

NELSON MANDELA

UNIVERSITY



Q3
2022

TRANSFORMATION AT A GLANCE

Produced by the Office for Institutional Strategy

DIMENSIONS OF TRANSFORMATION

Transformation is a complex, multi-faceted and integrated process of continuous institutional renewal in alignment with our vision, mission and values.

Nelson Mandela University seeks to advance social justice, equality and inclusion by providing life-changing educational experiences in pursuit of a better life for all.

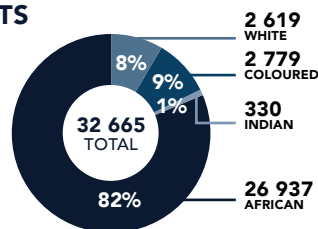
Nelson Mandela University pursues transformation holistically across the following dimensions:



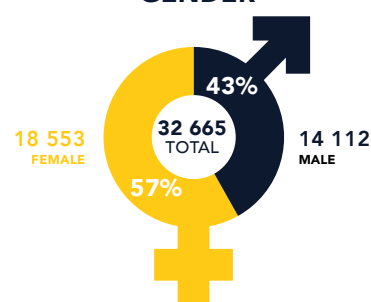
STUDENT AND EMPLOYEE DEMOGRAPHIC PROFILE 2022

POPULATION GROUP*

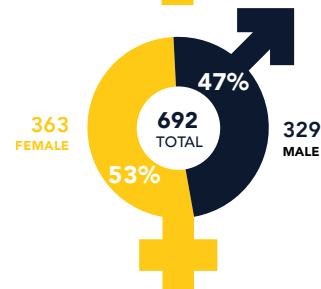
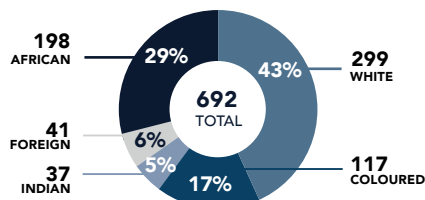
STUDENTS



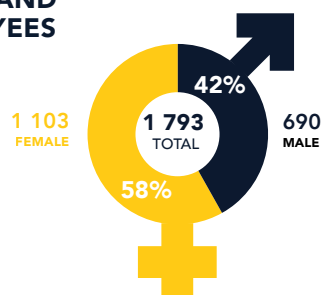
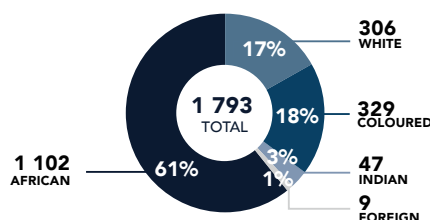
GENDER



