

Annual Report

2020



UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG





UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG

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2020 ANNUAL REPORT OF THE UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG INCORPORATING REPORTS OF SENATE AND COUNCIL

In terms of Section 42 of the Higher Education Act (No 101 of 1997), as amended, the University of the Witwatersrand, Johannesburg (Wits) submits to the Minister of Education the following general report of its proceedings and of the management of the University for the year ending 31 December 2020. This Annual Report meets the requirements of Chapter 3 of the Implementation Manual for Annual Reporting by public Higher Education Institutions. The University is cognisant of, and acknowledges the general principles of governance as outlined in the King Report on Governance, of Government Gazette 37726, 9 June 2014 for South Africa, and the King code of Corporate Governance (King IV). See definition in Reporting Regulations.

The University of the Witwatersrand, Johannesburg, acknowledges the growing emphasis on the need for integrated reporting as recommended in the King IV Report. The importance of the concepts of integrated sustainability and social transformation are supported by Wits and is included in its 2022 vision document. In terms of good governance the Annual Report of the University has incorporated integrated reporting. An Integrated Report for the University of the Witwatersrand for the year ended 31 December 2020, has accordingly been submitted.

CHANCELLOR, VICE-CHANCELLOR AND PRINCIPAL (CHAIR OF SENATE), CHAIR OF COUNCIL AS AT 31 DECEMBER 2020

Chancellor

Dr Judy Dlamini

Vice-Chancellor and Principal

Professor Adam Habib

Chairperson of the Council

Mr Isaac Shongwe from the period 1 July 2019

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About The University of the Witwatersrand, Johannesburg

About Wits

The year 2020 was shaped by two notable events - Wits University completed the academic year amidst a global pandemic, and successfully navigated a change of leadership.

Wits completed the 2020 academic year amidst a global pandemic

The coronavirus impacted on Wits in multiple ways – on how we interact and engage, conduct research, teach, and learn. Some disruptions have been positive, as we and members of society, realise the importance of human connectedness, scientific research, and the changing nature of work.

The virus that stopped the world enabled an opportunity for a reset of sorts, both in South Africa and globally, and at Wits. As we gathered en masse online on Teams, Zoom, and WhatsApp platforms, our ways of social and professional interaction shifted completely. The Wits community switched to remote emergency online learning and teaching within three weeks, just as the country went into a national lockdown. Staff and students adopted new platforms and learning management systems, technologies, and pedagogies, to ensure that teaching and learning continued. Academics learnt to teach online, mobile computing devices and data were secured for students to bridge the digital divide, and new formats for assessments and examinations were introduced. The University negotiated with mobile network providers to ensure that learning sites were zero-rated and that systems were hosted in the cloud so that they did not crash. Our graduations became virtual as did many festivals and events.

This innovation and flexibility carried through to the University's research and public engagement activities, which without a doubt, saved lives.

Wits scientists and researchers, many of whom are now household names, used their world-class expertise to combat the coronavirus. They tested vaccines, modelled and predicted the virus using big data, pinpointed hotspots, explored prevention and treatment options, and served on the frontline in hospitals to treat and care for those infected with the virus. They stood up for those treated unjustly and voiced their opinion without fear.

The coronavirus pandemic brought to the fore the importance of science, expertise and the vital role that higher education occupies in society. The South African Population Research Infrastructure Network launched two new urban research nodes to improve response to Covid-19, and a Special Issue of the *Wits Journal of Clinical Medicine* was published in April 2020, which presented the first clinical data on COVID-19 published in South Africa.

Our engineers and students adapted specialised ventilators and used 3D printers to produce effective personal protective equipment. A PhD candidate developed a new self-sanitising surface coating to address infection control in hospitals, food processing plants and public transport surfaces. The Wits Centre for Deaf Studies kept the Deaf community informed of COVID-19 developments.

Wits academics shaped national economic, healthcare, and education policies, and provided sound advice to citizens to ensure that they were well-informed. The University also developed and implemented COVID-19 policies, protocols and rules to ensure that the coronavirus was contained. This included developing screening forms via an app, establishing on-site testing and wellness clinics, offering 24/7 psycho-social services to the community, executing a multimedia education and awareness campaign (in multiple languages), implementing monitoring and evaluation systems, and providing regular updates to the Wits community and other stakeholders.

Top nuclear physicist appointed as new Vice-Chancellor and Principal

The University embraced a second major change in 2020, when Professor Adam Habib announced his resignation in February, to take up a position in the UK. A thorough appointment process was conducted and in June, the Wits University Council announced the appointment of Professor Zebulon Vilakazi as the new Vice-Chancellor and Principal of Wits University as from 1 January 2021.

A top nuclear physicist, Vilakazi is the former Wits Vice-Principal and Deputy Vice-Chancellor for Research and Postgraduate Studies. Under his leadership, Wits' research output has more than doubled. A widely published and highly cited scientist (with an h-index of 70), Vilakazi is set to ably lead Wits to its centenary in 2022 and beyond, to steward a new vision for the academy, and to reinvigorate the academic project in a higher education context that is rapidly changing. He also serves as the Chair of South Africa's National Quantum Computing Working Committee.

Former Vice-Principal, Professor Andrew Crouch also left Wits to lead Sol Plaatje University. Despite these leadership changes, Wits remains in a far stronger position than ever before on the continent and in the world. In 2020, Wits was ranked first in the Academic Ranking of World Universities.

Ongoing Achievements

Wits launched Africa's first 5G Innovation Laboratory in the Tshimologong Digital Precinct and opened a new Rock Engraving Archive for the public in the Origins Centre. Our research excellence continued beyond COVID-19 with major research announcements made in infectious diseases (including malaria), non-communicable diseases, archaeology, geology, the palaeosciences, physics, public health, genomics, and inequality studies, amongst others. Four new Massive Open Online Courses (MOOCs) were also launched. Read more at www.wits.ac.za/news

Towards 2022

The University is approaching its centenary year, in which it will celebrate its illustrious history, alumni and donors, its academic and research excellence, its place as a national treasure, and where it will renew its commitment to advancing the public good. In 2020, the University secured a R150 million endowment to support students as part of the Centenary Campaign. It is envisaged that the Centenary Campaign, coupled with a new vision and strategy for the University, will catapult Wits into a new era, despite the coronavirus pandemic, the retracting economy and other local and global challenges.









SECTION I
The University Council

1.1 The Council

The University of the Witwatersrand's Council comprises academic and non-academic persons appointed in terms of the Statute of the University of the Witwatersrand, the majority of whom are non-executive. Sixty percent of the members of the Council are persons who are not employed by, or are students of, the University of the Witwatersrand. The role of chairperson of the Council is separated from the role of the University of the Witwatersrand's Chief Executive Officer, the Vice-Chancellor and Principal. Matters especially reserved to the Council for decision-making are set out in the Statute of the University of the Witwatersrand, by custom and under the Higher Education Act, (No. 101 of 1997), as amended.

The Council is responsible for the ongoing strategic direction of the University of the Witwatersrand, approval of major developments and the receipt of regular reports from Executive Officers on the day-to-day operations of its business. The Council ordinarily meets four times a year and has several standing committees, including an Executive Committee, a Finance Committee, an Audit Committee, a Remuneration Committee, a Risk Committee, an Information, Communications and Technology Committee, and a Board of Residences. All of these committees are formally constituted with terms of reference and comprise mainly lay members of Council. Council and Senate have a set of joint committees, including, a Nominations Committee, an Honorary Degrees Committee, a University Research Committee, a Naming Committee, a Human Resources Committee and a Student Services Advisory Committee. Council met six times during 2020.





REPORT

of the Chairperson of Council



Mr Isaac Shongwe

The 2020 academic year was characterised by two major incidences – the advent of a global pandemic, and the change of leadership at the University of the Witwatersrand.

These occurrences were managed with care and resulted in a seamless transition to emergency remote teaching and learning online, and a new executive management team, under the leadership of Professor Zebulon Vilakazi.

Council bid farewell to Professor Adam Habib, who led Wits with distinction for seven years. We welcomed Professor Zebulon Vilakazi as the incoming Vice-Chancellor and Principal. He has outlined a vision that will take Wits into its next century - a vision that will reimagine the future of teaching, learning, research and innovation in a changing world, which will undoubtedly continue to impact positively on society in the coming years.

There have been some substantial changes at the executive management level, as former Wits vice-principals and deputy vice-chancellors have been appointed to lead other universities in the sector. Despite these changes, the executive management team at Wits remains formidable. Their ability to continue with the academic programme during a pandemic, to conduct world-class research, to transition to online teaching and learning, to ensure that students have access to data, devices, zero-rated sites, and quality educational content, and to ensure the safety of the entire Wits community, demonstrates their ability to deliver, even in times of crisis.

Council will also work closely with Professor Vilakazi, the executive team, and other University stakeholders, to oversee the development of a new strategic plan for the University, which will come into effect from 2023.

On behalf of Council, I would like to thank the Senior Executive Team for the herculean effort that they have made to deliver on the University's mandate of facilitating academic and research excellence and advancing the public good.

More importantly, I would like to extend the sincere appreciation of Council to every employee, researcher, scientist, clinician, academic and student who has contributed to the fight against the coronavirus pandemic. The Wits community has been at the forefront of tackling the coronavirus on many fronts – research, innovation, teaching, learning, and service - your efforts are duly recognised - not only by Council and the University, but by broader society.

Thank you for all that you do to change the lives of our people, for good.

Transformation

Transformation is a core element of the University's institutional mandate and is central to all aspects of its operations. To this end, the University adopted a transformation agenda framed by the national development goals, equity legislation, the United Nations Millennium Declaration and Wits' location on the African continent. At the heart of the process of transformation are the values enshrined in the South African Bill of Rights, the Constitution, and a Wits experience driven by a culture of human rights and inclusivity.

Wits adopted an accelerated transformation programme in 2015 which outlined the commitment of the University to eight transformation priority areas including: transforming the academy; reforming curricula through integrating diverse sources of the best forms of knowledge from within South Africa, Africa and across the world; implementing a new language policy; insourcing vulnerable workers; developing a supportive, inclusive institutional culture; adopting an inclusive naming policy to rename Wits' places and spaces; facilitating greater access to higher education; and promoting a diverse and cosmopolitan residence experience. In addition, transformation committees at the school, faculty and divisional levels were established. Coordination between transformation committees have been enhanced during 2020 by establishing the Transformation Community of Practice (TCoP) which focuses on developing a shared reflexive understanding of Transformation at Wits. A range of social justice programmes including awareness programmes and mediation have been introduced to support efforts to enhance an inclusive culture within the university.

The University has made significant strides in mainstreaming some of the transformation priority areas like insourcing, and enabling greater access to higher education. The revised transformation proposal includes five priority areas: diversifying the academy; curriculum reform; language policy; institutional culture; and institutional naming. In terms of diversifying the academy, the number of Black academic staff increased from 39.97% in 2013 to 47.9650% in 2020, and moved from 50.58% male and 49.42% female academic staff in 2013 to 43.039% male and 56.970% female in 2020 respectively, thanks to planned interventions. The programmes that seek to diversify the academy continue. Wits received new Carnegie funding to support its diversifying of the academic programmes.

For professional and administrative staff (PAS), race and gender targets have been exceeded. In 2013, 80.98% of PAS staff were Black - this has grown to 92.593% in 2020. Just over 50% of PAS staff identify as female in 2020, in most grades. A focus on employing staff living with disabilities must be prioritised in these areas.

However, aggregate statistics provide only one measure by which to gauge diversity of the academy. It will remain our responsibility to retain oversight of the transformation project through the monitoring and evaluation of equity profiles and targets within specific contexts, for example in the PAS category.

We will need to review how these statistics translate within different departments and divisions, as deviations from such averages may be evident. Once transformation targets are deemed to be achieved, it remains necessary to continue to monitor, evaluate and report on them, so that such achievements remain guarded by the University.

Investments in Infrastructure

The coronavirus pandemic, and the subsequent lockdowns impacted on the University's capital works programme. Commercial construction work was prohibited for at least three months, although the effects were felt on the industry throughout the year as many contractors had to downscale or close their doors. The direct impact on the University resulted in construction delays of about six months; construction standing time costs for projects in the construction stage; increased construction overhead costs as COVID-19 health and safety requirements had to be implemented; material supply shortages both local and international, resulting in delays and price uncertainty; delays on imported materials and equipment due to international border restrictions, and delays on City Council approvals due to significant backlogs on their part.

The University has made every effort to proactively manage the risks and to continue with planning and design for the capital works programme remotely. This has allowed us to prepare for many projects and to accelerate construction commencement dates in 2021.

Despite these challenges, 15 projects were completed in 2020, including a new state of the art surgical skills training facility, a new film and television lecture venue, a chemistry basement laboratory, an archives storage facility, a new learning innovation centre e-classroom in the Wartenweiler Library, the refurbishment of North Lodge and Beaulieu House, amongst other projects.

We also approved the appointment of two framework construction contractors as required for the capital works programme over the next three years. These framework appointments enable Wits to streamline the award of construction packages and build mutually beneficial relationships with appointed construction partners.

The outlook for 2021 is positive and we are better prepared to complete 12 projects, including the Commerce, Law and Management new faculty administration building, the new Digital Arts Building and multi-purpose performance venue, the Solomon Mahlangu House West Wing Drawing Hall refurbishment, the Wits Mining Institute postgraduate centre, the postgraduate laboratory in Gatehouse, the residence hot water system upgrade, and the Wits/Medical Research Council Agincourt new data and analytics building at the Wits Rural Facility, among others.

There are nine projects planned for commencement in 2021, including the Wits Research Animal Facility, the Braamfontein Campus Built Environment Precinct expansion and redevelopment project, the Leseding block new computer laboratory, the Faculty of Science new postgraduate centre, the Zola Dental Clinic refurbishment, the Health Sciences teaching and resource centre, the Health Sciences pharmacy research laboratory, the extension to the Knockando Hall of Residence and the Flower Hall test and examinations centre expansion.

Statement on the effectiveness of the financial controls

Going Concern

The annual financial statements as at 31 December 2020 have been prepared on the going concern basis.

In terms of the Companies Act 71 of 2008, the existence and sustainability of the organisation is determined using solvency and liquidity testing. We have used these tests, and additional specific assessments in light of the ongoing COVID-19 Pandemic, to support the assertion that Wits University is a going concern as at 31 December 2020.

This going concern basis presumes that funds will be available to fund/finance future operations and that during the course of operations the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur for the foreseeable future. There is an adequate investment base and cash flows available to cover short term obligations for at least the next 12 months.

In conclusion:

- a) Assets fairly valued exceeded liabilities.
- b) There is sufficient liquidity to meet short term liabilities.
- c) Management is confident that the cash reserves of the entity will be sufficient to enable the University to meet its short term obligations in the normal course of business.
- d) The University is a going concern.

The Senior Executive Team (SET) together with Council, has assessed the potential impact of the University's ability to continue as a going concern, given the nature of the University operations in the social front, Council is of the opinion that it will be able to continue as a going concern into the foreseeable future.

Whilst the on-going pandemic potential impact have been considered, It should be noted that these issues are pervasive factors that impact all global and national economic participants in different ways, and Council and SET accordingly continue to monitor and manage the situation and impact along with all the key stakeholders.

Audit, Finance and Risk Management

Council has established a number of governance sub-committees to assist Council with its responsibilities with regard to audit, finance and risk management. These include:

- a) Council Audit Committee;
- b) Finance Committee of Council (FINCO) and
- c) Council Risk Committee

Council Audit Committee

The overall purpose and objective of the Audit Committee is to assist Council in fulfilling its oversight responsibilities with respect to financial reporting, internal control and management of financial risks, the audit process and the University's process for monitoring compliance with laws and regulations and its own code of business conduct.

The Audit Committee is a non-executive body accountable directly to Council for all matters pertaining to the audit of the University's financial affairs and any matters connected therewith. Both the internal and external auditors have unrestricted access to the Audit Committee, including periodic meetings with the Chairperson of the Committee, which ensures that the University of the Witwatersrand's independence is in no way compromised and that appropriate financial procedures and management are practiced.

As part of the duties assigned by Council, the Committee fulfils an oversight role regarding the University's Annual Report and the reporting process, including the system of internal financial control. It is responsible for ensuring that the University's internal audit function, which is outsourced, has the necessary resources, standing and authority within the organisation to enable it to effectively discharge its duties. Furthermore, the Committee oversees cooperation between the internal and external auditors, and serves as a link between Council and these functions.

The Committee has recommended, for approval by Council, PwC as the external auditor and Mr. R Ramdhany as the designated auditor for statutory reporting to the Department of Higher Education and Training for the 2020 financial year.

Ernst & Young Advisory Services (EY), the Universities outsourced internal auditors current contract has been extended by a further 7 months and will now expire in December 2021. Sizwe Ntsaluba Gobodo – Grant Thornton (SNG-GT), continues to provide the services of grant auditors and enterprise wide risk management services (EWRM), whose contract is set to terminate at the end of June 2021.

Council has approved, the Committee's recommendation for approval to Council, the University's group external audit plan for the 2020 financial year as well as the internal audit plan for 2021 and the three year internal audit rolling plan.

Finance Committee of Council (FINCO)

FINCO is directly accountable to Council for all matters pertaining to the financial affairs of the University and the Group, apart from audit matters. Council expects FINCO to address the following matters, amongst others, in detail and to make appropriate recommendations for approval:

- a) annual estimates of revenue and expenditure (budgets);
- b) review of the quarterly reports of revenue and expenditure;
- c) adoption of the annual statement of comprehensive income and expenditure and the statement of financial position and cash flows and
- d) determination of the fees to be paid by students, in line with the recommendations by the Department of Higher Education and Training.

Council Risk Committee

Risk assessment and risk management at the University is addressed through the Council Risk Committee (sub-committee of Council) and the Risk Management Committee.

The Council Risk Committee oversees the risk management activities on behalf of Council, and provides Council with formal and scheduled feedback on the status of key risks and management's responses. The Committee considers material issues of risk, asset [protection, security, legal and corporate governance.

SNG-GT has been appointed to provide advisory services for EWRM. Reporting into the Committee is the Risk Management Committee.

The Risk Management Committee

Guides and monitors the University's annual risk management plan. The Committee's purpose is to establish and maintain a common understanding of the University's risk profile in order to meet its strategic objectives, and to identify on an ongoing basis the most significant risks to the University. Risk assessment and the managing of risks is regarded as an ongoing management process, integrated into the daily operational activities of the University. Twice a year, an aggregated risk register is developed for the University. The review process during the year also considers emerging risks.

The three Committees, together with the other governance committees, provide assurance to Council that there is a framework for the design and implementation of the requisite internal financial controls to safeguard the assets of the University. The University and its associate entities seek to maintain systems of control over financial reporting and the safeguarding of assets against unauthorised acquisition, use or disposal.

Such systems are designed to provide reasonable assurance to the University and the Council regarding an operational environment that promotes the safeguarding of University assets and the preparation and communication of reliable financial and other information.

Council understands and appreciates that there are inherent limitations to the effectiveness of any system of internal control, including the possibility of human error and the circumvention or overriding of controls.

Accordingly, even an effective internal control system can provide only reasonable assurance with respect to financial statement preparation and the safeguarding of assets. Furthermore, the effectiveness of an internal control system can change with circumstances. Council assessed its internal control system as at 31 December 2020 in relation to its financial reporting strategies in the light of formal reports received from both the University's internal and external auditors and risk advisors.

Tenders Adjudicated in the Year

A formal tender process was followed for tenders adjudicated and/or concluded in 2020. An electronic submission protocol for the submission of tenders was compiled and implemented. In addition, registration and evaluation of tenders were largely conducted via an online Microsoft Teams platform. This was primarily due to the COVID 19 pandemic, which resulted in the restriction of face to face engagements.

The tender process is split into five core phases listed in order of implementation:

- The definition phase, including the business case approval for large value/strategic tenders;
- The pre-publishing phase, including the preparation of the tender documentation (including the finalization of: the detailed scope of work and specification, the draft contract, the appointment of the evaluation team, the evaluation protocol and criteria);
- The publishing and closing phase;
- The evaluation phase; and
- The award consideration for the tender.

The contract conclusion phase follows the tender process.

The Tender Committee constituents in 2020 included:

- The Chair appointed by the Senior Executive Team, namely Professor Ian Jandrell (Dean of a Faculty);
- Three Faculty representatives (CLM: Ms Thabang Mokoaleli-Mokoteli, Engineering and the Built Environment: Professor David Root and Health Sciences: Professor William Daniels);
- The CFO: Mr Prakash Desai;
- the COO: Mr Fana Sibanyoni;
- the Director of Research: Dr Robin Drennan;
- the Head of Legal (represented by Legal Advisor: Mrs Natacha Searle); and
- the Manager of the Procurement Office (Ms Zarina Hassim).

Transitions

The year 2020 saw transitions at various levels of leadership in the institution. The Vice-Chancellor and Principal, Professor Adam Habib, who had led the University since 2013, announced in February that he would be stepping down at the end of 2020. This led to the initiation of a selection process for the next Vice-Chancellor and Principal. Three strong candidates were short-listed for the position and Professor Zebon Vilakazi, the then Wits Vice-Principal and Deputy Vice-Chancellor: Research and Postgraduate Affairs was elected as the Vice-Chancellor Designate, who takes office from 1 January 2021. This resulted in a vacancy for his position. Professor Lynn Morris was subsequently elected as the Deputy Vice-Chancellor: Research and Innovation. The new leadership, coupled with the broader societal and environmental changes provided an opportunity to re-examine the needs of the University and the structure of the senior executive team, which will be finalised in 2021.

The coronavirus pandemic provided an opportunity for the University to shift to remote, online teaching and learning, and accelerated the Wits' plans to harness digital transformation to enhance blended academic programmes. Wits researchers, scientists, academics, staff and students have been at the forefront of managing and advising on the coronavirus pandemic at multiple levels within the University, and in broader society. This pandemic and its effects, will without a doubt, influence the future of teaching, learning, research and innovation at Wits.

Towards Wits 100

Council will oversee the development of a new strategic plan for the University, which will come into effect from 2023. The senior structures of the University are deliberating on a strategic pivot for the institution. This is necessary as we approach the successful conclusion of the Wits 2022 strategy as well as the fundamental shifts taking place in the higher education sector, and in society. These changes are partly related to the digital acceleration in higher education, the financial challenges that continue to plague universities, and the impact of the coronavirus pandemic.

My focus over the coming year will to a large extent be on stewarding the various governance processes to embed a new cohort of executives, and to oversee the development of a new strategic plan for the University. These activities, coupled with the Wits Centenary Campaign, will receive my full attention in 2021.



Mr Isaac Shongwe

Chairperson of the Council
University of the Witwatersrand

30 June 2021



I.3 Performance Report

The University of the Witwatersrand continues to achieve its strategic goals for the period under review. The seven strategic priorities of the Wits Vision 2022 Strategic Framework are:

1. The Wits Experience;
2. Research and Knowledge Leadership;
3. Innovation and Social Leadership;
4. Extensive Networks and Partnerships;
5. Excellence in Governance;
6. An IT-Savvy University; and
7. Wealthy and Well Resourced.

The overall strategic goal of the University is to be a top-ranked research-intensive university. In line with this, Wits University's research output has increased by approximately 70% in the last seven years, its graduate student profile has improved from 28% to 38%, its 9500 graduates in 2019 is the highest number produced in its history.

The university has steadily improved in its global rankings being in the top two in the country in both the Times Higher Education and Shanghai Rankings (Academic Ranking of World Universities), while improving its finances and establishing itself on a fiscally sustainable path. These improvements have occurred simultaneously with a transformation of the university into a socially inclusive, diverse, non-racial and cosmopolitan community that addresses the historical racialised disparities of South Africa's past.

Universities in South Africa must maintain and enhance the quality of their programmes to ensure that their graduates easily gain employment and achieve the social mobility that is necessary if inequality is to be addressed. This enhancement involves not only offering a diverse range of competitive courses that are attractive to students and enables them to enter a variety of professions and employment, but it must also be structured in a coherent manner and with the kinds of academic support that allow students to progress in the minimum time required. We have been mindful of this at Wits and have enhanced our teaching and research offerings. Over the past few years, Wits has been exploring online and blended learning models. Due to the pandemic, we had to switch to modes of online learning sooner than anticipated. Both our students and staff adapted well to the new teaching and learning model and we believe that blended learning will continue to be a model at universities across the world.

As part of the Wits experience, we ensure that our students are supported in their studies and provided with the soft skills to make them successful graduates. Our academic support programme continues to enhance throughput and our Student Affairs division has initiated several programmes to provide students with leadership and development skills. Wits graduate tracking surveys reveal that approximately 94% of our graduates seeking employment attain it within six months of completing their degrees.

Throughout the pandemic, Wits has demonstrated its research, knowledge, and social leadership. Our research output for 2020 continued to remain at a record high across our faculties. More importantly, Wits students and academics contributed their knowledge and skills to addressing various challenges faced during the pandemic from producing Personal Protective Equipment to conducting global vaccine trials and providing thought leadership on the management of COVID-19.

Our networks and partnerships have grown across the world, and we have developed strong relationships with the public and private sectors. Our internationalisation strategy has led to partnerships across the Global North and Global South which continue to grow and strengthen. We are particularly proud of our network across Africa through the African Research Universities Alliance (ARUA). ARUA's fundamental purpose is to build a Pan-African research platform comprising 16 research universities which would enter equitable partnerships with institutions around the world to research and address the challenges of our globe. ARUA has developed into a strong network of knowledge development and sharing both on the continent and globally. In addition to our internationalisation strategy, we have been building networks locally with the public and private sector as well as other stakeholders in the higher education sector.

Through Council and other University governance structures, we have ensured that we remain a strong public university with good governance and oversight. Wits continually reviews its business infrastructure and staff performance to support excellence, which is demonstrated through our annual Institutional Scorecard (Annexure D and E). A culture of good governance, administration and concomitant protocols is spread throughout the institution, making decision-making smoother, easier and more distributed. The University successfully managed a leadership transition under the extraordinary circumstances of a pandemic which speaks to its institutional strength and governance. Over the years, we have built a strong Senior Executive Team (SET) who manage and implement the strategic objectives of the University. We have now formally introduced a performance management system which will ensure quality and efficiency in our institution.

We have simultaneously grown our income streams over the past few years. Part of this has been through understanding and becoming responsive to the funding formulae governing higher education by changing the shape and size of our student profile and increasing our research output. We have supplemented this by third-stream income. Donor income, particularly through the mobilisation of alumni, has been aggressively pursued. The result is that not only did Wits University surpass its Council-agreed targets for donor income in the last few years, but Wits is now also fully immersed in the institution's first organised fundraising campaign in honour of its centenary in 2022 which has raised over R1.5 billion towards a R3 billion goal. Similarly, Wits' external research income approximated R3 billion, the highest not only in the country, but also in the institution's history. Most of this income is drawn from alumni, public and private foundations, and corporates around the world, including North America and Western Europe.

Despite the onset of the pandemic, Wits University has managed to continue the academic programme and demonstrated that it is still on track in terms of its strategic vision to be the leading research-intensive university on the continent. We have maintained the quality of our academic and research offering and continue to provide social leadership and impact to our country, our continent, and the world.



Professor Adam Habib

Vice-Chancellor

University of the Witwatersrand

30 June 2021



Mr Isaac Shongwe

Chairperson of the Council

University of the Witwatersrand

30 June 2021

I.4 Council Membership

Category	Incumbent	Other positions / achievements	Term
Chair	Mr Isaac Shongwe BA Hons (Economics & Politics) (Wesleyan, USA, P.Phil (Oxford))	Chair: Letsema Holdings	14 June 2017 – 13 June 2019 (Term extended to 31 December 2022)
Vice-Chair	Mr Siphon Nkosi Com (Hons)(Econ) (UNISA), MBA (MASS), OAML P (OXFORD)	Independent non-Executive Director: Sasol Board	1 June 2017 - 30 June 2019 (Term extended to 31 December 2022)
Secretary to the Council	Ms Carol Crosley University Registrar BA (Witwatersrand) H Dip.Ed (Witwatersrand) Honours (Unisa) MEd (Witwatersrand)	University Registrar	Ex-officio

Table 1.4.1 University Office-Bearers

Members of Council (External)			
Category	Incumbent	Other positions / achievements	Term
Members appointed by the Minister of Higher Education and Training	Ms Nasima Badsha M.Sc (Natal), Graduate Certificate in Education (Leeds), BSc (Hons) (London)	Former Deputy Director General in the Department of Education, Former CEO: Cape Higher Education Consortium	01 September 2018 – 30 December 2020 (Term extended to 31 December 2023)
	Dr Randall Carolissen MBA (Stellenbosch), MCom (Tax) (North West), PhD (UWC)	Administrator: National Students Financial Aid Scheme (NSFAS)	01 June 2016 – 31 May 2020 (Term ended to 31 December 2020)
	Professor Glenda Gray MBBCH, FCPaed(SA), DSc (honoris causa)	President & CEO of the South African Medical Research Council. Research Professor of Pediatrics at the University of the Witwatersrand. Director at the Perinatal HIV Research Unit in Soweto. Co-PI of the HVTN and Director of HVTN Africa Programs. Member of the Vaccine and Infectious Disease Division at the Fred Hutch	17 December 2019 – 31 December 2022
	Ms Basani Maluleke B Com, LLB (UCT), MBA (Kellogg)	Chief Executive Officer African Bank Ltd, 2018-2021, Board Member, African Bank Ltd 2015-2021	17 December 2019– 31 December 2022
	Mr Siphon Maseko BA degree (Witwatersrand), LLB (UKZN)	CEO at Telkom Group. Board member at Gyros Restaurant Group, Afrox and Centre for Development and Enterprises	17 December 2019 – 31 December 2022
Elected by the Executive of Convocation	Ms Stacey-Lee Bolon BA (Wits), BA (Hons) General Psych (Wits), BA (Hons) Industrial Psych (Wits), MA Industrial Psych (Wits)	Innovations Manager (FNB). MD Early is Best. Director: Venture Network	1 August 2019 – 31 December 2019 (Term extended to 31 December 2023)
	Dr Maurice Goodman MB BCh, MBA (Witwatersrand) (Acting President of Convocation)	Chief Medical Officer (Discovery Health). Trustee: Discovery Foundation and Discovery Fund Committee: SAMA Human Rights, Law and Ethics	March 1998 – present 2006 - present 2019 – present 2020 – present

Members of Council (External)			
Category	Incumbent	Other positions / achievements	Term
Appointed by the Premier of Gauteng	Mr Rashid Seedat BA (Wits), H Dip Development Planning (Wits), MM Public & Development Mgt (Wits), MSc Development Planning (Wits), Cert Metro & Municipal Dev (UCL, UK)	Gauteng Provincial Government Local Government Fellowship (Warwick University & Southern African Advanced Education Programme, UK), Head of Central Strategy Unit (City of Johannesburg), Head of Gauteng, Planning of Division (Gauteng Provincial Government), Member of Board of Trustees: Ahmed Kathrada Foundation	1 October 2018– 31 December 2019 (Term extended to 31 December 2022)
Elected by Donors	Dr Jonathan Broomberg MBBCh (Witwatersrand); MA (Oxon); MSc (London), PHD (London)	CEO: Discovery Health, Founding Director of Praxis Capital and Director of the Soul City Institute for Health Communications	1 September 2013 – 31 August 2017 1 September 2017 – 31 August – 2022 (reappointed)
	Professor Michael Katz BCom (Wits) LLB (Wits) LLM (HLS) LLD (honoris causa) Witwatersrand) Admitted Attorney (High Court of SA) Honorary Degree: Doctor of Laws (Wits) Course director, Advanced Company Law (Wits) Honorary Professor (Wits)	Chairperson: ENSafrica; Member of the Board of Governors (HUJ), Member of the King Committee on Corporate Governance, trustee of numerous trusts: Nelson Mandela Children’s Fund, Constitution Hill Trust, Legal Resources Trust, Constitutional Court Trust, Donald Gordon Foundation, and South African Holocaust and Genocide Foundation	1 November 2019 – 31 December 2022
Members elected by Council	Mr Mosa Mabuza BSc Hon (Geol, Wits), PDM (Wits Business School)	CEO: Council for Geoscience; Deputy Director-General: Department of Mineral Resources	1 November 2018 – 31 December 2019
	Mr Isaac Shongwe BA Hons (Economics & Politics) (Wesleyan, USA, P.Phil (Oxford)	Chair: Letsema Holdings	1 June 2015 - 31 May 2017 1 June 2017 - 31 May 2019 (reappointed)
	Professor Barney Pitjana BA(Law), BProc, LLM (Unisa) Hons BD (London), CertTh (Oxford) PhD in Religious Studies (UCT), DD FKC MASSAf	Chairperson, South African Human Rights Commission Member: African Commission on Human and Peoples’ Rights, Principal & Vice Chancellor of Unisa	1 June 2013 - 31 May 2017 1 June 2017 - 31 May 2021 (reappointed) (Resigned 31 December 2020)
	Ms Phindile Baleni BA LLB (Witwatersrand)	CEO: National Energy Regulator of South Africa, RERA Chairperson	1 June 2013 - 31 May 2017 1 June 2017 - 31 May 2021 (reappointed)
Members elected by Council	Ms Nothando Ndebele MBA (Oxford, UK) MSc (Oxford, UK) (BA) in Economics and Women’s Studies (Harvard, USA)	Head: Financial Institutions Group: ABSA	1 April 2017 - 31 December 2019
	Mr Sipho Nkosi Com (Hons)(Econ) (UNISA), MBA (MASS), OAMLPL (OXFORD)	Independent non-Executive Director: Sasol Board	1 June 2017 - 30 June 2019 (Term extended to 31 December 2022)
	Dr Len Sizani Dip.Dent. Ther., BChD (Medunsa)	General Dental Private Practitioner	1 June 2016 - 31 May 2020

Members of Council (External)			
Category	Incumbent	Other positions / achievements	Term
Appointed by business and labour organisations	Mr Cas Coovadia BCom (University College Natal)	MD: Banking Association of SA, Chairman of SABRIC and the Johannesburg Civic Theatre	1 July 2015 - 30 June 2017 1 July 2017 - 30 December 2020 (reappointed) (Term ended 31 December 2020)

Table 1.4.2 University Members of Council - External

Members of Council (Internal)			
Category	Incumbent	Other positions / achievements	Term
Vice-Chancellor and Principal	Professor Adam Habib BA (Natal), BA (Hons) (Witwatersrand), MA (Natal), MPhil (New York), PhD (New York)	Chair of Senate	Ex-officio
Vice-Principal	Professor Andrew Crouch BSc (Hons) (UWC), PhD (Concordia University)	Deputy Vice-Chancellor: Academic	Ex-officio
Member of the Executive Management appointed by the Vice-Chancellor and Principal	Professor Zeblon Vilakazi BSc (Univ of Manchester) MSc (Wits); PhD (Wits)	Deputy Vice-Chancellor: Research and Postgraduate Affairs	Ex-officio
Elected by the Senate	Professor Sharon Fonn MBBCh, DOH, DEpi, FFCH(SA), PhD, MASSAf	Awarded a South African Ministry of Science and Technology's Distinguished Scientist Award for contributions to the quality of life of women (2005) Co- director of the Consortium for Advanced Research Training in Africa (CARTA).	01 November 2017 - 31 October 2022 (Term extended to 31 December 2022)
	Professor Joao Rodrigues BSc (Wits), BScHon (Wits), MS (Brown), PhD (Brown), FRSSAf	Head of School of Physics Chair: Theoretical Physics	01 January 2017 - 31 December 2022
Elected by the Senate	Professor Thokozani Majazi BScEng (Natal), MScEng (Natal), PhD (UMIST)	School of Animal, Plant and Environmental Sciences, University of the Witwatersrand	01 November 2017 - 31 October 2022 (Term extended to 31 December 2022)
	Professor Cathi Albertyn BA LLB (UCT), M. Phil (Cambridge), PhD (Cambridge)	School of Law University of the Witwatersrand	01 November 2017 - 31 August 2022 (Term extended to 31 December 2022)
Elected by the Deans of the Faculties	Professor Imraan Valodia BCom, BComHons, MSC (International Trade and Finance), DEcon	Dean: Faculty of Commerce, Law and Management	01 January 2019 - 31 December 2021
Elected by the academic staff	Doctor Victor De Andrade BA (Speech and Hearing Therapy), MA, PhD (Wits)	School of Human and Community Development	01 May 2019 - 31 December 2021
Elected by the Non-Academic Staff	Mr Tumishi Madhlaba Diploma, BA Politics and Management (Wits), PG Dip in Public Management (Wits)	IT Technician (Wits University)	01 September 2017 - 31 August 2021 (Term extended to 31 December 2022)
SRC President	Mr Mpendulo Mfeka Student		16 September 2020 - 16 September 2021
PGA Chairperson	Mr Mluleki kubheka Student		16 September 2020 - 16 September 2021

Table 1.4.3 University Members of Council - Internal

I.5 Meetings of Council

Ordinary meeting	Date	Attendance
Special meeting	18-Mar-20	67%
First ordinary meeting	3-Apr-20	97%
Second ordinary meeting	5-Jun-20	77%
Special meeting	11-Jun-20	90%
Special meeting	25 Jun-20	85%
Third ordinary meeting	25-Sep-20	83%
Fourth ordinary meeting	27-Nov-19	73%

Table 1.5.1 Ordinary meetings

Strategic planning workshop	Date	Attendance
Strategic Planning Workshop	30-Oct-20	77%

Table 1.5.2 Strategic planning workshop

I.6 Matters of Significance considered by Council

In view of the Council's responsibility to govern the University and to provide ongoing strategic direction of the University, Council considered various matters during the year and received regular reports from the executive officers on the day-to-day stewarding of the University.

I.6.1 Council Governance

Council bade farewell to the following members: Professor Barney Pityana who resigned in 2020, Mr Cas Coovadia and Dr Randall Carollissen, whose terms had come to an end in 2020; as well as Professor Adam Habib, the outgoing Vice-Chancellor and Principal. Council thanked esteemed members for their wisdom and counsel over the years, for their dedication and loyalty to the institution and for the many sacrifices that they have made for the institution. They were recognised for serving the University diligently, with honour and pride. Professor Habib was recognised for his leadership over the past eight years and for his contribution towards Wits' many successes which has left the University in a strong position on the continent.

The late Professor Tania Douglas was elected to serve as the new member of Council by the Minister of Higher Education, Science and Innovation and re-elected Ms Nasima Badsha for another term of three years. Council welcomed their appointment. Professor Douglas was a Professor of Biomedical Engineering, Research Chair in Biomedical Engineering and Innovation as well as Director of the Medical Imaging Research Unit in the University of Cape Town (UCT), South Africa. She conducted research concerning medical innovation, image analysis, and the development of technologies to improve medical device innovation in South Africa. She was also the founding Editor-in-Chief of Global Health Innovation, a journal which disseminates research results about health innovation in developing settings.

Mr Gavin Hartford was elected to serve in Council in 2020 as an external member. Mr Harford is an industrial sociologist and labour relations and stakeholder strategy specialist. He has spent the last three decades of his professional life working for organised labour, business and government as a strategic transformation professional.

The Vice-Chancellor and Principal, Professor Adam Habib, extended the University's deep appreciation to all members of Council, and to all those who served on the University's various governance structures, who gave of themselves, and their time, with no compensation.

Declaration of interest by Council members

In terms of sections 27(7)(a) to (e) and 27(7A) to (D) of the Higher Education Act, 1997 (Act No. 101 of 1997), members of Council are required to declare and update their general interests on an annual basis and in accordance with the agenda items of each meeting, with a register of declarations maintained by the University Registrar, in her capacity as Secretary to the Council. Annually, these declarations are made available to the University's external auditors.

1.6.2 Wits' 2020 to 2025 Enrolment Plan

Council noted the major targets in the plan to include a total enrolment headcount of 44 000 students by 2025. Of the 44 000 students in 2025, 8 000 will be part-time and distance (online). The University plans to grow part-time undergraduate students from a base of 1 200 in 2018 to 3 610 in 2025 and distance from a zero base in 2018 to 4 840 in 2025. An effort will be made to grow online registrations aggressively to generate additional funding and achieve a 45% proportion of contact postgraduate enrolments by 2022, and a 51% proportion of enrolments in Science Engineering and Technology (SET) over the planning period. The total UG and PG contact headcount is expected to be 38 060 in 2020. This contact headcount total will steadily decline to 36 000 in 2025. The headcount of undergraduate contact enrolments (excluding the UG part-time) will reduce from 23 272 in 2020 to approximately 19 800 in 2025, whilst the headcount of contact postgraduates will increase from 14 788 (excluding online) in 2020 to 16 200 in 2022 and thereafter remain stable until 2025.

As a research-intensive university, the institution will need to market appropriately to draw its postgraduate applicant pool from its own undergraduate graduates, as well as from the system as a whole (other local and international universities). The University achieved a growth of approximately 3 330 postgraduates from 2014- 2018. Therefore, the further increase of 1 072 postgraduates from 2020 to 2022 is regarded as achievable although the concomitant improvement in throughput graduation makes the necessary growth in postgraduate numbers a challenge. The comprehensive enrolment plan is available from the Office of the Deputy Vice-Chancellor: Academic on request.

As at 30 June 2020, the University implemented its new enrolment plan (2020 – 2025), which seeks to increase the intake of postgraduate students over the next five years, and to ensure that they are active generators of knowledge within the institution. As at September 2020, Wits enrolled 15 678 undergraduates and 25 178 postgraduates, bringing the total student population to 40 856 .

1.6.3 2021 Salary Agreement

The Chief Financial Officer presented to Council that salary increases will remain flat (0%) for 2021 in order to protect jobs and to ensure the financial sustainability of the University. Almost 70% of Wits' expenditure is committed to salaries. Formal notification to engage around salary increases was given to organised labour through the bargaining forum and management was in negotiations with organised labour representing the Wits staff, namely the Administrative, Library and Technical Staff Association; the Academic Staff Association of Wits University; the National, Education, Health and Allied Workers' Union, and the National Union of Metalworkers to continue this engagement. A commissioner was also appointed by the parties to facilitate this process.

1.6.4 Renaming Wits' Places and Spaces

Council approved the renaming of:

Old Name	New Name
North Western Engineering Laboratory	Professor Lonel Botef Advanced Manufacturing Laboratory
Wits Law Library	Felicia Kentridge Annex;
Wits' Food Gardens	Rosa's Gardens
University Corner	Professor Eskia Mphahlele

Table 1.6.4 University Renamed Spaces

1.6.5 Property and Infrastructure Development

Council noted the approval by the Executive Committee of Council of the framework agreement for major construction works within the Wits Precinct. Members also noted the progress of the property programmes at Frankenwald and in Braamfontein. Council approved the purchase of Noswal Hall, a student residence building on Jan Smuts Avenue, which is currently being leased. It also noted plans to better manage the crime and grime in Braamfontein, which remains an ongoing challenge. Council received an update on Wits' property developments, and in particular plans for upgraded gateways and the implementation of safe crossings to slow down traffic in Jorissen Street and Jan Smuts Avenue. Members noted that the Braamfontein Improvement District was working with citizens, corporates, the police and security companies to keep braamfontein safe. A presentation to Council reflected that several specialist studies (including heritage, environment, and traffic flow reports) were underway in Frankenwald and that it was anticipated that ground would be broken in 2022, Wits' Centenary year.

I.6.6 Wits' Sustainability Strategy

Council approved the 2021 Council Objectives, including statements on transformation and sustainability. Council noted the correlation between the 2021 Council objectives and the 2021 Institutional Scorecard which will be incorporated in the 2021 Annual Performance Plan.

I.6.7 Construction Framework Contract

Council approved the Framework Agreement for major construction works within the University of the Witwatersrand precincts for the years 2020 to 2023 and to endorse the governance oversight arrangements to be executed by the Tender Committee as recommended by the Senior Executive Team.

I.6.8 Appointments and Reappointment of Senior Executives

Council approved the appointment of Professor Zblon Vilakazi as the Vice-Chancellor of the University of Witwatersrand. Professor Vilakazi previously served as Deputy Vice-Chancellor for Research and Postgraduate Affairs and Vice-Principal at the time of his appointment. It was noted that all relevant University structures, including the Forum, the Senate and the Council, unanimously agreed to the appointment, which was effective from 1 January 2021.

Professor Ruksana Osman was transferred from the portfolio of the Deputy Vice-Chancellor Academic for Advancement, Human Resources and Transformation (AHRT) to Deputy Vice-Chancellor Academic. The interim re-organisation of the Senior Management Team was as a result of the resignation of Professor Andrew Crouch.

Professor Shabir Mahdi was appointed as the new Dean of the Faculty of Health Sciences from 1 January 2021. Professor Mahdi's research activities includes the clinical disciplines of Paediatrics, Internal Medicine, Obstetrics, Radiology and Molecular Medicine and Infectious Diseases. He has been involved in clinical, epidemiology and basic science research for the past 23 years. He is currently a Professor of Vaccinology in the School of Pathology at the University of Witwatersrand. Professor Mahdi also holds the positions of Director of the Medical Research Council and Department of Science and Technology/National Research Foundation, South African Research Chair in Vaccine Preventable Diseases and is also the recent-past Executive Director of the National Institute for Communicable Diseases. Professor Mahdi heads an internationally recognized Research Unit focused on addressing the leading infectious disease causes of morbidity and mortality in sub-Saharan Africa, including vaccine preventable disease, HIV and Tuberculosis.

Professor Joao Rodrigues was appointed the acting Deputy Vice-Chancellor, Research and Postgraduate Affairs as of 20 July 2020 to 31 December 2020. This period was subsequently extended from 31 December 2020 to 31 March 2021 to allow the appointment process of the new Deputy Vice-Chancellor, Research and Postgraduate Affairs to be concluded. Professor Rodrigues has significant management experience and an in-depth understanding of the research portfolio. He served as the Head of the School of Physics for ten years, during which it was re-established as one of the leading schools in the country. He also served as the Deputy Dean, Assistant Dean for Research, Postgraduate Studies and Admissions in the Faculty of Science for a cumulative period of nine years. He serves on the Wits Council as a Senate representative and has a broad understanding of the University's structures and processes. A globally acclaimed theoretical physicist, Professor Rodrigues is also the Director of the Mandelstam Institute for Theoretical Physics and the Deputy Director of the National Institute for Theoretical Physics.

Council approved the appointment of Professor Lynn Morris as the new Deputy Vice-Chancellor, Research and Postgraduate Affairs with effect from 1 April 2021. The professor of Research, Professor Morris is an internationally recognised scientist. She has published over 200 publications in journals. Professor Morris has served as the Interim Executive Director of the National Institute for Communicable Diseases (NICD), where she believes she honed her executive management skills and broadened her research scope. At the NICD, she is part of the research team that isolated and performed clinical trials on CAP256-VRC26 for HIV prevention and developed five patents for vaccines and antibodies. Professor Morris is a founding and Executive member of CAPRISA, based at UKZN, and is part of the NRF-funded CAPRISA Centre of Excellence in HIV Prevention as well as a member of the Board of Directors of the Global HIV Vaccine Enterprise.

I.6.9 Clean audit for Wits' finances

The Chief Financial Officer reported on the Audited Consolidated Annual Financial Statements. It was noted that a positive result was reflected for 2020. Council commended all those who work in finance for once again achieving an unqualified audit.

1.6.10 New Learning Management System

Council approved of the conclusion of an appropriate contract for the purchase of a new learning management system commonly known as Canvas, following a thorough assessment of the system by academics and the learning management team. The new system supports Wits' move towards blended learning as outlined in the University's Learning and Teaching Plan (2020 – 2024). The Learning Management System (LMS) is named "ULWAZI" at Wits. Dedicated self-guided courses on ulwazi were created for both students and staff, which automatically appear on the student or staff dashboards.

1.6.11 Honorary Degrees and Gold Medals

Council approved the proposal for honorary degrees to be bestowed on:

- Mr Trevor Noah (Doctor of Literature);
- Ms Lyda Hill (Doctor of Science);
- Mr Suresh Kana (Doctor of Commerce);
- Mr Bakone Justice Moloto (Doctor of Laws);
- Mr Zakes Mda (Doctor of Literature);
- Mr Richard Enthoven (Doctor Commerce); and
- Council also agreed for the University's Gold Medal to be awarded to Professor Aimee Steward.

1.6.12 Appointment of PriceWaterHouse Coopers (PwC)

Council approved the appointment of PwC as external auditors for the period of one year for the 2020 audit process. It was also agreed that the tenure of PwC will be considered at the conclusion of the three-year cycle for the appointment of external auditors.

1.6.13 Student Funding

As at 27 November 2020, R107 million had been allocated towards scholarships and bursaries for needy students in the 2020 academic year and 9 467 students had signed NSFAS contracts. An amount of R10 million had been allocated to the Hardship Fund as in previous years. At least 1000 students were being supported monthly with food parcels.

Council noted that the amount involved regarding the bursary sponsorship agreement between Wits and Thuthuka Upliftment Fund was R120 million over a four-year period. Of the R98.6 million, an amount of R34 million was allocated towards merit bursaries for undergraduate students and R51 million towards merit bursaries for postgraduate students.

1.6.14 Research Publication Output

Council was informed that the total number of units submitted in the 2019 report to the Department of Higher Education and Science and Innovation was 1 996.57. Council further noted that the national lockdown had however impacted on the review of books, chapters and proceedings. Several important COVID-19 research and service initiatives were also noted by Council. Staff and students continued to excel despite the coronavirus and their efforts were acknowledged thereof.

1.6.15 Finance Update

Council reflected at length on the financial sustainability of the University, including the potential impact of cuts in subsidies and fees on the 2021 budget. It was agreed that costs should be curbed wherever possible, as universities were likely to face subsidy cuts in the coming year. Council noted that substantial third-stream income had been secured for ring-fenced projects, including USD 2 million from the Carnegie Corporation of New York for advancing transformation through strengthening the early-career pipeline and a further USD 200,000 for the Wits Carnegie Diaspora Programme which will enable academics and researchers to establish robust international partnerships, and allow Wits to participate more equitably in the global knowledge economy from the vantage point of the global south. It was noted that Wits had secured R24 million for six projects from the 2021-2023 University Capacity Development Programme Grant from the DoHET and that R1.63 billion in donations, gifts and pledges had been received under the Centenary Campaign umbrella. Council further noted that online global alumni reunions had taken place and were hugely successful.

Council approved the 2021 budget based on an assumption that there will be no increase in subsidy from the State in 2021. Student fees and subsidy make up about 90% of the University's income and the Chairperson of the Finance Committee commended the finance team and members of the University for maintaining the highest financial management and governance standards. Council also approved the bad debt write off for 2020 of 80 million. Council was assured of strengthened appropriate collection methods and processes in the future to reduce the amount of bad debt write offs so that the workers of the University were not paying the debts of students who did not pay their fees with the acknowledgement that there would be bad debts write-offs.

The DoHET has recommended a tuition fee increase of 4.7% and a 6.7% increase in residence fees for 2021, which Council adopted. As in previous years, it was agreed that R10 million will be made available for the Wits Hardship Fund in 2021.

1.6.16 University's Response to Covid-19 Pandemic

Council noted the development of the submission to the Solidary Committee and donors for Wits University to play a role in assisting research entities for the broad roll-out of Covid-19 testing. Council noted the University's plans on the return of staff and students through various levels of the national lockdown in line with the Disaster Management Act and government regulations. Furthermore, Council acknowledged a substantive amount of research being conducted on the virus by Wits researchers and 670 face shields were made available as well as test kits. Council commended Wits for the proactive approach to mitigate the effects of the pandemic in all aspects.

1.6.17 Risk Management

The following matters were duly noted by Council as some of the major risks that affected the higher education sector and the University:

- Funding constraints over the next five years, especially those related to State-funded subsidies for research and postgraduate students;
- Gender-based harm;
- Student's funding;
- deteriorating infrastructure and equipment;
- strained labour relations; and
- transformation challenges.

Council noted that with regard to transformation issues, the Constitution clearly outlined the purpose of equity appointments which was to achieve an outcome and the final outcome at Wits was 94%. The numbers had been reviewed in a detailed disaggregated form. Recruitment numbers would continue to be monitored and the suspended equity policy for the recruitment processes could be reapplied if and when necessary. In the interim, race and gender could no longer be applied for appointments when the target number had in fact been exceeded at every peromnes grade.

1.6.18 Student Matters

Application of N+2 Rule

Council noted the approval of the Senior Executive Team to continue with the implementation of the N+2 Rule. Council noted that proper consultations process was followed with the relevant stakeholders.

Student Representative Council

Council noted that voter participation in the recent SRC elections had also increased from 18% to 25,23 %. Members further noted that students continued to utilise the services offered by the University's Counselling and Career Development Unit both virtually and in person. The Wits Crisis line continued to be widely used, especially with the rollout of the crisis texting app in May. From the calls and texts received on the crisis line and app, 1 323 counselling cases were opened, including 36 high risk cases. At least 1 000 students were supported on a monthly basis with food parcels.

Student Accommodation

Council approved the termination of the accommodation and miscellaneous refunds practice which was previously charged for applications for residence accommodation, and it had been proposed that the fee be dispensed with as the practice was inconsistent with other higher education institutions.

Mobile devices

Council noted that the Senior Executive Team had developed measures to ensure that the majority of students were able to study remotely due to Covid-19 pandemic. These measures included the development of a mobile computing bank which would allow eligible students to loan basic devices, and agreements with relevant service providers were entered into to ensure that students were provided with data. Members noted that boot camps were arranged as well as extra classes in the last block of the year. The 2020 Almanac was revised by the Senior Executive Team to rescue the 2020 academic year.

I.6.19 Council Appointments

Council appointed the following Council members to serve on the structure listed below:

- Council Risk Management Committee: Professor Glenda Gray;
- Senate: Ms Basani Maluleke and Professor Tania Douglas(deceased); and
- Honorary Degrees Committee: Professor Glenda Gray.

I.6.20 Policies

- Council approved the following policies:
- Policy on working remotely;
- Leave policy (amended);
- Sabbatical leave policy (revised);
- Study support policy for staff;
- Policy on study support for dependents of staff members;
- Policy on regulating allowances for mobile computing devices (updated);
- Travel policy (amended);
- Students Plagiarism policy (updated);
- Academic Workload policy; and
- Covid-19 policy.
- Policy on promotion of professional and administrative staff members (revised), and
- Wits Research integrity policy (amended).

I.6.21 Charters

Council noted the following charters:

- Wits Council Risk Committee Charter;
- Wits Risk Management Charter;
- University Investment Committee Charter;
- Human Resources Management Committee Charter;
- Finance Committee of Council Charter;
- Executive Committee of Convocation Charter;
- Executive Committee of Council Charter;
- Council Audit Committee Charter;
- Naming Committee Charter;
- Board of Residences Charter; and
- ICT Charter.

I.7 Self-Assessment of Council

I.7.1 Council objectives

Council had determined that for 2020 the following objectives would be prioritised:

- The development of a new Strategic Plan to follow on from the Wits Vision 2022 Strategic Framework;
- The Roadmap, to be developed in the course of 2021 would include, among other items:
 1. How the University would, through institutional autonomy, deliver on its mandate for the public good in responding to society and its challenges;
 2. How the University would direct its intellectual and human capital to impact upon policy decision making and policy choices to facilitate positive change within the country and the continent;
 3. How the University would ensure long term financial sustainability; and
 4. How blended and new forms of learning would be embraced.

Council required the Senior Executive Team to define the above-mentioned indicators in more detail for inclusion in the 2021 Institutional Scorecard which would also reflect the following elements highlighted by Council members:

- Research - Wits will remain a research-intensive university, and will focus on the following:
 - Developing the research pipeline including postgrads, postdocs, young scholars;
 - Continuing with discovery, applied and innovative research;
 - Conducting research that impacts on society;
 - Ensuring interaction between research and teaching;
- Academics - teaching and learning:
 1. Postgraduate focused;
 2. Enrolment plan should continue on an increased PG trajectory;
 3. Consolidation of short courses into a one suite/offering (income generator); and
 4. Student success to remain a priority.
- Social impact:
 1. Impact on society through our teaching, research and service;
 2. Work closely with the public/private sector and civil society; and
 3. Build strategic, mutually beneficial partnerships (local, international), especially with the City of Johannesburg including Braamfontein/Frankenwald.
- Internal affairs to focus on:
 1. Transformation;
 2. Institutional culture;
 3. Staff wellness;
 4. Sustainability;
 5. Finance; and
 6. The environment.

Council further committed itself to the following objectives:

- Council affirmed its responsibility to govern the University as determined by the Higher Education Act and the University's Statute;
- Council will, through the Senior Management Team, deliberately advance the University's role as a public higher education institution, working for the public good;

- Council will make decisions that promote and protect the long-term sustainability, inclusiveness and autonomy of the institution as a research-based university, including creating a safe environment for the expression of a multiplicity of views;

Council will discharge its statutory responsibilities by:

- Ensuring that management gives sufficient attention to the financial sustainability of the University, including systems of financial control and planning, and that transparency in determining the budget is given priority, and effectively monitored;
- Ensuring that all Council committee members fulfil their obligations with integrity and to the best of their ability;
- Ensuring that all reports required by legislation (for example: Annual report/ Annual Financial statements) are submitted timeously and provide an accurate and factually correct reflection of the business and sustainability of the University;
- Ensuring that all rules and policies, and the approval thereof, are in the best interests of the University;
- Creating a healthy environment free of prejudice, gender and race discrimination, which provides support for all University stakeholders regardless of their status;
- Ensuring and enabling academic freedom within the University and will champion institutional autonomy;
- Supporting management in its pursuit of academic excellence and promotion of the Wits experience by:
 1. Monitoring the success and throughput of students;
 2. Overseeing the agreed upon enrolment size and shape; and
 3. Encouraging an environment that is consultative and inclusive.

Council committed to ensure structures for interaction and engagement with students operate efficiently and optimally address relevant and appropriate issues in a proactive manner.

Council committed to consider staff wellbeing when making decisions or overseeing relevant policies.

Council will continue to drive transformation as an overall and ongoing objective; particular goals in relation to staff and curriculum will be prioritised.

Council will ensure that the University's mandate as a research-intensive university is prioritised.

1.7.2 Council self-evaluation

Please refer to Annexure B: Council Self Evaluation





REPORT

of the
Chairperson of the University
Forum



Dr Bernadette Johnson

Role of the University Forum

During the course of 2020, the University Forum, in terms of its remit, advised Council on:

1. The implementation of the Higher Education Act and the national policy on higher education.
2. Race and gender equity policies.
3. The selection of candidates for senior management positions.
4. Codes of conduct, mediation and dispute resolution procedures.
5. Fostering of an institutional culture that promotes tolerance and respect for fundamental human rights and creates an appropriate environment for teaching, research and learning.

Thematic Reports

The thematic reporting structure approved by Council previously, had been successfully implemented in 2019 and continued in Forum meetings in 2020.

Student Life and Experience at Wits

The report focused on students and transformation, highlighting the overall statistics in terms of enrolment. This was disaggregated into gender, race, faculty, internationality, region, postgraduate, undergraduate and disability status. Transformation priorities and key issues effecting student life such as funding, campus life, institutional culture, student support initiatives, faculty support initiatives, student safety, and food security were examined.

Teaching and Learning

The DVC Academic's report included the enrolment plan for 2020-2025, digital learning and teaching, the language policy and curriculum transformation. Forum stressed the need for equitable access by all students to wifi and data if online teaching was to be implemented.

Research and Postgraduate Studies

Points highlighted included initiatives to promote increasing amounts of research with impact, with particular focus on discovery, translational and innovation research. Plans were underway for support in grant writing, publishing, budgeting and research management.

Transformation at Wits

Substantive effort was being put into reforming the curriculum but there was a need for a holistic approach. In this regard, Wits would interrogate the pedagogy in terms of what and how the curriculum is taught. This should be expanded into a national debate. The challenge of moving transformation beyond policy and political rhetoric needed to be an area of focus.

Additional points of relevance

Student protest and institutional culture:

Conduct during protest action resulted in the rights of staff and non-protesting students being violated. The Dean of Student Affairs and the DVC:Academic were advised to work with students towards an institutional culture based on peaceful engagement and negotiation.

University Forum Charter

A task team was set up to establish the University Forum Charter, within the context of a comparative analysis of the University Statute and the Institutional Rules.

Code of Conduct

Consideration was given to establishing an Integrity Committee or a Code of Conduct for each committee for the purpose of ensuring that those who propose that agents have acted outside the bounds of institutional constraints, should be required to provide credible evidentiary proof. It was determined that a Code of Conduct for the University Forum be developed which would be a more effective mechanism to regulate how committee members should behave towards one another both during and outside of meetings.

The Code should underline what is required in terms of the individual's commitment to the work of the organization and there should be signed agreement from the University Forum on how the Code of Conduct should be enforced. A task-team was convened to develop the Code.

Mentorship and Succession Planning

The University Forum discussed and debated mentorship and succession planning. Members were requested to submit their views on the issue directly to the DVC Advancement, HR and Transformation. A draft framework on the topic was underway at the level of the Senior Executive Team. It was stressed that consultation and transparency were critical for successful development and implementation of the framework.

Dr Bernadette Johnson

Chairperson of the University Forum

University of the Witwatersrand

30 June 2021



2.1 The Senate

Subject to the Act, the Senate is accountable to the Council for regulating all teaching, learning, research and academic functions of the University, and all other functions delegated or assigned to it by the Council.

Without derogating from the generality of the above statement, the organisation and superintendence of instruction and examinations, and of lectures and classes, vest in the Senate. The Senate –

- (1) may make or amend any University Rule relating to the curriculum for, or to the obtaining of, any University Qualification, but may do so only after consulting the relevant Faculty Board;
- (2) may make or amend any University Rule relating to the manner in which Students are to be examined;
- (3) determines what standard of proficiency is required to be attained in any mode of assessment that may be used in order to satisfy the requirements for the obtaining of each qualification;
- (4) may make recommendations to the Council regarding the Faculty to which each academic department, School or other academic structure belongs;
- (5) may make recommendations to the Council regarding the establishment and disestablishment of Faculties, academic departments, Schools and other academic structures;
- (6) determines, in accordance with any relevant deed or gift, and after consultation with the Vice-Chancellor and Principal, the conditions applicable to any scholarships and other academic prizes;
- (7) determines the persons to whom scholarships and academic prizes are awarded;
- (8) may establish Committees to perform any of its Functions, may appoint persons who are not members of the Senate as members of such Committees and may for this purpose deem a single person to be a Committee;
- (9) determines the Functions of its Committees as well as the procedure of meetings of these Committees;
- (10) may make standing orders on procedures and delegation of powers for the better carrying out of its functions;
- (11) may delegate its functions; and
- (12) must take note of any action taken by a Committee in exercising its delegated powers or functions when such Committee reports its actions to the next meeting of the Senate, which in the opinion of the Secretary of the Senate is appropriate.

The Senate submits to the Council such reports on its work as may be required by the Council; recommendations on matters referred to it by the Council and recommendations on any other matter affecting the University as the Senate considers useful.



2.2 Membership of the Senate

The membership of the University Senate in terms of the Statute of the University is as follows:

Membership of the Senate
Vice-Chancellor and Principal (Chairperson);
Vice-Principal;
Deputy Vice-Chancellors and Executive Directors;
Two members of the Council elected by the Council to serve on the Senate;
Professors, other than honorary professors, and every academic employee who, not being a professor, holds office as the head or acting head of school;
Elected lecturer members, constituting ten percent of the professorial and heads of school membership of the Senate;
The Deans of faculties who are not members of the Senate in some other capacity;
The Council, on the recommendation of the Senate, may determine twelve professional and administrative support staff services employees of whom six are elected by such employees and of whom six are by virtue of their office members of the Senate:
The Chief Information Officer: Wits ICT;
The Director: Centre for Learning, Teaching and Development;
The Senior Director of Human Resources;
The Dean of Students;
The University Librarian;
The University Registrar; and
Ten students of the University, eight of whom are appointed by the Students Representative Council and two of whom are appointed by the Postgraduate Students Association of the University

Table 2.2 Senate membership

2.3 Meetings of the Senate

The following meetings of the Senate were held during the 2020 year.

Meeting	Date
Ordinary meeting:	12 March
Ordinary meeting:	21 May
Ordinary meeting:	13 August
Ordinary meeting:	22 October
Special meeting:	23 June
Special meeting:	26 November

Table 2.3 Meeting of the Senate



REPORT

of the
**Deputy Vice-Chancellor
Academic**



Professor Ruksana Osman

Due to the pandemic in 2020, Wits, like many universities in the world, had to move rapidly from teaching face-to-face to Emergency Remote Teaching (ERT) in an online mode. Albeit, that an online mode of provision was used, ERT is not the same thing as online teaching as a pedagogy. During this period and in order to enable students to gain access to Wits online platforms, Wits successfully negotiated with all four Mobile Network Operators (MNOs) to provide data bundles of 30 GB (10 GB anytime and 20 GB night owl) to students that apply. This enabled students to access identified sites through a Wits VPN.

A special COVID-19 Relief Grant from the DHET in 2020 has enabled Wits to run several short-term projects related to teaching and learning in an online mode. One of these is the production of short videos by the Wits Film and TV Unit of practical work and some components of field work. A second project is the acquisition of ten “mobile film kits,” sourced and packaged by the CLTD MOOC team, comprising, amongst other things, a good quality camera, microphone, light, laptop and video-editing software. Two kits have been allocated to each faculty for short-term loan to lecturers, and the faculty online learning designers who are managing the loans have received training from the MOOC team. The grant was also used to purchase a comprehensive educational software package for the Health Sciences Faculty, and a Graphics Server for the Faculty of Engineering and the Built Environment that enables students to use their mobile devices or laptops to execute powerful computing operations.

Wits’ flagship access programme for Grade 10-12 learners from historically underserved communities, the Targeting Talent Programme (TTP), had to move to an online mode in 2020, along with the rest of the university. Of the 272 Grade 12 learners in the programme, there was a 100% pass rate, with 259 learners obtaining a Bachelors level pass and 13 learners, a Diploma level pass. There were 736 distinctions. The TTP (SETMU) staff received the Vice-Chancellor’s Academic Citizenship Award at the end of 2020.

Wits successfully completed the 2020 academic year in December 2020, including final assessments. The vast majority of final assessments were conducted remotely, either online (while connected to the internet) or through take-home assessment tasks delivered and submitted electronically.

Professor Ruksana Osman
Deputy Vice-Chancellor Academic
University of the Witwatersrand

30 June 2021

OUR FACULTIES



Figure 2.4.1.1

2.4.2 Changes in the Academic Structure

In 2020, the Academic structure was transformed in the Faculties of Commerce, Law and Management; Health Sciences and Humanities. Four senior academic appointments within these Wits Faculties were made in the year 2020, with a five-year term in office:

1. Faculty of Commerce, Law and Management

- Adjunct Professor Maurice Radebe, was appointed as Head of School: Wits Business School, to commence office with effect from 1 January 2021.
- Associate Professor Helen Duh, was appointed as Head of School, Business Sciences, to commence office with effect from 1 February 2021.

2. Faculty of Health Sciences

- Professor Shabir Madhi, was appointed as Dean: Faculty of Health Sciences, to commence office with effect from 1 January 2021.

3. Faculty of Humanities

- Professor Sharon Moonsamy, was appointed as Head of School, Human and Community Development, commenced office with effect from 1 July 2020.

2.4.3 Significant Academic Developments

During the period January 2020 to December 2020 the qualifications indicated in the table below were accredited by the Council on Higher Education (CHE) and registered by the South African Qualifications Authority (SAQA).

Qualification	Senate approval	DHET PQM Clearance	CHE Accreditation	SAQA Registration	SAQA ID Number
Advanced Diploma in School Leadership and Management	02 June 2016	07 June 2018	23 Oct 2019	04 June 2020	113014
Bachelor of Arts in Theatre and Performance (name change)	30 May 2018	04 Oct 2018	20 July 2020	29 July 2020	9059
Master of Arts in Theatre and Performance (name change)	30 May 2018	04 Oct 2018	20 July 2020	29 July 2020	9107
Master of Management in African Philanthropy	03 Nov 2016	06 Feb 2020	16 Nov 2020	09 March 2021	117986
Bachelor of Nursing	30 May 2018	30 Oct 2018	15 July 2019	14 Feb 2020	111353

Table 2.4.3.1 Significant academic developments

Programmes pending CHE accreditation and SAQA registration

In line with the University's strategy as contained in the Learning and Teaching Plan-2020-2024 to increase the number of fully online academic programmes, the University is developing a number of online (distance) learning programmes which are currently in various stages of internal and external (DHET, CHE and SAQA) academic development processes. The table below reflects a list of online programmes that are currently undergoing the external regulators' processes for accreditation and registration.

Qualification	Senate approval	DHET PQM Clearance	CHE Accreditation	SAQA Registration	SAQA ID Number
Postgraduate Diploma in Accountancy	22 Oct 2020	16 Jan 2021	Submitted 29 Jan 2021	Pending	Not Available
Postgraduate Diploma in Digital Business	March 2018	08 Dec 2020	Submitted 10 March 2021	Pending	Not Available
Postgraduate Diploma in Philanthropy and Resource Mobilisation	13 Aug 2020	16 Jan 2021	Application in progress	Pending	Not Available
Bachelor of Health Sciences in Nursing Systems Science	13 Aug 2020	16 Jan 2021	Submitted 26 March 2021	Pending	Not Available

Table 2.4.3.2 Programmes pending CHE accreditation and SAQA registration

In addition to the above programmes, the following learning programmes have been approved by Senate and are currently in various stages of internal and external academic development processes:

- Postgraduate Diploma in Digital Business (Contact);
- Postgraduate Diploma in Philanthropy and Resource Mobilisation (Contact);
- Postgraduate Diploma in Energy Leadership (Contact);
- Postgraduate Diploma in the Management of Construction (contact);
- Postgraduate Diploma in Family Medicine (Distance); and
- Bachelor of Education in Early Childhood Care and Education (Contact).

2.4.4 Limitations on access to certain courses

Access to higher education, and more particularly access to Wits remain a key concern to the University. The University received many more applications in 2020 than what it could accommodate at first-year level. Demand for places within the professions in high demand were: MBChB; Accounting; Engineering; and Actuarial Science. Due to physical space constraints certain courses are limited at undergraduate level; whilst at postgraduate level supervisor capacity constraints require the University to place limitations on certain courses.

The University annually reviews specific entrance requirements for qualifications as part of its quality assurance processes as and when new programmes are introduced.

The shortage of suitably qualified teaching staff in certain disciplines such as Mathematics, Statistics, Actuarial Science and some Engineering disciplines remain a challenge for the sector and for the University.

Similarly, available laboratory space and infrastructure for the rapidly expanding postgraduate student cohort has been identified as a major limiting factor for postgraduate growth. The number of postgraduate registrations in areas that have a strong laboratory base, is thus limited. The infrastructure grant provided by the Department of Higher Education and Training (DHET) will however provide some relief.

A new Enrolment Plan for the period 2020 – 2025 was submitted to the DHET for consideration. This new enrolment plan aligns with the University's Vision 2022 and the National Development Plan which focuses on postgraduate training, resulting in further limitations on undergraduate registrations. Sources of income to support teaching in particular subjects, whether from government subsidies, student fees, donations or a third-stream income, remains a constraint, although government funded initiatives such as the expanded National Students Financial Aid Scheme (NSFAS) and programmes such as the University Campus Development Plan (UCDP) and n-GAP are viewed as positive.

2.5 Academic Achievements

2.5.1 Prestigious student achievements

Chancellors Medal in the Natural Sciences Category: Asher Simon Klug

Chancellors Medal in the Human Science Category: Christina Linda-Anne Seuffert

Jubilee Book Prize: Tinotenda Christine Mudzingwa

2.5.2 Faculty of Commerce, Law and Management

No award was conferred for the 2020 Academic year.

2.5.3 Faculty of Engineering and the Built Environment

Greenovate Property Awards

The intention behind the Greenovate Award is to expose students to key focus areas concerning sustainability within the property industry and introduce industry to the talent available to them. The award encourages students to learn about green building and sustainability early in their careers. The award advocates for green building with a passion to create better, more sustainable, cities, towns and neighbourhoods. These are tomorrow's leaders who will take the green building movement forward and ensure it continues to innovate and inspire.

The following universities participated in the competition: Nelson Mandela University, North West University, Stellenbosch University, University of Cape Town, University of Johannesburg, University of Pretoria, University of the Free State, and University of Witwatersrand.

First prize was awarded to the following students from the University of the Witwatersrand:

Fadheela Madhi

Mpho Mtimkulu

Shweta Singh

SA Institute of Mining and Metallurgy Prestige Prize (Metallurgy)

This award is awarded to the student in the third or fourth-year of study whose academic achievements, contributions to student affairs and interaction with the School are of high order.

Awarded to:

Sibongiseni Mkhonta

Engineers Without Borders (EWB) Global Challenge

The challenge is open to first- and second-year students from South Africa, UK, Ireland and USA. In 2020 this was based in Makers Valley in Johannesburg.

The Grand Prize was won by a group of first year students from Wits for a project that focused on an innovative grey-water treatment solution.

Awarded to:

Cameron Sheldon Balie (Project Leader)

Irvine Nhlamulo Maluleke

Ofentse Mxolisi Comfort Mangena

Basetsana Mohlala

Nthala Maria Moima

Mlungisi Ndayi

Winners of SAICE IP National Showdown

Sheldon Reddy and Brandon Naidoo were crowned winners of the 2019 SAICE IP National Showdown that was held in Durban. Their investigational project, titled "Assessing the Viability of a Conjunctive Water Reuse System in Urban Residences in South Africa," was supervised by Professor Ilemobade. They competed with students from UCT, UP, UJ, UKZN and SU.

2.5.4 Faculty of Humanities

Faculty of Humanities Silver Medal

Awarded to: Julia Ann Huysamer

For meritorious achievement in the degree of Bachelor of Arts

Awarded to: Chloe-Marie Kikillus

Faculty of Humanities Silver Proxime Accessit Medal

Awarded to: Thalia Kerchhoff Rogers

For outstanding meritorious achievement in the degree of Bachelor of Arts

Awarded to: Zaiboonnisha Mayet

2.5.5 Faculty of Science

SA Genetics Society/Hofmeyr - Van Schaik Medal

This medal is awarded to the most distinguished Honours student in the field of Genetics.

Awarded to: Susanna Van Niekerk

Thuso Magonya Leadership Award

This floating trophy is presented in memory of Mr Thuso Magonya, former RocSoc President, who passed away suddenly in 2017. It is awarded to a Geosciences student for their personal leadership qualities and service to the School and/or University whilst maintaining consistent academic performance.

Awarded to: Ntokozo Sitole

Starfield Prize for the best Mathematical Modelling Project in Computational and Applied Mathematics Honours

This medal is awarded annually for the best mathematical modelling project in Computational and Applied Mathematics Honours.

Awarded to: Roy Gusinow

Starfield Prize for the best student in Mathematical Modelling in Computational and Applied Mathematics III

This medal is awarded annually to the top student in the Mathematical Modelling course in Computational and Applied Mathematics III.

Awarded to: Marc Marsden

Crawford College Bronze Medal

This medal is awarded annually to the student with the third highest overall mark for Mathematics I (Major).

Awarded to: Vuyiswa Kubalasa

Crawford College Silver Medal

This medal is awarded annually to the student with the second highest overall mark for Mathematics I (Major).

Awarded to: Callan Kotzen

Crawford College Gold Medal

This medal and prize of R500.00 are awarded annually to the student with the highest overall mark for Mathematics I (Major).

Awarded to: Rowan Kuppasamy

The Peter Fridjhon Medal for the best Honours research project in Mathematical Statistics

This prize of R4 000.00 and a gold medal are awarded in memory of Professor Peter Fridjhon, a past Head of School for Statistics and Actuarial Science. The prize is awarded to the Mathematical Statistics Honours student who produced the best Honours research project.

Awarded to: Chad De Bruyn

DSI-NRF Centre of Excellence in Strong Materials Medal

This medal is awarded annually for outstanding performance in Physics III.

Awarded to: Asher Klug

DSI-NRF Centre of Excellence in Strong Materials Medal

This medal is awarded annually for outstanding performance in the Honours year of study in Physics.

Awarded to: Andreas Hadjipaschalis

The Samuel Goodman Memorial Medal

This gold medal is awarded annually to the most distinguished Honours graduate in the Faculty of Science. It is presented at the University Graduation Ceremony for Science students.

Awarded to: Devon Jarvis

William Cullen Medal

This silver medal is awarded annually to the most distinguished Bachelor of Science graduand in the Faculty of Science. It was endowed in 1929 by William Cullen, Hon LLD (Witwatersrand). It is presented at the University Graduation Ceremony for Science students.

Awarded to: Asher Klug

2.5.6 Faculty of Health Sciences

Bronze Medal of The Gauteng Branch Of The South African Medical Association

Awarded to the most distinguished MBBCh graduand of the year.

Awarded to: Yair Katz

Gold Medal Of The South African Dental Association

Awarded annually to the graduand who has the most distinguished academic record.

Awarded to: Kulsum Ahmed

Health Graduates Association Medal

Awarded to the top graduand in the Faculty of Health Sciences.

Awarded to: Mahdiyyah Ebrahim

Raymond And Marjorie Dart Medal

Awarded annually to the most distinguished final year student in the degree of Bachelor of Science in Physiotherapy.

Awarded to: Alon Shulman

Raymond And Marjorie Dart Medal

Awarded annually to the most distinguished final year student in the degree of Bachelor of Science in Occupational Therapy.

Awarded to: Sadie Page

Raymond And Marjorie Dart Medal

Awarded annually to the most distinguished final year student in the degree of Bachelor of Nursing.

Awarded to: Kerryn Nevay

Upd Pharmacy Medal

Awarded to the most distinguished student in the final year of study for the degree of Bachelor of Pharmacy.

Awarded to: Mahdiyyah Ebrahim

Faculty of Humanities Gold Medal

For the most distinguished record in the degree of Bachelor of Arts.

Awarded to: Shannon Jaimie Hawker

Faculty of Humanities Dean's Medal

For the most distinguished performance in a professional degree.

Awarded to: Sarah Gillian Weirich

2.5.7 Wits Plus -Wits Centre for Part-time Studies (Degrees section)

During 2020 there were 7698 degree student course enrolments in 150 courses. This is an increase of more than 10%. Four of the five faculties participated with Faculty of Humanities contributing 44.4% and Faculty of Commerce Law and Management, 42.6%. The average number of students per course was 51.3.

During the COVID-19 affected academic year the average course rate was 80.7%. This was a 4.9% increase over the 2019 performance. The data also indicated that the time spent to complete the programmes is decreasing in the undergraduate, honours and PG Certificate programmes.

The following students will receive Wits Plus prizes for the best performance in a selected number of courses:

Wits Plus Centre for Part-Time Studies – BA for the World of Work

For the most outstanding student currently enrolled, for the BA for the World of Work (Part-time) and who is in the final year of study.

Awarded to: Mntambo, Nokukhanya Nokulunga

Wits Plus Centre for Part-Time Studies - Psychology

For the most outstanding third-year student in Psychology in the Wits Plus BA for the World of Work Programme.

Awarded to: Kobrin, Hayley Paige

Wits Plus Centre for Part-Time Studies – International Relations

For the most outstanding third-year student in International Relations in the Wits Plus BA for the World of Work Programme.

Awarded to: Kasongo, Parfait Dominic Kaseya

Wits Plus Centre for Part-Time Studies – Sociology

For the most outstanding third-year student in Sociology in the Wits Plus BA for the World of Work Programme.

Awarded to: Deuchars, Amanda Marie Stephanie

Wits Plus Centre for Part-Time Studies – Political Studies

For the most outstanding third-year student in Political Studies in the Wits Plus BA for the World of Work Programme.

Awarded to: Sibanyoni, Palesa Pertunia

Wits Plus Centre for Part-Time Studies – Bachelor of Commerce Programme

For the student who has graduated with the highest average overall mark in the BCom degree and who has completed the degree in the shortest period.

Awarded to: Niti, Sharma





REPORT

of the
**Deputy Vice-Chancellor
Research and Postgraduate
Affairs**



Professor Zebulon Vilakazi

The 2020 year was by most measures a unique year. It could not have been predicted that life was to become so disrupted by the impact of a largely air-borne virus, such as COVID-19. Notwithstanding this unexpected turn of events the impact has been felt in all corners of the economy, society and similarly in higher education. It has been remarkable to see how education institutions across the country have responded swiftly to the need for online teaching. The response from the research community may not have been quite so swift and complete.

Nevertheless, it has been truly amazing to see how scientists from all research disciplines combined their disciplinary strengths to tackling the problem of COVID-19 from a multitude of different angles. Immunologists, virologists and pathologists have worked seamlessly on the problem.

There have been valuable inputs from physicists and applied mathematicians, modelling rates of infection; sociologists and economists sharing knowledge about the impact of lockdown on people and the economy; engineers in creating personal protective equipment, ventilators and hand sanitisers; and so forth. All these researchers come together in a collaborative way to manage the problem.

However, in some cases the various stages of 'lock-down' did disrupt field-based research in 2020. Through field-based research we should think broadly to include ecological, archaeological and in some cases sociological research, as researchers were prevented from travelling to their research sites. Field-based research extends further than one might think. For example, it also includes educational research in schools, mining research underground, and industrial research in manufacturing plants.

Thus, in summary, although the lock-down at first gave people space and time at home to write up research that had been waiting in the 'in-tray', it soon prevented the progress of data gathering in existing projects and the start of new projects. Nonetheless, 2020 still yielded some interesting discoveries and advances in knowledge generation.

In 2020, Wits' academics continued their high-quality research enabling Wits to record 19 significant discoveries and a growing number of high-quality publications indexed by the Web of Science – the ISI index.

