

Appendix A1.1
Academic Staff of Sacte

Pseudonym	Date
1. Adam(PS)	04.07.2000
2. Alex	13.11.2000
3. Arthur (PS)	31.07.2000
4. Cara	13.11.2000
5. David	24.10.2000
6. Emma	18.09.2000
7. Frances	17.09.2000
8. Gabriella	20.09.2000
9. George (PS)	25.07.2000
10. Irene	03.11.2000
11. Isaac	30.10.2000
12. Jack	31.10.2000
13. Jenna (PS)	10.07.2000
14. Janet (PS)	16.07.2000
15. Jaqueline	05.11.2000
16. Jennifer	20.09.2000
17. Johannes	02.11.2000
18. John	29.10.2000
19. Julia	17.07.2000
20. Julian	23.10.2000
21. Katherine	23.10.2000
22. Kim	25.10.2000
23. Lisa	23.10.2000
24. Lorraine	26.10.2000
25. Lucien	22.10.2000
26. Lucy	20.09.2000
27. Matthew	13.09.2000
28. Marlene	29.10.2000
29. Megan	30.10.2000
30. Nelly	21.10.2000
31. Paul	24.10.2000
32. Paula	13.09.2000
33. Ruth	13.09.2000
34. Sarah	31.07.2000
35. Selena	02.07.2000
36. Thomas	26.10.2000

Appendix A1.2
Sacte Senior Management

Names:	Post
Dr Danie Jansen van Rensburg	Vice Rector (academic)
Dr Jane Murray	Senior Vice Rector
Professor Stuart Wallace	Rector
Schalk van der Merwe	Registrar
Wally Smith	Vice Rector (labour relations)

A1.3
Sacte Administrative Staff

Pseudonym:	Date:
Jeremy	02.08.2000
Josephine	12.11.2000
Kelly	02.08.2000
Mabel	02.08.2000
Mandy	12.11.2000
Sandra	02.08.2000

Appendix A1.4
Sacte Focus Groups

Focus Group :	Pseudonym:	Date:
FG 1:	Christine	26.10.2000
	Louise	
	Mary	
FG 2.	Martin	12.12.2000
	Tanya	
	Tarryn	
	Trevor	
FG 3.	Danielle	14.12.2000
	Melanie	
	Michelle	
	Tracy	
FG 4.	Alison	15.11.2000
	Jenny	
	Maria	
	Nadia	

Appendix B1.1
Unisa Academic Staff

Pseudonym:	Date:
1. Brian	01.08.2001
2. Carla	21.01.2002
3. Christopher	21.01.2002
4. Dylan	21.01.2002
5. Fred	21.01.2002
6. Martie	21.01.2002
7. Meredith and 8.Charles	17.01.2002
9. Michaela	18.01.2002
10. Mike	22.03.2002
11. Oliver	24.01.2002
12. Oscar	18.01.2002
13. Percy	14.01.2002
14. Roland	25.01.2002
15. Sasha	22.01.2002
16. Sven	23.01.2002
17. Tony	22.01.2002

Appendix B1.2

(no appendix available)

Appendix B1.3
Unisa Administrative Staff

Pseudonym:	Date:
Bobby	06.02.2001
Maluleke	06.02.2001
Sam	24.01.2001

Appendix C.
Government officials and other stakeholders

Organisation:	Name:	Post:	Date:
DoE	Ahmed Essop	Chief Director: Higher Education Planning	17.01.2002
DoE	Professor Ben Parker	Director: Colleges	30.01.2002
DoE	David	pseudonym	
DoE	Dr Nasima Badsha	Deputy Director-General: Higher Education	16.01. 2002
GDE	Nokuzola Moila	Chief Director: Education and Training Policy Provisioning	10.12.2001
GDE	Ronnie Swartz	Deputy Director-General	19.12.2001
GDE	Shani	pseudonym	19.11.2001
GDE	Terence	pseudonym	19.11.2001
JET	Penny Vinjevoid	Project Manager	13.02.2002
SAIDE	Tessa Welch	Curriculum specialist	12.02.2002
Sacte Council	Jenny Glennie	Head of Council/Staff Task Team	20.05.2002

- The date of David's interview is not given to preserve anonymity.

Appendix D1.1
Questionnaire - Service staff

Please fill in this questionnaire. It is about the incorporation of Sacte into Unisa. All information will be treated with strict confidence. No individual will be identified. No names will be used.