ACADEMIC EMPLOYEES



PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES



*Population groups according to the Department of Labour equity categories

DIFFERENTLY ABLED STUDENTS AND EMPLOYEES

STUDENTS

30 323

TOTAL ENROLLED STUDENTS

1.08%

326 OF STUDENTS ARE DIFFERENTLY ABLED

ACADEMIC EMPLOYEES

691

TOTAL ACADEMIC EMPLOYEES

2.9%

20 ACADEMIC EMPLOYEES ARE DIFFERENTLY ABLED

PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES

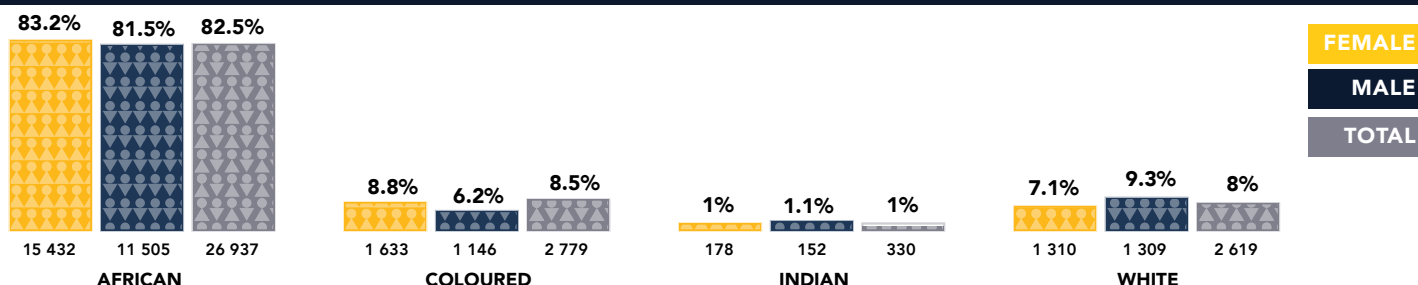
1 790

TOTAL PASS EMPLOYEES

2.4%

43 PASS EMPLOYEES ARE DIFFERENTLY ABLED

ENROLLED STUDENTS BY POPULATION GROUP AND GENDER 2022



STUDENT SUCCESS RATES BY POPULATION GROUP AND GENDER 2022

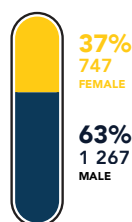
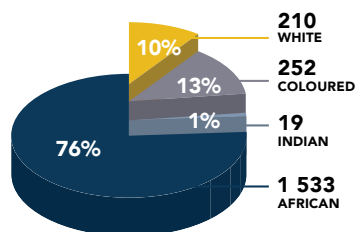


DEMOGRAPHIC PROFILE OF STUDENTS WHO DROPPED OUT IN GOOD ACADEMIC STANDING*: 2020 AND 2021

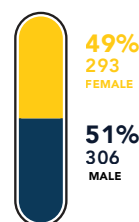
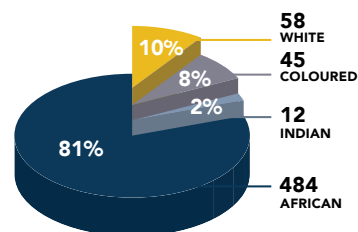
2020

TOTAL:
2 613
REGISTERED STUDENTS
WHO DROPPED OUT
IN 2021

UNDERGRADUATE

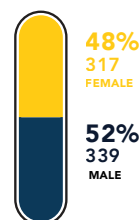
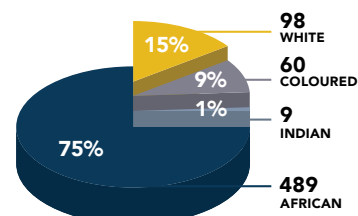
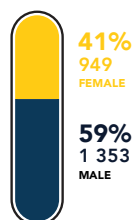
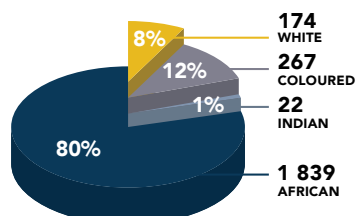


