

NELSON MANDELA

UNIVERSITY



Q3
2020

TRANSFORMATION AT A GLANCE

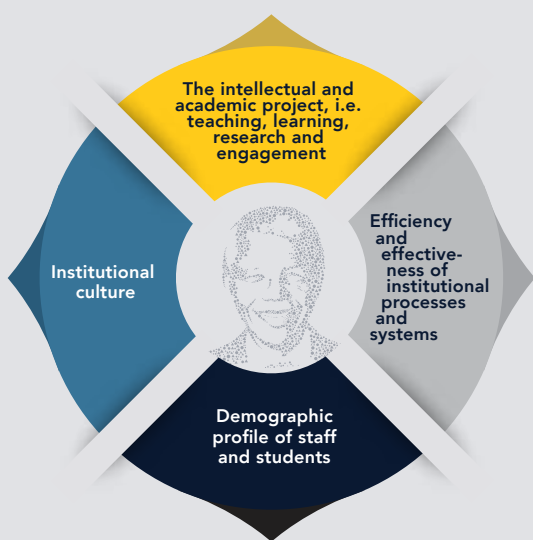
Produced by the Office for Institutional Strategy

DIMENSIONS OF TRANSFORMATION

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

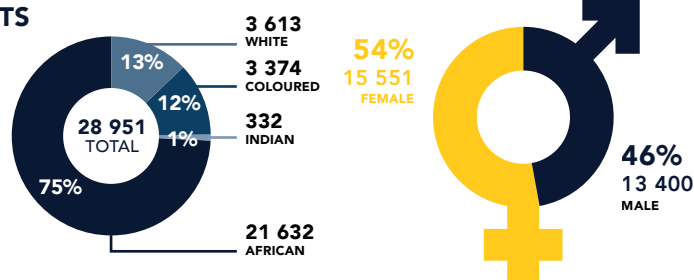
Nelson Mandela University seeks to advance **social justice, equality** and **inclusion** by providing life-changing educational experiences in pursuit of a **better life for all**.

Nelson Mandela University pursues transformation holistically across the following dimensions:

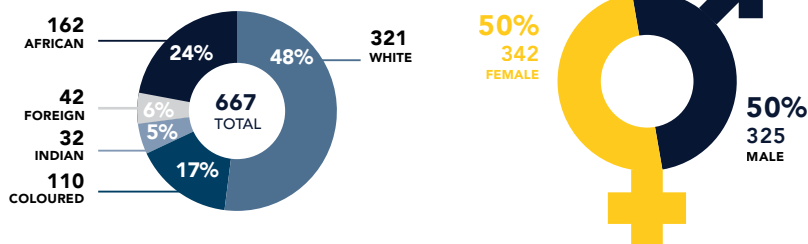


STUDENT AND STAFF DEMOGRAPHIC PROFILE 2020

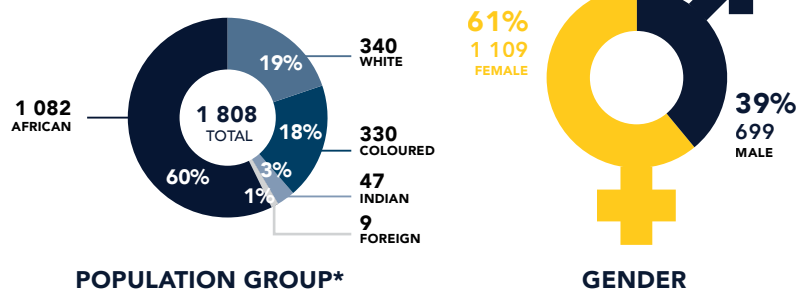
STUDENTS



ACADEMIC EMPLOYEES

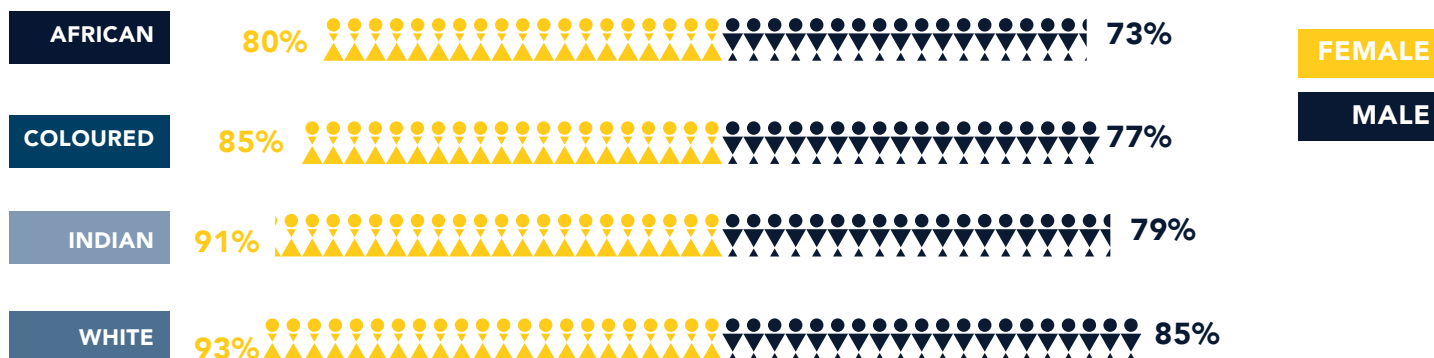


PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES



POPULATION GROUP*
*Population groups according to the Department of Labour equity categories

