



Siyaphumelela
we succeed

**Siyaphumelela's journey towards
equity in South African Universities:
moving from access to success**

Bill Moses, Jenny Glennie and Alan Amory

OPENING TO ALL SOUTH AFRICAN HIGHER EDUCATION INSTITUTIONS



Siyaphumelela

we succeed

Introduction



Rip Rapson, President and CEO,
The Kresge Foundation



Overview



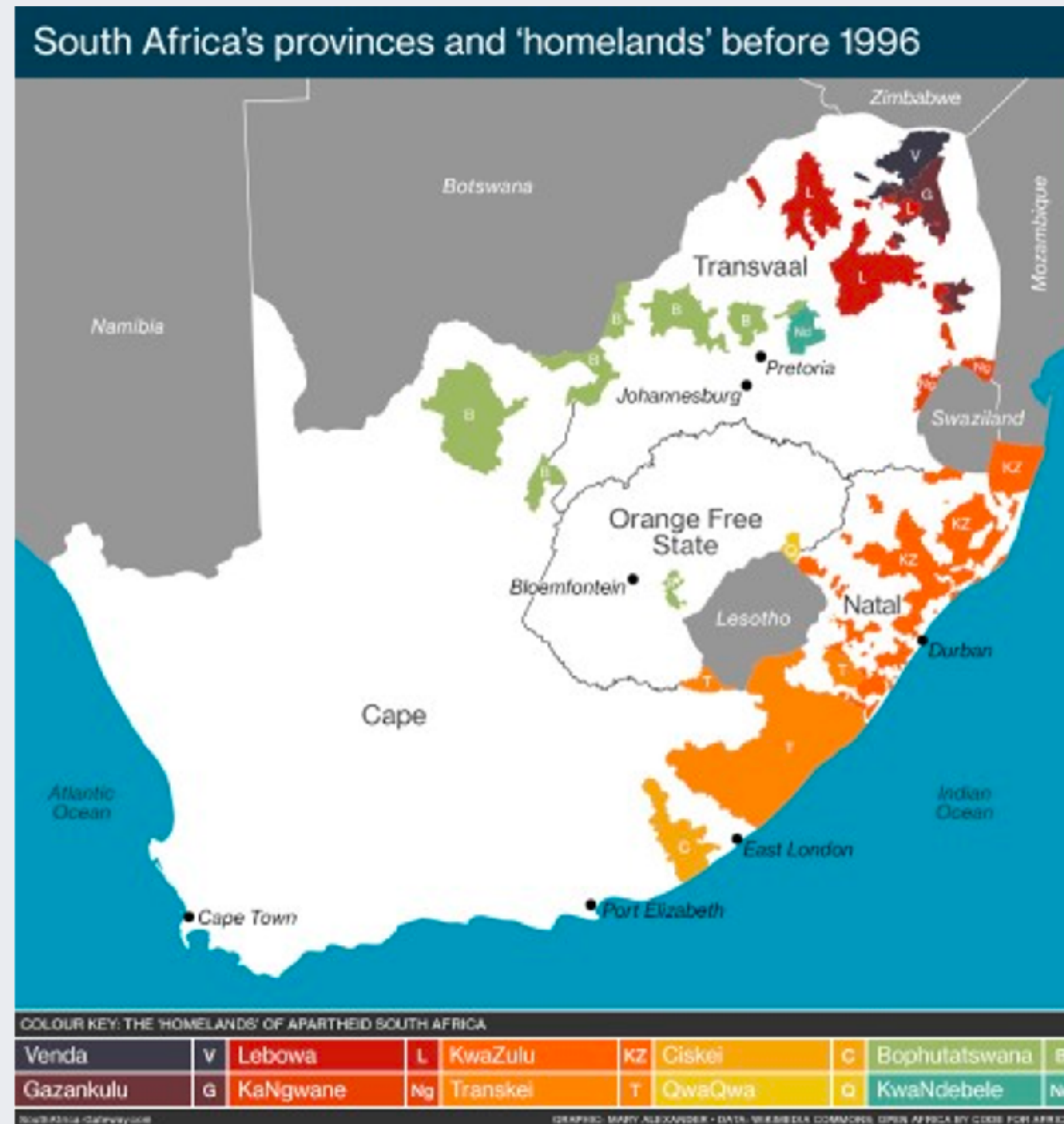


Siyaphumelela
we succeed

Before 2014
Our Higher Education Challenge

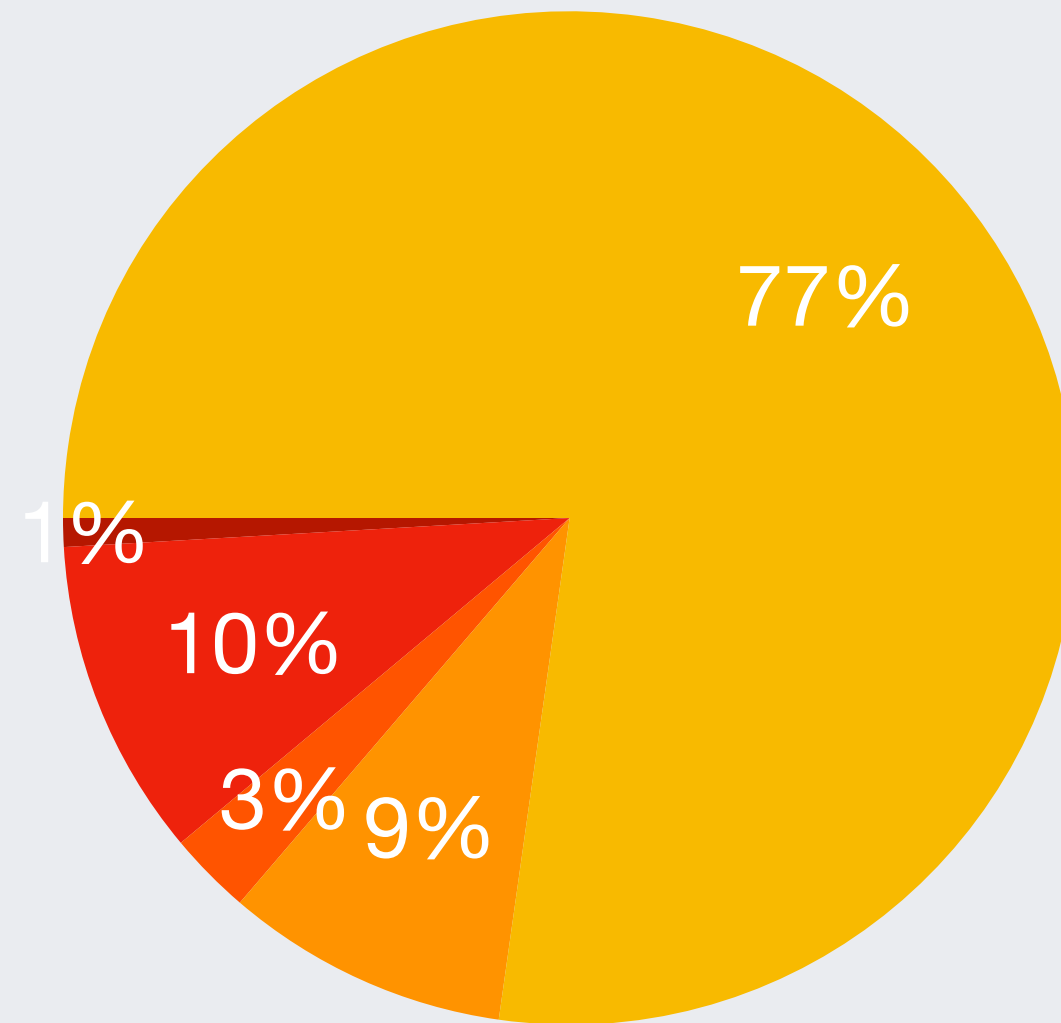


Architects of Separate Development and Apartheid envisioned

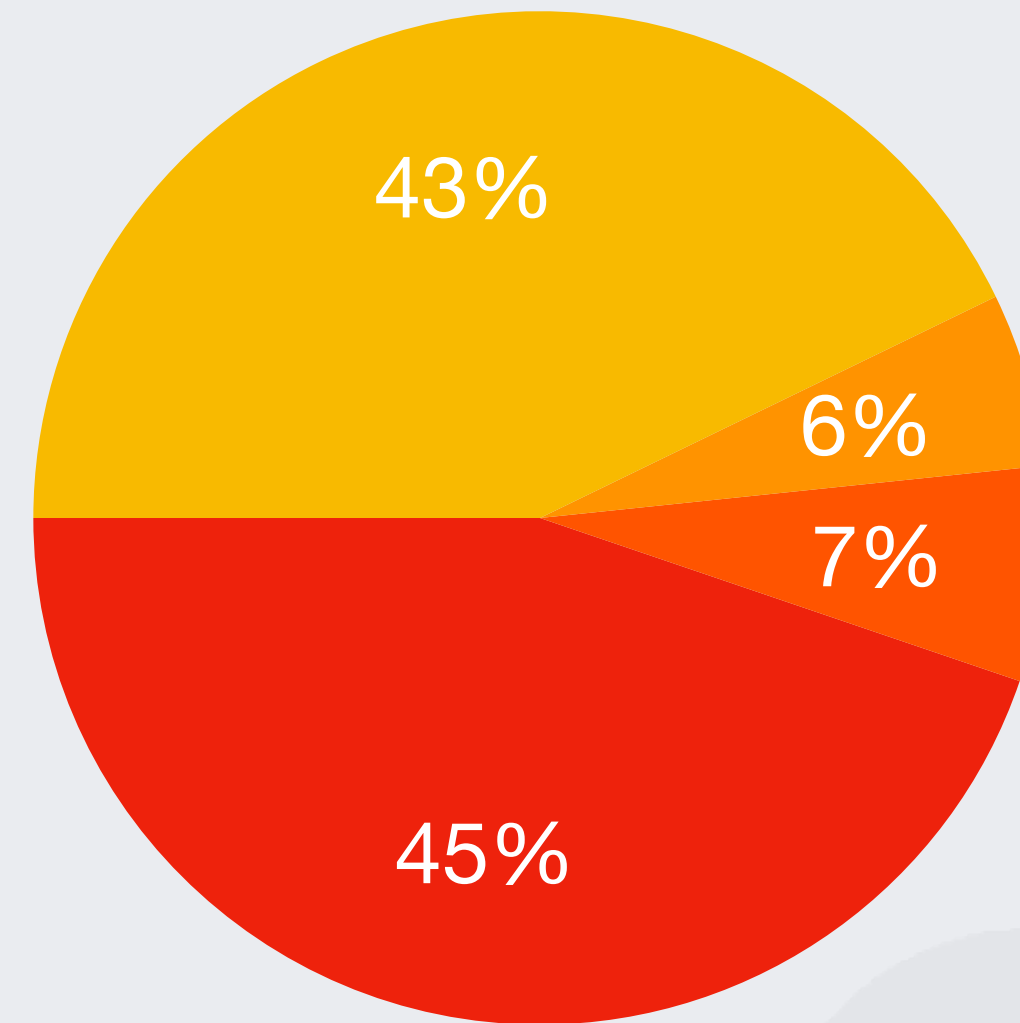


Enrolments - By Population Group

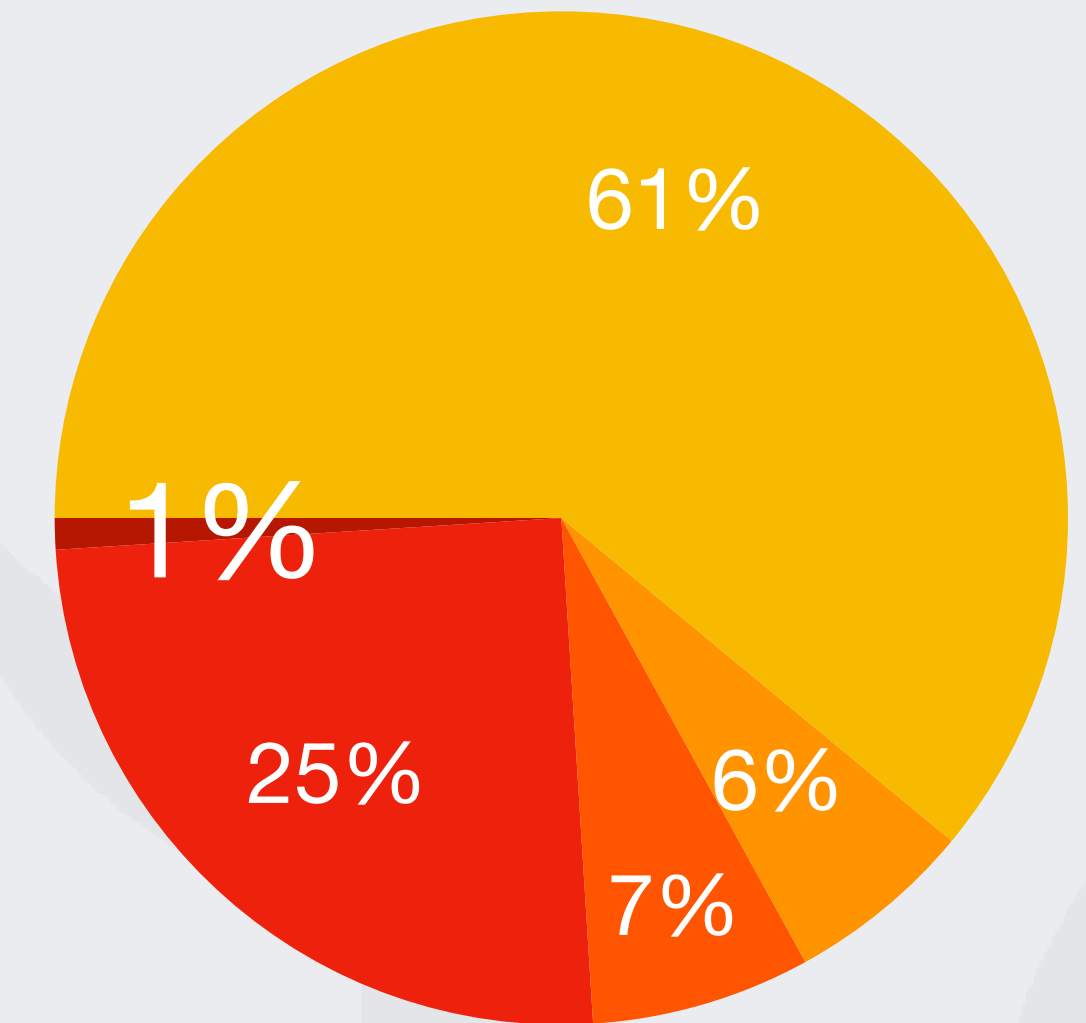
● African ● Coloured ● Indian ● White ● Unknown



