervisors.

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A new rule has been introduced at TNAU in terms of which master's and doctoral students must have published their research before submission of their dissertations or theses; DUT is considering introducing the same rule.

Publication and paper

The DUT Textile Department publication *Bandanas beyond Borders* was launched at the Brickfield Road Campus, while a paper titled, *The Changing Pulse of the Higher Education Research Landscape in South Africa*, was presented at the Elsevier Library Connect seminars.

DIRECTORATE: TECHNOLOGY TRANSFER AND INNOVATION

The Technology Transfer and Innovation (TTI) Directorate manages Research and Development (R&D) type projects that can be divided into five categories:

1. Technology transfer fundraising.
2. Intellectual property projects.
3. Industry/government research projects.
4. Consultation services.

In the year under review, the TTI Directorate was actively pursuing the following projects:

1. Technology transfer fundraising

Each project is listed, along with the project value:

- 3D Rapid Prototyping Centre (R10 million).
- Preparing structures for a technology station: Clothing and textiles (R2 million).
- Preparing structures for a technology station: Energy systems (R1.5 million).
- Sustainable energy for rural areas using green technology (R5 million).
- Bio-prospecting for algal fuel extraction (R14 million).
- Creative graphic design studio, small business development (R1.5 million).
- Educational partnerships in Africa (Joint British Council, R400 000).
- Research Chair: South African Space Agency (R4.5 million over 3 years).
- Harnessing the Agulhas Current for clean electrical energy (R1.4 million).
- Manufacturing facility for small wind turbines (R4.5 million).

2. Intellectual property projects: in process

The project leader is indicated in each case, along with the project's income-earning potential:

- Dental filling technology (Dr A le Roux, high income potential).
- Educational dental training games (Ms A Vahed, medium income potential).
- Algal fuel production and extraction (Prof F Bux, extremely high income potential).
- Food ingredient preparation for nutritional enhancement (Prof T Padayachee, high income potential).
- High impact energy management system (Prof K Kanny, low income potential).

- Composite components (Prof K Kanny, Mr A Ramsaroop, Mr F Mwangi, high income potential).
- Variation in Kerfkor Groove Geometry (Prof M Walker, Mr R Hamilton, medium income potential).
- Water purification system (Prof L Pillay, medium income potential).
- Pin-index-yoke-to-bull-nose adaptor for emergency applications (Mr R Naidoo, medium income potential).
- Chitinase from *Bacillus sphaericus*, production and use thereof (Dr L Gangavaramu, Indian PDF).

Intellectual property support: reimbursements, payments and claims

- National Innovation Competition (R375 000).
- National Innovation Fund: Patent fund claim (50% of R150 000 – expenses incurred in 2008).
- National Innovation Fund: Inventor claims (R25 000, Prof M Walker as funding recipient).

3. Industry/government research projects: contracts awarded

The funder is indicated in each case, along with the contract amount. In some instances the project leader is named:

- National Innovation Competition (National Innovation Fund, R66 000).
- Sustainable and livable low income research project (PPC, R300 000).
- Technology station re-enforced molded plastics (Technology Innovation Agency – TIA, R12.5 million over 5 years).
- Eskom Centre application (Technology and Human Resources for Industry Programme – THRIP, Mr F D'Almaine, R2.5 million).
- Energy systems project (THRIP, Prof K Duffy, R650 000).
- Bio-prospecting consortium agreement (Prof F Bux, R600 000).
- British Council Incubation Centre (Mr P Carey, R180 000).
- Launch pad of creative market place (British Council, Mr P Carey, R60 000).
- Clothing, Textile, Footwear and Leather SETA MoU (Ms B Kaplan, R1.5 million).
- Water Research Commission research (Prof L Pillay, R250 000).
- Department of Arts Curry's Fountain project (Mr L Rosenberg & Mr P Dullay, R200 000).
- CISCO contract (Mr S Thakur, R80 000).

Industry/government research projects: submitted contract applications

The funder is indicated in each case, along with the contract amount. In some instances the probability of success of the application is stated:

- TIA energy technology station application (TIA, high probability of success, Prof G Prinsloo, R12.5 million over 5 years).

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- Technology station clothing and textiles application (TIA, high probability of success, Ms P Olivier, R12.5 million over 5 years).
- TIA biotech application (TIA, low probability of success, Prof S Singh, R2.5 million).
- Institute for Logistics application (KwaZulu-Natal Department of Economic Development, Mr D Reddy, Mr C Thakur, R12 million).
- Eskom Centre application (Mr F D'Almaine).
- SANPAD rural energy support programme (Prof G Prinsloo, Mr F D'Almaine, Prof R Naidoo, high probability of success, R500 000).

4. Consultation services

- UEC Electronics – factory modification (Prof K Kanny, R65 000).
- Technology station re-enforced molded plastics (Corporate & SMME support, R600 000–R1.5 million).

In addition, numerous BTech projects are conducted for industry partners in areas including food, design, business, engineering, architecture, that are not accommodated by DUT TTI structures.

DIRECTORATE: POSTGRADUATE DEVELOPMENT AND SUPPORT

The Postgraduate Development and Support (PGDS) Directorate has seen a number of changes in management since its inception in 2008, starting with the appointment of Prof Annelie Jordaan as Director, then Mr Raveen Naidoo as Director (Acting) in September 2008, followed by the appointment of Ms Nicky Muller as Director (Acting) in June 2009.

A block grant from the DoHET, which included funding for research development (R10 million), was made available to DUT for 2009. This was used to develop and support the PGDS and its activities in moving the university towards achieving the DoHET benchmarks that characterise a UoT.

Research Development Grant utilisation

DoHET funds invested in PGDS activities was used, in the first instance, in the development arena:

- Awards to support staff and students registered for master's and doctoral qualifications.
- Awards to identified BTech students, to register for master's qualifications.
- Workshops, seminars and training activities to support postgraduate students in their research endeavours.
- Costs of bringing international visitors, professors and researchers to DUT, to engage in research activities and help build a research culture among staff and postgraduate students.
- National and international benchmarking visits to Australia, Europe and the UK.
- Postgraduate international student exchange programmes.

- Supervisor incentives and support.
- Ad hoc incentives to promote postgraduate outputs and build research.

The money invested was used secondly in the support arena:

- Software and licensing of research software tools.
- Computer laboratories for postgraduate use, and concomitant networking infrastructure.
- Postgraduate Forum, and establishment of a support group within the forum.
- Statistical Centre, assisting with data analysis.
- Language and Editing Centre, assisting with proof reading and editing and, where necessary, providing translation assistance.
- Marketing, specifically the development of research websites and production of marketing materials, and the development of an annual research review.

Research Development Grant expenditure 2009

The Research Development Grant (RDG) was used to support students and staff undertaking their postgraduate qualifications research, as well as providing support for the development of a research culture at the university.

In the year under review the development of postgraduate students, supervisors and researchers was supported through the use of the following mechanisms:

- 30 workshops for students and staff.
- Purchase of research software tools.
- Collaboration with international institutions.
- Establishment of postgraduate computer laboratories.

The sustained support received in the form of the DoHET RDGs is beginning to increase momentum with regard to research. This can be further demonstrated by the overwhelming response to the RDG award structure for 2009 specifically. In total, 378 people applied for and received funding support in the form of study awards:

MTech	225
BTech	74
DTech	42
Master's	19
Doctoral	18

Outcomes and impact

The period 2008–09 showed very positive growth in terms of the MTech graduation rate, significantly higher than projected.

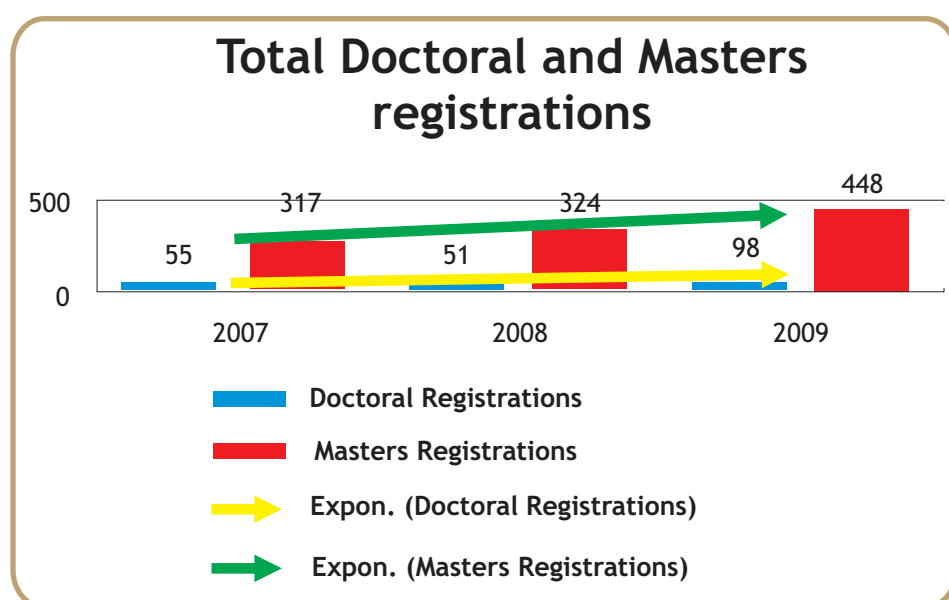
By contrast, the same period showed a decline in the number of graduated doctoral students in proportion to those registered.

The conversion of BTech students to MTech students remained fairly static – increasing in a linear fashion in proportion to the number of registered BTech students for 2009.

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MTech cohort studies for two specific periods, 2003 and 2008 demonstrated that the dropout rate was at approximately 85% for the 2003 cohort and is presently sitting at 30% for the 2008 cohort.

Registration figures and trends for the period 2007–09 show that while some faculties experienced drops in registration at times, the overall trend is an increase in registrations.



Master's registrations (2007–09)	2007	2008	2009
Accounting and Informatics	23	11	25
Applied Sciences	36	44	54
Arts and Design	22	30	25
Engineering and the Built Environment	49	49	60
Health Sciences	138	137	180
Management Sciences	49	53	43
Doctoral registrations (2007–09)	2007	2008	2009
Accounting and Informatics	4	4	6
Applied Sciences	17	14	22
Arts and Design	13	11	20
Engineering and the Built Environment	9	8	7
Health Sciences	4	6	12
Management Sciences	8	8	31
Totals	2007	2008	2009
Total master's registrations	317	324	448
Total doctoral registrations	55	51	98

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It should be noted that these registration figures include the *provisional registration period*, a window of opportunity for students to have their research proposals approved within six months. These figures are included expressly to show the effects of this intervention on postgraduate numbers. This translates into:

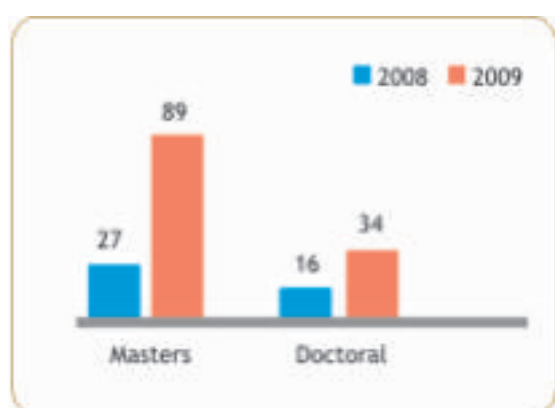
- a 38% increase in master's registrations compared to 2008; and
- a 92% increase in doctoral registrations compared to 2008.

The unprecedented increase in provisional registrations of master's and doctoral students since April 2008 is not yet reflected in the Higher Education Management Information System (HEMIS) or ITS data, since their proposals have not yet been accepted. When these provisional registrations are tallied with the formal registrations, this brings DUT's **postgraduate count as a percentage of the total student count** to 4.1%. Projections based on the provisional figures will likely yield dramatically upswept results. More realistic figures, however, will only be forthcoming within the next year or two.

The challenge that the university faces, then, is to see that these students move through the system and graduate within the specified time. **Supervisory capacity** is a challenge and is being addressed as a major activity during 2010.

Approval of research proposals has shown an increase concomitant with the increase in registrations.

Master's and doctoral research proposals approved (2008 and 2009)



This translates into:

- a 230% increase in approval/ratification of master's research proposals compared to 2008; and
- an 112% increase in approval/ratification of doctoral research proposals compared to 2008.

Staff registered for postgraduate qualifications

The table shows staff who are registered internally within DUT (i.e. excluding external registrations) for postgraduate qualifications, presenting a snapshot of staff registered for postgraduate study as a percentage of all registrations for postgraduate study. Given that 2008 saw a dramatic response to the bursaries scheme, plans are in place to increase capacity building as well as participation of staff in higher education study, by using means such as postgraduate forums, surveys, and training and development plans, under the ambit of the PGDS Directorate.

Staff registered for postgraduate qualifications: 2008 and 2009

Number of students	2008	%	2009	%
MTech	236	n/a	448	n/a
MTech – staff	55	20.91%	97	21.70%
DTech	44	n/a	98	n/a
DTech – staff	19	43.18%	33	33.67%

DIRECTORATE: INTERNATIONAL EDUCATION AND PARTNERSHIPS

The International Education and Partnerships (IEP) Directorate drives the strategic thrust of DUT towards becoming a leading UoT through internationalisation. It supports the vision, mission and strategic goals of the university through a diverse range of international collaborations, projects, partnerships and exchanges.

Student housing: The IEP Directorate has established a database of private accommodation. However, with international student numbers on the increase, the establishment of an International Student Village would be a very good idea. Apart from student housing, regular accommodation is required for visiting professors and exchange students and staff. Finding suitable accommodation is an ongoing challenge for the IEP office.

Orientation programme for international students: In March 2009 the IEP office organised an orientation programme for international students, which was very well attended.

Liaison with faculties: IEP enjoys a strong liaison with faculties via the office of the DVC: Academic, the executive deans, the faculty officers and a significant number of academic heads of departments.

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International student activities/support: The total number of international applicants processed in 2009 for study in 2010 was 539. IEP provided the following international student support in the year under review:

- IEP designed an interactive website to assist students with study permits, medical aid and visa requirements.
- A database of international high schools was sent to the CAO (Central Applications Office), to assist them with their marketing efforts.
- IEP also sent application information to over 200 high schools in SADC countries and hosted 41 Grade 11 and Grade 12 learners from Swaziland's St Mary's High School at a career guidance workshop.
- In seeking to establish an executive portfolio and an action plan for the year under review, as well as to amend the International Student Organisation (ISO) constitution and the 2009 ISO budget, IEP held meetings with representatives from various countries, and achieved those aims.

International student/staff opportunities: The year under review presented a number of opportunities for students and staff:

- IEP held a workshop on the Abe Bailey Travel Bursary in March 2009 and three nominations were submitted: Ms Sanrita Haripersad was the successful candidate.
- A seminar on the Fulbright Scholarship was also held in March 2009 and attended by academics from across DUT. Mr David Sedumedi was awarded a scholarship.
- An initial meeting was held with the US Embassy to discuss an International Educational Exchange Programme for Eligible Students. The outcome of this discussion is that nine FET/DUT students were registered to take the required Test of English as a Foreign Language in January 2010.
- The government of India, through its Indian Technical and Economic Co-operation (ITEC) programme, extends training assistance to deserving candidates. The objective of extending this facility is to make possible skills upgrading and capacity building in key areas of the economy. The full cost of this scholarship, airfare and stipend, as well as general course costs, are borne by the Indian government. An ITEC workshop was held in July 2009 and applications were submitted to the Indian Consulate for consideration, with a number of these being approved. Applications are sent on an ongoing basis.

Database of international links: IEP has established a database of formal and informal international links at DUT. Some also continue to establish international links without

informing IEP. All such links and international travel supported by DUT should be reported to IEP to allow for a reliable database to be developed and to build sustainability in such links, allowing DUT to benefit optimally from international travel.

IEP initiatives: IEP was involved in numerous exciting initiatives in 2009:

- Development of energy-efficient prefabricated low-cost housing in collaboration with the government of Denmark and KZN's eThekweni Municipality. Meetings in September 2009 were attended by IEP, the Departments of Architecture, Construction Management, and Town and Regional Planning, eThekweni Municipality (Housing), PPT and Royal Danish Government representatives.
- Through IEP initiatives, PDFs in Biotechnology/Food Technology joined DUT for an International Cultural Day in August at UKZN's Westville Campus. A proposal on co-operatives was submitted to the government department, Economic Development and Tourism, and IEP has been collaborating with Netherlands' Delft University.
- During 2009 IEP organised successful literature festivals as well as numerous workshops, seminars and conferences with visiting international delegates. These were arranged by the IEP office and were attended in large numbers by both academic and administrative staff.

DIRECTORATE: CO-OPERATIVE EDUCATION

For Co-operative Education, 2009 was a year of consolidating existing partnerships, creating new opportunities for students and staff, developing fit-for-purpose courses and undertaking capacity building with DUT staff and DUT external partners.

Capacity building

- Co-operative Education continues to engage Brian Forbes, former Director of Co-operative Education at the Cape Peninsula University of Technology, to facilitate workshops in capacity building for academic staff in the various departments.
- The unit held a general workshop for all WIL coordinators in November to prepare staff for 2010 Co-operative Education requirements.
- The unit also hosted two three-day workshops on mentorship orientation for staff and external partners, which were led by Callie Fest, Chief Training Officer of the Department of Water Affairs and Forestry.

Report of Senate to Council

Industry/government partnerships

Industry

- The recession affected training positions in some of the multinational corporations. Co-operative Education countered this by bringing more of the smaller companies on board. There was also an increased demand for graduates and several companies made regular presentations to students. In all, 33 companies used the Co-operative Education offices for student interviews.
- Co-operative Education hosted the World of Work Careers Fair (WOW) in August 2009. In total, 40 companies participated and feedback was positive. Whirlpool again donated appliances, which were won by students participating in a lucky draw competition during WOW. For the first time, all sectors of the South African Defence Force participated. The Vice-Chancellor hosted a dinner for participating companies during WOW.
- In the year under review there was a significant increase in the number of programme advisory boards, with industry partners keen to participate, resulting in the review of curricula in several programmes.

South African Navy

In February 2009, the Vice-Chancellor led a task team to South African (SA) Navy headquarters in Simonstown, where an MoU was signed by the Navy Chief, Vice-Admiral Johannes Mudimu. The task teams from DUT and the SA Navy continue to engage on various aspects of training. A group of navy personnel successfully completed their courses at DUT and these numbers are set to increase in 2010. This successful DUT/SA Navy engagement has created awareness among other sectors of the SA National Defence Force, who are now interested in partnering with DUT.

Indian Navy

Since South Africa lacks adequate capacity for training all aspects required by the SA Navy, there has been ongoing discussion with the Defence Advisor at the Indian High Commission in Pretoria. As a result of this interaction, in April 2009 Co-operative Education hosted Vice-Admiral DK Dewan, Chief of Staff of the Indian Navy, who promised DUT and the SA Navy assistance in the form of Indian Navy personnel to help build capacity at DUT, thus enabling it to meet SA Navy requirements.

Networking

International networking

- The Director of Co-operative Education, Mr Shakeel Ori, presented a paper at the City and Guilds seminar in London during March 2009. Here he met with one of DUT's world-recognised achievers, Gordon Murray, Mechanical Engineering alumnus.

Discussions were set in motion towards forming an International Alumnus Chapter for DUT in London.

- The trip to London was also an opportunity for the director to visit Hospitality Management students at the Red Carnation hotel group.
- Furthermore, Mr Shakeel Ori was hosted by the Alaska-Pacific University in Anchorage. The visit resulted in WIL opportunities in Alaska for Health Sciences students.
- Hospitality and Tourism students were again recruited by Disneyworld, Florida (USA). They also train in Dubai and Seychelles.
- DUT has an MoU with the Namibia Polytechnic in Windhoek (Namibia). As part of the agreement, Co-operative Education has assisted the polytechnic to establish a Co-operative Education Centre. A further spin-off has been increasing numbers of Namibian postgraduate students registering with DUT.

National networking

- The director of Co-operative Education continues to serve on the South African Qualifications Authority's (SAQA) Qualification and Standards Committee.
- The unit has also participated in two closed sessions with the Minister of Higher Education and Training, hosted by the uMgungundlovu FET College in Pietermaritzburg.
- Mr Themba Msukwini represents DUT Co-operative Education at the Department of Labour Stakeholders' Forum and at the Chemical Industries Education and Training Authority regional forum.

Exhibitions, events, conferences and awards

Exhibitions

In the year under review, Co-operative Education participated in several exhibitions, including the Gauteng NEPAD summit in Sandton.

Events

- The unit hosted Dr Jenny Horsman, educationist and researcher, who presented at a workshop titled, Women, Work and Learning: The Impact of Violence, in February at the ICC, Durban. This was part of the Researching Work and Learning series hosted by SAQA across the country. Delegates from industry, tertiary education and community organisations attended the workshop.
- In February 2009 the unit hosted the launch of the book, *New Perspectives in People Management*, by Thami Msubo, Chief HR Director of TATA Steel, South Africa. Mr Msubo is a member of the Human Resource Management Advisory Board at DUT.

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- At the request of industry, Co-operative Education hosted a colloquium in June 2009 at the ICC, *Challenges for Skills Development*. The presenters included the DUT Vice-Chancellor, and SAQA and SETA representatives. The industry viewpoint was very clear: WIL must remain a significant component of all UoT qualifications.
- Co-operative Education hosted Dan Swinney, founder of the Chicago Manufacturing Renaissance Council and Austin Polytech in Chicago. A series of seminars were held in Durban, Pietermaritzburg and Richards Bay on reviving manufacturing and the role of an institution like the Austin Polytech. Austin Polytech is the school identified by President Obama as the model he would like to see replicated in the USA.

Conferences

DUT is a partner in the World Association for Co-operative Education (WACE) and as such enjoys international coverage in all WACE publications and at WACE events. The WACE world conference was held in Vancouver, Canada during June 2009. The conference was attended by the Vice-Chancellor and the Co-operative Education director.

Awards

- Co-operative Education was awarded an award, the Insurance Sector Education and Training Authority (INSETA) Institute of Sectoral and Occupational Excellence (ISOE) award, valued at R330 000.
- The DUT SRC also presented Co-operative Education with an award, in recognition of its work in the provision of WIL for students.

Convocation

Co-operative Education welcomed Mr David Sedumedi as the Manager of Convocation in 2009. His appointment led to Convocation and alumni relations receiving more focused attention. The Convocation constitution has been amended to include regional chapters, to be launched in 2010. In 2009, alumni functions were held in Durban, Pietermaritzburg and Sandton, with attendance beyond expectation.

DIRECTORATE: INFORMATION TECHNOLOGY SUPPORT SERVICES

The Information Technology Support Services (ITSS) Directorate has been positioned as a technology enabler for the DUT community. IT services are delivered across all spectrums of the requirements of a UoT.

The ITSS Directorate has three sections, with activities reported in more detail later in this report:

- Client services.
- Information systems.
- Networking.

New Initiatives of the ITSS Directorate

The ITSS undertook the following new initiatives in the year under review:

- **SEACOM:** DUT has been made the Point Of Presence (POP) for all 23 higher education institutions of the biggest broadband Internet service in South Africa; it is a major accolade for DUT to host such a service. The Tertiary Education and Research Network of South Africa (TENET) will pay DUT a hosting fee of R5 000 per month. The agreement has still to be signed, with all documentation having been sent to the DVC: TIP for ratification by the DUT Legal Department.
- **SANReN national backbone network:** DUT was not included in the initial planning for the deployment and connectivity. At a meeting in October 2009 with TENET and the Centre for Scientific and Industrial Research, the possibility was discussed of DUT hosting the SANReN connectivity for KwaZulu-Natal. A 10 GB backbone will initially connect Steve Biko, ML Sultan and City Campus sites. After further discussions it was decided that Brickfield Campus will also be connected in the first phase.
- **Hot spots:** The introduction of hot spots on campus is in the planning phase.
- **Microsoft People Ready Project:** All the technologies for this project have been deployed and migration has been completed as per schedule and on budget with a saving of over R300 000 on subsistence and travel. The aspects that have not been implemented as recommended by Microsoft are due to DUT staff having to attain a particular skill set.

General ITSS update, 2009

Staff development: ITSS sent 76 staff for training, conferences and study tours.

Performance management: The ITSS performance plans were completed and submitted to Ms Bronwen Naidoo (HR).

Network audit: Deloitte & Touche conducted an internal audit of the network and some of the recommendations discussed are being implemented.

Institutional IT strategy: The IT Committee at its meeting recommended that an institutional IT strategy be put in place. The ITSS Directorate informed the committee that there is a special section on IT strategy in the King III Report, which needs to be considered. It was recommended by ITSS that a presentation be given by PriceWaterhouse Coopers to Executive Management and that thereafter the IT Committee take the matter forward.

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Visits by other institutions: Other universities proved keen to follow DUT's example:

- ITSS was visited by the University of the Western Cape to discuss the Groupwise–Microsoft Outlook migration. They are keen to follow the same route as DUT.
- The University of Ghana visited ITSS to discuss an ITS implementation. They were impressed by DUT's system.

Report-back: client services

ITSS conducted an online customer satisfaction survey with regard to client services in 2009. The response to the survey showed that 98% of the respondents were satisfied with the services.

Antivirus evaluation and benchmarking: With the licence due to expire in February 2010, a review of the antivirus software SOPHOS was initiated in the year under review. A benchmarking exercise with other institutions was also conducted.

Registration 2010: Faculties were informed of identified computers to be used for registration. The plan was for Client Services to set up the computers in the registration venues, with faculties delivering and retrieving the computers required for registration.

Report-back: information systems

ITSS reports the following developments with regard to information systems for the year under review:

- All the firmware for the IBM p series servers and tape drives were upgraded as well as the AIX operating system, ensuring that the servers are secure from security threats.
- The Clinic Sister system for Durban and Pietermaritzburg was upgraded from SQL2000 to SQL2005 and the system was also updated with the latest data from the ITS system.
- The Oracle application server was upgraded from 10.1.2.2 to 10.1.3.1, taking advantage of the new features to deploy new web applications.
- The new DevMan software was purchased to help the Convocation Department manage the alumni database. The current ITS alumni data was migrated to DevMan, eliminating the need to recapture the data.
- The ITS Enabler system was piloted with online web registrations for the second semester registrations in July 2009 for undergraduate students, and proved successful.
- Changes were made to the ITS system to implement password policies, rendering the ITS system more robust and secure.
- New team sites were developed for the PGDS and ITSS Directorates, and for the DUT Library and the

Committee Administration Department, to facilitate collaboration and information sharing within their departments.

- New interface software is being developed to automate the transfer of student financial aid data from ITS to the National Student Financial Aid Scheme, to reduce the lead time in processing the applications and awarding bursaries.

Report-back: networking

In 2009, ITSS achieved the following with regard to networking:

- With the help of the Finance Department, Voice Over Internet Protocol (VoIP) switches were purchased to support the Avaya IP telephony system. This will allow the phones to be powered by the switches, thus saving on purchasing separate power blocks for each phone. The university made significant progress in its IP telephony deployment.
- Additional wireless, to support the IP phones and computers, was installed in Milena House and Berea House.
- A firewall was approved to support the connectivity to route all traffic via ML Sultan Campus, which is the POP for SEACOM.
- There were many infrastructural installations on the various campuses, involving cabling of new sites and the provision of IT access.
- Websense was purchased and tested, for deployment in 2010.

ENTERPRISE DEVELOPMENT UNIT

The Enterprise Development Unit (EDU) came about from the need to encourage and expedite the offering of non-subsidised short courses at DUT. It was designed to incentivise academics to be innovative and to grow their department's income, and that of the university.

Red Cap Foundation

This is the EDU's flagship project, with constant innovations added annually. It remains one of the largest, best run, most economical interventions of its kind in South Africa. Now in its third year, the project has attracted the attention of national government. This project allocates 20 new DELL computers to 10 schools each year. In addition, the school educators are taught basic computer skills and the Microsoft Office suite, as well as secure computer laboratories being set up in each school. In the year under review the EDU introduced a competition in terms of which learners from each school submitted a PowerPoint project on energy, and were judged on the content and technical quality of their efforts.

The benefits of the project to DUT include the following:

- It addresses the community outreach aspect of DUT's vision and mission.

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- It directly addresses the issue of quality of input.
- It achieves social intervention in a visible and tangible way, with approximately 12 000 students exposed to IT.
- It brands DUT strongly in 10 new schools each year.

The EDU plans to engage other hardware vendors, like Intel and Sahara Computers, with this project.

Industrial Design project

This project leverages on the good relationship between DUT, eThekweni Municipality and the provincial government. It also capitalises on the sister-city agreement with Nantes, where an innovative master's level course in Industrial Design is being offered.

The Industrial Design technology road map was researched and documented by an economist and researcher. The curriculum development will be undertaken by staff at the EDU and DUT's Department of Architecture. The funds provide for staff and students to be registered at National Diploma, BTech, master's and PhD levels. The project is now at the curriculum development stage and the necessary funding has been made available to the EDU. The amount available for setup and infrastructure costs is being negotiated.

National Institute of Technology

The National Institute of Technology (NIIT) project involves the training of 1 000 students in ICT by DUT at the rate of 200 a year on the Indumiso Campus. The course is from the internationally accredited NIIT in India. There are no costs to students. A key feature of the project is that students who complete the course will have the opportunity of industrial experience in South Africa, India or any other part of the world. This project is in keeping with the EDU's objective of targeting developmental projects for the Midlands Campus, because of the potential its catchment area offers.

CISCO programme and conference

The EDU has facilitated the training of six academic staff and has received commendations from CISCO for this effort. It is the single largest training effort of ICT academics at DUT in the past 10 years.

DUT has also been asked to host the 2010 CISCO Africa Conference. This will mean 250 delegates from Africa, Mauritius and the Middle East attending functions at DUT.

