



# 2022 SAAIR HEMIS INSTITUTE

## Evaluation of the 2022 HEMIS Institute

23-25 August 2022

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## 1. Introduction and Data Presentation

- This report focusses on a snapshot of the evaluation of the HEMIS Institute 2022
- The chosen rating scale was a 5-point Likert scale:
- The results are presented as mean scores, where high scores result in high satisfaction. The highest possible score is 5 and the lowest score is 1.

Agreement with statement	Corresponding Satisfaction Index	Corresponding Rating
Excellent	Extremely satisfied	5
Good	Satisfied	4
Satisfactory	Neither satisfied nor dissatisfied	3
Poor	Dissatisfied	2
Very Poor	Extremely dissatisfied	1

## 2. Methodology and Data



Participation involved random sampling responses from attendees of the SAAIR HEMIS Institute 2022. The attendee population to which the survey was issued was 79 members.



Participants received a link to the online survey, which opened on 23 August 2022.



The survey secured 38 respondents.

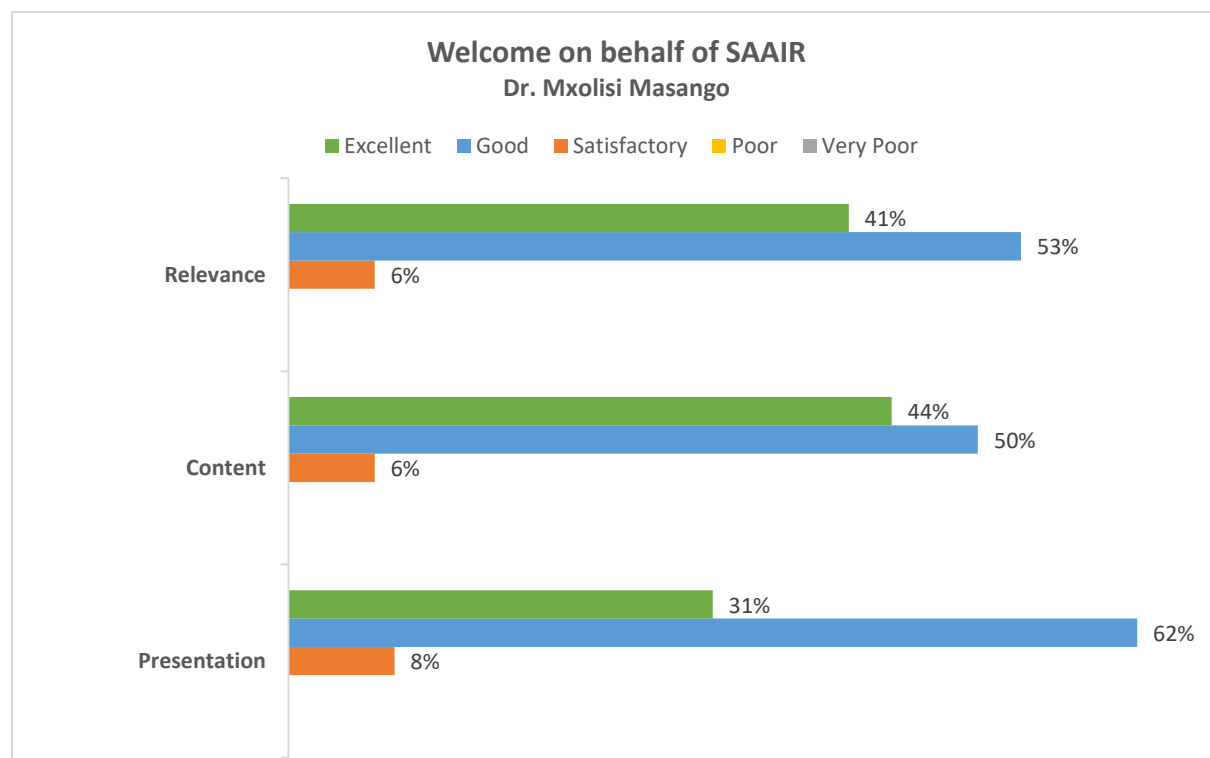


The response rate of 38 out of 79 potential respondents was 48%. Average online survey response rates are currently around 30%.

### 3. Day 1 Evaluation (23 August 2022)

#### 3.1. Welcome on behalf of SAAIR

Facilitated by Dr. Mxolisi Masango, SAAIR President.



Comments:

- There was no presentation
- Again, thank you for keeping it concise and to the point. The issue regarding training & resources for staff entering this HEMIS arena is very relevant, I am one of those people, and I definitely feel the need for training/resources on both an introductory & more in depth level.
- A point was raised on developing junior HEMIS officers since most seniors are going for retirement, Thanks a lot.
- The mentioning of HEMIS specialist close to retirement and lack of capacitating new upcoming HEMIS specialist was interesting and true.
- Mxolisi referred to topics we need to address within the Higher Education Sector and it was a useful starting point.

### 3.2. Welcome and Opening – University of KwaZulu-Natal

Facilitated by Mr. Kishore Gorbardan, Executive Director, Institutional Planning & Governance (University of KwaZulu-Natal)

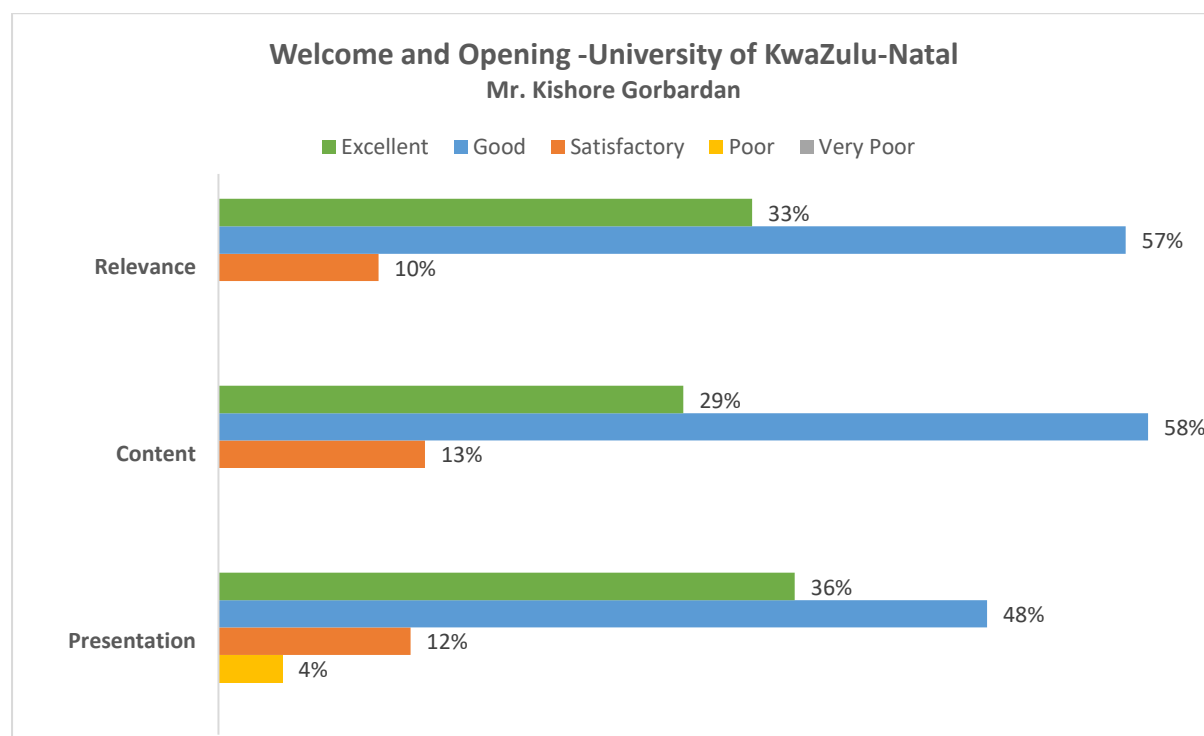


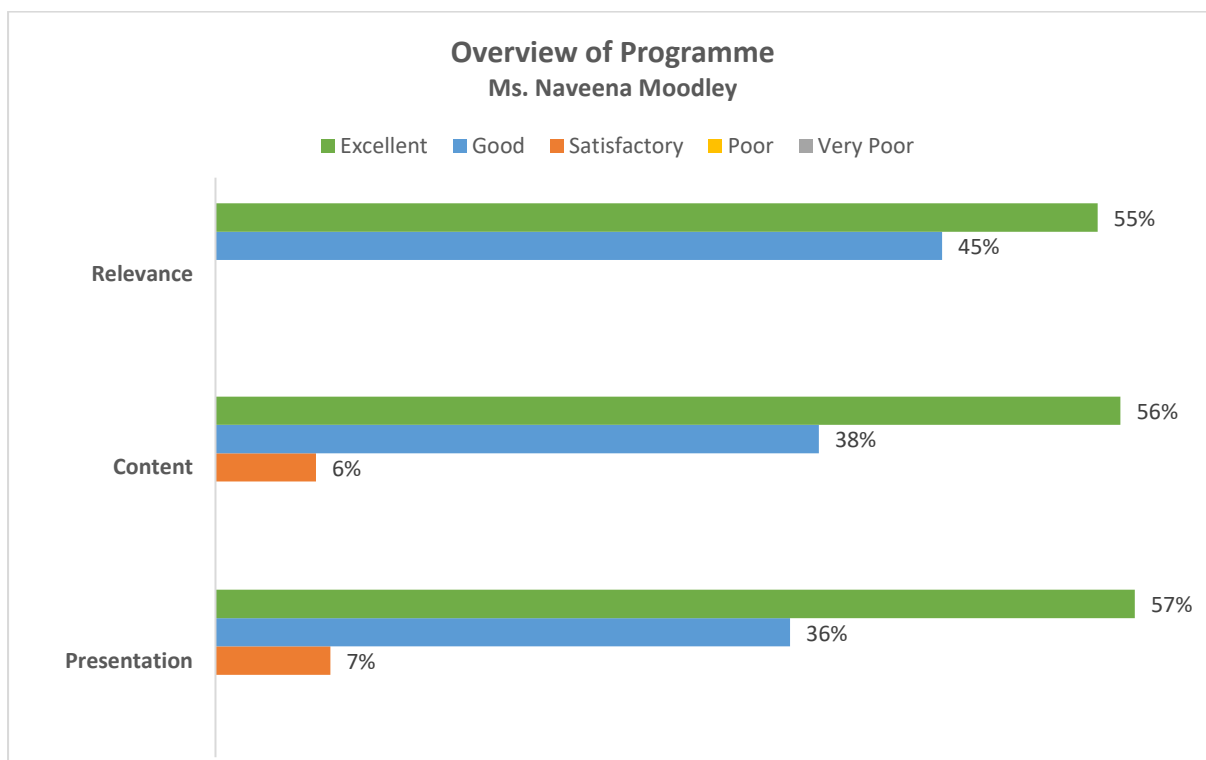
Figure 1: Graph representing the evaluation of the Welcome and Opening