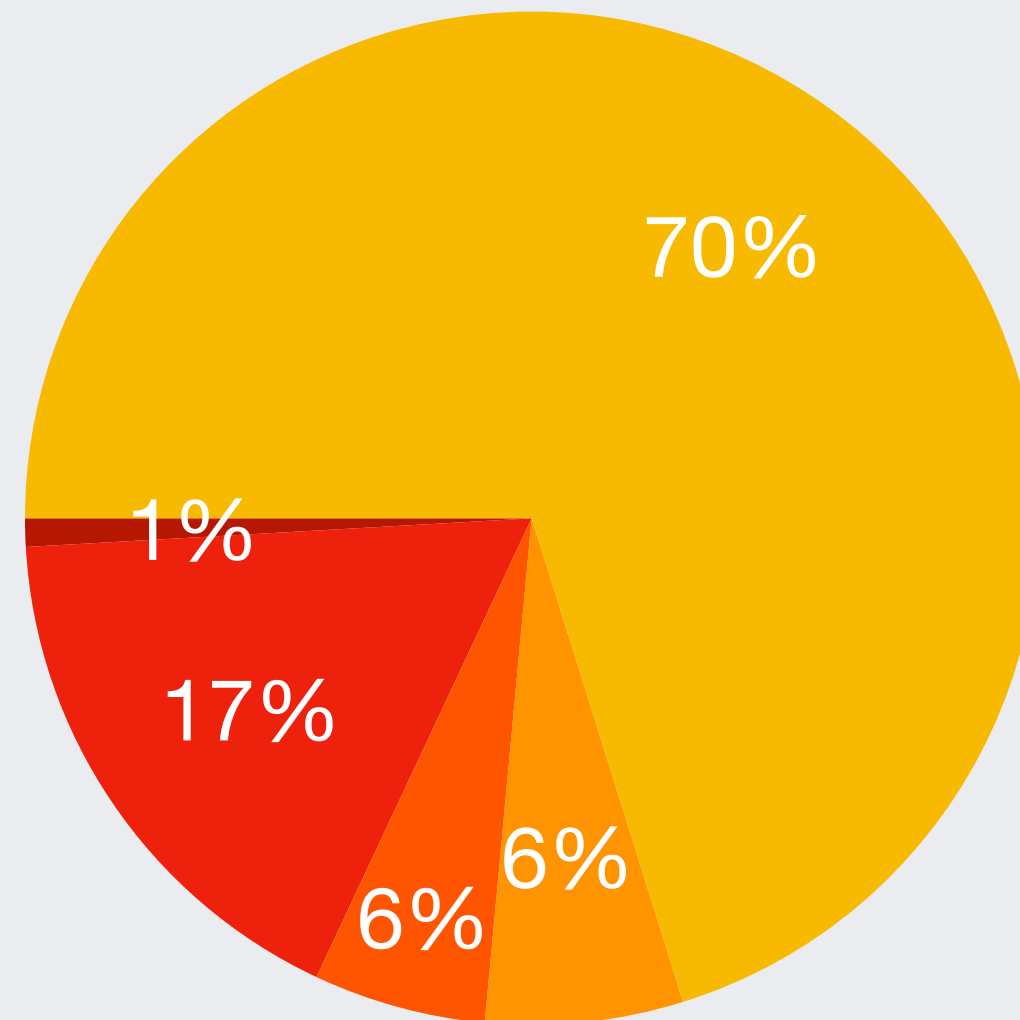
Census 1996



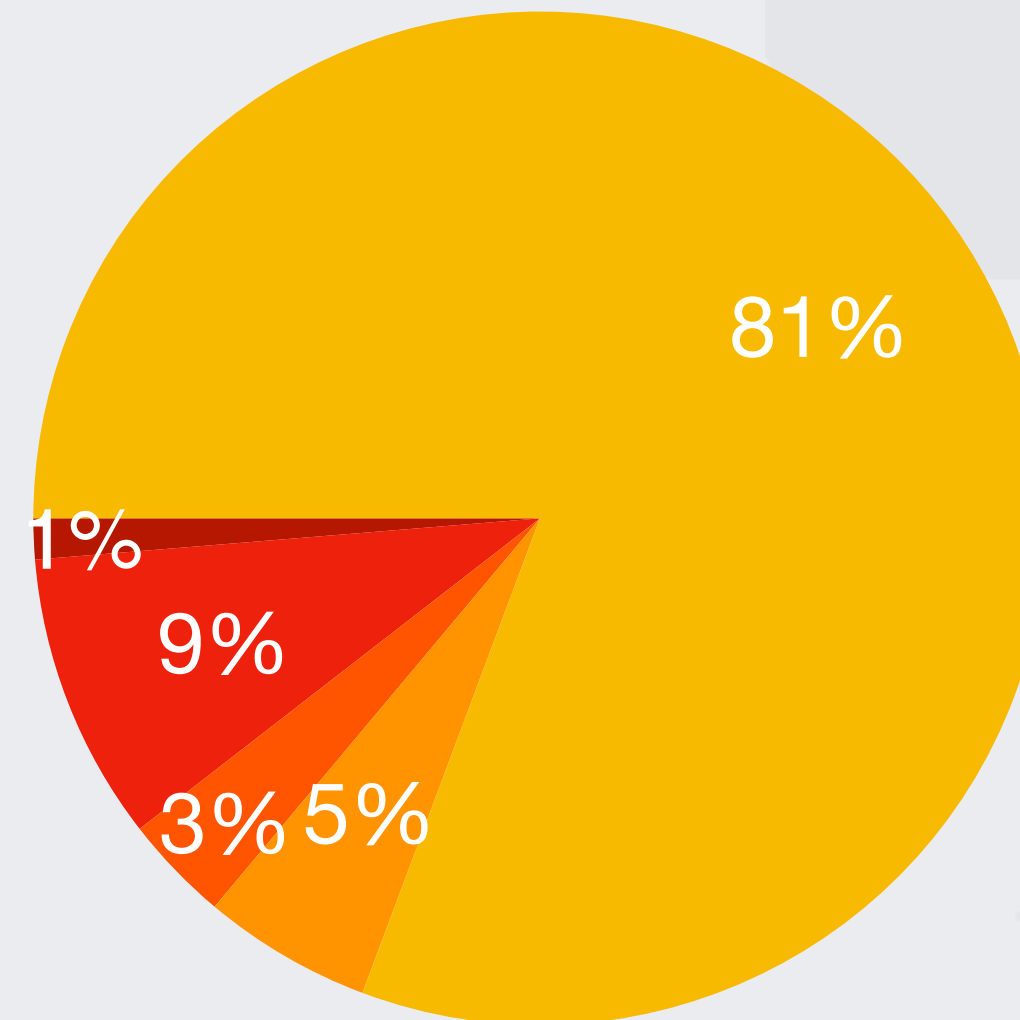
1996



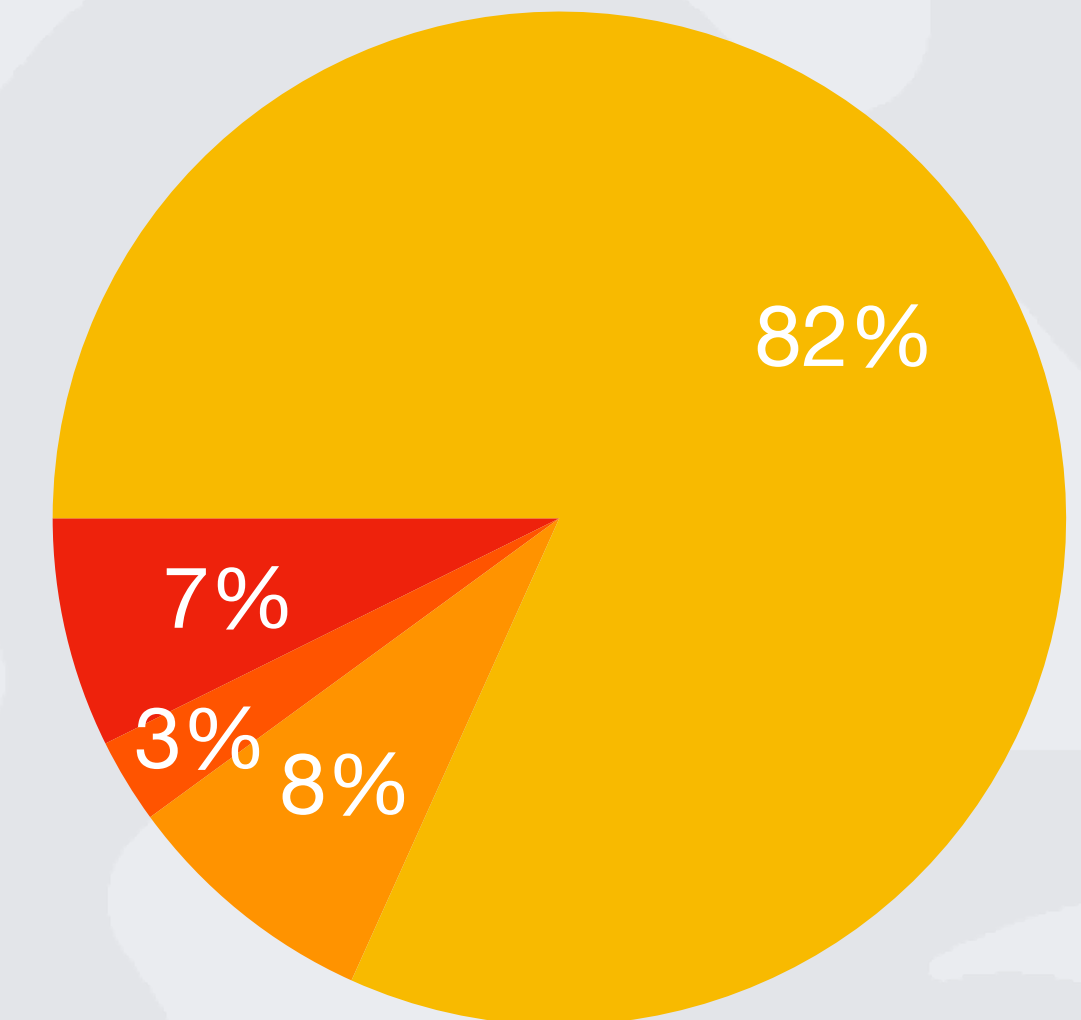
2005



2014



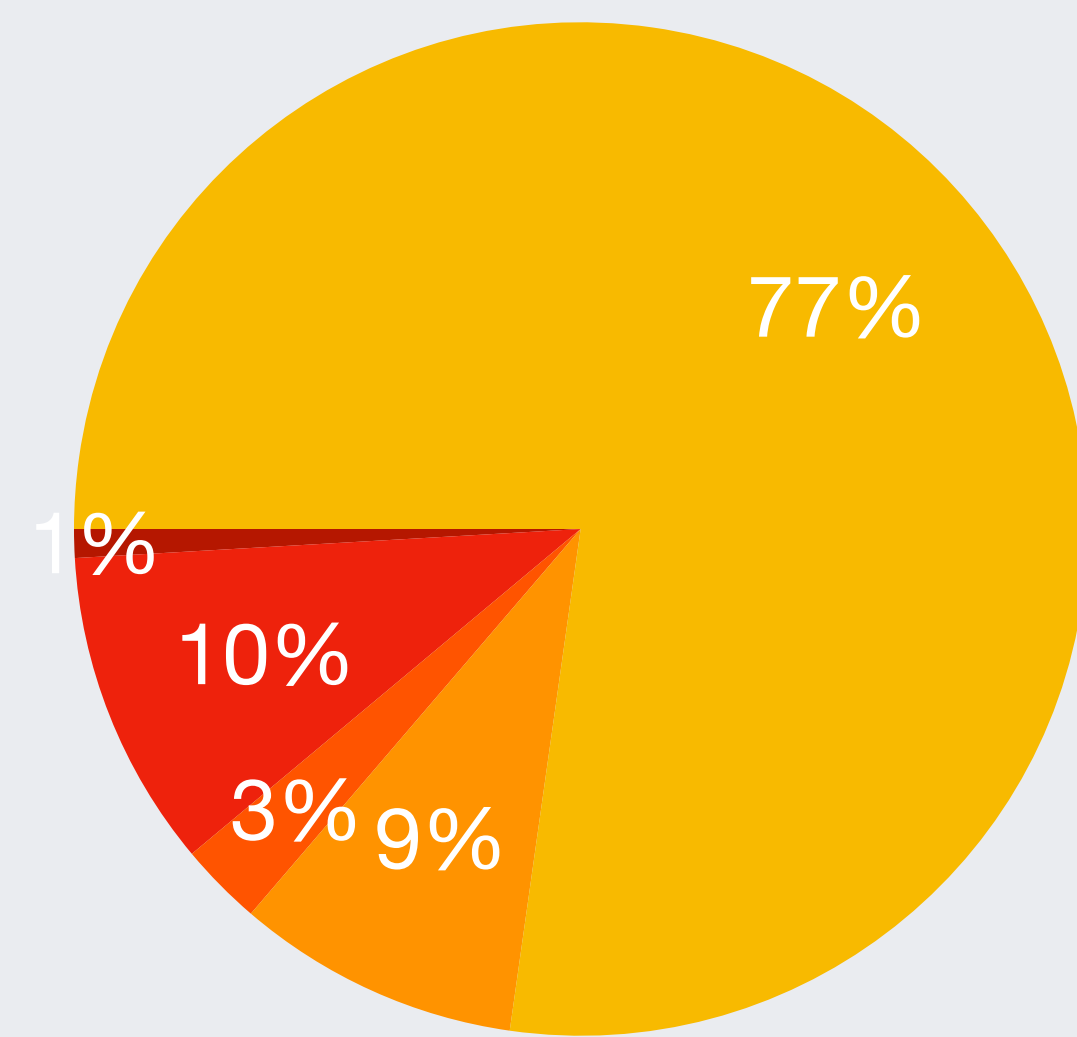
2022



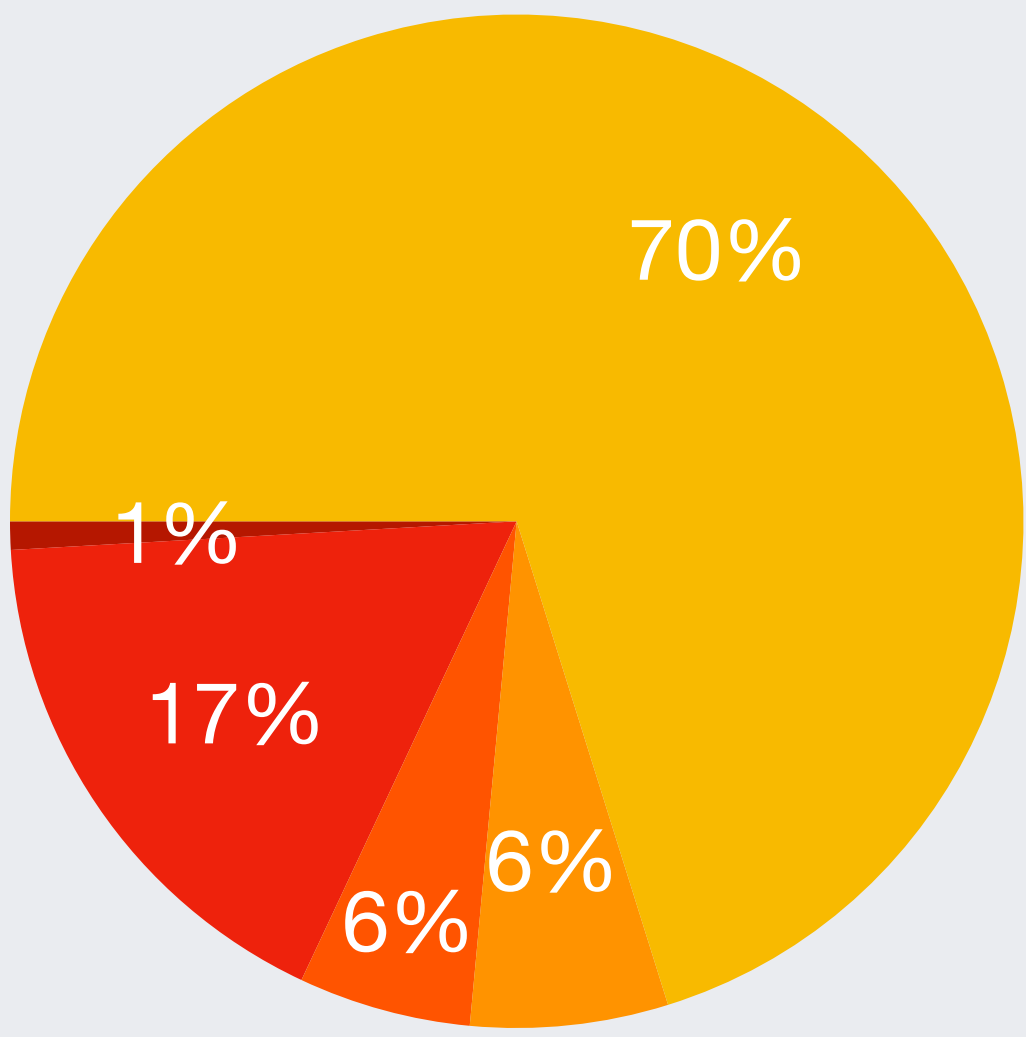
Census 2022

Enrolments - By Population Group

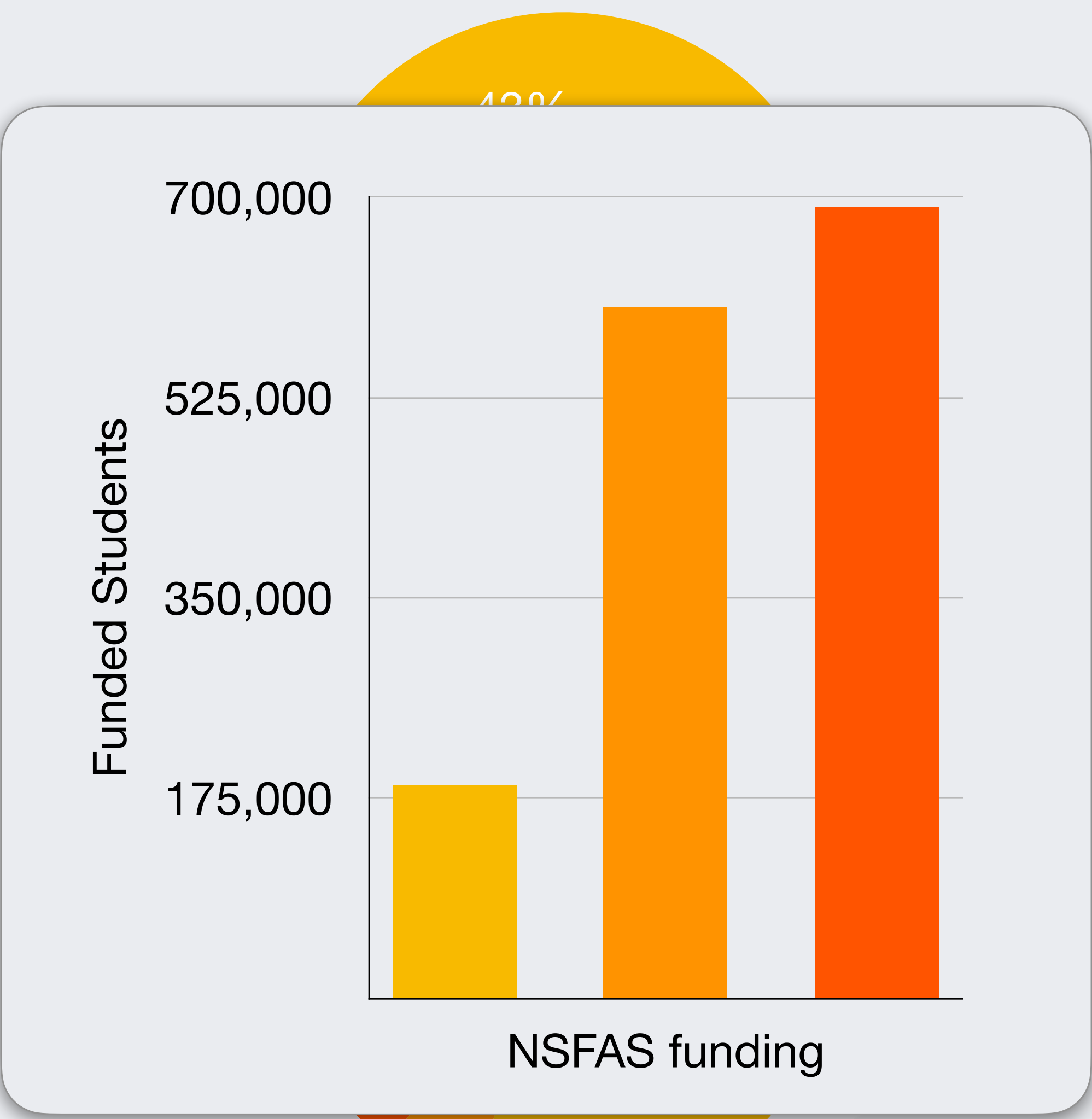
African Coloured Indian White Unknown



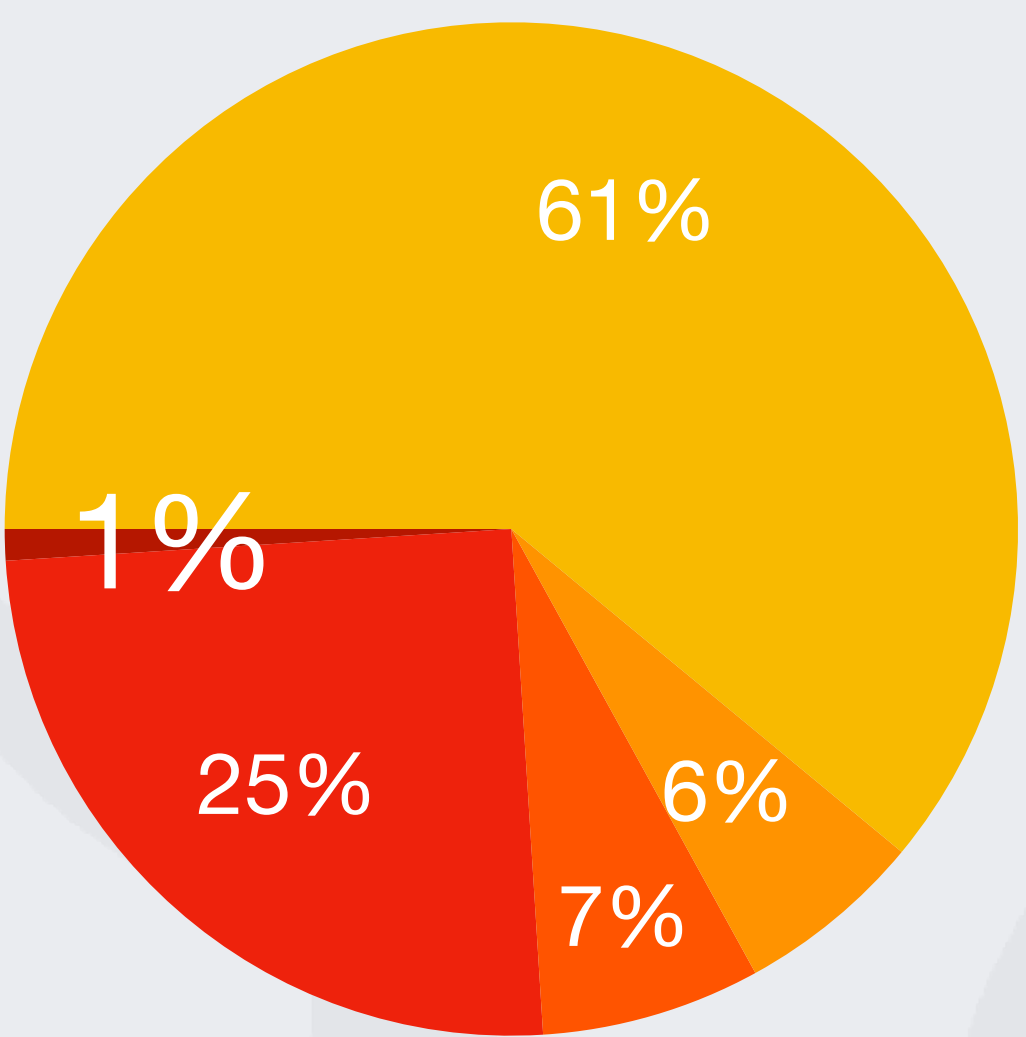
Census 1996



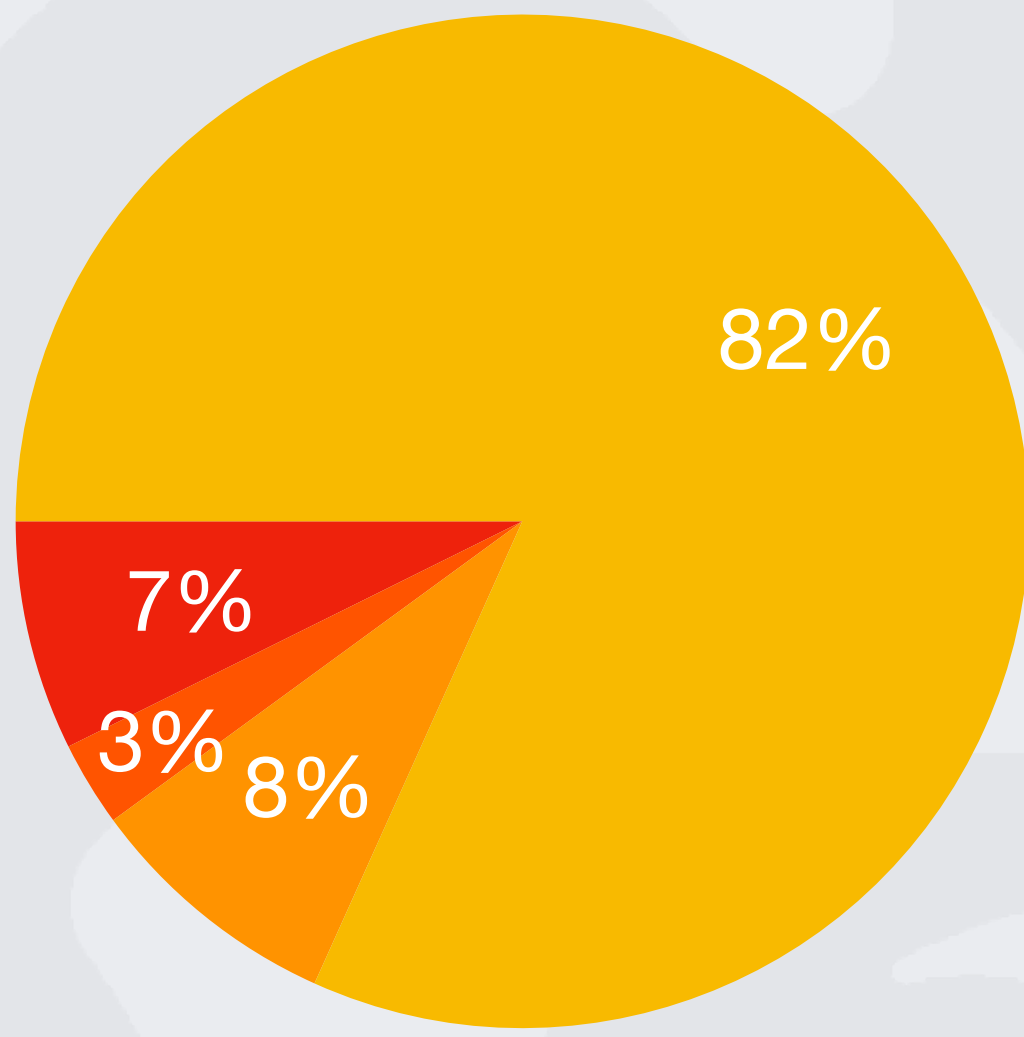
2014



2022



2005

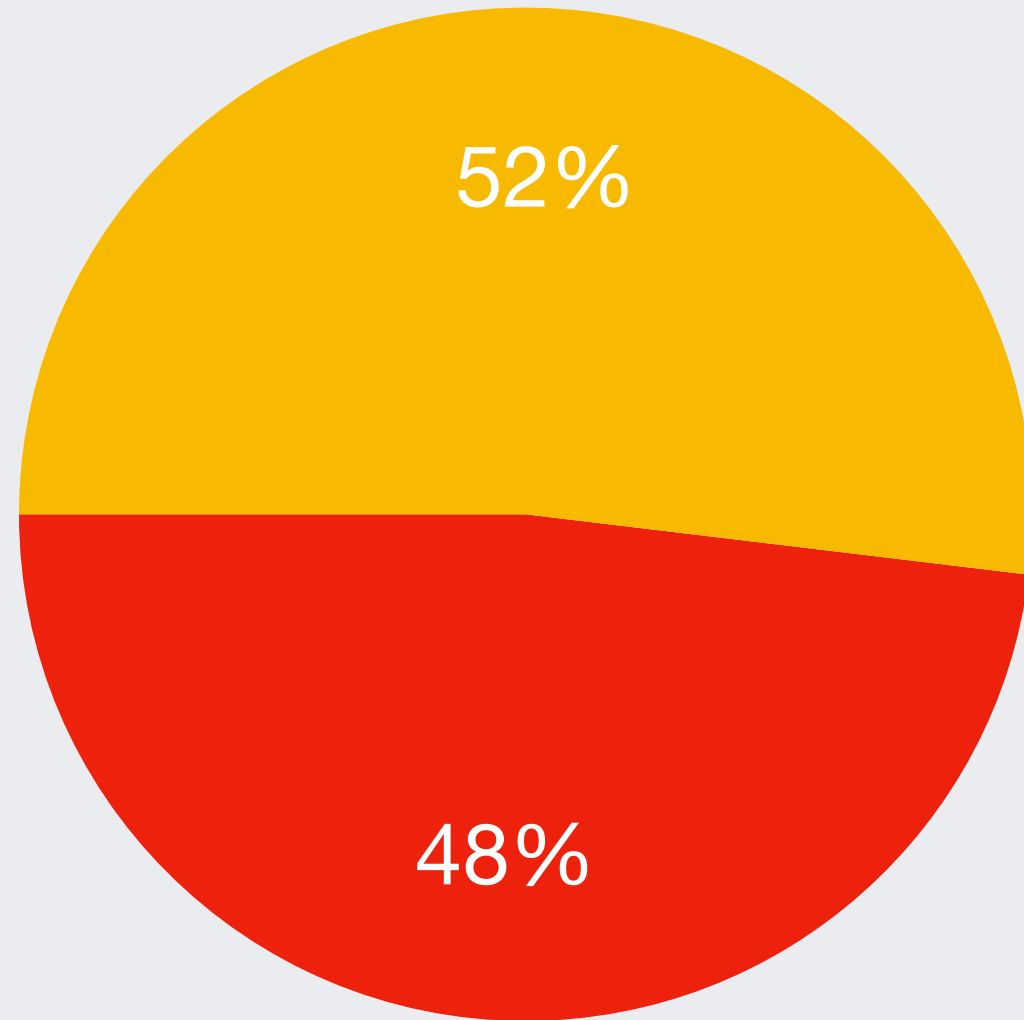


Census 2022

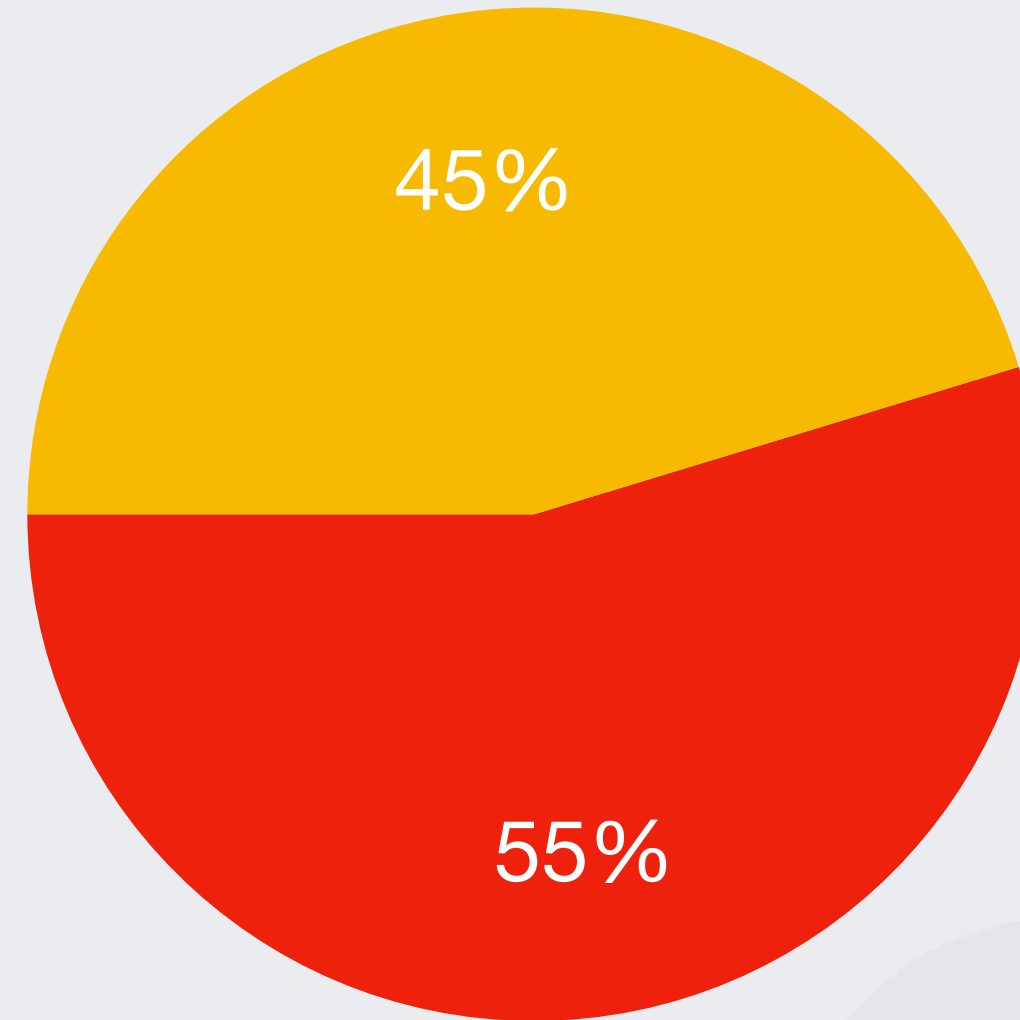
Enrolments - By Gender

● Male

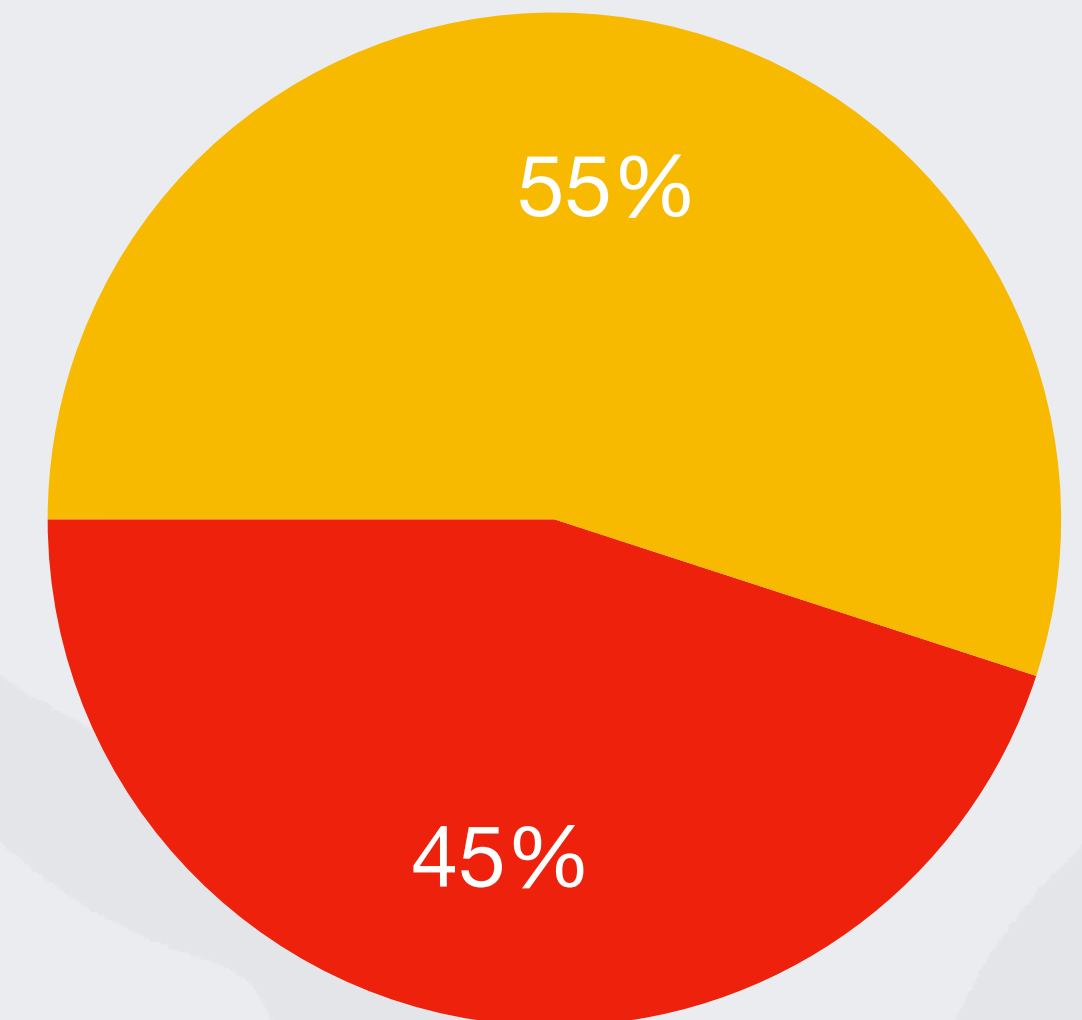
● Female



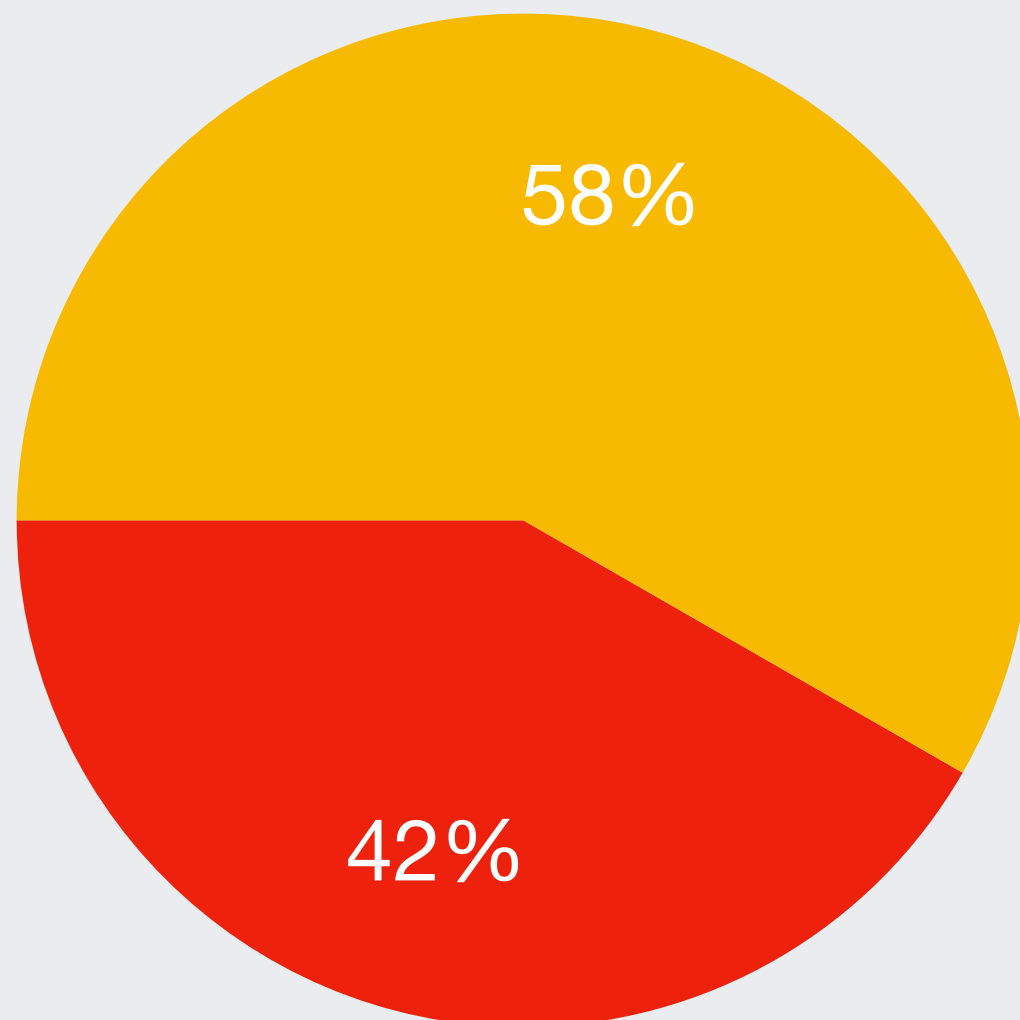
Census 1996



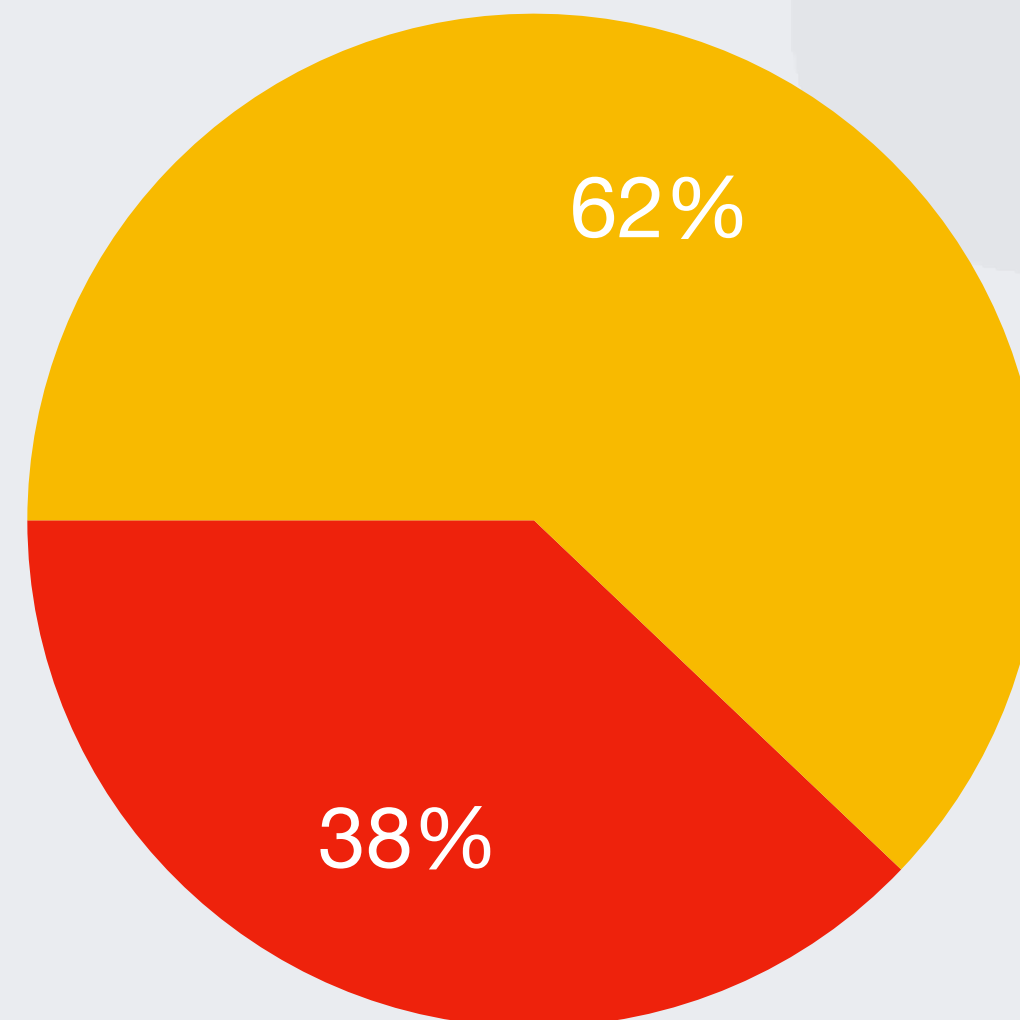
1994



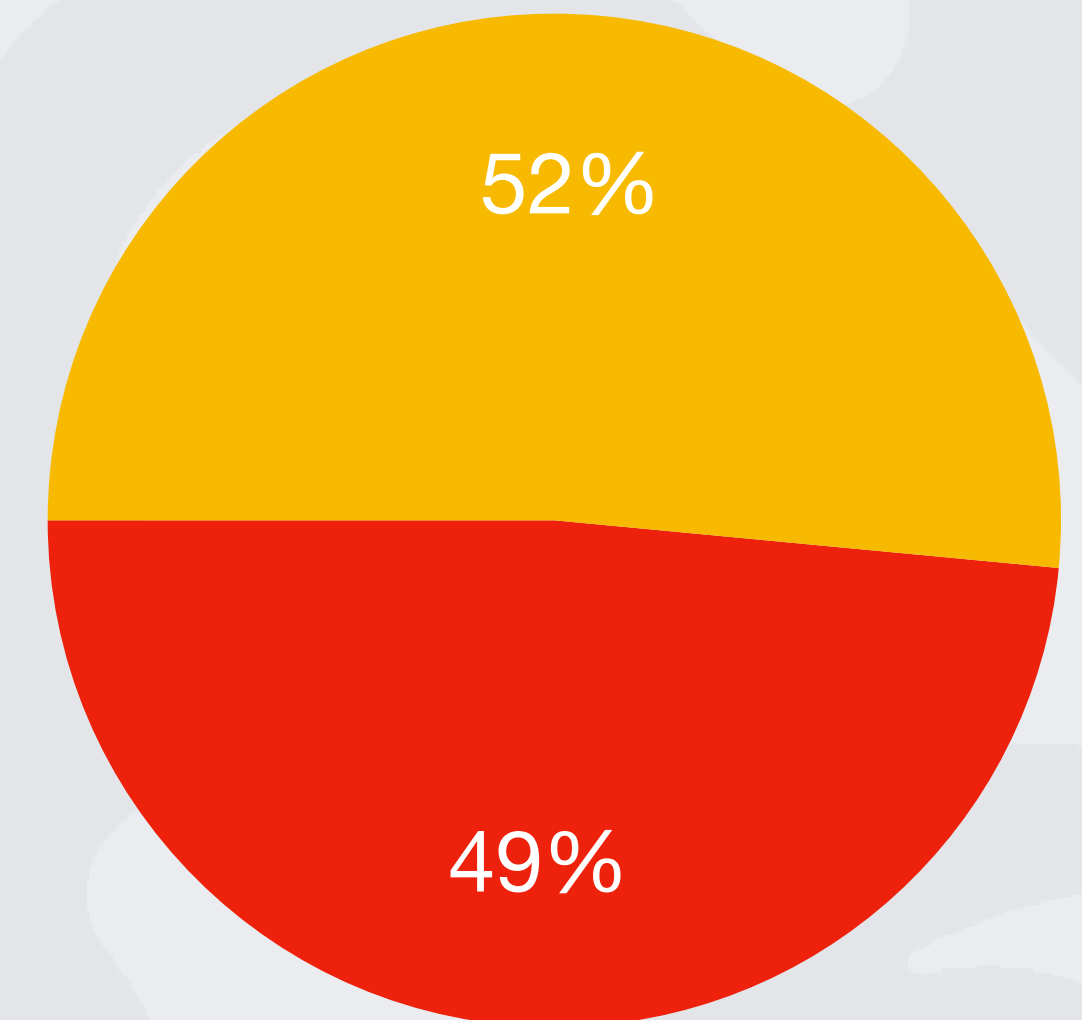
2005



2014



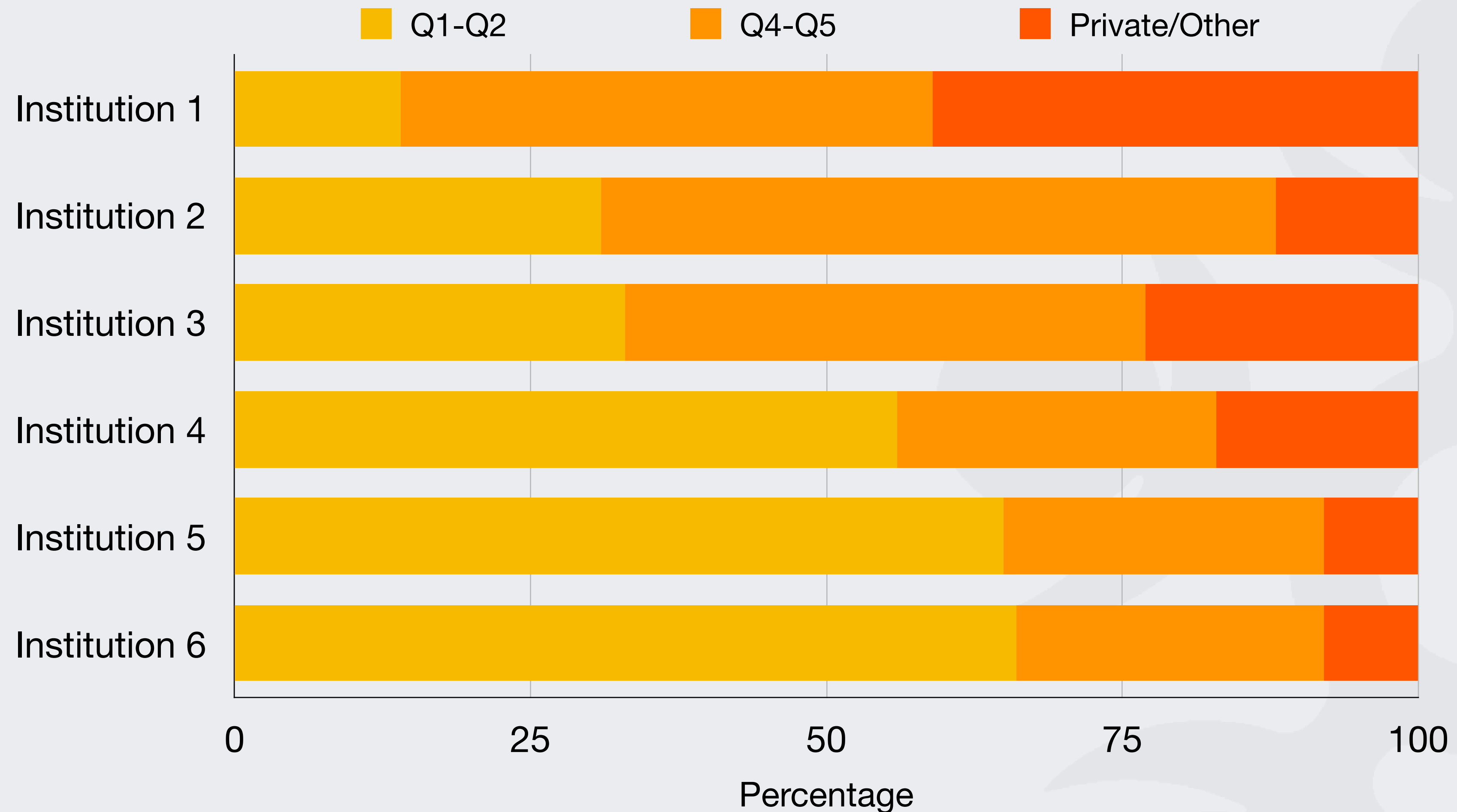
2022



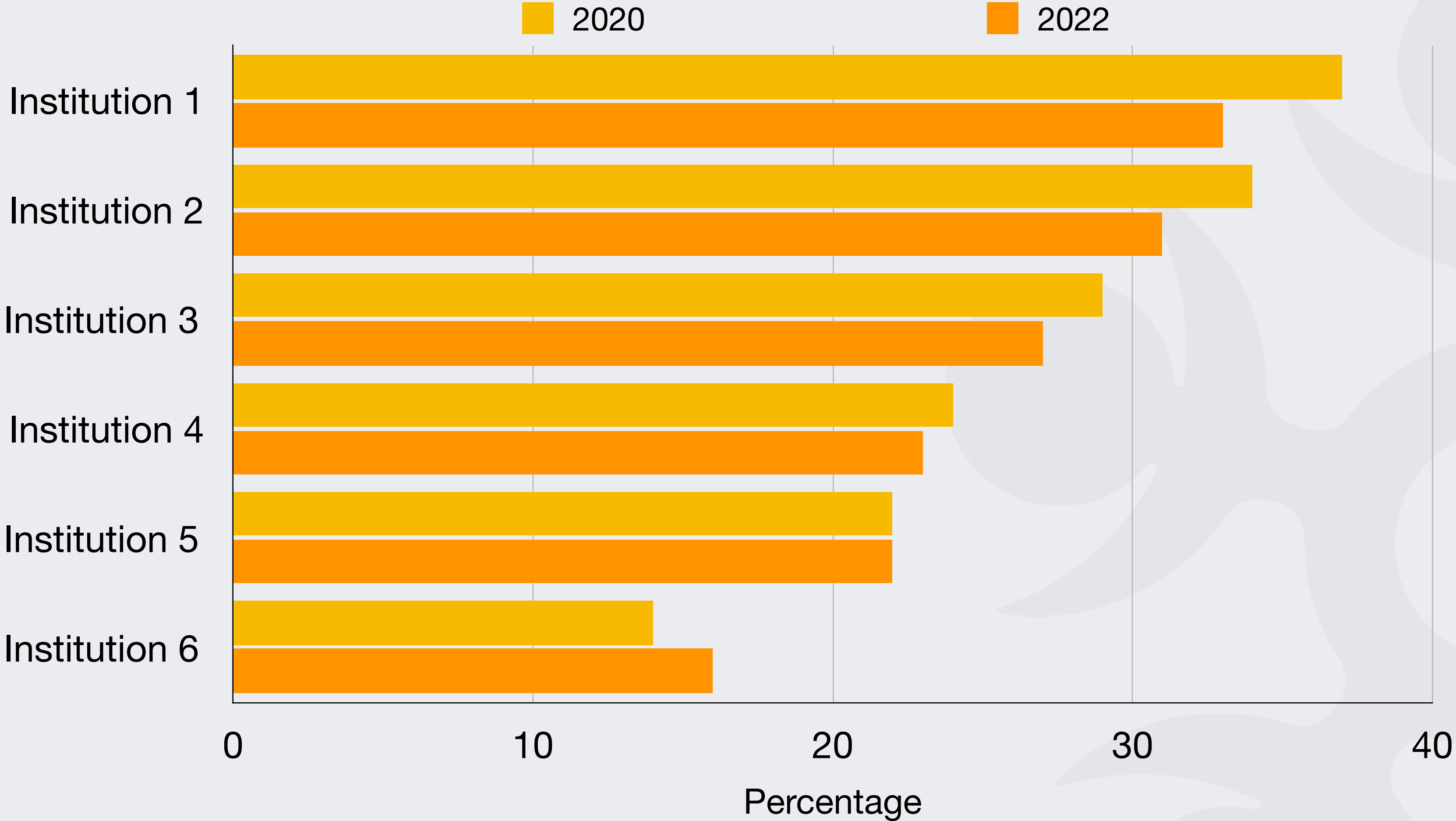
Census 2022

Enrolment by Quintiles

Percentage first-time entering undergraduate enrolments by quintile, 2023



Percentage of first-time entering undergraduate students sponsored by NSFAS






Siyaphumelela
we succeed

2014 - 2018