Each One Reach One

Bern University, Switzerland has agreed to participate in a unique mentoring project with DUT, whereby Swiss students will mentor, befriend and support DUT students, enriching both sets of students culturally. The idea stems from a simple social belief that if each person in the world reaches out to just one other person, the world will be a better place.

Partnership with the South African Clothing and Textile Workers' Union

The EDU approached the South African Clothing and Textile Workers' Union (SACTWU), an affiliate of the Congress of South African Trade Unions, proposing that the EDU computers be housed on their premises and that the laboratory be run from there. Not only will this make available to DUT increased political and marketing clout but it may also influence the availability of funds for cross-training. The EDU was due to train 100 SACTWU members in January 2010.

ICT cluster

There is an opportunity for DUT to house the ICT cluster, which will provide the university with insight into the direction that ICT is flowing in South Africa. The Head of the EDU has been appointed as a director of the ICT cluster tasked with the skills development section of this Section 21 company. The value of the project is R4 million, the funds reside with an NGO.

Information Systems, Electronics and Telecommunications Technologies SETA

In terms of the existing close working relationship between DUT Vice-Chancellor Prof du Pré and the CEO of the Information Systems, Electronics and Telecommunications Technologies (ISETT) SETA, EDU has received a project from ISETT to train 30 learners in new venture creation commencing in January 2010.

Entrepreneurship Business Park

As a result of the strong relationship between the Small Enterprise Development Agency (SEDA) and DUT, EDU has developed a business plan for the establishment of a business incubator. Given that the funding is available on condition that a facility on a DUT-identified campus be made available to house the project, various options are being considered.

Business Connexion UNICEF TechnoGirls Project

In 2009, DUT jointly conceived and developed a project proposal that was accepted by UNICEF. The project will address the issue of bright female students undertaking studies in ICT in an informed and well prepared manner. Grade 10, 11 and 12 learners will be trained for three years and successively taken one notch up in complexity, technically and in terms of life skills.

National Innovation Competition

EDU ran the National Innovation Competition, with 30 entries being received, 10 of which were put forward for judging. The judges commended DUT on a well run competition and on the quality of the presentations. The winning candidates already hold two patents between them. These innovations will feed directly into the SEDA Entrepreneurship Business Park.

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Other EDU updates, 2009

Clothing co-operative: A proposal has been submitted and verbally accepted to train 600 people in running a clothing co-operative. The project already suggests many additional related projects, such as unit standard alignment.

Independent Communications Authority of South Africa: The Head of the EDU is a serving member of the Complaints and Compliance Committee of the Independent Communications Authority of South Africa. The advantage of this has been the reduction of interconnecting fees.

Computer Society of South Africa: The Head of the EDU was Vice-Chairman of the Computer Society of South Africa for the year under review, and Chairman-elect for 2010.

Smart City Forum: All ICT stakeholders in KwaZulu-Natal, including the EDU, are invited through this forum to work on the Smart City project.

Embedded systems: EDU has submitted a joint funding application to GTZ for an embedded systems project between DUT and Lörrach University in Germany.

Professional Body Program: The Professional Body Program continues to be a cash cow for the university, with approximately R4 million flowing into the academy annually. The plan is to increase offerings with a number of innovative courses.



Report of the Institutional Forum

Report of the Institutional Forum

The Institutional Forum (IF) played an active and vibrant role in the governance life of DUT during 2009.

Advice to Council on matters of institutional importance was given by the Institutional Forum at each of the Council meetings in 2009. This practice of advising Council was improved, with the loop being closed by a Council response when the advice of the Institutional Forum could not be taken by Council.

All scheduled meetings of the IF were well attended and quorate as were the numerous special meetings that had to be called during the course of the year. The IF played an active role in the selection process for two DVCs' positions, namely the DVC: Academic and DVC: TIP. The IF also gave advice to Council on the composition of the Selection Committee for these positions.

IF continues to facilitate DUT stakeholder interaction with Council by being consulted by the Vice-Chancellor on inviting DUT constituencies to present their activities to Council.

The IF has played an active role in the review of the DUT Statute, a process which is continuing into 2010. The Institutional Forum was able to advise council on a number of policies that were approved in 2009, including a revised policy on the Conferment of Honorary Degrees.

In terms of a broader national involvement, the IF played a significant role in the Research Project that was commissioned by the erstwhile Department of Education into the functioning of Institutional Forums at a National Level.

Subsequently, a National Reference Group was appointed by the DoHET to make recommendations to optimise the governance role of Institutional Forums within South African Universities. The current Chairman and Vice-Chairman of the DUT's IF serve on this reference group. The IF was also invited to Walter Sisulu University to assist in the Strategic Planning Workshop for the IF of that University.

The role of the IF in transformation is an ongoing activity. During the course of 2009, Professor Crain-Soudien was invited to present his Ministerial report to the DUT community. This has led to the transformation debate at



Dr Lavern Samuels
Chairperson: Institutional Forum

the university receiving fresh impetus and the IF playing a key role on all transformation platforms at DUT. This is considered a focus in taking the University forward to becoming the best institution that it can be for all the people that it serves.

The IF continued during 2009 to play a constructive, engaging and stabilizing role in the governance life of DUT and commits to taking this forward in 2010.

A handwritten signature in black ink, appearing to read 'L. Samuels', written on a light-colored background.

Dr Lavern Samuels
Chairperson: Institutional Forum

Faculty of
**Accounting
and Informatics**

Faculty of Accounting and Informatics

STRATEGIC DIRECTION

On completion of the institution's new vision and mission statement, the Faculty of Accounting and Informatics embarked on a process to develop its own vision and mission. During 2009 several workshops were held within the faculty to establish the new vision and mission in keeping with its technological base.

Vision statement:

Promoting leadership in business and related technology through real-world education.

Flowing from the vision statement, the faculty's mission statement is as follows:

- Promote quality in teaching and learning.
- Encourage a culture of ongoing research and technology transfer.
- Engage the business professions and other stakeholders to provide relevant career focused education.

The vision and mission statement were formally adopted by the Faculty Board during 2009. The faculty was also able to develop its strategic plan for the next three years.

FACULTY STRUCTURE

The Faculty of Accounting and Informatics comprises six departments, however the Department of Information and Corporate Management is split over two campuses in terms of programme offerings.

On the ML Sultan Campus:

- Information and Corporate Management: Library and Information Studies programme.

On the Ritson Campus:

- Auditing and Taxation.
- Financial Accounting.
- Information and Corporate Management: Office Management and Technology programme.
- Information Technology.
- Management Accounting.

On the Riverside Campus:

- Finance and Information Management.

OVERVIEW

This faculty came into being in 2007. From 2007–2009, the faculty office staff on the one hand, and the executive dean and deputy dean on the other, operated from



Professor Thiruthlall Nepal
Executive Dean

separate premises. In 2009, however, the executive dean secured premises in what was previously the Hotel School complex, and refurbishments were completed to house the faculty office and dean. This greatly enhanced the smooth operation of the faculty.

Staffing

In the year under review, the faculty had a few changes in academic staff. Highly qualified staff, especially those with professional qualifications, moved onto greener pastures, mainly to other universities where promotion post requirements were not as stringent as those of DUT. Generally, the appointment of staff in the professional fields, especially in the field of Accounting, posed several challenges. Most South African chartered accountants and management accountants have specialised training and are recognised as being among the most skilled in the world. However, very few of these professionals hold a master's degree; as a result DUT was unable to offer such professionals permanent employment. The Vice-Chancellor has agreed to address this issue and it is hoped that professional qualifications will soon be given due recognition at DUT.

The current staff complement of the faculty is 114. Of these, three have a doctorate and 24 have a master's degree. It is noted that several staff members who do not have a master's degree embarked on their postgraduate studies, either at DUT or through other universities, during 2009.

ENROLMENT TRENDS

The demand for enrolment in the departments of the faculty remained strong in the year under review, and this trend is expected to continue in the foreseeable future.

Student enrolment figures in the faculty were the past three years were as follows:

2007	5 666
2008	5 404
2009	5 768

Although there was a marked decline in enrolments in 2008, the 2009 enrolments reflected an increase of 1.6% over the 2007 enrolments.

For the year under review, it is encouraging to note increases in the numbers of students enrolled for both undergraduate and postgraduate degrees.

BTech	514
Master's	25
DTech	4

With regard to enrolment by gender, 56% of the faculty's student population is female. The gender balance has remained stable over the past three years.

The faculty's 2009 overall student enrolment by race was as follows:

African	4 934	(85.0%)
Indian	746	(13.0%)
Coloured	58	(1.0%)
White	18	(0.3%)
Other	12	

It is of concern to the faculty that the number of white students continues to decline. However, it is noted that student protests during registration period may have had an adverse effect on the number of students registering at the institution. For recruitment purposes, the faculty intends targeting those secondary schools that can improve its demographics.

TEACHING AND LEARNING

In 2008 the focus was on the improvement of quality and throughput, and this focus was intensified in 2009. Much of the focus was on identifying 'at risk' students and taking appropriate interventions to assist such students. A considerable amount of time was also spent on the new Assessment policy, which was linked to the 2008 performance data. The 2009 results improved significantly in most departments. However, it may be too early to make a claim that the intervention strategies implemented to assist students, workshops on assessments, and new approaches to teaching contributed to the improved pass rates. There are probably a number of interacting factors at work in the faculty that have contributed to the improved pass rates. The reasons for the significantly improved performances and pass rates in 2009 across the faculty are currently under investigation by the teaching and learning co-ordinator.

As in most programmes it is very important to ensure that the curriculum is up to date and that the latest developments in the field are incorporated in the curriculum where appropriate. Most departments have active liaison with industry partners and other UoTs.

The Department of Information Technology still plays an active role in the Higher Education Information and Communication Technology Association. The association comprises Information Technology (IT) lecturers from all the UoTs and some traditional universities. Mr Irfaan Ally, Associate Director in the Department of Information Technology, is currently Vice-Chair of the association. The association's main focus is on ICT recirculation. It was successful in recirculating the degree, Bachelor: ICT (BICT) in 2009. The BICT is being submitted for approval in 2010.

The Department of Information and Corporate Management hosted a very successful workshop to recirculate the Office Management and Technology (OMT) programme. OMT lecturers from the University of South Africa, Nelson Mandela Metropolitan University and all the UoTs attended the workshop. About 55 lecturers participated in the recirculation of the OMT programme. It was the first time that such a workshop in OMT was held. A meeting was scheduled for early 2010 to take the recirculation process forward and will be reported in the 2010 report.

The National Higher Certificate (NHC) in Accounting was introduced in 2002. It is a two-year programme that precedes a one-year National Diploma. The graduation rates were not encouraging as the NHC actually caused bottlenecks in terms of students progressing to the third year. During 2009, the Faculty Board took a decision to recirculate the NHCs in Accounting in line with the 'old' National Diplomas in Internal Auditing, Financial Accounting, Management Accounting, and Taxation. The envisaged result of this exercise will be improved graduation rates in the future.

In order to keep abreast of changes within the industry in the Accounting field, the lecturers in the different Accounting disciplines, Auditing, Financial Accounting, Management Accounting, and Taxation have been busy with planning for new degree programmes that have become the industry norm for entrance to professions. This is a complex process as it involves many stakeholders. The initial process began in 2009 and it is envisaged that it will be completed by early 2011.

The Tax Law students from the BTech: Taxation programme were required to participate in a Moot Court hearing. The Moot Court was held in May 2009. The judges comprised the South African Revenue Service litigation team, attorneys Wayne Broughton and Mandledod Mngomezulu, and audit specialist Sugandran Naidoo. The students were assessed on their participation, and this method of assessment proved to

be productive as students, although nervous enjoyed the experience, especially the manner in which they were assessed and the feedback received from the judges.

STUDENT PERFORMANCE

The faculty graduation rate improved from 20% in 2007 to 21% in 2008. The increase may be attributable to the interventions that had been put in place. There are indications, however, that the graduation rates for 2009 will be higher.

The graduation rates for 2008 were as follows:

National Higher Certificates	11%
National Diplomas	26%
BTech	37%
MTech	18%
DTech	25%

Student success rates measure the passing of individual subjects or modules. During 2009 the average student success rate across all departments in the faculty was 76%. All departments except for Information Technology and Information and Corporate Management improved their overall success rates.

Student success rates improved by the following percentages:

Management Accounting	10%
Financial Accounting	6%
Auditing and Taxation	4%
Finance and Information Management	4%

By contrast, the student success rate in the Department of Information Technology dropped by 2%, while in the Department of Information and Corporate Management the success rate dropped by 7%. In addition to these developments being noted at the Faculty Exam Board meeting, the departments in question were asked to look at the intervention strategies agreed upon in 2009 – e.g. the use of tutors, identification and monitoring of 'at risk' students during the first test, and the careful selection of students – and to ensure that these interventions are carried out in 2010.

RESEARCH

International expertise

Research in the Accounting and Information Technology fields has not been at the level of the DoHET benchmarks. In order to encourage research and publications, Profs Don Petkov and Olga Petkova, from Eastern Connecticut State University and Central Connecticut State University, USA respectively, were invited by the faculty, and spent three months at DUT, during which time their presence had a tremendous influence with regard to encouraging staff to read for master's and doctoral degrees, particularly in IT. During their stay a total of 12 master's and three doctoral proposals were approved by the Faculty Research Committee. In addition to assisting IT

staff, both professors assisted staff from other departments within the faculty and other faculties. They also held workshops and seminars on postgraduate research, postgraduate supervision and e-learning.

Research Day

Another initiative by the Faculty Research Committee was to have all postgraduate students present their work in progress during the Faculty Research Day. This conference was well attended and it is pleasing to note that supervisors were present with their students.

Publishing in *Reboc*

Staff members are also encouraged to publish in the in-house journal *Reboc* in order to gain the necessary confidence to publish in accredited journals.

2009 publications

During 2009 the faculty produced the following publications:

2009 DoHET-accredited publications

(A name in bold indicates a faculty member.)

Department of Information and Corporate Management:

Raju J & Jacobs C (2009) Liberal Arts and LIS Paraprofessional Education in the Knowledge Context: The Cases of South Africa and Québec, Canada. *Innovation: Journal of Appropriate Librarianship and Information Work in Southern Africa* 38: 28–49.

Raju R & Raju J (2009) Current Status of Academic Libraries in Africa. In IH Abdullahi (Editor-in-Chief) *Global Library and Information Science: A Textbook for Students and Educators* (IFLA publication nr. 136/137). Munchen: KG Saur Verlag.

2009 non-DoHET-accredited publications

Department of Information and Corporate Management:

Raju R & Raju J (2009) The Public Library as a Critical Institution in South Africa's Democracy: A Reflection. *Libres* 19. Available: <http://libres.curtin.edu.au> [online open access journal].

Other 2009 research outputs

Moodley S, **Raju J** & Raju R (2009) *Evaluation of Higher Education Libraries: The Case of the Durban University of Technology Library*. Paper presented at the Qualitative and Quantitative Methods in Libraries (QQML) international conference, Crete (26–29 May).

Raju J (2009) *From Library Science to Information Science to Knowledge Management: Providing Contexts for LIS research*. Paper presented at the Retig-KZN research seminar, Durban (24 April).

Steenkamp AL, Petkov D & Nepal T (2009) *On a Research Process Model and Supervision Aspects in Postgraduate Education in South Africa and North America*. Paper presented at the University of Stellenbosch International Conference on Postgraduate Supervision, Spier Estate, Western Cape (27–30 April).

Misra R (2009) *Turnover Tax – A Nightmare or Dream Come True?* Paper presented at SAAA–KZN regional conference, Elangeni Hotel, Durban (11 June).

Eyono Obobo SD [in collaboration with D Heukelman] (2009) *Exploring the African Village Metaphor for Computer User Interface Icons*. Proceedings of the Annual Research Conference of the South African Institute of Computer Scientists and Information Technologists, Vanderbijl Park, Emfuleni (12–14 October).

Eyono Obobo SD (2009) *An Evaluation Model for the Alignment of Information Technology and Computer Science Assessment Papers to Learning Outcomes*. Proceedings of the international Conference on Technology Education (CTE2009), Less is More, Taipei (11–13 November).

Eyono Obobo SD (2009) *Finding the Right Summative Assessment Mix of Learning Outcomes: An Algorithmic Approach*. Proceedings of the IASK International Conference on Teaching and Learning, Porto (7–9 December).

Co-authoring of university textbooks

It is also pleasing to note that staff members are involved in co-authoring books, all of which are being widely used by universities and UoTs.

- Ms F Marimuthu and Ms M Cloete co-authored the book *Accounting for Marketers*, now being used as a prescribed textbook.
- Mr D Govender co-authored a book in Cost and Management Accounting.
- Mr C Seedat is a co-author of *Fresh Perspectives in Accounting*.

INDUSTRY/PROFESSIONAL ENGAGEMENT

It is pleasing to note that those departments offering programmes for the professions have very close ties with the professional bodies. Professional contributions have stemmed from ties with:

- Institute of Internal Auditors.
- Chartered Institute of Management Accountants.
- South African Revenue Service.
- South African Institute of Professional Accountants.

These institutes offer great support to the departments in the faculty. In addition, a number of large auditing firms regularly request the BTech graduates from the Department of Internal Auditing and Taxation.. A graduate

recruitment drive was initiated by this department, with PricewaterhouseCoopers. Presentations were made on Internal Auditing and employment prospects in May 2009 and students' CVs collected. Deloitte & Touche made a presentation on collecting students' CVs in October 2009. In addition, Ernst & Young requested the CVs of the top five National Diploma students and BTech students.

Staff members from the departments also serve on professional bodies. Mr C Seedat serves on the Syllabus Committee of the South African Institute of Professional Accountants. Mr Saleem Kharwa serves as an alternate board member on the Regulatory Board of Auditors and also as the South African representative on the International Accounting Education Standards Board.



Faculty of **Applied Sciences**

Faculty of Applied Science

STRATEGIC DIRECTION

The faculty's mission is articulated as follows:

To develop within a values driven ethos, quality technicians and technologists that are practice oriented and responsive to the needs of the people of South Africa and Africa as a whole by providing the highest standards of teaching, learning and community engagement underpinned by a commitment to empowering staff and students to succeed.

FACULTY STRUCTURE

The Faculty of Applied Sciences comprises the following eight academic departments:

- Biotechnology and Food Technology.
- Chemistry.
- Clothing and Textile Studies.
- Food and Nutrition: Consumer Sciences.
- Horticulture.
- Maritime Studies.
- Mathematics, Statistics and Physics.
- Sport Studies.

OVERVIEW

Staffing highlights 2009

Promoted to associate professor

Department of Chemistry:

Prof K Bisetty; Prof N Deenadayalu

Department of Mathematics, Statistics and Physics:

Prof R Naidoo

Appointed as senior lecturer and head of department

Department of Clothing and Textile Studies:

Mr A Judd

Appointed as lecturer

Department of Biotechnology and Food Technology:

Ms N Mchunu; Mr J Mellem; Mr V Mohanlal

Department of Mathematics, Statistics and Physics:

Mr BS Ogundari

Department of Sport Studies:

Ms T Schafer

Appointed as senior technician

Department of Biotechnology and Food Technology:

Mr P Reddy

Completed postgraduate study

Department of Sport Studies:

Ms C Lotz (MTech: Marketing); Mr A Maharajh (MA: Sport Science)



Professor Darren Lortan
Executive Dean

ENROLMENT TRENDS

Student enrolment grew from 1 406 in 2008 to 1 543 in 2009. This growth is within the DoHET's projected 2% growth in enrolment figures, in line with its enrolment planning targets as set in 2003 by the then national Department of Education.

Of the students registered in the faculty in 2009, 4.8% were registered for postgraduate qualifications. The proportion of students registered for the undergraduate degree (BTech) was 8.3%. The faculty continues to engage its BTech students on the advantages of pursuing postgraduate studies.

For the reporting year 2009, the faculty experienced a student enrolment increase of 131. This growth occurred in spite of the decision made by most departments in the faculty to increase their entry requirements, especially for Mathematics and Physical Science, in order to attract a stronger pool of students, to improve throughput and graduation rates. While a militating factor against increasing student enrolment is the student protests that have characterised registration periods at DUT there were, however, no real discernible shifts in the shape of the faculty by qualifications and student enrolment.

The data on student enrolment by gender in 2009 shows that the faculty student population remains predominantly female:

Female	56%
Male	44%

Given that the 44% represents an appreciable increase in the male student population, the enrolment rate of males is not a cause for concern, although the situation is being monitored. At the postgraduate level, however, the enrolment rate of females is significantly higher: 73% in 2009.

The 2009 overall student enrolment by race was as follows:

African	1090	(70.6%)
Indian	365	(23.5%)
White	54	(3.6%)
Coloured	29	(1.8%)
Other	5	

The data on student enrolment by race reveals that although the faculty's student demographics reflect the regional demographics, under-representation of African and coloured students at the postgraduate level continues:

MTech (2009)

African	46%
Coloured	0%

DTech (2009)

African	25%
Coloured	5%

Nevertheless, the postgraduate enrolment rate of African students is steadily increasing. The under-representation of African and coloured students in higher degrees might be attributable to the fact that suitably qualified undergraduates from the designated population groups are highly sought after in the workplace. Another notable militating factor is that the pool of BTech graduates, from which the postgraduate students are drawn, is made up of a large number of employed, part-time students for whom postgraduate degrees are either deemed to be unattainable on a part-time basis, or are not a requirement for further advancement in the workplace.

Given that enrolment numbers of African students for the BTech degree are higher than for postgraduate study, this may have a sustainable positive impact on student enrolment rates at the postgraduate level in the future.

TEACHING AND LEARNING

Graduation rates from 2006–2008 for the faculty increased: from 20% in 2006 to 23% in 2008. The faculty performance on the whole with regard to the National Diploma graduation rates is in line with the national benchmarks for similar programmes.

Over the cohort study for the period 2004–2006 the throughput rate of the faculty continued to increase impressively, while the dropout rate declined slightly. All but two of the qualifications in the faculty outperformed benchmarks in throughput rates for the period 2004–2006. The members of staff from departments offering programmes that outperformed the national DoHET's benchmark for the minimum time throughput rate for the cohort study are to be commended. However, the dropout rates for the Department of Clothing and Textile Studies and the Department of Horticulture are a cause for concern.

Contributing factors to dropout rates

There are a number of possible contributing factors to dropout rates:

- In many departments, the limited placement opportunities for the experiential learning component (work integrated learning, or WIL) of their programmes is a major contributor to the dropout rates.
- In many instances, students are distracted by lucrative salary offers and remain in work-based learning placements beyond the required period, indefinitely postponing the conclusion of their studies.
- Some departmental progression rules, from one level to the next contribute to the poor student performance.
- Many students carry very low course loads, which means that they take an inordinately long time to complete.
- Many students in 'good academic standing' who have not returned to continue their studies have cited financial limitations as the main reason for not returning. Unfortunately, these students are also labelled 'dropouts' when in fact a more appropriate description would be 'stopouts', as most of the students in this category intend completing their studies.

Student success rates

Student success rates per servicing department declined from 80% in 2008 to 78% in 2009 for the faculty, with all but the Department of Mathematics, Statistics and Physics and the Department of Chemistry recording a decline in success rates. This may be a cause for concern; a decline in success rates should theoretically result in a decline in future throughput rates and concomitant graduation rates.

Three departments, the Food and Nutrition: Consumer Sciences; Biotechnology and Food Technology; and Chemistry, produced the highest student success rates in the faculty.

The Department of Mathematics, Statistics and Physics showed continued improvement over the period 2007–2009.

The Departments of Sport Studies and Maritime Studies posted the sharpest declines. The Department of Horticulture posted a continued decline from 2007–2009.

A contributor to the generally poor student success rates of the Applied Sciences programmes is the low student pass rates in a few 'bottleneck' subjects – viz. Mathematics, Analytical Biochemistry and Horticultural Mechanisation – which have been identified by these programmes as major impediments to the success rate of the serviced department in each case. Additional tuition has been provided for students registered in many of these targeted courses, with varying degrees of efficacy. The Department of Biotechnology and Food Technology has made the greatest strides in reducing their dropout rate over successive cohort studies.

The opportunity for students to deregister from a course prior to the examination without 'failing' the course, is proving to be an Achilles' heel. Since the DoHET definition of student success rate is based on the number of Full-time Equivalents (FTEs) passed, these students, while not failing, are certainly not among the students that are accounted for in the FTEs passed. The prevalence of this false sense of achievement, on the part both of the students and the institution is staggering. Initiatives are afoot to limit this practice by enforcing deadline dates, after which deregistration will result in failing the course. While this would not necessarily guarantee improved success rates, it would remove one more factor that clouds the picture in terms of student success rates.

RESEARCH

Research activities in the faculty continue to blossom in spite of external factors militating against success. Significant decreases in National Research Foundation funding led to the university relying on its scarce resources to fund shortfalls. Research outputs continued to be outstanding with numerous articles appearing in peer-reviewed journals. Several papers were presented,

at both national and international conferences. The growth in the number of postdoctoral fellows is commendable. In addition, numerous departments within the faculty hosted visiting scientists and this bodes well for the fostering of a research culture in the various disciplines. A number of bilateral agreements and exchanges were established with universities across the globe.

COMMUNITY ENGAGEMENT

Within the faculty, community engagement has found a variety of manifestations. These include free and/or subsidised services to others, both within and outside of the DUT community. In different cases, staff and students implement services and activities on a voluntary or compulsory basis, and such involvement is perceived to have benefits for the students, the participating departments, the staff, the university itself and the wider community. Activities undertaken include community service, where students are introduced to the work environment as an opportunity to implement theory, practise skills and provide a service. Examples include the following:

Department of Biotechnology and Food Technology

- Students annually participate in an HIV/AIDS awareness community service-learning lifeskills project, for the subject Disease and Immune Response 2.

Department of Chemistry

- Winter schools funded by Eskom, offering tuition in Mathematics, Physical Science and Biology, are conducted for 350 Grade 12 learners drawn from rural areas in KwaZulu-Natal and the Eastern Cape.
- Some staff from the department continue to provide developmental support and training in the conducting of laboratory practicals to Physical Science teachers from underdeveloped schools throughout KwaZulu-Natal.

Research outputs per department

	DoHET- accredited publications	International conference presentations	National conference presentations	International workshops	Visiting scientists	Collaborations
Biotechnology and Food Technology	13	4	4	-	9	32
Mathematics, Statistics and Physics	2	13	5	-	5	1
Chemistry	11	3	-	-	-	14
Horticulture	-	-	-	-	-	4 (non-research)
Maritime Studies	-	-	-	2 (non-research)	-	-

Department of Clothing Technology

- In partnership with the Clothing, Textiles, Footwear and Leather manufacturing SETA, the Industry Training Unit (ITU) in the department provided skills development training to numerous factory employees in the province.
- In partnership with the provincial Department of Economic Development, the ITU organised a national seminar series presented by five experts from the Technical University of Liberec, Czech Republic.

Department of Food and Nutrition

- The Zamani Children's home was the recipient of duvet sets to the value of R3 000 collected by the second-year students.
- Staff voluntarily conducted nutrition workshops for caregivers at the Women's Union of Refugees, at SA Homeloans and for the community nurses being trained at DUT.

Department of Horticulture

- Staff from the department developed material for the short course, Urban and Rural Greening Techniques, for the South African National Biodiversity Institute, as part of their programme, Greening the Nation. This is an outreach programme through which members of disadvantaged communities learn skills related to the greening of schools and municipal environments throughout South Africa. This involved the propagation of shade trees, medicinal bulbs and herbs and the development of food gardens and other basic horticultural skills.

Department of Mathematics, Statistics and Physics

- Staff and students from the department provided tutorial support for Grade 12 learners from the Tholulwazi High School situated in the Lower Molweni Valley. The project was conducted in conjunction with Philangethemba, an NGO operating in the area.



Faculty of **Arts and Design**

Faculty of Arts and Design

STRATEGIC DIRECTION

In a series of strategic planning workshops at the start of 2009, the faculty reviewed and revised its mission in the light of new educational imperatives – both within the programmes offered by the faculty and in the context of the wider South African social and educational landscape. Arising from these faculty discussions, the faculty vision found expression as follows:

A faculty that promotes a holistic approach towards education, critical understanding and the application of creative technologies in society within the pragmatic requirements of contemporary professional disciplines.

The mission of the faculty is articulated more specifically, as being to:

Provide quality learner-focused teaching, learning and research in applied technology, promote entrepreneurial and vocational development through an innovative approach to analytical creative thinking and artistic expression, and promote sustainable partnerships with external stakeholders.

FACULTY STRUCTURE

The Faculty of Arts and Design (FAD) comprises the following seven academic departments:

- Architectural Technology and Interior Design.
- Fashion and Textiles.
- Fine Art and Jewellery Design.
- Media, Language and Communication (Journalism/Language and Translation/English and Communications).
- School of Education.
- Television, Drama and Production Studies (Video Technology/Drama Studies/ Performing Arts Technology).*
- Visual Communication Design (Graphic Design/Photography).

*Towards the end of 2009 Senate approved the unbundling of the Department of Television, Drama and Production Studies, resulting in the establishment of two separate departments: Video Technology and Drama Studies. Thus, in 2010 the faculty has eight academic departments.

OVERVIEW

2009 was marked by a number of significant positive developments:

- There were improvements in staff qualifications.
- The overall student success rate of 82% was maintained.



Dr Kenneth Netshiombo
Executive Dean

- The faculty graduation rate, at 23%, for the first time exceeded the national benchmark of 22.5%.
- There was a surge in postgraduate registrations.