1. Where did you first hear about the incorporation of Sacte into Unisa?
 - 1.1 My friend at work
 - 1.2 The Rector
 - 1.3 At a staff meeting
 - 1.4 Colleagues from other colleges
 - 1.5 The management of SACTE
 - 1.6 Other

2. Did you think that you would lose your job as a result of the incorporation?
 - 2.1 Yes, definitely
 - 2.2 Unsure
 - 2.3 No, definitely not.
 - 2.4 Did not know at all

3. Have you received confirmation as to where you will be employed after 31.12.01?
 - 3.1 Yes
 - 3.2 No

4. Do you know who your employer will be after 31.12.01?
 - 4.1 Yes
 - 4.2 No

5. How do you feel about your future employment?

.....
.....
.....
.....
.....

Appendix D1.2
Service staff

Ms V Soobrayan – Data Capture Sheet #2 – OXS9015 – OX406673

SV1	Respondent #		
SV2	Type	2	
SV3	Q1		
SV4	Q2		
SV5	Q3		
SV6	Q4		
SV7	Q5.1		
SV8	Q5.2		
SV9	Q5.3		

Appendix D1.3
Service Staff Open Ended Questions

1. = no response
2. = future unknown
3. = afraid
4. = guaranteed by government

AppendixD1.4
Frequency Results - Service Staff

Ms V Soobrayan - Research Project - OXS9015 - OX406673 - T03030 1
(S02-R2) : PROC FREQ of varbs from data set S02 09:01 Thursday, April 10, 2003

The FREQ Procedure

SE3	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent
3	10	52.63	10	52.63
5	8	42.11	18	94.74
6	1	5.26	19	100.00

SE4	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent
1	8	42.11	8	42.11
2	3	15.79	11	57.89
3	2	10.53	13	68.42
4	6	31.58	19	100.00

SE5	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent
1	4	21.05	4	21.05
2	15	78.95	19	100.00

SE6	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent
2	18	100.00	18	100.00

Frequency Missing = 1

SE7	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent
1	14	73.68	14	73.68
2	2	10.53	16	84.21
3	2	10.53	18	94.74
4	1	5.26	19	100.00

SE8	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent
2	1	100.00	1	100.00

Frequency Missing = 18

The FREQ Procedure

SE9	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent

Frequency Missing = 19

**Appendix E1.1
Student Questionnaire**

Please fill out this questionnaire. It is about the incorporation of Sacte into Unisa. All information will be treated with strict confidence. No individual will be identified.

1. In general terms, how would you rate the success of this incorporation from your perspective as a student?

- 1.1 highly successful
- 1.2 successful
- 1.3 unsure
- 1.4 unsuccessful
- 1.5 outright failure

2. What do you think the impact of the incorporation will be on your *academic life* as a student?

- 2.1 positive impact
- 2.2 negative impact
- 2.3 no impact
- 2.4 unsure

3. What do you think the impact of the incorporation will be on your *social life* as a student?

- 3.1 positive impact
- 3.2 negative impact
- 3.3 no impact
- 3.4 unsure

4. What would you list as your **three** major concerns, in order of priority, concerning the incorporation?

- 4.1.....
-
- 4.2.....
-
- 4.3.....
-

Appendix E1.2
Students: coding

Ms V Soobrayan – Data Capture Sheet #1 – OXS9015 – OX406673

SV1	Respondent #		
SV2	Type	1	
SV3	Q1		
SV4	Q2		
SV5	Q3		
SV6	Q4.1		
SV7	Q4.2		
SV8	Q4.3		
SV9	Q4.4		

Appendix E1.3
Students Open Ended Questions

- 1.= confusion with regard to exams/ no clarity/ lack of response from Unisa/ lack of communication/ need more information.
- 2.= don't want to study at Unisa/ standards too high/ unhappy with Unisa lecturers
- 3.= fees too high
- 4.= incorporation good because diploma will have more recognition
- 5.= need more time to complete Sacte diploma

Appendix E1.4
Frequency Results -Students

Ms V Soobrayan - Research Project - OXS9015 - OX406673 - T03030 1
(S01-R2) : PROC FREQ of varbs from data set S01 09:00 Thursday, April 10, 2003

