

University of Dar es Salaam



FACTS AND FIGURES 2014/15 - 2019/20

DIRECTORATE OF PLANNING, DEVELOPMENT AND INVESTMENT

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PREFACE

Information on the University Facts and Figures is useful in supporting decisions related to management, administration, planning, and research in addition to guiding the planning and development functions of the University. The University of Dar es Salaam (UDSM) Facts and Figures 2014/2015-2019/2020 report contains information of the preceding edition updated with the current information, which is presented in pie-charts, histograms and tables and narrative form. The main report focuses on the entire University, whose depiction is in a summary form. Detailed data for the particularised units appear as Appendices A, B, and C.

The information contained in this report is based on the data sourced from the units, particularly the Colleges, Schools, Institutes, Dean of Student's Office, the Directorate of Undergraduate Studies, the Directorate of Postgraduate Studies, the Directorate of Human Resource and Administration, the Directorate of Research and Publication, the University Library and the Office of the Chief Corporate Counsel and Secretary to the Council. Respective unit's official databases were the root sources of data.

This report is for public consumption and serves three purposes. Firstly, it serves as a source of information on various aspects of the UDSM to stakeholders such as University Administrators, Managers, Planners, Government Departments, Policy-makers, Teaching and Research Staff, Students and the public at large. Secondly, the report provides key information to current and prospective donors, researchers and other partners on the status of the University pertaining to teaching, research and knowledge exchange activities. Lastly, the information contained in this report will help raise the visibility of the University locally and internationally, hence affecting the UDSM's ranking in various arenas. Ultimately, the goal is for the UDSM to continue issuing various editions of the Facts and Figures report to ensure that its current and prospective stakeholders access factual, updated and timely information which will inform their decisions on the University.

Finally, I wish to express my gratitude to the Directorate of Planning, Development and Investment for accomplishing this noble task.

Prof. William A. L. Anangisye

Vice Chancellor

ACKNOWLEDGMENT

The compilation of the UDSM Facts and Figures 2014/2015-2019/2020 report was made possible by contributions from different individuals, heads of various units, and the University Management. Thus, I am indebted to all those who indirectly or directly contributed to the preparation of this *Facts and Figures Report*.

Specifically, I would like to thank Principals of the University's Constituent Colleges, Principals of campus colleges, Deans, Directors and Heads of Major Departments and all those, who in one way or another, facilitated data collection from their units. Their invaluable contribution made the realisation of this noble goal possible.

Finally, I would like to express my sincere gratitude to the members of the Directorate of Planning, Development and Investment, and all other assistants, for persevering in accomplishing this task of producing this report.

Dr. Liberato V. Haule

Director of Planning, Development and Investment

ABBREVIATIONS AND ACRONYMS

| | |
|---------|--|
| %F | Percentage of Females |
| A/Lect. | Assistant Lecturer |
| A/Prof. | Associate Professor |
| ARIS | Academic Registration Information System |
| B.A. | Bachelor of Arts |
| B.Com. | Bachelor of Commerce |
| B.Ed. | Bachelor of Education |
| B.Sc. | Bachelor of Science |
| BERE | Bureau of Educational Research and Evaluation |
| BICO | Bureau for Industrial Co-operation |
| BRALUP | Bureau of Resource Assessment and Land Use Planning |
| CASS | College of Arts and Social Sciences |
| CBS | Centre for Behavioural Studies |
| CCCS | Centre for Climate Change Studies |
| CCE | Centre for Continuing Education |
| CCNA | Cisco Certified Network Associate |
| CCNP | Cisco Certified Network Professional |
| CCS | Centre for Communications Skills |
| CED | Centre for Entrepreneurship Development |
| CERP | Centre for Economics Research and Policy |
| CERPD | Centre for Educational Research and Professional Development |
| CES | Centre for Environmental Studies |
| CI-UDSM | Confucius Institute at the University of Dar es Salaam |
| CoAF | College of Agricultural Sciences and Fisheries Technology |
| CoET | College of Engineering and Technology |
| CoHU | College of Humanities |
| CoICT | College of Information and Communication Technologies |
| CoNAS | College of Natural and Applied Sciences |
| CoSS | College of Social Sciences |
| CSFM | Centre for the Study of Forced Migration |
| CSPR | Centre for Social and Political Research |
| CTR | Centre for Tourism Research |
| CVL | Centre for Virtual Learning |
| DPGS | Directorate of Postgraduate Studies |
| DUCE | Dar es Salaam University College of Education |
| DUP | Dar es Salaam University Press |
| DUS | Directorate of Undergraduate Studies |
| EfDT | Environment for Development Tanzania |
| ERB | Economic Research Bureau |

| | |
|---------|--|
| F | Female |
| ICT | Information Communication Technology |
| IDS | Institute of Development Studies |
| IGS | Institute of Gender Studies |
| IKS | Institute of Kiswahili Studies |
| IMS | Institute of Marine Sciences |
| IMS-MC | Institute of Marine Sciences Mari culture Centre |
| IRA | Institute of Resource Assessment |
| KSC | Korean Studies Centre |
| Lect. | Lecturer |
| M | Male |
| M.A. | Master of Arts |
| M.Ed. | Master of Education |
| M.Sc. | Master of Science |
| MCDA | Microsoft Certified Database Administrator |
| MCHAS | Mbeya College of Health and Allied Sciences |
| MCSA | Microsoft Certified Solutions Associate |
| MCSE | Microsoft Certified System Engineer |
| MEM | Master of Engineering Management |
| MJNMC | Mwalimu Julius Nyerere Mlimani Campus |
| MJNPC- | |
| PAS | Mwalimu Nyerere Professorial Chair in Pan Africanism |
| MoEST | Ministry of Education, Science and Technology |
| MoEVT | Ministry of Education and Vocational Training |
| MoU | Memorandum of Understanding |
| MUCE | Mkwawa University College of Education |
| MUCHS | Muhimbili University College of Health Sciences |
| NACTE | National Council for Technical Education |
| OCA | Oracle Certified Associate |
| ODeL | Open Distance eLearning Centres |
| OPAC | Online Public Access Catalogue |
| OPRAS | Open Performance Review and Appraisal System |
| PEDP | Primary Education Development Programme |
| PG | Postgraduate |
| PGD | Postgraduate Diploma |
| PGDE | Postgraduate Diploma in Education |
| PGDEM | Postgraduate Diploma in Engineering management |
| Prof. | Professor |
| PSRC | Population Studies and Research Centre |
| REDET | Research and Education for Democracy in Tanzania |
| S/Lect. | Senior Lecturer |
| SEDP | Secondary Education Development Programme |
| SJMC | School of Journalism and Mass Communication |

| | |
|---------|---|
| SoAF | School of Aquatic Sciences and Fisheries Technology |
| SoED | School of Education |
| SoHS | School of Health Sciences |
| SoMG | School of Mines and Geosciences |
| SORRECE | Society and Religion Research Centre |
| STM1 | Synchronous Transport Module-level one |
| T | Total |
| T/A | Tutorial Assistant |
| TCU | Tanzania Commission for Universities |
| TDTC | Technology Development and Transfer Centre |
| TERNET | Tanzania Education and Research Network |
| UCB | University Consultancy Bureau |
| UCC | University Computing Centre |
| UCLAS | University College of Lands and Architectural Studies |
| UDBS | University of Dar es Salaam Business School |
| | University of Dar es Salaam Innovation and Entrepreneurship Centre |
| UDIEC | |
| UDSM | University of Dar es Salaam |
| UDSoEC | University of Dar es Salaam School of Economics |
| UDSoL | University of Dar es Salaam School of Law |
| UG | Undergraduate |
| UGS | Undergraduate Studies |
| UN | United Nations |
| USAB | University Student Accommodation Bureau |

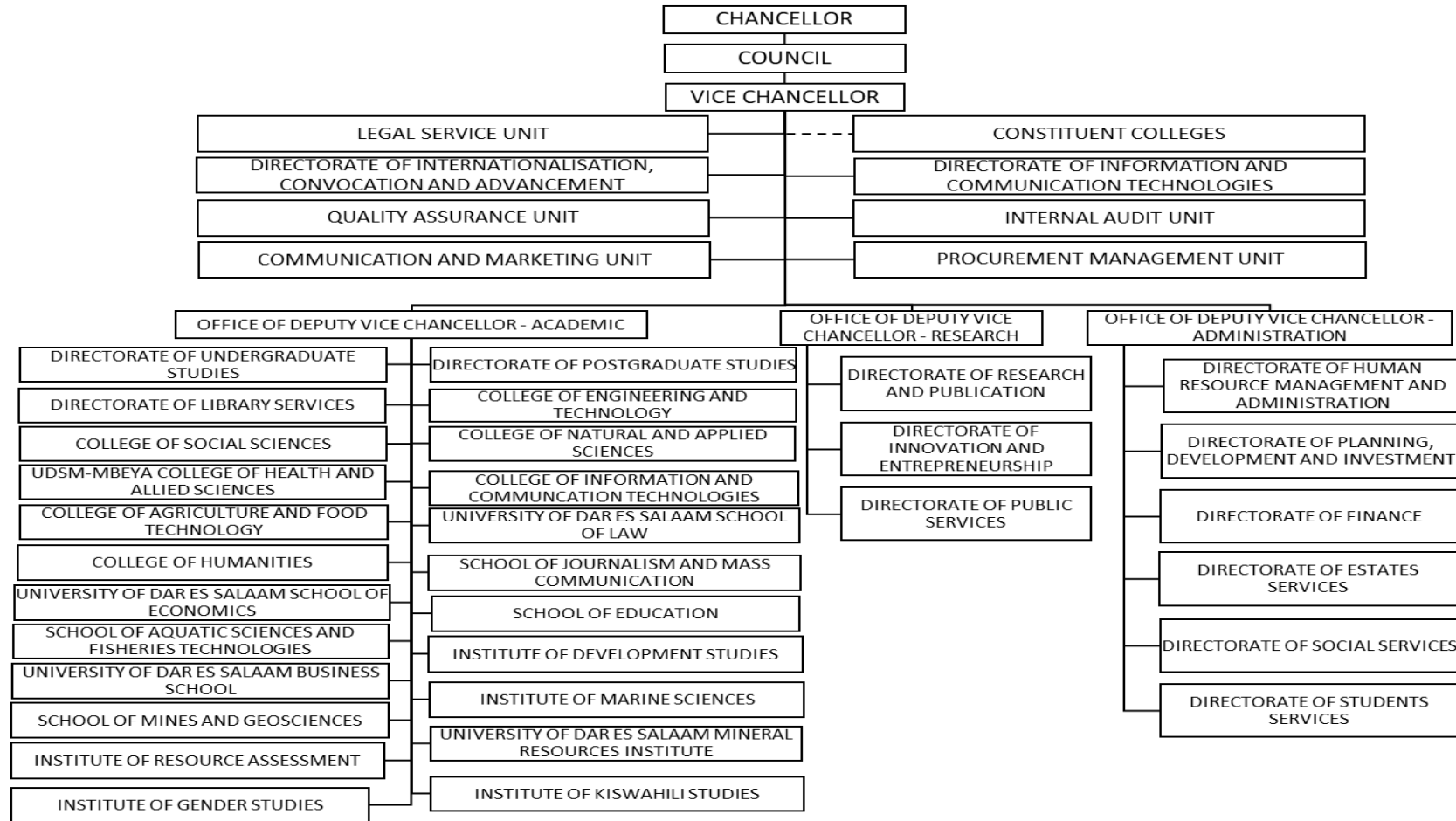
1 INTRODUCTION

1.1 The University of Dar es Salaam

1.1.1 Background

UDSM was established in 1961 as a University College of the University of London. By then, it had only one Faculty; the Faculty of Law, with only 14 students. In 1963, it became a constituent college of the University of East Africa together with Makerere University College in Uganda and Nairobi University College in Kenya. Since 1961, the University of Dar es Salaam has grown in terms of the physical infrastructures, student intakes, academic units, and academic programmes. In 1970, the University of Dar es Salaam became a full-fledged and independent University through the enactment of the University of Dar es Salaam Act No.12 of 1970, which was later repealed and replaced by the Universities Act, Cap.346 of the Laws of Tanzania. Currently, the University is established and operating in accordance with the University of Dar es Salaam Charter of 2007 which is a legal instrument made under the Universities Act, and other enabling legal instruments of the constituent colleges.

1.1.2 Organisational Structure of the University of Dar es Salaam



1.1.3 Academic Structure of the University of Dar es Salaam

The academic structure of the University of Dar es Salaam consists of Constituent Colleges, Campus Colleges, Schools, Institutes, Bureaux and Centres as listed in the subsequent subsections.

1.1.3.1 UDSM Constituent Colleges

1. Dar es Salaam University College of Education (DUCE); and
2. Mkwawa University College of Education (MUCE);

1.1.3.2 UDSM Campus Colleges

1. College of Engineering and Technology (CoET);
2. College of Natural and Applied Sciences (CoNAS);
3. College of Information and Communication Technologies (CoICT);
4. College of Social Sciences (CoSS);
5. College of Humanities (CoHU);
6. College of Agriculture and Food Technology (CoAF); and
7. University of Dar es Salaam - Mbeya College of Health and Allied Sciences (UDSM-MCHAS).

1.1.3.3 UDSM Schools

1. University of Dar es Salaam Business School (UDBS);
2. School of Education (SoED);
3. University of Dar es Salaam School of Law (UDSoL);
4. School of Journalism and Mass Communication (SJMC);
5. University of Dar es Salaam School of Economics (UDSoEC);
6. School of Mines and Geosciences (SoMG); and
7. School of Aquatic Sciences and Fisheries Technology (SoAF).

1.1.3.4 UDSM Institutes

1. Institute of Development Studies (IDS);
2. Institute of Gender Studies (IGS);
3. Institute of Kiswahili Studies (IKS);
4. Institute of Marine Sciences (IMS), located in Zanzibar;
5. Institute of Resource Assessment (IRA);
6. Confucius Institute (CI); and
7. University of Dar es Salaam - Mineral Resources Institute (UDSM-MRI), Located in Dodoma.

1.1.3.5 UDSM Centres

1. Centre for Continuing Education (CCE);
2. Centre for Climate Change Studies (CCCS);
3. Centre for the Study of Forced Migration (CSFM);
4. Centre for Virtual Learning (CVL);
5. Technology Development and Transfer Centre (TDTC); and
6. University of Dar es Salaam Innovation and Entrepreneurship Centre (UDIEC).

1.1.3.6 UDSM's Companies

1. University Computing Centre (UCC); and
2. Dar es Salaam University Press (DUP).

1.1.3.7 UDSM's Research Stations and Centres

The following are research stations of the University of Dar es Salaam:

1. Pangani;
2. Ngurdoto; and
3. Tukuyu.

The following are Research Centres of the University of Dar es Salaam:

1. Population Studies and Research Centre (PSRC);
2. Society and Religion Research Centre (SORRECE);
3. Humanities Research Centre (HRC);
4. Centre for Climate Change Studies (CCCS);
5. Korean Studies Centre (KSC);
6. Centre for Educational Research and Professional Development (CERPD);
7. Technology Development and Transfer Centre (TDTC);
8. Research and Education for Democracy in Tanzania (REDET);
9. Centre for Chinese Studies;
10. Centre for Behavioural Studies (CBS);
11. Centre for Entrepreneurship Development (CED);
12. Centre for Economics Research and Policy (CERP);
13. Environment for Development Tanzania (EfDT);
14. Centre for Communications Skills (CCS);
15. Centre for Banking and Financial Services Research;
16. Centre for Tourism Research (CTR);
17. Logistics Centre;
18. Institute of Marine Sciences Mariculture Centre (IMS-MC); and
19. Centre for Social and Political Research (CSPR).

The following are Professorial Research Chairs of the University of Dar es Salaam:

1. Mwalimu Nyerere Professorial Chair in Pan Africanism (MJNPC-PAS);
2. Mwalimu Nyerere Professorial Chair in Kiswahili;
3. Mwalimu Nyerere Professorial Chair in Environment and Climate Change;
4. Mwalimu Nyerere Professorial Chair in Development; and
5. Mwalimu Nyerere Professorial Chair in Biotechnology (MJNPC-Biotechnology).

1.1.3.8 UDSM's Open Distance eLearning Centres (ODeL)

1. Mbeya;
2. Mwanza; and
3. Arusha.

1.1.3.9 UDSM's Bureaux

1. Quality Assurance Unit;
2. University Consultancy Bureau (UCB);
3. Bureau for Industrial Co-operation (BICO);
4. Bureau of Educational Research and Evaluation (BERE);
5. Economic Research Bureau (ERB); and
6. University Students Accommodation Bureau (USAB).

1.1.3.10 UDSM's Library

1. Dr. Wilbert Chagula University Library; and
2. New University of Dar es Salaam Library.

1.1.4 University of Dar es Salaam Campuses

The University of Dar es Salaam has three major campuses, namely the Mwl. J. Nyerere Mlimani Campus, in Dar es Salaam; the DUCE Campus located at the Chang'ombe area, Dar es Salaam; and the MUCE Campus located in Iringa Municipality.

1.1.4.1 Mwl. J. Nyerere Mlimani Campus

The Dar es Salaam based MJNMC is located at the Observation Hill (popularly known as Mlimani). The MJNMC has main campus and sub-campus units (colleges, schools and institutes). The Main Campus has the following Colleges, Schools and Institutes:

1. College of Engineering and Technology (CoET);
2. College of Natural and Applied Sciences (CoNAS);
3. College of Humanities (CoHU);
4. College of Social Sciences (CoSS);
5. College of Agriculture and Food Technology (CoAF);
6. University of Dar es Salaam Business School (UDBS);
7. University of Dar es Salaam School of Law (UDSoL);
8. School of Education (SoED);
9. University of Dar es Salaam School of Economics (UDSoEC);
10. School of Mines and Geosciences (SoMG);
11. Institute of Development Studies (IDS);
12. Institute of Resource Assessment (IRA);
13. Institute of Kiswahili Studies (IKS); and
14. Confucius Institute (CI).

The following Colleges, Schools and Institutes are located outside the MJNMC:

1. The College of Information and Communication Technologies (CoICT), located in the premises of the former TTCL College, opposite the Institute of Social Works in Dar es Salaam;
2. The School of Journalism and Mass Communication (SJMC), located at Mikocheni near Makumbusho area in Dar es Salaam;
3. School of Aquatic Sciences and Fisheries Technology (SoAF), located at Kunduchi Campus;
4. The University of Dar es Salaam - Mbeya College of Health and Allied Sciences (UDSM-MCHAS), located in Mbeya;
5. The Institute of Marine Sciences (IMS), located in Zanzibar; and
6. The University of Dar es Salaam - Mineral Resource Institute (UDSM-MRI), located in Dodoma.

1.1.4.2 DUCE Campus

The Dar es Salaam University College of Education (DUCE) Campus at Chang'ombe, Dar es Salaam, has the following faculties:

1. Faculty of Humanities and Social Sciences;
2. Faculty of Science; and
3. Faculty of Education.

1.1.4.3 MUCE Campus

The Mkwawa University College of Education (MUCE Campus) in Iringa Municipality has the following faculties:

1. Faculty of Humanities and Social Sciences;
2. Faculty of Science; and
3. Faculty of Education.

1.1.4.4 MJNMC's Accommodation Facilities

MJNMC has several students' accommodation facilities as listed below:

- Main campus Halls of Residence (comprising seven halls of residence);
- Dr. John Pombe Joseph Magufuli hostels on Sam Nujoma Road, Mlimani;
- Mabibo Hostel;
- Ubungo Hostel;
- Kunduchi Hostel;
- Kijitonyama Hostel;
- Mikocheni Hostel; and
- Water Resources Hostel.

1.1.5 Development University of Dar es Salaam from 1961 to 2020

| Year | Major Development |
|-------------|---|
| 1961 | The Faculty of Law was Established in temporary premises at Lumumba Street in the City of Dar es Salaam. |
| 1964 | The Faculty of Arts and Social Sciences was established at the Mlimani Campus (currently known as Mwl. J. Nyerere Mlimani Campus). |
| 1965 | The Faculty of Science was established. |
| 1968 | The Faculty of Medicine was established out of the Dar es Salaam Medical School. |
| 1969 | The Faculty of Agriculture was established in Morogoro Region. |
| 1970 | The University of Dar es Salaam was established as an autonomous University. |
| 1973 | The Faculty of Engineering was established. |
| 1978 | The Institute of Marine Sciences was established in Zanzibar. |
| 1979 | The Faculty of Commerce and Management was established out of the former Department of Management and Administration. |
| 1982 | The Institute of Resource Assessment was established out of Bureau of Resource Assessment and Land Use Planning (BRALUP). |
| 1984 | The Faculty of Agriculture, Forestry and Veterinary Science became the Sokoine University of Agriculture, as an autonomous institution. |
| 1989 | The Faculty of Education was formed out of the former Department of Education. |
| 1991 | The Faculty of Medicine became the Muhimbili University College of Health Sciences (MUCHS). |
| 1996 | The former Ardhi Institute became the University College of Lands and Architectural Studies (UCLAS), as a constituent college of the University of Dar es Salaam. |
| 2001 | The University Computing Centre (UCC) was incorporated. |
| 2003 | The Institute of Journalism and Mass Communication (IJMC) was established following the revocation of the School of Journalism (TSJ) Act. |
| 2005 | The Dar es Salaam University College of Education (DUCE) was established Faculty of Engineering was transformed into the College of Engineering and Technology (CoET). |
| 2006 | The Mkwawa University College of Education (MUCE) was established, as a constituent college of the University of Dar es Salaam. |

- 2009 The Faculty of Arts and Social Sciences was transformed into the College of Arts and Social Sciences (CASS).
The Faculty of Science was transformed into College of Natural and Applied Sciences (CoNAS).
The Faculty of Education was transformed into School of Education (SoED).
The University of Dar es Salaam Business School (UDBS) was established.
The Institute of Journalism and Mass Communication (IJMC) became the School of Journalism and Mass Communication (SJMC).
The Institute of Kiswahili Studies (IKS) was established.
- 2011 The College of Information and Communication Technologies (CoICT) was established.
- 2012 The Faculty of Law was transformed into the University of Dar es Salaam School of Law (UDSoL).
- 2013 The College of Humanities (CoHU) and the College of Social Sciences (CoSS) emerged after the splitting of CASS into two Colleges.
- 2015 The College of Agricultural Sciences and Fisheries Technology (CoAF) was established.
The School of Health Sciences (SoHS) was established.
- 2018 The School of Health Sciences (SoHS) was transferred to Mbeya and changed into UDSM-MCHAS.
- 2020 University of Dar es Salaam School of Economics (UDSoEC), School of Mines and Geosciences (SoMG), School of Aquatic Sciences and Fisheries Technology (SoAF) and UDSM-MRI-Dodoma were established.

Note: *The Facts and Figures data for the new Schools and UDSM-MRI are not presented in this book. It is acknowledged that the units were established in the academic year 2019/20 but started to operate in academic year 2020/21. The facts and figures for the new units will be reported in the next report.*

2 UDSM OFFERED PROGRAMMES AND STUDENT PROFILES

2.1 UDSM Offered Programmes

The University offers a diversity of programmes at the certificate, diploma, bachelor, postgraduate diploma, master and PhD level to both local and international students. Figure 1 presents the distribution (in percentage) of the academic programmes on offer by the 2019/2020 academic year, which comprise certificate (4%), diploma (3%), bachelor's (27%), Postgraduate diploma (4%), master's (41%) and PhD (21%). This shows that 66% of the University's programmes are at the postgraduate level, with the undergraduate level accounting for 34%. This large proportion of postgraduate programmes is a manifestation of the University's vision of becoming a leader in postgraduate training as described in section 3.1.1 of the UDSM'S Vision 2061. In the UDSM Vision 2061, the University has committed itself to investing in postgraduate training by allocating resources to staff development, infrastructural development and academic programmes to produce more academics to serve as lecturers at UDSM and for other universities in Tanzania (See Table A1 in Appendix A for detailed data on the programmes).

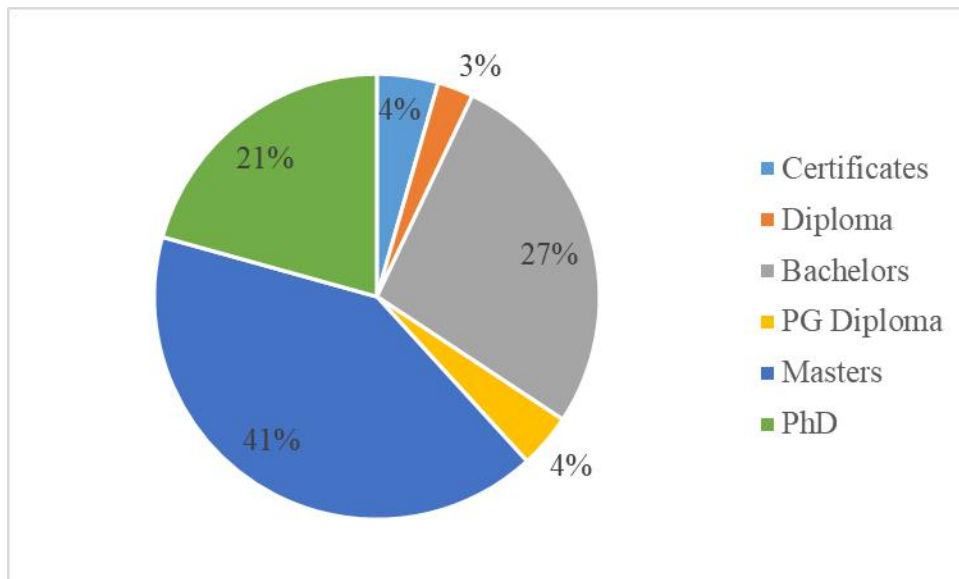


Figure 1: Proportion of programmes offered by the University at different academic levels, 2019/20

2.2 Students' Profiles

2.2.1 First Year Registered Students

The number of first year registered students per programme for the period from 2014/2015 to 2019/2020 academic year is presented in Figure 2. The figure shows that the number of first year registered students to certificate programmes has dramatically decreased from 767 students in 2014/2015 to 156 students in the 2019/2020 academic year. This drop is attributable to the certificate programmes were not being accredited by the National Council for Technical Education (NACTE), hence only applicants seeking vertical progression in their career paths applied for these certificate programmes. The University has started seeking accreditation of all the certificate programmes by the Tanzania Commission for Universities (TCU) to attract more admissions.

The number of first year registered students to diploma programmes has increased from 79 students in 2014/2015 to 264 students in the 2019/2020 academic year. The number of first year registered students to bachelor's degree programmes has dramatically increased from 7,535 students in 2014/2015 to 11,949 students in the 2019/2020 academic year. Similarly, the number of first year registered students to master's programmes has increased from 1,617 students in 2014/2015 to 2,358 students in the 2019/2020 academic year while the number of first year registered students in postgraduate diploma and PhD students has increased as indicated in Figure 2. The overall number of first year registered students to the University of Dar es Salaam programmes in the past six years has increased by 47.5 percent, from 10,334 to 15,244 students in the academic year of 2014/2015 and 2019/2020, respectively, as indicated in Figure 3. The increase in the number first year registered students is attributable to expanding capacity as evident by the construction of new lecture theatres, classrooms, students' hostels and the introduction of new programmes.

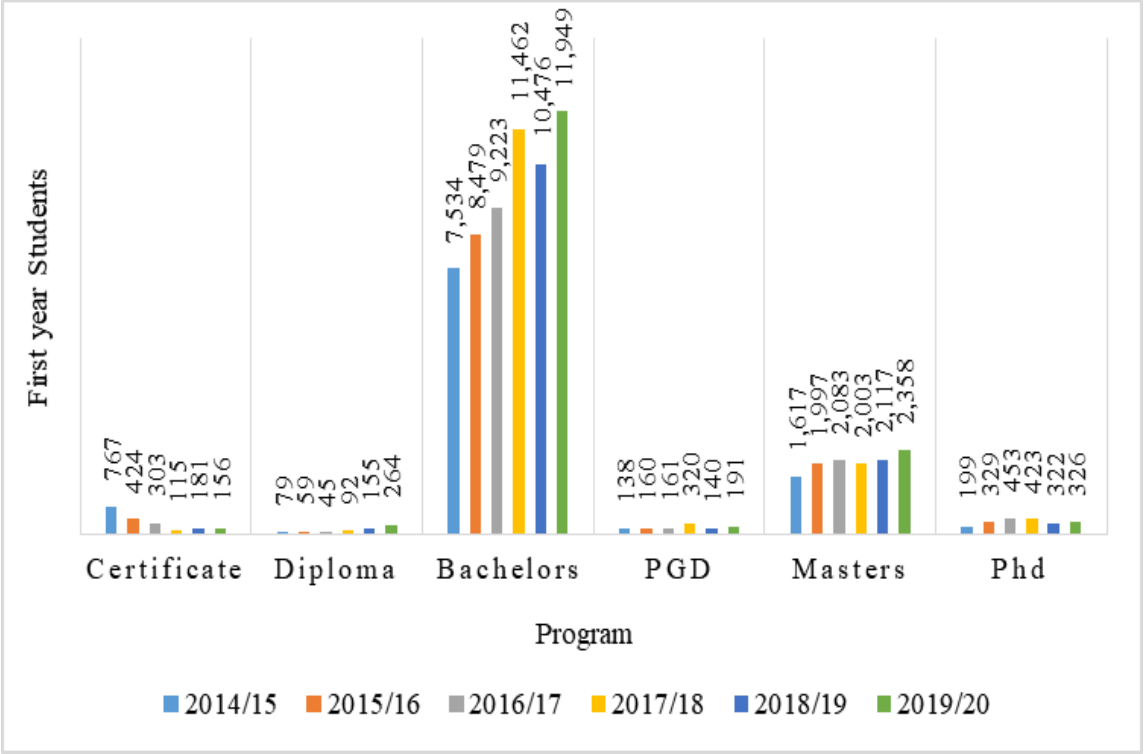


Figure 2: UDSM first year registered students for different academic levels

The number of female first year registered students from 2014/2015 to 2019/2020 academic years has increased significantly from 3,977 students in 2014/2015 to 7,133 students in 2019/2020 as indicated in Figure 3. Percent-wise, in the 2014/2015 academic year 38 percent of the first year registered students were females whereas in the 2019/2020 academic year 47 percent of the first year registered students were females. The increase in the percentage of first year registered female students is due to strategic commitment of the University management to promote gender equality and address the gender gap at the UDSM. In a bid to promote gender equality and address gender gap, the University has upgraded the Gender Centre into the Institute of Gender Studies, and established a merit-based scholarship for undergraduates and postgraduate female students. In addition, the University conducts special sensitisation campaigns in secondary schools for students to apply to the University of Dar es Salaam. Figure 3 shows first year registered students in relation to gender. More details about students’ registration are presented in Table A2 in Appendix A.

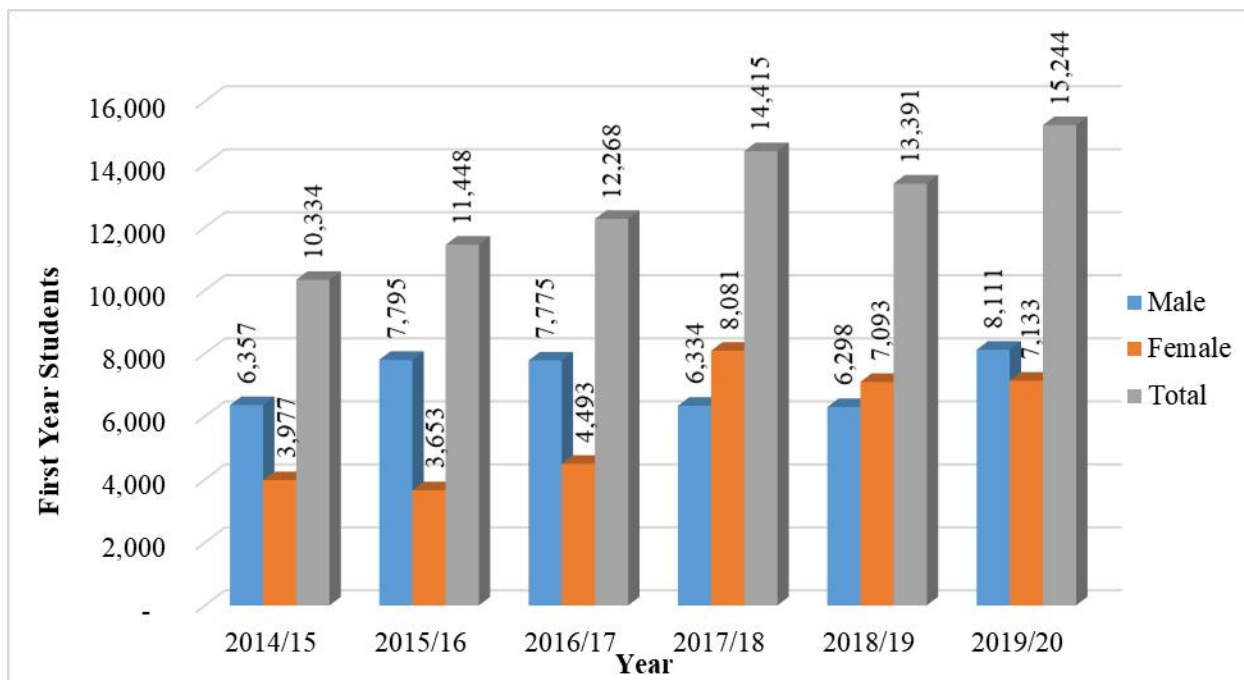


Figure 3: UDSM first year registered students by gender

2.2.2 Students Enrolment

Table A3 and Table A4 in Appendix A provide an overall summary of UDSM students' enrolment at undergraduate and postgraduate levels. Figure 4 provides students' enrolment by gender while percentage distribution is presented in Figure 5. From figure 4 it shows that, the enrolment has increased from 24,538 students in 2014/2015 to 38,649 students in the 2019/2020 academic year, which is an increase of 58 percent. The increase in the number of enrolled students from 2014/2015 to 2019/2020 academic year was due to the factors explained in the second paragraph of Section 2.2.1 of this report.

Similarly, the proportion of female students to the students' annual enrolment has increased from 36 percent in 2014/2015 to 46 percent in the 2019/2020 academic year as indicated in Figure 5. This increase was occasioned by factors explained in the third paragraph of Section 2.2.1 of this report. Along with the current institutional initiatives aimed to consolidate the UG and expansion of PG programmes, the University's strategy is to raise the proportion of female students to at least 50 percent to attain gender parity.