The detail in the research report below further attests to their productivity and excellence. However, I would like to highlight Professor Bob Scholes who was recorded in the Clarivate Highly Cited Scholars list for 2020, where he was ranked in the top 1% of global scholars, by citations, in his field of global change research. Congratulations should also be given to the Wits scholars who co-authored a record number of publications in 2020 in the 'big three' journals. These are the journals called Science, Nature and the New England Journal of Medicine (NEJM). Their Impact Factors (IF) are staggeringly high and, although Wits subscribes to the Declaration on Research Assessment (DORA) principle of not necessarily conflating IF with article quality, it is worth noting that Wits published 15 articles in these journals in 2020: two in Science, six in Nature and seven in the NEJM.

The highest number Wits has ever published in these 'big three' was in 2019, when 18 publications were recorded. Authors will confirm that to get published in these journals one needs to plan research projects well in advance, secure sufficient funding and collaborate with the best in the world and have good quality students.

Regarding collaboration, it is interesting to note that the university with whom Wits authors published the largest number of publications in 2020 was the University of Cape Town (352 items). Based on the Category Normalised Citation Impact score (a measure of quality- based on citation counts) Wits' 199 joint publications with University of California (System) were of the highest quality in 2020, with a score of 2.06, that is, just more than twice than the global norm of one.

It is also interesting to see that the top five broad fields of research productivity amongst Wits' academics in 2020 includes in decreasing order the number of publications: public health, infectious diseases, general medicine, multidisciplinary sciences and immunology. This statistic hides the many valuable contributions in all the other disciplines, which are just as important.

Indeed in 2020, Wits authors used 174 different ISI indexed journals to carry their 3 124 journal articles: ranging from 3 articles in Africa Journalism Studies to 91 in the South African Medical Journal. This is a clear testament to the diversity of research undertaken at Wits.

In conclusion, it is important to reflect on how the University and her academics have responded to the strategic intent to increase the postgraduate cohort of the student body. Although it sounds simple, it has been an incredibly complex process given all the moving parts with a figure currently of almost 39% postgraduate students. Clearly in a university research and postgraduate student supervision go hand in hand, indeed therefore Wits pursued the development of our student body to 45% postgraduate, albeit, that it has taken a concerted effort to make the shift. Wits thanks all those who have contributed.



Professor Zebulon Vilakazi

Deputy Vice-Chancellor Research and Postgraduate Affairs
University of the Witwatersrand

30 June 2021

2.6.1 Research Configuration

Research, being one of the three main legs of the academic project, is lead primarily by the Senate and Council. Additionally, there is a Deputy Vice-Chancellor for Research and Postgraduate Affairs (DVC-R&PGA) who is the senior executive responsible for research leadership. Professor Vilakazi, the DVC-R&PGA, chairs the University Research Committee (URC) which is a subcommittee of Senate and Council.

Faculty involvement is ensured by representation on the URC. Each faculty has an Assistant Dean for Research who also chairs the faculty research Committee. The URC also consists of representatives of the Deans, Council, Senate and SRC.

The University Research Office is tasked with the support and facilitation of research across the University. It interacts with other research support structures such as Wits health Consortium, Wits Enterprise (two wholly-owned companies) and the Faculty Research Structures.

2.6.2 NRF Rated Researchers

One measure of research intensity is the number of NRF rated researchers in a university. The NRF runs an annual call for rating applications. These consist of a detailed CV and an argument about one's impact on a particular scholarly community. These applications are reviewed by approximately six independent peer reviewers. Based on their assessments, a specialist panel awards a rating A (leading international scholar), B (internationally recognized scholar) or C (established researcher). There are two 'developmental' ratings, namely Y (young entrants) and P (prestigious young scholars).

Previously, NRF Incentive Funding was awarded annually to each person with a rating. In 2020 this funding was severely reduced and besides the developmental ratings the motivation for getting or maintaining a rating is either a personal developmental one or an altruistic gesture for the benefit of the university.

The results of Wits academics and the NRF rating programme are shown in Table 2.6.2.1.

Rating	FACULTY					Total
	Commerce, Law and Management	Engineering and the Built Environment	Health Sciences	Humanities	Science	
A	0	1	10	4	12	27
B	10	10	30	16	45	111
C	24	27	59	47	74	231
P	0	0	0	0	1	1
Y	11	6	18	8	21	64
Total	45	44	117	75	153	434

Table 2.6. 2.1 NRF Wits rated scientists

2.6.3 Centre of Excellence

Collaboration research is very important in today's complex world. To this end Wits has 56 URC recognised research entities including: nine Institutes, 18 Centres, 23 Groups and six Units.

Of the 18 centres, six of them are DSI-NRF-supported Centres of Excellence (CoEs). These include the CoE in Human Development, the CoE in Mathematical and Statistical Sciences, the CoE in Palaeosciences and the CoE in Strong Materials. Wits also co-hosts the DSI-NRF CoEs in Biomedical TB Research and Integrated Mineral and Energy Resource Analysis.

2.6.4 Wits/MRC Units

In 2020, Wits hosted five SA-MRC research units. They included the following:

MRC/Wits Antiviral Gene Therapy Research led by Professor Arbuthnot and located in the Wits School of Pathology;

MRC/Wits Developmental Pathways for Health Research led by Professor Norris and located in the Wits School of Clinical Medicine;

MRC/Wits Rural Health in Transition Research led by Professor Tollman and located in the Wits School of Public Health;

MRC/Wits Respiratory and Meningeal Pathogens Research led by Professor Shabir Madhi and located in the School of Pathology; and

MRC/Wits Priority Cost Effective Lessons for Systems Strengthening led by Prof Karen Hofman and located in the School of Public Health.

2.6.5 Research Achievements

In 2020, Wits announced 19 major discoveries (12 in 2019) with an accumulated advertising equivalent of R 20.6 m (R15.6 million in 2019). These announcements are important as they fit with our notion of producing research with impact, where take up is important. The advertising equivalent value gives some sense of the interest that the news media had in distributing this information. Other measures of the spread of this knowledge are the Twitter and Facebook impressions, 54 758 and 240 821, respectively.

However, nothing replaces the value of peer reviewed publications. Wits affiliated authors once again made 2020 a good year for research publications. Using the high-quality Web of Science index (also called by its historic name, the ISI database) to produce a plot of the number of journal articles and all publications on time. Since 2011 to present the data show a sustained growth (Figure 1). On average across this period of ten years the average proportion of journal articles of the total number of publications was 79%.

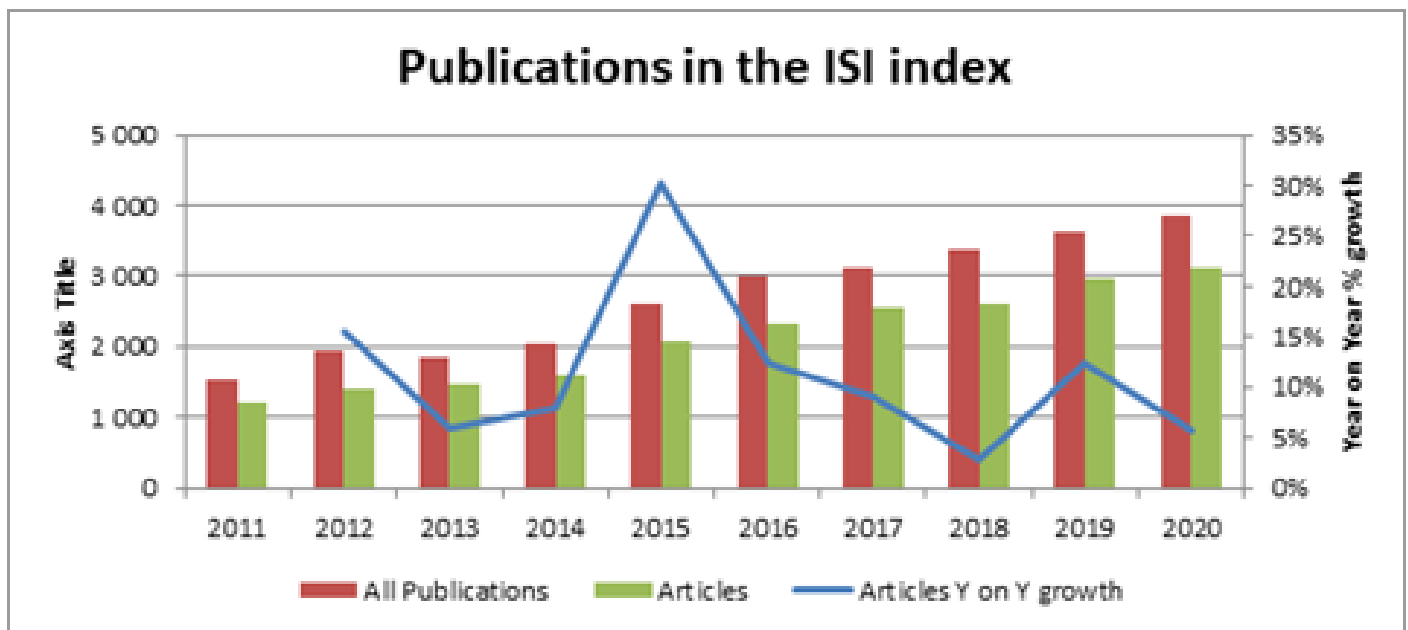


Figure 2.6.5.1: ISI indexed research publications authored by Wits academics

A similar plot is illustrated for the data taken from the much larger Scopus index (Figure 2.6.5.2) below.

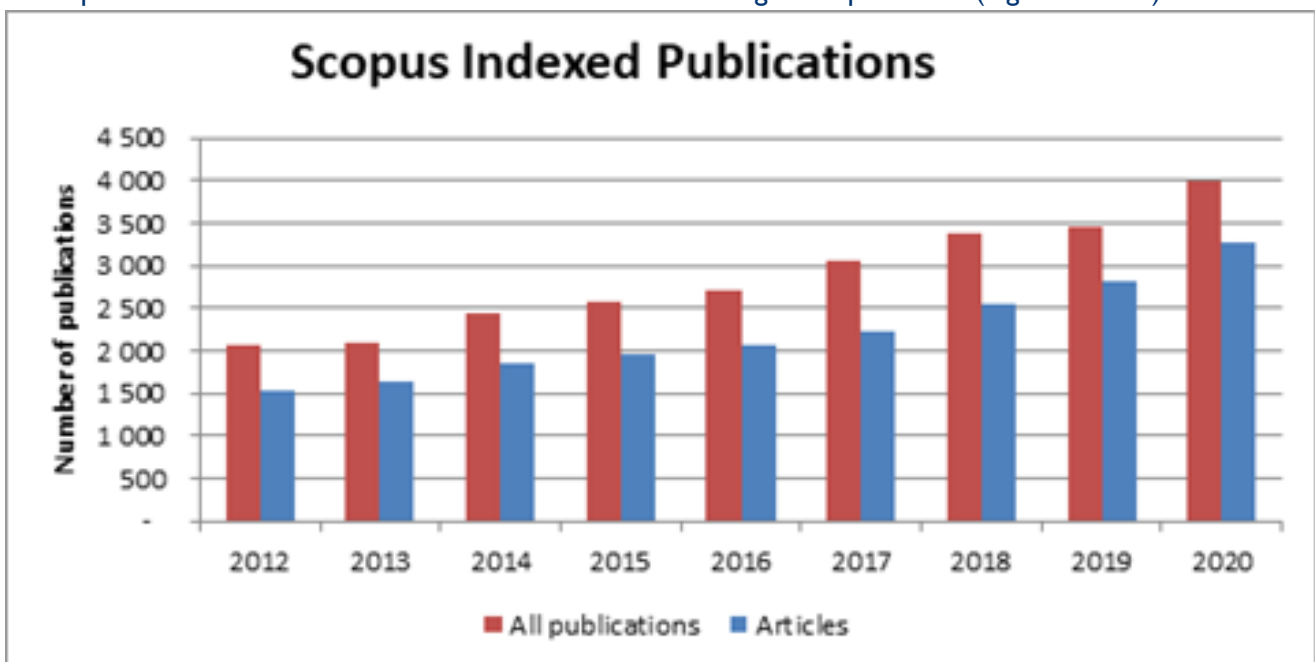


Figure 2.6.5.2: Scopus indexed research publications authored by Wits academics

These Scopus indexed publications are from a range of different disciplines, however the majority in the broad field of medicine and health related sciences, is shown in Figure 2.6.5.3

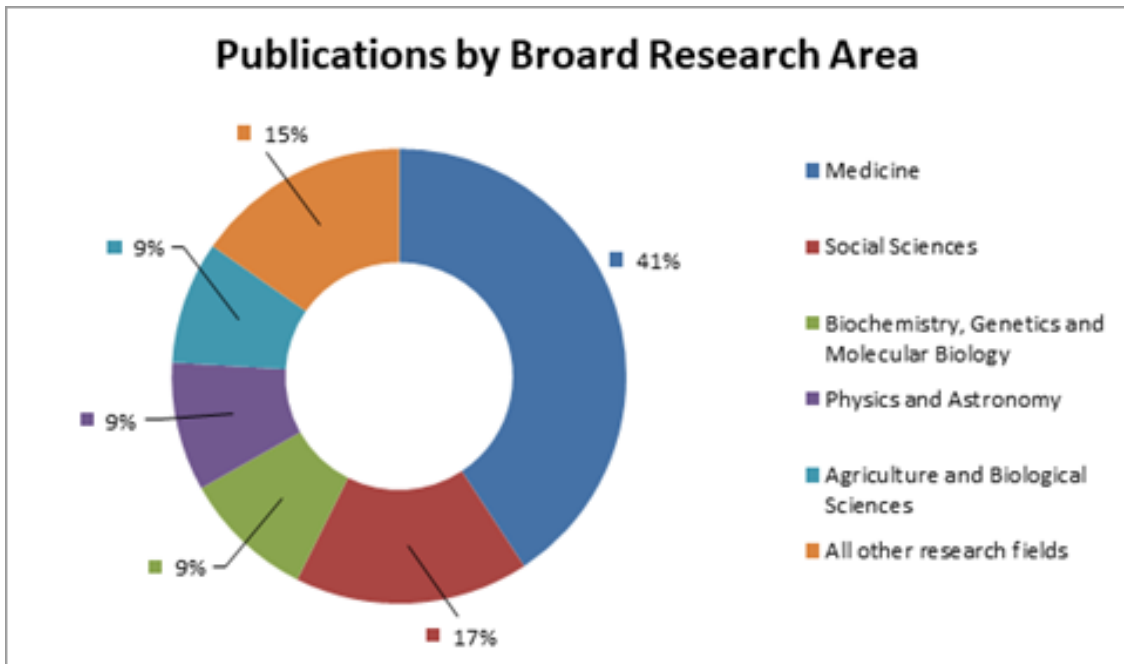


Figure 2.6.5.3: Disciplinary distribution of the 2020 Scopus indexed publications

Of the 3 124 ISI indexed journal articles published by Wits affiliated authors in 2020:

- 92 were published in SA Medical Journal (Impact Factor = 0.461);
- 79 were published in PLoS One (Impact Factor = 2.740);
- 48 were published in Journal of the International Aids Society (Impact Factor = 5.553);
- 46 were published in Nuclear Physics A (Impact Factor = 1.695);
- 41 were published in the American Journal of Physical Anthropology (IF = 2.414);
- 7 were published in New England Journal of Medicine (Impact Factor = 74.699);
- 2 were published in Science (Impact Factor = 41.846); and
- 6 were published in Nature (Impact Factor = 42.779)

Three High Impact Factor journals which are important to track include Science, Nature and the New England Journal of Medicine (NEJM). Figure 2.6.5.4 shows that Wits affiliated authors published 22 articles in these journals in 2020, the most ever in a single year.

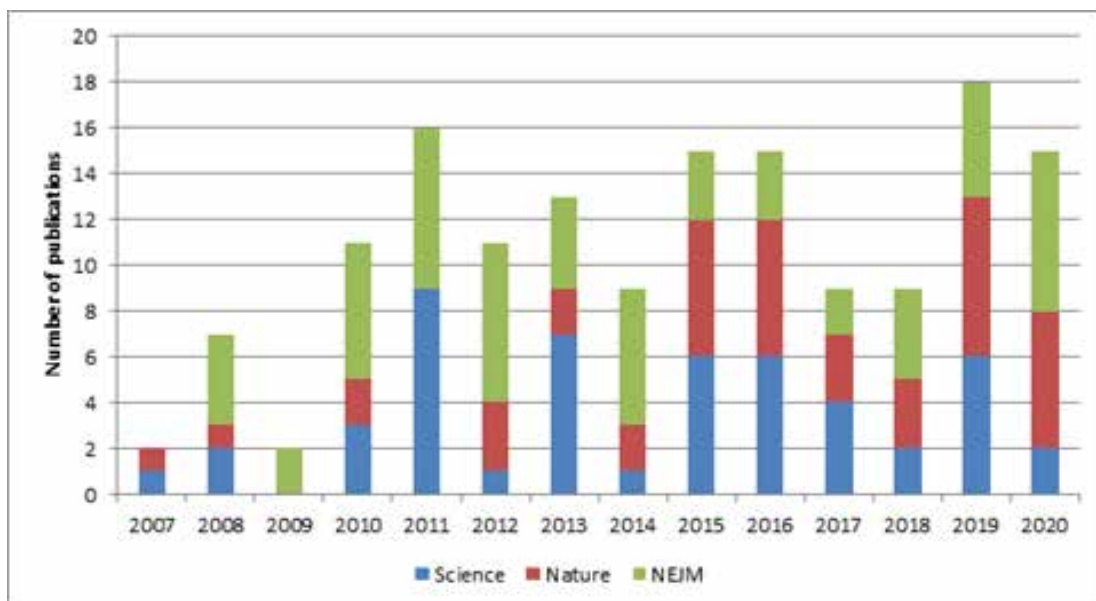


Figure 2.6.5.4: Wits authored journal articles in three top journals by Impact Factor: 2007 - 2020

Of great importance to the University is the annual government subsidy based on our reported research outputs. This is an annual exercise and relies on counting of physical copies of each publication. The DHET also uses a fractional author count system of units that reflect the number of Wits affiliated authors of each publication.

Figure 2.6.5.5. below shows the growth of research output units for journal articles, books including chapters in books and conference proceedings. 2020 showed a recovery after the slight decline in 2019 for the first time since 2011.

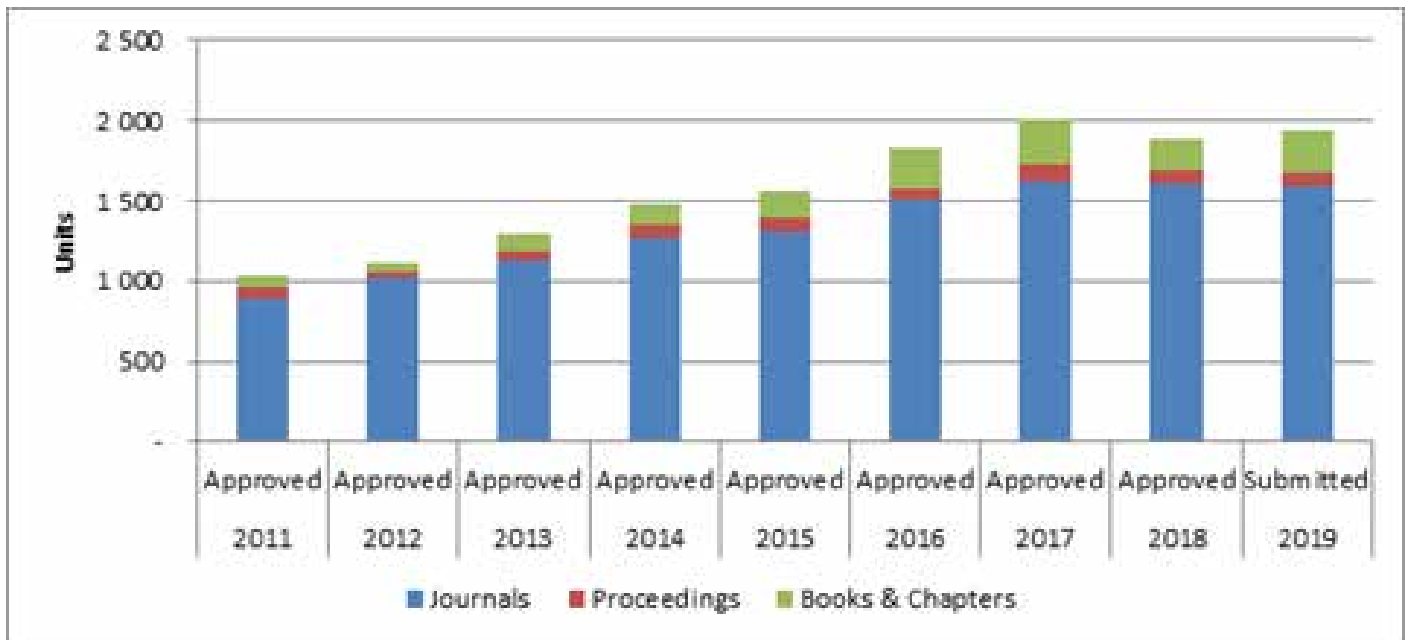


Figure 2.6.5.5: DHET units of research: 2011 - 2019

Out of the 3 858 items published in the ISI index in 2020 by Wits authors, 27 were Highly Cited Papers. This means they received enough citations by the end of 2020 to place them in the top 1% of their academic fields based on a highly cited threshold for the field and publication year. Furthermore, four were Hot Papers. These received enough citations in 2020 to place them in the top 0.1% of papers in its academic fields.

2.6.5.1 Internal Awards

The 2020 VC Research Award was won by Professor Johnny Mahlangu (Health Sciences) for his sustained research excellence.

With over 100 peer reviewed, ISI indexed publications to his name, an h-index of 25 (Web of Science) and a significant student supervision record it is evident that his scholarly contribution is excellent. His work in hemophilia is well represented in the scholarly literature including some very high impact non-discipline specific journals, like the New England Journal of Medicine. Despite the tradition of large groups of co-authors in the Health Sciences it was noted that he appears as first author in 27% of his ISI publications, showing significant academic leadership.

The VC’s Innovation award was activated for the first time in 2019 and awarded again in 2020. The award was conferred to Professor Willie Cronje and team, for their innovation: “A renewable energy personal consumer grid for off-grid electrification” – also called the “peco grid system”.

Professor Cronje, who is the head of the Future Electrical Engineering Technology research group in the School of Electrical and Information Engineering, led the development of the innovation for several years, and in 2019 took time from his sabbatical to spin out a company to bring the product to market. PeCo Power (Pty) Ltd, was established in partnership with Wits Enterprise and commercial partner Umbono Capital, and now employs two of the team members.

The VC’s Social Impact Research Award was awarded for the first time in 2020 and went to Professor Karen Hofman of the Faculty of Health Sciences.

Professor Hofman motivated on behalf of her team based at the School of Public Health and in the South African MRC Centre for Health Economics and Decision Science, PRICELESS SA. Their body of research was completed in the last five years and has shaped public attitudes and population health in South Africa and will likely continue to do so in the future.

2.6.5.2 External Awards

The 2020 awards received by Wits academics are listed in the table below.

Date	Title	First name	Surname
01-Mar-20	Oppenheim Memorial Trust Fellowship	Shabir	Madhi
21-May-20	African Union Kwame Nkrumah Award for Scientific Excellence	Lizette	Koekemoer
25-May-20	Membership of the Global Young Academy	Pradeep	Kumar
02-Sep-20	2020 NSTF-SOUTH32 AWARDS - Lifetime achievement award	Michele	Ramsay
02-Sep-20	2020 NSTF-SOUTH32 AWARDS - Data for Research Award	Mark	Collinson
02-Sep-20	2020 NSTF-SOUTH32 AWARDS - Management Award	Judith	Kinnaird
25-Sep-20	Fellow of the African Academy of Sciences	Shane	Norris
07-Oct-20	Alumni Award of Merit from the Harvard T.H. Chan School of Public Health in Boston, Massachusetts, U.S.A.	Kathy	Khan

Table 2.6.5.2 External awards

2.7 Books authored by staff members

At the time of writing this report (March 2021), Wits affiliated authors had published 33 peer-reviewed scholarly books published in 2020. These books cover the broad fields of Law, Chemical Engineering, Human and Community Development, Literature, and Social Science.

These books are expected to produce 196 units of research output subsidy from the DHET.





REPORT

of the
Dean - Faculty of
Commerce, Law and
Management



Professor Imraan Valodia

The Faculty of Commerce, Law and Management (CLM) offers an exciting and challenging set of study and research programmes that grapple with the economic and social challenges of our country, and the wider global South. Its location in the heart of the most powerful economic hub on the African continent and connection to some of the most powerful and influential social agents in the country, provides students in the CLM Faculty with unique academic opportunities. On the one hand, they have access to studying the technical skills that are driving finance, insurance and banking markets and, on the other hand, exposure to the context of the social, political and legal implications of these developments and the associated human rights challenges. In other words, the Faculty offers a unique opportunity to study and understand the complex developments in the economy and the social and economic consequences of these patterns of development and growth.

The Faculty consists of six Schools:

1. The School of Accountancy (SOA);
2. The School of Law (SOL);
3. The Graduate School of Business Administration (Wits Business School);
4. The Wits School of Governance (WSG);
5. The School of Economics and Finance (SEF);
6. The School of Business Sciences (SBS);

Research

Research with impact remains a priority for the Faculty of Commerce, Law and Management by placing a strong focus on the practical value of the faculty's applied and professional research. Our research entities including the Southern Centre for Inequality Studies (SCIS); the Centre for Applied Legal Studies (CALS), the Mandela Institute and the Centre for Learning on Evaluation and Results (CLEAR AA) continue to provide invaluable services to practitioners and intellectual guidance to policy makers. The Faculty continues to host numerous public lectures and debates via webinars on topics of contemporary national and international interest. Especially during the pandemic and the lockdown period, CLM academics provided guidance and inputs into our understanding of the pandemic and its effects on society.

The appointment of four CLM staff members to the Presidential Economic Advisory Council (PEAC) in 2019 including Professor Imraan Valodia, Professor Mzukisi Qobo; Professor Liberty Mncube and Dr Kenneth Creamer pays tribute to the Faculty's strong intellectual leadership. During 2020, numerous CLM academics contributed to the public discourse and the quest of finding solutions to the pandemic through initiatives like the Covid-19 Economists Group and the CRAM-NIDS project.

The Faculty's research remains grounded in rigorous academic research. We continue to grow Wits' reputation and collaborative networks in areas of economics, finance, business, law, governance and public administration. Over the 2019/2020 period, the Faculty has increased its output of journal articles and postgraduates. Much effort has been focused on building research capacity and productivity at School level.

For 2019, the Faculty research footprint included over 200 journal articles with a strong emphasis on ensuring the international visibility of the Faculty's research work. Publications in international accredited journals account for 86% of all journal articles, up from 77% in 2018. There is strong growth in ISI and SCOPUS outputs constituting 43% and 23% of total journal publications in 2019 respectively. Additionally, our researchers have contributed numerous conference proceedings, book chapters and books including *Inequality Studies from the Global South (CSIS)*; *Using Evidence in Policy and Practice: Lessons from Africa (CLEARAA)*, and *Accounting, Governance and Integrated Thinking in the Context of COVID-19 (SoA)*.

Individual schools continue to make significant progress and cement their positions as knowledge hubs, like the School of Law, which has been ranked by T.H.E. as one of the top 150 law schools globally. Across the schools, the Faculty boasts over 40 NRF-rated researchers; the NRF SARChI Research Chair in Equality, Law and Social Justice; and 10 research chairs.

The Faculty has been successful in pursuing its research goals and strengthening its research profile. The Faculty continues to draw on our unique combination of expertise, to grapple with and contribute solutions to the economic and social challenges facing South Africa and, more broadly, the developing world. The impact of research is reflected in how Wits is increasing its African footprint, influencing public policy, informing judgments by the courts, and transferring new knowledge to the Faculty's curricula ensuring that Wits students are at the leading edge of their professions.

Teaching and Learning

CLM offers three undergraduate programmes in Commerce:

1. a three-year double major Bachelor of Commerce (BCom) with some specialisations: BCom (Accounting), BCom (Information Systems), BCom (Law) and BCom (Politics, Philosophy, Economics - PPE),
2. a three-year Bachelor of Accounting Science (BAccSc), and
3. a three-year Bachelor of Economic Science (BEconSc).

The LLB undergraduate programme is offered by the School of Law:

1. a three-year LLB stream for students who hold undergraduate degrees but who have not completed any law subjects,

2. a two-year LLB stream for students who hold BA or BCom degrees from Wits with law as a major subject, and
3. a four-year LLB stream for newly matriculated candidates moving directly from secondary to tertiary education.

The Faculty offers its undergraduate BCom degree on a part-time study basis through the Wits Plus Centre for Part-Time studies. CLM consistently produces excellent results in the final Board Examinations of the South African Institute of Chartered Accountants (SAICA). Wits law graduates are sought after by the top legal firms and our economics and business sciences graduates are leaders in corporate management, policymaking, governance and regulatory institutions in South Africa.

At the postgraduate level, the Faculty offers exciting opportunities for MBA and related qualifications in the Wits Business School, and a public management and development degree offered by the Wits School of Governance (the leading South African centre for public service postgraduate training). In addition to Doctoral degrees, Master's and Honours degrees are offered in Commerce, Accountancy, Taxation, Economics, Business Economics (Finance, Human Resource Management, Information Systems, Insurance and Risk Management, Management and Marketing), Development Theory and Policy, Law and Management. The Faculty offers a number of Postgraduate Diplomas and short courses through the various schools, with the intention to further grow and develop this area. The Wits Business School has many Executive Education offerings, including bespoke courses and programmes, while both the Wits Business School and the Wits School of Governance offer select fully-online Postgraduate Diploma programmes.

The table below shows the faculty's 2019 postgraduate and undergraduate graduation data:

The Faculty has a large number of courses that focus on educating future professionals in the fields of law, accountancy, management, and related fields like actuarial science and finance. Schools are also involved in the provision of service courses, such as accounting and economics, and teach students across several faculties. There has been a noticeable increase in students from the Faculty of Science electing to take CLM courses as one of their majors. For example, many Computer Science majors elect to take Information Systems. This brings both challenges and welcome diversity to these classes.

Calendar Instance Year	Undergraduate/ Postgraduate	Program Type Description	Program Title	Qualified
2019	Postgraduate	Doctoral Degrees	Doctor of Philosophy	15
		Honours Degrees	Bachelor of Commerce with Honours	204
			Bachelor of Accounting Science with Honours	31
			Bachelor of Economic Science with Honours	23
			Master's Degree (Coursework)	CLM Master's Programmes (All Fields)
		Master's Degree (Research)	CLM Master's Programmes (All Fields)	16
		Postgraduate Diploma	Postgraduate Diploma in Management (All fields)	484
			Postgraduate Diploma in Specialised Accountancy	24
			Postgraduate Diploma in Taxation	22
			Postgraduate Diploma in Accountancy	266
		Postgraduate Diploma in Law	20	
	TOTAL POSTGRADUATE			1613
	Undergraduate	General Academic: Bachelor's Degree	Bachelor of Commerce	675
			Bachelor of Commerce (Accounting)	139
			Bachelor of Economic Science	21
		Professional: Bachelor's Degree	Bachelor of Accounting Science	283
			Bachelor of Laws	211
TOTAL UNDERGRADUATE			1308	
GRAND TOTAL			2921	

Table 2.8.1 2020 postgraduate and undergraduate data

From a teaching and learning perspective, the focus has been on enhancing the quality of assessments (e.g. through a University Capacity Development Grant Assessment Project), expanding offerings into the blended and online space (e.g. appointing an Academic Director and Project Manager for Online Learning within the CLM Teaching and Learning Unit), and identifying students and courses that present as “potentially at risk” in terms of student pass rates (e.g. providing schools and divisions with the course pass rates for investigation and engagement).

The Faculty's student success and support programme, the Road to Success Programme (RSP), is focused on both identifying problems and providing positive support in overcoming these. It serves first through fourth-year CLM students, guiding their path to personal and academic success from registration to graduation. This is achieved through an integrated network of interventions, including group tutorials and one-on-one consultations with specially selected and trained RSP Success Tutors.

This is in addition to the advisors who coordinate the programme. The RSP aims to help students succeed by encouraging them to take responsibility for their own success, and can assist with the development of excellence skills (e.g. time management, study skills for university, note taking, and reflective practice), personal problems and concerns, food and toiletries, funding applications and academic advising. All students readmitted to CLM after being excluded on academic grounds are readmitted with conditions.

These students are closely monitored and supported by the RSP and held to their readmission conditions. At the end of 2019, the RSP grew its advisor base from two to four.

The Faculty hopes to increase interest and publication in the SOTL (Scholarship of Teaching and Learning) research space, both within RSP and more broadly. Some research publications and book chapters authored in CLM are already focused in this area.

Several academics in the faculty have completed (or are in the process of completing) Postgraduate Diplomas in Higher Education Studies and opportunities for professional development and SOTL publishing are on the increase.

School of Accountancy

The Wits School of Accountancy continues to have a transformed staff and student body that continues to be a leader in the production of future chartered as well as professional accountants. The 2020 ITC results reaffirmed that Wits is a leader in the Accounting education. Wits contributes towards the growth of the Accounting profession. Wits was proud of the 78% pass rate compared to the 59% national average. Another achievement was the overall pass rate for African students of 70% compared to the 46% national average.

Wits School of Accountancy is also a major role player in the SAICA Thuthuka programme. This programme is a SAICA initiative to promote transformation in the profession. Despite its focus on professional training, the School continues to perform well in terms of its research output. It has contributed an average of 20 points to the Faculty's research output over the last three years. The number of staff generating accredited research has increased over the same period. Dependency on conference outputs has been reduced while the number of accredited journal articles and book chapters is growing. Special attention has been paid to producing publications in high quality international journals and the conversion of postgraduate dissertations into accredited outputs.

The School of Accountancy's strategic partnership with the Association of Chartered Certified Accountants (ACCA) continues to grow. The ACCA professional qualification requires students to pass nine fundamental examinations and four professional examinations. To date, the School of Accountancy has obtained seven of the nine possible exemptions on offer (Exemptions cannot be awarded for the professional examinations). This gives our students a significant advantage in progressing towards their ACCA professional membership. The School has also been awarded Silver Partnership status with ACCA during the 2020 period. This programme is the first of its kind for a South African university and will facilitate local and international students to obtain an international chartered accountancy qualification that is recognised globally. The programme has grown from 25 students registered in 2018, to an expected 60 students in 2021.

The Wits School of Accounting Social Responsibility Committee is responsible for charity initiatives to give back to current students that need assistance. The past year has been challenging for the entire country and world a large, and the School of Accountancy student

body was not spared from the Covid-19 pandemic. The current economic struggle in South Africa poses a huge challenge and the need for basic amenities by students and poorer communities outside the University grows. There is a need to assist students with a host of basic items including fees, food, toiletries and stationery. Initiatives run by the Committee include, (i) textbook drives; (ii) stationery drives; (iii) toiletry drives (including women's sanitary items); (iv) blanket and pillow drives; (v) food drives; (vi) University cleaners gift drives; orphanage gift drives. The Committee is proud of its efforts in achieving its objectives. Funds necessary for the various projects are raised through various mechanisms including, leveraging relationships with professional service firms and other corporates, as well as staff members. Through the various projects and building relationships with other stakeholders through the various projects, the School has established a positive social responsibility reputation whilst simultaneously increasing public awareness of the need to assist those less fortunate. Due to Covid-19 and the subsequent shut down of the University campus, 2020 was a challenging year to undertake all the projects we set out to complete. Despite this, the Committee assisted students with canned foods and other groceries as well as grocery vouchers. Through funds raised from staff members, the Committee utilised some of these funds as a thank-you gift for the SOA cleaning staff. The School of Accountancy was one of the few schools within the faculty that managed to drive the process of assisting students to return to residence and also contact tutorials. The return to campus relieved residence students of a lot of pressure in terms of difficult study environments.

The School of Accountancy is continuously striving to assist students in need and the HOS also has an open-door policy where students in need can get in touch with her for help.

School of Economics and Finance

The School of Economics and Finance (SEF) came into existence on 1st January 2020 as a separate entity having split-away from the School of Economic and Business Sciences (SEBS). The new School is structured into two divisions: Economics and Finance. Both divisions house undergraduate and postgraduate programmes which are in high demand. SEF maintains a strong research focus with the following research programmes: the African Microeconomic Research Umbrella (AMERU); the Institutions and Political Economy Group (IPEG); and the MacroFinancial Analysis Group. SEF also houses Findata@Wits, a comprehensive financial database used for research on financial markets.

In 2020, both the Finance and Economics divisions contributed significantly to the wider Faculty, University and society through its intense undergraduate and postgraduate teaching programmes.

Despite the 2020 COVID-19 crisis, both the divisions successfully conducted their teaching activities online successfully. The Economics division also introduced a new Masters Programme in Health Economics to build the capacity for economists to respond to the global burden of disease. Staff in the School also conducted cutting edge and timely research in various fields, including research on the socio-economic impacts of COVID-19 to inform policy. In addition, staff engaged with the wider society through citizenship activities such as editorship of and service on editorial boards of academic journals, serving as advisory board members and external examiners for other universities.

School of Business Sciences

The School of Business Sciences (SBS) is a multidisciplinary school constituted by the human resources and management, information systems, insurance and risk management, and marketing divisions. SBS maintains a strong research and teaching and learning (T&L) focus. The T&L departments report good pass and throughput rates. Some of its disciplines (most notably information systems and insurance and risk management) maintain thriving industry advisory boards and strong industry linkages. The school relatively graduates impressive numbers of Honours, masters and PhD students. Its Marketing Division excels in the number of PhD graduates it produces each year with an average of about three PhDs per year.

Despite its one-year existence and the difficulties Covid-19 posed, SBS performed very well in terms of research outputs almost attaining the 2019 records. By the end of 2020, there were 33 accredited and three non-accredited journal articles published in national and international journals. The number of research units generated were 28.95 units, contributed by 2.62 units for book chapters, 2.33 units for conference proceedings and 24 units for journal articles. The total number of research units produced is close to the 2019 number of units (38.5) produced. Some of the research outputs have been generated from one of the School's research programmes, referred to as the Knowledge and Information Economics/Human Resources Research Agency (KIEHRA).

In 2020, the staff members of the school participated in a number of online teaching training and were able to run classes and conduct most of its exams through the online platform. The school is grateful to the massive online teaching support received from the CLTD department and from Greig Krull and Fiona Macalister. Areas of improvements are the provision of support and resources to conduct online data collection, ethics clearance applications and for general research activities.

There is also a massive need to increase the supervision capacity, especially as there are very few senior lecturers and professors available to supervise masters and PhD students in all the school's divisions. It's heart-breaking to reject applications for masters and PhDs because of no supervision capacity. The school also needs the appointment of post-doc students to assist junior lecturers in teaching, administrative and research tasks, so that the lecturers can upskill in terms further training and publications for promotion. It is a wish to see every division of the school having at least one Associate Professor and one Full Professor. The school should also strive to appoint Distinguished, Adjunct or Extraordinary Visiting Professors. The school is performing well in transformation, but there is still room for improvement.

Wits School of Governance (WSG)

Professor Mzukisi Qobo started his role as the Head of the Wits School of Governance (WSG) in May 2020, two months into the lockdown that was instituted following the Covid-19 outbreak in South Africa. Among his priorities was to lead the WSG staff by addressing the impact that Covid-19 started to have on our personal and work lives. He placed emphasis on compassion, a culture of respect and where everyone's worth as a person is valued irrespective of formal title or status. He advocated for using the tumultuous time as a window of opportunity for self-renewal, for retooling institutions, and for taking bold and imaginative leaps to do things that were not tried before because bureaucratic structures would not allow it.

To enhance our School's strategic vision, Professor Qobo engaged in candid dialogues about positioning the WSG for greater relevance especially in the times we live in; to respond to governance and public policy challenges in South Africa and the broader African continent; to attract talented staff and high calibre of graduate students; create a space where we continue to deliver quality academic programmes, generate great research outputs, and create an avenue for reflections and discussions on challenges that are at the heart of governance. It is envisioned that this is a space where WSG staff continue working towards bringing decision-makers to grapple with tough questions on public policy, governance and leadership.

The Wits School of Governance (Wits University) is working with a team of local and international researchers to explore options to revive the South African economy through the SA Future Economy Project. The aim of this project – led by Head of the WSG, Professor Mzukisi Qobo and Dr Nomfundo Ngwenya, a visiting research fellow at the School – is to provide evidence-based research to decision and policy makers in government (particularly the economic cluster) business, labour and any groups active in the economic and social sectors.

A team of multidisciplinary researchers have started working towards proposing a framework for slowing South Africa's economic decline, while catalysing long term economic growth.

The team will explore areas such as the role of the state and markets in development (including industrial policy, competition policy, and state capabilities); rethinking macro-economic policy (including fiscal and monetary policy) and sectors identified for future development including the health sector (economic and social); energy and ecology products; agriculture; infrastructure (including transport and other social sectors). They will also study new industries (including digital products, platforms and services) and employment trends and labour markets.

The research will undergo internal quality review and external subject area specialists will review each output to ensure quality control and that meaningful and tangible knowledge is shared.

Development Bank of Southern Africa (DBSA) and Wits School of Governance (WSG) Infrastructure Conversation Series Project

The project will focus specifically on the infrastructure required for developing the township economy. The spatial arrangement that was a feature of the apartheid system persists today, with townships buffeted by socio-economic ills. Due to the centrality of government planning for the development of the township economy and infrastructure, the project will create a platform for national, provincial and local government to communicate their plans. In order to test and appraise these plans, township entrepreneurs and other non-state partners that are central to their success will be an integral part of each event in the series. The project balances publicity and content, with the latter aimed at informing the refinement of policy development, such as the District Development Model (DDM) as the subject evolves as well as outline investment opportunities and gaps for the DBSA emanating from this process.

Media Engagement

Our academics were more active with media interviews on Covid-19 issues. The average for most months was close to R2 million.

Wits Business School (WBS)

Strategy

2020 was a year of consolidation at WBS as the Interim Director, Professor Jannie Rossouw, sought to achieve a level of stability within the School. This was in the wake of a period of leadership instability following the resignation of Dr Sibusiso Sibisi at the end of 2019.

Professor Rossouw's strategy for the School in 2020 was a 'Back-to-basics' approach which focused on improving basic processes and service delivery. A number of improvements were achieved in this regard. In addition, WBS quickly and successfully transferred its programmes to online delivery owing to the Covid-19 pandemic, including Executive Education short courses and all academic programmes. Importantly, 2020 saw WBS achieve re-accreditation with the Association of Business Schools (AMBA). Overall, the School managed to continue operations successfully despite the unforeseen restrictions brought about by Covid-19 regulations.

Academic Programmes

2020 was the first year in which WBS did not offer the full-time MBA option as a result of the global trend towards more flexible, part-time study. The number of part-time MBA students continued to rise, with 713 enrolments in 2020 (including the June intake modular cohort).

The PDBA programme saw a slight decrease in student enrolments, from 490 in 2019 to 480 in 2020. However, there has been significant uptake of the online PDBA programme, with 216 registrations in 2020.

The specialist Master of Management (MM) programmes remain a key differentiator for WBS, but unlike the MBA programme, student enrolments have shown a decrease in most cases. The exceptions are the MM in Digital Business which saw a substantial rise from 90 in 2019 to 182 in 2020, and the MM in Energy Leadership which rose from 40 students to 65. The MM in Business and Executive Coaching (MM-BEC) remained constant. The number of PhD students continues to rise, from 123 students in 2019 to 126 in 2020.

The erstwhile popular Postgraduate Diploma in Management (PDM) continues to show declining student enrolments, from 81 PDMs in 2019, to 72 in 2020. Other postgraduate diplomas showed an increase in enrolment numbers: the Postgraduate Diploma in Management in the field of Digital Business (125 new students), and the Postgraduate Diploma in Management in the field of Energy Leadership (76 new students).

Research

In 2020, WBS academic staff published 42 accredited Journals, 41 of them published in international journals. Efforts to extend and improve the research culture continued to bear fruit. Over 95% of permanent academic staff now hold doctorate degrees and six are NRF rated scholars. The Chair in Digital Business and the African Energy Leadership Centre (AELC) continued to boost the School's research capabilities. There were 41 Master's in Energy Leadership research reports in preparation in 2020.

The Centre on African Philanthropy and Social Investment (CAPSI) launched a Journal in September and published its first issue: *The International Review of Philanthropy and Social Investment*. The Centre added four more associate researchers to the team.

The WBS Case Centre completed 10 cases and one teaching note in 2020. These cases, along with the almost 300 cases that the Case Centre has written since its inception, provide a point of competitive advantage for WBS and enhance the teaching and learning experience in WBS classrooms. “Dev Mozambique: Food Security through Innovative Social Enterprise Development,” written in 2019 by Professor Boris Urban and case writers, Dr Amanda Bowen and Stephanie Townsend, was placed third in the 2020 Emerald Publishing/ Association of African Business Schools (AABS) case competition. This case has subsequently been published in the Emerald Emerging Markets Case Collection (EMCC), which is listed on Scopus. Teaching notes are currently being written for six of the cases written in 2020, which will enable authors to submit them for publication in the EMCC in 2021. In addition, “TymeBank: Digital Disruption in South Africa’s Banking Sector,” written by Professor Boris Urban and Stephanie Townsend is in the process of being published in the EMCC.

Public events

Wits Business School (WBS) continues to position itself as centre for discourse, debate and dialogue on issues facing the corporate sector across the African continent. As such, its events form a key role within the School in building its reputation as a thought leader within its stakeholder groups. The Covid-19 pandemic meant that our public lectures and panel discussions moved to an online format. It took a little time to adapt to this new format, but after a few teething problems the online events became slicker and attracted good numbers of attendees.

In all, WBS held 13 public events, 10 of them online. Guest speakers included entrepreneurs Pavlo Phatides and Allon Raiz, former mayor of Johannesburg Herman Mashaba, the late auditor-general Kimi Makwetu, CEO of ZZ2 Tommie van Zyl, and CEO of MTN Ralph Mupita. Professor Imraan Valodia held a one-on-one conversation with the CEO of the JSE, Dr Leila Fourie.

Conferences

WBS did not host any conferences in 2020. The School did, however, participate in the Global Business School Network (GBSN) virtual conference in November: *GBSN Beyond: Virtual Conference Reimagined*.

Energy Seminars

Together with corporate partner, FTI Consulting, the African Energy Leadership Centre (AELC) hosted two events focused on energy issues in 2020. These were:

- South Africa’s Energy Transition
- Has the Constitutional Court killed the Gas Industry?

The Good Governance Academy

The Good Governance Academy (GGA), under the directorship of Professor Mervyn King, held two colloquia in 2020:

- 3rd Colloquium: Integrated Thinking and Doing an Integrated Report (20 May)
- 4th Colloquium: The Importance of ESG (5 November)

These high-profile events attracted 813 and 1,026 attendees respectively, and an average of 50 countries were represented.

CAPSI Events

The Centre on African Philanthropy & Social Investment (CAPSI) held a total of 13 events in 2020. These included panel discussions, research workshops and a celebration of “Africanness” event with Mrs Graça Machel in May. In July CAPSI hosted the finale of the Aspire Higher competition in association with Gilead and Reckitt Benckiser (RB) on innovative sexual health solutions in Africa. The panel of judges included Dr Judy Dlamini.

School of Law

As in most of Wits University, COVID-19 had a massive impact on the way in which the Wits School of Law operated in 2020. Online teaching began in March 2020 with the School providing laptops to students and staff so that they could work effectively from home.

Despite the impact of COVID-19, the School continued its programme of public engagement, hosting the online launch of Justice Dikgang Moseneke’s memoir *All Rise*, honoring the life of Witsie and national hero Advocate George Bizos with a memorial service and hosting an event to mark the renaming of the Law Clinic building to the Felicia Kentridge Annex.

The School partnered with the South African Cities Network and the Public Affairs Research Institute (PARI) on a dialogue event examining the experience of multi-party urban governance since the 2016 Local Government Elections. The School’s Centre of Applied Legal Studies (CALS) partnered with the Student Litigation Society (SLS) to host a Public Interest Law Moot Court Competition to commemorate Human Rights Day.

The Mandela Institute hosted a series of online seminars in 2020 focusing on the economic impact of COVID-19. These included seminars on competition in the digital economy, international trade pre, during and post covid-19, inequality and indebtedness and wealth inequality in South Africa.

The School's academics were featured across external events and media. Lisa Chamberlain was featured speaker at the Socio-Economic Rights Institute of South Africa (SERI)/Mail and Guardian discussion event *provincial intervention in a municipal crisis*, Clement Marumogae published an article covering rehabilitative maintenance in De Rebus and Jonathan Klaaren wrote about the public procurement bill in the Daily Maverick.

Professor Cathi Albertyn, SARChI Chair on Equality, Law and Social Justice, was cited by the Constitutional Court in November when it handed down judgment in *Mahlangu v Minister of Labour*, confirming that domestic workers in private households should be included in the definition of 'employee' for the purpose of receiving compensation for diseases, disablement, injuries or death in the course of their employment.

The School was proud to see its staff and students publicly recognized in 2020. School of Law student, Karabo Mokgonyana was included in the Mail & Guardian Top 200 Young South Africans. Palesa Madi and Stanley Malematja of the School of Law's Centre for Applied Legal Studies were also recognised in the Mail and Guardian's Top 200 Young South Africans list. Wits School of Law alumnus, Sphehile Nxumalo, was included in Avance Media's 100 Most Influential Young South Africans list.

Three School of Law students - Siphamandla Qayiso, Sivenkosi Maqhula, and Akisha Maraj – were selected to participate in international law and entrepreneurship competition, Law without Walls hosted by the University of Miami.

The School also celebrated the career of long time Wits Law Clinic practitioner Professor Philippa Kruger who retired in 2020 after over thirty years with the School.





REPORT

of the
Dean - Faculty of
Engineering and the Built
Environment



Professor Ian Jandrell

The Faculty of Engineering and the Built Environment has a dual role: to produce graduate professionals in Engineering and the Built Environment disciplines and to undertake research with a view to creating knowledge that has a positive impact on society.

The Faculty is home to seven Schools: two (Architecture and Planning and Construction Economics and Management) are in the Built Environment; and the other five in the core Engineering disciplines (Chemical and Metallurgical Engineering, Civil and Environmental Engineering, Electrical and Information Engineering, Mechanical, Industrial and Aeronautical Engineering and Mining Engineering).

Academically there have been several significant developments during the year under review, the most notable being the pivot to emergency remote teaching (online learning and teaching) due to the challenges posed by COVID-19.

The Common First-Year for all the Engineering disciplines has now been firmly bedded down, and during the current period substantial strides have been made in also rolling it out as part of a fully online three-year degree – a Bachelor of Engineering Science (BEngSc).

This BEngSc has been developed as part of a collaboration with the University of Venda (Univen). In much the same way that the current three-year BSc at the University of the Free State (UFS) allows students to access the third year of study in the professional engineering streams at Wits University, it is planned that this BEngSc will play a similar role.

All nine of the Engineering programmes offered in the faculty are fully accredited by the Engineering Council of South Africa, and all the programmes in the Built Environment are fully accredited by the various national and international bodies. It is therefore important to note that quality, internationally benchmarked undergraduate education remains a cornerstone of the Faculty. The Faculty is also home to the only fully accredited Aeronautical Engineering programme in the country.

Whereas the year posed many challenges it is also important to note that much of what was achieved under quite challenging conditions speaks to the development of initiatives and systems that will provide real benefit for the future.

Research

The Faculty of Engineering and the Built Environment (FEBE) has long seen itself as a research-centered faculty where high-quality research and scholarship permeate teaching and learning at all levels. Indeed, with staff and postgraduate research students from across the globe, the Faculty has a wealth of international experts working together to solve some of the major problems facing society today. FEBE takes great pride in its research achievements. As a lab-based research environment there is no doubt that COVID-19 impacted on productivity. However, what can be reported is that the formally recorded research productivity (up to the finalization of data at the end of 2019) remains at encouragingly high levels.

The Faculty has four DSI/NRF SARCHI research chairs. Three of these Chairs are hosted in the School of Chemical and Metallurgical Engineering: (1) Clean Coal Technology (Dr Samson Bada - Acting); (2) Sustainable Process Engineering (Professor Thokozani Majozi), and (3) Hydrometallurgy and Sustainable Development (Professor Sehliselo Ndlovu).

The programme for the last mentioned has been recently renewed. The fourth Research Chair in Spatial Analysis and City Planning (Professor Philip Harrison) is hosted in the School of Architecture and Planning.

At the end of 2019, the Faculty also made a tactical decision to appoint the Director of the Centre of Excellence in Strong Materials (CoE-SM) Professor Lesley Cornish into a substantive academic position in the Faculty. This was aligned to her research and teaching load within the Faculty, as well as the relevance of the CoE to the Faculty itself (as well as the University).

In addition, the Faculty is also home to five research centres, these being: (1) the National Aerospace Centre (NAC); (2) the Centre for Urban and Built Environment Studies (CUBES); (3) the Centre in High Voltage Engineering and (4) the Specialisation Centre for Combustion Engineering (both allied to the Eskom Electric Power Plant Engineering Institute - EEPEI); and as noted above, (5) the Department of Science and Innovation CoE-SM (which is also home to the ARUA Centre of Excellence in Materials, Energy and Nanotechnology (CoE-MEN).

The Faculty further houses the Wits Cities Institute (WCI), and Wits Mining Institute (WMI). The WMI hosts a number of themed laboratories, namely: (1) the Lab for Mechanised Mining Systems (CMMS); (2) the Lab for Sustainability in Mining and Industry (CSMI); (3) The Joint International Research Laboratory of China-Africa Mining Geospatial Informatics; and (4) The Sibanye-Stillwater Digital Mining Laboratory (DigiMine). The future of the WCI is under review, and it anticipated that a close collaboration with the City of Johannesburg will be explored through the office of the Vice Chancellor.

Several other funded research units include the Joburg Centre for Software Engineering (JCSE), and the Transnet Centre for Systems Engineering (TCSE) and the Transnet Matlafatšo Centre (TMC). As with all the initiatives allied to State Owned Companies, however, the continued funding of the last two is under substantial threat.

The Faculty is also linked to the Wits Digital Incubator and the IBM Laboratory, both of which are located in the Tshimologong Precinct in Braamfontein, where the JCSE is also housed. An exciting development in teaching was that the introduction of an undergraduate elective course in Quantum Computing allied to the activities in Braamfontein.

During 2020, a significant focus was placed on further developing taught post graduate offerings (such as postgraduate diplomas) and the prospect of reimagining many of these in an on-line delivery mode.

On the research front some notable achievements in collaborations emerged. An example of specific development in 2020 include the launch of a new laboratory in the School of Electrical and Information Engineering: The School has a long and proud history of research in the field of lightning studies. In 2020, Dr Hugh Hunt took this research to a new level with the establishment of the Johannesburg Lightning Research Laboratory (JLRL) - an open-air lightning laboratory with a lightning current measurement system installed at the Sentech Tower married to exceptionally fast camera systems. This site has already started producing important research data. The partnership extends to Sentech and companies that support the work.

Professor Ling Cheng, Dr Mitch Cox and Mr Shamin Achari from Optical Communication Lab (OC Lab) continue to operate at the forefront in the field of optical wireless communication. A patent on hybrid quantum and classical communications at the national phase (China, Europe, USA and South Africa) has been filled. The OC Lab delivered numerous projects such as TIA Miner Safety, 150-meter free-space OC link, real-time video streaming via hybrid Visible Light Communication (VLC), weather chamber for Vehicle VLC, fingerprint-based VLC positioning. This work is notable precisely because it sees a strong collaboration between this Faculty and the Faculty of Science, and involves multiple research centres.

In Civil and Environmental Engineering Professor Chris James published a textbook on Hydraulic Structures through Springer. Professor Adesola Ilemobade and his team are involved in a project that is tasked with the review of the Sanitation Policy of the City of Johannesburg, and Professor Mitchell Gohnert and his research team are involved with the analysis of catenary structures which, in terms of stresses, are the most optimal structures known to engineers.

Professor Akpofure Taigbenu and Dr M Ncube estimated apparent water losses for the City of Johannesburg of between 9.4% to 14.6% of billed consumption. Professor Yunus Ballim and his team are involved in the durability performance of concrete made with recycled construction demolition rubble as aggregate, and in 2020, they supervised two final-year students, Ms Lepogo Maleka and Mr Kgadimo Mohlatlole, who used clay masonry rubble as the aggregate for their trial concrete and produced very interesting results that warranted being included in an international workshop on recycled aggregates in concrete, organized jointly by IIT-Madras, UCT and Wits University.

Professor Thokozani Majozi is serving as associate editor on the Journal of Cleaner Production, Elsevier (impact factor = 7.246). He is the subject editor for the Process Safety and Environmental Protection journal, Elsevier (impact factor = 4.966) and he is the associate editor for Frontiers in Sustainability, MDPI. Professor Lesley Cornish is a member of the Materials Science International Team (MSIT) editorial board.

A multi-disciplinary, multi-institutional project headed by Professor David Rubin and Dr Neil Stacey of Wits University has targeted a gap detected during the COVID pandemic: the need to oxygenate the blood of patients in respiratory distress. They brought together expertise from the departments of Biomedical Engineering, Chemical Engineering, Chemical Pathology, and Medicine, along with researchers from the University of South Africa and clinicians from the Milpark, Charlotte Maxeke, and Morningside hospitals to develop innovative new methods of supporting oxygenation in patients with respiratory distress. In a paper published in November 2020, the group demonstrated that kidney dialysis cartridges can be used for extracorporeal blood oxygenation, potentially overcoming severe respiratory deficits without invasive and risky intubation, and only using existing equipment that is widely available and can be readily repurposed. The group is now investigating direct oxygenation of blood using micronized oxygen bubbles, with solubilisation enhanced by ultrasound if necessary. The group's aim is to have a suite of alternative technologies for respiratory support available for clinical use by winter, when a renewed wave of fatal COVID-19 infections is expected.

The Faculty is firmly of the view that the collaborations in research will define the stature of the Faculty, the University, and the National landscape more profoundly than ever now.

Teaching and Learning

As a consequence of COVID-19 regulations, 2020 saw the migration to “emergency remote teaching” with all activities moved to on-line platforms. Lecturers adapted all their teaching and learning material to electronic format rapidly to allow for continuity in the teaching almanac. Only one week was lost in this process, which was used to allow the teaching staff to get up to speed in their lecture preparation and to provide a week of orientation for the students, a role that was assumed by the Faculty Academic Development Unit (ADU).

The overriding principle that governed this transformation was equity: no student should be left behind because of insufficient data, poor bandwidth, unreliable power supply or type of device.

This steered the teaching towards the asynchronous mode requiring more preparation than “live” lectures in that these required audio and video recording. Various modes of communication were also employed, one of the more successful being the formation of ‘WhatsApp’ groups to allow for rapid communication between staff and students. The assessment type and format for online learning also required adaptation, especially because of concerns around plagiarism and other forms of cheating.

In response to on-line learning, the role of the ADU has grown, firstly as the central communication platform, secondly to manage logistics including accessing data and laptops, and thirdly to assist students with mental health, social and emotional challenges under lockdown. As such the ADU, which is mandated to improve throughput via innovative student and staff support, developed and managed and/or ran several interventions and projects to enable emergency remote teaching and learning (ERT&L) in 2020. Some of the interventions and projects run in 2020 are highlighted below:

1. Set up undergraduate (UG) and postgraduate (PG) online orientation support sites, housing and supporting over 5000 UG students and 2000 PG students, respectively. These sites facilitated rapid (within two weeks) mass (large scale) remote asynchronous and synchronous online orientation and learning for faculty students.
2. Developed and run interactive online concept Tutorials, that were facilitated through the faculty student support site.
3. Set up and run a virtual spring school camp in the SEM-2 mid semester break as well as a virtual Summer school camp in December 2020 to early January 2021. These school camps were designed to support student that missed several weeks of online learning due to either poor network connective, difficult (unconducive) home learning environment or faced other challenges.
4. Set up Faculty “in-house” virtual Counseling and Therapy support, that provided one-on-one and group Psycho-social support for hundreds of students.
5. With financial support from Department of Higher Education (DoHED) and collaboration with the School of Mechanical, Industrial and Aeronautical (MIA) Engineering, we were able to purchase and set up Faculty Graphic Server Units (GSUs). The GSU enable remote learning of Computer Aided Design (CAD) irrespective of type learning device (phone, tablet, laptop, and/or personal computer) and learning device processing power. This made CAD accessing to all students and is an investment that will bear fruit for well into the future.

6. Postgraduate students received a lot of virtual support via a series of webinars (12) targeted towards addressing academic (research) and non-academic issues raised by postgraduate students. Postgraduate students attended from all over the country.
7. Staff online teaching orientation included the identification of staff online teaching needs. This was done and was used to develop an asynchronous staff online teaching information pack platform. The platform contained quick and easy step by step video guides on how they can get started.
8. Partnered with School of MIA in development of remote off-line equivalent examinations to cater for students with poor connectivity or access to stable electrical power.
9. Set and run virtual mentorship programs for students in the faculty.
10. Design (in collaboration with Faculty Registry) Mass respond-able/feedback SMS to access students with limited/no access to online connectivity/resources.

The development of the three-year Bachelor of Engineering Science, planned as a part-time offering, is nearly complete, anticipating its launch later in 2021. The emphasis of this programme is on engineering management, with a focus on innovation and entrepreneurship – but tightly linked to an industrial and even mining flavour. The programme is intended to be a stand-alone qualification that will be recognized by ECSA, the professional registration body, but also will allow graduates entry into third-year of a number of BSc(Eng) programmes. This project is being undertaken collaboratively with Univen – where work is currently underway on a BEngTech degree matched to elements of the content (but not the Exit Level Outcomes or Graduate Attributes) of the BEngSc. The BEngSc will then be a pathway to accessing the BSc(Eng) degrees at Wits.

Somewhat unexpectedly 2020 was another year of innovation and progress in Learning and Teaching.





REPORT

of the
**Dean - Faculty of
Health Sciences**



Professor Martin Veller

The Faculty of Health Sciences is committed to providing excellence in service, teaching and research. It continues to build on its reputation for training and developing competent and exceptional health care professionals at an undergraduate and postgraduate level for the local and global audience.

The period under review was arguably one of the most challenging and defining periods in modern history. The COVID-19 pandemic has irrevocably altered the manner in which we operate and has forced us to reevaluate our modalities - from teaching, learning and research, service, students, to staff and patients. Our task has been monumental, but we have above all, remained steadfast in achieving our goals. The Faculty's response to COVID has been exemplary – from staff serving on ministerial advisory committees, to spearheading the country's first vaccine trial. The Wits Faculty of Health Sciences has truly led the way, and has established itself as the foremost entity for knowledge, resources and expertise on the matter.

The Faculty houses seven (7) Schools: Anatomical Sciences; Clinical Medicine; Oral Health Sciences; Pathology; Physiology; Public Health; and Therapeutic Sciences. Several Centres are located within the Schools – the Centre for Health Policy in the School of Public Health; the Centre for Exercise, Sports and Medicine in the School of Therapeutic Sciences; the Steve Biko Centre for Bioethics; and the Centre for Rural Health in the School of Clinical Medicine.

Approximately 3085 fulltime and temporary academic and Professional/administrative support (PAS) staff support the teaching and research programmes in the Faculty. Of this, 2402 are joint staff that are based in the Schools of Clinical Medicine, Oral Health Sciences, Pathology, Public Health and Therapeutic Sciences and have a dual employment status either with the Gauteng Department of Health or the National Health Laboratory Service.

Clinical students in the Faculty train across a number of public hospitals: the Charlotte Maxeke Johannesburg Academic Hospital, the Chris Hani Baragwanath Academic Hospital, the Rahima Moosa Mother and Child Hospital, and the Hellen Joseph Academic Hospital. Wits students have the opportunity to train in an environment where a variety of chronic conditions as well as injury and trauma present, often inpatients from difficult socio-economic situations.

The introduction of the Nelson Mandela Fidel Castro (NMFC) Medical Training Programme has expanded the Wits Clinical Training Platform to a further 38 sites. These are distributed in Gauteng, and North West Province, and comprise of regional hospitals district hospitals, and community health care centres. The NMFC Programme comprises an 18-month integration training period and approximately 85% of the cohort of students successfully completed their training in December 2020. All of them subsequently completed the Cuban National Exam, before entering the internship programme in January 2021.

The Wits Donald Gordon Medical Centre (WDGMC) and the Wits Health Consortium further contribute significantly to the teaching and research agenda in the Faculty. The Wits Donald Gordon Medical Centre (WDGMC) is the first and only private teaching hospital in South Africa, offering specialist and sub-specialist training.

The WDGMC is home to 27 clinical departments ranging from anaesthesiology to urology; six highly specialized units, including a transplant unit; and eight allied medical departments, including a cochlear implant centre.

The Wits Health Consortium (Pty) Limited (WHC) is wholly owned by the University and was established to serve as a legal entity through which the University, and primarily the Faculty of Health Sciences, can conduct contract or sponsored research, entrepreneurial or commercial activities, philanthropic funding activities and services including clinical services.

For the year under review WHC once again had a very successful year. In 2020, WHC managed income totalling R2.6bn (2019: R2.6bn). This is made up of over 119 syndicates with a total of 800 separate contracts annually.

WHC had in its employ 4718 staff members at the end of December 2020, with 4432 employees hired in syndicate specific activities and 286 in the WHC Shared serves Centre.

For the 2020 fiscal year, the Faculty hosted its first ever virtual Research and Postgraduate Expo Day. Attended by well over 1000 delegates, the Research Day drew on a number of themes central to addressing the quadruple burden of disease in South Africa, and specifically the global socio-economic and health challenges that the COVID-19 pandemic has presented.

Teaching and Learning

Teaching, learning and undergraduate affairs in the Faculty is coordinated through the Office of Teaching and Learning focusing on two main areas: student development and success, and health sciences education with an emphasis on teacher and academic programme development.

For the period under review, it is necessary to understand the institutional and more specifically, the Faculty of Health Sciences response to the impact of the COVID-19 pandemic on the teaching and learning project.

The announcement of a national lockdown at Alert Level 5, subsequently led to a set of decisions that enabled teaching and learning to continue remotely, including staff orientation and training to the online learning platforms; development of a teaching and learning recovery plan; and a Faculty COVID Handbook for use by staff and students.

Office of Student Success

The appointment of Ms Eileen Maleka as the Office of Student Success (OSS) manager brought renewed energy and vision in leading the OSS team in student support, advocacy and success initiatives.

Several team advocacy initiatives have begun to strengthen student resilience, self-efficacy and self-management, which was put to the test during some life-altering challenges for students during the COVID-19 pandemic.

Student wellness took centre stage in 2020, particularly for those who returned to campus to resume clinical training. During this period, the OSS and a range of support systems at School level ensured that students' mental, emotional and physical health remain uncompromised during the pandemic. The OSS staff remained engaged with all students in need during this period. Virtual academic advising and counselling appointments continued during various stages of lockdown, including specific advocacy work around fear and anxiety expressed by the students. Several online resources were developed and posted on the Learning Management Systems (LMS), and the OSS webpage and OSS Instagram.

In particular, the OSS continued with individual academic advising via various platforms including email, telephone, video and face-to-face sessions in accordance with the level of lockdown. In total, advisors held 751 consultations. The majority were self-initiated requests for academic advising sessions, as a follow-up from earlier sessions or as a new request, while others were either by invitation from advisors or by referral from lecturers.

To bolster the psychological and social welfare support for students, the OSS forged partnerships with the Wits Departments of Social Work and Psychology in the School of Human and Community Development at the end of 2019. This resulted in a fourth-year social work intern being recruited to fulfil her placement at the OSS from January to September 2020 for two full days on a weekly basis, and 12 student psychologists from the Masters in Community-Based Counselling Psychology (MACC) programme, alternating on a bi-weekly basis. This initiative significantly increased the online support of students in need.

Centre for Health Sciences Education

Despite a global pandemic, the Centre for Health Sciences Education (CHSE) continued in its role in keeping health sciences academics at the cutting edge of educational advances. The CHSE hosted a number of workshops in 2020 to assist staff in migrating to online learning platforms. These workshops proved invaluable, particularly for those staff members with little to no online exposure.

Following the retirement of the Head of the CHSE, Ms Shirra Moch has been in an acting capacity since the beginning of 2020, and together with two other staff members, they make up the academic staff compliment of the CHSE.

Scholarships and Funding

Launched in January 2019, the Medical Student Loan Guarantee Fund (MSLGF) is a financial support opportunity for medical students beyond their second year of study. The Registrar and the Assistant Dean: Teaching Learning and Undergraduate Affairs are members of a tripartite Steering Committee (Discovery Foundation, Standard Bank and Wits), meeting at least three times a year. In 2020, it was agreed that the Steering Committee would include the University of Pretoria, who were earlier adopters of this funding opportunity.

Students in their first-year of the GEMP or in their third-year of the MBBCh programme are broadly eligible to apply; meeting the BEE criteria of the Discovery Foundation and having South African citizenship are additional eligibility criteria. The 2020 academic year saw an increase in the number of applications from 45 to 59. Of these, 10 students withdrew their applications, yielding 49 loans disbursed.

Academic developments

Two professional programmes in the School of Therapeutic Sciences were reviewed and received accreditation outcomes from the respective professional regulatory bodies during 2020. These are the Biokinetics Honours programme and the Bachelor of Nursing programme. The advent of COVID-19 accelerated the Faculty's aspirations to dispense of a massive on-campus sitting for the WAPT and to replace it with an online mode of delivery. Not only was this to become an online test but also one that would have to be taken remotely without the risk of compromising test integrity and access (for the less privileged). After exploring several options to ensure the quality and integrity of the test, and the capacity and stability of the electronic platform, we opted for QuestionMark to deliver the WAPT.

The WAPT was successfully rolled out to almost 900 applicants nationally, over two days. A Telegram group was set up to provide virtual invigilator and technical support during the test, which required Faculty ICT, the Unit for Undergraduate Medical Education, course contributors and the Faculty Registrar's Office to be online outside of regular working hours up to 22h00 on each day of the test. A second sitting was planned for those applicants who experienced technical difficulties (n=52) on the first day of the test.

Research

During 2020, based on the Academic Ranking of World Universities Shanghai Ranking's Global Ranking, the Faculty was ranked 101-150 in Clinical Medicine and 76-100 in Public Health. During this time, Faculty researchers were awarded significant research and implementation grants, further evidence of the research excellence and international standing of the Faculty researchers.

As a research-intensive Faculty, we are driven to provide answers to some of the world's most challenging health issues. In response to this, during the period January to December 2020 the Faculty celebrated a number of significant research and career achievements, some of which are highlighted below:

Young and emerging researchers and leaders

Associate Professor Pradeep Kumar, School of Therapeutic Sciences, was selected as a member of the Global Young Academy from June 2020 until May 2025. The selection is highly competitive, with only 200 members worldwide.

Professor Benita Olivier, WiSH and the School of Therapeutic Sciences, is the joint recipient of the SARIMA/Department of Science and Innovation Early Career Award for Excellence.

Ms Thulile Khanyile, School of Pathology, was named one of Mail and Guardian's 200 Young South Africans in the Science and Technology category.

Significant Research Publications

Professor Zane Lombard, Division of Human Genetics in the School of Pathology, along with colleagues in the Sydney Brenner Institute for Molecular Bioscience, published a groundbreaking study that informs African population history, environmental adaptation, and susceptibility to disease. The article featured on the cover of Nature, and is one of the most extensive studies of high-depth-sequenced African genomes reported to date.

In association with Wits University Press, the Faculty produced South Africa's first clinical data on the coronavirus with the COVID-19 Special Issue of the Wits Journal of Clinical Medicine, chaired by Professor Pravin Manga.

Professor Shabir Madhi, Director of the Wits Vaccines and Infectious Diseases Analytics Research Unit (VIDA), is the lead author of a study published in the prestigious New England Journal of Medicine. The multinational, multicentre study reports on the first RSV vaccine to provide evidence that immunisation of pregnant woman could protect young infants under six months old against severe RSV lower respiratory tract infection (LRTI).

Research Highlights

Professor Shabir Madhi, Director of the Wits Vaccines and Infectious Diseases Analytics Research Unit (VIDA), led Africa's first Covid-19 vaccine trial. The trial is being conducted in collaboration with the University of Oxford and the Oxford Jenner Institute. The technical name of the vaccine is ChAdOx1 nCoV-19, as it is made from a virus called ChAdOx1, which is a weakened and non-replicating version of a common cold virus (adenovirus). The vaccine has been engineered to express the SARS-CoV-2 spike protein.

The vaccine being used in the South African trial is the same as that being used in the United Kingdom and Brazil. The first South African patient was vaccinated on 23 June 2020.

Women in Science

Professor Lizette Koekemoer, Wits Research Institute for Malaria, was awarded the African Union Kwame Nkrumah Regional Award for Scientific Excellence. This award honours outstanding scientific achievement and contribution through scientific research for the socio-economic development of Africa.

Professor Michèle Ramsay, Director of the Sydney Brenner Institute for Molecular Bioscience, received the 2020 NSTF-South32 Lifetime Award for her pioneering genomic medicine approaches in Africa and leading the transcontinental study on factors that contribute to African diseases.

Ms Kimberleigh Tommy, a 2nd year PhD Student in the School of Anatomical Sciences, was named one of Mail and Guardian's 200 Young South Africans in the Science and Technology category. She was also recently named as one of the Inspiring Fifty Women in STEM by CoCreate SA, an initiative of the Kingdom of the Netherlands in South Africa.

Ms Amanda Calitz, School of Therapeutic Sciences, was named as one of the Inspiring Fifty Women in STEM by CoCreate SA, an initiative of the Kingdom of Netherlands in South Africa.

Dr Lizelle Crous, School of Therapeutic Sciences, was the recipient of the Vice-Chancellor's Individual Teaching Award for 2020. Dr Crous is a Registered Professional Nurse and a lecturer in general nursing and nursing education.

Research Awards

Associate Professor Mark Collinson, Wits Rural Public Health and Health Transitions Research Unit, along with his colleague Dr Kobus Herbst, received the 2020 NSTF-South32 Data for Research Award for collectively conceiving, developing and implementing the South African Population and Research Infrastructure Network, which produces up-to-date information on health and socio-economic wellbeing.

The Endocrine Society in Washington, D.C. has named Professor Roy Shires as the recipient of the 2020 International Excellence in Endocrinology Award. Shires was recognised at the virtual 2020 Laureate Awards presentation hosted by the Endocrine Society.

The annual award for international excellence in endocrinology recognises an endocrinologist who resides outside the U.S and has made exceptional contributions to the field of endocrinology in geographic areas with underdeveloped resources for endocrine research, education, clinical practice, or administration.

SAMRC Scientific Merit Awards 2020

Professor Janusz Paweska (Gold) is an Associate Professor (Reader) in the School of Pathology. As a veterinarian who specialized in medical and veterinary virology and epidemiology, he has expertise in the field of emerging and re-emerging zoonotic pathogens of epidemic-prone potential, including highly specialized diagnostics, aiding patient management and outbreak control measures, epidemiological studies, biosurveillance of zoonoses of public health importance.

Professor Michele Ramsay (Gold) is Professor of Human Genetics in the School of Pathology and occupies the position of Director at the Sydney Brenner Institute for Molecular Bioscience from 2014 to present.

Vice-Chancellor's Awards 2020

Professor Johnny Mahlangu was the recipient of the Vice-Chancellor's Research Award for 2020. Professor Mahlangu is a full Professor of Haematology and Head of School of Pathology. He is also a Consultant Clinical Haematologist in charge of Haematology at the Charlotte Maxeke Johannesburg Academic Hospital and Director of the International Haemophilia Training Centre in Johannesburg.

Professor Karen Hofman was the recipient of the first Vice-Chancellor's Social Impact Research Award. Professor Hofman is the Director of PRICELESS SA based in the School of Public Health. PRICELESS SA is a research team providing information on "Best Buys" for health in SA.





REPORT

of the
Dean - Faculty of
Humanities



Professor Garth Stevens

During 2020, the Faculty's focus continued to be on the 2018 – 2022 strategic plan, underpinned by the two mutually-reinforcing objectives of producing increased amounts of research with impact, and enabling a swift, secure and stimulating postgraduate experience. However, the faculty – like the rest of the world – had to manage these foci in the context of the disruptions caused by the COVID-19 pandemic. Thus, the adjustments to our work form part of this year's Report. Part of this strategic and operational adaptation took the form of targeted stimulus grants designed to catalyze existing projects into publication. These funds were widely adopted and appeared to partially mitigate some of the downward pressures on outputs for the year. Other more specific COVID-related interventions and impacts are detailed in the sections below.

The Faculty is comprised of the academic Schools of Social Sciences; Education; Literature, Language and Media; Human and Community Development; and Arts. Committed to interdisciplinary innovations, the Faculty is also home to the Wits Institute for Social and Economic Research (WiSER), the Society, Work and Politics (SWOP) Institute, and several centres and units that, in the spirit of global intellectual cosmopolitanism constitute one of the most well-recognised and engaged scholarly resources on the African continent. The faculty's well-established African Centre for Migration and Society (ACMS) and newly proposed Tsinkinya-Chaka Research Unit were formally recognised by the University's Research Council during the reporting period. In 2020, the Faculty was also home to six A-rated and 17 B-rated scholars and ten Research Chairs, with seven of these funded through the NRF SARCHi initiative.

In 2020, research outputs continued to focus on high-impact articles, book publishing and creative research, with catalytic funding introduced to support staff with research amidst the move to emergency remote teaching. The Faculty progressed its commitments to expanding and transforming knowledge production across the human capital pipeline with ongoing attention to the postgraduate experience by further growing its postgraduate qualification through publication programmes and the targeted funding of postgraduate project-related publishing.

Over the course of 2020, and working in concert, all the Faculty's Schools and research entities' staff continued to advance internationally impactful knowledge through participation in a range of virtual dissemination events. COVID has, if anything, sharpened our attention to and leadership of intellectual projects on the questions that define and disrupt what it means to be human in the twenty-first century.

School of Social Sciences (SoSS)

Despite the challenges posed by the global pandemic, the School of Social Sciences was particularly successful in producing high-quality output in research, postgraduate student graduation, research grant awards and participated in a high number of public engagement activities in 2020. The School has 18 NRF- Rated researchers across the disciplines of History, Political Studies, Sociology, International Relations, Philosophy, Social Anthropology, African Centre for Migration Studies and Demography and Population Studies.

Staff, students, and associates of the School produced high-quality research outputs in 2020. Verification of several research outputs is still pending, however, at our most recent count, 56 peer-reviewed journal articles, 27 book chapters, and 8 scholarly monographs were produced and published throughout the year.

Postgraduate students and staff of the School also disseminated their research through numerous seminars, workshops and conference presentations. In addition to attending conferences, departments in the School also hosted various research dissemination events. Colleagues in History convened the 2020 Virtual Annual National Doctoral Conference. From Sociology, Professor Bridget Kenny was appointed to observer status for International Partner Countries on a European Union COST (European Cooperation in Science and Technology) Action funded research network: 'Worlds Of Related Coercions in Work' (WORCK). The History Workshop hosted four book launches, and co-organised and co-hosted two conferences. Professor Hamilton, from Politics was invited to be Chairperson for the International Machiavelli Society. Finally, Professor Garth Shelton, from International Relations, was awarded the Order of the Rising Sun, Gold Rays with Rosette by Emperor Naruhito, Emperor of Japan (July 2020) for the promotion of Japan-South Africa relations and promoting South African students for study in Japan. Nosipho Mngomezulu, from Social Anthropology, was celebrated as one of the Mail & Guardian's 200 Young South Africans for her work in transforming and decolonising the discipline of Anthropology.

The school also maintained its excellent record at producing postgraduate students, who will be leaders in social science research in the country and region by graduating 101 Honours students, 65 Masters students, and 11 PhDs. The School's postgraduate training contributes to the transformation of the academy at Wits and across the country. Of the 11 PhD graduates in 2020, the majority were black African students.

Members of staff of the School also had a very productive year securing research grants. Colleagues in Demography and Population Studies were awarded DTI/NRF Center of Excellence in Human Development grants. From the Politics department, Professor Hamilton, was successful in his application with Professor Lasse Thomassen and Professor Laurence Piper to the Danish Ministry of Higher Education and Science for a research project entitled 'Radical Politics Beyond or Through Representative Institutions?' Professor Hamilton was also successful in obtaining a five-year renewal of his SA-UK SARCHI Bilateral Research Chair in Political Theory.

Wits School of Education (WSoE)

The Wits School of Education continues to be recognised as a leading research led, teacher education institution that provides high quality preparation for entrants to teaching as a profession. 2020 was a particularly challenging year for the school, as the COVID-19 pandemic unfurled, and its impact was felt across the nation. Regardless of setbacks caused by the nationwide lockdown due to the pandemic, our research footprint continued to grow. Professor Leketi Makalela continued as Director of the Humanities and African Languages (Hum.AL) Centre, Dr Presha Ramsarup continued to head the REAL Centre for Education and Work, Professor Marissa Rollnick headed the Marang Centre for Research in Maths and Science Education and Dr Claudine Storbeck headed the Centre for Deaf Studies. The WSOE retained its three SARCHI Research Chairs: Professor Hamsa Venkatakrishnan - SA Numeracy Education research chair, Professor Craig Pournara took over the Mathematics Education Research chair project from Professor Jill Adler, and Professor Leketi Makalela continued in his role as African Languages and Literacy chair.

The research thrusts continued to intensify and consolidate their activities, using online platforms. The Teaching and Learning thrust, and the ICT and Education thrust organized a 10-day online writing retreat in October. The benefit of these efforts is signaled in the research output of the year, that points – on current submissions - to an upward trend.