Comments:

- Thank you for not stretching out unnecessarily
- Always good to have a welcome

### 3.3. Overview of Programme

Facilitated by Ms. Naveena Moodley, SAAIR Executive Committee.

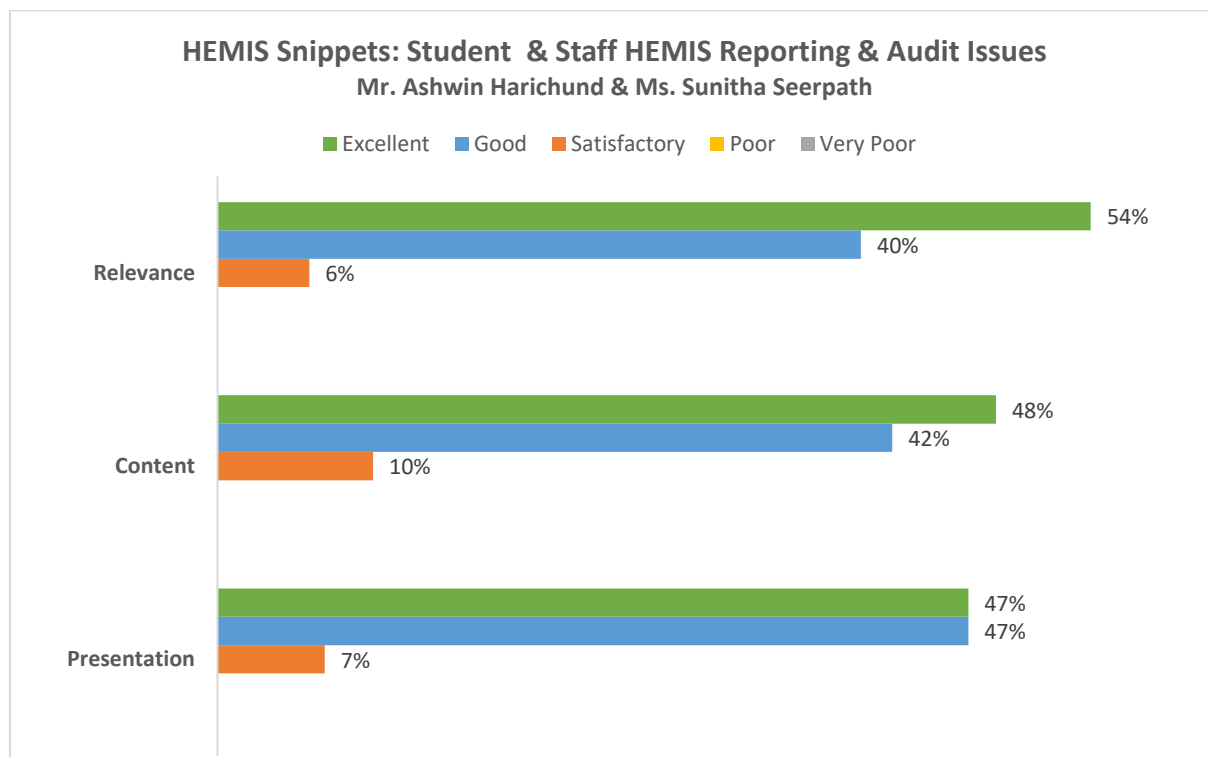


Comments:

- I think that Naveena is a very good speaker and a good facilitator

### 3.4. HEMIS Snippets: Student & Staff HEMIS Reporting and Audit Issues

Facilitated by Mr. Ashwin Harichund and Ms. Sunitha Seerpath, University of KwaZulu-Natal.

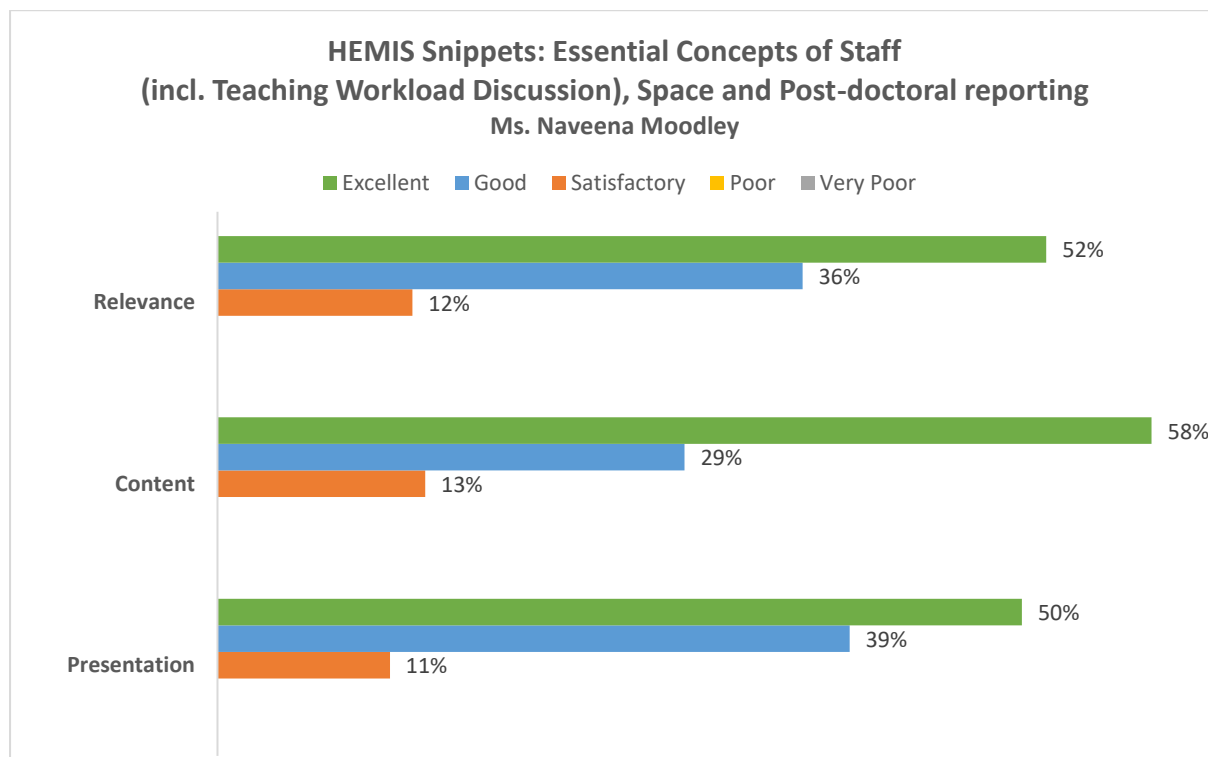


Comments:

- Very clear and informative.
- I thought this was very interesting and the discussions from other participants was very relevant and helpful
- If possible/relevant, including space submissions in this presentation as well
- Reasonably good content although I feel should be presented either on the second or 3rd day of the institute and not on the day of foundation
- I only attended the Foundations day by accident and would have missed this important session otherwise. On hind sight I have noticed a little overlap on day 2 but I am glad I did not miss the session.
- There's a lot of similarities between institutions and this platform is really interesting.
- Very useful to hear the challenges facing other universities and how some have overcome these challenges.
- Very informative session
- Considering that day one is titled "foundation", it would make much more sense to have audit issues after introducing the concept of HEMIS especially for new members

### 3.5. HEMIS Snippets: Essential Concepts of Staff (incl. Teaching Workload Discussion), Space and Post-doctoral reporting

Facilitated by Ms. Naveena Moodley, University of KwaZulu-Natal.