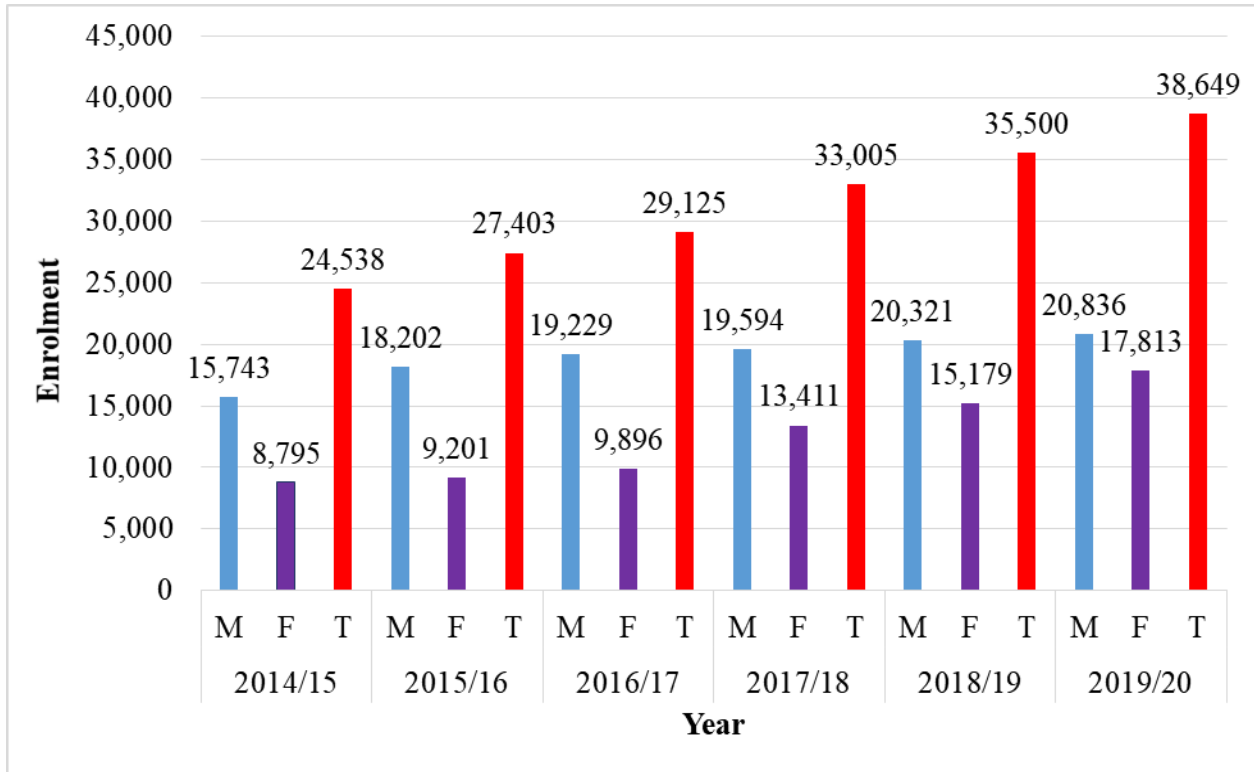


Figure 4: Overall enrolment trends in relation to gender

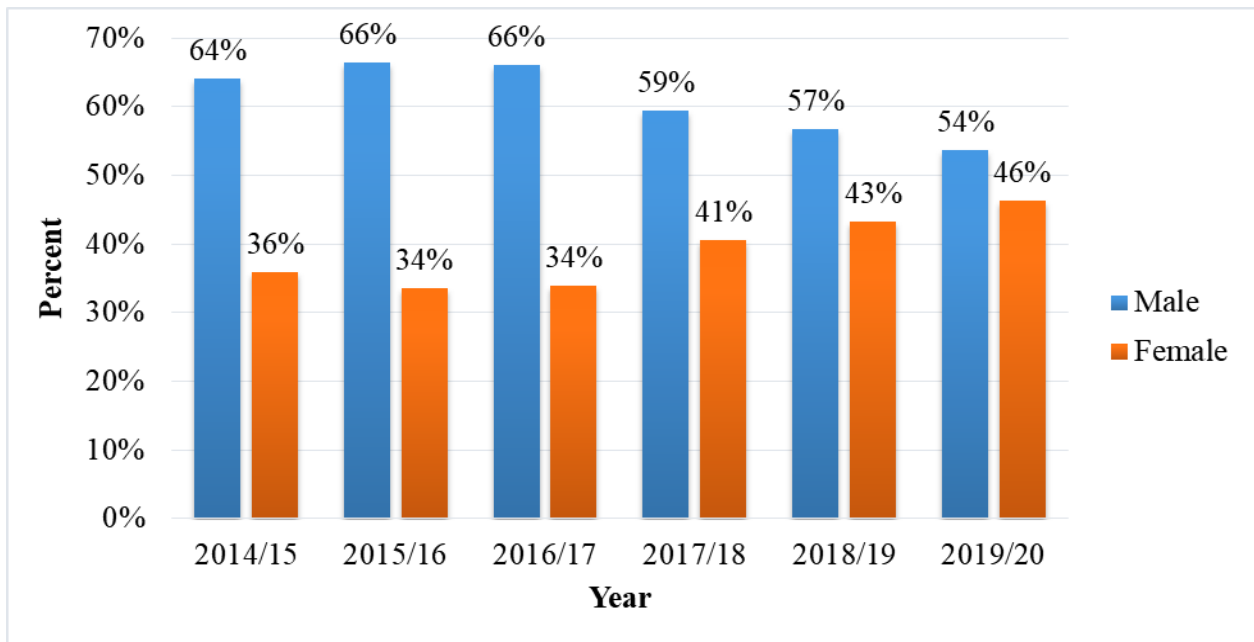


Figure 5: Overall student enrolment percent-wise by gender

The number of enrolled UG students has increased by 62 percent from 21,097 students in 2014/2015 to 34,213 students in the 2019/2020 academic year. However, the number of enrolled

PG students marginally increased by 29 percent from 3,441 students in 2014/2015 to 4,436 students in the 2019/2020 academic as indicated in Figure 6. This suggests that the University should continue implementing its strategic plan of becoming a leader in postgraduate education by allocating more resources to increasing enrolment of PG students.

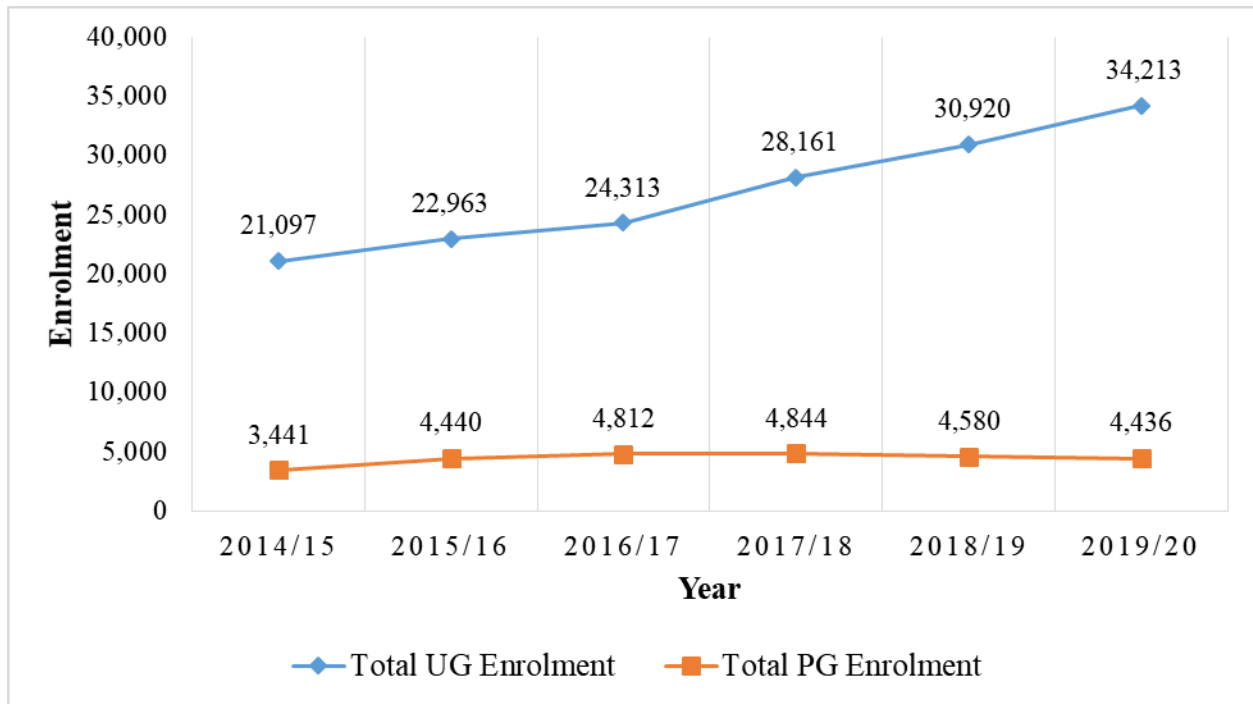


Figure 6: Undergraduate and postgraduate enrolment trends

2.2.3 Students' Graduation

Figure 7 provides a summary of the University students' graduation for the past six years. The trend indicates that UG students' graduation has increased from 6,491 graduates in 2014/2015 to 10,536 in the 2019/2020 academic year. The increase in enrolment notwithstanding, the number of PG students' graduation decreased from 1,032 graduates in 2014/2015 to 1,000 graduates in the 2019/2020 academic year. This suggests that there is a need for the University to ensure that PG students complete their studies on time. Any delays in the completion of studies could impair the utilisation of resources available such as staff and laboratories.

Generally, the overall number of graduating students has increased from 7,523 in 2014/2015 to 11,536 graduates in the 2019/2020 academic year as indicated in Figure 8. The number of female graduates increased from 2,561 graduates in 2014/2015 to 4,705 graduates in the 2019/2020 academic year. The increase in the number of female students graduating is attributable to

continuing increase in female students' enrolment as explained in section 2.2.1. Supporting details of the students' graduation from all programmes are presented in Tables A5 - A21 under Appendix A.

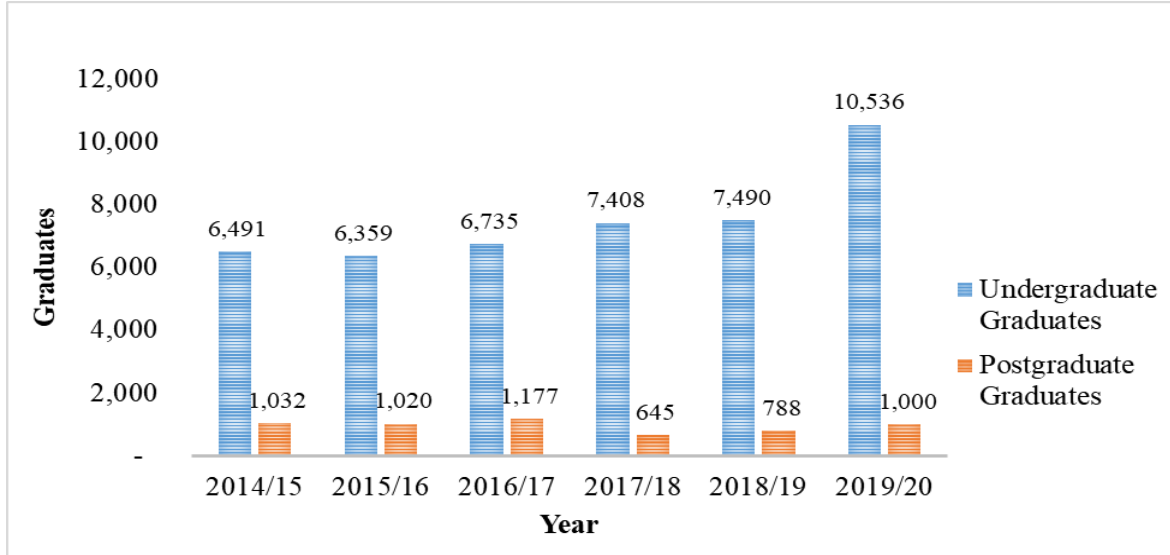


Figure 7: UDSM students' graduation trends

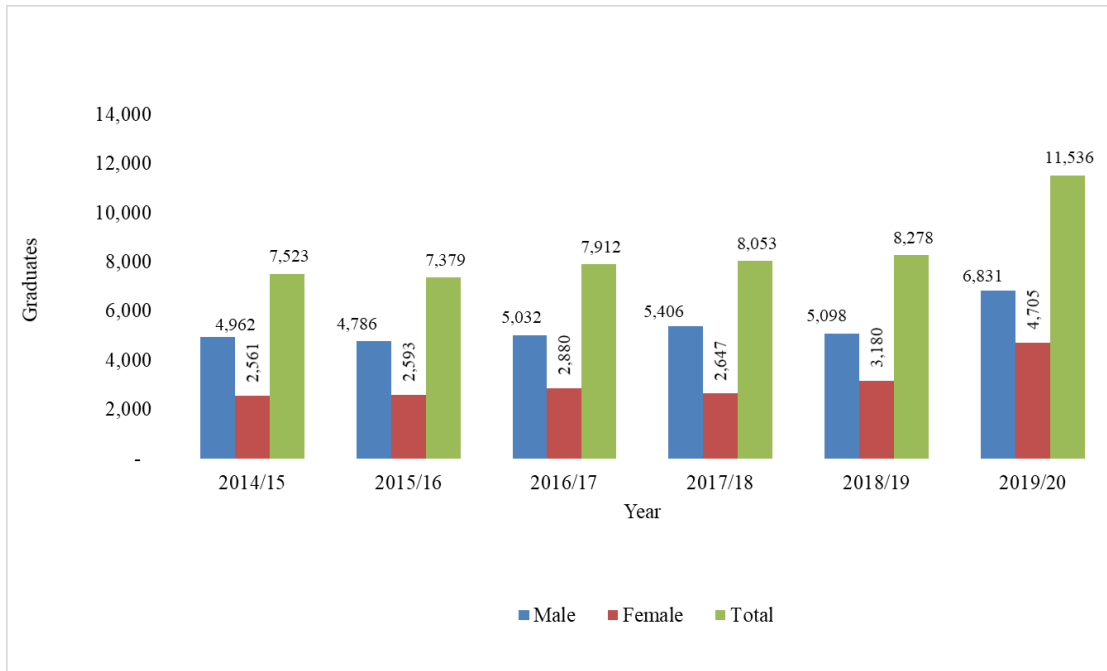


Figure 8: UDSM Students' graduation by gender

3 TEACHING AND LEARNING

3.1 Academic Staff Profiles

Continued existence of the University depends on a steady supply of quality human resources with the right mix of qualifications, gender, age, rank and experience, among other factors. From 2014/2015 to 2019/2020 academic year, the number of staff of the University of Dar es Salaam and its constituent colleges has increased from 1,522 in 2014/2015 to 1,785 staff in the 2019/2020 academic year. The increase in the number of staff affirms the University's commitment to the realisation of quality and inspired staff as described by one of the three pillars of the UDSM's Vision 2061. Furthermore, this increase seeks to cater for the rising number of enrolled students during the same period.

3.1.1 UDSM Academic Staff by Gender

Figure 9 provides an overview of the UDSM's faculty by gender from 2014/2015 to the 2019/2020 academic year. The figure shows that the number of female faculty members has increased from 391 in 2014/2015 to 496 in the 2019/2020 academic year.

Moreover, Figure 10, Figure 11 and Figure 12 provide an overview of the academic staff situation by gender at the MJNM Campus, DUCE and MUCE, respectively. All other supporting details of the staff profile are presented in Tables B1- B20 in Appendix B.

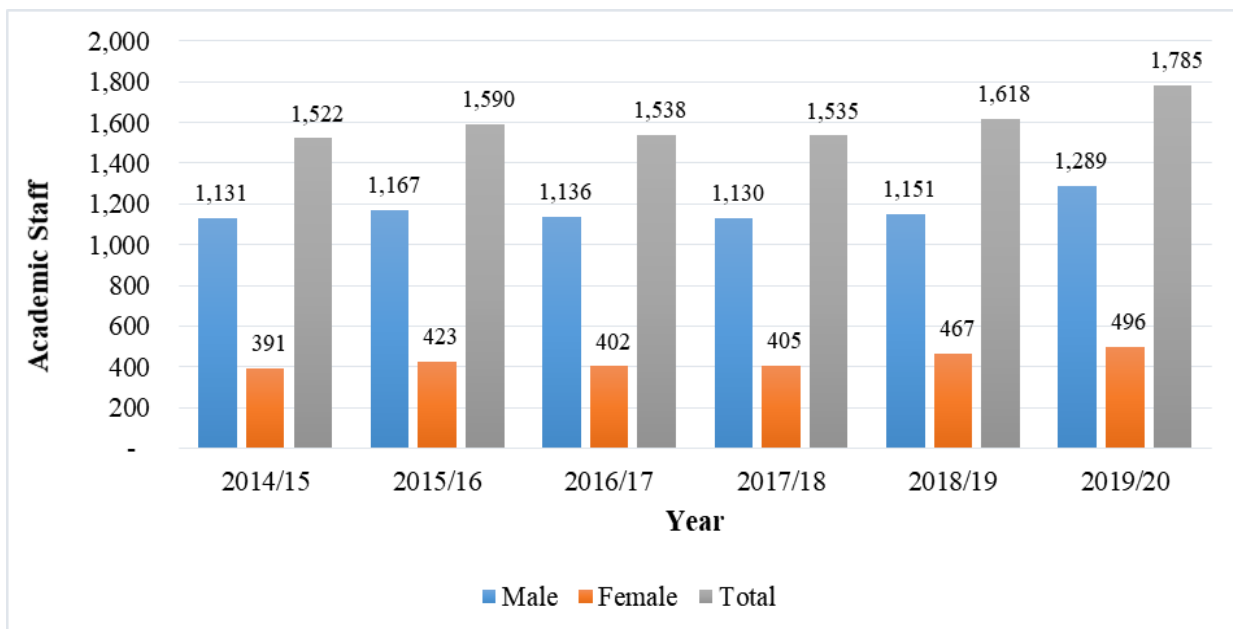


Figure 9: Overall UDSM's Academic Staff by Gender

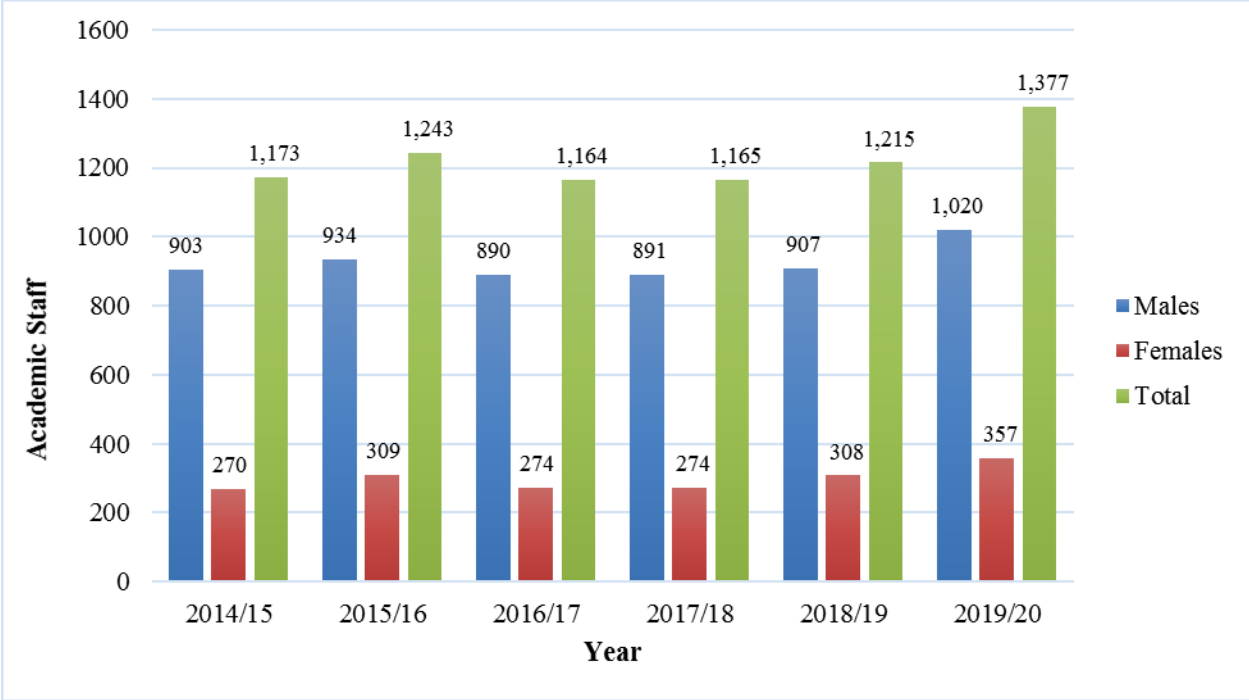


Figure 10: MJNMC academic staff by gender

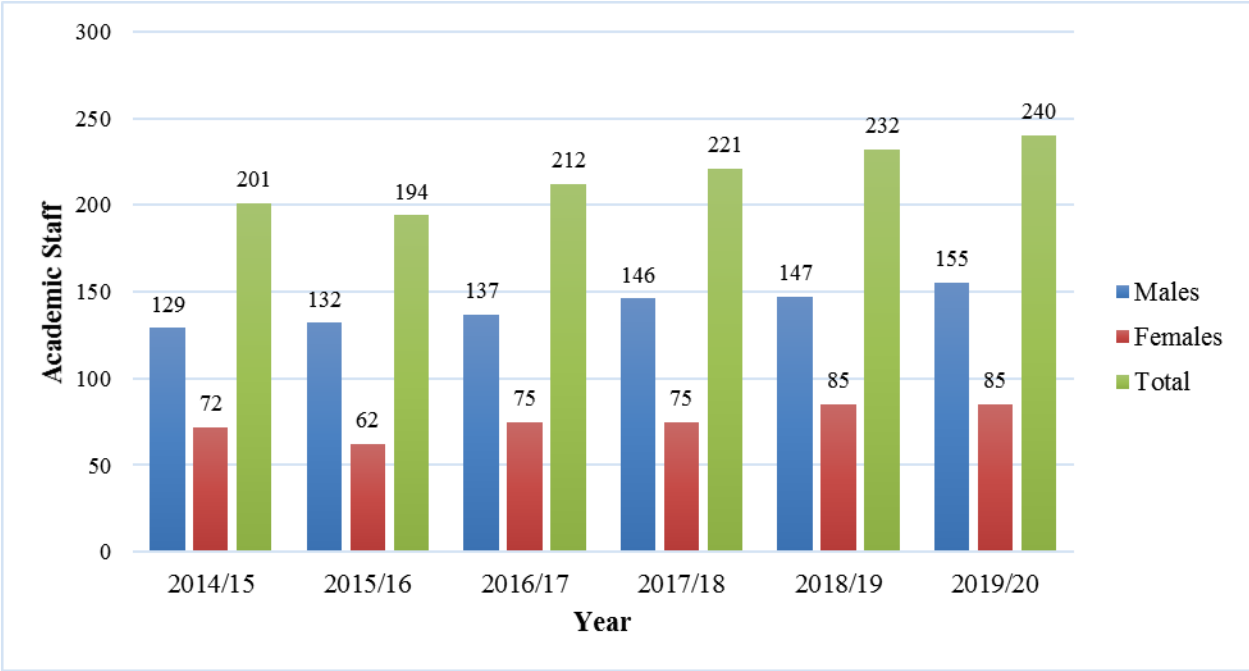


Figure 11: DUCE academic staff by gender

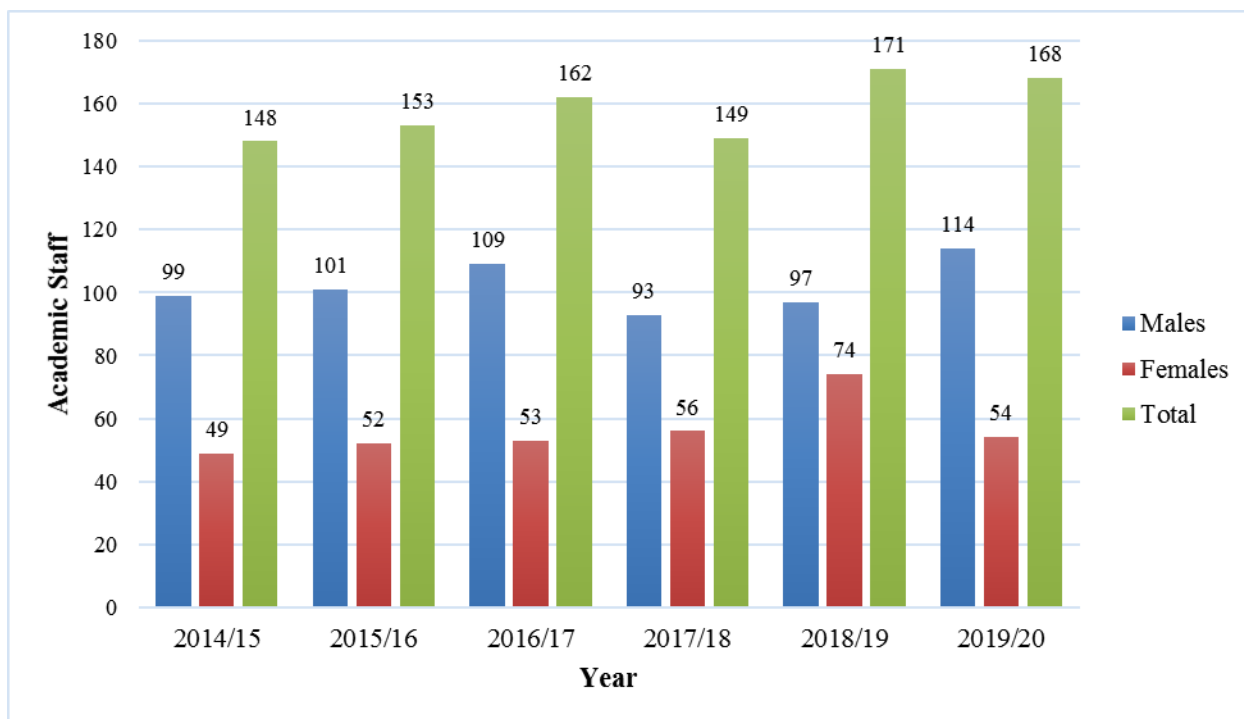


Figure 12: MUCE academic staff by gender

3.1.2 UDSM Academic Staff by Age

Figure 13 to Figure 15 present the age profile of academic staff. For the 2019/2020 academic year, academic staff aged above 60 years were 185 whereas 65 were aged of 56 - 60. This age profile suggests that in the next few years these 65 staff would also be aged above 60 years. The higher number of staff aged above 60 years may be due to the statutory extension of the retirement age from 60 to 65 years for senior lecturers and those in the professorial ranks. However, there is a need for the university to focus on implementing the UDSM's succession plan to avoid skewing the number of faculty towards higher age.

For the 2019/2020 academic year, the UDSM statistics show that 54 percent of the overall academic staff were aged between 26 and 40 years whereas the remaining 46 percent were aged above 40 years. This implies that, the University has a favourable balance between junior staff with little experience and senior staff who can share experiences and pass on skills to groom the upcoming staff as part of the mentoring process.

For the 2019/2020 academic year, the analysis shows that 15 percent of the academic staff aged under 41 years are PhD holders, 66 percent of academic staff aged between 41 and 50 years have PhDs and 93 percent of academic staff aged above 50 years have PhDs as indicated in Table 3.1.

The University through its Vision 2061 strives to be a leading centre of intellectual wealth spearheading the quest for sustainable and inclusive development. Thus, deliberate efforts should be made to train and recruit more academic staff at the master’s and PhD levels to ensure the smooth running of academic programmes. If this is not addressed in the short-term, the reputation of the University will be compromised to a great deal. Details of academic staff by age and gender are provided in tables B3 to B20 presented in Appendix B.

Table 3.1: UDSM Academic Staff by Age and Qualification, 2019/2020

| Age | Bachelor’s | Master’s | PhD | Total | PhD Percentage |
|-------------------|-------------------|-----------------|------------|--------------|-----------------------|
| Under 26 | 14 | 2 | - | 16 | 0% |
| 26-30 | 142 | 90 | - | 232 | 0% |
| 31-35 | 52 | 228 | 21 | 301 | 7% |
| 36-40 | 9 | 283 | 126 | 418 | 30% |
| Under 41 | 217 | 603 | 147 | 967 | 15% |
| 41-45 | 3 | 126 | 178 | 307 | 58% |
| 46-50 | 1 | 33 | 141 | 175 | 81% |
| Under 51 | 4 | 159 | 319 | 482 | 66% |
| 51-55 | 1 | 7 | 78 | 86 | 91% |
| 56-60 | - | 2 | 63 | 65 | 97% |
| Over 60 | 1 | 11 | 173 | 185 | 94% |
| Total | 223 | 782 | 780 | 1,785 | 44% |
| Percentage | 12% | 44% | 44% | 100% | |

