NELSON MANDELA UNIVERSITY



Q3 2026

TRANSFORMATION AT A GLANCE

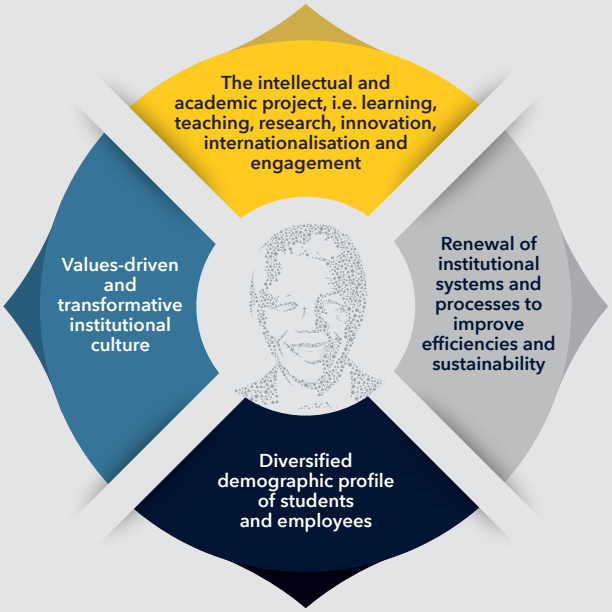
Produced by the Office for Institutional Strategy

DIMENSIONS OF TRANSFORMATION

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

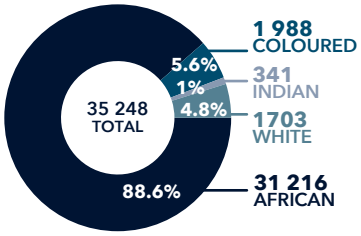
Nelson Mandela University seeks to advance social justice, equality and inclusion by providing life-changing educational experiences in pursuit of a better life for all.

Nelson Mandela University pursues transformation holistically across the following dimensions:

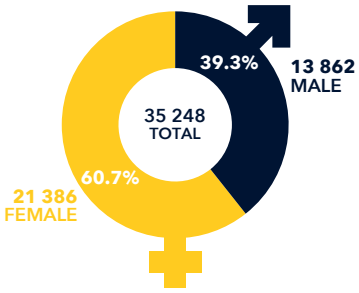


STUDENT AND EMPLOYEE DEMOGRAPHIC PROFILE 2026

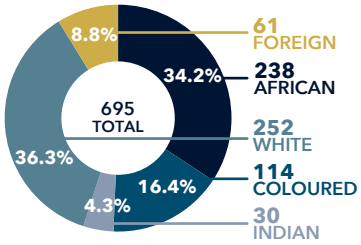
POPULATION GROUP* STUDENTS**

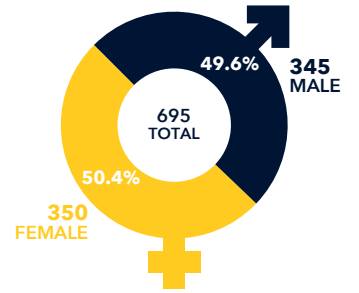


GENDER

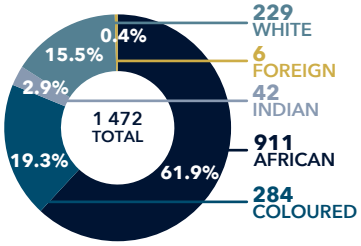


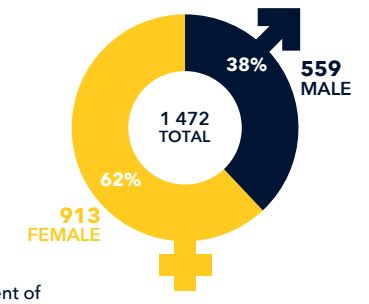
ACADEMIC EMPLOYEES**





PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES**





*Population groups according to the Department of Employment and Labour equity categories.
**Student data as at 1 Sept 2026; Staff data as at 25 August 2026