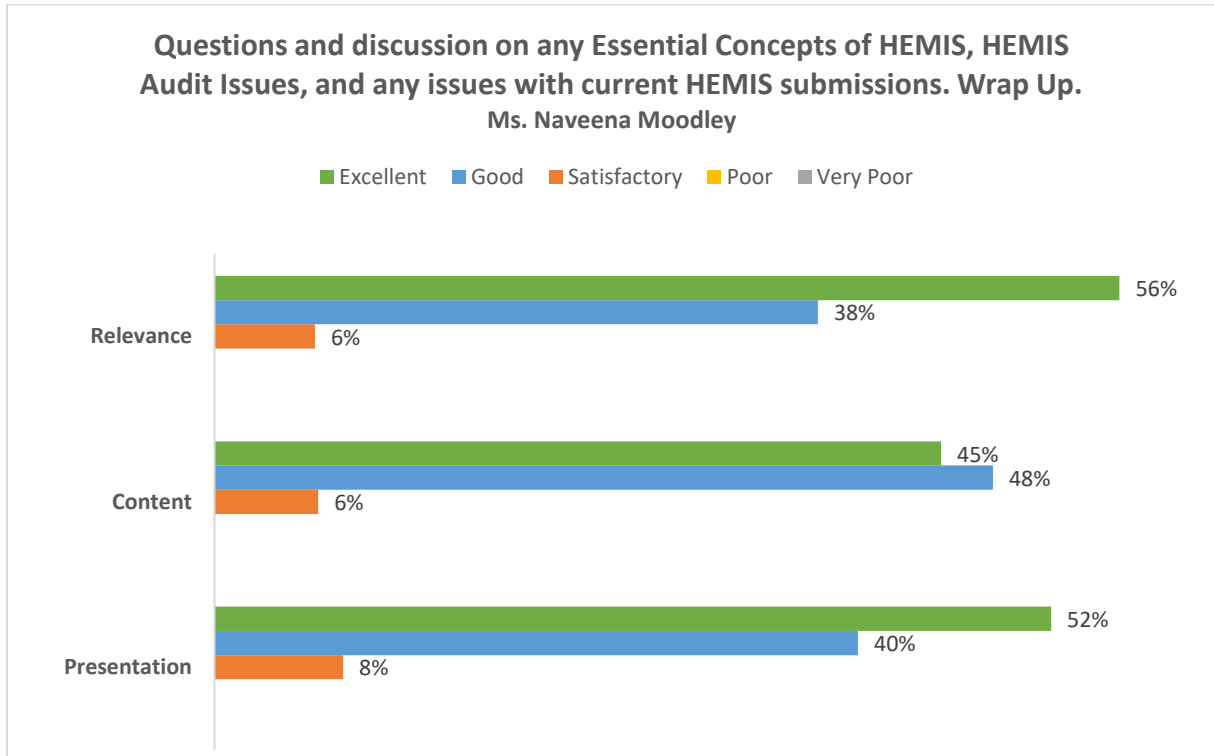
Comments:

- Interesting and very helpful to see what others are doing.
- It would be helpful to go into more depth with space reporting, the presentation/discussion touched on the impact, however, perhaps we could elaborate on this, ESPECIALLY with reference to the future of our learning environments and how modern teaching techniques & facilities are and/or will be incorporated into HEMIS reporting - I think we also touched on the additional factor of hybrid courses in some discussions as well.
- Suitable for day 2 or 3, not foundation
- Very interested in seeing a demo on the Workload model system used.
- I will like to see the presentation again and hope I will be able to listen to the recording again.
- Interesting model and would like to see the system live or demo
- Very helpful



### 3.6. Questions and Discussion on any Essential Concepts of HEMIS; HEMIS Audit Issues, and any issues with current HEMIS submissions. Wrap Up

Facilitated by Ms. Naveena Moodley, University of KwaZulu-Natal.



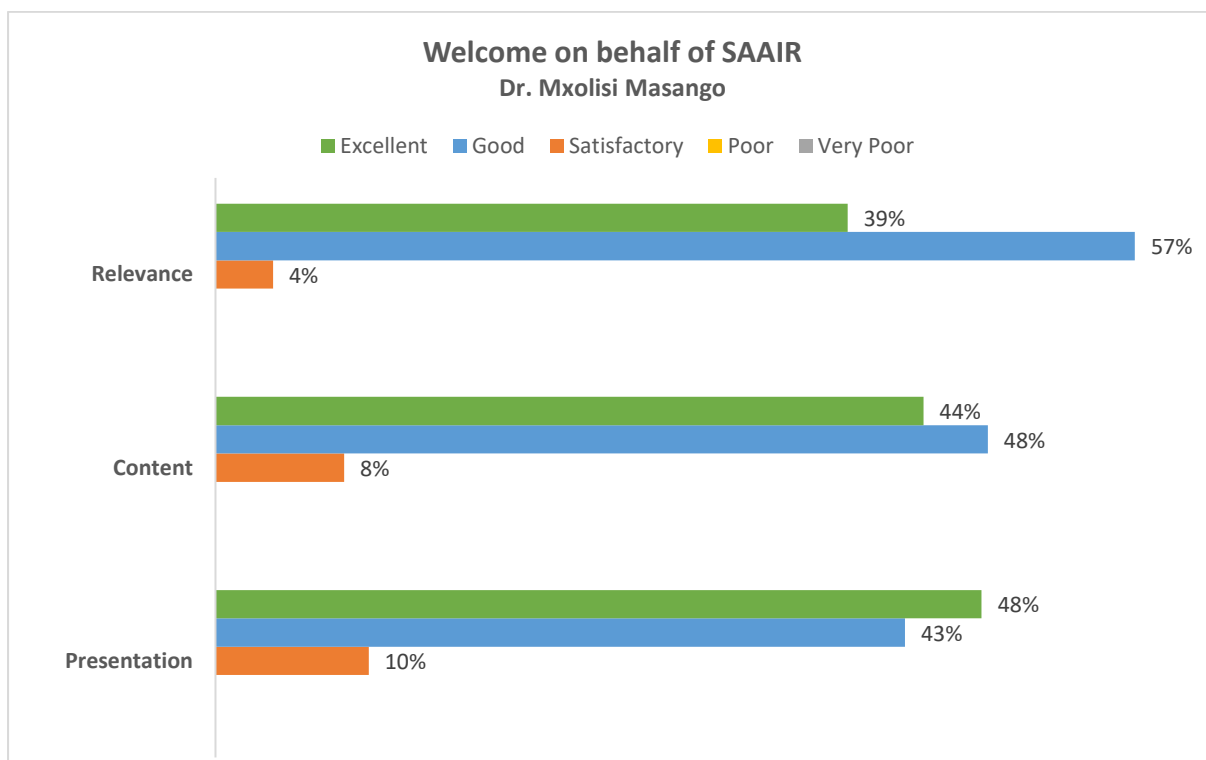
Comments:

- Very interesting and helpful
- suitable for day 2.. or perhaps later in the day after HEMIS has been extensively introduced for new members
- May the foundation be foundation like it was done previously.
- This was really interesting and got few tips on how to handle some audit issues with external auditors.
- All of this is important and I liked the interactive approach and the time to hear from other colleagues

## 4. Day 2 Evaluation (24 August 2022)

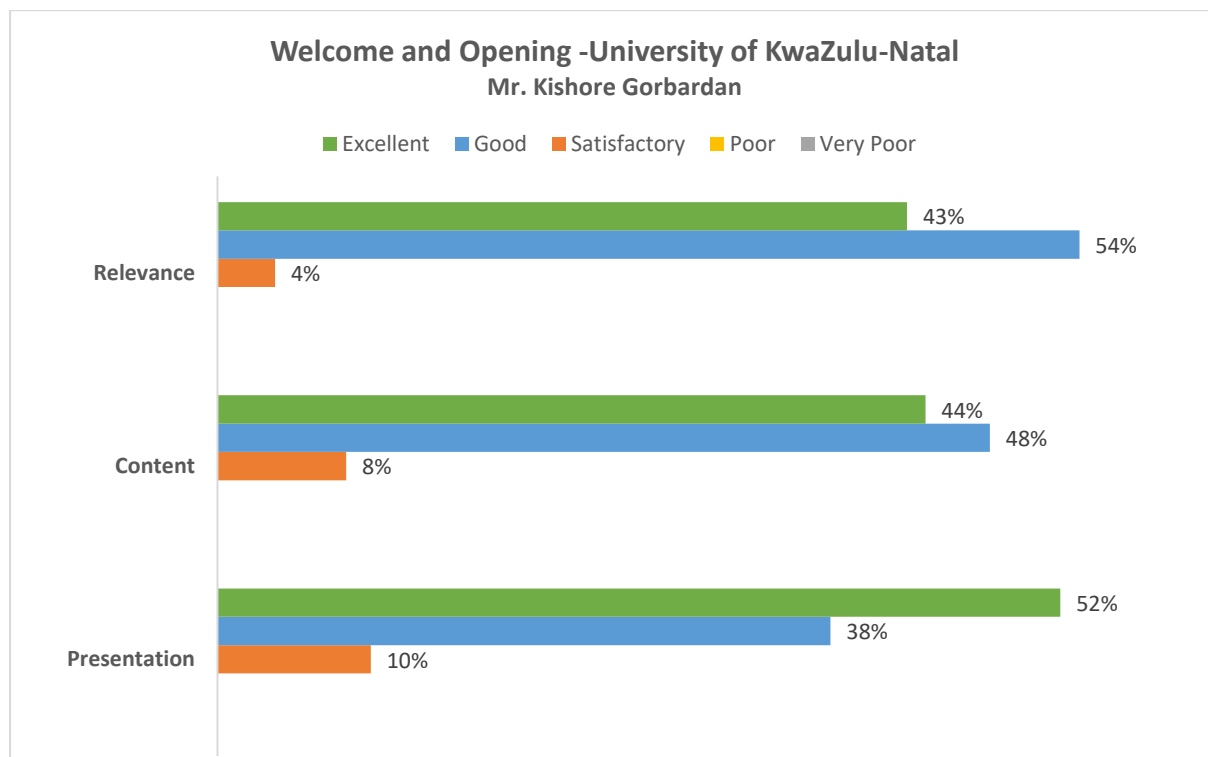
### 4.1. Welcome on behalf of SAAIR

Facilitated by Dr. Mxolisi Masango, SAAIR President.