A highlight of the year under review was the awarding of an Honorary Doctorate in Fine Art to Andrew Verster for his contribution to South African art. Verster was a lecturer in the Department of Fine Art in the 1960s and has maintained close ties with the department. In his acceptance address to the university assembly at the Autumn graduation, Dr Verster stressed the high regard accorded to arts graduates in commerce and industry. A leading banker had told him that 'when they were looking for new people to recruit for their organisation, they preferred fine arts graduates. "We can teach them the finance side," she said. But it was their ability to solve problems and use their imagination which made them special.' The faculty commemorated the awarding of Verster's Honorary Doctorate by adding a fine example of the artist's work – *Bodywork 1* – to the university collection.

Another 2009 highlight was the Faculty Research conference, which focused on the recognition of Arts and Design creative research outputs. The FAD conference ran from 3–5 June 2009 at DUT, as an in-house conference for staff and students of the Faculty of Arts and Design; the conference featured an international keynote address, *Creativity: Practice, Industry, Research* by Prof Donal Fitzpatrick of Curtin University of Technology (Australia).

The Faculty of Arts and Design is planning to introduce a Bachelor's Degree in Creative Industries. 'Creative Industries' emphasises technological and entrepreneurial skills within arts and design, and the term has gained international recognition as a reference to this cluster of creative enterprises in the new economy. The faculty has adopted this initiative as a strategic imperative to comply with the new Higher Education Qualifications Framework for South Africa. So, when DUT was tasked by the South African Technology Network (SATN) Curriculum Committee (which underwent a name change in the year under review to Programme and Qualifications Committee) to investigate appropriate degree designators and qualifiers for arts- and design-related courses, the faculty was able to launch a curriculum development initiative aimed at establishing the need for a Bachelor of Creative Industries degree at DUT. The faculty has canvassed other South African universities of technology for their input, and has received enthusiastic support. Local industry feedback has also been very favourable, as evidenced by comments such as: 'The new degree will also open up new employment options for students...[and] expand the scope and relevance of Art and a qualification in Art'.

Internationally acclaimed artist and faculty staff member Andries Botha coordinated the manufacture of columns for the Moses Mabida Football Stadium with traditional wood carvers from the iSimangaliso district, and also undertook a City of Durban commission for three sculptural elements for the entrance to the city. In addition, he was appointed artist and consultant to the new King Shaka International Airport and commissioned to do a key sculpture of King Shaka for the airport.

In terms of new offerings, the Photography programme enrolled its first BTech student cohort in 2009, while a new offering was approved for introduction in 2010 – the Master's in Technology: Journalism. Another programme, the National Diploma in Performing Arts Technology, received Senate approval to phase out. Dramatic changes taking place in the technological field of events and entertainment, coupled with dwindling student numbers, contributed to the decision to close. Nevertheless, the programme leaves an important legacy in its contribution to the events industry, and its alumni continue to make their mark at all levels of the profession. Towards the end of 2009 Senate approved the unbundling of the Department of Television, Drama and Production Studies, resulting in the establishment of two separate departments: Video Technology and Drama Studies.

A milestone in the faculty's commitment to quality provision was attained in 2009 with the establishment of the Faculty Quality Committee (FQC). Targeted at closing the loop between programme review and resource provision, the FQC flags critical issues for immediate attention by the executive dean or the faculty executive. In addition, faculty finance and human resource officers were deployed to the faculty headquarters at City

Campus to provide responsive support directly allied to the needs of Arts and Design.

Awards and accolades

Faculty staff and students were awarded numerous awards and prizes during the year under review.

Fashion and Textiles

- Fashion and Textiles alumnus Zandile Meyiwa won the Vukani Fashion Week Collection award.
- Thokozani Mbatha won the L'Afrique est à la Mode–Africa competition, held in Niger.
- Lecturer Nirma Madhoo-Chipps won an international C'N'C Plug Generation competition, and went to Milan (Italy) to receive her prize.

Graphic Design

- Students won awards in the SAPPI Think Ahead awards.
- Students also won awards in the House & Leisure/Woolworths product design competition.
- Greg Darroll won the department's first student Loerie.
- Kevin Goss-Ross won the Emma Smith award – the first time in many years that a Visual Communication Design student has won.

Jewellery Design

- At the Anglo Platinum awards, teams of third-year Jewellery Design students working together with practitioners from industry won first and third places in the Student Collection Category; while in the Designer Category, Vijay Shah took first place and Vernon White second place.
- The Sanlam Private Investment award was won by Jewellery student Sbhakile Ndlangina.
- Siyabonga Cele won first place in the Brooch category of the 2009 Thuthuka Jewellery competition.

Television, Drama and Production Studies

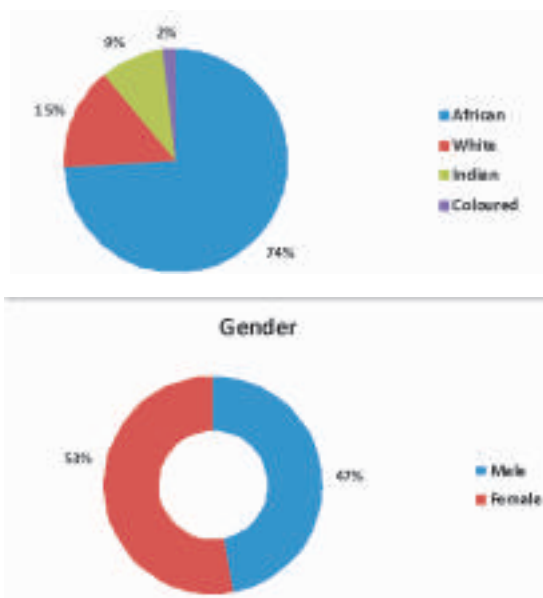
- Lecturer Cary Burnett coordinated student entries into the VUKA! Public Service Announcement (PSA) competition, run by MultiChoice. One PSA, for the Multiple Sclerosis Association, and directed by second-year student Tracey Carrol, was chosen for lighting on DSTV.
- In international news, Mark Bennett, a 2002 graduate, received an Emmy award in the category Best Reality Camera.
- In further international news, Garwen McGluckie, a graduate from 1998, received the Royal Television Society Camera Operator of the Year award.

ENROLMENT TRENDS

Although student numbers in the Humanities are capped at 15% of total DUT enrolment by the requirements of the state's size and shape policy for higher education, the faculty has managed to keep its total enrolment steady while fulfilling some of its key strategic imperatives.

Total student numbers in the faculty were kept steady from 2008–09, but the **number of African students** was increased from 71–74% of total student enrolment, while targeted recruitment ensured a rise in postgraduate enrolment from 1–2% of total registration from 2007–09.

Enrolment by race and gender (2009)



TEACHING AND LEARNING

The faculty has an established reputation for excellence in teaching and learning innovation, particularly in e-learning. Academic and support staff have enthusiastically embraced new technologies to accommodate a growing student cohort 'born digital', who arrive at the university already highly computer literate. Our graduates encounter increasingly digital environments when they enter the workplace, so the Arts and Design **strides in e-learning** directly contribute to the employability and success of our alumni. Nirma Madhoo-Chipps (Fashion and Textiles), Sanjuka Bejanath (faculty IT Specialist), Andrea Alcock (faculty Writing Centre) and Gaye Upton (Extended Curriculum Programme – ECP) successfully completed the e-learning training course offered by the Educational Technology Unit.

The faculty Writing Centre initiative has matured into a significant contributor to student teaching and learning support. The centre hosted a writing-intensive workshop led by practitioners from the University of the Witwatersrand's successful Writing Centre. Participants from across the faculty explored writing as a 'tool for

learning' in a range of content areas. Coordinator, Andrea Alcock and a team comprising one contract lecturer and three senior tutors assisted a range of 'drop-in' students (first year to master's level students), ran writing workshops for exam preparation, and worked closely with lecturers to develop strategies to improve students' writing skills.

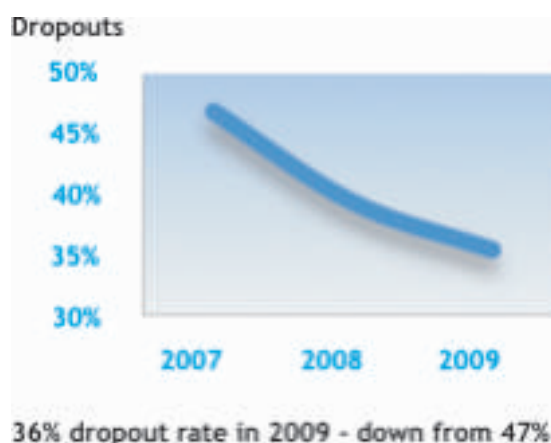
The Extended Curriculum Programme (ECP) has a long and distinguished history of widening access to Arts and Design study in the faculty, facilitating the academic development of students whose prior learning has been adversely affected by educational or social inequalities. Effectively providing an enhanced first-year programme strongly underpinned by basic concepts and content to foster advanced learning, the ECP equips underprepared students by providing academic foundations that will enable them successfully to complete the programmes for which they are registered.

Staff continued to take advantage of opportunities to develop their subject specialisation skills. A number of faculty staff benefited from workshops organised by the Centre for Excellence in Learning and Teaching (CELT): these included a self-study workshop led by Jack and Joan Whitehouse; and *Higher Education: Socially Responsible Teaching: New Paradigms and Possibilities*, led by Prof Peter Taylor and Dr Elizabeth Settelaier (Curtin University of Technology, Australia).

Dr Kenneth Netshiombo (Executive Dean) and Prof Graham Stewart (Deputy Dean) visited the Academic Development Centre at the North West University (Mafikeng Campus) in November to investigate their policy and operations. The professional standard of the writing, design, production and distribution of university study guides was an exceptional feature of this highly effective support unit.

STUDENT PERFORMANCE

Faculty interventions to target high attrition rates have succeeded in reducing student dropouts by over 10% over the past three years.



Graduates



23% graduation rate in 2009 - up from 19%

This achievement has been matched by an increased graduation rate; at 23%, this exceeds national targets (22.5%).

The faculty can also report a high 82% student success rate across all subject offerings. Faculty performance improvements are attributable to interventions such as attention to at-risk students early in their academic careers, innovative teaching and learning practices, the faculty Writing Centre and the ECP. Student tutor programmes across the faculty contribute significantly to student academic support, especially now that the faculty insists on tutors attending training courses offered by CELT.

RESEARCH

2009 was marked by a phenomenal increase in postgraduate enrolments; with 68 enrolments – up 65% from 41 in 2008 (this includes provisional registrations, where proposals are still being reviewed by the Faculty Research Committee). Significantly, a high proportion of postgraduate registrations in the faculty are practice oriented, demonstrating our university of technology commitment to translating theory into practical solutions to meet societal and industrial needs. What better expression of the university's slogan 'Making knowledge useful' than innovative faculty postgraduate projects such as an e-learning package for academic literacy, or the design of an eco-friendly wedding dress (R Gutteridge, MTEch: *The Impact of Socio-cultural Factors on Blended Learning in the Development of Academic Literacy in a Tertiary Vocational Context*; and W Schultz, MTEch: *Eco-bride: Development of an Environmentally-friendly Bridal Collection for a South African Market*).

A long-term strategic aim of the faculty has been to secure research award funding for the faculty's unique creative outputs. This goal was attained in an important 2009 Senate decision to recognise a comprehensive set of creative outputs as credit-bearing research. University management have championed the issue with SATN, and this promises to lead to national incentives for creative research in future.

Both supporting and driving the faculty initiative to recognise creative research outputs was the faculty's *Conference on Creative Output* (3–5 June 2009), featuring Prof Donal Fitzpatrick, Head of the School of Design and Art at Curtin University of Technology (Australia), who provided expert guidance in his keynote address on generating subsidised publications derived from artefacts and performances. Faculty departments showcased creative output on days one and two, with feedback from Prof Fitzpatrick as to how such outputs might be published. Conference papers were published in online proceedings.

A highly successful Fine Art and Jewellery staff exhibition, *New Connections*, was held at the KZNSA Gallery in March 2009. With the assistance of Dr Netshiombo (Executive Dean) and the Director: Research Development, Prof PG Pillay, a peer reviewed catalogue of the exhibition is being published and sent to the national Department of Higher Education and Training as a submission for research subsidy purposes.

Publications

(The list of publications is organised alphabetically on author/contributor surname.)

- Marlene de Beer published a chapter in a book: *Memory-based Expressions of the Self: Demonstration/ expression of Identity through the Art of Making*, in K Pithouse, C Mitchell & R Moletsane (Eds) *Making Connections. Self-Study and Social Action*. New York: Peter Lang.
- Rodney Harber contributed a chapter, *Learning from Opposing Housing Paradigms*, in F de Fillipi (Ed.) *Slum(e)scape: A Challenge for Sustainable Development Projects*, a collection of the presentations made during the International Union of Architects World Congress in Turin (2008).
- Rodney Harber also published a brochure *Traditional Hindu Temples in Durban*; and an article, *Inside Little Boxes*, in *SAArchitecture*.
- Prof Brian Pearce published an interview with Laurence Wright in the *English Academy Review* (May), 26.
- Tanya van der Walt co-authored a journal article, *Writing 'Whiteness': Dramatic Representations of Afrikaner White Identity in Post-apartheid South Africa – A Comparative Study of Athol Fugard's Sorrows and Rejoicing (2002) and Jason Xenopolous' Promised Land (2002)*, in *International Journal of the Arts in Society*.

Presentations

(The list of presentations is organised alphabetically on author/presenter surname.)

- Piers Carey and Rowan Gatfield presented a paper, *Creative Industries, Creative Solutions*, at the annual Forum for Access and Continuing Education (FACE) conference, University of Staffordshire, Stoke-on-Trent, UK (July); and at the 2009 Design

Education Forum of South Africa (DEFSa) conference, Opening Gates: Between and Beyond Design Disciplines, Graaf-Reinet (3–4 November).

- Lolie Makhubu made a presentation, *Code of Ethics for Translators and Interpreters*, at the Pan South African Language Board language practitioner's workshop, and provided simultaneous interpreting services at DUT events.
- Dave Nel delivered a paper, *Reading the Monument: Colonial Monuments and New Government Buildings*, at the Centre for Critical Research on Race and Identity, University of KwaZulu-Natal (UKZN), Durban (August).
- Adv. Robin Sewlal gave a presentation, *The Challenges Facing Journalism in South Africa*, at an SA Writers' Forum seminar (June).
- Prof Graham Stewart delivered a paper, *'Mirage of Us': A Reflection on the Role of the Web in Widening Access to References on Southern African Arts, Culture and Heritage*, at the 35th African Literature Association conference in the USA (April).
- Prof Graham Stewart also made a presentation at the Minister of Arts and Culture's official launch of the *Encyclopaedia of South African Arts, Culture and Heritage* (ESAACH) at UKZN (March), and at an ESAACH workshop at the Central University of Technology in Bloemfontein.
- Prof Ian Sutherland delivered the paper, *A Healthy Balance – Integrating Design, Health and Community Issues into the Graphic Design Curriculum*, at the Cumulus 38° South conference, Swinburne University of Technology, Melbourne (November).
- Odette Swift presented a paper, *Teacher-interpreter: An Inevitable Paradox in Educational Interpreting?*, at a conference of the South African Applied Linguistics Association, in conjunction with the Linguistics Society of Southern Africa, Cape Town (September).
- Tanya van der Walt co-presented papers at international conferences in July: the International Federation of Theatre Research conference (Lisbon), and the 4th International Conference on the Arts in Society (Venice).

COMMUNITY ENGAGEMENT

The Faculty of Arts and Design has in recent years set a remarkable standard for engagement with the community, including external partnerships, co-operative education and social outreach.

Faculty programmes are designed around the maximum incorporation of industry engagement, ranging from regular Advisory Board input into curriculum development, to the placement of students in the workplace as part of our Work Integrated Learning (WIL) policy. Student industry experience is conducted in closely supervised and structured situations, and yields high dividends in learning experience while consolidating programme networks with the industry it serves.

However, external engagement goes beyond workplace experience. Some programmes take the concept and practice to another level by exposing their students to an immersive service-learning curriculum by putting their professional expertise to the service of deserving community organisations. Children's homes, old age homes, and health and rehabilitation schemes have benefited from Arts and Design service-learning programmes, which are marked by the very highest standard of delivery. For example, Interior Design undertook the revamp of PeacePlayers International's offices – PeacePlayers is an organisation that uses sport as an outreach for HIV/AIDS prevention (see *South African Garden and Home*, January 2010 issue, for more details).

In 2009, Dr Kenneth Netshombo (Executive Dean) continued his work as appointee to the Ministerial Committee: Intangible Cultural Heritage Policy Writing Team, and as member of the Council of the State Theatre (2008–11). He was also approached to serve on the Council of the Robben Island Museum for 2010.

Industry partners, parents, sponsors and the general public view the numerous final-year exhibitions and shows mounted by the faculty. These events are high profile, and attract considerable media coverage, which enhances the university's public image. The high reputation of our courses has a double benefit, raising our public profile and industry credibility while serving to attract talented students as future recruits to our faculty.

The start of 2009 saw the visit of three distinguished Taiwanese artists to the City Campus. Profs Chiang Ming-Shyan, Chao-Pao Chen and Chou Chen presented illustrated talks on their work and on various art techniques to staff and students in Fine Art, Jewellery Design and Graphic Design. They also donated books on their art to the DUT Library.

The Art for Humanity unit in the Department of Fine Art and Jewellery Design established partnerships with a number of NGOs and civil society organisations, nationally and internationally, in the development of projects aimed at promoting human rights throughout society. These included the following:

- Advice Desk for the Abused.
- Children First.
- Foundation for Human Rights.
- KZN Refugee Network.
- StreetNet.
- Umcebo Trust.

The Art for Humanity unit also exhibited print portfolios in the following venues:

- Alliance Française (Cape Town).

- Break the Silence and PIMA Portfolio at the International AIDS Society conference.
- Limpopo Arts and Crafts Association (Polokwane) and the Women for Children Project exhibitions.
- Travelling exhibition Germany (various venues).
- World Health Organisation headquarters (Geneva).

Adv. Robin Sewlal directed the programme for the Shared History – Indian Experience 'Words on Water' Literature Festival hosted by DUT in September 2009. The festival featured luminaries of South African and Indian arts and literature, including the following:

- Shobhaa De.
- Victor Dlamini.
- Ronnie Govender.
- Betty Govinden.
- Ramachandra Guha.
- Aziz Hassim.
- Nanda Soobben.

The Department of Visual Communication Design hosted a number of distinguished academic visitors, including the following:

- Profs Christopher Bendon and Marilyn McMenemy from the London College of Communication (University of the Arts).
- Renee Padt and Ikko Yokoyama from Konstfack Design School (Sweden).

Educational Programs Abroad (EPA) project-related visits included the following:

- Prof John Storan, Tony Hudson and Liz Pearson (May, August and November).
- Profs Marsha MacDowell and Kurt Dewhurst from Michigan State University Museum (July).
- Visiting Professor Teal Triggs, Head of Research, University of the Arts (London), who assisted in benchmarking the Graphic Design Mtech.

In addition, Rowan Gatfield set up the 'Workspace' WIL project studio for 2010, which will provide BTech students with full graphic design agency work experience, from dealing with clients to production and bookkeeping. This EPA research project is in collaboration with the University of East London (UK).

Drama Studies participated in *FrontLines*, a workshopped co-production with the UKZN Drama and Performance Studies programme, co-directed by Tanya van der Walt and Tamar Meskin. This large-scale production, presented at the Elizabeth Sneddon Theatre at UKZN, was the first joint project between these two Drama programmes.

The School of Education introduced a Teaching Assistant Programme at the request of the KwaZulu-Natal provincial Department of Education. The programme has

over 600 students, who are on a 12-month programme offered at centres in all regions of the province.

The Siyazama Project, a rural crafts and HIV/AIDS education and design research project based in the faculty, has gone from strength to strength and its work continues to be shown abroad and at home.

Third-year Fashion and Textile students were commissioned to design and construct costumes for a live chess game, to promote the Vodacom Durban July on the *Top Billing* TV magazine show. In all, 12 of the 20 semi-finalists, the 2 finalists for Kwazulu-Natal, and the winner of the Vodacom Durban July competition were from DUT. Student Skye Pengelley won this competition.

WIL

In response to recommendations made in the Higher Education Quality Committee review of the BEd programme, the School of Education (Indumiso Campus) appointed a full-time WIL coordinator and an administrative assistant. The coordinator manages Teaching Practice, including planning and the deployment of students in schools.

Once again there was extensive collaboration between the Graphic Design third-year programme and a number of industry partners, for the first time including the advertising agency TBWA Hunt Lascaris. These projects are highly valuable to students in WIL terms. In the BTech programme, lecturer Rick Andrew negotiated internships for Graphic Design students with both the Nelson Mandela School of Medicine and media company Hirt & Carter.

The Interior Design programme's community engagement project for 2009 was the refurbishment of the PeacePlayers International–South Africa (PPI–SA) offices. PPI–SA is a Durban-based non-profit organisation that uses the sport of basketball as a vehicle to positively impact the lives of children and young adults. Coaches form trusting relationships with the children, making the coaches well-positioned to teach basketball and discuss the complex issues that arise in the lifeskills programme, which focuses on HIV/AIDS prevention. Student Xolisa Ndovela's powerful design scheme was chosen by DUT staff and PPI–SA representatives. She and her second-year classmates spent two weeks sourcing all the necessary sponsorship from industry and implementing the R90 000 scheme on site.

A long-term vision to raise third-stream income for the Photography programme was realised through the purchase of a R453 720 digital photographic printer (Frontier), which was used successfully to print the Spring graduation photographs as well as end-of-year student portfolios. An online ordering system for graduation photographs brought enquiries from graduates going back five years and the 2007–09 digital archive proved fruitful. Photography also bought a

professional digital Sinar camera for student use, thus aligning the programme with industry standards.

In 2009 a number of Television, Drama and Production Studies (Video Technology) third-year students included community-oriented work in their final portfolios:

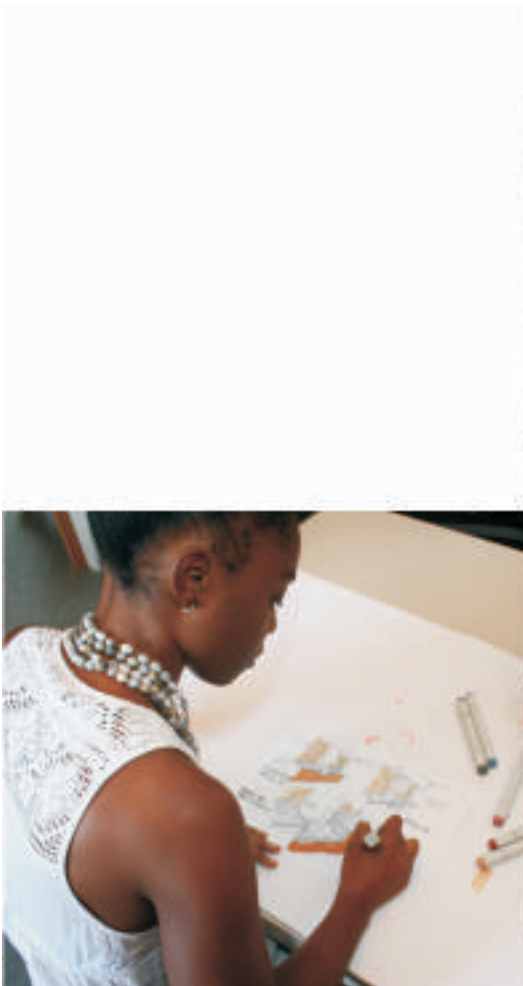
- Jonathan Ellis produced promos for the Holocaust Centre as well as the Browns School.
- Mondli Gazu produced a promo for I Care.
- Lindeka Khuzwayo produced an insert on the KwaZulu-Natal Sharks Board.
- Gcina Mashyne produced an insert on the KZN Youth Orchestra.
- Quinton Meyer produced a promo for the Kirsty Watts Foundation as well as a promo for the Centre for the Rehabilitation of Wildlife.
- Pearl Msani produced a promo for the AIDS Foundation.
- Hazel Msomi produced a promo for Schola Alois School for the Disabled.

Each of these productions will contribute towards the ability of the organisations to generate awareness or funds for their causes.

The Black African Cinema Regeneration Movement (BACRM) is collaborating with the Department of Video Technology (Television School) on another film project. Following the successful launch of *The Puzzle* in 2008, Andile Buwa, director/scriptwriter and co-founder of BACRM, requested assistance with his new project, *The Voice*. Senior lecturer Cary Burnett is script consultant on this new project. Approximately 25 young students, with no prior experience in the film industry, were trained.

Several Video Technology student programmes were screened on TV by SABC 2:

- *The Johnson Bird* - Dave Fisher.
- *Lucifer* - Kenneth Gwele.
- *Untitled* - Matthew Gardiner.
- *Talking to Earthworms* - Jeremy Martin.
- *The Walk Through* - Tyrone McDonald.
- *The Kiff - Come My Cuzzie* - Camilla Moll.
- *Seeing Soul* - Lauren Oliver.
- *The Arrows - Next Time* - Luke Pallet.
- *What's Mine* - Andrew Pollock.
- *March of the Dead* - Nolan Rutters.
- *Love Jones - Out There* - Natalie Victor.



Faculty of
**Engineering and the
Built Environment**

Faculty of Engineering and the Built Environment

STRATEGIC DIRECTION

The faculty's vision is:

To be known for excellence in producing relevant professionals who use engineering and technology for societal development in South Africa.

The mission statement is as follows:

1. To continually ensure that our graduates are socially relevant.
2. To ensure that the professional career orientation of our students is informed by the relevant stakeholders.
3. To provide an appropriate infrastructure to our students that will ensure technological excellence.
4. To ensure that learning and teaching in the faculty is in line with student needs and latest innovative practices.
5. To foster research and development that contributes to the national and international pool of knowledge, and that informs the undergraduate curriculum.

FACULTY STRUCTURE

The Faculty of Engineering and the Built Environment (FEBE) comprises nine departments.

On the Steve Biko Campus:

- Chemical Engineering and Pulp and Paper Technology.
- Civil Engineering and Surveying.
- Construction Management and Quantity Surveying.
- Electrical Power Engineering.
- Electronic Engineering.
- Industrial Engineering.
- Mechanical Engineering.
- Town and Regional Planning.

On the Indumiso Campus:

- Department of Civil Engineering.

OVERVIEW

Every department offers professional programmes that are accredited by a professional council. This implies that the qualifications offered are recognised for professional registration.



Professor Theo Andrew
Executive Dean

In 2009 the faculty had a total student and staff population (permanent and contract) of 5 986 and 156 respectively.

The financial snapshot is satisfactory. Although two departments had a deficit in 2008, the faculty overall made a surplus of over R10 million.

ENROLMENT TRENDS

The faculty is pleased that all its programmes either comply with or exceed the enrolment plan of DUT, with a total student population of 5 986 compared to the target of 5 297.

The major business of the faculty is the National Diploma programmes, which account for approximately 76% of the total headcount.

Nonetheless, the faculty is enjoying a sudden increase in applications for the BTech. Unfortunately, due to resource constraints, many eligible applicants cannot be accommodated, although the BTech enrolments have increased by approximately 22% over the last three years.

The fact that BTech enrolments have increased is expected to contribute to improving the postgraduate headcount, which in 2009 comprised the following

MTech	46
DTech	6

The percentage headcount by race remained relatively stable over the past three years:

African	66%
Indian	26%
White	5%
Coloured	2%

TEACHING AND LEARNING

Teaching and learning within FEBE continues to be an activity that is subject to pedagogical debates and different viewpoints – both academic and cultural. A recurring key challenge for FEBE, especially the Engineering programmes, is the underpreparedness and inappropriate learning styles of students within a context where lecturers themselves are sometimes steeped in traditional (often unenlightened) teaching practices. This challenge is compounded by the less-than-desirable teaching and learning physical environment at DUT. The national Department of Higher Education and Training recently allocated a significant amount of funds for infrastructure and equipment redress and this will go a long way towards ameliorating the situation. In addition, new practices in teaching that are intended to facilitate better learning are beginning to take off.

The following are initiatives over and above the usual (such as tutorship/mentorship) that are already making a positive impact on learning:

- The subject Chemical Process Design Principles 3 is an integrated assessment type of subject where the students have to integrate knowledge learnt from other modules to design a specified Unit Operation. In the past, students always had a problem with integrating the knowledge and therefore tended to perform poorly in this subject. In an attempt to be more innovative, in 2009 the class was broken into small groups of 3–4 students, who were continually supervised. In their groups the students were asked to build a mini-model of the Unit Operation they were being asked to design. This helped students with the comprehension of the design task they needed to accomplish. Students were also asked to build and run a laboratory-scale unit. This helped the students with obtaining the preliminary data, which they then used to design the plant-scale model. Approaching the design in this way was found to be more effective and helped the students better understand the design process.
- The Department of Building Management and Quantity Surveying has implemented an online learning and assessment programme designed by one of the staff members, Dr Peter Utting. This has led to a significant improvement in the pass rates in the subjects in which the programme is used.
- In the year under review, smart boards and sound systems were installed in dedicated venues in the Department of Civil Engineering to give lecturers the

opportunity of exploring a range of interactive media and styles.

- In addition, all staff in the Department of Civil Engineering have been trained in the Excellence in Civil Engineering Education (Exceed) teaching model, and this programme is being expanded to most subject areas on an ongoing basis. Exceed is an innovative teaching tool to develop Engineering education but the principles can easily be adapted to other disciplines. This approach is gaining recognition both nationally and in the wider Southern African region.
- The Department of Mechanical Engineering introduced a Mechatronics option in the diploma programme in January 2008 and the first cohort of students is expected to graduate at the end of 2010.
- Bottleneck modules have been identified and every effort is being made to address the results of the analysis. There is already a noticeable improvement in the success rates in certain bottleneck modules such as Electrotechnology 1.
- The importance of having a driver's licence has prompted the Department of Civil Engineering in Pietermaritzburg to introduce a formal K53 instruction programme to assist students in achieving this objective.
- Students participating in the Singakwenza Ndawonye Student Empowerment Scheme also have access to free driving instruction on the Indumiso Campus, using a departmental vehicle provided specifically for this purpose.
- A number of guest lecturers presented lectures/talks to the students during 2009, and staff have been encouraged to make more use of this practice.