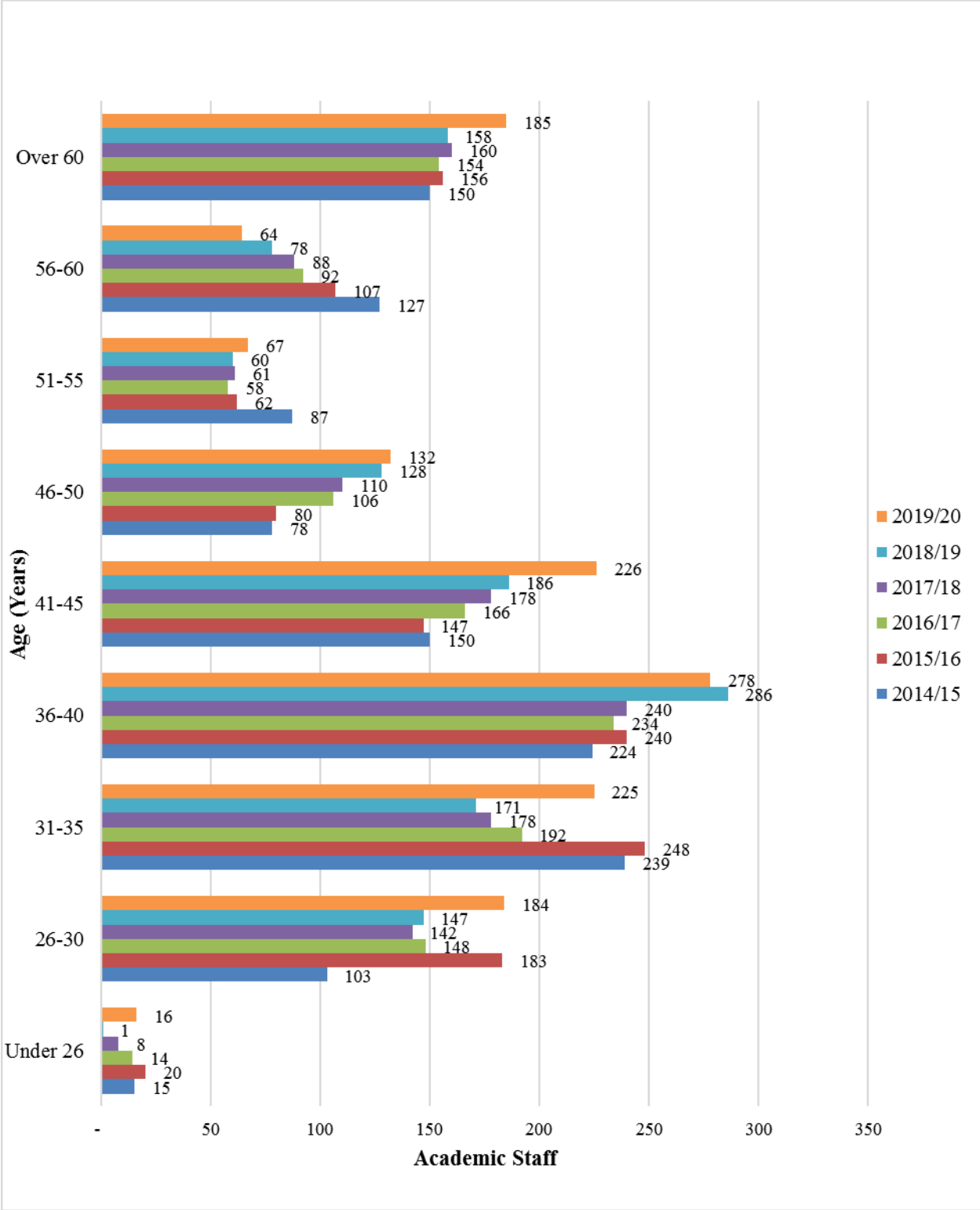


Figure 13: UDSM MJNM campus academic staff by age

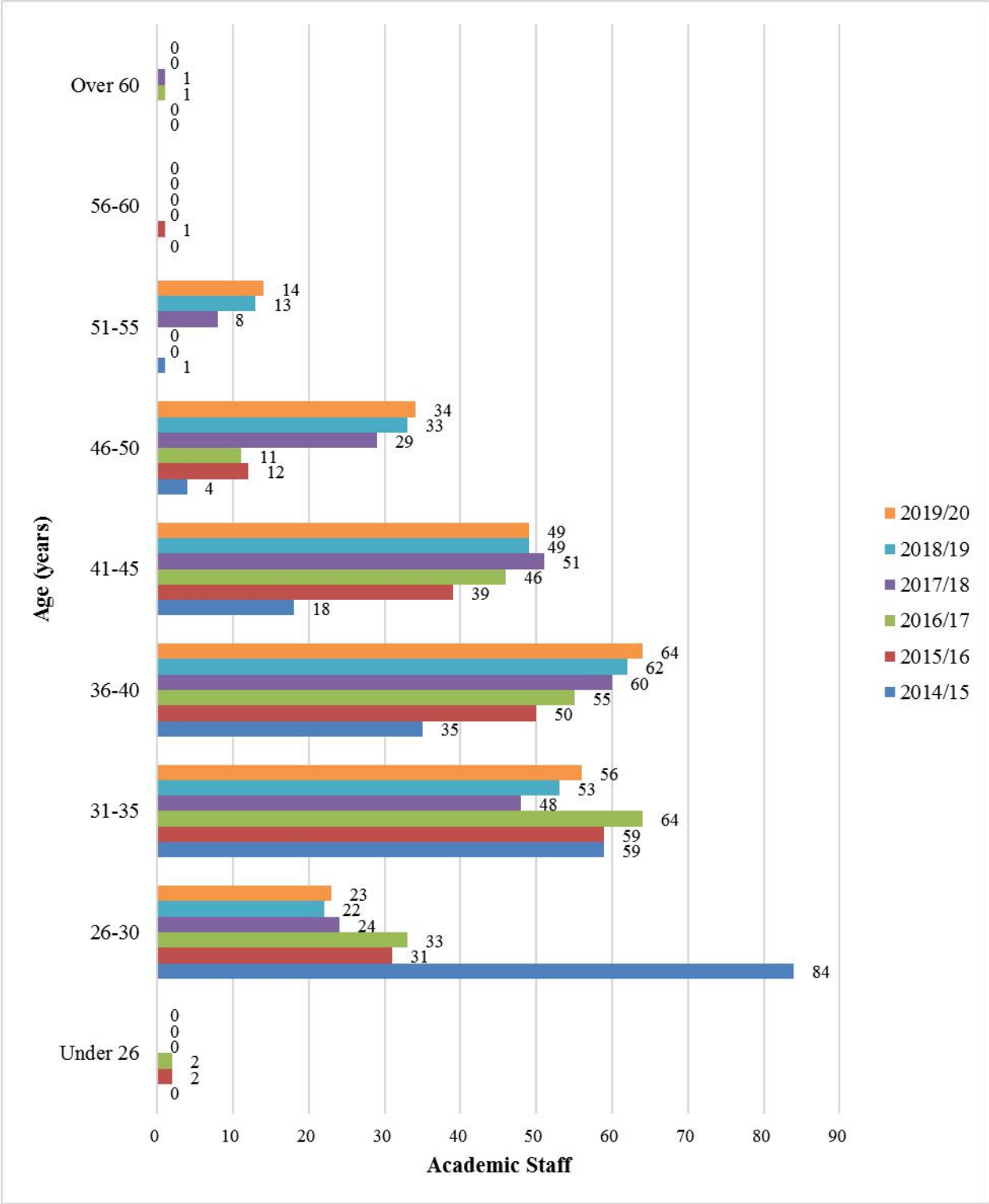


Figure 14: DUCE academic staff by age

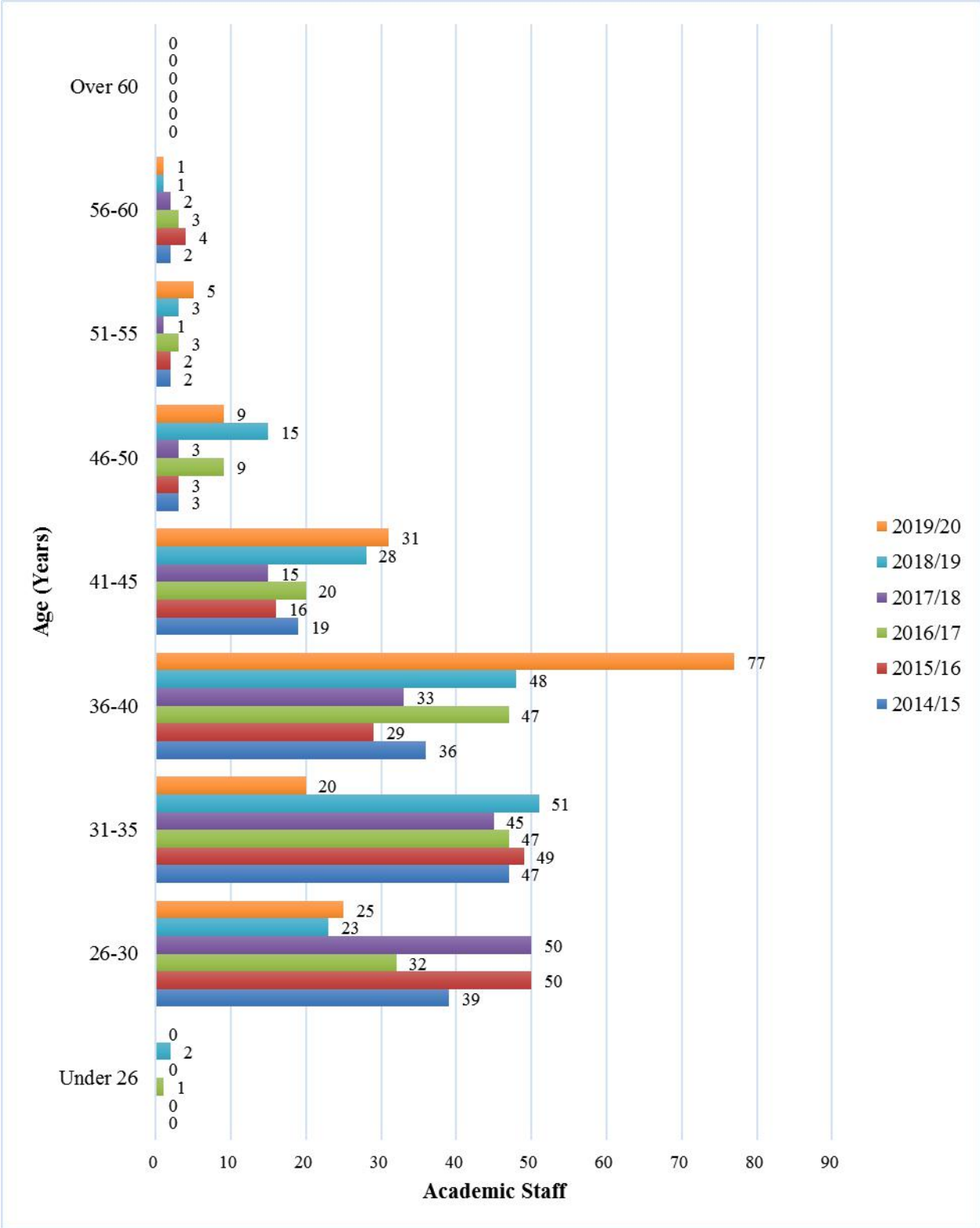


Figure 15: MUCE academic staff by age

3.1.3 UDSM Academic Staff by Rank

Figure 16 shows the number of UDSM's academic staff by rank for the 2014/2015 to 2019/2020 period. The figure shows that the number of assistant lecturers was the highest among the ranks in every year during the period reported. In fact, the number of tutorial assistants has increased from 204 in 2014/2015 to 233 in the 2019/2020 academic year, as indicated in Figure 16. Thanks to the Government for granting new employment permits to enable the University to maintain the required level of academic staff. The number of lecturers and assistant lecturers has increased from 315 and 649 in 2014/2015 to 486 and 776 in the 2019/2020 academic year, respectively. Both assistant lecturers' and lecturers' promotions are mainly based on successful completion of the master's and PhD studies. Implicitly, the University has been allocating sufficient resources to support the faculty development and a good number of the academic staff complete their studies successfully. Conversely, the number of senior lecturers, associate professors and professors has decreased from 192, 109 and 53 in 2014/2015 to 177, 76 and 37 in 2019/2020 academic year, respectively, as Figure 16 illustrates. Senior lecturer-ship, associate professorship and professorship become tenable mainly upon fulfilment of the set publication points alongside the teaching component. The decrease in number of staff in the positions of senior lecturer and professorial ranks may be attributed to lack of motivation among academic staff to publish in reputable journals. It is anticipated that, with the provision of competitive research grants (which encourage academic staff to conduct more research), more staff would find cause to publish and raise both their scholarly standing and prospect for promotion to senior ranks. In this regard, the University is making concerted efforts to ensure that every academic staff publishes at least one journal paper in every year in a reputable publication.

By the 2019/2020 academic year, the University had 13 percent tutorial assistants, 44 percent assistant lecturers, 27 percent lecturers, 10 percent senior lecturers, four percent associate professors and two percent professors, as Figure 17 illustrates:

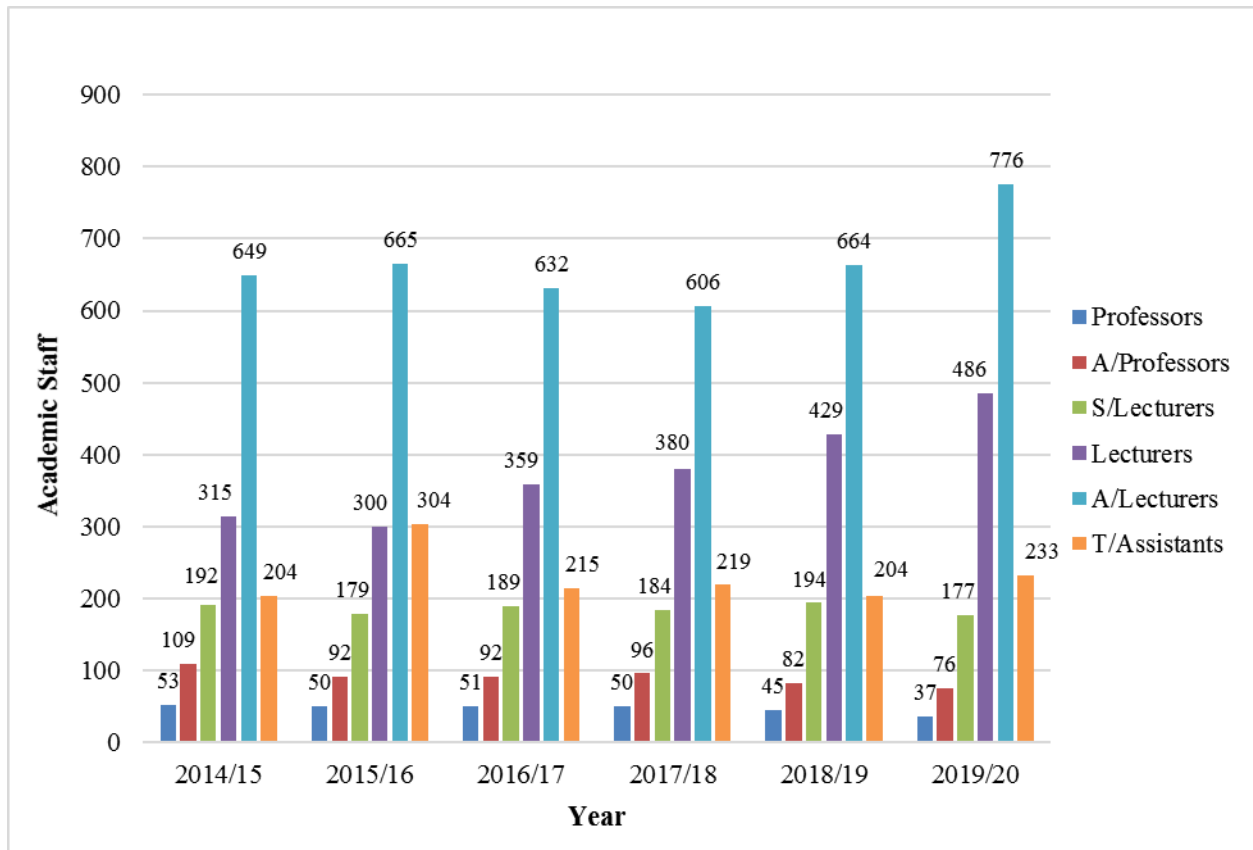


Figure 16: Number of UDSM academic staff by rank

3.1.4 Academic Staff Recruitment

The recruitment plan enables the University to replace, fill new vacancies and ensure continued supply of qualified staff. Employment permits issued from time to time by the Government enable the University to recruit new staff. The timing and conditions of employment spelt out in the permits dictate the realisation of the UDSM’s Succession Plan. In the last six years, 453 academic staff were recruited, with a large portion of them being tutorial assistants (69%) and assistant lecturers (23%). The introduction of junior staff into the University academic service addresses adverse effects on age, rank and qualifications that are direct outcomes of freezing employment in public sector, including universities in the early 1990s. Policy and associated programmes for training and developing staff need to be conceived and implemented. Table B21 in Appendix B provides an overall (UDSM level) status of the recruitment of academic staff

by year, rank and gender. Tables B22, B23 and B24 in Appendix B presents data on the recruitment status at MJNM Campus, DUCE and MUCE respectively.

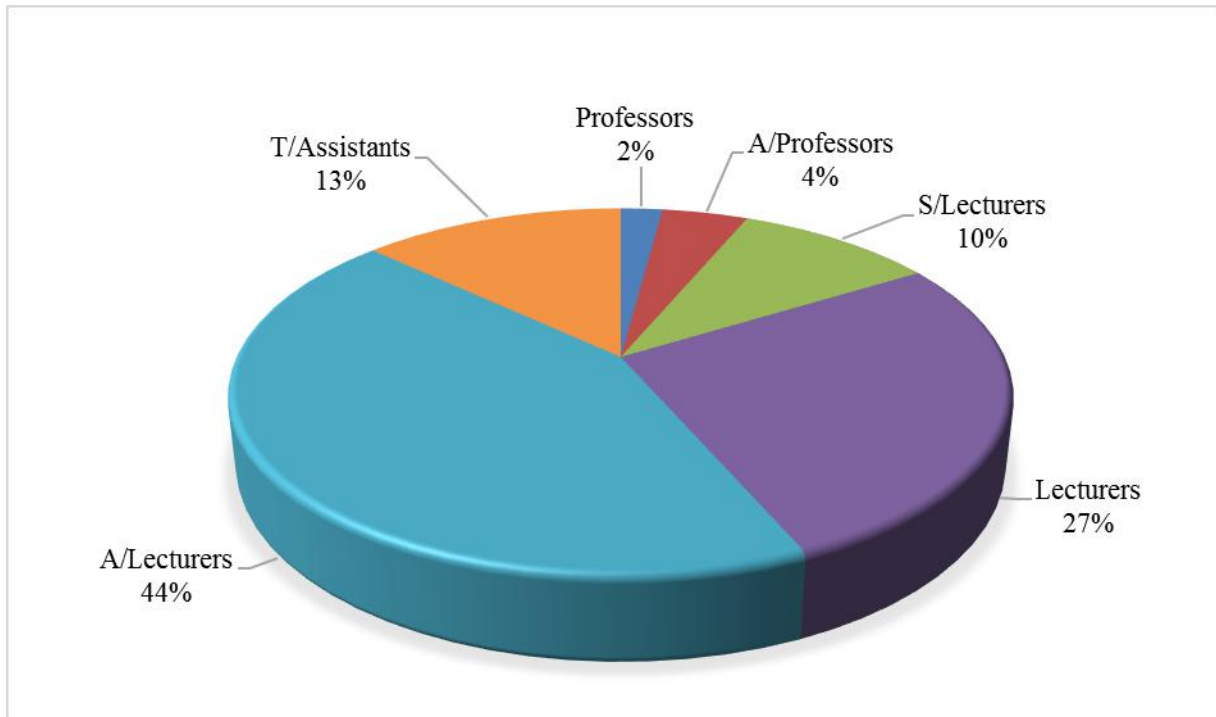


Figure 17: Proportion of UDSM academic staff by rank, 2019/2020

3.1.5 Academic Staff by Employment Status

Figure 18 indicates UDSM’s employment by status with permanent employment dominating the status. Next to permanent are the contract and part-time status among faculty.

Further findings show that for the past six years ending 2019/20 academic year, the proportion of academic staff employed on permanent terms ranged from 86 percent to 81 percent of total academic staff. This implies that, the UDSM has a spine to perform core functions. During the same period, the proportion of staff on contract terms ranged between 12 percent and 5 percent while part-time staff between 15 percent and 5 percent. Employment on contract and permanent terms is granted to spread evenly the workload in a particular area, and retain experience and skills deemed necessary for not only fulfilling key organisational functions but also for nurturing junior academics to attain projected outcomes. As such, a steady supply of permanent quality and appropriate human resource is important for institutional memory and continued provision of

quality training services, conducting research, and offering quality public service to the Government, global agencies such as the UN, the World Bank, the European Union and the society at large. Detailed data on academic staff by employment status and gender are provided in Tables B25 - B31 in Appendix B.

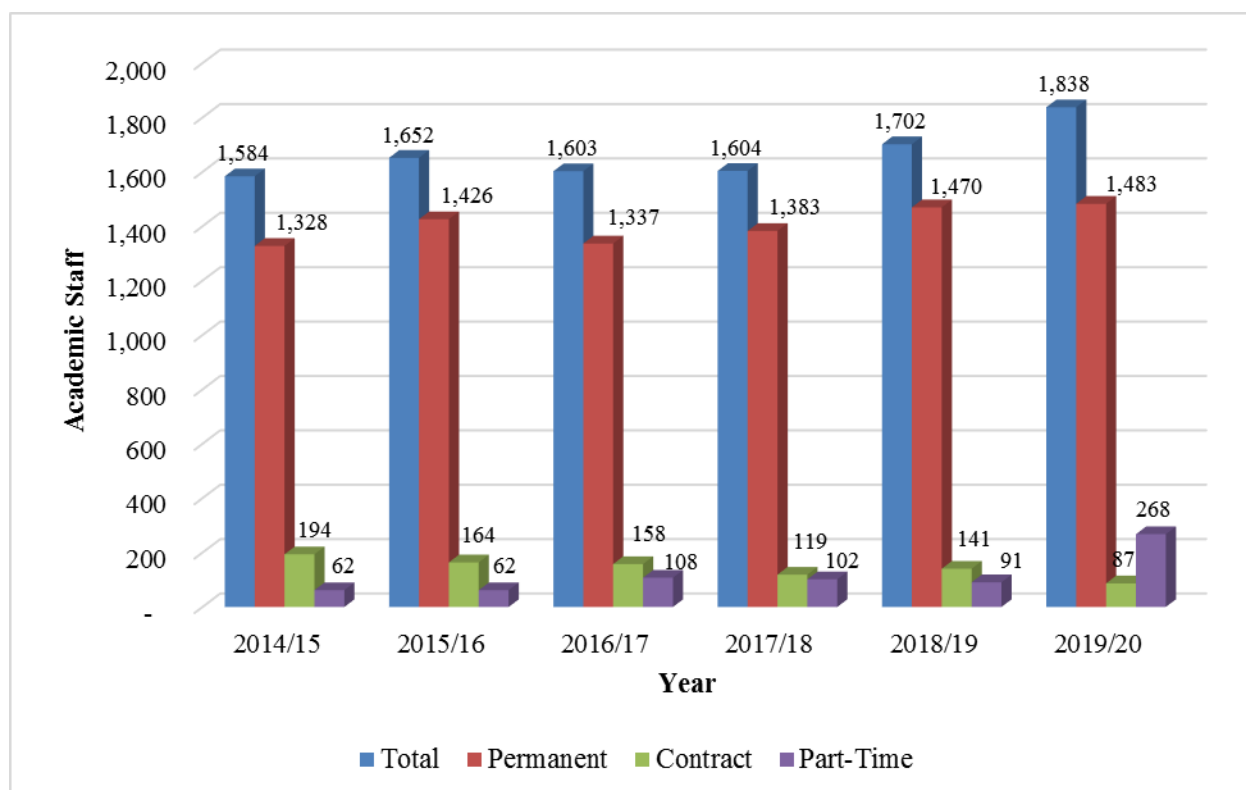


Figure 18: UDSM academic staff by employment status

3.1.6 Academic Staff by Citizenship

About 99 percent of the academic staff at UDSM are Tanzanians whereas the remaining one percent represents staff of different nationalities as Figure 19 illustrates. Figure 20 and Figure 21, on the other hand, expose the need to exert deliberate efforts aimed to ensure favourable conditions and attractive policies are in place to enhance the international standing of the UDSM. Tables B32 - B50 in Appendix B present further details on UDSM academic staff by citizenship:

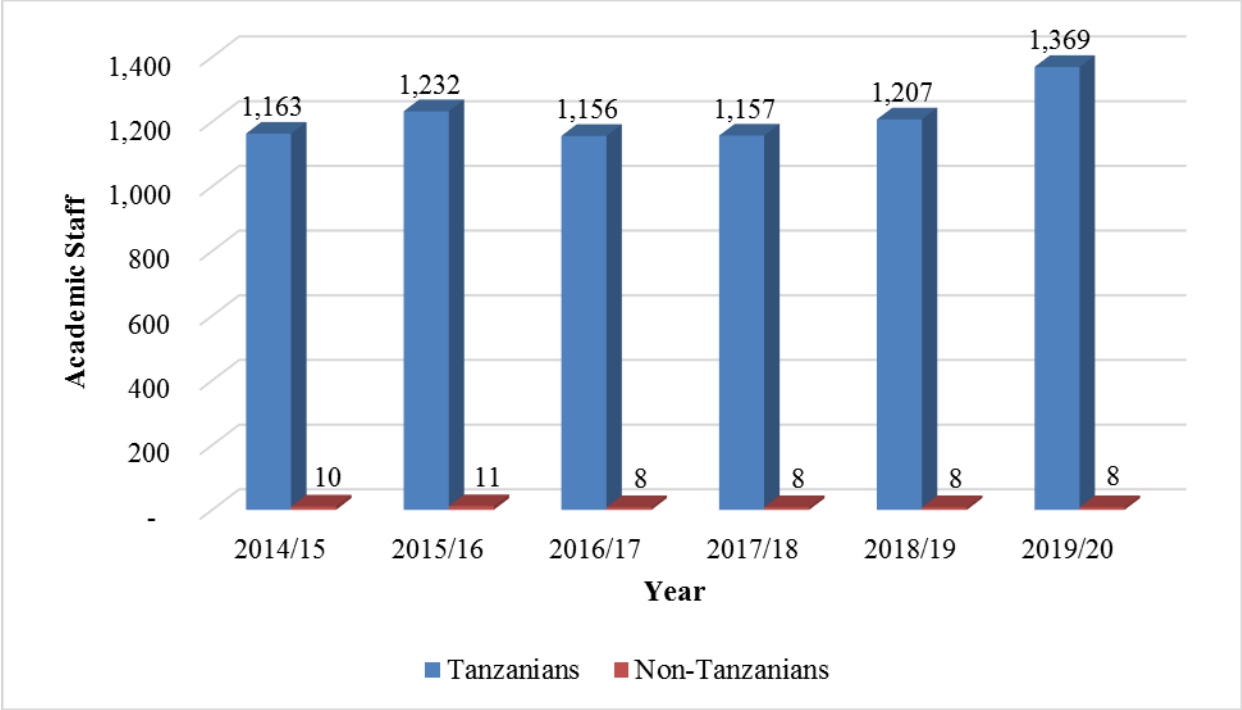


Figure 19: UDSM MJNM campus academic staff by citizenship

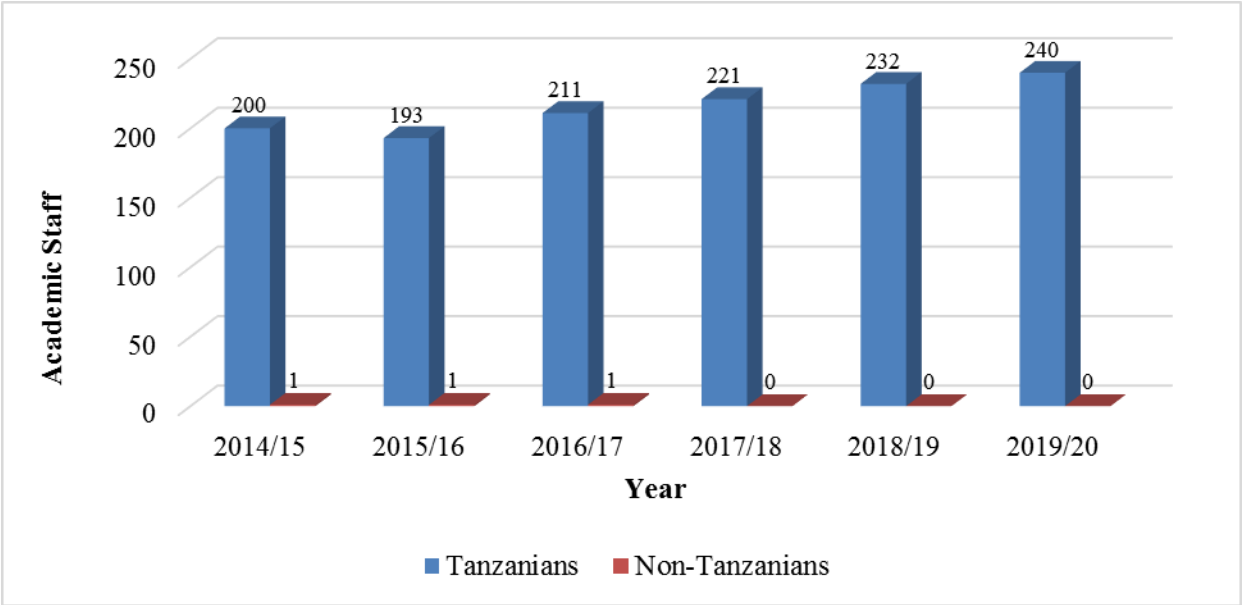


Figure 20: DUCE academic staff by citizenship

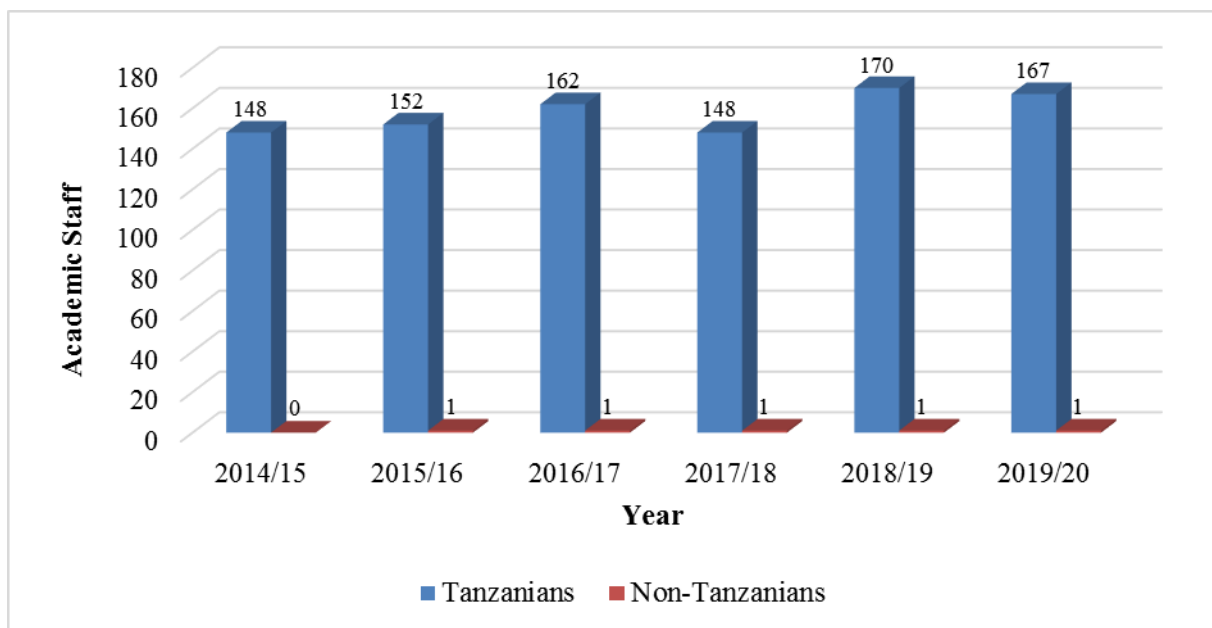


Figure 21: MUCE academic staff by citizenship

3.2 Technical Staff

Technical staff assists academic staff in the delivery of teaching and practical. Technical staff are responsible for the preparation and supervision of workshops, laboratories and studio sessions. Technical staff include cadres such as laboratory technicians, laboratory scientists, workshop instructors, and studio technicians. This category of staff is reported in terms of gender, age and academic qualification.

The age proportion of technical staff is presented in in figure 22 among them, 33 percent are aged below 41 years and the remaining 67 percent are aged above 40 years. Most of the technical staff have been in service for a long time, accumulating experience that is crucial in meeting individual roles and mentoring incoming junior staff. Furthermore, over 55 percent of technical staff possessed a diploma or lower qualifications. With the guidance of a succession plan, the University has laid out a strategy for increasing capacity through training of junior staff and timely replacement of vacancies that will be left by staff that are expected to leave services in next few years. Figure 22, Figure 23 and Figure 24 provide an overview of the technical staff by their qualifications at the University of Dar es Salaam. Meanwhile, detailed information on the same aspect is obtainable in tables B51 - B69 a presented in Appendix B.

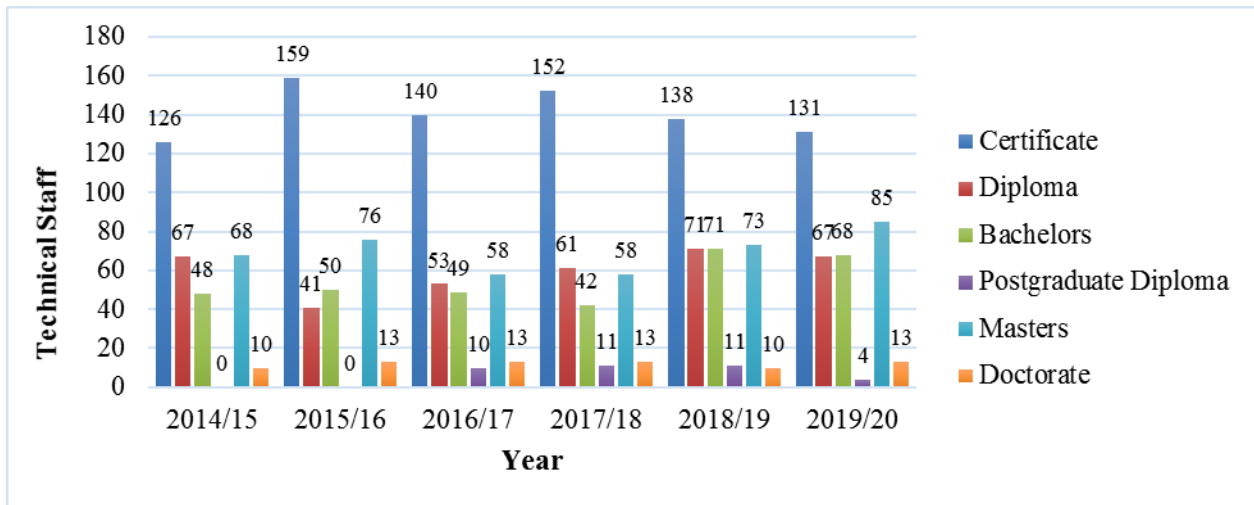


Figure 22: MJNM Campus technical staff by academic qualification

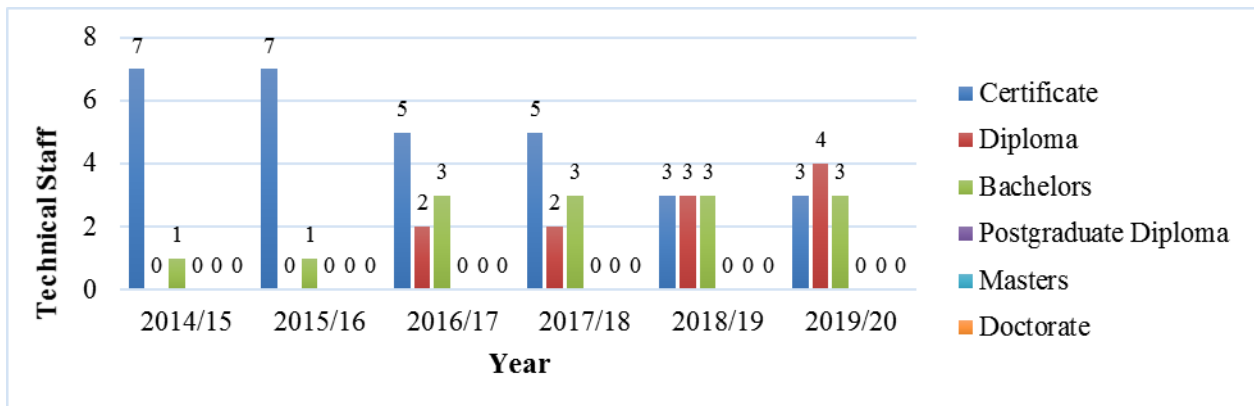


Figure 23: DUCE technical staff by academic qualification

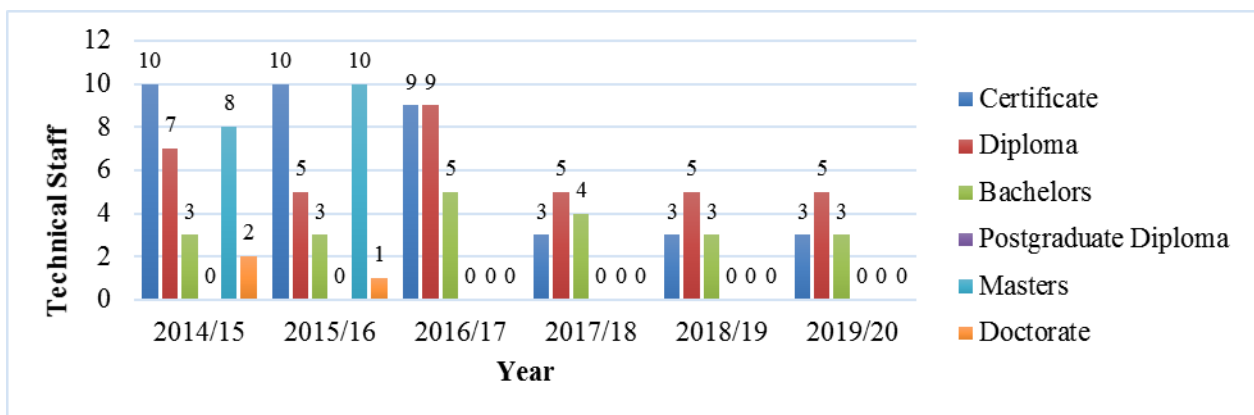


Figure 24: MUCE technical staff by academic qualification

3.3 Administrative Staff

Administrative staff provide support service to enable the University to fulfil its key functions of teaching, research and public services. The administrative staff category include cadre such as accountants, administrators, planning officers, nurses, medical doctors, journalists, marketing officers, security officers, janitors, secretaries, office attendants and drivers. This category of staff is reported in terms of gender, age and academic qualifications.

3.3.1 Administrative Staff by Age and Academic Qualification

The age structure of administrative staff is evenly spread with about 45 percent in the age range below 41 years and the remaining 55 percent aged above 40 years. About 34 percent of the administrative had an undergraduate (first) degree, masters or PhD whereas 66 percent had a diploma or even lower qualifications. The employer stands to gain more from this cadre through needs-based training and development. Figure 25, Figure 26 and Figure 27 provide an overview picture of administrative staff with their academic qualifications. Detailed information on administrative staff is obtainable in tables B70 - Table B88 as further elaborated by results presented in Appendix B.