A significant achievement of the school in 2020 was its research-led demonstration of national leadership during the COVID-related disruption of the Teacher Education programme. The lockdown resulted in school closures with many student teachers unable to go on teaching experience. Professor Lee Rusznyak led a team of teacher educators from 4 HEIs (Higher Education Institutions) in South Africa to develop an innovative online 'Teacher Choices in Action' course that was offered as an alternative practice-based learning experience where school placements were not possible. Some 15 996 pre-service teachers from 21 HEIs across South Africa have so far completed the course. The initiative was part of the Teaching and Learning Development Capacity Improvement Programme, a partnership between the DHET (Department of Higher Education and Training) and the European Union. The research provides opportunities for capacity-building in the teacher education sector and opportunities for postgraduate research. The Teacher Choices in Action module is set to continue as a viable practical alternative to school-based teaching experience in crisis situations such as COVID environments.

International collaborations continue and include partnerships with the Universities of Gothenburg (Sweden) - championed by Professor Elaosi Vhurumuku and Tübingen (Germany) – championed by Prof Elizabeth Mavhunga. Book authorships in both collaborations have reached advanced stages with publications likely in 2021. Five staff members were promoted to senior lecturer level. This was a significant achievement considering that the school has been becoming more juniorised as a result of retirements during the past few years. This is particularly important in the context of postgraduate enrolments continuing to move upwards, with 747 enrolments in 2020 compared to 664 enrolments in 2019.

School of Literature, Language, and Media (SLLM)

Despite the challenges presented by the COVID-19 pandemic the School of Language, Literature and Media maintained a significant record in the production of high-quality research outputs. Four single authored books were published in 2020, including Glenda Daniels' *Power and loss in South African journalism* and Dina Ligaga's *Women, visibility and morality in Kenyan popular media*, exploring the challenges faced by women in Africa in shaping representations and self-representations in the media. The collection *Anxious Joburg: The inner lives of a global South city*, edited by Nicky Falkof and Cobus van Staden has attracted significant scholarly and popular attention, offering an original take on how urban spaces are inhabited in the Global South.

The school's flagship research projects have offered much needed continuity in the challenging context of the pandemic. These included the Mellon-funded NEST (Narrative Enquiry for Social Transformation) project, led by Bhekizizwe Peterson, and aimed at instituting the theory and practice of narrative as a field of study in South Africa through interdisciplinary research and empirical investigations into questions of human experience, development, and social change. Despite hurdles faced by academic staff and shrinking budgets, new research collaborations have been launched, often breaking new ground in fostering interdisciplinary dialogue. This included the collaboration with Wits' School of Electrical and Information Engineering and with Queen's University Belfast in producing explainable models of Artificial Intelligence; and the collaboration with the University of Cambridge in studying the diffusion of disinformation and conspiracy theories around COVID-19.

The publication of journal articles has been in line with the previous years, with 45 authored or co-authored articles produced by members and associates of the school.

The effort to contribute to global debates and present an original critical perspective from the Global South has continued and is evident in the contribution to collaborative publications, such as *Reterritorialising linguistics landscapes: Questioning boundaries and opening spaces* (Bloomsbury), *Babel unbound: Rage, reason and rethinking public life* (Wits Press).

Wits School of Arts (WSOA)

As a multi-disciplinary school of the arts with a focus on practice-based research, the Wits School of Arts, like the creative industry in the country, was severely affected by the COVID-19 lockdowns. Nevertheless, despite the restrictions on public events throughout 2020, the staff and postgraduate students at the School remained research active and continued to engage at both a national and international level. Several staff members and departments explored and expanded the potential of online platforms for new types of performance and social engagement.

The Arts Research Africa (ARA) project in the School, funded by the Andrew W. Mellon Foundation, held an international conference on artistic research in Africa in early 2020, with open access conference proceedings published in July: <https://hdl.handle.net/10539/29248>. Also in 2020, ARA published *Meetings with Remarkable and Unremarkable Trees* in Johannesburg and *Environs* by the Finnish performance/video artist, Annette Arlander, developed out of her interrupted residency. ARA also contributed funding to two symposia, *Reframing Africa*, and *Another Roadmap for Arts Education African Cluster* (ARAC), and awarded grants to postgraduate researchers and junior staff to assist in the completion of their research projects and PhD degrees.

Neka da Costa was a recipient of the Naledi Theatre Award in 2020. Fiona Ramsay received a Fleur Du Cap Award 2020 for her performance in *The Glass Menagerie* and created a digito-theatrical project to address shifts into the virtual space, entitled *Green Screen*, for the Hilton Arts Festival 2020. Lecturer, Nontobeko Ntombela in the History of Art department was a facilitator for Crit Lab Ghana – a network of professionals focused on extending the boundaries of art thought, production, and exhibition in the international field of contemporary arts (<https://critlab.fcaghana.org/facilitators/>). Digital Arts lecturer, Ray Witcher co-curated an exhibition of African Comics at the Johannesburg Art Gallery, alongside leading comic scholars from France and Africa.

Avril Joffe, Senior Lecturer in Cultural Policy and Management (CPM) is leading a global south study on the relationship of informality to the cultural economy in her capacity as a member of the International Advisory Council of the United Kingdom's Creative Industries Policy and Evidence Centre.

Principal Tutor in Interdisciplinary Arts and Culture (IACS), Joni Brenner's work with the Marigold Beadwork Cooperative in Zimbabwe resulted in a design - the result of collaboration with Wits scientists working on the South African Human Genome Programme - which was used as the cover image for the October 2020 issue of Nature.

Drama for Life responded to the challenges created by the COVID pandemic by launching various creative research projects: 1) a series of performance videos: 'While six feet apart'; 2) 'Our Happy Place' online tools and workshops for using arts-based techniques for relieving mental health issues; and 3) Children's stories told online for groups of children staying home.

In the Music department Dr Donato Somma co-organized the inaugural public event of the Black Opera Research Network: "Black experiences in opera: perspectives from South Africa, Europe and the US". Lecturers Chantal Willie-Petersen and Andre Petersen were co-musical directors and co-curators of the Wits Jazz Cosmology Festival/Symposium - a partnership between South Africa, the US and Ghana conceived by Professor Brett Pyper and inspired by the work of leading ethnomusicologist Steven Feld. Chantal Petersen edited a SAMRO Foundation collection of 60 pieces of South African indigenous music. Professor Chris Letcher won the award for 'Best Achievement in Original Score in a Feature Film' at the South African Film and Television Awards for the score to Die Verhaal van Racheltjie de Beer.

Senior Lecturer, Jonathan Crossley presented a collection of music from 2017 – 2020 at the Bowed Electrons online festival/symposium. Cameron Harris's music featured on the January 2020 CD release, Dancing a Stone with Swiss improvisors Roland Dahinden and Hildegard Kleeb. Shortly before lockdown, Professor Malcolm Nay performed the taxing Beethoven Triple Concerto in Johannesburg and Durban with Dutch conductor Arjan Tien, US violinist Tai Murray and South African cellist Aristide du Plessis. Professor Carlo Mombelli was involved with several online sessions/concerts including Alone Together with musicians from France, Belgium, Sweden, and Switzerland. In the Film and TV department, Dr Nduduka Mntambo presented his NIHSS Best Visual Art 2020 Asymmetries as an Installation Performance Lecture at the 2020 ARA Conference.

In Fine Arts, Bettina Malcomess participated in the Artworld DAO Think Tank event at the Goethe Institute in London and presented at a digital cinepoetics workshop at the Freie Universiteit in Germany. Gabrielle Goliath's solo exhibition This song is for... was installed at the Iziko South African National Gallery in 2020. Rangoato Hlasane and Keleketla! collaborated with the British electronic music duo Coldcut to produce a critically acclaimed studio album.

Professor Sharlene Khan published a book to mark the 10th anniversary of her groundbreaking text Doing it for Daddy: Ten Years On. Professor David Andrew presented Johannesburg: Practices, Pedagogies and Desires – untethering research, with Hedwig Barry; and Revisiting the ArtSearch and 3rd Space: Decolonising Art Institutions symposia: Artistic Research as Struggle and Confrontation at the ARA Conference.

School of Human and Community Development (SHCD)

The year 2020 was challenging given that COVID-19 restrictions made data collection extremely difficult for many staff and students (especially since data collection using human participants is the predominant research method in the School) and that many of the capacity-building initiatives that we had planned could not be operationalised. Nevertheless, we were able to establish an online portal (accessible for all academic staff) using Sakai for all the School's research resources to replace some of our planned activities. Despite the COVID-19 restrictions and the extensive time and personal resources given to shift to Emergency Remote Teaching, research outputs in two of the four disciplines in the School increased significantly. It should be noted though, that many of these research outputs would have been for work completed and submitted in 2019, so dangers for potential decreases in the quantum of outputs in 2021 remain.

Some staff were able to leverage new research initiatives which were related to COVID-19 (for example, research projects looking at the impact of COVID-19 restrictions on various aspects of physical and mental health). The new School policy guiding the appointment of visiting scholars is now fully operational and we appointed several scholars with a strong focus on the Global South in 2020. We have continued to work on increasing our international research footprint and further develop our national, continental, and international networks.

Staff in the SHCD continue to feature prominently as principal investigators on multimillion-rand grants awarded to the University. The Health Communication Research Unit, continued several collaborations with local and international researchers, including the HSRC, George Mason University (USA), and the National University of Science and Technology, Zimbabwe. Dr Motlalepule Nathane Taulela established an Africa Research University Alliance (ARUA) collaboration with Makerere University, Uganda on a project looking at strengthening the capacity for research and policy engagement in shifting notions of motherhood and fatherhood for improved child wellbeing in Africa (SCaRPE). Professor Andrew Thatcher is part of a collaborative research project funded by the EU's Water Joint Project Initiative.

The project, called URBWAT, is looking at the implementation of effective greywater treatment systems in urban informal settlements. Dr Nkosiyazi Dube is a principal investigator in a study conducted in Soweto investigating informal social security and women's health promotion on a CARTA re-entry grant. Dr Ajwang Warria is a research lead/co-investigator in a collaborative USAID-funded study with Purdue University, the University of Free State, and University of Limpopo, on the nature and scope of trafficking in persons in South Africa. Dr Busisiwe Nkala-Dlamini is a co-investigator on a collaborative study conducted in Soweto with the Perinatal HIV Research Unit and Stony Brook University investigating the effect of violence on adolescent health and HIV transmission. Dr Nkosiyazi Dube, Dr Roshini Pillay, Dr Motlalepule Nathane-Taulela and Ms Laetitia Petersen received an ECAD Grant.

The School produced five books in 2020. Professor Jill Bradbury authored the book "Narrative psychology and Vygotsky in dialogue" to be published by Routledge in 2021. Professor Katijah Khoza-Shangase and Professor Amisha Kanj published their edited volume "Early detection and intervention in audiology: An African perspective" published by Wits University Press. Professor Khoza-Shangase also edited the book "Preventive Audiology: An African perspective" published by AOSIS Publishers. Professor Sharon Moonsamy co-edited the book "Empowering students and maximizing inclusiveness and equality through ICT," published by Brill Sense Publishers and edited the book "Unserved and underserved populations: New Approaches to Inclusivity" published by Lang Publishers. Professor Andrew Thatcher also produced an edited volume "Human factors for sustainability: Theoretical perspectives and global applications" published by CRC (Convention on the Rights of the Child) Press.

Staff continued to present prolifically online at local, regional, and international conferences, including several keynote addresses. Professor Andrew Thatcher, gave three keynote addresses, including one at the Society for Industrial and Organisational Psychology of South Africa's annual 2020 conference, Professor Jennifer Watermeyer gave a keynote presentation at the South African/American Speech-Language Hearing Associations' joint online conference, and Professor Katijah Khoza Shangase gave two keynote addresses at local conferences in 2020.

The School's expertise is recognised globally. In 2020, Dr Victor de Andrade was a collaborator and consultant on the World Health Organisation's project on global ear and hearing care and the World Health Organisation's project on global assistive product specifications.

Dr Francine Masson is a board member of the South African Council for Social Services Professions (SACSSP), serving on CPD committee. Dr Nomfundo Moroe was appointed onto the Professional Board for Speech-Language and Hearing Professions. The SHCD graduated more than 230 postgraduate students for 2020 including seven PhD's. Dr May, who graduated in 2020, was awarded a prestigious postdoctoral fellowship with Prof. Michèle Ramsay, Director of the Sydney Brenner Institute for Molecular Bioscience and SARChI Chair of Bioinformatics and Genomics of African Populations.

Wits Institute for Social and Economic Research (WiSER)

WiSER maintained the impressive level of accredited research outputs in 2020, with five books, 17 research articles, and five chapters. Notable books included Achille Mbembe's *Brutalism and Connected Lives* by Nolwazi Mkhwanazi and Lenore Manderson, as well as three others by Research Associates based at the Institute – Richard Steyn's *Seven Votes*, Zoe Groves' *Malawian Migration to Zimbabwe*, and Noah Tamarkin's *Genetic Afterlives*.

Under the conditions of the lockdown, WiSER maintained an active and popular schedule of over 80 on-line events, attracting large audiences of local and international scholars. Under Sarah Nuttall's direction, the Public Positions series hosted six large public lectures during the course of the year – some as panel discussions and some as individual talks. WiSER also initiated a podcast aimed at a more popular audience, publishing 20 episodes in two seasons. The series was listed as one of the best South African podcasts of the year by the *Daily Maverick*. The weekly Wits Interdisciplinary Seminar in the Humanities (WISH) worked well as an on-line event – drawing local and global scholars to a vigorous South African research forum. Notable presentations included papers by Paul Gilroy and Adam Tooze. The Institute was not able to host the international conferences planned with colleagues at Michigan, Institute for Advanced Study, and Sciences Po but the research projects did host successful and well-attended on-line workshops, including the preparatory meetings for the Society for the Study of Social Quantification and the Programme in Digital Humanities. In sum, WiSER continued to pioneer a wide array of work in the public humanities, adjusting to the circumstances of the pandemic with some success, allowing it to craft and convene academic and public intellectual events on South African and African topics of interest.

Institute staff continued to work across a range of activities: supervising twenty PhDs and twenty MAs drawn from multiple Faculties; staff participated actively in the committee work of the faculty, they also ran internal seminars; hosted the Monday WISH research seminars, and several reading groups, including a monthly PhD reading group, and an active reading group on 'Political Economy'. WISER has been working hard to find alternative funding sources: the Director has had success in raising significant funding from the Carnegie Corporation, and two other large grant proposals were submitted to the Wellcome Trust and the Omidyar Foundation. For more on WISER's work, see our website at <https://wiser.wits.ac.za>

Society, Work and Politics Institute (SWOP)

The year 2020 was a difficult but productive one. The crisis precipitated by the coronavirus pandemic presented the institute with challenges and constraints for research and public engagements, but also forced a rethinking of approaches to these key areas of SWOP's work, producing new and unanticipated forms of collaboration through experimentation. Despite the lockdown, SWOP produced over 20 accredited publications, including four books. SWOP also continues to provide a nurturing and supportive space for postgraduate students, with the majority working on research that is located within the Mellon-funded violence project that is part of the 'Precarious Society' research cluster.

'Nature and Society' and 'Precarious Society' continued to provide the main themes for the clustering of existing research projects. The project dedicated to understanding the complexities of a just transition from coal in South Africa continued as the anchor in the first. With COVID disrupting fieldwork, SWOP's research team focusing on coal spent time writing up existing research findings, participating in webinars, contributing to podcasts, and collaborating with other civil society organisations to empower and strengthen community members and activists to conduct research. Worth mentioning is the contribution of this research team to the preparation of an expert report on behalf of the Ophodweni and Emalahleni community respondents in their legal challenge against Tendele colliery mine that began in May 2020. This team also collaborated with Groundwork and Earthlife Africa to build capacity amongst a group of activists living in ten coal-affected communities to conduct research about the experience of the COVID-19 pandemic and lockdown on residents in these areas.

In the second cluster, work on popular politics in Brazil, Russia, India, China, and South Africa (BRICS) was redirected towards understanding the effects of the pandemic on politics in these countries, resulting in the production of a six-part series in the form of a blog, 'Rising Powers in the Time of Pandemic', published online by The Wire in India and shared on the SWOP website - <https://www.swop.org.za/post/brics-and-covid-rising-powers-in-a-time-of-pandemic>. The year saw the introduction of a new research cluster, 'Land, Labour and Life', that has started to shape projects dedicated primarily to understanding the related problems of poverty and the crisis of work as well as different strategies adopted across society to address them. Particularly significant and successful was a conversation recorded for the National Arts Festival between artist, Simon Gush, and SWOP Director, Prishani Naidoo, given the title, 'Land, Labour, Life' as it focused on these questions through discussion of their related work and experiences through film, photography and sociological research, writing and political engagement - <https://www.swop.org.za/post/land-labour-life>. SWOP has also supported the civil society campaign calling for the provision of a universal basic income by the South African government and the related expansion and extension of the COVID-19 relief grants.

The lockdown led to only one session of SWOP's popular breakfast seminar series convened in February: the launch and discussion of the last book in SWOP's 'Hidden Voices Series', *Bonds of Justice: The Struggle for Oukasie*, written by SWOP associate, Kally Forest. One other public seminar, 'An Alternative for a World in Crisis: the Rojava Revolution, Kurdish Freedom Movement and Prospects for South Africa's Incomplete Revolution,' was co-hosted with the International Labour Research and Information Group (ILRIG) before lockdown. Since March, online forms of engagement predominated. The SWOP website (<https://www.swop.org.za/>) began to function as more than just a means through which to publicise events and share research and publications produced by members of the SWOP community. Collaborations with colleagues that were forced online began to produce new methods of engagement and knowledge production.



REPORT

of the
Dean - Faculty of
Science



Professor Nithaya Chetty

Research Highlights

The COVID-19 pandemic that commenced in South Africa in March 2020 impacted on research in the Faculty of Science during 2020. The output and quality of research publications as well as the number of postgraduate completions will continue to be impacted in future years. As funding for research for the Faculty of Science is mainly obtained from South African funding agencies (for example the National Research Foundation), and as these resources have been redirected to national government COVID-19 priorities, it will be difficult to fund future research, especially in the experimental sciences.

Load shedding, especially, after hours or on the weekend, has represented a problem to Schools in the Faculty of Science that rely on the use of biological materials and plants that need to be maintained at a specified temperature for research.

In addition, examples of the failure of research equipment with an unreliable power supply have occurred and this represents a significant risk to research equipment for the future of the Faculty of Science.

The Faculty of Science produced 459.12 publication units. In addition, several books and book chapters were published. The research outputs for 2020 are still being collected and verified before being submitted to the Department of Higher Education at the beginning of May 2021. However, the Faculty of Science appears to have plateaued at slightly more than 450 publication units over the last few years.

Researchers in the Faculty of Science continue to publish in high profile journals. Over the last two years this included papers in Nature, Nature Communications, Nature Photonics, Proceedings of the National Academy of Sciences, Science and Science Advances.

Of the current 27 NRF A-rated scholars at the University, 12 are located in the Faculty of Science and another in the Global Change Institute that is affiliated with the Faculty. The A-rated Professors include Lew Ashwell (Geosciences), Andrew Forbes (Physics), Christopher Henshilwood (Evolutionary Studies Institute), David Lewis-Williams (Geography, Archaeology and Environmental Studies), Florian Luka (Mathematics), Fazal Mahomed (Computer Science and Applied Mathematics), Norman Owen-Smith (Animal, Plant & Environmental Sciences), Bruce Rubidge (Evolutionary Studies Institute), Robert Scholes (Global Change Institute), Roger Sheldon (Chemistry), Roger Smith (Evolutionary Studies Institute), Lyn Wadley (Evolutionary Studies Institute/Geography, Archaeology and Environmental Studies) and Yevhen Zelenyuk (Mathematics).

Three Centres of Excellence are housed in the Faculty of Science. The Centre of Excellence in Mathematical and Statistical Sciences, the Centre of Excellence in Palaeosciences and the Centre of Excellence for Integrated Mineral and Energy Resource Analysis. Extensive collaboration within the Faculty and with other Faculties takes place. In particular, a significant number of researchers contribute to the DSI-NRF Centre of Excellence in Strong Materials and the newly formed ARUA Centre of Excellence in Materials Energy and Nanotechnology.

In line with the institutions move to being a research intensive and postgraduate rich university the Faculty of Science has projected a steady increase in postgraduate registrations. The target is to reach 2200 postgraduate registrations in 2025 which is a 15% increase over the 2021 target.

Across the Faculty, postgraduate students continue to excel in their research endeavours and contribute to the knowledge base. Many have been acknowledged for their successes at the institutional, national and international levels.

Teaching and Learning

1. Organizational restructuring of Teaching and Learning Support Functions in the Faculty of Science

As of 1 January 2020, the Science Teaching and Learning Centre (STLC) and the Science Student Success Centre (SSSC) were merged into the Science Teaching and Learning Unit (STLU) under the portfolio of the Assistant Dean: Teaching and Learning. The STLU will continue offering and expanding the services and support provided by the STLC and SSSC. A process of careful and extensive consultation was undertaken to ensure alignment with the needs and goals of the Faculty and also with the Wits Learning and Teaching Plan (2020-2024) and the Wits Institutional Framework for Student Success.

STLU continues to offer support to students and staff through a range of workshops, short courses, and one-on-one consultations. This includes:

- Academic literacies and academic writing for students;
- Student Wellness and Learning Facilitation;
- Academic Advising;
- Identifying, contacting and advising at-risk students; and
- Professionalization of teaching, including staff peer evaluations.

2. Pivot to Emergency Remote Teaching and Learning

With the advent of the COVID-19 crisis and the accompanying closure of campus in March, the planning around T&L for 2020 had to change and refocus on rapidly moving T&L activities online via the WITS learning management system (LMS).

Surveys of students' ability to access online learning were conducted and regular communications from the Dean and Assistant Dean T&L went out to all students. This included a Town Hall meeting with students conducted via MS Teams with an address by the Dean and an opportunity for students to ask questions. The STLU developed extensive faculty-specific orientation material for online learning which was made available to students via the LMS.

Academics received continuous support for their online teaching from the STLU, T&L committee and academics, in conjunction with the Centre for Teaching and Learning Development (CTLTD) and WITS ICT. A dedicated faculty project page was set up on the LMS with resources around online pedagogy, how-to guides for developing and adapting course materials for online offering, and instructions and guides for using a range of technologies for doing this.

In most disciplines within the Faculty, laboratory sessions and/or practical sessions and/or field trips form an important part from the curriculum. This presents one of the most difficult challenges for online learning. In most cases, the learning goals traditionally perused through live laboratory sessions were achieved through online simulations of experiments and by providing data for students to analyse. In other cases, these learning opportunities had to be deferred to dedicated boot camp periods at the end of the academic period where they were run in well-regulated and socially distanced face-to-face environments.

Most assessments of first- and second-year courses were concluded using fully online modalities. For many exit-level courses and courses where external accreditation is required, face-to-face assessments were considered essential and were conducted between November 2020 and January 2021, in line with all COVID-19 safety protocols.

Staff Development and Transformation Initiatives

Academic staff from the Faculty of Science are encouraged to take advantage of a number of funding and development opportunities. These include the Future Professors program,

Department of Higher Education and Training: Nurturing Emerging Scholars Program, WITS Early Career Academic Development (ECAD) and the WITS-Carnegie ECAD, doctoral and post-doctoral initiatives. These are competitive programs. Due to the pandemic an online staff induction programme was set up on the web-based learning management system, Canvas, to welcome and inform new staff and probationers. Powerpoint presentations with voice-overs from the Dean, the Assistant Deans, the Transformation and Employment Equity Office and Human Resources have been made available. The Faculty Transformation Committee with representatives from the various Schools and Institutions interacts regularly with the Faculty Exec and is developing several workshops and discussion platforms.

School of Molecular and Cell Biology

The School of Molecular & Cell Biology (MCB) includes the sub-disciplines Biochemistry & Cell Biology, Genetics & Developmental Biology, Microbiology & Biotechnology and Applied Bioinformatics. These disciplines are offered within a generic multidisciplinary UG programme and the Hons theory components and diverges with the Hons laboratory-based mini-research projects in either of these four sub-disciplines. These projects are supervised by the current cohort of permanent academic staff members at all levels (L to P) and take on these students within their current allocated laboratory spaces (housed in Biology Building floor 2 and Gate House (GH) floors 1-7).

The newly refurbished Hons lab in Gate House (GH2) is almost complete and will be able to accommodate 80 students. We have also been able to purchase new equipment for this lab which will relieve some of the pressure from traditional PG labs and allow for increased capacity in Hons research project supervision. Collectively we have met all our PG (Hons, MSc and PhD) enrolment targets for 2021, despite a decline in the awarding of NRF scholarships.

Professor K Rumbold was promoted to full professor in Microbiology & Biotechnology, regaining some seniority for the faculty due to earlier retirements. The majority of staff were successful in getting external research funds: Professor Mandeep Kaur received Grand Challenges Africa (AAS Africa and Bill Gates Foundation) funding to proceed with the proposed clinical trial of the patented anti-cancer molecule, in the order of R3.7m; Dr Jean Mollett was successful in establishing a collaboration involving the sequencing the genome of the Southern Ground Hornbill which is considered highly endangered, and is partnered by BirdLife, SANBI and the Mabula Ground Hornbill Project; all staff members receiving NRF Thuthuka funding were successful in renewing their grants. MCB's total publication outputs have improved significantly compared to previous years and several staff members have established national and international collaborations, most with associated funding (i.a. SAB, Mass Mart and Nestle in SA and Diamond Light Source, Oxford University in the UK) further enhancing MCB's footprint. Furthermore, with the passing away of Professor Errol Tyobeka in 2020, the faculty is working to award his endowment for an MSc Biochemistry Scholarship to a deserving PG student in MCB (still in progress).

It should also be noted that despite all the challenges due to the pivot to online teaching as a result of the covid-19 pandemic and concomitant lockdown, the efforts and hard work of academics resulted in an overall average throughput/pass rate of ~ 85% for YoS2 and YoS3 in MCB, whilst Biological Sciences (YoS1 BiO1000 and

BioMed Eng) maintained an average pass rate of 77%. In instances where our UG students, especially in rural areas, did not have access to internet and/or electricity, we ensured all class notes were copied in-house and sent via courier, at no cost to the student, to their address of residence. As well, many online resources were procured to ensure virtual laboratory training sessions to replace the face-to-face practicals, ensuring we maintain the quality of our academic programs. We are also happy to report that our 4 staff members (3 ASM and 1 PAS) that contracted covid-19 have fully recovered and remain in good health.

School of Animal, Plant and Environmental Sciences

Staff in APES have been active in research and outreach activities. Staff and students collected various honours at the South African Association of Botanists (SAAB). Professor Bob Scholes was awarded the SAAB Gold Medal for his contribution as a systems ecologist. Postdoc, Dr Blair Cowie, was awarded the SAAB Bronze for the best PhD in Botany in the country. Professor Neville Pillay was elected to the management board of the International Panel of Behavioural Change, which is working with the UN to develop behavioural changes in people to mitigate global challenges. Professor Marcus Byrne's review of dung beetle orientation in the high impact factor Annual Review of Entomology was based on centuries of observations from the Egyptians to modern robotics, and widely read and downloaded.

Our annual Yebo Gogga Yebo amaBlomo exhibition that is a major annual feature of APES' outreach efforts was cancelled in 2020. Instead, students presented slide shows on biology topics to their extremely receptive households, neighbours and friends. Another local initiative was a weekly mystery biological item quiz administered on WhatsApp, on which staff presented visual quizzes of unusual and intriguing biological images, requiring identification. There were other notable outreach activities. Professor Sally Archibald ran an undergraduate field course at the Kruger National Park on global change to historically disadvantaged students from southern Africa. APES staff presented talks and seminars on various media platforms, including extreme fires and climate change (Professor Archibald) and marine science and sustainability (Professor Bob Scholes and Professor Coleen Vogel). Other staff provided webinars to various local interest groups, such as the Cuckoo Bird Club and The Midlands Forum, participated in local youth days and high school panel forums, and assisted local communities (e.g. Wakkerstroom Natural Heritage Association) with local environmental concerns.

School of Chemistry

The School of Chemistry provides expertise in catalysis, nanomaterials, battery technology and materials for energy, water and environmental science, sustainable synthesis of pharmaceuticals and potential pharmaceuticals, structural chemistry and chemical analysis. In 2020 the School of Chemistry hosted a record number of postgraduates (192) and reached a new high in accredited publication outputs (120). Three DSI/NRF national South African Research Chairs (SARCHI) and a Fellow of the Royal Society, as well as two Royal Society FLAIR researchers and Fellows of the African Academy of Sciences, Royal Society of South Africa, and the Royal Society for Chemistry. One of our Professors was awarded the SA Chemical Society Gold Medal. We are involved with global collaborations, including multiple synchrotron facilities around the world: Diamond Light Source (UK), Brookhaven National Laboratory (USA), and the Brazilian Synchrotron Light Laboratory. Apart from our mainstream Chemistry lecture courses a major in Applied Chemistry is offered, analytical and research services to industry provided and SMEs hosted. We have an ongoing project for beneficiation of Moringa crops and this year we patented potential anti-TB compounds. The School has also incubated a national AI/Machine learning initiative (CIRRUS) that will enhance research into STEM.

School of Physics

- Professor Andrew Forbes was appointed as the new Editor-in-Chief of the Journal of Optics;
- Professor Andrew Forbes was the recipient of the 2020 South African Institute of Physics, Gold Medal Award. and was awarded with a NRF A rating;
- Professor Deepak Kar's published a book on "Experimental Particle Physics" describing the different steps of analysis of data in Large Hadron Collider (LHC) at CERN, aimed at postgraduate students: <https://iopscience.iop.org/book/978-0-7503-2112-9>;
- Professor Bruce Mellado was awarded a substantial grant for the "COVID-19 Visualization and Analytics for Southern Africa" (20-COV-03) from IEEE HAC & SIGHT;
- Professor Bruce Mellado was elected by the Premier of Gauteng, Mr. David Makura, to serve on the Gauteng COVID19 Advisory Committee;
- Professor Bruce Mellado and his colleague's proposal on "Predictive modelling and forecasting of the transmission of COVID-19 in Africa using Artificial Intelligence" was selected for the COVID-19 Global South AI & Data Innovation Program of the Canadian IDRC in partnership with the University of York. The project is budgeted for 1.2 million dollars. Professor Mellado serves as co-director;
- Professor Somnath Bhattacharyya, his postdoctoral fellow, Dr Christopher Coleman, students, and collaborators published an article in the New Journal of Physics, entitled "Effects of Rashba-spin-orbit coupling on superconducting boron-doped nanocrystalline diamond films: evidence of interfacial triplet superconductivity."
- Professor Deena Naidoo's term of office as Vice Chair of International Union of Pure and Applied Physics (IUPAP) Commission C14 (Physics Education) was extended to 2021 end. Professor Naidoo is the current President of the South African Institute of Physics;
- The Structured Light group led by Professor Andrew Forbes published the first demonstration of Multi-dimensional entanglement transport down single mode fibre in Science Advances with downloads in the excess of 8000 reaching international news and featured in 100s of on-line stories including in Physics Today, Physics World, Phys.org, IEEE Spectrum and Optics and Photonics News;
- The Group's research works appear on the front cover of top journals: PhD student Isaac Nape paper in Multi-dimensional and High-dimensional Entanglement - the American Institute of Physics Journal Quantum Science, A paper on Structured Light from Lasers - The Journal Laser & Photonics Reviews, Stirling Scholes MSc work on Digital Micromirror Devices - SPIE's Optical Engineering, PhD work by Hend Sroor on Fractal light from lasers made the list of top 30 optical highlights published in the Optical Society of America's Optics & Photonics News;
- Mr Jonathan Pinnell, PhD student was awarded the D.J. Lovell Scholarship;
- Ms Danielle Wilson, Honours student, was selected in the CERN summer student programme, through an extremely competitive process, out of over four thousand applicants worldwide;
- Mr Edward Nkadimeng, a MSc student, was appointed as ATLAS Phase-2 Low Voltage Power Supply (LVPS) system and Detector Control System (DCS) working group co-leader who will lead an international team that will be delivering on critical electronics for this upgrade of the Tile Calorimeter of the ATLAS detector;
- Ms Sukanya Sinha, a PhD student was selected to ATLAS Early Career Scientist Board for two years;

School of Geosciences

The School's researchers are engaged in strengthening existing collaborations and partnerships with industry as well as looking for new collaborative opportunities. Below are some of the highlights from the past 12 months.

1. Research

Professors Durrheim, Nwaila and Mansi lead different research projects associated with the Advanced Orebody Knowledge SAMERDI programme in partnership with the Mining Precinct. This research involves postgraduate students solving real-world problems that impact on mining and mine safety. Professor Gibson is collaborating with colleagues in the School of Physics (WITS) and at the Botswana International University of Science & Technology (Botswana) in the Panafrican Planetary and Space Science Network Project (PPASSN) Intra-Africa Mobility Scheme designed to promote Space Science studies in Africa. Professors Susan Webb, Lewis Ashwal and Allan Wilson form part of a team that was awarded US\$ 1.5 million as collaborators in the International Continental Scientific Drilling Program (ICDP) - Bushveld Complex Drilling Project.

2. Research Equipment

Professor Bolhar and Dr Bybee secured a second NRF-NEP large grant to further expand high-end analytical infrastructure within the School of Geosciences. New instrumentation consist of a collision/reaction cell Multi-Collector ICPMS and a Thermal Ionisation Mass Spectrometer, complementing the existing Laser Ablation Single and solution-based quadrupole ICPMS. The expanded facility will allow truly interdisciplinary and ground-breaking research in Earth Systems, including ore deposit studies, archaeology, paleontology, hominid evolution and climate change, allowing students to receive training in cutting-edge analytical geochemistry.

3. Recognition of researchers

Professor Judith Kinnaird (CiMERA Co-director) won the NSTF-South 32 award in recognition of her Contribution to SET through Management and related activities while Professor Raymond Durrheim was a runner-up in, "Lifetime of Research" category. Postgraduate students were honoured by the Geological Society of South Africa for their contributions to geoscience: also received recognition for their research outputs: Ms Bibi Ayesha Jogee received the Houghton award for the best Honours thesis at South African university while Ms Lechelle Goslin was the recipient of John Handley Award and Corstorphine Medal for her Masters thesis.

A PhD student, Willem Kruger was congratulated for publishing his research, proving that magma chambers can be totally molten, in Nature Communications and has published a paper "Magmatic karst reveals dynamics of crystallization and differentiation in basaltic magma chambers" in Scientific Reports, a member of the Nature family of journals.

4. Teaching and Learning

The School of Geosciences achieved Tier I ranking in Geosciences Training and Research by the Minerals Education Trust Fund (METF), a position held since the formation of METF. The School (Professors Drennan, Gibson and Dr Enslin-Scheiber) were awarded a Virtual Reality Lesson Development Grant by "Edify" to promote learning about the biggest and oldest meteorite impact structure in the world; students worldwide will have free access. The School of Geosciences is playing a leading role in driving the "Avoiding Extinction – the Future of Geoscience in SA Summit" which hopes to address the enrolment crisis in Geosciences and the difficulties faced by universities in attracting top students into the discipline. Professor Drennan coordinated University Geology/Geosciences feedback on the Geoscience Act, as the Act will have unintended consequences that will further harm the future of Geoscience Education in South Africa.

5. Student support

The School of Geosciences established the student driven "Bridge the Gap Mentoring Programme", were trained postgraduates mentor undergraduate students. Professionals in industry mentor the mentors. This scheme has been so beneficial (especially in COVID) that the programme has now been duplicated in four other universities offering Geoscience Degrees. The School also secure a R2.6 million endowment – the Steve Kearney Trust Fund - that will support postgraduate students.

6. Service to the community

Professor Durrheim serves on the Wits Integrated Mine Health and Safety Research Group and produces monthly reports which is distributed to all stakeholders. He was requested to Chair the newly formed DSI-NRF-SAIMI Community of Practice in Oil and Gas. The Seismic Research Unit is actively engaged in earthquake monitoring associated with mining activity, and directly contributes to Mining Occupational Health and Safety. Professor Abiye is involved in water research management and is active in monitoring water quality in nuclear power stations.

School of Geography, Archaeology and Environmental Science

In 2020, 372 students registered for Archaeology and Geography undergraduate courses. In addition, 51 Honours students, 52 coursework Masters programmes, and 71 students Masters by research students registered in the School of Geography, Archaeology and Environmental Studies (GAES). Nineteen of these Masters students graduated in 2020. Nine of the 100 doctoral students registered in 2020 graduated during the year.

GAES staff, students and honoraries published a total of 130 peer reviewed papers and chapters in 2020, while staff, students and honoraries in the school's Rock Art Research Institute, published two edited volumes and 46 peer reviewed papers and chapters. This included papers in international high impact journals. These include Wadley et al. in *Science*, which presented evidence for cooked starchy rhizomes in Africa 170 thousand years ago; Beaudet et al.'s paper in *Nature* on Little Foot's brain and how our ancestors moved around the landscape from 3.6 million to 1.5 million years ago; Georgiou et al. set out the evidence for habitual climbing in a Pleistocene hominin in South Africa in *PNAS*; Rush & Wurz discussed the early evidence for music in the archaeological record in the *Journal of Archaeological Science*, and Wadley et al. reported in *Science* on fire and grass-bedding construction 200 thousand years ago at Border Cave, South Africa.

The Evolutionary Studies Institute

Professor Jonah Choiniere, his postdoc Dr Kimi Chapelle and collaborators presented 3D reconstructions of the 2cm-long skulls of some of the world's oldest dinosaur embryos in the world in the prestigious journal *Scientific Reports*. These tiny embryos grew into 5m long herbivores that lived in southern Africa about 200 million years ago.

A-rated scientist Professor Roger Smith and colleagues in the ESI published a series of ten papers in the *South African Journal of Geology* updating the distribution of fossils through time in the Karoo Basin. This biostratigraphy is used by palaeontologists all over the world who study Permian and Triassic fossils.

A-I rated scientist, Professor Lyn Wadley and colleagues in the ESI made international headlines with their paper in the very high impact journal, *Science*. They showed that people inhabiting Border Cave, perched on a cliff between eSwatini (Swaziland) and KwaZulu-Natal in South Africa, have been using grass bedding to create comfortable areas for sleeping and working on at least 200 000 years ago.

School of Statistics and Actuarial Science

The School produced 108 BSc, 70 BScHons and three MSc graduates in 2020. In addition, two staff members completed their PhDs and another qualified as a Fellow of the Actuarial Society of South Africa. A further 31 graduates also qualified as Fellow Actuaries.

Other 2020 staff and student achievements include:

Seven publications in accredited journals, with a further two pending verifications, plus two unaccredited journal publications.

Mr Kwanda Ngwenduna (graduate) and Mr Rendani Mbuyha (staff member who supervised his thesis), were awarded the IACA (International Association of Consulting Actuaries) best paper award at the Paris Colloquium for their paper entitled "Generative Adversarial Networks for Actuarial Use." Mr Mbuyha was also a participant and speaker in the thematic area of Artificial Intelligence at the 5th BRICS Young Scientist Forum hosted by Russia in September 2020.

Professor Roseanne Harris was the sole nominee for President of the International Actuarial Association in 2022, and will serve as President Elect in 2021. Professor Harris is the second South African to be elected to this position.

Mr Ronald Richman, a graduate of the Wits Actuarial Programme and a qualified Fellow actuary of the Actuarial Society of South Africa, wrote a prize-winning paper on artificial intelligence in *Actuarial Science*. This paper not only won the Hachemeister prize in the USA, but earlier won a similar award from the Institute and Faculty of Actuaries in the UK.

School of Computer Science and Applied Mathematics

The School of Computer Science and Applied Mathematics continues to strive for excellence in terms of quality research outputs and student graduations. Academics published in high quality journals of high impact factor. The School is working hard to introduce online courses in Data Science. Benjamin Rosman has been in collaboration with Google Deepmind for many years, where he has been in long negotiations to organise Wits scholarships. Deepmind is the absolute top research organisation globally. They will be offering four MSc scholarships for students working in theoretical/foundational/algorithmic areas in AI/ML (all based on programmes offered in CSAM) to the total value of \$91,504. It is also prioritised for black students. Wits is one of three institutions in Africa offering this. Ritesh Ajoodha is one of the distinguished teachers in the school and obtained a prize for teaching in the Faculty of Science. The School prides itself on these committed lecturers. Our data science programs continued to produce well trained students.

School of Mathematics

The School of Mathematics is research intensive, as well as teaching intensive. The school is also active in the mathematics community.

Researchers hold conferences, attend conferences worldwide and publish extensively in international journals. Florian Luca (Number Theory), Arnold Knopfmacher (Combinatorica), Abdul Kara (Differential equations) and their teams are worth special mentioning.

The School of Mathematics at Wits has the highest number (amongst all universities) of women who are NRF rated.

The School of Mathematics introduced the new third-year course Intermediate analysis in Semester 1 2020. The adapted Real Analysis course was offered in Semester 2 for the first time during 2020. These changes were the final step in addressing concerns from the 2016 QQR.

During the pandemic colleagues excelled in adapting to the new circumstances and ways of teaching, although they found the environment stressful.

The school is active with regard to service to the mathematics community. Staff referee papers for international journals, externally for other universities and serve on various national and international panels. To raise interest and love for the wonder of mathematics, the school with support of the Faculties of Science, Engineering and Management and Law, organises annual Mathematics Competitions for grade four to grade 12 learners, as well as for students annually and this is fast becoming an international competition.





SECTION 3
Vice-Chancellor's
Office



REPORT

of the Vice-Chancellor and Principal



Professor Adam Habib

3.1.1 Statement of self-assessment of the Vice-Chancellor and Principal in attaining the objectives set for the period under review with summary detail of realised achievements

The performance of the Vice-Chancellor and Principal in 2020 must be assessed in terms of the success of the collective executive management in driving the University's strategic initiatives.

In 2020, I announced that I would be stepping down as Vice-Chancellor at the end of the year and so this period was used to close an academic restructuring exercise which began seven years earlier. In broad terms, this restructuring has been reported on in previous reports. However, the onset of the COVID-19 pandemic shifted developments in quite significant ways and overshadowed what was meant to be a concluding year for the programme by forcing a whole series of new initiatives to address the challenges which are outlined in more detail in the report.

In 2020, we once again moved closer towards our strategic objective of increasing postgraduate numbers with our total number of postgraduate students being just over 15 000 which is approximately 38% of our student body. Our throughput continues to increase gradually and over 9500 students graduated in 2019. Due to the pandemic, the University's academic programme shifted online for the majority of the year. Initially, there was debate about whether to shift to online learning given the deep inequalities of our society and student body. The University adopted the view that we cannot retreat to the lowest common denominator and halt the academic programme. Instead, we actively mitigated for the inequalities in our community through the procurement and distribution of 4000 devices to those in need. The University also provided mobile data to our 37000 students and subsequently to our staff. This allowed us to shift our operations online in a significant way. The academic, professional and administrative staff, particularly those in our Information and Communications Technology Department, worked beyond the call of duty and we were broadly able to deliver the academic programme online and complete the academic year. This process was closely monitored by the DVC: Academic and Faculties and appropriately adjusted as and when required. The net effect of this intervention saw an increase in attendance rates of lectures and tutorials, and pass rates were broadly in line with previous years. Wits' shift to emergency remote learning was one of the more successful in the system.

With the onset of the pandemic, we anticipated a decline in research output due to our academic staff playing a more substantial role in online teaching. Nevertheless, we are pleased to report that research output is broadly the same as the previous year. Our research impact can also be measured through our knowledge and social leadership. This was reflected in how our Faculty of Health Sciences participated in the vaccine clinical trials, our students and staff manufactured face shields, our campus was used as a site for COVID-19 testing facilities, and our physics and science scholars were at the cutting-edge of predictive modeling through the creation of a dashboard which has been used by local and provincial government to predict the trajectory of the virus.

Our leadership also played a fundamental role in public discourse and shaping government's response to the pandemic. All of this speaks to two issues that have been highlighted previously. Firstly, the plateau in research output suggests that we need to develop a new strategy to enhance output which will be attended to by the new leadership. Secondly, our research productivity remains true to the research-intensive agenda of the University and demonstrates why it is important to guard our research-intensive universities in the South African Higher Education system.

The University continues to drive transformation so as to ensure that our institutional make-up represents the diversity of our country and its history. As mentioned in the previous report, our eight-point strategic plan on Transformation underwent a review in 2019 as we had achieved many of the targets set and a new plan was developed for 2020. The eight pillars were reduced to five priority areas: diversifying the academy; institutional culture; institutional naming; curriculum reform; and language policy. An important element of our new Transformation Priorities remains diversifying the academy. By its very nature, diversifying the academy will take time and this vital project will continue. However, we have made progress on this front over the past seven years. Overall, we have increased Black academic staff from 39.97% in 2013 to 54% in 2020 and moved from 50.58% male and 49.42% female academic staff in 2013 to 48.7% male and 51.3% female in 2020. Following the review of the diversifying the academy component of our transformation agenda in 2019, the University was awarded a further grant by the Carnegie Corporation of New York to advance transformation through strengthening the early-career pipeline. The University's Chancellor will also be launching the Female Academic Leaders Fellowship fund in 2021 to further the development of female academics at the University. Our Institutional Naming Committee has been active in renaming our spaces and places, and our Language Board continues to implement the Language Policy. There have been several successful initiatives in terms of curriculum reform. In terms of institutional culture, the Transformation and Employment Equity Office has developed an active agenda for rebuilding the institutional culture as one of empathy, caring, agency and accountability. Transformation remains a priority for the University and will remain so over the coming years.

Our financial income remains stable for now. Wits has been able to optimise its income from government subsidies and produce a break-even budget over the last few years. This, however, is unlikely to continue given the existing economic challenges and the consequent decline of tax receipts.

The national and global economies are predicted to enter into a long and deep recession, increasing uncertainty and thereby pressurizing an already fiscally constrained higher education sector. It is anticipated that the subsidy increase in 2021 is likely to be significantly lower than the inflation rate. In addition, new risks have emerged in the system and one of these is student historical debt. By the end of 2020, historical debt at the University stood at R1 billion. No institution can sustain this level of debt and there is an urgent need at a systemic level to bring this to an end. This, together with a shrinking revenue stream, means that we need to tighten our belts and collectively work together to ensure the financial health and sustainability of our Institution and the sector as a whole.

Our institutional partnerships have continued to grow over the past year. Wits has developed strong collaborations with institutions in both the Global South and North. Our partnerships with the private sector have been growing from strength to strength, especially in the mining, energy, and digital sectors. We maintain excellent research relationships with universities across the South African Higher Education sector. The establishment of the Gauteng Research Triangle with the Universities of Pretoria and Johannesburg is starting to initiate important collaborative research projects. The African Research Universities Alliance (ARUA), of which the University is a founding member, remains an important organisation on the continent. The United Kingdom Research and Innovation (UKRI) Global Challenges Fund collaboration with ARUA has proven successful for many of our Centres of Excellence since 2019 but as with many changes in the sector globally, the pandemic will have a financial impact on this partnership.

Over the next few years, we will be focusing on key funding programmes and increasing our alumni engagements. The University's Centenary Campaign, which aims to raise significant funds for the University to take it into its next century, is in full swing and we have raised over R1.5 billion towards the R3 billion goal. These investments will be directed to both addressing the systemic challenge of financing 'missing middle' students and enhancing our academic programme. The lockdowns around the world meant that local and international travel was not possible, but we shifted our donor and alumni engagements online which allowed us to engage with more alumni than we have before. We will be increasing the momentum as we head towards our centenary in 2022.

Our infrastructural investments for 2020 were delayed due to the national lockdown but significant investments are being made into our clinical training platform to expand our reach into underserved communities. Another highlight is the Wits Chris Seabrooke Music Hall which is set for completion in 2021.

In addition, we are proceeding apace with our plans for the revitalisation of the University's urban environment and the creation of a digital innovation precinct in Braamfontein.

Overall, we had a successful year in 2020 despite the circumstances and hope to continue improving on our key targets. However, with the current global pandemic caused by COVID-19, we are aware that the higher education sector is going to be impacted heavily. The entire sector must see this as an opportunity to come together and provide solutions and new ways of thinking for the academy. It is important for each part of the higher education system to work optimally so that the whole system succeeds. Wits, as part of this system, is committed to enhancing the entire Higher Education Sector, and working towards meeting the developmental agenda as enshrined in the South African Constitution.

The last few years have been a growth spurt for the University. It is important that research universities are present in South Africa otherwise we cannot address the challenges of our time from an African perspective. The University cannot do this alone. This can only be done in partnership with government, the private sector, and other stakeholders. If we do not address the systemic challenges that face us all then we risk losing research-intensive universities on the African continent and more specifically in South Africa. This would be a tragedy and the single most substantive failure of the post-apartheid government.



Professor Adam Habib

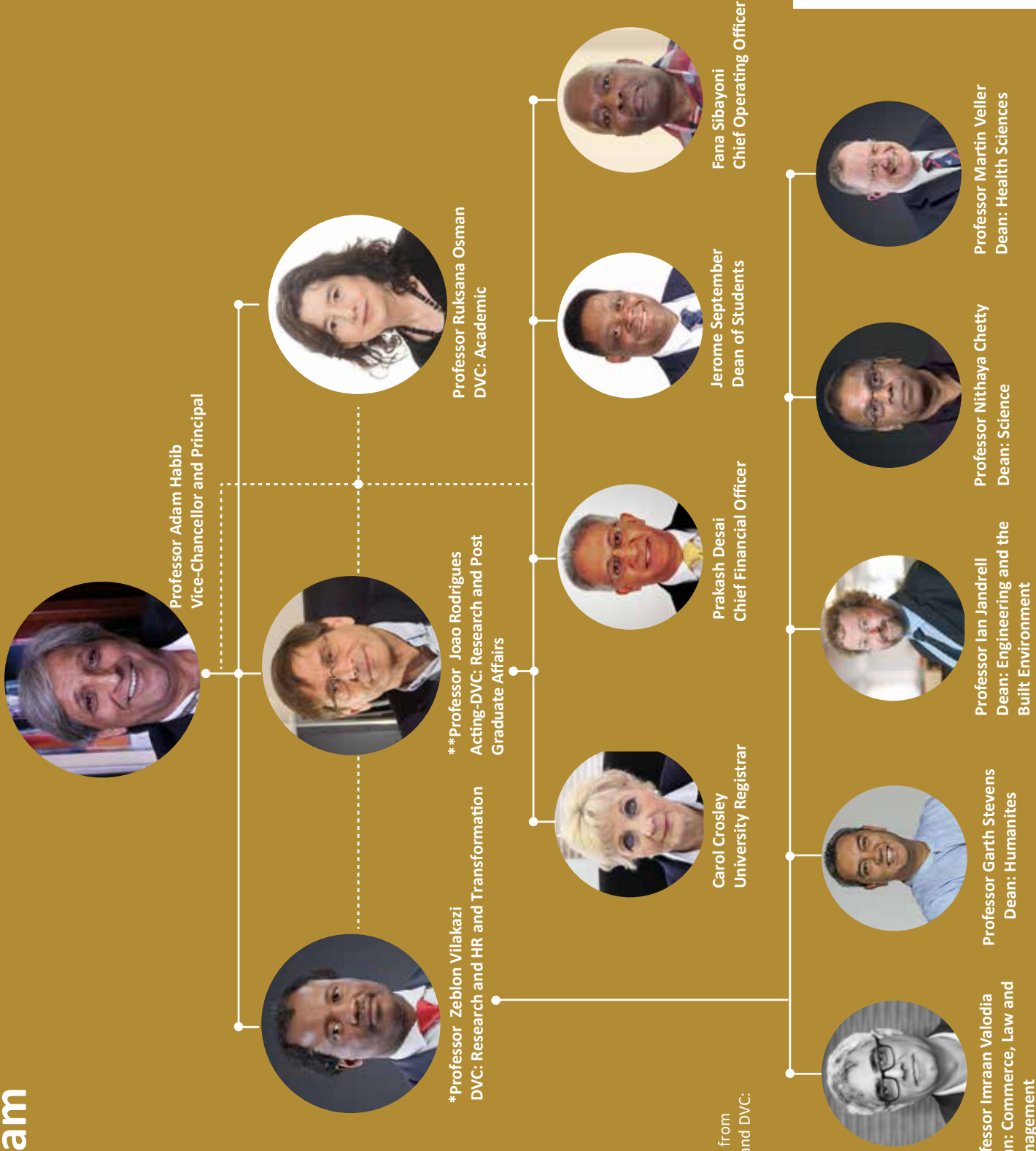
Vice-Chancellor and Principal
University of the Witwatersrand

30 June 2021

Senior Executive Team



UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG



* Professor Zeblon Vilakazi took over from Andrew Crouch in March 2020. Professor Vilakazi was the Vice-Chancellor: Designate from July 2020 and played the role of DVC: Research and DVC: HRT for a period in 2020

** DVC: Research and Post Graduate Affairs, Joao Rodrigues acted from July 2020. Prior to this Professor Vilakazi played the role of VP and DVC: HRT and Research and Post Graduate Affairs.

Figure 3.1.2 Senior Executive Team

3.2 Achievement of the administrative structures and resources (Personnel and Systems)

3.2.1 Principal managerial/administrative achievements, structures and resources

Wits is a research-intensive university renowned for its academic excellence, contribution to knowledge creation and the generation of high-level skills that impact positively on society and drives our economy forward. We remain globally competitive and locally responsive, in touch with our contemporary environment and cognisant of our role within a society that pursues a developmental agenda.

These imperatives informed the strategic and operational plan that was developed and implemented by the Senior Executive Team (SET) for 2020.

SET, in conjunction with the University Council, also developed and implemented an institutional performance scorecard for 2020 which focused on nine strategic goals:

1. Teaching effectiveness and enrolments;
2. Research output and research profile;
3. Technology and infrastructure;
4. Finance (stability);
5. Transformation;
6. Institutional culture;
7. Fundraising;
8. Operational efficiency and effectiveness; and
9. Impact.

Performance indicators, targets and related measures were designed and aligned to these strategic goals. These are illustrated in detail in the Institutional Scorecard, Section 3.7.

3.2.1.1 Teaching effectiveness and enrolments

The University is making steady progress towards achieving one of its key strategic objectives of having 45% of its student body comprising of postgraduate students by 2022. This goal speaks to the objectives of the National Development Plan, the new Draft White Paper on Science, Technology and Innovation and other national priorities, which require specialised experts to contribute to the global knowledge economy and to tackle the challenges of the 21st Century, some of which are still unknown. In 2020, postgraduate students made up 37,48% of the overall student body.

At the same time, Wits has undertaken an in-depth self-assessment of its strategic aspirations and capabilities relating to the delivery of education through online and part-time channels for undergraduate and postgraduate programmes. These ambitions are reflected in Wits' 2020-2025 enrolment plan submitted to the Department of Higher Education and Training in 2020. These online and part-time channels provide additional access to students and contribute to flexible learning opportunities. The University estimates that approximately 8 000 students will be enrolled in part-time and online studies by 2025, with an estimated total enrolment of 44 000 by 2025. The science, engineering and technology proportion of the student body will remain steady at 51% over a five-year period.

Completion rate

The completion rate (in minimum time) for Honours degrees has increased significantly from 79% in 2015 to 91% in 2020; in the six-year professional undergraduate degree it increased to 60% in 2020. However, completion rates in third- and 4-year undergraduate degrees have changed very little over the past five years. In 2020 the completion rates were 33% and 37% for 3-year and 4-year degree programmes, respectively. There were a record number of graduates in 2020, over 9 100 students.

As the existing five-year Learning and Teaching Plan ended in 2019, a review of the Teaching and Learning 2015-2019 was conducted and a new 2020-2024 Teaching and Learning Plan was developed. As indicated below, the implementation of the new plan commenced in 2020.

Implementation of the 2020-2025 Learning and Teaching Plan

A consultative process was followed during 2019 to develop the Wits Teaching and Learning Plan 2020-2024, which was approved by Senate in October and respectively in Council in November 2019. The new plan has seven focus areas, chosen to support Wits' intention to be locally relevant and globally competitive. The focus areas are: (1) increasing flexible and life-long learning opportunities, (2) enhancing academics as university teachers, (3) strengthening institutional capacity for curriculum development and renewal, (4) diversifying assessment methods, (5) expanding postgraduate education, (6) expanding innovative formal and informal learning spaces, and (7) using data analytics to promote student success. In 2020 the primary focus was on area (1), increasing flexible learning opportunities, as fully discussed below. Given the immediate need to move to Emergency Remote Teaching and Learning as a result of the pandemic and as more fully set out below, was the need for intensive support, and sharing among staff on pedagogy, curriculum and assessment. Data analytics were used to monitor students' use of the LMS and to provide support interventions as needed.

Emergency Remote Teaching and Learning

As a result of the COVID-19 pandemic and associated lockdown across South Africa in March 2020, the first term ended one week early. Plans were devised to implement Emergency Remote Teaching and Learning (ERT&L) in an online mode in the second term. This required all courses to have an active site on the University Learning Management System (LMS), and staff to receive guidance and support on how to quickly move their teaching and assessment tasks online. It also required students to have access to devices on which they could access the LMS, data and internet connectivity. Through a special COVID-19 Relief Grant, coupled with reallocation of some of its own funds, Wits was able to provide data bundles to all students in South Africa, and acquire a pool of laptops, which was delivered by courier on loan to students in most need of devices. Faculties conducted online orientations for students to ERT&L from 14-17 April, and courses began in an online mode on 20 April 2020. The academic year, including final assessments, the vast majority of which were done remotely, were concluded in December 2020. Supplementary and deferred assessments took place in January 2021. Through the collective efforts of staff and students, we did not lose the 2020 academic year despite the challenges brought about by the pandemic.

Framework for Student Success

Following the approval of the Wits Institutional Framework for Student Success in 2019, an expanded and strengthened Student Success Committee was constituted as a sub-committee of the Senate Teaching and Learning Committee, and its charter was approved in 2020. The committee oversaw the development and approval of the Data Governance Framework for Student Success, which includes eight measurable student success indicators.

Throughput and Graduation

There has been a steady increase in throughput, with more students completing their degrees in the required time. An analysis of the throughput rate of undergraduate and postgraduate students at Wits for the period 2015 – 2020 is reflected in the table 3.2.1.1. Whilst the throughput rate of the University can be measured in many ways, it is reflected as the total number of graduates in a particular year, divided by the number of students in that year, which skews the graduation rates.

The best way to measure throughput is to look at the year-on-year increase over a period of several years. The total postgraduate graduation numbers increased to 38.37% in 2020, whilst the undergraduate graduation numbers decreased to 61.63% over the same period.

Year	2015	2016	2017	2018	2019	2020
PG Enrolments	11566	12730	13258	14314	15292	15678
PG Graduations	3639	4117	4431	4651	5004	4771
Graduation rates	31.5	32.3	33.4	32.49	32.72	30.43
UG Enrolments	21864	24296	24614	25639	25510	25178
UG Graduations	4119	4478	4691	4928	4850	5194
Graduation rates	18.8	18.4	19.1	19.2	19.0	20.62

Table 3.2.1.1 Analysis of throughput rates

New Programmes

In 2020, the following qualifications were accredited by the Council on Higher Education (CHE) and registered by the South African Qualifications Authority (SAQA): Advanced Diploma in School Leadership and Management, Bachelor of Arts in Theatre and Performance, Master of Arts in Theatre and Performance, Master of Management in African Philanthropy, and a Bachelor of Nursing.

3.2.1.2 Research output and research profile

It has become challenging to sustain the unprecedented growth in research productivity yielded over the past few years. Having said this and notwithstanding the challenges brought about by the pandemic, Wits achieved productive results in terms of research productivity and quality in 2020. 1 997 units of research publications were submitted to the Department of Higher Education and Training in 2020 and of these 1 919 units were approved. This constitutes an approval rate of 96% for 2020 and an average approval rate of 97% over the last five years, a rate which Wits is proud of.

To this end, it is pleasing to note that 96% of Wits' research output that was submitted was published in international journals, according to the new approved indices, and 69% in the prestigious Web of Science (ISI) accredited journals. According to the Web of Science, 35 of Wits' journal articles published in 2020, were regarded as 'Highly Cited'. This means that these publications were considered as falling within the top 1% of global publications, separated by the number of citations received and three publications were considered as 'Hot Papers', placing these publications within the top 0.1%. In 2020, we also saw an unprecedented number of Wits authored journal articles being published in three key broad-discipline journals of high ranking, namely in Science (two articles), Nature (6) and the New England Journal of Medicine (7).

Wits continues to enjoy the talents of 434 NRF-rated researchers, 27 of whom are A-rated. Wits also continues to host 30 South African Research Initiative Chairs and six DST-NRF Centres of Excellence (CoEs).

As was the case in 2019, Wits' research in 2020 remained primarily focused on work in the areas of the Sustainable Development Goals and the 4th Industrial Revolution. In terms of this Wits remains the only University in Africa with its own access to a quantum computer.

Wits also reported 19 major discoveries emanating from research. These discoveries were reported in the media. The advertising equivalent generated by these announcements was worth approximately R 20.6 million. These discoveries ranged from the discovery that dung beetles can use the wind to navigate, to a deeper understanding that depression can increase the risk of (Human Immunodeficiency Virus (HIV) infection amongst teenage girls.

The awards given to various academics of the University was of immense pride to Wits. These include (i) the Oppenheimer Memorial Trust Fellowship to Professor S Mahdi; (ii) the African Union Kwame Nkrumah Award for Scientific Excellence for Professor L Koekemoer; (iii) the 2020 NSTF-SOUTH32 AWARDS - Lifetime achievement award to Professor M Ramsay; (iv) the 2020 NSTF-SOUTH32 AWARDS - Data for Research Award to Professor M Collinson; (v) the 2020 NSTF-SOUTH32 AWARDS - Management Award to Professor J Kinnaird; and (vi) the Alumni Award of Merit from the Harvard T.H. Chan School of Public Health to Professor K Kahn.

Professor Bob Scholes, the Director of the Wits Global Change Institute, was recognised by the Web of Science as a highly cited researcher in 2020. This means that his publications have attracted sufficient citations to place his publications in the top 1% globally in his chosen field of research.

Professor Andrew Forbes received the SA Institute of Physics Gold Medal. The SAIP Gold Medal is the highest accolade that can be conferred in South Africa for achievements in the field of Physics.

Wits continues to establish new institutional partnerships and to build on existing partnerships. The partnership with IBM continues to deliver fruitful benefits for research, especially in the field of Quantum Computing. This partnership will include several other South African Universities and Science Councils. Wits has also continued to participate in the African Research Universities Alliance (ARUA), which has now secured significant funding for the establishment of 13 Centres of Excellence. Another major development flowing from our involvement in ARUA, is a partnership between ARUA and the Guild of European Research-Intensive Universities (The Guild). A joint statement requesting that 10% of the European Union funds to the African Union be ring-fenced to enable research and training partnerships between African and European Universities was released in 2020 under the auspices of this partnership. Wits continues to include the Universities of Venda and Limpopo in most funding applications to international organisations. In addition, Wits entered into agreements with the Brookhaven Institute in the USA and the Brazilian Synchrotron Light Laboratory to allow academics to use both their synchrotron facilities.

Throughout 2020, many research projects, primarily in the Faculty of Health Sciences were initiated in response to the pandemic. These include the development of vaccines, the establishment of testing facilities and the conducting of clinical trials on treatment therapies to treat the SARS-CoV-2 virus. Our epidemiologists and data scientists also tracked the evolution of the pandemic in order to provide an evidential basis to inform policy making.

Finally, the Gauteng Research Triangle (GRT), which is a consortium of the three research universities in Gauteng, namely, Wits, the University of Pretoria and the University of Johannesburg participated in the South African Population Research Infrastructure Network (SAPRIN) project, particularly in respect of the two new urban research nodes launched to improve responses to the Covid-19 pandemic.

3.2.1.3 Technology and infrastructure

Through the collective efforts of the University's ICT staff, academics and students, we were able to use existing infrastructure, to effectively roll-out the University's Emergency Remote Teaching and Learning (ERT&L) Programme. Fortunately, the University's flagship ICT upgrade project, which improved the entire networking and security infrastructure of the University, was completed in 2019. This assisted in the seamless delivery of ERT&L during 2020.

We were also able to make use of our Smart Classrooms, by enabling lecturers to stream content to large classes.

Unfortunately, the pandemic interrupted the implementation and completion of several infrastructure projects. We were however able to re-direct our focus to the roll-out of digital projects, the development of an institution wide sustainability strategy and the delivery of generator solutions.

3.2.1.4 Finance

Wits University remains committed to upholding the principle of access to quality free higher education, (within the available resources) for those who qualify and cannot afford it.

Considering the extenuating circumstances associated with the pandemic and in addition to the concessions already granted over the last five years to enable greater access, in 2020, Wits waived interest on debt owed in respect of 2020 tuition fees and refunded students up to 70% for study materials not received, or services not rendered, and up to 25% of accommodation charges for the number of days not spent in residence.

In addition, the University contributed an amount of R17 million towards a Hardship Fund in 2020. Through this Fund, 375 students received assistance to register amounting to R10m and prior to the Lockdown, 251 students received assistance with accommodation amounting to R6m. The University has also allowed students who owe less than R100 000, and who have applied to the Hardship Fund, and who are eligible to be funded, but who were not assisted due to limited funds being available, to register upon signing an Acknowledgement of Debt.

Council funding to the amount of R107m was allocated towards Scholarships, Bursaries and Financial Aid for the 2020 Academic Year. Of the R107m, an amount of R36m was allocated towards Merit Bursaries for undergraduate students and R54m towards Merit Bursaries for postgraduate students.

Wits registered 9 467, National Students Financial Aid Scheme, (NSFAS) funded students in 2020. Funds were raised from a number of public and private sources to enable the provision of funding and loans to students who come from households with an annual income of between R122 000 and R600 000, referred to as the missing middle. Despite the best efforts by Wits in this regard, the funding of the missing middle continues to remain a challenge.

The University incurred unanticipated expenses in 2020 as a result of the circumstances associated with the pandemic. To this end, an amount of R30 million was incurred by the University. Approximately R27million was spent on the procurement of devices and the payment of data costs to enable students to fully benefit from Emergency Remote Teaching and Learning during the pandemic.

In terms of macro finances, Wits continued to strive to raise additional income and manage expenditure appropriately in order to ensure the financial stability and sustainability of the University over the long term. The University achieved a break-even budget in relation to Council-controlled funds in 2020, notwithstanding the challenges brought about by the pandemic. This was largely as a result of cost savings and new State income received to address COVID-19 initiatives.

The University result for the year was a surplus of R158 million. The results comprise an operational component of a deficit of R23 million and a capital and long term component surplus of R181 million offsetting to the net result of R158million surplus.

In addition, the Chief Financial Officer also commenced the implementation of a five-year financial strategy to ensure the financial stability and sustainability of Wits.

Finally, the total cash and pledges raised under the auspices of the Wits Centenary Campaign was in the region of R1,7 billion by the end of 2020.

3.2.1.5 Transformation

It has been almost five years since the University adopted an accelerated transformation programme, which focuses on eight priority areas. The programme has been reviewed intermittently throughout the implementation phase and some structural adjustments were made over the years, including the re-establishment and training of transformation committees at the school, faculty and divisional levels, the determination of their respective mandates, and the establishment of the Transformation Community of Practice (TCoP) which focuses on developing a shared reflexive understanding of Transformation at Wits.

Wits' transformation has been phenomenal in the last two decades. It continues to be one of the most demographically representative research-intensive universities.

Overall, the percentage of Black academic staff employed by Wits as at December 2020 is 47.95%. There has been a move from 50.58% male and 43.03% female academic staff in 2013 to 49.42% male and 56.97% female in 2020. This change still remains low at the professoriate level but is expected to grow over time. Targeted interventions such as enabling grants, the New Generation of Academics Programme and the VC's Equity Fund have proven successful and will continue to assist in increasing these numbers in the future. To date, 36 appointments have been made and 58 enabling grants worth R8.3 million have been awarded to academics across all five Faculties. Twenty-two academics have been promoted through the enabling grant plan across all Faculties. To this end and towards the end of 2020, the Vice-Chancellor and Vice-Chancellor: Designate participated in a webinar convened by the Transformation and Employment Equity Office (TEEO) which reflected on the achievements, as well as the short comings of the 'Diversifying the Academy Program' developed eight years ago. This Program aims to increase the representation of Coloured and African academics in the academy and forms part of the Transformation Pillars of the University. The webinar provided an opportunity for faculty to engage with the Vice-Chancellors and to reflect on equity initiatives at Wits and to consider how it is that these can be enhanced. A number of practical and innovative recommendations to enhance the Program emanated from these discussions which the TEEO will consider and implement where appropriate.

Wits was also awarded a grant to formally review components of the transformation programme over a 12-month period. This review will enable Wits and other universities to better understand the barriers to and enablers of success and will aid in planning for the next stage of the transformation and staff development process. This review was undertaken and completed during 2020.

We are pleased to report that since 2013, we have met and exceeded our targets both in terms of race and gender in our professional and administrative staff domain. In 2013, 80.98% of PAS were Black and this has now grown to 92.59%, with Black African staff increasing from 61.39% to 82.4%. In terms of gender, we have achieved gender parity in terms of PAS with just over 50% of staff identifying as female in 2020. These numbers still require improvement at the Grade 4 level.

In addition, more than 47% of Wits' student population are first generation university students, and 40% of first year students in the Faculty of Health Sciences come from rural and quintile 1 and 2 schools whose students come from the most socially disadvantaged communities. Government reforms since 2017 have enabled access for students who come from families with an annual household income below R350 000. However, the vast majority of Wits students come from the 'missing middle' who are too rich for NSFAS and yet unable to afford the full costs of study at our University. This challenge needs to be addressed at both the systemic and institutional level. At the institutional level, we have redirected all institutional scholarships to 'missing middle' students and have made a number of concessions to assist qualifying and deserving students who fall within the missing-middle category to enroll at Wits. We have also as part of the Centenary Campaign established a student endowment fund, the proceeds of which will be directed to subsidise the costs of tuition for 'missing middle' students.

Approximately five Wits buildings, spaces and places and several sites were named or re-named in 2020. Our naming philosophy stressed not only names of prominent individuals and women but also the evocative description of symbolic events or places. Of course, much renaming still needs to happen. This is therefore an ongoing transformation priority for Wits and the Centenary Campaign provides us with an opportunity to recognise prominent donors and historically unrecognised members of our University community.

Work around curriculum reform is continuing, with the Faculty of Humanities requiring all general BA students to complete two-semester courses in one of the following languages: isiZulu or Sesotho or South African Sign Language (SASL). This re-curriculation occurred at the programme level. In addition, the Faculty of Humanities has processed multiple MADs that reflect curriculum transformation in the direction of broader epistemic inclusion and decolonization and the Faculty of Commerce, Law and Management introduced a new programme in African Philanthropy.

The transformation of Wits' institutional culture remains a priority. Tremendous efforts continue to be made to address this. The Gender Equity Office, Disability Rights Unit and Transformation and Employment Equity Office have implemented several initiatives in this regard.

In addition, the Dean of Student Affairs supported by the Head of Campus Housing and Student Life and the Student Development and Leadership Unit have implemented a range of programmes to promote diversity and to explore the experiences of students in residences. Wits also resolved to prioritise accommodation for first years. The objective is to ensure that 50% of residence beds are occupied by first years by 2021. This initiative was impacted during 2020 because of the pandemic. During 2020 the University focused on the return of cohorts of students who were invited to return on social justice grounds or on academic grounds for face-to-face teaching because of the nature of the programmes that they were enrolled for.

It is evident that some transformation pillars in Wits' transformation programme have been achieved, some will remain ongoing, and others require prioritization. It was for this reason that in 2020, and after obtaining the views of stakeholders and members of the community, the eight transformation pillars of Wits were reduced to five.

3.2.1.6 Institutional Culture

The transformation of the University's institutional culture remains a challenge. Whilst tremendous efforts have been made through the implementation of a number of initiatives such as climate surveys and dialogues, some serious discrepancies in how we engage with and relate to one another remain. The Transformation and Employment Equity Office is implementing accordingly a comprehensive programme comprising of Diversity and Inclusion Training workshops, dialogues, focus group discussions, tailored solutions for faculties and other interventions to address this.

Other initiatives include having developed a draft discussion document on Institutional Culture at Wits. The document sets out social justice awareness programmes both for social justice advocates and facilitators as well as social justice intervention work. These programmes are offered to all stakeholders within Wits. The work most prominently focuses on experiences of institutional cultures and working towards inclusion within Wits. A new area which has been developed during 2020 is Mediation which is coordinated and for which ongoing supervision and training is provided through the TEEU. Tremendous effort is also put into collaboratively coordinating Social Justice offices i.e., Gender Equity Office, Disability Rights Unit and the Careers Counselling and Development Unit through the social justice cluster to ensure collaboration and integration of social justice work. During 2020, for example, Women's Month was celebrated in a collaborative way within the Social Justice Cluster.

An area which requires greater focus at Wits, is developing a culture which is more embracing of Employment Equity and B-BB EE.

On the student front, online induction programmes for student leaders were held in 2020. Several health-related online campaigns were also held. A Wellness app has also been developed for use by students and a range of online services including, counselling, psychiatric support, life coaching and career services amongst others. Academic support arrangements in residences have also been reviewed and improved.

The Vice-Chancellor, Professor Adam Habib and the Vice-Chancellor: Designate, Professor Zebon Vilakazi VC-Designate, also convened a meeting with select students and staff to explore new and additional ways in which the University can address the scourge of Gender-Based harm. Several pragmatic recommendations were tabled. These will be considered for implementation by the Senior Executive Team.

3.2.1.7 Fundraising

Despite the challenges associated with the pandemic, Wits was still able to exceed its fundraising targets in 2020. This was mainly due to significant contributions made by particular donors.

The implementation of the Wits Centenary Campaign is also fully underway. Engagement with stakeholders to introduce and garner support for the implementation of the Campaign continued in 2020, notwithstanding the interruptions brought about by the pandemic.

The total cash and pledges raised under the auspices of the Centenary Campaign since January 2018 is steadily growing.

With the new amendments to the B-BBEE Codes around skills development, we are also enhancing our corporate strategy to tap into the funding opportunities that this presents.

3.2.1.8 Operational efficiency and effectiveness

Wits University strives to improve the academic experience through ensuring that administrative systems and processes are positioned to provide effective and efficient services to students in person and electronically.

Despite the disruption brought about by the pandemic and subsequent National Lockdown, the University remained operational. During levels 5-3 of the National Lockdown, the majority of staff and students worked remotely. As the Lockdown levels eased, the Senior Executive Team enabled the safe return of cohorts of staff and students to campus in line with COVID-19 Health and Safety Protocols.

For most of 2020, admissions and registrations were done online. Virtual graduations were also held throughout the 2020 academic year.

3.2.1.9 Impact

Wits has made every effort to drive knowledge projects which are impactful and socially valuable. Our research has influenced policy making in certain areas and many of the innovative products developed by our researchers have addressed societal challenges. Wits' contribution in this regard, was particularly important and far-reaching during 2020 when humanity faced one of the most unprecedented crisis of our times. The pandemic impacted every single person across the globe and changed how we lived, worked, taught and conducted research.

Wits was at the forefront in the fight against the pandemic, with the first clinical trial for a COVID-19 vaccine in South Africa and on the continent being conducted at Wits. The trial was led by Professor Shabir Madhi, a Professor of Vaccinology at Wits, the Director of the South Africa Medical Research Council (SAMRC) Vaccines and Infectious Diseases Analytics Research Unit (VIDA), and who is now the Executive Dean of the Faculty of Health Sciences.

On the research front, there are many initiatives that are underway, mainly in the Faculty of Health Sciences. Our epidemiologists and data scientists also tracked the evolution of the pandemic in order to provide an evidential basis to inform policy making by the State. Research was also done in the area of economics in order to advise government on the economic interventions required to address the economic fall-out associated with the pandemic.

A Wits student produced a new disinfectant that was deployed for use on hospital surfaces. Wits University's COVID-19 dashboard received a grant award by the IEEE. The IEEE is the world's largest technical professional organisation dedicated to advancing technology. The grant award supported COVID-19-related visualisation and analytics for Southern Africa.

In a partnership between Sibanye-Stillwater and Wits University's Digimine student and community volunteers from the Wits School of Mechanical, Industrial and Aeronautical Engineering produced face shields using a laser cutter and material donated by Sibanye-Stillwater to the Digital Makerspace team at the Wits TMG Makerspace, Wits Tshimologong Digital Innovation Precinct to produce personal protective equipment (PPE). The volunteers produced more than 6700 shields from our Braamfontein campus at no cost. These were distributed to Sibanye-Stillwater's SA mines and to community members. This project was also used as a training platform, to enable the transfer of skills.

Wits continued to lead in the area of climate change, with its experts sharing the stage with others at the World Meteorological Organization (WMO) virtual global symposium.

These are but a few of the many impactful initiatives and research projects conducted during 2020 which were of benefit to the broader South African and global community.

3.3 Human Resources

Adequacy of staffing levels, particularly in critical areas

As part of the preparatory work leading up to the completion and submission of the annual Workplace Skills Plan (as per the Skills Development Act of 1998), the Human Resource Development Unit (HRDU) gathers information related to scarce and critical skills – this is with specific reference to skills shortages within the staff community.

To initiate this overview, the following key definitions are important:

Scarce skill	as a concept, refers to an absolute or relative demand for skilled people to fill roles/professions or occupations in the labour market.
Critical skills	as a concept, refers to the demand for an element of the practical, foundational or reflexive competence that allows for specialisation within roles/professions or occupations and includes specific skills required for the job. Particular specialisation skills for roles/professions or occupations upskilling might have arisen as a result of changing technology or new forms of work organisation.

The gathering of information relating to Scarce and Critical Skills is vital as it allows the University to channel the results towards its Talent Management efforts – from both an acquisition and retention perspective, and from a staff development perspective. The HRDU engaged with Heads of Schools and Heads of Department via a survey, in order to get an indication of the Scarce and Critical Skills needs within the University. Although this process is useful as a broad indicator, it must be supplemented in the future by the utilisation of Individual Development Plans and faculty-specific needs analyses in order to render more accurate and detailed findings.

The report that follows provide a brief narrative on the information gathered from the HRDU engagements with Heads of Schools and Heads of Departments.

Scarce Skills

Scarce skills are directly linked to the University's ability to fill vacancies quickly with suitably qualified or talented individuals, and thus have particular significance for the University's recruitment and selection strategies. The Scarce Skills results at the University mirror the national trends in the country and there was not a significant amount of flux or change in this area year on year – the results tend to be much the same.

Constraints are evident in the areas of Information and Communications Technology (ICT), Engineering, Medicine (and related Therapeutic Sciences), the Technical Sciences, Business Sciences, Actuarial Sciences, Statistics, Accounting, Mathematics and Business Intelligence (data scientists and data engineers). In particular, the Faculties of Health Sciences and Engineering and the Built Environment often struggle to fill vacancies given the skills demand in their respective subject areas. Potential incumbents who have the necessary knowledge and skills are attracted to the industry, as it offers more lucrative salary packages.

In a shift away from the typical Scarce Skills, challenges in the Humanities fraternity were observed, particularly related to the required level of skill and capacity within the School of Literature and Language Studies. The challenges arose in the pipeline for lecturers in African languages (Sesotho), Modern European languages (French, German, Portuguese), and South African Sign Language (SASL). PhD holders who have specialized Modern European languages, or in Sesotho language and/or literature are very scarce across the country. Furthermore, concerning SASL, there were only two South African Sign Language (SASL) specialists with PhD qualifications countrywide. As the SASL department expands its undergraduate and postgraduate programs, there is a demanding need for PhD holders in the subject. There is need to recruit more PhD-holding Sign Language specialists to provide high-level academic leadership to the department as it seeks to develop material, methods, pedagogies and practices for what is an emerging academic discipline in South Africa.

In addition to these real issues, the academy's requirements that staff members pursue a PhD qualification serve as a disincentive for individuals in the sought-after professions, to pursue careers in institutions of higher learning. Consequently, many of the prospective skilled individuals pursue careers in the private sector for financial rewards, rather than choosing to become part of a university where they are expected to attain doctoral qualifications and develop the next generation of academics. In order to ensure availability of academic staff, the University has embarked on a strategy to increase the number of distinguished professors and post-doctoral fellows in an effort to develop a new generation of academics and diversify the staff profile. The University is also encouraging academic staff to be rated with the National Research Foundation by offering deferred retirement for those who are A-Rated scholars.

Critical Skills

Critical Skills have relevance and significance to the Human Resource Development function of the University. These generic developmental needs are addressed via the Human Resource Development Unit (HRDU) and the Centre for Learning, Teaching and Development (CLTD), along with several other internal training units. The critical skills list provides a direct indication of the kind of training and development that needs to be prioritised in any given year. In 2020, the following emerged as the priority training requirements:

- Computer-related training (software applications);
- Wits internal ICT systems training;
- Wits Oracle Finance;
- Training in online communication platforms e.g. Teams, Zoom;
- Teaching-related training, e.g. The Teaching Role, Managing Large Classes, Assessment;
- Research skills (qualitative and quantitative, data management, writing funding proposals, writing journal articles);
- Financial analysis;
- Data analysis;
- Managing diversity;
- Leadership development programmes;
- Project Management; and
- Conflict resolution.

The following are noteworthy new Critical Skills needs, given the direct impact of Covid-19, the national Lock Down and the need to move into a virtual manner of working:

- Linguistic diversity;
- Diversifying teaching;
- Dealing with emotional and mental vulnerability of students;
- E-learning and instructional design (particularly for MOOCs/online delivery);
- Preparing for and dealing with disruption;
- Resilience and managing stress in uncertain times;
- Building and sustaining virtual teams;
- Entrepreneurship within HEI environments; and
- Mentoring skills for staff.

These need to be addressed via the various training menus – as offered internally by the Human Resource Development Unit, the Centre for Learning, Teaching and Development, and other training units, and externally via targeted short courses through other providers.

Transformation, Progression and Adequacy of Staffing Levels

The University continues to address the development of diverse target audiences within its community through the National Learnership in Business Administration and Adult Education and Training (AET).