STUDENTS AND EMPLOYEES WITH DISABILITIES 2026

STUDENTS

35 248
TOTAL ENROLLED STUDENTS

1%
359 STUDENTS WITH DISABILITIES

ACADEMIC EMPLOYEES

695
TOTAL ACADEMIC EMPLOYEES

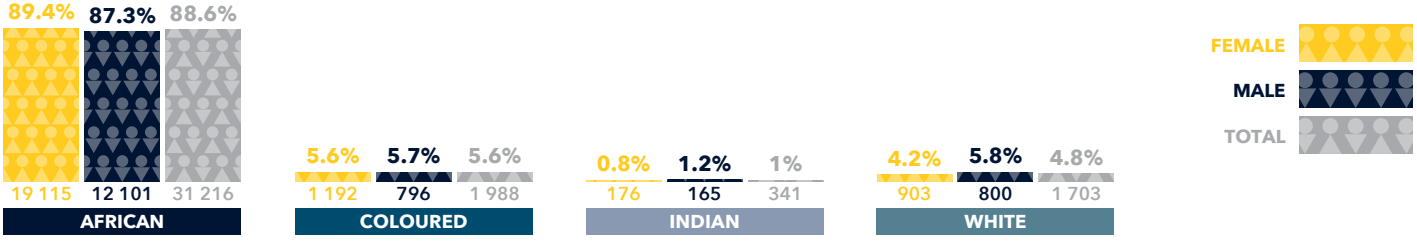
3.3%
23 ACADEMIC EMPLOYEES WITH DISABILITIES

PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES

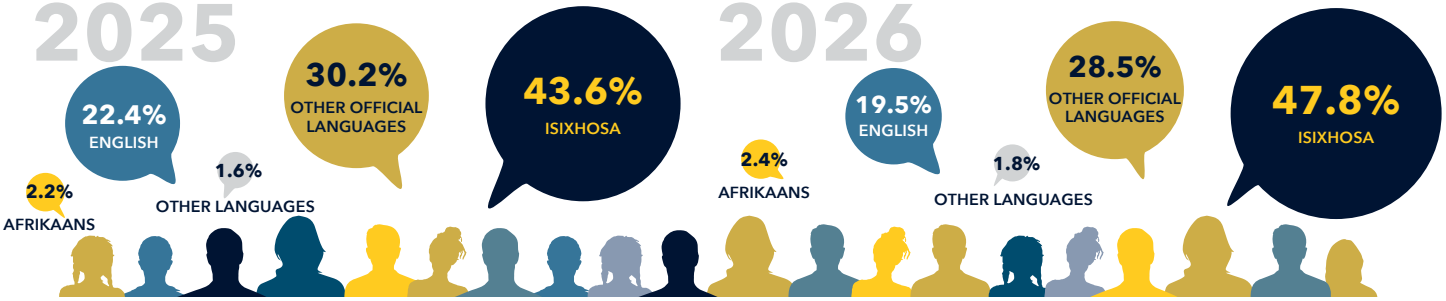
1 472
TOTAL PASS EMPLOYEES

4.5%
66 PASS EMPLOYEES WITH DISABILITIES

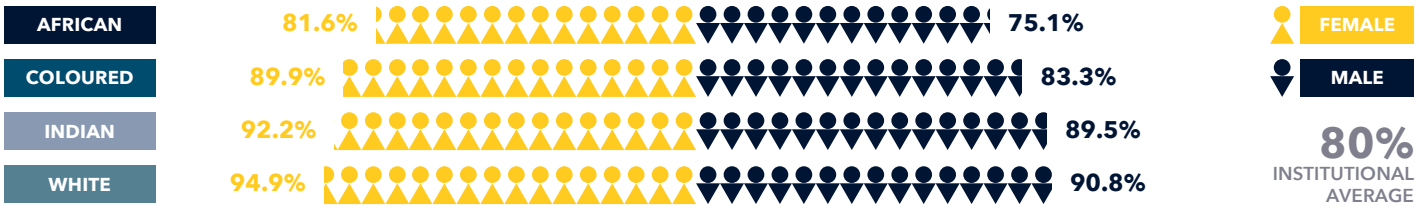
STUDENTS BY POPULATION GROUP AND GENDER 2026



