DIMENSIONS OF TRANSFORMATION

Transformation is a complex, multi-faceted and **integrated process** of continuous institutional **renewal** in alignment with our vision, mission and values.
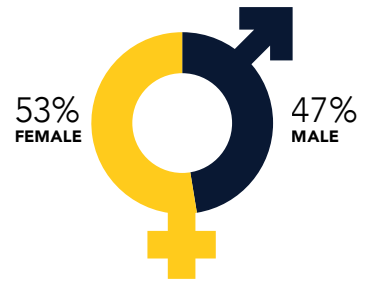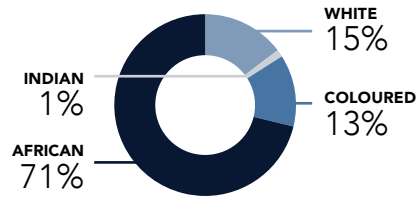
Nelson Mandela University seeks to advance **social justice**, **equality** and **inclusion** by providing life-changing educational experiences in pursuit of **a better life for all.**

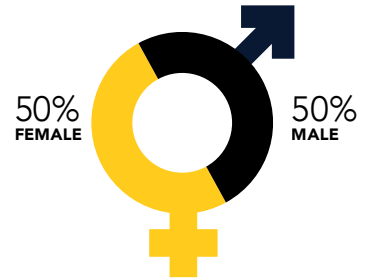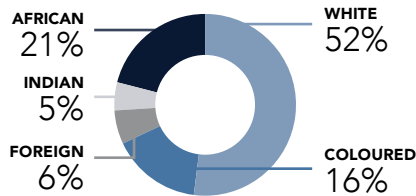Nelson Mandela University pursues transformation holistically across the following dimensions:
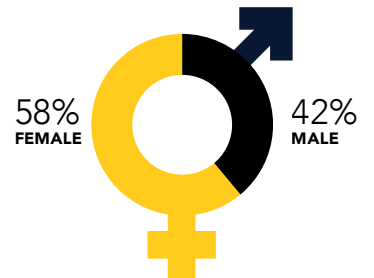
- The intellectual and academic project, i.e. teaching, learning, research and engagement
- Efficiency and effectiveness of institutional processes and systems
- Institutional culture
- Demographic profile of staff and students
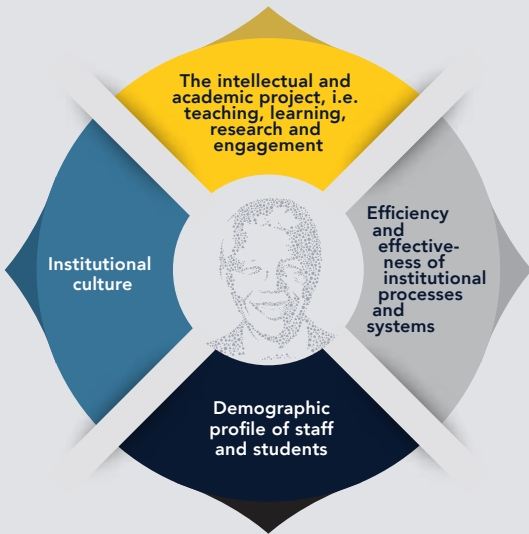
STUDENT AND STAFF DEMOGRAPHIC PROFILE 2019

STUDENTS

WHITE 15%
COLOURED 13%
INDIAN 1%
AFRICAN 71%

53% FEMALE
47% MALE

ACADEMIC EMPLOYEES

AFRICAN 21%
WHITE 52%
INDIAN 5%
FOREIGN 6%
COLOURED 16%

50% FEMALE
50% MALE

PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES

AFRICAN 49%
WHITE 25%
INDIAN 3%
COLOURED 22%
FOREIGN 1%

58% FEMALE
42% MALE
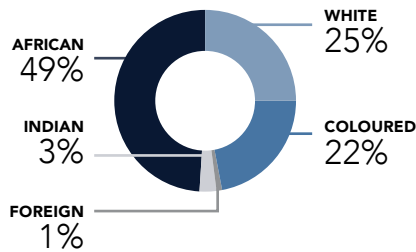
POPULATION GROUP   **GENDER**

DISABILITY

STUDENTS
29 503
TOTAL ENROLLED STUDENTS

1.4%
OF STUDENTS HAVE A DISABILITY

ACADEMIC EMPLOYEES
662
TOTAL ACADEMIC EMPLOYEES

0.43%
OF ACADEMIC EMPLOYEES HAVE A DISABILITY

PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES
1 867
TOTAL PASS EMPLOYEES