The National Learnership in Business Administration

In a bid to ensure transformation and progression, the University invested in Learnerships (in partnership with the ETDP SETA) to address basic education needs from NQF levels 2-4 that seek to synergise basic development needs with real-world, business-related content. In seeking to ensure a relevant learning pathway and opportunity for newly insourced staff and Wits staff at lower grade levels, the Human Resources Development Unit (HRDU) introduced the National Learnership in Business Administration in 2017 and continued the rollout in 2020.

The impact of the national Lock Down within a year characterised by Covid-19, triggered several delays in the rollout. However, the pipeline continues into 2021 to ensure forward momentum. The Learnership is multi-tiered and spans the National Qualifications Framework (NQF) levels 2, 3 and 4. It provides a pipeline to help individuals progress to NQF Level 4, thereby opening doors for further study at Diploma and other NQF levels. The pipeline is ongoing into 2021 and beyond.

Adult Education and Training (AET)

The University is also continuing with a rollout of Adult Education and Training (AET) initiatives, in order to assist staff members in gaining the foundational learning in numeracy and literacy that is essential for building a better life.

3.4 Strategy and Strategic achievements

The Strategic achievements have been covered extensively in the Performance Report by the Vice-Chancellor (1.3) and Institutional Scorecard by the Registrar (3.7). This section provides a summary on the performance of Wits in the World University Rankings (WUR) as well as the strategic planning initiatives that have been undertaken.

Wits continues to participate in the World University Rankings as part of its objective on Global Benchmarking and Positioning guided by the Wits 2022 Strategic Framework.

The University's performance in the key international rankings has remained consistent over the past 5 years as reflected in Table 3.4.1. In comparison with other South African universities, in 2020 Wits is ranked at either number 1 or 2 by all the major world university rankings agencies.

World University Rankings		2016	2017	2018	2019	2020
ARWU (Academic Ranking of World Universities) [Shanghai Ranking]	Academic Ranking of World Universities	201 – 300	201 – 300	201-300	201-300	201-300
	Rankings in South Africa	1 – 2	1	1	1 – 2	1 – 2
	Rankings in Africa	1 – 2	1	1	1 – 2	1 – 2
CWUR (Center for World University Rankings)	Center for World University Rankings	176	181	230	254	275
	Rankings in South Africa	1	1	2	2	2
	Rankings in Africa	1	1	2	2	2
US NEWS Best Global Universities Rankings	US News Best Global Universities Rankings	-	-	197	200	192
	Rankings in South Africa	-	-	2	2	2
	Rankings in Africa	-	-	2	2	2
THE (Times Higher Education)	THE World University Rankings	201 – 250	182	251-300	194	201-250
	Rankings in South Africa	2	2	2	2	2
	Rankings in Africa	2	2	2	2	2
	Emerging Economies Rankings	6	8	12	11	12

World University Rankings		2016	2017	2018	2019	2020
QS (Quacquarelli Symonds)	QS World University Rankings	331	359	364	400	403
	Rankings in South Africa	2	2	3	2	2
	Rankings in Africa	2	2	3	3	2
	QS World University Rankings by Subject	Ranked in 11 out of 36 Subjects.	Ranked in 17 out of 42 Subjects.	Ranked in 22 out of 48 Subjects.	Ranked in 25 out of 48 Subjects.	Ranked in 28 out of 50 Subjects.
		Top 20 for 1 Subject: Development Studies	Top 20 for 1 Subject: Development Studies	Top 20 for 2 Subjects: Development Studies & Engineering – Mineral & Mining	Top 20 for 2 Subjects: Development Studies & Engineering – Mineral & Mining	Engineering – Mineral & Mining ranked 13 th in the world

Table 3.4.1 International ranking system

Strategic Planning Initiatives undertaken

Several institutional surveys and research studies are conducted by the Wits Institutional Research (IR) Unit to ensure that the University is still on track with creating a healthy environment, free of prejudice, gender and race discrimination, supportive of all students and university stakeholders regardless of their status considering power differentials.

Some of the surveys and research studies conducted include the Student Biographical Questionnaire (BQ) which provides a better understanding of the students' background (e.g. first generation status), their strengths and needs (e.g. exposure to online learning in high school), thus allowing the university to allocate appropriate support to the students; First-Year Student Experience Survey, which facilitates the refining of student support services to better align with student needs and expectations; and the Graduate Exit Survey (GES), which ascertains the employability and impact of Wits graduates in industry, and their contribution to society.

The rate of employability of Wits graduates was recorded at 53% in 2019, which is a 1% increase compared to the previous year. In addition, 93% of Wits graduates secure employment within six months of graduating. However, the graduate employability figures for 2020 are still outstanding as graduation ceremonies were not held in 2020 due to the Covid-19 pandemic. This had a negative impact on collection of the graduate employability data (GES) since this data is collected during graduations at the graduation hall.

Additional innovative projects focusing on student success include studies on Student Mental Health and other critical national challenges that may impact on institutional strategies and the higher education sector. A typical example is an institution-wide study conducted in 2020 which investigated the impact of Covid-19 on the teaching and learning activities, as well as the wellbeing at Wits. Findings from this study will be published and made available in the second quarter of 2021.

3.5 Transformation

The University of the Witwatersrand (aka Wits University) adopted an accelerated transformation programme in 2015 which outlined eight priority areas. The programme was reviewed intermittently throughout the implementation phase and some structural adjustments were made in recent years. This included the re-establishment and training of transformation committees at the School, Faculty and Divisional levels and the determination of their respective mandates.

In support of the coordination of transformation initiatives and efforts across the university, the Transformation and Employment Equity Office (TEEO) implemented new structures to support the implementation of the Transformation Agenda at Wits. The Transformation Community of Practice (TCoP) was established which convened three meetings during 2020 in order to reflect on the Transformation experiences and practices across the university. Topics discussed in this Community of Practice included: The Social Impact of the Pandemic as well as the experiences and practices of Transformation across the university. These conversations will contribute towards reviewing the accelerated transformation programme at Wits University.

Alongside the TCoP, Chairpersons of Faculty Transformation Committees meet to ensure ongoing engagements and collaboration across the university and to strengthen a coordinated approach to the implementation of transformation across the university.

The work of transformation is also supported and enabled through the Social Justice Cluster composed of the Gender Equity Office (GEO), the Disability Rights Unit (DRU) and the Counselling and Careers and Development Unit (CCDU). The TEEU is focused on ongoing enhancement and collaboration.

This report provides a summary of progress made in the eight priority areas. It also reports on its flagship programme, the Wits Sexual Orientation and Gender Identity (SOGI) Advocacy Programmes.

3.5.1 Transformation management initiatives

Diversifying the Academy endeavour is a major strand of the University's current transformation programme. In 2018/19, R9 million was committed to the programme in addition to a budget of R45 million which was dedicated in 2015/2016. In 2020 the University received further funding for its Diversifying the Academy Programme as well as for the Africa Diaspora Programme.

This budget is used for making new appointments and allocating grants to enable African and Coloured academics to apply for promotion to the professoriate. The Transformation Implementation Committee and the Transformation Steering Committee, continue to function. These committees are responsible for implementing the allocation of funds and monitoring progress and advising on policy and programmatic action respectively. To date, 36 appointments have been made and 58 enabling grants worth R8.3 million have been awarded to academics across all five faculties. Twenty-two academics have been promoted through the enabling grant plan across all faculties. In 2019, six new academic appointments were made. The 2020/2022 allocation provided through the Carnegie Foundation will continue to function in the same way.

Several initiatives, including the New Generation of Academics Programme and the VC's Equity Fund have been in place for several years, funded both from the University's own funds, state subsidy and donor or third-stream funds. These include programmes that are managed via the University's central transformation, human resources and research offices, as well as those that are diffused at the faculty and school levels.

Anecdotal feedback suggests that this programme has been successful. The University was awarded a grant in 2019 to formally review this component of the transformation programme over a 12-month period from July 2019. This review will enable Wits and other universities to better understand the barriers and enablers of success and will aid in planning for the next stage of transformation and the staff development process. The review took place during 2020. The research collection process had to be adjusted in the context of the Covid-19 pandemic.

3.5.2 Institutional Transformation and workplace equity

Institutional naming

A new naming policy has been adopted and a revitalised Institutional Naming Committee with extended representation from a range of stakeholders has been active in renaming Wits' places and spaces. In response to several calls to name or rename Wits' buildings, spaces and places, several names were changed. Emphasis was placed on calling for submissions to name or rename after symbolic events and/or evocative descriptions of a particular place, after women who have played key roles in academia and after women who were involved in the struggle for gender equality.

Curriculum reform

Implementation of the Wits Learning and Teaching Plan 2020-2024 commenced in 2020. One of the focus areas of relevance to this section is "Strengthening institutional capacity for curriculum development and renewal." Capacity development activities were undertaken by both the Centre for Learning, Teaching and Development and the Quality and Academic Planning Office in the form of workshops, online resources and individual consultations with academic staff.

Another focus area is, "Increasing flexible and life-long learning opportunities," which included the planned increase in the number of programmes offered in blended and fully online modes. The COVID-19 pandemic accelerated this plan.

In 2020, Wits, like many universities worldwide, implemented Emergency Remote Teaching (ERT) in an online mode. From April 2020, a site was created on the university's Learning Management System (LMS) for every course. Academic staff populated their course sites with several learning resources and assessment tasks, as well as using the sites as a mechanism for interacting with students via synchronous online sessions and discussion forums.

There has been a significant promotion of scholarship of teaching and learning in relation to curriculum renewal, and a move towards a distributed leadership model in terms of coordinating initiatives. The introduction of a common first-year engineering programme is one of the outstanding examples, which has now been structured to enable students who are not successful in some first semester courses to repeat them during the break or in the second semester, so that the students do not lose an entire year. There has been a complete overhaul of the architecture and built environment programmes and tremendous transformation in programmes based in the humanities and health sciences faculties, including the introduction of a compulsory African language in some programmes.

In addition, Wits Business School has been working on Master of Management in African Philanthropy which is a new programme and first of its kind in Africa. The programme has received full approval from the Department of Higher Education and Training (DHET), Council on Higher Education (CHE), and South African Qualifications Authority (SAQA) in March 2021. Wits Business School is also in the process of developing a Postgraduate Diploma in Energy Leadership, which has received PQM (Programme and Qualification Mix) approval from the DHET. The programme is aimed at addressing the challenging issues of energy shortages in Africa as well as the skills deficit in an industry which is of vital importance to economic growth on the continent.

The Coronavirus pandemic affected many businesses across the world. As the virus continues to spread, many companies (private and public) are resorting to online solutions to mitigate the impact and fallout on profits caused by the lockdown. In March 2020, the University took a decision to offer the current contact programmes via Emergency Remote Teaching (ERT). The implementation of ERT was in line with international practices and the CHE's decision to allow contact mode programmes to be offered via online and blended modes of delivery. While moving to ERT has allowed the university to continue to offer its current programmes through online and blended learning approaches during the period of the lockdown, the University has also been, for some time, planning to introduce several full online and distance programmes in line with its Learning and Teaching plan 2020-2024.

One of the online programmes that has received PQM approval from the DHET is the Postgraduate Diploma in Digital Business. Through the introduction of this programme, the University aims to help many South African corporates and businesses to navigate the uncharted territories of businesses and thrive in an era of profound technological changes. More new online programmes that have received PQM approval from the DHET include the Postgraduate Diploma in Accountancy. The introduction of this programme will play a significant role in increasing the number of high-quality Accounting Professionals who are needed for achieving South Africa's economic goals.

It is also worth noting that the Faculty of Health Sciences is currently working on introducing an online Bachelors in Health Science degree in Nursing Systems Science, which has also received PQM approval from the DHET. The primary aim of this programme is to enable registered nurses in the country, the majority of whom, for historical reasons only obtained a diploma rather than a degree. The introduction of the programme will not only enable professional nurses to enter higher education and build their careers as nurse specialists, but it will also enable them to enrol in postgraduate research programmes. The University anticipates receiving full approval of these online programmes from CHE and SAQA in or before 2022.

Language policy

Inevitably the global Covid-19 pandemic impeded and slowed down the advocacy work carried out so successfully in 2018 and 2019, nonetheless the situation in 2020 accelerated the integration of language policy implementation within core University activities as reflected below.

Phase 1 - multilingual linguistic landscape and branding – falls under the portfolios of the Property and Infrastructure Management Division (PIMD) and Marketing, Communications and Event. Line managers across the University are responsible for submitting requests or proposals for multilingual/branding changes to these two divisions. Related costs need to be integrated into the budgets of the various parties.

Phase 2 – teaching materials and resources for the teaching of isiZulu, Sesotho, and South African Sign Language (SASL) – is the responsibility of the teaching departments as is the continuous updating and extension of such materials and resources. Phase 3 – development of the linguistic abilities of staff and students in English, isiZulu, Sesotho and SASL – continued in 2020. Wits Language School (WLS) is responsible for the staff language courses. Some 207 members of staff have completed WLS courses. To date, the Language Policy budget covered has covered the cost of the course fees. Henceforth it is recommended that individual administrative and academic divisions make provision in their budgets for staff development related to the implementation of the language policy. Responsibility for developing the linguistic abilities of students rests with each faculty and is a curricular matter.

The Language Policy requires students to follow two semester courses in an African language (including SASL). The progress made by the faculties of Engineering and the Built Environment, Health Sciences and the Humanities in this regard has been reported on previously. The remaining two faculties need to ensure that they comply with the Language Policy stipulations either within or outside the curriculum. The development of students' linguistic abilities in English has always been the responsibility of each faculty and has been addressed by each faculty in accordance with its assessment of the needs of students. However, the adoption of the 2015 Language Policy led to intensified efforts in this regard. All faculties provide various forms of academic support and continue to roll out discipline-based writing intensive courses. Phase 4 –development of the isiZulu, Sesotho and SASL as LOLTs alongside English (in appropriate and feasible contexts) – remains a critical implementation area. In 2020, language policy implementation continued to focus on creating multilingual teaching spaces through translanguaging[1] and terminology development within disciplines. Although isiZulu, Sesotho and SASL are used as LOLTs with the language disciplines, there is little likelihood of them being used as LOLTs in other disciplines without heavy investment in the development of specific disciplinary terminology and textbooks in these languages. The University's role in producing graduates and professionals able to compete internationally suggests that English will remain the principal LOLT of the University. Nonetheless, multilingual training will give Wits graduates and professionals the edge on the local market. In 2020, Professor Leketi Makalela ran several translanguaging workshops in the faculties of Commerce, Law and Management and of the Humanities. However, acceleration in this area was impeded by Covid-19 restrictions. This needs to be the focus of language policy implementation going forward and responsibility for this rests with Teaching & Learning. All faculties are now required to report on language policy implementation to the Senate Teaching & Learning Committee.

Given the phasing out of the position of Language Policy Advisor and the integration of language policy activities into core responsibilities, it is essential that language policy implementation become a standing item on all (academic and administrative) agendas with ultimate oversight provided by the Senior Executive Team (SET).

Institutional culture

Tremendous endeavours have been made to address the University's institutional culture and to change the internal climate, but this aspect of the transformation agenda remains a challenge. Covid 19 disrupted and impacted the lives of staff and students. The unplanned and urgent need to move from face to face to online learning impacted the University's culture and lived experiences. It also highlighted inequalities that exist on campus, the need to address them in a humane, empowering, and empathic manner to restore the dignity of the Wits community. A draft Institutional Culture Discussion document was developed by the TEEO (Transformation and Employment Equity Office) for discussions within committee structures within the university.

The University remains a divided community, where diversity and inclusion are sometimes not sufficiently appreciated. There are instances where members of minority groups feel silenced and where incidents of discrimination - be it gender-based harm or the marginalisation of people living with disabilities continue to be reported. Racial tensions continue to be experienced and reported.

This is an area of transformation that requires the reflection, engagement, and action of the entire University community. The Transformation and Employment Equity Office designed a comprehensive programme comprising of Diversity and Inclusion Training workshops, dialogues, focus group discussions, mediation, investigations, and other interventions, but some serious discrepancies in how we engage with and relate to one another remain. The TEEO plays a crucial role in coordinating Mediators across the university through its Mediation Supervision Forum through which ongoing training is offered. As a consequence of Covid-19, Mediation training was provided for online mediation to allow for continuity in the provision of mediation across the university.

Whilst there is still a long way to go towards addressing the University's institutional culture, faculty and school transformation committees have been established and tailored solutions for faculties have been developed. However, much more effort must be invested in this component of the transformation programme, from all sectors of the Wits community.

Promoting a diverse and cosmopolitan residence life experience

Through collaboration with several stakeholders in Student Affairs, several initiatives were planned for the 2020 academic year to enhance the student experience in residences and that of students in private accommodation.

The Residence House Committees play an integral role in ensuring that the student experience in residences is one that is inclusive, memorable and in no way, offensive and discriminatory. It was through the 2020 House Committee training and induction, as conducted by the Development and Leadership Unit, that issues of initiation practices and Human rights of students in residences were addressed. Other support departments such as the Gender Equity Office took part in the induction programme. The All Residence Sub Council (ARSC) and House Committees were encouraged to think of exciting programmes that would create a welcoming environment for first years coming to residences. Activities in residences took place outside of the academic orientation programme and were aimed at creating opportunities for first-year students to interact with each other within their respective residences. These included a residence wide Welcome Dinner and several sporting events. The successful orientation programme played a key role in ensuring that the first-year residence students had a smooth and welcoming transition to the University.

Following the University's decision to close the campus due to COVID-19 pandemic, many CHRL activities were suspended, and students vacated residences shortly thereafter. With the support of the Dean of Student Affairs, one residence remained opened for students who were unable to travel home due to borders being closed. Following the moderate easing of the lockdown regulations, and the announcement by the Minister of Higher Education, Science and Technology, the University was able to consider students return to campus using a staggered approach with each lockdown level. Residence students who returned to campus had to receive permits from their respective faculties before being permitted to return to any Wits residence. In addition, many requests were received from students whose home environment/ conditions were not conducive for online learning or academic success and a system was implemented, referred to as the "social justice" cohort who applied via the Dean of Students Affairs office and the Director of CHRL for consideration to return to campus. Those who were approved through careful selection were sent permits to travel to the University. This continued from the end of June until the middle of October.

As a result of the COVID -19 pandemic, many CHRL activities could not take place, however through the continuous support of the Student Affairs and support departments at Wits – residence students were exposed to a wide range of opportunities for interaction and learning from their respective homes. Sister departments such as the Campus Health and Wellness Centre, Wits Citizenship and Community Outreach, the Counselling and Careers Development Unit and Student Governance office assisted in providing the requisite live assistance and ground therapy support that was practically possible.

Fortunately, the approved Accreditation policy allowed for the CHRL team to ensure that all private accommodation service providers complied with the University requirements for accommodation. This ensured that students who were not directly in the care of the CHRL, lived in spaces of dignity and of a standard that matches the University's. The Day student programme for students in this cohort continues to be a work in progress.

Access to higher education

Whilst Wits seeks to become more of a postgraduate institution, it remains committed to increasing access for students. Despite the transformation of the University's demographics, which are in line with national norms, funding and the lack of accommodation remain significant challenges. Wits has made several concessions over the last three years, which has enabled a greater number of students to register.

The University administers over R1 billion in financial aid, scholarships and bursaries annually. On 16 December 2017, the Presidency announced that free education would be phased in over five years from January 2018. This translates into free education for students who come from homes that have a collective annual household income of R350 000 or below, which applies to about one fifth of Wits' students. For 2019, this dispensation applies to first year and second year students only. About 25 000 of Wits' 38 000 students are on some form of financial aid, scholarship or bursary. The majority of students at Wits fall into the "missing middle" category – those who are too wealthy to qualify for funding from the National Students' Financial Aid Scheme (NSFAS) but too poor to pay their own way.

Wits has also increased its own funding for students through the introduction of the Wits Hardship Fund in 2019, setting aside more than an additional R13 million to assist students who are experiencing financial hardship by providing funding relief towards registration and accommodation assistance.

This Fund is utilised to assist students in the missing middle-income category (with a R600 000 and below household income), to contribute the required 50% of historical debt to register, and to ensure accommodation assistance. In 2020, 297 students received registration assistance, amounting to R8 million from the Fund. A further 244 students were furnished with accommodation assistance, amounting to R5 million and sponsorship arrangements with a

private accommodation service provider. In addition to the Wits Hardship Fund, another concession was made to assist students to register. Students who had been re-admitted from an academic perspective and owed less than R100 000, and who had applied to the Wits Hardship Fund, and who were eligible to be funded, but who could not be assisted due to limited funds, were assisted to register once they had signed an Acknowledgement of Debt agreement. Approximately 296 students were assisted in this manner.

Numerous student support programmes have been instituted by faculties and the Dean of Student Affairs, including identifying and addressing students at risk and the implementation of at least three programmes to ensure food security for students. The food security programme supports 1 000 Wits students with a daily meal, a food bank is available to students for monthly non-perishables parcels and students are involved in a food garden initiative to grow fresh vegetables in support of the programme. In addition, the University has implemented a comprehensive mental wellness programme for students, including increased staffing capacity via the Counselling and Careers Development Unit (CCDU) and the introduction of a 24-hour Wits Care Line and App, to try to address issues around mental wellness on campus.

Apart from the attempts to lower the financial barriers to access, the University has also extended its part-time offerings through the WitsPlus platform. New part-times programmes like the BA Law and BCom Law have been introduced. Many students have registered for the new part-time BSc Engineering programme and students who wish to transition from a normal degree into the Graduate Entry Medical Programme can now access a bridging programme via WitsPlus.

Tremendous progress has been made in the majority of areas related to transformation as outlined above. However, several hurdles remain, and new challenges develop intermittently. It is for this reason that a revised transformation programme will be conceptualised for implementation from 2020 onwards.

Sexual orientation and gender identity advocacy programmes

The Wits Sexual Orientation and Gender Identity (SOGI) Advocacy Programmes provide the most holistic and comprehensive support available for LGBTIAQ+ students and staff at Wits University, and are recognised in other universities, both on and beyond the continent, as an example of excellence and best practice. The programmes are tailored to support people who are LGBTIAQ+ (Lesbian, Gay, Bisexual, Transgender, Intersex, Asexual and other identities of sexual orientations and genders). There are four key areas that are implemented on an ongoing basis: training, advocacy, support, and interventions. Over the course of 2020, students who experienced discriminations because of their gender identity were assisted to return to residence and received ongoing support.

The Be True 2 Me support group for transgender staff and students meets regularly. Safe Zones@Wits remains a key programme across South Africa, an example of best practice specifically in supporting LGBTIAQ+ students.

3.5.3 The extent to which equity targets in the workplace have been realised

The University has successfully submitted the Employment Equity report to the Department of Employment and Labour for the 2020 reporting period. This is in accordance with Section 21 of the Employment Equity Act No 55 of 1998, as amended.

The table below outlines the extent in which the university realised its equity targets.

All Occupational levels	Male				Female				Grand Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
2020 RSA Employees	1617	87	124	348	1846	197	237	467	4923
%	32,85%	1,77%	2,52%	7,07%	37,50%	4,00%	4,81%	9,49%	100%
Analysis to the current National EAP									
EAP	42,7%	5,3%	1,7%	4,9%	36,2%	4,4%	1,0%	3,8%	100%
Actual	32,8%	1,8%	2,5%	7,1%	37,5%	4,0%	4,8%	9,5%	100%
% Difference	9,9%	3,5%	-0,8%	-2,2%	-1,3%	0,4%	-3,8%	-5,7%	0,0%

Table 3.5.3.1 Equity targets

The table below presents the Academic statistics for 2020.

All Occupational levels	Male				Female				Grand Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
2020 RSA Academics only	134	31	52	266	173	49	100	302	1107
%	12%	3%	5%	24%	16%	4%	9%	27%	100%

Table 3.5.3.2 Academic statistics

The drivers that have been designed and implemented within the institution with reference to policy, procedures and practices have ensured that the equity goals and targets of the university can be promoted and achieved. The nature of these interventions have been considered comprehensively and will be further enhanced within the short-term in order to address barriers identified within the institution.

3.6 Quality of information available to management and the administrative processes

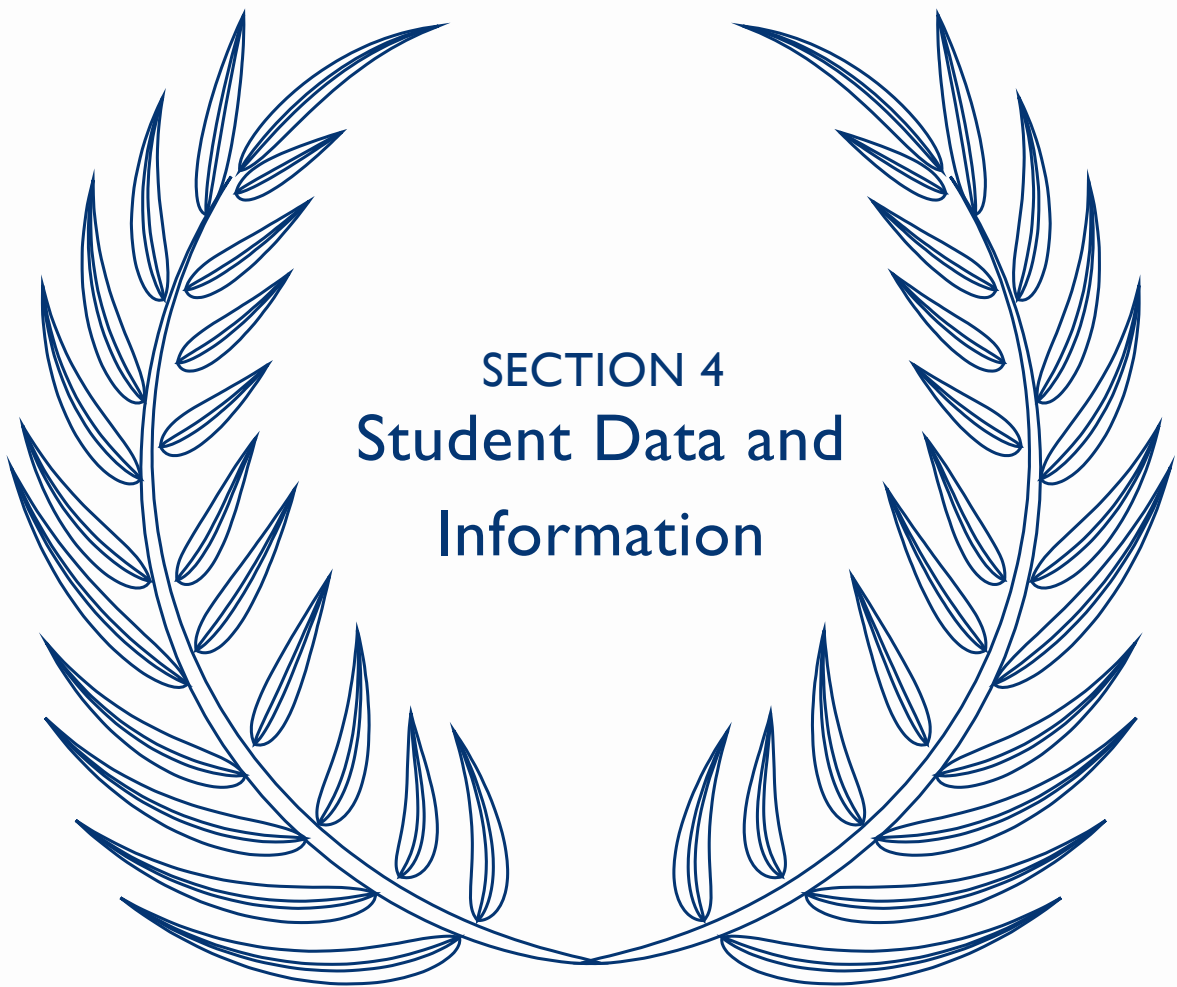
The Academic Information and Systems Unit (AISU) is confident that the data provided is accurate. AISU provides regular staff training on data capturing and sends out exception reports to faculties and all other student supporting units regularly for data to be corrected. The lists indicate where data is missing or where the data is incorrect.

Over the last few years, the errors occurring on these reports have become fewer and this means that staff are more aware of the importance of having accurate data. When the University implemented Student Information Management System (SIMS) we ensured that the necessary validations were implemented to validate the data and therefore help to prevent incorrect data from being captured. With time a lot of manual processes are being replaced by online platforms and digital forms which have validations. This means that not only administrators capture data in the system but students as well. Access is granted according to user responsibility for both staff and students, and this helps to ensure the integrity of data.

3.7 Institutional Scorecard

The Senior Executive Team, after consultation with various constituencies within the University and with approval from Council, determined Key Performance Drivers in accordance with the University's vision and strategic goals. The success of a strategy depends on three components: description of the strategy, measurement of the strategy, and management of the strategy (Kaplan & Norton, 2004). Part of The Institutional Scorecard's use is to improve the accountability of the SET (Senior Executive team) in driving excellence and improvement by measuring and managing the identified drivers indicated in Annexure D and E, Institutional Scorecard.





SECTION 4
Student Data and
Information

4.1 Student Enrolment

The total student intake in 2020 at the University was placed at 40 856, (an increase of 0.13 % compared to 2019 (40802), of which 38.37% was postgraduate (against an internal target of 40%). In 2019, student intake was placed at 40802, of which 37.48% was postgraduate. In terms of 2020 student enrolment numbers, the Faculties were ranked in descending order as follows: Commerce, Law and Management (25.37%); Humanities (24.85%); Engineering and the Built Environment (19.08%); Health Sciences (17.25%); and Science (13.42%).

The ratios of student enrolment numbers has changed in the following manner from those reported for 2019: Humanities (-0.23%); Commerce, Law and Management (+0.51%); Engineering and the Built Environment (-0.33%); Health Sciences (+0.18%); and Science (-0.16%).

The factors limiting growth in some areas, for example, infrastructural limitations were considered by Council, and the earmarked funds granted to date by the DHET for infrastructure renewal are acknowledged.



4.1.1 Interaction with schools

In 2020, the Schools Liaison (SLO) Team visited high schools in provinces nationally. Table 4.1.1 illustrates the various engagements nationally.

Grade 9 Subject Choice Presentations

The correct choice of subjects is critical to learners who want to pursue tertiary studies and therefore significance is placed on Grade 9 subject choice presentations. The importance of correct subject choices was emphasised, as the subject selection at this stage which will determine the programmes available at the undergraduate level upon entering university. Critical areas covered included, but were not limited to, the subject combinations and the importance of Mathematics versus Mathematical Literacy and their later impact. The subject choice presentations also included key career guidance information on careers, requirements, abilities, interests, personalities and job shadowing. The number of invitations received for Grade 9 presentations in 2020 totalled 12. The majority of Grade 9 interactions took place in the second half of the year and this was severely impacted by the pandemic. SLO also created a Grade 9 subject choice brochure which was disseminated in hard copy and soft copy format to schools.

Grade 11 Presentations

Presentations to Grade 11 learners are important as they prepare the learners for the matric year. The Grade 11 results are important as provisional decisions for entry into University are made on this basis; the psychological significance of a provisional offer is important for these learners. The SLO stressed the importance of the Grade 11 marks as well as how they relate to admission points and application processes. This enables learners to set their goals and objectives early, so that they can work towards this requirement in their matric year. Unfortunately, the majority of Grade 11 interactions took place in the second half of the year and this was severely impacted by the pandemic. A total of 33 Grade 11 presentations were conducted to approximately 2200 learners in 2020.

Grade 12 Presentations

Being a matriculant can be daunting considering the number of activities that one must fulfil within a year. The Covid-19 pandemic restricted the number of face-to-face interactions that SLO could undertake, so a limited number of presentations were made to the current cohort of matric learners both in Gauteng and nationally. Presentations are made to Grade 12 scholars to advise on various programme/career choices available at Wits University. Application procedures and processes are discussed, including but not limited to closing dates, financial aid, bursaries and scholarships as well as individual faculty requirements. The intention is to showcase and position Wits as the leading university in the country and on the African continent. 250 Grade 12 presentations were conducted to approximately 42 000 learners in 2020.

2020 ACTIVITY SUMMARY		
	Total	Total Learners
Grade 12 Presentations	250	42316
Grade 11 Presentations	33	2269
Grade 9/10 Presentations	12	480
Virtual Events	25	1300
Career Exhibitions / Expo's / Career Days	11	25293
Package drops to schools	218	
Campus Tours	0	
Total events	549	71 658

Table 4.1.1.1 Interaction with Schools

Package drop comprises of academic point score posters, programme specific posters and Wits pocket.

Campus Tours to Wits

Unfortunately, campus tours did not take place this year due to the pandemic. The University implemented strict Covid-19 protocols, which prevented the general public from entering the campus.

Career Exhibitions/Career Days/Career Evenings

These events are attended in order to facilitate information transfer to larger audiences of learners. Wits is an active member of both the Career Exhibitions and Information Association (CEIA) and the Career Guidance Programme (X2Y). X2Y did not take place this year due to the pandemic. Career expo's and career days are also privately arranged by the feeder schools, to which Wits was invited as an exhibitor and presenter. Other career expo events are organised by private organisations, government departments and NGO's. Unfortunately, the number of career exhibitions was severely limited by the pandemic. A total of 11 events were attended in 2020. We engaged with approximately 25 000 learners at these expos.

Science, Technology, Engineering & Mathematics (STEM) Events

Science, Technology, Engineering & Mathematics (STEM) events remain a top priority for Wits University. In 2020, SLO collaborated with the Faculty of Engineering and the Built Environment (EBE), Health Sciences and the Faculty of Science to participate in various events. By attending the STEM events, Wits University is supportive of and contributes to the national objectives of:

- Promoting Science, Technology, Engineering & Mathematics (STEM) literacy among young people and the general public;
- Contributing to the enhancement of learner participation and performance in Science, Technology, Engineering and Mathematics (STEM);
- Identifying and nurturing youth talent and potential in Science, Technology, Engineering and Mathematics (STEM); and
- Providing career education in Science, Technology, Engineering and Mathematics (STEM) based disciplines.

STEMulator

Wits University partnered with STEMulator as part of the STEM focus, this is a partnership between the Faculties and SLO in providing the platform for learners to understand the role and the importance of STEM. STEMulator is a knowledge portal concentrating on STEM careers; it is an initiative of the National Science and Technology Forum of South Africa (NSTF). The platform aims to get more school going learners interested and engaged in STEM topics and ultimately choose careers related to STEM. The STEMulator is designed to operate on several devices to reach even the most remote areas or the most well-resourced. The STEMulator landscape includes the built world (buildings, structures, and machines), living organisms (humans, animals, and plants) and complex systems (like the natural cycle of water). As a first phase in the collaboration SLO arranged for Wits STEM videos to be loaded on to USB flash drives so that STEMulator could deliver these to disadvantaged schools.

SLO Covid-19 Interventions and Innovations

The current competitive landscape of the Higher Education sector is characterised by high-intensity rivalry in dynamic and uncertain ways. Wits University's ability to respond swiftly and effectively to these changes was imperative to remain competitive. Innovation and agility were the pillars of success for the SLO department throughout the Covid-19 pandemic and the various challenges faced. Forces of market pressure compelled SLO to transform to remain relevant as brand ambassadors of the institution, thus a number of interventions and innovations were introduced in 2020 and are presented below.

Social Media Campaign

SLO partnered with the Communication and Marketing teams to enhance and repackage some of our social media content and create well through out recruitment campaigns. We created a social media schedule for admission and career advisory posts during the year. This was to negate any effects of the Covid-19 pandemic. Online platforms such as social media sites allow universities to showcase their course offerings more easily during a non-face to face contact period. Strategic SLO posts included the following:

1. Motivational matric posts that encouraged applications for high flyers and top achievers;
2. NBT post reminders;
3. Nine STEM posts drawing attention to electrical and information engineering, metallurgy and material science, digital arts, occupational therapy, physiotherapy, geographical and archaeology, material science and geospatial science;
4. Health science, architecture & the Film and Television application deadline reminders;

5. NSFAS reminders;
6. All other degrees application deadline reminders; and
7. Residence application deadline reminders.

2020 SLO Webinars

Due to the Covid-19 pandemic, the Wits SLO team, found itself having to quickly adapt to new ways of doing business. Presentations were offered on digital platforms via Zoom, Google Meet or Microsoft Teams. A series of Wits hosted Grade 9 subject choice and Grade 11 career advisory webinars were offered nationally in the month of September.

Grade 9: Subject Choice					
	Date	Duration	Registrations	Attendees	Top 3 Attending School
Webinar 1	15-Sep-20	67 minutes	69	45	Marais Viljoen High - 11
					APAX - 11
					Al- Aqsa Secondary School - 6
Webinar 2	17-Sep-20	50 minutes	73	48	Bracken High - 27
					Hyde Park High - 5
					Parktown Boys - 5
Webinar 3	21-Sep-20	87 minutes	226	144	OWLAG - 38
					St Barnabas College - 27
					National School of Arts - 18

Table 4.1.1.2 Grade 9 subject choice

Grade 11: Career Advisory					
	Date	Duration	Registrations	Attendees	Top 3 Attending School
Webinar 1	16-Sep-20	63 minutes	68	34	Auckland Park Academy of Excellence - 10
					Hoërskool Marais Viljoen - 4
					Glenvista High School - 3
Webinar 2	17-Sep-20	52 minutes	132	63	Marist Brother Linmeyer - 20
					Sacred Heart College - 17
					Springs Muslim - 9
Webinar 3	23-Sep-20	75 minutes	230	113	Parktown Girls High - 30
					National School of the Arts - 18
					SBSM - 9

Table 4.1.1.3 Grade 11 advisory career webinars

Life Orientation (LO) Teacher Training

Covid-19 prompted the SLO department to think out of the box regarding engagement with external stakeholders. LO teachers are the gateway to high schools and learners, and were reminded that Wits is the best university in SA. The SLO team embarked on a teacher data collection project in preparation for 2021 planning and offered high school teachers a “free” digital training workshop. 170 teachers registered for the training.

The training covered the following topics:

- Online teaching and learning;
- Digital teaching platforms (Google Classrooms, Zoom, Screencast, Google Meet);
- Blended learning;
- Learner collaboration; and
- Overcoming digital challenges

The workshop was geared at any educator seeking to develop their digital skills. It was held over two days but teachers could only select one session, either on Saturday, 17 October or on Thursday, 22 October. The workshop received rave reviews and many teachers were grateful for the opportunity.

Wits SLO Videos

SLO's creative side thrived during the Covid-19 pandemic. A range of dynamic videos were created including a motivational video by Dr Smile (a Wits Dental Science alumnus), eight animated videos and three career videos. These were all made available on the Official Wits YouTube channel, the SLO webpage, via WeTransfer links to schools and via WhatsApp. One of the main platforms that is broadcasting these videos nationally is 2Enable via channel 122 on Openview HD which is a dedicated channel for the Department of Education. Both Pace Careers and the Cape Career Exhibition Association also commended SLO on the great videos. These videos included the following topics:

1. #Matric Motivation by Doctor Smile;
2. How to Apply to Wits;
3. Calculating your #Wits APS Score;
4. Wits faculties and programme entry requirements;
5. Residence Life & Accommodation at Wits;
6. Funding your Studies;
7. Sporting excellence at Wits;
8. Grade 9 subject choice – Career guidance at Wits;
9. South African Higher Education Institutions;
10. Study Health Science at Wits in 2021;
11. Study Quantum computing at Wits in 2021; and
12. Study Game Design at Wits in 2021.

Revamped SLO webpage

SLO completely overhauled its webpages and improved its web content offerings. A number of resources and contact details were included on the revamped webpages and this was communicated to schools on a regular basis. The improvements saw a huge web traffic increase during the Covid-19 pandemic.

www.wits.ac.za/schoolsliaison/	Page Views	Unique page views	Average time on page
	758,99% increase	824,91% increase	103,23% increase
1 April 2020 – 16 Nov 2020	10076	7797	0:03:09
1 April 2019 – 16 Nov 2019	1173	843	0:01:33

Table 4.1.3 SLO web pages

Vice-Chancellor's Top Applicants Event

The Top 100 applicants were selected using an admission score of 55 to 56 points calculated using final Grade 11 results and it is envisioned that they will produce the same results in their matric finals. There is usually an annual event that takes place at Wits University where these learners are invited to the University. As parents and guardians could not accompany matriculants to the annual event to experience the University this year, Top 100 packages were arranged and sent to the applicants to wish them well for the upcoming final exams. The packages contained a personalised message from the Vice-Chancellor and was extremely well received by learners.

National school visits

Annual reports of first-year enrolment statistics indicate that the majority of Wits University first-year undergraduate enrolments are obtained from the Gauteng province. In pursuit of academic talent, the School Liaison Office undertakes to provide career guidance to learners in all provinces in South Africa. An important target in the strategic plan is "to increase our enrolments nationally and to attract academically excellent students from across the country." The purpose of the national schools' visits included:

Attracting academically achieving students from top performing schools by providing them with relevant Wits information;

Promoting Wits as one of the top research intensive universities in the world;

Showcasing its international academic standing for its professional degrees and research;

Providing accurate information about Wits admission requirements and closing dates; and

Encouraging learners to apply on-line, share accurate information regarding bursaries, scholarships and other means of financial aid.



Provinces visited in 2020:

Eastern Cape – Regions: Port Elizabeth, East London and Umtata

The Eastern Cape regional trip took place over an eight-day period from the 25th February - 6th March. The first three days covered Umtata, the following two days covered East London and the last three days were spent in Port Elizabeth (PE). The first leg of the second trip the team targeted top performing feeder schools in East London and enroute to PE the team hosted an evening presentation in Grahamstown. The total number of schools visited in this region was 55, reaching approximately 8000 learners.

KwaZulu-Natal (KZN) – Regions: Durban, Pietermaritzburg, Vryheid, Ladysmith and Newcastle

SLO continued to build on existing relationships in KZN, a province made up of a high number of top performing and Wits feeder schools. The KZN regional trip was held from 12 – 21 February 2020. Wits Sport accompanied the SLO team for this particular trip. The trip covered three regions within KZN: Durban, Pietermaritzburg (including Hilton) and the KZN interior (specifically Vryheid, Ladysmith and Newcastle). Approximately 8000 learners from 54 schools were attended to during the various interactions of this trip.

Limpopo Region

SLO continued to build on existing relationships in Limpopo, a province that is recognized as high achieving in the areas of Mathematics and the Sciences. We intend to strengthen our presence and to continue to market the University to schools in the province. Approximately 8900 learners from 48 schools were visited during this trip.

Limpopo 1 – Regions: Makhado, Capricorn, Sekhukhune, Waterberg, Giyani, Polokwane and Tzaneen

The Limpopo 1 regional trip was held from 03 – 07 February 2020. Two SLs travelled for this regional trip, visiting a total of 32 schools and approximately 6000 learners.

Limpopo 2 – Regions: Vhembe and Makhado

The Limpopo 2 regional trip was held from 23 – 28 February 2020. Only one SL travelled for this regional trip, visiting 16 schools and approximately 2900 learners.

North West – Region: Rustenburg

The Rustenburg career exhibition was organised by the CEIA. It was held from 24 – 28 February 2020. A total of 28 schools attended, reaching almost 4 000 learners. There are some top performing schools and feeder schools in the region. SLO intends to strategically target the dispersed top academic achievers and strengthen Wits University's presence in the province.

Free State – Regions: Bethlehem and Harrismith

The Free State regional trip was held from 14 - 19 February 2020. Two separate visits were completed for the Free State regional trips. Bethlehem Rotary organized a three-day exhibition for all the surrounding schools in Bethlehem, followed by a two-day exhibition in Harrismith. Two SLO members travelled for this regional trip, with a total of 29 schools visiting the career exhibition and approximately 5 000 learners were seen.

Western Cape

These visits did not take place due to Covid-19

Mpumalanga

These visits did not take place due to Covid-19



4.2 Student Enrolment Data

Section A: Size and composition of student body In 2020¹

A1: 2020 Student Enrolment

The 2020 student enrolment of the University was 40856, an increase of 0.13 % compared to 2019 (40802).

A2: 2020 Student Enrolment by Faculty

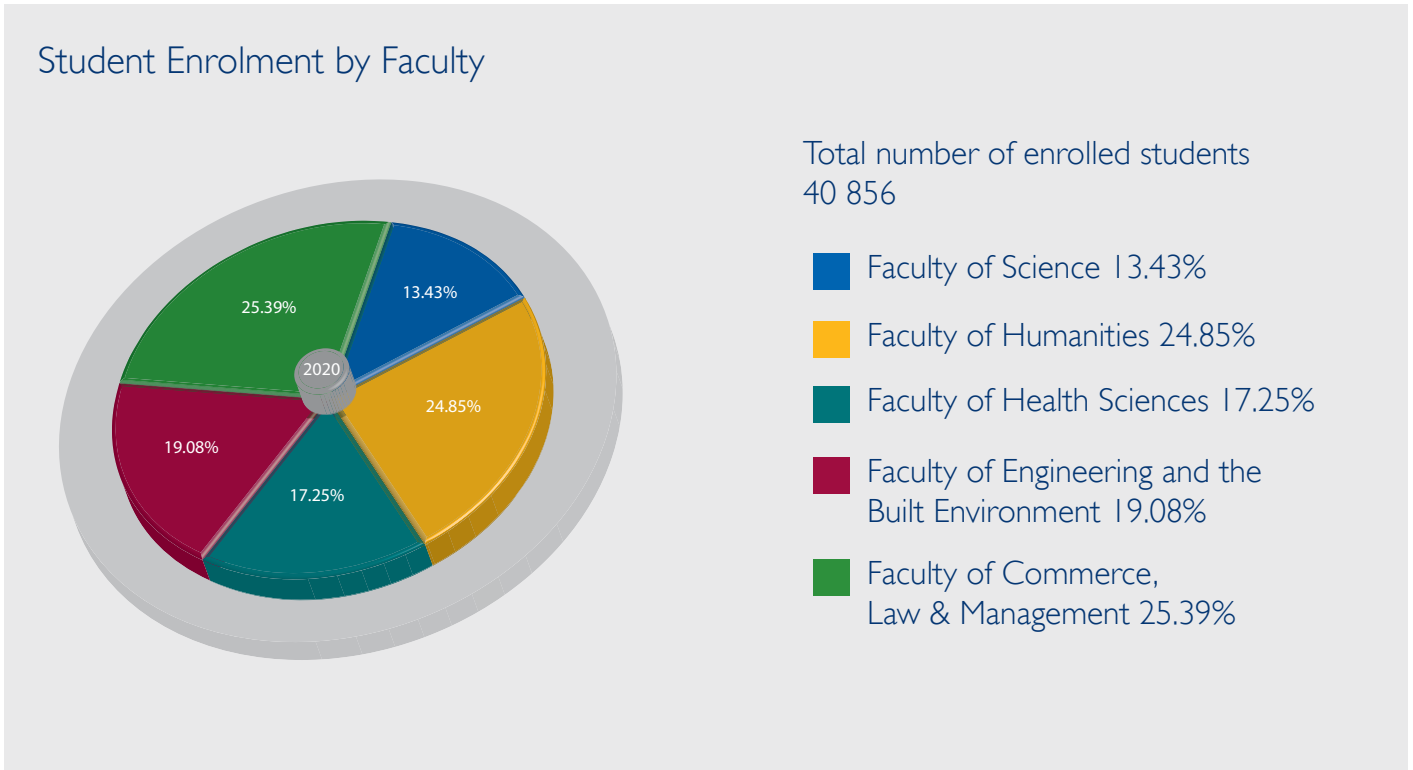


Figure 4.2.1 Student enrolment by Faculty

In terms of 2020 student enrolment numbers, the Faculties were ranked in descending order as follows: Commerce, Law and Management (25.39%); Humanities (24.85%); Engineering and the Built Environment (19.08%); Health Sciences (17.25%); and Science (13.43%).

The ratios of student enrolment numbers has changed in the following manner from those reported for 2019: Commerce, Law and Management (+0.53%); Humanities (-0.23%); Engineering and the Built Environment (-0.33%); Health Sciences (+0.18%); and Science (-0.15%).

¹Note Regarding tables and graphs
Rounding is to two decimal places.
Note Regarding Documentary

Apart from providing data for 2020 a comparison has been made to data provided in 2019.

A3: 2020 Student Enrolment by Gender

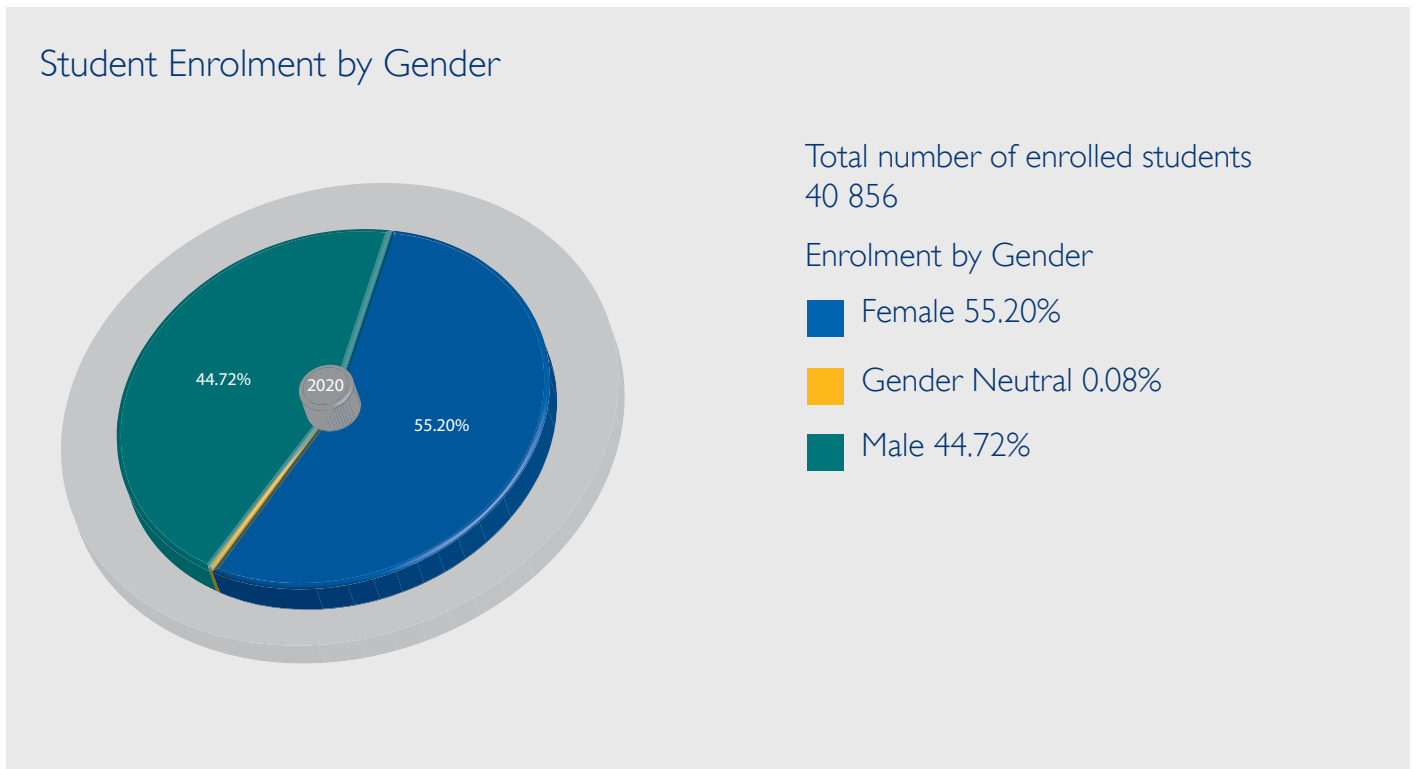


Figure 4.2.2 Student enrolment by gender

In terms of gender, the male to female student ratio was 44.72 : 55.20. This distribution has changed slightly from the 2019 report.

A4: 2020 Student Enrolment by Race²

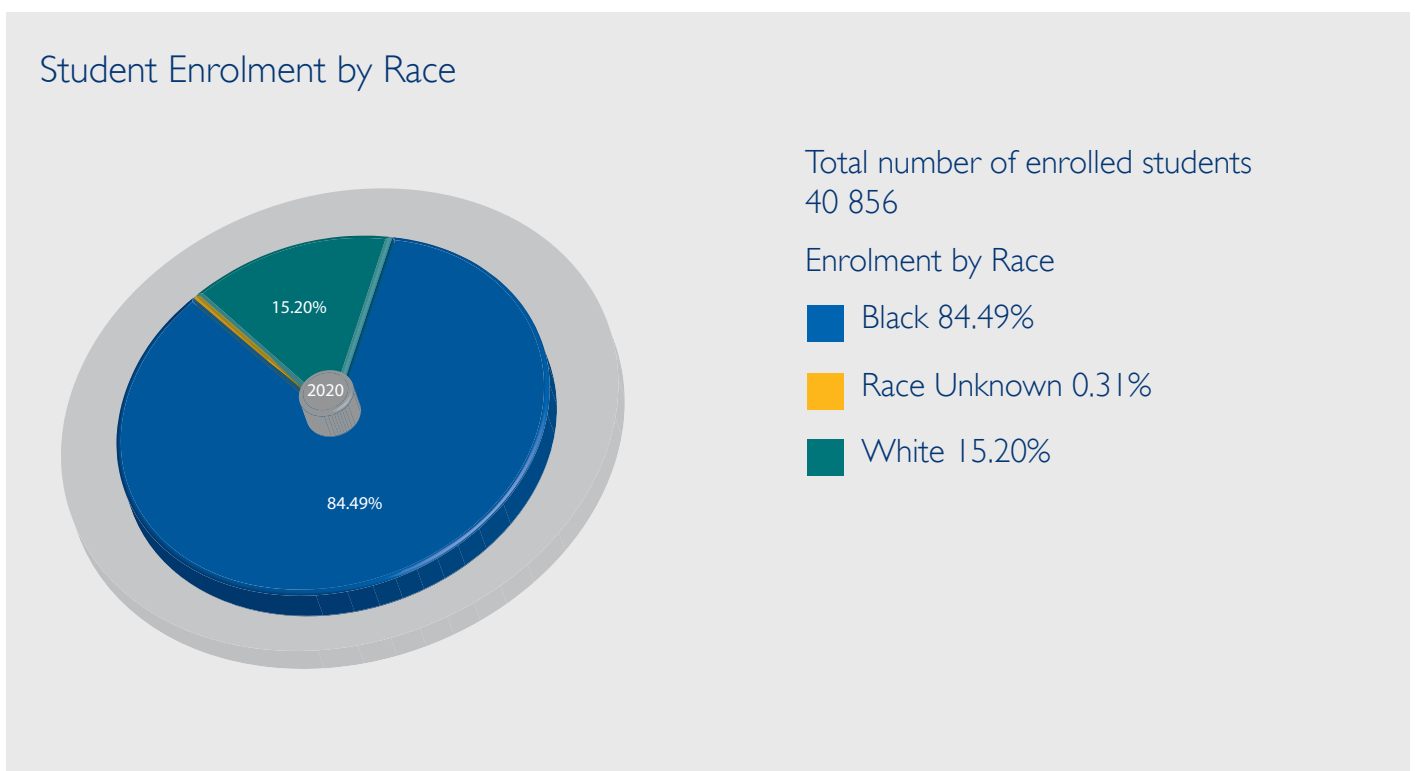


Figure 4.2.3 Student enrolment by race

²Grand Total = Black + White + Unknown + Race Unknown

Black(A reporting requirement terminology) = Africans + Chinese + Coloureds + Indians

A5: 2020 Student Enrolment by Race - detailed

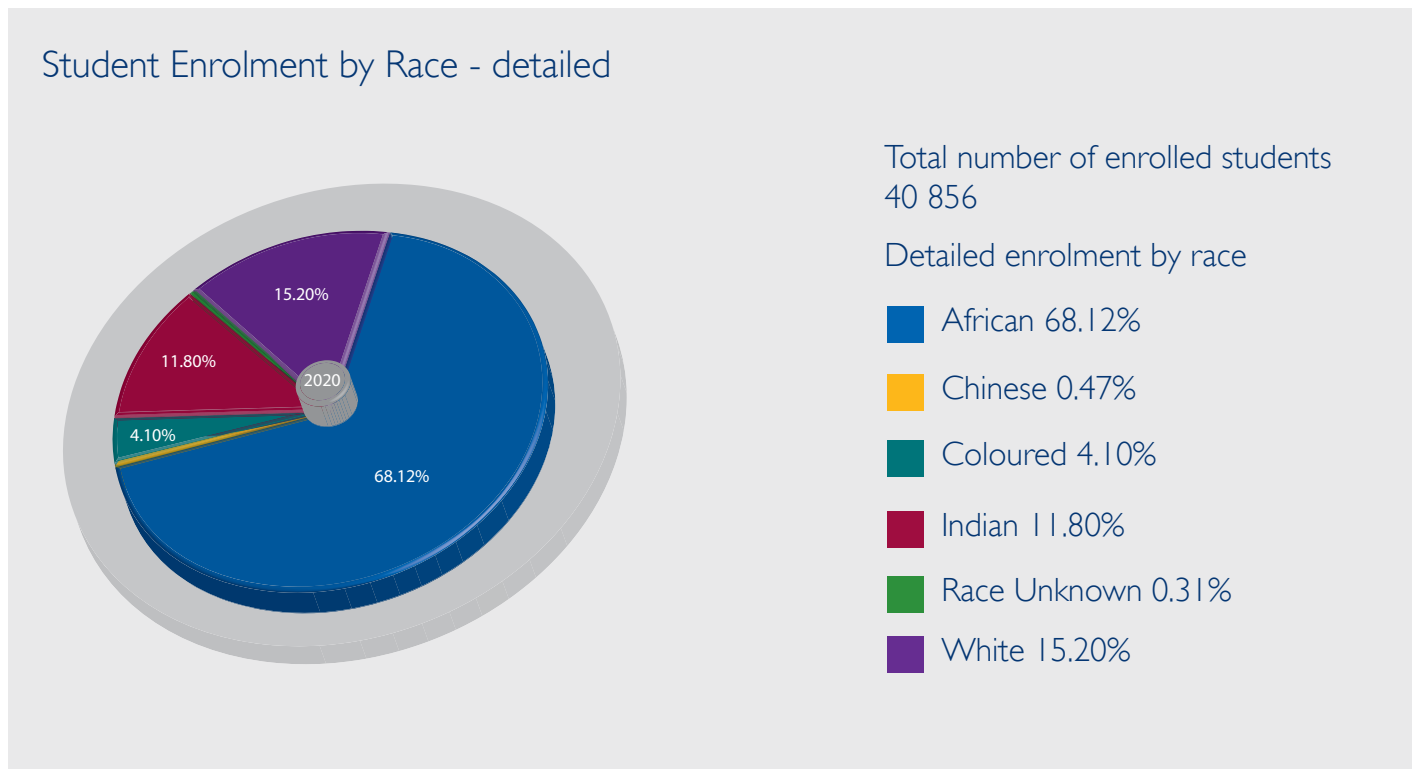


Figure 4.2.4 Student enrolment by race - detailed

From the table above, the White to Black ratio for 2020 was 15.20 : 84.49, a change from 15.99 : 83.79 in 2019 and 16.93 : 82.94 in 2018. The trend over the last three years is a decrease in white students by 1.73% and an increase in Black students by 1.55%.

The table also reveals that Africans comprised 68.12%, Whites 15.20%, Indians 11.80% and Coloureds 4.10% of the entire 2020 student enrolment. White student proportions decreased by 0.79%, whilst those of Black students increased by 0.70%, when compared to 2019.

A6: 2020 Student Enrolment by Race - Black group

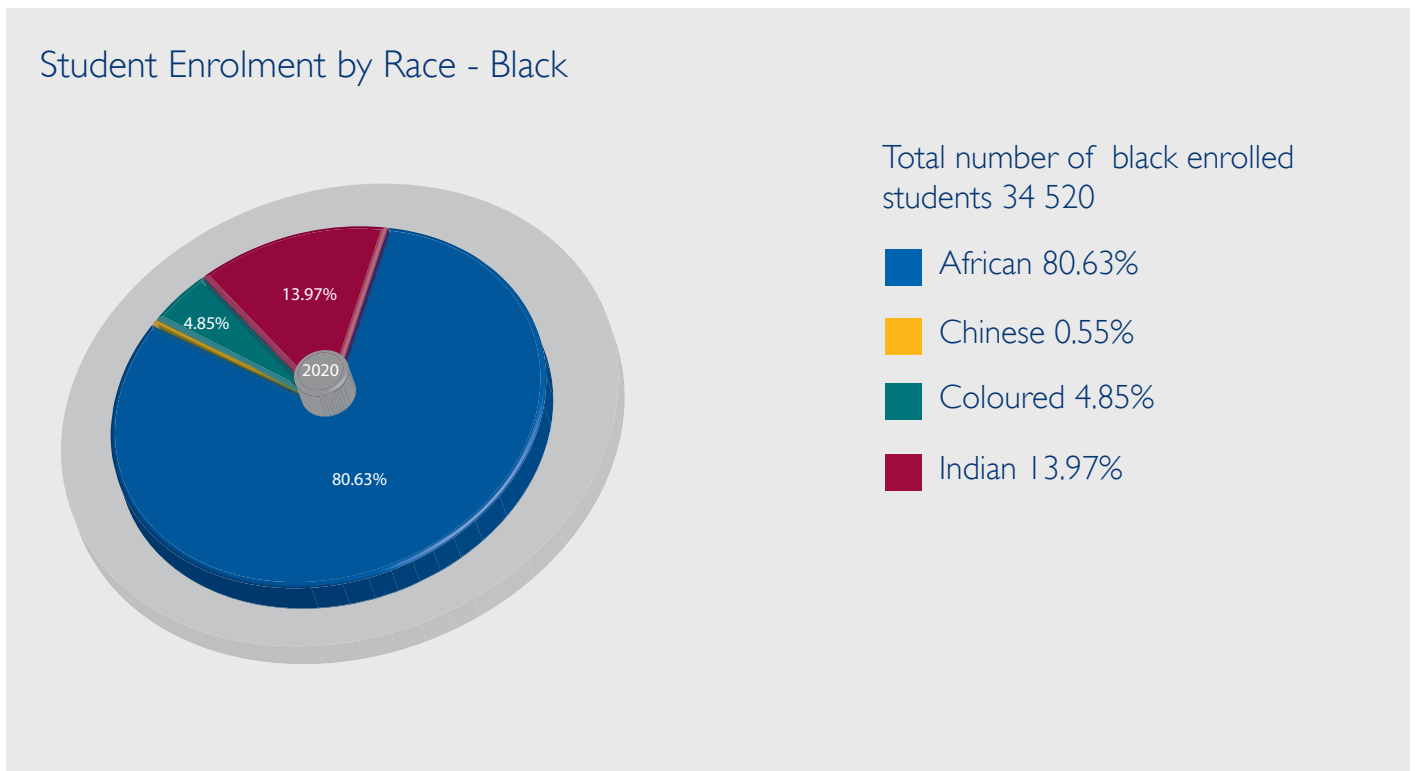


Figure 4.2.5 Student enrolment - black group

(The Black population group is segmented as follows: Africans 80.63%, Indians 13.97%, Coloureds 4.85% and Chinese 0.55%).

Within the Black population group, the ratio between Africans, Indians and Coloureds students have changed as follows, when compared to 2019:

Africans (+0.66%), Indians (-0.45%), Coloureds (-0.20%) and Chinese (-0.01%).

A7: 2020 Student Enrolment by Gender - Female and Race³

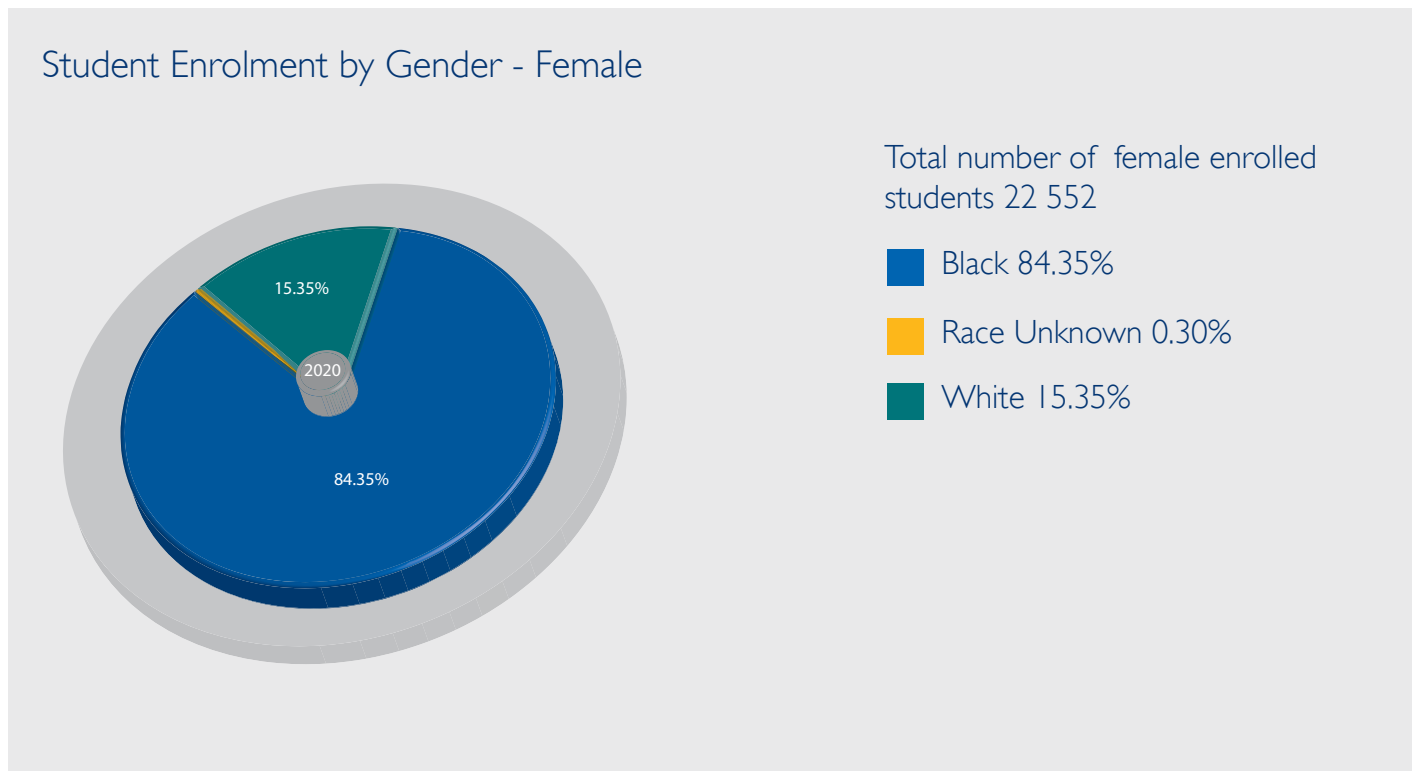


Figure 4.2.6 Student enrolment by gender - female and race

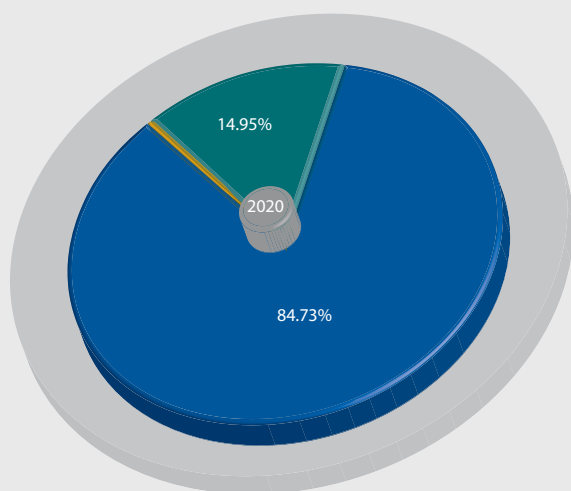
The Female White to Female Black ratio was 15.35 : 84.35 (16.01 : 83.98 in 2019).

³Note:

- Female = Female Black + Female White + Female Race Unknown
- Male = Male Black + Male White + Male Race Unknown
- Female Black = Female Africans + Female Chinese + Female Coloureds + Female Indians
- Male Black = Male Africans + Male Chinese + Male Coloureds + Male Indians

A8: 2020 Student Enrolment by Gender - Male and Race

Student Enrolment by Gender - Male



Total number of male enrolled students 18 270

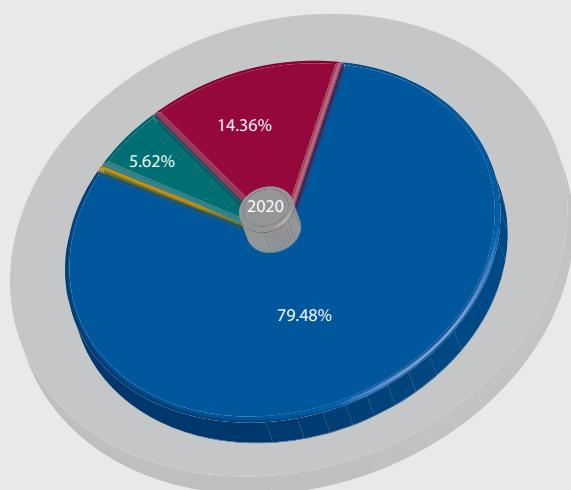
- Black 84.73%
- Race Unknown 0.32%
- White 14.95%

Figure 4.2.7 Student enrolment by gender - male and race

The Male White to Male Black ratio was 14.95 : 84.73 (16.01 : 83.98 in 2019).

A9: 2020 Student Enrolment by Gender - Female and Black

Student Enrolment by Gender - Black Females



Total number of black female enrolled students 19 023

- African 79.48%
- Chinese 0.53%
- Coloured 5.62%
- Indian 14.36%

Figure 4.2.8 Student enrolment by gender - female and black

The Female Africans set comprised 79.48%, with Female Chinese at 0.53%, Female Indians at 14.36% and Female Coloureds at 5.62% of the Female Black group.

These figures when compared with 2019 reported figures show: an increase in Female Africans of 0.81%, an increase in Female Chinese of 0.03%, a decrease of 0.72% for Female Indians; and a decrease of 0.14% in Female Coloureds.

A10: 2020 Student Enrolment by Gender - Male and Black

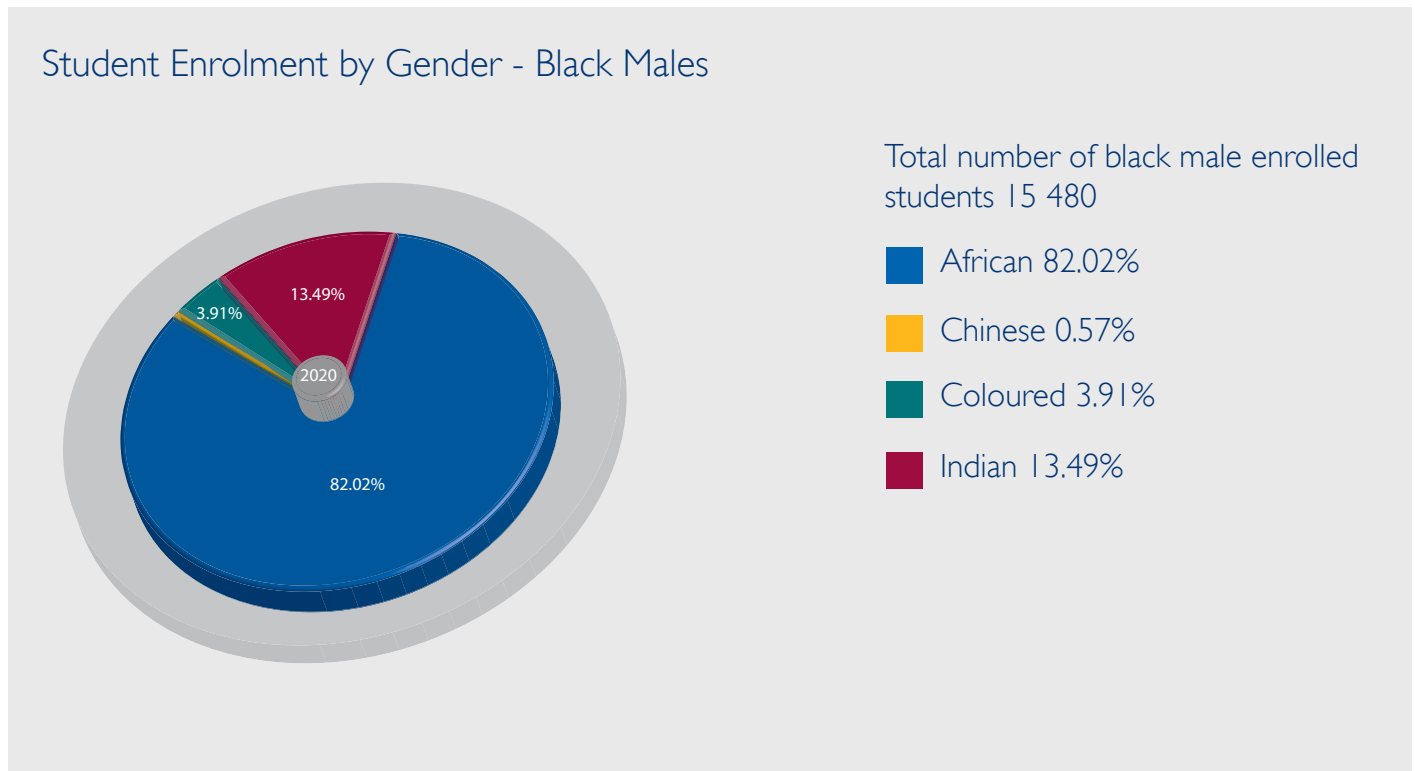


Figure 4.2.9 Student enrolment by gender - male and black

The Male Africans segment comprised 82.02%, with Male Chinese at 0.57% and Male Indians at 13.49% and Male Coloureds at 3.91% of the Male Black group.

Male Africans increased by 0.49%, Male Chinese decreased by 0.07% whilst Male Indians decreased by 0.14%, and Male Coloureds decreased by 0.28% when compared with 2019 reported figures.

AI I: 2020 Student Enrolment by Gender and Race

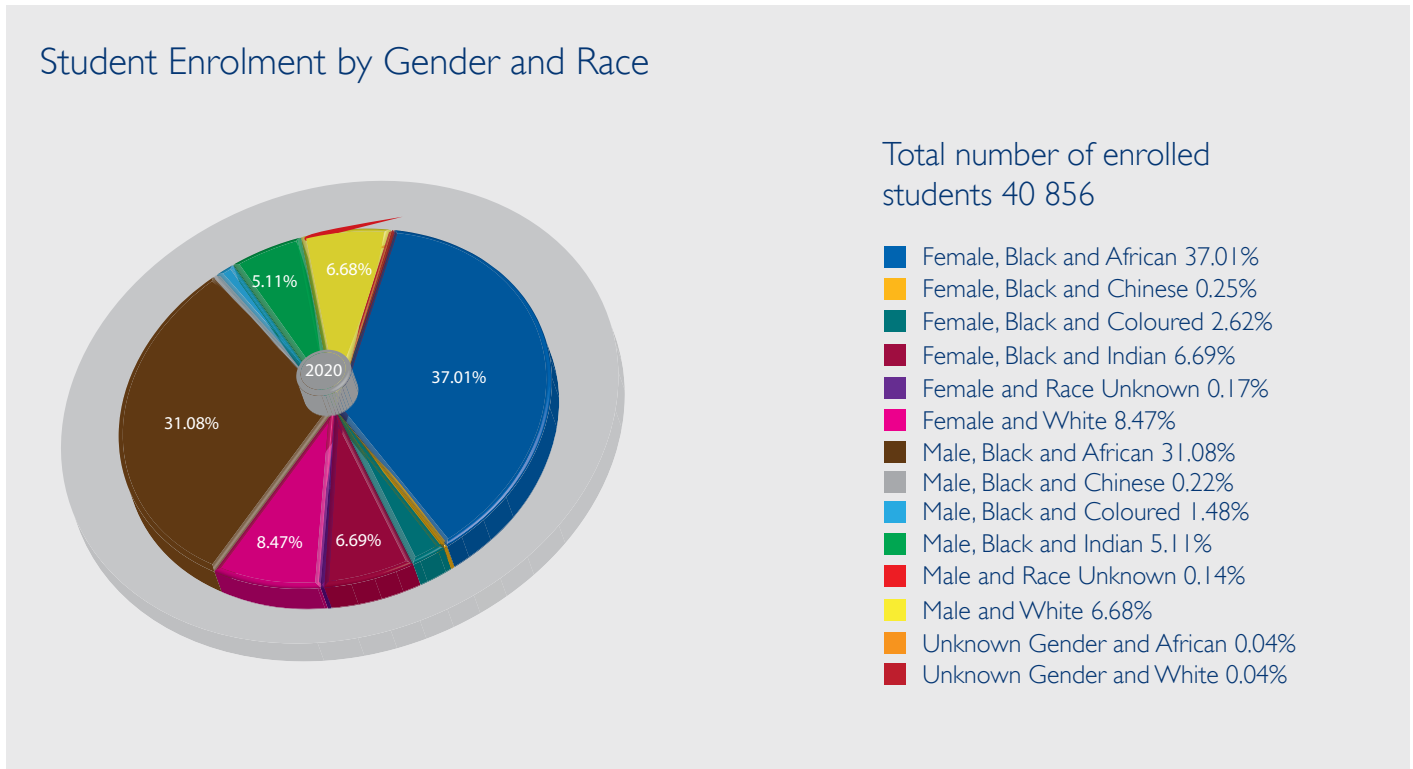


Figure 4.2.10 Student enrolment by gender and race

With respect to the entire student enrolment, Male Africans comprised 31.08%, Male White 6.68%, Male Indians 5.11%, Male Coloureds 1.48% and Male Chinese 0.22% of the set. For females, the Female Africans segment comprised 37.01%, Female White 8.47%, Female Indians 6.69%, Female Coloureds 2.62% and Female Chinese 0.25%.

Changes in these demographics, with respect to the figures reported for 2019 were: the Male Africans segment increased by 0.21%, Male Whites decreased by 0.54%, Male Indians decreased by 0.05%, Male Chinese decreased by 0.02% and Male Coloureds decreased by 0.11%.

Female Whites decreased by 0.28%, Female Africans increased by 0.89%, Female Indians decreased by 0.23%, Female Chinese increased by 0.02% and Female Coloureds decreased by 0.02%.

A12: 2020 Student Enrolment by Faculty and Gender

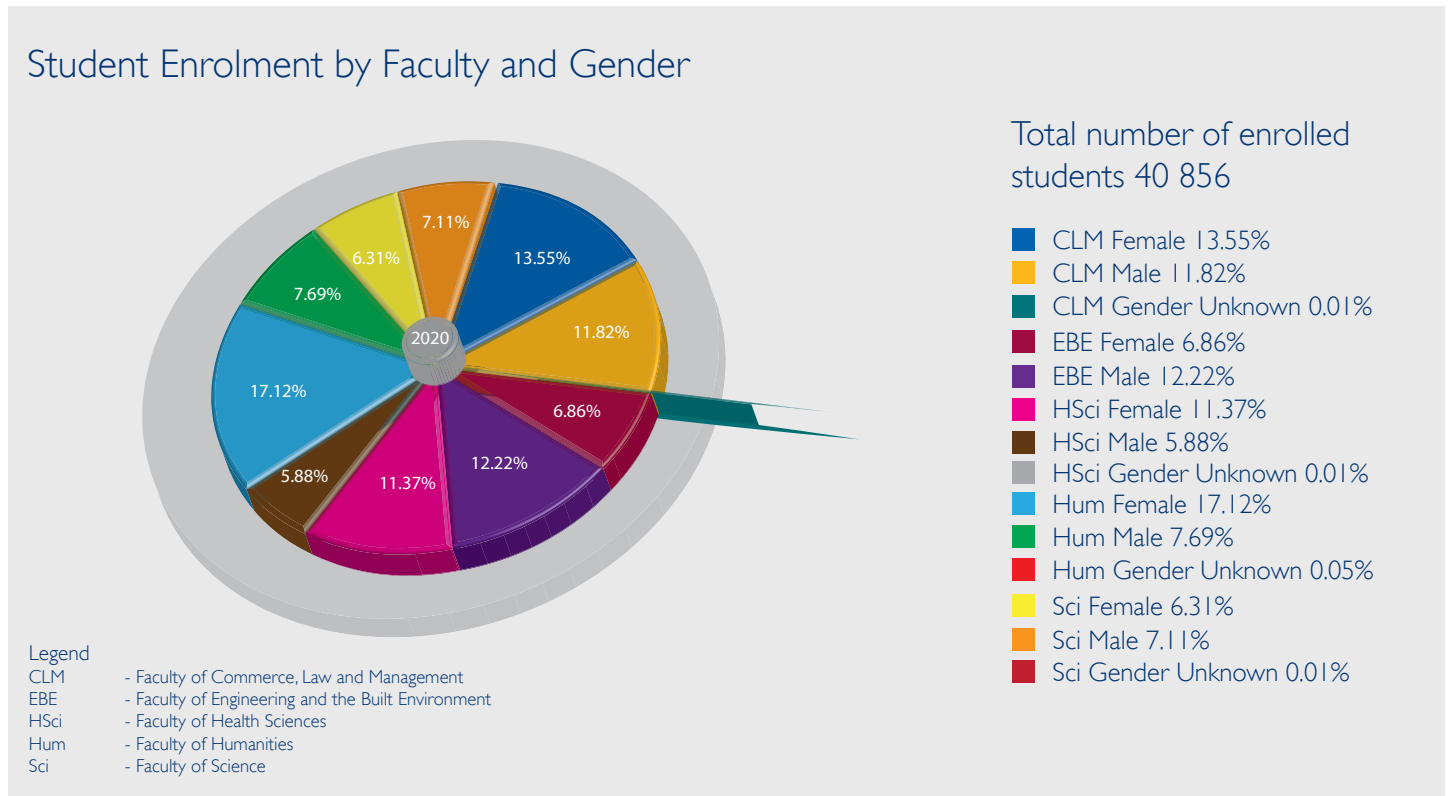


Figure 4.2.11 Student enrolment by faculty and gender

The Male student enrolments of the total student enrolment were distributed as follows: 11.82% in Commerce, Law and Management; 12.22% in Engineering and the Built Environment; 7.69% in Humanities; 5.88% in Health Sciences; and 7.11% in Science.