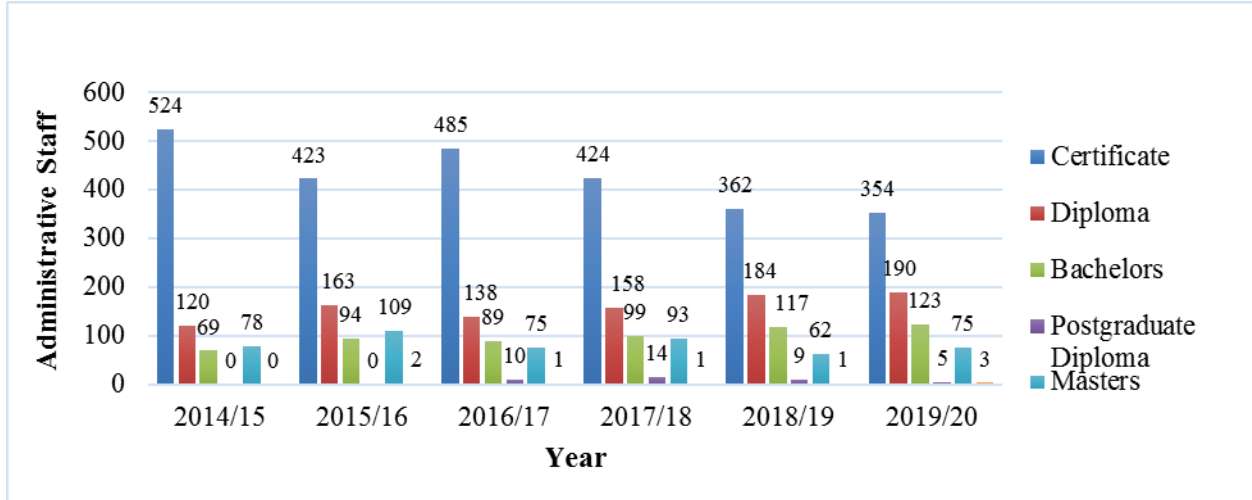


Figure 25: UDSM MJNM Campus administrative staff by academic qualification

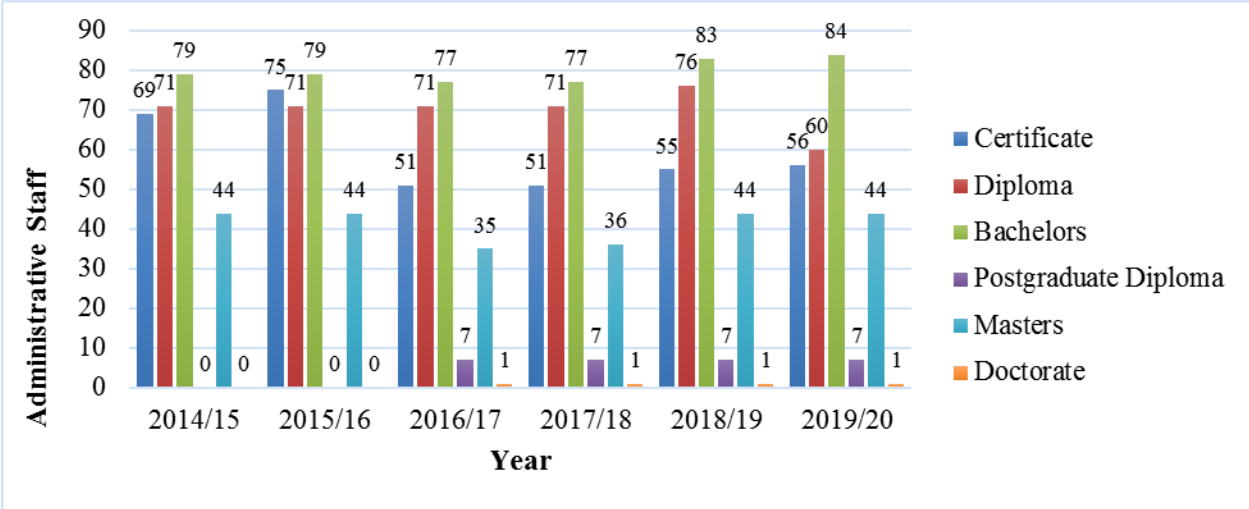


Figure 26: DUCE administrative staff by academic qualification

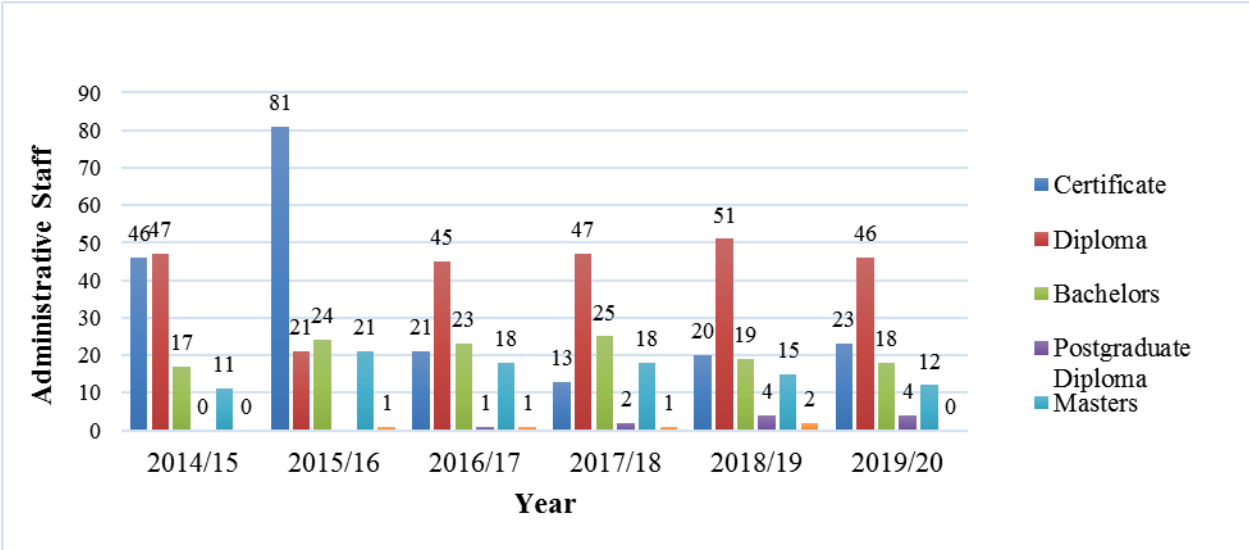


Figure 27: MUCE administrative staff by academic qualification

3.4 Research and Publications

Research is one of the three core functions of the University. This section presents information on the number of research projects completed or in progress, UDSM's active journals, publications by UDSM's staff, professorial chairs and research grants offered in various disciplines.

3.4.1 Research Projects Completed or in Progress

The number of research projects registered at the UDSM has increased from 95 projects in 2014/2015 academic year to 270 projects in the 2019/2020 academic year, as indicated in Figure 28. This remarkable increase in the number of registered research projects is due to the introduction of competitive research grants for the UDSM's staff since the 2017/2018 academic year whereby the amount of internally generated funds dedicated to research has increased from TZS 600,000,000 in 2017/2018 academic year to TZS 1,000,000,000 in the 2019/2020 academic year (See Table C2 in Appendix C). Further details of research projects for Colleges, Schools and Institutes are provided in Figure 29.

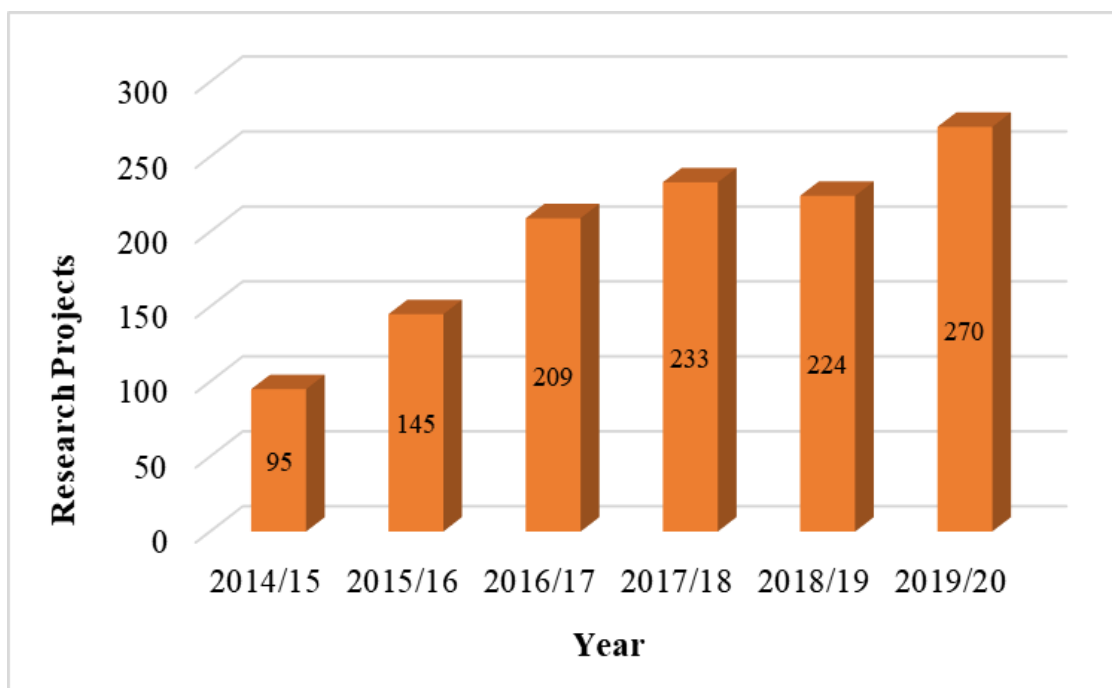


Figure 28: UDSM's completed and in-progress research projects

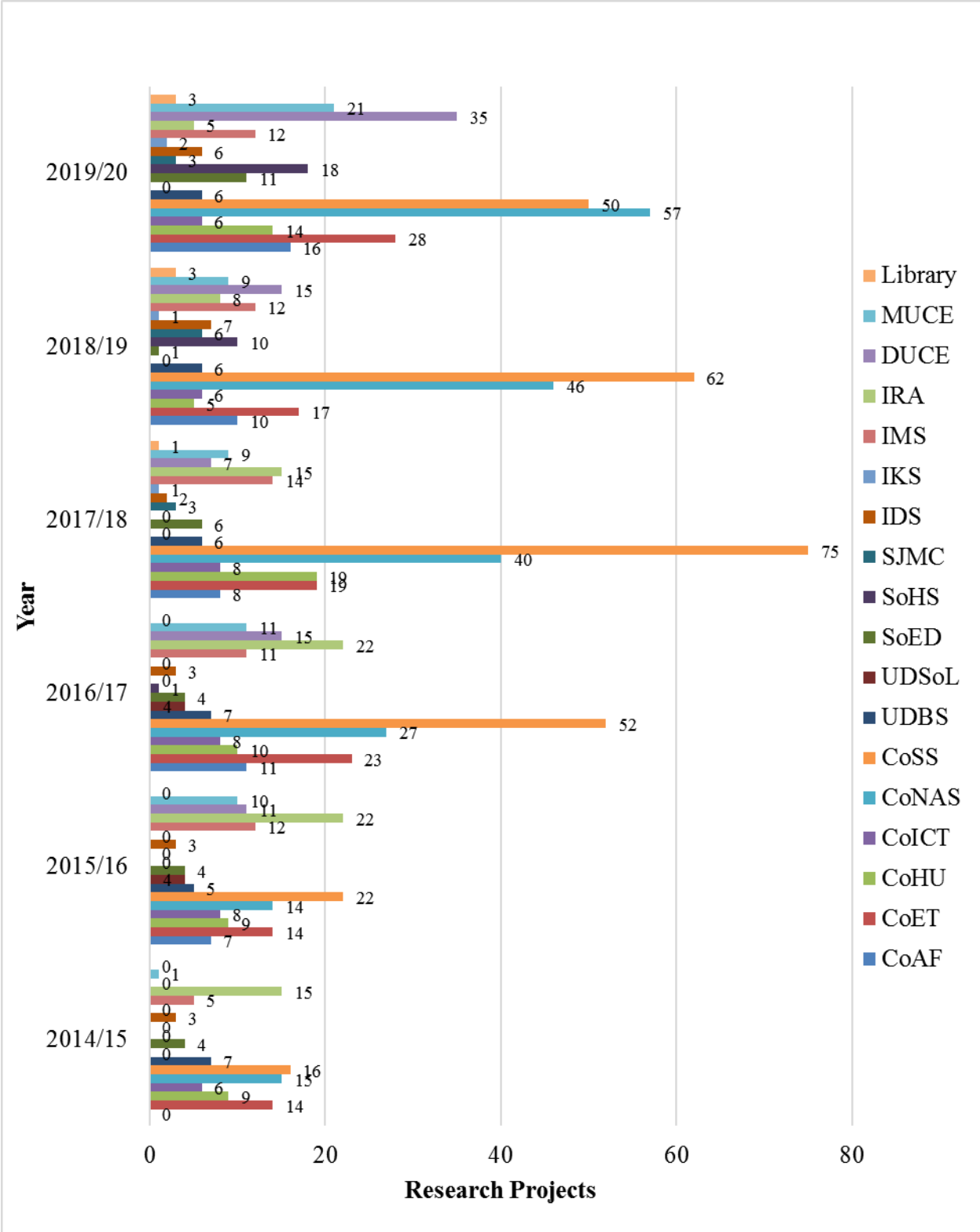


Figure 29: UDSM's completed and in-progress research projects by College, School and Institute

3.4.2 UDSM's Active Institutional Journals

Figure 30 presents the active journals that increased from 20 in 2014/2015 to 37 in the 2019/2020. Since the 2017/2018 academic year, the University introduced rigorous quality assurance research whereby UDSM's journals are annually evaluated against predetermined standards for local and international recognition. Journals, which do not pass the set criteria, lose their status as active institutional journals of the UDSM. This sanction against faltering journals explains the increase in number of active journals to 46 in 2016/2017 and the decrease thereafter. Figure 31 further provides information on the active journals by College, School and Institute.

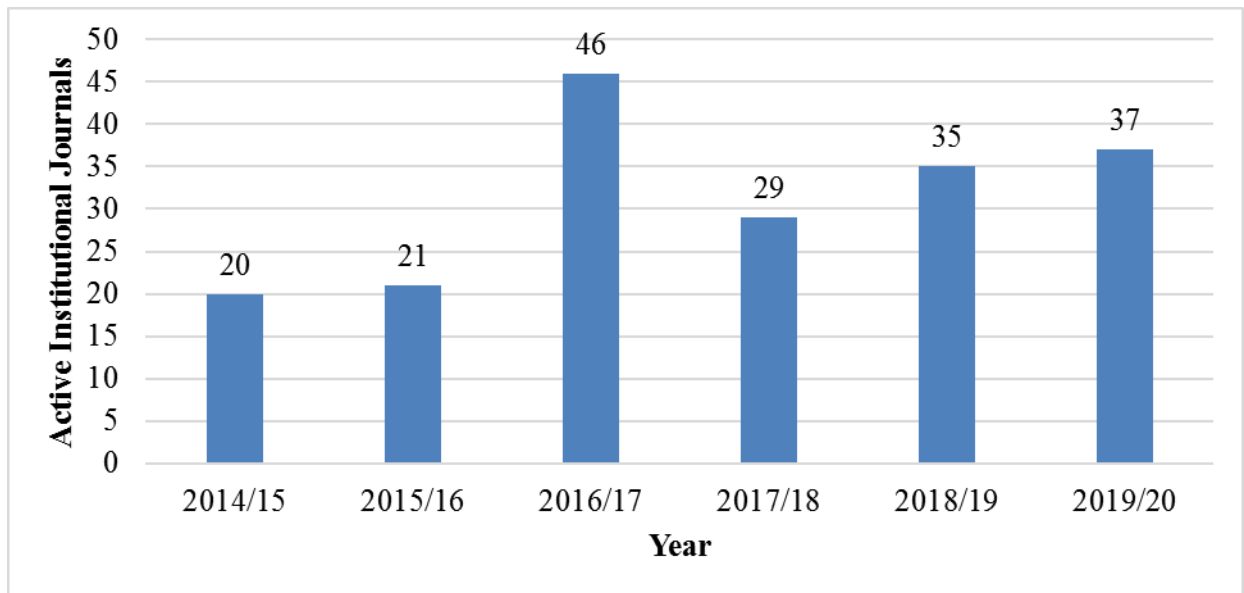


Figure 30: UDSM active institutional journals

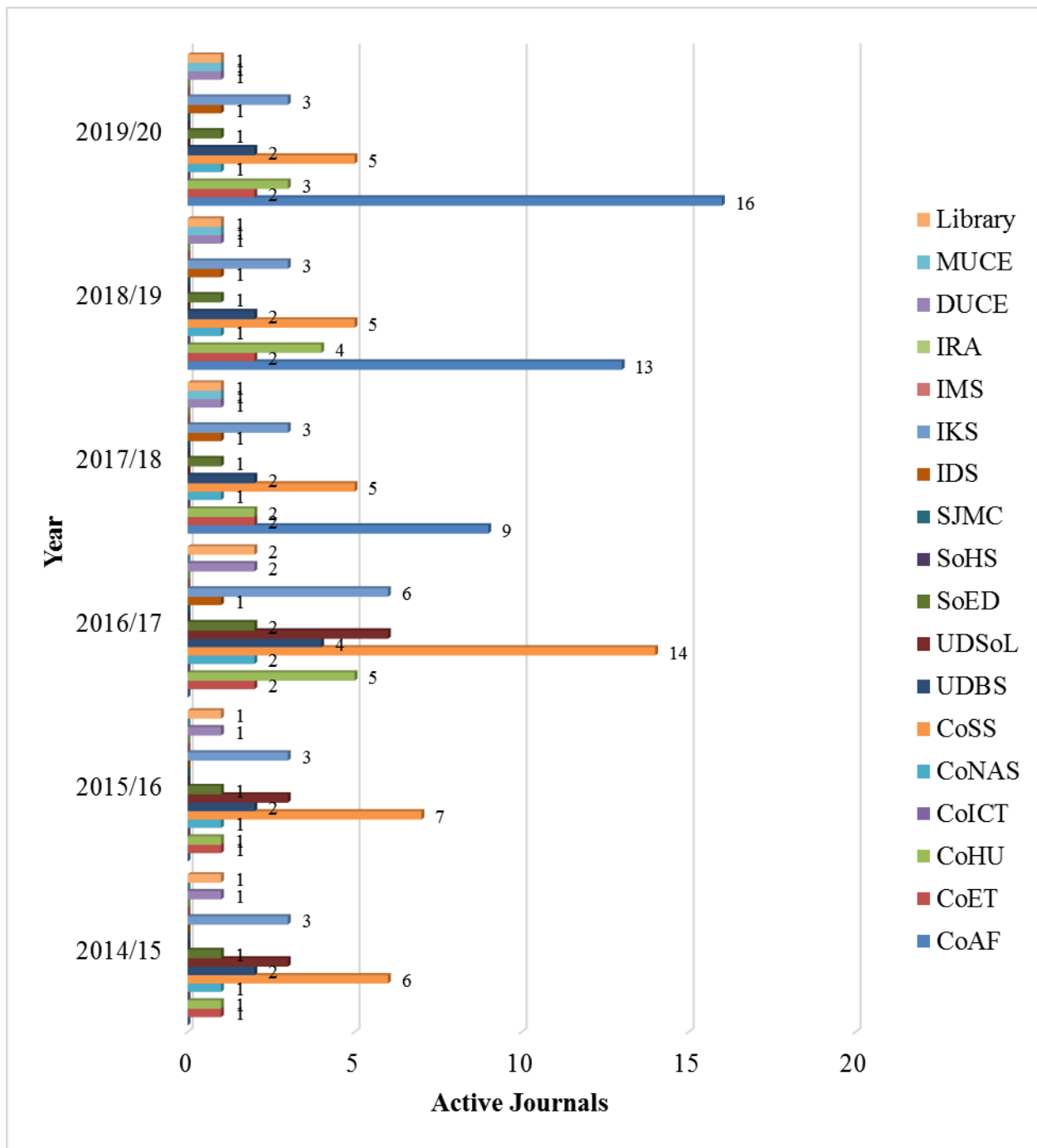


Figure 31: UDSM active journals by College, School and Institute

3.4.3 Journal Articles Published by UDSM Staff

In 2014/2015, the University published 461 papers in various journals whereas in the 2019/2020 academic year the University published 488 papers in various journals as indicated in Figure 32.

The number of journal papers published by the UDSM's researchers from 2014/2015 to the 2019/2020 academic year is a cumulative sum of papers published in every year, which is 2,554 journal papers. Further details are provided in Figure 33 with comparative statistics for College, School and Institute levels.

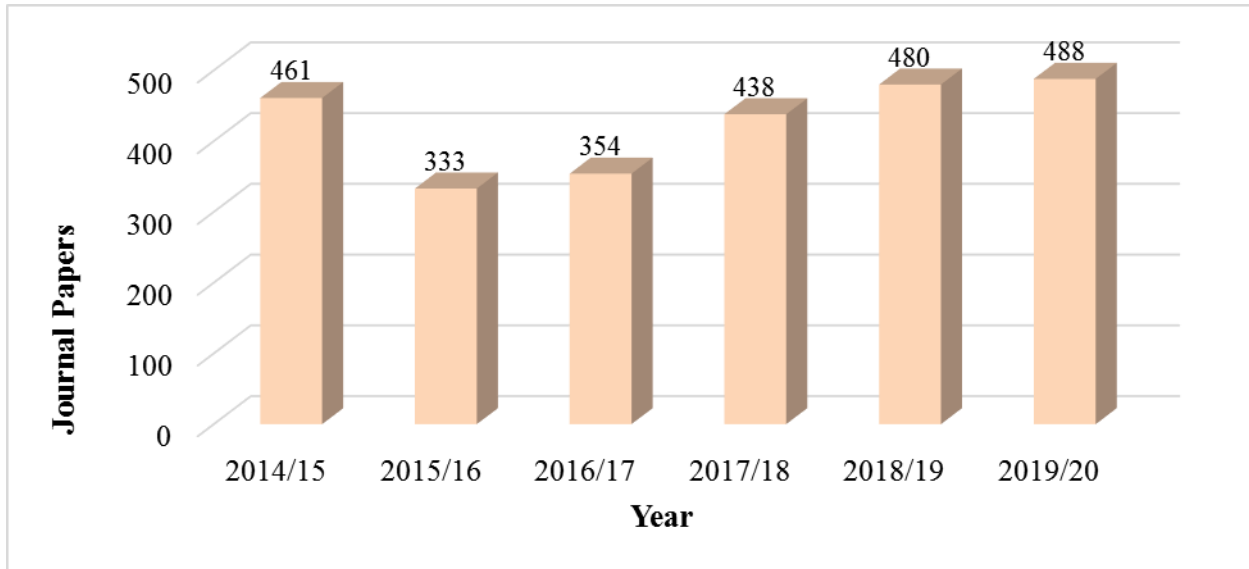


Figure 32: Number of journal articles published by UDSM's staff

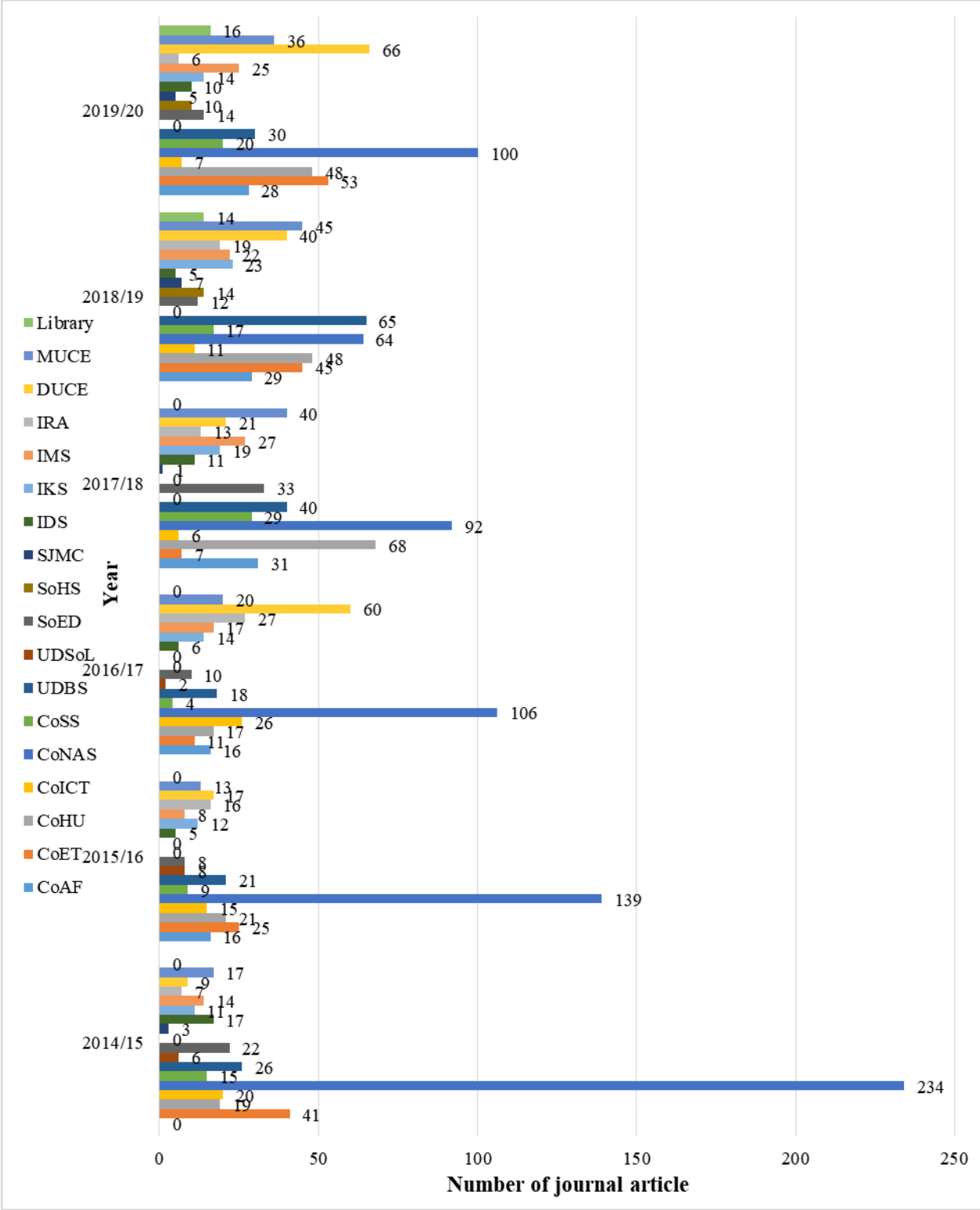


Figure 33: Journal articles published by UDSM staff by College, School and Institute

3.4.4 Conference Papers Published by UDSM Staff

The number of conference papers published by UDSM staff per annum increased from 86 papers in 2014/2015 academic year to 249 papers in 2019/2020 academic year as indicated in Figure 34. The increase in the number of conference papers is attributable to the commitment of the UDSM to supporting its faculty through competitive research grants for conducting research and providing direct financial support to staff who wish to disseminate their research findings. However, the Covid-19 pandemic affected the researchers' participation in conferences as manifested by the decrease in the number of conference papers from 339 papers in 2018/2019 to 249 conference papers in the 2019/2020 academic year as indicated in Figure 34. Figure 35 provides more details on conference papers by College, School and Institute.

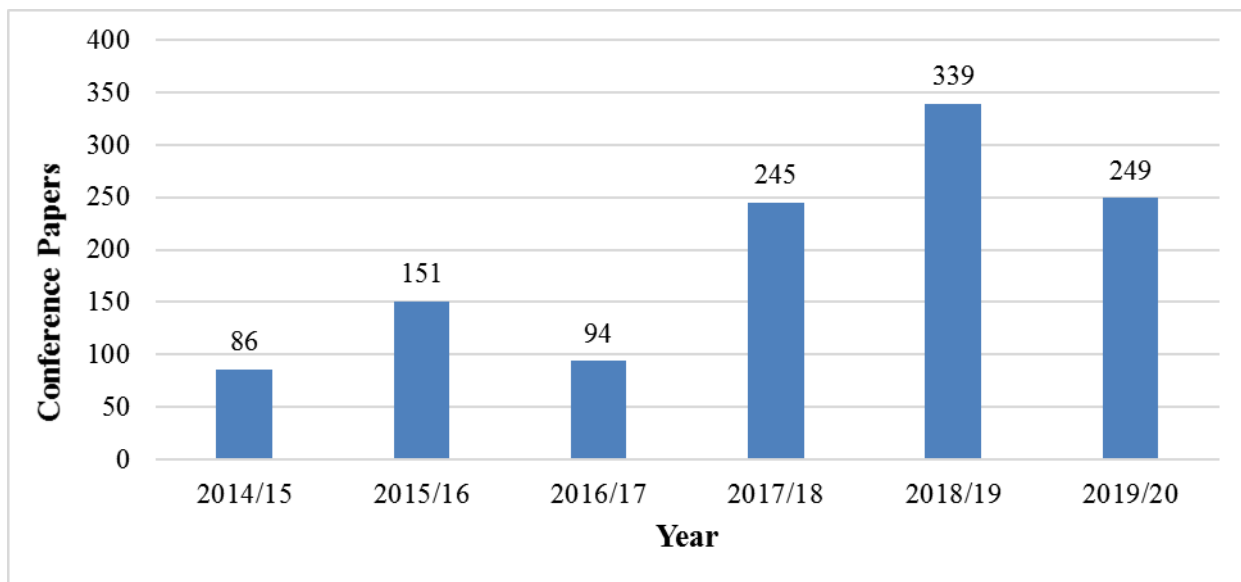


Figure 34: Number of conference papers published by UDSM staff

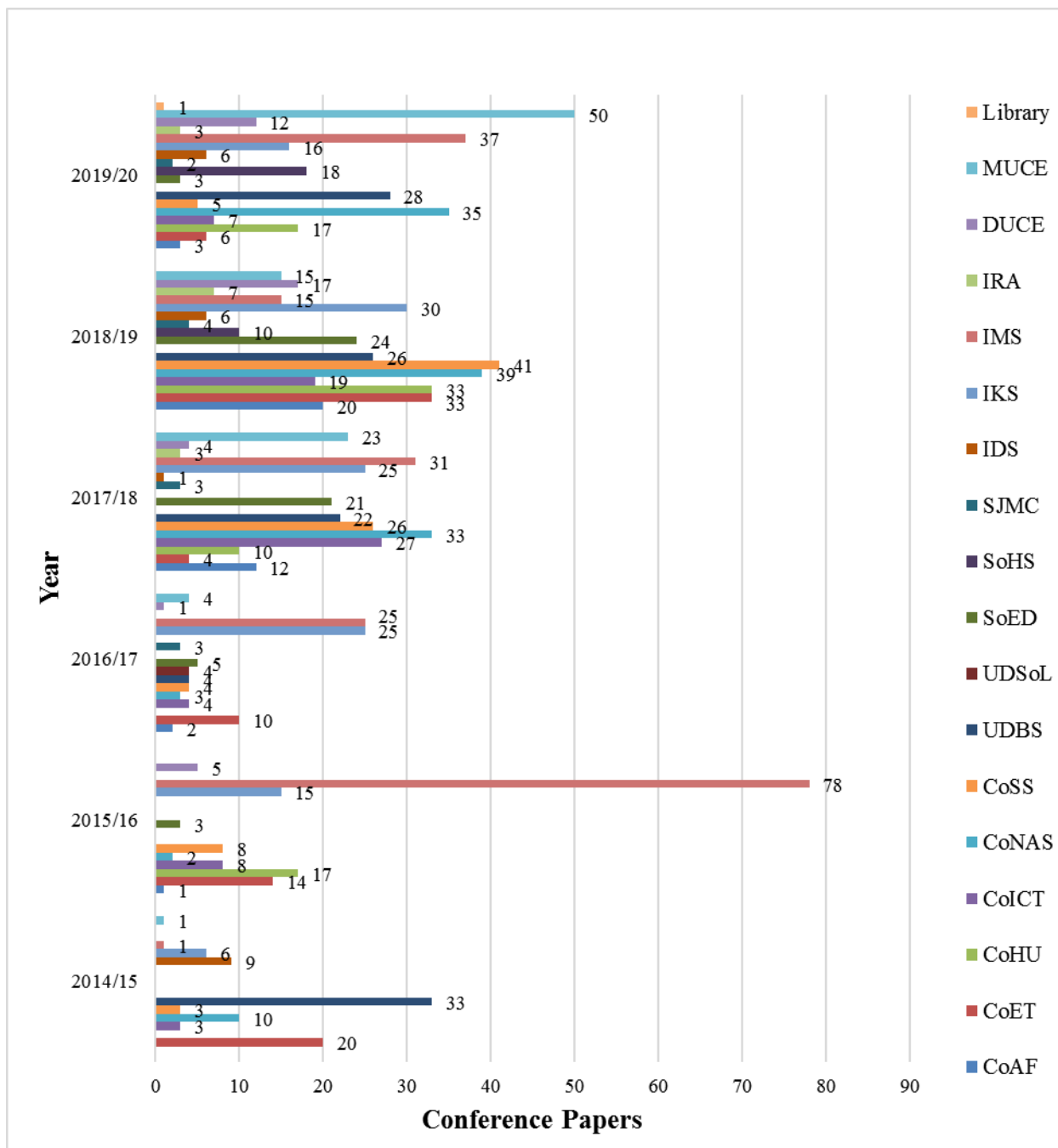


Figure 35: UDSM staff conference papers by College, School and Institute

3.4.5 Summary of Total Number of Papers Published by UDSM's Staff

The summary of the number of conference and journal papers published per annum by UDSM staff increased from 547 papers in 2014/2015 to 737 papers in the 2019/2020 academic year as indicated in Figure 36:

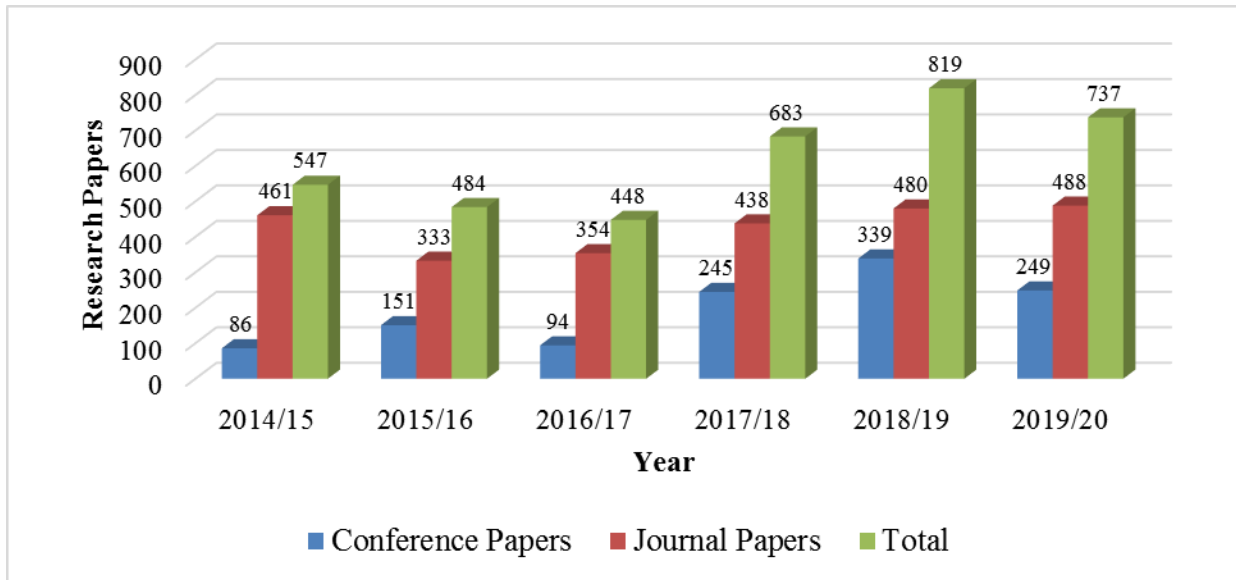


Figure 36: Number of papers published by UDSM staff

3.4.6 Books Published by UDSM Staff

The number of books published per annum by UDSM staff has increased from four (4) books in 2014/2015 to 13 books in the 2019/2020 academic year as indicated in Figure 37. A detailed breakdown of the published books for various Colleges, Schools and Institutes is presented in Figure 38.