During 2009 the Engineering programmes were subjected to 'internal programme review' scrutiny. Both strengths and weaknesses were identified by the review panels. The outcomes provided the elements of an improvement plan that is currently being used to prepare for the Engineering Council of South Africa (ECSA) accreditation in September 2010.

The Department of Construction Management and Quantity Surveying was granted full accreditation by the South African Council for Quantity Surveyors/Higher Education Quality Committee in June 2009 – one of only two universities of technology in the country that have achieved this. As a direct consequence of the accreditation the department has been invited to serve on the council's accreditation and standards committee.

The Surveying Department had its accreditation carried out in May 2009 by the South African Council for Professional and Technical Surveyors and received full accreditation for both the National Diploma and BTech programmes for a period of five years. The accreditation

panel was generally impressed with these programmes and there were no major areas of concern reported.

The South African Council for Planners (SACPLAN) accreditation panel visited the Department of Town and Regional Planning in March 2009. The finding of the SACPLAN accreditation panel was that the department exceeds the minimum standards. The National Diploma and BTech: Town and Regional Planning programmes were granted unconditional accreditation until 2013.

STUDENT PERFORMANCE

Success rates, throughput rates and dropout rates remain a challenge for the faculty.

While student performance figures in Engineering programmes throughout the country are lower than those at DUT (for example, elsewhere the average time taken to complete a 4-year BEng programme is 5.5 years and a 3-year diploma 5 years), the faculty does not accept this as the norm. Instead student performance is highest on the agenda of the faculty's strategic initiatives. One reason for this situation is the high number of prerequisite conditions for promotion into senior years in relation to the loaded curriculum. Interventions mentioned in the above Teaching and Learning section are beginning to produce improved student success rates.

There has been an increase in the student headcount over the last three years. Despite this though the graduation rate remained at 15% across all programmes, giving in effect an increase in graduation rate.

The average student success rate over the past three years has been 72%, with a slight drop over the course of three years. This correlates with an increase in student numbers. Considering this, the effective increase in graduation rates could be due to the attention paid to ensuring that students complete their experiential learning on time.

A cohort study of first-time entering students in 2006 shows that those programmes (except for one out of four) with more manageable student numbers have much higher throughput rates and much lower than the 50% dropout rate.

RESEARCH

While a vibrant research culture is still developing at DUT, FEBE makes a significant contribution to the university's overall research production. The faculty boasts six professors and one associate professor. In addition, staff with doctoral and master's degrees are developing their own research profiles. In keeping with the vision of FEBE, research activities contribute directly to societal development and/or are directly related to industry.

Department of Chemical Engineering

Research in the Department of Chemical Engineering is currently focused on two broad areas: membrane technologies and chemical thermodynamics. However, staff members who have recently completed or are completing their doctoral qualifications have conducted research in modelling of neural kinetics networks, liquid-liquid extraction and modelling of membrane systems using Computation Fluid Dynamics. It can therefore be expected that the department will develop other research areas in the near future.

Collaborative contract research projects

Already under way:

- Asian Institute of Technology – Development and evaluation of the remote rural water treatment system (RRWTS).
- Savannah State University – Development and evaluation of the RRWTS.

New:

- Umgeni Water – Evaluation of the RRWTS.
- Umgeni Water – Evaluation of immerse membrane bioreactors (IMBRs) for wastewater reclamation to potable standards.
- Water Research Commission (WRC) – Development of disinfection methods for small-scale water treatment.
- WRC – Evaluation of woven fibre microfilters for IMBRs.
- University of Johannesburg & Ben Gurion University (Israel) – Further development of the RRWTS system.
- BORDA (a German NGO rendering DEWATS services) – Evaluation of woven fabric membranes for solids removal from decentralised wastewater treatment in developing countries (DEWATS) effluent.

In 2009, the Department of Chemical Engineering was visited by two internationally renowned professors in the field of membrane technology. These were Prof Anthony G Fane from Australia and Prof Roger Ben Aim from France. These professors spent two days in the department. They advised the department on possible future research areas on which the department can embark, and reviewed the current research in the department, giving useful inputs.

Department of Mechanical Engineering

The Department of Mechanical Engineering has two research areas: plastics and reinforced plastics, and mechatronics.

The department hosted the Bio-Composite International Research Network (BIRN) 2009 seminar (2–6 November) at the Hotel School Conference Centre. In all, 13

international delegates attended from institutes in Australia, Canada, New Zealand and the UK (Birmingham). Researchers in the department also presented their research progress in the fields of bio-composites and natural fibres.

In the year under review, in terms of postgraduate student numbers, the department had five MTech and two DTech students.

Department of Industrial Engineering

The Institute of Systems Science, within the Department of Industrial Engineering, has developed a dynamic systems simulation approach to studying a number of research questions in the fields of Engineering, Ecology, Biology and Science. The nature of this research has led to a number of trans-disciplinary research initiatives across the campuses of DUT and other universities. Members of the institute are from a number of different departments and faculties. The department is currently involved in several research projects and supervising a number of postgraduate students.

Department of Electronic Engineering

The Department of Electronic Engineering has two areas of research activity. The first deals with applied computational intelligence, which focuses on problem-solving in dynamic systems and thus on the application of soft computing paradigms – such as artificial neural networks, fuzzy logic and evolutionary algorithms – to real-world systems. Examples of completed projects include the optimisation of selected process control loops using swarm intelligence, fault diagnosis using artificial immune algorithms and fault detection on high- and medium-voltage power lines using artificial neural networks.

The department's second area of research activity is small radio telescopes (SRTs). The Indlebe Radio Telescope is the first successful and cost-effective SRT operating at a higher education institution in South Africa. Scan data is uploaded onto the website regularly and is made available to the public in comma separated variable (CSV) format. This allows interested persons, including the general public, to investigate various phenomena, such as the brightness or temperature of the sun, the brightness of the different moon phases and tracking the monthly phases of the moon. A second SRT, Indlebe Mark II, is under construction, to be situated at a prime high site in Monteseel (between Durban and Pietermaritzburg). This SRT will feature full steerability of a larger antenna, giving full sky coverage.

Extensive co-operation has been established between DUT, the Hartebeesthoek Radio Astronomy Observatory (HartRAO), and the Square Kilometre Array (SKA) SA. An agreement was reached with SKA SA in 2009 whereby it was agreed to source Electronic Engineering technicians

in training from DUT for the Karoo Array Telescope (MeerKAT) and SKA projects.

Department of Electrical Power Engineering

The Department of Electrical Power Engineering has two specialist research areas: real time power system simulation and renewable energy (RE).

The Simulation Centre has been built with mainly external funding and is a collaborative effort between DUT, the University of KwaZulu-Natal (UKZN), the University of Cape Town, Eskom, Alectrix, Siemens, ABB and Schweitzer Labs. This centre has students from all three universities in Durban (i.e. DUT, UKZN and Mangosuthu University of Technology) as well as postgraduate students from other universities such as the University of the North West and the University of Pretoria.

RE is a relatively new area and concentrates on ocean current research and hybrid RE power systems. This niche area has had previous success with hybrid RE systems placed in deep rural areas of South Africa, such as Nongoma and Mozambique, and is building on the lessons learnt. Funding is currently being negotiated to set up a manufacturing plant for wind generators and the manufacture of container-based hybrid systems. This has the support of the national Department of Science and Technology.

Department of Civil Engineering

The main area of research in the Department of Civil Engineering is transportation. Postgraduate students in the field of Transportation Engineering are fortunate to have obtained funding from the Eastern Centre of Transport Development (ECoTD), which is a national Department of Transport initiative. One staff member from the Department of Civil Engineering serves on this committee as well as on the Faculty Research Committee. ECoTD-funded staff and students have presented at the annual ECoTD symposium and most of them have presented their research findings at the Southern African Transport Conference.

Department of Construction Management and Quantity Surveying

The Department of Construction Management and Quantity Surveying will be hosting an international built environment conference together with the Association of Schools of Construction in Durban in June 2010.

COMMUNITY ENGAGEMENT

In order to remain relevant in the Engineering and Built Environment profession, engagement with external stakeholders such as professional bodies, industry and community is imperative. The faculty strategically engages in local, national and international activities.

Department of Chemical Engineering

Chemepass Project

- The Department of Chemical Engineering has had the unique experience of being part of the Chemepass project (a European Union project). The project consortium, composed of 13 higher education institutions of 9 European countries and DUT (South Africa), focused on educational issues facing Chemical Engineering departments in Europe as a result of the Bologna Process. The three-year project concluded in November 2009.
- Besides the benefits of International collaboration and networking and keeping abreast of international practices in Chemical Engineering education, one of the main project outputs is a book, *Meeting the Challenges in Chemical Engineering Higher Education: Chemepass Quality Recommendations*, written by a staff member of the department, Suresh Ramsuroop.
- In addition, Ramsuroop was nominated and elected to the Working Party in Education of the European Federation of Chemical Engineers.
- Through active participation in the Chemepass project, the department has been included in the new Thematic Network project: European Chemistry and Chemical Engineering Network. The new project will run until September 2012.

Environmental impact

- The Chemical Engineering Department continues to be actively involved in environmental and sustainability projects in the Durban South Basin, with community training and empowerment workshops held in those communities.
- In addition, staff member Suresh Ramsuroop wrote a book on environmental impact assessments (EIAs). The book is designed to empower communities by helping them participate equitably and effectively in the EIA process, through developing the necessary understanding, skills and capacity. The book gives a broad introduction to the EIA process and makes suggestions for effective community participation. The book is also used for the Chemical Engineering students at DUT in their design course.

Department of Civil Engineering (Pietermaritzburg)

School Trade

The Department of Civil Engineering in Pietermaritzburg has undertaken a number of projects in association with School Trade, an NGO that links advantaged and disadvantaged schools, where NGO staff have undertaken site surveys, designed prototype school halls and built jungle gyms. All work undertaken has been done by the DUT students under the guidance of the lecturing staff.

Singakwenza Ndawonye

The Singakwenza Ndawonye training programme, through the memorandum of understanding with the Umsunduzi municipality, has undertaken a number of projects in the Edendale area, enabling students on the scheme to get real-world project experience.

Department of Civil Engineering (Durban)

Tholuwazi Secondary School

Jeff Moys, of the Department of Civil Engineering in Durban, coordinates and facilitates the involvement of the DUT Mathematics and Chemistry Departments (as well as an NGO, Ikamva Youth) with the Tholuwazi Secondary School to improve pupil learning.

Department of Construction Management and Quantity Surveying

Sharing of expertise

The Department of Construction Management and Quantity Surveying continues to provide its expertise to local schools and community organisations. Most recently it designed and managed the construction of several urgently needed classrooms at a local school.

Department of Industrial Engineering

Formula 1 in Schools

The Department of Industrial Engineering hosted the Formula 1 (F1) in Schools challenge in conjunction with Sangari SA. Seven teams from the Engineering Work-Study III class of 2009 took part in the event to showcase to the schools in the region. The challenge was taken on in the second semester of 2009 and all teams managed to meet the tight deadlines. All teams also managed to complete the race-day challenge, of racing on a 20 m track with their gas-powered vehicles. The projects required each team to design the vehicle, as well as prototyping and machining their vehicle. All teams had to secure sponsorship to complete the project, as very little financial assistance was given by the department. This project also improved the team's communication and marketing skills.

Department of Mechanical Engineering

Technology Station

The Technology Station: Moulded and Reinforced Plastics in the Department of Mechanical Engineering continues to provide cutting edge technological solutions to industry partners and small and medium enterprises (SMEs). In total, 120 projects were taken on, 83 of which were short term and have thus been completed; the remainder are ongoing. In total, 100 of these projects were/are carried out for SMEs and some large companies, while two were internal (in both cases requiring designing and constructing test equipment aimed at improving the department's expertise/developing new technology). In terms of the business, 70% was from the KwaZulu-Natal region, with the remaining 30% from Gauteng and the Eastern Cape. Since the beginning of the 2009/10 financial

year, 78 companies have contacted the Technology Station for possible assistance, and eventually 68 were assisted, resulting in a success rate of 87%. In addition, 2 projects involved training of SME staff. In total, 60 SMEs and 8 large companies were assisted.

FET–HE articulation

The faculty held a successful workshop at the Umgungundlovu FET College (Pietermaritzburg) in order to address issues relating to the articulation of students from further education and training (FET) colleges into higher education, and specifically DUT. The Umgungundlovu FET College is going to act as the convener and develop protocols to ensure that their students will be prepared and able to meet the requirements of the faculty upon their graduation from the college.

Staff professional involvement

Given the professional nature of the FEBE programmes, staff are encouraged to get involved with their relevant professional councils/societies. Following are some of the professional activities of the staff in the year under review:

- Dr Maggie Chetty was elected in 2009 to serve as the deputy-chair for the KwaZulu-Natal branch of the South African Institute of Chemical Engineers.
- Terry Hunter, who coordinates the Engineering Survey programme, serves on the vetting committee of the South African Council for Professional and Technical Surveyors.
- Dr Vincent Ndinisa and Prof Lingam Pillay were elected to serve on the organising committee for the Water Institute of South Africa – Membrane Technology Division.
- Greg Parrott of the Department of Civil Engineering serves on the committees of the South African Institute of Steel Construction and the Concrete Society of Southern Africa. He also presents continuing professional development courses around the country to professional engineers in industry on behalf of the South African Institution of Civil Engineering (SAICE).
- In the Department of Civil Engineering in Pietermaritzburg every staff member is a member of SAICE. Head of Department, Tom McKune, is a serving vice-president of SAICE and is active on a number of committees.
- Suresh Ramsuroop currently serves on the Engineering Standards Generating Group. This national working committee of ECSA is currently developing the full suite of Engineering qualifications for the Higher Education Qualifications Framework.
- Staff maintain close links with professional bodies by serving on the councils at regional and national level as chairperson (Utting) and immediate past president (Reddy). Staff also continue to maintain their professional registrations. Peter Utting is the current chairperson of the KwaZulu-Natal branch of the Chartered Institute of Building (CIOB). Siva Reddy serves on the national council of the CIOB (Africa) as its immediate past president (president for the past three years).
- Ranil Singh currently sits as a council member of the South African Institute for Industrial Engineering.



Faculty of **Health Sciences**

Faculty of Health Sciences

STRATEGIC DIRECTION

The mission statement of the Faculty of Health Sciences is as follows:

The faculty is committed to developing, within a value driven ethos, quality health professionals that are practice oriented, receptive and responsive to the health care needs of the people of South Africa and Africa as a whole by providing the highest standards of teaching, learning and community engagement underpinned by a commitment to empowering staff and students to succeed.

FACULTY STRUCTURE

The Faculty of Health Sciences comprises the following eight departments:

- Basic Medical Sciences.
- Biomedical and Clinical Technology.
- Chiropractic and Somatology.
- Community Health Studies.
- Dental Sciences.
- Emergency Medical Care & Rescue.
- Homoeopathy.
- Radiography.

OVERVIEW

Staff profile

A total of 116 staff were employed in the Faculty of Health Sciences in 2009: 65% were academic staff; the remaining 35% were support staff.

With regard to gender, the faculty staff is predominantly female. Women constitute 67% of the overall faculty staff:

Female	78	(67%)
Male	38	(37%)
Total staff	116	(100%)

With regard to race, Indian staff constitute the largest group at 43%, followed by African and white staff at 32% and 23% respectively. The most under-represented group is coloured people, at 1.7%:

Indian	50	(43.0%)
African	37	(32.0%)
White	27	(23.0%)
Coloured	2	(1.7%)

The 2009 academic staff profile in terms of both gender and race does not differ much from the overall faculty staff profile: of the 75 academic staff, 45 (60%) were female.



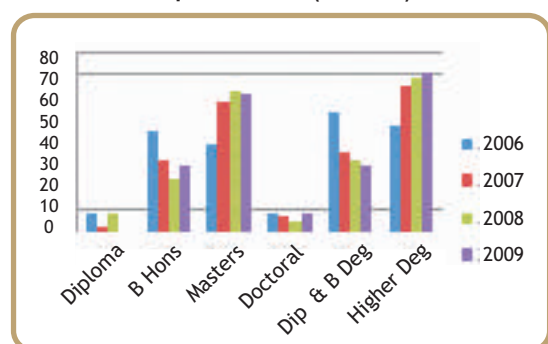
Professor N S Gwele
Executive Dean

Similar to the faculty as a whole, the academic staff is largely Indian followed closely by African and White staff members.

Efforts at achieving a representative academic staff profile have been largely compromised by the global crisis in health human resources. In addition, the advent of the Occupation Specific Dispensation in the public health sector has severely affected the ability of the Health Sciences to attract and retain well qualified staff.

In terms of academic staff qualifications, amidst the university's commitment to ensuring that by 2012 all academic staff at DUT have a minimum of a master's degree as a qualification, the faculty had to compromise on this goal on a number of occasions in 2009. This was due to lack of appropriately qualified applicants throughout the course of the year in a number of the health professions qualifications offered at DUT. Specifically these include Emergency Medical Care & Rescue and Radiography. Nevertheless, gains from the earlier interventions by the institution in introducing a junior lecturer position as an entry level rank were apparent, as three of the four appointed junior lecturers in the faculty completed their master's studies in 2008.

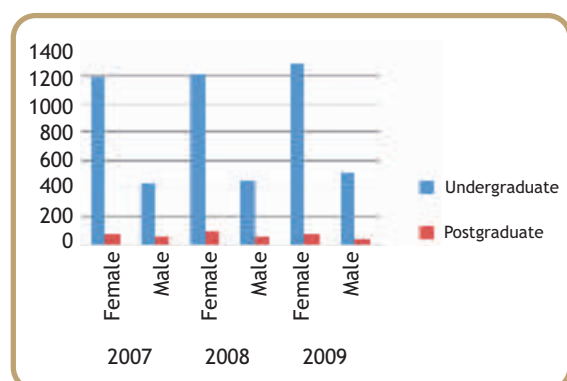
Academic staff qualifications (2006–09)



ENROLMENT TRENDS

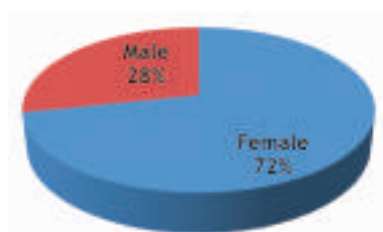
Student enrolment increased by 5%, from 2008 (1 807 students) to 1 912 in 2009. Undergraduate enrolment comprised 94% of this, with only 6% of the students being registered for postgraduate qualifications. Nevertheless, a large number (35) of non-formal (pre-registration) postgraduate enrolments was noted in 2009. (The expectation is that a significant number of these students will have registered formally for postgraduate studies in 2010 – to be reported on in the 2010 report.)

Student enrolment, by gender (2007–09)



Undergraduate student enrolment by gender was 72% female and 28% male. The dominant female participation is also noticeable at postgraduate level, with female students constituting 61% of postgraduate student enrolment in the faculty.

Undergraduate student enrolment, by gender (2009)

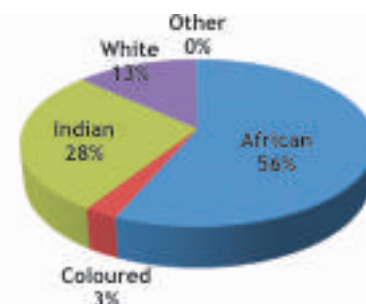


Postgraduate student enrolment, by gender (2009)

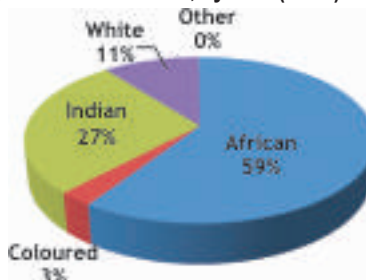


With regard to student enrolment by race, participation by African students increased from 54.5% in 2008 to 56% in 2009. By contrast, white student enrolment declined from 15% in 2008 to 13% in 2009. Participation by Indian and coloured students remained more or less unchanged at 28% and 3% respectively.

Headcount enrolment, by race (2009)

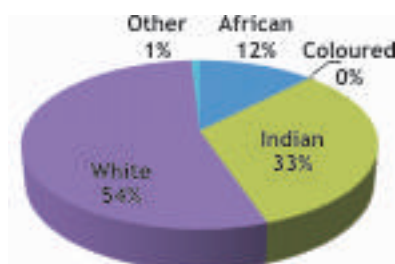


Undergraduate enrolment, by race (2009)



However, postgraduate participation by students from the African population group remained low at 12%. Furthermore, there were no coloured students enrolled for postgraduate studies in 2009. Efforts to increase postgraduate participation from the under-represented groups will have to be intensified.

Postgraduate enrolment, by race (2009)



TEACHING AND LEARNING

The faculty can report a number of highlights with regard to teaching and learning in 2009:

- Ms Anisa Vahed from the Department of Dental Sciences made local and national news in 2009 by winning several awards in innovative teaching and learning, one of which was awarded by the Higher Education Learning and Teaching Association.
- The Chiropractic programme from the Department of Chiropractic and Somatology obtained a full accreditation by the European Council for Chiropractic Education.
- The Department of Community Health Studies was successful in its application for accreditation by the Higher Education Quality Committee and the South African Nursing Council to offer a new four-year Nursing degree, sponsored by Atlantic Philanthropies. DUT's Health Sciences will thus be one of only two universities of technology in the country offering this much needed qualification.

STUDENT PERFORMANCE

The overall faculty graduation rate for the 2008 academic year was 31%, with the National Certificate (NC) and the National Higher Diploma (NHD) programmes graduating 99% and 93% of their respective headcount enrolments. The National Diploma (NDip) and Bachelor of Technology (BTech) graduation rates were at 21% and 45% respectively. Postgraduate graduation rates remained below the national Department of Higher Education and Training (DoHET) benchmark at 31% and 33% for the Master of Technology (MTech) and Doctor of Technology (DTech) respectively.

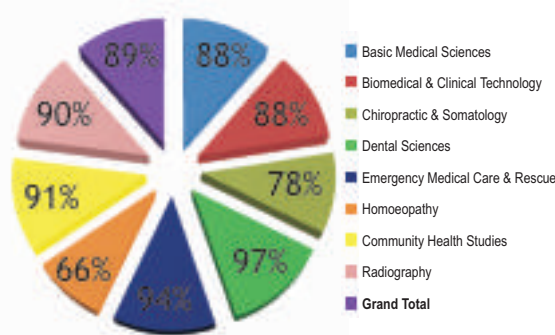
	NC	NDip	NHD	BTech	MTech	DTech	Total
2006	85%	21%	47%	49%	26%	0%	30%
2007	88%	25%	105%	49%	31%	0%	33%
2008	99%	21%	93%	45%	31%	33%	31%

At 89%, the overall faculty student success rate is above the DoHET benchmark (80%). In all, seven out of the eight departments achieved student success rates above 80% in 2008; with one department just below 80% success rate at 78%. This could be attributed to the concerted efforts of the faculty with regard to student academic support, through early identification and monitoring of students at risk as well as developing a close working relationship with student services departments – especially as this relates to first-year student retention interventions.

Trends in overall success rates are as follows:

2007	84%
2008	84%
2009	89%

Student success rates, by department (2009)



The overall faculty cohort throughput rate for the 2006 intake for National Diplomas was 40%, which is a percentage increase from the 2005 intake. It can be concluded that, gradually, the faculty is improving its efficiency in student performance. This becomes even more apparent when the foundation students (who add an extra year of study time to their qualification) are not factored into the computation of the 2006 cohort throughput rate; in which case the figure increases from 40% to 45%.

Nevertheless, the faculty cohort throughput rates in the last three years are as follows:

2004 intake	33%
2005 intake	39%
2006 intake	40%

Interventions to support students

In an effort to further improve student retention, the faculty, through the faculty quality promotion officer, established a first-year student retention strategy in collaboration with student services, the Centre for Excellence in Learning and Teaching and the Centre for Quality Promotion and Assurance. This involved a number of workshops involving heads of department, mentorship coordinators and first-year level coordinators for all the academic programmes offered in the faculty. The themes of the retention strategy focused on knowing your students, transforming the faculty, transforming the students and connecting and integrating. Through early surveys and interventions we were able to identify first-year students at risk of departure, and intervene where appropriate and feasible. Time will tell whether or not these innovative strategies and this commitment to student access and success will bear the envisaged results.

At the departmental level, mentoring programmes continued to offer students the much needed academic and psychosocial support. The appointment of a faculty mentorship coordinator during the course of 2009 created space for the participating departments (Chiropractic and Somatology, Community Health Studies, Dental Sciences, Emergency Medical Care & Rescue and Homoeopathy) to share experiences and

find solutions to common challenges. All of these interventions have continued to improve student performance in the faculty over the years, as evident in this report.

RESEARCH

There was no faculty resource allocation for research development in 2009. Individual staff incentives and postgraduate student awards through the office of Postgraduate Development and Support were made available through an individual application process. Nevertheless, the Centre for Research Capacity Development continued its work on staff capacity development in 2009. The emphasis has been to ensure conversion of postgraduate theses to research publications. The results have begun to show, in that in the period 2005–09 research participation and output improved, from three authors to 18 first-time authors, some with more than three publications.

2009 DoHET-accredited publications

(Entries are listed alphabetically by author surname; a name in bold indicates a faculty member.)

Accepted for publication

- **Botha I** C4 triturations and the proving of Vibhuti. Accepted for publication in *Homeopathic Links*.
- **Castle N, Owen R**, Hann M, Clark S, Reeves D & Gurney I. Impact of Chemical, Biological, Radiation, and Nuclear Personal Protective Equipment on the Performance of Low- and High-dexterity Airway and Vascular Access Skills. Accepted for publication in *Resuscitation*.
- **Naude D** Chronic Primary Insomnia: Efficacy of Homeopathic Simillimum. Accepted for publication in *Homeopathy*.
- **Owen R, Castle N**, Hann H, Reeves D, **Naidoo R** & Naidoo S Extubation Force: A Comparison of Adhesive Tape, Non-adhesive Tape and a Commercial Endotracheal Tube Holder. Accepted for publication in *Resuscitation*.

Publications

Basic Medical Sciences:

Pillay JD, Kolbe-Alexander T, Achmat M, Carstens M & Lambert EV (2009) Are Point-of-decision Prompts in a Sports Science and Medicine Centre Effective in Changing the Prevalence of Stair Usage? A Preliminary Study. *South African Journal of Sports Medicine* 2.

Biomedical and Clinical Technology:

Adam JK (2009) Drug-eluting Stents Versus Standard Bare Metal Stents in a Sample of South African Patients with Coronary Artery Disease. *South African Medical Journal*.

Pillay P, Knight SE & **Rmiah WNS** (2009) Cervical Cancer Screening in Urban Clinics in eThekweni Municipal Area. *South African Journal of Epidemiology and Infection* 24: 18–20.

Chiropractic and Somatology:

Talmage G, Korporaal C & Brantingham JW (2009) An Exploratory Mixed-methods Study to Determine Factors Which May Affect Satisfaction Levels of Patients outside of a Clinical Setting. *Journal of Chiropractic Medicine* 8: 62–71.

Brantingham JW, Globe G, Pollard H, Hicks M, **Korporaal C** & Hoskins W (2009) Manipulative Therapy of Lower Extremity Conditions: Expansion of Literature Review. *Journal of Manipulative and Physiological Therapeutics* 32: 53–71.

Community Health Studies:

Bhagwan R (2009) Spirituality in Social Work. A Survey of Students in South African Universities. *Social Work Education, An International Journal* 29: 188–204.

Bhagwan R (2009) Creating Sacred Experiences for Children as Pathways to Healing, Growth and Transformation. *International Journal of Children's Spirituality* 14: 225–235.

Kistnasamy EJ, Reddy P & Jordaan J (2009). An Evaluation of the Knowledge, Attitudes and Practices of South African University Students Regarding the Use of Emergency Contraception and of Art as an Advocacy Tool. *South African Family Practice* 51: 423–426.

Sibiya MN & Gwele NS (2009) An Analysis of the Meaning of Integrated Primary Health Care from the KwaZulu-Natal Primary Health Care Context. *Curationis* 32: 31–37.

Emergency Medical Care & Rescue:

Owen R & Castle N (2009) Intranasal Midazolam. *Emergency Medicine Journal* 26: 217–221.

Jackson L, Kendall K & **Castle N** (2009) Does Prehospital Thrombolysis Increase the Proportion of Patients Who Have an Aborted Myocardial Infarction? *Emergency Medicine Journal* 26: 206–209.

Faculty Office:

Gwele NS (2009) Diversity Management in the Workplace: Beyond Compliance. *Curationis* 32: 4–10.

Non-ISI/SAPSE journal publication

Emergency Medical Care & Rescue:

Gangaram A & Naidoo R (2009) An Investigation into Ambient Noise at Motor Vehicle Extrication Scenarios. Pre-Hospital Emergency Care SA 1: 4–7.

National and international conference attendance

Department of Dental Sciences:

- Two MTech students (Ms A Skea and Ms T Pillay) presented papers at the DENTASA 2009 conference, Johannesburg (5–6 June).

- Mr G Bass (Deputy Dean) was invited to present a paper on first-year student retention, hosted by the Tertiary Education Forum.