The FREQ Procedure

SV3	Frequency	Cumulative Percent	Frequency	Cumulative Percent

1	2	12.50	2	12.50
2	4	25.00	6	37.50
3	7	43.75	13	81.25
4	3	18.75	16	100.00

SV4	Frequency	Cumulative Percent	Frequency	Cumulative Percent

1	9	56.25	9	56.25
2	4	25.00	13	81.25
3	1	6.25	14	87.50
4	2	12.50	16	100.00

SV5	Frequency	Cumulative Percent	Frequency	Cumulative Percent

1	7	43.75	7	43.75
2	4	25.00	11	68.75
4	5	31.25	16	100.00

SV6	Frequency	Cumulative Percent	Frequency	Cumulative Percent

1	7	53.85	7	53.85
2	2	15.38	9	69.23
3	3	23.08	12	92.31
5	1	7.69	13	100.00

Frequency Missing = 3

SV7	Frequency	Cumulative Percent	Frequency	Cumulative Percent

1	1	14.29	1	14.29
2	4	57.14	5	71.43
3	2	28.57	7	100.00

Frequency Missing = 9

(S01-R2) : PROC FREQ of varbs from data set S01 09:00 Thursday, April 10, 2003

The FREQ Procedure

SV8	Frequency	Cumulative Percent	Frequency	Cumulative Percent

4	1	50.00	1	50.00
5	1	50.00	2	100.00

Frequency Missing = 14

SV9	Frequency	Cumulative Percent	Frequency	Cumulative Percent

Frequency Missing = 16

Appendix F1.1
Academic and Administrative Staff Questionnaire – Sacte and Unisa

Please fill in this questionnaire. It is about the incorporation of Sacte into Unisa. All information will be treated with strict confidence. No individual will be identified. Please indicate whether you are from Sacte or Unisa.

1. In general terms, how would you rate the success of this incorporation from your perspective as a staff member.

- 1.1 highly successful
- 1.2 successful
- 1.3 unsure
- 1.4 unsuccessful
- 1.5 outright failure

2. What do you think the impact of the merger or incorporation will be on your future as staff member?

- 2.1 positive impact
- 2.2 negative impact
- 2.3 no impact
- 2.4 unsure

3. Do you think you will lose your job as a result of this incorporation?

- 3.1 Yes, definitely
- 3.2 Probably
- 3.3 Unsure
- 3.4 Unlikely
- 3.5 No, definitely not.

4. What do you see as the impact of the incorporation on the curriculum?

- 4.1 positive impact
- 4.2 negative impact
- 4.3 no impact
- 4.4 unsure

5. What would you list as three major concerns, in order of priority, of the incorporation?

5.1.....
.....

5.2.....
.....

5.3.....
.....

6. What benefit or advantages do you see in the incorporation?

.....
.....

Appendix F1.2
Staff: Coding

Ms V Soobrayan – Data Capture Sheet #1 – OXS9015 – OX406673

A1	Respondent #		
A2	Type	3	
A3	Inst		
A4	Q1		
A5	Q2		
A6	Q3		
A7	Q4		
A8	Q5.1		
A9	Q5.2		
A10	Q5.3		
A11	Q6.1		
A12	Q6.2		
A13	Q6.3		

A3 =1 is UNISA Academic
 A3 =2 is UNISA Administration
 A3 =3 is SACTE Academic
 A3 =4 is SACTEAdministration

Appendix F1.3

Sacte/Unisa Academic and Administrative Staff Open Ended Questions

Q6

- 1.= no response
- 2.= no benefit
- 3.= rationalization of HEI/ no duplication
- 4.= increased student numbers
- 5.= improved curriculum
- 6.= don't know/unsure
- 7.= increased job security/promotion/new post/other ideas/new challenges

Q5

- 1.= blank/no response
- 2.= process poorly managed/no consultation/poor communication
- 3.= transferability of courses
- 4.= loss of expertise
- 5.= loss of job security
- 6.= increased workload
- 7.= no concern
- 8.= don't know/unsure
- 9.= lowering of standards
- 10.= students getting a bad deal

AppendixF1.4
Frequency Results Staff

Ms V Soobrayan - Research Project - OXS9015 - OX406673 - T03030 1
(S03-R2a) : PROC FREQ of varbs by A3 from data set S03 09:01 Thursday, April 10, 2003

----- A3=1 -----

The FREQ Procedure

A4	Frequency	Cumulative Percent	Cumulative Frequency	Percent
	2	4	28.57	4
	3	8	57.14	12
	4	2	14.29	14
				100.00

Frequency Missing = 1

A5	Frequency	Cumulative Percent	Cumulative Frequency	Percent
	1	7	46.67	7
	2	1	6.67	8
	3	2	13.33	10
	4	5	33.33	15
				100.00

A6	Frequency	Cumulative Percent	Cumulative Frequency	Percent
	2	1	6.67	1
	3	2	13.33	3
	4	5	33.33	8
	5	7	46.67	15
				100.00