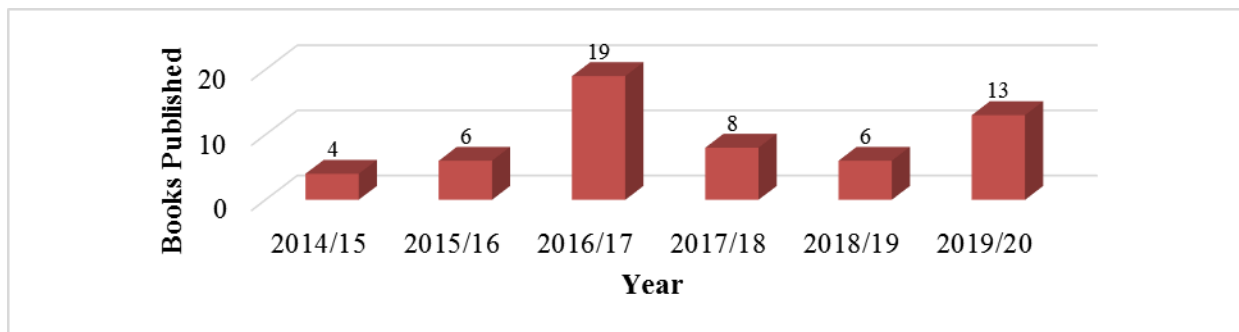


Figure 37: Number of books published by UDSM staff

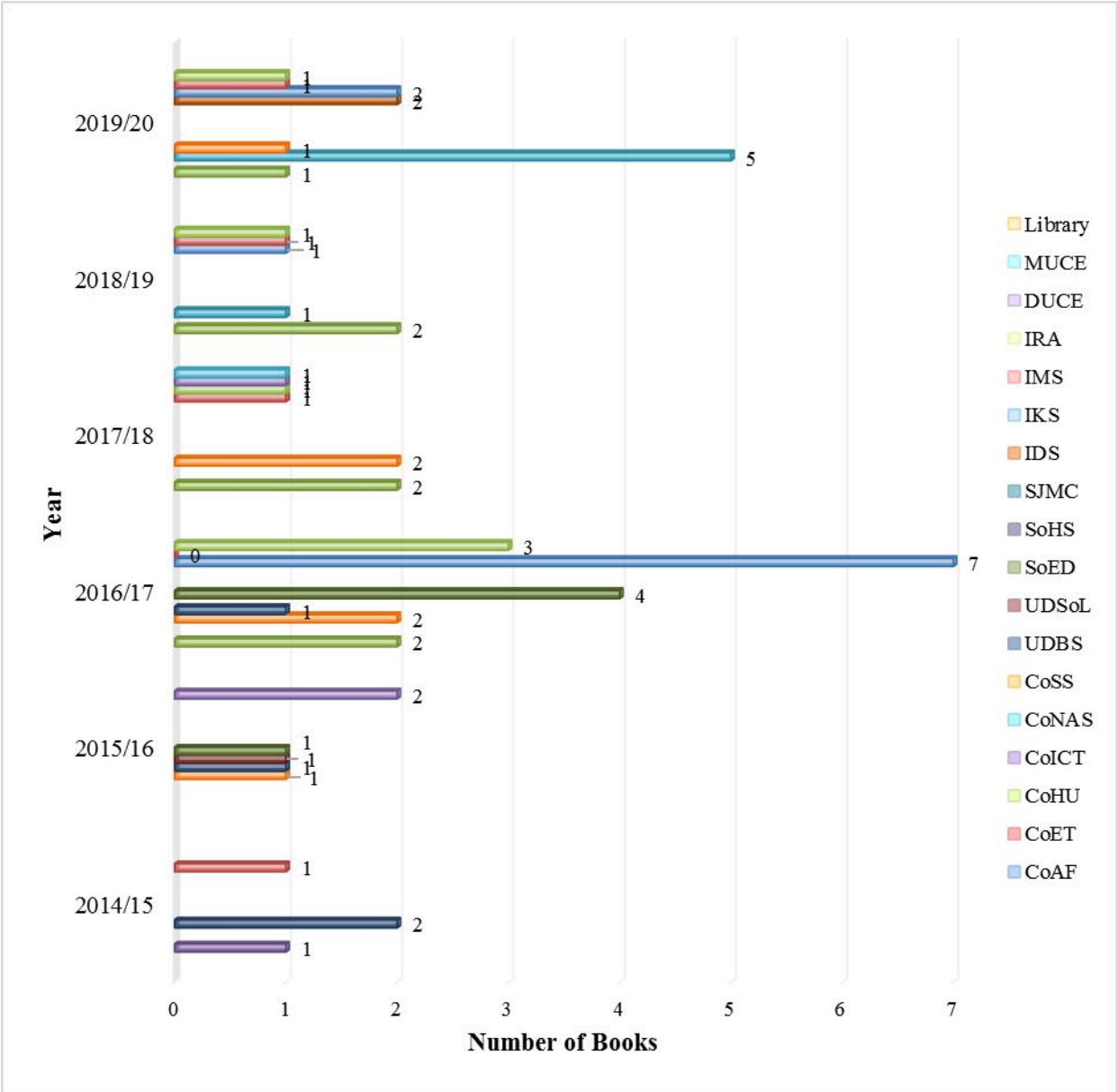


Figure 38: Books published by UDSM staff by academic unit

3.4.7 Book Chapters Published by UDSM’s Staff

The number of book chapters published per annum by UDSM staff has increased from 25 book chapters in 2014/2015 to 46 book chapters in the 2019/2020 academic year as indicated in Figure 39. Detailed breakdown of the published book chapters for various Colleges, Schools and Institutes is presented in Figure 40.

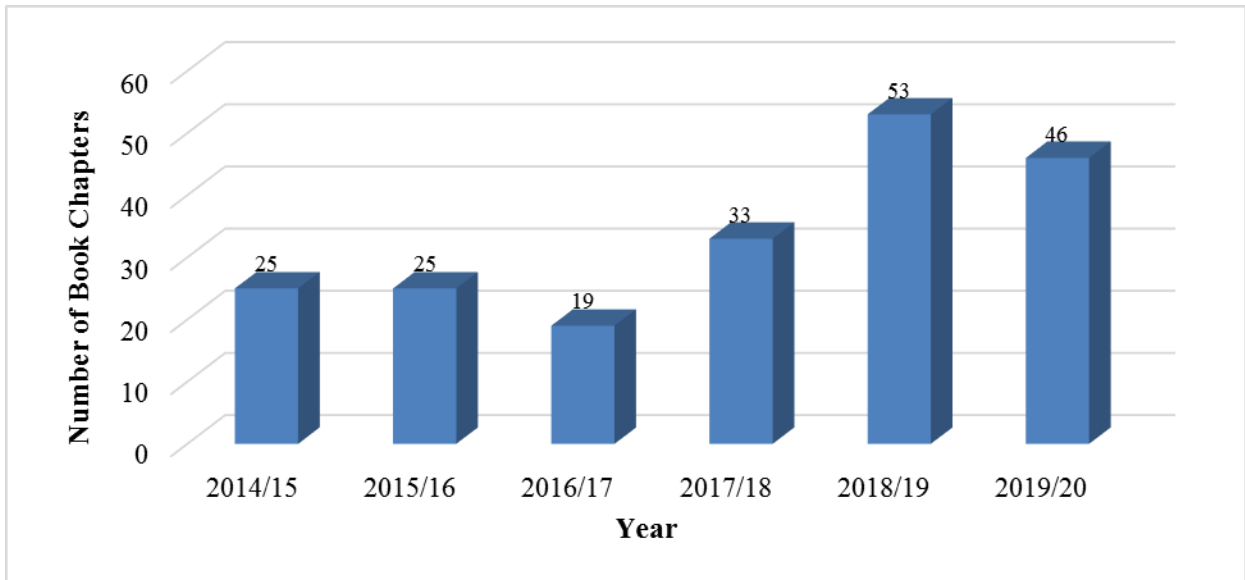


Figure 39: Book chapters published by UDSM staff

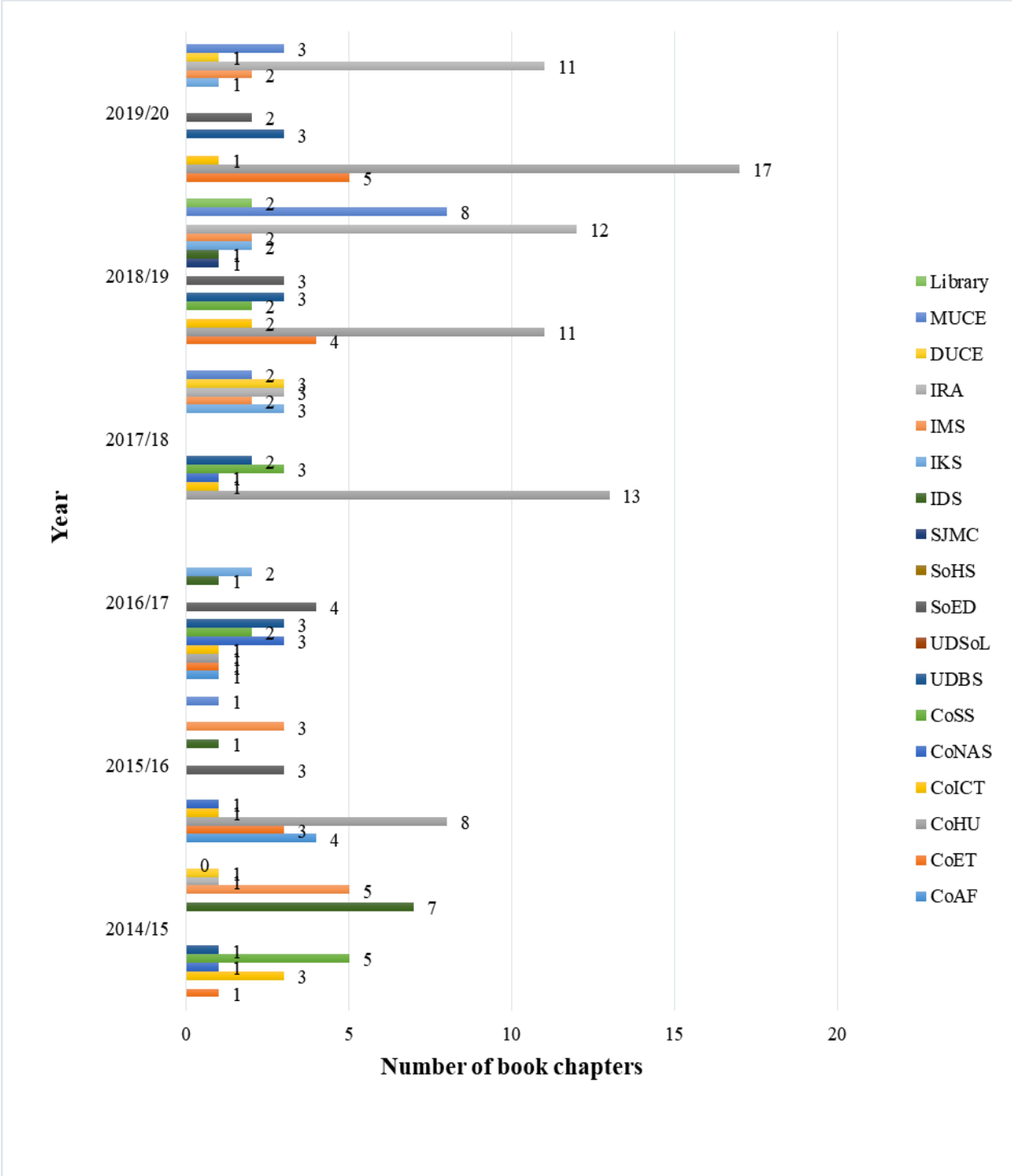


Figure 40: Book chapters published by UDSM staff by academic unit

3.4.8 Professorial Chairs

The position of Professorial Chair is an academic position created in recognition of an eminent scholar's significant contribution to scholarship and research and/or development of the University. It is awarded to a person at the level of professor who has distinguished them in the discipline they are representing. In the 2019/20 academic year, the University of Dar es Salaam had the following professorial chairs:

1. Mwalimu Nyerere Professorial Chair in Pan Africanism;
2. Mwalimu Nyerere Professorial Chair in Kiswahili;
3. Mwalimu Nyerere Professorial Chair in Environment and Climate Change;
4. Mwalimu Nyerere Professorial Chair in Development; and
5. Mwalimu Nyerere Professorial Chair in Biotechnology.

3.5 Library Services

Following an increase in student enrolment at both the undergraduate and postgraduate levels, library services at the MJNMC have been strengthened. In 2019, the University opened the new library at MJNMC. Thus, now there are two libraries: The old and the new libraries. The new library has a sitting capacity of 2,100 users at a time, more than 160 computers for searching for e-resources, special computers for supporting users with special needs, several postgraduate and researchers study chambers. The new library is supported by a solar energy system and water reserve in case of sudden power and water outages, respectively. Moreover, more information user-friendly technologies have been introduced in the old library to enable excellent library services access such as resources and facilities (both in print and electronic formats) as well as favourable space for reading, shelving, and ICT facilities. In addition, the University has enhanced its subscription to full-text electronic journals and bibliographic databases, creation of Online Public Access Catalogue (OPAC) for the entire campus resources, and reorganisation of the library along subject specialisation.

Visits to the library constitute a good indicator of the use of library services. Figure 41 shows three main categories of users and their visits to the University libraries from 2014/2015 to 2019/2020 academic years. The figure indicates that during the period the number of UG students' visits to the library increased from 22,102 in 2014/2015 to 104,137 visits in the 2019/2020 academic year. The library visits of PG students and external users followed similar trend like those of UG students but of different magnitude. A feature of highest number of

library visitors was observed in the 2018/2019 academic year when 206,508 UG students' visits, 29,550 PG students' visits and 857 external users' visits were registered to have accessed the library against 104,137 UG students' visits, 7,462 PG students' visits and 761 external users' visits in the 2019/2020 academic year. The highest number of library users' visits in 2018/2019 may be attributable to the opening of the new library in March 2019, which saw a spike in the number of library visitors due to need to access better services. On the other hand, the University closure due to the Covid-19 outbreak in March 2020 might have affected downwards the number of visitors to the University libraries.

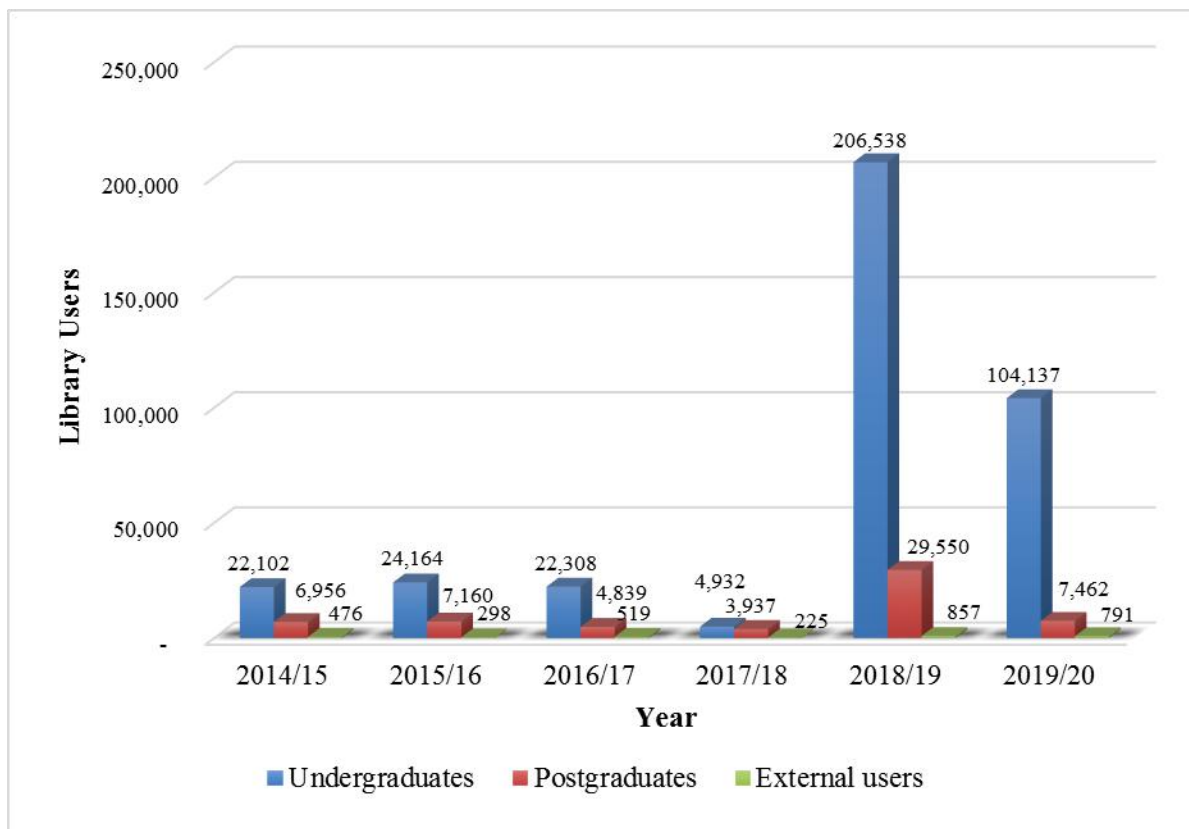


Figure 41: Library users' trend from 2014/2015 to 2019/2020 academic year

3.6 ICT Services

The rapid development in the deployment and use of Information Communication Technology (ICT) worldwide have inclusively affected both the pedagogy and administrative approaches of the academia. In this regard, the UDSM is no exception. Several initiatives are being undertaken by the UDSM to ensure that in its Vision 2061, the University keeps pace with the agility in the

integration and use of ICT in its triad of teaching, learning, research and public service provision. Some of these initiatives are as follows:

- i) Creation and maintenance of ICT centres – namely the Centre for Virtual Learning (CVL) and the University Computing Centre (UCC); and
- ii) Development and maintenance of various information systems such as Academic Registration Information System (ARIS), Vote Book, Research repositories and Open Performance Review and Appraisal System (OPRAS).

In a much broader sense, the UDSM's strategy is to embrace ICT as an enabler for and driver of the University's core business. To enhance its competitiveness, the UDSM will require radical improvements to ensure the availability of adequate, modern and well-maintained teaching and learning infrastructure, and facilities as well as financial resources. From the ICT usage perspective, the following sections present some specific initiatives the UDSM taken towards fostering ICT application in teaching and learning (online education), research, and administrative operations during the past six years.

3.6.1 ICT in Teaching and learning

The strategic orientation of the UDSM regarding online education is to optimise its usage depending on available circumstances. In terms of significant initiatives towards online and blended education, the UDSM has made some crucial progress with respect to development of an in-house capacity for and experience with online education intervention. In this regard, the UDSM has established and adequately equipped a full-fledged Centre for Virtual Learning (CVL) www.cvl.udsm.ac.tz

The CVL is a UDSM unit operating within the College of Information and Communication Technologies (CoICT), responsible for the provision of requisite technical support to all University's academic units in the design and delivery of ICT-mediated distance learning programmes. The academics get support in educational technology particularly in instructional multimedia production and training in applying Learning Management Systems (LMS).

The UDSM currently uses the open-source Moodle as a learning management system. Using the in-house capacity provided by the CVL, the UDSM is now offering three postgraduate

programmes fully online: one at the master's level and two at the diploma level. These are: Master of Engineering Management (MEM), Postgraduate Diploma in Engineering management (PGDEM) and Postgraduate Diploma in Education (PGDE). In addition to these internally-managed programmes, the centre also hosts programmes from other universities. In the recent past, the Government of the United Republic of Tanzania and the Government of India signed a Memorandum of Understanding (MoU) to implement the Pan-African e-network Project. Under this project, Indian Universities offer different degree and non-degree programmes to some selected African countries using e-learning technology and video conferencing facilities. The UDSM, through its CVL facility was selected by the Government of Tanzania as the National Tele-Education Centre under this Project. Thus, the UDSM in collaboration with Amity University in India, is co-ordinating and facilitating the following academic programs: *Post-Graduate Diploma in Information Technology (PGD-IT)*, *Post Graduate Diploma in French Language (PGDFL)*, *MBA in International Business (MBA-IB)*, *Master of Finance & Control (MFC)*, *Master of Information Technology (M.Sc.-IT)*, *B.Sc. Information Technology (B.Sc.-IT)*, *Bachelor of Finance & Investment Analysis*, and *Bachelor of Business Administration (BBA)*.

In addition to distance education support, the CVL strives to strengthen the traditional face-to-face teaching and learning experience at the UDSM by helping academic units to digitise their course contents (lecture materials, assignments, references, etc.) and making them available through the learning management system in addition to developing new interactive course contents.

Apart from serving the University, as has been presented here, the excess capacity of the CVL facility provides consultancy services to the public in the use of technology in Education and Multimedia Production including training on related issues. A case in point here is the ongoing project, namely: *Using ICT to Re-tool and Up-skill In-service Science Teachers*. This project is sponsored by the World Bank and aims to upgrade the content knowledge of secondary school teachers in Tanzania on difficult subject topics in Science and Mathematics using multimedia-enhanced content. The pilot project focuses on Science teachers' content knowledge mastery for difficult topics in Mathematics, Physics, Biology, and Chemistry at the O-Level of secondary education- www.retooling.udsm.ac.tz.

The UDSM has another centre apart from CVL, which also provides some online professional development training and expertise through partnership. The University Computing Centre (UCC) www.ucc.co.tz is an authorised Pearson-VUE Testing Centre dedicated to enabling professionals and academics to pursue information technology and project management courses and take certification tests. Some of the on-line examinations conducted at the UCC's Pearson-VUE Testing Centre are Microsoft Certification Examinations, i.e. Microsoft Certified Solutions Associate (MCSA), Microsoft Certified System Engineer (MCSE), Microsoft Certified Database Administrator (MCDA); Cisco Certification Examinations, i.e. Cisco Certified Network Associate (CCNA), Cisco Certified Network Professional (CCNP); Oracle Certification Examinations, i.e. Oracle Certified Associate (OCA); and Information Technology Infrastructure Library v3 ITIL Examinations.

3.6.2 Information Systems Supporting Teaching and Learning – ARIS

The ARIS holds all the information relating to students and their studies at the University of Dar es Salaam. Specifically, ARIS allows Staff and Students of the UDSM to manage their management tasks online. Here is an example of what ARIS can do:

For Students:

- Register for Courses online
- View Course Progress and Results

For Teaching Staff:

- View list of Students per Course
- Publish Course Results
- Track Students' Progress

Other:

- Accommodation Management
- Payment Management
- Degree Configuration
- Postgraduate Online Application service
- Time table system and other web-based systems like *dLab* and library information system (AdLib)

3.6.3 Information Systems Supporting Research

Some of the systems are the Research Repository of the University of Dar es Salaam, which is an online/digital collection of research and publications from the UDSM. It serves the self-archive function for published work of UDSM's staff in various publication media worldwide. The Research Repository collects, preserves and avails publications and conference papers, journals, books and other outputs created by the UDSM's researchers. Researchers can upload their curriculum Vitae while simultaneously updating their profiles. Participation in the UDSM's Research Repository helps to ensure that publications are more visible and highly cited. Moreover, the research information management system continues being developed for enhanced performance.

Other information systems which support research are as follows:

- UDSM Journal System, a hosting media for UDSM approved journals owned by various UDSM units;
- Research Projects Registration System, which the UDSM's staff use to register their research projects; and
- Consultancy Registration System, which the UDSM's staff use to register their consultancy projects.

Apart from these information systems, the UDSM through the University of Dar es Salaam Library subscribes to various well-known international Journals and/or e-resources. Some of these are the following:

- Ebscohost
- Wiley Online Library
- Nature - Science and Education
- Emerald Insight
- Tylor & Francis Online
- Springer Link

For open access the following e-resources are available:

- Research4Life
- JSTOR
- IMF Library

For plagiarism checking in publications, UDSM has subscribed to Turnitin Anti-plagiarism software www.turnitin.com

3.6.4 Information Systems Supporting Management and Administration

Apart from the services related to the core functions of the University, that is, teaching, research, and public service, which have received considerable ICT support, the supporting functions and related services at the UDSM, which have received a considerable degree of automation, include Accounting and Financial Management, Payroll, Human Resource, Stock Control and equipment/asset management which are all automated and integrated in a single database—the Votebook system.

Votebook is an in-house developed piece of software, which has been in use for supporting services since 2009, when the UDSM deregistered from and abandoned the use of Scala system, a proprietary Financial Management Information System.

The University also uses an online Open Performance Review and Appraisal System (OPRAS), for staff performance assessments and appraisal in line with the country's Civil Service Establishment.

3.6.5 ICT Infrastructure Capacity

Currently, the UDSM has two Internet links, one through the SEACOM Company with a capacity of Synchronous Transport Module-level one (STM1) i.e., 155Mbps; and another through the Tanzania Education and Research Network (TERNET) Consortium with a capacity of 150Mbps. Hence the total capacity of the internet link is 305Mbps.

3.7 Consultancy and Services

Conducting consultancy is one of the major functions of the University of Dar es Salaam. In this regard, the University conducts consultancy services in order to ensure that its expertise benefits the community and serves as a means for the University's income generation. Through the Directorate of Public Services, the University ensures that consultancy services are offered to the community with the highest level of professionalism, ethical considerations and integrity. In this regard, the University has policy and regulations in place to guide the conduct of consultancy services. Moreover, every consultancy work is registered in the Consultancy Management System for easy monitoring.

3.7.1 Consultancy Projects and Value

The number of consultancy projects registered has increased from 85 in 2014/2015 to 145 projects in the 2019/2020 academic year, as Figure 42 illustrates. Similarly, the value of consultancy projects has increased from TZS 4.17 billion in 2014/2015 to TZS 15.11 billion in the 2019/2020 academic year as Figure 43 further indicates. The increase in the volume and value of the UDSM's consultancy projects may be attributable to increased internal controls of consultancy projects such as the introduction of the online Consultancy Management System and increased community trust in the UDSM. Detailed data on the consultancy value is presented in Table B89 in Appendix B.

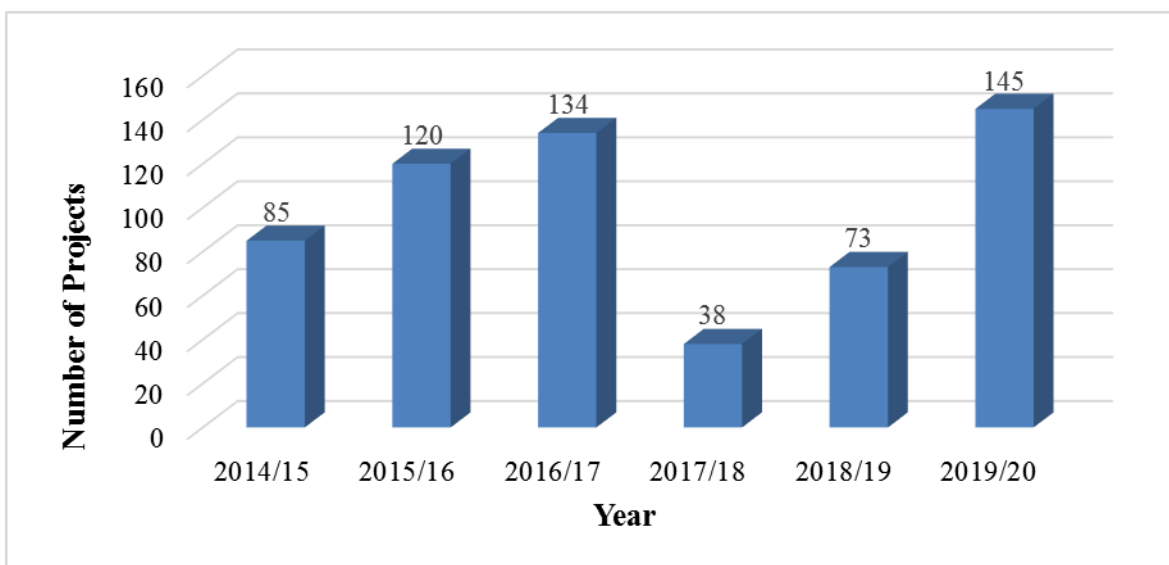


Figure 42: UDSM MJNM Campus consultancy projects

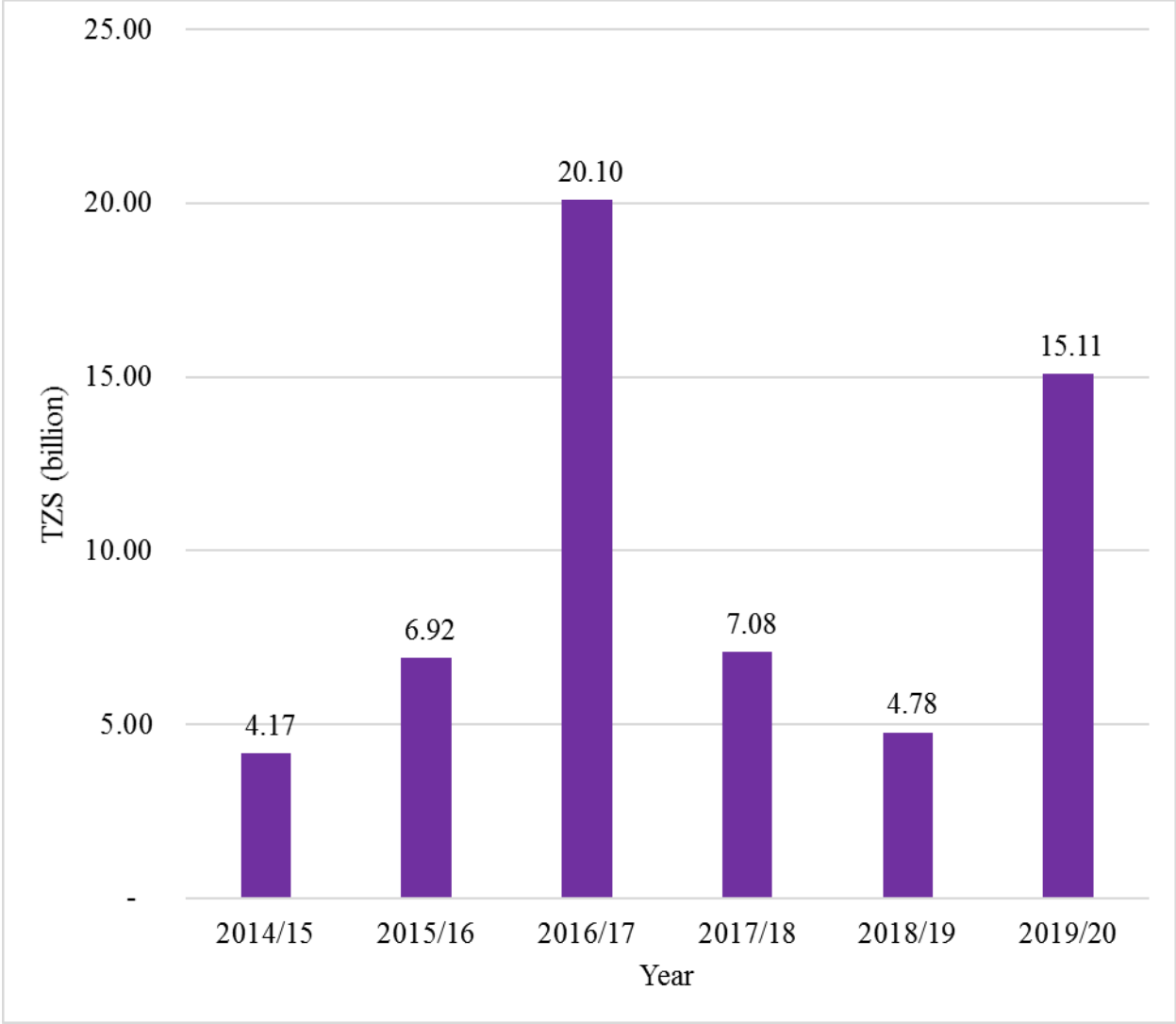


Figure 43: UDSM MJNM Campus consultancy value

4 FINANCIAL RESOURCES AND STUDENTS ACCOMMODATION

4.1 Budget Performance

One of the pillars that would enable the University to realise its Vision 2061 is the availability and sustainability of resources. Annual budgets that are endorsed by the University Council (for UDSM MJMN Campus), the respective College Boards (for DUCE and MUCE) and submitted to the Government for final approval cover costs for personnel emoluments, capital development, and other operating costs. In the recent years, the Government has been approving only around 66 – 98 percent of the Council/College Board budgets request, and the average actual receipts have been up to 84 percent of the Government approved budget (see Figure 44). In the 2018/2019 fiscal year, the Government paid all the long overdue salary and other benefits arrears, thus making an overshoot of the Government-approved against Council requested budget to 103 percent as Figure 44 illustrates. The Government has also been supporting full Personnel Emolument budget and partial capital development budget for the construction of the halls of residence, office buildings, lecture theatres, and rehabilitation of various infrastructures whenever funds are available. To appreciate the Government’s support, the University has been allocating 60 percent of its internal revenue for operational activities and the remaining 40 percent to supporting the rehabilitation, expansion of the UDSM’s infrastructure and other development expenditures. In fact, the University continues to implement cost-cutting measures and diversifying income-generating activities as stated in Section 4.3 of the UDSM’s Vision 2061. Figure 45, Figure 46 and Figure 47 depict the financing trend of the UDSM MJMN Campus’ budget, those of the two Constituent Colleges’ budgets, and the actual receipts. Details of the UDSM’s financial performances appear in tables C1 - C8 in Appendix C.