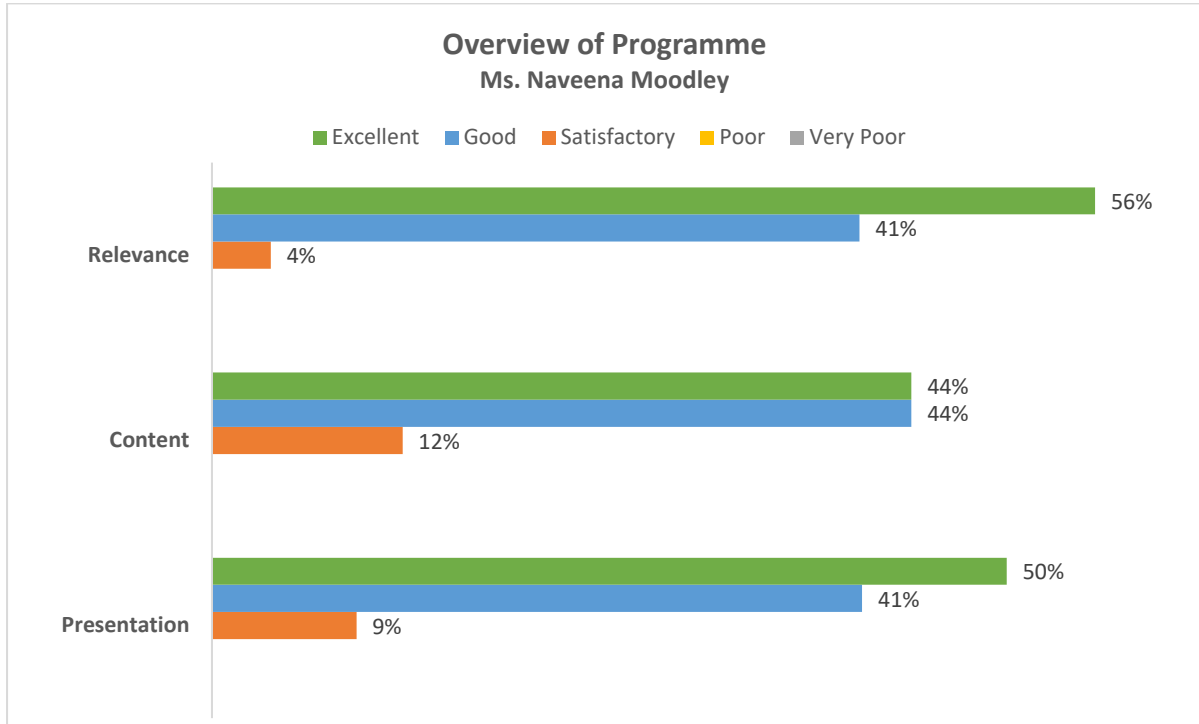
## 4.2. Welcome & Opening – University of KwaZulu-Natal

Facilitated by Mr. Kishore Gorbardan, Executive Director, Institutional Planning & Governance (University of KwaZulu-Natal).



### 4.3. Overview of Programme

Facilitated by Ms. Naveena Moodley, SAAIR Executive Committee.

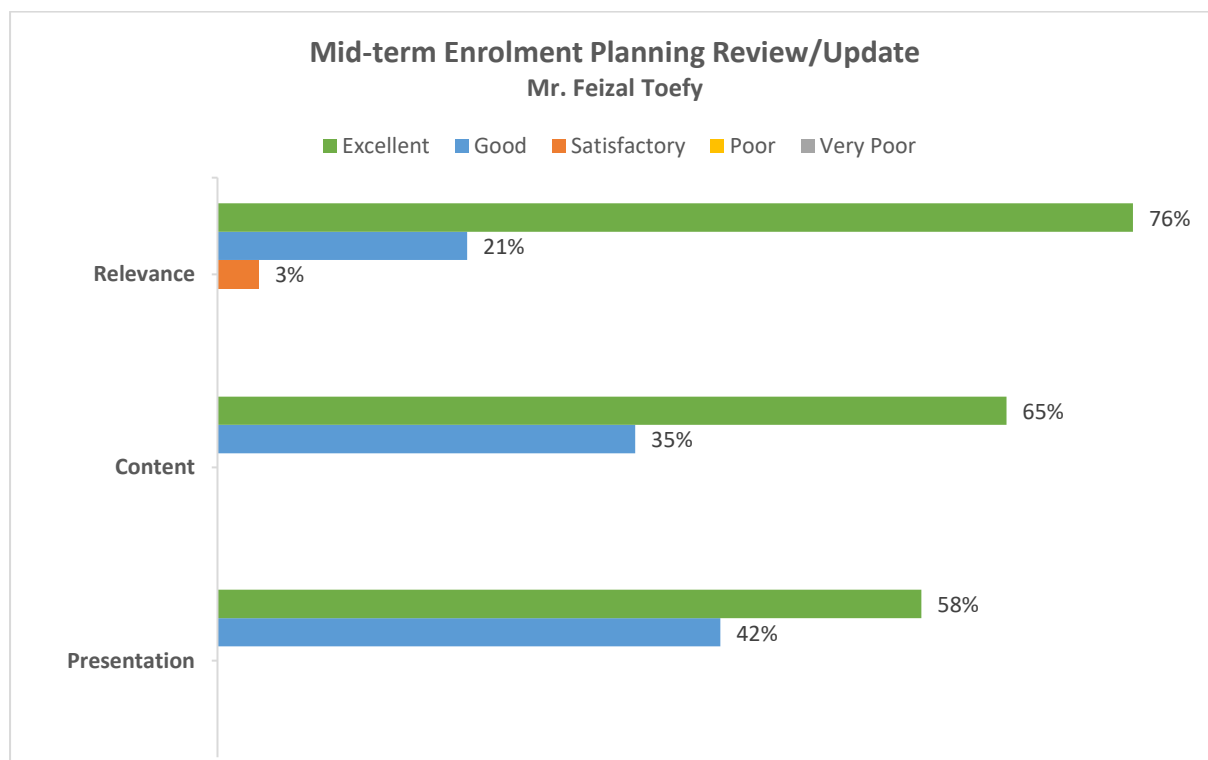


Comments:

- Thank you for making us feel so welcome.

#### 4.4. Mid-term Enrolment Planning Review/Update

Facilitated by Mr. Feizal Toefy (DHET).

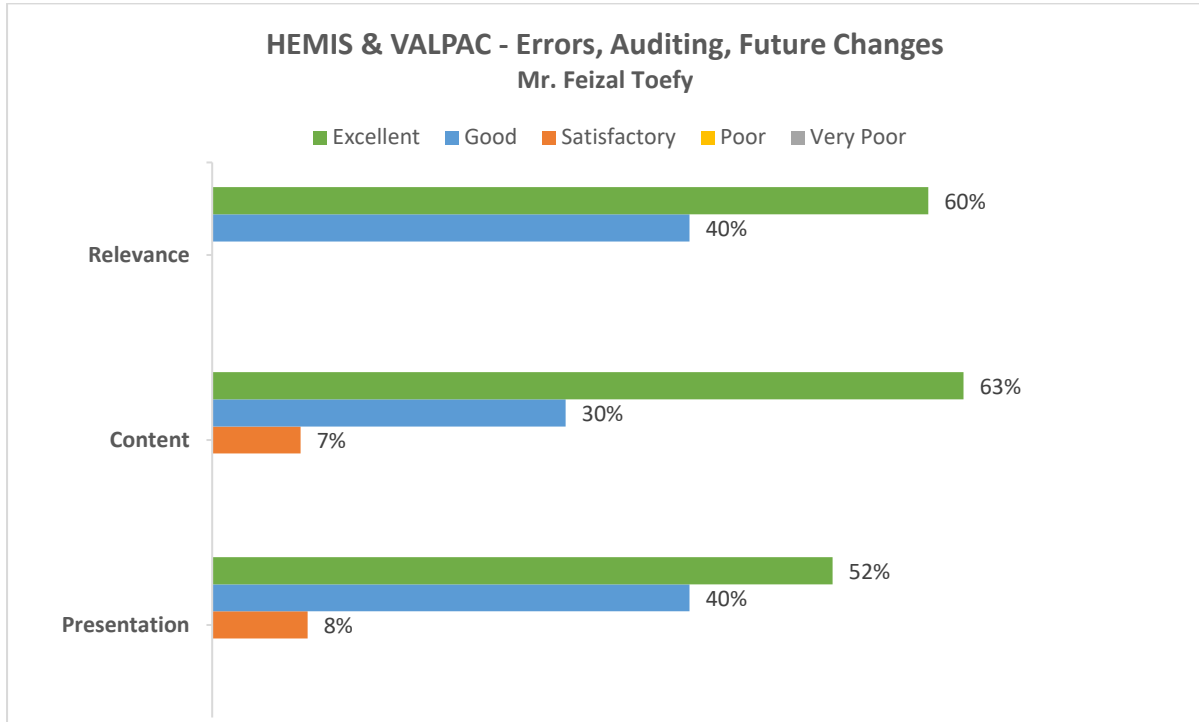


Comments:

- It is always interesting and helpful to hear from the people at DHET who actually utilise our data
- Thank you for sharing the process of the enrolment planning.
- This was a very informative presentation and important reminder of the IMPORTANT ROLE HEMIS plays within institutions and the department.

#### 4.5. HEMIS & VALPAC – Errors, Auditing, Future Changes

Facilitated by Mr. Feizal Toefy (DHET).