Aims, Design and Outcomes



Aims



Improve capacity to collect student data and integrate it with Institutional Research, Information Communication Technology, academic development, student services, planning and academic divisions.

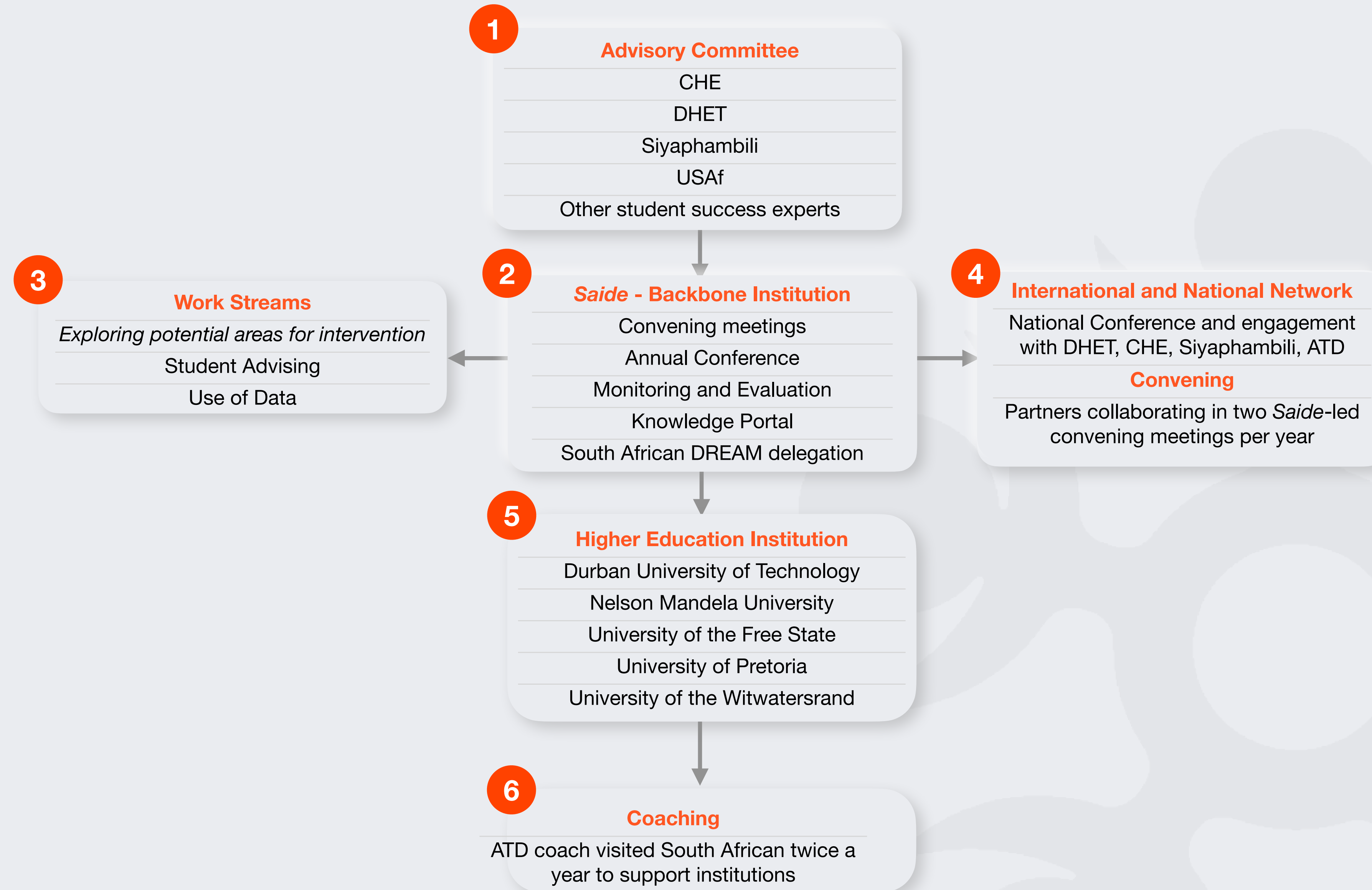
Create South African models of universities using successful data analytics to improve student outcomes.

Create greater awareness and support for evidence to improve student success in South Africa

Create and highlight a shared vocabulary and consensus on especially effective practices to improve student success.

Enlarge the cadre of experienced institutional researchers versed in data analytics to support student success.

Design



Ecosystem



Outcomes

Culture



```
graph LR; Culture((Culture)) --- Outcome1[Recognition of the importance of student success both within the partner institutions (students success as a stated objective) and nationally (inclusion of student indicators in grant applications).]; Culture --- Outcome2[Development of evidence-based decision-making, processes for leadership, student support and faculty management.]; Culture --- Outcome3[Inter- and