

Highlights

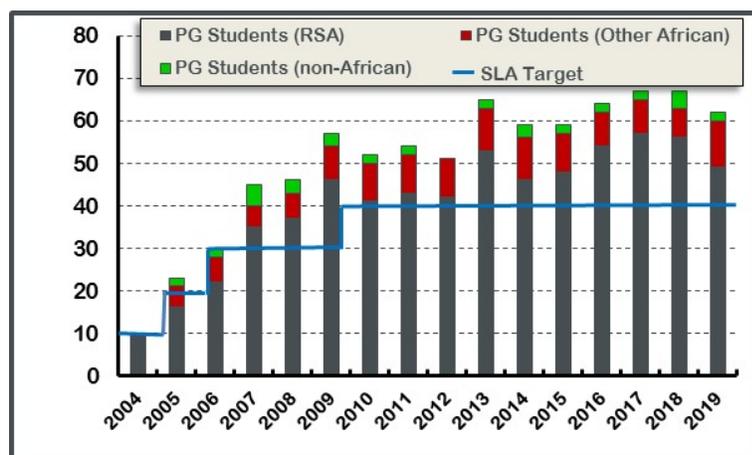
Transformation



HIGHLIGHT # 7 - TRANSFORMATION

Student Transformation

c*change has pro-actively managed the demographics of the postgraduate student body by monitoring the student applications / nominations at the project planning stage but at a centre-wide level, and where necessary adjusting the student acceptance process to be in line with the targets. This was possible only through the acceptance and support from all its members, and through a transparent project planning process that involved all the academic researchers.



The Service Level Agreement (SLA) target of the postgraduate student cohort has increased from a minimum of 10 to a minimum of 40 students between 2004 and 2019 (see Figure 1). c*change has consistently supported more postgraduate students. In fact, c*change has managed to support the minimum SLA student target on RSA students alone.

Fig 1: Demographics of the c*change Student Cohort: Citizenship

The proportion of Black RSA postgraduate students has also changed substantially, with the number of Black RSA students being supported by c*change being greater than the SLA targets (see Figures 2a and 2b), with a Black RSA student cohort of between 70 and 80% of the total RSA cohort in recent years.

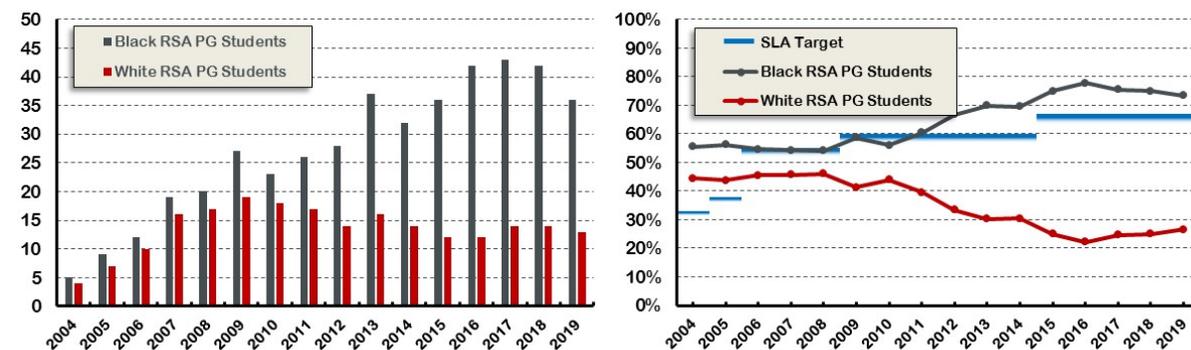


Fig 2a & 2b: Demographics of the c*change Student Cohort: Black and White student participation

The DST – NRF Centre of Excellence in Catalysis seeks to explore a new paradigm for basic science and technology research. In addition to its scientific focus on chemical transformations, the Centre will serve as an agent for change for the development of a new generation of research leaders incorporating the full diversity of South Africa's rich scientific potential. As a virtual centre and network, it will achieve these goals via national research programmes principally of relevance to South Africa and the African Continent.