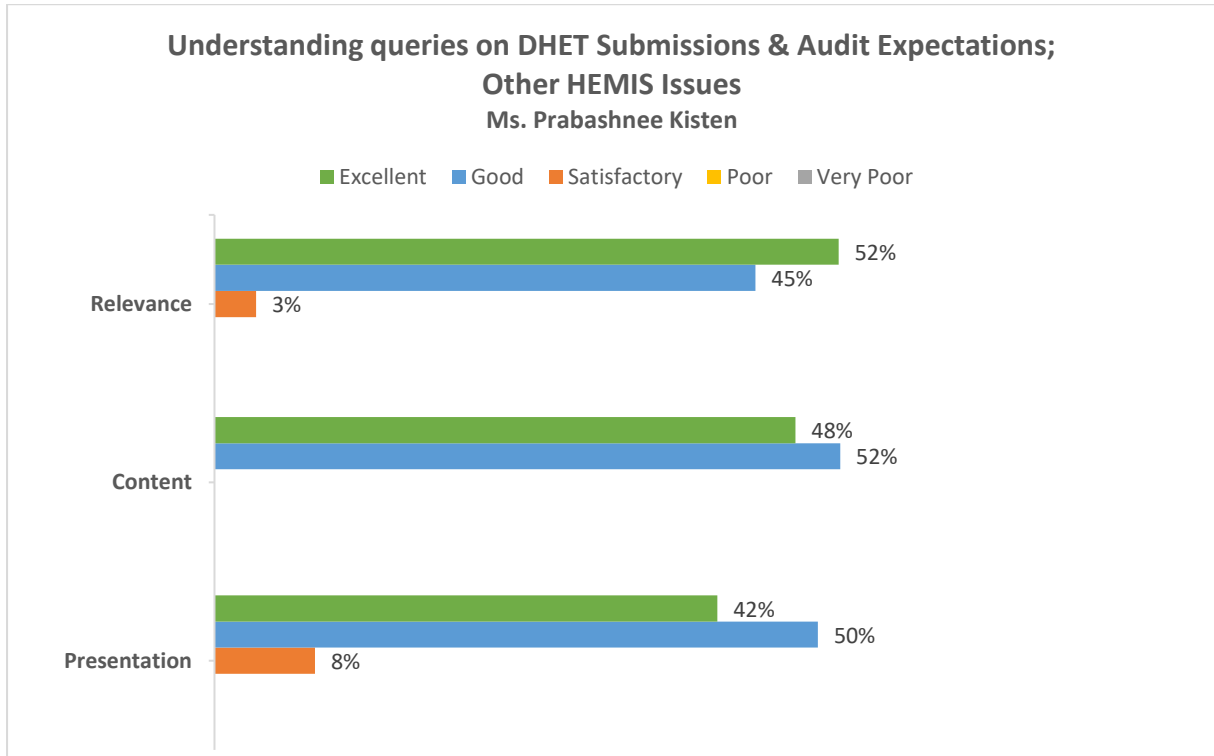


Comments:

- Good to hear from DHET
- Again, if we could remember to include any relevant space information here as well. DHET could also provide feedback from their side regarding issues they experience with the HEMIS submissions - shopping lists can go both ways.
- We look forward to engaging with DHET providing cleaner submissions.
- We all seems to be having more and more issues. We definitely need a DHET auditors' workshop which is recorded. We will have new auditors which will only be appointed in January 2023 but we need the workshop asap. I would like to give the recording as "training" to the auditors every year before the HEMIS audit starts.

#### 4.6. Understanding queries on DHET Submission & Audit Expectations; Other HEMIS Issues

Facilitated by Ms. Prabashnee Kisten, Durban University of Technology.

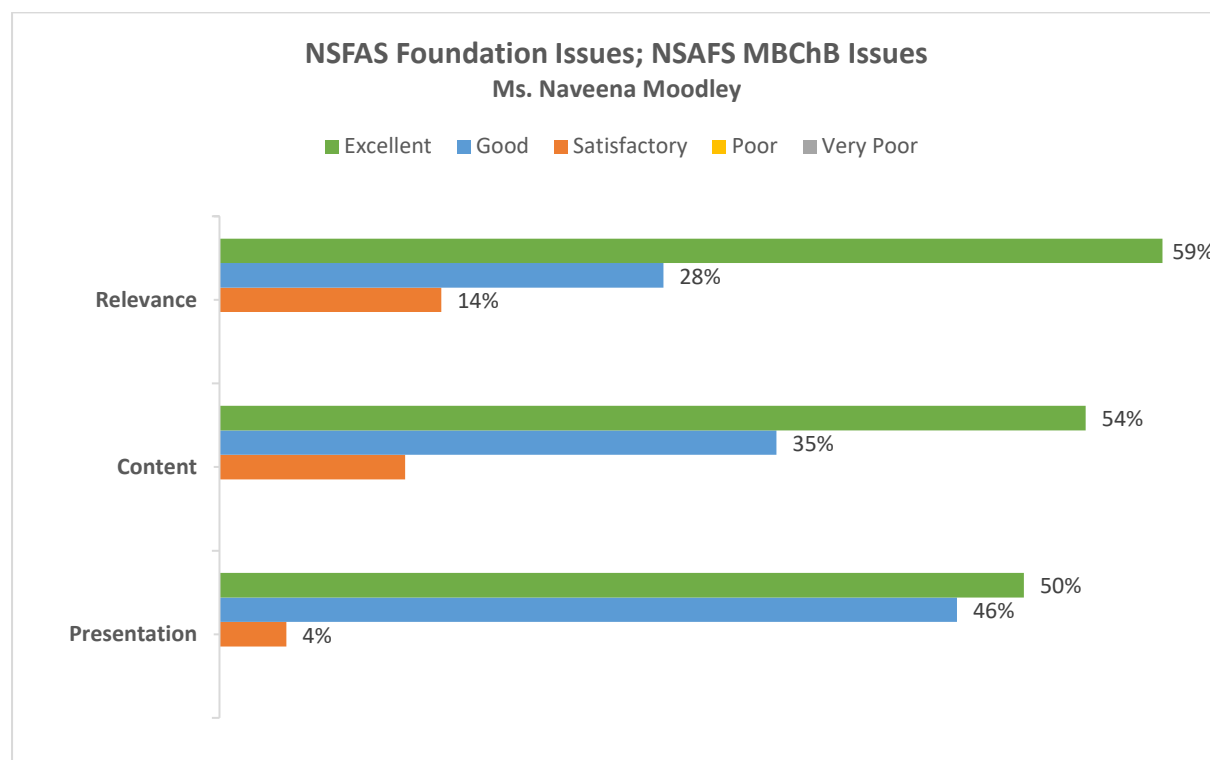


Comments:

- Responses from DHET were not always helpful, a lot of items deferred or added to a 'shopping list' but when will confirmation or resolution received

#### 4.7. NSFAS Foundation Issues; NSFAS MBChB Issues

Facilitated by Ms. Naveena Moodley, University of KwaZulu-Natal.



#### Comments

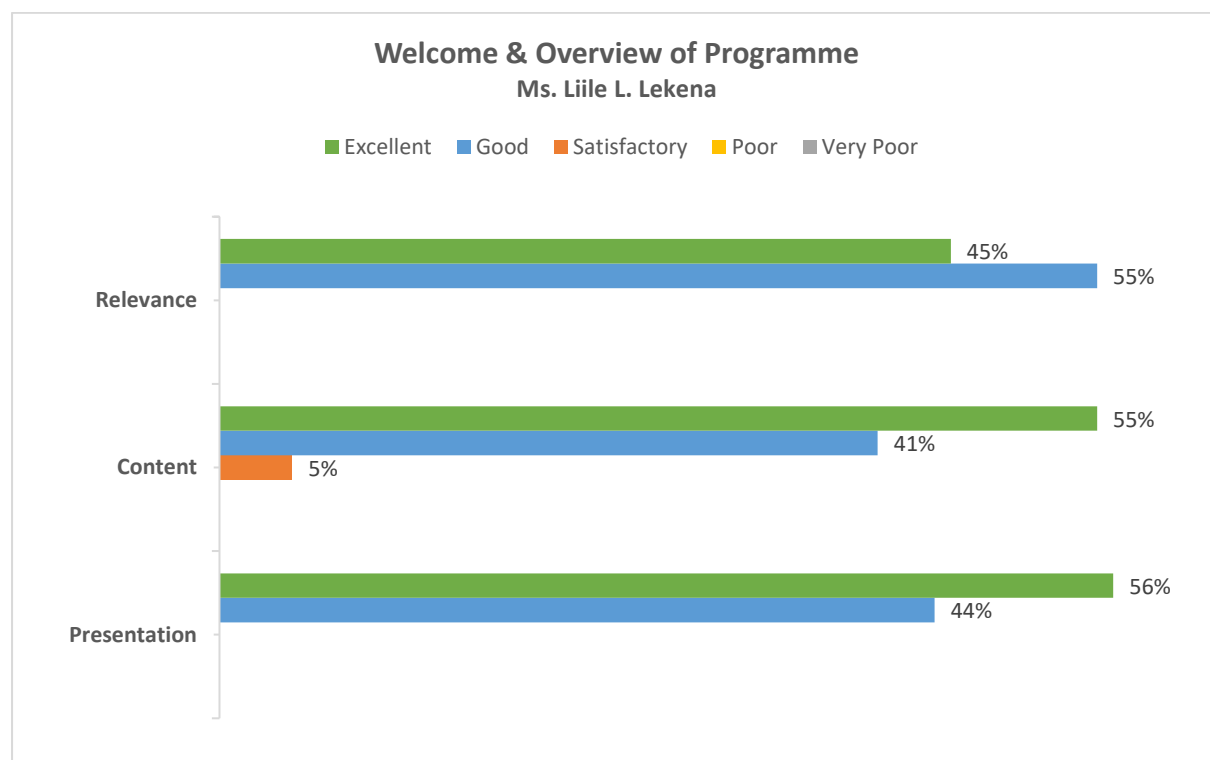
- Would like NSFAS to attend at least 1 session to assist us in understanding processes and errors.
- Very informative, was not aware of the NSFAS funding changes
- I should have collected more information from our financial aid department before the session. Perhaps there can be short overviews of the content of the sessions next year. The program was distributed very late which also made time very limited. I would like to be included if there is a DHET NSFAS workshop.
- Disappointing that no feedback from NSFAS was received in relation to attendance at the HEMIS Institute as there were a number of queries that needed NSFAS input