The Female student enrolment of the total student enrolment was distributed as follows: 17.12% in Humanities; 13.55% in Commerce, Law and Management; 11.37% in Health Sciences; 6.31% in Science; and 6.86% in Engineering and the Built Environment.

AI3: 2020 Student Enrolment by Race and Faculty⁴

Race Parent	Race	Faculty of Commerce, Law and Management - Total		Faculty of Engineering and the Built Environment - Total		Faculty of Health Sciences - Total		Faculty of Humanities - Total		Faculty of Science - Total	
		Enrolled	%	Enrolled	%	Enrolled	%	Enrolled	%	Enrolled	%
Black	African	7585	73.13%	5933	76.10%	3715	52.70%	6800	66.98%	3800	69.27%
	Chinese	45	0.43%	35	0.45%	39	0.55%	35	0.34%	36	0.66%
	Coloured	404	3.90%	206	2.64%	307	4.36%	605	5.96%	153	2.79%
	Indian	1310	12.63%	771	9.89%	1198	17.00%	916	9.02%	627	11.43%
Black Total		9344	90.09%	6945	89.08%	5259	74.61%	8356	82.30%	4616	84.14%
Race Unknown	Race Unknown	17	0.16%	3	0.04%	70	0.99%	28	0.28%	9	0.16%
Race Unknown Total		17	0.16%	3	0.04%	70	0.99%	28	0.28%	9	0.16%
White	White	1011	9.75%	848	10.88%	1720	24.40%	1769	17.42%	861	15.69%
White Total		1011	9.75%	848	10.88%	1720	24.40%	1769	17.42%	861	15.69%
Grand Total		10372	100.00%	7796	100.00%	7049	100.00%	10153	100.00%	5486	100.00%

Table 4.2.1 Student enrolment by race and faculty

The White students in total were distributed as follows: 17.42% in Humanities; 9.75% in Commerce, Law and Management; 24.40% in Health Sciences; 15.69% in Science; and 10.88% in Engineering and the Built Environment.

Black students in total were distributed as follows: 90.09% in Commerce, Law and Management; 82.30% in Humanities; 89.08% in Engineering and the Built Environment; 74.61% in Health Sciences; and 84.14% in Science.

⁴ Note:

- Total Race = Black + White + Unknown + Race Unknown
- Black = Africans + Chinese + Coloureds + Indians

AI4: 2020 Student Enrolment by Age

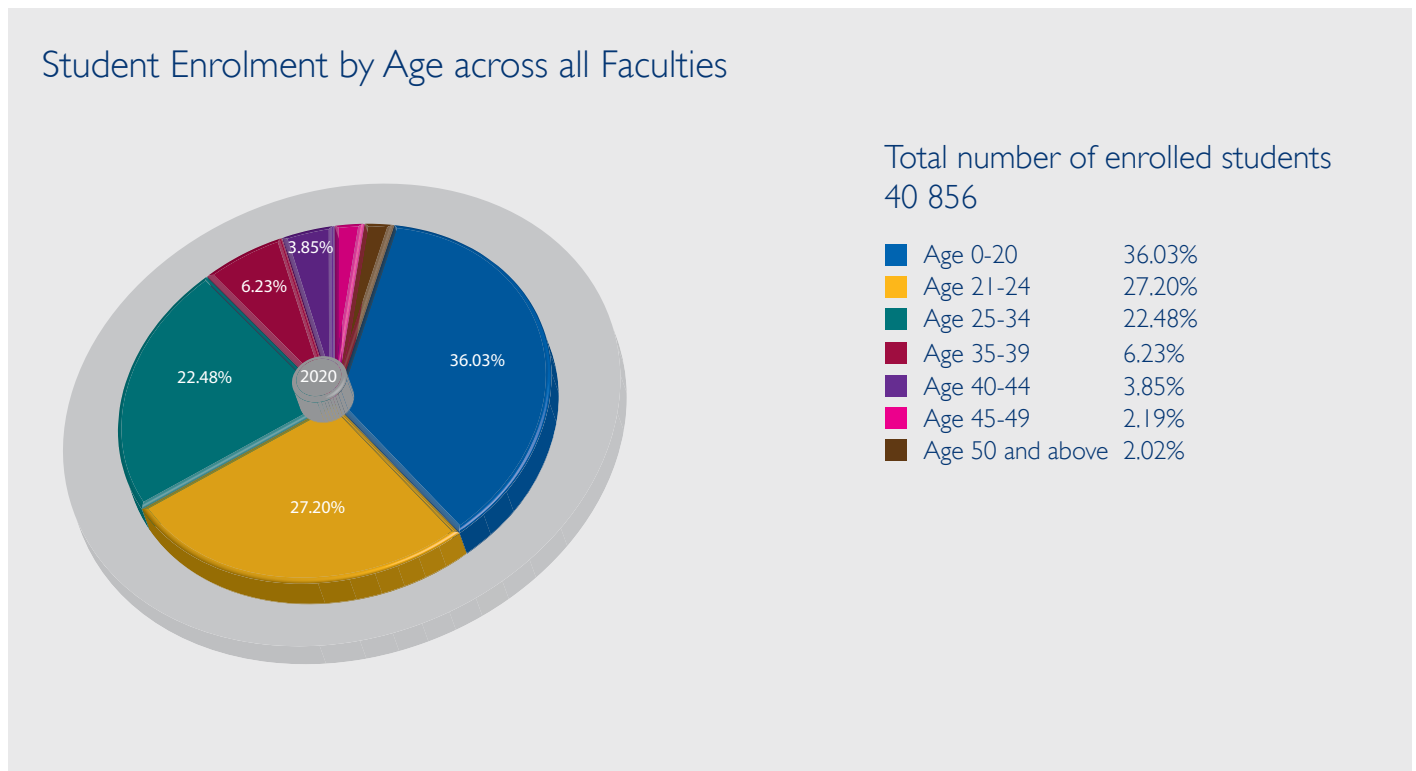


Figure 4.2.12 Student enrolment by age

AI5 2020 Student Enrolment by Faculty and Age

Faculty	Age Group	Enrolled	Enrolled %
Faculty of Commerce, Law & Management - Total	0-20	2 629	6,43%
	21-24	2 690	6,58%
	25-34	2 754	6,74%
	35-39	1 015	2,48%
	40-44	671	1,64%
	45-49	354	0,87%
	50+	259	0,63%
Faculty of Engineering and the Built Environment - Total	0-20	3 083	7,55%
	21-24	2 499	6,12%
	25-34	1 562	3,82%
	35-39	314	0,77%
	40-44	169	0,41%
	45-49	87	0,21%
	50+	82	0,20%
Faculty of Health Sciences - Total	0-20	2 120	5,19%
	21-24	1 733	4,24%
	25-34	2 042	5,00%
	35-39	560	1,37%
	40-44	295	0,72%
	45-49	154	0,38%
	50+	145	0,35%

Faculty	Age Group	Enrolled	Enrolled %
Faculty of Humanities - Total	0-20	4 025	9,85%
	21-24	2 768	6,78%
	25-34	1 917	4,69%
	35-39	510	1,25%
	40-44	371	0,91%
	45-49	255	0,62%
	50+	307	0,75%
Faculty of Science - Total	0-20	2 865	7,01%
	21-24	1 421	3,48%
	25-34	909	2,22%
	35-39	145	0,35%
	40-44	68	0,17%
	45-49	44	0,11%
	50+	34	0,08%
Grand Total		40 856	100,00%

Table 4.2.2 Student enrolment by faculty and age

AI6: 2020 Student Enrolment by Region⁵

Continent	Nationality Division	Province	City	Enrolled	Enrolled %
Africa	South Africa	Gauteng	Johannesburg	10 544	25.81%
			Rest of Gauteng	14 423	35.30%
		Gauteng total		24 967	61.11%
		Rest of South Africa - Total		12 203	29.87%
	South Africa - Total		37 170	90.98%	
	Rest of Africa - Total		3 180	7.78%	
Africa Total				40 350	98.76%
Rest of World Total				506	1.24%
Grand Total				40 856	100.00%

Table 4.2.3 Student enrolment by region

In 2020, 90.98% of the total student enrolment came from South Africa, of which 61.11% were from Gauteng and the remaining 29.87% from the rest of South Africa.

In the Gauteng region, 25.81% of the total student enrolment was from Johannesburg.

7.78% of the student enrolment came from other African countries and the remaining 1.24% from other continents.

- ⁵ Note:
- Total Region = Africa + Rest of World
 - Africa = South Africa + Rest of Africa
 - South Africa = Gauteng + Rest of South Africa
 - Gauteng = Johannesburg + Rest of Gauteng

A17: 2020 Student Enrolment by Region and Faculty

Continent	Nationality Division	Province	City	Faculty of Commerce, Law and Management Total		Faculty of Engineering and the Built Environment Total		Faculty of Health Sciences Total		Faculty of Humanities Total		Faculty of Science Total	
				Enrolled	%	Enrolled	%	Enrolled	%	Enrolled	%	Enrolled	%
Africa	South Africa	Gauteng	Johannesburg	2 839	27,37%	1 420	18,21%	2 032	28,83%	3 068	30,22%	1 185	21,60%
			Rest of Gauteng	3 910	37,70%	2 408	30,89%	2 020	28,66%	4 230	41,66%	1 855	33,81%
	Gauteng Total		6 749	65,07%	3 828	49,10%	4 052	57,48%	7 298	71,88%	3 040	55,41%	
	Rest of South Africa Total		2 759	26,60%	3 228	41,41%	2 090	29,65%	2 180	21,47%	1 946	35,47%	
South Africa Total		9 508	91,67%	7 056	90,51%	6 142	87,13%	9 478	93,35%	4 986	90,89%		
Rest of Africa Total		788	7,60%	679	8,71%	728	10,33%	561	5,53%	424	7,73%		
Africa Total		10 296	99,27%	7 735	99,22%	6 870	97,46%	10 039	98,88%	5 410	98,61%		
Rest of world Total		76	0,73%	61	0,78%	179	2,54%	114	1,12%	76	1,39%		
Grand Total		10 372	100,00%	7 796	100,00%	7 049	100,00%	10 153	100,00%	5 486	100,00%		

Table 4.2.4 Enrolment by region and faculty

AI 8: 2020 Student Enrolment by Qualification Type

UG / PG		Enrolled	Enrolled %
Postgraduate	Doctoral Degree	2 250	5,51%
	Honours Degree	2 151	5,26%
	Masters Degree (Research and Coursework)	6 223	15,23%
	Masters Degree (Research)	1 796	4,40%
	Occasional Student Postgrad	325	0,80%
	Postgraduate Diploma	2 933	7,18%
Postgraduate Total		15 678	38,37%
Undergraduate	General Academic 1st Bachelors Degree	12 271	30,03%
	Professional 1st Bachelors Degree	12 083	29,57%
	Undergraduate Occasional Students	824	2,02%
Undergraduate Total		25 178	61,63%
Grand Total		40 856	100,00%

Table 4.2.5 Student enrolment by qualification type

The University offers a host of qualifications, both at undergraduate and postgraduate levels.

In 2020, 61.63% of the students were engaged in undergraduate studies (62.52% in 2019), the remaining 38.37% (37.48% in 2019) of the students pursued postgraduate studies. The majority of students enrolled for undergraduate study have chosen the general bachelor and the professional bachelor's degrees. These two segments, collectively, contribute 59.60% of the total student enrolment.

The masters group comprised 19.63% of the total student enrolment and the doctoral degrees comprise 5.51%. There was a decrease of 0.19% in the doctoral degrees when compared to 2019.

A19: 2020 Total Student Enrolment by Qualification Type and Faculty

UG/PG	Program Type Description	Faculty of Commerce, Law and Management - Total		Faculty of Engineering and the Built Environment - Total		Faculty of Health Sciences - Total		Faculty of Humanities - Total		Faculty of Science - Total	
		Enrolled	%	Enrolled	%	Enrolled	%	Enrolled	%	Enrolled	%
Postgraduate	Doctoral Degree	358	3.45%	257	3.30%	516	7.32%	610	6.01%	509	9.28%
	Honours Degree	386	3.72%	266	3.41%	185	2.62%	852	8.39%	462	8.42%
	Masters Degree (Research and Coursework)	2277	21.95%	993	12.74%	1771	25.12%	923	9.09%	259	4.72%
	Masters Degree (Research)	83	0.80%	397	5.09%	397	5.63%	364	3.59%	555	10.12%
	Occasional Student Postgrad	164	1.58%	43	0.55%	6	0.09%	88	0.87%	24	0.44%
	Postgraduate Diploma	2160	20.83%	272	3.49%	85	1.21%	416	4.10%		
Postgraduate Total		5428	52.33%	2228	28.58%	2960	41.99%	3253	32.04%	1809	32.97%
Undergraduate	General Academic 1st Bachelors Degree	3575	34.47%	1243	15.94%	729	10.34%	3184	31.36%	3540	64.53%
	Professional 1st Bachelors Degree	1176	11.34%	4303	55.19%	3052	43.30%	3552	34.98%		
	Undergraduate Occasional Students	193	1.86%	22	0.28%	308	4.37%	164	1.62%	137	2.50%
Undergraduate Total		4944	47.67%	5568	71.42%	4089	58.01%	6900	67.96%	3677	67.03%
Grand Total		10372	100.00%	7796	100.00%	7049	100.00%	10153	100.00%	5486	100.00%

Table 4.2.6 Student enrolment by qualification type and faculty

SECTION B: Levels of academic progress in different disciplines and levels of study for 2019

Note the following definitions before interpreting the data reflected in the tables that follow:

- Enrolled excludes cancellations, transfers, and registrations in abeyance;
- Enrolled = Proceeding+ Not met the minimum requirements+ Return to year of study+ Qualified+ Degree decision pending+ Non-degree purposes+ No decision;
- Proceeding = Registered students who passed their year of study and can proceed to the next year of study;
- Not met the minimum requirements = Registered students who failed the minimum requirements of study in the period;
- Return to year of study = Registered students who have not met all the requirements to proceed to the next year of study, but are eligible to repeat the same year of study;
- Qualified = Registered students who have qualified and exited the system;
- Degree decision pending = These students are coded, for example, as being eligible to write supplementary/deferred exams;
- Non-degree purposes = The student has registered for an occasional degree;
- No decision = No result has been put against the student;
- Levels of study = Program types.

Note Regarding tables and graphs

Rounding is to two decimal places.

Note Regarding Documentary

Apart from providing data for 2020, a comparison has been made to that, provided in this forum for 2019's report.

Note Enrolment vs. Qualifications

A comparison should not be made between enrolment figures and the number of students qualified as these are not the same cohort of students.

B I.1 2020 Undergraduate enrolment and academic progress by different levels of study

Ext / Non-Ext Desc	Program Type Description	UG / PG	Enrolled	Proceed	%	Minimum Requirement Not Met	%	Returned To Yos	%	Decision Pending	%	Non Degree Purpose	%	No Decision	%
Extended	Professional 1 st Bachelors Degree	Undergraduate	16	1	6,3%	2	12,5%	8	50,0%	0	0,0%	0	0,0%	0	0,0%
Extended Total			16	1	6,3%	2	12,5%	8	50,0%	0	0,0%	0	0,0%	0	0,0%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	12 271	6152	50,1%	1230	10,0%	1926	15,7%	13	0,1%	0	0,0%	6	0,0%
	Professional 1 st Bachelors Degree	Undergraduate	12 067	7343	60,9%	1162	9,6%	1253	10,4%	33	0,3%	0	0,0%	30	0,2%
	Undergraduate Occasional Students	Undergraduate	824	0	0,0%	0	0,0%	0	0,0%	0	0,0%	824	100,0%	0	0,0%
Not Extended Total			25 162	13495	53,6%	2392	9,5%	3179	12,6%	46	0,2%	824	3,3%	36	0,1%
Grand Total			25 178	13496	53,6%	2394	9,5%	3187	12,7%	46	0,2%	824	3,3%	36	0,1%

Table 4.2.7 Undergraduate enrolment and academic progress by different levels of study

Of the 25 162 students who were not on extended curricula , 53.6% were permitted to proceed , 12.6% were required to return to same year of study and 9.5% failed to meet the minimum requirements.

B 1.2 2020 Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	UG / PG	Qualified	Qualified %
Extended	Professional 1 st Bachelors Degree	Undergraduate	5	0,10%
Extended Total			5	0,10%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	2943	56,66%
	Professional 1 st Bachelors Degree	Undergraduate	2246	43,24%
Not Extended Total			5189	99,90%
Grand Total			5194	100,00%

Table 4.2.8 Qualified Undergraduates

Overall in 2020, 5194 Undergraduate students qualified. Of the latter 5189 were not on extended curricula.

B 2.1 2020 Postgraduate Enrolment

Program Type Description	Enrolled	Enrolled %
Doctoral Degree	2 250	14,35%
Honours Degree	2 151	13,72%
Masters Degree (Research and Coursework)	6 223	39,69%
Masters Degree (Research)	1 796	11,46%
Occasional Student Postgrad	325	2,07%
Postgraduate Diploma	2 933	18,71%
Grand Total	15 678	100,00%

Table 4.2.9 Postgraduate Enrolment

B 2.2 2020 Qualified Postgraduates

Program Type Description	Qualified	Qualified %
Doctoral Degree	271	5,68%
Honours Degree	1593	33,39%
Masters Degree (Research and Coursework)	1243	26,05%
Masters Degree (Research)	343	7,19%
Postgraduate Diploma	1321	27,69%
Grand Total	4771	100,00%

Table 4.2.10 Qualified Postgraduates

B3.1 2020 Faculty of Humanities Undergraduate Enrolment and Academic Progress by Different Levels of Study

Ext / Non-Ext Desc	Program Type Description	UG / PG	Enrolled	Proceed	%	Minimum Requirement Not Met	%	Returned To Yos	%	Decision Pending	%	Non Degree Purpose	%	No Decision	%
Extended	Professional 1 st Bachelors Degree	Undergraduate	16	1	6,3%	2	12,5%	8	50,0%	0	0,00%	0	0,00%	0	0,00%
Extended Total			16	1	6,3%	2	12,5%	8	50,0%	0	0,00%	0	0,00%	0	0,00%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	3 184	1493	46,9%	147	4,6%	706	22,2%	0	0,00%	0	0,00%	3	0,09%
	Professional 1 st Bachelors Degree	Undergraduate	3 536	2371	67,1%	191	5,4%	278	7,9%	4	0,11%	0	0,00%	4	0,11%
	Undergraduate Occasional Students	Undergraduate	164	0	0,0%	0	0,0%	0	0,0%	0	0,00%	164	100%	0	0,00%
Not Extended Total			6 884	3864	56,1%	338	4,9%	984	14,3%	4	0,06%	164	2,38%	7	0,10%
Grand Total			6 900	3865	56,0%	340	4,9%	992	14,4%	4	0,06%	164	2,38%	7	0,10%

Table 4.2.11 Faculty of Humanities Undergraduate Enrolment and Academic Progress by Different Levels of Study

B3.2 2020 Faculty of Humanities Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	UG / PG	Qualified	Qualified %
Extended	Professional 1 st Bachelors Degree	Undergraduate	5	0,33%
Extended Total			5	0,33%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	835	54,65%
	Professional 1 st Bachelors Degree	Undergraduate	688	45,03%
	Undergraduate Occasional Students	Undergraduate	0	0,00%
Not Extended Total			1523	99,67%
Grand Total			1528	100,00%

Table 4.2.12 Faculty of Humanities Qualified Undergraduates

B3.3 2020 Faculty of Humanities Postgraduate Enrolment

Program Type Description	Enrolled	Enrolled %
Doctoral Degree	610	18,75%
Honours Degree	852	26,19%
Masters Degree (Research and Coursework)	923	28,37%
Masters Degree (Research)	364	11,19%
Occasional Student Postgrad	88	2,71%
Postgraduate Diploma	416	12,79%
Grand Total	3 253	100,00%

Table 4.2.13 Faculty of Humanities Postgraduate Enrolment

B3.4 2020 Faculty of Humanities Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Qualified %
Not Extended	Doctoral Degree	69	6,06%
	Honours Degree	514	45,13%
	Masters Degree (Research and Coursework)	230	20,19%
	Masters Degree (Research)	75	6,58%
	Occasional Student Postgrad	0	0,00%
	Postgraduate Diploma	251	22,04%
Not Extended Total		1139	100,00%
Grand Total		1139	100,00%

Table 4.2.14 Faculty of Humanities Qualified Postgraduates

B4.1 2020 Faculty of Commerce, Law and Management Undergraduate Enrolment and Academic Progress by Different Levels of Study

Ext / Non-Ext Desc	Program Type Description	UG / PG	Enrolled	Proceed	%	Minimum Requirement Not Met	%	Returned To Yos	%	Decision Pending	%	Non Degree Purpose	%	No Decision	%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	3 575	1 633	45,68%	482	13,48%	617	17,26%	1	0,03%	0	0,00%	2	0,06%
	Professional 1 st Bachelors Degree	Undergraduate	1 176	633	53,83%	113	9,61%	58	4,93%	0	0,00%	0	0,00%	0	0,00%
	Undergraduate Occasional Students	Undergraduate	193	0	0,00%	0	0,00%	0	0,00%	0	0,00%	193	100%	0	0,00%
Not Extended Total			4 944	2 266	45,83%	595	12,03%	675	13,65%	1	0,02%	193	3,90%	2	0,04%
Grand Total			4 944	2 266	45,83%	595	12,03%	675	13,65%	1	0,02%	193	3,90%	2	0,04%

Table 4.2.15 Faculty of Commerce, Law and Management Undergraduate Enrolment and Academic Progress by Different Levels of Study

B4.2 2020 Faculty of Commerce, Law and Management Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	UG / PG	Qualified	Qualified %
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	840	69,31%
	Professional 1 st Bachelors Degree	Undergraduate	372	30,69%
	Undergraduate Occasional Students	Undergraduate	0	0,00%
Not Extended Total			1 212	100,00%
Grand Total			1 212	100,00%

Table 4.2.16 Faculty of Commerce, Law and Management Qualified Undergraduates

B4.3 2020 Faculty of Commerce, Law and Management Postgraduate Enrolment

Program Type Description	Enrolled	Enrolled %
Doctoral Degree	358	6,60%
Honours Degree	386	7,11%
Masters Degree (Research and Coursework)	2 277	41,95%
Masters Degree (Research)	83	1,53%
Occasional Student Postgrad	164	3,02%
Postgraduate Diploma	2 160	39,79%
Grand Total	5 428	100,00%

Table 4.2.17 Faculty of Commerce, Law and Management Postgraduate Enrolment

B4.4 2020 Faculty of Commerce, Law and Management Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Qualified %
Not Extended	Occasional Student Postgrad	0	0,00%
	Postgraduate Diploma	11	0,63%
NOT Extended Total		11	0,63%
Not Extended	Doctoral Degree	38	2,18%
	Honours Degree	282	16,15%
	Masters Degree (Research and Coursework)	485	27,78%
	Masters Degree (Research)	7	0,40%
	Occasional Student Postgrad	0	0,00%
	Postgraduate Diploma	923	52,86%
Not Extended Total		1735	99,37%
Grand Total		1746	100,00%

Table 4.2.18 Faculty of Commerce, Law and Management Qualified Postgraduates

B5.1 2020 Faculty of Engineering and Built Environment Undergraduate Enrolment and Academic Progress by Different Levels of Study

Ext /Non-Ext Desc	Program Type Description	UG / PG	Enrolled	Proceed	%	Minimum Requirement Not Met	%	Returned To Yos	%	Decision Pending	%	Non Degree Purpose	%	No Decision	%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	1 243	614	49,40%	99	7,96%	206	16,57%	3	0,24%	0	0,00%	1	0,08%
	Professional 1 st Bachelors Degree	Undergraduate	4 303	1998	46,43%	743	17,27%	883	20,52%	21	0,49%	0	0,00%	14	0,33%
	Undergraduate Occasional Students	Undergraduate	22	0	0,00%	0	0,00%	0	0,00%	0	0,00%	22	100,00%	0	0,00%
Not Extended Total			5 568	2612	46,91%	842	15,12%	1089	19,56%	24	0,43%	22	0,40%	15	0,27%
Grand Total			5 568	2612	46,91%	842	15,12%	1089	19,56%	24	0,43%	22	0,40%	15	0,27%

Table 4.2.19 Faculty of Engineering and Built Environment Undergraduate and Academic Progress by Different Levels of Study

B5.2 2020 Faculty of Engineering and the Built Environment Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	UG / PG	Qualified	Qualified %
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	320	33,20%
	Professional 1 st Bachelors Degree	Undergraduate	644	66,80%
	Undergraduate Occasional Students	Undergraduate	0	0,00%
Not Extended Total			964	100,00%
Grand Total			964	100,00%

Table 4.2.20 Faculty of Engineering and the Built Environment Qualified Undergraduates

B5.3 2020 Faculty of Engineering and the Built Environment Postgraduate Enrolment

Program Type Description	Enrolled	Enrolled %
Doctoral Degree	257	11,54%
Honours Degree	266	11,94%
Masters Degree (Research and Coursework)	993	44,57%
Masters Degree (Research)	397	17,82%
Occasional Student Postgrad	43	1,93%
Postgraduate Diploma	272	12,21%
Grand Total	2 228	100,00%

Table 4.2.21 Faculty of Engineering and the Built Environment Postgraduate Enrolment

B5.4 2020 Faculty of Engineering and the Built Environment Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Qualified %
Not Extended	Doctoral Degree	27	4,46%
	Honours Degree	219	36,14%
	Masters Degree (Research and Coursework)	197	32,51%
	Masters Degree (Research)	58	9,57%
	Occasional Student Postgrad	0	0,00%
	Postgraduate Diploma	105	17,33%
Not Extended Total		606	100,00%
Grand Total		606	100,00%

Table 4.2.22 Faculty of Engineering and the Built Environment Qualified Postgraduates

B6.1 2020 Faculty of Health Sciences Undergraduate Enrolment and Academic Progress by Different Levels of Study

Ext / Non-Ext Desc	Program Type Description	UG / PG	Enrolled	Proceed	%	Minimum Requirement Not Met	%	Returned To Yos	%	Decision Pending	%	Non Degree Purpose	%	No Decision	%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	729	468	64,20%	64	8,78%	4	0,55%	0	0,00%	0	0,00%	0	0,00%
	Professional 1 st Bachelors Degree	Undergraduate	3 052	2341	76,70%	115	3,77%	34	1,11%	8	0,26%	0	0,00%	12	0,39%
	Undergraduate Occasional Students	Undergraduate	308	0	0,00%	0	0,00%	0	0,00%	0	0,00%	308	100%	0	0,00%
Not Extended Total			4 089	2809	68,70%	179	4,38%	38	0,93%	8	0,20%	308	7,53%	12	0,29%
Grand Total			4 089	2809	68,70%	179	4,38%	38	0,93%	8	0,20%	308	7,53%	12	0,29%

Table 4.2.23 Faculty of Health Sciences Undergraduate Enrolment and Academic Progress by Different Levels of Study

B6.2 2020 Faculty of Health Sciences Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	UG / PG	Qualified	Qualified %
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	193	26,26%
	Professional 1 st Bachelors Degree	Undergraduate	542	73,74%
	Undergraduate Occasional Students	Undergraduate	0	0,00%
Not Extended Total			735	100,00%
Grand Total			735	100,00%

Table 4.2.24 Faculty of Health Sciences Qualified Undergraduates

B6.3 2020 Faculty of Health Sciences Postgraduate Enrolment

Program Type Description	Enrolled	Enrolled %
Doctoral Degree	516	17,43%
Honours Degree	185	6,25%
Masters Degree (Research and Coursework)	1 771	59,83%
Masters Degree (Research)	397	13,41%
Occasional Student Postgrad	6	0,20%
Postgraduate Diploma	85	2,87%
Grand Total	2 960	100,00%

Table 4.2.25 Faculty of Health Sciences Postgraduate Enrolment

B6.4 2020 Faculty of Health Sciences Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Qualified %
Not Extended	Doctoral Degree	65	10,52%
	Honours Degree	177	28,64%
	Masters Degree (Research and Coursework)	271	43,85%
	Masters Degree (Research)	74	11,97%
	Occasional Student Postgrad	0	0,00%
	Postgraduate Diploma	31	5,02%
Not Extended Total		618	100,00%
Grand Total		618	100,00%

Table 4.2.26 Faculty of Health Sciences Qualified Postgraduates

B7.1 2020 Faculty of Science Undergraduates Enrolment and Academic Progress by Different Levels of Study

Ext / Non-Ext Desc	Program Type Description	UG / PG	Enrolled	Proceed	%	Minimum Requirement Not Met	%	Returned To Yos	%	Decision Pending	Non Degree Purpose	%	No Decision	%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	3 540	1944	54,92%	438	12,37%	393	11,10%	9	0	0,00%	0	0,00%
	Undergraduate Occasional Students	Undergraduate	137	0	0,00%	0	0,00%	0	0,00%	0	137	100%	0	0,00%
Not Extended Total			3 677	1944	52,87%	438	11,91%	393	10,69%	9	137	3,73%	0	0,00%
Grand Total			3 677	1944	52,87%	438	11,91%	393	10,69%	9	137	3,73%	0	0,00%

Table 4.2.27 Faculty of Science Undergraduate Enrolment and Academic Progress by Different Levels of Study

B7.2 2020 Faculty of Science Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	UG / PG	Qualified	Qualified %
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	755	100,00%
	Undergraduate Occasional Students	Undergraduate	0	0,00%
Not Extended Total			755	100,00%
Grand Total			755	100,00%

Table 4.2.28 Faculty of Science Qualified Undergraduates

B7.3 2020 Faculty of Science Postgraduate Enrolment

Program Type Description	Enrolled	Enrolled %
Doctoral Degree	509	28,14%
Honours Degree	462	25,54%
Masters Degree (Research and Coursework)	259	14,32%
Masters Degree (Research)	555	30,68%
Occasional Student Postgrad	24	1,33%
Grand Total	1 809	100,00%

Table 4.2.29 Faculty of Science Postgraduate Enrolment

B7.4 2020 Faculty of Science Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	Qualified	Qualified %
Not Extended	Doctoral Degree	72	10,88%
	Honours Degree	401	60,57%
	Masters Degree (Research and Coursework)	60	9,06%
	Masters Degree (Research)	129	19,49%
	Occasional Student Postgrad	0	0,00%
Not Extended Total		662	100,00%
Grand Total		662	100,00%

Table 4.2.30 Faculty of Science Qualified Postgraduates

B8: 2020 Academic Progress by Students who qualified in 2020 by Faculty and Programme Faculty of Commerce, Law and Management

UG / PG	Program Title	Qualified
Postgraduate	Bachelor of Accounting Science with Honours	20
	Bachelor of Commerce Honours	239
	Bachelor of Economic Science with Honours	23
	Doctor of Philosophy	38
	Master of Business Administration	211
	Master of Commerce	67
	Master of Economic Science	7
	Master of Laws	1
	Master of Laws by Coursework and Research Report	43
	Master of Laws by coursework and research report	2
	Master of Management	97
	Master of Management in Entrepreneurship and New Venture Creation	27
	Master of Management in Finance and Investment	37
	Post Graduate Diploma in Law	23
	Postgraduate Diploma in Accountancy	170
	Postgraduate Diploma in Business Administration	351
	Postgraduate Diploma in Management	339
Postgraduate Diploma in Specialised Accountancy	24	
Postgraduate Diploma in Taxation	27	
Postgraduate Total		1746
Undergraduate	Bachelor of Accounting Science	256
	Bachelor of Commerce	432
	Bachelor of Commerce (Accounting)	142
	Bachelor of Economic Science	10
	Bachelor of Laws	372
Undergraduate Total		1212
Grand Total		2958

Table 4.2.31 Faculty of Commerce, Law and Management – Students who qualified in 2020

Faculty of Engineering and the Built Environment

UG / PG	Program Title	Qualified
Postgraduate	Bachelor of Architectural Studies Honours	39
	Bachelor of Science Honours (Construction Management)	35
	Bachelor of Science Honours in Quantity Surveying	126
	Bachelor of Science Honours in Urban and Regional Planning	15
	Bachelor of Science with Honours (Construction Management)	1
	Bachelor of Science with Honours (Quantity Surveying)	3
	Doctor of Philosophy	27
	Graduate Diploma in Engineering	1
	Master of Architecture	4
	Master of Architecture (Professional)	11
	Master of Engineering	6
	Master of Engineering (Professional)	57
	Master of Science in Aeronautical Engineering	4
	Master of Science in Building	15
	Master of Science in Development Planning	15
	Master of Science in Engineering	94
	Master of Science in Engineering Management	10
	Master of Science in Industrial Engineering	12
	Master of Science in Mechanical Engineering	5
	Master of Science in Systems Engineering	3
	Master of Urban Design	3
	Master of Urban Studies	8
	Master of the Built Environment	8
	Postgraduate Diploma in Engineering	56
Postgraduate Diploma in Planning	7	
Postgraduate Diploma in Property Development and Management	41	
Postgraduate Total		606
Undergraduate	Bachelor of Architectural Studies	85
	Bachelor of Engineering Science (in Digital Arts)	18
	Bachelor of Engineering Science in Biomedical Engineering	40
	Bachelor of Science (Construction Studies)	141
	Bachelor of Science (Urban and Regional Planning)	5
	Bachelor of Science in Engineering (Aeronautical)	21
	Bachelor of Science in Engineering (Chemical)	142
	Bachelor of Science in Engineering (Civil)	96
	Bachelor of Science in Engineering (Electrical)	67
	Bachelor of Science in Engineering (Electrical) Information	37
	Bachelor of Science in Engineering (Industrial)	41
	Bachelor of Science in Engineering (Mechanical)	55
	Bachelor of Science in Engineering (Metallurgy & Materials)	27
	Bachelor of Science in Engineering (Metallurgy and Materials)	18
	Bachelor of Science in Engineering (Mining)	88
	Bachelor of Science in Property Studies	52
	Bachelor of Science in Urban and Regional Planning	31
	Undergraduate Total	
Grand Total		1570

Table 4.2.32 Faculty of Engineering and the Built Environment – Students who qualified in 2020
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Faculty of Health Sciences

UG / PG	Program Title	Qualified
Postgraduate	Bachelor of Health Sciences Honours	177
	Diploma in Advanced Nursing	3
	Doctor of Medicine	2
	Doctor of Philosophy	63
	Master of Dentistry	10
	Master of Health Sciences Education	2
	Master of Medicine	141
	Master of Medicine in Anaesthesia	2
	Master of Medicine in Dermatology	1
	Master of Medicine in Internal Medicine	7
	Master of Medicine in Neurosurgery	2
	Master of Medicine in Obstetrics and Gynaecology	1
	Master of Medicine in Ophthalmology	2
	Master of Medicine in Orthopaedic Surgery	1
	Master of Medicine in Paediatric Surgery	1
	Master of Medicine in Paediatrics	1
	Master of Pharmacy	5
	Master of Public Health	12
	Master of Science in Dentistry	10
	Master of Science in Epidemiology	37
	Master of Science in Medicine	72
	Master of Science in Nursing	8
	Master of Science in Occupational Therapy	15
Master of Science in Physiotherapy	15	
Postgraduate Diploma in Health Sciences Education	12	
Postgraduate Diploma in Tropical Medicine and Hygiene	16	
Postgraduate Total		618
Undergraduate	Bachelor of Clinical Medical Practice	50
	Bachelor of Dental Science	23
	Bachelor of Health Sciences	125
	Bachelor of Health Sciences (Biomedical Sciences)	2
	Bachelor of Medicine and Bachelor of Surgery	310
	Bachelor of Nursing	26
	Bachelor of Oral Health Sciences (Oral Hygiene)	16
	Bachelor of Pharmacy	73
	Bachelor of Science in Occupational Therapy	54
	Bachelor of Science in Physiotherapy	56
Undergraduate Total		735
Grand Total		1353

Table 4.2.33 Faculty of Health Sciences – Students who qualified in 2020

Faculty of Humanities

UG / PG	Program Title	Qualified
Postgraduate	Bachelor of Arts Honours	371
	Bachelor of Arts Honours in South African Sign Language	5
	Bachelor of Arts with Honours	1
	Bachelor of Arts with Joint Honours	19
	Bachelor of Education Honours	118
	Doctor of Philosophy	69
	Master of Arts by Coursework and Research Report	150
	Master of Arts by Research	45
	Master of Arts in Social Work by Research	3
	Master of Arts in Audiology by Research	2
	Master of Arts in Clinical Psychology	12
	Master of Arts in Community-Based Counselling Psychology	7
	Master of Arts in Fine Arts by Coursework and Research Report	1
	Master of Arts in Fine Arts by Research	7
	Master of Arts in Heritage by Coursework and Research Report	2
	Master of Arts in Heritage by Research	1
	Master of Arts in Social Work by Coursework and Research Report	9
	Master of Arts in Speech Pathology by Research	3
	Master of Arts in Translation by Research	1
	Master of Education (in Educational Psychology)	11
	Master of Education by Coursework and Research Report	38
	Master of Education by Research	7
	Master of Music	6
	Postgraduate Certificate in Education	2
	Postgraduate Certificate in Education in Senior Phase and Further Education and Training Teaching	216
	Postgraduate Diploma in Arts	15
	Postgraduate Diploma in Education	16
Postgraduate Diploma in Translation and Interpreting	2	
Postgraduate Total		1139
Undergraduate	Bachelor of Arts	638
	Bachelor of Arts (Law Major)	197
	Bachelor of Arts in Digital Arts	25
	Bachelor of Arts in Dramatic Art	30
	Bachelor of Arts in Film and Television	40
	Bachelor of Arts in Fine Arts	35
	Bachelor of Arts in Performing and Visual Arts	13
	Bachelor of Arts in Speech and Hearing Therapy	28
	Bachelor of Audiology	3
	Bachelor of Education (Foundation Phase Teaching)	72
	Bachelor of Education (Foundation and Early Childhood Development)	1
	Bachelor of Education (Secondary Teaching)	263
	Bachelor of Education (Senior Primary Teaching)	107
	Bachelor of Music	6
	Bachelor of Music: Extended Curriculum	6

UG / PG	Program Title	Qualified
Undergraduate	Bachelor of Social Work	64
Undergraduate Total		1528
Grand Total		2667

Table 4.2.34 Faculty of Humanities – Students who qualified in 2020

Faculty of Science

Faculty of Science - Total		2020
UG / PG	Program Title	Qualified
Postgraduate	Bachelor of Science Honours	401
	Doctor of Philosophy	72
	Master of Science (Coursework and Research Report)	60
	Master of Science (Dissertation)	129
Postgraduate Total		662
Undergraduate	Bachelor of Science	371
	Bachelor of Science	384
Undergraduate Total		755
Grand Total		1417

Table 4.2.35 Faculty of Science – Students who qualified in 2020



SECTION 5
Entities and
Associations

5.1 Engagement with society

Located in Johannesburg, one of the country's most cosmopolitan urban gateways, globally connected through important nodes of research and learning, Wits is strongly committed to scholarship for, and in society. Through the publication of its high-quality scholarship, creative outputs, and socially responsive research, the University is a public intellectual hub grappling with the key social questions of our time. It regularly engages with and is consulted by stakeholders and actors across the sectoral landscape in South Africa, Africa and beyond. Its staff feature prominently in the media as leading experts on a range of social topics and challenges. The University also houses several staff that shape both social policy and produce health professionals and social scientists with a view to fundamentally transforming the inequalities that continue to characterise South African society.



5.1.1 Faculty of EBE

The 2020 year made ongoing engagements with society quite different to the past, with the virtual environment holding sway. Intriguingly, many of these initiatives therefore became international rather than only local or even regional events.

As an example, the Academic Development Unit (ADU) in collaboration with Wits Microscopy and Microanalysis Unit (MMU) and the University of Pretoria, Laboratory for Microscopy and Microanalysis, organised an international virtual workshop targeting postgraduate students and researchers from historically disadvantaged universities as well as universities from other African countries. The workshop had over 400 attendees from 14 different countries. The ADU sourced for all the funds required for the workshop ensuring that the workshop was free, eliminating the financial barrier. Data was purchased for students who did not have funds for data or wifi, further removing data as a barrier and ensuring that as many students could learn and benefit from the International workshop.

There are lessons in this that will allow us to reach far further in these programmes than we have in the past.

The Faculty continues its very strong links to the Eskom Expo for Young Scientists and would normally have hosted the Johannesburg Regional Science fair. The Dean of the Faculty represents the University on the Board of the Expo and is currently Vice Chair. The chair is held by DSI.

Of particular importance is that the School of Mechanical, Industrial and Aeronautical Engineering spearheaded a massive drive to provide facemasks to healthcare workers at the start of the National Lockdown, when there was a chronic shortage of any Personal Protective Equipment (PPE) to protect against COVID infection.

Approximately 35 000 face masks were delivered between the efforts of the School, the TMC housed within the School, and the Tshimologong precinct. Between the TMC and the School, we delivered more than 20 000 face masks. These masks were all delivered at no cost to the recipients, thanks to a huge fund-raising effort that ensured that we were able to purchase all the material required and even manufacturing facilities to speed up delivery.

A noteworthy aspect of this project was that the Wits designs were made available to institutions throughout the country who then manufactured to serve their local needs.

5.1.1.1 Service Learning

The Dean of the Faculty serves as the University representative on the National Working Group on Service Learning. This is an area that the Faculty continues to explore. Part of this was our involvement (via students in the Common First Year) in the Engineers Without Borders international project (which was obviously impacted by COVID-19 in 2020). It is notable that a group from our Faculty was awarded top National Honours in this initiative.

The challenge is open to first and second year students from South Africa, UK, Ireland and USA. In 2020 this was based in Makers Valley in Johannesburg. The Grand Prize was won by a group of first-year students from Wits headed by Cameron Sheldon Balie, with Basetsana Mohlala, Ofentse Mxolisi Comfort Mangena, Nthala Maria Moima, Irvine Nhlamulo Maluleke and Mlungisi Ndayi. Their project was an innovative grey-water treatment solution.

5.1.2 Faculty of Science

While 2020 presented several challenges for outreach related to human origins, work in the Faculty had some significant successes. The Perot Museum of Nature and Science in Dallas Texas hosted until April the original skeletons of “Karabo” of Australopithecus sediba and “Neo” of Homo Naledi. The world class exhibit saw thousands of visitors exploring original fossils and represented for the first time a major hominid exhibit in the Americas, which focused on South African fossil hominids, building awareness of the importance of heritage to people from across the United States.

During the height of Covid, the Faculty used the opportunity to create videos and online content on precious fossils held in the fossil vault at Wits, allowing people across the world access behind the scenes into precious fossil hominid collections. The 13 videos produced were hosted on YouTube and through the Wits website and have received thousands of views. The Faculty readjusted field operations, and when lockdown levels were lowered, the Faculty undertook an ambitious expedition, using Covid safe protocols, into the newly discovered I05 site in the Cradle of Humankind World Heritage site. With live streaming and active social media accounts, we let the world follow our work and introduced them to a host of new young South African scientists. The expedition has produced yet another extraordinarily rich hominid site in the Cradle and will undoubtedly increase knowledge of human origins and bring worldwide attention to the region.

A new museum experience relating to the Malapa site was developed and was opened at the Cradle Nature Reserve. A new Centre for the exploration of the Deep Human Journey was established within the Faculty that has, as a significant part of its mission, public outreach around this science and will see the appointment of new scientists and staff in 2021.

The COVID-19 pandemic and its associated lockdowns created significant challenges for the Wits Planetarium in 2020. The year started off promisingly, with well-attended public shows on the weekends and two sold-out Valentine’s Day shows in February. These engagements came to a halt in mid-March as the stringent lockdown was implemented. The staff of the Planetarium responded with creativity and ingenuity, producing three online events for corporate engagements and several innovative YouTube videos, as well as behind-the-scenes content for the Facebook page. As the lockdown eased in November, a wedding reception was held at the Planetarium, and the Planetarium appeared in a promotional video on the City of Joburg website. Public shows have resumed, and further easing of lockdown restrictions will enable to allow school visits to resume.

The Origins Centre Museum is located in the Faculty of Science and is co-hosted by the School of Geography, Archaeology and Environmental Studies, and the Evolutionary Studies Institute. The museum has a large public following and the location of the Origins Centre on Enoch Sontonga Avenue, places it at the heart of Johannesburg and provides the museum with a geographic competitive advantage that is attractive for tourism. In 2020 a five-year (2021-2025) strategic plan was set out for the Origins Centre Museum; a new Head was appointed, and a Steering committee and Management committee set in place. The museum aspires to embody the Wits value system by providing a platform for high quality research and postgraduate student training and a vibrant point of access for the public to experience the best work of the University. The museum serves a range of audiences including researchers, postgraduate students, teachers at the tertiary, secondary and possibly even primary levels and their learners and members of the general public.

5.1.3 Faculty of Humanities

Engagement with Society

The Faculty's primary fields of public intellectual engagement are driven out of the Wits Institute for Social and Economic Research (WiSER) and Society for Work and Development (SWOP), its flagship research entities. Alongside its regular Wits Interdisciplinary Seminars in the Humanities (WISH), which moved online in 2020, WiSER introduced an award winning 20-episode podcast series, which has advanced the Institute's overall public presence. In addition, WiSER hosted six large (online) public lectures as part of its Public Positions series.

Although SWOP's regular breakfast seminars were disrupted during lockdown, commencing in April, its website has included a feature page dedicated to understanding the effects of the pandemic on different aspects of society - <https://www.swop.org.za/covid-19>. In partnership with the South African Labour Bulletin (SALB), four themes were identified, and related content was developed in the form of short articles, interviews, recorded conversations, photography, a blog and short films – 'Community, Health and Work', 'Food Justice', 'Activist Interventions' and 'Pandemic Scholarship'. A webinar series was also held interrogating related questions. While much of the focus of this work was on South Africa, there were also contributions from and/or on Kenya, Malawi, Brazil, Russia, China, India and Mexico. During July and August, SWOP collaborated with colleagues at Soma, an institute in Mexico that develops and offers programmes to artists to engage critically with theory (inter alia) – <https://somamexico.org/> - in an online school with the theme, 'How can we rethink social justice today?' Over these months, weekly curated conversations on specific aspects of social justice were facilitated online, the sessions collectively called 'Conversaciones A La Distancia' (Conversations At/From A Distance). Guests came from different disciplines, and experiences of scholarship, artistic production and activism. Livestreamed sessions in Spanish and English, and subtitled recordings were subsequently made available on the Soma YouTube channel - <https://www.youtube.com/channel/UCiseHxInmbtgT4ooDUAfrzg/videos>- and the SWOP website - <https://www.swop.org.za/events>. Invited participants also included academics, artists and activists from Italy, Spain, Switzerland and the United Kingdom, and the sessions attracted a large international audience.

Academically based Community engagement

The Faculty of Humanities facilitates a variety of touchpoints with several sectors of society. Its nodes of community engagement span service delivery via its Emthonjeni Centre, which offers evidence-based interventions in the areas of audiological, speech and psychological and social work services across the lifespan; and the Children's Communication Centre nested within the Faculty's School of Human and Community Development. The Centre provides intensive therapies and early interventions for children with significant speech, language, hearing and communication challenges. In 2020, both these service delivery Centres pivoted to the continued provision of essential, research-led interventions to communities within the university and its surrounds. Also in 2020, the Wits Institute for Social and Economic Research (WiSER) and Society for Work and Development (SWOP), the Faculty's flagship research entities adapted their public intellectual meetings and impacts to an online and broadly digital context. Alongside these key events the Faculty's staff featured prominently in the media as leading experts on a range of social topics and challenges, including the human and social impacts of the pandemic in 2020. Forever shifted by the pandemic of 2020, the Faculty has adapted and continues to draw on its formidable staff to shape both social policy and produce health professionals and social scientists with a view to advancing internationally impactful knowledge towards the global public good.

5.1.4 Faculty of Commerce, Law and Management

Engagement with society

The CLM Faculty has taken a multi-pronged approach to our engagement with the broader society.

The Dean's Fireside Chat

This is an initiative of the Dean to introduce our students and interested members of society to key leadership, particularly in the business world. The Dean's Fireside Chat is an informal conversation between the Dean and a well-known business personality that looks at the people behind the headlines. It is an extremely popular event particularly with our graduate students. Last year the Dean chatted with JSE CEO and Leila Fourie.

Public Lectures

We hosted three public lectures over the past year:

30 July 2020 - Go BIG or Go Home: Crisis as stimulus for a real change in our approach to income protection;

3 Sept 2020 - All Rise - A Judicial Memoir by Dikgang Moseneke book launch; and

25 Feb 2021 - Budget 2021 - Will it be enough to save South Africa?

Building Renaming

On 6 October 2020 - The Law Clinic building was officially named the Felicia Kentridge Annex in honour of her outreach work and history in the Wits School of Law.

Webinars

We produced a series of short webinars for the media and researchers outlining some of the work done in the Faculty. Webinars can be found here: <https://www.youtube.com/playlist?list=PLfoSZ4Xukx26PKedC596IJB15yWEABHUI>

Entities and associations

Clear-AA

As part of our research and learning work, CLEAR-AA developed the African Evaluation Database (AfrED) a public good repository of commissioned evaluation reports, academic articles and theses from across Anglophone African countries in the past 15 years, from which evaluators and policy decision-makers can draw from. This is all to improve public governance, while also contributing to the University's vision of becoming a leading world-class research-intensive university. We also conducted a study which explored how M&E data, information and evidence are being used by countries for adaptive management of climate change in Tanzania, Uganda and Zambia. As part of our commitment to decolonising and transforming evaluation, we hosted a seven-session webinar series with over 200 participants from as far afield as Thailand, Germany, Canada, USA, Madagascar and Australia. The series was aimed at critically reflecting and build an understanding on what is meant by transforming evaluation, as well as to collectively agree on steps towards a realisation of a transformed evaluation practice for the African context.

We have partnered with organisations such as UNICEF, WFP and government departments as we continued to implement our strategy to strengthen national Monitoring and Evaluation (M&E) systems through our Country Programme. In line with our country-owned and collaborative approach, in Uganda, we delivered an M&E Capacity Strengthening Strategy, Plan and Evaluation Agenda. In Tanzania, we developed an M&E Capacity Strengthening Strategy, whilst in Lesotho a M&E Situation Analysis was completed, towards a strategy for strengthening the national M&E system. Partnerships were established with Liberia and Malawi, where we signed Memoranda of Understanding towards the development of strategies towards M&E capacity development. We also reviewed and supported the finalisation of the Kenyan National Evaluation Guidelines.

The COVID-19 pandemic has devastated the globe with exponential growth of affected persons, crashing economies, and dwindling medical supplies. Travel restrictions, quarantine, and social distancing orders from governments desperate to slow the spread of the virus and lessen its impact, have brought drastic changes to the ways in which organizations operate. During the first week of June, MERL Tech and CLEAR-Anglophone Africa held three virtual events as part of CLEAR's gLOCAL Evaluation Week under the theme "How to Conduct Digital Merl during Covid-19." A wide range of practitioners from African countries and beyond, representing academic institutions, multilateral development institutions, civil society organizations, private sector, and government, signed up to attend the three events. Following the gLOCAL 2020 webinar series, and informed by the discussion, CLEAR-AA and partners are now working on a Responsible data in Monitoring and Evaluation (RDIME) practice guide that all African M&E practitioners can benefit from.

Towards achieving our goal of building the capacities of local M&E practitioners, we collaborated with the University of Zambia in the review of their Postgraduate Diploma in M&E and Executive Short Course and the development of their Introduction to Impact Evaluation Short Course. We also designed and delivered a fully online M&E training course for Academics from the University of Malay in Malaysia and public officials. Through a partnership with Unicef, we trained individuals representing countries as far afield as Burkina Faso and Sierra Leone on the production of Voluntary National Reviews, which are national reports presented to the UN High Level Political Forum on an annual basis on progress towards the attainment of the sustainable development goals.

SCIS

The Southern Centre for Inequality Studies continued to grow in 2020, and has embarked on a number of new research projects, partnerships and initiatives. These include research into wealth inequality and elites; the gender pay gap; digital technologies, the future of work and inequality; black economic empowerment and inequality; and public economics and fiscal policy. These projects bring together researchers and policy makers in South Africa and across the global South to produce both rigorous academic research and engage in policy processes. The Centre has also focused on institutional building to support its research and policy work.

The Centre continues to nurture its local and international research and partnership network, and to participate in inequality research and policy forums. Among a number of academic outputs, the Centre produced an edited collection entitled “Inequality Studies from the Global South,” published by Routledge, which presents the work of SCIS research associates. The 2020 Annual Inequality Lecture was presented by Professor Ravi Kanbur. SCIS has expanded its engagement beyond traditional academic publications, and in 2020 launched a new podcast series, Kusini, as well as a range of infographics, cartoons, and other multimedia outputs.

The Centre launched the Cameron Schrier Equality Fellowship in 2020, hosting four activists for six months each in 2020/21. The Cameron Schrier Equality Fellowship is a new fellowship programme for experienced activists from civil society, senior government officials, and business leaders from across the global South.

Public Events

The WSG raised their public profile tremendously by hosting a number of crucial events with key speakers through online platforms. Driven by the marketing and events team, we looked to diversify our panels by ensuring our speakers/panelists were included from government, civil society organisations, private sector and other academic and research institutions.

A masterclass series was offered to educate the public on governance and public development and management. This programme covered various topics and was also used as a marketing tool for the School.

Community outreach

Regrettably, with the restrictions of the Covid-19 lockdown regulations, WBS was not able to achieve community outreach during 2020. Prior to lockdown, the School held one blood drive with SANBS.

5.1.5 Faculty of Health Sciences

FHS Representatives on the Ministerial Advisory Committees (MAC)

COVID-19;

Professor Barry Schoub;

Professor Jeremy Nel;

Professor Rudo Mathiva;

Professor Sithembiso Velaphi;

Professor Ian Sanne;

Professor Helen Rees; and

Professor Jacqui Miot.

COVID-19 Vaccines

Professor Barry Schoub (Chair);

Professor Helen Rees; and

Professor Aimes Dhai.

MAC Sub-committees

Professor Shabir Madhi (Chair) – Public Health

School of Anatomical Sciences

Significant research awards, grants and collaborations

Dr A Meyer was the recipient of a bursary from the Commonwealth Association of Museums.

Dr P Mazenganya received a research grant from the International Brain Research Organization.

Drs E Hutchinson, J Hemingway and D Brits edited the second edition of the School's dissection manual, Practical Anatomy, which was first authored by Professor Kieser and Alan in 1999.

Ms K Tommy, a PhD student, was named one of Mail and Guardian's 200 Young South Africans in the Science and Technology category.

Ms K Tommy, a PhD student, was recently named as one of the Inspiring Fifty Women in STEM by CoCreate SA, an initiative of the Kingdom of the Netherlands in South Africa.

Drs T Augustine and D Brits were invited to present at the virtual Woman in Anatomy platform which formed part of the World Anatomy Day, organized by the Anatomical Society of Southern Africa (ASSA).

Appointments to significant Boards and Societies

Dr T Calvey was elected as the Chair of the Southern African Neuroscience Society.

School of Clinical Medicine

Significant research awards, grants and collaborations

Professor F Raal was listed as one of the most highly cited researchers who has produced papers ranking in the top 1% of citations in their field worldwide by the Web of Science Group for 2019-2020.

Professor F Mahomed chaired the third Radiological Society of South Africa (RSSA) South African Society of Paediatric Imaging (SASPI) Congress in 2020. Nine International Faculties were invited. This was one of the largest and most successful Paediatric Radiology congresses in the African continent.

Professor R Shires was the recipient of the Endocrine Society International Excellence in Endocrinology Award for 2020.

Appointments to significant Boards and Societies

Associate Professor A Adam was inducted as an international member of the Societe Internationale D'Urologie (SIU) Innovators. Dr W Abuelhassan has been awarded the fellowship of the Royal College of Physicians of Glasgow in March 2020. Professor A Dhai was inaugurated into the Academy of Sciences of South Africa. Emeritus Professor G Richards was inaugurated into the Academy of Sciences of South Africa. Professor S Norris has been elected as a Fellow of the African Academy of Sciences (AAS) for his work on the developmental origins of health and disease.

School of Oral Health Sciences

Significant research awards, grants and collaborations

Ms Mulalo Molaudzi received an NRF Thuthuka grant in 2020.

Appointments to significant Boards and Societies

Professor U Ripamonti is the first South African to be elected as a Fellow into the International College of Fellows of Biomaterials Science and Engineering (ICFBSE).

Adjunct Professor S Nmutandani was elected as President of the Health Professions Council of South Africa Medical and Dental Board.

School of Pathology

Significant research awards, grants and collaborations

Ms T Khanyile was named one of Mail and Guardian's 200 Young South Africans in the Science and Technology category. Dr J Bhiman was awarded a European and Developing Countries Clinical Trials Partnership (EDCTP) Research and Innovation Action (RIA) grant. Professor L Koekemoer was awarded the African Union Kwame Nkrumah Regional Award for Scientific Excellence. This award honours outstanding scientific achievement and contribution through scientific research for the socio-economic development of Africa. Professor J Paweska received the SAMRC Scientific Merit Award in 2020 (Gold). Professor J Mahlangu is the recipient of the Vice-Chancellor's Research Award for 2020. Professor Mahlangu is a full Professor of Haematology and Head of School of Pathology.

Appointments to significant Boards and Societies

Professor J Mahlangu was inaugurated into the Academy of Sciences of South Africa. Professor J Mahlangu was elected President of the College of Pathologists for a three-year term. Professor L Koekemoer was inaugurated into the Academy of Sciences of South Africa.

School of Public Health

Significant research awards, grants and collaborations

Associate Professor M Collinson, along with his colleague Dr Kobus Herbst, received the 2020 NSTF-South32 Data for Research Award for collectively conceiving, developing and implementing the South African Population and Research Infrastructure Network, which produces up-to-date information on health and socio-economic wellbeing. Professor L Rispel was awarded the Senior Oxford Fellowship by the University of Oxford. Professor Rispel will be travelling to the United Kingdom for a period of six months. Professor K Kahn was awarded the Harvard T.H. Chan School of Public Health Alumni Merit Award for substantial contributions to research.

Dr A Mosam, along with PRICELESS SA, the MRC/Wits Agincourt Unit, Ezintsha, and with support from the Department of Global Health and Population Harvard T.H. Chan School of Public Health, were awarded a substantial grant from the UKMRC as part of a Global Effort on Health Research Funding from the United Kingdom. Entitled: “Measuring unanticipated opportunity costs of South Africa’s COVID-19 response for children, mothers and people living with non-communicable diseases”, the grant is one of 12 projects receiving nearly 7.6 million GBP. Ms S Abdool Karim was awarded the Aspen Institute New Voices Fellowship for 2020.

Professor K Kahn, Professor L Manderson, Professor X Gomez-Olive et al. – were awarded a grant for the duration of 2020-2022 by the National Institute of Aging, National Institutes towards the study: The complexity of informal caregiving for Alzheimer’s Disease and Related Dementias in rural South Africa. Professor K Hofman from the Faculty of Health Sciences is the recipient of the first Vice-Chancellor’s Social Impact Research Award. Professor Hofman is the Director of PRICELESS SA based in the School of Public Health.

Appointments to significant Boards and Societies

Professor Lenore Manderson was made a Member of the Order of Australia in the 2020 Australia Day Honours List. The citation reads: “For significant service to education, particularly medical anthropology, and to public health.”

School of Physiology

Significant research awards, grants and collaborations

Dr S Iacovides received an NRF Thuthuka grant for 2019 and 2020.

Appointments to significant Boards and Societies

Professor A Millen was inaugurated into the South African Young Academy of Science at a virtual ceremony.

School of Therapeutic Sciences

Significant research awards, grants and collaborations

Professor M Ramsay received the 2020 NSTF-South32 Lifetime Award for her pioneering genomic medicine approaches in Africa and leading the transcontinental study on factors that contribute to African diseases. Professor Ramsay is currently a Professor of Human Genetics and Director of the Sydney Brenner Institute for Molecular Bioscience at Wits. She holds the DSI/NRF Research Chair: Bioinformatics and Genomics of African Populations. Professor M Ramsay is the recipient of the SAMRC Scientific Merit Award (Gold) for 2020.

Professor B Olivier is the joint recipient of the SARIMA/Department of Science and Innovation Early Career Award for Excellence. She is also the recipient of the Johannesburg Women in Sports – Sports Confederation President’s Award for 2020. Ms A Calitz was named as one of the Inspiring Fifty Women in STEM by CoCreate SA, an initiative of the Kingdom of Netherlands in South Africa. She was also invited by the Minister of Basic Education to be part of the curriculum development team for the new coding and robotics curriculum for Grades r-9; and selected to be part of the 2020-2021 TechWomen mentorship and exchange program by the U.S. Department of State’s Bureau of Educational and Cultural Affairs (ECA). Dr P Barnard-Ashton was awarded the Global Edutech Leadership award.

Appointments to significant Boards and Societies

Associate Professor P Kumar was selected as a member of the Global Young Academy from June 2020 until May 2025. The selection is highly competitive, with only 200 members worldwide. Professor Y Choonara has been elected as a Fellow of the African Academy of Sciences. Professor V Ntsiea was elected to the Health Professions Council of South Africa Physiotherapy, Podiatry and Biokinetics Committee.

5.2 Service Learning

This report points to a Faculty in which there are several examples of service learning, ensuring a relationship between academic and applied learning in the context of service-oriented programme offerings. During COVID-19, the Emthonjeni Centre, a multidisciplinary evidence-based, service delivery hub, continued to be a site for speech pathologists, audiologists, social workers and psychologists (in training) to engage in service learning with communities in the geographical areas abutting the university. Significantly, staff in the Wits School of Education led national contributions that ensured access to practical experience for thousands of training teachers across the country through school lockdown closures.

5.2.1 Wits RHI



Wits RHI is one of the leading multi-disciplinary research institutes in Africa with an extensive portfolio that includes research, programmatic support, training, policy development, health strengthening and technical assistance at national and international levels. In 2020, Wits RHI celebrated 26 years of an unparalleled track record of conducting world class research, implementing sustainable health programmes, and contributing to health policy. In recognition of our outstanding research output and strong international standing, Wits RHI was conferred an institute status by the University of the Witwatersrand in 2010. The institute is part of the Faculty of Health Sciences and is the largest research institute of the University of the Witwatersrand. We are a UNAIDS (Joint United Nations Programme on HIV/AIDS), World Health Organisation (WHO) and South African Medical Research Council (MRC) collaborating centre as well as a United Nations Population Fund (UNFPA) strategic partner. The institute has a range of activities, relevant to an African academic institution. Since the declaration of the COVID-19 pandemic, Wits RHI immediately responded to a clarion call for contributions towards multiple national and global defences.

2020 Project Highlights

Wits RHI's COVID-19 projects are being spearheaded by the institute's directors who are currently engaged in 15 COVID-19 studies and other research initiatives. These are:

B-Wise Social Media: Supporting SA youth with HIV edutainment bursts

This initiative enables innovative solutions focusing on the HIV prevention among vulnerable groups during the COVID-19 crisis.

CROWN Coronation: COVID-19 Research Outcomes Worldwide Network for CORONAvirus preventTION

This is a clinical trial to test whether the childhood vaccine for measles, mumps, and rubella (MMR) can protect frontline healthcare workers from COVID-19 or reduce the severity of illness for those who do become infected.

The research team leading the trial points to growing evidence that suggests that the MMR vaccine may have benefits beyond protecting against measles, mumps, and rubella. It could broadly boost an individual's immunity and may prevent infection from SARS-CoV-2 for a limited period. This is because the vaccine carries small amounts of live, weakened viruses that could train the body's immune system to fight multiple pathogens.

COVID vaccine Implementation Science

This is a COVID-19 vaccine plan led by the Implementation Science team.

COVID-19 Sero Survey

This is a cross-sectional COVID-19 survey involving questionnaires and seroprevalence, with the aim of measuring and understanding COVID-19 perceptions and impacts among residents of Hillbrow.

ENSEMBLE

Janssen ENSEMBLE is developing a vaccine for the prevention of SARS-CoV-2-mediated COVID-19 in adults. In this study efficacy, safety and immunogenicity will be evaluated in adults living in or going to locations with a high risk of SARS-CoV-2 infection after vaccine administration.

The vaccine efficacy has been proven in this trial too and a crossover design portion of the study is due soon.

The Johnson and Johnson ENSEMBLE trial, with its single dose vaccine and wider age range was successful worldwide and showed efficacy against the 501Y.V2 variant. This evolved into the SISONKE vaccine roll-out under the banner of an implementation study across all provinces. Half a million doses are expected to be rolled out by April 2021.

HPTN084 CoVPN Preparedness Fund

This fund aims to provide support to Ward 21 CRS #31966, to strengthen their site capacity to participate in large Phase III efficacy trials.

National testing and contact tracing across our PEPFAR-funded programmes: The Wits RHI PEPFAR COVID-19 Response committee:

The committee serves as a nerve centre to coordinate the internal Wits RHI COVID-19 response and to leverage resources and best practices between the programmes. This committee response is guided by the Wits RHI Steering committee, PEPFAR and its agencies (USAIDS, CDC, UNITAID, and ELMA).

Novovax

The Novovax 2019nCoV-501 vaccine trial is the second COVID-19 vaccine trial run in South Africa. It is currently being conducted at five sites across the country. Wits RHI Shandukani Research Centre initiated screening and enrolment in this trial on 01 Sep 2020. This trial is funded by Novovax, an American based vaccine development company. This is a phase 2 A / B randomised placebo-controlled trial in the same age group as the ChAdOx1 nCoV-19 trial and it too includes both HIV negative and HIV positive individuals in separate cohorts to compare safety, immunogenicity, and efficacy.

The vaccine composition between the ChAdOx1 nCoV-19 and 2019nCoV-501 differs, however both focus on the COVID-19 spike protein to illicit an immune response. 2019nCoV-501 requires two doses with its booster being given 21 days after the first dose. Wits RHI Shandukani Research Centre has as at 28th September 2020 enrolled 172 of the 888 participants within the first cohort of this study.

The EDCTP-COREP COVID-19 Household Cluster Investigation

This study aims to determine the epidemiological parameters of COVID-19 through a household transmission study in a rural area of South Africa.

The Health Care Worker Health and Wellbeing Study

This study focuses on health and mental wellbeing of health workers providing care to patients with COVID-19 in Johannesburg, South Africa.

The National WhatsApp messaging and symptom surveillance programme: COVID-19 HealthCheck joint initiative

Wits RHI has collaborated as a technical partner with the Praekelt Foundation and the National Department of Health (NDOH) to build an Unstructured Supplementary Service Data (USSD) and WhatsApp Digital Risk Assessment and Mapping Tool called COVID-19 HealthCheck. The NDOH WhatsApp platform that houses the HealthCheck tool has become the most highly utilised platform for users in the country and is currently serving millions of South Africans.

This tool complements national screening efforts by allowing users to self-report their symptoms and details, such as age and location, for the early detection, mapping, and linkage of those people who report symptoms to testing services. The prompts on either platform request users to complete a digital risk assessment in their local language of choice. Based on their responses, users will be informed whether they have a low, moderate, high, or critical risk of having COVID-19. The App then suggests actions to the user based on their risk.

The Pregnancy Surveillance Study

The Pregnancy Surveillance Study aims to evaluate the impact of SARS-CoV-2 in pregnancy and household contacts of pregnant women, since there is insufficient research about this population.

The Solidarity Trial

WHO and partners have launched a global public health emergency trial of different treatments in severely ill COVID-19 patients receiving their hospitals' standard care. This study aims to find out whether any of the different COVID-19 treatments are effective. The South African SOLIDARITY research team is led by Professors Helen Rees and Jeremy Nel, working with 30 senior academics, researchers, and clinicians from eight medical schools in the country.

The South African OxI Cov-19 Vaccine VIDA-Trial

The ChAdOx1 nCoV-19 ZA is one of the first COVID-19 vaccine trials being conducted on the African continent. It is currently being run by the Wits RHI Shandukani Research team based at Shandukani. This trial is an adaptive phase I/2 randomised placebo-controlled trial looking at safety, immunogenicity, and efficacy of the vaccine.

The ChAdOx1 nCoV-19 ZA trial was the first COVID-19 vaccine trial to start in South Africa. This trial is being conducted in collaboration with the University of Oxford's Jenner Institute and the Oxford Vaccine Group led by Professor Andrew Pollard in the UK and within South Africa at various world-renowned research units across the country. The local team is led by Professor Shabir Madhi at VIDA (Vaccines and Infectious Diseases Analytics) Research Unit formerly known as RMPRU based at Baragwanath Hospital in Soweto. Other sites supporting this study include Wits RHI Shandukani Research Centre, Setshaba Research Centre based in Shoshanguve; Pretoria, PHRU's Kliptown unit, Soweto Clinical Trials Centre; and FAMCRU and UCT in the Western Cape.

UNITY Healthcare Worker Registry

The UNITY Healthcare Worker Registry assesses the association of potential prophylactic treatments with reduced risk of COVID-19 (or SARSCoV-2 infection) in healthcare workers caring for COVID-19 patients.

Antibody Mediated Prevention Study (AMP)

Wits RHI is also pleased to be part of the recently disseminated Antibody Mediated Prevention Study (AMP) results. New results from two proof-of-concept studies (HVTN 704/HPTN 085 and HVTN 703/HPTN 081 - the AMP Studies) demonstrate that infusions of the broadly neutralizing monoclonal HIV antibody (bNAb) VRC01 can prevent some HIV infections.

HPTN 084 study

One of our research breakthroughs was the HPTN 084 study which showed that data from the clinical trial of the pre-exposure prophylaxis (PrEP) regimen of long-acting cabotegravir (CAB LA) injections once every eight weeks was safe and superior to the daily oral tenofovir/emtricitabine (TDF/FTC), currently used for HIV prevention among women in sub-Saharan Africa.

Overall, HPTN 084 enrolled 3,223 cisgender women at research sites in Botswana, Eswatini, Kenya, Malawi, South Africa, Uganda, and Zimbabwe.

IMPAACT (International Maternal Pediatric Adolescent AIDS Clinical Trials) P1093

Shandukani Research Centre is proud to have been part of the clinical trials leading up to the registration of this dispersible tablet. Data from IMPAACT P1093 and the ODYSSEY (PENTA20) study have informed the United States (U.S.) Food and Drug Administration (FDA) decision to approve the first-ever dispersible tablet formulation of Tivicay PD (dolutegravir) tablets for children as young as four weeks of age and weighing at least 3 kg (or about 6.5 pounds).

The study has enrolled more than 180 children at 34 research sites in Botswana, Brazil, Kenya, South Africa, Tanzania, Thailand, Uganda, the U.S., and Zimbabwe. This approval is a crucial milestone in providing easier and more optimal HIV treatment options for children worldwide, which is a key pillar of the IMPAACT Network's mission.

Key Populations Programme

The Key Populations programme has developed Africa's largest SW prevention, care, and treatment program, with over 3,000 SW and 500 transgender individuals on ART and an average viral load suppression of 88% across the two key populations. We operate PEPFAR's first dedicated transgender health centres on the African continent. In collaboration with trans-led organizations, we have innovated clinical guidelines for gender affirming health-care services within an integrated HIV healthcare package at primary healthcare level, promoting service uptake and sustainability. The transgender programme provides an opportunity to evaluate the integration of gender affirming healthcare services and existing HIV prevention and treatment services. To date, 379 trans individuals are receiving hormone therapy through the programme. In October 2019, the programme expanded its sex worker services to Salt River, Cape Town.

OPTIONS

Another remarkable study from Wits RHI was the research from the OPTIONS study which resulted in the prequalification of the non-profit International Partnership for Microbicides (IPM) dapivirine ring for women's HIV prevention. The dapivirine ring is a monthly vaginal ring to reduce women's HIV risk. WHO prequalification brings the dapivirine ring an important step closer to being made available to women, who want and deserve new choices in HIV prevention.

Shandukani Research Centre

Wits RHI's Shandukani Research Centre has completed enrolment of over 900 participants into three separate COVID-19 vaccine studies, namely the ChAdOx1 (Oxford-AstraZeneca), NVX2019nCOV-501 (Novavax) and Ensemble (J&J) trials.

On 28 January 2021, Novavax announced that their vaccine showed 60% efficacy for the prevention of mild, moderate and severe COVID-19 disease in the 94% of the study population that was HIV-negative, in South Africa. This is the first COVID-19 vaccine for which we now have objective evidence that it protects against the variant dominating in South Africa. On 29-January 2021, Johnson and Johnson announced that its single dose vaccine was 85% effective in preventing severe disease and hospitalisation against multiple variants 28 days after vaccination.

The Oxford-AstraZeneca vaccine team published preliminary results indicating 70% efficacy in preventing Covid 19 infection in The Lancet journal on 08 Dec 2020, however, this did not include data from the South African sites yet.

Income and sustainability

Wits RHI is a donor-funded organisation and had 84 grants under management in 2020, with an average income of R900 million in total. Funding is sourced both internationally and locally, and includes substantive grants from the Department of Health, National Institutes of Health, Bill & Melinda Gates Foundation, Centers for Disease Control and Prevention (CDC), the World Health Organization (WHO), United States Agency for International Development (USAID), Unitaid and the President's Emergency Plan for AIDS Relief (PEPFAR). These projects reflect the research objectives of the organisation over the next three years.

Publications

Wits RHI has 38 staff who are jointly appointed in the Faculty of Health Sciences. The Institute has seven active honorary joint appointments. Joint appointees are collaborators or past staff who have or will publish with Wits RHI staff and provide support for capacity-building through postgraduate student supervision.

In 2020, Wits RHI published a total of 145 manuscripts in ISI- indexed journals including 2 book chapters. These publications make significant contributions to research, health systems strengthening, policy development, training, technical assistance at national and international level.

Committees

Wits RHI makes significant contributions to the development of national, regional, and global health policies and guidelines. The Institute provides support, technical assistance, and capacity building to ensure evidence-based policy change for the improvement of health outcomes. Subsequently many Wits RHI's senior researchers belong to different national, regional, and international committees and boards.

Professor Rees is widely recognised for her work as a global health practitioner and has been appointed as chair and member of many international scientific committees and boards. She has been actively involved in national, regional, and global response efforts to COVID-19 including the development of COVID-19 vaccines, their potential rollout and utilisation. As well as Chairing the South African Health Products Regulatory Authority (SAHPRA) Board, she is also a member of the Ministerial Advisory Committee on COVID-19, and a member of the Ministerial Advisory Committee on COVID-19 vaccines and she chairs the MAC COVID-19 Variant and Vaccines Technical Working Group. Professor Rees has worked extensively with WHO and other institutions in the African region and is chair of WHO's African Regional Immunisation Technical Advisory Group on Immunisation (RITAG). Professor Rees has chaired the WHO's International Health Regulation (IHR) Polio Emergency Committee since 2014 and is a member of the WHO IHR Emergency Committee on COVID-19. She is the Co-Chair of the WHO SAGE Working Group on Ebola Vaccines, a member of the Global Alliance for Vaccines and Immunization (Gavi) Board and chairs the Gavi Programme and Policy Committee. She is a member of the Coalition for Epidemic Preparedness and Innovation (CEPI) Board and chairs the CEPI Scientific Advisory Committee. She is a member of the COVAX committee on COVID-19 maternal immunisation and a member of the WHO SAGE Working Group on COVID-19 vaccines. With her, Gavi CEPI and WHO are jointly driving the global COVID vaccine effort including the COVAX facility, and Professor Rees is also involved with the oversight of the COVAX facility.

Associate Professor Delany-Moretlwe is a member of the WHO Product Development Vaccine Advisory Committee, the HSV vaccine advisory group, and a new group advising on gonorrhoea vaccine development for use in low and middle-income countries. She is also a member of University of the Witwatersrand's Research Entities Committee.

Dr Palanee-Phillips is a Member of the SA DOH PrEP Technical Working Group, a member of the Initiative for MPTs Advisory Council, the MTN Executive Committee and the MTN Network Evaluation Committee.

Professor Lee Fairlie is a member of the IMPAACT Treatment Scientific Committee, and several IMPAACT protocol teams, as well as the co-chair of MTN 042/DELIVER.

Professor Saiqa Mullick serves on several national and international technical expert committees, including the National PrEP technical working group, the IAPAC Fast Track Cities Implementation Science Fund Expert Advisory Committee and the WHO STI Guidelines Development Group. She has been an invited speaker at multiple international conferences on HIV prevention, integrated services, adolescent health, and sexually transmitted infections including AIDS 2020 and is an invited member of the scientific committees and has served as track chair for both local and international conferences including Adherence 2020.

Dr Gloria Maimela is a member of the Ministerial Advisory Committee TB/HIV Working Group. She is also a member of KP Think Tank: Technical Advisory Group as well as the EDCTP COREP international study.

5.3 Professional Services

5.3.1 Wits Commercial Enterprise

Wits Commercial Enterprise ("Wits Enterprise") is a wholly owned entity set up during 2002-2003 to act at the interface between academia and the socio-economic environment. It is a facilitating channel in the areas of short course training, research and consulting, and innovation (commercialising products and services developed from research), that enables the University to generate additional knowledge and impact from its activities and intellectual assets.

During the 2020 lockdown, the COVID-19 pandemic has had a substantial effect on the research projects and short course training offerings, as well as to some extent, the further development of innovations. Other challenges that arose included issues related to specific clients, including Construction and Education and Training Authority (CETA) being placed under administration. Nevertheless, Wits Enterprise facilitated R120 million in activities.

The highlights during the year include:

1. Information and Communications Technology (ICT) Integration in Education activities trained more than 1 200 teachers, unemployed youth and those living with disabilities, as well as education officials, using a blend of online and face-to-face training platforms.
2. Three new Horizon 2020 (European Union Funded) projects totaling R15 million commenced in 2020 in environmental sciences, architecture and planning, as well as chemical engineering research areas.
3. The Centre for Research in Education and Labour (REAL) was appointed by the Public Service Education and Training Authority (PSETA) as its Higher Education Institution research partner to provide research services in the public services sector. Current work streams are related to employment processes, policy directions and priorities, as well as e-learning and skills improvement.
4. More than 3 000 students were trained utilising the online Wits DigitalCampus platform, in predominantly business skill sets, and project management.
5. In response to the implications of the lockdown, over 40 previously face -to -face training offerings were converted to online platforms.
6. Two new companies commercialising technology developed at Wits were established, namely: - AltMet (Pty) Ltd, which has secured funding from the Support Programme for Industrial Innovation of the Department of Trade, Industry and Competition, to establish a pilot plant for recovery of platinum group metals from scrap catalytic converters; and Indoni Yamazi (Pty) Ltd, which is developing a water purification system for municipalities.
7. The launch of a Wits accredited course to develop innovation skill sets for researchers who have identified potential products or services based on their research outcomes. This builds the pipeline of potential companies to be established, which has doubled since 2019.
8. In response to the pandemic, Wits developed a diagnostic verification control – to verify the accuracy of diagnostic tests conducted by pathology laboratories – for specific COVID-19 testing platforms. In partnership with one of its early spin out companies, SmartSpot Quality (Pty) Ltd, the controls were delivered to the National Health Laboratory Service in May 2020, barely two months after the first confirmed case of COVID-19 in South Africa.

5.3.2 Origins Centre

2020 will be remembered as a time of change for the Origins Centre. Under the guidance of the new Dean of Science, Professor Chetty, the organisational structure took shape, a strategic plan was tabled, a Head of Origins Centre was appointed for a period of five years, a Steering Committee appointed to provide strategic direction and a Management Committee was formed. Covid-19 forced the museum to shut its doors, and the financial promise that the hosting of events at the Origins Centre had shown in 2019 was lost. The museum was forced to readjust and rethink its short-term activities, which meant establishing a presence online.



The museum continued with the process of renovation that started in 2018 and used the 'forced closure' and an injection of CAPEX and OPEX funding from the University, to carry out repairs and maintenance, and to refresh the look and feel of the museum. Energy was invested in scripting and designing new Earlier and Middle Stone Age displays, and the Rock Art and ethnographic section was carefully revised and re-scripted, and displays were changed. In addition, at the beginning of 2020 a contract was signed with Google Arts and Culture to create a 3D virtual experience of the museum to allow visitors to explore the museum remotely. This will now form part of a blended museum experience and allow people to view Origins Centre from their own homes (around the globe).

Origins Centre is keenly aware that in South Africa schools and family homes often lack the resources, knowledge, and teaching skills necessary to provide the kind of information offered by the museum, hence, the museum is committed to developing creative solutions to make resources available to all South Africans. To this end the Centre is committed to steadily building a comprehensive set of online learning services, videos, digital archives, worksheets, books, activities and teaching resources for teachers and students.

Origins Centre started to explore other digital innovations together with Tshimologong Makerspace Studios Collective. As a first phase, the collaboration developed an augmented reality application (OriginsAR), now available on Apple and Android stores, to encourage online and museum visitation and attract repeat visitors. Importantly, the application's efficacy can be measured through built in metrics and behaviour monitoring.

Furthermore, when it became clear that Covid was not abating, events and marketing moved online. The Centre collaborated with Dr Kirti Ranchod to host online discussions, debates and presentations. The Centre also co-hosted a lecture with the Spanish Embassy on the Dinosaurs of Lay Hoyas, Spain (29 October) by Dr Angela Buscalioni, and hosted a lecture by the Head of Origins on the Future of Origins. Origins Centre's curator Tammy Hodgskiss presented a series of public talks, as part of the Palaeotalk series, a YouTube episode on Bones and Stones, and did podcasts with Geekoscopy and the experimental archaeology organisation EXARC.