intra-collaboration supported collective problem-solving, sharing of techniques, development of joint data-orientated projects, capacity development and the development of social capital and trust.];
```

Recognition of the **importance of student success** both within the partner institutions (students success as a stated objective) and nationally (inclusion of student indicators in grant applications).

Development of **evidence-based decision-making**, processes for leadership, student support and faculty management.

Inter- and intra-**collaboration supported** collective problem-solving, sharing of techniques, development of joint data-orientated projects, capacity development and the development of social capital and trust.

Outcomes

Data and Tools

A **systematic approach to integrate data** to support management and capacity development, including: the development of dashboards for students and management, student teaching systems and tools, and publication of case studies on interesting practices.

Creation of several instruments to support the development of student success initiatives, including a South African data dictionary, templates for the ethical use of data for student success and a South African version of the Institutional Capacity Assessment Tool.

Funding from the Department of Higher Education supported the development of two initiatives: the development of Student Advisors and a national data warehouse to more easily track students' success.

Outcomes

Capacity Progress

Attending Achieving the Dream and Siphumelela conferences supported the development of insights and approaches to support success. Concepts learnt at conferences were integrated into institutional student success activities and influenced the reporting of national grants (inclusion of indicators) and international approaches were adapted to the South African environment.

Coaching supported the capacity development of members from the five participating institutions.

Outcomes

Policy and Practices



Development of **institutional policies** aligned to student success strategic goals.

Clear **quantitative indicators** agreed in Siyaphumelela - retention, module success, throughput and high impact modules.

Advising students, Building student profiles, Tracking student progress, Using data ethically.