POSTGRADUATE



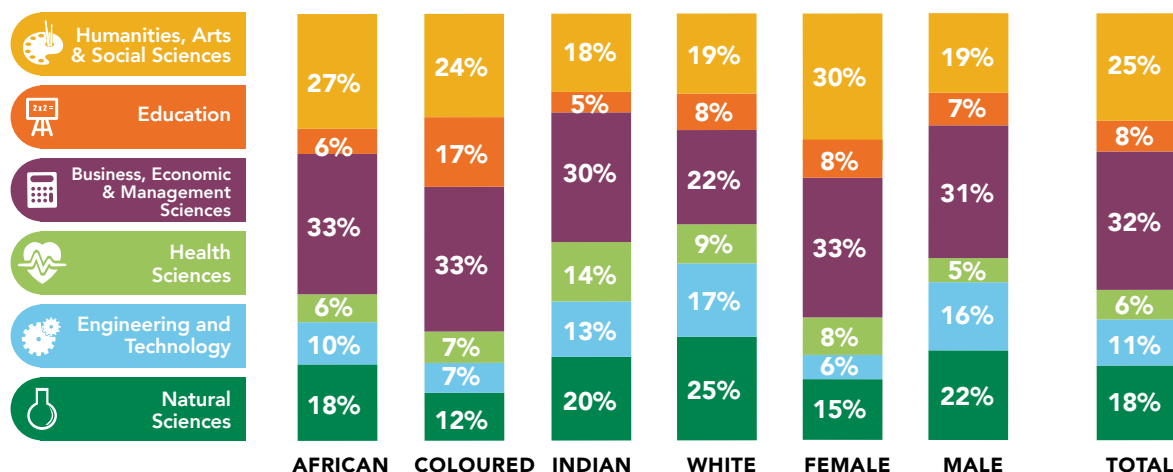
2021

TOTAL:
2 958
REGISTERED STUDENTS
WHO DROPPED OUT
IN 2022



NOTE: *DROPPED OUT IN GOOD ACADEMIC STANDING (GAS) : A student who leaves the university without completing his/her qualification, and who has not been excluded on academic grounds, is considered to have dropped out in good academic standing.

ENROLMENTS BY MAJOR FIELD OF STUDY 2021*

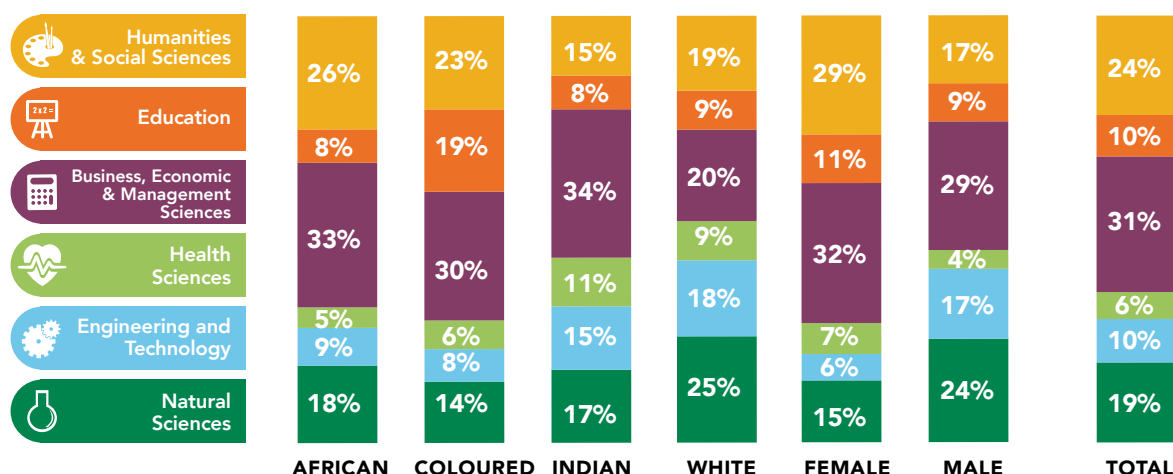


The distribution of headcount enrolments by population group and gender across major fields of study, 2021.

TOTAL:
29 767

*2021 enrolments by major field of study are provided to compare these with the distribution of graduates by major field of study in the same year. 2022 graduate data is not available yet.

GRADUATES BY MAJOR FIELD OF STUDY 2021



The distribution of graduates by population group and gender across major fields of study, 2021.