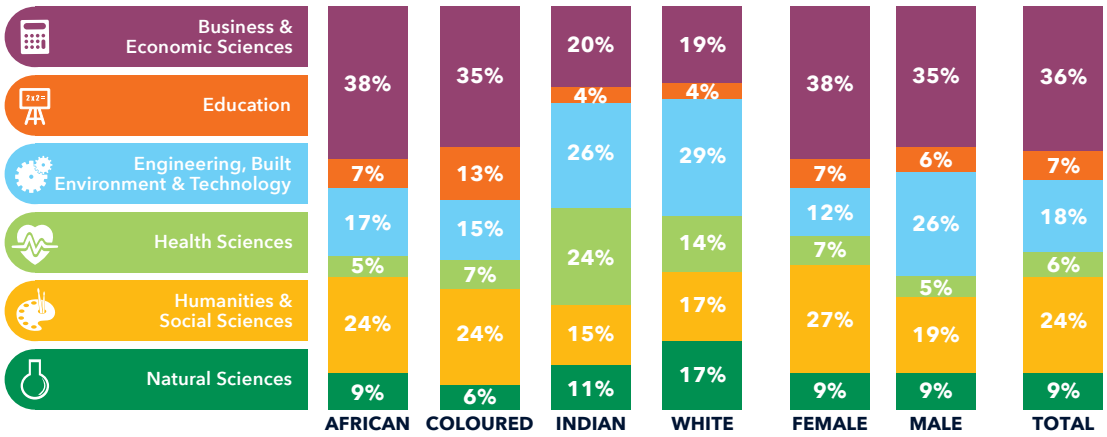
HOME LANGUAGES OF STUDENTS 2025 AND 2026



STUDENT SUCCESS RATES BY POPULATION GROUP AND GENDER 2025



ENROLMENTS BY MAJOR FIELD OF STUDY 2025*

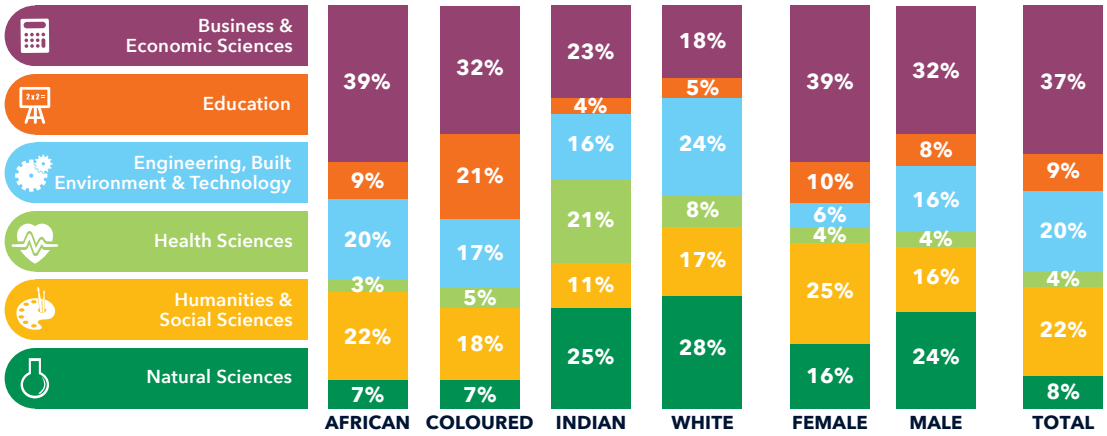


The distribution of headcount enrolments by population group and gender across major fields of study, 2025.

TOTAL
34 389

*2025 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. 2026 graduate data is not available yet.

GRADUATES BY MAJOR FIELD OF STUDY 2025*



The distribution of graduates by population group and gender across major fields of study, 2025.

TOTAL
6 708

A higher proportion of graduates than enrolments may signal stronger progression or completion rates for that group. Conversely, a larger proportion of enrolments than graduates, may point to lower progression, higher attrition, longer time to completion, or other barriers. *2026 graduate data is not available yet.