Siyaphumelela

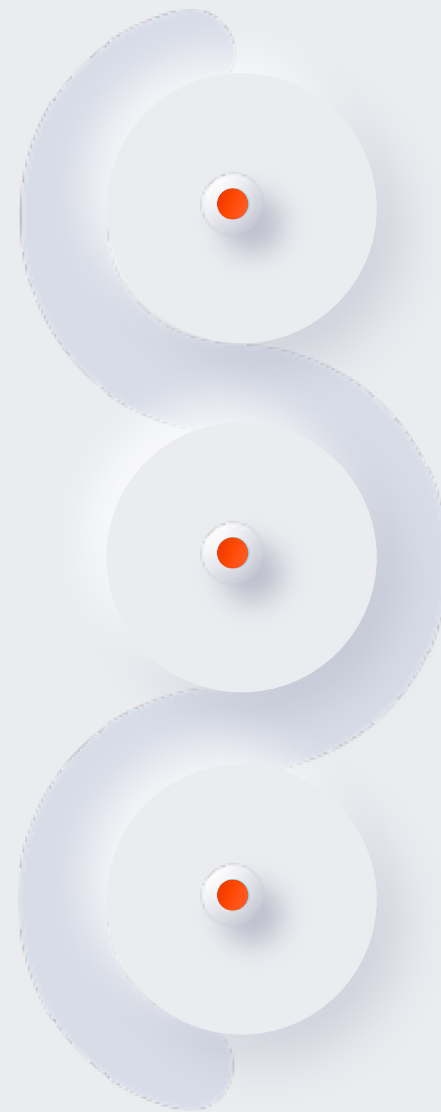
we succeed

2018 - 2022

Aim, Design and Outcomes



Aims

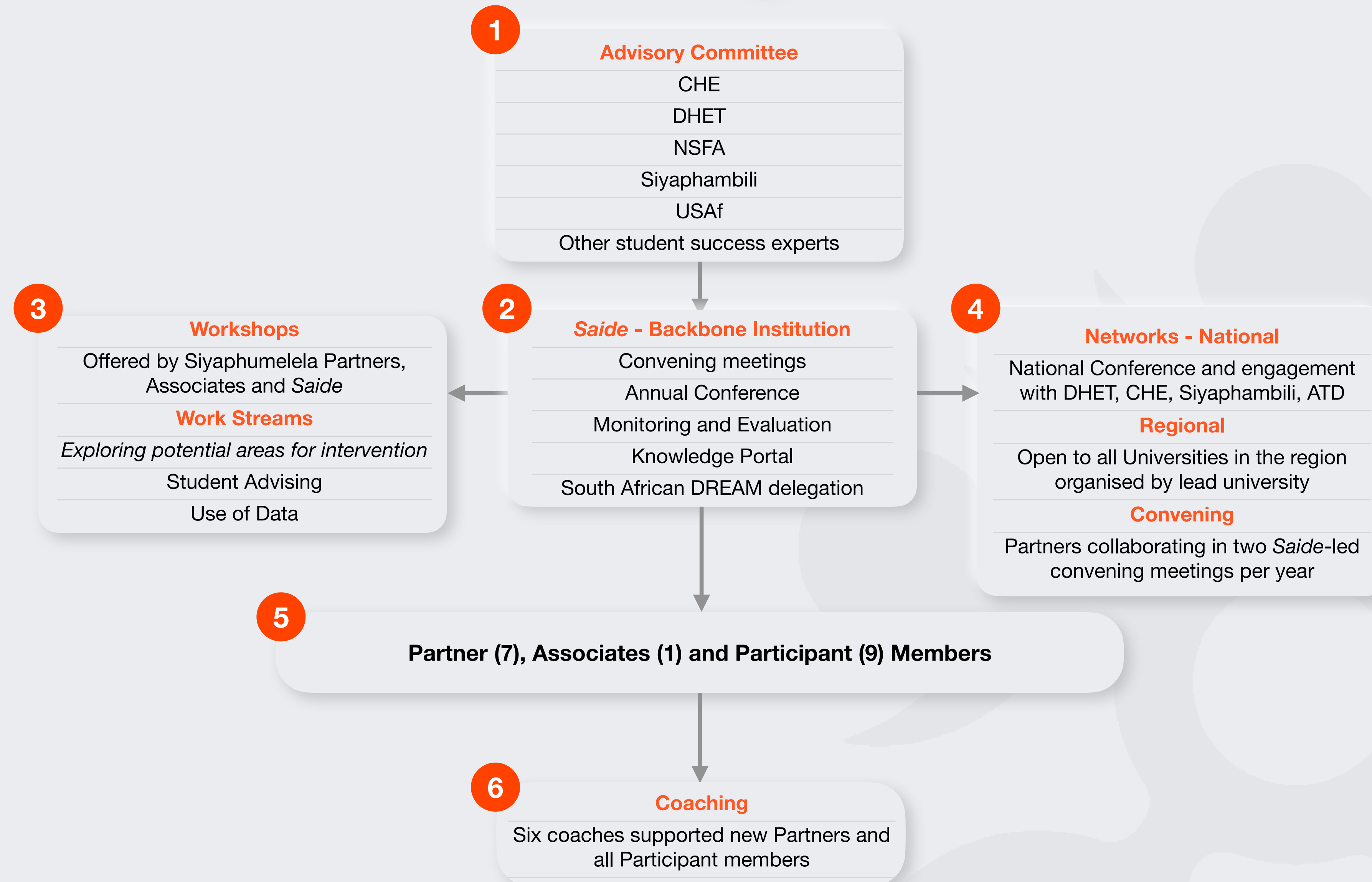


Establish a more student-centred culture in South Africa's higher education system to improve student completion rates and reduce race and gender equity differences.

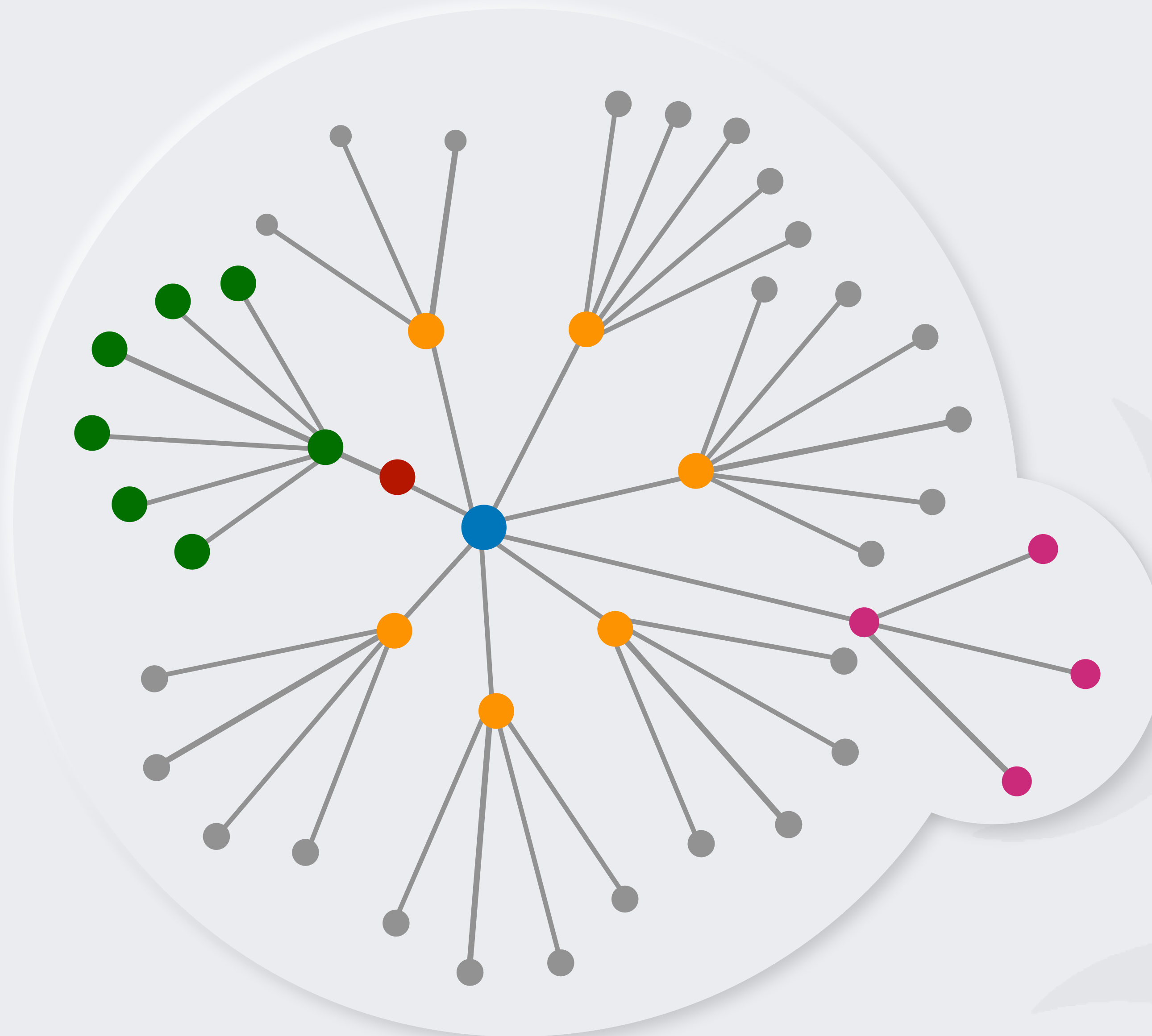
Improve institutional capacity to collect and use student data to improve student success across the higher education system.

Expand evidence-based student success efforts on a national scale, using a networked approach that builds on existing strengths, shares capacity throughout the system, and serves institutions based on their current needs and abilities.

Design



Design



- Network co-ordination
- Advisory board
- National bodies
- National network components
- Sub-network co-ordinator
- Institutions

Services

Transforming

Doing

Knowing



Services



**Supporting
Students**



**Use of Data for
Student Success**



**Transforming
Institutions**

Services

Supporting Students

Knowing

Holistic Student
Support (DUT)

Demystifying
Supplemental
Instruction
(NMU)

Open Textbooks
for Curriculum
Transformation
and Student
Co-creation (UCT)

Doing

Holistic Student
Support:
Unsilencing the
student voice
(DUT)

Academic
Advising (UFS)

Supplemental
Instruction
Supervisor
Training (NMU)

Open Textbooks
for Curriculum
Transformation
and Student
Co-creation (UCT)

Transforming

Use of data to
support students
AI BOTs/
Chatbots

Outcomes

Culture



Greater recognition of the **importance of student success** within the Siyaphumelela institutions with students' success as a stated objective. National inclusion of student indicators in government university development grants.

Formal commitment to **student success** in University plans and increasing use of **evidence-based decision-making** processes.

Vibrant Participant, Partner communities, and regional communities formed around student success practices. **Siyaphumelela institutions** constituted **two-thirds** of the university sector, with student success becoming an increasingly **dominant discourse**.

Outcomes

Data and Tools

Improved student **data used to identify** and **support students** during COVID.

Data used to identify gateway (large class, high failures) modules - solutions still to be explored.

Service workshops offered included predictive analytics, biography questionnaire, SASSE and PowerBI.

Sophisticated **data systems** developed at some institutions, and support provided to others.

Outcomes

Capacity Progress

Mode of workshops moved to virtually supported allowing far larger participation. Over **66 workshops** offered to Partners and Participants with Student Advising and Supplementary Instruction being **accredited**. Six **work streams** organised to explore common institutional concerns and development responses.

ATD and *Saide* organised special **virtual DREAM** and Siyaphumelela **conferences** for Siyaphumelela members (2021, 2022) - attended in record numbers.

Six university leaders, with extensive support from ATD, became coaches for 12 universities. A human-centric, transformative design process developed.

Outcomes



Policy and Practices

Student voice increasingly integrated into university structure.

Integration at **Partner universities** of student success and support policies and practices across their institution.

Maturity of several services, with some being accredited (Academic Advising, SI)