Origins programmes for schools and corporates continued online, however in comparison to normal years produced comparatively small returns. Nevertheless, using various platforms, Origins' media footprint has grown, and it is beginning to get a feel for the online audience and their interests. We hope the online commitment to Origins Centre will continue and translate to feet through the door when the museum opens its doors in 2021.

5.3.3 Wits Health Consortium

Wits Health Consortium (Pty) Ltd is wholly owned by the University and was established to serve as a legal entity through which the University, and primarily the Faculty of Health Sciences, can conduct contract or sponsored research, entrepreneurial or commercial activities, philanthropic funding activities and services including clinical services. The primary role of WHC is to provide the governance, legal framework, human resource management, financial and grant management services for the research entities linked to the Academic Departments of the Faculty of Health Sciences. Faculty members wishing to conduct activities within WHC form themselves into an entity, which is operated as a division within WHC - whilst still falling under the academic control of a faculty department - each having its own executive team, bank accounts, staffing structures, general ledger structure and more.

For the year under review WHC had a successful year. In 2020, WHC managed income totalling R2.6bn (2019: R2.6bn). This is made up of over 119 syndicates with a total of 800 separate contracts. WHC had in its employ 4718 staff members at the end of December 2020, with 4432 employees hired in syndicate specific activities and 286 in the WHC Shared Services Centre.

During 2020 WHC responded swiftly to the operational and logistical challenges presented by the Covid-19 pandemic, to ensure that the service to our divisions and partners remain unaffected during this period. Continued support was critical as Covid-19 clinical trial funding and project opportunities emerged, such as the South African Ox1Cov-19 Vaccine VIDA-Trial and the Novavax Covid-19 Vaccine Trial.

The Minister of Higher Education, Science and Innovation, following a request by NEHAWU and other stakeholders, called on the NIOH, HWSETA & ETDP SETAs to develop a concrete plan for the training of various categories of frontline workers, particularly those working in health facilities and other industries, as part of a Covid-19 awareness campaign. WHC was appointed by HWSETA to manage and coordinate this project for the training of 23110 frontline health and social development workers, the leadership and membership of trade unions, the shop stewards and other workers who are dealing with Occupational Safety and Health (OSH), within the context of Covid-19 throughout South Africa. WHC exceeded the training target of 23110 and completed the project within the required timeline.

Furthermore, in response to the Minister of Higher Education's call to SETAs to avail funding to support the Health and Social development sectors during the COVID 19 pandemic, WHC was also tasked by HWSETA to recruit unemployed social work graduates as interns for deployment in various DOH and NGO sites. The purpose of the internship was to provide social work graduates with an opportunity to work alongside experienced social workers to gain practical and vital experience and insight into social issues, whilst providing psycho-social and social work services to health care and social development users.

5.3.4 Wits Donald Gordon Centre

Wits Donald Gordon Medical Centre is the first and only private academic hospital in South Africa. It is a partnership between Wits University and Mediclinic Southern Africa. The company is engaged in private hospital services and training of medical specialists and sub-specialists in a variety of medical and surgical disciplines. The training is done in conjunction with Wits University Faculty of Health Sciences.



Academic program

The academic program, which began in earnest in 2007, has trained a total of over 95 additional specialists and sub-specialists as at the end of December 2020.

The academic program has expanded each year since 2007, and now has 10 concurrent specialist training posts in two specialities (four-year period) and 14 concurrent sub specialist programmes (dependent on available funding) (two- year training period) utilising the expertise and facilities unique to the Facility to increase the number of Specialist and Sub-specialists being produced by the Faculty, as well as enhancing the training experience.

Transplant Programme

The Solid Organ Transplant Programme is the biggest in the Country and provides Transplant Services to both Public and Private patients. It is the only Programme in the country offering Living Donor Liver Transplants for Paediatric Patients. The number of Transplants performed in 2020 was significantly reduced as a result of the restrictions imposed by the COVID-19 pandemic. In spite of these restrictions, we were still able to perform a total of 70 transplants.

5.4 Global Engagement

National borders do not bind knowledge and innovation - this has always been true, but the scope and complexity of today's challenges make the necessity for global engagement even more meaningful. These challenges have become even more important because of the COVID pandemic that the world was exposed to in 2020. Wits is actively looking into how we can assist South Africa and the continent to come to grips with not only the challenges brought about by the COVID pandemic but also many other challenges faced by the world.

The partnerships with other universities and networks open global opportunities for students and staff - these are dynamic and research lead. Collaboration increases the quality of our research, improves teaching and learning, and sparks innovation. Our participation in international networks connects us to like-minded universities around the world and ensures that we remain at the forefront of transnational research exchanges.

In this regard, the university is a full member of the following networks:

- African Research Universities Alliance;
- The BRICS Network University;
- Association of Commonwealth Universities;
- Association of African Universities;
- The European Association for International Education; and
- NAFSA: Association of International Educators.
- At Wits, we see the institution's broader set of roles as a mix of the following:
 - direct services to the people in the local and global community;
 - advising government (at all levels) in policymaking decisions; sometimes free and at other times through commissioned (paid) research;
 - developing appropriate skills for the country and the world;
 - creating knowledge; and
 - training leaders.

Another way in which we engage with the rest of Africa and beyond is through the constantly increasing number of international students enrolled at the university. Unfortunately, in 2020 we were not able to maintain our number of international students. Our international student component dropped to 8% in 2020, albeit that we had students from over 50 countries, of which 28 are on the African continent.

Traditionally, our engagement has been with European and North American institutions, however, a few years ago we took the decision to actively pursue engagements with institutions in the global south. In this regard, we have been actively courting institutions in the BRICS nations and on the continent of Africa. Wits is also the founding member of the African Research Universities Alliance (ARUA).

Global Engagement in 2020 was limited to mostly online engagements because of the restrictions on international travel.



5.5 Public engagement and Partnerships

5.5.1 Public Precincts

Wits' public precincts are units and facilities that are of particular interest to the public. These include: The Wits museums and galleries; the Origins Centre, housing the Rock Art Museum and the Rock Art Research Institute; the Wits Theatre; the Great Hall; the Planetarium; and the Linder Auditorium, as well as academically based clinics such as the Law Clinic, the Esselen Clinic, the Emthonjeni Centre and the African Centre for Migration Studies. Due to the national lockdown, our precincts were closed to the public for most of 2020 but we look forward to welcoming back the public in 2021.

5.5.2 Public engagement

Public engagement is one of the University's key strategic goals and aims to enrich the public intellectual life of the citizens of the City of Johannesburg and South Africa. In 2020, Wits successfully shifted its public engagements online.

Wits University continued to uphold its commitment to social leadership through hosting and promoting relevant, prominent debates and lending depth to issues confronting society today – particularly the COVID-19 pandemic. The University hosted public webinars that yielded significant publicity for the University. Moreover, the University has been proactive in promoting its researchers both locally and abroad, and in particular, those researchers that have published in internationally accredited journals.

Wits' intention to expand its engagement with the public through alternative digital platforms to host webinars and public lectures this year was very successful and has allowed us to have a broader reach both locally and internationally.

Media partnerships and engagement

Wits remains the University in South Africa that attracts the most print, broadcast and online media coverage as compared to other leading universities in the country, as a result of several factors, among others, the University's stature in the country and the willingness of Wits' academics and specialists to share their views through the media as a conduit. Wits' scientists played a prominent role in the media by unpacking various complex issues related to the pandemic.

Partnerships with government agencies

The University has a partnership arrangement with the Johannesburg Metro Council and various departments in the Gauteng and National government, for example, the Gauteng City-Region Observatory (GCRO) which was established in 2008. It is a partnership between Wits, the University of Johannesburg (UJ), and the Gauteng Provincial Government (GPG), with local government in Gauteng also represented on the GCRO Board.

The University is also developing its partnership with the Gauteng and National Departments of Health to provide further support and academic training to medical professionals. Several Wits academics lent their expertise to the Gauteng and National governments to assist with managing the pandemic.

Partnerships with Business and Industry

Through a number of University entities such as Wits Enterprise, the Wits Health Consortium, the University Foundation, Alumni Relations, and academic schools, Wits is building a reputation as a proactive and responsive institution in support of the challenges in human capacity development that business and industry face. In 2020, we continued to build partnerships with business and industry across the Faculties. In addition, the Wits Business School is a leader in business and university academic partnerships, whilst the School of Governance specialises in training for the public sector.

5.6 International academic collaboration/cooperation

The full potential of knowledge is only fulfilled when it is shared. As a public university established to teach, research and contribute to the public good, Wits is committed to sharing knowledge, truth and understanding. This principle is well established in the University and so partnerships and collaborative work is ubiquitous and permeates throughout the University.

The University's Vision 2022 Strategic Framework lists Extensive Networks and Partnerships as one of the Strategic Priorities for Wits. In this respect, it says specifically the strategic purpose is to:

“...grow a limited number of focused partnerships with local and international collaborators, arising mostly from our research priorities and our contextual opportunities. Among other purposes, motivating the selected number of such partnerships will be the intention to fulfil the needs of our multidisciplinary research projects, our partnerships in Africa and our city-region location.”

The following elements from this mission are worth highlighting.

- At the University level it should focus on a limited number of high yielding partnerships. The implication is that the ‘shot gun’ approach to partnership building is not supported.
- Partnerships are to be developed with local, including our city-region (Gauteng), South Africa and Africa, and international organisations.
- The primary purpose of forming partnerships is to “fulfil the needs of our multidisciplinary research.”

The university has several academic cooperation agreements with universities and agencies around the world. These are too many to list, however, we have 78 active agreements in Africa, 115 in Europe, 70 in Asia, 85 in North America and 8 in South America. These vary in nature from simple staff and student mobility agreements, to joint degrees and use of specialised equipment. We have identified some of these as being strategic and as such are dedicating more resources to this handful of partnerships. These partners are University College London (UCL), University of Leicester (UK (United Kingdom)), Queen’s University Belfast (UK), Ryerson University (Canada), Massachusetts Institute of Technology (MIT from the USA (United States of America)), Emory University (USA), University of Edinburgh (Scotland), Vanderbilt University (from the USA) and the Universities of Limpopo and Venda (South Africa). This list is supplemented with the 13 other members of the African Research Universities Alliance.

We also have several cooperation agreements with various levels of government in South Africa which have an impact on policy developments. Most notable of these are our agreements with the City of Johannesburg and the Gauteng Province. We work very closely with the City of Johannesburg to conduct research for them in several areas. For the Gauteng government, we host the Gauteng City Region Observatory on campus and are partners in the Cradle of Humankind World Heritage Site.

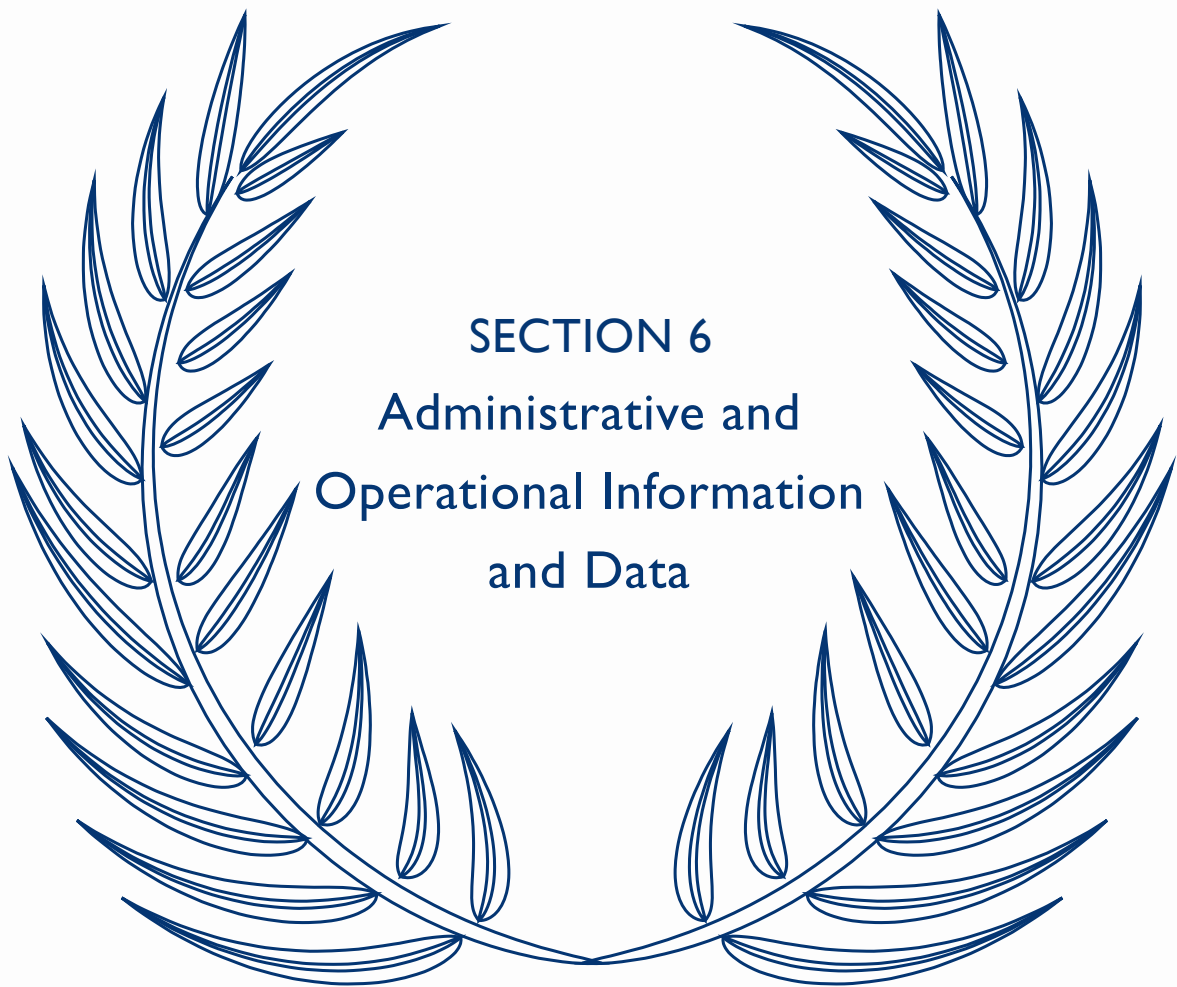
Most of our mobility agreements are with universities in Europe, as the European Union is a generous funder of these. In 2020, this aspect of our work was severely hampered by the COVID pandemic. In the early part of 2020, we had about 15 students and staff who were overseas and in March, we had to work closely with the embassies of China, France, Spain, the United Kingdom and Germany (and a few others) to repatriate these staff and students to South Africa. At that time, we were also hosting about 20 international staff and students, some of which had to be repatriated to their home countries. We are continuously working to add to these agreements every year and hope that exchanges will resume once the pandemic is over.

The university has embarked on several joint postgraduate programmes with international partners. This is in response to our fear of the potential “brain drain” that could occur when students undertake postgraduate studies at international universities. Our joint degree programmes, also known as “split site” programmes are in infancy, but we are encouraging academic departments to investigate possibilities. Again, the COVID pandemic has had a negative effect on the development of this programme.

We are continuing our use of synchrotron facilities at Grenoble (in France), Campinas (in Brazil) and Brookhaven National Laboratories (in the United States). In 2020, most of this has involved sending samples for analysis via courier, rather than Wits academics taking their samples to the laboratories themselves. Even under the COVID environment, we still had researchers based at the CERN facility in Geneva (Switzerland). We saw a very drastic reduction in the number of Wits researchers who worked in laboratories at universities around the world, specifically in the United States, the United Kingdom, Russia, China and Germany.

Many of our researchers who participate in large research projects that involve hundreds of researchers from around the world were still able to do so as data is portable. The notable ones are our paleo-scientists, physicists, health scientists and climate change scientists.

Academics from the university were active in several international COVID vaccination trials and through the Africa Research University Alliance (ARUA) we are actively involved in a program (funded by the Open Society Foundation) to establish three vaccination development hubs on the continent of Africa. These hubs will be based in West, East and Southern Africa and will be receiving the full cooperation of vaccine specialists at our Faculty of Health Sciences. The goal is to increase the capacity of the continent to develop vaccines that are suitable for the unique environments found on the continent.



SECTION 6
Administrative and
Operational Information
and Data



6.1

REPORT

of the

Chief Operating Officer



Mr Fana Sibayoni

The Chief Operating Officer (COO) position is rarely found in South African universities. The COO provides strategic leadership to the Operations Division which supports the University in its quest for teaching, learning and research excellence. This is undertaken through the maintenance of improvements to and development of physical and technological infrastructure. The departments within the Operations Division include: Wits ICT; Property and Infrastructure Management Development (PIMD); Campus Planning and Development (CPD); and Campus Protection Services (CPS).

Despite the challenges of unique working conditions imposed on the Operations Division by the Covid-19 pandemic, a significant number of key strategic objectives were delivered successfully by the division in 2020. The pandemic triggered the instantaneous implementation, testing and operationalisation of the University's emergency online learning platforms to ensure a seamless transition from contact learning whilst maintaining the same quality standards.

The University realised a return on investment from the Network Upgrade Project completed at the end of 2019, as the online learning platforms are dependent on a sturdy network. Correspondingly, the University had commissioned three pilot Smart Classrooms, one for each Campus, in 2019.

Those were ready and functional for lecturers to utilise for streaming content to large classes. To ensure that the students' online learning experience would not be compromised, the University provided every full-time student who had expressed the need for devices with a laptop. These devices were delivered to the students across the country at the University's own cost. Moreover, all students were offered 10 gig day and 20 gig night data allocation per month. To alleviate the pressure on the SAKAI online learning platform, it was migrated to Cloud. Further, a VPN solution was also implemented to ensure information security in the virtual world. As was the worldwide trend, the University relied on Microsoft Teams and Zoom for both virtual meetings and lectures. User training was rolled out for all new applications and platforms to ensure business continuity. Given the severe impact of the pandemic on the University's core business and operations, the Wits ICT team delivered beyond expectations under unfavourable time constraints.

As the national lockdown levels along with their associated restrictions eased, staff and students were permitted to return to campus in a phased approach. Apart from permits, pre-screening was mandatory to gain access to the University. As such, Logbox, the tool then being used by the Donald Gordon Medical Centre was reconfigured and tailor-made to the University's requirements.

The first phase was to roll out the Logbox tool in a form of an app that can be downloaded on any smartphone, and finally as a USSD solution to suit any mobile phone. This was a major stride in limiting the paper-based pre-screening questionnaire we had started out with as an attempt to limit the spread of the virus by scaling down on the exchange of paper between the security officials enforcing the adherence to pre-screening procedure and each person who wished to access the University premises.

Not only were the security officers tasked with ensuring staff and students maintained social distancing, they also enforced the adherence of wearing masks and all Covid-19 protocols implemented by the University. As staff and students were expected to return to campus in smaller groups as promulgated by the Minister of Higher Education and Training, extensive preparations went into ensuring that all University spaces that would be occupied complied with the regulations. Offices, venues and rooms in University-owned residences were cleaned, sanitised and fogged. Sanitiser stations were installed at all entrances and major hallways and continued to be replenished as required.

Student busses were sanitised and installed with screens to ensure passenger isolation. To ensure the safety of our most vulnerable staff, PPE and masks were issued. The HVAC systems were serviced and maintained as regulated, and social distancing floor tapes were pasted on all high-traffic areas.

The national lockdown restrictions had adverse implications on the Major Capital Projects envisaged for completion in 2020, however, they also presented an opportunity for the team to successfully conclude, tender and award the Construction Framework and Professional Services Framework Contracts in the last quarter of the year.

Similarly, we took advantage of the restricted number of staff and students on Campus by rolling out Minor Capital Projects to the value of just over R20 million.

These campus-wide projects included the bathrooms refurbishment; heating, ventilation, and air conditioning (HVAC) compliance; as well as structural roof leaks repairs.

The division took a giant leap towards the realisation of the Integrated Security Solution project (Smart Security Technology) with the procurement of 100 cameras along with a 1.2 PB RAW smart server which now hosts all the University's security systems.

The Operations Division delivered on its mandate of infrastructural and environmental continuity and sustainability of the University through maintaining and developing the necessary physical and digital infrastructure in order to enable and advance the University's core operations and activities. The division worked collaboratively, displayed a winning attitude and managed to strive towards service excellence even through adversity in 2020.





REPORT

of the Dean of Students



Mr Jerome September

The Division of Student Affairs is the central division that holds the duty of care mandate for Wits students. The division works across the University to ensure a caring, inclusive, and empowering student experience with student success at the core. Through its structuring and programming, the Division of Student Affairs is organised in ways that facilitate out-of-class, formal learning environments, what is referred to as co-curricular, or extra-curricular learning, and through lived experiences. The division consist of the following units: Campus Health and Wellness, Campus Housing and Residence Life, Counseling and Career Development Unit, Development and Leadership Unit, Student Governance, Wits Citizenship and Community Outreach, and Wits Sport.

2020 was a difficult year given the Covid-19 pandemic. During this year, Student Affairs had to strategise about what its mission is and especially about the duty of role when students were engaged in online learning, and from home. Collaborations across the university became key, and Student Affairs played a key role in delivering on the following special Covid-19 interventions:

- **Wits Loan Laptop Programme**

Working with faculties, finance and the ICT, Student Affairs coordinated this initiative ensuring that those in most need are identified and provided with a loan device. Due to the lockdown regulations, laptops were delivered across South Africa.

- **Phased Return of Students to Residence**

Working closely with faculties, other support departments including, the Gender Equity Office the Transformation Office, and Student Affairs ensured that students in difficult home environments were returned to residence as part of the university’s phased return strategy guided by the lockdown regulations as issued by the Minister of Higher Education and Training. This included the return of students on social justice grounds (members of the LGBTQIA+ community, women on gender-based harm grounds, mental health considerations, and difficult home environments).

The Dean of Student Affairs hosted the Dean’s Leadership Conversations, aimed at contributing to the leadership development of Wits students, profiling individuals making significant contributions in their respective area, and raising discussion and debate on topical leadership issues.

The Division of Student Affairs and its units are partners in the learning cycle of students, from the point of their registration to their graduation at both undergraduate and postgraduate levels. The Division has the responsibility to work with interdependent professional and academic departments to provide student support services, which facilitate student psychosocial support, academic success, and holistic development. The role of the Student Affairs is especially important in these unprecedented times.

6.2.1 Campus Health and Wellness Centre (CHWC)

Campus Health & Wellness Centre (CHWC) is the Centre of excellence in the provision of quality health care for the Wits University community. It provides a comprehensive primary health care service which enhances the wellbeing of students, staff, and their dependents.

CHWC actively contributes to the wellbeing of the Wits community, who in turn participate in the core business of the University in terms of teaching and learning, research activities, knowledge generation and community engagement. The general health and wellbeing of the Wits community is of concern, and the division is committed to maximising the education and training of students by improving their health status, encouraging, and supporting healthy lifestyles.

CHWC has also created, and maintained a safe and healthy environment for students with mental disorders by acquiring the services of Psychiatrists. All students living with physical and psychological disabilities were assisted and supported to be able to reach their full potential. With the Covid pandemic more lessons have been learnt, staff and students working and learning remotely were supported through Tele-medicine.

For 2020 there were 4800 consultations for various students and staff health needs. Compared to the previous year the number was low as most of the people who were working remotely received health care from the facilities around where they live. Mass awareness campaigns which CHWC normally held around campus, were all suspended in compliance with Covid regulations.

6.2.2 Campus Housing and Residence Life (CHRL)

The following were identified priorities for CH&RL for the 2020 academic year: getting the Policy for private student accommodation approved by the University Council, filling critical positions in the unit, increasing the number of beds allocation of first-year students in all Wits residence to 40%, and introducing residence academic advisory services in junior residences for the support of first year students.

It must be noted that CH&RL had to amend most of its plans earlier in the year due to the outbreak of the Covid-19 pandemic. CH&RL's significant achievements under Covid-19 includes the following:

- Approval of the Policy for Private Student Accommodation;
- Filling of critical positions within CH&RL; and
- Introduction of residence academic advisory services in residences.

Student residences under Covid-19 pandemic

All residence students received communication from the Vice Chancellor that they all had to vacate residences by the 19 March because of the increasing concern around COVID-19 as communicated nationally and internationally by our own Ministry of Health and the WHO (World Health Organization).

The majority of students did vacate, and arrangements were put in place for international students and a limited number of South African students who had no other options, and the approvals were granted by the Dean of Students.

The residences were cleaned and decontaminated, risk assessments were compiled for the residences following site inspections and guidance from the OHS&E Safety Officer Evacuation Coordinator. Covid-19 requirements like educational posters, signage, sanitisers, and PPE (Personal Protective Equipment) for staff such as masks, gloves and face shields were procured and supplied to them.

6.2.3 Counselling & Career's Development Unit (CCDU)

Preleena Ramlall, a cherished member of the CCDU staff family, Career Practitioner, Life Coach, and Mentor Trainer passed away on 7 November 2020, having courageously fought cancer.

While 2020 was a challenging year with Covid 19 and the lockdown, the CCDU team efficiently and effectively adjusted to providing services to students online. CCDU services was made available for students through online platforms such as Zoom, MS Teams and SAKAI.

The team was focused on outreach to students to offer support, and empowerment from all services during the online Academic Project. <https://www.wits.ac.za/ccdu/>

Advocacy, Therapy and Careers Services teams ensured that updates of supportive and related pertinent psycho-educative resources, were uploaded on a regular basis onto the CCDU website and through the Wits social media platforms, with the assistance of Marketing. These included a range of Mental Health, Wellness, Careers and Gender Based Violence themes.

Key operations and services for 2020 at the CCDU were aligned to the: Student Affairs Divisional Vision, Mission and values 2019-2022 (June 2019) and the priority objective of "Academic Excellence and the Wits Experience." (Wits Vision 2022)

The CCDU's strategic principal imperatives for 2020 included:

- Holistic wellness, capacity development, advocacy initiatives and resilience building through the ongoing review and implementation of the Mental Wellness Strategy for students.
- The continued implementation of the mental wellness strategy, through partnerships and collaborations.

- Enhancement of Career Services and visibility towards increased uptake and participation by students in career service offerings.
- Enhancement of supportive services for Postgraduate students.

6.2.4 WITS Sports

2020 was a difficult year for everybody, with sport at all levels under a lot of pressure. All sporting competitions and events came to a halt in March. The Covid-19 virus and the resulting national lockdown influenced Wits Sport. Several clubs had a lot of momentum and were most certainly on their way to achieving even more firsts for the Wits Sport record books.

Under these circumstances, sport could very easily lose its relevance in the Covid-19 society. However, Wits Sport was looking at ways to address this challenge. During this time, Sharmin Naidoo hosted several online discussions with school principals, to find out how to approach the situation.

On 14 April 2020, Jon Patricios, under the WISH (Wits Interdisciplinary Seminar in the Humanities) banner hosted a webinar with the topic “Not Playing Games: Implications of Covid-19 for Sport.” The guest speakers were all well-known medical professionals with extensive experience in the sport environment including Professor Guy Richards, Dr Lee Pillay and Dr Jerome Mampane.

The webinar was a massive success with the maximum number of 500 delegates from many different countries.

Together with WISH and Prof Jon Patricios, Wits Sport decided to host a series of webinars on a wide range of topics. Wits Sport presented 28 webinars in 2020 with almost 8000 attendees. Webinars were also hosted for the Wits SRC, Development and Leadership Unit, School Liaison Office, Campus Housing and Residence Life and even the Golden Lions Rugby Union. These webinars were extremely popular, reaching the limit of 500 attendees. It also contributed to a massive increase in our online marketing and publicity value in certain months. Despite the lockdown, Wits Sport was still able to produce publicity to the value of R401 089 748.00 with an estimated circulation of 860 479 755 in 2020.

In terms of performance there were many highlights, and the annual sports awards were still congested with many top-class performances.

Some fantastic individual performances included some of the following:

Individual Performances	
Shakeerah Jacobs	Represented SA at the All-Africa Games and the U/20 Women’s Football World Cup qualifiers.
Simone van Reenen	Selected to the South Africa (SA) Under-23 indoor Netball team to play against Australia and New Zealand. Simone has also been included in the Gauteng Senior Elite squad.
Panashe Chiranga	Panashe Chiranga was selected into the South Africa Under-21 team, the Baby Proteas, for the upcoming Youth World Championships in 2021.
Michaela Robinson	Awarded Youth Protea colours on 3 occasions. She broke the record for the youngest skipper in the history of the Cape to Rio Yacht Race. She is a Winner-Cape to Rio 2020 on handicap and line honours in class.
Karishma Naicker	Represented the SA Gymnastics National Team, at the 15th African Championship in Sharm EL Sheikh, Egypt, winning 3 silver medals in the process.
Nomnikelo Veto	Selected for the SA Ladies Hockey Team and included in the 2020 Olympic Squad.
Ayanda Tuku	Awarded his junior national colours and qualified to represent SA in the 2020 Junior Fencing Championships in Ghana, where he achieved silver medals for both foil and epee.
Harry Saner	Presented with senior national colours in fencing and participated in the senior Fencing World Championship.
Chad Futcher	Represented South Africa in both outdoor and indoor hockey. Also included in the South African Squad for the 2020 Olympics.
Dylan Kruger	Won the SA National Sprint Triathlon title in February 2020.
Wandisile Similane	Made his Super Rugby debut for the Lions in 2020.

Wits Sports Awards 2020

Wits Sports Awards 2020	
Sportswoman of the Year	Michaela Robinson (Yachting)
Sportsman of the Year	Harry Saner (Fencing)
Junior Sportswoman of the Year	Karishma Naicker (Gymnastics)
Junior Sportsman of the Year	Ayanda Tuku (Fencing)
Mel Siff	Kwanele Ngema (Rugby)
Student Sport Administrator	Rain de Jager (Rowing)
Club of the Year	Boat Club
Combination Sport and Academic	Michael Horan (Hockey)

Bursaries, Recruitment and Academic Monitoring Table of Overall Statistics of Bursary Offers for 2020

Total amount paid out in 2020 for sport bursaries was R4 771 511,57.

Sport Code	Accepted	Declined/ Not Accepted Academically	New 1st year and PG acceptance	Returning Wits Students Acceptance
Junior Rugby	25	25	9	16
Senior Rugby	42	11	2	40
Women's Hockey	14	3	4	10
Men's Hockey	17	2	3	14
Men's Football	28	8	3	25
Women's Football	12	0	3	9
Men's Basketball	7	3	1	6
Women's Basketball	11	5	0	11
Cricket	9	4	4	5
Netball	8	5	3	5
Other	2	0	0	2
Total	175	66	32	143

6.2.5 Student Governance Office

The Student Governance Office is responsible for ensuring ethical-cooperative governance for all students' statutory and sub-structures within the Institution. The Students Representative Council (SRC) general election was successfully held in October 2020 and was declared free and fair. The SRC comprise of 22 members, 13 of whom were directly elected by the student body. Nine of the Council members were elected through various constituencies, i.e. postgrads, residences, sports, disability, and international students. The Council comprises 11 males and 11 females where three of them hold the executive portfolios.

The Student Representative Council (SRC)

The SRC hosted a successful orientation week and a vibrant O-week Programme. Clubs, societies, and organisations held an exhibition in a marquee for the entire week to promote and recruit membership.

Gender Based Violence Awareness

The SRC collaborated with various stakeholders on campus to denounce and raise awareness against gender-based harm. This was ignited by the high rate of women who suffered harm or even death from men around that period. The SRC staged a peaceful sit-in and had external speakers who advocate against GBV to address the students.

6.2.6 Wits Citizenship and Community Outreach (WCCO)

The Wits Citizenship and Community Outreach's mission is to enrich learning through preparing students to be active global citizens by engaging them in service activities that enhance quality. Student leaders are an integral part of the success of community outreach programs. Students take on leadership roles for all the service and operational functions as volunteers. The Covid-19 pandemic restricted student engagement with surrounding communities.

Much of the work done during the year focused on supporting students to ensure that the student gained the necessary resources to remain successful academically and personally while adjusting to online learning during the lockdown. The WCCO helped by assessing student needs for laptops as some students were without the necessary resources for the online programme. The WCCO played an instrumental role in coordinating the distribution of food through NGO's, churches and through the Wits Food Bank to students in need of food during the Covid-19 lockdown. Students living in the greater Johannesburg area who sought assistance were connected to various organizations who were involved in providing Covid-19 food relief. The Wits Food Bank re-opened in September and food parcels were delivered to most of the student residential facilities in the university precinct. The WCCO assisted more than 1000 students with food parcels over a four-month period during the Covid -19 pandemic. In 2020, the WCCO also administered the Beit Trust Hardship Fund, which supports international students from Zimbabwe, Malawi and Zambia with funding for hardship with travel expenses and food. Seventy-six students were assisted with an amount of R4874.93 each, to help them with basic needs. Furthermore, the WCCO also coordinated the accommodation of students who experienced difficulties, hardship, and/or unforeseen circumstances, by arranging for university sponsored accommodation, individualized assistance and tailored interventions.

6.2.7 Development and Leadership Unit (DLU)

The Development and Leadership Unit's vision is to develop high and positive impact world leaders for a better society, by creating a vibrant student life experience. DLU aims to create an environment that is enabling, empowering and one that allows the space for constructive debate, critical enquiry, civic engagement as well as one that challenges the status quo for the benefit of the students and society at large.

There are a variety of learning platforms DLU develops students through:

- Leadership Camps, Roundtables, Training and Development;
- Journeys of Discovery; and
- Outdoor Experiential Related Learning.

By creating a unique out-of-classroom environment, DLU is able to maximise the opportunities for student-personal growth and intense self-discovery through exciting and challenging co-curricular activities and student leadership training.

The focus is on:

- Leadership Development and Experiential Programmes;
- First Year Experience (FYE) Programme;
- Student Entrepreneurship and Innovation;
- Diversity Programmes and Initiatives; and
- Bursary Wrap around support.

Emerging leaders programme 2020

The Emerging Leaders (EL) is a six month-long course aimed at capacitating and equipping student leaders with the necessary skills needed in enhancing their leadership qualities and potential. EL is the primary flagship programme offered by the DLU, bringing together young and dynamic minds into a space which fosters opportunity-offering, growth, and holistic development.

Student Governance Structure Training

The DLU provides continuous training to all student structures on campus. This includes all clubs and societies, School and Faculty Councils, House Committees, and the Student Representative Council.

The All-Residence Student Council (ARSC) Training took place on 18 and 25 July 2020.

First-Year Experience Programme

The First-Year Experience (FYE) programme provides a bridging gap between high school and university, by providing a support structure aimed at empowering and equipping first-year university students with the necessary and essential skills to navigate successfully through university.

First-Year Mentorship Programme

FYE Mentors are a select group of student leaders dedicated to serving Wits University in the capacity of advocates for new students by fostering support in academic performance, achievement, and social development. FYE Mentors work in collaboration with the FYE programme, the Student Development and Leadership Units, Faculties, and other support units within the University.

In 2020, 1000 mentors were recruited and took on the mentorship role. As the COVID-19 pandemic unfolded, mentors played a crucial role in supporting first entry students during the transition.

First-Year Experience: Digital Skills Programme

The Wits Digital Skills course is offered by the Wits Centre for Learning, Teaching and Development and First Year Experience Office, and is packed with information that will improve digital literacy.

The digital skills (tools and technologies) short course is designed to help first-year students improve their digital skills, both for university life and beyond.

The digital age is expanding into all areas of our lives, and digital skills are highly valued in the workplace. The office is proud of the certification offering that emanated from this programme.

Bursary Support

The ISFAP and BP Bursary Support Programme for 2020 was revised and implemented following the brief interruption by COVID 19. The programme was rolled out virtually. The Development and Leadership Unit developed a Bursary Support platform on the Wits MySakai learning platform, to create easier online access to programmes and resources.

Student Entrepreneurship Development

The Development and Leadership Unit has a mandate to develop high impact world leaders by creating a vibrant student life experience outside the classroom through leadership development, student entrepreneurship and innovation, diversity programs and first-year experience program.



6.3 Operational Information

6.3.1 Operational sustainability, financial health, funding sources and material changes

The audited annual financial statements for the year ended 31 December 2020 reflect a group surplus of R195 million (2019: R457 million). This surplus comprises the operating results of the University and its controlled entities, after adjusting for inter-group transactions.

The University on the other hand reflect a surplus of R158 million (2019: R404 million), this surplus comprise the operating results under council controlled and student staff accommodation.

Operational sustainability and financial health

The key indicators below are used to measure the financial health of the Group and University.

	Group		University		University Council Funded	
	2020	2019	2020	2019	2020	2019
Total staff costs/total income	54%	50%	54%	48%	61%	56%
Total operating costs/total income	43%	43%	39%	43%	34%	34%
Operating surplus (R'M)	348	520	311	467	140	375
Operating surplus/total income	4%	5%	5%	7%	3%	8%
Student debt before provision for impairment/tuition and other fee income	46%	31%	46%	31%		
Current ratio (current assets plus money market and short term cash/current)	1.22	0.78	1.22	0.53		
Liquidity ratio (current assets less inventory and student debtors/current liabilities)	1.12	0.67	1.07	0.37		
Solvency ratio (total assets less PPE/total liabilities)	1.07	1.04	1.01	0.97		
Liquid reserves (total funds and reserves less PPE)/total expenses	6%	3%	1%	(3%)		
Non-current liabilities less deferred income/total income	19%	16%	27%	23%		

Table 6.3.1.1

The ratios that re-affirms the Groups financial standing i.e. current, liquidity and solvency ratios, have all shown a slight to a marked improvement from 2019. The major contributor to this improvement being the increase in the current investments, which is represented by the funds in money market.

The liquid reserves ratio for the University has changed from a negative 3% in 2019 to a positive 1% in 2020, implying that University is able to continue with operations without new funding. Property, plant and equipment are excluded from reserves, as the assets could not necessarily be sold, due to their specialised use as well as the limitation placed thereon by the DHET. The non-current liabilities ratio excludes deferred income from government grants, which are written to income over the useful life of the asset or as the grant is expended. The ratio indicates the ability to service long-term debt, the increased percentage over 2019 is due to the decrease in income in 2020

Funding sources and material changes

The funds received by the University and its controlled entities are governed by the regulations for reporting by higher public education institutions. These regulations define what constitutes council controlled funds, designated funds, restricted funds and unrestricted funds. The University reports according to these regulations. The primary funding streams are as follows:

	Group		University	
	R'M	% Change over 2019	R'M	% Change over 2019
State subsidies and grants	2 355	7%	2 329	7%
Tuition and other fee income	2 246	(8%)	2 246	(8%)
Research contracts	2 742	(1%)	277	(8%)
Private gifts and grants	188	(34%)	200	(26%)
Other income	1 014	(22%)	756	(23%)
Interest and dividends/investment income	262	(33%)	237	(19%)

Table 6.3.1.2

The increase in state subsidies and grants of 7% (2019: 26%) for both the Group and the University was mainly due to the increase in the clinical training grant from R72 m in 2019 to R1 058 m in 2020 as well as the receipt of a COVID-19 responsiveness subsidy of R23 m in 2020. Apart from the state subsidies and grants income (as reflected above), all other categories of income has decreased over 2019, this in the main attributable to the COVID-19 pandemic and the resultant lock down.

In tuition and other fee income there was a decline of over 100% in short course revenue due to lower demand and a decrease of over 20% in accommodation income. The lower accommodation income is a direct result of the University providing a COVID-19 relief of 25% of the fees for the days not resided. As a form of COVID relief, refunds of fees to students totaling R101m was made in respect of miscellaneous and redirected fees. The decline in the private gifts and grants emanated mainly from the decline in bursaries and scholarships and donations, again reflecting the impact that the pandemic has had on all spheres of business and the world economies. Included under other income, is restricted donations, which has decreased by over 20% for the University and the Group.

The major contributor in the declining investment income is interest income and this is due to the decrease in the prime rate of 2.75% in 2020.

Cash flows

Cash Flows are monitored on a day to day basis to ensure that cash is available for operational needs and planned investments. Cash not in use, is invested to maximize interest earnings. The investments is monitored by management, with the University Investment Committee exercising oversight.

The pandemic has required of the Group to refocus and realign their strategies on investments that manage the impact of the pandemic and strategic academic projects but most importantly conserve cash to ensure that continued sustainability of the University and the Group.

There has been no changes to the operations and activities of the Group.

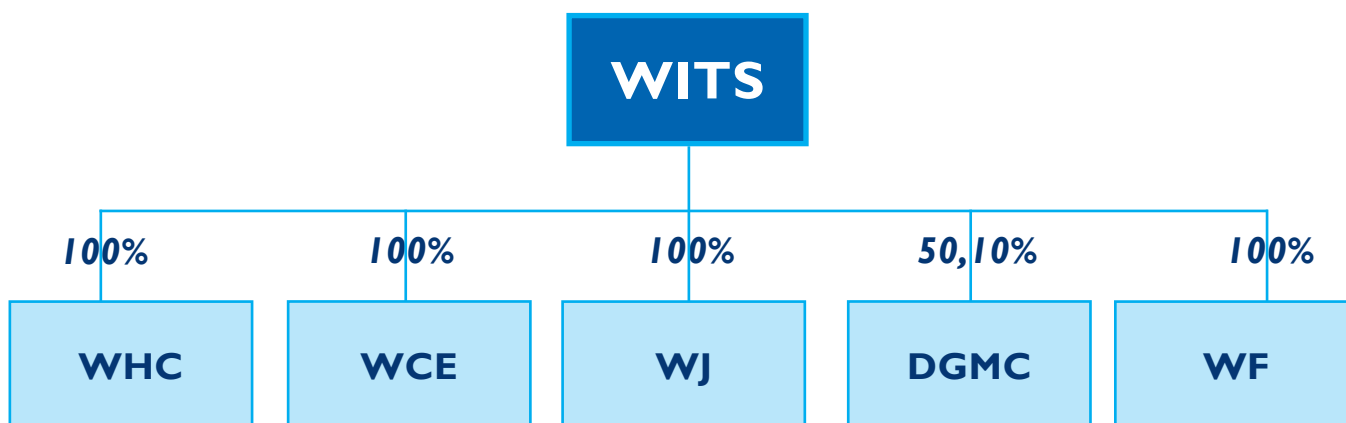


Figure 6.1.1

The 40% shareholding in Bidvest Wits University Football Club was disposed of during June 2020 for an amount of R5m, the proceeds were donated to the student endowment fund under Wits Foundation

Controlled entities

The contributions of the controlled entities are as follows (before the elimination of any intergroup transactions):

	Surplus/(Deficit)	
	2020 R'M	2019 R'M
The University of the Witwatersrand Foundation (WF)	22	52
Wits Health Consortium Proprietary Limited (WHC)	59	38
Wits Junction Residences Proprietary Limited (WJ)	(56)	(55)
Wits Commercial Enterprises Proprietary Limited (WCE)	1	6

Table 6.3.1.3

The University of the Witwatersrand Foundation

In 2019 the Foundation benefitted from a higher level of donor contributions, attributable to the injection of R53.5m for the student endowment which has been transferred to a special reserves as well as higher interest rates and resultant interest income. In 2020 donor contributions was 48% lower than 2020. While in 2020 the Foundation benefitted from a significant increase in its fair value of its investments, which contributed to the surplus as at 31 December 2020. This increase is temporary in nature and subject to market movements.

The Wits Foundation donated its last tranche of R40m (2019: R40m) to the University for the ICT Network Project, which eliminates at the group level.

Wits Health Consortium Proprietary Limited

Wits Health Consortium's income was on par with 2019 and this was mainly due to COVID related sponsored agreements secured during 2020. For 2020 its operations was financially impacted by forex exchange rate losses of R27 m and a decline in its finance income from R63 m to R47 m, in line with the decrease in interest rates experienced in 2020.

Wits Junction Residences Proprietary Limited

The deficit incurred by Wits Junction, is mainly due to the impact of IFRS 16- Leases. Wits Junction leases its premises from the University and with the adoption of IFRS 16 in 2018, the lease has to be capitalized in the books of Wits Junction, with depreciation and the finance charges being the cost elements as compared to before when only the lease rental was the cost. Since this is an intercompany lease, the impact is eliminated at group level.

Wits Commercial Enterprises Proprietary Limited

The revenues of Wits Commercial enterprise decreased by 49% over 2019, this as a direct consequence of the pandemic and resultant lockdown regulations. As costs are a direct consequence of revenue generation activity, there was an equal significant savings in costs directly related to sales, which resulted in the entity making a slight surplus.

Joint Ventures

The entity is equity accounted as a joint venture per the agreement.

	Deficit	
	2020 R'M	2019 R'M
Wits University Donald Gordon Medical Centre Proprietary Limited (DGMC)	(19)	(1)

Table 6.3.1.4

Wits University Donald Gordon Medical Centre Proprietary Limited

The pandemic had a devastating impact on the healthcare industry as elective surgeries were suspended. This resulted in a significant loss of activity in both the bed and theatre occupancies, leading to a loss of revenue. The entity was able to manage its cash flows through an intercompany loan which was extended by MediClinic. Had it not been for the strategies to reduce non-essential expenditure the deficit would have been much higher.

6.3.2 Financial Aid Report

Financial Aid Type	Budget 2020	Funding Type	Offered Amount	Paid Amount	No. of Students
	R'000		R'000	R'000	
Internal Bursaries	N/A	UG	50,147	50,236	662
		PG	120,24	120,572	1,632
Internal Bursaries (Faculty)	N/A	UG	26,562	26,52	3,296
		PG	143,324	143,136	2,361
External Bursaries	N/A	UG	186,404	184,974	2,663
		PG	72,594	72,042	1,294
Government Bursaries	N/A	UG	111,946	111,842	928
		PG	19,516	19,41	284
Internal Scholarship & Council Funded Scholarship	90	UG	31,461	31,369	2,546
		PG	64,356	64,268	1,394
Special Council Funds	17, 000	UG	8,313	8,313	297
2020 Registration	R13m (R4m for accommodation)	PG	2,822	2,84	156
NSFAS	N/A	UG	1,070,180	1,020,532	9,519
		PG	10,898	10,898	126
NSFAS administered funds	N/A	UG	59,279	59,279	539
		PG	2,142	2,142	19
TOTAL			1,980,185	1,928,373	27,716

Table 6.3.2.1 Financial Aid Report

The table above depicts the awards and disbursements which are processed through the Financial Aid & Scholarships Office as at 31 December 2020. Students have received multiple awards. For 2020, an amount of R 37,390 million was awarded to 4 664 students for GAP Funding (not included in the above numbers).

6.3.3 Changes in Tuition Fees Charged

Courses	Change %
All	5.4%

6.4 Changes in the Administrative Structure

2020 saw a number of Faculties creating Research Centres to allow for dedicated focus in various areas of research. This included the WITS Centre for the Exploration of the Deep Human and the Data Institute for Data Science in the Faculty of Science, and the WITS Institute for Sports and Health (WISH) in the Faculty of Health Sciences.

There was also a consolidation of units within WITS ICT and Campus Housing and Residence life to ensure operational efficiencies.

6.5 Management Structure and New Senior Appointments

As at 31 December 2020, the management structure of the University comprised the following members of the Senior Executive Team (SET):

Professor Adam Habib	Vice-Chancellor and Principal
Professor Zebulon Vilakazi	Deputy Vice-Chancellor: Research and Postgraduate Studies (until 19 July 2020)
	Vice-Principal and VC – Designate
Professor Ruksana Osman	Deputy Vice-Chancellor: Academic
Professor Joao Rodrigues	Acting Deputy Vice-Chancellor: Research & Innovation (from 20 July 2020)
Vacant	Deputy Vice-Chancellor: Advancement, HR and Transformation
Mr Fana Sibanyoni	Chief Operating Officer

Ms Carol Crosley	University Registrar
Mr Jerome September	Dean: Student Affairs
Mr Prakash Desai	Chief Financial Officer
Professor Imraan Valodia	Faculty Dean: Commerce, Law and Management
Professor Ian Jandrell	Faculty Dean: Engineering and the Built Environment
Professor Martin Veller	Faculty Dean: Health Sciences
Professor Garth Stevens	Faculty Dean: Humanities
Professor Nithaya Chetty	Faculty Dean: Science
Mr T Adler	Director: Re-imagining Wits Properties Project (RWPP)

Table 1 below reflects names of employees who joined the University at Senior Management levels (Peromnes grades 1 - 4) by organisation name, job name, gender and race:

Faculty /Division	School/Department	Title	Surname	First Names	Grade	Race	Gender
VCO	DVC: Academic	Prof	Osman	Ruksana	2	Indian	Female
CLM	Wits School of Governance	AsPro	Qobo	Mzukisi	4	African	Male
CLM	School of Economics and Finance	AsPro	Kollamparambil	Umakrishnan	4	Indian	Female
EBE	Chemical and Metallurgical Engineering	AsPro	Van Der Merwe	Josias	4	White	Male
Health Sciences	Therapeutic Sciences	Prof	Myezwa	Hellen	4	African	Female
Humanities	Human & Community Development	AsPro	Moonsamy	Sharon	4	Indian	Female
Science	Geography, Archaeology and Environmental Studies	Adj Prof	Mhangara	Paidamwoyo	4	African	Male

Table 6.5.2 Senior Executive team

6.6 Events (including functions and conferences)

Wits hosts between 300 - 500 events, conferences and lectures across all departments and faculties, with the goal of enabling the broader community to benefit from the resources that Wits holds in trust for society. The year 2020, however, left its mark on the world as one that will be remembered in years to come. There is no simple way to sum up this year in terms of events. It has been a tumultuous evolution.

Prior to 2020, virtual events existed in the periphery. With the onslaught of the Corona virus, and its implications, the eventing world was turned upside down and virtual events took centre stage.

With a month of training, the events team had to pivot towards a new way of managing events. From the early webinar-ish iterations of virtual events in March/April/May to multi-day, multi-tech virtual experiences a few months later and thereafter to hybrid events - the boundaries of virtual events were pushed further. As lockdown levels eased, so too did the team begin with a selected few events in the hybrid space.

Notable events held at Wits include the following:

Date	Activity/Event	Partnership/ Collaboration	Audience	Purpose/Accomplishments
26 January 2020	Welcome Day 2020	Official University Event	First-years and parents	Official Welcome Day
25 February 2020	Inaugural lecture of Professor Michelle Williams	Faulty of Humanities	Open Invitation	Title: Contesting the Degeneration of Democracy
27 March 2020	Farewell: Professor Andrew Crouch	Vice-Chancellor's Office	Internal audience	Farewell event

Date	Activity/Event	Partnership/ Collaboration	Audience	Purpose/Accomplishments
27 July 2020	Dean's Leadership Discussion with Dr Judy Dlamini (Online)	Student Affairs	Wits Staff/Students	Wits University Dean of Student Affairs, Mr Jerome September hosts the inaugural Dean of Students Leadership Conversations with Miss Universe 2019, Zozibini Tunzi. The Title for the webinar is: "Claim your space. Make your mark" An Hour with Zozibini Tunzi, Miss Universe 2019
7 August 2020	Women's Day Talk: Menopause in the workplace (Online)	Wits School of Public Health	Wits Staff/Students	Menopause and its impact on staff wellbeing.
13 August 2020	Seminar Series on Sustainable Infrastructure Development (online)	School of Construction Economics and Management in partnership with the Construction Management Foundation	Open Invitation to the Constructions and Economics sector	Keynote address by Dr. Kgosientsho Ramokgopa, the Head of Investment and Infrastructure in the Presidency
14 August 2020	Border Caves Findings press conference - Professor Lynn Wadley (online)	Official University Event	Media Conference / announcement	Media Conference / announcement by Professor Lynn Wadley and her Research team - Border Cave. Findings on ash and grass beds to combat tick bites
15 August 2020	Faculty of Faculty Health Sciences Open Day (online)	Student liaison office	Grade 11/12 learners from feeder schools	Focus / Open Day
15 August 2020	Faculty of Science Virtual Focus Day (online)	Official University Event	Grade 11/12 learners from feeder schools	Focus / Open Day
18 August 2020	Dean's Discourse with Nono Sekhoto (online)	Student Affairs	Wits Staff/Students	Wits Dean of Students Leadership Conversation with Nono-Sekhoto
19 August 2020	Inaugural Lecture of Professor Marianne Cronje (online))	Faculty of Science: School of Molecular and Cell Biology	Open Invitation	Metallated Complexes & Apoptosis: new bullets in our chemotherapeutic arsenal?
20 August 2020	Transformation and the position of Women in Academia post-democracy with Dr Judy Dlamini (online)	Department of Social Work / Wits Transformation Office	Open Invitation	Wits Women's month dialogue with Chancellor, Dr Judy Dlamini.
22 August 2020	Focus day (online)	Student liaison office	Prospective students	Annual event introducing and showcasing Wits degrees, campus life to prospective students and also students support (success, subject's focus groups etc. to retain and make sure they come to Wits) highlight support that Wits provide to students.

Date	Activity/Event	Partnership/ Collaboration	Audience	Purpose/Accomplishments
22 August 2020	Focus day (online)	Student liaison office	Prospective students	Annual event showcasing Wits degrees, campus life to prospective students and students support highlight support that Wits provides to students.
22 August 2020	Focus day (online)	Student liaison office	Prospective students	Annual event showcasing Wits degrees, campus life to prospective students and also students support highlight support that Wits provide to students.
26 August 2020	The Deans Discourse: Mrs Mary Vilakazi (online)	Student Affairs	Wits Staff/Students	Leadership programme / discourse
14 September 2020	Dean's Discourse with Dr Judy Dlamini (online)	Student Affairs	Wits Staff/Students	Dean of Student Affairs' Leadership Conversation with Wits Chancellor, Dr Judy Dlamini
15 September 2020	Grade 9 Subject Choice (online)	Student liaison office	Grade 9 learners and their parents	Presentation to schools on Grade 9 subject choice
15 September 2020	Diversity and Transformation discourse with the VC (online)	Transformation Office	Academics	Discourse about the Diversity and Transformation Academic Programme
16 September 2020	Pandemic Pangolin series (online)	Faculty Health Sciences	Public Event	Counting the cost of COVID: Economy, Gender, Health
16 September 2020	Grade 11 Career Advisory Discussion (online)	Student liaison office	School learners and their parents / Online	Presentation to schools on university course choices
21 September 2020	Grade 9 Subject Choice Webinar (online)	Student liaison office	Grade 9 Learners	Presentation to schools on Grade 9 subject choice
21 September 2020	The Deans Discourse: Linda Mafu (online)	Student Affairs	Wits Staff/Students	Leadership programme / discourse
21 September 2020	Focus day (online)	Official University Event	Potential Students for the EBE faculty	Annual event introducing and showcasing Wits degrees, campus life to prospective students and students support highlight support that Wits provide to students.
22 September 2020	Power and Loss in South African Journalism- a discussion with Glenda Daniels and Mhlatse Mahlase (online)	Wits Journalism	Media	Professor Glenda Daniels online Book Launch and conversations with Mhlatse Mahlase from ENCA
22 September 2020	School Liaison Grade 9 Outreach (online)	Official University Event	Feeder Schools, Grade 9	Presentation to schools on Grade 9 subject choice
22 September 2020	School Liaison Grade 11 Outreach (online)	Official University Event	Feeder Schools, Grade 11	Presentation to schools on university course choices
23 September 2020	Inaugural Lecture of Professor Edwin Etieyibo (online)	Faculty of Humanities	Public Event	Title: An African Ethics of Duty and Cultural Justice and Injustice
23 September 2020	Grade 11 Subject Choice Webinar (online)	Student liaison office	Grade 11 Learners	Presentation to schools on university course choices

Date	Activity/Event	Partnership/ Collaboration	Audience	Purpose/Accomplishments
23 September 2020	Pandemic Pangolin series (online)	Faculty Health Sciences	Public Event	The backbone of COVID: Primary Health Care
23 September 2020	Heritage Day (via social media)	Advancement	Staff/students	Competitions - winner received Pick n Pay voucher
28 September 2020	Inaugural Lecture: Professor Ndlovu (online)	Official University Event	Public Event	Official inauguration into Full Professorship
29- 30 September 2020	PhD Seminar (full day events)	Postgraduate Office	PHD Students	PHD Students showcasing their research
30 September 2020	Pandemic Pangolin series (online)	Faculty Health Sciences	Public Event	Human Rights and Fighting discrimination during epidemics
30 September 2020	Kaseke Memorial Lecture (online)	Faculty of Faculty Health Sciences	Public Event	Annual Memorial Lecture
2 October 2020	PhD Seminar Prize-Giving (online)	Postgraduate Office	PHD Students / Online	Prize-giving to top presenters after the PHD Seminar
2 October 2020	Geosciences and Paleosciences Virtual Experience (online)	Geosciences and Paleosciences	Grade 11 and 12 Learners	Grade 11 and 12 learner's first virtual experience in Geosciences and Palaeosciences. We will mentor participants to make informed decisions about subject choices, career options and higher education opportunities in the broad field of Earth Sciences.
6 October 2020	The Felicia Kentridge Annex Opening, Law Clinic (hybrid)	Official University Event	Closed audience/ guest list. The Kentridge Family	Renaming of a section of the Law Clinic in honour of Mrs Felicia Kentridge and her work with the Law Clinic. The event was in Hybrid format
7 October 2020	Pandemic Pangolin series (online)	Faculty Health Sciences	Public Event	Ethics in a time of pandemic
8 October 2020	69th Bernard Price Memorial Lecture (online)	SAIEE/Faculty of Engineering and The Built Environment	Public Event	Leaving a Legacy with Roger Price, Electrical Engineer & Great Grandson of Dr Bernard Price
14 October 2020	Pandemic Pangolin series (online)	Faculty of Health Sciences	Public Event	The human face of vaccine trials: Biopolitics, trust, science and communication
14 October 2020	AJ Orenstein Lecture / Conference (online)	Faculty of Health Sciences	International Alumni	Annual outreach, relationship fostering with Medical Alumni based locally and internationally
15 October 2020	Gender Based Violence Conversations with VC and VC Designate (online)	Vice-Chancellor's Office	Internal staff	VC and VC Designate Conversations with staff regarding Gender Based Violence and Wits
16 October 2020	Postgraduate Symposium Prize-giving (online)	Postgraduate Office	Postgraduate Students	Prize-giving to top presenters after the PHD Symposium
16 October 2020	Faculty Health Sciences Alumni Symposium (online)	Faculty of Health Sciences	International Alumni	Alumni Relations Initiative

Date	Activity/Event	Partnership/ Collaboration	Audience	Purpose/Accomplishments
17 October 2020	FHS Alumni After Dinner Speeches (online)	Faculty of Health Sciences	Staff/students	This event is intended to replace the gala dinner ‘after dinner’ speeches that would have been delivered by the Dean of the Faculty and the President of the Health Graduates’ Association.
21 October 2020	Inaugural lecture of Professor Mrudula Patel	Faculty of Health Sciences	Public Event	Title of presentation: Disease of the Diseased
21 October 2020	Pandemic Pangolin series (online)	Faculty of Health Sciences	Public Event	Pandemic Lessons from History
28 October 2020	Pandemic Pangolin series (online)	Faculty of Health Sciences	Public Event	Pandemic Innovations
28 October 2020	Inaugural Lecture: Prof Helen Myezwa (online)	Official University Event	Public Event	Official inauguration into Full Professorship
29 October 2020	Inaugural Lecture of Prof. Sumaya Laher (online)	Faculty of Humanities	Public Event	The 4I=R2 Framework: Advancing an agenda for psychological assessment in South Africa
30 October 2020	Council Strategic Retreat (hybrid)	Vice-Chancellor’s Office	Council Members	Strategic planning
2 November 2020	Inaugural Lecture: Prof Daynia Ballot (online)	Official University Event	Public Event	Official inauguration into Full Professorship
3 November 2020	Inaugural Lecture of Prof. Frederik Booysen (online)	Faculty of Commerce, Law and Management	Public Event	“Health and Health Care in the Time of COVID-19 and Beyond.”
4 November 2020	Pandemic Pangolin series (online)	Faculty of Health Sciences	Public Event	The Endangered Pangolin: The True Story
9 November 2020	Inaugural Lecture of Professor Martin Smith (online)	Faculty of Health Sciences	Public Event	Title of presentation: “How do HPB surgeons reconcile the concept of Global Surgery with our Sub Specialty? – We do so as members of the Community of Surgeons: A personal Journey”
11 November 2020	Memorial service of Advocate George Bizos	School of Law	Public Event	Wits memorial service for late advocate George bizos (1928 – 2020), a wits alumnus and stalwart
11 November 2020	Pandemic Pangolin series (online)	Faculty of Health Sciences	Public Event	Pandemics and Society – community engagements
18 November 2020	Pandemic Pangolin series (online)	Faculty of Health Sciences	Public Event	The Human Resource in a time of pandemic: Vulnerabilities and Strengths
18 November 2020	Wits Press Book Launch (online)	Wits Press	Public Event	Official Book Launch: PATRICK VAN RENSBURG, a biography written by Kevin Shillington
19 November 2020	Pandemic Pangolin series (online)	Faculty of Health Sciences	Public Event	Counting the cost of COVID: Economy, Gender, Health
24 November 2020	South African Institute of Physics (SAIP) Gold Medal Award Ceremony (online)	De Beers	Public Event	Recognising and Celebrating Professor Andrew Forbes - Distinguished Achievements in Physics

Date	Activity/Event	Partnership/ Collaboration	Audience	Purpose/Accomplishments
25 November 2020	Pandemic Pangolin series (online)	Faculty of Health Sciences	Public Event	Pandemic Education in Faculty Health Sciences
29 November 2020	Official Farewell to outgoing VC, Professor Adam Habib. Shongwe farm, Muldersdrift	Farewell	Closed audience / guest list.	Farewell event
1 December 2020	SRC Blazer Handover	Student Affairs	Previous and current SRC	This process is a symbol of making the SRC official and recognising the contribution of the outgoing one
5 December 2020	VC Farewell and Council brunch	Registrar office	Wits Management and Awards winners	Farewell/Council and Awards celebrations
8 December 2020	December Graduations (Hybrid)	Official University Event	Public Event	Graduations
10 December 2020	Memorial Service: Professor Belinda Bozzoli (hybrid)	Official University Event	Public Event	Memorial service
11 December 2020	SET and Secretaries lunch	Vice-Chancellor's Office	SET Members & Secretaries	SET and SET Secretaries Year end lunch
14 December 2020	PhD Graduation	Official University Event	Public Event	Graduations
14 December 2020	Virtual Hippocratic Oath Taking (hybrid)	Faculty Health Sciences	Medical Graduates	Official Hippocratic Oath taking, virtual event

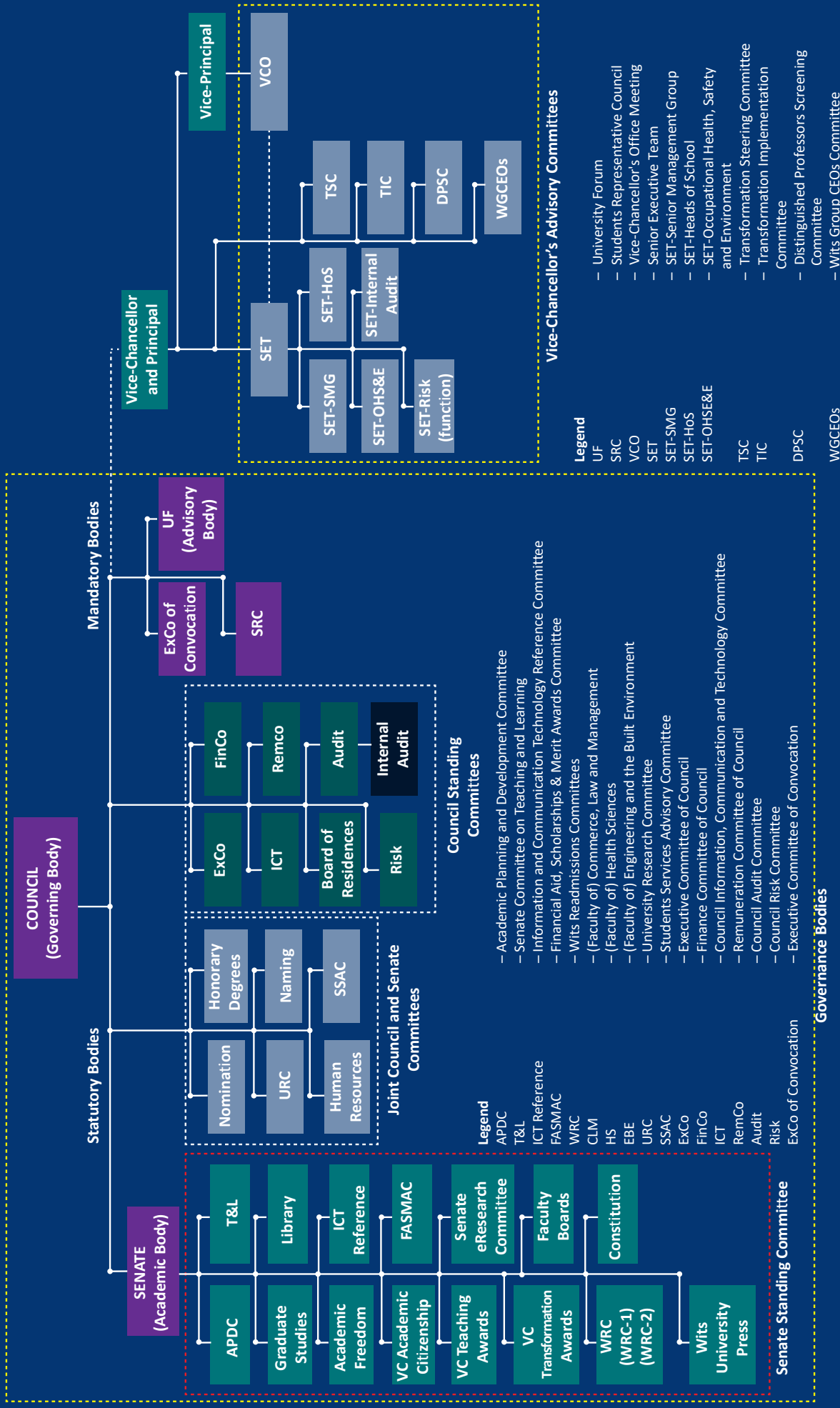
Table 6.6.1 Notable events held at Wits



SECTION 7
Governance
and
Risk

7.1 Statement on Corporate Governance (Organogram)

Governance and Vice-Chancellor's advisory bodies and their standing committees



7.2 University Governance

The governance of the University is regulated by the Higher Education Act, (No. 101 of 1997), as amended, and the Institutional Statute, as amended in February 2018. The Higher Education Act constitutes the principle legal framework and provides for the establishment of the governance structures. The Council governs the University, subject to the Act and the Institutional Statute and has the final authority. The Senate is accountable to Council for regulating all teaching, learning, research and academic functions of the University and all other functions delegated or assigned by the Council.

Management and administration of the University is the responsibility of the Vice-Chancellor and Principal and s/he has all the powers necessary to perform these functions.

The Senior Executive Team (SET) is a deliberative advisory structure established by the Vice-Chancellor and Principal, in accordance with section 30 of the Higher Education Act, 1997 and paragraph 2(1)(a) of the Institutional Statute to ensure overall management of the University. Any decision made by the SET is an advisory recommendation to the Vice Chancellor and is implemented through a directive from the Vice Chancellor.

In line with the Higher Education Act, the University's governance structures includes among others:

- The University Forum (referred to in the Act as the Institutional Forum), a statutory advisory committee that advises Council on certain issues (s31 (1)(a) HEA) and the University Forum must perform such functions as determined by Council (s31(1) (b)HEA);
- The Convocation - The affairs of the University's alumni are governed through the Executive Committee of Convocation; and
- The Students' Representative Council.



7.3

REPORT

on

Internal Operational Structures and Controls



Mr Prakash Desai

7.3.1 Introduction

The University and its consolidated and associated entities maintain systems of control over financial reporting and the safeguarding of assets against unauthorised acquisition, use or disposal of such assets. Such systems are designed by management of the University to provide reasonable assurance to the University and the Council regarding an operational environment that promotes the safeguarding of University assets and the preparation and communication of reliable financial and other information. This includes documented organisational structures setting out the division of responsibilities, as well as established policies and procedures, including a Code of Ethics that is communicated throughout the organisation to foster a strong ethical climate and the careful selection, training and development of its people.

The outsourced internal audit function monitors the operation of internal control systems in accordance with the approved internal audit plan and report internal audit results, findings and recommendations to management through the Wits Internal audit Committee and then to the Council Audit Committee. The Council, operating through its Council Audit Committee, provides oversight of the financial reporting process, related internal controls and the internal audit function.

7.3.2 Internal Audit Function

On 1 June 2018, the University appointed EY Advisory Services (Pty) Ltd (EY) as Wits outsourced internal audit service provider. In planning the internal audits for the year ended 2020, EY together with Wits Management considered the key risks documented in the University's strategic risk register as well as their knowledge of the University and other areas of concern identified by management. Based on these considerations the risk-based, rolling three-year internal audit plan, which included the 2020 annual internal audit plan, was compiled, presented to and approved by the Wits Internal Audit Committee and the Council Audit Committee.

The Council Audit Committee has reviewed the results of the internal audits conducted through the year, in accordance with the approved audit plans. The results revealed that key financial disciplines are established, while some internal controls could be further enhanced. Wits management continues to focus on further strengthening the internal control environment, whereby management led initiatives include the continuous revision and updating of existing financial and operational policies and procedures; implementing additional policies and procedures as well as taking steps to ensure that issues raised by all the Wits external assurance providers are addressed.

7.3.3 Assessment of effectiveness of systems of internal control

Information systems utilising modern information technologies are in use throughout the organisation and has been a key aspect of the operations of the organisation. Management has developed and implemented these information systems according to defined and documented standards that aim to achieve efficiency, effectiveness, reliability and security. All policies and procedures are designed to ensure segregation of duties and responsibilities and to minimise the risk of fraud and error. These systems are designed to promote ease of access for all users and the systems are sufficiently integrated to minimise duplication of effort and ensure minimum manual intervention and reconciliation procedures. Due to the significant reliance placed by management on the effectiveness of IT related controls, aspects of the IT environment are subject to review and testing by EY as part of the three-year rolling internal audit plan. The development, maintenance and operation of all systems are under the control of trained staff.

There are inherent limitations to the effectiveness of any system of internal control, including the possibility of human error and the circumvention or overriding of controls.

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

Based on the results from reports issued by management, the internal auditors, the grant auditors and the external auditors the University believes that as of 31 December 2020, its systems of internal control over its operational environment, information reporting and safeguarding of assets against the unauthorised acquisition, use or disposal of assets met the criteria set out in the financial policies and procedures as operating effectively.

The Council Audit Committee reviewed the report on internal administrative/operational structures and controls for the year under review at its meeting of 4 June 2021, which meeting was quorate and the documentation for approval by the Committee was circulated with the meeting agenda in advance with due notice.



Mr C Coovadia
Chairperson: Council Audit Committee
30 June 2017



DocuSigned by:
Arunthil Tilakdari
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Mr A Tilakdari
Outsourced Internal Audit
Head: Engagement Director -
EY Advisory
30 June 2021

7.4 Report on risk exposure, assessment and the management thereof

Risk assessment and risk management at the University is addressed through the Council Risk Committee (sub-committee of Council) and the Risk Management Committee.

The Council Risk Committee oversees the risk management activities on behalf of Council, and provides Council with formal and scheduled feedback on the status of key risks and management's responses.

Members of Council Risk Committee during 2020 were:

Mr. S Nkosi	– Chairperson
Mr. C Coovadia	– Chairperson: Council Audit Committee
Ms. N Ndebele	– Chairperson: Council Finance Committee
Dr. L Sizani	– Council Representative
Prof. A Habib	– Vice-Chancellor
Mr. P Desai	– CFO/Chairman of Risk Management Committee
Prof. Z Vilakazi	– Vice Principal
Ms. C Crosley	– University Registrar
Prof. I Valodia	– Dean's Representative

In attendance at the Council Risk Committee were:

SNG Grant Thornton – Risk consultants to the University.

The **Risk Management Committee**, chaired by the CFO, guide and monitor the University's annual risk management plan. The remit of the risk committee is to establish and maintain a common understanding of the University risk profile in order to ensure that the University meets its strategic objectives. The Risk Management Committee receive reports from all the Deans on faculty risks and DVC reports on risks for the functions reporting to them once a year. The risk dashboard prepared by the Senior Executive Committee is reported to the Committee twice a year. Through this process the Risk Management Committee identify on an ongoing basis the top most significant risks affecting the University and report these to the Council Risk Committee. This feeds into the monitoring and appropriate response to the University's key risks.

Members of Risk Management Committee during 2020 were the Senior Executive Team and representatives from Senior Management. In attendance at the Risk Management committee were:

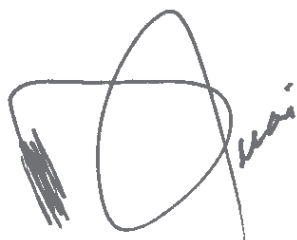
Ms L Labuschagne	– Marsh Africa
SNG Grant Thornton	– Risk consultants to the University.
PWC	– External audit partner and representatives (by invitation);
EY	– Internal audit engagement partner and representatives;

Risk assessment and managing of risks is regarded as an ongoing management process at the University, it is integrated in the daily operational activities of the University and management activities. The Risk management committee ensures that an effective risk management policy and risk management processes are maintained to enhance and ensure that the strategic objectives of the University are attained. The risk management process, at school and faculty level, central unit level and SET level includes identification of risks and mitigating factors and allocating responsibilities for the management of the identified risks. The aggregated risk register for the University is updated at least bi-annually.

Both financial and non-financial risks as well as emerging risks are considered when risk assessment are performed. The top risks from the schools are consolidated at faculty level, the central unit risks are also consolidated at departmental level, while SET considers the University's aggregate risk profile.

The major risks identified for the University in October 2020 by the Senior Executive Team were;

1. Institutional finances - The approximate 90% plus reliance on subsidy and fees income will from 2021 challenge the teaching and learning and research model being sustainable.
2. Instability in South Africa and the Higher Education Funding Crises, Political and economic situation prevailing the social climate within South Africa. Public finances and state of public finances.
3. Labour relations environment and disputes.
4. Research funding framework challenges, Covid-19 impacting the security of funding. Changes to the NRF Funding Framework.
5. Regulatory challenges and relationship with the Department of Health
6. Teaching and Learning risk, Impact of Covid-19 and online teaching and learning. Impact on students and staff.
7. Covid-19 continued restricted movement on campus, business interruption and management of a phased and coordinated return of staff and students. Health risk for staff and students.
8. Technology and its disruptive potential.
9. Transformation challenges and changes to the institutional culture.
10. Infrastructure risk - Technology risk and structural risk.
11. Instability in Higher Education sector in South Africa instigating instability at Wits and the security risk it poses. Potential harm to staff, students and third parties from safety, health and crime-related hazards. Potential damage to the university's property and assets. Additional costs incurred to protect staff, students and infrastructure during times of protest and criminal activity.
12. That there are risk reports from Faculties and Professional units that capture top ten risk in these 10 separate disciplines. These identified Faculty and Professional units risks are reported, in addition to the SET identified risks, to the Council Risk committee for completeness of the risk review
13. A internal audit review exercise of risk management at Wits found the management of risk was satisfactory.



Mr PC Desai
Chairperson Risk Management
Committee
30 June 2021



Mr S Nkosi
Chairperson Council Risk Committee
30 June 2021



REPORT

of the Chief Information Officer



Dr Stanley Mpfu

COVID -19 Digital initiatives

2020 was an exceptionally difficult year as the academic programme was impacted by the national lockdown that was implemented, due to the COVID-19 pandemic. As a result of the cancellation of contact classes, digital technologies were harnessed to support the University in reducing the negative effect of the prevailing pandemic. Several initiatives were embarked on to enable online teaching, learning and research.

These included establishing contracts with mobile network operators for providing data to staff and students as well as zero rating academic sites. The Wits Learning Management System (Sakai) and the Big Blue Button (BBB) were deployed to the Cloud to ensure scalability and high availability. Learning devices were acquired, configured and delivered to deserving students identified by the University. The devices were distributed across the country through the Post Office so that students could work from home by 20 April 2020. Wits purchased software (Team viewer) to use for remote support before the lockdown had been effected, created Rapid Response Teams to continuously support students, academic and support personnel during the lockdown.

All ICT staff were equipped with essential resources so they could work from home unhindered. As a way of mitigating the risk of Cyber-attacks while working from home, communications through published self-help LMS videos, MS Teams videos, VPN and cyber phishing training was intensified.

Digitilisation

A focus on digitilisation to optimise processes and make workflows faster, easier, and more efficient was initiated and resulted in several outcomes. Automation was key to digitisation of these processes to enhance the capabilities of remote working. An intelligent Chatbot for students and applicants was deployed to assist with finding important information. A digital tool for screening COVID 19 (Log Box) symptoms for people entering the University premises was developed. Digital Student Life cycle support systems that included improved password reset, postgraduate process automation and automation of paper-based processes were implemented. We implemented Digital Signatures to replace paper-based signatures. ICT expanded and further embedded the use of a collaboration platform (SharePoint) and a Document Management System across the University. The Research Office's use of ORCID (<https://orcid.org/>) was further enhanced with implementation of institution membership.

These digitilisation initiatives will continue post-2020 across the University to enhance automation and reduce paper-based processes thereby contributing to green technology and conserving the environment. With the lockdown in effect, a need arose to assist the University in achieving tasks efficiently with less effort whilst reducing costs. Process automation became key in addressing the following needs: approvals in the Chief Operating Officer (COO) portfolio, automated ePool statement generation in Finance, new performance management system for HR, online parking service for Protection Services, digitised Change Acceptance Board (CAB) approvals, and digitised contract application and approval process for the International Office.

Staff Development and Support and ICT Internship initiative

The pace of change in ICT had accelerated faster than in previous years, necessitating the need for intensive training for staff development that aligns with the digitisation of the University. This was done to enhance capacity and skills to support the academic project.

Rotation was introduced to provide adequate support during the COVID-19 pandemic. ICT continued to use interns to supplement ICT resources and provide the interns with work experience.

Several strategies and projects were also initiated which respond to the digital transformation that will enable staff and students to work from anywhere, anytime, using any device. Proactive steps were taken to prepare the University for a new way of working, learning and teaching. A mobile and Cyber security strategy, Collaboration project (Unified Communications), and the establishment of a Digital Office became critical elements to align with the new way while digitally transforming the way the University operates.

Mobile strategy

The mobile apps ecosystem was initiated to support the Institutional Framework for Student Success encompassing academic support, material needs, health and wellness, and personal development. The initiative is in its infancy and will be further developed in the coming years according to available funding.

Cyber security strategy

The increased focus on digital transformation brought with it many challenges particularly an increase in cyber-attacks. To proactively combat cyber-attacks, a cyber-security gap analysis was performed and concluded in 2020. A cyber-security roadmap had been developed and is currently being executed over a 3-year period to ensure that the University is well protected against cyber-attacks. The Cyber awareness campaigns have been launched and will be continuing to ensure that the Wits users are cyber savvy and avoid falling victims to cyber criminals in phishing and spoofing attempts.

Projects

Key projects that were launched in 2020 and aligned with digital transformation are listed as follows:

Completed Projects

- ITSM Tool (which is used for logging of service requests and incident calls):
 1. Service request and incident;
 2. Problem and Change Management;
 3. Release and Knowledge Management; and
 4. CI (Configuration Item)
- Chatbot (To automate support for new applicants and current students);
- Smart Classroom to allow access to teaching venues from anywhere, anytime using any device.

Projects in execution

- Postgraduate admissions automation to digitise the processes and eliminate paperwork and unnecessary manual approvals.
- Wartenweiler Library Learning Innovation Centre to establish a 21st century student-centric walk-in Centre that will have configurable furniture and smart technology.
- Short Courses Administration System to implement a new more modern short course administration system.
- CRM where a new tool which would better meet the University and Higher Education's needs was to be implemented.
- Integrated Workplace Management System which integrates the following systems:
 1. Capital project management;
 2. Real estate portfolio management;
 3. Space and facilities/workplace management;
 4. Asset and maintenance management;
 5. Sustainability and energy management;
 6. Fleet management; and
 7. Ulwazi (Canvas) Learning Management System which will be completed in early 2021.