THE MAJOR FIELDS OF STUDY ARE CATEGORISED AS FOLLOWS

BUSINESS AND ECONOMIC SCIENCES
Accounting, auditing, economics, finance, business administration, and various management programmes.

ENGINEERING, BUILT ENVIRONMENT AND TECHNOLOGY
Engineering, architecture and the built environment, computer and information sciences.

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, secondary and post-school education and the training of teachers at all levels.

HEALTH SCIENCES
Health professions and related clinical sciences.

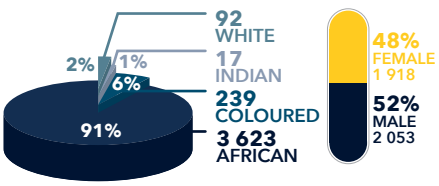
NATURAL SCIENCES
Agriculture and agriculture operations, family ecology and consumer sciences, life sciences and physical sciences, mathematics and statistics.

PROFILE OF STUDENTS WHO DROPPED OUT IN GOOD ACADEMIC STANDING:* 2025 AND 2026

UNDERGRADUATE

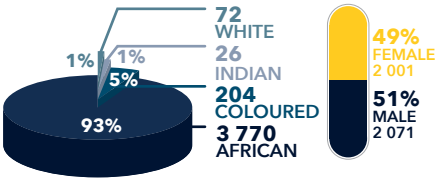
2024 STUDENTS WHO DID NOT RETURN IN 2025

TOTAL
4 468

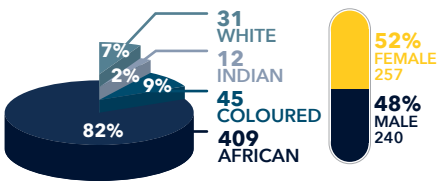


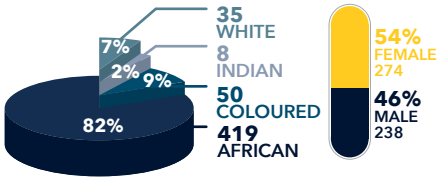
2025 STUDENTS WHO DID NOT RETURN IN 2026