1.15%
OF PASS EMPLOYEES HAVE A DISABILITY

HOME LANGUAGE OF STUDENTS

2015

45% ISIXHOSA
29% ENGLISH
14% AFRIKAANS
OTHER LANGUAGES 4%
OTHER OFFICIAL LANGUAGES 8%

2019

46% ISIXHOSA
30% ENGLISH
13% AFRIKAANS
OTHER LANGUAGES 4%
OTHER OFFICIAL LANGUAGES 7%

STUDENT SUCCESS RATES BY POPULATION GROUP* AND GENDER 2018

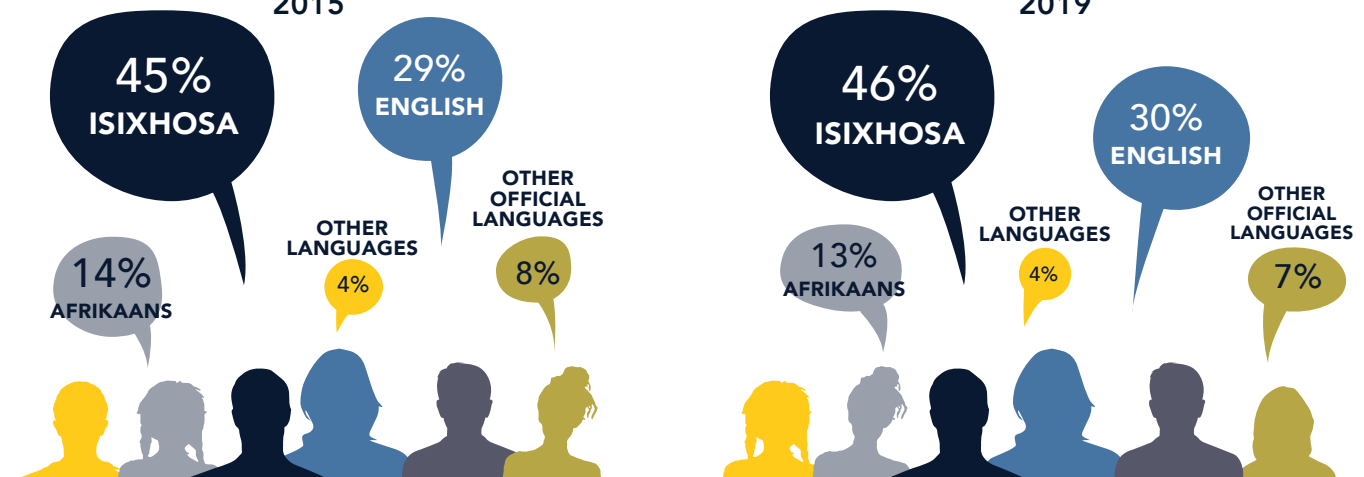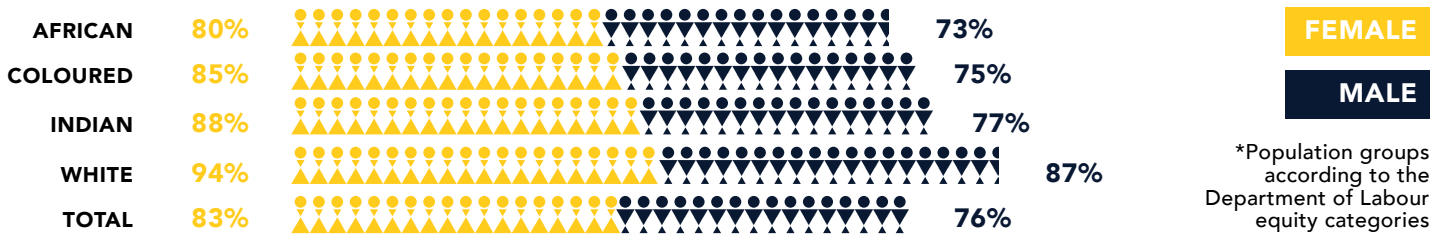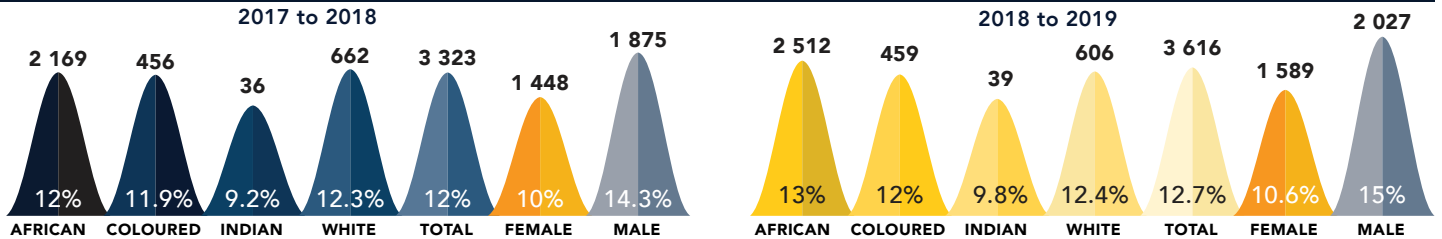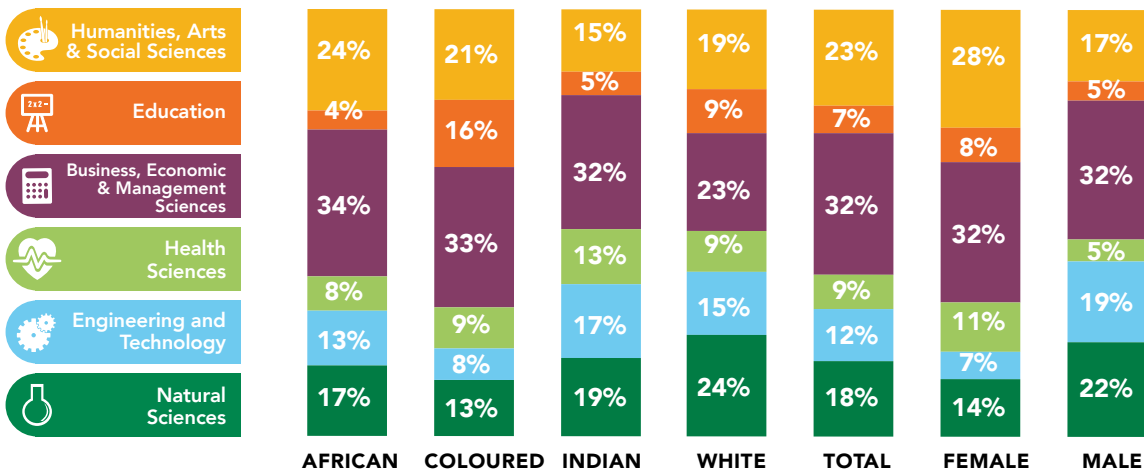|	FEMALE	MALE
AFRICAN	80%	73%
COLOURED	85%	75%
INDIAN	88%	77%
WHITE	94%	87%
TOTAL	83%	76%