Siyaphumelela
we succeed

2022

About the Higher Education Institutions

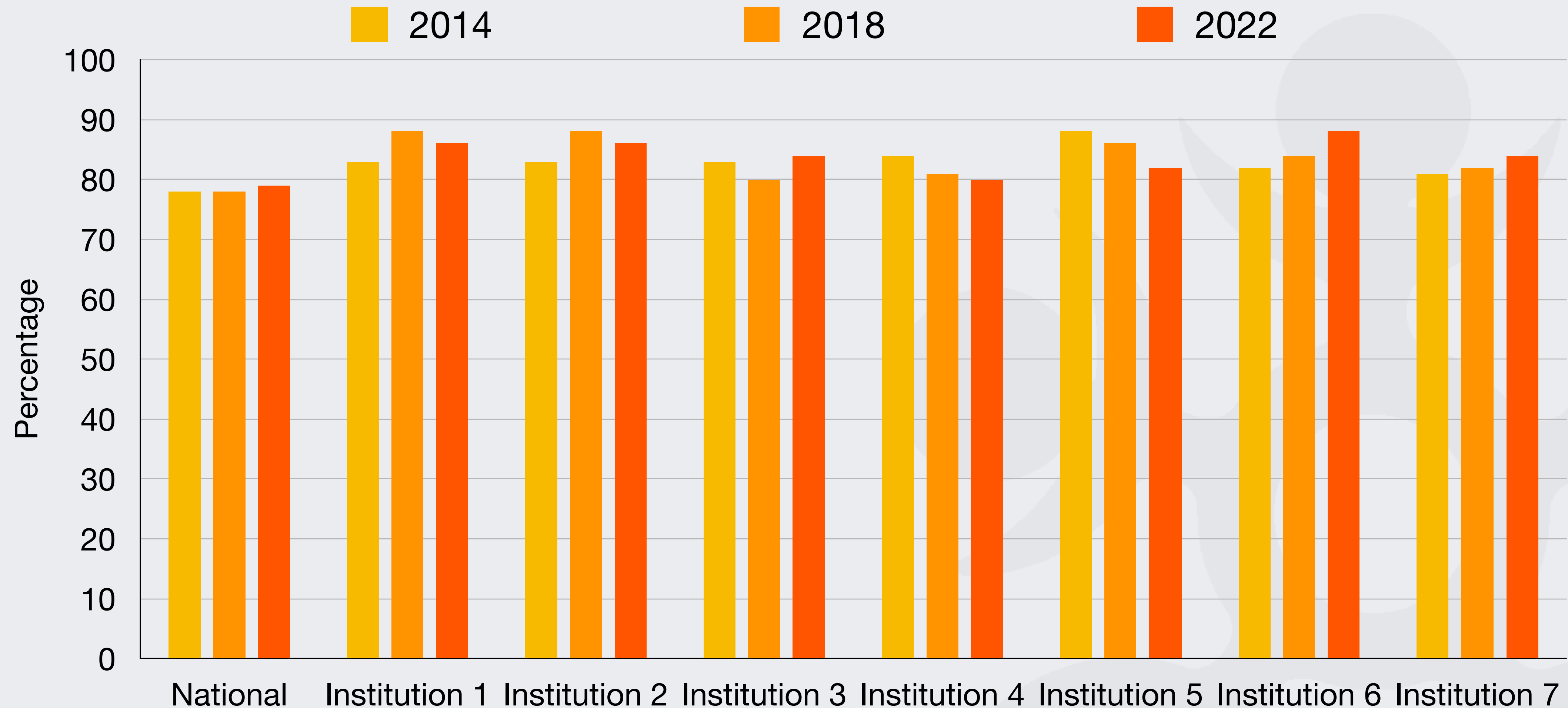


Percentage Retained First Time Entering Students



Average Success Rates

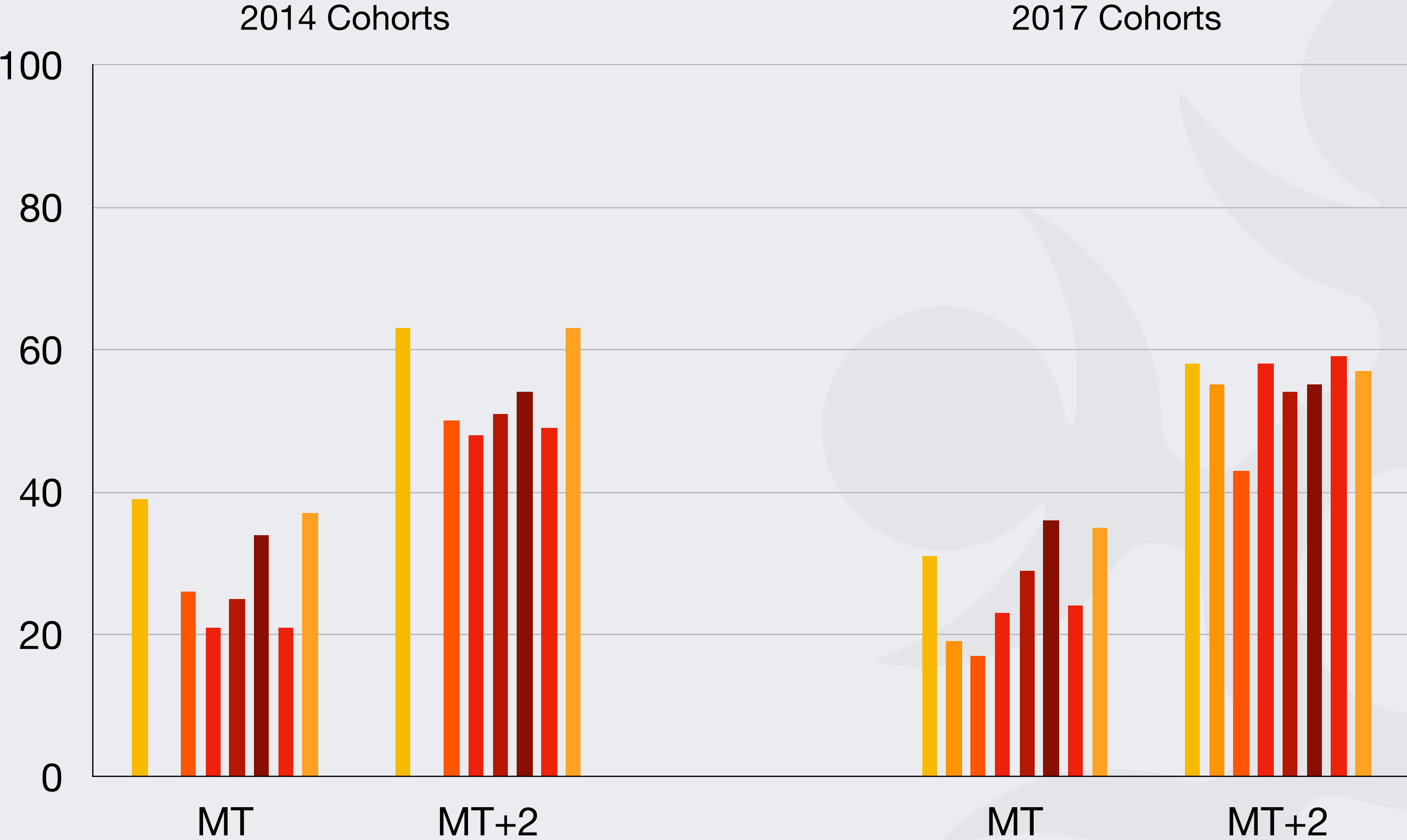
Undergraduates of 3-year diploma, 3-year degree and 4-year degree programmes



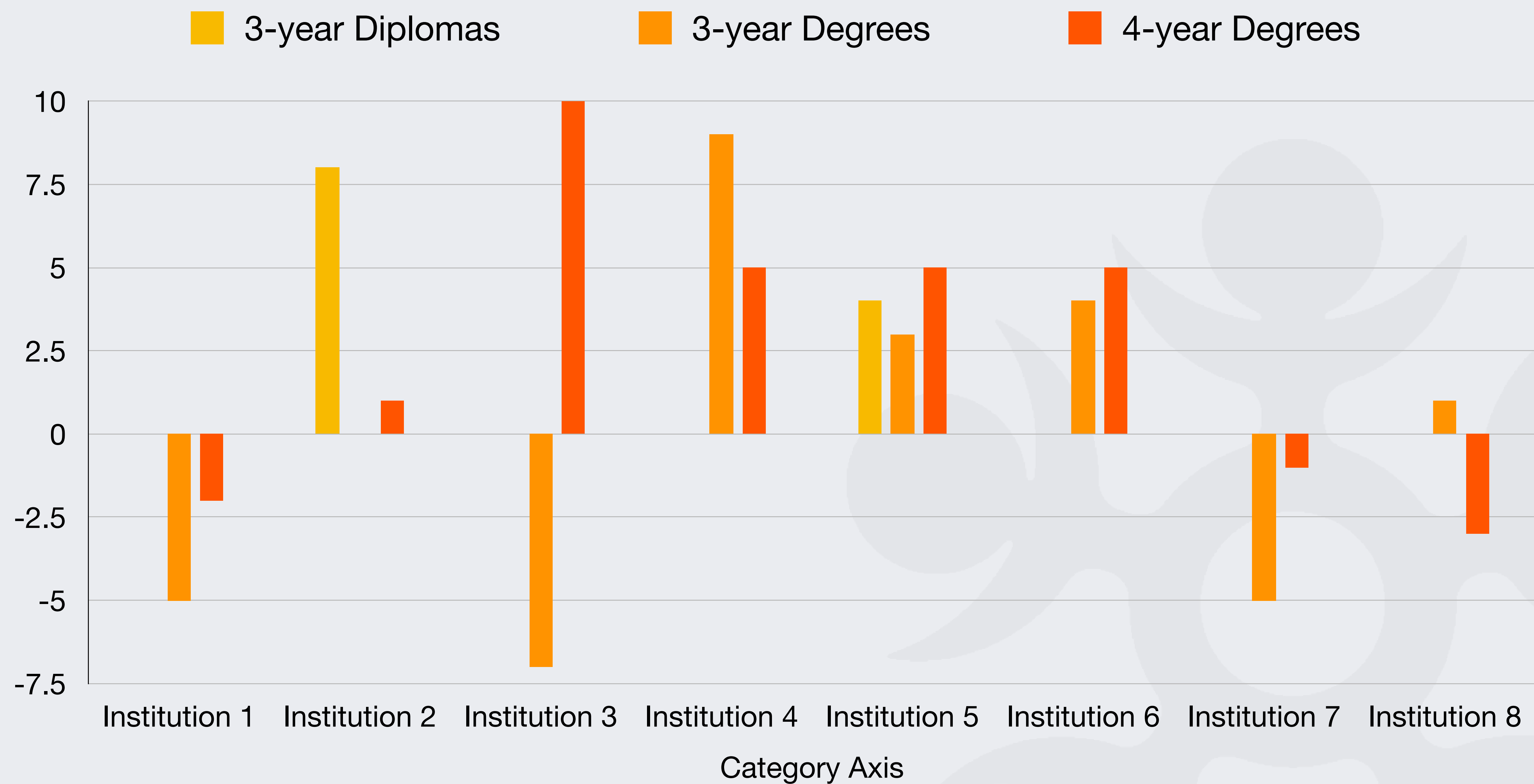
Institutional Throughput Rate

Undergraduates of 3-year diploma, 3-year degree and 4-year degree programmes

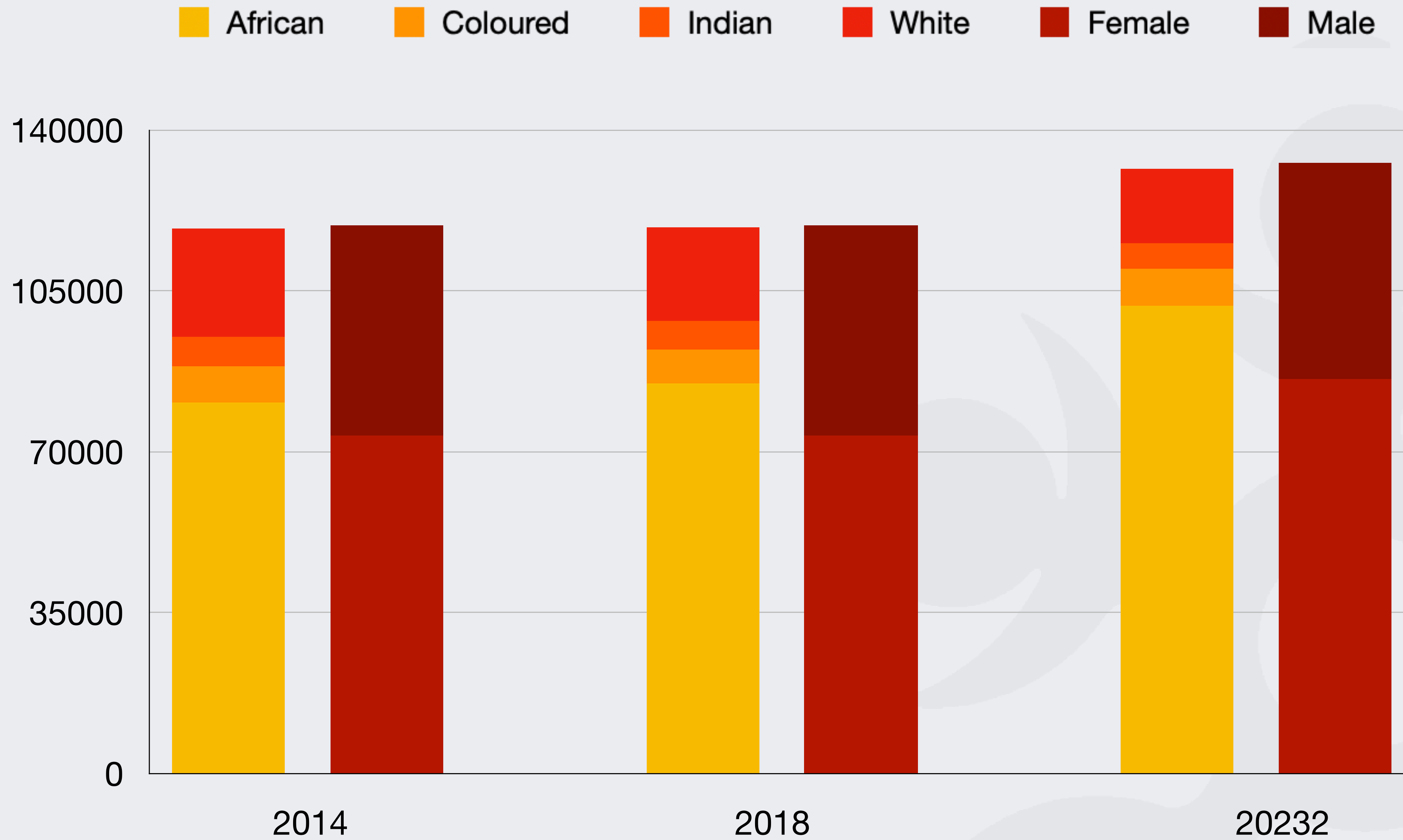
Institution 1 Institution 2 Institution 3 Institution 4 Institution 5
Institution 6 Institution 7 Institution 8



Changes in throughput rates in MT+2 (2014 - 2017 cohorts)



National graduates



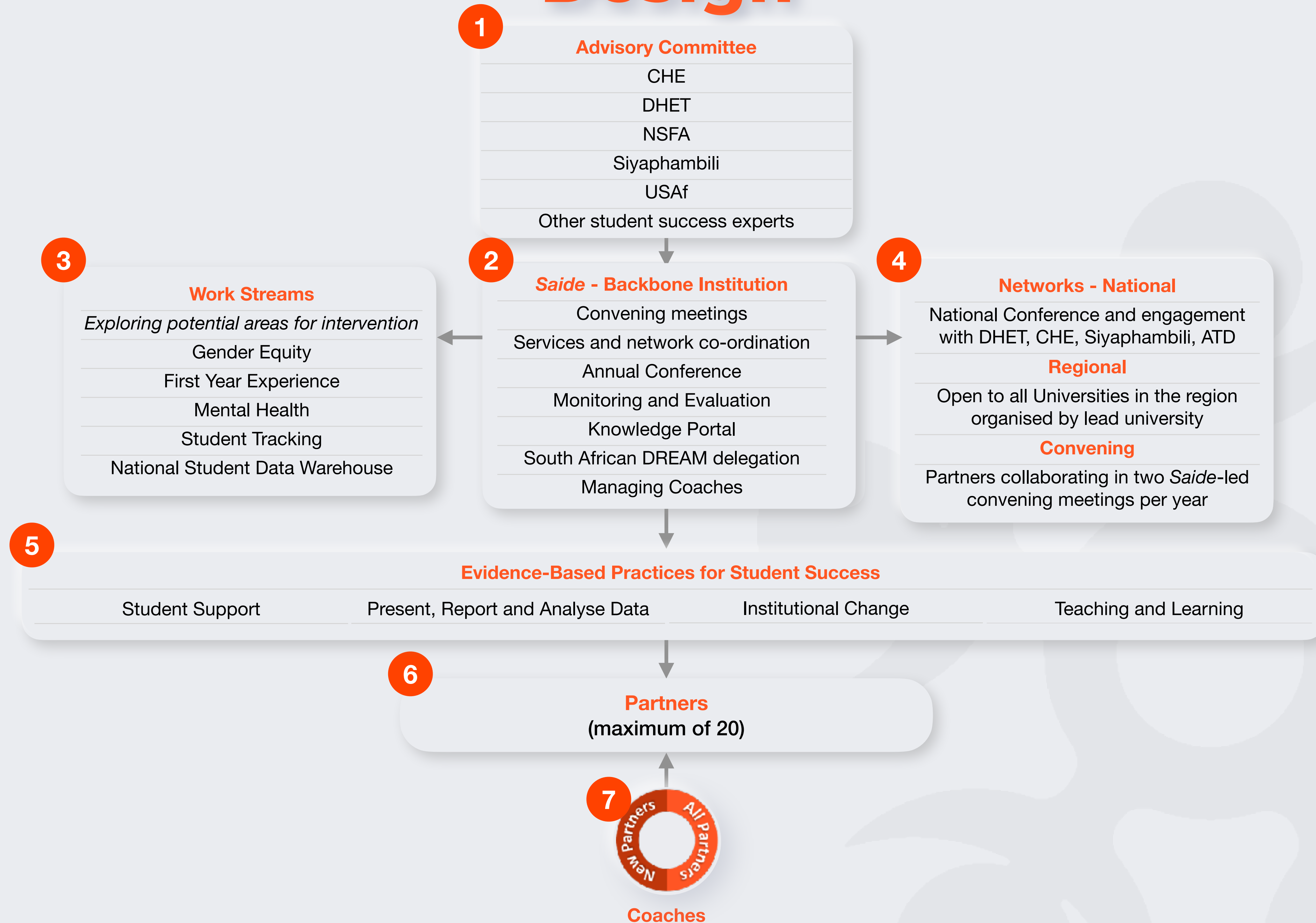


Siyaphumelela
we succeed


2024
Design



Design



Aims



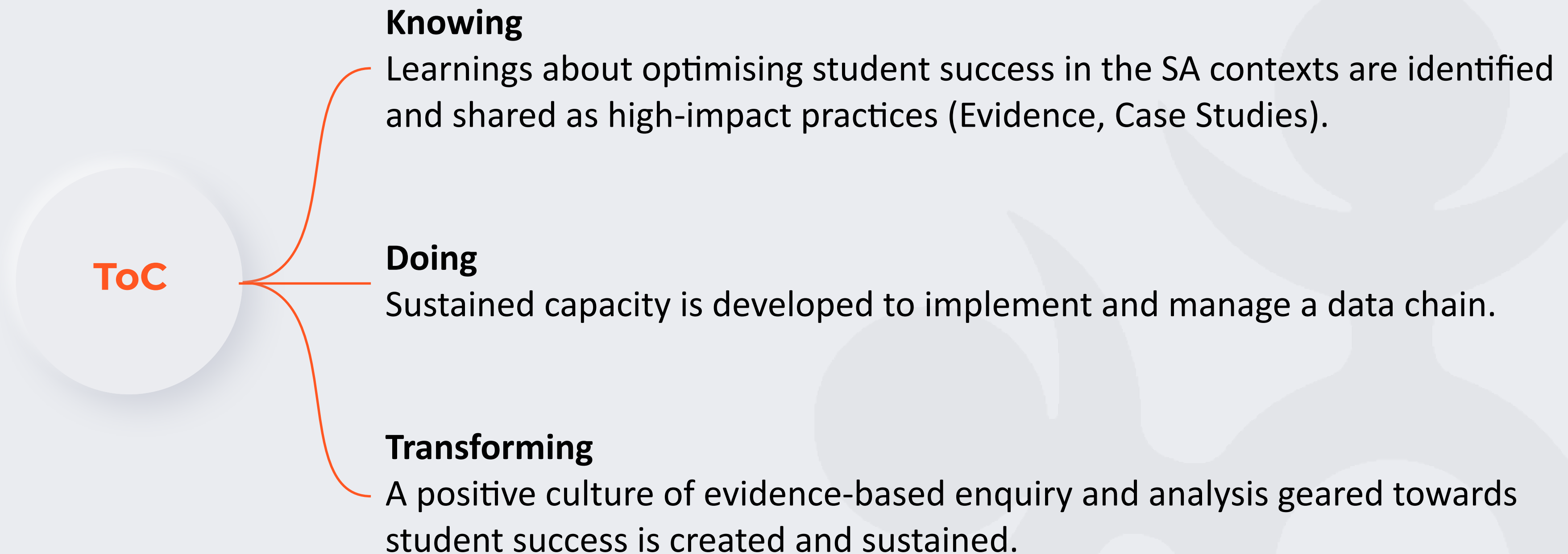
Establishing a more student-centred culture in South Africa's higher education system to improve student success;

Achieving institutional targets to improve retention, course success and throughput rates for degrees and diplomas, and eliminate differences based on race, gender and socio-economic status;

Improving institutional capacity to collect and use student data for evidence-based decision making to improve student success across the higher education system;

Consolidating and sharing evidence-based student success efforts on a national scale: supporting students, use of data, teaching and learning and transforming institutions; and

Embedding the student voice in student success initiatives.