A7	Frequency	Cumulative Percent	Cumulative Frequency	Percent
	1	6	42.86	6
	2	1	7.14	7
	3	3	21.43	10
	4	4	28.57	14
				100.00

Frequency Missing = 1

A8	Frequency	Cumulative Percent	Cumulative Frequency	Percent
	1	4	26.67	4
	2	3	20.00	7
	3	1	6.67	8
	4	1	6.67	9
	5	3	20.00	12
	6	1	6.67	13
	7	1	6.67	14
	8	1	6.67	15
				100.00

The FREQ Procedure

A9	Frequency	Cumulative Percent	Cumulative Frequency	Percent
	3	3	42.86	3
	5	2	28.57	5
	6	2	28.57	7
				100.00

Frequency Missing = 8

----- A3=2 -----

The FREQ Procedure

	Cumulative		Cumulative	
A4	Frequency	Percent	Frequency	Percent
	1	100.00	1	100.00

Frequency Missing = 2

	Cumulative		Cumulative	
A5	Frequency	Percent	Frequency	Percent
	1	100.00	1	100.00

Frequency Missing = 2

	Cumulative		Cumulative	
A6	Frequency	Percent	Frequency	Percent
	5	100.00	1	100.00

Frequency Missing = 2

	Cumulative		Cumulative	
A7	Frequency	Percent	Frequency	Percent
	4	100.00	1	100.00

Frequency Missing = 2

	Cumulative		Cumulative	
A8	Frequency	Percent	Frequency	Percent
	1	66.67	2	66.67
	3	33.33	3	100.00

	Cumulative		Cumulative	
A9	Frequency	Percent	Frequency	Percent

Frequency Missing = 3

A3=3

The FREQ Procedure

A4	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent
2	9	25.00	9	25.00
3	10	27.78	19	52.78
4	12	33.33	31	86.11
5	5	13.89	36	100.00

A5	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent
1	4	11.76	4	11.76
2	18	52.94	22	64.71
3	2	5.88	24	70.59
4	10	29.41	34	100.00

Frequency Missing = 2

A6	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent
1	8	22.86	8	22.86
2	10	28.57	18	51.43
3	4	11.43	22	62.86
4	4	11.43	26	74.29
5	9	25.71	35	100.00

Frequency Missing = 1

A7	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent
1	7	20.59	7	20.59
2	16	47.06	23	67.65
3	6	17.65	29	85.29
4	5	14.71	34	100.00

Frequency Missing = 2

The FREQ Procedure

A8	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent
1	1	2.86	1	2.86
2	4	11.43	5	14.29
3	3	8.57	8	22.86
4	5	14.29	13	37.14
5	14	40.00	27	77.14
6	2	5.71	29	82.86
9	2	5.71	31	88.57
10	4	11.43	35	100.00

Frequency Missing = 1

A9	Cumulative		Cumulative	
	Frequency	Percent	Frequency	Percent
2	3	15.00	3	15.00
3	1	5.00	4	20.00

4	1	5.00	5	25.00
5	6	30.00	11	55.00
6	1	5.00	12	60.00
9	1	5.00	13	65.00
10	7	35.00	20	100.00

Frequency Missing = 16

A3=4
The FREQ Procedure

A4	Cumulative		Cumulative		
	Frequency	Percent	Frequency	Percent	
	2	3	50.00	3	50.00
	3	1	16.67	4	66.67
	4	2	33.33	6	100.00

A5	Cumulative		Cumulative		
	Frequency	Percent	Frequency	Percent	
	1	3	50.00	3	50.00
	3	2	33.33	5	83.33
	4	1	16.67	6	100.00

A6	Cumulative		Cumulative		
	Frequency	Percent	Frequency	Percent	
	3	1	16.67	1	16.67
	5	5	83.33	6	100.00

A7	Cumulative		Cumulative		
	Frequency	Percent	Frequency	Percent	
	1	2	40.00	2	40.00
	2	1	20.00	3	60.00
	4	2	40.00	5	100.00

Frequency Missing = 1

A8	Cumulative		Cumulative		
	Frequency	Percent	Frequency	Percent	
	1	2	40.00	2	40.00
	5	1	20.00	3	60.00
	10	2	40.00	5	100.00

Frequency Missing = 1

A9	Cumulative		Cumulative		
	Frequency	Percent	Frequency	Percent	
	2	2	100.00	2	100.00

Frequency Missing = 4

**Appendix G
Genealogy of Sacte**