TOTAL
4 584



POSTGRADUATE

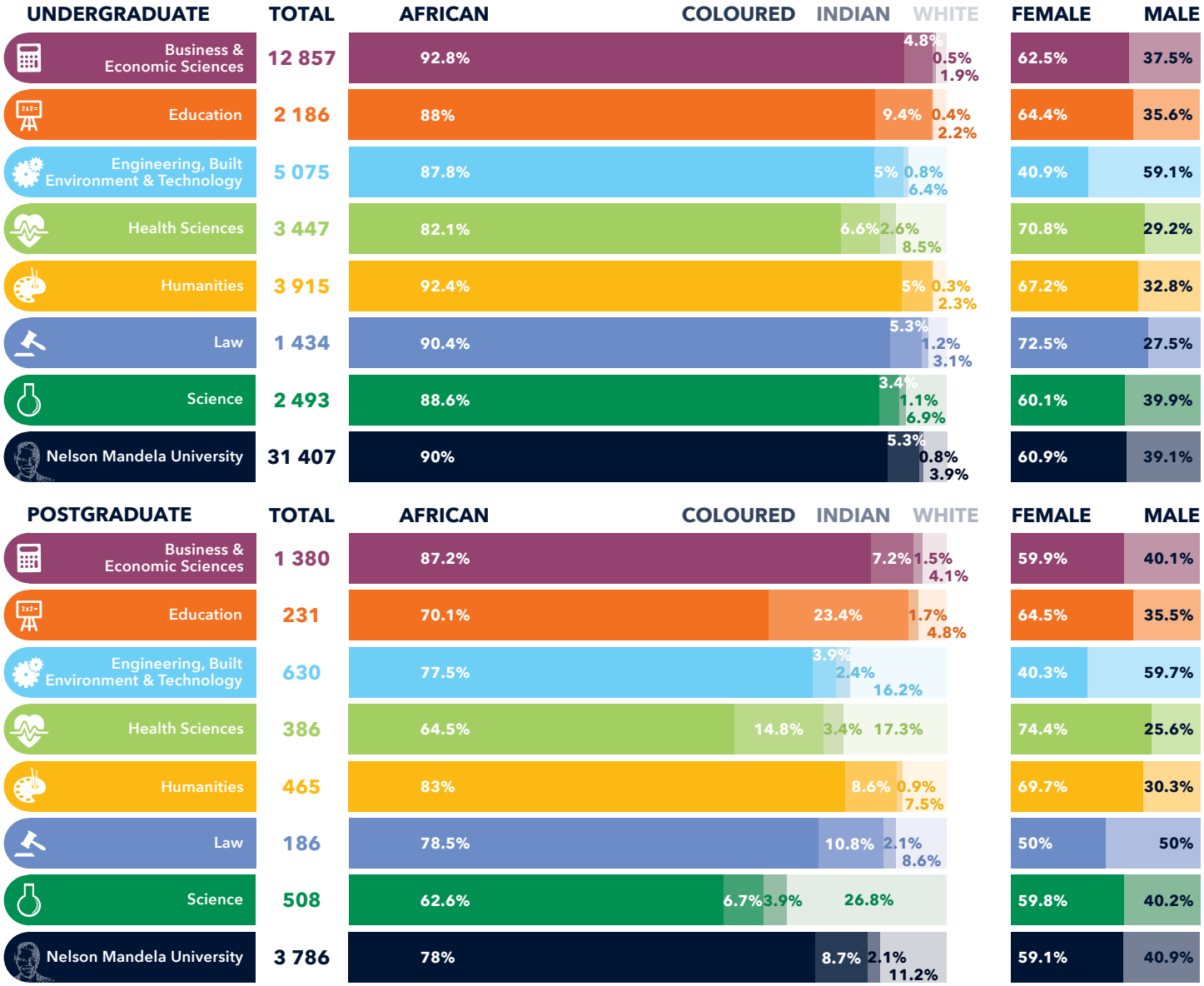




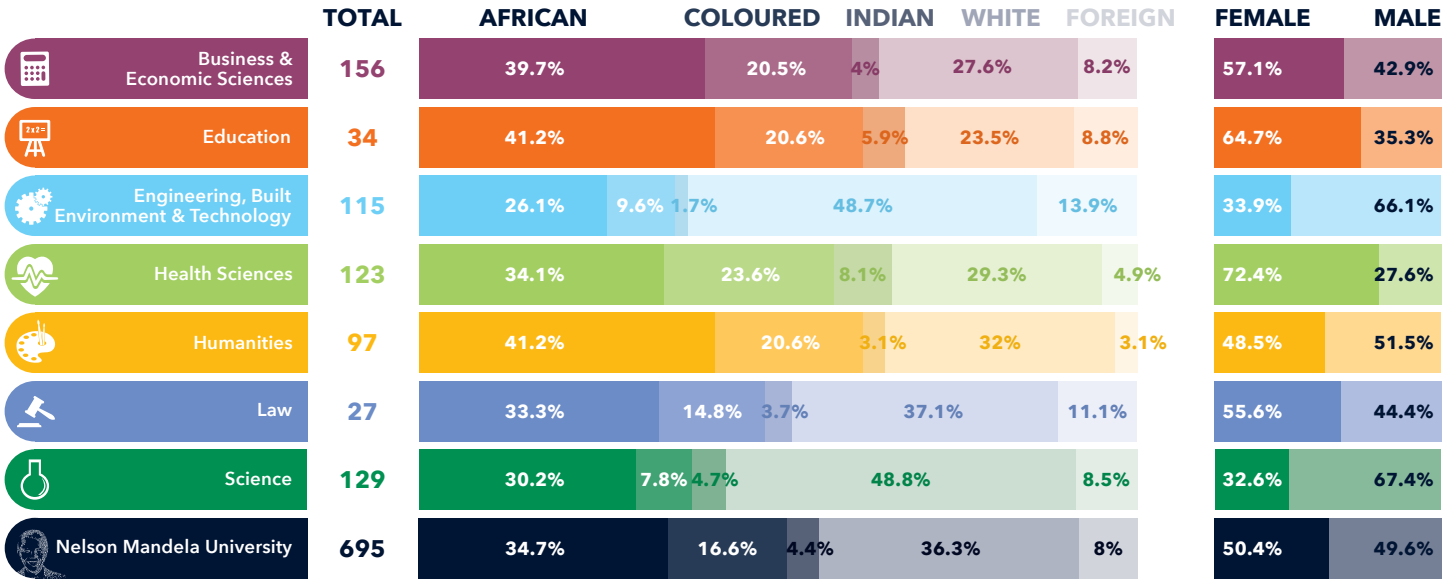
NOTE:
***DROPPED OUT IN GOOD ACADEMIC STANDING:**

