

NELSON MANDELA

UNIVERSITY



Q3
2023

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.

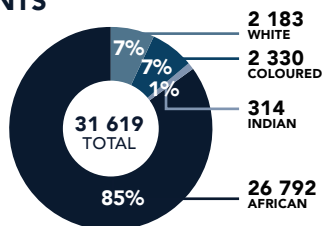
Nelson Mandela University pursues transformation holistically across the following dimensions:



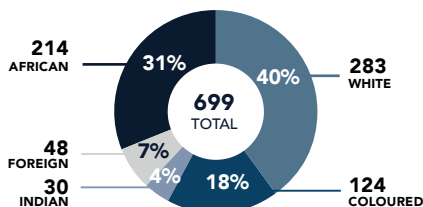
STUDENT AND EMPLOYEE DEMOGRAPHIC PROFILE 2023

POPULATION GROUP*

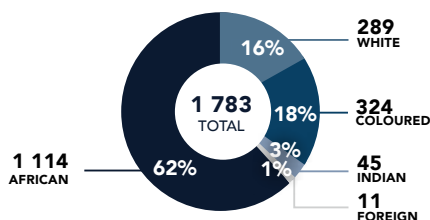
STUDENTS



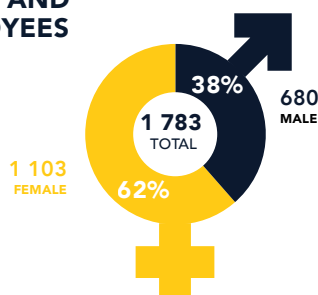
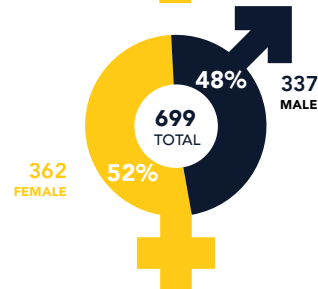
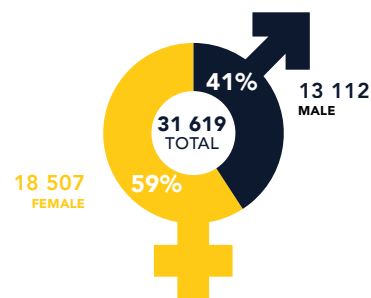
ACADEMIC EMPLOYEES



PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES



GENDER



*Population groups according to the Department of Employment and Labour equity categories