## 5. Day 3 Evaluation (25 August 2022)

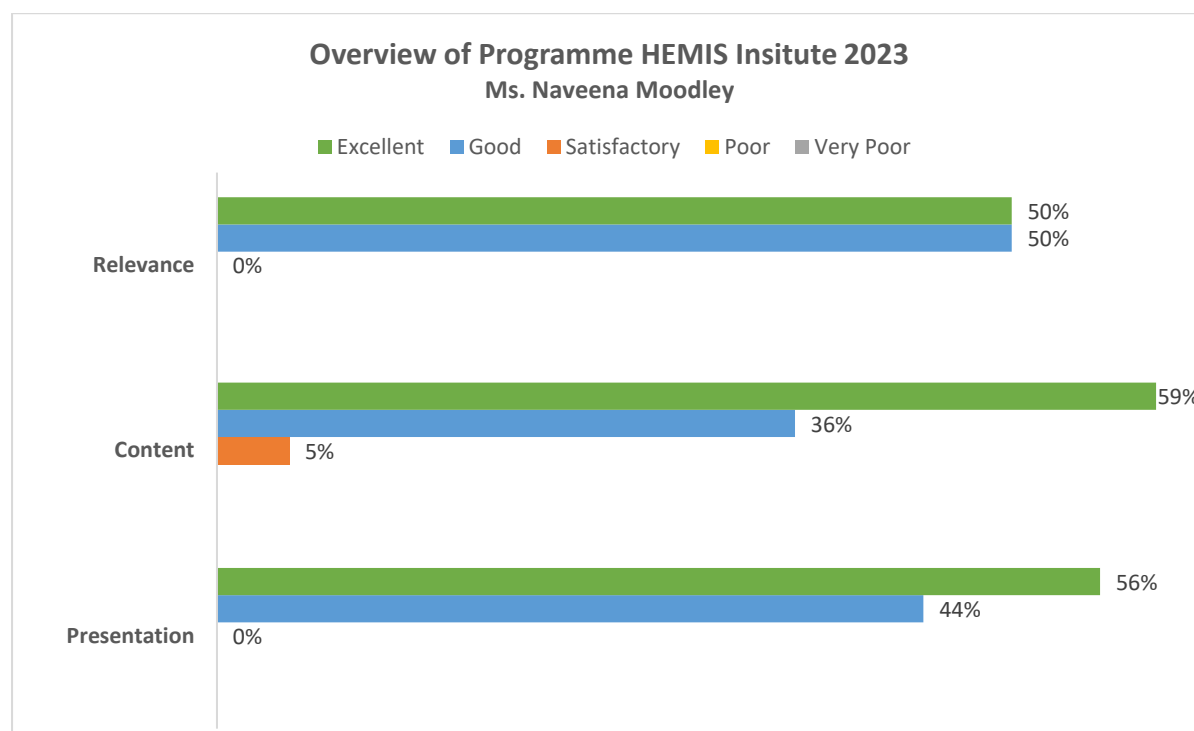
### 5.1. Welcome & Overview of Programme

Facilitated by Ms. Liile L. Lekena, SAAIR Deputy President (Director: Strategic Planning, MUT)



## 5.2. Overview of Programme HEMIS Institute 2023

Facilitated by Ms. Naveena Moodley, SAAIR Executive Committee.

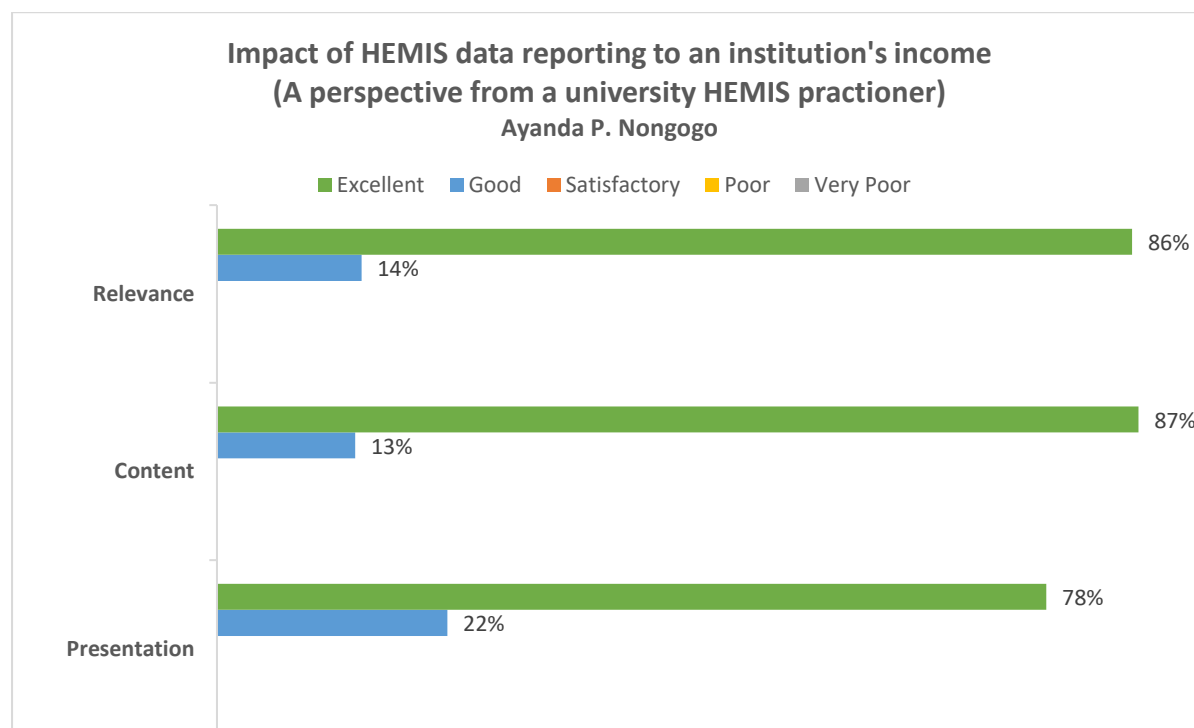


Comments:

- Thank you for making us feel so welcome.

### 5.3. Impact of HEMIS data reporting to an institution's income (a perspective from a university HEMIS practitioner)

Facilitated by Ayanda P. Nongogo, Mangosuthu University of Technology.

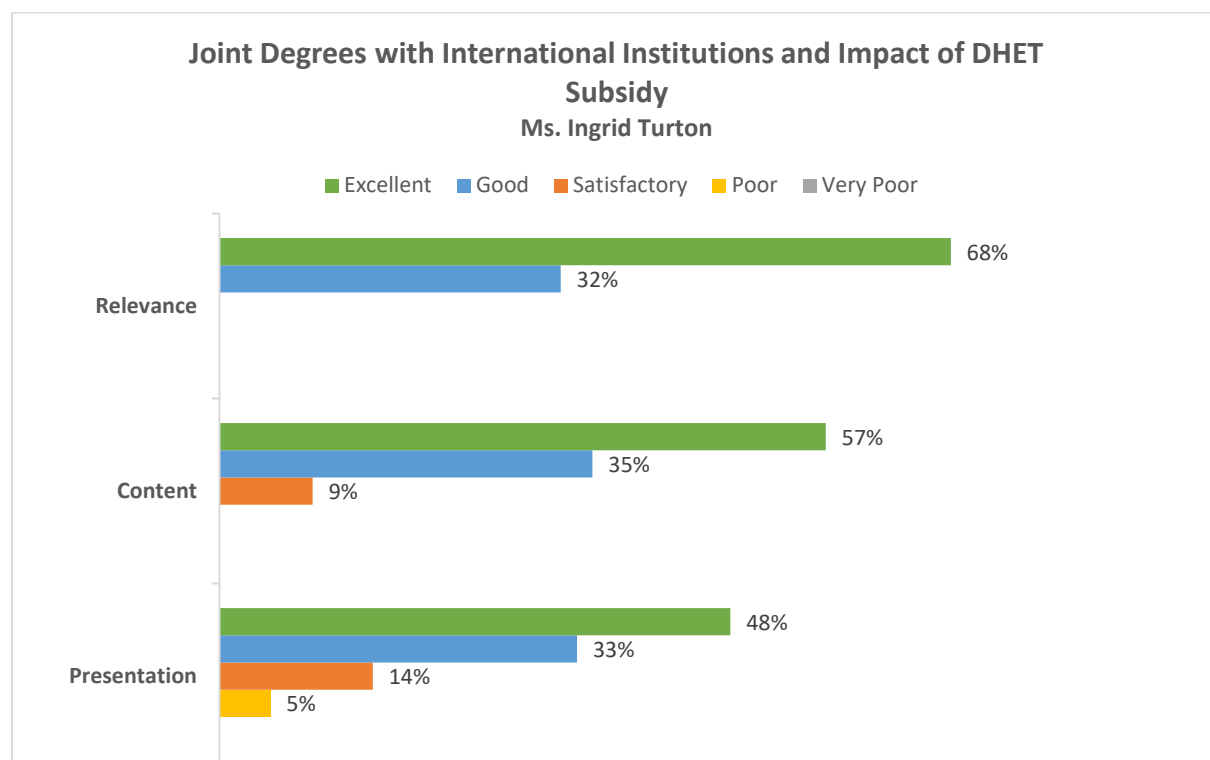


#### Comments:

- I would like more detail on how to calculate the institutional factor unit. I would also like details of how the Clinical Training grant and the Foundation Provision grant is calculated.
- Wanted to hear how the penalties are applied and how it translates in Rands
- It was interesting to see the application of the figures contained in the ministerial statement to real life scenarios.
- Again, if relevant, to include space data's impacts as well
- Very detailed and easy to understand. Good content accommodating beginners and experts. good work
- I really enjoyed this session. It allowed me to connect the dots between my function and how it affects funding. Could the recording also be shared.
- Great presentation.
- Excellently presented
- Excellent and informative presentation.