Students who leave the university without completing qualifications, who have not been excluded on academic grounds, are considered to have dropped out in good academic standing.

EQUITY PROFILE OF STUDENTS BY FACULTY 2026



PERMANENT ACADEMIC EMPLOYEE EQUITY PROFILE BY FACULTY 2026



PERMANENT PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEE PROFILE BY OCCUPATIONAL LEVEL 2026

	AFRICAN	COLOURED	INDIAN	WHITE	FOREIGN	FEMALE	MALE
TOP/SENIOR MANAGEMENT*	100%					100%	
SENIOR MANAGEMENT	62.5%		25%	12.5%		25%	75%
PROFESSIONAL QUALIFIED/ SPECIALIST/MIDDLE MANAGEMENT	42%	22%	6%	27%	3%	45%	55%
SKILLED/JUNIOR MANAGEMENT/ SUPERVISORY	50.2%	23.6%	4%	21.9%	0.3%	66%	34%
SEMI-SKILLED	87.3%			10.8%	0.2% 1.7%	59%	41%
Nelson Mandela University	61.9%		19.2%	2.9%	15.6% 0.4%	62%	38%

*This category only refers to the position of the Vice-Chancellor.

RETIREMENTS FOR ACADEMIC AND PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES (2026-2031)

ACADEMIC EMPLOYEES



2026	12(1.7%)
2027	12(1.7%)
2028	8 (1.1%)
2029	15(2.1%)
2030	23(3.1%)
2031	28(3.8%)

NOTE:
Of the 98 academic employees retiring between 2026 and 2031, the following numbers and percentages apply per post level:

25 (25.5%) Professors
14 (14.3%) Associate Professors

NOTE: estimates for academic employees are based on a 3.3% growth rate

PASS EMPLOYEES



2026	15(1%)
2027	34(2.2%)
2028	27(1.7%)
2029	22(1.4%)
2030	26(1.7%)
2031	33(2.1%)

NOTE:
Of the 157 PASS employees retiring, the following numbers and percentages apply per post level:

PL 5-6	13	(8.3%)
PL 7-9	49	(31.2%)
PL 10-16	95	(60.5%)

NOTE: estimates for PASS employees are based on a 4.5% growth rate

BROAD-BASED BLACK ECONOMIC EMPOWERMENT LEVEL: 2023-2024**

	VERIFIED - 2023 FY*	VERIFIED - 2024 FY*	AVAILABLE POINTS
MANAGEMENT CONTROL	15.53	16.58	20
SKILLS DEVELOPMENT	11.67	12.98	30
ENTERPRISE AND SUPPLIER DEVELOPMENT	48.71	50	54
PREFERENTIAL PROCUREMENT	26.71	28	32
SUPPLIER PROCUREMENT	15	15	15
ENTERPRISE DEVELOPMENT	5	5	5
BONUS POINTS	2	2	2
SOCIO-ECONOMIC DEVELOPMENT	5	2.8	5
TOTAL	80.91	82.36	109
B-BBEE STATUS LEVEL	Level 4	Level 4	
B-BBEE STATUS LEVEL AFTER DISCOUNTING	Level 4	Level 4	
% OF AVAILABLE POINTS	74.23%	75.56%	

*B-BBEE verification is based on the latest set of audited financial statements.

