Model for SU Recruitment Bursary offers to coloured, black and Indian students: 2014 to 2018

15 May 2013

The Vice-Rector (T&L), in conjunction with a Task Team (comprising Prof WL van der Merwe, Dr Celeste Nel, Arrie Hanekom, Helette Pieterse and Jan du Toit), has devised a new recruitment bursary model. The model was approved by the RMT on 9 April 2013 for implementation as of 2014. This new, integrated bursary and loan plan for 2014 to 2018 endeavours to provide financing for the studies of academically strong coloured, black and Indian students and thereby to make a significant contribution to the diversity target of 50% by 2018.

| 1. Description of recruitment bursary model | 1.1 A recruitment bursary equivalent to the cost of the programme (including levies) is offered to coloured, black and Indian candidates, where the award as well as the continuation of the offer is linked to performance.  
1.2 On the basis of the percentage of HEMIS credits obtained by a bursary holder in a specific year, the recruitment offer is continued proportionally in the following year as a recruitment bursary and loan. |
| 2. Criteria for award | 2.1 General criteria  
2.1.1 A recruitment bursary offer is made to students who meet all the requirements below:  
2.1.1.1 First time entry coloured, black and Indian applicants,  
2.1.1.2 who have matriculated in the previous three application years,  
2.1.1.3 who are South African citizens,  
2.1.1.4 who meet a specific academic cut-off point in their last academic final examination and  
2.1.1.5 who have been admitted conditionally or have been approved for their 1st programme choice. Please note: In consultation with faculties or a specific access-broadening project, 2nd or 3rd programme choices could also be considered.  
2.1.2 Offers to applicants who do not offer Afrikaans as a school subject will be dealt with in accordance with the specific language policy in the faculty and the faculty will pronounce on this. |
| 2.2 Academic criteria | 2.2.1 Taking into consideration that the academic profile of top achievers varies from faculty to faculty, faculty-specific cut-off points are determined on the basis of the Grade 11 or 12 application mark. Academic cut-off points are revised and adjusted annually.  
2.2.2 The cut-off points are determined in consultation with the faculties on the basis of the academic profile of the application pool, the set targets and the available funds. |
| 2.3 Broadening of access (special SU recruitment projects) | 2.3.1 Recruitment bursaries are also awarded to coloured, black and Indian candidates on the basis of the outcomes of special recruitment projects (e.g. Hope@Maties, SciMathUS, etc.) that are aimed at broadening access to the University. |
2.3.2 In this category the focus is primarily on learners in educationally disadvantaged schools. These projects are aimed in the first place at broadening the pool of applicants and eventually increasing the registration rate.

### 3. The offer

#### 3.1 Recruitment bursary

3.1.1 The recruitment bursary offer includes the full programme costs (levies included). The average amount for the programme cost is approximately R35 000 for 2014.  
3.1.2 The offer is valid for the normal duration of the degree programme (up to a maximum of four years).

#### 3.2 Bursary loan

3.2.1 Financially needy applicants are strongly encouraged to apply for additional financial support.  
3.2.2 An application form for additional financial support (in the form of an SU bursary loan) is included with the recruitment bursary offer and only needy candidates will be considered, on the basis of a financial means test.  
3.2.3 Applicants in 3.2.2 will also be supported to apply for an NSFAS bursary loan via the central NSFAS bursary loan application process in order to possibly qualify for an NSFAS bursary loan.  
3.2.4 Please note: The NSFAS bursary loans are interest-free loans while the holder is busy studying and candidates come into consideration for a 40% conversion of the loan concerned into a bursary if they achieve academic success.

#### 3.3 Merit bursary

3.3.1 Besides the recruitment bursary, candidates will also qualify for an ordinary first-year merit bursary if they pass with a matric average of 85% or higher.

#### 3.4 Residence placement

3.4.1 A place in a residence is included in the offer.  
3.4.2 Applicants will be expected to pay a reduced amount of R1 050 as residence deposit in order to reserve their place in the residence.  
3.4.3 Applicants can obtain exemption from the deposit if they are financially needy and apply and qualify for a bursary loan.

### 4. Award and continuation of the bursary offer

#### 4.1 Registration

4.1.1 In order to realise the recruitment bursary, learners to whom bursaries were awarded provisionally on the basis of Grade 11 marks must obtain the required minimum achievement during the Grade 12 final examinations.  
4.1.2 If the applicant does not meet the stated bursary requirement and does not meet the admission requirements for the programme concerned, he/she will be notified that the recruitment bursary has lapsed.  
4.1.3 If candidates qualify for an outside bursary (e.g. company bursary), the recruitment bursary will be reduced pro rata.

#### 4.2 Continuation of bursary from the second academic year

4.2.1 The recruitment bursary offer is valid for the normal duration of the degree programme (up to a maximum of four years).  
4.2.2 For the continuation of the recruitment bursary in the following year, the student must obtain at least 0.6 HEMIS credits.  
4.2.3 The initial recruitment offer will be continued proportionally as a bursary and bursary loan on the basis of the percentage of HEMIS credits obtained by the candidate, as indicated in Table 1. Therefore, if a bursary holder passed all the prescribed modules of his/her degree programme in the previous year, 100% of the recruitment bursary will be awarded for the
next year. As fewer modules are passed, the bursary will be converted into a loan pro rata.

Table 1: HEMIS requirements with regard to the continuation of the recruitment offer

<table>
<thead>
<tr>
<th>HEMIS credits obtained</th>
<th>Recruitment bursary</th>
<th>Bursary loan</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.96 – 1</td>
<td>100%</td>
<td>Not applicable</td>
</tr>
<tr>
<td>0.91 – 0.95</td>
<td>95%</td>
<td>5%</td>
</tr>
<tr>
<td>0.86 – 0.9</td>
<td>90%</td>
<td>10%</td>
</tr>
<tr>
<td>0.81 – 0.85</td>
<td>85%</td>
<td>15%</td>
</tr>
<tr>
<td>0.76 - 0.8</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>0.71 – 0.75</td>
<td>75%</td>
<td>25%</td>
</tr>
<tr>
<td>0.66 - 0.7</td>
<td>70%</td>
<td>30%</td>
</tr>
<tr>
<td>0.6 – 0.65</td>
<td>65%</td>
<td>35%</td>
</tr>
<tr>
<td>&lt; 0.6</td>
<td>No award</td>
<td>Consider bursary loan on the basis of neediness</td>
</tr>
</tbody>
</table>

4.2.4 Please note: Needy recruitment students who obtain less than 0.6 HEMIS credits in a particular academic year for the first time during their studies will be considered, as in the case of all other needy students, for a bursary loan. If they obtain less than 0.6 HEMIS credits for a second time in a particular academic year, however, they will not be considered for a bursary loan, unless they come into consideration for NSFAS final-year funding. Take note that the continuation of a student’s recruitment bursary is subject to the achievement of at least 0.6 HEMIS credits in a specific academic year.

4.2.5 In addition to their recruitment bursary, candidates could also qualify for an ordinary senior merit bursary if they achieve a weighted average of at least 75% in their previous year of study.