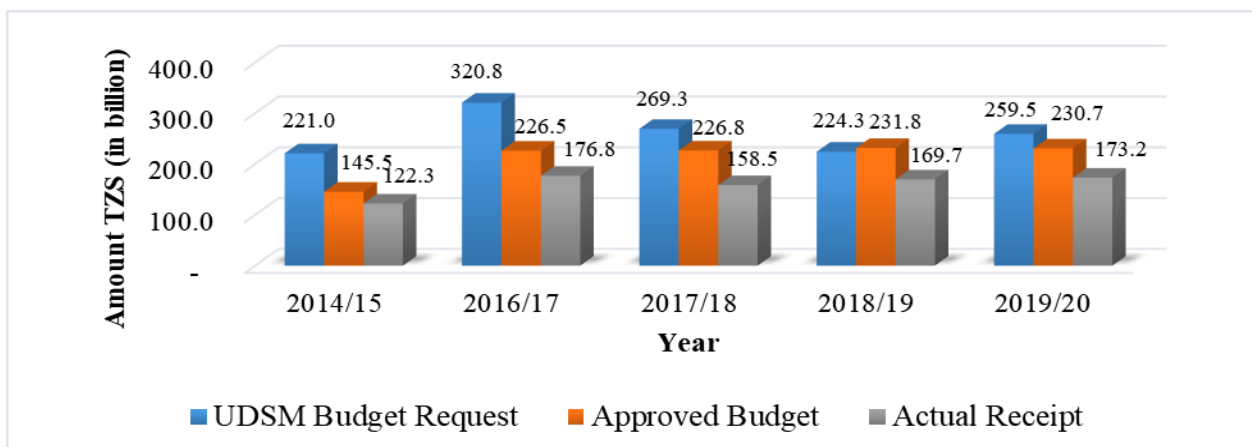


Figure 44: UDSM budget request, Government approved budgets and actual receipt

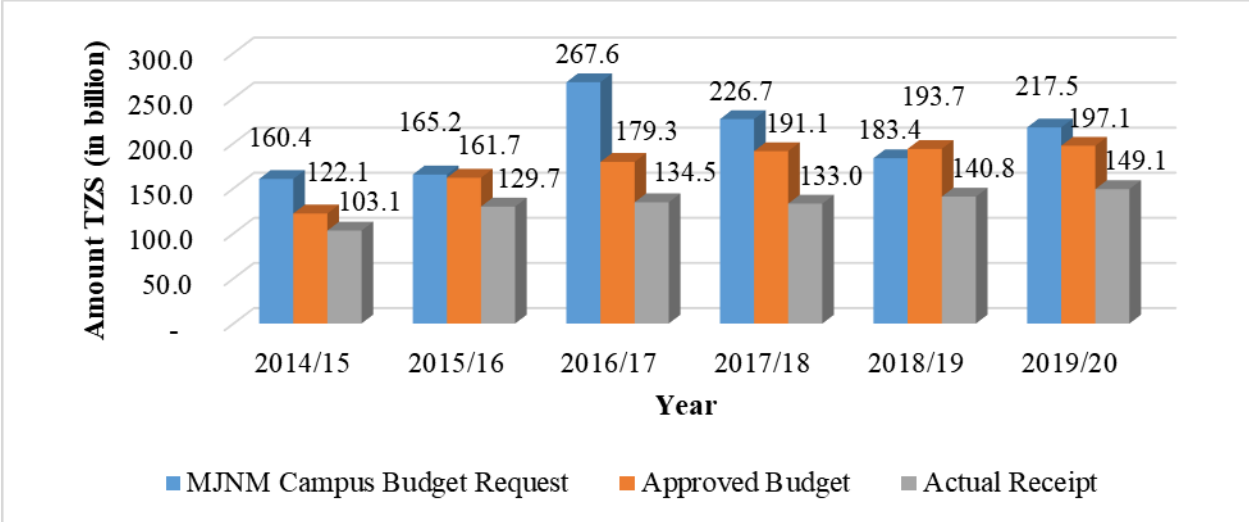


Figure 45: MJNMC Council budget request, Government approved budgets and actual receipt

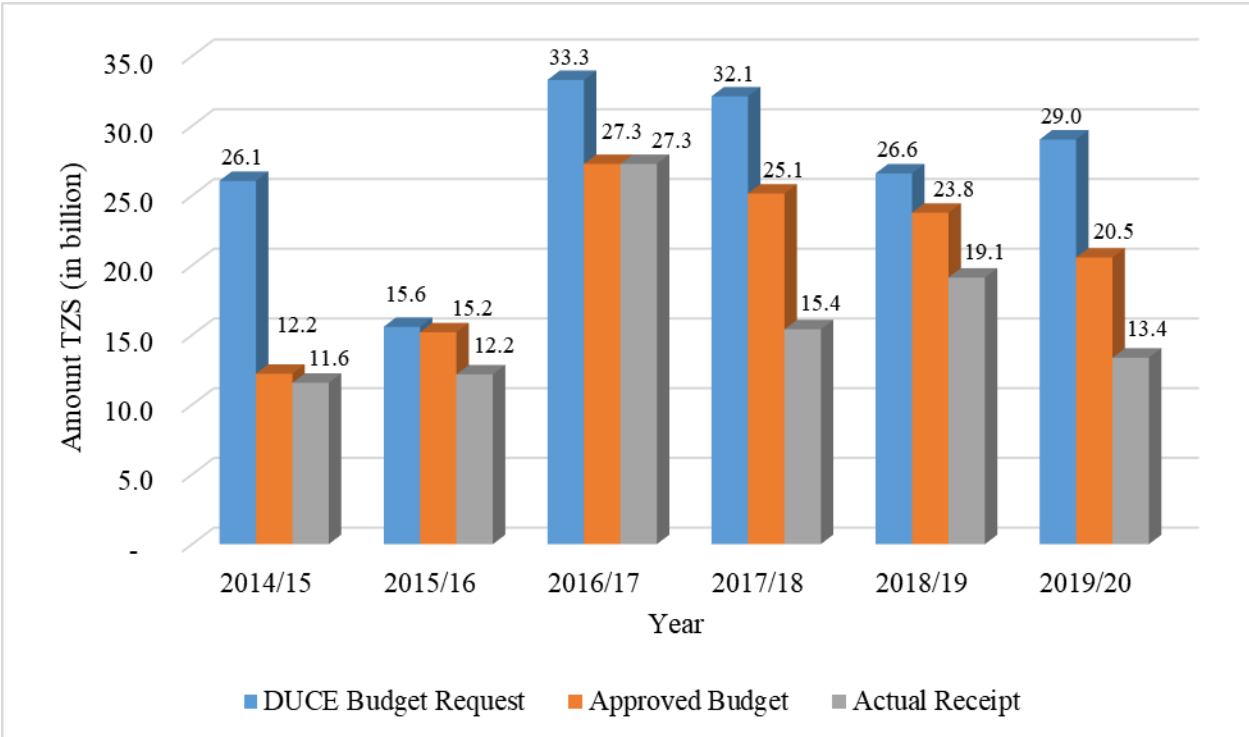


Figure 46: DUCE College Board budget request, Government approved budgets and actual receipts

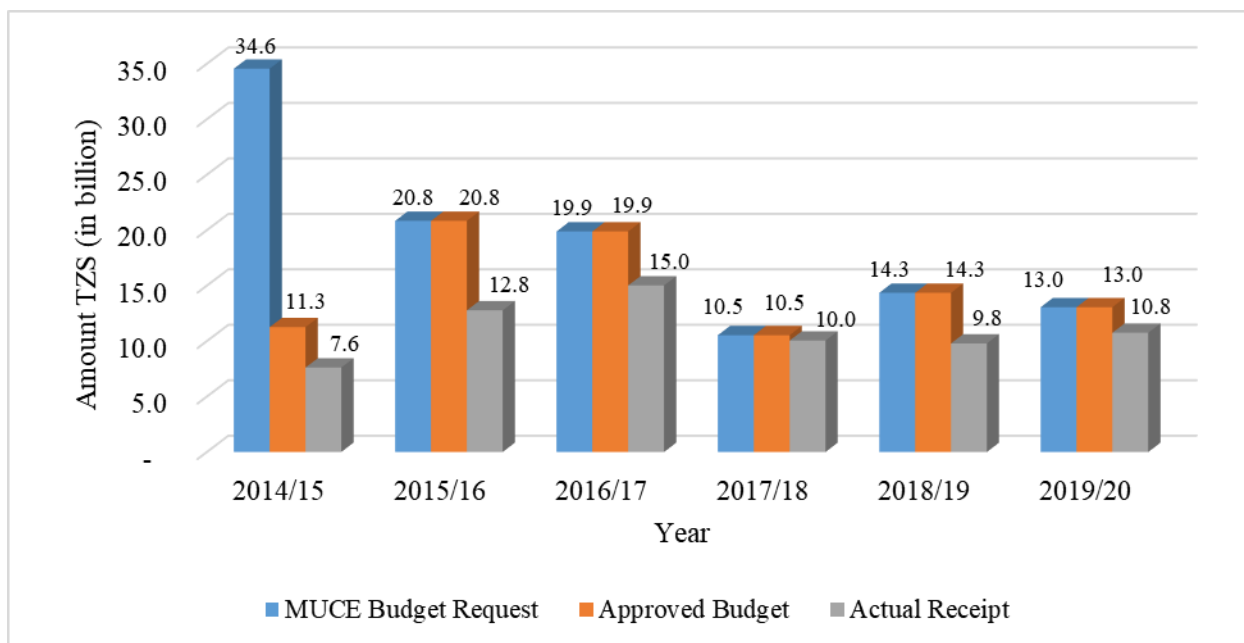


Figure 47: MUCE College Board budget request, Government approved budgets and actual receipts

4.1.1 Internally-generated Income

Figure 48, Figure 49 and Figure 50 detail the income generated per annum at the MJNM Campus, DUCE and MUCE, respectively from 2014/2015 to the 2019/2020 academic year.

Internally-generated income for the MJNM Campus has increased by 47 percent from TZS 32.69 billion in 2017/2018 to TZS 48.04 billion in the 2019/2020 academic year as indicated in Figure 48. The increase in internally-generated income is attributable to the rise in the number of admitted students and strengthening of revenue collection measures.

Internally-generated revenue for MUCE has increased by 24 percent from TZS 5.9 billion in 2017/2018 to TZS 7.3 billion in the 2019/2020 academic year as Figure 50 illustrates. The increase in the amount of internally-generated funds is attributable to the same reasons outlined above.

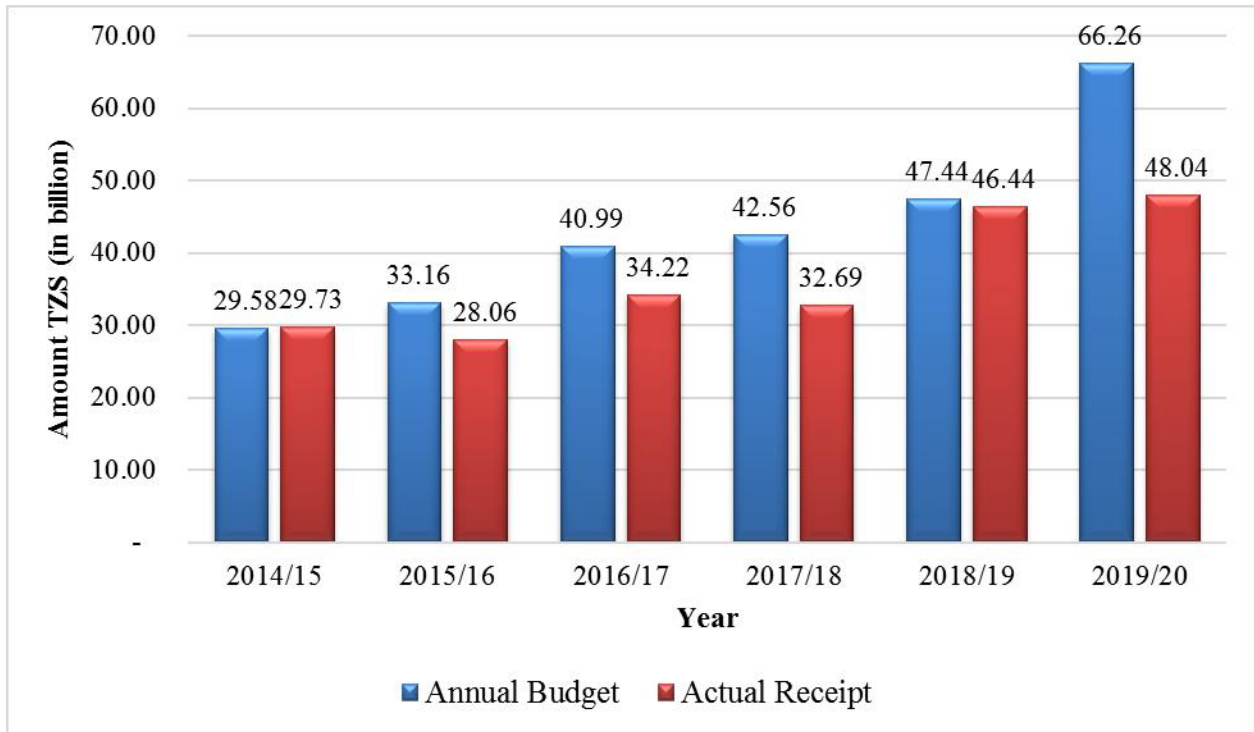


Figure 48: MJNM Campus' internal income budget and receipt

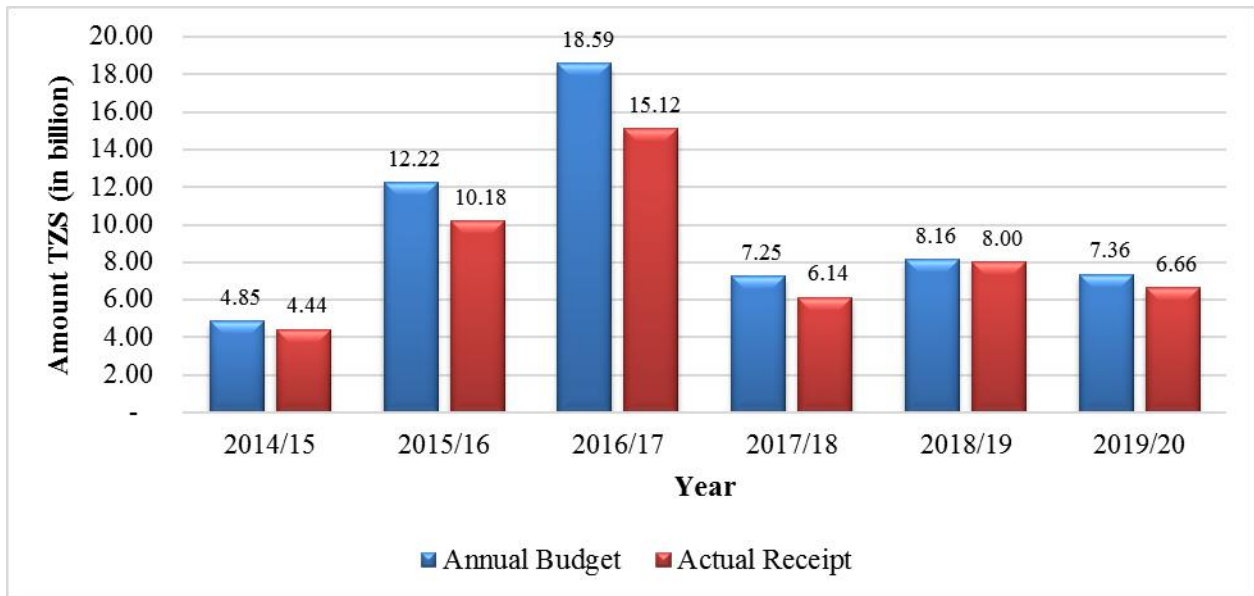


Figure 49: DUCE's internal income budget and receipt

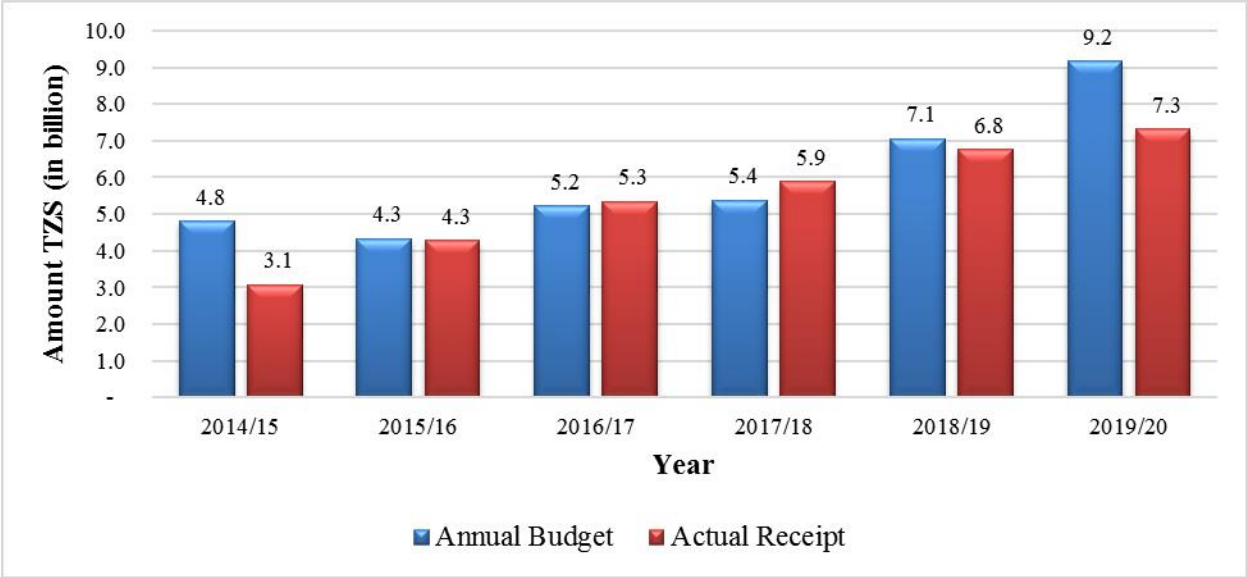


Figure 50: MUCE’s internal income budget and receipt

4.1.2 Students' Accommodation Facilities

University students have a free choice to stay in University hostels or rent accommodation in private hostels, residential houses or apartments located in the neighbourhood. With 38,649 students' enrolment for the 2019/2020 academic year, the University accommodation capacity available is to cater for only 35 percent of the population. The University recognises that the type of accommodation at the disposal of its students affects the overall learning process and, eventually, the quality of graduates. The prevailing accommodation status places unavoidable need to rehabilitate the halls of residences currently available in addition to developing more facilities in the spirit of further enhancing the quality of learning. Table C9 in Appendix C provides the 2019/2020 academic year enrolment figures, installed capacity for students' accommodation and actual occupancy. Details of accommodation at the MJNM Campus and the two constituent colleges of DUCE and MUCE are presented in tables C10 to C12 in Appendix C.

5 CONCLUSION

The *Facts and Figures Report* contains information, which will serve a multi-pronged purpose for the University as well as its diverse stakeholders and publics. The report presents a composite picture of the University of Dar es Salaam from 2014/2015 to the 2019/2020 academic year regarding programmes on offer and students' profiles, staff profiles, research and publications, library services, ICT services, consultancy services, financial resources and students' accommodation. Such an array of data can help the University in decision-making in respect of any arising challenges and prioritisation of tackling these challenges based on available resources, innovation and the University's time-tested expertise. The report further provides a synopsis of the extent to which the University has been implementing its core functions with respect to the UDSM's Vision 2061 and its multi-faceted strategic plans congruent with its status as a comprehensive University in Tanzania, Africa and the world.

6 APPENDICES

6.1 Appendix A: Tables for UDSM's Offered Programmes and Student Profiles

6.1.1 Programmes Offered by UDSM

Table A1: Number of Programmes Offered by UDSM, 2019 /2020

| Unit | Certificate s | Diploma | Bachelors | PG Diploma | Master s | PhD | Total |
|--------------|------------------|-----------|------------|---------------|-------------|-----------|------------|
| CoAF | | | 6 | | 8 | 8 | 22 |
| CoET | | | 13 | 6 | 28 | 14 | 61 |
| CoHU | 2 | 1 | 18 | | 18 | 11 | 50 |
| CoICT | 1 | 1 | 7 | 2 | 11 | 6 | 28 |
| CoNAS | | | 19 | 1 | 19 | 13 | 52 |
| CoSS | | | 11 | | 24 | 13 | 48 |
| UDBS | | | 7 | | 6 | 2 | 15 |
| UDSoL | 1 | | 2 | 2 | 11 | 1 | 17 |
| SoED | | | 5 | 1 | 7 | 2 | 15 |
| SJMC | 1 | 1 | 3 | 1 | 2 | 1 | 9 |
| UDSM-MCHAS | | | 1 | | | | 1 |
| UDSM-MRI | 12 | 6 | | | | | 18 |
| IDS | | | 1 | | 3 | 1 | 5 |
| IKS | | | 1 | | 2 | 2 | 5 |
| IMS | | | 1 | | 3 | 2 | 6 |
| IRA/CCCS | | | | | 4 | 3 | 7 |
| CI-UDSM | | 1 | | | | | 1 |
| DUCE | | | 4 | 1 | 6 | | 11 |
| MUCE | | | 5 | 1 | 5 | | 11 |
| Total | 17 | 10 | 104 | 15 | 157 | 79 | 382 |

Source: DUS and DPGS Offices

6.1.2 Details of the Programmes Offered by UDSM for the 2019/2020 Academic Year

6.1.2.1 Undergraduate Programmes

6.1.2.1.1 Certificate Programmes

College of Humanities (CoHU)

1. Certificate in Heritage Management and Tour Guidance
2. Certificate in Sign Language Interpretation

College of Information and Communication Technologies (CoICT)

1. Certificate in Computer Science

School of Journalism and Mass Communication (SJMC)

1. Certificate in Journalism

UDSM School of Law (UDSoL)

1. Certificate in Law

University of Dar Es Salaam Mineral Resources Institute (UDSM - MRI)

1. Basic Technician Certificate in Mining Engineering
2. Technician Certificate in Mining Engineering
3. Basic Technician Certificate in Mineral Processing Engineering
4. Technician Certificate in Mineral Processing Engineering
5. Basic Technician Certificate in Environmental Engineering and Management in Mines
6. Technician Certificate in Environmental Engineering and Management in Mines
7. Basic Technician Certificate in Geology and Mineral Exploration
8. Technician Certificate in Geology and Mineral Exploration
9. Basic Technician Certificate in Petroleum Geosciences
10. Technician Certificate in Petroleum Geosciences
11. Basic Technician Certificate in Land and Mine Surveying
12. Technician Certificate in Land and Mine Surveying

6.1.2.1.2 Diploma Programmes**College of Humanities (CoHU)**

1. Diploma in Culture Heritage Management and Tour Guidance

Confucius Institute at the University of Dar es Salaam (CI – UDSM)

1. Diploma in Chinese Language

College of Information and Communication Technologies (CoICT)

1. Diploma in Computer Science

School of Journalism and Mass Communication (SJMC)

1. Diploma in Journalism

University of Dar Es Salaam Mineral Resources Institute (UDSM - MRI)

1. Diploma in Geology and Mineral Exploration
2. Diploma in Petroleum Geosciences
3. Diploma in Mining Engineering
4. Diploma in Mineral Processing Engineering
5. Diploma in Environmental Engineering and Management in Mines
6. Diploma in Land and Mine Surveying

6.1.2.1.3 Bachelor's Degree Programmes

College of Agricultural Sciences and Fisheries Technology (CoAF)

1. Bachelor of Science in Aquatic Sciences and Fisheries
2. Bachelor of Science in Beekeeping Science and Technology
3. Bachelor of Science in Crop Science and Technology
4. Bachelor of Science in Agricultural and Natural Resources Economics and Business
5. Bachelor of Science in Agricultural Engineering and Mechanisation
6. Bachelor of Science in Food Science and Technology

College of Engineering and Technology (CoET)

1. Bachelor of Science in Chemical and Process Engineering
2. Bachelor of Science in Electrical Engineering
3. Bachelor of Science in Mining Engineering
4. Bachelor of Science in Textile Engineering
5. Bachelor of Science in Textile Design and Technology
6. Bachelor of Science in Mechanical Engineering
7. Bachelor of Science in Industrial Engineering
8. Bachelor of Science in Metallurgy and Mineral Processing Engineering
9. Bachelor of Science in Civil Engineering
10. Bachelor of Science in Petroleum Engineering
11. Bachelor of Architecture
12. Bachelor of Science in Quantity Surveying
13. Bachelor of Science in Geomatics

UDSM-Mbeya College of Health and Allied Sciences (UDSM-MCHAS)

1. Doctor of Medicine

College of Humanities (CoHU)

1. Bachelor of Arts in Archaeology
2. Bachelor of Arts in Archaeology and History
3. Bachelor of Arts in Heritage Management
4. Bachelor of Arts in History
5. Bachelor of Arts in Language Studies
6. Bachelor of Arts in Literature
7. Bachelor of Arts with Education
8. Bachelor of Arts in History and Political Science
9. Bachelor of Arts in Philosophy and Ethics
10. Bachelor of Arts in Art and Design
11. Bachelor of Arts in Film and Television Studies
12. Bachelor of Arts in Music
13. Bachelor of Arts in Theatre Arts
14. Bachelor of Arts in Archaeology and Geography
15. Bachelor of Arts in Diplomatic and Military History
16. Bachelor of Arts with Education (Chinese and English)

17. Bachelor of Arts in Communication Studies
18. Bachelor of Arts in Cultural Heritage Management and Tourism

College of Information and Communication Technology (CoICT)

1. Bachelor of Science in Computer Science
2. Bachelor of Science with Computer Science
3. Bachelor of Science in Business Information Technology
4. Bachelor of Science in Electronics Science and Communication
5. Bachelor of Science in Computer Engineering and Information Technology
6. Bachelor of Science in Telecommunications Engineering
7. Bachelor of Science in Electronics Engineering

College of Natural and Applied Sciences (CoNAS)

1. Bachelor of Science in Actuarial Sciences
2. Bachelor of Science in Applied Zoology
3. Bachelor of Science in Botanical Sciences
4. Bachelor of Science in Chemistry
5. Bachelor of Science in Engineering Geology
6. Bachelor of Science in Geology
7. Bachelor of Science in Microbiology
8. Bachelor of Science in Molecular Biology and Biotechnology
9. Bachelor of Science in Wildlife Science and Conservation
10. Bachelor of Science with Education
11. Bachelor of Science with Geology
12. Bachelor of Science in Petroleum Geology
13. Bachelor of Science in Petroleum Chemistry
14. Bachelor of Science in Meteorology
15. Bachelor of Science in Mathematics and Statistics
16. Bachelor of Science in Geophysics
17. Bachelor of Science in Geology and Geothermal Energy
18. Bachelor of Science in Physics and Chemistry
19. Bachelor of Science in Applied Microbiology and Chemistry

College of Social Sciences (CoSS)

1. Bachelor of Arts in Economics
2. Bachelor of Arts in Geography and Environmental Studies
3. Bachelor of Arts in Political Science and Public Administration
4. Bachelor of Arts in Sociology
5. Bachelor of Arts in Statistics
6. Bachelor of Arts in Economics and Statistics
7. Bachelor of Arts in Library Information Studies
8. Bachelor of Social Work
9. Bachelor of Arts in Psychology
10. Bachelor of Arts in Anthropology
11. Bachelor of Arts with Education

University of Dar es Salaam Business School (UDBS)

1. Bachelor of Commerce in Accounting
2. Bachelor of Commerce in Banking and Financial Services
3. Bachelor of Commerce in Finance
4. Bachelor of Commerce in Human Resource Management
5. Bachelor of Commerce in Marketing
6. Bachelor of Commerce in Tourism and Management
7. Bachelor of Business Administration (Evening Mode)

University of Dar es Salaam School of Law (UDSoL)

1. Bachelor of Arts in Law Enforcement
2. Bachelor of Laws

School of Education (SoED)

1. Bachelor of Education in Adult and Community Education
2. Bachelor of Education in Commerce
3. Bachelor of Education in Early Childhood Education
4. Bachelor of Education in Physical Education and Sports Sciences
5. Bachelor of Education in Psychology

School of Journalism and Mass Communication (SJMC)

1. Bachelor of Arts in Journalism
2. Bachelor of Arts in Mass Communication
3. Bachelor of Arts in Public Relations and Advertising

Institute of Development Studies (IDS)

1. Bachelor of Arts in Development Studies

Institute of Kiswahili Studies (IKS)

1. Bachelor of Arts in Kiswahili

Institute of Marine Sciences (IMS)

1. Bachelor of Science in Marine Sciences

Dar es Salaam University College of Education (DUCE)

1. Bachelor of Education in Arts
2. Bachelor of Education in Science
3. Bachelor of Arts with Education
4. Bachelor of Science with Education

Mkwawa University College of Education (MUCE)

1. Bachelor of Education in Arts
2. Bachelor of Education in Science

3. [MUCE] Bachelor of Arts with Education
4. [MUCE] Bachelor of Science with Education
5. [MUCE] Bachelor of Science in Chemistry

6.1.2.2 Postgraduate programmes

6.1.2.2.1 Postgraduate Diploma Programmes

College of Engineering and Technology (CoET)

1. Postgraduate Diploma in Chemical and Process Engineering
2. Postgraduate Diploma in Civil Engineering
3. Postgraduate Diploma in Electrical Power Engineering
4. Postgraduate Diploma in Engineering Management
5. Postgraduate Diploma in Environmental Engineering
6. Postgraduate Diploma in Mechanical Engineering

College of Information and Communication Technologies (CoICT)

1. Postgraduate Diploma in Electronics Engineering and Information Technology
2. Postgraduate Diploma in Telecommunications Engineering

College of Natural and Applied Sciences (CoNAS)

1. Postgraduate Diploma in Meteorology

University of Dar es Salaam School of Law (UDSoL)

1. Postgraduate Diploma in Law (PGDL)
2. Specialized Postgraduate Diploma in Law (SPGDL)

University of Dar es Salaam School of Education (SoED)

1. Postgraduate Diploma in Education (PGDE)

School of Journalism and Mass Communication (SJMC)

1. Postgraduate Diploma in Mass Communication

Dar es Salaam University College of Education (DUCE)

1. Postgraduate Diploma in Education (PGDE)

Mkwawa University College of Education (MUCE)

1. Postgraduate Diploma in Education (PGDE)

6.1.2.2.2 Master's Degree Programmes

College of Agricultural Sciences and Fisheries Technology (CoAF)

1. Master of Science in Aquatic Sciences (Thesis)
2. Master of Science in Food Science and Technology (Thesis)
3. Master of Science in Beekeeping Science and Technology (Thesis)
4. Master of Science in Crop Science and Technology (Thesis)
5. Master of Science in Agricultural Economics and Business (Thesis)
6. Master of Science in Agricultural Engineering (Thesis)
7. Master of Science in Integrated Food Security (Coursework and Dissertation)
8. Master of Science in Fisheries and Aquaculture (Coursework and Dissertation)

College of Engineering and Technology (CoET)

1. Master of Engineering Management, (Coursework and Dissertation)
2. Master of Integrated Sanitation Management, (Coursework and Dissertation)
3. Master of Integrated Water Resources Management, (Thesis)
4. Master of Integrated Water Resources Management, (Coursework and Dissertation)
5. Master of Science in Chemical Engineering, (Thesis)
6. Master of Science in Construction Management, (Thesis)
7. Master of Science in Construction Management, (Coursework and Dissertation)
8. Master of Science in Electrical Engineering, (Thesis)
9. Master of Science in Energy Engineering, (Thesis)
10. Master of Science in Energy Engineering, (Coursework and Dissertation)
11. Master of Science in Highway Engineering, (Coursework and Dissertation)
12. Master of Science in in Civil Engineering, (Thesis)
13. Master of Science in Integrated Environmental Management (Coursework and Dissertation)
14. Master of Science in Integrated Sanitation Management, (Thesis)
15. Master of Science in Mining Engineering (Mineral Economics) (Thesis)
16. Master of Science in Oil and Gas Engineering (Coursework and Dissertation)
17. Master of Science in Petroleum Engineering (Course work and Dissertation)
18. Master of Science in Power Electronics and Electrical Drives, (Coursework and Dissertation)
19. Master of Science in Power Systems and High Voltages, (Coursework and Dissertation)
20. Master of Science in Production Engineering, (Thesis)
21. Master of Science in Production Engineering, (Coursework and Dissertation)
22. Master of Science in Renewable Energy, (Thesis)
23. Master of Science in Renewable Energy, (Coursework and Dissertation)
24. Master of Science in Structural Engineering, (Thesis)
25. Master of Science in Structural Engineering, (Coursework and Dissertation)
26. Master of Science in Transportation Engineering, (Thesis)
27. Master of Science in Water Resources Engineering, Thesis)
28. Master of Science in Water Resources Engineering, (Coursework and Dissertation)

College of Humanities (CoHU)

1. Master of Arts in History (Course work and Dissertation)
2. Master of Arts in History (Thesis)
3. Master of Arts in Archaeology (Course work and Dissertation)
4. Master of Arts in Archaeology (Thesis)
5. Master of Arts in Heritage Management (Course work and Dissertation)
6. Master of Arts in Heritage Management (Thesis)
7. Master of Arts in Fine Arts (Course work and Dissertation)
8. Master of Arts in Fine Arts (Thesis)
9. Master of Arts in Music (Course work and Dissertation)
10. Master of Arts in Music (Thesis)
11. Master of Arts in Theatre (Course work and Dissertation)
12. Master of Arts in Theatre (Thesis)
13. Master of Arts in Linguistics (Course work and Dissertation)
14. Master of Arts in Linguistics (Thesis)
15. Master of Arts in Literature (Course work and Dissertation)
16. Master of Arts in Literature (by thesis)
17. Master of Arts in Ethics of Governance and Public Service (Course work and Dissertation)
18. Master of Arts in Ethics of Governance and Public Service (Thesis)

College of Information and Communication Technologies (CoICT)

1. Master of Science in Computer Science (Coursework and Dissertation)
2. Master of Science in Computer Science (Thesis)
3. Master of Science in Electronics Science and Communication (Coursework and Dissertation)
4. Master of Science in Electronics Science and Communication (Thesis)
5. Master of Science in Health Informatics (Coursework and Dissertation - Evening)
6. Master of Science in Electronics Engineering and Information Technology (Coursework and Dissertation)
7. Master of Science in Telecommunications Engineering (Coursework and Dissertation - Evening)
8. Master of Science in Information Systems Management (Coursework and Dissertation)
9. Master of Science in Information Systems Management (Thesis)
10. Master of Science in Computer and IT Systems Engineering (Coursework and Dissertation)
11. Master of Science in Data Science (Coursework and Dissertation)

College of Natural and Applied Sciences (CoNAS)

1. Master of Science in Chemistry (Coursework and Dissertation)
2. Master of Science in Biochemistry (Coursework and Dissertation)
3. Master of Science in Applied Botany (Coursework and Dissertation)
4. Master of Science in Physics (Coursework and Dissertation)