DIFFERENTLY ABLED STUDENTS AND EMPLOYEES

STUDENTS

31 619

TOTAL ENROLLED STUDENTS

0.97%

308 OF STUDENTS ARE DIFFERENTLY ABLED

ACADEMIC EMPLOYEES

678

TOTAL ACADEMIC EMPLOYEES

3%

21 ACADEMIC EMPLOYEES ARE DIFFERENTLY ABLED

PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES

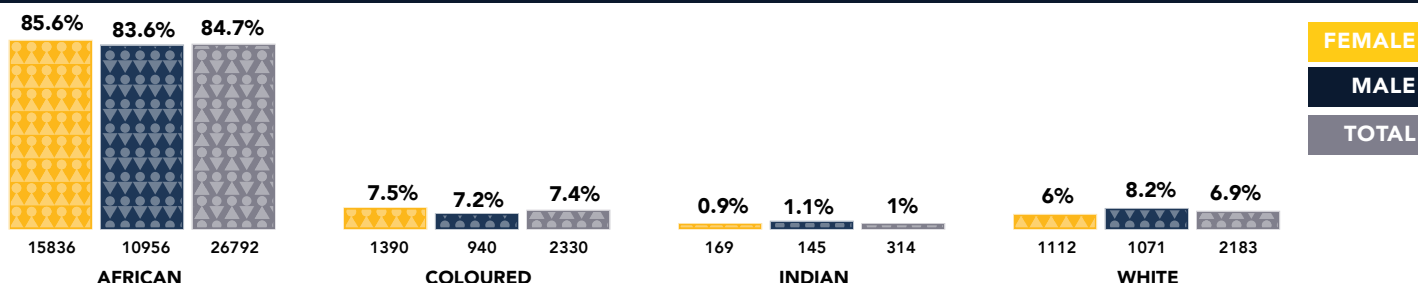
1 732

TOTAL PASS EMPLOYEES

3%

54 PASS EMPLOYEES ARE DIFFERENTLY ABLED

ENROLLED STUDENTS BY POPULATION GROUP AND GENDER 2023



STUDENT SUCCESS RATES BY POPULATION GROUP AND GENDER 2023



DEMOGRAPHIC PROFILE OF STUDENTS WHO DROPPED OUT IN GOOD ACADEMIC STANDING*: 2021 AND 2022

2021

**TOTAL:
2 958**

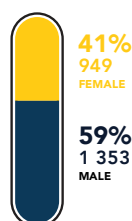
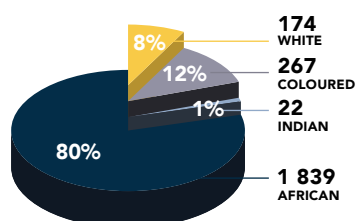
REGISTERED STUDENTS
WHO DROPPED OUT
IN 2022

2022

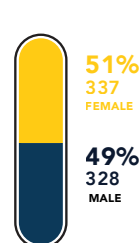
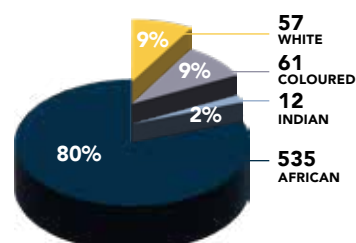
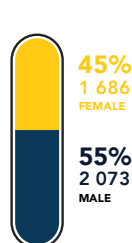
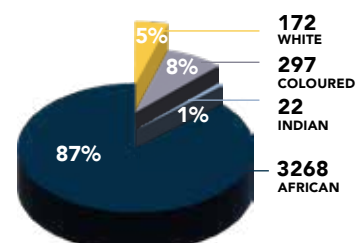
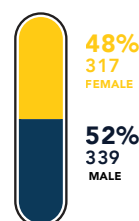
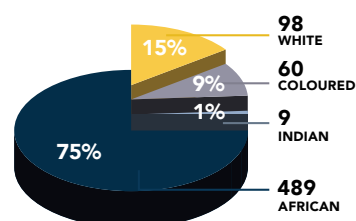
**TOTAL:
4 424**