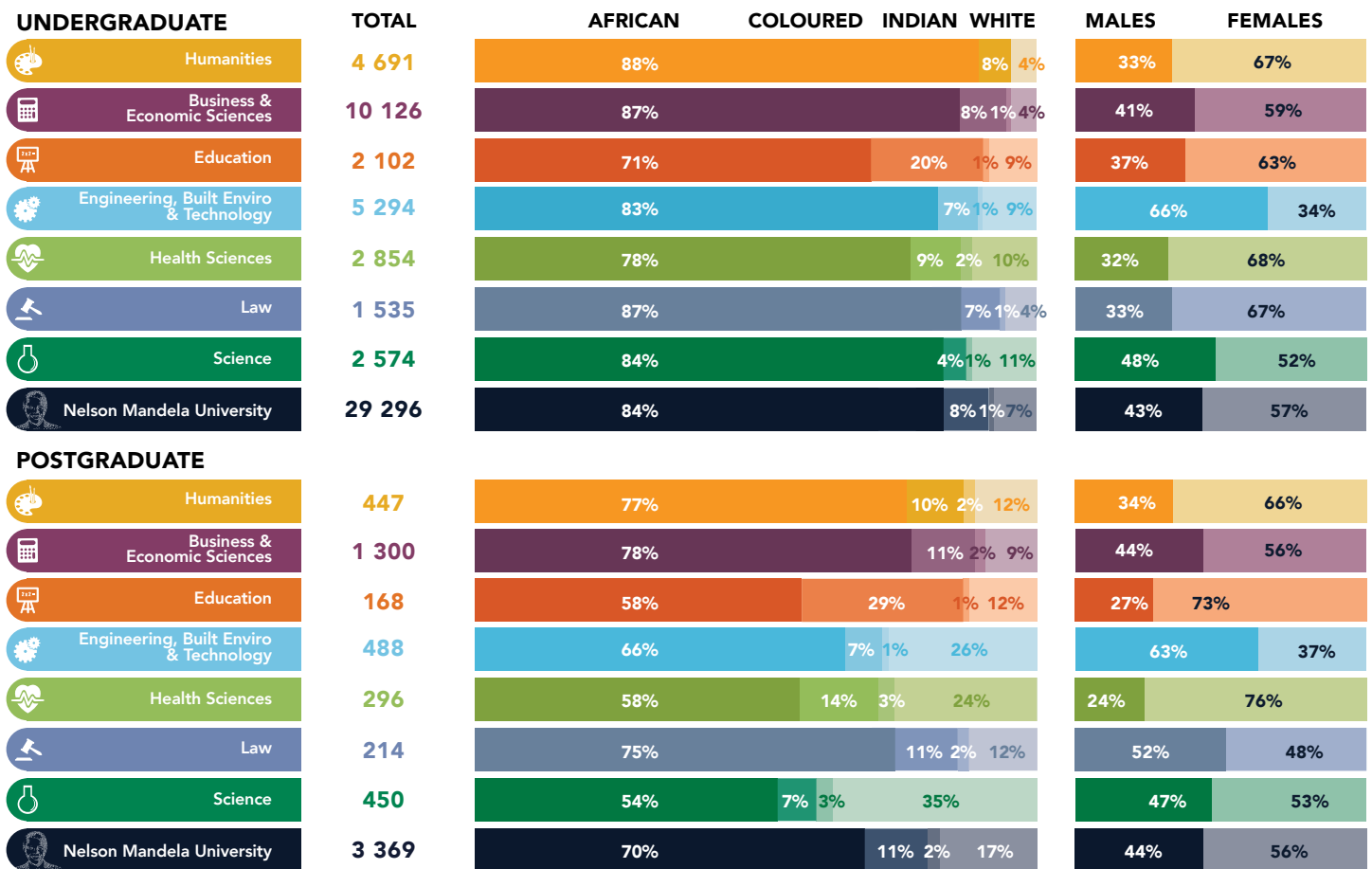
TOTAL:
7 264

2022 graduate data is not available yet.

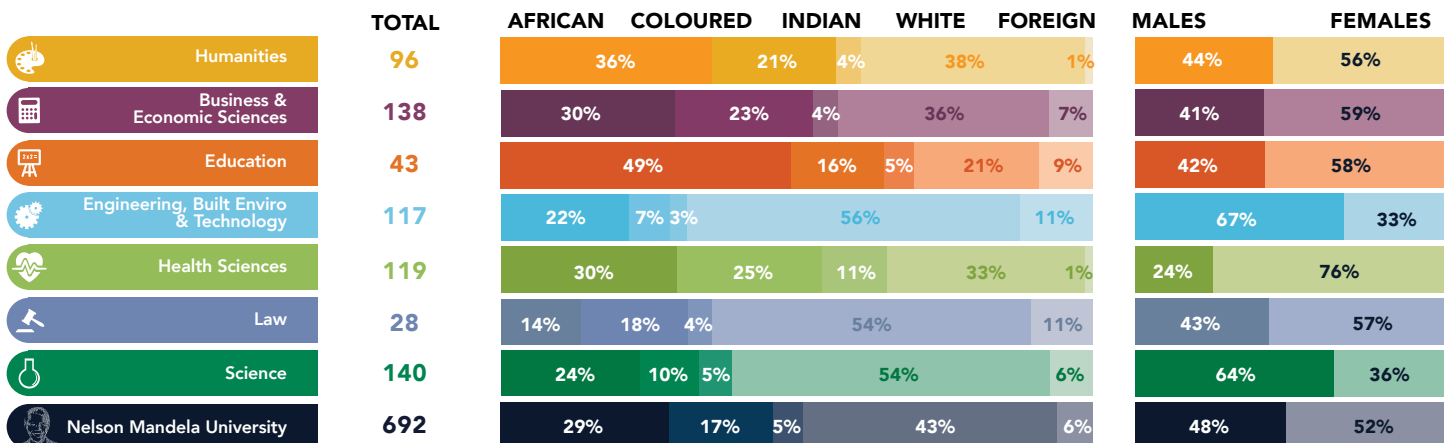
THE MAJOR FIELDS OF STUDY ARE CATEGORISED AS FOLLOWS:

- HUMANITIES, ARTS & SOCIAL SCIENCES**
Fine arts, music and drama, communication and journalism studies, languages and literature, law, public management and services, psychology, sociology and anthropology, history, political sciences, military sciences, philosophy and religious studies.
- EDUCATION**
Pre-primary, primary, secondary and post-school education, and the training of teachers at all levels.
- BUSINESS, ECONOMICS AND MANAGEMENT**
Accounting, auditing, economics, finance, business administration, and various management programmes.
- HEALTH SCIENCES**
Health professions and related clinical sciences.
- ENGINEERING AND TECHNOLOGY**
Engineering, architecture and the built environment.
- NATURAL SCIENCES**
Agriculture operations, computer & information sciences, family ecology & consumer sciences, life sciences & physical sciences, mathematics & statistics.

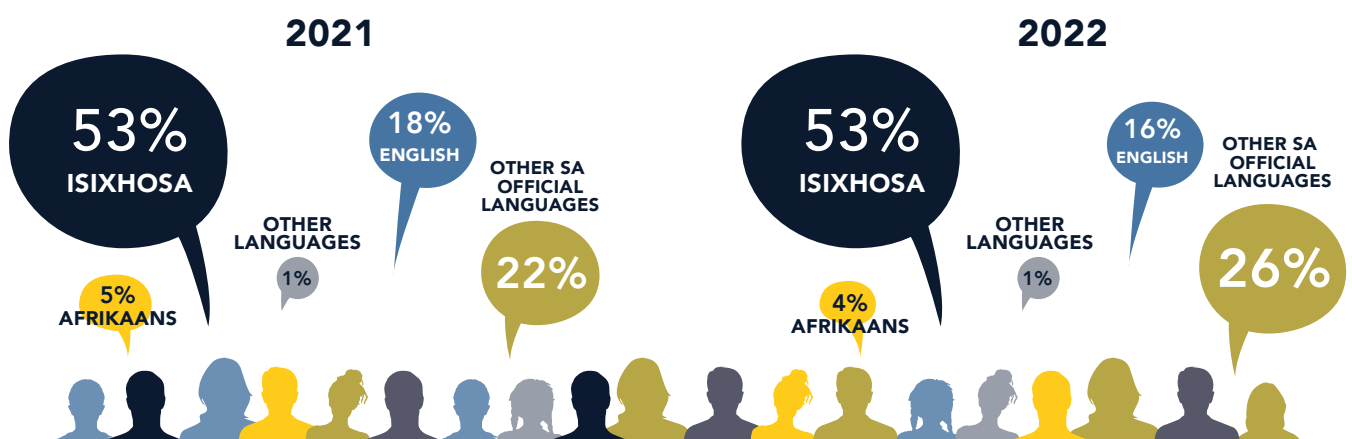
EQUITY PROFILE OF STUDENTS BY FACULTY 2022