Project to be launched

- Unified Communications (Collaboration)

Governance

The ICT Business strategy that focuses on digital transformation and addresses the prevailing conditions was revised and approved by ICT Council in 2020 with the following pillars:

- Digital strategy;
- Mobile strategy;
- Cyber strategy; and
- Cloud strategy

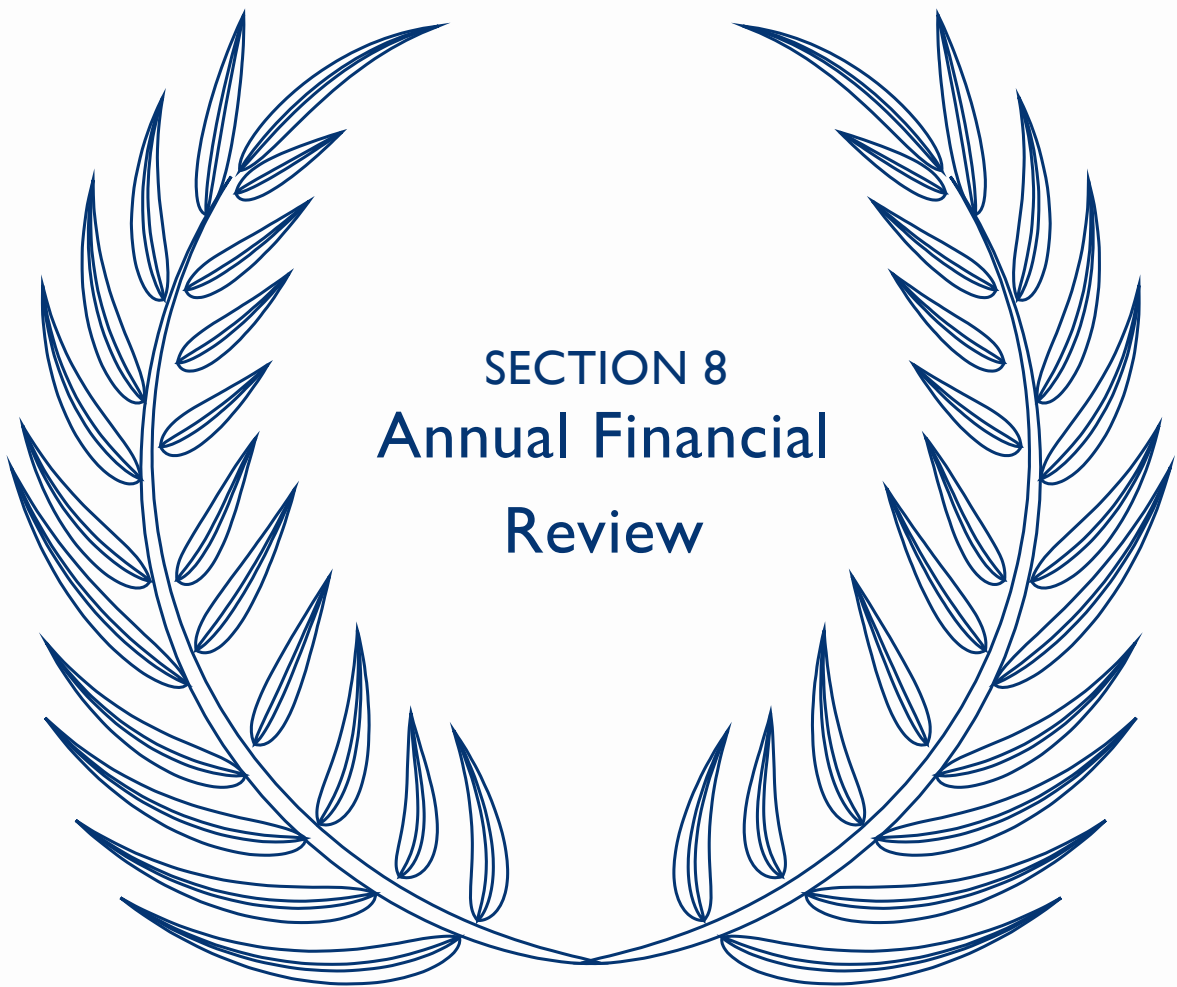
Furthermore, an analysis was performed by Accenture to understand the best migration options of taking Wits' ERP to the cloud. The execution will commence in 2021.

Establishment of the Digital Office

The Digital Office was established with focus on digitilisation of University processes. A digital transformation roadmap has been established and is currently being executed with the aim being to fully digitilise the University.



Dr Stanley Mpofu
Chief Information Officer
30 June 2021



8.1 Report on Annual Financial Review

A. OVERVIEW OF BUDGET PROCESS

University of the Witwatersrand, Johannesburg

The Vice Chancellor and Principal under the guidance of the Senior Executive Team (SET) oversees the allocation of resources for the university ensuring that governance processes are followed so as to promote the attainment of the goals, strategies and objectives of the institution including medium and long term sustainability. The annual budget process captures the growing wants and needs placed against limited resources.

The budget process starts mid-year ending in December when the overall budget for the following year is approved by Council at its last meeting of the year. The budget has followed the mandate of Council by ensuring a break-even budget for the University.

Parameters, assumptions and specific timeframes for the process are discussed and agreed so as to deliver a coordinated sustainable budget within the governance processes. Several meetings are held during the budget preparation process. The initial meeting for budget roll out planning is carried out between members of the SET and respective finance managers aligning budgeting with strategy and anticipated resource requirements and limitations. The Chief Financial Officer (CFO) and his team hold a workshop with finance managers to discuss the budgeting approach. Budget holders in faculties and divisions supported by financial managers prepare budgets based on the roll out plan in a consultative process. The process within faculties and divisions includes Deans, Heads of Schools and departmental heads as key role players. The CFO and finance team meet with faculties and divisions to discuss their budgets in detail once initial budgets have been prepared and thereafter brief the Vice Chancellor and Principal on the first version of the consolidated budget. At a scheduled special meeting of SET and finance managers, the first version of the budget is presented following which iterations of the budgets are agreed to achieve a sustainable outcome and the Council mandate. The revised budget is presented at a special SET meeting to obtain approval for the budget before it is taken to the Finance Committee of Council (FINCO) for recommendation and approval by Council. Control of the budget is done through monitoring and reporting on a quarterly basis of budget versus actual results during the course of the year with variances explained at meetings of SET. Reports in that regard are thereafter presented at meetings of FINCO and Council during the year.

Entities

Entities follow their own budget processes under the auspices of their own governance structures. The respective boards of Directors, approve the budgets annually and at meetings receive reports for monitoring financial performance during the course of the year. This include periodic results, monitoring budget versus actual, with explanation for variances and taking corrective action where necessary.

The entities reports and minutes of meetings are also tabled at the University FINCO and Council Audit Committees.

B. OVERVIEW OF FINANCIAL REPORTING AND MONITORING PROCESS OF ENTITIES

Each entity within the Wits group is responsible for ensuring that the financial performance of the entity is monitored and reported on through its management committee meetings, finance committee meetings and board meetings. Results are monitored against budgets and variances are explained. Corrective actions are taken where necessary. Oversight by the University is through board representation and reporting to the FINCO and the Council Audit Committee.

The annual financial statements of each entity are presented to the respective boards for approval. Each entity is audited, as part of the annual statutory audit. The annual results of each entity are included in the consolidated annual financial statements, except for the Wits University Donald Gordon Medical Centre, which is accounted for as a joint venture.

C. SALIENT FEATURES OF THE CONSOLIDATED AND SEPERATE` ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

The Annual Financial Statements presented on pages 172 to 208 of the annual report include the results of the Group and the University. The accounting policies applied in the preparation of the annual financial statements are consistent, in all material respects, with those applied in the previous year.

The Group reported a net surplus of R213 m (2019: R524 m), after tax and after the transfer of restricted funds to reserves as well the actuarial gain on the post-retirement medical aid (PRMA) liability.

Operational Performance

The University reported a surplus of R176m (2019: 471m), this surplus can be broken down as follows:

- Council controlled funds R158m (2019: R441m)
- Student & staff accommodation R18m (2019: R30m). (This excludes The Junction Residences, which is a separate entity and included under the Group results.)

Some of the contributing factors to the University only achieving a R158m council controlled surplus are as follows:

- Minimal increase in the state subsidies and grants, especially the lower GAP grant, however, this decrease was supplemented by an increase in the clinical training grant and the COVID responsiveness subsidy.
- A decrease of just under 8% in tuition and other fee income, exuberated by the decline in short courses from R22 m in 2019 to R105 m in 2020. This lower fee income was complimented by refunds to students due to Covid lockdowns totaling R101m.
- The major contributor to the declining investment income is interest income and this is due to the decrease in the prime rate of 2.75% in 2020.
- As at December 2020, there was positive market fair value adjustment of R82 m compared to last years' R37 m.
- A net actuarial gain on the PRMA actuarial valuation of R 18 m.
- A decrease in the operational expenditure of R383 m from 2019, this due to savings in all expense categories, mainly attributable to the pandemic.
- Due to the negative impact of the pandemic on the collection of student debt, the provision for bad debts increased by a further R198 m.
- Higher leave provision due to the longer academic year and restrictions imposed by lockdowns, the provision increased by a further R59 m.

The reported surplus for the university can be broken down into three categories, viz.:

- Items of a long term and capital in nature R161 m
- Items that is both long term and short term, but operational
- in nature R20 m
- Operational (business) in nature (R23 m).

TOTAL R158 m

The long term and items of capital in nature are not to be considered a surplus for the current and future year and as such are not available for distribution and/or allocation for any operational and/or capital requirements.

Student and staff accommodation reflected a net surplus of R18m, this is down on last years R 30 m. This decline is attributed to refunds and credits to students due to COVID-19 lockdowns resulting in reduced occupancy of residences and shortfalls in conference fees. On the contra side, due to the lockdown restrictions and lower occupancy, the operational costs reduced to R 107 m compared to the R234 m in 2019. The savings in costs is due to lower expenses for meals, municipal charges, repairs and maintenance, to a large extent. The result for residences should be seen in line with the five-year break-even plan supported by Council in which the strategy for residences are expected to be self-sustaining.

Specifically funded restricted activities delivered a surplus of R153m (2019: R62m) transferred to restricted reserves. Revenue on restricted projects/contracts is recognised on fulfilment of performance obligations and not on receipt of funds. Revenue recognised is matched with the project expenses. On receipt of funds, a liability account is set up, and then amortised to revenue as the spending occurs. The net surplus of R153m (2019: surplus R62m) is reported and accounted for separately as restricted funds and not for operational use. The surplus/deficit from specifically funded restricted activities is transferred to restricted reserves as per accounting treatment because such activities are self-funding.

Financial Standing (Group and University)

Overall the reserves and funds increased from R7,2 Bn in 2019 to R7.6 Bn for the current year. The major reason for this increase, is the increase in restricted use funds, which increased by R214 m. For the Group the reserves and funds increased by R366 m, also ascribed to the increase in restricted use funds. The group ring-fences restricted funds and invests the related cash amounts in separate risk free on call investments until they are drawn down in the project to which they relate.

The Group and especially the University continued to invest in property, plant and equipment in line with its strategic intent and core focus of learning. Capital expenditure for the Group totaled R 365 m (2019: R442 m) and for the University R 278 m (2019: R357 m).

Another large portion of the assets are investments, investments totaled R4.8 Bn (2019: R4.0 Bn) for the Group, the University's portion of which is 90% of the Group total, was R4.4 Bn (2019: R3.6 Bn). The increase in investments is a combination of an increase in the fair market value of R 103 m for the Group and R82 m for the University and higher cash flows. Included in the investments balances are ring-fenced amounts of R2.1 Bnm (2019: R2.3 Bn) for specific projects.

The Group's cash and cash equivalent balances increase by R481 m, this increase emanating from the entities viz. Wits Health Consortium, whose balances increased from R1.1 Bn in 2019 to R1.5 Bn in 2020.

On the other hand, for the University, student debt at the end of the year increased from R765 m in 2019 to R1.0 Bn in 2020, this despite an increase in the provision for bad and doubtful debts from R360 m in 2019 to R558 m in 2020, an increase of R198 m. The provision as a percentage of the student debt book is 55% compared to the 47% of 2019, an indication of the strain on the student book and challenges in collections thereof.

On the opposite end of the scale, interest bearing borrowings for the Group and University at the end of the year was mainly made up of:

- Loan from Rand Merchant Bank which bears interest at an average rate of 12.41 % p.a. The loan secured by a mortgage bond over land buildings at Erf 815, Parktown Township (The Junction).
- With the adoption of IFRS 16 – Leases, all leases are now capitalized. This liability represents the present value of the future lease payments on the leases for the transports busses, residences and grounds equipment. The other material liability being for There are no legal plan assets matching this liability. The University manages this liability cognisant of its moral and legal obligations, together with consideration of the University's sustainability and affordability over the duration of the liability.

Under the circumstances of the COVID-19 pandemic and lock down restrictions faced during the 2020 financial year, with the surmountable levels of uncertainty and difficulty the results are commendable and reflect the positive impact of the collective efforts of the University community.



Ms Nontando Ndebele
Chairperson of the Finance Committee
of Council
30 June 2021



Mr Prakash Desai
Chief Financial Officer
30 June 2021

8.2 Report of the Audit Committee for the year ended 31 December 2020

Audit committee charter

The committee has conducted its affairs in compliance with its charter and has discharged to a considerable extent its responsibilities contained therein. The overall purpose and objective of the Audit Committee is to assist Council in fulfilling its oversight responsibilities with respect to financial reporting, internal control and management of financial risks, the audit process and the University's process for monitoring compliance with laws and regulations and its own code of business conduct.

The Audit Committee is a non-executive body accountable directly to Council for all matters pertaining to the audit of the University's financial affairs and any matters connected therewith. Both the internal and external auditors have unrestricted access to the Audit Committee, including periodic meetings with the Chairperson of the Committee, which ensures that the University of the Witwatersrand's independence is in no way compromised and that appropriate financial procedures and management are practiced.

Audit committee members and attendance at meetings

The Committee consists of four (4) independent members with the requisite skills and experience to serve on the committee and meets at least twice per annum as per the committee charter.

The Vice-Chancellor, Deputy Vice-Chancellors, Chief Financial Officer and other senior management together with internal and external auditors attend the meetings, by invitation.

Membership details and meetings held during the year under review is detailed in the table below:

Name of Member	Year Appointed	29-May-20	13-Nov-20
Mr. C Coovadia B Com Chairman	2006 (Resigned in Dec 2020)	Present	Present
Ms. N Badsha Member Appointed by Reason of Special Knowledge/ Expertise	2018 (Resigned in Dec 2020)	Present	Present
Mr. G Serfontein BCom (Accounting), Hons.B.Com (Management Sciences), Masters in Development Finance (MDev) Member Appointed by Reason of Special Knowledge/ Expertise	2016	Present	Present
Ms N Ndebele A member by virtue of holding the position of Chairperson of FinCo.	2020 (Appointed as Chairperson of FinCo)	Present	Apology noted

NOTE: Minute from Council meeting on 25 September 2020:

That there were three vacancies on the membership of the Audit Committee for external members of Council and Professor Michael Katz, Mr Gavin Hartford and Ms Basani Maluleke agreed to serve in this capacity for a three year term ending on 31 December 2023.

Duties assigned by Council

The Committee fulfils an oversight role regarding the University's Annual Report and the reporting process, including the system of internal financial control. It is responsible for ensuring that the University's internal audit function, which is outsourced, has the necessary resources, standing and authority within the organisation to enable it to effectively discharge its duties. Furthermore, the Committee oversees cooperation between the internal and external auditors, and serves as a link between Council and these functions.

The Committee ensures that the audit work for both internal and external audit is completed as per the relevant guidelines and plans. During the year under review, the Committee met with the external auditors and with the internal auditors without management being present, in order to satisfy itself that the auditors are comfortable with the role and performance of management in fulfilling their duties and functions.

The Committee provides assistance to Council with regard to:

Statutory duties

In the conduct of its duties, the Committee has performed the following statutory duties:

- Nominated for appointment an external auditor of the University and its subsidiaries. PwC was re-appointed, as registered auditor for the financial year ending 31 December 2020, which, in the opinion of the Committee, is independent of the University.
- Reviewed and approved the budget for the fees to be paid to the external auditor and reviewed the terms of engagement.
- Ensured that the appointment of the external auditor complies with the Higher Education Act 10 of 1997 (as amended), and any other legislation relating to the appointment of auditors.
- Determined the nature and extent of those non-audit services that the external auditor has or may provide to the University.
- Pre-approved fees within determined limits of the overall external audit fee for ad-hoc audit work and the provision of non-audit services to the University by the external auditor.

External auditor

The Committee has satisfied itself that the external auditor, PwC, is independent of the University, which includes consideration of compliance with criteria relating to independence or conflicts of interest as prescribed by the Independent Regulatory Board for Auditors (IRBA). Requisite assurance was sought and provided by the external auditor that internal governance processes within PwC support and demonstrate their claim to independence.

The Committee, in consultation with executive management, agreed to the engagement letter terms, audit plan and budgeted audit fees for the 2020 year.

The Committee has recommended, for approval by Council, PwC as the external auditor and Mr. R Ramdhany as the designated auditor, for the 2020 financial year. It has further satisfied itself that the audit firm and designated auditor are accredited with IRBA.

Internal financial controls

In addition to the report on internal operational structures and controls set out on page 182 of this Annual Report, the Committee has reviewed and discussed the formal reports submitted by Ernst and Young Advisory Services Proprietary Limited (EY) who were the internal auditors of the University for the year ended 31 December 2020. Based on these internal audit reports and the limited internal control checks carried out as part of their statutory audit by the external auditors, PwC, throughout the group operations during the 2020 financial year and, in addition, considering information and explanations given by management and discussions held with the external auditors on the results of the audit, the Committee is of the opinion that the University's system of internal financial controls is effective and forms a basis for the preparation of reliable financial statements.

Annual Financial statements (including accounting practices)

The Committee has reviewed the financial statements of the University and its controlled entities and is satisfied that they comply with International Financial Reporting Standards (IFRS) and the requirements of the Minister of the Department of Higher Education and Training (DHET) and after due deliberation and discussions with the external auditors, the Chair of the Finance Committee of Council, recommends for approval of the Annual Financial Statements to The Council.

Expertise and experience of Chief Financial Officer and finance function

The Committee has satisfied itself that the Chief Financial Officer of the University has appropriate expertise and experience.

The Committee has considered, and has satisfied itself of the overall appropriateness of the expertise and adequacy of skills and resources of the University's finance function and experience of the senior members of management responsible for the financial function.

The Committee is satisfied that it has complied with its legal, regulatory and other responsibilities.

Risk management

Council has assigned oversight of the risk management function to a separate Risk Committee. The Audit Committee also reviews the minutes of the Risk Committee and considers the impact of financial reporting risks, internal financial controls, fraud risk as it relates to financial reporting and information technology risks as they relate to financial reporting. Sizwe Ntsaluba Gobodo – Grant Thornton (SNG-GT) performs the services of enterprise wide risk management (EWRM).

Internal audit

The Committee has considered and approved the internal audit plans for 2020 and 2021. Internal audit is an outsourced function, performed by Ernst and Young Advisory Services Proprietary Limited (EY), while Sizwe Ntsaluba Gobodo - Grant Thornton (SNG-GT) performs grant audit services for DHET funded projects and other grant audits.

The internal auditors, EY, have a responsibility for reviewing and providing assurance on the adequacy of the internal control environment across all of the University's operations. EY is responsible for apprising the Committee at its scheduled meetings on the following:

- Status of the audit plan against the approved internal audit plan;
- Status of the internal audit findings on all the completed audits and the resolution thereof and
- Proposals for the forthcoming year's internal audit plan.

EY as internal auditors has direct access to the Committee.

Sustainability reporting

The Committee has considered the exposure of the University to sustainability risks and has concluded that it is not necessary to engage an external assurance provider to perform an assurance engagement on key sustainability performance information included in the Annual Report.

The Committee considered the University's sustainability information as disclosed in the Annual Report and has assessed its consistency with operational and other information known to Committee members, and for consistency with the annual financial statements. The Committee discussed the sustainability information with management. The Committee is satisfied that the sustainability information is reliable and consistent with the financial results.

Recommendation of the Annual Report for approval by Council

The Committee recommends the 2020 Annual Report for approval by the Council.



C Coovadia - Chairman
May 2020

8.3 CONSOLIDATED AND SEPARATE ANNUAL FINANCIAL STATEMENTS

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COUNCIL'S STATEMENT OF RESPONSIBILITY FOR THE CONSOLIDATED AND SEPARATE ANNUAL FINANCIAL STATEMENTS

The Council is responsible for the preparation, integrity and fair presentation of the consolidated and separate annual financial statements of the University of the Witwatersrand, Johannesburg.


The consolidated and separate annual financial statements, presented on pages 196 to 273, have been prepared in accordance with International Financial Reporting Standards (IFRS) and in the manner required by the Minister of Higher Education and Training in the regulations in terms of the Higher Education Act, 1997 (Act No. 101 of 1997), as amended, and include amounts based on judgements and estimates made by management. The Council has also prepared the other information included in the annual report and is responsible for both its accuracy and consistency with the annual financial statements.

The going concern basis has been adopted in preparing the consolidated and separate annual financial statements. The Council has no reason to believe that the University of the Witwatersrand, Johannesburg together with its related entities will not be a going concern in the foreseeable future, based on forecasts and available cash resources. The viability of the institution is supported by the content of the financial statements.

The consolidated and separate annual financial statements have been audited by the independent auditing firm, PricewaterhouseCoopers Inc., who were given unrestricted access to all financial records and related data, including minutes of meetings of the Council and all its committees. The Council believes that all representations made to the independent auditors during the University of the Witwatersrand, Johannesburg's group audit are valid and appropriate.

APPROVAL OF THE ANNUAL FINANCIAL STATEMENTS

The consolidated and separate annual financial statements of the University of the Witwatersrand, Johannesburg on pages 196 to 273 were approved by the members of Council on 10 June 2021 and are signed on its behalf by:



Mr I Shongwe

Chairman

30 June 2021



Professor Z Vilakazi

Vice Chancellor and Principal

30 June 2021



Mr P Desai

Chief Financial Officer

30 June 2021



Independent auditor's report to the Council the Minister of Higher Education, Science and Innovation on University of the Witwatersrand

Report on the audit of the consolidated and separate financial statements

Opinion

We have audited the consolidated and separate financial statements of the University of the Witwatersrand and its subsidiaries (the group) set out on pages 206 to 273, which comprise the consolidated and separate statement of financial position as at 31 December 2020, the consolidated and separate statement of comprehensive income, statement of changes in equity (reserves and funds) and statement of cash flows for the year then ended, as well as notes to the consolidated and separate financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated and separate financial statements present fairly, in all material respects, the consolidated and separate financial position of the University of the Witwatersrand as at 31 December 2020, and their financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and the requirements of the Higher Education Act and the Regulations for reporting by Public Higher Education Institutions, 2014, issued in terms of the Higher Education Act of South Africa, 1997.

Basis for opinion

We conducted our audit in accordance with the International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the consolidated and separate financial statements section of our report.

We are independent of the Group in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (Including International Independence Standards).

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

Responsibilities of the Council for the consolidated and separate financial statements

The Council is responsible for the preparation and fair presentation of the consolidated and separate financial statements in accordance with International Financial Reporting Standards and the requirements of the Higher Education Act of South Africa, 1997 and the Regulations for reporting by Public Higher Education Institutions, 2014, issued in terms of the Higher Education Act of South Africa, 1997, and for such internal control as the Council determines is necessary to enable the preparation of consolidated and separate financial statements that are free from material misstatement, whether due to fraud or error.

PricewaterhouseCoopers Inc., 4 Lisbon Lane, Waterfall City, Jukskei View 2090

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Chief Executive Officer: L S Machaba

The Company's principal place of business is at 4 Lisbon Lane, Waterfall City, Jukskei View where a list of directors' names is available for inspection.
Reg. no. 1998/012055/21, VAT reg. no. 4950174682



In preparing the consolidated and separate financial statements, the Council is responsible for assessing the Group’s ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the accounting authority either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor’s responsibilities for the audit of the consolidated and separate financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated and separate financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated and separate financial statements.

A further description of our responsibilities for the audit of the consolidated and separate financial statements is included in the annexure to this auditor’s report.

Report on the audit of the annual performance report

Introduction and scope

In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, we have a responsibility to report on the usefulness and reliability of the reported performance information against predetermined objectives for selected objectives presented in the annual performance report. We performed procedures to identify material findings but not to gather evidence to express assurance.

Our procedures address the usefulness and reliability of the reported performance information, which must be based on the University’s approved performance planning documents. We have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. Our procedures do not examine whether the actions taken by the University enabled service delivery. Our procedures do not extend to any disclosures or assertions relating to the extent of achievements in the current year or planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, our findings do not extend to these matters.

We evaluated the usefulness and reliability of the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice, for the following selected objectives presented in the University’s annual performance report for the year ended 31 December 2020:

Objectives	Pages in the annual performance report
I. Teaching and effectiveness I.1 Undergraduate Enrolment - New 1st years I.2 Undergraduate Completions of degrees I.3 Post Graduate Enrolment- Honours, Masters and PhD + PG Diplomas at NQF level 8 I.4 Online Rollout Programme I.5 Post Graduate graduations - Honours. Masters and PhD Completion of degrees I.6 Science, Engineering and Technology profile	Annexure E Institutional Scorecard 2020 Actuals as at 31 December

Objectives	Pages in the annual performance report
2. Research Output & Research Profile 2.1 Accredited Research Output (measured in DHET units) 2.2 Proportion of Journal Articles published in ISI and IBSS indexed journals 2.3 Number of academic staff publishing and reporting research, measured on a rolling three-year average basis 2.4 Postdoc productivity: number of accredited publications per postdoc averaged over a rolling 3-year period 2.5 Research Contracts Income for the Wits Group	Annexure E Institutional Scorecard 2020 Actuals as at 31 December
4. Finance 4.1 Deliver Council approved break-even budget and residence approved deficit budget in line with 7-year break even plan 4.3 Deliver unqualified financial statements by the DHET deadline for 2019/20	Annexure E Institutional Scorecard 2020 Actuals as at 31 December
6. Transformation 6.1 Increase RSA African and Coloured academic staff as a % of all academic staff by 1% 6.2 Increase female RSA African and Coloured associate professors and professors by 1% 6.3. Number of Staff with Doctorial Degrees	Annexure E Institutional Scorecard 2020 Actuals as at 31 December

We performed procedures to determine whether the reported performance information was consistent with the approved performance planning documents. We performed further procedures to determine whether the indicators and related targets were measurable and relevant, and assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.

We did not identify any material findings on the usefulness and reliability of the reported performance information for the above-mentioned objectives within these programmes:

1. Teaching and effectiveness
2. Research Output & Research Profile
4. Finance
6. Transformation

Report on the audit of compliance with legislation

Introduction and scope

In accordance with the PAA and the general notice issued in terms thereof, we have a responsibility to report material findings on the University's compliance with specific matters in key legislation. We performed procedures to identify findings but not to gather evidence to express assurance.

We did not identify any material findings on compliance with the specific matters in key legislation set out in the general notice issued in terms of the PAA.

Other information

The Council is responsible for the other information. The other information comprises the information included in the "2020 Annual Report Of The University Of The Witwatersrand, Johannesburg Incorporating Reports Of Senate And Council". The other information does not include the consolidated and separate financial statements, the auditor's report and those selected objectives presented in the annual performance report that have been specifically reported in this auditor's report.

Our opinion on the consolidated and separate financial statements and findings on the reported performance information and compliance with legislation do not cover the other information and we do not express an audit opinion or any form of assurance conclusion on it.

In connection with our audit, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated and separate financial statements and the selected objectives presented in the annual performance report, or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Internal control deficiencies

We considered internal control relevant to our audit of the consolidated and separate financial statements, reported performance information and compliance with applicable legislation; however, our objective was not to express any form of assurance on it. We did not identify any significant deficiencies in internal control.

Other reports

We draw attention to the following engagements conducted by various parties which had, or could have, an impact on the matters reported in the University's consolidated and separate financial statements, reported performance information, compliance with applicable legislation and other related matters. These reports did not form part of our opinion on the consolidated and separate financial statements or our findings on the reported performance information or compliance with legislation.

Agreed-upon procedures

Agreed-upon procedures engagements were performed for grants, other funding and similar items. Below is the list of Agreed-upon procedures engagements performed or are in the process of being performed in

Engagement name	Year end	Description of the engagement	Party performing the engagement
University of the Witwatersrand –HEMIS	31/12/2020	Verification of various information relating to the HEMIS submission to DHET.	PwC
Supplementary financial data and performance indicators	31/12/2020	Verification of financial data from the financial statements.	PwC
Medical Research Council and National Research Foundation	31/12/2020	Verification procedures performed over the grant received and its utilization.	PwC
CANSA Society	31/12/2020	Verification procedures performed over the grant received and its utilization.	PwC

Engagement name	Year end	Description of the engagement	Party performing the engagement
Centre for Excellence in Paleosciences	31/12/2020	Verification procedures performed over the grant received and its utilization.	PwC
Centre for Excellence Strong Materials	31/12/2020	Verification procedures performed over the grant received and its utilization.	PwC
Centre for Excellence Human Development	31/12/2020	Verification procedures performed over the grant received and its utilization.	PwC
Centre for Excellence Mathematical Sciences	31/12/2020	Verification procedures performed over the grant received and its utilization.	PwC
Clinical Data	31/12/2020	Verification procedures performed over the grant received and its utilization.	PwC
Wits Research Output Certificate	31/12/2020	Verification procedures performed over the grant received and its utilization.	PwC
Gauteng City-Region Observatory	31/03/2020	Verification procedures performed over the grant received and its utilization.	PwC
Council for Scientific and Industrial Research (CSIR) and National e-Science Postgraduate Teaching and Training Platform (NEPTTP)	31/12/2020	Verification procedures performed over the grant received and its utilization.	PwC
Centre for Health Policy	31/07/2020	Verification procedures performed over the grant received and its utilization.	PwC
The Global Change and Sustainability Research Institute (GCSRI)	31/12/2020	Verification procedures performed over the grant received and its utilization.	PwC



Engagement name	Year end	Description of the engagement	Party performing the engagement
DHET Grants: - New Universities - Infrastructure - Clinical - Teaching - Research - Foundation - NGAP	31/12/2020	Agreed upon procedures to assist in indicating whether the funding was utilised in accordance with the DHET requirements and the related proposals/agreements submitted.	SNG

PricewaterhouseCoopers Inc.

PricewaterhouseCoopers Inc.
Director: R Ramdhany
Registered Auditor
Johannesburg, South Africa
30 June 2021

Annexure – Auditor’s responsibility for the audit

As part of an audit in accordance with the ISAs, we exercise professional judgement and maintain professional scepticism throughout our audit of the consolidated and separate financial statements, and the procedures performed on the reported performance information for selected objectives and on the University’s compliance with respect to the selected subject matters.

Consolidated and separate financial statements

In addition to our responsibility for the audit of the consolidated and separate financial statements as described in this auditor’s report, we also:

- identify and assess the risks of material misstatement of the consolidated and separate financial statements whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit 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 University’s internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council.
- conclude on the appropriateness of the Council’s use of the going concern basis of accounting in the preparation of the consolidated and separate financial statements. We also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of the University of the Witwatersrand and its subsidiaries to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the consolidated and separate financial statements about the material uncertainty or, if such disclosures are inadequate, to modify our opinion on the consolidated and separate financial statements. Our conclusions are based on the information available to us at the date of this auditor’s report. However, future events or conditions may cause the University to cease operating as a going concern.
- evaluate the overall presentation, structure and content of the consolidated and separate financial statements, including the disclosures, and determine whether the consolidated and separate financial statements represent the underlying transactions and events in a manner that achieves fair presentation
- obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

Communication with those charged with governance

We communicate with the accounting authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

GROUP	2020					2019				
	Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student and Staff Accommodation Restricted R'000	TOTAL R'000	Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student and Staff Accommodation Restricted R'000	TOTAL R'000
Income	5 216 221	3 492 160	8 708 381	302 567	9 010 948	5 253 291	3 909 403	9 162 694	394 033	9 556 727
State subsidies and grants	2 153 331	162 837	2 316 168	18 770	2 334 938	2 064 268	105 442	2 169 710	18 630	2 188 340
Tuition and other fee income	1 962 853	376	1 963 229	283 265	2 246 494	2 048 954	18 973	2 067 927	370 140	2 438 067
Research contracts income	250 643	2 490 901	2 741 544	-	2 741 544	115 956	2 661 402	2 777 357	-	2 777 357
Sale of goods and services	92 780	853	93 633	381	94 014	91 695	2 038	93 733	5 238	98 971
Private gifts and grants income	34 928	152 722	187 650	151	187 801	57 615	225 562	283 177	25	283 202
Other income	425 476	615 944	1 041 420	-	1 041 420	510 980	790 228	1 301 208	-	1 301 208
Net changes in fair value of investments	62 545	39 981	102 526	-	102 526	39 830	-	39 830	-	39 830
Profit on sale of investments	-	-	-	-	-	15 703	24 444	40 147	-	40 147
Subtotal	4 982 556	3 463 614	8 446 170	302 567	8 748 737	4 945 001	3 828 088	8 773 089	394 033	9 167 122
Interest, dividends and net exchange rate gains/losses	233 665	28 546	262 211	-	262 211	308 290	81 315	389 605	-	389 605
Expenditure	5 038 454	3 339 142	8 377 596	284 447	8 662 043	4 824 688	3 847 308	8 671 996	364 333	9 036 329
Employee benefit expenses	3 094 705	1 665 979	4 760 684	117 342	4 878 026	2 930 409	1 760 460	4 690 869	73 817	4 764 686
- Academic professional	1 889 532	363 989	2 253 521	526	2 254 047	1 794 269	369 813	2 164 082	734	2 164 816
- Professional and Administrative	1 205 173	1 301 990	2 507 163	116 816	2 623 979	1 136 140	1 390 647	2 526 787	73 083	2 599 870
Other operating expenses	1 622 606	1 577 810	3 200 416	107 357	3 307 773	1 536 637	2 001 571	3 538 208	233 852	3 772 061
Depreciation and amortisation	221 922	82 389	304 311	35 035	339 346	259 953	82 575	342 528	34 464	376 992
Loss on sale of investments	6 756	9 923	16 679	-	16 679	-	-	-	-	-
Subtotal	4 945 989	3 336 101	8 282 090	259 734	8 541 824	4 726 999	3 844 606	8 571 605	342 134	8 913 739
Finance costs	92 465	3 041	95 506	24 713	120 219	97 689	2 702	100 391	22 199	122 590
SURPLUS BEFORE TAXATION	177 767	153 018	330 785	18 120	348 905	428 603	62 095	490 698	29 700	520 398
Income Tax	(1 210)	-	(1 210)	-	(1 210)	(916)	-	(916)	-	(915)
NET SURPLUS AFTER TAXATION	176 557	153 018	329 575	18 120	347 695	427 688	62 095	489 782	29 700	519 483
Transfer - Restricted Funds Net	-	(153 018)	(153 018)	-	(153 018)	-	(62 095)	(62 095)	-	(62 095)
NET SURPLUS AFTER TRANSFER*	176 557	-	176 557	18 120	194 677	427 687	-	427 687	29 700	457 388

Note

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STATEMENT OF COMPREHENSIVE INCOME

UNIVERSITY

	2020				2019					
	Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student and Staff Accommodation Restricted R'000	TOTAL R'000	Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student and Staff Accommodation Restricted R'000	TOTAL R'000
Income	4 559 550	1 271 339	5 830 889	302 567	6 133 456	4 642 833	1 505 849	6 148 682	394 033	6 542 715
State subsidies and grants	2 147 073	162 837	2 309 910	18 770	2 328 680	2 058 058	105 442	2 163 500	18 630	2 182 130
Tuition and other fee income	1 962 853	376	1 963 229	283 265	2 246 494	2 048 954	18 973	2 067 927	370 140	2 438 067
Research contracts income	-	277 152	277 152	-	277 152	28	300 229	300 257	-	300 257
Sale of goods and services	4 452	853	5 305	381	5 687	5 365	2 038	7 403	5 238	12 641
Private gifts and grants income	47 237	152 722	199 959	151	200 110	43 397	225 562	268 959	25	268 984
Other income	155 464	600 843	756 307	-	756 307	208 500	775 574	984 074	-	984 074
Net changes in fair value of investments	41 656	39 981	81 637	-	81 637	36 575	-	36 575	-	36 575
Profit on sale of investments	-	-	-	-	-	2 389	24 444	26 833	-	26 833
Subtotal	4 358 735	1 234 763	5 593 498	302 567	5 896 065	4 403 268	1 452 262	5 855 529	394 033	6 249 562
Interest, dividends and net exchange rate gains/losses	200 815	36 576	237 391	-	237 391	239 566	53 588	293 154	-	293 154
Expenditure	4 419 960	1 118 321	5 538 281	284 447	5 822 728	4 268 089	1 443 754	5 711 843	364 333	6 076 175
Employee benefit expenses	2 762 524	444 863	3 207 387	117 342	3 324 729	2 606 855	481 763	3 088 618	73 817	3 162 435
- Academic professional	1 880 045	256 324	2 136 369	526	2 136 895	1 788 055	257 614	2 045 668	734	2 046 403
- Professional and Administrative	882 479	188 539	1 071 018	116 816	1 187 834	818 801	224 149	1 042 950	73 083	1 116 033
Other operating expenses	1 387 431	608 401	1 995 832	107 357	2 103 189	1 339 161	916 630	2 255 791	233 852	2 489 644
Depreciation and amortisation	179 403	52 093	231 496	35 035	266 531	232 262	42 659	274 922	34 464	309 386
Loss on sale of investments	4 017	9 923	13 940	-	13 940	-	-	-	-	-
Subtotal	4 333 375	1 115 280	5 448 655	259 734	5 708 389	4 178 277	1 441 052	5 619 331	342 134	5 961 465
Finance costs	86 585	3 041	89 626	24 713	114 339	89 810	2 702	92 512	22 199	114 711
NET SURPLUS BEFORE TRANSFERS	139 590	153 018	292 608	18 120	310 728	374 745	62 095	436 840	29 700	466 540
Transfer - Restricted Funds Net	-	(153 018)	(153 018)	-	(153 018)	-	(62 095)	(62 095)	-	(62 095)
NET SURPLUS AFTER TRANSFER	139 590	-	139 590	18 120	157 710	374 745	-	374 745	29 700	404 445

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STATEMENT OF OTHER COMPREHENSIVE INCOME

2020	Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student & Staff Accommodation Restricted R'000	TOTAL R'000
GROUP					
Net surplus after transfer	176 557	-	176 557	18 120	194 677
Other comprehensive income					
Actuarial gain on post-retirement medical aid liability*	18 360	-	18 360	-	18 360
Total comprehensive income for the year	194 917	-	194 917	18 120	213 037

UNIVERSITY

Net surplus after transfer	139 590	-	139 590	18 120	157 710
Other comprehensive income					
Actuarial gain on post-retirement medical aid liability*	18 360	-	18 360	-	18 360
Total comprehensive income for the year	157 950	-	157 950	18 120	176 070

2019	Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student & Staff Accommodation Restricted R'000	TOTAL R'000
GROUP					
Net surplus after transfer	427 687	-	427 687	29 700	457 388
Other comprehensive income					
Actuarial loss on post-retirement medical aid liability*	66 313	-	66 313	-	66 313
Total comprehensive income for the year	494 000	-	494 000	29 700	523 700
UNIVERSITY					
Net surplus after transfer	374 745	-	374 745	29 700	404 445
Other comprehensive income					
Actuarial loss on post-retirement medical aid liability*	66 313	-	66 313	-	66 313
Total comprehensive income for the year	441 058	-	441 058	29 700	470 758

* Items that will not subsequently be reclassified to profit or loss.

STATEMENT OF FINANCIAL POSITION

	Note	GROUP		UNIVERSITY	
		2020 R'000	2019 R'000	2020 R'000	2019 R'000
ASSETS					
Non-current assets		10 065 829	11 458 475	9 720 708	11 156 807
Property, plant and equipment	14	7 726 661	7 628 034	7 504 465	7 416 938
Right of use assets	15	215 315	237 795	199 271	212 974
Intangible assets	16	87 542	105 070	87 542	105 070
Goodwill	17	486	486	-	-
Investments	18	1 938 920	3 383 422	1 476 800	2 989 878
Interest in controlled entities and amounts due	19	-	-	54 061	41 013
Interest in joint venture and associated entities	21	91 170	98 057	80 179	93 288
Accrued lease income	22	-	-	318 390	297 646
Deferred income tax asset	23	735	611	-	-
Other non-current receivables	24	5 000	5 000	-	-
Current assets		5 907 986	3 013 581	3 812 041	1 384 956
Inventories	25	15 168	14 202	13 911	12 957
Current portion of other non-current receivables	24	669	689	663	689
Investments	18	2 899 432	645 554	2 899 432	645 554
Interest in controlled entities and amounts due	19	-	-	46 945	28 884
Trade and other receivables	26	1 125 405	966 771	696 042	593 928
Tax receivable	27	53	159	-	-
Cash and cash equivalents	28	1 867 259	1 386 206	155 048	102 944
TOTAL ASSETS		15 973 815	14 472 056	13 532 749	12 541 763
FUNDS AND LIABILITIES					
NON-DISTRIBUTABLE RESERVES					
Property plant and equipment		658 744	701 398	658 744	701 398
Revaluation reserve		3 880 043	3 880 043	3 880 043	3 880 043
TOTAL NON-DISTRIBUTABLE RESERVES		4 538 787	4 581 441	4 538 787	4 581 441
Unrestricted use funds					
Endowment and contingency reserve		2 386 275	2 191 358	1 707 152	1 549 202
TOTAL RESERVES AND UNRESTRICTED FUNDS		6 925 062	6 772 799	6 245 939	6 130 643
Restricted use funds		1 320 996	1 107 205	1 320 996	1 107 205
Funds for specific purposes		1 134 295	938 766	1 134 295	938 766
Residences		186 701	168 439	186 701	168 439
RESERVES AND FUNDS		8 246 058	7 880 005	7 566 935	7 237 848
LIABILITIES					
Non-current liabilities		2 879 727	2 744 222	2 847 802	2 697 791
Borrowings	29	708 762	727 493	676 837	687 862
Pension & Post-retirement healthcare – benefit obligations	30	663 728	651 280	663 728	651 280
Government grants – deferred income	31	1 170 580	1 172 402	1 170 580	1 172 402
Deferred income and other liabilities	32	336 657	193 046	336 657	186 248
Current Liabilities		4 848 030	3 847 829	3 118 012	2 606 124
Deferred income and other liabilities	31 and 32	821 237	841 122	821 237	796 153
Trade and other payables	33	3 925 864	2 909 664	2 207 887	1 724 960
Current portion of borrowings	29	100 929	97 043	88 888	85 011
TOTAL FUNDS AND LIABILITIES		15 973 815	14 472 056	13 532 749	12 541 763

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY (RESERVES AND FUNDS)

GROUP	ENDOWMENT AND CONTINGENCY RESERVE		RESTRICTED USE FUNDS			NON-DISTRIBUTABLE RESERVES			TOTAL
	Unrestricted	R'000	Funds for specific purposes	Residence fund	Sub-total for restricted funds	Property, plant & equipment reserve	Revaluation reserve	Sub-total for NDR	
		R'000	Restricted	Restricted	R'000	Restricted	Unrestricted	R'000	R'000
Balance at 1 January 2020	2 191 358		938 766	168 439	1 107 205	701 398	3 880 044	4 581 441	7 880 004
Net surplus for the year	176 557		153 018	18 120	171 138	-	-	-	347 695
Other comprehensive gain (actuarial gain on post-retirement medical aid liability)	18 360		-	-	-	-	-	-	18 360
MOVEMENTS FOR THE YEAR	-		42 512	142	42 654	(42 654)	-	(42 654)	-
Externally funded asset acquisitions	-		(9 581)	(1 798)	(11 379)	11 379	-	11 379	-
Depreciation on externally funded assets	-		52 093	1 940	54 033	(54 033)	-	(54 033)	-
Balance at 31 December 2020	2 386 275		1 134 296	186 701	1 320 997	658 744	3 880 044	4 538 787	8 246 059
Balance at 1 January 2019	1 697 358		871 550	137 252	1 008 802	708 006	3 880 044	4 588 050	7 294 209
Net surplus for the year	427 687		62 095	29 700	91 796	-	-	-	519 482
Other comprehensive gain (actuarial gain on post-retirement medical aid liability)	66 313		-	-	-	-	-	-	66 313
MOVEMENTS FOR THE YEAR	-		5 121	1 487	6 608	(6 608)	-	(6 608)	-
Externally funded asset acquisitions	-		(37 536)	(167)	(37 703)	37 703	-	37 703	-
Depreciation on externally funded assets	-		42 657	1 655	44 312	(44 312)	-	(44 312)	-
Balance at 31 December 2019	2 191 358		938 766	168 440	1 107 206	701 398	3 880 044	4 581 441	7 880 005

STATEMENT OF CHANGES IN EQUITY (RESERVES AND FUNDS)

UNIVERSITY	Endowment and Contingency Reserve						Restricted use funds				Non-distributable				Total				
	Accumulated funds		R90m Fund		Research Rollover Funds		Wits Business School Phoenix Reserve		Fee Credits for Bursaries Reserve		Sub-total		Funds for specific purposes			Residence fund		Sub-total	
	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted	Restricted		Unrestricted	Restricted	Unrestricted	Restricted
R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	
Balance at 1 January 2020	1 418 461	20 651	45 731	19 016	5 469	39 873	1 549 202	938 766	168 439	1 107 205	691 729	9 669	3 880 043	4 581 440	7 237 848				
Net surplus for the year	139 590	-	-	-	-	-	139 590	153 018	18 120	171 138	-	-	-	310 728					
Other comprehensive gain (actuarial gain on post-retirement medical aid liability)	18 360	-	-	-	-	-	18 360	-	-	-	-	-	-	18 360					
MOVEMENTS FOR THE YEAR	(34 915)	(2 498)	19 613	-	-	17 800	-	42 512	142	42 654	(42 512)	(142)	-	(42 654)					
Transfers between reserves to cover funds expended	18 592	(2 498)	(16 094)	-	-	-	-	-	-	-	-	-	-	-					
Externally funded asset acquisitions	-	-	-	-	-	-	-	(9 581)	(1 798)	(11 379)	9 581	1 798	-	11 379					
Depreciation on externally funded assets	-	-	-	-	-	-	-	52 093	1 940	54 033	(52 093)	(1 940)	-	(54 033)					
Transfers between reserves	(53 507)	-	35 707	-	-	17 800	-	-	-	-	-	-	-	-					
Balance at 31 December 2020	1 541 496	18 153	65 345	19 016	5 469	57 673	1 707 152	1 134 296	186 701	1 320 997	649 217	9 527	3 880 043	4 538 787	7 566 936				
Balance at 1 January 2019	984 149	25 043	45 323	19 191	5 469	28 969	1 108 144	871 550	137 252	1 008 801	696 850	11 156	3 880 043	4 588 049	6 704 995				
Net surplus/(deficit) for the year	374 745	-	-	-	-	-	374 745	62 095	29 700	91 795	-	-	-	466 540					
Other comprehensive gain (actuarial gain on post-retirement medical aid liability)	66 313	-	-	-	-	-	66 313	-	-	-	-	-	-	66 313					
MOVEMENTS FOR THE YEAR	(6 744)	(4 392)	406	(175)	-	10 903	-	5 121	1 487	6 608	(5 121)	(1 487)	-	(6 608)					
Transfers between reserves to cover funds expended	41 946	(4 392)	(37 384)	(175)	-	3	-	-	-	-	-	-	-	-					
Externally funded asset acquisitions	-	-	-	-	-	-	-	(37 536)	(167)	(37 703)	37 536	167	-	37 703					
Depreciation on externally funded assets	-	-	-	-	-	-	-	42 657	1 655	44 312	(42 657)	(1 655)	-	(44 312)					
Transfers-other	(48 690)	-	37 790	-	-	10 900	-	-	-	-	-	-	-	-					
Balance at 31 December 2019	1 418 463	20 651	45 731	19 016	5 469	39 872	1 549 202	938 766	168 439	1 107 205	691 729	9 669	3 880 043	4 581 441	7 237 848				

STATEMENT OF CASH FLOWS

	Note	GROUP		UNIVERSITY	
		2020 R'000	2019 R'000	2020 R'000	2019 R'000
Cash flows from operating activities					
Cash generated from operations	34	1 294 466	774 068	778 768	707 510
Finance costs	12	(120 220)	(122 590)	(114 340)	(114 710)
Tax paid	40	(1 820)	(231)	-	-
Net cash inflow from operating activities		<u>1 172 426</u>	<u>651 247</u>	<u>664 428</u>	<u>592 800</u>
Cash flows from investing activities					
Purchase of property, plant and equipment	14	(364 825)	(441 788)	(278 192)	(356 504)
Purchase of intangible assets	16	(5 565)	(51 974)	(5 565)	(51 974)
Purchase of investments financial assets	18	(4 942 839)	(4 922 203)	(4 639 459)	(4 300 820)
Proceeds on disposal of investments financial assets	18	4 422 876	4 570 567	4 151 606	3 516 493
Proceeds on disposal of property, plant and equipment		176	2 252	119	1 970
Increase in interest in controlled entities		-	-	(31 108)	379 677
Interest received	10	243 579	358 148	205 298	272 380
Dividends received	10	18 690	14 478	32 094	18 871
Net cash used in investing activities		<u>(627 908)</u>	<u>(470 520)</u>	<u>(565 207)</u>	<u>(519 907)</u>
Cash flows from financing activities					
Proceeds from interest-bearing borrowings	34.2	73 323	86 202	73 323	85 385
Principal elements of lease payments	34.2	(51 621)	(43 179)	(43 846)	(35 809)
Repayment of interest-bearing borrowings	34.2	(85 167)	(79 022)	(76 594)	(79 022)
Net cash inflow from financing activities		<u>(63 465)</u>	<u>(35 999)</u>	<u>(47 117)</u>	<u>(29 446)</u>
Increase in cash and cash equivalents					
Cash and cash equivalents at the beginning of year	28	1 386 206	1 241 478	102 944	59 498
Cash and cash equivalents at the end of year	28	<u>1 867 259</u>	<u>1 386 206</u>	<u>155 048</u>	<u>102 944</u>
Cash and cash equivalents comprise the following:					
Bank and cash balances					
University of the Witwatersrand, Johannesburg		155 048	102 944	155 048	102 944
University of the Witwatersrand Foundation		50 439	81 892	-	-
Wits Commercial Enterprise (Proprietary) Limited		119 987	112 423	-	-
Wits Health Consortium (Proprietary) Limited		1 541 785	1 088 946	-	-
	28	<u>1 867 259</u>	<u>1 386 206</u>	<u>155 048</u>	<u>102 944</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

GLOSSARY OF TERMS

IFRS	– International Financial Reporting Standards
IAS	– International Accounting Standard
OCI	– Other Comprehensive Income
FVOCI	– Fair Value through Other Comprehensive Income
A-F-S	– Available for sale financial assets
FVPL	– Fair Value Through Profit and Loss

1. GENERAL INFORMATION

The University of the Witwatersrand, Johannesburg is a Higher Educational Institution governed by the Higher Education Act of 1997 (as amended). The University provides Higher Education and has very active and broad based research programmes. The University has various controlled entities incorporated to meet the specific needs of the various activities of the University, evolving into a Wits Group.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of these consolidated and separate annual financial statements are set out below and are consistent, in all material respects, with those applied in the previous year.

2.1 Basis of preparation

The consolidated annual financial statements of the Wits Group have been prepared in accordance and comply with International Financial Reporting Standards (IFRS) and in the manner required by the Minister of Higher Education and Training in terms of Section 41 of the Higher Education Act of 1997 (as amended).

The consolidated annual financial statements are prepared under the historical cost basis of accounting, as modified by the revaluation of certain financial assets and liabilities.

The preparation of the annual financial statements in conformity with IFRS requires the use of estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Although these estimates are based on management's best knowledge of current events and actions, actual results ultimately may differ from those estimates.

These financial statements are prepared and presented in the South African Rands (ZAR) as the functional and presentation currency.

The Group has chosen to early adopt IFRS 16 Lease COVID-19 Related Rent Concessions Amendment

The IASB has provided lessees (but not lessors) with relief in the form of an optional exemption from assessing whether a rent concession related to COVID-19 is a lease modification, provided that the concession meets certain conditions. Lessees can elect to account for qualifying rent concessions in the same way as they would if they were not lease modifications. In many cases, this will result in accounting for the concession as a variable lease payment.

During 2020 the University received a COVID-19 rental concession on two of its leases for land and buildings. The nature of the concession allowed the University to adopt the practical expedient. See Note 29.

International Financial Reporting Standards and amendments effective for the first time for this year

Standard/Interpretation	Effective date: Years beginning on or after	Impact
Amendments to IAS1, Presentation of Financial statements and IAS 8 Accounting policies, Changes in accounting estimates and errors	1 January 2020	No Impact

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
ACCOUNTING POLICIES

Amendments to IFRS 9, 'Financial Instruments IAS 39, 'Financial Instruments: Recognition and Measurement' and IFRS 7, 'Financial Instruments: Disclosure' – Interest rate benchmark reform (Phase 1)	1 January 2020	No impact
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New standards and interpretations and amendments to published standards and interpretations not yet effective

Certain new standards and amendments to existing standards have been published that are mandatory for the Group's accounting period beginning on or after 1 January 2021 or later periods, the Group has not early adopted, as follows:

Standard/Interpretation	Effective date: Years beginning on or after	Expected impact
Amendments to IFRS 9 'Financial Instruments', IAS 39 'Financial Instruments: Recognition and Measurement', IFRS 7 'Financial Instruments: Disclosures', IFRS 4 'Insurance Contracts' and IFRS 16 'Leases' – interest rate benchmark (IBOR) reform (Phase 2)	1 January 2021	Impact to be assessed
Amendment to IAS 1 'Presentation of Financial Statements' on Classification of Liabilities as Current or Non-current	1 January 2022	Impact to be assessed
Amendments to IAS 16 'Property, Plant and Equipment' on Proceeds before Intended Use	1 January 2022	Impact to be assessed
Amendments to IAS 37 'Provisions, Contingent Liabilities and Contingent Assets' on Onerous Contracts—Cost of Fulfilling a Contract	1 January 2022	Impact to be assessed
IFRS 1, 'First time adoption of IFRS' has been amended for a subsidiary that becomes a first-time adopter after its parent.	1 January 2022	No Impact
IFRS 9, 'Financial Instruments' has been amended to include only those costs or fees paid between the borrower and the lender in the calculation of "the 10% test" for de-recognition of a financial liability. Fees paid to third parties are excluded from this calculation.	1 January 2022	Impact to be assessed
IFRS 16, 'Leases', amendment to the Illustrative Example 13 that accompanies IFRS 16 to remove the illustration of payments from the lessor relating to leasehold improvements. The amendment intends to remove any potential confusion about the treatment of lease incentives.	1 January 2022	Impact to be assessed

NOTES TO THE ANNUAL FINANCIAL STATEMENTS ACCOUNTING POLICIES (CONTINUED)

2.2 Significant judgements

In preparing the annual financial statements, management is required to make estimates and assumptions that affect the amounts represented in the annual financial statements and related disclosures. Use of available information and the application of judgement is inherent in the formation of estimates. Actual results in the future could differ from these estimates which may be material to the annual financial statements. Significant judgements include:

Trade Receivables, Loans and Other Receivables

The Group applies the IFRS 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade receivables. To measure the expected credit losses, trade receivables have been grouped together on shared risk characteristics and the days past due. The expected loss rates are based on the underlying make-up of the receivable, payment trends and history of the market, political and social conditions for each category.

Provisions

Provisions are raised and management determines an estimate based on the information available. Additional disclosures of these estimates of provisions are included in the notes.

Contingent liabilities

Management applies its judgement to advice it receives from its attorneys, advocates and other advisors in assessing if an obligation is probable, more likely than not, or remote. This judgement application is used to determine if the obligation is recognised as a liability or disclosed as a contingent liability.

Tangible assets

Management has made certain estimations with regards to the determination of estimated useful lives and residual values of items of property, plant and equipment, as discussed further in note 2.8.

Taxation

The University has received an Income Tax exemption, however a related entity in the group is not exempt from taxation, and therefore the following taxation policies are applicable to the Group and not the University:

Judgement is required in determining the provision for income taxes due to the complexity of legislation. There are many transactions and calculations for which the ultimate tax determination is uncertain during the ordinary course of business. The Group recognises liabilities for anticipated tax audit issues based on estimates of whether additional taxes will be due. Where the final tax outcome of these matters is different from the amounts that were initially recorded, such differences will impact the income tax and deferred tax provisions in the period in which such determination is made.

The group recognises the net future tax benefit related to deferred income tax assets to the extent that it is probable that the deductible temporary differences will reverse in the foreseeable future. Assessing the recoverability of deferred income tax assets requires the group to make significant estimates related to expectations of future taxable income. Estimates of future taxable income are based on forecast cash flows from operations and the application of existing tax laws in each jurisdiction. To the extent that future cash flows and taxable income differ significantly from estimates, the ability of the group to realise the net deferred tax assets recorded at the Statement of Financial Position date could be impacted.

Fair value estimation

The carrying value less provision for loss allowance of trade receivables and payables are assumed to approximate their fair values. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Group for similar financial instruments.

Right of use assets and lease liability

Significant judgement was applied in the determination of the discount rate used in the discounting of the lease liability. The detailed disclosure is in note 29.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS ACCOUNTING POLICIES (CONTINUED)

2.3 Consolidation

Controlled entities are those entities over which the University of the Witwatersrand, Johannesburg has the power, directly or indirectly, to exercise control. All material controlled entities are consolidated, except if control is expected to be temporary, or if there are long term restrictions on the transferability of funds. Controlled entities are consolidated from the date on which effective control is transferred to the University of the Witwatersrand, Johannesburg and are no longer consolidated from the date of disposal or cessation of control.

All inter-entity transactions, balances and unrealised surpluses and deficits are eliminated. Where necessary, accounting policies for controlled entities have been changed to ensure consistency with the policies adopted by the University of the Witwatersrand, Johannesburg.

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

University of the Witwatersrand Foundation

Wits Commercial Enterprises (Pty) Ltd

Wits Health Consortium (Pty) Ltd

Wits Junction Residences (Pty) Ltd

The following are controlled subsidiaries of some of the above University controlled entities.

Wits Incubator (Pty) Ltd

Third Stream (Pty) Ltd (previously Speer Management Services)

Smartspot (Pty) Ltd

The following entities are not consolidated and are equity accounted as the University does not exercise control:

The Wits University Donald Gordon Medical Centre (Pty) Ltd – Joint Venture

Associates are all entities over which the University has significant influence but not control generally accompanying a shareholding of between 20% and 50%. Investments in associates and joint ventures are accounted for using the equity method of accounting and are initially recognised at cost. The University's investment in associates includes goodwill identified on acquisition (if any), net of any accumulated impairment loss. The University's share of its associates' post-acquisition profits or losses is recognised in the statement of comprehensive income, and its share of post-acquisition movements in reserves is recognised in reserves.

The cumulative post-acquisition movements are adjusted against the carrying amount of the investment. When the University's share of losses in an associate equals or exceeds its interest in the associate, including any other unsecured receivables, the University does not recognise further losses, unless it has incurred obligations or made payments on behalf of the associate. Unrealised gains on transactions between the University and its associates are eliminated to the extent of the University's interest in the associates. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred. Accounting policies of associates have been changed where necessary to ensure consistency with the policies adopted by the University.

2.4 Revenue recognition

IFRS15 provides accounting requirements that apply to all revenue arising from contracts with customers. In the Group's context, the impacted revenue streams relate mainly to income received for designated specific purposes for example research contracts, donations, grants and other restricted receipts. IFRS15 requires the identification of the contract with the customer, identification of the separate performance obligations, determination of the transaction price, allocation of the transaction price, and the recognition and disclosure of revenue.

The nature of these research contracts, donations, grants and other restricted receipts require fulfillment of specific contractual obligations mostly in a multi-year context. In order to fulfill these performance objectives, milestones and obligations the group incurs costs (operating and capital expenditure) that can be directly linked to the incurring of these costs (and delivery of milestones) to the fulfilment of the contract. Hence revenue is recognised to the extent of the operating costs incurred.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS ACCOUNTING POLICIES (CONTINUED)

Performance objectives are satisfied over time in line with expenditure in certain contracts, the expenditure incurred is the most accurate measure of revenue recognition. Performance objectives are satisfied at a point in time in certain contracts, revenue is recognised when control transfers or the objective is met.

Revenue is recognised as follows for the individual streams:

State subsidies and grants for general purposes are recognised as income in the financial year to which the subsidy relates.

Government grants for specific purposes relating to costs are deferred and recognised in the statement of comprehensive income over the period necessary to match them with the costs that they are intended to compensate.

Government grants relating to property, plant and equipment are included in non-current liabilities as deferred government grants and are credited to the statement of comprehensive income on a straight-line basis over the expected lives of the related assets as these amounts are conditional.

Income received for designated specific purposes

Revenue will arise from contracts, grants, donations, and income on specifically purposed endowments. In all cases such restricted receipts are initially brought into the statement of financial position as a liability or deferred income. As the costs are incurred in fulfilment of the performance obligations, revenue is recognised and the liability reduced. Any unspent funds will remain as liabilities/deferred income and carried over to subsequent financial periods for utilisation as the contract determines. The revenue is disclosed in the statement of comprehensive income as restricted.

In certain instances grants are received for specific purposes with a contractual outcome and the funding does not allow for the retention of any of the capital or any of the surplus by the Group. Unspent funds are treated as a liability in the statement of financial position, and are returned to the sponsor at the end of the contract period as required. The balance of the liability on contract close-out will become unrestricted if all obligations in terms of the contract have been met, and where the requirement to return such funds to the sponsor has been waived. These funds are then recognised in income and utilised to support ongoing research.

Tuition fees are brought into income in the period to which they relate as the services are provided.

Sale of goods and services: Revenue received or receivable for the sale of goods and services is shown net of value-added tax, estimated returns, rebates and discounts. Sales of services are recognised in the accounting period in which the services are rendered. The Group recognises revenue when it transfers control of the goods or services to a customer. Performance obligations are identified and the transaction price is allocated to these distinct performance obligations.

Interest income 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 Group.

Dividends are recognised when the right to receive payment is established.

Research income is recognised in the financial period in which the University becomes entitled to the use of those funds. Funds in the possession of the University that it cannot use until some specified future period or occurrence are recognised upon receipt and thereafter are held in a reserve fund until the financial period in which the funds may be used.

Donations are recognised on receipt when the donor can be specifically identified. When not identified, the receipts are treated as a liability and subsequently allocated to revenue when the donor can be identified. Donations in kind are recognised at the fair value thereof.

Rental income is recognised where the University retains the significant risks and benefits of ownership of an item under a lease agreement. Receipts in respect of the operating lease are recognised on a straight-line basis in the statement of comprehensive income over the period of the lease.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
ACCOUNTING POLICIES (CONTINUED)

2.5 Income Statement: separate activities

The format of the statement of comprehensive income is presented to disclose separately:

- the utilisation of resources that are under the absolute control of Council.
- the utilisation of those resources which is prescribed in terms of the requirements of the providers of such resource.
- the provision of accommodation for students and /or staff.

2.6 Foreign currencies

Foreign currency transactions are accounted for in Rands at the exchange rates prevailing at the date of the transactions. Gains and losses resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies are recognised in statement of comprehensive income in the year in which they arise. Balances denominated in a foreign currency and outstanding at year end are translated at year end exchange rates.

2.7 Research expenditure

Research expenditure is recognised as an expense when incurred. Research costs that are directly attributable to the development of intangible assets are capitalised when the following criteria are met:

- it can be demonstrated that the intangible asset will generate probable future economic benefits;
- adequate technical, financial and other resources to complete the development, and to use or sell the intangible asset are available; and
- the expenditure attributable to the intangible asset during its development can be reliably measured.

2.8 Property, plant and equipment

Land and buildings comprise mainly of buildings which house lecture theatres, offices, laboratories, sports facilities, residences, hospitals and related buildings. All property, land and buildings, and equipment are shown at cost less depreciation and impairment, where applicable. Cost includes expenditure that is directly attributable to the acquisition of the items. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the group and the cost of the item can be measured reliably.

All other repairs and maintenance are charged to the statement of comprehensive income during the financial period in which they are incurred.

Depreciation is calculated on the straight-line method to write off the cost of assets to their residual values over their estimated useful lives as follows:

Buildings	20-200 years
Leasehold improvements	Shorter of lease and useful life
Computer equipment	3-10 years
Furniture, equipment and machinery	5-20 years
Vehicles	7-15 years
Education and laboratory equipment	5-20 years
Artwork	25 years
Right of use assets	Shorter of lease and useful life

NOTES TO THE ANNUAL FINANCIAL STATEMENTS ACCOUNTING POLICIES (CONTINUED)

- Library books and periodicals are written off in the year acquired.
- Land is not depreciated as it is deemed to have an indefinite life.
- Property donated to the Group is carried at market value at date of acquisition.
- The assets' residual values and useful lives are reviewed and adjusted if appropriate at each reporting date.
- Where the carrying amount of an asset is greater than its estimated recoverable amount, it is written down to its recoverable amount.
- Recoverable amount is the higher of the asset's fair value less its costs to sell and its value in use.
- Gains and losses on disposal of property, plant and equipment are determined comparing proceeds with the carrying amount. These are taken into account in determining the net surplus or deficit.

2.9 Intangible assets

Intangible assets comprise of an ERP system and IT software. Intangible assets are amortised on the straight-line method to write off the cost of the assets to their residual values over their estimated useful lives as follows:

ERP System	10 years
IT Software	3 years

The carrying amount is reviewed annually and adjusted for impairment where it is considered necessary. The assets' residual values and useful lives are reviewed, and adjusted if appropriate at each reporting date.

2.10 Goodwill

Goodwill arises on the acquisition of subsidiaries and represents the excess of the consideration transferred, the amounts on any non-controlling interest in the acquiree and the acquisition-date fair value of any previous equity interest in the acquiree over the fair value of the identifiable net assets acquired. If the total of consideration transferred is less than the fair value of the net assets of the subsidiary acquired, in the case of a bargain purchase, the difference is recognised directly in the statement of comprehensive income.

Goodwill impairment reviews are undertaken annually or more frequently if events or changes in circumstances indicate a potential impairment. Any impairment is recognised immediately as an expense and is not subsequently reversed.

2.11 Borrowings and borrowing costs

Borrowings, consisting of variable interest rate loans, fixed interest rate loans and finance lease agreements, are recognised initially at fair value, net of transaction costs incurred. Borrowings are subsequently stated at amortised cost; and the difference between the proceeds (net of transaction costs) and the redemption value is recognised in the statement of comprehensive income over the period of the borrowing using the effective interest rate method.

Interest on borrowings including general borrowings, used to finance the purchase and development of self-constructed assets is included in the cost of the asset to the extent it accrues in the period of production and development. Such borrowing costs are capitalised net of any investment income arising from the temporary investment of funds that are surplus pending such expenditure.

2.12 Impairment of non-financial assets

Assets that have an indefinite useful life are not subject to amortisation.

At each reporting date, the Group reviews the carrying amount of its tangible assets to determine whether there is any indication that those assets may be impaired. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment, if any. Where it is not possible to estimate the recoverable amount for an individual asset, the recoverable amount is determined for the cash-generating unit to which the asset belongs.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS ACCOUNTING POLICIES (CONTINUED)

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. Impairment losses are recognised as an expense immediately, unless the relevant asset is carried at a revalued amount under another standard, in which case the impairment loss is treated as a revaluation decrease under the standard to the extent of the revaluation surplus with any excess recognised as an expense in the statement of comprehensive income.

Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised as income immediately, unless the relevant asset is carried at a revalued amount under another standard, in which case the reversal of the impairment loss is treated as a revaluation increase under that other standard.

2.13 Investments and other financial assets

Classification

The group classifies its financial assets in the following measurement categories

- those to be measured subsequently at fair value through profit or loss, and
- those to be measured at amortised cost.

The classification depends on the entity's business model for managing the financial assets and the contractual terms of the cash flows. The group reclassifies debt investments when and only when its business model for managing those assets changes.

For assets measured at fair value, gains and losses are recorded in the statement of comprehensive income as net changes in fair value of investments.

Recognition and derecognition

Purchases and sales of financial assets are recognised on trade-date, the date on which the group commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the group has transferred substantially all the risks and rewards of ownership.

Measurement

At initial recognition, the Group measures a financial asset at its fair value. In the case of a financial asset not at FVPL, transaction costs that are directly attributable to the acquisition of the financial asset are identified. Transaction costs of financial assets carried at FVPL are expensed in surplus or deficit.

Debt instruments

Subsequent measurement of debt instruments depends on the Group's business model for managing the asset and the cash flow characteristics of the asset. There are three measurement categories into which the group classifies its debt instruments:

- **Amortised cost:** Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. Interest income from these financial assets is included in finance income using the effective interest rate method. Any gain or loss arising on derecognition is recognised directly in the statement of comprehensive income. Impairment losses are presented as separate line item in the statement of comprehensive income.
- **FVOCI:** Assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent solely payments of principal and interest, are measured at FVOCI. Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest income and foreign exchange gains and losses which are recognised in surplus or deficit. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to the statement of comprehensive income and recognised in other gains/ (losses).

NOTES TO THE ANNUAL FINANCIAL STATEMENTS ACCOUNTING POLICIES (CONTINUED)

- **FVPL:** Assets that do not meet the criteria for amortised cost or FVOCI are measured at FVPL. A gain or loss on a debt investment that is subsequently measured at FVPL is recognised in the statement of comprehensive income and presented in net changes in fair value of investments in the period in which it arises.

The Group has made an election to adopt the third option, since an assessment has been made that debt instruments are held for trading, they do not meet the criteria to be categorised through amortised cost or OCI, and are categorised as FVPL.

Equity instruments

The Group subsequently measures all equity investments at fair value.

Changes in the fair value of financial assets at FVPL are recognised in other gains/ (losses) in the statement of comprehensive income as applicable. Impairment losses (and reversal of impairment losses) on equity investments measured at FVOCI are not reported separately from other changes in fair value.

Investments

Investment Mandates confer to the Asset Managers complete (or sole and absolute) discretion, subject to the restrictions imposed by law, by the University or the agreements themselves, to manage the investment portfolios by purchasing and selling investments as well as investing or reinvesting of cash proceeds, dividends and interest accruing from the investments, within the ambits of the Investment Mandates so as to attain the investment objectives.

All investments previously classified as available-for-sale are with effect from 01 January 2018 classified as investment financial assets. They are included in non-current assets unless management intends to dispose of the investment within 12 months of the reporting date.

University investments are made in unit trusts, global balanced funds, non-discretionary tailored funds, deposit notes and shares.

Equity instruments are held for trading and are required to be classified as FVPL, with dividend income recognised in the statement of comprehensive income, as Management has not made an irrevocable choice to categorize equity instruments through Other Comprehensive Income, these instruments are therefore categorised as FVPL.

Investments categorised as debt instruments have been assessed by Management as not qualifying for measurement at either amortised cost or fair value through other comprehensive income as they are held for trading and are therefore classified as FVPL, with interest income recognised in surplus or deficit.

Gains and losses arising from changes in fair value of investment financial assets are recognised in the statement of comprehensive income as net changes in fair value of investments.

Interest and dividend income are taken to the statement of comprehensive income in the period in which they arise.

2.14 Leases

At inception of a contract, the group assesses whether a contract is, or contains a lease. A contract is or contains a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange of consideration. This policy is applicable to contracts already in effect on that date, or entered on or after 1 January 2018. At inception or reassessment of a contract that contains a lease component, the group allocates the consideration in the contract to each lease component on the basis of their relative stand-alone prices.

As a lessee

The group recognises a right of use asset and a lease liability at the lease commencement date. The right of use asset is initially measured at cost, which comprises the initial amount of the lease liability, plus any initial direct costs incurred and less any incentives received.

The right of use asset is subsequently depreciated using the straight line method from the commencement date to the earlier of the end of the useful life of the right of use asset or the end of the lease term. The estimated useful lives of right of use assets are determined on the same basis as those of property, plant and equipment. In addition, the right of use asset is periodically reduced by impairment losses, if any, and adjusted for certain re-measurements of the lease liability.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES (CONTINUED)

The lease liability is initially measured at the present value of the future lease payments that are not paid at the commencement date, discounted using the Group's incremental borrowing rate.

The Group uses the incremental borrowing rate as the discount rate. The lease payments included in the measurement of the liability comprise of the following:

- Fixed payments, or variable lease payments that depend on an index or a rate, initially measured using the index or the rate as at the commencement date; and
- Lease payments in an optional renewal period if the Group is reasonably certain to exercise an extension option.

The lease liability is measured at amortised cost using the effective interest method. It is re-measured when there is a change in future lease payments arising from a change in an index or a rate, or if the group changes its assessment of whether it will exercise a purchase, extension or termination option. When the lease liability is re-measured this way, a corresponding adjustment is made to the carrying amount of the right of use asset or is recorded in the statement of comprehensive income if the carrying amount of the right of use asset has been reduced to zero.

The group presents the right of use assets as non-current assets and lease liabilities in borrowings in the statement of financial position.

Short term leases and leases of low value assets

The group has elected not to recognise right of use assets and lease liabilities for short term leases of equipment that have a lease term of 12 months or less and leases of low value assets, including IT equipment. The threshold for these low value assets is R75 000. The group recognises the lease payments associated with these as an expense on a straight line basis over the lease term.

As a lessor

When the group acts as lessor, it determines at lease inception whether each lease is a finance lease or operating lease. To classify each lease, the group makes an overall assessment of whether the lease transfers substantially all of the risks and rewards incidental to ownership of the underlying assets. If this is the case, the lease is classified as a finance lease, if not, as an operating lease.

The group recognises lease payments received under operating leases as income on a straight line basis over the term of the lease as part of other income.

The accounting policies applicable to the group as a lessor in the comparative period were not different from IAS 17.

2.15 Inventories

Inventories are valued at the lower of cost and net realisable value. The basis of determining cost, which excludes finance cost, is the first-in-first-out cost method. Net realisable value is the estimated selling price in the ordinary course of business, less applicable variable selling expenses.

2.16 Loans, receivables and prepayments

Provision for loss allowance

The Group assesses on a forward looking basis, the expected credit losses associated with its debt instruments. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

For trade receivables, the group applies the simplified approach permitted by IFRS 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

2.17 Provisions and Contingencies

Provisions are recognised when:

- the Group has a present obligation 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 obligation.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS ACCOUNTING POLICIES (CONTINUED)

The amount of a provision is the present value of the expenditure expected to be required to settle the obligation. Where some or all of the expenditure required to settle a provision is expected to be reimbursed by another party, the reimbursement shall be recognised when, and only when, it is virtually certain that reimbursement will be received if the entity settles the obligation. The reimbursement shall be treated as a separate asset. The amount recognised for the reimbursement shall not exceed the amount of the provision.

2.18 Cash and cash equivalents

For the purposes of the statement of cash flows, cash and cash equivalents comprise deposits held at call with banks, cash in hand, other short term highly liquid investments and bank overdrafts. In the Statement of Financial Position, bank overdrafts are included under current liabilities.

2.19 Taxation

Current tax assets and liabilities

Current tax for current and prior periods is, to the extent unpaid, recognised as a liability. If the amount already paid in respect of current and prior periods exceeds the amount due for those periods, the excess is recognised as an asset.

Current tax assets and liabilities for the current and prior periods are measured at the amount expected to be paid to or recovered from the tax authorities, using the tax rates (and tax laws) that have been enacted or substantively enacted by the reporting date.

A deferred tax liability is recognised for all taxable temporary differences, except to the extent that the deferred tax liability arises from the initial recognition of an asset or liability in a transaction which at the time of the transaction, affects neither accounting profit nor taxable profit or tax loss.

A deferred tax asset is recognised for all deductible temporary differences to the extent that it is probable that taxable profit will be available against which the deductible temporary difference can be utilised.

Deferred tax assets and liabilities

A deferred tax asset is not recognised when it arises from the initial recognition of an asset or liability in a transaction at the time of the transaction, affects neither accounting profit nor taxable profit or tax loss.

A deferred tax asset is recognised for the carry forward of unused tax losses to the extent that it is probable that future taxable profit will be available against which the unused tax losses can be utilised.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted by the reporting date.

Income tax expenses

Current and deferred taxes are recognised as income or an expense and included in profit or loss for the period, except to the extent that the tax arises from:

- transaction or event which is recognised, in the same or a different period, directly in equity, or
- business combination.

Current tax and deferred taxes are charged or credited directly to equity if the tax relates to items that are credited or charged, in the same or a different period, directly to equity.

2.20 Provisions and Contingencies

Provisions are not recognised for future operating losses. If an entity has a contract that is onerous, the present obligation under the contract is recognised and measured as a provision.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES (CONTINUED)

After their initial recognition contingent liabilities recognised in business combinations that are recognised separately are subsequently measured at the higher of:

- the amount that would be recognised as a provision; and
- the amount initially recognised less cumulative amortisation.

Contingent assets and contingent liabilities are not recognised. Contingencies are disclosed in note 38.

2.21 Financial liabilities

The Group classifies its financial liabilities as financial liabilities at amortised cost as the Group does not carry any financial liabilities at fair value through profit or loss. Management determines the classification of the financial liabilities at initial recognition, and re-evaluates this designation at every reporting date.

The Group's financial liabilities are borrowings, accounts payable and accrued liabilities (excluding income received in advance and the leave pay accrual).

2.22 Employee benefits

Pension obligations

The pension schemes comprise two state controlled defined benefit plans and two privately administered defined contribution plans. The pension plans are funded by contributions from the Group, taking account of the recommendations of independent qualified actuaries and are charged to the statement of comprehensive income in the year to which they relate. The Group has no further payment obligations once the contributions have been paid.

Other post retirement obligations

The Group provides post-retirement healthcare benefits to its retirees. The entitlement to these benefits apply to employees employed by the Group before 1 January 2006, and is usually conditional on the employee remaining in service up to retirement age and the completion of a minimum service period.

The liability recognised in the Statement of Financial Position in respect of post-retirement healthcare benefits is the present value of the obligation. The present value of the post-retirement healthcare obligation is determined by discounting the estimated future cash outflows at reasonable interest rates. The current service costs are recognised as an expense in the period that the relevant employee services are received.

The post-retirement healthcare obligation is calculated annually by independent actuaries using the projected unit credit method.

Re-measurements, comprising of actuarial gains and losses, are recognised immediately in the statement of financial position with a corresponding debit or credit to retained earnings through other comprehensive income in the period in which they occur. Re-measurements are not reclassified to profit or loss in subsequent periods.

Leave accrual

Entitlements to annual leave are recognised when they accrue to employees. An accrual is made for the estimated liability for annual leave as a result of services rendered by employees up to the reporting date.

2.23 Reserves and funds

Equity is divided into two broad categories, endowment and contingency funds and non-distributable reserves:

Endowment and contingency funds are further designated into accumulated funds (unrestricted) and funds for specific purposes (restricted). Restricted funds are for funds received and the use which is beyond the control of the University Council. On the other hand, unrestricted funds are under the absolute control of the Council over allocations to fund the activities of the University. Any further funds can be designated as a sub-component of a major category in order to achieve the strategic goals of the University.

Non-distributable reserves are further categorised into property, plant and equipment funds, IFRS revaluation reserve and available for sale asset reserve. IFRS revaluation reserve arose on the first time implementation of IFRS when assets were revalued.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
ACCOUNTING POLICIES (CONTINUED)

Transfers between reserves

The endowment and contingency funds for the University mainly consists of accumulated funds, strategic endowment fund, R90m donation fund, research rollover funds, Wits Business School Phoenix Reserve, Fee Credits for bursaries reserve and dividends funds. These are set up as and when Council deems that a specific strategic objective should be achieved.

Most of the spending and income accrual happens through the normal statement of comprehensive income and consequently flow to the accumulated funds. In order to reflect the true spending or income accrual against the designated reserves or funds, transfers are then effected between the accumulated funds and the specific reserves.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000
3. STATE SUBSIDIES AND GRANTS				
State subsidy for general purpose assistance	2 112 290	1 959 447	2 106 032	1 953 237
Subsidy for Gap Grant Funding	59 809	123 451	59 809	123 451
Subsidy for foundation programmes	385	677	385	677
Subsidy for university capacity and development	22 574	25 372	22 574	25 372
Subsidy for infrastructure and development	4 348	2 856	4 348	2 856
Subsidy for clinical training	105 492	72 101	105 492	72 101
Subsidy for staffing South Africa's Universities	5 031	4 436	5 031	4 436
Subsidy for teaching grant	2 100	-	2 100	-
Subsidy for COVID responsiveness	22 909	-	22 909	-
	2 334 938	2 188 340	2 328 680	2 182 130

There are no unfulfilled conditions or other contingencies attached to the subsidies and grants that have been recognised above, some of which are classified as restricted income.