REGISTERED STUDENTS
WHO DROPPED OUT
IN 2023

UNDERGRADUATE

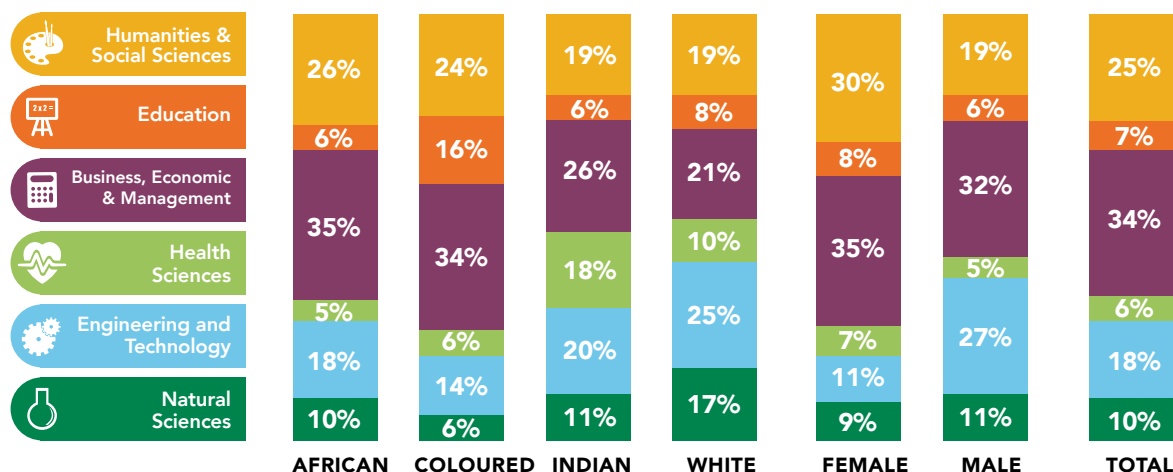


POSTGRADUATE



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 2022*

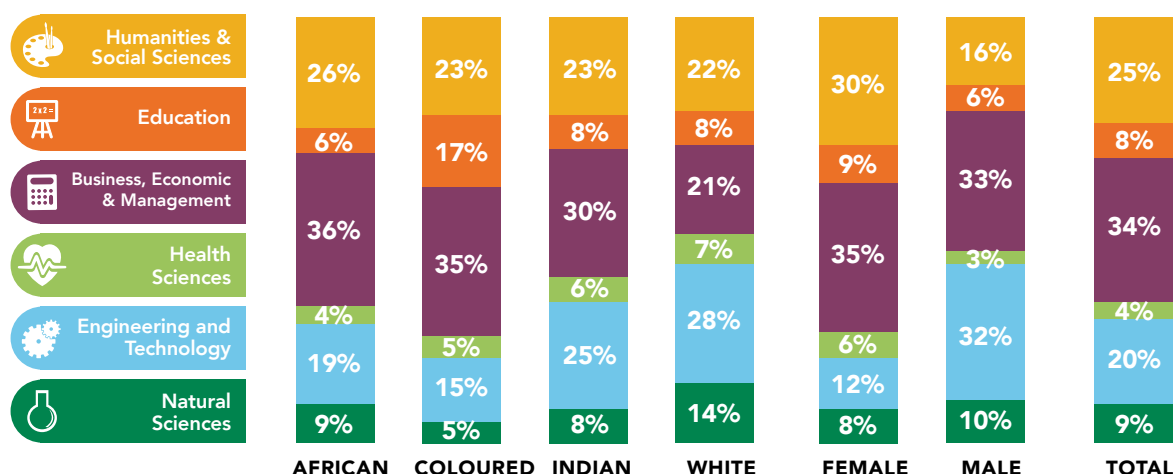


The distribution of headcount enrolments by population group and gender across major fields of study, 2022.

**TOTAL:
32 320**

*2022 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. 2023 graduate data is not available yet.

GRADUATES BY MAJOR FIELD OF STUDY 2022*



The distribution of graduates by population group and gender across major fields of study, 2022.

**TOTAL:
7 373**

*2023 graduate data is not available yet.

THE MAJOR FIELDS OF STUDY ARE CATEGORISED AS FOLLOWS:



HUMANITIES AND 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, computer and information sciences.











NATURAL SCIENCES

Agriculture and agriculture operations, family ecology and consumer sciences, life sciences and physical sciences, mathematics and statistics.

EQUITY PROFILE OF STUDENTS BY FACULTY 2023

UNDERGRADUATE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	MALES	FEMALES
 Humanities	4 151	90%			7% 3%	32%	68%
 Business & Economic Sciences	10 539	90%			6% 1% 3%	39%	61%
 Education	2 159	77%		17%	6%	37%	63%
 Engineering, Built Enviro & Technology	4 709	85%		6% 1% 8%		63%	37%
 Health Sciences	2 862	80%		8% 3% 9%		32%	68%
 Law	1 434	89%		6% 1% 4%		30%	70%
 Science	2 557	85%		4% 1% 10%		45%	55%
 Nelson Mandela University	28 514	86%		7% 1% 6%		41%	59%
POSTGRADUATE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	MALES	FEMALES
 Humanities	429	77%		9% 1% 13%		38%	62%
 Business & Economic Sciences	1 114	78%		11% 2% 9%		43%	57%
 Education	133	56%		28% 3% 13%		35%	65%
 Engineering, Built Enviro & Technology	483	71%		4% 1% 24%		63%	37%
 Health Sciences	314	58%		14% 4% 24%		25%	75%
 Law	191	69%		16% 3% 12%		52%	48%
 Science	439	52%		9% 3% 36%		44%	56%
 Nelson Mandela University	3 105	70%		10% 2% 18%		44%	56%