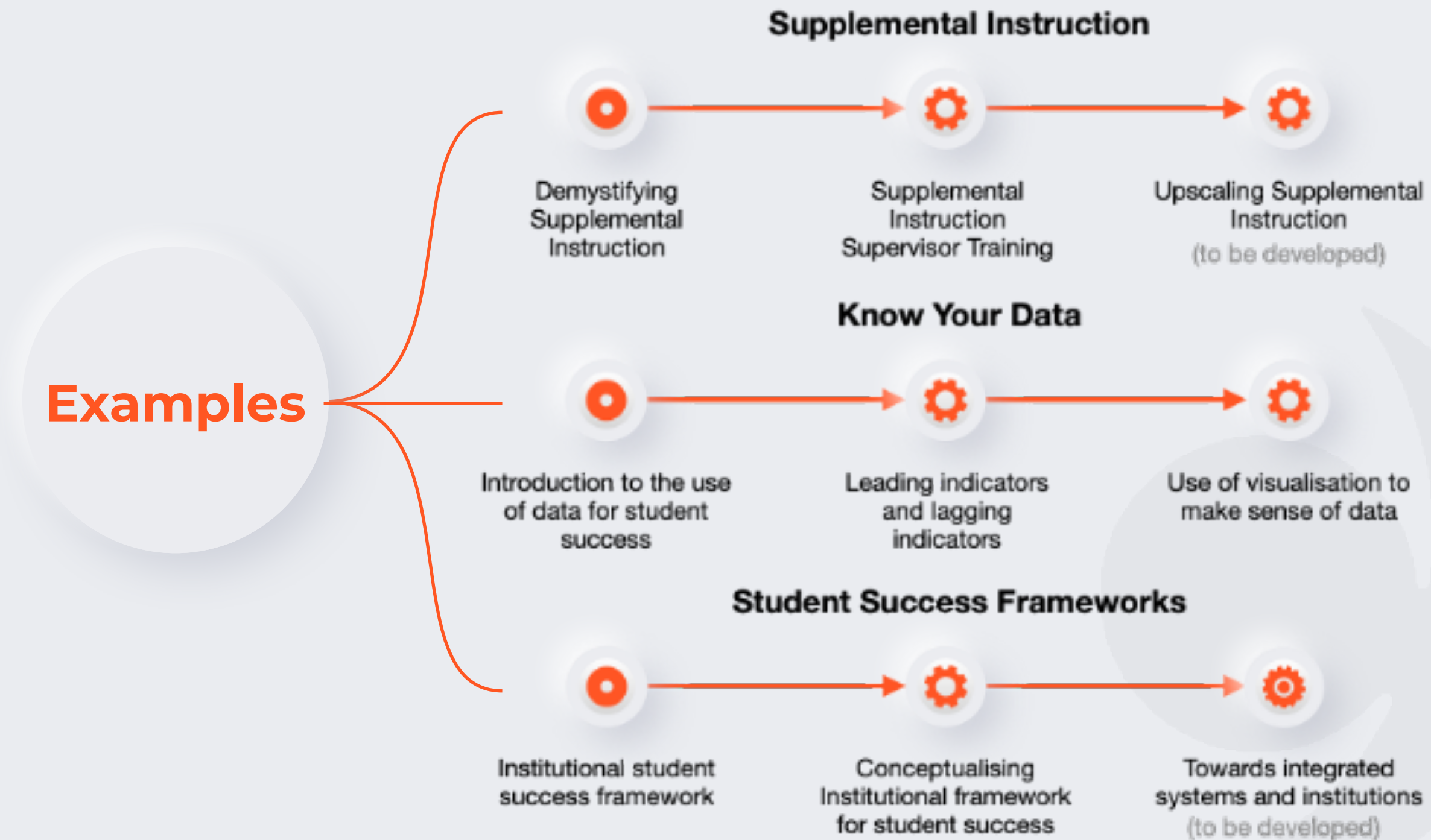
Short Learning Courses

```
graph LR; A((Short Learning Courses)) --- B[Develop more interactive, resource-based 'short learning courses' drawing on evidence-based practices for student success.]; A --- C[Organise short learning courses into a structured learning pathway.]; A --- D[Develop online activity-based engagements that include shareable resources.];
```

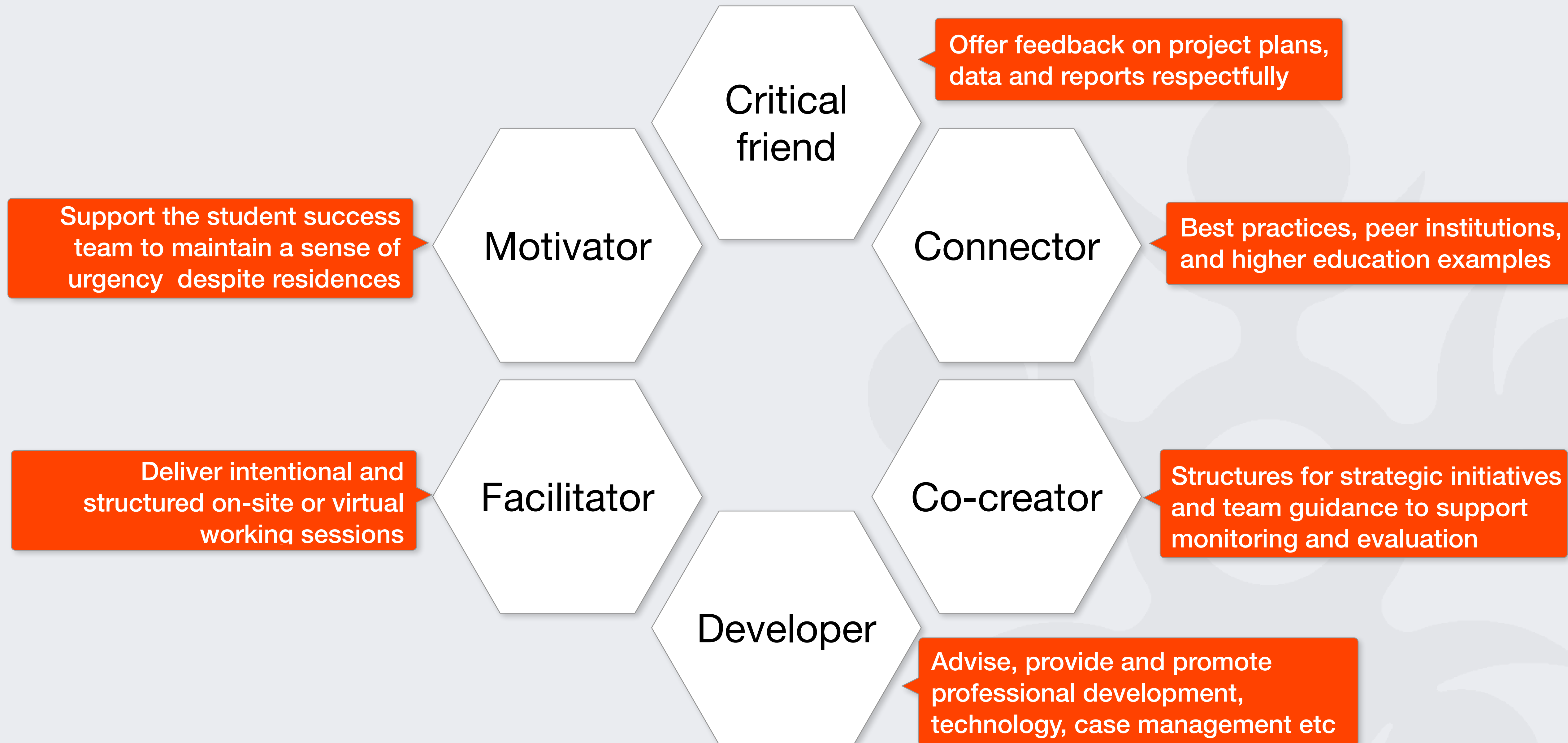
Develop more **interactive**, resource-based 'short learning courses' drawing on **evidence-based** practices for student success.

Organise short learning courses into a **structured learning pathway**.

Develop online activity-based **engagements** that include **shareable resources**.



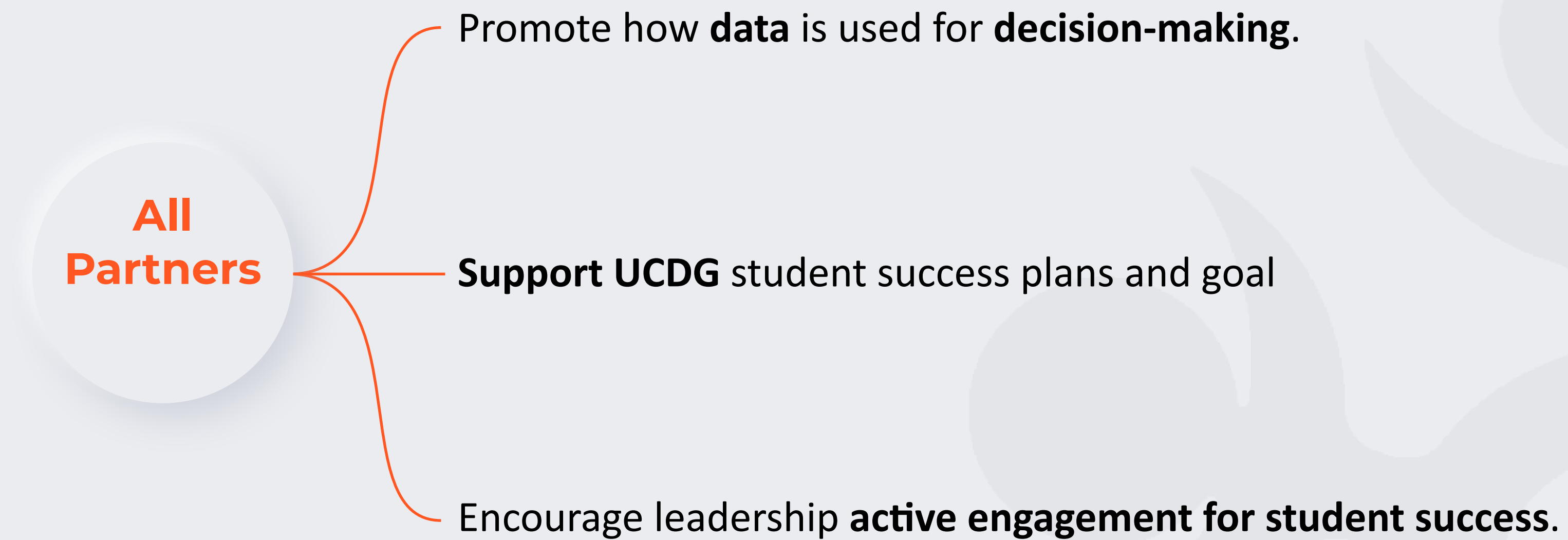
7 Coaches



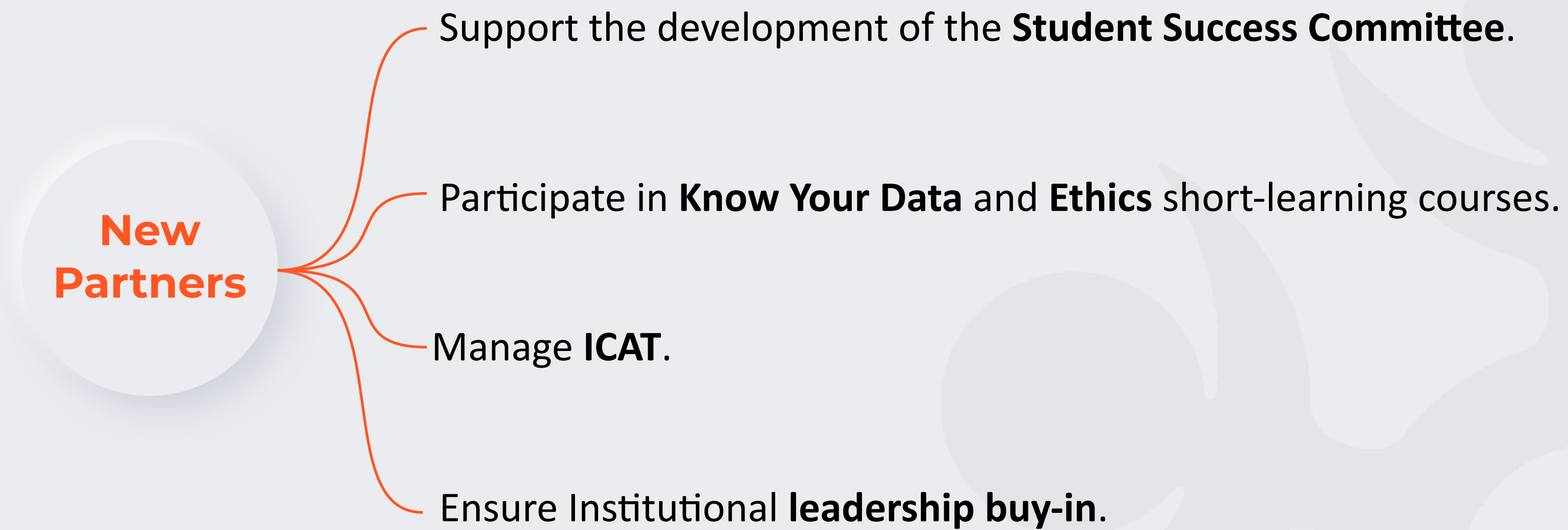
7 Coaches



7 Coaches



7 Coaches





Siyaphumelela
we succeed

Thank you