**The 2025 verification process commences after the 2025 audited annual financial statements are available.

INSTITUTIONAL CULTURE SIGNATURE PROGRAMMES:

1. The Mandela in Us
Create artefacts to cultivate The Mandela Way.

2. Hub'ing
Transversal teams to do 'real work' together through the Hubs of Convergence thus generating more solidaristic work cultures.

3. Masonge Siphuhlise Campaign
To intentionally encourage every employee to become prudent, showing care and thought for our future, counting every cent, and making every cent count.

4. Umthombo
To communicate and where necessary create a "space of being" on each campus to promote well-being.

5. *i*-Human
Take employees along the digital journey of co-creating a Virtual Academy.

6. V2030 Short Learning Journey
Keep Vision 2030 Leaders at all Levels conversations, vital and alive to reignite a sense of deeper purpose and meaning.

TRANSFORMATION AND EQUITY CAPACITY DEVELOPMENT INTERVENTIONS 2026

THUTHUKA GRANTS

R3 539 788.00 ✔

Newly appointed staff, to begin their research careers using external and internal funding instruments.

29 staff members benefitted

21 African, 3 Indian, 1 Coloured, 4 White; 12 Female and 17 Male

BLACK ACADEMICS ADVANCEMENT PROGRAMME

R4 514 439.53 ✔

18 staff members benefitted

13 African, 3 Indian, 2 Coloured; 6 Female and 12 Male

nGAP NEW GENERATION OF ACADEMICS

17 TOTAL nGAP STAFF

R3 590 000 ✔

14 staff members benefitted (the other 3 staff members are in the 6th year of the programme and their funds were depleted prior to Jan 2026)

8 African, 3 Indian, 2 Coloured, 1 White; 4 Female and 10 Male

INTERNAL RESEARCH GRANTS

R 600 000 ✔

was awarded to

20 early- and mid-career researchers

through a suite of Internal Research Grants for research running costs, teaching relief, and conference participation.

12 African, 3 Indian, 3 Coloured; 11 Female and 9 Male

RESEARCH DEVELOPMENT WORKSHOPS ✔

Of the

74 workshops

scheduled to date

51 research

training workshops have been presented benefitting

1 248 participants

352 staff members

896 students

1 053 African, 29 Indian, 98 Coloured, 68 White;
763 Female and 485 Male

MASTERS STUDY SUPPORT PROGRAMME (MSP) ✔

28 staff members benefitted

4 African, 1 White; 3 Female and 2 Male

DOCTORAL STUDY SUPPORT PROGRAMME (DSP) ✔

12 staff members benefitted

10 African, 2 Coloured; 7 Female and 5 Male

UNIVERSITY STAFF DOCTORAL SUPPORT PROGRAMME (USDP)

Supports staff to complete doctoral qualifications, thereby strengthening institutional capacity, and advancing transformation in the workforce.

R1 423 800 ✔

was awarded to

3 staff members

2 African,1 White; 1 Female and 2 Male

POSTDOCTORAL AND RESEARCH FELLOWSHIPS

R16 397 507 ✔

was awarded to

92 fellows (both postdocs & research fellows)

giving doctoral graduates and early-career researchers uninterrupted time to focus on research and their expertise, while contributing to the University's research capacity and transformation.

74 African, 4 Coloured, 1 Indian, 13 White; 36 Female and 56 Male

TEACHING DEVELOPMENT WORKSHOPS ✔

- **Africa International Teaching Week (AITW) Faculty Training Workshop**
- **Assessment in Higher Education SLP**
- **Beginning Your Journey @ Mandela (BYJ)**
- **Curriculum Capacity Development**
- **Early Career Academics Advancement Programme (ECAAP)**
- **Portfolio Development**
- **Scholarship of Teaching and Learning (SoTL)**

456 staff members benefitted

254 African, 16 Indian, 63 Coloured, 113 White, 10 Undisclosed;
261 Female and 195 Male