Similarly, the proportion of Female RSA postgraduate students being supported by c*change has consistently been greater than the SLA targets (see Figures 3a and 3b), with a Female RSA student cohort of around 60% of the total RSA cohort in recent years.

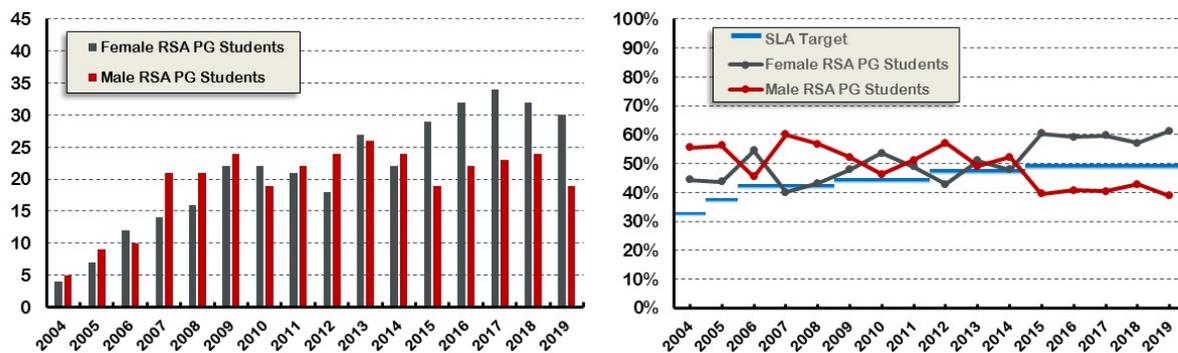


Fig 3a & 3b: Demographics of the c*change Student Cohort: Female and Male student participation

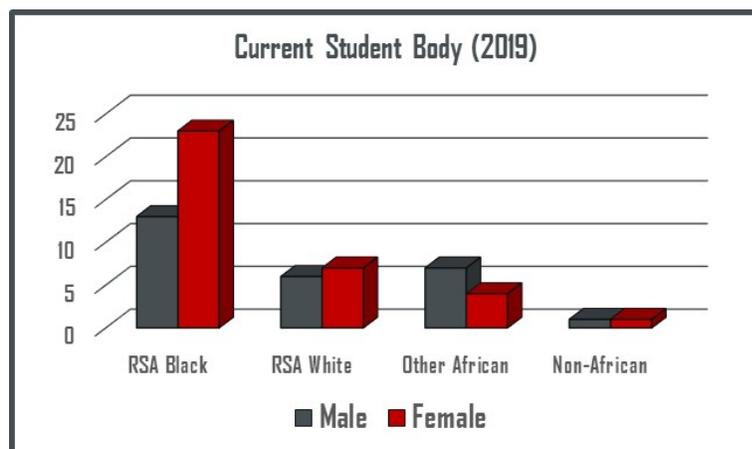


Figure 4 shows the distribution of the c*change postgraduate student cohort with regards to the student demographics.

Fig 4: Demographics of the c*change Student Cohort

Young Researcher Development Plan

The c*change Young Researcher Development Plan is aimed at providing a mentoring environment, integrating younger researchers with senior researchers through participation in joint projects and programmes, while also considering succession planning in institutions where senior catalysis researchers are close to retirement.

The current researcher cohort includes 20% (4) researchers from designated groups where c*change has made a satisfactory contribution to their early career development, with currently a further 40% (8) young researchers who are in their early careers (of these, 3 are from designated groups).

Young researchers (and their students) have also benefited through participation in events like the c*change Symposia, Autumn Schools, Syngas Conventions as well as the Scientific Leadership Course held in 2015 (cf. Highlight # 4).

50% of the researcher cohort is from designated groups [cf. 32% in 2006]. 40% of the researcher cohort are young researchers [cf. 9% in 2006]. 25% of the researcher cohort falls outside of both the 'young' and 'designated groups' categories [cf. 60% in 2006].

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