

NELSON MANDELA

UNIVERSITY



Q3
2018

TRANSFORMATION AT A GLANCE

Produced by the Office for Institutional Planning

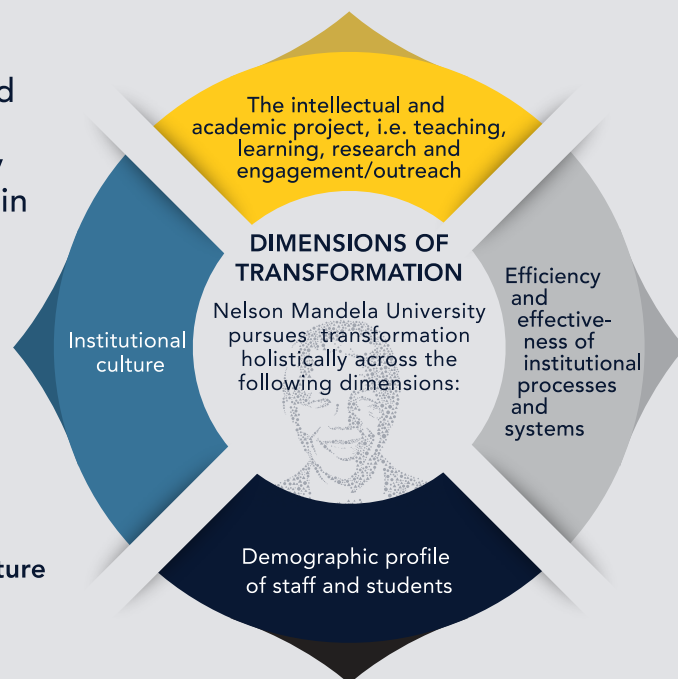
DEFINITION OF TRANSFORMATION

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**.

TRANSFORMATION PRIORITIES

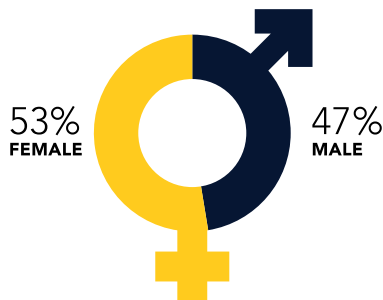
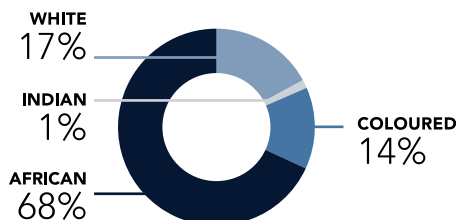
Our Institutional Transformation Plan (2018–2022) sets out the following priorities:

- ✓ Curriculum transformation and decolonisation
- ✓ Broaden student access for success
- ✓ Provide holistic student support
- ✓ Diversify staff and student profile
- ✓ Foster a values-based, transformative institutional culture
- ✓ Improve effectiveness of governance structures
- ✓ Implement mechanisms to address all forms of discrimination and gender-based violence
- ✓ Expand collaborations & partnerships with other institutional types
- ✓ Develop and implement a language policy that promotes multilingualism
- ✓ Foster sustainable resource stewardship

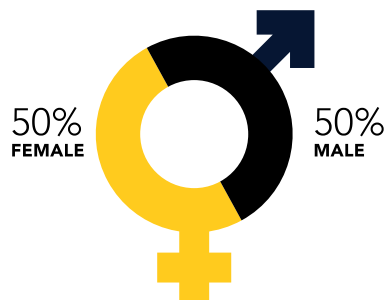
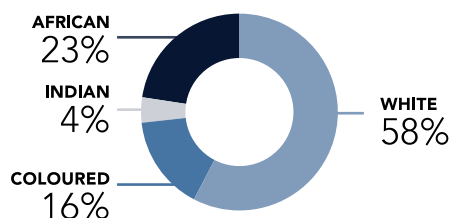


