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| **Table 3: Rhodes University: Employment Equity Scorecard for Permanent Academic and Research and IS Staff (Excluding foreign nationals)** |
| **Foreign national = those individuals who do not have RSA citizenship/permanent residence OR who received such documentation after 1994** |
| **Grades** | **EAP\*** | **RU Profile as at 31/08/11** | **RU profile as at end of 31/08/12** | **RU profile as at 31/08/2013** | **Target: as at 01/09/2013 - 31/08/2014** | **2013/2014: 2nd qrtr (Dec to Feb)**  | **2014: 3rd qrtr (Mar - May)** | **2014: 4th qrtr (Jun - Aug)** |  |
| **No of posts filled during the period** |  |
| Professor |   |   |   |   |   | 1 | 0 |   |  |
| Associate Professor |   |   |   |   |   | 1 | 1 |   |  |
| Senior Lecturer |   |   |   |   |   | 1 | 1 |   |  |
| Lecturer |   |   |   |   |   | 9 | 0 |   |  |
| Junior Lecturer |   |   |   |   |   | 0 | 0 |   |  |
| Total permanent |   |   |   |   |   | 12 | 2 |   |  |
| **ACADEMICS ONLY Demographics represented in actual numbers**  |  |  |  |  |  |
| **No of Black (African, Coloured, Indian)** |  |  |  |  |  |  |  |
| Professor | 66 | 4 | 3 | 5 | 7 | 4 | 4 |   |  |
| Associate Professor | 56 | 5 | 6 | 4 | 14 | 3 | 4 |   |  |
| Senior Lecturer | 106 | 8 | 12 | 12 | 40 | 13 | 14 |   |  |
| Lecturer | 121 | 19 | 31 | 27 | 61 | 30 | 30 |   |  |
| Junior Lecturer | 18 | 2 | 3 | 2 | 8 | 3 | 3 |   |  |
| Total permanent | 367 | 38 | 55 | 50 | 130 | 53 | 55 |   |  |
|   |   |   |   |   |   |   |   |   |  |
| **No of African** |  |  |  |  |  |  |  |  |  |
| Professor | 55 | 1 | 1 | 1 | 4 | 1 | 1 |   |  |
| Associate Professor | 47 | 0 | 0 | 0 | 9 | 0 | 1 |   |  |
| Senior Lecturer | 89 | 4 | 5 | 4 | 25 | 6 | 7 |   |  |
| Lecturer | 102 | 8 | 13 | 11 | 40 | 11 | 11 |   |  |
| Junior Lecturer | 15 | 2 | 2 | 1 | 5 | 2 | 2 |   |  |
| Total permanent | 308 | 15 | 21 | 17 | 83 | 20 | 22 |   |  |
|   |   |   |   |   |   |   |   |   |  |
| **No of Women** |  |  |  |  |  |  |  |  |  |
| Professor | 35 | 9 | 9 | 12 | 18 | 10 | 10 |   |  |
| Associate Professor | 30 | 11 | 11 | 11 | 23 | 14 | 14 |   |  |
| Senior Lecturer | 57 | 39 | 47 | 53 | 56 | 50 | 49 |   |  |
| Lecturer | 65 | 42 | 51 | 46 | 66 | 46 | 46 |   |  |
| Junior Lecturer | 10 | 3 | 2 | 2 | 12 | 3 | 3 |   |  |
| Total permanent | 197 | 104 | 120 | 124 | 175 | 123 | 122 |   |  |
| Data source: Payroll 1 |  |  |  |  |  |
| \* = Economically Active Population  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| **Table 4: Rhodes University Equity Scorecard for Permanent Academic Staff (excluding foreign nationals) %** |  |
| **Foreign national = those individuals who do not have RSA citizenship/permanent residence OR who received such documentation after 1994** |
| **Grades** | **EAP\*** | **RU Profile as at 31/08/11** | **RU profile as at end of 31/08/12** | **RU profile as at 31/08/2013** | **Target: as at 01/09/2013 - 31/08/2014** | **2013/2014: 2nd qrtr (Dec to Feb)**  | **2014: 3rd qrtr (Mar - May)** | **2014: 4th qrtr (Jun - Aug)** |  |
|  |  |  |  |  |  |  |  |  |  |
| **Demographics represented in percentages of particular occupational level** |  |
| **% Black (African, Coloured, Indian)** |  |  |  |  |  |  |  |
| Professor | 88% | 7% | 5% | 9% | 9% | 8% | 8% |   |  |
| Associate Professor  | 88% | 12% | 13% | 9% | 18% | 5% | 6% |   |  |
| Senior Lecturer  | 88% | 11% | 14% | 13% | 31% | 12% | 13% |   |  |
| Lecturer  | 88% | 22% | 31% | 30% | 54% | 30% | 30% |   |  |
| Junior Lecturer  | 88% | 40% | 100% | 67% | 47% | 100% | 100% |   |  |
| Total permanent |   | 14% | 19% | 18% | 31% | 16% | 17% |   |  |
| **% African** |  |  |  |  |  |  |  |  |  |
| Professor  | 74% | 2% | 2% | 2% | 5% | 2% | 2% |   |  |
| Associate Professor  | 74% | 0% | 0% | 0% | 12% | 0% | 2% |   |  |
| Senior Lecturer  | 74% | 5% | 6% | 4% | 20% | 6% | 7% |   |  |
| Lecturer  | 74% | 9% | 13% | 12% | 35% | 11% | 11% |   |  |
| Junior Lecturer  | 74% | 40% | 67% | 33% | 29% | 67% | 67% |   |  |
| Total permanent |   | 6% | 7% | 6% | 20% | 6% | 7% |   |  |
| **% Women** |  |  |  |  |  |  |  |  |  |
| Professor  | 47% | 15% | 16% | 22% | 23% | 19% | 19% |   |  |
| Associate Professor  | 47% | 27% | 24% | 24% | 30% | 22% | 23% |   |  |
| Senior Lecturer  | 47% | 52% | 54% | 59% | 44% | 47% | 46% |   |  |
| Lecturer  | 47% | 49% | 52% | 51% | 58% | 46% | 46% |   |  |
| Junior Lecturer  | 47% | 60% | 67% | 67% | 71% | 100% | 100% |   |  |
| Total permanent |   | 39% | 41% | 44% | 42% | 38% | 38% |   |  |