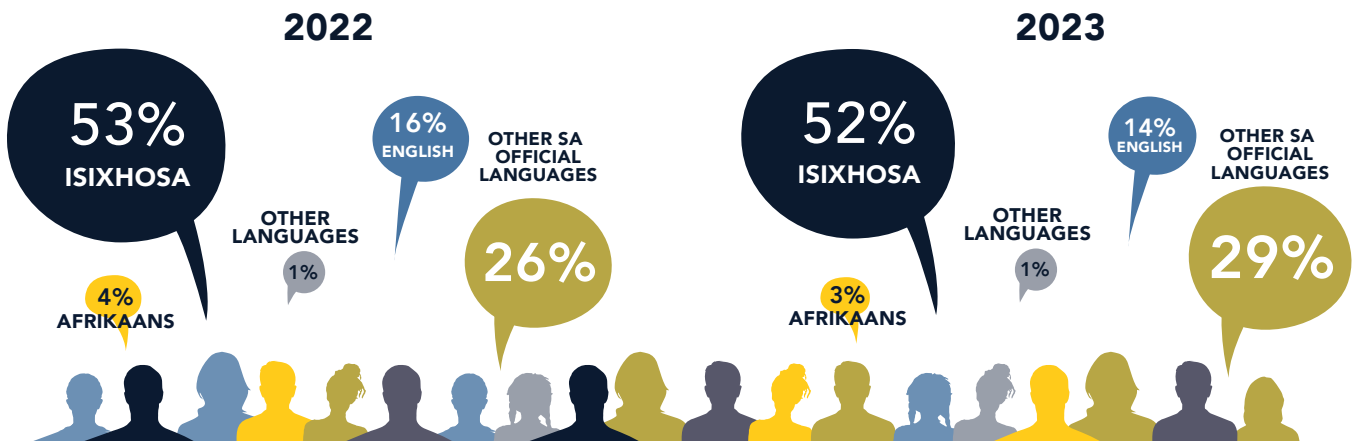
PERMANENT ACADEMIC EMPLOYEE PROFILE BY FACULTY 2023

	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	FOREIGN	MALES	FEMALES
 Humanities	101	38%		22% 2%	35%	3%	47%	53%
 Business & Economic Sciences	147	33%		23% 4%	33%	7%	43%	57%
 Education	43	46%		19% 5%	21%	9%	42%	58%
 Engineering, Built Enviro & Technology	113	20%	8% 2%		58%	12%	65%	35%
 Health Sciences	123	32%		25% 10%	32%	1%	25%	75%
 Law	30	27%	17% 3%		43%	10%	47%	53%
 Science	134	28%	10% 4%		51%	7%	66%	34%
 Nelson Mandela University	699	52%	20% 6%		12%	10%	48%	52%

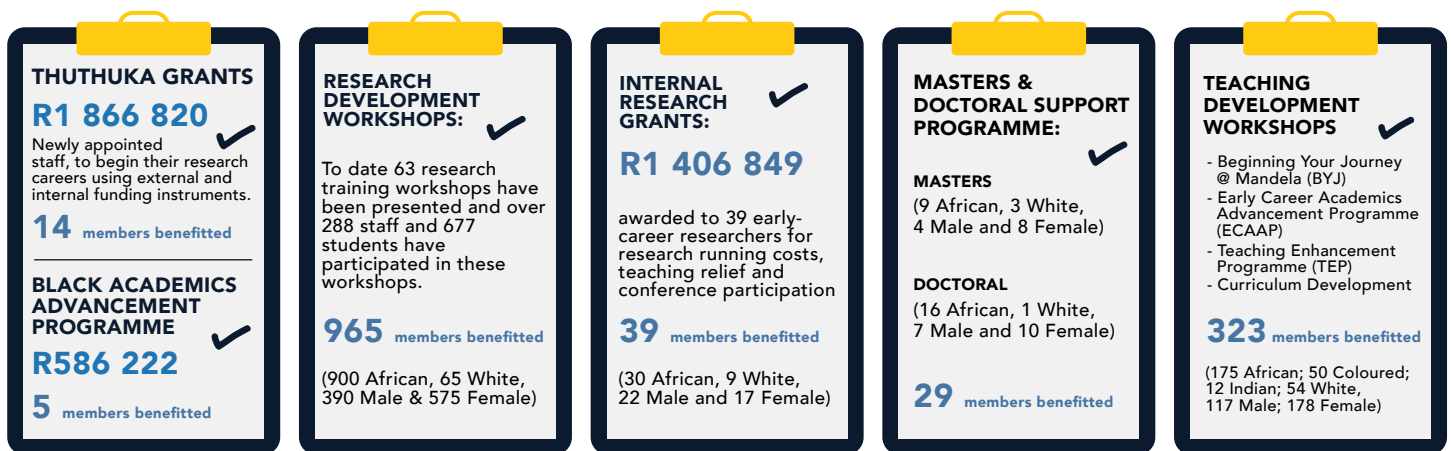
PERMANENT PASS EMPLOYEE PROFILE BY OCCUPATIONAL LEVEL 2023