PERMANENT ACADEMIC EMPLOYEE PROFILE BY FACULTY 2022



HOME LANGUAGE OF STUDENTS 2021 - 2022



PERMANENT PASS EMPLOYEE PROFILE BY OCCUPATIONAL LEVEL 2022

	AFRICAN	COLOURED	INDIAN	WHITE	FOREIGN	MALES	FEMALES		
TOP/SENIOR MANAGEMENT	56%			22%	22%	56%	44%		
PROFESSIONAL QUALIFIED/SPECIALIST/MIDDLE MANAGEMENT	42%		24%	5%	28%	1%	57%	43%	
SKILLED/JUNIOR MANAGEMENT/SUPERVISORY	41%		25%	4%	29%	1%	33%	67%	
SEMI-SKILLED	90%				9%	1%	43%	57%	
UNSKILLED	70%				30%		30%	70%	
 NELSON MANDELA UNIVERSITY	61%			18%	3%	17%	1%	38%	62%

TRANSFORMATION & EQUITY INTERVENTIONS 2022

RESEARCH DEVELOPMENT WORKSHOPS: ✓

To date 51 research training workshops have been presented and over 191 staff and 622 students have participated in these workshops.
(607 African, 92 Coloured, 14 Indian/Asian, 100 White, 328 Male & 485 Female)

813 members benefitted

INTERNAL RESEARCH GRANTS: ✓

R1 010 964
awarded to 30 early-career researchers for research running costs, teaching relief and conference participation
(13 African, 4 Coloured, 13 White, 9 Male and 21 Female)

30 members benefitted

MASTERS & DOCTORAL SUPPORT PROGRAMME: ✓

MASTERS ✓

(5 African, 4 Coloured, 7 White, 6 Male and 10 Female)

DOCTORAL

(10 African, 2 Coloured, 1 Indian, 2 White, 8 Male and 7 Female)

31 members benefitted

TEACHING DEVELOPMENT WORKSHOPS: ✓

- Beginning Your Journey @ Mandela
- Early Career Academics Advancement Programme (ECAAP)
- Teaching Enhancement Programme (TEP)
- Curriculum Development

(136 African, 41 Coloured, 19 Indian, 42 White, 78 Male and 157 Female)

311 members benefitted

BROAD-BASED BLACK ECONOMIC EMPOWERMENT LEVEL: 2019-2020

	VERIFIED - 2019 FY	VERIFIED - 2020 FY	AVAILABLE POINTS
MANAGEMENT CONTROL	14.89	15.23	20
SKILLS DEVELOPMENT	10.34	12.16	30
ENTERPRISE & SUPPLIER DEVELOPMENT	38.06	40.52	54
PREFERENTIAL PROCUREMENT	25.79	29.27	32
SUPPLIER PROCUREMENT	7.27	9.91	15
ENTERPRISE DEVELOPMENT	5	1.34	5
BONUS POINTS	0	0	2
SOCIO-ECONOMIC DEVELOPMENT	5	4.38	5
TOTAL	68.29	72.29	109
BBBEE STATUS LEVEL	Level 7	Level 6	
BBBEE STATUS LEVEL AFTER DISCOUNTING	Level 7	Level 7	
% OF AVAILABLE POINTS	62.65%	66.32%	

*BBBEE verification is based on the latest set of audited financial statements.

The 2021 verification process commences now that the 2021 audited annual financial statements are available.

RETIREMENTS FOR ACADEMIC AND PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES (2022-2027)

ACADEMIC EMPLOYEES

2022	6	(0.9%)
2023	11	(1.6%)
2024	11	(1.5%)
2025	18	(2.5%)
2026	18	(2.5%)
2027	14	(1.9%)



NOTE:

Of the 78 academic employees retiring, 23 professors will retire between 2022 and 2027.

15 associate professors will retire between 2022 and 2027

PASS EMPLOYEES

2022	19	(1.1%)
2023	30	(1.6%)
2024	35	(1.9%)
2025	19	(1%)
2026	28	(1.5%)
2027	49	(2.7%)



NOTE:

Of the 180 PASS employees retiring, the following percentages apply per post level:

PL 1-4	7	(4%)
PL 5-6	11	(6%)
PL 7-9	47	(26%)
PL10-17	115	(64%)