STUDENT AND STAFF DEMOGRAPHIC PROFILE 2018

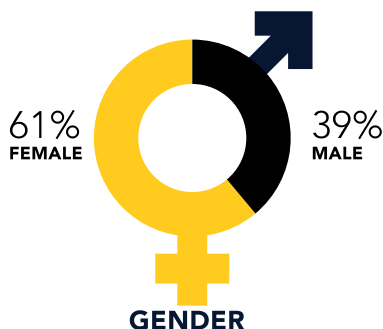
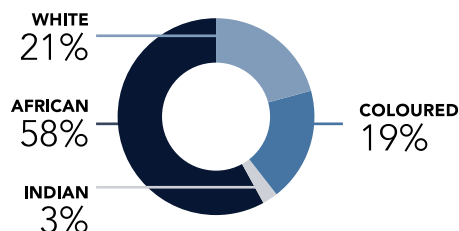
STUDENT



ACADEMIC STAFF



PROFESSIONAL, ADMINISTRATIVE AND SUPPORT SERVICES (PASS) STAFF



DISABILITY

28 403
TOTAL ENROLLED STUDENTS

1.5%
OF STUDENTS
HAVE A DISABILITY

602
TOTAL ACADEMIC STAFF

0.45%
OF ACADEMIC STAFF
HAVE A DISABILITY

1 845
TOTAL PASS STAFF

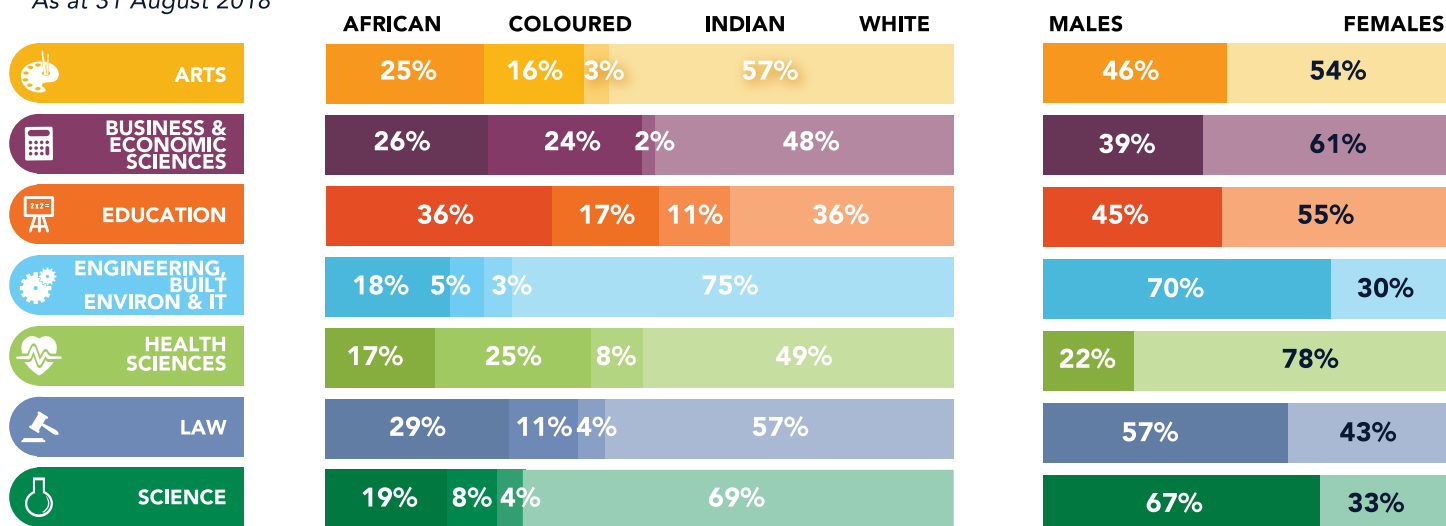
1.14%
OF PASS STAFF
HAVE A DISABILITY

POPULATION GROUP

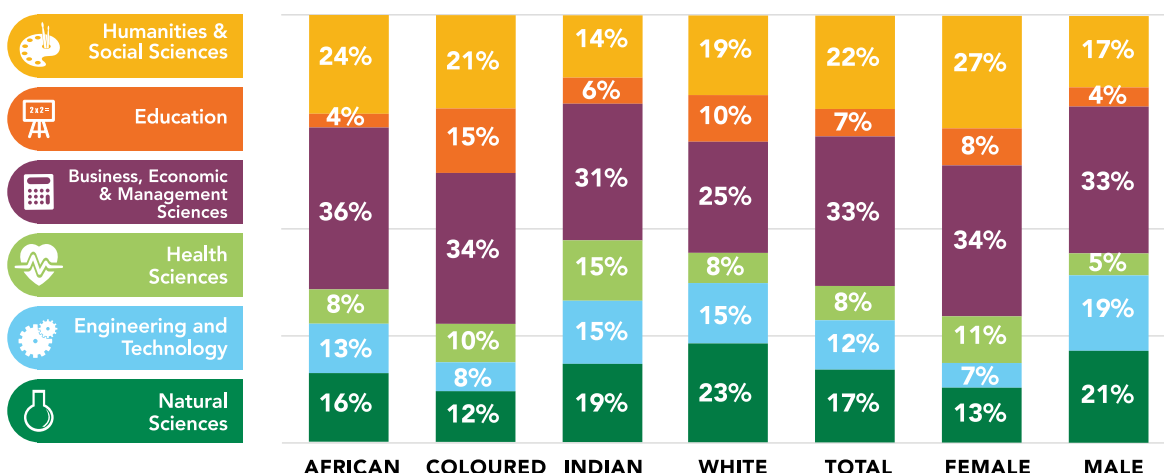
GENDER

PERMANENT ACADEMIC STAFF PROFILE BY FACULTY 2018