Emergency Medical Care & Rescue:

The following papers were presented:

- Naidoo R & Sliwa K (2009) An Awareness Programme to Help Reduce Patient Delays in Acute Myocardial Infarction. Paper presented to the SA Heart Congress, Sun City (22–25 October).
- Naidoo R, Ranjith N, Singh D & Castle N (2009) Impact of Treatment with Fibrinolytic Drugs in Patients Presenting with ST – Elevation Myocardial Infarction. SA Heart Congress, Sun City (22–25 October).

Homoeopathy:

Two papers were presented at the 64th congress of the LMHI (International Homeopathic Medical League), Warsaw (26–30 August):

- Botha J (2009) A Systematic Review of the Nuclear Magnetic Resonance Spectroscopy Studies.
- Ross A (2009) The Evolution of an African Materia Medica – A Methodological Overview of Fifteen Homoeopathic Provings.

COMMUNITY ENGAGEMENT

A number of departments continued to involve students and staff in a diverse range of innovative and structured community service activities during the year under review. Notable community engagement activities carried out by individual departments in the faculty include the following:

Community Health Studies

- Clean-up and refurbishment of an orphanage.
- Campus-based Action Research and Education (CARE) Programme: Clean-up Campaign.
- Air Pollution Project: Northern KwaZulu-Natal (Mtubatuba).
- Youth Day celebration.
- Ukuba nesibindi.

Chiropractic and Somatology

The Departments of Community Health Studies (specifically Environmental Health) and Chiropractic and Somatology (specifically Chiropractic) were united in their efforts to assist the Wayside Orphanage in Shallcross. The environmental and occupational health concerns were addressed by the third-year Epidemiology students (Environmental Health), while the health care and holistic approach to residents' health needs were addressed by the fifth-year Chiropractic students.

* The Department of Chiropractic and Somatology and Dr Junaid Shaik would like to take this opportunity to thank all participants in this project for their assistance and participation. We envisage projects of this nature continuing in the near future.

Dental Sciences

- Collaborative work with the flying doctors from Operation Smile and the Lesotho government made possible reconstruction work on nose and eye cancer patients.

Emergency Medical Care & Rescue

- The Advanced Life Support (ALS) vehicle – Techmed 1 – is the best equipped ALS response unit in the province. A free Medical and Rescue service is provided to the community. However, the department is currently short-staffed and is able to provide the service on weekends only.
- The department is on 24-hour standby for mass casualty incidents and for specialist rescue assistance or advice.
- The department regularly provides medical cover at community gatherings – sporting events, religious/cultural events and so on.

Homoeopathy

An institutional postgraduate focus group (coordinated by Dr J Botha) was established in the year under review: postgraduate students in Homoeopathy are encouraged to attend.

There have also been significant developments in the forging of academic/professional linkages with the world outside DUT:

- Dr J Botha has established herself within an international working group around 'C4 tri' provings (Israel, the Netherlands and the USA).
- Dr A Ross has been invited onto three working groups of the International Council for Classical Homoeopathy/European Committee for Homoeopathy (ECH), reviewing Homoeopathic education and research.
- Dr Ross has been appointed South African representative on the Liga Medicorum Homeopathica Internationalis (LMHI).
- Drs Ross and Botha have been co-opted into initiatives of the LMHI and the ECH with reference to the ongoing Evidence-based Homoeopathy project.

Faculty of Management Sciences

Faculty of Management Sciences

STRATEGIC DIRECTION

The faculty vision is to be:
Faculty of choice for management education, leadership
and technology advancement.

The faculty mission statement is as follows:
To excel by:

- Providing dynamic lifelong education and learning opportunities by adopting best practices.
- Promoting excellence in technology transfer and innovation.
- Promoting excellence in relevant, applied and interdisciplinary research.
- Creating sustainable partnerships with key stakeholders.
- Nurturing respect for human dignity, ethical values and principles, professionalism and accountability.

The need to **align our mission and vision with that of the institution as a whole** was well understood and supported by faculty managers involved in workshops at a more global level in the year under review. These forms of involvement also enabled us to ensure that our work has a strong nation-building component linked to broader objectives and goals in the higher education sector.

In 2009 we also urged departments that had not already done so to draw up mission statements of their own, while existing ones could be revised if deemed appropriate. These mission statements were to be aligned to the faculty's. For example, the Department of Entrepreneurial Studies and Management's is as follows:

- To promote the skills – cognitive, technical and human – of students in order to provide the community with manpower committed to enhancing the efficiency of both the commerce and service industries.
- To equip students with the study skills and abilities for long-term learning, and to develop their leadership capacity.
- To actively pursue new knowledge by research, conference attendance and meetings with commerce and industry, so as to update the courses offered by the department.
- To encourage graduates to engage in management research.



Professor Malcolm Wallis
Executive Dean

- To continually encourage both students and staff to use and apply the new technologies and knowledge to organisations.
- To actively promote the department as a regional centre of excellence, with respect to management studies.

Other departments place emphasis on producing 'independent creative and responsible thinkers' (Regional Governance and Development). A similar emphasis is found in the mission statement of Operations and Quality Management. The Department of Applied Management identify sustainability and respect for human dignity, ethical values and principles as essential elements. That of Applied Law is succinct and to the point: to contribute applied legal education and knowledge towards the whole development of learners embarking on a wide range of professional careers. In its mission statement the Department of Hospitality and Tourism places emphasis on the multidisciplinary nature of its work.

What emerges is that most of the faculty's departments have given substantial thought to the overall purpose of their work while bearing in mind the key directions being taken by the faculty.

FACULTY STRUCTURE

The Faculty of Management Sciences comprises the following nine academic departments.

On the ML Sultan Campus:

- Applied Law.
- Entrepreneurial Studies and Management.
- Human Resource Management.
- Marketing, Retail and Public Relations.
- Operations and Quality Management.
- Public Management and Economics.

On the Ritson Campus:

- Hospitality and Tourism.

On the Riverside Campus:

- Applied Management.
- Regional Governance and Development.

OVERVIEW

In 2009, the faculty experienced a period of stability, following the major restructuring that had been a feature of the preceding 18 months. With an established team in place, the intention was to consolidate our position as one of the leading university of technology business and management-based faculties in the country. This report demonstrates that the faculty made good progress in realising this intention in practice.

There were no significant changes in the year under review in any of the key staffing positions. Since the incumbents of these positions are people of experience and competence, the running of the faculty was distinctly smoother than in the preceding year. There is no doubt that Management Sciences now enjoys increased respect and support within the institution than was previously the case.

There were steps taken in 2009 that helped build the capacity of the faculty to manage effectively. A key step was the augmenting of the faculty management team by obtaining the services of the following:

- A finance officer.
- A human resources officer.
- A quality promotion officer.
- A teaching and learning coordinator.

Although most of these staff were dividing their time between this faculty and Accounting and Informatics, the augmented management team definitely increased the faculty's efficiency and effectiveness.

The year under review was the first in which we had graduation ceremonies in April (Autumn) and September (Spring). Our conclusion was that although it is not easy to prepare for as early in the year as April, the students benefit by being able to graduate earlier than before. The change is worthwhile for this reason.

Another important step in the right direction concerns the Business Studies Unit (BSU). After a protracted process of meetings, submissions and investigations, towards the end of 2009 it was finally agreed that the unit would continue with its work and make a substantial impact on building managerial capacity in industry. The qualifications offered are now the responsibility of the faculty. The BSU is now represented both at Board level and on the Executive Committee. The resolution of these matters means that the faculty is now well placed to contribute to helping build South Africa's economy by training people already in managerial positions. It also means that we have outposts in other parts of the country, such as Cape Town and Polokwane, where our programmes are enthusiastically supported. Much credit for this progress must go to the Head of Operations and Quality, Trevor Naidoo, whose assistance to the BSU was of immense value.

A decision was taken by DUT management to open the door for departments that wanted to be unbundled. The reason for this was that some of the departments that had merged in 2007 were not working well. In 2009, one of our departments, Regional Governance and Development, put forward a proposal to the effect that Tourism would revert to its earlier status as a department in its own right. This was supported in principle by the Board.

ENROLMENT TRENDS

The faculty attracts larger numbers of students than the other five (although Accounting and Informatics and Engineering and the Built Environment were close behind us in 2009). For the year under review the final total headcount figure for the faculty was 6 165 – over 25% of the total count for the university as a whole.

Our graduation rate continues to progress. It remains above 21%, which is an achievement of which we can feel proud, given some of the adverse factors we encounter such as understaffing and students who cannot afford textbooks. We had 1 046 students graduating in April and 293 in September. This was a step in the right direction. (Without the two graduations, several of the September graduates would have had to wait until 2010 to graduate.)

In 2009, the faculty was required to go through a major enrolment planning exercise as a result of the requirements of what was at that point still the national Department of Education. This exercise was duly completed by all of our departments with excellent assistance from the Management Information Department and the Centre for Quality Promotion and Assurance. A number of meetings

were held, an outcome of which was that our initially 'bullish' projections were modified in order to accommodate the plans of other faculties and to ensure that departments did not risk driving at over-ambitious targets. However, the faculty is still on a path of expansion, projecting a growth rate of just 1% in the period 2010–13, which is lower than the institutional average of 3%. Within the institution as a whole, in 2013 this faculty will nevertheless be registering over 24% of the students in the institution. We will also remain the largest faculty, slightly ahead of our colleagues in the Faculty of Engineering and the Built Environment.

In 2009, the executive dean and the deputy registrar (who is also a doctoral student in the Public Management and Economics Department in this faculty) produced a case study report on research carried out on enrolment planning at DUT. This report, which was commissioned by the Council on Higher Education, contains a number of recommendations that may bear fruit by leading to improved processes in the future.

TEACHING AND LEARNING

Most of the departments report the introduction of new teaching methods, including the utilisation of new technology. For example, the Department of Applied Law acquired LCD projectors, which enabled it to make more use of PowerPoint and different types of video material. Staff members also benefited by participating in the Online Pioneers programme, run by what is now the Centre for Excellence in Learning and Teaching; one staff member in Marketing, Retail and Public Relations won an award for being the top student.

A leading role in the institution as a whole has been played by one of our Pietermaritzburg-based departments, Applied Management, which was able to expand its laboratory facilities in 2009, doubling our capacity. As a teaching and learning methodology, e-learning is proving popular with the students and is reflected in improved pass rates in subjects where the principles of blended learning are being energetically applied. This department continued to run the Extended Curriculum Programme in 2009, serving the needs of students in Human Resource Management as well as those in Management. These students have achieved impressive pass rates, exceeding the performance of the mainstream students. The department has decided to make an award for quality teaching as well as to student achievers at its annual prize-giving function.

An important decision was made to restructure our Tourism teaching. In future, the EcoTourism programme will be run in Pietermaritzburg while the Tourism Management programme will be the responsibility of Durban. This will help bring greater focus and consistency in the teaching and learning processes in these two important programmes.

Student feedback is also an important element of teaching and learning. The Department of Hospitality and Tourism made extensive use of the PRE001/2 methodology for this purpose. This department also introduced improvements in the methods by which students are assessed.

Notwithstanding the fact that most of our teaching and learning is classroom based, most departments place considerable emphasis on work integrated learning (WIL), with some of them achieving a great deal in this area of work. It seems that fields such as Hospitality, Tourism and Operations Management are particularly well suited to this type of learning. An important aspect of WIL is that students need to be well supported in the field. Their performance must be properly and fairly assessed. The importance of WIL is very clear to the faculty as we fully accept that it is essential for all our students to have undergone at least one extensive period of work experience before they graduate. There is no doubt that the credibility of our qualifications hinges on this imperative. It was therefore one of our priorities in the year under review to bring some of our laggard departments on board. We also aim to minimise the extent to which throughput rates are slowed down by undue delays in placing students and processing the results of WIL performance by students, which has been a problem in the past. Co-operation with the DUT central unit for Co-operative Education remains strong, which is important as this is an essential ingredient for success.

Some challenges are being faced in teaching and learning where, for example, staffing levels are too low. This makes the risk of a crisis quite acute. So far, we have been able to muddle through under such circumstances. However, this is far from being sustainable. The matter has been brought to the attention of DUT management but not dealt with sufficiently. The main problems make themselves evident in one of our Pietermaritzburg departments. This is not coincidental as it is a symptom of longstanding negligence.

STUDENT PERFORMANCE

Our graduation rates have been generally encouraging for the last three years, setting a trend we followed in 2009. This means that our students are mostly going through the system quickly enough by national standards as long as they do not drop out.

There are, however, some variations to be noted. For example, the National Diploma: Small Business Management has never experienced good student performance. The indications are that this is because the entrance requirements were set at too low a level. In 2009 a decision was made to phase out this programme in 2010. DUT students will still be exposed to some of the subject matter but in other programmes, some of them outside this faculty, such as Jewellery Design, Fine Art and Accounting.

In 2009 discussions were held with management about better evaluation of students' results. For the first time, a workshop was held to review performance closely to identify key gaps needing attention. This was also the focus of our Faculty Exams Board meeting held at the end of the year. Rather than simply approving results and dealing with problem cases, there was also an attempt to identify problem subjects as a whole. This matter also received attention from some of our Advisory Boards. For example, in the field of Catering, the Advisory Board was concerned to find that performance in certain areas requiring finance competence was poorer than in others.

Three departments benefited from Teaching and Development Grant funding. Economics teaching remains as a showcase of what can be done with modest funding. The grant has mainly been used to develop a workbook. The result has been improvements to pass rates to the tune of about 20%. This is particularly important because this discipline has been a 'bottleneck' for many students, holding back their progression. This problem has probably been caused by its association with numeracy, an area of competence where too many of our students are found wanting by virtue of the poor quality of schooling they receive before coming to the university.

RESEARCH

The faculty made steady progress in research in the year under review. This faculty is unlikely ever to be a research leader but there are many staff who have successfully found the space to do research, whether it be for the award of degrees, for publication or for conference presentations. Large teaching loads are the main constraint faced by staff of this faculty. The staff probably teach double the amount taught by academics in the older, more established universities. This makes it a real test of self-discipline and commitment to embark on serious research.

Against this backdrop, we argue that it is commendable that about 20% of our academics now have doctoral degrees (with one staff member having two).

However, about another 20% have highest qualifications below master's level. The latter group will find their careers jeopardised if they do not remedy the situation by 2012.

It is also good to report that we continue to publish an annual research journal, *Reboc*, in collaboration with the Faculty of Accounting and Informatics. This has now become a sustained effort, which goes back to 2001. Volume 5, which appeared in 2009, had articles by Management Sciences staff on the following topics:

- Planning and management of HIV/AIDS campaigns.
- Corporate involvement in prevention, care and treatment of HIV/AIDS.
- Reflections on political leadership and HIV/AIDS in Africa.
- The earnings expectations of university of technology students.

- Instilling an entrepreneurial spirit in Marketing and Retail students.
- Workplace discrimination experienced by experiential learning students.
- Change and transformation in higher education institutions.
- The trials and tribulations of public service broadcasting in South Africa.

There were also some articles contributed by academics based at other institutions. The journal is now being planned for an upgrade with a view to its formal accreditation within the higher education system. Much credit must go to its editor, Prof Tony Reddy of Applied Law.

The incentive scheme for postgraduate studies really began to make an impact in the year under review. In the field of Management we saw a rapid escalation of the enrolment of students, with a total of 54 such registrations. Although more modest, there were definite spurts in other programmes. The main resulting difficulty is finding suitable supervisors. The expansion was managed quite well considering its extent. The faculty is drawing more people into supervising research students, including a growing number of academics based in other institutions or retired persons with time to spare.

Publication remains weak. Only four staff members published in journals other than *Reboc* in 2009. However, there are a number of staff who have submitted articles or are working on them. Several staff made conference presentations, some of which are expected to lead to publication, while others serve on the editorial boards of other journals such as the major UNISA journal, *Africanus*.

COMMUNITY ENGAGEMENT AND INTERNATIONAL LINKS

It is submitted that community engagement is an important area where we saw much progress in 2009. Several examples are provided:

- The faculty is highly involved in an international organisation called Students in Free Enterprise, through which our students can become involved in community projects. An example is the Nongoma area, where we are working on an agricultural project to build entrepreneurship. In Dundee, we are helping set up a digital hub. We are also assisting local co-operative societies. One of our projects won a Coca Cola award for environmental sustainability. One of our staff was judged the best faculty advisor in South Africa. The challenge we have is how to make this initiative sustainable by financing it adequately.
- Some of our departments now collaborate with German institutions, both by receiving students who come to Durban for part of their studies and by sending our staff to teach in Germany. The latter has become a regular feature in the Department of Operations and Quality Management, where a firm

link has been forged with the Berufsakademien of Ravensburg. The faculty also hosted a visiting professor from there.

- Mainly through the Department of Marketing, Retail and Public Relations, the faculty is linked to the Rajiv Academy for Technology and Management (India). Nine of the faculty staff attended a conference there in February 2009, with most of them presenting papers. DUT is now officially classified as a 'knowledge partner' of the academy. This promises to be an excellent partnership.
- The Department of Public Management and Economics began negotiations with the Public Administration, Leadership and Management Academy in Pretoria and the North West University to participate in the training of public service managers.
- Work was carried out by two staff members on housing the poor for the KwaZulu-Natal province's Planning Commission.
- DUT was represented at the annual 'Round Table' of the African Association of Public Management and Administration in Nairobi (Kenya) and a staff member

presented on the impact of the global crisis on the South African public sector.

- The faculty became involved in discussions with the provincial government about running training programmes for co-operative societies. This work also involved the DUT International Office.
- Our Marketing students were linked to an international body, the Direct Selling Association, which has a programme in South Africa for students to gain experience of direct selling. DUT is a partner of the University of Johannesburg in this project.
- In the field of Hospitality, possible links are being explored with the Namibia Polytechnic and the College of the Bahamas.
- Seventy of our Applied Management students acted as marshals, time-keepers, assistants and media runners at the South African Mountain Bike Championships.
- A staff member of the Department of Public Management and Economics was involved in collaboration with Swinburne University of Technology (Australia) to carry out a study on excellence in African leadership.



The Report of the Chief Financial Officer

Report of the Chief Financial Officer and the Chairperson of the Finance Committee

Budgetary Control

Strict budgetary control has always been a practice at the University. Resources are allocated to the respective Management portfolios and then distributed to the respective cost centres. Availability of funds is checked electronically before any expenses are incurred.

Rules for Allocating Resources

The University's strategic plan is the prime driver of the budget. The following rules were applied during the 2009 budget process:

- Forecast the income for the University.
- Allocating of funds for the strategic priorities.
- Forecast the salaries and personnel expenditure for all permanent and vacant positions.
- Forecast institutional costs not associated with departments, e.g. electricity, rates, insurance, advertising, audit fees, etc.
- The allocation for departmental operating budgets was determined in terms of parameters approved by the Finance Committee of Council.

The Audit Opinion

The auditors have issued an unqualified opinion on the consolidated financial statements.

COMMENTS ON THE FINANCIAL RESULTS

The consolidated financial statements of the Durban University of Technology ("DUT") includes the results of the University, Durban University of Technology (Pty) Ltd, Melrose Properties (Pty) Ltd, Maxelect Investments (Pty) Ltd, DUT Guesthouse (Pty) Ltd and the Business Studies Unit.

Net Surplus

The Net Income from operation after transfers was R23,840m. At an operating level, surplus from recurrent items was R10,116m which was R30,105m lower than 2008. The main reason for this is the huge increases in provisions for Post Retirement benefits.

The Main Sources of Income were:

State subsidy	50%
Tuition Fees	33%
Investment Income	3.4%
Research and Other Activities :	2.4%
Non-recurrent Income	9.2%
Other Income	2.0%



Mr Dheo Kumar
Chief Financial Officer

Subsidy income received, increased by R57,152m from R417,440m in 2008 to R474,592m in 2009 (13.67%). In addition, the University received an amount of R53,6m for infrastructural projects from the state. Tuition and other fee income increased by R41m from R269,064m in 2008 to R310,182m in 2009.

Personnel Costs:

Personnel costs increased by R89m from R444,432m (2008) to R533,437m in 2009. The main reasons for the 20% increase in personnel costs is :-

Increase in NTRF pension obligations by	R18.7m
Increase in Provision for Post-employment medical benefits	R 4.2m
Increase in provision for vacation leave pay	R11.0m
A cost of living salary adjustment of 10.5%	R55.2m

Operating Expenditure

Other recurrent operating expenditure increased from R216,889m (2008) to R237,848m (2009), which resulted in an increase of 9.6%.

The main items of expenditure were :

Salaries and personnel costs	62.7%
Other operating costs	31.0%
Depreciation	3.0%
Outsourced costs (Security & Cleaning)	3.3%

The Report of the Chief Financial Officer

Cash Flow

The University's Cash Flow generated from operations continues to be positive, cash flows generated from operations in 2009 was R111,841m compared to R25,4m in 2008.

Liquidity

The University currently has sufficient cash to meet its short term needs. (Current ratio of 3:1)

Receivables and Pre-payments

A cumulative provision of R138m (2008: R118,5m) for tuition and residence fee student debtors has been provided for at 31 December 2009.

POST RETIREMENT BENEFITS

Pension:

The University's share of its obligation of the NTRF at 31 December 2009 was R34,6m at 31 December 2008 it was R15,8m. This liability has been provided for in the Financial Statements in terms of GAAP.

Medical:

The post retirement benefit obligation at December 2009 is R89.2 (2008 – R85m) this has been provided in full in the Financial Statements in terms of GAAP.

Provision for Accumulated Leave Pay:

The actuarial valuation of accumulated leave pay at 31 December 2009 was R58,582m and the current portion is R15m.

Vacation Leave:

Although the vacation leave carried over is not expected to be paid out in cash the employees entitlement represents non-vesting employee benefits and as such the associated cost is required to be accounted for in terms of IAS 19 Employee Benefits. In arriving at this liability management has made the assumption that academic employees have taken vacation leave during the academic recess periods in the year. This assumption has been made due to the leave record system not reflecting accurate leave balances at the year end. This is attributed to the fact that leave forms have not been submitted to the Human Resources department in all instances of leave taken during the year. An additional provision of R11m has been raised in the financial records for 2009 (R3m in 2008).

Investments:

The University Investment portfolio increased from R101,5m to R176m. The main reasons for this increase is that the liquid investments from the Absa portfolio (which was reflected as cash and cash equivalents in 2008) was transferred to Oasis Asset Management in 2009, the carrying value on transfer was R38 739m, furthermore, the market value of shares in the portfolio increased by R22 661m.

DUT (Pty) Limited

DUT (Pty) Ltd is a Wholly owned subsidiary of DUT which commenced trading in January 2003 with the objective of developing a third stream income for DUT.

DUT (Pty) Ltd incurred a loss of R2,2m in 2009 (2008 – R2,3m) on revenue of R3,2m and R3,6m respectively.

Business Studies Unit

Revenue of the BSU, decreased from R13,178m in 2008 to R11,646m in 2009. The profit before distribution was R19,510.00 (2008 R1,705m)

Conclusion

Notwithstanding the huge increase in post retirement provisions, the University has produced satisfactory financial results

However, the areas of fundraising and third stream income still poses a formidable challenge for the university.



D.A. Kumar
Chief Financial Officer



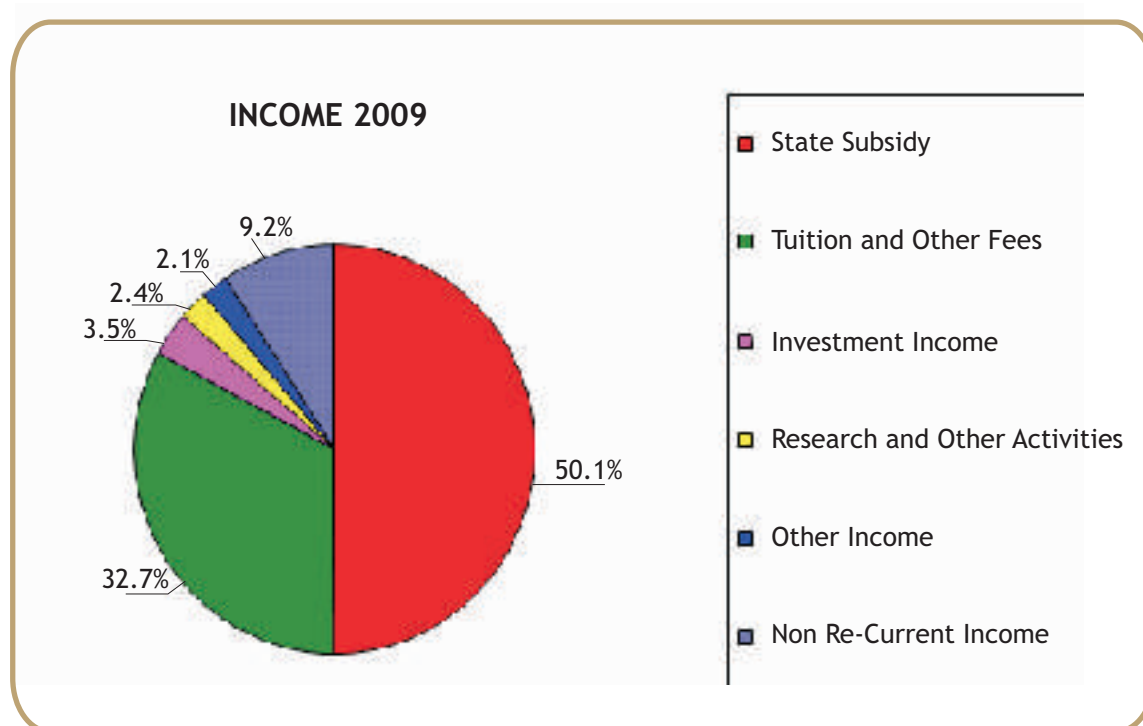
K. Hoosain
Chairperson of Finance Committee

The Report of the Chief Financial Officer

DURBAN UNIVERSITY OF TECHNOLOGY

INCOME - 2009

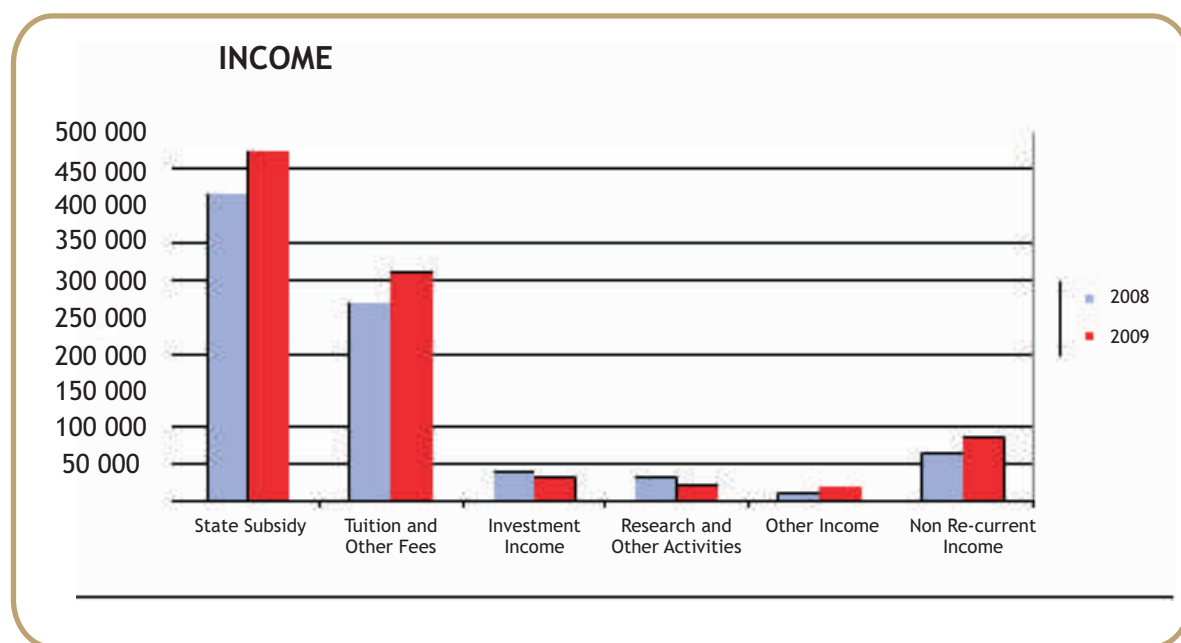
DETAIL	R '000
State Subsidy	474,592
Tuition and Other Fees	310,182
Investment Income	32,786
Research and Other Activities	22,541
Other Income	20,331
Non Re-Current Income	86,989
TOTAL INCOME	947,421



The Report of the Chief Financial Officer

DURBAN UNIVERSITY OF TECHNOLOGY INCOME

DETAIL	2008 R '000	2009 R '000
State Subsidy	417,440	474,592
Tuition and Other Fees	269,064	310,182
Investment Income	38,956	32,786
Research and Other Activities	32,938	22,541
Other Income	12,755	20,331
Non Re-current Income	64,690	86,989
TOTAL INCOME	835,843	947,421

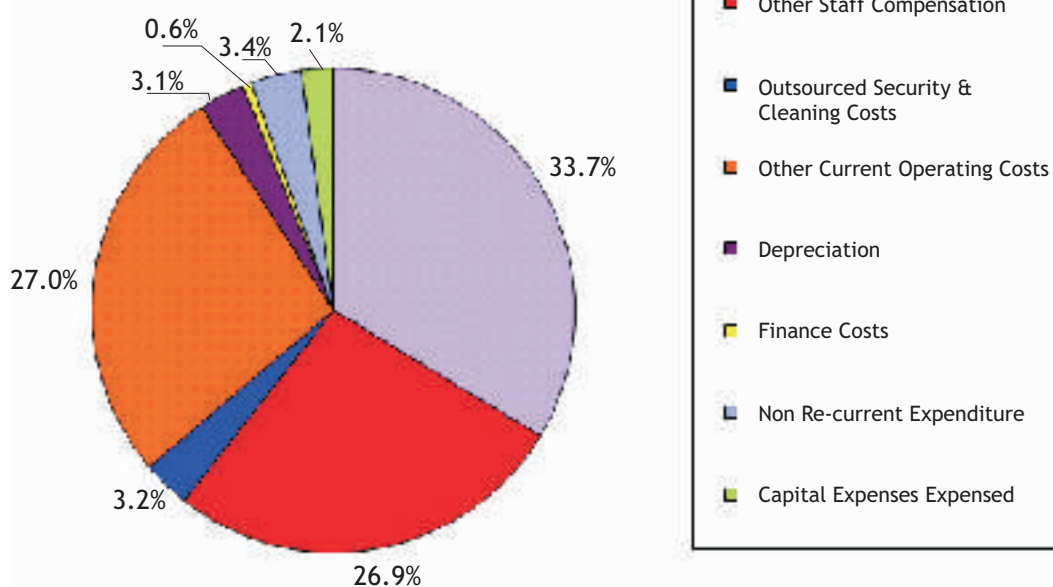


The Report of the Chief Financial Officer

DURBAN UNIVERSITY OF TECHNOLOGY EXPENDITURE - 2009

DETAILS	R '000
Academic Staff Compensation	296,737
Other Staff Compensation	236,700
Outsourced Security & Cleaning Costs	28,203
Other Current Operating Costs	237,848
Depreciation	26,897
Finance Costs	5,022
Non Re-current Expenditure	29,996
Capital Expenses Expensed	18,909
TOTAL EXPENDITURE	880,312

EXPENDITURE

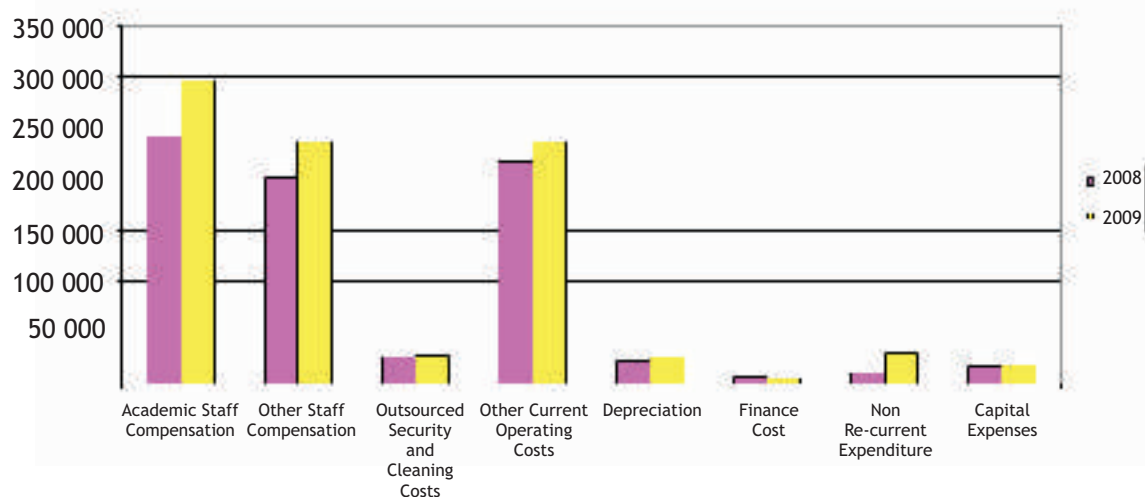


The Report of the Chief Financial Officer

DURBAN UNIVERSITY OF TECHNOLOGY EXPENDITURE

DETAILS	2008 R '000	2009 R '000
Academic Staff Compensation	242,950	296,737
Other Staff Compensation	201,482	236,700
Outsourced Security & Cleaning Costs	25,893	28,203
Other Current Operating Costs	216,889	237,848
Depreciation	21,611	26,897
Finance Cost	5,506	5,022
Non Re-current Expenditure	10,588	29,996
Capital Expenses Expensed	16,601	18,909
TOTAL EXPENDITURE	741,520	880,312

EXPENDITURE



Annual Financial Review

CONSOLIDATED ANNUAL FINANCIAL STATEMENTS AT DECEMBER 31, 2009

COUNCILLORS

NATURE OF BUSINESS Public higher education institution

AUDITORS Ernst & Young Inc. and SAB&T Inc.