## 5.4. Joint Degrees with International Institutions and Impact of DHET Subsidy

Facilitated by Ms. Ingrid Turton, University of Witwatersrand.

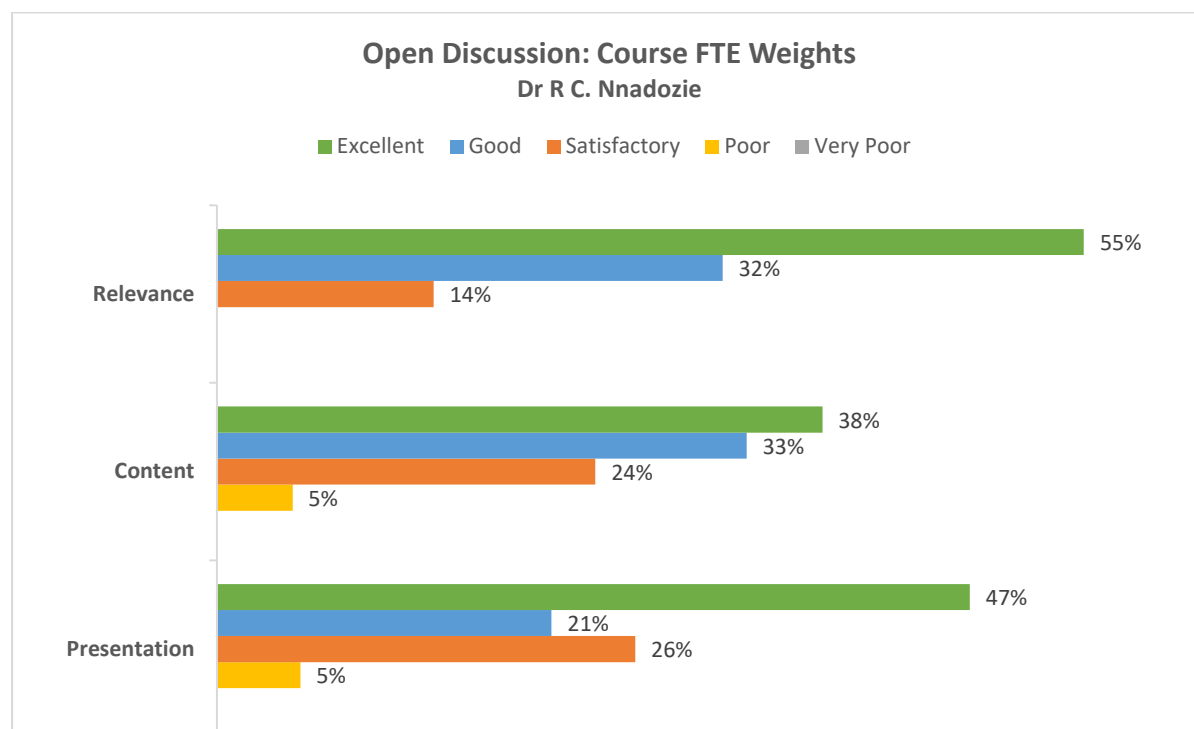


Comments:

- Very relevant and we need an answer
- Definitely food for thought on how HEMIS is affected
- Gave a lot to think about and question. Good work
- Thought provoking!

## 5.5. Open Discussion: Course FTE Weights

Facilitated by Dr R C. Nnadozie, Rhodes University.

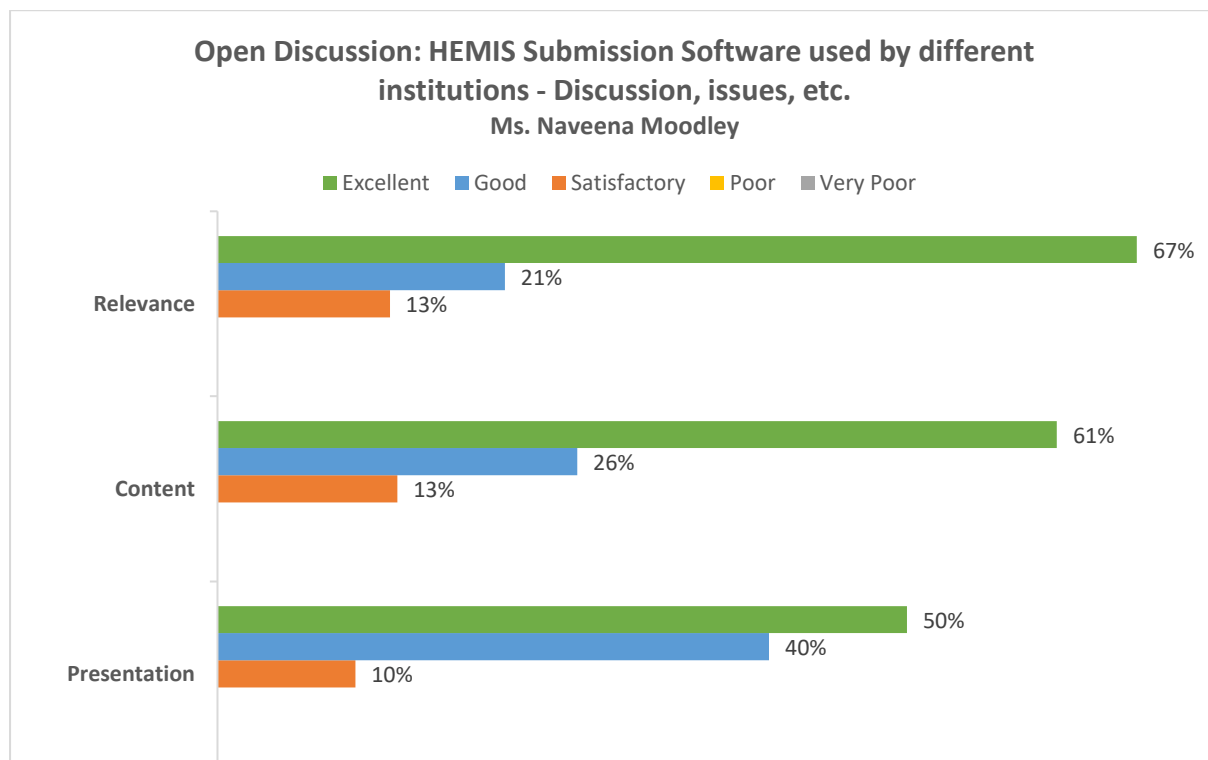


Comments:

- I would have liked more on this. Perhaps examples.
- The open discussion was not very widely participated in by many Universities
- Interesting to hear how we all do this

## 5.6. Open Discussion: HEMIS Submission Software used by different Institutions – Discussion, issues, etc.

Facilitated by Ms. Naveena Moodley, University of KwaZulu-Natal.

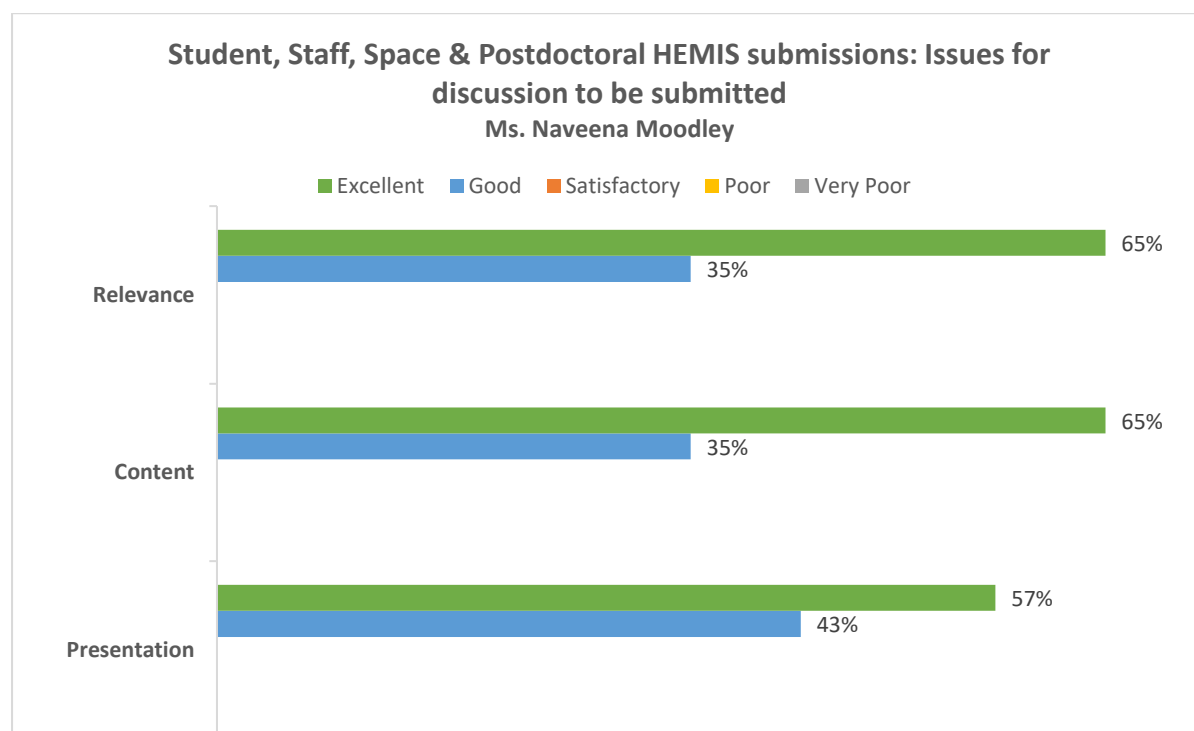


### Comments:

- Thought provoking very interesting to learn across the sector what others are using. I was very skeptical to score any other company high that could not present the HEMIS component well. With submissions spread so tightly in the 1st six months of the year it does not give enough time to test systems properly.
- Perhaps, with these types of interactive sessions, attendees can be requested to prepare beforehand for the discussion that would enable a more in-depth discussion and greater feedback & interaction/critical discussion
- This was so interesting to hear what everyone is using.