As at 31 August 2018



ENROLMENTS BY MAJOR FIELD OF STUDY 2017

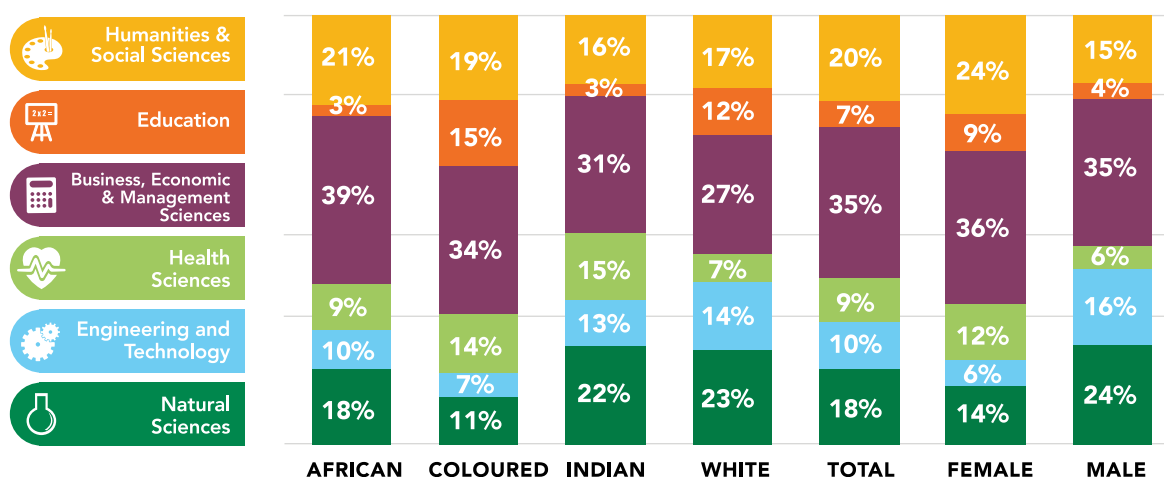


The distribution of population groups* and gender across major fields of study, 2017.

TOTAL:
27 621

*Population groups according to the Department of Labour equity categories

GRADUATES BY MAJOR FIELD OF STUDY 2017



The distribution of population groups* and gender across major fields of study, 2017.

TOTAL:
6 939

*Population groups according to the Department of Labour equity categories

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 and architecture and the built environment.