FEMALE
MALE

*Population groups according to the Department of Labour equity categories

STUDENTS WHO DROPPED OUT OR LEFT BY POPULATION GROUP 2017-2019

2017 to 2018

AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	FEMALE	MALE
2 169	456	36	662	3 323	1 448	1 875
12%	11.9%	9.2%	12.3%	12%	10%	14.3%

2018 to 2019

AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	FEMALE	MALE
2 512	459	39	606	3 616	1 589	2 027
13%	12%	9.8%	12.4%	12.7%	10.6%	15%

ENROLMENTS BY MAJOR FIELD OF STUDY 2018

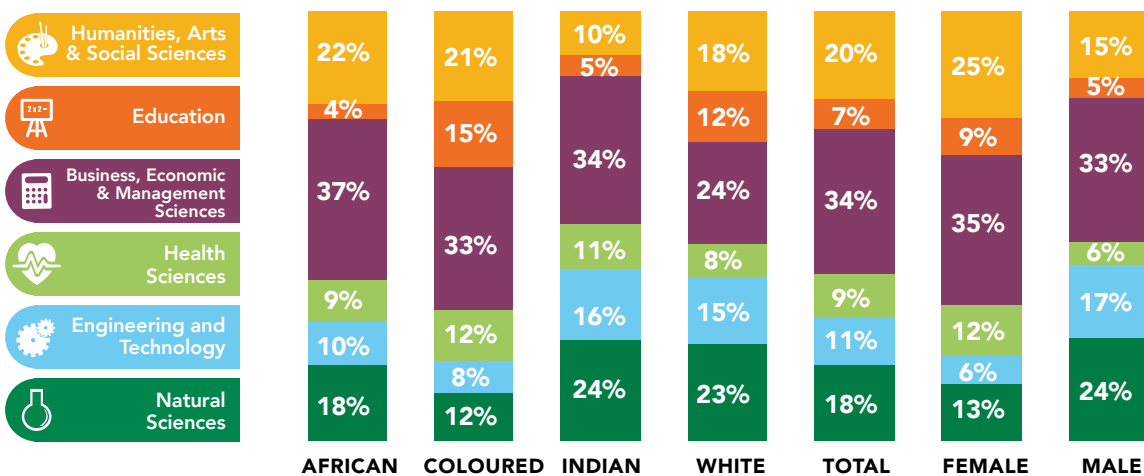|	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	FEMALE	MALE
Humanities, Arts & Social Sciences	24%	21%	15%	19%	23%	28%	17%
Education	4%	5%	5%	9%	7%	8%	5%
Business, Economic & Management Sciences	34%	16%	32%	23%	32%	32%	32%
Health Sciences	8%	33%	13%	9%	9%	11%	5%
Engineering and Technology	13%	9%	17%	15%	12%	7%	19%
Natural Sciences	17%	8% 13%	19%	24%	18%	14%	22%

The distribution of population groups and gender across major fields of study, 2019.