4. TUITION AND OTHER FEE INCOME

Tuition fees	1 858 535	1 845 814	1 858 535	1 845 814
Short course revenue	104 694	222 113	104 694	222 113
Student and staff accommodation	283 265	370 140	283 265	370 140
Revenue from contracts with customers (recognized over time)	2 246 494	2 438 067	2 246 494	2 438 067
Number of students enrolled at the University	40 856	40 802	40 856	40 802

5. RESEARCH CONTRACTS INCOME

Statutory bodies	249 462	281 019	249 463	281 019
Research external donor funded	2 492 082	2 496 338	27 689	19 239
	2 741 544	2 777 357	277 152	300 257

6. PRIVATE GIFTS & GRANTS INCOME

Donations non-research	38 427	33 202	38 427	33 202
Bursaries and scholarships	118 599	193 334	118 599	193 334
Donations/unconditional gifts	30 775	56 666	43 084	44 448
	187 801	283 202	200 110	268 984

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000
7. OTHER INCOME				
Rental income from Wits Junction	-	-	74 652	74 652
External income-donations-restricted	660 632	847 226	599 637	764 658
Cost recovery income	17 476	17 749	17 477	17 749
Pharmaceutical income	88 880	81 601	-	-
Administration fee received	196 041	211 207	-	-
Other	78 391	143 425	64 541	127 015
	1 041 420	1 301 208	756 307	984 074

Included in other income is an amount for rental income:

During 2020 and prior periods the University received operating lease income from Wits Junction Residences (Pty) Ltd (Wits Junction). As per IFRS 16, the University straight lined the lease rental income. This resulted in accrued lease rental income in the University's financial statements. (Refer to note 22)

Rental income from Wits Junction	74 652	74 652
Future rental income to be earned from lease contract:		
Within one year	57 695	52 931
Between two and five years	287 594	263 848
Beyond five years	883 694	965 135
	1 228 983	1 281 914

8. NET CHANGES IN FAIR VALUE OF INVESTMENTS

Gain on market value adjustments FVPL-equities	93 116	42 506	72 227	39 251
Gain/(loss) on market value adjustments FVPL-debt	9 410	(2 676)	9 410	(2 676)
	102 526	39 830	81 637	36 575

9. PROFIT/ (LOSS) ON SALE OF NON-CURRENT INVESTMENTS

Profit /(loss) on sale of investments financial assets	(16 679)	40 147	(13 940)	26 833
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NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000
10. INTEREST, DIVIDENDS AND EXCHANGE RATE GAINS/ (LOSSES)				
Investments				
Dividend income	18 690	14 478	14 294	7 971
Interest income	184 307	202 730	170 961	185 666
	<u>202 997</u>	<u>217 208</u>	<u>185 255</u>	<u>193 637</u>
Net foreign exchange gains/(losses) on financial activities	(26 901)	16 980	895	1 902
Interest from bank accounts	55 738	73 494	2 654	4 085
Other interest income	30 377	62 673	30 377	62 673
Investment income on Pooled Equity	-	19 250	-	19 250
Interest income on loans to related parties	-	-	410	706
Dividend income from related parties	-	-	17 800	10 900
	<u>262 211</u>	<u>389 605</u>	<u>237 391</u>	<u>293 154</u>
11. EMPLOYEE BENEFIT EXPENSES				
Remuneration - Academic	1 997 755	1 942 372	1 880 601	1 823 958
Remuneration - Professional, Administrative and other	2 503 435	2 460 255	1 067 291	976 418
Pension costs - Academic, professional, administrative and other	358 476	326 429	358 477	326 429
Increase in post-retirement medical liability	18 360	35 630	18 360	35 630
	<u>4 878 026</u>	<u>4 764 686</u>	<u>3 324 729</u>	<u>3 162 435</u>
12. FINANCE COSTS				
Long-term borrowings	68 280	64 776	68 280	64 776
Bank charges	3 290	5 269	3 032	3 677
Other costs	2 777	3 694	641	1 394
Finance costs on lease liability	31 861	34 270	29 349	31 305
Investment management fees	9 310	8 941	8 336	7 918
Commission paid	4 702	5 640	4 702	5 640
	<u>120 220</u>	<u>122 590</u>	<u>114 340</u>	<u>114 710</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
13. EXPENDITURE BY NATURE				
Advertising and marketing cost	44 795	69 197	42 815	66 002
Auditor's remuneration				
-Audit fees	8 692	7 706	6 518	5 190
-Other fees	20 407	24 641	9 170	12 716
Books, journals and electronic media	136 962	104 202	132 230	101 243
Bursaries	463 935	656 046	460 488	652 655
Catering	21 884	25 217	20 599	18 523
Cleaning	20 060	11 138	9 790	1 328
Communication	72 659	64 160	49 344	32 919
Computer consumables, repairs and software costs	120 015	85 229	99 093	55 744
Consulting fees	277 472	254 414	88 118	111 779
Costs of inventories	12 563	29 860	11 387	29 494
Depreciation and amortisation charges (notes 14,15 and 16)	339 346	376 992	266 531	309 386
Employee benefit expenses (note 11)	4 878 026	4 764 686	3 324 729	3 162 435
Fixed property costs	245 059	322 531	223 461	297 773
Finance cost (note 12)	120 219	122 590	114 339	114 710
Increase in impairment of receivables	303 935	125 989	300 599	124 196
Insurance	20 582	18 579	14 223	12 519
Laboratory consumables	153 201	149 337	46 557	46 070
Legal fees	22 700	37 469	18 837	34 947
Loss on sale of non-current assets	12 961	29 122	-	-
Loss on sale of non-current investments	16 679	-	13 940	-
Managerial and administration fees	435 125	421 176	-	-
Minor furniture and equipment	86 250	67 504	84 197	65 275
Printing and stationery	66 206	104 599	30 629	56 929
Repairs and maintenance	116 289	133 079	97 394	117 881
Research expenses	98 885	71 668	76 409	59 479
Residence overhead	84 605	144 542	84 605	144 542
Hospital access fees	66 928	67 090	66 928	67 090
Security	22 448	28 476	10 996	17 691
Academic costs	15 893	33 892	15 771	33 545
Sub-grant expenses	170 954	176 713	-	-
Transportation expenses	27 998	75 224	7 971	57 241
Travel and accommodation	72 977	251 266	41 010	147 083
Other expenses	85 333	181 995	54 050	119 791
Total Expenditure	8 662 043	9 036 329	5 822 728	6 076 175

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

14. PROPERTY, PLANT AND EQUIPMENT

GROUP

	Land & Buildings R'000	Furniture and Equipment R'000	Vehicles R'000	Total R'000
Year ended 31 December 2020				
Opening net book value	6 950 587	618 290	59 157	7 628 034
Additions	200 693	129 908	34 224	364 825
Reclassified	(4 634)	358	4 276	-
Disposals	(255)	(10 754)	(3 185)	(14 194)
Depreciation	(47 470)	(185 995)	(18 539)	(252 004)
Closing net book value	<u>7 098 921</u>	<u>551 807</u>	<u>75 933</u>	<u>7 726 661</u>

At 31 December 2020

Cost	7 739 045	2 091 441	143 080	9 973 566
Accumulated depreciation	<u>(640 124)</u>	<u>(1 539 634)</u>	<u>(67 147)</u>	<u>(2 246 905)</u>
Net book value	<u>7 098 921</u>	<u>551 807</u>	<u>75 933</u>	<u>7 726 661</u>

UNIVERSITY

	Land & Buildings R'000	Furniture and Equipment R'000	Vehicles R'000	Total R'000
Year ended 31 December 2020				
Opening net book value	6 862 835	529 650	24 453	7 416 938
Additions	190 708	83 841	3 643	278 192
Disposals	-	(482)	(417)	(899)
Depreciation	(40 951)	(143 442)	(5 373)	(189 766)
Closing net book value	<u>7 012 592</u>	<u>469 567</u>	<u>22 306</u>	<u>7 504 465</u>

At 31 December 2020

Cost	7 582 319	1 845 960	55 045	9 483 324
Accumulated depreciation	<u>(569 727)</u>	<u>(1 376 393)</u>	<u>(32 739)</u>	<u>(1 978 859)</u>
Net book value	<u>7 012 592</u>	<u>469 567</u>	<u>22 306</u>	<u>7 504 465</u>

Details of land and buildings are available for inspection at the office of the University and its related entities. The University and its related entities are not permitted to dispose of, or otherwise alienate, their land and buildings without the approval of the Minister of Higher Education and Training.

Certain of the above items of property, plant and equipment are secured as set out in note 29.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

14. PROPERTY, PLANT AND EQUIPMENT (continued)

GROUP

	Land & Buildings R'000	Furniture and Equipment R'000	Vehicles R'000	Total R'000
Year ended 31 December 2019				
Opening net book value	6 844 034	618 207	46 853	7 509 094
Additions	159 312	244 512	37 965	441 788
Transfers	(1 128)	1 128	-	-
Disposals	(5 292)	(12 101)	(13 513)	(30 905)
Depreciation	(46 339)	(233 456)	(12 149)	(291 943)
Closing net book value*	<u>6 950 587</u>	<u>618 290</u>	<u>59 157</u>	<u>7 628 034</u>

At 31 December 2019

Cost	7 543 773	2 023 706	112 579	9 680 059
Accumulated depreciation	<u>(593 185)</u>	<u>(1 405 416)</u>	<u>(53 423)</u>	<u>(2 052 025)</u>
Net book value	<u>6 950 587</u>	<u>618 290</u>	<u>59 157</u>	<u>7 628 034</u>

*Included in the net book value is work in progress amounting to R405m in land and buildings and furniture and equipment categories.

UNIVERSITY

	Land & Buildings R'000	Furniture and Equipment R'000	Vehicles R'000	Total R'000
Year ended 31 December 2019				
Opening net book value	6 755 341	523 931	17 291	7 296 563
Additions	147 453	197 047	12 003	356 504
Disposals	-	(1 426)	(72)	(1 498)
Depreciation	(39 959)	(189 901)	(4 770)	(234 631)
Closing net book value	<u>6 862 835</u>	<u>529 650</u>	<u>24 453</u>	<u>7 416 938</u>

At 31 December 2019

Cost	7 392 088	1 769 289	53 966	9 215 343
Accumulated depreciation	<u>(529 253)</u>	<u>(1 239 639)</u>	<u>(29 513)</u>	<u>(1 798 405)</u>
Net book value	<u>6 862 835</u>	<u>529 650</u>	<u>24 453</u>	<u>7 416 938</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000

14. PROPERTY, PLANT AND EQUIPMENT (continued)

Furniture, equipment and vehicles where the University is a lessee of assets of low value category/threshold in terms of IFRS 16 on Leases. These do not form part of the right of use asset as the individual costs are below the low value assets threshold.

Cost – capitalised finance leases	64 637	61 569	64 637	61 569
Accumulated depreciation	(60 638)	(58 366)	(60 638)	(58 366)
Net book value	3 999	3 203	3 999	3 203

15. RIGHT- OF- USE ASSETS

The group has capitalised assets that are leased in line with IFRS 16.

GROUP

	Land & Buildings	Furniture and	Vehicles	Total
	R'000	Equipment	R'000	R'000
At 31 December 2020				
Opening net book value	201 204	14 566	22 024	237 794
Additions	17 233	-	-	17 233
Adjustments	-	4 228	21 969	26 197
Disposals	(1 661)	-	-	(1 661)
Depreciation	(45 610)	(8 692)	(9 946)	(64 248)
Closing net book value	171 166	10 102	34 047	215 315

At 31 December 2020

Cost	299 614	26 078	58 676	384 368
Accumulated depreciation	(128 448)	(15 976)	(24 629)	(169 053)
Net book value	171 166	10 102	34 047	215 315

UNIVERSITY

	Land & Buildings	Furniture and	Vehicles	Total
	R'000	Equipment	R'000	R'000
Year ended 31 December 2020				
Opening net book value	176 384	14 566	22 024	212 974
Additions	13 773	-	-	13 773
Adjustments	-	4 228	21 969	26 197
Depreciation	(35 035)	(8 692)	(9 946)	(53 673)
Closing net book value	155 122	10 102	34 047	199 271

At 31 December 2020

Cost	260 190	26 077	58 676	344 943
Accumulated depreciation	(105 068)	(15 975)	(24 629)	(145 672)
Net book value	155 122	10 102	34 047	199 271

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

15. RIGHT- OF- USE ASSETS (continued)

GROUP

	Land & Buildings R'000	Furniture and Equipment R'000	Vehicles R'000	Total R'000
Year ended 31 December 2019				
Opening net book value	232 040	-	29 366	261 406
Disposals/(Additions)	13 925	21 849	-	35 774
Depreciation	(44 761)	(7 283)	(7 341)	(59 385)
Closing net book value	<u>201 204</u>	<u>14 566</u>	<u>22 024</u>	<u>237 795</u>

At 31 December 2019

Cost	284 042	21 849	36 707	342 599
Accumulated depreciation	(82 838)	(7 283)	(14 683)	(104 804)
Net book value	<u>201 204</u>	<u>14 566</u>	<u>22 024</u>	<u>237 795</u>

UNIVERSITY

	Land & Buildings R'000	Furniture and Equipment R'000	Vehicles R'000	Total R'000
Year ended 31 December 2019				
Opening net book value	216 372	-	29 366	245 737
Additions	(5 523)	21 849	-	16 326
Depreciation	(34 464)	(7 283)	(7 341)	(49 089)
Closing net book value	<u>176 384</u>	<u>14 566</u>	<u>22 024</u>	<u>212 974</u>

At 31 December 2019

Cost	246 417	21 849	36 707	304 973
Accumulated depreciation	(70 033)	(7 283)	(14 683)	(91 999)
Net book value	<u>176 384</u>	<u>14 566</u>	<u>22 024</u>	<u>212 974</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

16. INTANGIBLE ASSETS

	GROUP			UNIVERSITY		
	ERP System R'000	IT Software R'000	Total R'000	ERP System R'000	IT Software R'000	Total R'000
Year ended 31 December 2020						
Opening net book value	104 303	768	105 071	104 303	768	105 071
Additions	5 552	13	5 565	5 552	13	5 565
Amortisation	(23 059)	(35)	(23 094)	(23 059)	(35)	(23 094)
Closing net book value	86 796	746	87 542	86 796	746	87 542
At 31 December 2020						
Cost	311 518	995	312 513	311 518	995	312 513
Accumulated amortisation	(224 722)	(249)	(224 971)	(224 722)	(249)	(224 971)
Net book value	86 796	746	87 542	86 796	746	87 542
Year ended 31 December 2019						
Opening net book value	78 024	716	78 740	78 024	716	78 740
Additions	51 974	-	51 974	51 974	-	51 974
Reclassifications	(78)	-	(78)	(78)	-	(78)
Amortisation	-	97	97	-	97	97
Closing net book value	(25 617)	(45)	(25 662)	(25 617)	(45)	(25 662)
	104 302	768	105 070	104 302	768	105 070
At 31 December 2019						
Cost	314 347	1 148	315 495	314 348	1 148	315 496
Accumulated amortisation	(210 425)	(380)	(210 425)	(210 045)	(380)	(210 425)
Net book value	104 302	768	105 070	104 302	768	105 070

GROUP

UNIVERSITY

2020
R'000

2019
R'000

2020
R'000

2019
R'000

17. GOODWILL

Opening balance	486	486	-	-
Additions through business combination	-	-	-	-
Closing balance	486	486	-	-

Effective 1 March 2013, Wits Health Consortium Proprietary Limited acquired 100% of the issued share capital of Third Stream (previously Speer Management Services) Proprietary Limited and as a result, goodwill arose on consolidation. Management has assessed the impairment as required by IAS 36 and there were no indications of impairment as at 31 December 2020.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
18. INVESTMENTS				
Fair value at the beginning of the year	4 028 976	3 380 108	3 635 412	2 593 135
Transfers from Pooled Equity-Foundation	(285)	-	(29 494)	443 745
Reclassifications of FNB Call to FNB Cash	(29 494)	-	-	-
Purchases	4 942 839	4 922 153	4 639 459	4 300 800
Disposals	(4 422 876)	(4 570 567)	(4 151 606)	(3 960 238)
Investment income capitalised	226 488	262 747	209 430	224 074
Investment management fees	(9 824)	(5 703)	(8 607)	(3 067)
Market value adjustments	102 528	40 238	81 638	36 983
Fair value at the end of the year-long term	4 838 352	4 028 976	4 376 232	3 635 432
Investments – Long Term	1 938 920	3 383 422	1 476 800	2 989 878
Investments – Short Term	2 899 432	645 554	2 899 432	645 554
Total - Fair value at the end of the year	4 838 352	4 028 976	4 376 232	3 635 432

INVESTMENTS – 2020

	Fair Value R'000 Wits University	Fair Value R'000 Wits Foundation	Fair Value R'000 Consolidated
Equity domestic – listed	310 138	156 650	466 788
Equity domestic – unlisted	5 325	150	5 475
Hedge funds –domestic	-	2 045	2 045
Equity international – listed	155 358	47 539	202 897
Bonds – domestic	512 737	99 525	612 262
Bonds-international	11 427	-	11 427
Property-domestic	-	2 949	2 949
Unit trust funds – domestic	481 815	-	481 815
Unit trust funds – international	-	50 097	50 097
International other funds	-	201	201
Money market funds-Long term	-	102 964	102 964
Investments – Long Term	1 476 800	462 120	1 938 920
Money market funds - short term	2 899 432	-	2 899 432
Total Investments	4 376 232	462 120	4 838 352

INVESTMENTS – 2019

Equity domestic – listed	261 003	151 884	412 887
Equity domestic – unlisted	6 002	31	6 033
Hedge funds –domestic	-	3 599	3 599
Equity international – listed	134 218	44 703	178 921
Bonds – domestic	556 001	91 787	647 788
Bonds-international	14 487	-	14 487
Property-domestic	-	5 519	5 519
Unit trust funds – domestic	433 283	-	433 283
Unit trust funds – international	-	50 439	50 439
International other funds	-	516	516
Money market funds - short term	645 554	-	645 554
Money market funds - long term	1 584 884	45 066	1 629 950
	3 635 432	393 544	4 028 976

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

18. INVESTMENTS (continued)

The table below presents financial assets and liabilities measured at fair value at the reporting date in accordance with the fair value hierarchy. This hierarchy categorises financial assets and liabilities into three levels based on the significance of inputs used in measuring the fair value of the financial assets and liabilities. The fair value hierarchy has the following levels:

- Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities;
- Level 2: inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices); and
- Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs).

The Wits Group does not have any level 3 investments.

The level within which the financial asset or liability is classified is determined based on the most significant input to the fair value measurement. The financial assets and liabilities measured at fair value in the Statement of Financial Position are grouped into the fair value hierarchy as follows:

	GROUP 2020			UNIVERSITY 2020		
	Level 1 R'000	Level 2 R'000	Total R'000	Level 1 R'000	Level 2 R'000	Total R'000
Investments						
Equities	669 685	5 475	675 160	465 496	5 325	470 821
Bonds	623 689	-	623 689	524 164	-	524 164
Hedge funds	2 246	-	2 246	-	-	-
Unit Trusts	531 912	-	531 912	481 815	-	481 815
Real estate	2 949	-	2 949	-	-	-
Money market	3 002 396	-	3 002 396	2 899 432	-	2 899 432
	4 832 877	5 475	4 838 352	4 370 907	5 325	4 376 232

	GROUP 2019			UNIVERSITY 2019		
	Level 1 R'000	Level 2 R'000	Total R'000	Level 1 R'000	Level 2 R'000	Total R'000
Investments						
Equities	592 324	6 033	598 357	395 221	6 002	401 223
Bonds	662 275	-	662 275	570 488	-	570 488
Hedge funds	3 599	-	3 599	-	-	-
Unit Trusts	483 722	-	483 722	433 283	-	433 283
Real estate	5 519	-	5 519	-	-	-
Money market	2 275 504	-	2 275 504	2 230 438	-	2 230 438
	4 022 943	6 033	4 028 976	3 629 430	6 002	3 635 432

The fair values of the publicly traded financial instruments are based on stock exchange prices as at the reporting date. A register of investments is available for inspection at the offices of the University.

Due to the nature of the research business, as well as the capital expansion projects that are externally funded, the University/Group ring fences certain funds for the purposes of spending against specific projects. These funds are not available to the greater University/Group. This amounts to University R2, 1 billion /Group R2, 1 billion (2019: University R2, 3 billion /Group R2, 3 billion).

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	UNIVERSITY	
	2020	2019
	R'000	R'000
19. INTERESTS IN CONTROLLED ENTITIES AND AMOUNTS (DUE)/RECEIVABLE		
University of the Witwatersrand Foundation	59 556	40 606
Funds owed to the University but not yet transferred-current	47 948	29 075
Third Party Funds administered by Foundation on behalf of the University-non current	11 608	11 199
Pooled Equity Fund-non current	-	333
The pooled equity fund is administered by the Foundation on behalf of the University. The fund is made up as follows:		
Capital invested by fund participants	-	333
During 2019 a greater part of the pooled equity fund was transferred from the University of Witwatersrand Foundation to the University of the Witwatersrand.		
Wits Commercial Enterprises (Pty) Ltd	(1 003)	(191)
A wholly owned (100%) related entity of the University. Shares: R100		
Shareholder's Current Loan	(1 003)	(191)
Wits Junction (Pty) Ltd	42 453	29 481
A wholly owned (100%) related entity of the University Shares: R2		
Intercompany Loan-Non Current	42 453	29 481
The loan is unsecured, bears no interest and has no fixed terms of repayment. The Shareholder, University of the Witwatersrand, Johannesburg agrees to subordinate its loan as long as the liabilities of Wits Junction exceeds its assets, fairly valued.		
Gross	101 006	69 897
Less: current portion	(46 945)	(28 884)
Total long term interest in controlled entities and amounts (due)/receivable	54 061	41 013

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
20. STUDENT LOANS				
Financial assets:				
Student loans	120	346	120	346
Less: loss allowance	(120)	(346)	(120)	(346)
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

The weighted average annual interest rate was as follows :

Student loans	10.0%	12.25%	10.0%	12.25%
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Movement in the loss allowance of student loans is as follows:

At 1 January	346	1 265	346	1 265
Receivables written off during the year	(226)	(920)	(226)	(920)
At 31 December	<u>120</u>	<u>346</u>	<u>120</u>	<u>346</u>

Student loans are unsecured.

Loans were granted to students based on a contractual agreement. No further loans have been granted since 2006. Repayment of the loans commences once the student has graduated and the loan is repayable over 3 years. Interest is charged at prime +3% per annum, and the loan accrues interest once the student has graduated. A loss allowance of student loans is made when it is established that the University will not be able to recover all amounts due according to the original terms of the loans.

21. INTEREST IN JOINT VENTURE AND ASSOCIATED ENTITIES

Bidvest Wits University Football Club (Pty) Limited

Ordinary shares (40%) (Cost: R40, 2019: R40)

	-	-	-	-
Share premium on investment in Bidvest Wits Football Club (Pty) Ltd	-	30 635	-	30 635
Provision for loss allowance	-	(28 518)	-	(28 518)

The Group has equity accounted for its share of the associated company's results since the accumulated loss is less than the share premium as at 30 December 2020.

	<u>-</u>	<u>2 117</u>	<u>-</u>	<u>2 117</u>
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In June 2020, the University sold its share of the associated company Bidvest Wits University Football Club (Pty) limited in for an amount of R5 million. The proceeds were donated to the student bursary endowment fund under Wits Foundation's management.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
21. INTEREST IN JOINT VENTURE AND ASSOCIATED ENTITIES (continued)				
The Wits University Donald Gordon Medical Centre (Pty) Limited				
The University owns an interest of 50,1% in this entity. This entity is equity accounted as a Joint Venture per the agreement.				
Share Capital	2 802	2 802	2 802	2 802
Share premium	2 500	2 500	2 500	2 500
Shareholder's loan				
The loan is interest free and is repayable out of future profits of the company. The loan has been subordinated proportionally to the University's shareholding in favour of The Standard Bank of South Africa and the related entity's other creditors. The subordination will remain in force until such time as the related entity's assets exceed its liabilities for a period of twelve months.				
	109 445	109 445	109 445	109 445
Less: loss allowance	-	-	(34 566)	(23 576)
Share of Equity Accounted Results	(23 575)	(18 807)	-	-
Administered funds	(2)	-	(2)	-
	<u>91 170</u>	<u>95 940</u>	<u>80 179</u>	<u>91 169</u>
Total	<u>91 170</u>	<u>98 057</u>	<u>80 179</u>	<u>93 288</u>

22. ACCRUED LEASE INCOME

The University has leased Land and Buildings to a wholly owned entity Wits Junction Residences Proprietary Limited. The University has straight-lined the lease over the period of the lease in terms of IFRS 16. This has resulted in a deferred asset in the books of the University. Income recognised in revenue for the 2020 year accounted for in Accrued lease income amounts to R318,4 million (2019: R297,6 million). The University straight-lined the lease due to the effect of the structured loan it entered into with Rand Merchant Bank Limited, but on consolidation it has been eliminated.

	-	-	318 390	297 646
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NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000
23. DEFERRED TAXATION				
Deferred taxation arises in a controlled entity and is calculated on all temporary differences according to the liability method using the principal tax rate of 28%				
Deferred Tax Asset				
Prepaid expenses	441	470	-	-
Provisions	294	141	-	-
	<u>735</u>	<u>611</u>	<u>-</u>	<u>-</u>
Reconciliation of deferred tax asset				
At the beginning of the year	610	484	-	-
Originating from PPE	(18)		-	-
Originating for employee benefits	(119)	-	-	-
Originating from provisions, prepaid expenses and other	262	127	-	-
At the end of the year	<u>735</u>	<u>611</u>	<u>-</u>	<u>-</u>
24. OTHER NON-CURRENT RECEIVABLES				
Wits Arts Museum Loan:				
This loan attracts no interest and is repaid monthly in terms of the agreed terms				
Total receivables	319	322	316	322
Current portion	(319)	(322)	(316)	(322)
Long term portion	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Wits Club Loan:				
This loan is advanced to the Wits Club to assist with the financing of the operator of this venue.				
This loan attracts no interest and is repaid monthly in terms of the agreed turnover model.				
Total receivables	350	367	347	367
Current portion	(350)	(367)	(347)	(367)
Long term portion	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000
24. OTHER NON-CURRENT RECEIVABLES (continued)				
Loan to Donald Gordon Medical Centre (Pty) Ltd				
A loan was advanced to the Wits University Donald Gordon Medical Centre (Pty) Ltd by the University of the Witwatersrand Foundation. The loan is unsecured and is interest free. The loan has no fixed repayment terms and is not expected to be called within the next 12 months.				
Loan to the Wits University Donald Gordon Medical Centre (Pty) Ltd	11 000	11 000	-	-
Less: Provision for impairment	(6 000)	(6 000)	-	-
	5 000	5 000	-	-
Total Other Non-Current Receivables				
Total receivables	5 669	5 689	663	689
Current portion	(669)	(689)	(663)	(689)
Long term portion	5 000	5 000	-	-
25. INVENTORIES				
Books, stationery, technical inventories, stores for repairs and maintenance, study material and cleaning material.				
	15 168	14 202	13 911	12 957
26. TRADE AND OTHER RECEIVABLES				
Financial assets:	1 074 464	903 059	674 239	542 263
Trade receivables	222 335	189 632	238 550	147 827
Less: Provision for loss allowance	(60 729)	(47 860)	(50 824)	(43 397)
	161 606	141 773	187 726	104 430
Student debtors	1 024 143	765 180	1 024 143	765 180
Less: Provision for loss allowance	(558 083)	(360 374)	(558 083)	(360 374)
	466 060	404 806	466 060	404 806
Loans to employees	4	4	4	4
Less: Provision for loss allowance	(4)	(4)	(4)	(4)
	-	-	-	-
Other receivables	446 798	356 480	20 453	33 027
Non-financial assets:	50 941	63 712	21 803	51 664
Prepayments	22 707	52 552	21 342	51 664
Value-added tax	28 234	11 160	461	-
	1 125 405	966 771	696 042	593 927

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000

26. TRADE AND OTHER RECEIVABLES (continued)

Classification as trade and other receivables

Trade and other receivables are amounts due from students, grantors and customers for educational services, research services and goods sold and other services performed in the ordinary course of business. They are generally due for settlement within 30 to 180 days and therefore are all classified as current. Trade and other receivables are recognised initially at the amount of consideration that is unconditional unless they contain significant financing components, when they are recognised at fair value. The group holds trade receivables with the objective to collect the contractual cash flows and therefore measures them subsequently at amortised cost using the effective interest method.

Fair values of trade and other receivables

Due to the short-term nature of the current and other receivables, their carrying amount is considered to be the same as their fair value.

Impairment and risk exposure

The Group applies the IFRS 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade receivables. To measure the expected credit losses, trade receivables have been grouped together on shared risk characteristics and the days past due.

The expected loss rates are based on the underlying make-up of the receivable, payment trends and history of the market, political and social conditions for each category.

Trade receivables that are less than 90 days past due are not considered to be impaired. As of 31 December 2020, trade receivables of the Group R28, 7 million, University R5, 3 million. (2019: the Group R73, 4 million, University R52, 2 million) were past due but not considered impaired.

The ageing of trade receivables is as follows:

	222 335	189 632	238 550	147 827
Fully Performing: 0-30 days	21 365	47 635	70 541	37 841
30-60 days	63 906	40 242	46 263	23 509
60-90 days	68 979	33 129	65 641	26 643
Over 90 days	68 085	68 626	56 105	57 834
Provision for Loss allowance	(60 729)	(47 860)	(50 824)	(43 397)
Net	161 606	141 773	187 726	104 430

Movements in the provision for loss allowance of trade receivables are as follows:

At 1 January	47 860	58 622	43 397	54 488
Provision for loss allowance	16 961	(5 042)	9 330	(7 171)
Receivables written off during the year	(4 092)	(5 720)	(1 903)	(3 920)
At 31 December	60 729	47 860	50 824	43 397

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000

26. TRADE AND OTHER RECEIVABLES (continued)

The loss allowance as at 31 December 2020 in accordance with IFRS 9 was determined as follows for trade receivables.

31 December 2020	Current to 90 days	Over 90 days	Total
UNIVERSITY			
Expected Loss Rate	0%	91%	21%
Gross carrying amount – trade receivables	182 445	56 105	238 550
Loss allowance	-	50 824	50 824
GROUP			
Expected Loss Rate	0%	68%	27%
Gross carrying amount – trade receivables	132 885	89 450	222 335
Loss allowance	-	60 729	60 729

The loss allowance as at 31 December 2019 in accordance with IFRS9 was determined as follows for trade receivables.

31 December 2019	Current to 90 days	Over 90 days	Total
UNIVERSITY			
Expected Loss Rate	0%	75%	29%
Gross carrying amount – trade receivables	89 993	57 834	147 827
Loss allowance	-	43 397	43 397
GROUP			
Expected Loss Rate	0%	70%	25%
Gross carrying amount – trade receivables	121 006	68 626	189 632
Loss allowance	-	47 860	47 860

Student Receivables

Student debtors that are less than one year past due at 31 December 2020 but have been paid by 28 February 2021 are not considered impaired. As at 31 December 2020, student debtors of R505 million (2019: R505 million) were past due but not impaired. The ageing of student debtors is as follows:

The ageing of student debtors is as follows:

Students enrolled for the current year	715 273	532 185	715 273	532 185
Students enrolled for previous years	308 870	232 995	308 870	232 995
Less: Provision for loss allowance	(558 083)	(360 374)	(558 083)	(360 374)
	<u>466 060</u>	<u>404 806</u>	<u>466 060</u>	<u>404 806</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000

26. TRADE AND OTHER RECEIVABLES (continued)

Movements in the provision for loss allowance of student debtors are as follows:

At 1 January	360 374	290 529	360 374	290 529
Provision for loss allowance	276 090	125 741	276 090	125 741
Receivables written off during the year	(78 381)	(55 896)	(78 381)	(55 896)
At 31 December	558 083	360 374	558 083	360 374

The loss allowance as at 31 December 2020 (IFRS 9) was determined as follows for student receivables.

31 December 2020	Current year	Previous years	Total
GROUP AND UNIVERSITY	Enrolments for 2020	Enrolments for 2019 and prior	
Expected Loss Rate	36%	98%	55%
Gross carrying amount – student receivables	715 273	308 870	1 024 143
Loss allowance	254 605	303 478	558 083

The loss allowance as at 31 December 2019 (IFRS 9) was determined as follows for student receivables.

31 December 2019	Current year	Previous years	Total
GROUP AND UNIVERSITY			
Expected Loss Rate	26%	94%	47%
Gross carrying amount – student receivables	532 185	232 995	765 180
Loss allowance	140 249	220 125	360 374

Staff Loans

All outstanding staff loans have been considered by management to be seen as impaired. No further loans have been granted since 2006. Interest is charged at 12.25% (2019: 12.25%) per annum.

Movement in the provision for loss allowance of staff loans are as follows:

At 1 January	4	7	4	7
Provision for staff loans	(4)	(7)	(4)	(7)
At 31 December	-	-	-	-

CREDIT QUALITY OF FINANCIAL ASSETS –ACCOUNTS RECEIVABLE

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:

Counterparties without external credit rating:

Group 1 – Existing student accounts with some de-defaults in the past	466 060	404 806	466 060	404 806
Group 2- Trade debtors with some defaults in the past	161 606	141 773	187 726	104 430
Group 3 – Other receivables	446 798	356 480	20 453	33 027
Total receivables (see above)	1 074 464	903 059	674 239	542 263

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000
27. TAX RECEIVABLE				
Tax receivable	53	159	-	-
Tax payable	(308)	(738)	-	-
Net	<u>(255)</u>	<u>(579)</u>	<u>-</u>	<u>-</u>
Reconciliation of tax (paid)/received				
Opening balance	(579)	112	-	-
Current tax for the period recognised in profit	(1 268)	(615)	-	-
Other adjustments- prior period	(228)	(307)	-	-
Tax paid during the period under review	1 820	231	-	-
Balance at the end of the year	<u>(255)</u>	<u>(579)</u>	<u>-</u>	<u>-</u>
28. CASH AND CASH EQUIVALENTS				
Bank balances	1 552 861	1 171 117	75 590	102 944
Short-term deposits	314 398	215 089	79 458	-
	<u>1 867 259</u>	<u>1 386 206</u>	<u>155 048</u>	<u>102 944</u>

The weighted average annual effective interest rate on short-term bank deposits was 3.13% (2019: 5.0%).

Due to the nature of the research business of the University and certain of its controlled entities certain cash monies are ring fenced for the purposes of spending against specific projects, and are not available to the greater group.

This amounts to Group: R1. 527 million, University: Nil (2019: Group R1. 165 million, University: Nil).

As at 31 December 2020 an amount of R51 million from the Group Bank balances is committed (2019: Group R17 million).

At 31 December 2020, the group had R20 million (University: Nil) undrawn available borrowing facilities with FNB and for 2019 (Group: R20 million and University: Nil). The University had also available a settlement facility of R300 million (2019: R184 million) with First National Bank (FNB) and also guarantees issued amounting to R0.06 million (2019: R0.06 million).

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

GROUP

UNIVERSITY

	2020 R'000	2019 R'000	2020 R'000	2019 R'000
29. BORROWINGS				
Rand Merchant Bank Limited	505 723	497 445	505 723	497 445
The loan bears interest at an average rate of 12.41% per annum. It is secured by a mortgage bond over land and buildings at Erf 815, Parktown Township. The loan is structured to account for high interest repayments at the beginning of the loan term resulting in an increase in the loan balance.				
Innovent leases	16 891	28 440	16 891	28 440
Operating rental leases capitalised. The leases bear interest at an average 4.53% per annum (2019: 5,21%), and are repayable in quarterly instalments of R3, 2 million (2019: R4, 3 million). The agreements are secured by computer equipment with a book value of R4, 0 million (2019: R3, 2million). These are considered to be low value assets.				
IFRS 16 lease liability	263 419	275 070	243 111	246 987
Operating leases capitalised as per the new IFRS16 on leases. The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the group's incremental borrowing rate. The group uses the incremental borrowing rate as the discount rate. The leases are mainly in respect of buildings for students residences.				
First National Bank Limited	21 807	23 581	-	-
This loan is unsecured, bears interest at the prime lending rate minus 0.8%, and is repayable over 10 years.				
Other	1 850	-	-	-
Total borrowings	809 691	824 537	765 725	772 872
Less: Current portion of borrowings	100 929	97 043	88 888	85 011
Innovent lease	9 875	16 827	9 875	16 827
First National Bank	2 886	2 127	-	-
IFRS 16 lease liability	87 817	78 088	79 013	68 184
Other	351	-	-	-
Long Term Portion of borrowings	708 762	727 493	676 837	687 861

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
29. BORROWINGS (continued)				
Borrowings				
At flexible rates	287 076	298 652	243 111	246 987
At fixed rates	522 614	525 885	522 614	525 885
Total borrowings	809 690	824 537	765 725	772 872
Effective annual interest rates:				
First National Bank loan	9.5%	9.2%	-	-
Innovent leases- average rate	4.53%	5.21%	4.53%	5.35%
IFRS 16 Lease liability	11.00%	11.00%	11.00%	11.00%
Rand Merchant Bank bond over land and buildings – average rate	12.41%	12.41%	12.41%	12.41%

These liabilities were measured at the present value of the remaining lease payments, discounted using the lessee's incremental borrowing rate for the year ended 31 December 2020. The weighted average Incremental borrowing rate (IBR) applied to the lease liabilities for the year ended 31 December 2020 was 11% (2019: 11%).

The group and university's leasing activities

The Group and University leases property and equipment from various lessors in the fulfilment of its teaching, learning and research activities. The leases/rental agreements are mainly for a fixed period with average tenure of 5-10 years. The annual rental increases by CPI (Consumer Price Index) or a factor related to CPI each year. Where relevant, significant renewal options have been factored into determining the lease term/tenure. The rental agreements do not include any other significant contract terms. Some of the University controlled entities enter into agreements with the University as the shareholder, and these are eliminated on consolidation.

Lease liability recognised

Current	87 816	78 088	79 013	68 184
Non-current	175 603	196 982	164 098	178 803
	263 419	275 070	243 111	246 987

Lease liability movement

Opening balance	275 070	282 475	246 987	266 470
Increase in lease liability	39 970	35 774	39 970	16 324
Finance costs	31 861	34 270	29 349	31 305
Repayments	(83 482)	(77 449)	(73 195)	(67 113)
	263 419	275 070	243 111	246 987

The University received a rental concessions for a sum of R3.3 million for the current year as a direct consequence of the COVID-19 pandemic. The practical expedient was applied as all conditions in the amendment were met. The application of the practical expedient resulted in a profit of R2.0 million.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000

30. PENSION AND POST-RETIREMENT HEALTHCARE BENEFIT OBLIGATIONS

Pension schemes

The Group established pension schemes covering substantially all employees. The pension schemes comprise two state controlled final salary defined benefit plans and two privately administered defined contribution plans. The assets of the funded plans are held independently of the Group's assets in separate trustee administered funds. Independent actuaries value the schemes periodically. The Group has no known liabilities at 31 December 2020 in respect of any of its pension schemes.

Cost of pension contributions for the year were Group and University: R358 million, (2019: Group and University: R326 million).

Post-retirement healthcare benefit obligations

The Group provides post-retirement healthcare benefits to its qualifying retirees. An actuarial valuation of the future obligations in terms of this scheme was carried out as at 31 December 2020. The present value of the Group's obligations is as follows:

Accrued employer liability in respect of employed members	198 054	167 466	198 054	167 466
Accrued employer liability in respect of retired members	465 674	483 814	465 674	483 814
Post-retirement benefit obligation	663 728	651 280	663 728	651 280

The University is a going concern with its assets fairly valued exceeds all its liabilities. There are no legal plan assets matching this liability. The University manages this liability cognisant of its moral and legal obligations, together with consideration of the University's sustainability and affordability over the duration of the liability.

The method used for establishing the service cost is the Projected Unit Credit Method prescribed by IAS19. Actuarial gains and losses are recognised as they arise.

Amounts recognised in the statement of comprehensive income in respect of this scheme are as follows:

Employer benefit payments	(42 669)	(39 947)	(42 669)	(39 947)
Service cost	7 486	8 858	7 486	8 858
Interest cost	65 991	66 719	65 991	66 719
	30 808	35 630	30 808	35 630

Amounts recognised in other comprehensive income in respect of this scheme are as follows:

Actuarial loss	(18 360)	(66 313)	(18 360)	(66 313)
Total amounts recognised	12 448	(30 683)	12 448	(30 683)

The amount included in the Statement of Financial Position arising from the Group's obligation in respect of the defined benefit post-retirement medical aid plan is as follows:

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
30. PENSION AND POST-RETIREMENT HEALTHCARE BENEFIT OBLIGATIONS (continued)				
At beginning of year	651 280	681 963	651 280	681 963
Amounts debited to the income statement	30 808	35 630	30 808	35 630
Amounts (credited)/debited to the statement of other comprehensive income	(18 360)	(66 313)	(18 360)	(66 313)
At end of year	663 728	651 280	663 728	651 280

Post-retirement healthcare benefit obligations

Sensitivity Analysis

The provision for post-retirement healthcare obligations is particularly sensitive to changes in the assumption regarding future increases in medical scheme contributions. This is illustrated as follows:

Illustration of the impact of a 1% increase or decrease in the assumed future rate of medical inflation:

GROUP AND UNIVERSITY	Base assumption 8.7% p.a.	1% Increase 9.7% p.a.	1% Decrease 7.7% p.a.
Liability as at 31 December 2020	663 728	737 572	601 245
Service costs + interest costs	73 477	95 720	76 487
% Liability change		11.1%	(9.4%)
% Income Statement Recognition change		12.3%	(10.3%)

Illustration of the impact of a 1.0% increase or decrease in the assumed discount rate:

GROUP AND UNIVERSITY	Base assumption 12% p.a.	1.0% Increase 13.0% p.a.	1.0% Decrease 11.0% p.a.
Liability	663 728	601 055	738 861
% Liability change		(9.4%)	11.3%

The assumptions have been based on the requirements of IAS19. The main actuarial assumptions used for the valuation at 31 December 2020 and 2019 were:

Economic assumptions	GROUP AND UNIVERSITY	
	2020	2019
Net discount rate	3.04%	2.41%
Health care cost inflation	8.70%	7.90%
Discount rate	12.00%	10.50%

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

30. PENSION AND POST-RETIREMENT HEALTHCARE BENEFIT OBLIGATIONS (continued)

Demographic assumptions

Retirement age

An average retirement age of 64.1(2019 – 63.7) was used.

Mortality

Mortality pre-retirement has been based on the SA 85-90 table, and mortality post-retirement on a PA (90) ultimate rated down 2 years + 1.00% p.a. improvement from 2006.

Withdrawal

Withdrawal from service of the Group was assumed as follows:

Age	GROUP AND UNIVERSITY	
	2020 Annual rate of withdrawals	2019 Annual rate of withdrawals
0-20	15%	15%
21-25	10%	10%
26-30	7%	7%
31-35	4%	4%
36-40	2%	2%
41-45	0%	0%
46+	0%	0%

Age of spouse

It was assumed that a husband was four years older than his wife.

Continuation of membership at retirement

It was assumed that 100% (0% discontinuance rate) in-service members of the scheme will continue to participate in the medical scheme upon reaching retirement.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
31. GOVERNMENT GRANTS – DEFERRED INCOME				
Infrastructure and Efficiency Funding Grants				
The Department of Higher Education and Training has granted the University funds in respect of infrastructure and efficiency to assist with improving institutional infrastructure and academic efficiency with a view to improved student outcomes.				
Balance of funds at 1 January	1 115 524	986 118	1 115 524	986 118
Government grant received during the year	133 030	116 902	133 030	116 902
Reallocations to other grants (COVID Responsiveness)	(30 000)	(6 965)	(30 000)	(6 965)
Interest earned	19 178	22 325	19 178	22 325
Amounts taken to Statement of Comprehensive Income	(4 348)	(2 856)	(4 348)	(2 856)
Balance of funds at 31 December	1 233 384	1 115 524	1 233 384	1 115 524
Clinical Training Grant				
The Department of Higher Education and Training has granted the University funds in respect of clinical training in medicine, dentistry and the allied health professions.				
Balance at 1 January	151 893	171 582	151 893	171 582
Government grant received during the year	49 097	64 161	49 097	64 161
Interest earned	1 873	3 966	1 873	3 966
Reallocation to other government grants	-	(15 715)	-	(15 715)
Amounts taken to Statement of Comprehensive Income	(105 492)	(72 101)	(105 492)	(72 101)
Balance of funds at 31 December	97 371	151 893	97 371	151 893
University Capacity and Development				
The Department of Higher Education and Training has granted the University funds in respect of various projects towards improving the student's development and experience at the University.				
Balance at 1 January	3 510	7 232	3 510	7 232
Government grant received during the year	10 348	20 972	10 348	20 972
Interest earned	24	678	24	678
Reallocation to COVID responsiveness grant	(131)	-	(131)	-
Amounts taken to Statement of Comprehensive Income	(22 574)	(25 372)	(22 574)	(25 372)
Balance of funds at 31 December	(8 823)	3 510	(8 823)	3 510

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000
31. GOVERNMENT GRANTS – DEFERRED INCOME (continued)				
Foundation Grant				
The Department of Higher Education and Training has granted the University funds to enhance the success rates of students who meet the minimum admission requirements of an institution and to ensure higher throughput and ultimately higher graduation rates at universities.				
Balance at 1 January	33	151	33	151
Government grant received during the year	431	465	431	465
Interest earned	-	94	-	94
Amounts taken to Statement of Comprehensive Income	(385)	(677)	(385)	(677)
Balance of funds at 31 December	79	33	79	33
Staffing South Africa's New Universities				
The Department of Higher Education and Training has granted the University funds to appoint posts for the New Generation of Academics programme as part of the first phase of the Staffing South Africa's Universities Framework.				
Balance at 1 January	6 884	10 740	6 884	10 740
Interest earned	271	580	271	580
Amounts taken to Statement of Comprehensive Income	(5 031)	(4 436)	(5 031)	(4 436)
Balance of funds at 31 December	2 124	6 884	2 124	6 884
COVID-19 Responsiveness Grant				
The Department of Higher Education and Training has granted the University funds to manage the impact of the pandemic on the University.				
Balance at 1 January	-	-	-	-
Government grant received during the year	30 131	-	30 131	-
Interest earned	243	-	243	-
Amounts taken to Statement of Comprehensive Income	(22 909)	-	(22 909)	-
Balance of funds at 31 December	7 465	-	7 465	-
Teaching and Development Grant				
The Department of Higher Education and Training has granted the University funds towards improving the student's development and experience at the University.				
Balance at 1 January	-	-	-	-
Government grant received during the year	3 919	-	3 919	-
Amounts taken to Statement of Comprehensive Income	(2 100)	-	(2 100)	-
Balance of funds at 31 December	1 819	-	1 819	-
Total Gross Government grants	1 333 419	1 277 844	1 333 419	1 277 844

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000
31. GOVERNMENT GRANTS – DEFERRED INCOME (continued)				
Current Portion				
Infrastructure and efficiency funding grant	4 348	2 856	4 348	2 856
Clinical Teaching Grant	105 492	72 101	105 492	72 101
Teaching Development Grant	22 574	25 372	22 574	25 372
Foundation Grant	385	677	385	677
Staffing of South Africa's New Universities	5 031	4 436	5 031	4 436
COVID-19 Responsiveness Grant	22 909	-	22 909	-
Teaching Development Grant	2 100	-	2 100	-
Current portion	162 839	105 442	162 839	105 442
Total Government grants-non current	1 170 580	1 172 402	1 170 580	1 172 402

32. DEFERRED INCOME & OTHER LIABILITIES

Pooled Equity (PE) liability

-Current portion	3 527	16 512	3 527	16 512
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Wits Commercial Enterprises

-Other deferred income on restricted projects-current	-	44 969	-	-
-Other deferred income on restricted projects-non current	-	6 798	-	-

Wits Junction Parkade

Income received in advance from Netcare for the rental of the Parkade. The lease commenced on 01 April 2013 and the lease term is for a period of 15 years.

	7 239	8 214	7 239	8 214
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Helpmekaar Kollege NPC

Income received in advance from Helpmekaar Kollege NPC for the use of the Astro Turf hockey pitch. The lease commenced on 29 January 2014 and the lease term is for a period of 20 years.

	2 869	3 308	2 869	3 088
	13 635	79 581	13 635	27 814

New Universities and Macro-infrastructure framework

The New University Project was for the development for new institutions of higher learning in the Mpumalanga and Northern Cape provinces. The project has been closed off in 2017 and the University is holding funds for future projects to be agreed with the DHET

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
32. DEFERRED INCOME & OTHER LIABILITIES (continued)				
Balance at 1 January	131 945	123 481	131 945	123 481
Interest earned	7 083	1 500	7 083	1 500
Government grants-reallocated	-	6 965	-	6 965
New Universities –other liability-current	139 028	131 945	139 028	131 945
IFRS 15 Deferred Revenue				
In accordance with IFRS 15, and receipts arising from contracts, grants, donations, and income on specifically purposed endowments are initially brought into the statement of financial as a liability or deferred income and later released to restricted revenue on the fulfilment of the applicable performance obligations. On average most of these projects have a tenure of 3-5 years.				
Non-current portion	323 022	174 946	323 022	174 946
Current portion	519 370	542 274	519 370	542 274
Total	842 392	717 220	842 392	717 220
Total Deferred income				
Non-current portion	336 657	193 046	336 657	186 248
Current portion	658 398	735 700	658 398	690 731
Total	995 055	928 746	995 055	876 979
Current portion of deferred income (as above)	658 398	735 700	658 398	690 731
Current portion of government grants (Note 31)	162 839	105 422	162 839	105 422
Total deferred income and other liabilities-current	821 237	841 122	821 237	796 153
33. TRADE AND OTHER PAYABLES				
Financial liabilities				
Trade payables	475 958	427 260	238 562	251 353
Accrued expenses	316 036	276 760	191 607	144 385
Non-financial liabilities				
Income received in advance	1 875 445	1 299 192	549 510	453 923
Other payables	917 214	622 143	890 587	595 619
Provision for municipal charges for water	66 846	66 846	66 846	66 846
Income tax payable	308	738	-	-
Leave pay accrual	269 873	211 192	267 866	209 452
Value-added tax	1 275	2 689	-	479
Deposits	2 909	2 901	2 909	2 902
	3 925 864	2 909 664	2 207 887	1 724 960

The fair value approximates the carrying amounts.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000
34. STATEMENT OF CASH FLOW NOTES				
34.1 CASH GENERATED FROM OPERATIONS				
Reconciliation of income to cash generated from operations:				
Surplus for year before tax	348 904	519 483	310 728	466 540
Depreciation and amortisation (notes 14,15 &16)	339 346	376 995	266 531	309 386
Deferred Income on government grant (note 31)	(162 839)	(105 442)	(162 839)	(105 442)
Increase in government grants (Note 31)	55 575	102 022	55 575	102 022
Increase in deferred income	605 100	6 979	123 999	6 977
Increase in accrued lease income (note 22)	-	-	(20 744)	(25 115)
Provision for postretirement healthcare benefit obligations (note 30)	12 448	(35 630)	12 448	(35 630)
Profit/ (Loss) on disposal of property, plant and equipment	12 721	28 886	(240)	(236)
(Profit)/loss on sale of financial assets	16 680	(26 833)	13 940	(26 833)
Net changes in fair value on financial assets FVPL(note 8)	(102 527)	(39 830)	(81 637)	(36 575)
Interest income on investments (note 10)	(289 113)	(372 626)	(218 286)	(279 645)
Dividend income from related parties (note 10)	-	-	(17 800)	(10 900)
Interest income from related parties (note 10)	-	-	(410)	(706)
Finance costs (note 12)	120 219	122 590	114 339	114 710
Other non-cash items	47 390	(4 870)	-	-
Foreign exchange gain /(loss) on operating activities (note 10)	26 901	(16 980)	(895)	(1 902)
(Profit)/loss on equity accounted entity	-	-	(2 882)	6 082
Cash from operations before allowing for changes in working capital	1 030 805	554 743	391 827	482 734
Changes in working capital:				
- (Increase)/decrease in trade and other receivables	(311 416)	15 143	(102 114)	(80 771)
- (Increase)/decrease in inventories	(966)	1 791	(955)	1 946
- Increase/(decrease) in other liabilities	4 112	(139 899)	7 083	8 465
- Increase in trade and other payables	571 930	342 291	482 927	295 136
Net changes in working capital	263 661	219 325	386 942	224 775
Cash generated by operations	1 294 466	774 068	778 768	707 510

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000
34. STATEMENT OF CASH FLOW NOTES (continued)				
34.2 RECONCILIATION OF CASH FLOW MOVEMENTS RELATING TO FINANCING ACTIVITIES				
The cash flow movements relating to financing activities are shown below:				
Opening balance (note 29)	558 115	542 286	525 885	519 523
Repayment of borrowings	(85 167)	(79 022)	(76 594)	(79 022)
Proceeds from borrowings	73 323	86 202	73 323	85 385
Cash borrowings	546 271	549 466	522 614	525 885
Lease liability (note 29)	263 420	275 070	243 111	246 987
Total borrowings (note 29)	809 691	824 537	765 725	772 872

Cash flow statement-principal element of lease payments

Add back leased assets depreciation	31 861	34 270	29 349	31 305
Lease cash payments	(83 482)	(77 449)	(73 195)	(67 114)
	(51 621)	(43 179)	(43 846)	(35 809)

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

35. SENIOR MANAGEMENT COMPENSATION AND DIRECTORS EMOLUMENTS

The following disclosures relate to compensation for all executive staff members of the University and directors emoluments of the Group related entities. Remuneration is based on the cost of employment to the Group comprising flexible remuneration packages. These amounts are included under employee costs (note 11).

	2020			
	Basic Salary	Employment and other Benefits	Variable Payments	Total Cost to HEI
	R'000	R'000	R'000	R'000
Directors Emoluments	10 389	525	1 719	12 633
Senior Management-University	24 575	5 960	5 972	36 507
	34 964	6 485	7 691	49 140

Council members do not receive remuneration.

We set out below the detail of Senior Management Compensation of the University as required by the Higher Education Act:

Name	Office Held	Basic Salary R'000	Employment Benefits * R'000	Variable Payments R'000	Housing Benefits R'000	Total Cost to HEI R'000	
Habib, A	Vice-Chancellor and Principal	3 066	779	498	686	5 029	Resigned Dec.2020
Vilakazi, Z	Vice Principal and Acting DVC - Human Resources and Transformation	2 438	477	541	-	3 456	
Crouch, A	Deputy Vice-Chancellor - Academic	735	189	-	-	924	Resigned Mar.2020
Crosley C	University Registrar	1 560	476	395	-	2 431	
Chetty, N	Dean: Faculty of Science	1 577	478	282	-	2 337	
Veale, R	Dean : Faculty of Science (Acting)	-	-	101	-	101	
September, J	Dean of Students	1 658	319	383	-	2 360	
Jandrell ,I	Dean: Faculty of Engineering and the Built Environment	1 601	560	418	-	2 579	
Desai, P	Chief Financial Officer	2 616	59	514	-	3 189	
Stevens, G	Dean: Faculty of Humanities	1 527	529	392	-	2 448	
Sibanyoni, F	Chief Operating Officer	2 216	452	274	-	2 942	
Osman, R	DVC: Academic	1 909	844	518	-	3 271	
Valodia, I	Dean: Faculty of Commerce, Law and Management	1 826	344	418	-	2 588	
Veller, M	Dean: Faculty of Health Sciences	1 846	454	552	-	2 852	Resigned Dec-20
TOTALS		24 575	5 960	5 286	686	36 507	

* Employment benefits include medical aid, provident fund, UIF, SDL and other allowances.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

35. SENIOR MANAGEMENT COMPENSATION AND DIRECTORS EMOLUMENTS (continued)

The following disclosures relate to compensation for all executive staff members of the University and directors emoluments of the Group related entities. Remuneration is based on the cost of employment to the Group comprising flexible remuneration packages. These amounts are included under employee costs (note 11).

	2019			
	Basic Salary R'000	Employment Benefits R'000	Other Allowances/ Payments R'000	Total Cost to HEI R'000
Directors Emoluments	13 957	653	1 184	15 793
Senior Management-University	22 086	5 858	4 804	32 748
	36 043	6 511	5 988	48 541

Council members do not receive remuneration.

We set out below the detail of Senior Management Compensation of the University as required by the Higher Education Act:

Name	Office Held	Basic Salary R'000	Employment Benefits * R'000	Variable Payments R'000	Housing Benefits R'000	Total Cost to HEI R'000	
Habib, A	Vice-Chancellor and Principal	2 799	727	336	715	4 577	
Crouch, A	Deputy Vice-Chancellor (Academic)	2 145	711	539	-	3 395	
Crosley C	Registrar	1 474	446	373	-	2 293	
Chetty, N	Executive Dean: Science	124	36	-	-	160	Dec 2019
Veale, R	Executive Dean : Science (Acting)	290	-	236	-	526	
September, J	Dean of Students	1 565	299	336	-	2 200	
Jandrell ,I	Executive Dean: Engineering and the Built Environment	1 517	523	394	-	2 434	
Desai, P	Chief Financial Officer	2 467	57	485	-	3 009	
Stevens, G	Executive Dean: Humanities, Social Sciences and Education (Acting)	197	3	257	-	457	April- Nov2019
Sibanyoni, F	Chief Operating Officer	2 086	425	105	-	2 616	Jan-June 2018
Osman, R	DVC: Advancement, Human Resources and Transformation	1 754	712	440	-	2 906	
Valodia, I	Executive Dean: Commerce, Law and Management	1 723	326	394	-	2 443	
Veller, M	Executive Dean: Health Sciences	1 747	428	399	-	2 574	
Vilakazi, Z	Deputy Vice Chancellor (Research and Post Graduate Affairs)	2 198	450	510	-	3 158	
TOTALS		22 086	5 143	4 804	715	32 748	

*Employment benefits include medical aid, provident fund, UIF, SDL and other allowances.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

36. FINANCIAL INSTRUMENTS BY CATEGORY

GROUP	Loans and receivables	FVPL	Total
	R'000	R'000	R'000
31 December 2020			
Assets as per Statement of Financial Position			
Other non-current receivables (refer to note 24)	5 669	-	5 669
Investments (refer to note 18)	-	4 838 352	4 838 352
Current receivables (refer to note 26)	1 074 464	-	1 074 464
Cash and cash equivalents (refer to note 28)	1 867 259	-	1 867 259
Cash and cash equivalents (refer to note 28)	2 947 392	4 838 352	7 785 744
UNIVERSITY			
	Loans and receivables	FVPL	Total
	R'000	R'000	R'000
31 December 2020			
Assets as per Statement of Financial Position			
Other non-current receivables (refer to note 24)	663	-	663
Accrued lease income (refer to note 22)	318 390	-	318 390
Investments (refer to note 18)	-	4 376 232	4 376 232
Current receivables (refer to note 26)	674 239	-	674 239
Cash and cash equivalents (refer to note 28)	155 048	-	155 048
Total	1 148 340	4 376 232	5 524 572

	GROUP	UNIVERSITY
	Financial liabilities at amortised cost	Financial liabilities at amortised cost
	R'000	R'000
31 December 2020		
Liabilities as per Statement of Financial Position		
Borrowings (refer to note 29)	809 691	765 725
Other liabilities-New University (refer to note 32)	139 028	139 028
Trade payables and accrued expenses (refer to note 33)	791 994	430 169
Total	1 740 713	1 334 922

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

36. FINANCIAL INSTRUMENTS BY CATEGORY (continued)

GROUP	Loans and receivables R'000	FVPL R'000	Total R'000
31 December 2019			
Assets as per Statement of Financial Position			
Other non-current receivables (refer to note 24)	5 367	-	5 367
Investments (refer to note 18)	-	4 028 976	4 028 976
Current receivables (refer to note 26)	903 059	-	903 059
Cash and cash equivalents (refer to note 28)	1 386 206	-	1 386 206
Total	2 294 632	4 028 976	6 323 608

UNIVERSITY	Loans and receivables R'000	FVPL R'000	Total R'000
31 December 2019			
Assets as per Statement of Financial Position			
Other non-current receivables (refer to note 24)	367	-	367
Accrued lease income (refer to note 22)	297 646	-	297 646
Investments (refer to note 18)	-	3 635 432	3 635 432
Current receivables (refer to note 26)	542 263	-	542 263
Cash and cash equivalents (refer to note 28)	102 944	-	102 944
Total	943 220	3 635 432	4 578 652

	GROUP		UNIVERSITY	
	Financial liabilities at amortised cost R'000	Total R'000	Financial liabilities at amortised cost R'000	Total R'000
31 December 2019				
Liabilities as per Statement of Financial Position				
Borrowings (refer to note 29)	824 537	824 537	772 872	772 872
Other liabilities-New University (refer to note 32)	131 945	131 945	131 945	131 945
Trade payables and accrued expenses (refer to note 33)	704 020	704 020	395 738	395 738
Total	1 660 502	1 660 502	1 300 555	1 300 555

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

37. RISK MANAGEMENT

The Group is exposed to a variety of financial risks: market risk (including foreign currency risk, cash flow and interest rate risk, price risk), credit risk, liquidity risk and capital risk.

The Risk Management and the Council Risk Committee, identifies, evaluates and co-ordinates the management of strategic risks faced by the Group. Risk management processes are reviewed regularly for continuing relevance and effectiveness. The Council Risk Committee reports to Council. A report on the risk management process that is being followed, is presented to the Audit Committee and to the Council of the Group on a regular basis.

The Group varies its investment philosophy depending on the term of the financial instruments and the risk profile. To this end portfolios have been established, with investments in bonds, equities and money market portfolios.

The portfolios have specific investment and return on investment mandates, which are monitored and adjusted where necessary.

Financial Risk Factors

Market Risk

Foreign Currency Risk

The Group has foreign exchange exposure to the extent of foreign sales transactions which are settled on normal trade terms and to the extent of foreign investments. The Group manages foreign exchange risk through the Investment and Finance Committee of the Board of Governors of the Foundation who mandate the fund managers. The fund managers report to the Committee on a quarterly basis.

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
Foreign Money Market (US Dollar)	-	516	-	-
Foreign Unit Trusts (US Dollar)	50	50 439	-	-
Foreign bonds	11 427	14 487	11 427	14 487
Foreign Equity (US Dollar)	155 406	182 921	155 358	134 218
	166 883	248 363	166 785	148 705
Profit on exchange rate (refer to note 10)	26 901	16 980	895	1 902

At 31 December 2020, if the USD had strengthened by 10% for example, against the Rand with all other variables held constant, the Surplus for the year would have been R26, 5 million (2019: R24, 8 million) for the Group and R16, 7 million (2019: R14, 9 million) for the University higher/lower, mainly as a result of a Rand increase/decrease in the carrying value of the USD denominated Investments. The 10% variation in the exchange rate is based on the average forward rate for 12 months in respect of underlying currencies

Price Risk

The Group is exposed to equity securities price risk because of investments held by the Group and classified on the consolidated Statement of Financial Position as available-for-sale investments. The Group is not exposed to commodity price risk. To manage its price risk arising from investments on equity securities, the Group diversifies its portfolio. Diversification of the portfolio is done in accordance with the limits set by the Investment Committee.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

37. RISK MANAGEMENT (continued)

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
Unlisted equities	5 325	6 033	5 325	6 002
Listed equities	465 700	591 788	465 496	395 201
	471 025	597 821	470 821	401 203

At 31 December 2020, if the FTSE/JSE CAPI, the Dow Jones index (NASDAQ) increased by 10% for example, with all other variables held constant and all the Group's equity instruments moved according to the historical correlation with the index, equity would have been R67, 5 million for the Group and R47, 1 million for the University. (2019: Group R59, 8 million, University R40, 1 million) higher/lower. Due to the unpredictability of equity market returns, a general indicative percentage of 10% is used to highlight the changes in market value on equity instruments.

Cash Flow and Interest Rate Risk

The interest rate for the Long Term loan is fixed and is funded with income generated from the capital project that was funded by this liability. The Group's income and operating cash flows are substantially independent of changes in market interest rates due to the diverse investment split between Equities and Cash based Investments and therefore no formal interest rate risk management policy exists.

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
Bonds	512 837	647 788	512 737	556 001
Cash and cash equivalents	1 867	1 386 206	155	102 944
Investments-property	3	5 519	-	-
Investments – Money market	2 899 535	2 275 503	2 899 432	2 230 438
	3 414 242	4 315 017	3 412 324	2 889 383

At 31 December 2020, if the interest rate during the year had been 25 basis points (2019: 25 basis points) higher for example, as an indication, the interest earned would have been R13, 7 million for the Group and R8, 9 million for the University (2019 Group: R7, 8 million, University: R7, 2 million) higher.

Credit Risk

There is no concentration of credit risk for short-term cash, cash equivalent investments, trade receivables, other receivables and investments.

The Group 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. Funds are invested in eight divergent portfolios, with specialist mandates developed to contain risk within set parameters.

In order to hedge investment funds against fluctuations, investment managers strive to invest some of the available funds abroad. Adjustments to the fair value of investments are recognised in a fair value fund until such time as the investment is sold, in which case the profit and loss on sale will be recognised in the Statement of Comprehensive income.

Receivables comprise of 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 receivables related to outstanding fees. This risk 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 amount.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

37. RISK MANAGEMENT (continued)

In addition students with outstanding balances from previous years of study are only permitted to renew their registration after settling 50% of the outstanding amount. Students may not graduate with outstanding debt. The University no longer grants loans to students.

Financial assets exposed to credit risk at year end were as follows:

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
Trade and other receivables	1 074 464	903 059	674 239	542 263
Cash and cash equivalents	1 867 259	1 386 206	155 048	102 944
Other non-current receivables	5 000	5 000	-	-
Investments	4 838 352	4 028 976	4 376 232	3 635 432
	<u>7 785 075</u>	<u>6 323 241</u>	<u>5 205 519</u>	<u>4 280 640</u>

Liquidity Risk

Liquidity risk to the University and its controlled entities is that they will not be able to meet their financial obligations as they fall due.

The University and its controlled entities have minimised liquidity risk as shown by their substantial cash and cash equivalents. The University manages its cash flow forecast on a monthly basis reporting to the Senior Executive Team and Finance Committee on a regular basis.

The table below summarises the Group and University's exposure to liquidity risk. Included in the table are the financial assets and liabilities at carrying amounts, categorised by the earlier of contractual re-pricing or maturity dates.

Liquidity Risk (excluding lease liabilities)

2020 GROUP Liquidity Analysis	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Liabilities						
Non-current liabilities	-	-	-	28 823	505 723	534 546
Interest-bearing borrowings	-	-	-	28 823	505 723	534 546
Current liabilities	793 422	3 167	148 622	-	-	945 211
Current portion of long term borrowings	-	3 167	9 594	-	-	12 761
Accounts payable and accrued liabilities	793 422	-	-	-	-	793 422
Other liabilities			139 028			139 028
Total Liabilities	<u>793 422</u>	<u>3 167</u>	<u>148 622</u>	<u>28 823</u>	<u>505 723</u>	<u>1 479 757</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

37. RISK MANAGEMENT (continued)

Liquidity Risk (lease liabilities)

2020	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
GROUP						
Liquidity Analysis	R'000	R'000	R'000	R'000	R'000	R'000
Liabilities						
Non-current lease liabilities	-	-	-	175 603	-	175 603
Lease liabilities	-	-	-	175 603	-	175 603
Current lease liabilities	6 833	20 500	54 666	-	-	81 999
Current portion of lease liabilities	6 833	20 500	54 666	-	-	81 999
Total Lease Liabilities	6 833	20 500	54 666	175 603	-	257 602

Liquidity Analysis (excluding lease liabilities)

2020	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
UNIVERSITY						
	R'000	R'000	R'000	R'000	R'000	R'000
Liabilities						
Non-current liabilities	-	-	-	7 016	505 723	512 739
Interest-bearing borrowings	-	-	-	7 016	505 723	512 739
Current liabilities	430 169	3 167	145 737	-	-	579 073
Current portion of long term borrowings	-	3 167	6 708	-	-	9 875
Accounts payable and accrued liabilities	430 169	-	-	-	-	430 169
Other liabilities	-	-	139 029	-	-	139 029
Total liabilities	430 169	3 167	145 737	7 016	505 723	1 091 812

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

37. RISK MANAGEMENT (continued)

Liquidity Analysis (lease liabilities)

2020	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
UNIVERSITY						
Liquidity Analysis	R'000	R'000	R'000	R'000	R'000	R'000
Liabilities						
Non-current liabilities	-	-	-	164 098	-	164 098
Lease liabilities	-	-	-	164 098	-	164 098
Current liabilities	6 100	18 299	48 796	-	-	73 195
Lease liabilities	6 100	18 299	48 796	-	-	73 195
Total Lease liabilities	6 100	18 299	48 796	164 098	-	237 293

Liquidity Analysis (excluding lease liabilities)

2019	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
GROUP						
Liquidity Analysis	R'000	R'000	R'000	R'000	R'000	R'000
Liabilities						
Non-current liabilities	-	-	-	35 194	497 444	532 639
Interest-bearing borrowings	-	-	-	35 194	497 444	532 639
Current liabilities	706 392	4 278	146 622	-	-	857 293
Current portion of long term borrowings	-	4 278	14 677	-	-	18 955
Accounts payable and accrued liabilities	706 392	-	131 945	-	-	838 338
Total liabilities	706 392	4 278	146 622	35 194	497 444	1 389 932

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

37. RISK MANAGEMENT (continued)

Liquidity Risk (lease liabilities)

2019 UNIVERSITY Liquidity Analysis	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Liabilities						
Non-current liabilities	-	-	-	196 982	-	196 982
Lease liabilities	-	-	-	196 982	-	196 982
Current lease liabilities	6 777	20 332	50 979	-	-	78 088
Current portion of lease liabilities	6 777	20 332	50 979	-	-	78 088
Total liabilities	6 777	20 332	50 979	196 982		275 070

Liquidity Analysis (excluding lease liabilities)

2019 UNIVERSITY Liquidity Analysis	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Liabilities						
Non-current liabilities	-	-	-	11 612	497 445	509 057
Interest-bearing borrowings	-	-	-	11 612	497 445	509 057
Current liabilities	395 738	4 278	161 007	-	-	561 023
Current portion of long term borrowings	-	4 278	12 549	-	-	16 827
Accounts payable and accrued liabilities	395 738	-	-	-	-	395 738
Other liabilities	-	-	148 458	-	-	148 458
Total liabilities	395 738	4 278	161 007	11 612	497 445	1 070 080

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

37. RISK MANAGEMENT (continued)

Liquidity Analysis (lease liabilities)

2019 UNIVERSITY Liquidity Analysis	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Liabilities						
Non-current liabilities	-	-	-	178 803	-	178 803
Lease liabilities	-	-	-	178 803	-	178 803
Current liabilities	5 952	17 856	44 376	-	-	68 184
Lease liabilities	5 952	17 856	44 376	-	-	68 184
Total liabilities	5 952	17 856	44 376	178 803	-	246 987

Capital risk management

The Group's objectives when managing capital, which includes debt and accumulated funds are to safeguard its ability to continue as a going concern, maintaining an optimal structure to reduce the cost of capital.

In order to maintain the capital structure the Group has ensured a sound financial position by limiting exposure to debt and increasing investment and cash balances. This objective is met by a well-planned budget and cash flow process each year, in which the strategic objectives of the entities are addressed.

38. CONTINGENT LIABILITIES

The following legal issues were outstanding at year end:

- A land claim has been instituted against the University for some of the properties located within the WITS Rural Facility. The matter has been referred to the Land Claims Court for determination. The claimants have filed a Notice of Bar compelling the Defendants to plead, the Defendants (WITS and third parties) are exploring the best way forward under these circumstances. Whilst the legal costs will be split between the Defendants, the legal costs cannot be reasonably estimated at this time. Our attorneys attended a pre-trial meeting at the Land Claims Court on 28 February 2020 and made submissions relating to the separation of the trials which, in their view, would expedite the land claim. It is unlikely that the matter will be ripe for hearing in the near future. Pleadings have not closed as yet. An order is still to be handed down on the separation of trials and issues which we argued was essential for the expediting of the matter. The exposure cannot be reasonably estimated.
- The Plaintiff was injured on the University's precincts when SAPS officials fired rubber bullets at students on the evening of 15 October 2016. This incident occurred during the 'Fees Must Fall' protests. It is alleged that the University was negligent in several aspects including but not limited to, that it permitted the SAPS to conduct its operations on the University's precincts. The matter is being defended by the University and SAPS, as the First Defendant. The Plaintiff subsequently amended her Particulars of Claim and the University has filed its Plea in response to these latest amendments. SAPS (The First Defendant) has also amended its Plea following an order by the Court to clarify areas which were vague in SAPS' original Plea. The exposure cannot be reasonably estimated, the claim by the plaintiff is in the region of R2.0 m.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

38. CONTINGENT LIABILITIES (continued)

- A class of students that attended a class on the roof of the Wits Theatre. Whilst exploring the space, a student jumped on a skylight and fell through the structure. The student is claiming the lecturer was negligent in allowing the students to climb onto the roof of the theatre and claiming damages against the University for injuries suffered. The University has entered its Plea to Defend the matter and the attorneys are in the process of finalising the Discovery Affidavit. The Pre-Trial hearing occurred in October 2020 and the matter is likely to be set down for trial imminently. The attorney and advocate have provided preliminary advice on the merits of the matter and their assessment of the evidence indicates that the lecturer was acting in the course and scope of her duties at the time and that her actions will be attributable to the University. The University cannot distance itself from the conduct of the lecturer. The attorney and advocate have recommended that the University settles the matter with the students and it is strongly recommended that the insurer and the broker be added to these proceeding before any offers of settlement are made. The exposure cannot be reasonably estimated, the claim by the plaintiff is in the region of R4.0 m.
- The University has various other legal cases pending that may incur legal costs, the value of which cannot be reasonably estimated. These cases are not expected to result in significant exposure. The University has various other legal cases pending that may incur legal costs, the value of which cannot be reasonably estimated. These cases are not expected to result in significant exposure.
- The University is in engagement with the City of Johannesburg (COJ), for billings relating to water and sewer services. The COJ is claiming that these services were utilized by the University in prior years up to December 2019, and is claiming R119 million for these services. The COJ has been unable to provide the University with any verification and/or substantiation for this claim. On a prudent basis, the University has made a provision estimated at R67 million. The University has disputed the claim on the basis that the amount cannot be verified.

39. CAPITAL COMMITMENTS

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
Capital commitments contracted for	161 415	369 612	369 612	369 612
Capital commitments not contracted for	21 375	-	-	-
Total	<u>182 790</u>	<u>369 612</u>	<u>369 612</u>	<u>369 612</u>
Amount relating to the New Universities project included in the capital commitments contracted for	<u>-</u>	<u>9 159</u>	<u>9 159</u>	<u>9 159</u>

Capital commitments are to be funded from internal resources, donations and Government grants.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

40. TAXATION

The University has received exemption from normal Income Tax in terms of Section 10(1) (cAii) of the Income Tax Act, however a controlled entity of Wits Health Consortium (Pty) Ltd, Speer Management Services (Pty) Ltd and Wits Commercial Enterprise (Pty) Ltd are subject to Income Tax.

	GROUP		UNIVERSITY	
	2020 R'000	2019 R'000	2020 R'000	2019 R'000
Current tax	1 268	923	-	-
-Current period	1 268	615	-	-
-Prior period	-	308	-	-
Deferred tax	(58)	(7)	-	-
-Current period	(58)	(7)	-	-
	1 210	915	-	-

Reconciliation of the tax expense:

Reconciliation between the accounting profit and the tax expense:

Accounting profit	62 970	37 876	-	-
Tax at the applicable tax rate of 28%	17 632	10 605	-	-
Deferred tax	(21)	11	-	-
Tax effect of adjustments on taxable income:				
Non-deductible amounts	76	791	-	-
Exempt income	(16 344)	(10 492)	-	-
Prior Year Adjustments	(133)	-	-	-
	1 210	915	-	-

Tax (paid)/refunded:

Balance at beginning of the year	(739)	243	-	-
Current tax for the year	(1 335)	(700)	-	-
Prior year adjustment	-	(353)	-	-
Balance at the end of the year	254	579	-	-
Tax paid for the year	(1 820)	(231)	-	-

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

41. RELATED PARTIES

	UNIVERSITY	
	2020	2019
	R'000	R'000
The controlled entities and joint venture and associated entities are related parties of the University of the Witwatersrand, Johannesburg:		
Related party balances		
Loan accounts – Owing (to)/by related parties		
Please refer to notes 19 and 21 for related party loan accounts.		
Amounts included in trade receivables regarding related party		
Wits Commercial Enterprises (Pty) Ltd	<u>20 759</u>	<u>15 677</u>
Related party transactions		
Dividends received from related parties		
Wits Health Consortium (Pty) Ltd	14 300	10 900
Wits Commercial Enterprises (Pty) Ltd	<u>3 500</u>	-
	<u>17 800</u>	<u>10 900</u>
Interest received from related parties		
University of the Witwatersrand Foundation	<u>410</u>	<u>19 956</u>
Rent received from related parties		
Wits Junction Residences (Pty) Ltd	<u>74 652</u>	<u>74 652</u>
Other income from related parties		
University of the Witwatersrand Foundation-donation for ICT Network Project	40 910	42 150
Wits Commercial Enterprises (Pty) Ltd*	<u>26 824</u>	<u>27 523</u>
	<u>67 734</u>	<u>69 673</u>

* Wits Commercial Enterprises (Pty) Ltd, a 100% owned subsidiary of the University, provides a range of services, as an agent to the University. The income and expenditure for these projects have been accordingly reflected in the principal's books of accounts for 2020 and 2019. These amounted to R61 million (2019: R169 million).

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

41. RELATED PARTIES (continued)

	GROUP		UNIVERSITY	
	2020	2019	2020	2019
	R'000	R'000	R'000	R'000
Non-recurrent income from related parties				
Wits University Donald Gordon Medical Centre (Pty) Ltd	-	4 008	-	4 008
Funds held on behalf of related parties				
Wits University Donald Gordon Medical Centre (Pty) Ltd	-	-	50 706	43 108

42. OPERATING LEASE COMMITMENTS

Lease expenditure contracted for at the reporting date but not recognised in the financial statements as follows:

Equipment

Within 1 year	363	132	-	-
Between 1 and 5 years	-	-	-	-
	<u>363</u>	<u>132</u>	<u>-</u>	<u>-</u>

Office premises

Within 1 year	2 523	3 091	-	-
Between 2 and 5 years	-	1 389	-	-
	<u>2 523</u>	<u>4 480</u>	<u>-</u>	<u>-</u>

Other

Within 1 year	999	2 917	-	-
Between 2 and 5 years	-	977	-	-
	<u>999</u>	<u>3 894</u>	<u>-</u>	<u>-</u>

TOTAL

Within 1 year	-	2 366	-	-
Between 1 and 5 years	<u>3 885</u>	<u>8 506</u>	<u>-</u>	<u>-</u>

43. CUSTODIANSHIP

Maropeng a' Afrika Leisure (Pty) Ltd is the entity that operates the facilities at The Cradle of Humankind Heritage Site. The University is the custodian of Sterkfontein Caves and owner of intellectual property associated with the site. During 2009 the shareholders in Maropeng a' Afrika Leisure (Pty) Ltd decided to withdraw from the entity. In order for the entity to keep operating, a decision was taken for the University to be the custodian of the shares. As the University does not exercise control over Maropeng a' Afrika Leisure (Pty) Ltd, the entity was not consolidated or included in the University/Group accounts.

Currently the University is the custodian of 95.3% of the shares in Maropeng a' Afrika Leisure (Pty) Ltd, which is held on behalf of The Gauteng Provincial Government.

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44. SUBSEQUENT EVENTS

The pandemic, almost over a year now, the impact of which has been well managed by the University and all its related stakeholders, in the financial year ended 31 December 2020, as reflected in this annual report. In its outlook of managing the impact of the pandemic going forward, the University has taken such steps to ensure that the impact of the pandemic will be minimal for the FY ending 31 December 2021 and beyond. Amongst others, these include:

- Moving from SAKAI for on-line learning to CANVAS
 - The differences between Sakai/Canvas are:
 - Canvas is Cloud hosted and therefore can be accessed by any number of Wits students simultaneously. This was not the case with Sakai, which sometimes did not work when demand was high.
 - Canvas uses a new generation, open design, which facilitates good pedagogical and course design practices, integration of multimedia, a native mobile app and easy integration with other apps and software platforms, including our Student Information Management System.
 - The Canvas user community comprises over 30 million users worldwide, who contribute shared resources and ideas and impetus for ongoing developments, unlike Sakai, which was not keeping up with new developments.
- Introduction of a blended learning model where appropriate. As the level of lockdown changes, the learning model is being adjusted for example more students are allowed onto campus and in residences whilst where teaching can continue on-line this is being done. Faculties are managing this process based on their own requirements e.g. where students are required to attend labs or similar they are allowed onto campus. This process has allowed the University to continue its teaching and learning for 2021 - un-interrupted, despite the pandemic and as such continue earning its' income whilst also recognising that receipts and income will be impacted;
- The Council of the University of the Witwatersrand is cognisant of the current higher education funding crisis in South Africa. The University has in the past engaged with the various constituencies regarding these financial challenges and continues to do so. The University has heard the calls – at Wits and across the country – for access to higher education, for free higher education, and the cancellation of historical debt, and we recognise that these are national challenges that cannot be solved by universities alone.

The above together with the pandemic has and will continue to have an impact on the recoverability of student debt and as such the necessary provisions has considered this.

The University investment assets are mainly long term investments, with a long term investment mandate, which includes a conservative and protective investment view. This investment mandate and view has ensured that since the beginning of the Covid-19 pandemic, the University has not sustained material losses on its portfolio, despite the market volatility. As at 31 March 2021 the University can report a R34m net positive growth in market value since 31 December 2020.

Council is not aware of any other matter or circumstances arising since the end of the financial year which would materially impact these Annual Financial Statements.

45. GOING CONCERN

The annual financial statements as at 31 December 2020 have been prepared on the going concern basis. In terms of the Companies Act 71 of 2008, the existence and sustainability of the University is determined mainly by using solvency and liquidity testing. We have used these tests, and additional specific assessments, to support the assertion that Wits University is a going concern as at 31 December 2020.

The going concern assumption is a fundamental principle in the preparation of financial statements. Under the going concern assumption, an entity is ordinarily viewed as continuing in business for the foreseeable future with neither the intention nor the necessity of liquidation, ceasing trading or seeking protection from creditors pursuant to laws or regulations. Accordingly, assets and liabilities are recorded on the basis that the entity will be able to realize its assets and discharge its liabilities in the normal course of business. This going concern basis presumes that funds will be available to fund/finance future operations and that the realisation of assets and settlement of liabilities, contingent

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obligations and commitments will occur in the ordinary course of business and that there is an adequate assets base available to cover short term obligations until 31 December 2021 (12 months from year-end).

The financial indicators that supported our assertion of a going concern are:

- There are no fixed-term borrowings approaching maturity that do not have a realistic prospect of renewal or repayment; nor is there an excessive reliance on short-term borrowings to finance long-term assets. Cash and cash equivalents exceed substantially interest bearing borrowings.
- There has been no withdrawal of financial support by any creditors.
- There are no negative operating cash flows indicated by historical or prospective financial forecasts.
- There has been no experience during the financial year of an inability to pay creditors on due dates.
- There were no operating losses or significant deterioration in the value of assets reported in any month over the financial year.
- The University has the ability to meet its short term obligations i.e. the ability to pay its debts within a 12 month period of year end.
- There were no experiences for non- compliance with the terms of loan agreements.
- There were no changes from credit to cash-on-delivery transactions with suppliers.

In conclusion the fair value of total assets exceeds the fair value of total liabilities of the University, the current liquidity and solvency ratios are all within industry norm and are favourable, the University therefore continues to adopt the going concern basis in preparing its annual consolidated and separate financial statements.