	AFRICAN	COLOURED	INDIAN	WHITE	FOREIGN	MALES	FEMALES		
TOP/SENIOR MANAGEMENT	63%			25%	12%	50%	50%		
PROFESSIONAL QUALIFIED/SPECIALIST/MIDDLE MANAGEMENT	39%		24%	5%	30%	2%	58%	42%	
SKILLED/JUNIOR MANAGEMENT/SUPERVISORY	44%		24%	4%	27%	1%	33%	67%	
SEMI-SKILLED	90%				9%	1%	42%	58%	
UNSKILLED	57%				43%		7%	93%	
NELSON MANDELA UNIVERSITY	62%			18%	3%	16%	1%	38%	62%

HOME LANGUAGE OF STUDENTS 2022 - 2023



TRANSFORMATION & EQUITY INTERVENTIONS 2023



BROAD-BASED BLACK ECONOMIC EMPOWERMENT LEVEL: 2020-2021**

	VERIFIED - 2020 FY*	VERIFIED - 2021 FY*	AVAILABLE POINTS	
MANAGEMENT CONTROL	15.23	15.01	20	*BBBEE verification is based on the latest set of audited financial statements.
SKILLS DEVELOPMENT	12.16	14.2	30	
ENTERPRISE & SUPPLIER DEVELOPMENT	40.52	38.31	54	
PREFERENTIAL PROCUREMENT	29.27	30.6	32	
SUPPLIER PROCUREMENT	9.91	7.71	15	
ENTERPRISE DEVELOPMENT	1.34	0	5	**The 2022 BBBEE verification process commences now that the 2022 audited annual financial statements are available.
BONUS POINTS	0	0	2	
SOCIO-ECONOMIC DEVELOPMENT	4.38	5	5	
TOTAL	72.29	72.52	109	
BBBEE STATUS LEVEL	Level 6	Level 7		
BBBEE STATUS LEVEL AFTER DISCOUNTING	Level 7	Level 7		
% OF AVAILABLE POINTS	66.32%	66.53%		

RETIREMENTS FOR ACADEMIC AND PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES (2023-2028)

ACADEMIC EMPLOYEES

2023	11	(1.6%)
2024	11	(1.6%)
2025	18	(2.5%)
2026	18	(2.5%)
2027	14	(1.9%)
2028	11	(1.5%)

NOTE:

Of the 83 academic employees retiring between 2023 and 2028, **24** will be professors and **16** will be associate professors.



PASS EMPLOYEES

2023	30	(1.7%)
2024	35	(1.9%)
2025	19	(1%)
2026	28	(1.5%)
2027	49	(2.6%)
2028	43	(2.3%)

NOTE:

Of the 204 PASS employees retiring, the following numbers and percentages apply per post level:

PL 1-4	7	(3.4%)
PL 5-6	15	(7.4%)
PL 7-9	48	(23.5%)
PL10-17	134	(65.7%)