STUDENT SUCCESS RATES BY POPULATION GROUP AND GENDER 2019



DIFFERENTLY ABLED

STUDENTS

28 951

TOTAL ENROLLED STUDENTS

1.3%

OF STUDENTS ARE DIFFERENTLY ABLED

ACADEMIC EMPLOYEES

667

TOTAL ACADEMIC EMPLOYEES

0.6%

OF ACADEMIC EMPLOYEES ARE DIFFERENTLY ABLED

PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) EMPLOYEES

1 808

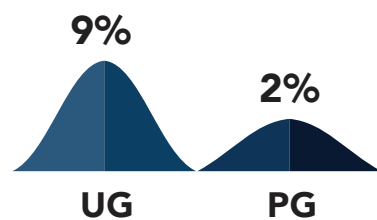
TOTAL PASS EMPLOYEES

1.5%

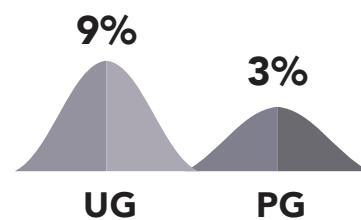
OF PASS EMPLOYEES ARE DIFFERENTLY ABLED

STUDENTS WHO DROPPED OUT IN GOOD ACADEMIC STANDING*: 2018 AND 2019

2018 REGISTERED STUDENTS WHO DROPPED OUT IN 2019



2019 REGISTERED STUDENTS WHO DROPPED OUT IN 2020



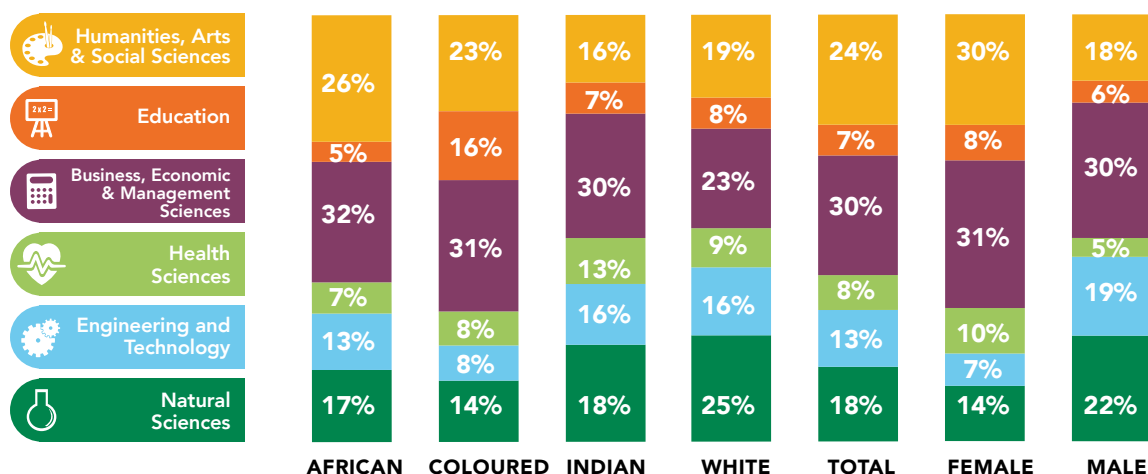
DROPPED OUT
TOTAL HEADCOUNT

UG	3 223
PG	28 155

UG	3 547
PG	29 120

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

ENROLMENTS BY MAJOR FIELD OF STUDY 2019

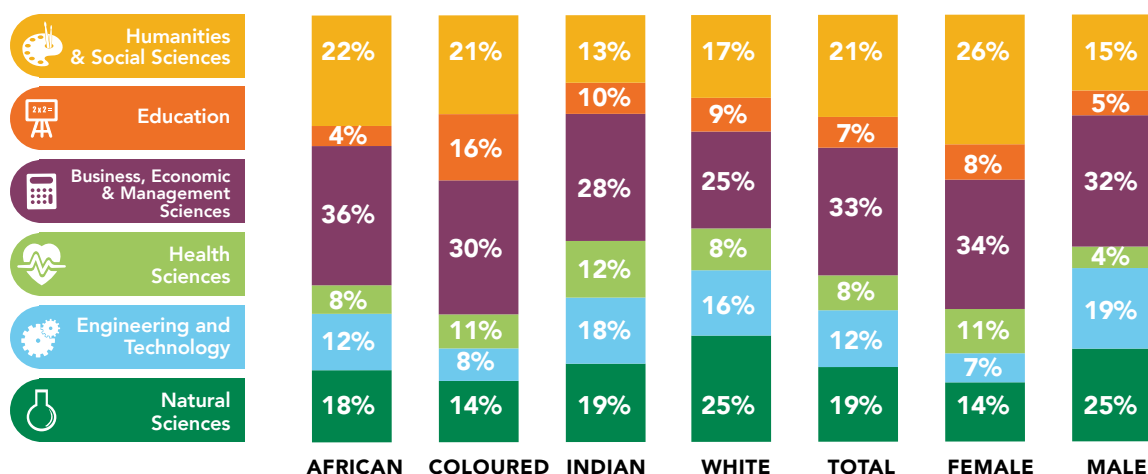


The distribution of population groups and gender across major fields of study, 2019.

TOTAL:
29 490

2019 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 2019



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

TOTAL:
6 951

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.

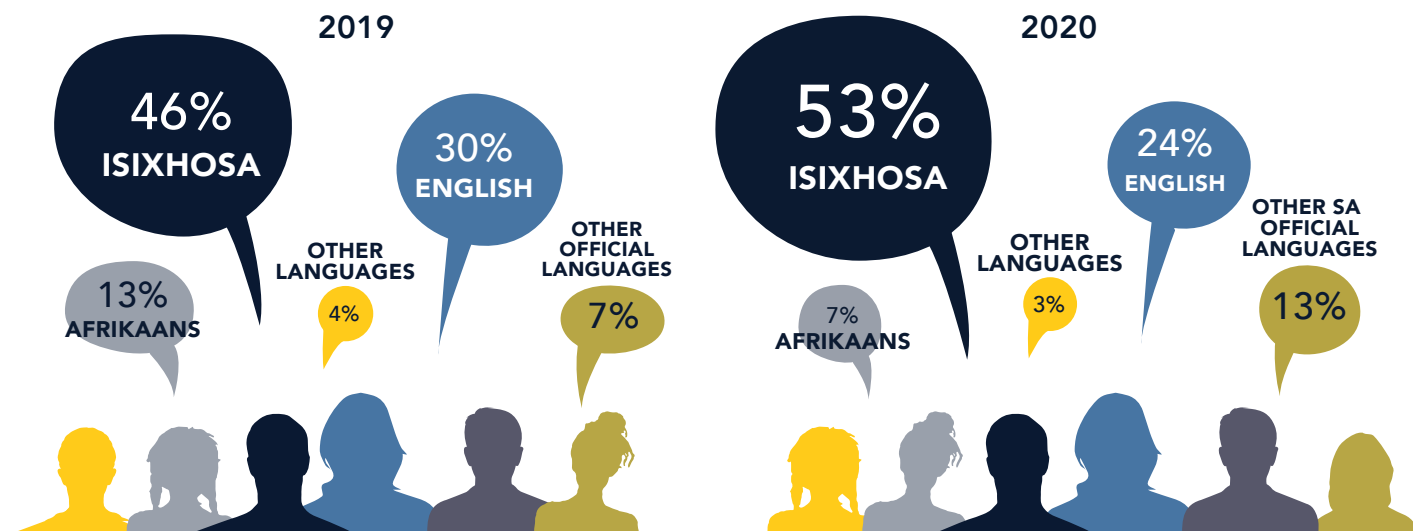


ENGINEERING AND TECHNOLOGY
Engineering, architecture and the built environment.