5. Master of Science with Education (Coursework and Dissertation)
6. Master of Science in Mathematical Modelling (Coursework and Dissertation)
7. Master of Science in Mathematics (Coursework and Dissertation)
8. Master of Science in Biodiversity Conservation (Coursework and Dissertation)
9. Master of Science in Applied Zoology (Coursework and Dissertation)
10. Master of Science in Applied Zoology (Thesis)
11. Master of Science in Wildlife Ecology (Thesis)
12. Master of Science in Petroleum Geology (Coursework and Dissertation)
13. Master of Science in Geology (Thesis)
14. Master of Science in Biotechnology (Thesis)
15. Master of Science in Microbiology (Thesis)
16. Master of Science in Molecular Biology (Thesis)
17. Master of Science in Molecular Biology and Biotechnology (Thesis)
18. Master of Science in Chemistry (Thesis)
19. Master of Science in Physics (Thesis)

College of Social Sciences (CoSS)

1. Master of Arts in Geography and Environmental Management (Coursework and Dissertation)
2. Master of Arts in Geography and Environmental Management (Thesis)
3. Master of Arts in Political Science (Coursework and Dissertation)
4. Master of Arts in Political Science (Thesis)
5. Master of Arts in Public Administration (Coursework and Dissertation)
6. Master of Arts in Public Administration (Thesis)
7. Master of Arts in Strategic and Peace Studies (Coursework and Dissertation)
8. Master of Science in Statistics (Coursework and Dissertation)
9. Master of Science in Statistics (Thesis)
10. Master of Arts in Sociology (Coursework and Dissertation)
11. Master of Arts in Sociology (Thesis)
12. Master of Arts in Demography (Coursework and Dissertation)
13. Master of Arts in Demography (Thesis)
14. Master of Arts in Economics (Coursework and Dissertation)
15. Master of Arts in Economics (Thesis)
16. Master of Arts in Information Studies (Coursework and Dissertation)
17. Master of Arts in Information Studies (Thesis)
18. Master of Arts in Project Planning and Management (Coursework and Dissertation)
19. Master of Arts in Applied Economics (Coursework and Dissertation)
20. Master of Research and Public Policy (Coursework and Dissertation)
21. Master of Public Health (Coursework and Dissertation)
22. Master of Science in Geographical Information Systems (Coursework and Dissertation)
23. Master of Arts in Records and Archives Management Programme (Coursework and Dissertation)
24. Master of Arts in Records and Archives Management Programme (Thesis)

University of Dar es Salaam Business School (UDBS)

1. Master of Business Administration
2. Master of International Trade
3. Master in Entrepreneurship and Enterprise Development
4. Master of Science in International Transport and Logistics
5. Master of International Business
6. Master of Finance and Accounting in Oil and Gas

University of Dar es Salaam School of Law (UDSoL)

1. Master of Laws (LLM) (Coursework and Dissertation)
2. Master of Laws (LLM) (Thesis)
3. Master of Arts in Revenue Law and Administration
4. Master of Laws in Corporate and Commercial Law
5. Master of Laws in Taxation
6. Master of Migration and Refugee Law
7. Master of Laws in Procedural Law and International Legal Practice
8. Master of Laws in Intellectual Property Law
9. Master of Intellectual Property
10. Master of Laws in Regional Integration and East African Community Law
11. Master of Laws in Oil and Gas Law

University of Dar es Salaam School of Education (SoED)

1. Master of Arts in Education (Coursework and Dissertation)
2. Master of Arts in Education (Thesis)
3. Master of Education in Applied Social Psychology (Coursework and Dissertation)
4. Master of Education in Science Education (Med Science Education) (Coursework and Dissertation)
5. Master of Educational Management and Administration (Coursework and Dissertation)
6. Master of Education in Language Education (Coursework and Dissertation)
7. Master of Education in Physical Education and Sport Sciences (Coursework and Dissertation)

School of Journalism and Mass Communication (SJMC)

1. Master of Arts in Mass Communication (Coursework and Dissertation)
2. Master of Arts in Mass Communication (Thesis)

Institute of Development Studies

1. Master of Arts in Development Studies (Coursework and Dissertation)
2. Master of Arts in Development Studies (Thesis)
3. Master of Arts in Development Management (Coursework and Dissertation)
4. Master of Arts in Gender Studies (Coursework and Dissertation)

Institute of Kiswahili Studies (IKS)

1. Master of Arts in Kiswahili (Coursework and Dissertation)
2. Master of Arts in Kiswahili (Thesis)

Institute of Marine Sciences (IMS)

1. Master of Science in Marine Sciences (Coursework and Dissertation)
2. Master of Science in Marine Sciences (Thesis)
3. Master of Science in Sustainable Fisheries Management (Coursework and Dissertation)

Institute of Resource Assessment (IRA)

1. Master of Science in Natural Resource Assessment and Management (Coursework and Dissertation)
2. Master of Science in Natural Resource Assessment and Management (Thesis)
3. Master of Science in Climate Change and Sustainable Development (Coursework and Dissertation)
4. Master of Science in Climate Change and Sustainable Development (Thesis)

Dar es Salaam University College of Education (DUCE)

1. [DUCE] Master of Education in Educational Leadership and Policy Studies (Coursework and Dissertation)
2. [DUCE] Master of Education in Educational Leadership (Coursework and Dissertation)
3. [DUCE] Master of Education in Curriculum Studies (Coursework and Dissertation)
4. [DUCE] Master of Arts with Education (Coursework and Dissertation)
5. [DUCE] Master of Science with Education (Coursework and Dissertation)
6. [DUCE] Master of Arts in Public Administration (Coursework and Dissertation)

Mkwawa University College of Education (MUCE)

1. [MUCE] Master of Science with Education (Coursework and Dissertation)
2. [MUCE] Master of Arts with Education (Coursework and Dissertation)
3. [MUCE] Master of Science in Applied Zoology (Thesis)
4. [MUCE] Master of Science in Applied Botany (Thesis)
5. [MUCE] Master of Science in in Mathematical Modelling

6.1.2.2.3 PhD Programmes**College of Agricultural Sciences and Fisheries Technology (CoAF)**

1. Doctor of Philosophy (PhD) in Aquatic Sciences (Thesis)
2. Doctor of Philosophy (PhD) in Food Science and Technology (Thesis)
3. Doctor of Philosophy (PhD) in Beekeeping Science and Technology (Thesis)
4. Doctor of Philosophy (PhD) in Crop Science and Technology (Thesis)
5. Doctor of Philosophy (PhD) in Agricultural Economics and Business (Thesis)
6. Doctor of Philosophy (PhD) in Agricultural Engineering (Thesis)

7. Doctor of Philosophy (PhD) in Integrated Food Security (Coursework and Dissertation)
8. Doctor of Philosophy (PhD) in Aquatic Sciences (Coursework and Dissertation)

College of Engineering and Technology (CoET)

1. Doctor of Philosophy (PhD) in Chemical Engineering
2. Doctor of Philosophy (PhD) in Civil Engineering
3. Doctor of Philosophy (PhD) in Construction Engineering
4. Doctor of Philosophy (PhD) in Electrical Engineering
5. Doctor of Philosophy (PhD) in Energy Engineering
6. Doctor of Philosophy (PhD) in Engineering Management
7. Doctor of Philosophy (PhD) in Engineering Materials
8. Doctor of Philosophy (PhD) in Geotechnical Engineering
9. Doctor of Philosophy (PhD) in Integrated Sanitation Management
10. Doctor of Philosophy (PhD) in Mechanical Engineering
11. Doctor of Philosophy (PhD) in Renewable Energy
12. Doctor of Philosophy (PhD) in Structural Engineering
13. Doctor of Philosophy (PhD) in Transportation Engineering
14. Doctor of Philosophy (PhD) in Water Resources Engineering

College of Humanities (CoHU)

1. Doctor of Philosophy (PhD) in History
2. Doctor of Philosophy (PhD) in Archaeology
3. Doctor of Philosophy (PhD) in Heritage Management
4. Doctor of Philosophy (PhD) in Fine Arts
5. Doctor of Philosophy (PhD) in Music
6. Doctor of Philosophy (PhD) in Theatre
7. Doctor of Philosophy (PhD) in Linguistics
8. Doctor of Philosophy (PhD) in Literature
9. Doctor of Philosophy (PhD) in Religious Studies
10. Doctor of Philosophy (PhD) in Comparative Religions
11. Doctor of Philosophy (PhD) in Philosophy

College of Information and Communication Technologies (CoICT)

1. Doctor of Philosophy (PhD) in Computer Science (Thesis)
2. Doctor of Philosophy (PhD) in Electronics Science and Communication (Thesis)
3. Doctor of Philosophy (PhD) in Telecommunications Engineering (Thesis)
4. Doctor of Philosophy (PhD) in Electronics Engineering and Information Technology (Thesis)
5. Doctor of Philosophy (PhD) in Computer and IT Systems Engineering (Coursework and Dissertation)
6. Doctor of Philosophy (PhD) in Computer and IT Systems Engineering (Thesis)

College of Natural and Applied Sciences (CoNAS)

1. Doctor of Philosophy (PhD) in Environmental Sciences (Coursework and Dissertation)
2. Doctor of Philosophy (PhD) in Mathematics (Coursework and Dissertation)
3. Doctor of Philosophy (PhD) in Molecular Biosciences (Coursework and Dissertation)
4. Doctor of Philosophy (PhD) in Biotechnology (Thesis)
5. Doctor of Philosophy (PhD) in Microbiology (Thesis)
6. Doctor of Philosophy (PhD) in Molecular Biology (Thesis)
7. Doctor of Philosophy (PhD) in Molecular Biology and Biotechnology (Thesis)
8. Doctor of Philosophy (PhD) in Mathematics (Thesis)
9. Doctor of Philosophy (PhD) in Botany (Thesis)
10. Doctor of Philosophy (PhD) in Chemistry (Thesis)
11. Doctor of Philosophy (PhD) in Geology (Thesis)
12. Doctor of Philosophy (PhD) in Physics (Thesis)
13. Doctor of Philosophy (PhD) in Applied Zoology (Thesis)

College of Social Sciences (CoSS)

1. Doctor of Philosophy (PhD) in Economics (Coursework and Dissertation)
2. Doctor of Philosophy (PhD) in Economics (Thesis)
3. Doctor of Philosophy (PhD) in Political Science (Coursework and Dissertation)
4. Doctor of Philosophy (PhD) in Political Science (Thesis)
5. Doctor of Philosophy (PhD) in Public Administration (Coursework and Dissertation)
6. Doctor of Philosophy (PhD) in Public Administration (Thesis)
7. Doctor of Philosophy (PhD) in Geography (Coursework and Dissertation)
8. Doctor of Philosophy (PhD) in Geography (Thesis)
9. Doctor of Philosophy (PhD) in Sociology (Thesis)
10. Doctor of Philosophy (PhD) in Demography (Thesis)
11. Doctor of Philosophy (PhD) in Information Studies (Thesis)
12. Doctor of Philosophy (PhD) in Records and Archives Management (Thesis)
13. Doctor of Philosophy (PhD) in Statistics (Thesis)

University of Dar es Salaam Business School (UDBS)

1. Doctor of Philosophy (PhD) in Business Administration (Thesis)
2. Doctor of Philosophy (PhD) in Operations Research (Coursework and Dissertation)

University of Dar es Salaam School of Law (UDSoL)

1. Doctor of Philosophy (PhD) in Law (Thesis)

University of Dar es Salaam School of Education (SoED)

1. Doctor of Philosophy (PhD) in Education (Coursework and Dissertation)
2. Doctor of Philosophy (PhD) in Education (Thesis)

School Journalism and Mass Communication (SJMC)

1. Doctor of Philosophy in Journalism and Mass Communication (Thesis)

Institute of Development Studies (IDS)

1. Doctor of Philosophy (PhD) in Development Studies (Thesis)

Institute of Kiswahili Studies (IKS)

1. Doctor of Philosophy (PhD) in Kiswahili (Coursework and Dissertation)
2. Doctor of Philosophy (PhD) in Kiswahili (Thesis)

Institute of Marine Sciences (IMS)

1. Doctor of Philosophy (PhD) in Marine Sciences (Thesis)
2. Doctor of Philosophy (PhD) in Applied Marine Sciences (Coursework and Dissertation)

Institute of Resource Assessment (IRA)

1. Doctor of Philosophy (PhD) in Natural Resource Assessment and Management (Coursework and Dissertation)
2. Doctor of Philosophy (PhD) in Natural Resource Assessment and Management (Thesis)
3. Doctor of Philosophy (PhD) in Climate Change and Sustainable Development (Thesis)

6.1.3 Students' Profiles

Table A2: UDSM First Year Registered Students

| Year | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|---------|-------------|-----|-----|---------|----|-----|------------|-------|--------|-----|-----|-----|----------|-----|-------|-----|-----|-----|-------|-------|---------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| 2014/15 | 325 | 442 | 767 | 57 | 22 | 79 | 4,843 | 2,691 | 7,534 | 65 | 73 | 138 | 936 | 681 | 1,617 | 131 | 68 | 199 | 6,357 | 3,977 | 10,334 |
| 2015/16 | 311 | 113 | 424 | 53 | 6 | 59 | 5,958 | 2,521 | 8,479 | 60 | 100 | 160 | 1,190 | 807 | 1,997 | 223 | 106 | 329 | 7,795 | 3,653 | 11,448 |
| 2016/17 | 220 | 83 | 303 | 43 | 2 | 45 | 5,906 | 3,317 | 9,223 | 76 | 85 | 161 | 1,247 | 836 | 2,083 | 283 | 170 | 453 | 7,775 | 4,493 | 12,268 |
| 2017/18 | 54 | 61 | 115 | 31 | 61 | 92 | 4,682 | 6,780 | 11,462 | 158 | 162 | 320 | 1,185 | 818 | 2,003 | 224 | 199 | 423 | 6,334 | 8,081 | 14,415 |
| 2018/19 | 73 | 108 | 181 | 108 | 47 | 155 | 4,534 | 5,942 | 10,476 | 107 | 33 | 140 | 1,264 | 853 | 2,117 | 212 | 110 | 322 | 6,298 | 7,093 | 13,391 |
| 2019/20 | 137 | 19 | 156 | 192 | 72 | 264 | 6,037 | 5,912 | 11,949 | 127 | 64 | 191 | 1,386 | 972 | 2,358 | 232 | 94 | 326 | 8,111 | 7,133 | 15,244 |

Table A3: UDSM Students' Enrolment by Category and Gender

| Year | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|--------------|---------------|--------------|---------------|---------------|--------------|---------------|---------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| UG | 14,078 | 7,019 | 21,097 | 15,597 | 7,366 | 22,963 | 16,066 | 8,247 | 24,313 | 17,819 | 10,342 | 28,161 | 18,557 | 12,363 | 30,920 | 19,099 | 15,114 | 34,213 |
| PGD | 95 | 160 | 255 | 125 | 173 | 298 | 77 | 85 | 162 | 23 | 46 | 69 | 37 | 85 | 122 | 39 | 90 | 129 |
| Masters | 1,390 | 1,530 | 2,920 | 2,126 | 1,488 | 3,614 | 2377 | 1264 | 3641 | 1,443 | 2,342 | 3,785 | 1,404 | 1,989 | 3,393 | 1,389 | 1,939 | 3,328 |
| PhD | 180 | 86 | 266 | 354 | 174 | 528 | 709 | 300 | 1009 | 309 | 681 | 990 | 323 | 742 | 1,065 | 309 | 670 | 979 |
| Total | 15,743 | 8,795 | 24,538 | 18,202 | 9,201 | 27,403 | 19,229 | 9,896 | 29,125 | 19,594 | 13,411 | 33,005 | 20,321 | 15,179 | 35,500 | 20,836 | 17,813 | 38,649 |
| %F | 36% | | | 34% | | | 34% | | | 41% | | | 43% | | | 46% | | |
| Growth | 14% | | | 12% | | | 6% | | | 13% | | | 8% | | | 9% | | |

Table A4: UDSM Students' Enrolment by Host Unit, Category and Gender

| Year | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|--------------------|---------------|--------------|---------------|---------------|--------------|---------------|---------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| CASS | 3,485 | 2,328 | 5,813 | | | | | | | | | | | | | | | |
| CoHU | | | | 1,983 | 1,036 | 3,019 | 1,839 | 1,028 | 2,867 | 3,047 | 1,739 | 4,786 | 2,462 | 1,922 | 4,384 | 2,858 | 2,766 | 5,624 |
| CoSS | | | | 1,749 | 1,274 | 3,023 | 1,852 | 1,554 | 3,406 | 1,435 | 1,547 | 2,982 | 2,149 | 2,143 | 4,292 | 2,236 | 2,569 | 4,805 |
| CoAF | | | | 264 | 107 | 371 | 383 | 150 | 533 | 568 | 270 | 838 | 623 | 291 | 914 | 748 | 382 | 1,130 |
| CoET | 1,480 | 304 | 1,784 | 1,617 | 347 | 1,964 | 1,737 | 358 | 2,095 | 1,758 | 433 | 2,191 | 1,842 | 490 | 2,332 | 1,773 | 547 | 2,320 |
| CoNAS | 1,324 | 503 | 1,827 | 1,417 | 470 | 1,887 | 1,388 | 491 | 1,879 | 1,398 | 572 | 1,970 | 1,408 | 644 | 2,052 | 1,323 | 691 | 2,014 |
| CoICT | 606 | 183 | 789 | 683 | 193 | 876 | 602 | 169 | 771 | 616 | 182 | 798 | 708 | 204 | 912 | 919 | 257 | 1,176 |
| UDBS | 824 | 706 | 1,530 | 822 | 717 | 1,539 | 768 | 725 | 1,493 | 832 | 846 | 1,678 | 820 | 917 | 1,737 | 894 | 1,146 | 2,040 |
| SoED | 378 | 253 | 631 | 367 | 283 | 650 | 349 | 299 | 648 | 504 | 366 | 870 | 475 | 383 | 858 | 588 | 509 | 1,097 |
| SoHS/MCHAS | | | | 136 | 24 | 160 | 222 | 46 | 268 | 216 | 44 | 260 | 708 | 242 | 950 | 651 | 217 | 868 |
| UDSoL | 356 | 406 | 762 | 383 | 407 | 790 | 385 | 388 | 773 | 388 | 445 | 833 | 388 | 431 | 819 | 350 | 427 | 777 |
| SJMC | 680 | 213 | 893 | 138 | 226 | 364 | 140 | 223 | 363 | 148 | 232 | 380 | 209 | 267 | 476 | 214 | 295 | 509 |
| IDS | | | | 12 | 14 | 26 | 40 | 79 | 119 | 126 | 175 | 301 | 172 | 236 | 408 | 202 | 263 | 465 |
| IKS | | | | | | | 47 | 47 | 94 | 89 | 109 | 198 | 102 | 129 | 231 | 127 | 160 | 287 |
| IMS | | | | | | | | | | | | | | | | 23 | 10 | 33 |
| MJNMC-Total | 9,133 | 4,896 | 14,029 | 9,571 | 5,098 | 14,669 | 9,752 | 5,557 | 15,309 | 11,125 | 6,960 | 18,085 | 12,066 | 8,299 | 20,365 | 12,906 | 10,239 | 23,145 |
| % Female | 35 | | | 35 | | | | | 36 | 38 | | | 41 | | | 44 | | |
| DUCE-Total | 2,616 | 1,262 | 3,878 | 3,212 | 1,383 | 4,595 | 3,408 | 1,649 | 5,057 | 3,437 | 1,844 | 5,281 | 3,072 | 2,082 | 5,154 | 2,907 | 2,286 | 5,193 |
| % Female | 33 | | | 30 | | | | | 33 | 35 | | | 40 | | | 44 | | |
| MUCE-Total | 2,329 | 861 | 3,190 | 2,814 | 885 | 3,699 | 2,906 | 1,041 | 3,947 | 3,205 | 1,470 | 4,675 | 3,419 | 1,982 | 5,401 | 3,286 | 2,589 | 5,875 |
| % Female | 27 | | | 24 | | | | | 26 | 31 | | | 37 | | | 44 | | |
| Total-UG | 14,078 | 7,019 | 21,097 | 15,597 | 7,366 | 22,963 | 16,066 | 8,247 | 24,313 | 17,767 | 10,274 | 28,041 | 18,557 | 12,363 | 30,920 | 19,099 | 15,114 | 34,213 |
| PG Diploma | 95 | 160 | 255 | 125 | 173 | 298 | 77 | 85 | 162 | 23 | 46 | 69 | 37 | 85 | 122 | 39 | 90 | 129 |
| % Female | 63 | | | 58 | | | | | 52 | 67 | | | 70 | | | 70 | | |
| Masters | 1,390 | 1,530 | 2,920 | 2,126 | 1,488 | 3,614 | 2,377 | 1,264 | 3,641 | 1,443 | 2,342 | 3,785 | 1,404 | 1,989 | 3,393 | 1,389 | 1,939 | 3,328 |
| % Female | 52 | | | 41 | | | | | 35 | 62 | | | 59 | | | 58 | | |
| Doctorates | 180 | 86 | 266 | 354 | 174 | 528 | 709 | 300 | 1,009 | 309 | 681 | 990 | 323 | 742 | 1,065 | 309 | 670 | 979 |
| % Female | 32 | | | 33 | | | | | 30 | 69 | | | 70 | | | 68 | | |
| Total-PG | 1,665 | 1,776 | 3,441 | 2,605 | 1,835 | 4,440 | 3,163 | 1,649 | 4,812 | 1,775 | 3,069 | 4,844 | 1,764 | 2,816 | 4,580 | 1,737 | 2,699 | 4,436 |
| Total | 15,743 | 8,795 | 24,538 | 18,202 | 9,201 | 27,403 | 19,229 | 9,896 | 29,125 | 19,542 | 13,343 | 32,885 | 20,321 | 15,179 | 35,500 | 20,836 | 17,813 | 38,649 |
| % Female | 36 | | | 34 | | | | | 34 | 41 | | | 43 | | | 46 | | |

Table A5: Summary of Students' Graduation

| Year | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Certificates | 158 | 40 | 198 | 121 | 61 | 182 | 79 | 28 | 107 | 40 | 22 | 62 | 106 | 69 | 175 | 153 | 25 | 178 |
| Diploma | 32 | 6 | 38 | 19 | 42 | 61 | 33 | 6 | 39 | 30 | 3 | 33 | 54 | 15 | 69 | 68 | 35 | 103 |
| Undergraduate Degree | 4,143 | 2,112 | 6,255 | 4,043 | 2,073 | 6,116 | 4,226 | 2,363 | 6,589 | 4,905 | 2,408 | 7,313 | 4,455 | 2,791 | 7,246 | 6,001 | 4,254 | 10255 |
| Postgraduate Diploma | 77 | 72 | 149 | 31 | 32 | 63 | 69 | 91 | 160 | 16 | 7 | 23 | 41 | 14 | 55 | 78 | 32 | 110 |
| Masters | 499 | 318 | 817 | 552 | 332 | 884 | 568 | 369 | 937 | 354 | 186 | 540 | 376 | 258 | 634 | 468 | 328 | 796 |
| PhD | 53 | 13 | 66 | 20 | 53 | 73 | 57 | 23 | 80 | 61 | 21 | 82 | 66 | 33 | 99 | 63 | 31 | 94 |
| Total | 4,962 | 2,561 | 7,523 | 4,786 | 2,593 | 7,379 | 5,032 | 2,880 | 7,912 | 5,406 | 2,647 | 8,053 | 5,098 | 3,180 | 8,278 | 6,831 | 4,705 | 11,536 |

Table A6: Certificate Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|--|------------|-----------|------------|------------|-----------|------------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Certificate in Computer Science | 27 | 1 | 28 | 11 | 2 | 13 | 10 | 3 | 13 | 11 | 0 | 11 | 16 | 5 | 21 | 22 | 4 | 26 |
| Certificate in Culture Heritage Management and Tour Guidance | 8 | 7 | 15 | 28 | 32 | 60 | 3 | 4 | 7 | 0 | 1 | 1 | 1 | 2 | 3 | 1 | 0 | 1 |
| Certificate in Journalism | 4 | 1 | 5 | 0 | 1 | 1 | 0 | 1 | 1 | 4 | 5 | 9 | 4 | 8 | 12 | 8 | 3 | 11 |
| Certificate in Law | 119 | 31 | 150 | 82 | 25 | 107 | 66 | 20 | 86 | 25 | 16 | 41 | 80 | 40 | 120 | 114 | 8 | 122 |
| Certificate in Sign Language Interpretation | | | | | | | | | | | | | 5 | 14 | 19 | 8 | 10 | 18 |
| Total | 158 | 40 | 198 | 121 | 60 | 181 | 79 | 28 | 107 | 40 | 22 | 62 | 106 | 69 | 175 | 153 | 25 | 178 |

Table A7: Diploma Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|---|-----------|----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Diploma in Computer Science | 32 | 6 | 38 | 21 | 2 | 23 | 28 | 1 | 29 | 28 | 2 | 30 | 46 | 7 | 53 | 41 | 11 | 52 |
| Diploma in Culture Heritage Management and Tour Guidance | | | | 21 | 17 | 38 | 5 | 5 | 10 | 2 | 1 | 3 | 2 | 2 | 4 | 1 | 2 | 3 |
| Diploma in Journalism | | | | | | | | | | | | | 6 | 6 | 12 | 22 | 16 | 38 |
| Diploma in Chinese | | | | | | | | | | | | | | | | 4 | 6 | 10 |
| Total | 32 | 6 | 38 | 42 | 19 | 61 | 33 | 6 | 39 | 30 | 3 | 33 | 54 | 15 | 69 | 68 | 35 | 103 |

Bachelor's Degree Graduates**Table A8: Commerce Graduates**

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| B.Com. in Accounting | 128 | 72 | 200 | 134 | 82 | 216 | 109 | 102 | 211 | 105 | 89 | 194 | 93 | 80 | 173 | 119 | 131 | 250 |
| B.Com in Banking and Financial Services | 35 | 34 | 69 | 29 | 35 | 64 | 36 | 43 | 79 | 22 | 41 | 63 | 28 | 34 | 62 | 20 | 51 | 71 |
| B.Com. in Finance | 42 | 37 | 79 | 42 | 34 | 76 | 50 | 32 | 82 | 36 | 34 | 70 | 30 | 30 | 60 | 48 | 47 | 95 |
| B.Com. in Human Resources Management | 11 | 20 | 31 | 13 | 24 | 37 | 14 | 28 | 42 | 12 | 8 | 20 | 8 | 16 | 24 | 26 | 24 | 50 |
| B.Com. in Marketing | 24 | 29 | 53 | 26 | 34 | 60 | 28 | 29 | 57 | 24 | 26 | 50 | 20 | 27 | 47 | 33 | 50 | 83 |
| B. Commerce | | | | | | | | | | 1 | 0 | 1 | | | | | | |
| B.Com. in Tourism and Hospitality Management | 10 | 19 | 29 | 6 | 5 | 11 | 11 | 8 | 19 | 11 | 7 | 18 | 11 | 7 | 18 | 13 | 19 | 32 |
| Bachelor of Business Administration | 15 | 5 | 20 | 18 | 5 | 23 | 17 | 8 | 25 | 12 | 8 | 20 | 12 | 18 | 30 | 22 | 21 | 43 |
| Total | 265 | 216 | 481 | 268 | 219 | 487 | 265 | 250 | 515 | 223 | 213 | 436 | 202 | 212 | 414 | 281 | 343 | 624 |

Table A9: Law Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|---------------------|-----------|------------|------------|------------|-----------|------------|------------|-----------|------------|-----------|------------|------------|-----------|-----------|------------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Bachelor of Laws | 51 | 100 | 151 | 73 | 80 | 153 | 78 | 66 | 144 | 48 | 97 | 145 | 61 | 84 | 145 | 66 | 49 | 115 |
| B.A Law Enforcement | 36 | 8 | 44 | 37 | 7 | 44 | 26 | 28 | 54 | 30 | 15 | 45 | 16 | 6 | 22 | 32 | 11 | 43 |
| Total | 87 | 108 | 195 | 110 | 87 | 197 | 104 | 94 | 198 | 78 | 112 | 190 | 77 | 90 | 167 | 98 | 60 | 158 |

Table A10: Education Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|---|---------|-----|-------|---------|-----|-------|---------|-----|-------|---------|-----|-------|---------|-----|-------|---------|-----|-------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| B.A with Education | 841 | 389 | 1,230 | 750 | 414 | 1,164 | 711 | 412 | 1,123 | 775 | 302 | 1,077 | 620 | 380 | 1,000 | 719 | 495 | 1,214 |
| B.Sc. with Education | 165 | 27 | 192 | 198 | 61 | 259 | 193 | 40 | 233 | 213 | 37 | 250 | 193 | 50 | 243 | 169 | 62 | 231 |
| B.Ed. in Physical Education and Sports Sciences | 23 | 4 | 27 | 10 | 5 | 15 | 19 | 3 | 22 | 22 | 7 | 29 | 16 | 7 | 23 | 77 | 22 | 99 |
| B.Ed. in Adult and Community Education | 47 | 25 | 72 | 45 | 29 | 74 | 31 | 37 | 68 | 37 | 37 | 74 | 28 | 34 | 62 | 60 | 34 | 94 |
| B.Ed. in Commerce | 22 | 9 | 31 | 14 | 17 | 31 | 12 | 14 | 26 | 18 | 13 | 31 | 18 | 9 | 27 | 21 | 18 | 39 |
| B.Ed. in Early Childhood Education | 12 | 16 | 28 | 12 | 11 | 23 | 7 | 15 | 22 | 13 | 16 | 29 | 8 | 12 | 20 | 17 | 28 | 45 |
| B.Ed. in Educational Psychology | 50 | 18 | 68 | 43 | 21 | 64 | 22 | 25 | 47 | 40 | 26 | 66 | 28 | 29 | 57 | 61 | 63 | 124 |
| B.A. with Education - DUCE | 567 | 257 | 824 | 582 | 284 | 866 | 644 | 371 | 1,015 | 732 | 363 | 1,095 | 623 | 444 | 1,067 | 611 | 457 | 1,068 |
| B.Sc. with Education - | 129 | 38 | 167 | 156 | 37 | 193 | 192 | 42 | 234 | 401 | 71 | 472 | 299 | 89 | 388 | 239 | 106 | 345 |

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| DUCE | | | | | | | | | | | | | | | | | | |
| B.Ed. in Arts - DUCE | 54 | 33 | 87 | 25 | 27 | 52 | 16 | 35 | 51 | 45 | 42 | 87 | 42 | 38 | 80 | 47 | 67 | 114 |
| B.Ed. in Science - DUCE | 71 | 21 | 92 | 46 | 27 | 73 | 51 | 21 | 72 | 57 | 26 | 83 | 54 | 29 | 83 | 72 | 48 | 120 |
| B.A. with Education – MUCE | 510 | 227 | 737 | 562 | 194 | 756 | 514 | 208 | 722 | 504 | 152 | 656 | 471 | 255 | 726 | 417 | 338 | 755 |
| B.Sc. with Education - MUCE | 81 | 29 | 110 | 98 | 38 | 136 | 217 | 45 | 262 | 402 | 109 | 511 | 284 | 71 | 355 | 253 | 83 | 336 |
| B.Ed. in Arts – MUCE | 41 | 26 | 67 | 25 | 12 | 37 | 24 | 12 | 36 | 51 | 24 | 75 | 36 | 39 | 75 | 253 | 174 | 427 |
| B.Ed. in Science - MUCE | 54 | 9 | 63 | 26 | 3 | 29 | 58 | 23 | 81 | 78 | 21 | 99 | 69 | 50 | 119 | 264 | 156 | 420 |
| Total | 2,667 | 1,128 | 3,795 | 2,592 | 1,180 | 3,772 | 2,711 | 1,303 | 4,014 | 3,388 | 1,246 | 4,634 | 2,789 | 1,536 | 4,325 | 3,280 | 2,151 | 5,431 |

Table A11: Arts and Humanities Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|---|---------|----|-----|---------|----|-----|---------|----|-----|---------|----|-----|---------|----|-----|---------|-----|-----|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| B.A. in Archaeology | 4 | 3 | 7 | 5 | 2 | 7 | 5 | 7 | 12 | 4 | 1 | 5 | 12 | 7 | 19 | 39 | 34 | 73 |
| B.A. in Archaeology and Geography | | | | | | | | | | | | | | | | 41 | 20 | 61 |
| B.A. in Culture and Heritage | 14 | 9 | 23 | 5 | 7 | 12 | 1 | 0 | 1 | | | | | | | | | |
| B.A. in Heritage Management | | | | | | | 12 | 24 | 36 | 7 | 4 | 11 | 14 | 32 | 46 | 35 | 28 | 63 |
| B.A. in Economics and Statistics | 30 | 14 | 44 | 77 | 16 | 93 | 54 | 45 | 99 | 55 | 52 | 107 | 53 | 38 | 91 | 75 | 57 | 132 |
| B.A. in Economics | 72 | 63 | 135 | 82 | 70 | 152 | 72 | 80 | 152 | 80 | 78 | 158 | 60 | 51 | 111 | 96 | 103 | 199 |
| B.A. in Fine and Performing Arts | 11 | 3 | 14 | 3 | 1 | 4 | 9 | 7 | 16 | 1 | 1 | 2 | | | | | | |
| B.A. in Geography and Environmental Studies | 69 | 41 | 110 | 66 | 31 | 97 | 41 | 37 | 78 | 50 | 49 | 99 | 51 | 43 | 94 | 117 | 74 | 191 |
| B.A. in History | 12 | 4 | 16 | 4 | 0 | 4 | | | | 5 | 3 | 8 | 9 | 7 | 16 | 50 | 31 | 81 |
| B.A. in History and Archaeology | | | | | | | | | | | | | | | | 20 | 15 | 35 |