BANKERS Standard Bank of South Africa Limited
First National Bank of South Africa Limited

DOMICILE AND COUNTRY OF INCORPORATION Republic of South Africa

ANNUAL FINANCIAL REVIEW

CONTENTS	Pages
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Notes to the consolidated annual financial statements	93

Council's Statement of Responsibility for the Consolidated Annual Financial Statements for the year ended December 31, 2009

Council is responsible for the preparation, integrity, and fair presentation of the consolidated annual financial statements of the Durban University of Technology. The consolidated financial statements presented on pages 88 to 125 have been prepared in accordance with South African Statements of Generally Accepted Accounting Practice (SA GAAP), as prescribed by the Minister of Education in the regulations in terms of the Higher Education Act, 1997 (Act No. 101 of 1997), as amended, and include amounts based on the judgments and estimates made by management.

Council considers that in preparing the consolidated financial statements they have used the most appropriate accounting policies, consistently applied and supported by reasonable and prudent judgements and estimates, and that all Statements of GAAP that they consider to be applicable have been followed. Council is satisfied that the information contained in the financial statements fairly presents the results of operations for the year and the financial position of the University at year-end.

Council has the responsibility for ensuring that accounting records are kept. The accounting records should disclose with reasonable accuracy the financial position of the University to enable the Council to ensure that the financial statements comply with relevant legislation.

Durban University of Technology and its subsidiaries operated in a well-established control environment, which is well documented and regularly reviewed. This incorporates risk management and internal control procedures, which are designed to provide reasonable, but not absolute, assurance that the assets are safeguarded and the risks facing the business are being controlled.

The 'going-concern' basis has been adopted in preparing the consolidated financial statements. Council has no reason to believe that the University will not be a going concern in the foreseeable future, based on the forecasts and available cash resources. These financial statements support the viability of the University.

The University's external auditors, Ernst & Young Inc. and SAB&T Inc. audited the consolidated financial statements, and their report is presented on page 87. Council believes that all representations made to the independent auditors during their audit were valid and appropriate.

APPROVAL OF THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS

The consolidated annual financial statements set out on pages 88 to 125 were approved by the Council on 29 May 2010 and are signed on its behalf by:



Vice Chancellor and Principal



Chairperson Of Council



Chief Financial Officer

Independent Auditors' Report to Council of Durban University of Technology

We have audited the consolidated annual financial statements of Durban University of Technology and its subsidiaries, which comprise the consolidated statement of financial position as at December 31, 2009, the consolidated income statement, the consolidated statement of comprehensive income, the consolidated statement of changes in fund balances and the consolidated statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes, as set out on pages 88 to 125 .

Council's Statement of Responsibility for the Financial Statements

The University's Council is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with South African Statements of Generally Accepted Accounting Practice. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

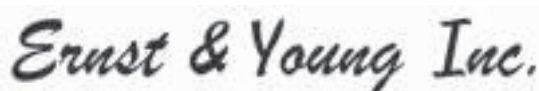
Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Council, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements present fairly, in all material respects, the financial position of the University and its subsidiaries as at December 31, 2009, and of their financial performance and their cash flows for the year then ended in accordance with South African Statements of Generally Accepted Accounting Practice, and in the manner required by the Minister of Education in terms of Section 41 of the Higher Education Act, 1997 (Act No. 101 of 1997), as amended.



ERNST & YOUNG INC.
Registered Auditor
Durban
29 May 2010



SAB & T INC.
Registered Auditor
Durban
29 May 2010

Consolidated Statement of Financial Position as at December 31, 2009

	Note	2009 R'000	Restated 2008 R'000	Restated 2007 R'000
ASSETS				
NON-CURRENT ASSETS		623 174	505 449	501 084
Property, plant and equipment	2	413 927	387 532	353 643
Intangible assets	3	13 960	3 359	1 166
Investments	4	176 052	101 522	134 441
Non-current receivables	5	19 235	13 036	11 834
CURRENT ASSETS		380 688	358 508	257 863
Inventories	6	1 842	1 556	1 317
Receivables and pre-payments	7	57 265	105 035	68 147
Cash and cash equivalents	8	321 581	251 917	188 399
TOTAL ASSETS		<u>1 003 862</u>	<u>863 957</u>	<u>758 947</u>
ACCUMULATED FUNDS AND LIABILITIES				
ACCUMULATED FUNDS		659 845	570 532	502 450
Property, plant and equipment funds		488 687	440 393	400 869
Restricted use funds		81 521	37 993	8 366
Unrestricted use funds		45 088	70 258	45 057
Fair value reserve		44 549	21 888	48 158
NON-CURRENT LIABILITIES		216 479	198 292	192 512
Interest bearing borrowings	9	48 844	46 839	30 155
Retirement benefit obligations	10	123 878	100 870	84 270
Employee benefit liabilities	11	43 582	50 583	78 087
Deferred tax	14	175	-	-
CURRENT LIABILITIES		127 538	95 133	63 985
Trade and other payables	12	89 911	74 214	53 011
Provisions	13	29 248	14 161	356
Current portion of interest bearing borrowings	9	8 379	6 569	10 618
Bank overdraft		-	189	-
TOTAL EQUITY AND LIABILITIES		<u>1 003 862</u>	<u>863 957</u>	<u>758 947</u>

Consolidated Income Statement for the year ended December 31, 2009

RECURRENT ITEMS

INCOME

State appropriations - subsidies and grants

Tuition fee and other income

Income from contracts

- For Research

- For Other Activities

Sales of Goods and Services

Private gifts and grants

SUB-TOTAL

Investment income

Notes	Council Controlled Unrestricted R'000	Specifically Funded Activities Restricted R'000	Sub-total R'000	Student & Staff Accomm Restricted R'000	2009 R'000	2008 R'000
	794 464	22 771	817 235	43 197	860 432	771 153
	474 592	-	474 592	-	474 592	417 440
	267 269	243	267 512	42 670	310 182	269 064
	13	22 528	22 541	-	22 541	32 938
	-	21 602	21 602	-	21 602	32 938
	13	926	939	-	939	-
	17 817	-	17 817	527	18 344	12 575
	1 987	-	1 987	-	1 987	180
	761 678	22 771	784 449	43 197	827 646	732 197
15.1	32 786	-	32 786	-	32 786	38 956

EXPENDITURE

Personnel

- Academic professional

- Other personnel

- Security and cleaning

Other current operating expenses

Depreciation

SUB-TOTAL

Finance costs

Capital expenditure expensed

Surplus - Recurrent items

	784 165	22 528	806 693	43 623	850 316	730 932
16	545 091	4 741	549 832	11 808	561 640	470 325
	296 737	-	296 737	-	296 737	242 950
	227 331	4 741	232 072	4 628	236 700	201 482
	21 023	-	21 023	7 180	28 203	25 893
17	188 427	17 787	206 214	31 634	237 848	216 889
	26 716	-	26 716	181	26 897	21 611
	760 234	22 528	782 762	43 623	826 385	708 825
19	5 022	-	5 022	-	5 022	5 506
	18 909	-	18 909	-	18 909	16 601
	10 299	243	10 542	(426)	10 116	40 221

NON-RECURRENT ITEMS

INCOME

State grants

Private gifts and grants

Other gains

Loss on disposal of property, plant & equipment

Realised cumulative net fair value (loss)/gain
on the disposal of investments

Income from contracts

Investment income

Other income

EXPENDITURE

Personnel

- Academic professional

- Admin

Other operating expenses

	23 022	63 967	86 989	-	86 989	64 690
	-	53 611	53 611	-	53 611	43 554
	-	5 307	5 307	-	5 307	10 000
18	6 134	-	6 134	-	6 134	2 441
	(131)	-	(131)	-	(131)	(82)
15.2	(1 846)	-	(1 846)	-	(1 846)	7 856
	-	1 874	1 874	-	1 874	-
15.1	-	2 629	2 629	-	2 629	-
	18 865	546	19 411	-	19 411	921
	8 880	21 116	29 996	-	29 996	10 588
	-	3 151	3 151	-	3 151	1 752
	355	1 876	2 231	-	2 231	795
	8 525	16 089	24 614	-	24 614	8 041

NET SURPLUS/(DEFICIT) FOR THE YEAR –

BEFORE TRANSFERS

Amounts received not expended: To funds

Amounts spent from prior year receipts: From funds

Taxation

NET SURPLUS/(DEFICIT) FOR THE YEAR –

AFTER TRANSFERS

Less: Income allocated to departments

NET SURPLUS AFTER INCOME ALLOCATED

TO DEPARTMENTS

	24 441	43 094	67 535	(426)	67 109	94 323
	-	(51 955)	(51 955)	-	(51 955)	(35 019)
	-	8 861	8 861	-	8 861	-
	(170)	-	(170)	(5)	(175)	-
	24 271	-	24 271	(431)	23 840	59 304
	(12 381)	-	(12 381)	-	(12 381)	(10 261)
	11 890	-	11 890	(431)	11 459	49 043

Consolidated Statement of Comprehensive Income for the year ended December 31, 2009

	2009 R '000	Restated 2008 R '000
Operating revenue	827 646	732 197
Less: Operating expenses	(856 381)	(719 413)
- Staff costs	591 636	480 913
- Other operating expenses	237 848	216 889
- Depreciation	26 897	21 611
Net (deficit)/surplus from operations	(28 735)	12 784
Income from investments	35 415	38 956
Loss on disposal of property, plant and equipment	(131)	(82)
Other income	86 337	64 772
Finance costs	(5 022)	(5 506)
Other expenses	(20 755)	(16 601)
Surplus for the year before transfers	67 109	94 323
Amounts received not expended: To funds	(51 955)	(35 019)
Amounts spent from prior year receipts: From funds	8 861	-
Taxation – deferred tax	(175)	-
Surplus for the year after transfers	23 840	59 304
Other comprehensive income/(loss)	22 661	(26 270)
Fair value adjustment on available for sale investments	22 661	(26 270)
Total comprehensive income for the year	46 501	33 034

Consolidated Statement of changes in funds for the year ended December 31, 2009

DESCRIPTION	Unrestricted Accumulated Fund R '000	Unrestricted General Reserve Fund R '000	Unrestricted Endowment and Similar Funds R '000	SUB-TOTAL A R '000	Restricted Residence Fund R '000	Restricted Specific Project Fund R '000	SUB-TOTAL B R '000	Fair Value Reserve R '000	Property, Plant and Equipment Funds R '000	GRAND- TOTAL R '000
Restated balance at December 31, 2008	44 521	14 607	11 130	70 258	-	37 993	37 993	21 888	440 393	570 532
Transfers – credit	27 334	-	554	27 888	-	21 116	21 116	-	48 277	97 281
Other transfers	(539)	216	-	(323)	-	43 118	43 118	22 661	17	65 473
Net surplus/(deficit) for the year	24 271	-	-	24 271	(431)	-	(431)	-	-	23 840
Transfers out	(77 006)	-	-	(77 006)	431	(20 706)	(20 275)	-	-	(97 281)
Balance at December 31, 2009	18 581	14 823	11 684	45 088	-	81 521	81 521	44 549	488 687	659 845

Restated balance at December 31, 2007	21 246	13 660	10 151	45 057	-	8 366	8 366	48 158	400 869	502 450
Transfers – credit	32 602	921	1 150	34 673	-	2 867	2 867	-	39 524	77 064
Other transfers*	35 019	29	-	35 048	-	-	-	(26 270)	-	8 778
Net surplus/(deficit) for the year	60 394	-	-	60 394	(1 090)	-	(1 090)	-	-	59 304
Transfers out	(74 903)	(3)	(171)	(75 077)	1 090	(3 077)	(1 987)	-	-	(77 064)
Inter-fund transfer - reclassification	(29 837)	-	-	(29 837)	-	29 837	29 837	-	-	-
Balance at December 31, 2008	44 521	14 607	11 130	70 258	-	37 993	37 993	21 888	440 393	570 532

*Certain amounts disclosed in the "Restricted Specific Project Fund" column were previously reported under the "Unrestricted Accumulated Fund" column. This change has arisen due to restricted funds being included in unrestricted funds in the past.

Restated balance at December 31, 2006	12 853	3 483	8 387	24 723	-	8 624	8 624	46 422	332 141	411 910
As previously reported	96	3 483	8 387	11 966	-	8 624	8 624	46 422	332 141	399 153
Adjustment for IAS 16	12 757	-	-	12 757	-	-	-	-	-	12 757
Transfers credit	14 342	10 178	1 764	26 284	-	2 545	2 545	-	68 728	97 557
Other transfers	-	-	-	-	-	-	-	1 736	-	1 736
Net surplus for the year	84 684	-	-	84 684	150	-	150	-	-	84 834
Prior period for IAS 16 adjustment	4 160	-	-	4 160	-	-	-	-	-	4 160
Other comprehensive income										
Funds utilised	(190)	-	-	(190)	-	-	-	-	-	(190)
Transfers out	(94 603)	(1)	-	(94 604)	(150)	(2 803)	(2 953)	-	-	(97 557)
Balance at December 31, 2007 Restated	21 246	13 660	10 151	45 057	-	8 366	8 366	48 158	400 869	502 450

Consolidated Statement of cash flows for the year ended December 31, 2009

	Note	2009 R '000	Restated 2008 R '000
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash generated from operations	24	111 841	25 466
Investment income less cost of finance		30 393	33 450
Investment income	24	35 415	38 956
Finance costs	24	(5 022)	(5 506)
NET CASH INFLOWS FROM OPERATING ACTIVITIES		142 234	58 916
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment		(65 293)	(57 928)
Proceeds on disposal of property, plant and equipment		-	153
Purchase of non-current investments		(65 572)	(9 539)
Proceeds from realisation of non-current investments		11 857	24 044
NET CASH OUTFLOW FROM INVESTING ACTIVITIES		(119 008)	(43 270)
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase in interest bearing borrowings		3 815	12 635
Increase in funds		42 812	35 048
NET CASH INFLOWS FROM FINANCING ACTIVITIES		46 627	47 683
INCREASE IN CASH AND CASH EQUIVALENTS		69 853	63 329
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		251 728	188 399
CASH AND CASH EQUIVALENTS AT END OF YEAR		321 581	251 728
CASH AND CASH EQUIVALENTS		321 581	251 917
LESS: BANK OVERDRAFTS		-	(189)

Notes to the Consolidated Annual Financial Statements for the year ended December 31, 2009

1. ACCOUNTING POLICIES

1.1 University Information

The consolidated financial statements of the University and its subsidiaries for the year ended December 31, 2009 were authorised for issue in accordance with a resolution of Council on 29 May 2010.

The principle activities of the University and its subsidiaries relate to teaching, research and the providing of residential accommodation to students.

1.2 Basis of preparation

These consolidated financial statements have been prepared under the historical cost convention, except for certain financial instruments which are measured at fair value. The consolidated financial statements are presented in South African Rands (R), and all values are rounded to the nearest thousand (R'000) except where otherwise indicated.

These policies have been consistently applied to all the years presented, except where otherwise stated.

1.3 Statement of compliance

The consolidated financial statements have been prepared in accordance with South African Statements of Generally Accepted Accounting Practice ("SA GAAP") and in the manner required by the Minister of Education in terms of Section 41 of the Higher Education Act, 1997 (Act No 101 of 1997) as amended.

1.4 Presentation of consolidated income statement

In terms of SA GAAP and the Higher Education Act, 1997 (Act No 101 of 1997), the income statement is required to include disclosure up to the line item "Net surplus/(deficit) for the year after transfers". The University has included the line items "Income allocated to departments" and "Net surplus after income allocated to departments" over and above the minimum requirements as it considers this to be improved disclosure.

1.5 Significant accounting judgements, estimates and assumptions

The preparation of the University's consolidated financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, at the reporting date. However, uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in future periods.

Judgements

In the process of applying the University's accounting policies, management has made the following

judgements, which have the most significant effect on the amounts recognised in the financial statements:

Operating lease commitments – University as lessor

The University has entered into commercial property leases on its investment property portfolio. The University has determined, based on an evaluation of the terms and conditions of the arrangements, that it retains all the significant risks and rewards of ownership of these properties and accounts for the contracts as operating leases.

Investments

All investments, with the exception of specific investments which are held-to-maturity, are considered to be available-for-sale investments as the intention is to grow the value of the investment portfolios over a long-term horizon.

Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are as follows:

Depreciation

At the end of each financial year, management reviews the assets within property, plant and equipment to assess whether the estimated useful lives and estimated residual values applied to each asset are appropriate.

Retirement benefit obligations

The University's future obligations in respect of its defined benefit pension plans and its post employment medical benefit plan are determined using actuarial valuations on the projected unit credit method. An actuarial valuation involves making various assumptions. These include the determination of the discount rate, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and its long-term nature, a defined benefit obligation is highly sensitive to changes in these assumptions. All assumptions are reviewed at each reporting date.

Details of these assumptions are provided in note 10.

Student fees receivables

At year-end management makes an estimate of the amount of total outstanding student fee debt that it expects to hand over to external debt collectors. In addition, management estimates the amounts that it expects to recover from outstanding balances handed over based upon the age profile of debts handed over and based on prior experience and trends. A provision for impairment is raised based on

these estimates. The carrying value of student fees receivable at 31 December 2009 was R138 million (2008: R118.5 million; 2007: R106.3 million) - refer Note 7.

Student loans

In determining the fair value of student loans management has assumed:

- 1) There will be no repayment for the first three years of the loan period (being the period the student will be studying)
- 2) The repayment period of the loan is 10 years (2008: 10 years; 2007: 8 years)
- 3) A discount rate of 10.5% p.a. (2008: 15% p.a; 2007: 14.5%p.a)

The impairment provision is based on a formula determined by NSFAS which takes into account the experience of NSFAS in collecting student loans.

1.6 Basis of consolidation from 1 January 2009

The consolidated financial statements comprise the financial statements of the University and its subsidiaries as at December 31, 2009.

Subsidiaries are fully consolidated from the date of acquisition, being the date on which the group obtains control, and continues to be consolidated until the date that such control ceases.

The financial statements of the subsidiaries are prepared for the same reporting period as the parent company, using consistent accounting policies.

All intra-group balances, income and expenses and unrealised gains and losses resulting from intra-group transactions are eliminated in full.

The consolidated financial statements incorporate the assets, liabilities and trading operations of the following University controlled entities:

- Maxelect Investments (Proprietary) Limited
- Melrose Properties (Proprietary) Limited
- Durban University of Technology - Business Studies Unit
- Durban University of Technology (Proprietary) Limited
- DUT Guesthouse (Proprietary) Limited

1.7 Business combinations and goodwill

Business combinations are accounted for using the purchase method. The cost of an acquisition is measured as the fair value of the assets given, equity instruments issued and liabilities incurred or assumed at the date of exchange, plus costs directly attributable to the acquisition. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at fair values at the date of acquisition,

irrespective of the extent of any minority interest.

Goodwill is initially measured at cost being the excess of the cost of the business combination over the company's share in the net fair value of the acquiree's identifiable assets, liabilities and contingent liabilities. If the cost of acquisitions is less than the fair value of the net assets of the subsidiary acquired, the difference is recognised directly in the income statement.

After initial recognition, goodwill is measured at cost less any accumulated impairment losses. For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to each of the company's cash-generating units that are expected to benefit from the synergies of this combination, irrespective of whether those assets or liabilities of the acquiree are assigned to those units.

Where goodwill forms part of a cash-generating unit and part of the operations within the unit is disposed of, the goodwill associated with the operation disposed of is included in the carrying amount of the operation when determining the gain or loss on disposal of the operation. Goodwill disposed of in this circumstance is measured based on the relative values of the operation disposed of at the portion of the cash-generating unit retained.

1.8 Standards, interpretations and amendments to published standards

1.8.1 Standards early adopted by the entity

There were no standards or interpretations that were early adopted by the entity.

1.8.2 Standards, amendments to existing standards and Interpretations which are effective and have been adopted by the entity

IAS 1 Revised - Presentation of financial statements

This Standard prescribes the basis for presentation of general-purpose financial statements to ensure comparability both with the entity's financial statements of previous periods and with the financial statements of other entities. It sets out overall requirements for the presentation of financial statements, guidelines for their structure and minimum requirements for their content beginning and ending balance for level 3 fair value measurements is now required, as well as significant transfers between levels in the fair value hierarchy. The amendments also clarify the requirements for liquidity risk disclosures with respect to derivative transactions and assets used for liquidity management.

IAS 23 Revised - Borrowing Costs

The core principle of this standard is that borrowing costs that are directly attributable to the acquisition, construction or production of qualifying assets form part of the cost of that asset. Management assessed that this standard should not have a significant impact.

IFRS 7 Revised – Financial Instruments: Disclosures

The amended standard requires additional disclosures about fair value measurement and liquidity risk. Fair value measurements related to items recorded at fair value are to be disclosed by source of inputs using a three level fair value hierarchy, by class, for all financial instruments recognised at fair value. In addition, reconciliation between the beginning and ending balance for level 3 fair value measurements is now required, as well as significant transfers between levels in the fair value hierarchy. The amendments also clarify the requirements for liquidity risk disclosures with respect to derivative transactions and assets used for liquidity management.

Improvements to International Financial Reporting Standards (IFRS's) (Effective for annual periods beginning on or after 1 January 2009)

1.8.3 Standards, amendments to existing standards and Interpretations to existing standards that are not yet effective and have not been early adopted by the entity

IAS 27 (AC 132 Revised) – Consolidated and Separate Financial Statements (Effective for annual periods beginning on or after 1 July 2009)

IAS 24 Related party disclosure (Revised) (Effective for annual periods beginning on or after 1 January 2011)

IFRS 9 Financial instruments (Effective for annual periods beginning on or after 1 January 2013)

1.8.4 Standards and Interpretations to existing standards that are not yet effective and not relevant to the entity's operations

IFRS 3 (AC140) Revised - Business Combinations (Effective for annual periods beginning on or after 1 July 2009)

IFRIC Interpretation 17 Distributions of Non-Cash Assets to Owners (This interpretation is required for years commencing on or after 1 July 2009)

Improvements to IFRS (April 2009) (The 2009 improvements mostly have an effective date of 1 January 2010, while the changes to IFRS 2, IAS 38 and IFRIC 9 have an effective date of 1 July 2009.)

IAS 32 Amendment for classification of rights issues (This amendment is required for years commencing on or after 1 February 2010)

IFRS 2 Amendments for Group Cash-settled Share Based Payment Transactions (This amendment is required for years commencing on or after 1 January 2010)

IFRIC Interpretation 19 Extinguishing Financial Liabilities with Equity Instruments (Effective for annual periods beginning on or after 1 July 2010)

1.9 Property, plant and equipment

Property, plant and equipment are initially stated at cost. The cost of an asset comprises the purchase price and costs directly attributable to bringing the asset to the location and condition necessary for it to operate as intended by management.

Land and buildings, which have been adapted to specialised functions, and all other land and buildings which are used for general purposes, plant and equipment are recorded at cost net of accumulated depreciation and accumulated impairment losses, if any, except for donations, which are valued by external independent valuers.

No depreciation is provided on freehold land as it is deemed to have an indefinite life. Property, plant and equipment are depreciated on a straight-line basis estimated to write each asset down to its estimated residual value over the estimated useful lives of the asset which range as follows:

Buildings	50 years
Motor vehicles	8 years
Computer equipment	4 years
Furniture and equipment	10 - 20 years
Airconditioners	5 - 20 years
Lifts	10 years

The assets' residual values, useful lives and methods of depreciation are reviewed at each reporting date, and adjusted prospectively, if appropriate.

Individual items of property, plant and equipment acquired for R10 000 (2008: R5 000) or less are expensed in the year of acquisition where these items do not meet the definition of an asset as defined and are recorded in the fixed asset register for control purposes.

Routine maintenance costs are charged against income as incurred. Costs of major maintenance or overhaul of an item of property, plant or equipment are recognised as an expense, except if the cost had been recognised as a separate part of the cost of the asset, and that amount has already been depreciated to reflect the benefits that had been replaced or restored.

An item of property, plant and equipment and any significant part initially recognised is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Gains and losses on derecognition of property, plant and equipment are determined by reference to their carrying amounts and are taken into account in determining operating surplus.

Library acquisitions

New library collections are written off in the year of acquisition.

1.10 Leases

The determination of whether an arrangement is, or contains a lease is based on the substance of the arrangement at inception date of whether the fulfilment of the arrangement is dependent on the use of a specific asset or assets or the arrangement conveys a right to use the asset. A reassessment is made after inception of the lease only if one of the following applies:

- a. There is a change in contractual terms, other than a renewal or extension of the arrangement;
- b. A renewal option is exercised or extension granted, unless the term of the renewal or extension was initially included in the lease term;
- c. There is a change in the determination of whether fulfilment is dependent on a specified asset; or
- d. There is a substantial change to the asset.

Where a reassessment is made, lease accounting shall commence or cease from the date when the change in circumstances gave rise to the reassessment for scenarios (a), (c) or (d) and at the date of renewal or extension period for scenario (b).

For arrangement entered into prior to 1 January 2005, the date of inception is deemed to be 1 January 2005 in accordance with transitional requirements of IFRIC 4.

University as a lessee

Operating lease payments are recognised as an expense in the statement of comprehensive income on a straight-line basis over the lease term.

University as a lessor

Leases where the University does not transfer substantially all the risks and benefits of ownership of the asset are classified as operating leases. Initial direct costs incurred in negotiating an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as revenue in the period in which they are earned.

1.11 Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of an asset that necessarily takes a substantial period of time to get ready for its intended use or sale are capitalised as part of the cost of the respective assets. All other borrowing costs are expensed in the period they occur. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds.