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

HOME LANGUAGE OF STUDENTS



RETIREMENTS FOR ACADEMIC AND PASS EMPLOYEES (2020-2025)

ACADEMIC EMPLOYEES

2020	7	(1%)
2021	10	(1.5%)
2022	6	(0.9%)
2023	12	(1.7%)
2024	11	(1.6%)
2025	20	(2.8%)



NOTE:

Of the 66 Academics retiring, 4 Professors will retire in 2020, 2 between 2021 and 2022 and 15 between 2023 and 2025. 12 Associate Professors will retire between 2020 and 2025

PASS EMPLOYEES

2020	11	(0.6%)
2021	13	(0.7%)
2022	19	(1%)
2023	29	(1.6%)
2024	36	(1.9%)
2025	23	(1.2%)



NOTE:

Of the 131 PASS Staff retiring, the following rank percentages apply:
 PL 2-4 8 (6%)
 PL 5-6 10 (8%)
 PL 7-9 32 (24%)
 PL10-17 81 (62%)

TRANSFORMATION & EQUITY INTERVENTIONS 2020

R47.5 million

NGAP (Next Generation Academic Programme) ✓

4 being recruited for 2020

12 members benefitting

R1 422 036

NRF-FRF BAAP ✓
NRF First Rand Foundation Black Academic Programme

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

9 members benefitting

51 Research training workshops ✓
 thus far this year, over **300 staff and 500 students** have attended these workshops

R1 478 222

NRF THUTHUKA GRANTS ✓

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

14 members benefitting

R462 366 ✓

14 academic employees benefitted from Research Development Grant

R739 950 ✓

21 academics benefitted from the Teaching Replacement Grant

Cohort Support Programme ✓

7 members benefitting

DSP (Doctoral Support Programme) ✓

16 members benefitting

Guides academics through proposal development and methodological selection for data collection.

HERS-SA ✓

A higher education resources service & a management network to improve the status of women in higher education