### 5.7. Student, Staff, Space & Postdoctoral HEMIS submissions: Issues for discussion to be submitted

Facilitated by Ms. Naveena Moodley, University of KwaZulu-Natal.

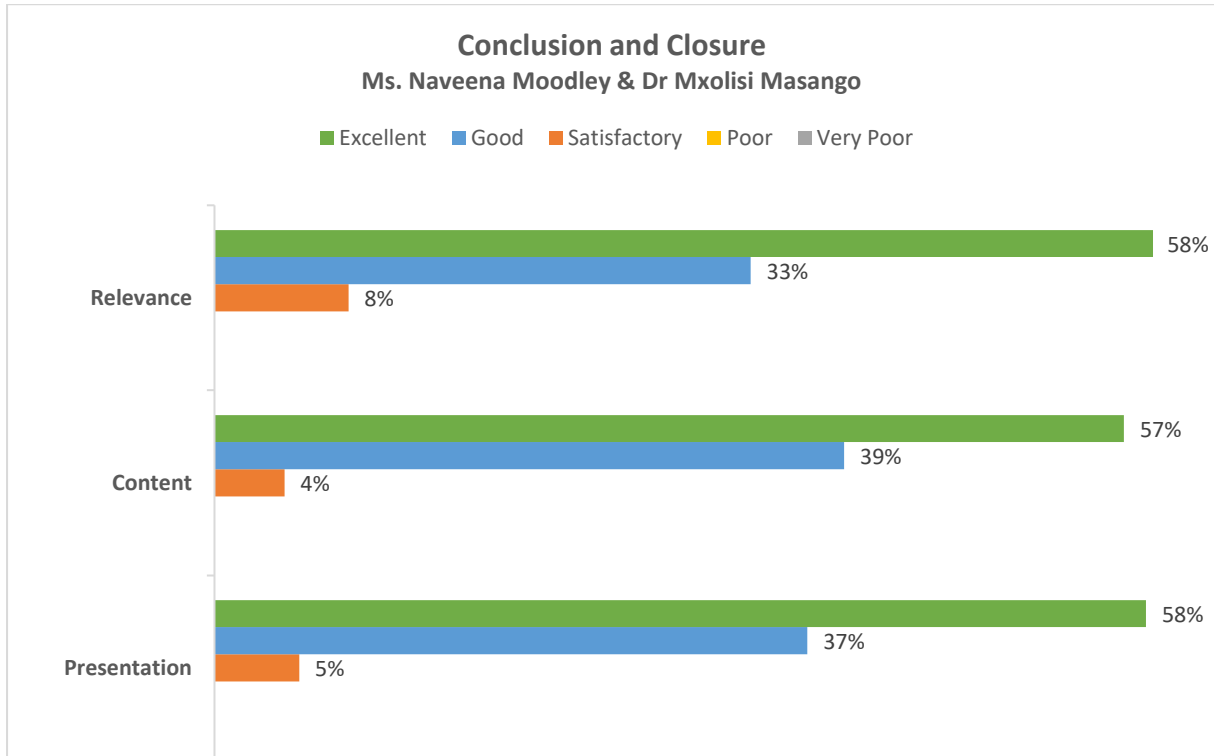


Comments:

- Would have liked more about Space.
- Another suggestion, it has popped up as an issue during various discussions, that there is a need for a single, primary, & up to date source of all the relevant resources/documents etc - as much as this is possible - or at the very least a comprehensive directory that will help everyone locate the various platforms & relevant contact persons for all the various information people might need to source.

## 5.8. Conclusion and closure

Facilitated by Ms. Naveena Moodley, SAAIR Executive Committee and Dr Mxolisi Masango, SAAIR President.

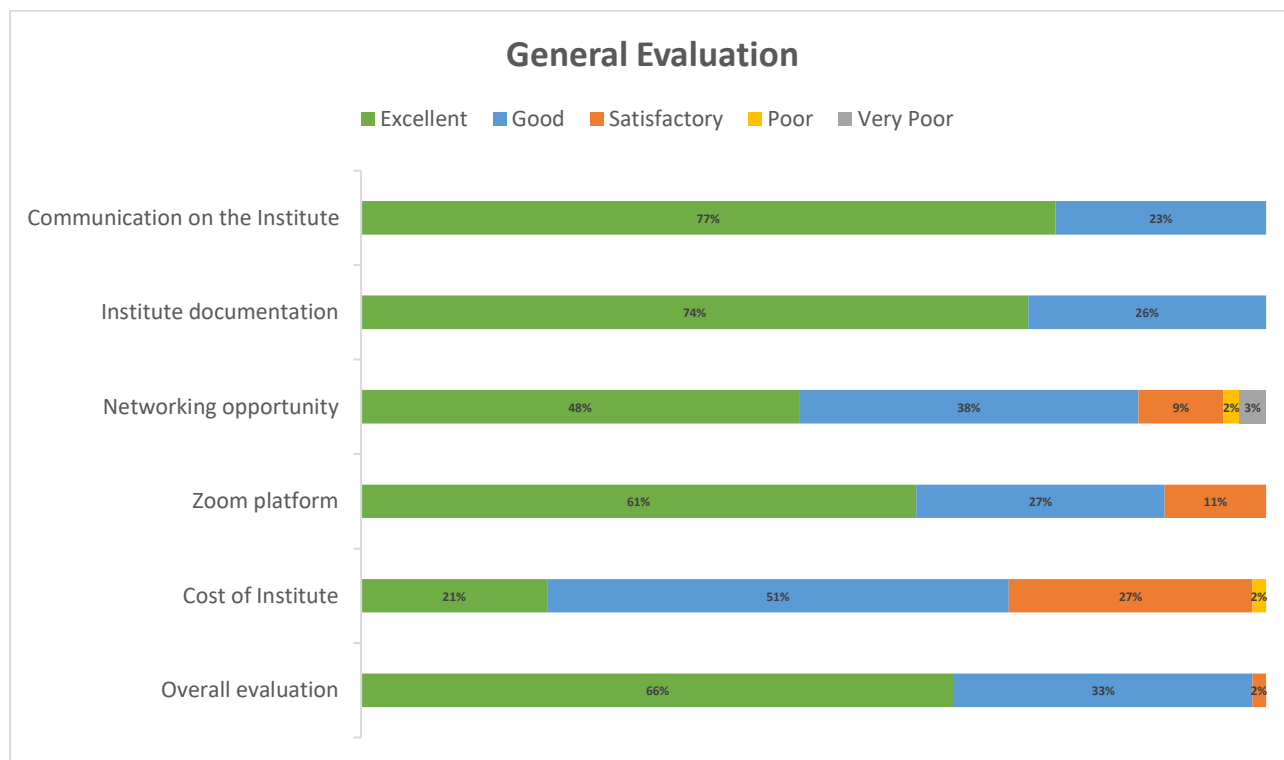


Comments:

- Thank you so much. This has been a very relevant, informative and interesting HEMIS institute.



## 6. General Evaluation of HEMIS Institute



### Comments:

- I think the price was high considering it was online. The program and notification came through very late. I would have liked a face to face event as there is a lot more opportunity to network, iron out issues and glean ideas.
- loved the open discussions, it was very insightful. Good to know that we are not alone in our struggles :-). Thank you
- I enjoyed this year's institute. It is always interesting to hear the issues faced by others and the possible solutions. It was great to have DHET present, they are integral. It is a shame NSFAS couldn't be there - but they are probably scared ;). I prefer to attend virtually because it is easier and more cost effective than having to travel, especially when the nearest airport is some distance away. I also find it less intimidating to interact over zoom, than having to speak out in a room full of people. I believe that it is easier for everyone to have their say, either by raising their virtual hand or posting a comment. Of course, this depends on the facilitator to notice the hands and the comments and this was done very well over the 3 days.
- Next year we need a hybrid or in-person Institute. The format this year provided more opportunity to discuss issues. A whole day for foundation is not necessary. The HEMIS institute was very informative this year. Thank you to everyone involved.
- The president mentioned that most experienced professionals are near retirement age. For day 1 of the institution we could dedicate the "Foundation" to succession planning by creating a programme which speaks to the basics of HEMIS. This will accommodate newly appointed professionals as well as colleagues from other departments to understand how their work affects HEMIS officers.

- Online conferences make it impossible to engage with colleagues from other institutions
- I love the Online platform. From a cost perspective its minimal. Also only having half day makes it less tiring. If we do have a face-to-face next year can the option of online also be made available
- Prefer the online route as participants feel free to contribute, either orally or via written (on chat). This may not always be possible on-site.
- Networking opportunity is much better in person.
- Thank you! Would be lovely to be in person again. This year I did feel that we had really good interactions and collaborations - and we helped each other, rather than just listening. It was great.