1.12 Intangible assets

Intangible assets acquired separately are measured on initial recognition at cost. Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses. The useful lives are assessed as finite. Intangible assets with finite lives are amortised over the useful economic life and assessed for impairment whenever there is an indication that the intangible asset maybe impaired. Intangible assets with indefinite useful lives are tested for impairment annually as at December 31, as appropriate and when circumstances indicate that the carrying value maybe impaired.

For assets excluding goodwill, an assessment is made at each reporting date as to whether there is any indication that previously recognised impairment losses may no longer exist or may have decreased. If such indication exists, the University estimates the asset's or cash-generating unit's recoverable amount. A previously recognised impairment loss is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount since the last impairment loss was recognised. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in the statement of comprehensive income and indication that the intangible asset may be impaired. The amortisation period and the amortisation method for an intangible asset with a finite useful life is reviewed at least at each financial year end. The amortisation expense on intangible

assets is recognised in the statement of comprehensive income.

The amortisation periods are as follows:

Right to internet usage 20 years

Computer software 4 years

Inventories are stated at the lower of cost and net realisable value. Cost is determined by the weighted average cost method. Net realisable value is the estimated selling price in the ordinary course of business, less estimated costs of completion and the estimated costs necessary to make the sale.

1.13 Impairment of non-financial assets

The University assesses at each reporting date whether there is an indication that an asset maybe impaired. If any such indication exists, or when annual impairment testing for an asset is required, the University makes an estimate of the asset's recoverable amount.

An asset's recoverable amount is the higher of an asset's fair value less costs to sell and its value in use. Where the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

An assessment is made at each reporting date as to whether there is any indication that previously recognised impairment losses may no longer exist or may have decreased. If such indication exists, the recoverable amount is estimated. A previously recognised impairment loss is reversed only if there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. If that is the case the carrying amount of the asset is increased to its recoverable amount.

That increased amount cannot exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in profit or loss unless the asset is carried at the revalued amount, in which case the reversal is treated as a revaluation increase.

After such a reversal the depreciation charge is adjusted in future periods to allocate the asset's revised carrying amount, less any residual value, on a systematic basis over its remaining useful life.

1.14 Financial assets

Initial recognition and measurement

The University's financial assets within the scope of IAS 39 are classified as loans and receivables, and available-for-sale financial assets. The University

determines the classification of its financial assets at initial recognition. All financial assets are recognised initially at fair value plus, in the case of investments not at fair value through profit or loss, directly attributable transaction costs. The University has not designated any financial assets upon initial recognition as at fair value through profit or loss.

The subsequent measurement of financial assets depends on their classification as follows:

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market.

Loans and receivables consist of trade receivables and cash and cash equivalents.

Trade receivables

Trade receivables are subsequently measured at amortised cost using the effective interest rate method (EIR), less impairment. Amortised cost is calculated by taking into account any discount or premium on acquisition and fee or costs that are an integral part of the EIR.

A provision for impairment of trade receivables is established when there is objective evidence that the University will not be able to collect all amounts due according to the original terms of the receivables. Significant financial difficulties of the debtor and default or delinquency in payments are considered indicators that the trade receivable is impaired. The carrying amount of the asset is reduced through the use of an allowance account, and the amount of the loss is recognised in the statement of comprehensive income within 'other current operating expenses'. Subsequent recoveries of amounts previously impaired, are credited against the provision account in the statement of financial position.

Cash and cash equivalents

Cash and cash equivalents are subsequently carried in the statement of financial position at amortised cost. For the purposes of the statement of cash flows, cash and cash equivalents comprise cash on hand, deposits held at call with banks, other short-term highly liquid investments and bank overdrafts. Bank overdrafts are included within current liabilities on the statement of financial position. Cash and cash equivalents are considered to be loans and receivables in terms of IAS 39.

Available-for-sale financial assets

Available-for-sale financial assets are non-derivatives that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless

management intends to dispose of the investment within 12 months of the reporting date.

Such assets are comprised of investments in listed equity shares, quoted interest bearing corporate and government bonds, quoted unit trusts and money market deposits.

After initial measurement, available-for-sale financial investments are subsequently measured at fair value with unrealised gains or losses recognised as other comprehensive income in the available-for-sale reserve until the investment is derecognised, at which time the cumulative gain or loss is recognised in other operating income, or determined to be impaired, at which time the cumulative loss is recognised in the statement of comprehensive income in other operating expenses and removed from the available-for-sale reserve.

The fair value of marketable securities is market value. Market value is calculated by reference to Stock Exchange quoted selling prices at the close of business on the reporting date. If the fair value of an investment cannot be determined, the investment is measured at cost where there is no fixed maturity, or at amortised cost if there is fixed maturity.

Derecognition of financial assets

A financial asset (or, where applicable a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- The rights to receive cash flows from the asset have expired; and
- The University has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either (a) the University has transferred substantially all the risks and rewards of the asset, or (b) the University has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the University has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, and has neither transferred nor retained substantially all the risks and rewards of the asset nor transferred control of the asset, the asset is recognised to the extent of the University's continuing involvement in the asset.

In that case, the University also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the University has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the University could be required to repay.

1.15 Impairment of financial assets

The University assesses at each reporting date whether there is any objective evidence that a financial asset or a group of financial assets is impaired. A financial asset or a group of financial assets is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events that has occurred after the initial recognition of the asset (an incurred 'loss event') and that loss event has an impact on the estimated future cash flows of the financial asset or the group of financial assets that can be reliably estimated. Evidence of impairment may include indications that the debtors or a group of debtors is experiencing significant financial difficulty, default or delinquency in interest or principal payments, the probability that they will enter bankruptcy or other financial reorganisation and where observable data indicate that there is a measurable decrease in the estimated future cash flows, such as changes in arrears or economic conditions that correlate with defaults.

Financial assets carried at amortised cost

For financial assets carried at amortised cost the University first assesses individually whether objective evidence of impairment exists individually for financial assets that are individually significant, or collectively for financial assets that are not individually significant. If the University determines that no objective evidence of impairment exists for an individually assessed financial asset, whether significant or not, it includes the asset in a group of financial assets with similar credit risk characteristics and collectively assesses them for impairment. Assets that are individually assessed for impairment and for which an impairment loss is, or continues to be, recognised are not included in a collective assessment of impairment.

If there is objective evidence that an impairment loss has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows (excluding future expected credit losses that have not yet been incurred). The present value of the estimated future cash flows is discounted at the financial assets original effective interest rate. If a loan has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate.

The carrying amount of the asset is reduced through the use of an allowance account and the amount of

the loss is recognised in the statement of comprehensive income. Interest income continues to be accrued on the reduced carrying amount and is accrued using the rate of interest used to discount the future cash flows for the purpose of measuring the impairment loss. The interest income is recorded as part of finance income in the statement of comprehensive income. Loans together with the associated allowance are written off when there is no realistic prospect of future recovery and all collateral has been realised or has been transferred to the University.

If, in a subsequent year, the amount of the estimated impairment loss increases or decreases because of an event occurring after the impairment was recognised, the previously recognised impairment loss is increased or reduced by adjusting the allowance account. If a future write-off is later recovered, the recovery is credited to finance costs in the statement of comprehensive income.

The present value of the estimated future cash flows is discounted at the financial asset's original effective interest rate. If a loan has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate.

Available-for-sale financial investments

For available-for-sale financial investments, the University assesses at each reporting date whether there is objective evidence that an investment or a group of investments is impaired.

In the case of equity investments classified as available-for-sale, objective evidence would include a significant or prolonged decline in the fair value of the investment below its cost. 'Significant' is to be evaluated against the original cost of the investment and 'prolonged' against the period in which the fair value has been below its original cost. Where there is evidence of impairment, the cumulative loss – measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that investment previously recognised in the statement of comprehensive income – is removed from other comprehensive income and recognised in the statement of comprehensive income. Impairment losses on equity investments are not reversed through the statement of comprehensive income; increases in their fair value after impairment are recognised directly in other comprehensive income.

In the case of debt instruments classified as available-for-sale, impairment is assessed based on the same criteria as financial assets carried at amortised cost. However, the amount recorded for impairment is the cumulative loss measured as the difference between the amortised cost and the

current fair value, less any impairment loss on that investment previously recognised in the statement of comprehensive income.

Future interest income continues to be accrued based on the reduced carrying amount of the asset and is accrued using the rate of interest used to discount the future cash flows for the purpose of measuring the impairment loss. The interest income is recorded as part of finance income. If, in a subsequent year, the fair value of a debt instrument increases and the increase can be objectively related to an event occurring after the impairment loss was recognised in the statement of comprehensive income, the impairment loss is reversed through the statement of comprehensive income.

1.16 Financial liabilities

Initial recognition and measurement

Financial liabilities within the scope of IAS 39 are classified as loans and borrowings. The University determines the classification of its financial liabilities at initial recognition.

All financial liabilities are recognised initially at fair value plus directly attributable transaction costs.

The University's financial liabilities include trade and other payables and borrowings.

The subsequent measurement of financial liabilities depends on their classification as follows:

Trade and other payables

Accounts payable and accrued liabilities are initially measured at fair value. They are subsequently measured at amortised cost using the effective interest rate method. Gains and losses are recognised in income when the liabilities are de-recognised as well as through the amortisation process.

Deposits provided by prospective and current students are treated as current liabilities until the amount is billed as due. Deposits are initially measured at fair value. They are subsequently measured at amortised cost using the effective interest rate method. Gains and losses are recognised in income when the liabilities are de-recognised as well as through the amortisation process.

Interest bearing borrowings

All interest bearing loans and borrowings are initially recognised at the fair value of the consideration received less directly attributable transaction costs.

Subsequent to initial recognition, interest-bearing loans and borrowings are measured at amortised

cost using the effective interest method. Gains and losses are recognised in net profit or loss when the liabilities are de-recognised as well as through the amortisation process.

Derecognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability, and the difference in the respective carrying amounts is recognised in the statement of comprehensive income.

Offsetting of financial instruments

Financial assets and financial liabilities are offset and the net amount reported in the consolidated statement of financial position if, and only if, there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, or to realise the assets and settle the liabilities simultaneously.

Fair value of financial instruments

The fair value of financial instruments that are traded in active markets at each reporting date is determined by reference to quoted market prices or dealer price quotations (bid price for long positions and ask price for short positions), without any deduction for transaction costs.

For financial instruments not traded in an active market, the fair value is determined using appropriate valuation techniques. Such techniques may include using recent arm's length market transactions; reference to the current fair value of another instrument that is substantially the same; discounted cash flow analysis or other valuation models.

1.17 Provisions

Provisions are recognised when the University has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. Where the University expects some or all of a provision to be reimbursed, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. The expense relating to any provision is presented in the statement of comprehensive income net of any reimbursement.

If the effect of the time value of money is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability. Where discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

1.18 Pension obligations

The University operates defined contribution and defined benefit pension schemes in accordance with the Pension Funds Act, 1956. The assets of both schemes are held separately from those of the University and are administered, in the case of the defined benefit plan by trustees of the Fund and in the case of the defined contribution plan by the insurance company selected by the trustees of the Fund.

The pension accounting costs of the defined benefit plan are assessed using the projected unit credit method. Under this method the cost of providing pensions is charged to the statement of comprehensive income to spread the cost over the service lives of employees in accordance with the advice of qualified actuaries.

The pension obligation is measured at the present value of the estimated future cash outflows using interest rates of government securities that have terms to maturity approximating the terms of the related liability. The net difference between the expected return on plan assets and the interest factor arising from discounting the obligation is recognised under personnel costs. The obligation is valued annually by independent qualified actuaries. Actuarial gains and losses are recognised immediately in the statement of comprehensive income.

Contributions to the defined contribution scheme are charged to the statement of comprehensive income as incurred.

1.19 Post-employment benefits

The University provides post-retirement medical benefits to certain of their retirees. The expected costs of these benefits are accrued over the period of employment, using an accounting methodology similar to that of defined benefit pension plans. These obligations are valued annually by independent qualified actuaries. Actuarial gains and losses are recognised immediately in the statement of comprehensive income.

Actuarial valuations of post-retirement benefit obligations are based on assumptions which include employee turnover, mortality rates, the discount rate, expected long-term rate of return on retirement plan

assets, healthcare costs, inflation rates and salary increments.

1.20 Revenue recognition

Revenue recognition is recognised to the extent that it is probable that the economic benefits will flow to the University and the revenue can be reliably measured. Revenue is measured at the fair value of the consideration received, excluding discounts, rebates, and other sales taxes or duty.

State appropriations – subsidies and grants

State appropriations and grants for general purposes are recognised as income in the financial year to which the subsidy relates. Appropriations for specific purposes, i.e., capital expenditure, are brought into the appropriate fund at the time they are available for expenditure for the purpose provided. However, if the funding is provided in advance of the specified requirement, (i.e. the University does not have immediate entitlement to it) the relevant amount is retained as a current liability.

Designated income from contracts, grants and donations

Income received for designated specific purposes will arise from contracts, grants, donations and income on specific purpose endowments. In all instances, any such income is recognised in the statement of comprehensive income in the financial period when entitled to the use of those funds. Thus, funds included as income but which will not be used until some specified future period or occurrence, are transferred from the statement of comprehensive income to an appropriate fund and held in that fund until the financial period in which the funds can be used, at which time the amount is transferred back to income through the statement of comprehensive income. Prior to that time, the amount is appropriately grouped in one of the restricted funds comprising aggregate funds (held in trust).

Tuition and residence fees

Tuition and residence fees are brought into income in the period to which they relate and at the time, these are formally billed. The income must be recognised as realisable and, to the extent that it is not, provision is realistically made for the estimated unrealisable amount. Deposits provided by prospective students are treated as current liabilities until the amount is billed as due.

Interest and dividend income

Interest is recognised on a time proportion basis, taking account of the principal outstanding and the effective rate over the period to maturity, when it is determined that such income will accrue to the University. Dividends are recognised when the right to receive payment is established.

Interest, dividends and other income received or due on assets representing endowment and trust funds are recognised as income in the statement of comprehensive income from which the respective amounts are transferred, if required in terms of the establishment of the respective funds, to the respective funds and the amounts appropriately re-invested.

Franchise fees

Franchise fees are recognised as the services are provided or the rights used in terms of the agreement.

1.21 Normal tax and deferred tax

Current income tax

Current tax assets and liabilities for the current and prior periods are measured at the amount expected to be recovered from or paid to the taxation authorities. Current tax represents the expected tax payable on taxable income for the year, using tax rates enacted or substantively enacted at the balance sheet date, and any adjustments to tax payable of previous years.

Deferred income tax

Deferred income tax is provided, using the liability method, on all temporary differences at the balance sheet date between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes.

Deferred income tax is provided, using the liability method, on all temporary differences at the balance sheet date between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes.

Deferred income tax assets are recognised for all deductible temporary differences, carry-forward of unused tax assets and unused tax losses, to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, and the carry-forward of unused tax assets and unused tax losses can be utilised; except:

- where the deferred income tax asset relating to the deductible temporary difference arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss; and
- in respect of deductible temporary differences associated with investments in subsidiaries, associates and interests in joint ventures, deferred tax assets are only recognised to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilised.

The carrying amount of deferred income tax assets is reviewed at each balance sheet date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred income tax asset to be utilised. Unrecognised deferred income tax assets are reassessed at each balance sheet date and are recognised to the extent that it has become probable that future taxable profit will allow the deferred tax asset to be recovered.

Deferred income tax assets and liabilities are measured at the tax rates that are expected to apply to the year when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted at the balance sheet date.

Deferred income tax relating to items recognised directly in equity is recognised in equity and not in the income statement.

Deferred tax assets and liabilities are offset if a legally enforceable right to set off current tax assets against current tax liabilities exists and the deferred taxes relate to the same taxable entity and the same taxation authority.

Secondary tax on companies (STC)

To the extent that it is probable that dividends will be declared against which unused STC credits can be utilised, a deferred tax asset is recognised for STC credits.

The STC effect of dividends paid on equity instruments is recognised in the period in which the company declares the dividend. For financial instruments that are classified as liabilities, the STC relating to any contractual payments is accrued in the same period as the interest accrual.

Value-added tax

Revenue, expenses and assets are recognised net of the amount of value-added tax except:

- where the value-added tax incurred on a purchase of assets or services is not recoverable from the taxation authority, in which case the value-added tax is recognised as part of the cost of acquisition of the asset or as part of the expense item as applicable, and
- receivables and payables that are stated with the amount of value-added tax included.

The net amount of value-added tax recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the balance sheet.

1.22 Foreign currency translation

The University's consolidated financial statements are presented in Rand, which is also the University's functional currency. Transactions in foreign currencies are initially recorded by the University at their respective functional currency rates prevailing at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are retranslated at the functional currency spot rate of exchange ruling at the reporting date. All differences are taken to the statement of comprehensive income.

1.23 Cash flows

For the purposes of the statement of cash flows, cash includes cash on hand, deposits held on call with financial institutions, investments in money market instruments and bank overdrafts.

1.24 Prior year restatements

2009	2008	2007
R'000	R'000	R'000

1.24.1 Depreciation

IAS 16 *Property, Plant and Equipment* requires that an entity reduces the depreciable amount of an asset by its residual value. In addition, IAS 16 requires that the useful lives of assets are assessed on initial recognition and thereafter reassessed annually. Previously, this accounting treatment was not applied to certain assets resulting in a restatement of the comparative balances as follows:

The effect of the retrospective adjustment is as follows:

Increase in accumulated funds at beginning of year	-	(3 669)	(16 916)
Increase in property, plant and equipment	-	(3 669)	(16 916)

1.24.2 Accumulated leave benefit

In the prior year, the accumulated leave benefit was understated by R6,8 million. This was due to members over the age 60 years being erroneously excluded from the actuarial calculation at year end. In terms of IAS 8 *Accounting Policies, Changes in Accounting Estimates and Errors*, this requires a retrospective adjustment to accumulated funds, as the accumulated leave benefit liability and funds were understated and overstated respectively at December 31, 2008.

The effect of the retrospective adjustment is as follows:

Decrease in accumulated funds at beginning of year	6 805	-	-
Increase in accumulated leave benefit liability	(6 805)	-	-

1.24.3 Accrual of Indumiso rental income

In the prior year, rentals earned from the letting of the Indumiso property (as a marking facility) were not accrued for at year-end. Consequently, the receivable and accumulated funds were understated at December 31, 2008.

The effect of the retrospective adjustment is as follows:

Increase in accumulated funds at beginning of year	(1 023)	-	-
Increase in accounts receivable	1 023	-	-

1.24.4 Recognition of miscellaneous income

Miscellaneous income which should have been recognised in the statement of comprehensive income was erroneously capitalised to the statement of financial position in the prior year. Consequently, trade and other payables were overstated, and accumulated funds were understated at December 31, 2008.

The effect of the retrospective adjustment is as follows:

Increase in accumulated funds at beginning of year	(2 913)	-	-
Decrease in trade and other payables	2 913	-	-

1.24.5 House committee control account error

In the prior year, the House Committee control account was not transferred to the statement of comprehensive income at year end. Consequently, the House Committee control account and accumulated funds were understated and overstated respectively at December 31, 2008.

The effect of the retrospective adjustment is as follows:

Decrease in accumulated funds at beginning of year	507	-	-
Increase in accounts receivable	(507)	-	-

2. Property, plant and equipment

2009	<i>Land and buildings R '000</i>	<i>Furniture equipment & computers- owned R '000</i>	<i>Furniture equipment & computers- leased R '000</i>	<i>Vehicles R '000</i>	<i>Total R '000</i>
Opening cost as at January 1, 2009	327 979	155 403	5 961	4 458	493 801
Opening accumulated depreciation as at January 1, 2009	(39 061)	(63 691)	(2 127)	(1 390)	(106 269)
Opening net book value as at January 1, 2009	288 918	91 712	3 834	3 068	387 532
Additions	20 906	30 918	-	1 599	53 423
Disposals	-	(131)	-	-	(131)
- cost	-	(1 314)	-	-	(1 314)
- accumulated depreciation	-	1 183	-	-	1 183
Depreciation charge	(7 371)	(17 385)	(1 488)	(653)	(26 897)
Closing net book value as at December 31, 2009	302 453	105 114	2 346	4 014	413 927
As at December 31, 2009					
- cost	348 885	185 007	5 961	6 057	545 910
- accumulated depreciation	(46 432)	(79 893)	(3 615)	(2 043)	(131 983)
Net book value	302 453	105 114	2 346	4 014	413 927

A register of land and buildings is available for inspection at the business address. The University is not permitted to dispose of or otherwise alienate its land and buildings without the approval of the Minister of Education. The University's land and buildings have an insured value of R1 750 000 000 (2008: R1 389 234 000).

2. Property, plant and equipment

2008	Land and buildings R'000	Furniture equipment & computers- owned R'000	Furniture equipment & computers- leased R'000	Vehicles R'000	Total R'000
Opening cost as at January 1, 2008	300 834	130 589	5 961	4 258	441 642
Opening accumulated depreciation as at January 1, 2008	(30 657)	(55 816)	(633)	(893)	(87 999)
Opening net book value as at January 1, 2008	270 177	74 773	5 328	3 365	353 643
Additions	27 265	28 270	-	200	55 735
Disposals	(120)	(115)	-	-	(235)
- cost	(120)	(3 456)	-	-	(3 576)
- accumulated depreciation	-	3 341	-	-	3 341
Depreciation charge	(8 404)	(14 865)	(1 494)	(517)	(25 280)
IAS 16 restatement	-	3 649	-	20	3 669
Closing net book value as at December 31, 2008	288 918	91 712	3 834	3 068	387 532
As at December 31, 2008					
- cost	327 979	155 403	5 961	4 458	493 801
- accumulated depreciation	(39 061)	(63 691)	(2 127)	(1 390)	(106 269)
Net book value	288 918	91 712	3 834	3 068	387 532

A register of land and buildings is available for inspection at the business address. The University is not permitted to dispose of or otherwise alienate its land and buildings without the approval of the Minister of Education. The University's land and buildings have an insured value of R 1 389 234 000 (2007: R 991 913 000).

2. Property, plant and equipment

2007	Land and buildings R '000	Furniture equipment & computers- owned R '000	Furniture equipment & computers- leased R '000	Vehicles R '000	Total R '000
Opening cost as at January 1, 2007	258 216	99 254	-	2 706	360 176
Opening accumulated depreciation as at January 1, 2007	(26 475)	(56 691)	-	(815)	(83 981)
Opening net book value as at January 1, 2007	231 741	42 563	-	1 891	276 195
IAS 16 Adjustment	788	11 521	-	448	12 757
Opening net book value as at January 1, 2007 Restated	232 529	54 084	-	2 339	288 952
Additions	42 753	32 064	5 961	1 567	82 345
Disposals	-	(729)	-	(15)	(744)
- cost	-	(729)	-	(15)	(744)
- accumulated depreciation	-	-	-	-	-
Depreciation charge	(5 105)	(14 782)	(633)	(550)	(21 070)
IAS 16 restatement	-	4 136	-	24	4 160
Closing net book value as at December 31, 2007	270 177	74 773	5 328	3 365	353 643
As at December 31, 2007					
- cost	300 834	130 589	5 961	4 258	441 642
- accumulated depreciation	(30 657)	(55 816)	(633)	(893)	(87 999)
Net book value	270 177	74 773	5 328	3 365	353 643

A register of land and buildings is available for inspection at the business address. The University is not permitted to dispose of or otherwise alienate its land and buildings without the approval of the Minister of Education. The University's land and buildings have an insured value of R 991 913 000.

3. INTANGIBLE ASSETS

	<i>Right to internet usage* R'000</i>	<i>Computer software R'000</i>	<i>Goodwill R'000</i>	<i>Total R'000</i>
2009				
Cost	-	3 033	326	3 359
Accumulated amortisation	-	-	-	-
Opening net book value as at January 1, 2009	-	3 033	326	3 359
Capitalised during the year	7 409	4 461	-	11 870
Amortisation	(185)	(758)	-	(943)
Impairment	-	-	(326)	(326)
Closing net book value as at December 31, 2009	7 224	6 736	-	13 960
Made up as follows:				
Cost	7 409	7 494	326	15 229
Accumulated amortisation	(185)	(758)	(326)	(1 269)
Net book value	7 224	6 736	-	13 960
2008				
Cost		840	326	1 166
Accumulated amortisation		-	-	-
Opening net book value as at January 1, 2008		840	326	1 166
Capitalised during the year		2 193	-	2 193
Closing net book value as at December 31, 2008		3 033	326	3 359
Made up as follows:				
Cost		3 033	326	3 359
Accumulated amortisation		-	-	-
Net book value		3 033	326	3 359

3. INTANGIBLE ASSETS (continued)

	<i>Computer software R'000</i>	<i>Goodwill R'000</i>	<i>Total R'000</i>
2007			
Cost	-	326	326
Accumulated amortisation	-	-	-
Opening net book value as at January 1, 2007	-	326	326
Capitalised during the year	840	-	840
Closing net book value as at December 31, 2007	840	326	1 166
Made up as follows:			
Cost	840	326	1 166
Accumulated amortisation	-	-	-
Net book value	840	326	1 166

- * The intangible asset represents the right of use of Internet bandwidth in terms of an agreement with the Tertiary Education and Research Network of South Africa (TENET) and is initially recognised at the present value of the future benefit to the University, discounted at 12.26% p.a. in terms of the agreement. It is amortised over a useful life of 20 years and the amortisation expense is included in 'other current operating expenses.' As at December 31, 2009 the remaining amortisation period is 19,5 years.

4. INVESTMENTS

	<i>2009 R '000</i>	<i>Restated 2008 R '000</i>	<i>Restated 2007 R'000</i>
<i>At cost</i>			
Listed shares at cost	116 868	49 407	44 157
Bonds, annuities and other	6 140	86 665	86 846
Foreign investments	9 166	6 666	10 186
Less: Cash investments transferred to cash and cash equivalents (note 8)	(16 353)	(63 283)	(55 483)
	115 821	79 455	85 706
<i>At valuation</i>			
Market value of listed shares	159 636	62 739	87 574
Market value of bonds, annuities and other	6 090	29 367	32 246
Market value of foreign investments	10 326	9 416	14 621
	176 052	101 522	134 441

4. INVESTMENTS (continued)

The University has investments in listed equity and debt securities. The fair value of the quoted debt securities and equity shares is determined by reference to published price quotations in an active market.

There were no impairment provisions on available-for-sale financial assets during 2009 or 2008.

The maximum exposure to credit risk at the reporting date is the fair value of the bond securities classified as available-for-sale. These financial assets are neither past due nor impaired.

Foreign investments are held by a portfolio manager and the equities are denominated in South African rands.

As at December 31, 2009, the University has deferred its right to claim or accept payment of so much of its debts owed to it by its subsidiary companies so as to enable the claims of other creditors to be paid in full. This undertaking remains in effect until the companies' assets fairly valued exceed its liabilities. The University has also pledged its financial support to the respective subsidiaries until such time as the assets fairly valued exceed their liabilities.

5. NON-CURRENT RECEIVABLES

	2009 R '000	Restated 2008 R '000	Restated 2007 R'000
Student loans	27 739	21 606	20 579
Less: Provision for impairment of student loans	(9 530)	(8 570)	(8 745)
	<u>18 209</u>	<u>13 036</u>	<u>11 834</u>
Loan receivable from TENET	1 026	-	-
	<u>19 235</u>	<u>13 036</u>	<u>11 834</u>

Student loans

The repayment of the student loans commences after completion of studies and commencement of employment by the student. The amount payable each year is based on a formula determined by NSFAS which is linked to the salary earned by the student. In determining the fair value of the above loans, the following key assumptions were made:

- There will be no repayment for the first 3 years of the loan period (being the period the student will be studying)
- A repayment period of 10 years (2008: 10 years, 2007: 8 years) (payments will be received equally over the 10 year period)
- A discount rate of 10,5% (2008: 15% p.a., 2007: 14.5% p.a.)

The fair value adjustment is presented in the income statement within "other gains" in the period in which they arise. The impairment provision is created based on the experience of NSFAS in collecting student loans. The loans are unsecured and interest free.

Movement in the provision for impairments is as follows:

	2009 R '000	Restated 2008 R '000	Restated 2007 R'000
At beginning of year	8 570	8 745	3 107
Charge/(reversal) for the year	<u>960</u>	<u>(175)</u>	<u>5 638</u>
At end of year	<u>9 530</u>	<u>8 570</u>	<u>8 745</u>

Loan receivable from TENET

The loan receivable from TENET is carried at amortised cost using the effective interest rate method, less impairment, and has the following terms:

- The applicable discount rate is 12,26% p.a.
- In terms of the TENET agreement, the loan receivable is recoverable in the following ways:
 - cash
 - deduction of amounts owing by the University for internet services provided by TENET

6. INVENTORIES

	2009 R '000	Restated 2008 R '000	Restated 2007 R'000
Consumables	1 842	1 556	1 317

Inventories include stationery, technical inventories and study materials. There were no write-downs of inventories during the year.

7. RECEIVABLES AND PREPAYMENTS

Student debtors	173 507	151 836	140 465
Less: Provision for impairments	(137 957)	(118 523)	(106 291)
	35 550	33 313	34 174
NSFAS	3 645	42 672	20 288
Government subsidy	-	832	1 393
Loans to employees	114	1 172	1 148
Other receivables	11 016	17 502	5 687
Prepayments	6 940	6 213	4 658
Interest receivable	-	3 331	799
	57 265	105 035	68 147

All student debtors (after provision for impairment) at year-end are past due but not considered impaired. These student debtors are over 120 days. Amounts past due (after provision for impairment) are not considered impaired due to the University's experience in collecting amounts when students renew their registration in the next academic period. Amounts past due but not impaired represent fees billed in the current year.