4 colleagues benefitted

R219 000 ✓

9 employees benefitted with specific COVID-19 related research

R652 000

REIF GRANT ✓
Research, Engagement, Innovation Fund

for a Mentor and Emerging Researcher Team was offered this year

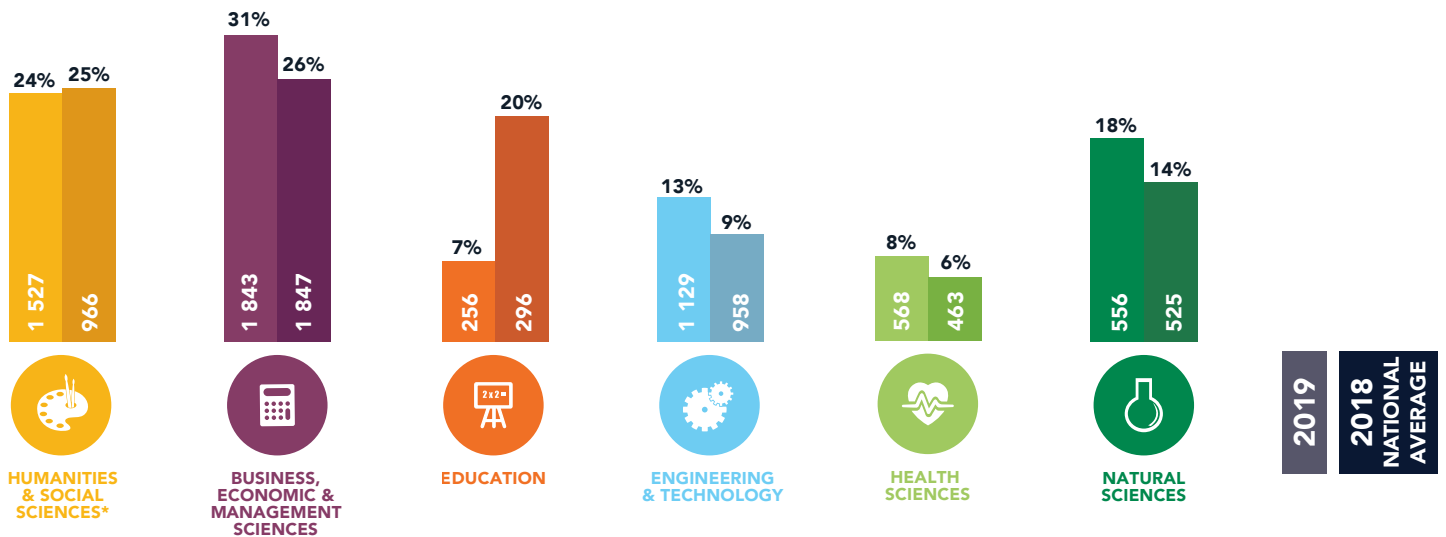
8 pairs of academics have benefited

ANNUAL TRAINING AND DEVELOPMENT ✓

59% of all attendees for training and development at the University were women

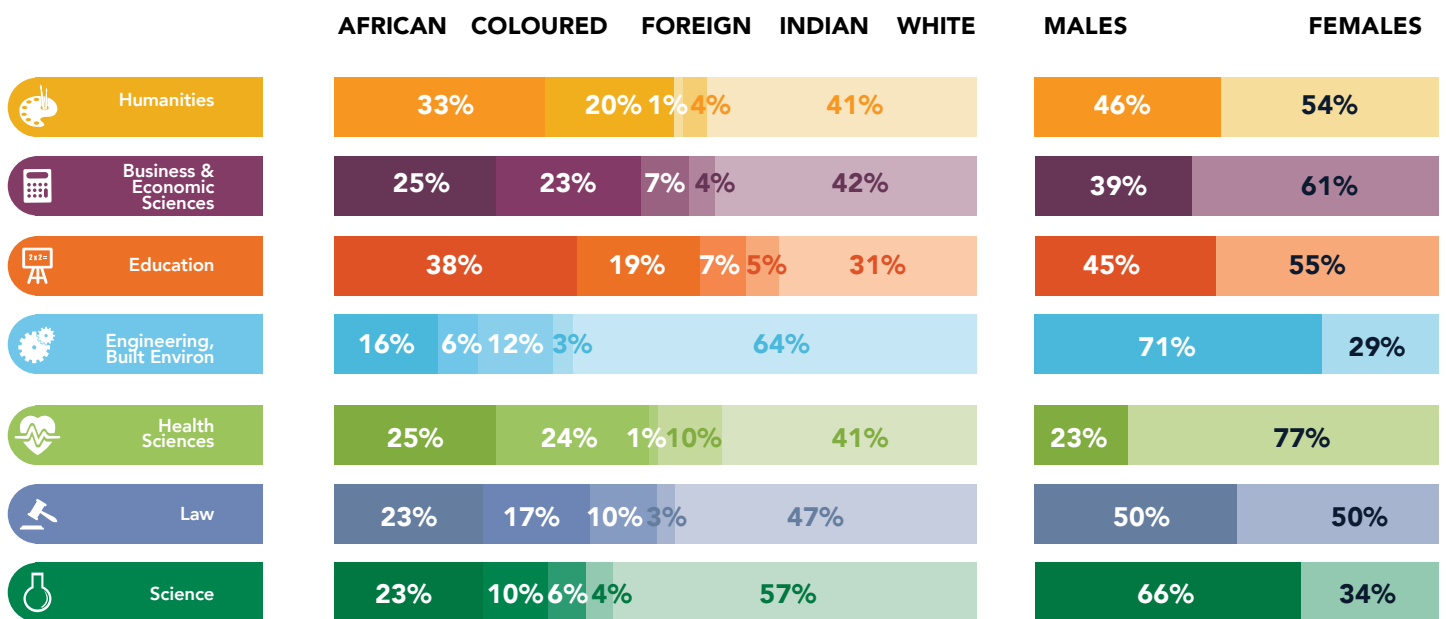
1802 women benefitted

HEADCOUNT BY MAJOR FIELD OF STUDY 2019 & 2020



*Law is included in Humanities and Social Sciences.

PERMANENT ACADEMIC EMPLOYEE PROFILE BY FACULTY 2020



PERMANENT PASS EMPLOYEE PROFILE BY OCCUPATIONAL LEVEL 2020