TOTAL:
28 507

2018 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.

GRADUATES BY MAJOR FIELD OF STUDY 2018

	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	FEMALE	MALE
Humanities, Arts & Social Sciences	22%	21%	10%	18%	20%	25%	15%
Education	4%	15%	5%	12%	7%	9%	5%
Business, Economic & Management Sciences	37%	33%	34%	24%	34%	35%	33%
Health Sciences	9%	12%	11%	8%	9%	12%	6%
Engineering and Technology	10%	8%	16%	15%	11%	6%	17%
Natural Sciences	18%	12%	24%	23%	18%	13%	24%

The distribution of population groups and gender across major fields of study, 2019.

TOTAL:
7 402

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 and agriculture operations, computer & information sciences, family ecology & consumer sciences, life sciences & physical sciences, mathematics & statistics.

RETIREMENTS FOR ACADEMIC AND PASS EMPLOYEES (2019-2024)

ACADEMIC EMPLOYEES

Year	Count	Percent
2019	18	(2.7%)
2020	17	(2.5%)
2021	20	(2.9%)
2022	15	(2.1%)
2023	19	(3.1%)
2024	23	(2.6%)

NOTE:
Of the 112 Academic employees retiring, 53.6 % will retire at age 60 and 43.7 % at age 65. 3 employees will retire at the age of 63 years.

PASS EMPLOYEES

Year	Count	Percent
2019	30	(1.6%)
2020	25	(1.3%)
2021	35	(1.8%)
2022	50	(2.6%)
2023	55	(2.8%)
2024	54	(2.7%)

NOTE:
Of the 249 PASS employees retiring, 55.4% will retire at the age of 60 and 39.8% at the age of 65. 12 employees will retire between ages 61 and 64.

TRANSFORMATION & EQUITY INTERVENTIONS 2019

R37.5million

NGAP (Next Generation Academic Programme)

12 members benefitting

R1 539 820

NRF-FRF BAAP

NRF First Rand Foundation Black Academic Programme

enables black academics to either finish their PhD or do postdoctoral work

5 members benefitting

R88 358
HERS SA ✓

A higher education resource service and a managed network to improve the status of women in higher education

R27 000 ✓

7 choices of Successful Women

R1 767 988

NRF THUTHUKA GRANTS ✓

supports emerging and newly appointed staff, to begin their research careers using external and internal funding instruments.

12 members benefitting

---

27 research capacity development workshops have been held

R616 854 ✓

21 members benefitted from Research Development Funding

R784 200

24 academics benefitted from the Teaching Replacement Grant

MSP (Masters Support Programme) ✓

14 members benefitting

DSP (Doctoral Support Programme) ✓

12 members benefitting

guides academics though proposal development and methodological selection for data collection.

PERMANENT ACADEMIC EMPLOYEE PROFILE BY FACULTY 2019

As at 15 August 2019

Faculty	AFRICAN	COLOURED	FOREIGN	INDIAN	WHITE	MALES	FEMALES	TOTAL
Humanities Arts & Social Sciences	24%	17%	3%	4%	51%	47%	53%	116
Business & Economic Sciences	23%	23%	7%	3%	44%	39%	61%	132
Education	36%	17%	6%	6%	34%	49%	51%	47
Engineering, Built Environ & It	16%	7%	10%	1%	65%	73%	27%	86
Health Sciences	18%	25%	1%	10%	46%	24%	76%	97
Law	24%	17%	7%	3%	48%	55%	45%	29
Science	19%	8%	8%	4%	61%	68%	32%	142

PERMANENT PASS EMPLOYEE PROFILE BY OCCUPATIONAL LEVEL 2019

Occupational Level	AFRICAN	COLOURED	FOREIGN	INDIAN	WHITE	MALES	FEMALES	TOTAL
TOP MANAGEMENT	100%						100%	1
SENIOR MANAGEMENT	33%	33%			33%	67%	33%	6
PROFESSIONAL QUALIFIED/SPECIALIST/ MIDDLE MANAGEMENT	30%	28%		4%	38%	60%	40%	94
SKILLED/JUNIOR MANAGEMENT/ SUPERVISORY	37%	25%	1%	5%	33%	33%	67%	940
SEMI-SKILLED	89%			9%	1%	45%	55%	766
UNSKILLED	76%	24%				34%	66%	29
TOTAL	59%	18%	1%	3%	20%	39%	61%	1836