Movement on the provision for impairments of student receivables is as follows:

At beginning of the year	118 523	106 291	111 192
Charge for the year	19 434	12 232	-
Utilised during the year	-	-	-
Reversed during the year	-	-	(4 901)
At end of the year	137 957	118 523	106 291

The movement in the provision for impaired student receivables has been included in other recurrent operating expenses in the statement of comprehensive income.

8. CASH AND CASH EQUIVALENTS

Cash at bank and on hand	19 752	18 611	76 299
Short term deposits	301 829	233 306	112 100
	321 581	251 917	188 399

Cash at banks earns interest at floating rates based on daily bank deposits rates. Short-term deposits are made for varying period of between one day and three months, depending on the requirements of the University, and earn interest at the respective short-term deposit rates.

9. INTEREST BEARING BORROWINGS

	2009 R '000	Restated 2008 R '000	Restated 2007 R'000
Non-current borrowings	48 844	46 839	30 155
State guaranteed loan	7 867	8 351	9 402
Finance lease liability – IBM South Africa	-	922	2 663
Development Bank of Southern Africa	32 089	33 235	18 090
Investec Private Bank*	1 473	4 331	-
Loan payable to TENET	4 828	-	-
Nedbank Limited	2 587	-	-
Current portion of borrowings	8 379	6 569	10 618
Total borrowings	57 223	53 408	40 773

* A fixed deposit of R7 000 000 has been pledged as security for the Investec Private Bank loan.

Name of entity	Variable interest rate	Fixed interest rate %	Maturity
			30 September 2010 to
State guaranteed loans and state loans	-	13.5 - 17.0	1 July 2022
Finance lease liability – IBM South Africa	-	7.7	1 May 2010
Development Bank of Southern Africa – Loan 1	-	5.0	31 March 2023
Development Bank of Southern Africa – Loan 2	-	8.7	31 March 2023
Investec Private Bank	8.5 (2008: 13.0)	-	1 June 2011
Loan payable to TENET	-	12.3	30 June 2014
Nedbank Limited	-	8.7	1 June 2014

State Guaranteed and DBSA loan

The State Loans, the State Guaranteed Loans and the DBSA loans are unsecured. The State Guaranteed loans, the subsidies of which range between 50% and 85% reflect the balance owing on loans raised to finance the acquisition of property, plant and equipment. The annual cost of interest and redemption, together with the state subsidy on these payments, are disclosed in the statement of comprehensive income.

The finance lease is secured by leased assets (refer note 2).

TENET loan

The TENET loan is carried as a financial liability at amortised cost, being the present value of all instalment amounts still owing to TENET as at 31 December 2009.

- The payable is discounted using the effective interest rate method.
- The applicable discount rate is 12.26% p.a.
- Repayments are expected to be paid in equal instalments over a five-year period, beginning June 30, 2009.

10. RETIREMENT BENEFIT OBLIGATIONS

	2009 R '000	Restated 2008 R '000	Restated 2007 R'000
Statement of financial position obligations for:			
- Pension benefits	34 635	15 859	10 950
- Post employment medical benefits	89 243	85 011	73 320
	<u>123 878</u>	<u>100 870</u>	<u>84 270</u>

10.1 Pension obligations - NTRF

The movement in the defined benefit obligation over the year is as follows:

At beginning of year	15 859	10 950	21 569
Interest and service costs	4 472	2 980	1 833
Contributions by plan participants	(1 041)	(1 732)	(783)
Actuarial losses/(gains)	15 345	3 661	(11 669)
At end of year	<u>34 635</u>	<u>15 859</u>	<u>10 950</u>

The amounts recognised in the statement of comprehensive income are as follows:

Interest and service costs	4 472	2 980	1 833
Net actuarial losses/(gains) recognised during the year	15 345	3 661	(11 669)
Total, included in staff costs	<u>19 817</u>	<u>6 641</u>	<u>(9 836)</u>

The principal actuarial assumptions used were as follows:

	2009	2008	2007
Discount rate	9.50%	7.50%	8.50%
Expected return on plan assets	9.50%	7.50%	8.50%
Future salary increases	6.80%	5.00%	6.25%
Future pension increases	3.75%	1.50%	2.50%

Assumptions regarding future mortality experience are set based on advice, published statistics and experience.

The movement in the fair value of plan assets over the year is as follows:

At beginning of year	673 513	676 711	573 324
Expected return on plan assets	76 288	59 501	57 757
Actuarial gains	7 447	(79 905)	12 857
Employer contributions	43 174	38 879	35 281
Employee contributions	21 587	19 440	17 730
Benefits paid	(35 287)	(41 113)	(20 238)
At end of year	<u>786 722</u>	<u>673 513</u>	<u>676 711</u>

	2009	2008	2007
The actual return on plan assets was:	12.60%	(3.00%)	13.10%

10. RETIREMENT BENEFIT OBLIGATIONS *(continued)*

	2009	Restated	Restated
	2008	2007	
	R '000	R '000	R'000

10.2 Post-employment medical benefits

The amounts recognised in the statement of financial position were determined as follows:

Present value of fund obligations	89 243	85 011	73 320
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Movement in the defined benefit obligation is as follows:

At beginning of year	85 011	73 320	68 351
Current service cost	2 073	1 918	1 962
Interest cost	7 492	6 450	5 983
Actuarial gains	(1 724)	1 731	(394)
Members omitted previously	-	1 306	1 258
Benefits paid	(3 609)	(3 369)	(3 840)
Benefits awarded	-	3 655	-
At end of year	89 243	85 011	73 320

The amounts recognised in the income statement were as follows:

Current service cost	2 073	1 918	3 220
Interest cost	7 492	6 450	5 983
Net actuarial losses recognised during the year	(1 724)	1 731	(394)
Total, included in employee benefits expense	7 841	10 099	8 809

The effect of a 1% increase in the medical cost inflation rate is as follows:

	Increase	Increase	Increase
	2009	2008	2007
	R'000	R'000	R'000
Effect on current service costs	2 520	2 325	2 384
Effect on current interest cost	8 528	7 336	6 817
Effect on the obligation	100 640	96 516	85 159

The effect of a 1% decrease in the medical cost inflation rate is as follows:

	Decrease	Decrease	Decrease
	2009	2008	2007
	R'000	R'000	R'000
Effect on current service costs	1 719	1 597	1 630
Effect on current interest cost	6 636	5 718	5 294
Effect on the obligation	79 741	75 496	65 176

The principle material assumptions used were as follows:

Discount rate	10.20%	9.00%	9.00%
Medical cost inflation rate	8.04%	6.90%	6.34%

11. EMPLOYEE BENEFIT LIABILITIES

	2009 R '000	Restated 2008 R '000	Restated 2007 R'000
Accumulated leave pay	43 582	50 583	78 087
Made up as follows:			
Defined benefit obligation at year end	58 582	61 527	78 443
Current portion of accumulated leave pay (refer note 13)	(15 000)	(10 944)	(356)
	<u>43 582</u>	<u>50 583</u>	<u>78 087</u>
Defined benefit obligation at the beginning of the year	61 527	78 443	69 644
Service cost	-	11 936	6 450
Members contributions	-	-	-
Interest cost	3 694	3 707	5 555
Actuarial (gain)/loss	8 763	9 467	(2 791)
Benefits paid	(15 402)	(14 397)	(415)
Risk premiums	-	-	-
Benefit amendment	-	(27 629)	-
	<u>58 582</u>	<u>61 527</u>	<u>78 443</u>

The amounts recognised in the statements of comprehensive income are as follows:

Current service cost	-	11 936	6 450
Interest cost	3 694	3 707	5 555
Net actuarial gains recognised during the year	8 763	9 467	(2 791)
	<u>12 457</u>	<u>25 110</u>	<u>9 214</u>

The principle assumptions used were as follows:

Discount rate	9.50%	8.50%	8.00%
Inflation rate	5.75%	5.25%	5.00%
Salary increase	5.75%	5.25%	5.00%

Assumptions regarding future mortality are based on advice, published statistics and experience.

12. TRADE AND OTHER PAYABLES

Trade payables	75 973	64 800	41 929
Student deposits	2 024	1 734	1 361
Other payables	11 914	7 680	9 721
	<u>89 911</u>	<u>74 214</u>	<u>53 011</u>

Terms and conditions of the above financial liabilities:

- Trade and other payables are non-interest bearing
- Trade and other payables are normally settled on 30 day terms
- Other payables include an accrual for employee bonuses of R11.288 million (2008:R10.042 million, 2007: R9.174 million)

13. PROVISIONS

	2009 R '000	Restated 2008 R '000	Restated 2007 R'000
Made up as follows:			
Current portion of accumulated leave pay	15 000	10 944	356
Vacation leave pay	14 248	3 217	-
	<u>29 248</u>	<u>14 161</u>	<u>356</u>

Provision for accumulated leave and vacation leave pay

Balance at beginning of year	14 057	356	-
Provided during the year	15 191	13 805	356
Balance at end of year	<u>29 248</u>	<u>14 161</u>	<u>356</u>

The provision for leave pay represents the potential liability for leave days accrued, and not utilised by staff members at year-end.

14. DEFERRED TAX

	2009 R '000	Restated 2008 R '000	Restated 2007 R'000
Balance at the beginning of year	-	-	-
Movements during the year attributable to:			
- temporary differences	115	-	-
- permanent differences	60	-	-
Balance at year end	<u>175</u>	<u>-</u>	<u>-</u>

The balance comprises:

- straight lining of operating lease	115	-	-
- depreciation on admin building	60	-	-
	<u>175</u>	<u>-</u>	<u>-</u>

15. INVESTMENT INCOME**15.1 Investment income**

	2009 R '000	Restated 2008 R'000
Recurrent investment income	32 786	38 956
- Income from investments	4 452	8 399
- Interest received - call accounts	22 136	24 065
- Interest received – other	2 182	6 492
- Dividends received	4 016	-
Non-recurrent investment income	2 629	-
Total investment income	<u>35 415</u>	<u>38 956</u>

15. INVESTMENT INCOME (continued)**15.2 Realised cumulative net fair value losses and gains from the disposal of investments**

	2009	Restated 2008
	R '000	R'000

- fair value gain on disposal	1 802	9 587
- fair value loss on disposal	(3 648)	(1 731)
	<u>(1 846)</u>	<u>7 856</u>

16. STAFF COSTS

Recurrent staff costs	561 640	470 325
Academic professional	296 737	242 950
Other personnel	236 700	201 482
Outsourced services (security and cleaning)	28 203	25 893
Non-recurrent staff costs	5 382	2 547
Total staff costs	<u>567 022</u>	<u>472 872</u>
Average number of employees employed during the year:		
Academic	811	628
Non academic	662	805
	<u>1 473</u>	<u>1 433</u>

17. OTHER CURRENT OPERATING EXPENSES

The following have been charged in arriving at other current operating expenses:

Supplies and services	112 772	172 395
Bad debts provided for and written off	19 296	17 598
Repairs and maintenance	26 145	22 966
Amortisation of intangible assets	943	-
Impairment of goodwill	326	-

Included in supplies and services are the following expenses:

- Auditors' remuneration - current provision	818	609
- Fees paid to internal auditors	1 015	735
- Fees paid to forensic auditors	1 649	1 305
- Operating lease expense	<u>14 155</u>	<u>9 576</u>

18. OTHER GAINS

Fair value adjustment on student loans	<u>6 134</u>	<u>2 441</u>
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The student loans (included in non-current receivables) relate to loans awarded to students and administered by NSFAS. This loan is expected to be repaid over a period of 10 years.

The fair value is determined based on the present value of expected future cash flows, using an effective interest rate of 10.5% p.a. (2008: 15% p.a.).

19. FINANCE COSTS

	2009 R '000	Restated 2008 R'000
Interest bearing borrowings	5 022	5 506

20. RISK MANAGEMENT

The University's principal financial instruments comprise available-for-sale investments, receivables, cash and cash equivalents, interest bearing borrowings and trade and other payables.

The University manages a substantial portfolio of financial assets with a long-term view to growing the portfolio in order to provide financial stability and support for new initiatives and strategic choices.

The main purpose of the interest bearing loans and borrowings is to raise finance for the University's infrastructure. The University's other financial assets and liabilities arise directly from its operations.

The main risks arising from the University's financial instruments are market risk, credit risk and liquidity risk.

Council, through its finance and investment committees, reviews and agrees policies for managing each of these risks and they are summarised below.

20.1 Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices.

The financial assets are invested in terms of a considered strategy adopted by the University Council and advised by the Investment Committee. Portfolios are then allocated to selected portfolio managers who operate under defined mandates. The investment decisions made and performances of these managers are closely monitored by the Investment Committee.

The Committee meets quarterly and receives reports from investment managers on a cyclical basis. In addition, the Committee may co-opt any individual, consultant or specialist in the event of additional expertise being required.

Internally, checks are performed regarding the income received and the purchase and sale of investments are reflected on the portfolio statements.

Price risk

The University is exposed to equity securities price risk because of listed investments held by the University and these are classified on the notes to the financial statements.

At December 31, 2009, if the JSE index increased/decreased by 10% with all other variables held constant and all the University's equity instruments moved according to the historical correlation with the index, funds would have been R15 963 610 (2008: R6 273 900, 2007: R8 757 000) higher or lower.

Interest rate risk

Interest rate risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The University is not exposed to cash flow interest rate risk on borrowings as the majority of their borrowings have fixed interest rates. The University is not exposed to cash flow interest rate risk on funds on call as the rate of interest was fixed on these investments at the year-end.

At December 31, 2009, if interest rates on the fixed term deposits had been entered into at rates 1% higher/lower, the surplus for the year would have been R2 840 200 (2008: R1 669 000, 2007: R1 120 000) higher/lower as a result of higher/lower interest income.

20. RISK MANAGEMENT

20.1 Market risk

Interest rate risk (continued)

The University has a number of receivables (i.e. student fees) where interest rates charged are at a fixed rate of 2% per month. The amounts owed by staff are negligible.

The University holds a substantial amount of interest bearing investments and interest earning bank deposits. Interest risks relating to the University's investments are managed and monitored by the Investment Committee in the same manner as outlined above.

The following tables demonstrate the sensitivity of the University's financial assets that are subject to interest rate risk to a reasonable possible change in interest rates, with all other variables held constant.

Interest rate changes on basis points (BP)	Impact of interest changes on funds employed in R'millions					
	-200BP	-100BP	-50BP	+50BP	+100BP	+200BP

Holdings at December 31, 2009

Local capital market interest bearing investments	(0.12)	(0.06)	(0.03)	0.03	0.06	0.12
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Holdings at December 31, 2008

Local capital market interest bearing investments	(0.59)	(0.29)	(0.15)	0.15	0.29	0.59
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Interest rate changes in basis points (BP)	Impact of interest changes on net surplus in R'millions					
	+200BP	+100BP	+50BP	-50BP	-100BP	-200BP

Holdings at December 31, 2009

Money market and call deposits	5.7	2.8	1.4	(1.4)	(2.8)	(5.7)
Cash and cash equivalents	0.38	0.19	0.95	(0.95)	(0.19)	(0.38)
Interest bearing borrowings	1.14	0.57	2.86	(2.86)	(0.57)	(1.14)

Holdings at December 31, 2008

Money market and call deposits	3.4	1.7	0.8	(0.8)	(1.7)	(3.4)
Cash and cash equivalents	0.37	0.19	0.94	(0.94)	(0.19)	(0.37)
Interest bearing borrowings	1.07	0.53	2.67	(2.67)	(0.53)	(1.07)

Foreign currency risk

Foreign currency risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The University enters into foreign currency transactions from time to time but does not consider this to be a significant area of risk and hence no sensitivity analysis has been performed.

20.2 Credit risk

Credit risk is the risk that counterparty will not meet its obligations under a financial instrument or customer contract, leading to a financial loss. Potential concentrations of credit risk consist mainly of short-term cash, cash equivalent investments, trade receivables and other receivables.

The University places cash and cash equivalents with reputable financial institutions and a multi-manager approach to the management of investments is followed in order to limit investment risk.

20. RISK MANAGEMENT (continued)**20.2 Credit risk** (continued)

Receivables comprise outstanding student fees, student loans and a number of customers, dispersed across different industries and geographical areas. The University is exposed to credit risk arising from student loans and outstanding student fees. The risk relating to student fees is mitigated by requiring students to pay an initial instalment in respect of tuition and accommodation fees at registration, the regular monitoring of outstanding fees and the institution of debt collection action in cases of long outstanding amounts. In addition, students with outstanding balances from previous years of study are only permitted to renew their registration after either the settling of the outstanding amount or the conclusion of a formal payment arrangement.

The collection of student loans has been outsourced to the National Students Financial Aid Scheme (NSFAS).

Credit quality of financial assets

The credit quality of financial assets that are neither past due nor impaired can be assessed by reference to historical information about counterparty default rates:

	2009 R '000	Restated 2008 R '000	Restated 2007 R'000
<i>Trade Receivables</i>			
Counterparties without external credit rating:			
Group 1 - NSFAS	3 645	42 672	20 288
Group 2 - Student loans	19 235	13 036	11 834
Group 3 - Student fees	35 550	33 313	34 174
Total trade receivables	<u>58 430</u>	<u>89 021</u>	<u>66 296</u>
Group 1 - Amounts outstanding in respect of NSFAS, no defaults in the past			
Group 2 - 100% Student loans - no history of default available			
Group 3 - existing student accounts with some defaults in the past			
Cash at bank and short term deposits	<u>321 581</u>	<u>251 917</u>	<u>188 399</u>

All cash and short-term deposits are held with major banks in South Africa.

20.3 Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities.

The timing and nature of the University's cash inflows and outflows are such that liquidity problems are unlikely to arise. Furthermore, the University has access to funds through either its holding of short-term bank deposits or the un-endowed investments portfolio in the event that any unforeseen events occurring. The cash flow position is monitored by management on a monthly basis by means of a cash flow statement.

The University has minimised its illiquidity risk by ensuring that it has adequate banking facilities and reserve borrowing capacity.

Banking facilities

The University has the following facilities with its banker, Standard bank:

- Credit card facility of R120 000
- Performance guarantees of R1.688 million.

20. RISK MANAGEMENT (continued)**20.3 Liquid risk** (continued)*Contractual maturity profile*

The table below summarises the maturity profile of the University's financial liabilities at December 31, based on contractual undiscounted payments:

	<i>On demand R'000</i>	<i>Less than 3 months R'000</i>	<i>3 to 12 months R'000</i>	<i>1 to 5 years R'000</i>	<i>Total R'000</i>
<i>At December 31, 2009</i>					
Interest bearing loans and borrowings	-	-	8 379	48 844	57 223
Trade and other payables	-	89 911	-	-	89 911
<i>At December 31, 2008 (Restated)</i>					
Interest bearing loans and borrowings	-	-	6 569	46 837	53 406
Trade and other payables	-	74 214	-	-	74 214
<i>At December 31, 2007 (Restated)</i>					
Interest bearing loans and borrowings	-	-	10 618	30 155	40 773
Trade and other payables	-	53 011	-	-	53 011

20.4 Fair value estimation

The fair value of financial instruments traded in active markets (such as available for sale securities) is based on quoted market prices at the balance sheet date. The quoted market price used for financial assets held by the University is the current bid price at year-end.

The carrying value less impairment provision of trade receivables and payables approximate their fair values. Where necessary trade receivables are discounted to approximate their fair value.

Council are of the opinion that the carrying amount of financial instruments approximate fair value.

Fair value hierarchy

The University uses the following hierarchy or determining and disclosing the fair value of financial instruments by valuation technique:

Level 1	Quoted (unadjusted) prices in active markets for identical assets or liabilities.
Level 2	Other techniques for which all inputs which have a significant effect on the recorded fair values are observable, either directly or indirectly.
Level 3	Techniques which use inputs which have a significant effect on the recorded fair value that are not based on observable market data.

At December 31, 2009, the following financial assets were carried at fair value:

	<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Total</i>
Non-current investments	176 052	-	-	176 052

20. RISK MANAGEMENT (continued)

20.4 Fair value estimation

<i>Financial assets by category</i>	<i>Loans and receivables R'000</i>	<i>Available for sale R'000</i>	<i>Total R'000</i>
December 31, 2009			
Assets as per statement of financial position			
Available for sale investments	-	176 052	176 052
Receivables - current	57 265	-	57 265
Receivables - non-current	19 235	-	19 235
Cash and cash equivalents	321 581	-	321 581
Total	398 081	176 052	574 133
December 31, 2008 (Restated)			
Assets as per statement of financial position			
Available for sale investments	-	101 522	101 522
Receivables - current	105 035	-	105 035
Receivables - non-current	13 036	-	13 036
Cash and cash equivalents	251 917	-	251 917
Total	369 988	101 522	471 510
December 31, 2007 (Restated)			
Assets as per statement of financial position			
Available for sale investments	-	134 441	134 441
Receivables - current	68 147	-	68 147
Receivables - non-current	11 384	-	11 384
Cash and cash equivalents	188 399	-	188 399
Total	267 930	134 441	402 371

20.5 Capital risk management

The capital of the University comprises both restricted funds designated for specific purposes and unrestricted funds, being funds that can be employed by council at its discretion.

The University's objectives when managing capital, are to safeguard the ability of itself to continue as a going concern and to maintain an optimal structure to reduce the cost of capital. In order to maintain the capital structure the University has ensured a sound financial position by limiting exposure to debt and increasing investments and cash balances. This objective is met by a well-planned budget process each year.

	<i>2009 R '000</i>	<i>Restated 2008 R '000</i>	<i>Restated 2007 R'000</i>
Available-for-sale investments	176 052	101 522	134 441
Cash & cash equivalents	321 881	251 917	188 399
Total	497 933	353 439	322 840
Interest bearing borrowings	(57 223)	(53 408)	(40 773)
Net position	440 710	300 031	282 067

21. CONTINGENT LIABILITIES

21.1 Guarantees issued by the University's bankers:

	2009 R '000	Restated 2008 R '000	Restated 2007 R'000
City treasurer	39	1 261	1 226
SA Post Office Ltd	120	-	-
Ethekwini Municipality	1 110	-	-
Msunduzi Municipality	42	-	-
Eskom Holdings Ltd	377	-	-
	<u>1 688</u>	<u>1 261</u>	<u>1 226</u>

21.2 Indumiso College of Education

The Department of Education handed over the Indumiso College of Education to the former Natal Technikon. The operation of this college has been incorporated into the Durban University of Technology subsequent to the merger. The land and buildings have been capitalised in the accounting records of the University at a value of R1 and no liability has been raised for the land and buildings.

The Department of Education has not given an undertaking to indemnify the University against any liability in respect of land and buildings of this college or against any future claims or liabilities that may exist in respect of this college.

The Department of Education is currently in the process of subdividing the property and transferring this property in the name of the Durban University of Technology. Management is uncertain if the subdivision will result in any possible obligations which may have to be settled in the future from the University's resources. Furthermore, management is unable to determine the quantum of such a liability and has been unable to obtain any further clarity from the Department of Education in this regard.

21.3 As at December 31, 2009, the University was defending claims lodged by third parties.

- Estimated financial exposure to the University for charges disputed by suppliers and service providers, for work done, amounts to R1.646 million.
- The estimated financial exposure to the University for disputes relating to employees amounts to R10.075 million.

21.4 During 2009, the University withdrew a supplier's preferred bidder status in respect of a tender. At December 31, 2009, the bidder had contacted DUT with their intention to be reinstated as a preferred bidder. However, at year-end, no legal proceedings had been instituted against the University and therefore the University's financial exposure could not be quantified.

22. ASSOCIATED INSTITUTIONS PENSION FUND (AIPF)

One hundred and eleven employees (2008: 114) of the University are members of the Associated Institutions Pension Fund. The AIPF is a state fund established in terms of the Associated Institutions Pension Fund Act No. 41, 1963 and is a defined benefit plan with the state being the sponsoring employer responsible for any shortfall of benefits payable to members of the fund. Accordingly, the University is not required to recognise any proportionate share of the AIPF's of the defined benefit obligation, plan assets and cost associated with the plan in the same way as for any other defined benefit plan.

23. COMMITMENTS

23.1 Capital commitments

	2009 R '000	Restated 2008 R '000	Restated 2007 R'000
Capital expenditure contracted for at reporting date but not recognised in the financial statements is as follows:			
Property, plant and equipment	<u>-</u>	<u>18 269</u>	<u>19 639</u>

A capital commitment did not exist at reporting date, however a budget had been set aside in order to replace roofing at the University. Between the reporting date and the date of the audit report, the tender process for this project was initiated and the cost of the project is expected to be approximately R26.4 million.

23. COMMITMENTS (continued)**23.2 Operating lease commitments**

The future minimum lease payments under operating leases are as follows:

	2009 R '000	Restated 2008 R '000	Restated 2007 R'000
Not later than 1 year	3 315	4 274	9 533
Later than 1 year and not later than 5 years	4 430	1 032	4 302
	<u>7 745</u>	<u>5 306</u>	<u>13 835</u>

Operating lease commitments are in respect of rental agreements for residence properties, photocopy machines and other office equipment.

23.3 Finance lease commitments

The future minimum lease payments under operating leases are as follows:

Not later than 1 year	917	1 741	2 663
Later than 1 year and not later than 5 years	-	922	1 612
	<u>917</u>	<u>2 663</u>	<u>4 275</u>

24. CASH GENERATED FROM OPERATIONS**Reconciliation of net surplus before taxation to cash generated from operations:**

	2009 R '000	Restated 2008 R '000
Net surplus for the year	24 015	59 304
Adjustments for:		
Increase in retirement benefit obligation	23 008	16 600
Movement in employee benefit liability and provisions	8 086	(13 699)
Depreciation and amortisation	28 166	21 611
Loss on disposal of property, plant and equipment	131	82
Realised fair value loss/(gain) on disposal of investments	1 846	(7 856)
Investment income	(35 415)	(38 956)
Finance costs	<u>5 022</u>	<u>5 506</u>
Operating surplus before working capital changes	54 859	42 592
Changes in working capital	56 982	(17 126)
- Receivables and pre-payments	41 571	(38 090)
- Inventories	(286)	(239)
- Accounts payable and accruals	<u>15 697</u>	<u>21 203</u>
	<u>111 841</u>	<u>25 466</u>

25. EVENTS SUBSEQUENT TO YEAR END

No material fact or circumstance has occurred between the year-end and the date of this report.

26. RELATED PARTIES

Related parties exist between the University and its subsidiaries

Name of related party	Nature of relationship	Nature of transaction	Transactions during the year		Amount due from/ (to) related party	
			2009 R'000	2008 R'000	2009 R'000	2008 R'000
Maxelect Investments (Proprietary) Limited	Subsidiary	Interest received	(574)	(533)	-	-
		Rent paid	(1 286)	(1 225)	-	-
		Insurance paid	117	-	-	-
		Intercompany loan	-	-	22 777	19 268
Melrose Properties (Proprietary) Limited	Subsidiary	Rent paid	44	42	-	-
		Insurance paid	113	-	-	-
		Intercompany loan	-	-	3 121	3 007
Durban University of Technology (Proprietary) Limited	Subsidiary	Loans written off	3 872	-	-	-
		Holding company loan	-	-	-	2 834
		Fellow subsidiary loan	-	-	-	312
DUT Guesthouse (Proprietary) Limited	Subsidiary	Interest received	-	-	-	-
		Rent paid	-	-	-	-
		Insurance paid	-	-	-	-
		Intercompany loan	-	-	-	394
		Loans written off	374	-	-	-
Business Studies Unit	Division	Royalties received	-	(2 388)	-	-
		Intercompany loan	-	-	2 850	4 624

27. SENIOR MANAGEMENT COMPENSATION

The following disclosures relates to compensation paid to executive staff. Remuneration is based on the cost of employment to the University. These members of executive staff are considered to be key management personnel of the University.

Annualised gross remuneration

DETAILS	OFFICE HELD	BASIC SALARY (R'000)	EMPLOYMENT BENEFIT (R'000)	OTHER ALLOWANCES (R'000)	TOTAL COST (R'000)
EXECUTIVE MANAGEMENT:					
Prof R du Pré	Vice Chancellor	1 521	63	149	1 733
Prof N Gawe	Deputy Vice Chancellor - Institutional support	1 045	513	109	1 667
Prof A Jordaan	Deputy Vice Chancellor - TIP (Acting)	743	248	92	1 083
Prof TN Andrew	Deputy Vice Chancellor - Academic (Acting)	944	273	227	1 444
		4 253	1 097	577	5 927
EXECUTIVE DEANS:					
Dr K F Netshiombo	Executive Dean - Arts	930	147	53	1 130
Prof M A H Wallis	Executive Dean - Management Sciences	976	26	75	1 077
Prof T Nepal	Executive Dean - Accounting & Informatics	845	226	5	1 076
Prof D Lortan	Executive Dean - Applied services	815	250	5	1 070
Prof N S Gwele	Executive Dean - Health Sciences	878	121	77	1 076
		4 444	770	215	5 429
EXECUTIVE DIRECTORS:					
Ms N Jappie	Executive Director - Institutional advances	936	257	53	1 246
Ms N E Mbadi	Executive Director - Corporate Affairs	886	632	5	1 523
Prof R L Ngcobo	Executive Director - Midlands Campus	925	243	77	1 245
		2 747	1 132	135	4 014
GRAND TOTAL		11 444	2 999	927	15 370

Payments for attendance at meetings of the Council and its committees

TO WHOM PAID	NUMBER OF MEMBERS	ATTENDANCE AT MEETINGS AGGREGATE AMOUNT PAID	REIMBURSEMENT OF EXPENSES AGGREGATE AMOUNT PAID
Chair of Council	1	12 000	-
Chairs of Committees	3	28 250	2 834
Members of Council	15	85 170	5 166
Members of Committees	19	125 420	8 000

Acknowledgements

This report was compiled by the Division of Corporate Affairs

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