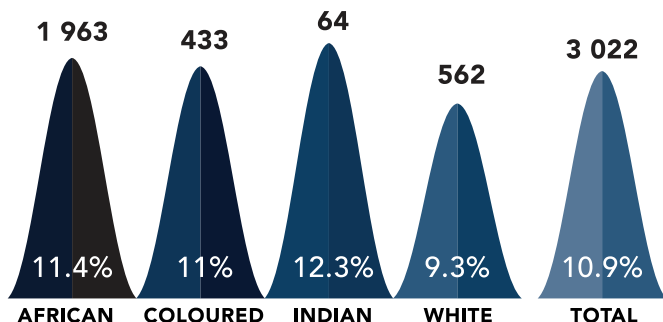


NATURAL SCIENCES

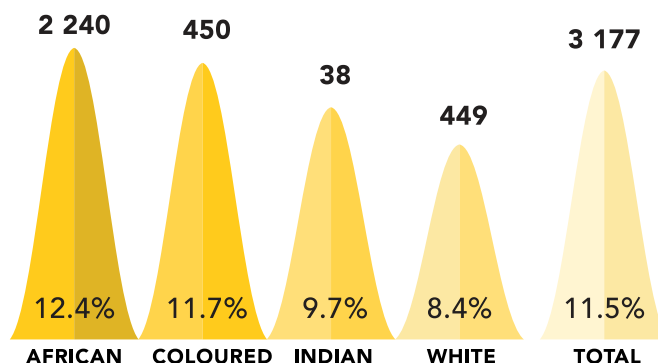
Agriculture and agriculture operations, computer & information sciences, family ecology & consumer sciences, life sciences & physical sciences, mathematics & statistics.

STUDENTS WHO DROPPED OUT OR LEFT BY POPULATION GROUP AND GENDER

2016 to 2017

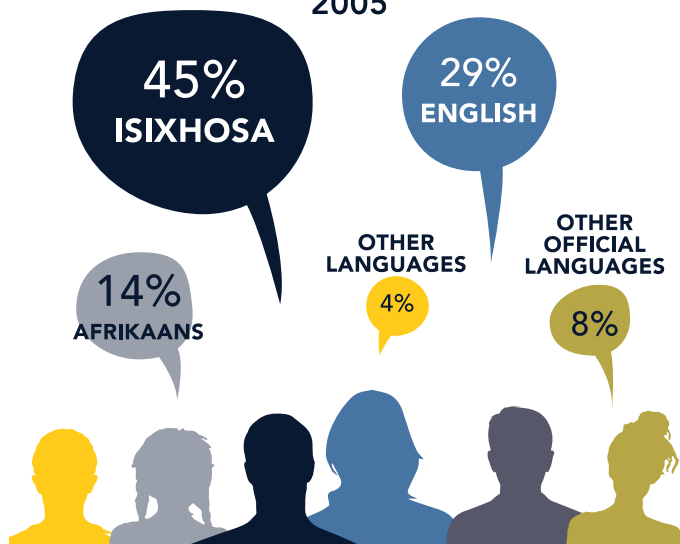


2017 to 2018



HOME LANGUAGE OF STUDENTS

2005



2018



RETIREMENTS FOR ACADEMIC AND PASS STAFF (2018-2023)

ACADEMIC STAFF

2018	13	(2.2%)
2019	19	(3.1%)
2020	20	(3.1%)
2021	21	(3.2%)
2022	16	(2.4%)
2023	19	(2.7%)



NOTE:

Of the 108 Academics retiring, 53% will retire at age 60 and 43% at age 65.

5 staff members will retire at the age of 63 years.

PASS STAFF

2018	18	(1%)
2019	35	(1.9%)
2020	26	(1.4%)
2021	35	(1.8%)
2022	53	(2.7%)
2023	53	(2.6%)

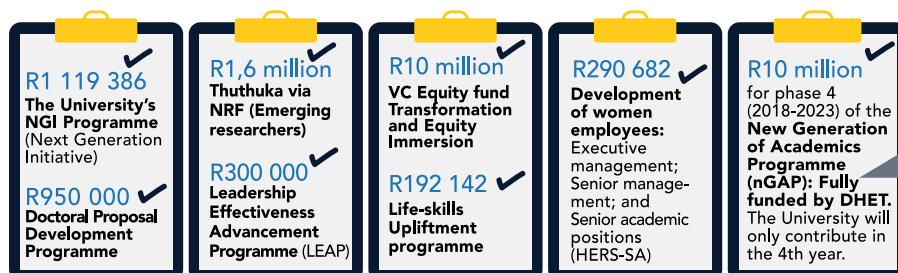


NOTE:

Of the 220 PASS Staff retiring, 55% will retire at the age of 60 and 41% at the age of 65.

4 Staff members will retire at the age of 63 years.

TRANSFORMATION & EQUITY INTERVENTIONS 2018



NEXT GENERATION ACADEMIC PROGRAMME