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|--------------|--------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| B.A. in History and Political Science | 0 | 0 | 0 | 1 | 1 | 2 | | | | | | | | | | 41 | 16 | 57 |
| B.A.in Kiswahili | 12 | 15 | 27 | 8 | 10 | 18 | 17 | 16 | 33 | 12 | 10 | 22 | 16 | 20 | 36 | 48 | 60 | 108 |
| B.A. Journalism | 13 | 16 | 29 | 6 | 7 | 13 | 12 | 13 | 25 | 6 | 13 | 19 | 18 | 16 | 34 | 19 | 14 | 33 |
| B.A. in Language Studies | 8 | 8 | 16 | 2 | 4 | 6 | 7 | 3 | 10 | 6 | 5 | 11 | 16 | 10 | 26 | 44 | 49 | 93 |
| B.A. in Library and Information Studies | | | | | | | 15 | 18 | 33 | 12 | 8 | 20 | 13 | 21 | 34 | 21 | 39 | 60 |
| B.A. in Literature | 1 | 1 | 2 | | | | | | | 0 | 2 | 2 | 6 | 8 | 14 | 21 | 32 | 53 |
| B.A. in Literature and Language | 0 | 0 | 0 | | | | | | | | | | | | | | | |
| B.A. in Mass Communication | 18 | 16 | 34 | 21 | 20 | 41 | 15 | 24 | 39 | 13 | 22 | 35 | 21 | 10 | 31 | 21 | 30 | 51 |
| B.A. in Political Science and Language | 2 | 0 | 2 | | | | | | | | | | | | | | | |
| B.A. in Political Science and Philosophy | 2 | 2 | 4 | | | | | | | | | | | | | | | |
| B.A. in Political Science and Public Administration | 91 | 104 | 195 | 77 | 104 | 181 | 75 | 73 | 148 | 75 | 86 | 161 | 69 | 82 | 151 | 96 | 116 | 212 |
| B.A. in Political Science and Sociology | 1 | 0 | 1 | | | | | | | | | | | | | | | |
| B.A. in Public Relations and Advertising | 21 | 29 | 50 | 18 | 40 | 58 | 12 | 41 | 53 | 15 | 35 | 50 | 7 | 39 | 46 | 11 | 37 | 48 |
| B.A. in Sociology | 40 | 102 | 142 | 38 | 67 | 105 | 55 | 79 | 134 | 35 | 82 | 117 | 44 | 76 | 120 | 50 | 95 | 145 |
| B.A. in Sociology and Philosophy | 1 | 2 | 3 | 1 | 0 | 1 | | | | | | | | | | | | |
| B.A. in Statistics | 23 | 4 | 27 | 9 | 5 | 14 | 43 | 29 | 72 | 22 | 17 | 39 | 25 | 25 | 50 | 68 | 49 | 117 |
| B.A. Social Work | | | | | | | | | | 6 | 16 | 22 | 14 | 35 | 49 | 40 | 98 | 138 |
| B.A. in Art and Design | | | | | | | | | | 2 | 6 | 8 | 7 | 7 | 14 | 53 | 39 | 92 |
| B.A. in Film and Television Studies | | | | | | | | | | 7 | 1 | 8 | 14 | 1 | 15 | 69 | 14 | 83 |
| B.A. in Music | | | | | | | | | | 1 | 1 | 2 | 8 | 2 | 10 | 13 | 4 | 17 |
| B.A. Arts in Philosophy and Ethics | | | | | | | | | | 1 | 0 | 1 | 13 | 12 | 25 | 34 | 17 | 51 |
| B.A. in Theater Arts | | | | | | | | | | | | | 5 | 5 | 10 | 4 | 9 | 13 |
| B.A. in Anthropology | | | | | | | | | | | | | 2 | 5 | 7 | 9 | 11 | 20 |
| B.A. in Psychology | | | | | | | | | | 9 | 3 | 12 | 30 | 38 | 68 | 43 | 38 | 81 |
| B.A. Development Studies | | | | | | | | | | 10 | 12 | 22 | 26 | 65 | 91 | 77 | 91 | 168 |
| Total | 445 | 436 | 881 | 423 | 385 | 808 | 445 | 496 | 941 | 434 | 507 | 941 | 553 | 655 | 1,208 | 1,255 | 1,220 | 2,475 |

Table A12: Engineering and Information Communication Technology (ICT) Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|--|---------|---|----|---------|----|-----|---------|----|-----|---------|----|-----|---------|----|-----|---------|----|-----|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| B. Architecture | 3 | 0 | 3 | | | | | | | | | | 12 | 9 | 21 | 9 | 6 | 15 |
| B.Sc. in Building Economics | 2 | 0 | 2 | 1 | 0 | 1 | | | | | | | | | | | | |
| B.Sc. in Chemical and Process Engineering | 58 | 4 | 62 | 37 | 11 | 48 | 31 | 19 | 50 | 25 | 14 | 39 | 31 | 7 | 38 | 27 | 9 | 36 |
| B.Sc. in Urban and Regional Planning | | | | 1 | 0 | 1 | | | | | | | | | | | | |
| B.Sc. in Civil Structural Engineering | 58 | 8 | 66 | 3 | 1 | 4 | | | | | | | | | | | | |
| B.Sc. in Civil Engineering | | | | 105 | 37 | 142 | 147 | 23 | 170 | 109 | 23 | 132 | 131 | 31 | 162 | 107 | 33 | 140 |
| B.Sc. in Civil and Transport Engineering | 40 | 5 | 45 | 3 | 0 | 3 | 2 | 0 | 2 | 2 | 0 | 2 | 1 | 0 | 1 | | | |
| B.Sc. in Civil and Water Resource Engineering | 39 | 9 | 48 | 0 | 0 | 0 | 2 | 0 | 2 | | | | | | | | | |
| B.Sc. in Electrical Engineering | 22 | 4 | 26 | 30 | 5 | 35 | 38 | 7 | 45 | 5 | 43 | 48 | 44 | 9 | 53 | 38 | 6 | 44 |
| B.Sc. in Electrical Power Engineering | 16 | 2 | 18 | 2 | 0 | 2 | | | | | | | | | | | | |
| B.Sc. in Electro-Mechanical Engineering | 13 | 1 | 14 | 1 | 0 | 1 | | | | | | | | | | | | |
| B.Sc. in Engineering Geology | 7 | 2 | 9 | 8 | 2 | 10 | 7 | 2 | 9 | 7 | 2 | 9 | 7 | 2 | 9 | 4 | 3 | 7 |
| B.Sc. in Food and Biochemical Engineering | 10 | 5 | 15 | 3 | 0 | 3 | 1 | 0 | 1 | | | | | | | | | |
| B.Sc. in Geomatics | | | | 3 | 0 | 3 | 1 | 0 | 1 | | | | 20 | 3 | 23 | 12 | 2 | 14 |
| B.Sc. in Industrial Engineering and Management | 24 | 1 | 25 | 6 | 1 | 7 | 1 | 0 | 1 | | | | | | | | | |
| B.Sc. in Industrial Engineering | | | | 20 | 3 | 23 | 22 | 6 | 28 | 25 | 6 | 31 | 28 | 2 | 30 | 31 | 1 | 32 |
| B.Sc. in Land Management and Valuation | 6 | 3 | 9 | 2 | 0 | 2 | 1 | 2 | 3 | | | | | | | | | |
| B.Sc. in Mechanical Engineering | 27 | 1 | 28 | 46 | 3 | 49 | 46 | 4 | 50 | 43 | 4 | 47 | 43 | 5 | 48 | 38 | 2 | 40 |
| B.Sc. in Mineral Process Engineering | 17 | 4 | 21 | 4 | 0 | 4 | 1 | 0 | 1 | | | | | | | | | |

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|--|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| B.Sc. in Mining Engineering | 35 | 6 | 41 | 31 | 6 | 37 | 21 | 5 | 26 | 24 | 6 | 30 | 23 | 4 | 27 | 22 | 12 | 34 |
| B.Sc. in Metallurgy and Mineral Processing Engineering | | | | 10 | 2 | 12 | 13 | 3 | 16 | 11 | 6 | 17 | 5 | 5 | 10 | 14 | 1 | 15 |
| B.Sc. in Petroleum Chemistry | | | | 15 | 4 | 19 | 8 | 10 | 18 | 13 | 7 | 20 | 5 | 6 | 11 | 8 | 14 | 22 |
| B.Sc. in Petroleum Engineering | | | | | | | 16 | 5 | 21 | 15 | 2 | 17 | 19 | 3 | 22 | 12 | 2 | 14 |
| B.Sc. in Meteorology | | | | 13 | 2 | 15 | 18 | 9 | 27 | 19 | 6 | 25 | 17 | 1 | 18 | 17 | 8 | 25 |
| B.Sc. in Textile Design and Technology | 5 | 2 | 7 | 25 | 7 | 32 | 9 | 2 | 11 | 4 | 1 | 5 | 5 | 4 | 9 | 8 | 6 | 14 |
| B.Sc. in Textile Engineering | 5 | 1 | 6 | 9 | 1 | 10 | 6 | 1 | 7 | 10 | 4 | 14 | 17 | 1 | 18 | 9 | 1 | 10 |
| B.Sc. with Computer Science | 6 | 7 | 13 | 3 | 4 | 7 | 24 | 8 | 32 | 24 | 7 | 31 | 6 | 5 | 11 | 27 | 5 | 32 |
| B.Sc. in Computer Engineering and Information Technology | 32 | 15 | 47 | 29 | 8 | 37 | 34 | 13 | 47 | 31 | 5 | 36 | 23 | 14 | 37 | 29 | 7 | 36 |
| B.Sc. in Computer Science | 25 | 13 | 38 | 29 | 9 | 38 | 42 | 17 | 59 | 43 | 17 | 60 | 19 | 6 | 25 | 60 | 20 | 80 |
| B.Sc. in Electronic Science and Communication | 7 | 4 | 11 | 17 | 6 | 23 | 15 | 2 | 17 | 15 | 7 | 22 | 16 | 3 | 19 | 13 | 11 | 24 |
| B.Sc. in Telecommunication Engineering | 44 | 9 | 53 | 37 | 9 | 46 | 45 | 8 | 53 | 33 | 12 | 45 | 37 | 11 | 48 | 20 | 11 | 31 |
| B.Sc. in Quantity Surveying | | | | | | | | | | | | | | | | 16 | 11 | 27 |
| Total | 501 | 106 | 607 | 493 | 121 | 614 | 551 | 146 | 697 | 458 | 172 | 630 | 509 | 131 | 640 | 521 | 171 | 692 |

Table A13: Natural and Applied Sciences Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|--|---------|----|----|---------|----|----|---------|----|----|---------|----|----|---------|----|----|---------|----|----|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| B.Sc. General | 8 | 3 | 11 | 14 | 5 | 19 | 5 | 6 | 11 | 22 | 15 | 37 | 32 | 18 | 50 | 29 | 21 | 50 |
| B.Sc.in Actuarial Sciences | 15 | 12 | 27 | 18 | 8 | 26 | 9 | 16 | 25 | 19 | 10 | 29 | 12 | 10 | 22 | 16 | 14 | 30 |
| B.Sc.in Applied Zoology | 7 | 5 | 12 | 7 | 3 | 10 | 9 | 4 | 13 | 8 | 4 | 12 | 7 | 7 | 14 | 9 | 5 | 14 |
| B.Sc.in Aquatic Environment Science and Conservation | 23 | 7 | 30 | 16 | 12 | 28 | 1 | 0 | 1 | | | | | | | | | |
| B.Sc. in Botanical Science | 4 | 3 | 7 | 3 | 3 | 6 | 6 | 4 | 10 | 17 | 12 | 29 | 11 | 12 | 23 | 24 | 14 | 38 |

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|--|------------|------------|------------|------------|-----------|------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| B.Sc.in Chemistry | 21 | 1 | 22 | 10 | 6 | 16 | 8 | 5 | 13 | 11 | 3 | 14 | 5 | 5 | 10 | 9 | 4 | 13 |
| B.Sc.in Fisheries and Aquaculture | 20 | 9 | 29 | 11 | 6 | 17 | 19 | 8 | 27 | | | | | | | | | |
| B.Sc. in Geology | 12 | 13 | 25 | 16 | 1 | 17 | 18 | 1 | 19 | 11 | 3 | 14 | 10 | 6 | 16 | 11 | 3 | 14 |
| B.Sc.in Microbiology Science | 13 | 16 | 29 | 5 | 8 | 13 | 11 | 2 | 13 | 53 | 23 | 76 | 15 | 9 | 24 | 24 | 16 | 40 |
| B.Sc. In Petroleum Geology | | | | | | | 11 | 3 | 14 | 12 | 2 | 14 | 13 | 1 | 14 | 9 | 2 | 11 |
| B.Sc. in Wildlife Science and Conservation | 21 | 9 | 30 | 24 | 10 | 34 | 19 | 10 | 29 | 14 | 10 | 24 | 21 | 13 | 34 | 17 | 15 | 32 |
| B.Sc. with Geology | 10 | 16 | 26 | 18 | 8 | 26 | 19 | 6 | 25 | 22 | 6 | 28 | 15 | 7 | 22 | 16 | 10 | 26 |
| B.Sc. in Molecular Biology and Biotechnology | 24 | 24 | 48 | 14 | 12 | 26 | 15 | 9 | 24 | 15 | 15 | 30 | 12 | 11 | 23 | 14 | 20 | 34 |
| B.Sc. in Agricultural and Natural Resources Economics and Business | | | | | | | | | | 64 | 29 | 93 | 51 | 26 | 77 | 109 | 65 | 174 |
| B.Sc. in Agricultural Engineering and Mechanization | | | | | | | | | | | | | 16 | 2 | 18 | 21 | 3 | 24 |
| B.Sc. in Aquatic Sciences and Fisheries | | | | | | | | | | 27 | 11 | 38 | 27 | 9 | 36 | 32 | 14 | 46 |
| B.Sc. in Beekeeping Science and Technology | | | | | | | | | | 24 | 12 | 36 | 22 | 11 | 33 | 32 | 15 | 47 |
| B.Sc. in Food Science and Technology | | | | | | | | | | | | | 23 | 10 | 33 | 16 | 18 | 34 |
| Doctor of Medicine | | | | | | | | | | | | | | | | 178 | 70 | 248 |
| Total | 178 | 118 | 296 | 156 | 82 | 238 | 150 | 74 | 224 | 319 | 155 | 474 | 292 | 157 | 449 | 566 | 309 | 875 |

Table A14: Postgraduate Diploma Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|--------------------------|---------|----|-----|---------|----|----|---------|----|-----|---------|---|----|---------|---|----|---------|----|----|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| PGD in Education | 43 | 61 | 104 | 15 | 26 | 41 | 52 | 87 | 139 | 9 | 7 | 16 | 10 | 9 | 19 | 30 | 25 | 55 |
| PGD in Civil Engineering | 8 | 2 | 10 | 2 | 0 | 2 | 0 | 2 | 2 | 3 | 0 | 3 | | | | 2 | 2 | 4 |

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|--|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|------------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| PGD in Electrical Power Engineering | | | | | | | 0 | 1 | 1 | | | | | | | | | |
| PGD Electronics Engineering and Information Technology | 5 | 0 | 5 | | | | 1 | 0 | 1 | 1 | 0 | 1 | 4 | 0 | 4 | | | |
| PGD in Engineering Management | 10 | 0 | 10 | 1 | 0 | 1 | 8 | 1 | 9 | 3 | 0 | 3 | 0 | 0 | 0 | 12 | 0 | 12 |
| PGD in Entrepreneurship and Enterprise Development | 0 | 0 | 0 | 5 | 2 | 7 | 0 | 0 | 0 | | | | 1 | 2 | 3 | | | |
| PGD in Law | | | | 1 | 0 | 1 | | | | | | | | | | 1 | 0 | 1 |
| PGD in Mass Communication | 1 | 1 | 2 | 1 | 1 | 2 | 4 | 0 | 4 | | | | 3 | 0 | 3 | 15 | 4 | 19 |
| PGD in Mechanical Engineering | 0 | 0 | 0 | 5 | 0 | 5 | 1 | 0 | 1 | | | | | | | 2 | 0 | 2 |
| PGD in Microfinance | 0 | 1 | 1 | 0 | 4 | 4 | 1 | 0 | 1 | | | | | | | | | |
| PGD in Scientific Computing | 10 | 7 | 17 | 0 | 0 | 0 | 2 | 0 | 2 | | | | | | | | | |
| PGD in Meteorology | | | | | | | | | | | | | 23 | 3 | 26 | 20 | 1 | 21 |
| Total | 77 | 72 | 149 | 30 | 33 | 63 | 69 | 91 | 160 | 16 | 7 | 23 | 41 | 14 | 55 | 82 | 32 | 114 |

Master's and PhD Graduates

Table A15: Commerce Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/2017 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|---|---------|----|-----|---------|----|-----|-----------|----|-----|---------|----|----|---------|----|----|---------|----|----|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Master of Business Administration | 82 | 47 | 129 | 99 | 75 | 174 | 90 | 67 | 157 | 34 | 17 | 51 | 38 | 39 | 77 | 41 | 39 | 80 |
| Master of Entrepreneurship and Enterprise Development | 2 | 3 | 5 | 0 | 2 | 2 | 6 | 6 | 12 | 4 | 0 | 4 | 3 | 0 | 3 | 1 | 1 | 2 |
| Master of Finance and Accounting in Oil and Gas | | | | | | | 9 | 3 | 12 | 12 | 2 | 14 | 4 | 5 | 9 | 18 | 9 | 27 |
| Master of International Business | 26 | 11 | 37 | 9 | 6 | 15 | 14 | 9 | 23 | 5 | 5 | 10 | 6 | 9 | 15 | 6 | 8 | 14 |
| Master of International Trade | 2 | 1 | 3 | 1 | 0 | 1 | | | | 1 | 1 | 2 | 1 | 2 | 3 | 3 | 3 | 6 |

| Programme | 2014/15 | | | 2015/16 | | | 2016/2017 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|---|------------|-----------|------------|------------|-----------|------------|------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| M.Sc.in International Transport and Logistics | 1 | 0 | 1 | 8 | 3 | 11 | 11 | 4 | 15 | 2 | 2 | 4 | 7 | 0 | 7 | 3 | 0 | 3 |
| Total | 113 | 62 | 175 | 117 | 86 | 203 | 130 | 89 | 219 | 58 | 27 | 85 | 59 | 55 | 114 | 72 | 60 | 132 |

Table A16: Law Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/2017 | | | 2017/18 | | | 2018/19 | | | 2018/20 | | |
|---|-----------|-----------|------------|-----------|-----------|------------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| M.A. in Revenue Law and Administration | 28 | 18 | 46 | 26 | 11 | 37 | 34 | 10 | 44 | 10 | 9 | 19 | 13 | 6 | 19 | 19 | 8 | 27 |
| Master of Law in Corporate and Commercial Law | 40 | 36 | 76 | 30 | 33 | 63 | 23 | 29 | 52 | 21 | 18 | 39 | 14 | 16 | 30 | 10 | 12 | 22 |
| Master of Law in Migration and Refugee Law | 0 | 0 | 0 | 3 | 2 | 5 | 5 | 2 | 7 | 1 | 3 | 4 | 3 | 1 | 4 | 2 | 4 | 6 |
| Master of Law in Procedural Law and International Legal Practices | 12 | 8 | 20 | 10 | 11 | 21 | 6 | 9 | 15 | 7 | 2 | 9 | 6 | 0 | 6 | 7 | 10 | 17 |
| Master of Law in Taxation | 10 | 7 | 17 | 18 | 10 | 28 | 9 | 9 | 18 | 4 | 3 | 7 | 6 | 6 | 12 | 8 | 7 | 15 |
| Master of Laws | 7 | 8 | 15 | 7 | 7 | 14 | 11 | 2 | 13 | 9 | 7 | 16 | 8 | 6 | 14 | 4 | 2 | 6 |
| Master of Law in Intellectual Property Law | | | | | | | | | | 0 | 1 | 1 | 2 | 1 | 3 | 2 | 0 | 2 |
| Master of Laws in Oil and Gas | | | | | | | | | | | | | | | | 2 | 0 | 2 |
| Total | 97 | 77 | 174 | 94 | 74 | 168 | 88 | 61 | 149 | 52 | 43 | 95 | 52 | 36 | 88 | 54 | 43 | 97 |

Table A17: Education Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/2017 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| M.A. in Education | 26 | 36 | 62 | 28 | 26 | 54 | 42 | 39 | 81 | 21 | 23 | 44 | 21 | 14 | 35 | 16 | 12 | 28 |
| M.Sc. with Education | 6 | 3 | 9 | 7 | 1 | 8 | 1 | 1 | 2 | 6 | 3 | 9 | 4 | 2 | 6 | 7 | 2 | 9 |
| Master of Education in Science Education | 3 | 2 | 5 | 2 | 1 | 3 | 14 | 7 | 21 | 6 | 2 | 8 | 2 | 4 | 6 | 7 | 5 | 12 |
| Master of Education Management and Administration | 0 | 0 | 0 | 4 | 5 | 9 | 41 | 20 | 61 | 18 | 17 | 35 | 23 | 13 | 36 | 24 | 24 | 48 |
| M.A. with Education | | | | | | | | | | | | | 1 | 0 | 1 | 1 | 1 | 2 |
| Master of Education in Language Education | | | | | | | | | | | | | 2 | 0 | 2 | 1 | 0 | 1 |
| Total | 35 | 41 | 76 | 41 | 33 | 74 | 61 | 33 | 94 | 51 | 45 | 96 | 53 | 33 | 86 | 56 | 44 | 100 |

Table A18: Arts and Humanities Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|---|---------|----|----|---------|---|----|---------|----|----|---------|---|----|---------|---|----|---------|----|----|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| M.A in Applied Social Psychology | 7 | 8 | 15 | 4 | 1 | 5 | 7 | 7 | 14 | 2 | 3 | 5 | 4 | 5 | 9 | 16 | 9 | 25 |
| M.A. in Applied Economics | | | | | | | 5 | 7 | 12 | 2 | 0 | 2 | 8 | 2 | 10 | 13 | 11 | 24 |
| M.A. in Archaeology | 0 | 1 | 1 | 1 | 2 | 3 | 3 | 2 | 5 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 0 | 1 |
| M.A. in Demography | 7 | 1 | 8 | 7 | 4 | 11 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 2 | 3 | | | |
| M.A. in Economics | 12 | 9 | 21 | 16 | 8 | 24 | 14 | 14 | 28 | 9 | 2 | 11 | 2 | 1 | 3 | 10 | 8 | 18 |
| M.A. in Ethics of Governance and Public Service | | | | 2 | 0 | 2 | 4 | 0 | 4 | 1 | 0 | 1 | 1 | 0 | 1 | 7 | 2 | 9 |
| M.A. in Fine Arts | 1 | 1 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | 2 | 0 | 2 | 0 | 1 | 1 |
| M.A. in Gender Studies | 2 | 0 | 2 | 0 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 1 | 3 | 4 |
| M.A. in Geography and Environmental Studies | 14 | 3 | 17 | 5 | 4 | 9 | | | | | | | | | | | | |
| M.A. in Geography and Environmental Management | | | | 0 | 1 | 1 | 3 | 2 | 5 | 6 | 2 | 8 | 9 | 2 | 11 | 7 | 5 | 12 |
| M.A. in Heritage Management | 12 | 10 | 22 | 2 | 0 | 2 | 1 | 0 | 1 | 3 | 0 | 3 | 0 | 0 | 0 | 2 | 4 | 6 |

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|---|------------|-----------|------------|------------|-----------|------------|------------|------------|------------|-----------|-----------|------------|-----------|-----------|------------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| M.A. in History | 6 | 2 | 8 | 2 | 0 | 2 | 14 | 4 | 18 | 6 | 1 | 7 | 4 | 0 | 4 | 3 | 1 | 4 |
| M.A. in Information Studies | 10 | 9 | 19 | 15 | 3 | 18 | 4 | 9 | 13 | 9 | 9 | 18 | 6 | 13 | 19 | 3 | 1 | 4 |
| M.A. in Kiswahili | 9 | 2 | 11 | 24 | 27 | 51 | 5 | 17 | 22 | 14 | 2 | 16 | 9 | 13 | 22 | 11 | 18 | 29 |
| M.A. in Linguistics | 11 | 2 | 13 | 11 | 6 | 17 | 7 | 3 | 10 | 3 | 5 | 8 | 7 | 4 | 11 | 7 | 1 | 8 |
| M.A. in Literature | 2 | 3 | 5 | 2 | 1 | 3 | 1 | 1 | 2 | 4 | 1 | 5 | 0 | 0 | 0 | 2 | 1 | 3 |
| M.A. in Music | | | | | | | 1 | 0 | 1 | 1 | 0 | 1 | 2 | 0 | 2 | 1 | 0 | 1 |
| M.A. in Public Administration | 11 | 4 | 15 | 1 | 1 | 2 | 2 | 3 | 5 | 1 | 1 | 2 | 0 | 0 | 0 | 4 | 2 | 6 |
| M.A. in Political Science | | | | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 2 |
| M.A. in Political Science and Public Administration | | | | 2 | 3 | 5 | 2 | 0 | 2 | | | | | | | | | |
| MA. In Project Planning and Management | | | | 1 | 2 | 3 | 18 | 7 | 25 | 9 | 7 | 16 | 5 | 13 | 18 | 16 | 10 | 26 |
| Master of Research and Public Policy | | | | 2 | 5 | 7 | 9 | 7 | 16 | 4 | 1 | 5 | 1 | 1 | 2 | 3 | 1 | 4 |
| M.A. in Sociology | 0 | 0 | 0 | 6 | 2 | 8 | 4 | 5 | 9 | 4 | 0 | 4 | 0 | 4 | 4 | 2 | 2 | 4 |
| M.A. in Statistics | 1 | 0 | 1 | 10 | 3 | 13 | 4 | 1 | 5 | 5 | 0 | 5 | 7 | 3 | 10 | 4 | 3 | 7 |
| M.A. in Strategic and Peace Studies | 4 | 2 | 6 | 2 | 1 | 3 | 7 | 1 | 8 | 4 | 0 | 4 | 4 | 2 | 6 | 3 | 3 | 6 |
| M.A. in Theatre Arts | | | | | | | | | | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 1 |
| M.A. in Mass Communication | 4 | 3 | 7 | 5 | 5 | 10 | 4 | 6 | 10 | 2 | 0 | 2 | 7 | 7 | 14 | 6 | 2 | 8 |
| M.A. in Development Management | 10 | 1 | 11 | 1 | 1 | 2 | 4 | 3 | 7 | 2 | 3 | 5 | 2 | 1 | 3 | 1 | 1 | 2 |
| M.A. in Development Studies | 6 | 3 | 9 | 8 | 7 | 15 | 7 | 2 | 9 | 1 | 1 | 2 | 2 | 2 | 4 | 1 | 2 | 3 |
| M.A. in Records and Archives Management | | | | | | | | | | | | | 1 | 1 | 2 | 5 | 3 | 8 |
| Total | 129 | 64 | 193 | 130 | 91 | 221 | 132 | 101 | 233 | 93 | 39 | 132 | 86 | 80 | 166 | 131 | 95 | 226 |

Table A19: Engineering Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Master of Engineering Management | 15 | 7 | 22 | 26 | 6 | 32 | 19 | 2 | 21 | 11 | 6 | 17 | 17 | 2 | 19 | 13 | 2 | 15 |
| Master of Integrated Water Resource Management | 10 | 4 | 14 | 6 | 10 | 16 | 6 | 4 | 10 | 6 | 6 | 12 | 6 | 3 | 9 | 1 | 1 | 2 |
| M.Sc. in Chemical Engineering | 2 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 3 | | | |
| M.Sc. in Structural Engineering | 2 | 0 | 2 | 1 | 0 | 1 | 7 | 1 | 8 | 2 | 0 | 2 | 3 | 1 | 4 | 5 | 0 | 5 |
| M.Sc. in Construction Management | 4 | 1 | 5 | 1 | 0 | 1 | 5 | 0 | 5 | 3 | 2 | 5 | 3 | 0 | 3 | 6 | 3 | 9 |
| M.Sc. in Energy Engineering | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 0 | 2 | | | |
| M.Sc. in Engineering Management | 15 | 7 | 22 | | | | | | | | | | | | | | | |
| M.Sc. in Highway Engineering | 1 | 1 | 2 | 4 | 3 | 7 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 6 | 2 | 8 |
| M.Sc. in Integrated Sanitation Engineering | 4 | 4 | 8 | | | | | | | | | | | | | | | |
| Master of Integrated Sanitation Management | | | | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 1 | 3 | 2 | 1 | 3 | | | |
| M.Sc. in Power Systems and High Voltage Engineering | 2 | 1 | 3 | 2 | 0 | 2 | 2 | 2 | 4 | 2 | 0 | 2 | 2 | 1 | 3 | 5 | 0 | 5 |
| M.Sc. in Production Engineering | 2 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 |
| M.Sc. in Renewable Energy | 2 | 2 | 4 | 3 | 2 | 5 | 0 | 1 | 1 | 2 | 1 | 3 | 1 | 0 | 1 | 1 | 1 | 2 |
| M.Sc. in Water Resources Engineering | 7 | 1 | 8 | 4 | 2 | 6 | 2 | 2 | 4 | 4 | 0 | 4 | 3 | 0 | 3 | 2 | 0 | 2 |
| M.Sc. in Electronic Engineering and Information Technology | 3 | 3 | 6 | 5 | 0 | 5 | 2 | 1 | 3 | 2 | 0 | 2 | 2 | 0 | 2 | 5 | 2 | 7 |
| M.Sc. in Telecommunication Engineering | 4 | 1 | 5 | 3 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 1 | 4 | 1 | 5 | 3 | 1 | 4 |
| Master of Integrated Environment Management | 4 | 2 | 6 | 6 | 0 | 6 | 2 | 1 | 3 | 5 | 0 | 5 | 2 | 1 | 3 | 3 | 2 | 5 |
| M.Sc. in Computer and IT Systems Engineering | | | | | | | | | | | | 0 | 0 | 1 | 1 | 3 | 0 | 3 |
| Total | 63 | 27 | 90 | 63 | 23 | 86 | 46 | 14 | 60 | 45 | 16 | 61 | 50 | 11 | 61 | 52 | 14 | 66 |

Table A20: Science Graduates

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|--|---------|----|----|---------|----|----|---------|----|----|---------|---|----|---------|----|----|---------|----|----|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Master of Science | | | | | | | | | | | | | | | | | | |
| M.Sc. in Applied Zoology | 1 | 0 | 1 | 2 | 2 | 4 | 0 | 0 | 0 | 1 | 0 | 1 | 3 | 0 | 3 | | | |
| M.Sc. in Applied Botany | | | | | | | 1 | 0 | 1 | | | | 1 | 0 | 1 | | | |
| M.Sc. in Aquatic Sciences | 1 | 0 | 1 | 1 | 0 | 1 | | | | | | | | | | | | |
| M.Sc. in Biodiversity Conservation | 4 | 5 | 9 | 5 | 2 | 7 | 1 | 1 | 2 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 1 | 1 |
| M.Sc. in Botany | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | | | | | | | | | |
| M.Sc. in Chemistry | 5 | 6 | 11 | 6 | 1 | 7 | 6 | 4 | 10 | 6 | 3 | 9 | 6 | 1 | 7 | 9 | 1 | 10 |
| M.Sc. in Computer Science | 5 | 2 | 7 | 3 | 0 | 3 | 8 | 0 | 8 | 3 | 0 | 3 | 3 | 0 | 3 | 4 | 2 | 6 |
| M.Sc. in Fisheries and Aquaculture | | | | | | | 3 | 0 | 3 | | | | | | | 3 | 1 | 4 |
| M.Sc. in Geology | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | | | | 1 | 0 | 1 | 1 | 0 | 1 |
| M.Sc. in Health Informatics | 2 | 2 | 4 | 1 | 1 | 2 | 0 | 3 | 3 | 1 | 1 | 2 | 2 | 2 | 4 | 4 | 2 | 6 |
| Master of Public Health | | | | 5 | 8 | 13 | 0 | 3 | 3 | 6 | 4 | 10 | 7 | 13 | 20 | 10 | 15 | 25 |
| M.Sc. in Mathematical Modeling | 12 | 8 | 20 | 12 | 1 | 13 | 12 | 1 | 13 | 10 | 1 | 11 | 4 | 1 | 5 | 5 | 2 | 7 |
| M.Sc. in Mathematics | | | | 1 | 1 | 2 | 1 | 1 | 2 | 3 | 1 | 4 | 1 | 1 | 2 | 2 | 1 | 3 |
| M.Sc. in Molecular Biology | 2 | 3 | 5 | 1 | 0 | 1 | | | | | | | 1 | 2 | 3 | 1 | 0 | 1 |
| M.Sc. in Physics | 2 | 1 | 3 | 8 | 0 | 8 | 5 | 1 | 6 | 2 | 1 | 3 | 10 | 1 | 11 | 6 | 1 | 7 |
| M.Sc. in Petroleum Geology | | | | | | | 6 | 6 | 12 | 1 | 1 | 2 | 2 | 2 | 4 | 0 | 1 | 1 |
| M.Sc. in Marine Sciences | 4 | 2 | 6 | 3 | 0 | 3 | 1 | 0 | 1 | 2 | 2 | 4 | 1 | 2 | 3 | 0 | 1 | 1 |
| M.Sc. in Climate Change and Sustainable Development | 7 | 3 | 10 | 23 | 10 | 33 | 14 | 6 | 20 | 8 | 2 | 10 | 17 | 6 | 23 | 8 | 6 | 14 |
| M.Sc. in Natural Resources Assessment and Management | 17 | 15 | 32 | 20 | 12 | 32 | 13 | 11 | 24 | 5 | 0 | 5 | 8 | 8 | 16 | 5 | 2 | 7 |
| M.Sc. In Wildlife and Terrestrial Ecology | | | | 1 | 0 | 1 | 1 | 0 | 1 | | | | | | | | | |
| M.Sc. in Geography and Environmental Management | | | | | | | | | | | | 0 | | 1 | 1 | | | |
| M.Sc. in Geographical Information Systems | | | | | | | | | | 6 | 0 | 6 | 7 | 2 | 9 | 6 | 3 | 9 |
| M.Sc. in Food Science and Technology | | | | | | | | | | | | 0 | 1 | 1 | 2 | 1 | 0 | 1 |
| M.Sc. in Oil and Gas Technology | | | | | | | | | | | | | | | | 2 | 0 | 2 |
| M.Sc. in Information System Management | | | | | | | | | | | | | | | | 3 | 2 | 5 |
| M.Sc. in Electronics Science and | | | | | | | | | | | | | | | | 1 | 0 | 1 |

| Programme | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|------------------------|-----------|-----------|------------|-----------|-----------|------------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Communication | | | | | | | | | | | | | | | | | | |
| M.Sc. in Biochemistry | | | | | | | | | | | | | | | | 5 | 4 | 9 |
| M.Sc. in Biotechnology | | | | | | | | | | | | | | | | 1 | 1 | 2 |
| M.Sc. in Microbiology | | | | | | | | | | | | | | | | 1 | 0 | 1 |
| Total | 62 | 47 | 109 | 93 | 39 | 132 | 72 | 37 | 109 | 55 | 16 | 71 | 76 | 43 | 119 | 78 | 46 | 124 |

Table A21: Doctor of Philosophy (PhD) Graduates

| Year | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | |
|----------------------------|---------|----|----|---------|----|----|---------|----|----|---------|----|----|---------|----|----|---------|----|----|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Doctor of Philosophy (PhD) | 53 | 13 | 66 | 20 | 53 | 73 | 57 | 23 | 80 | 61 | 21 | 82 | 66 | 33 | 99 | 63 | 31 | 94 |

6.2 Appendix B: Tables for Teaching and Learning

6.2.1 Academic Staff

Table B1: Overall UDSM Academic Staff by Rank

| Year | Professors | A/Professors | S/Lecturers | Lecturers | A/Lecturers | T/Assistants | Total |
|---------|------------|--------------|-------------|-----------|-------------|--------------|--------------|
| 2014/15 | 53 | 109 | 192 | 315 | 649 | 204 | 1,522 |
| 2015/16 | 50 | 92 | 179 | 300 | 665 | 304 | 1,590 |
| 2016/17 | 51 | 92 | 189 | 359 | 632 | 215 | 1,538 |
| 2017/18 | 50 | 96 | 184 | 380 | 606 | 219 | 1,535 |
| 2018/19 | 45 | 82 | 194 | 429 | 664 | 204 | 1,618 |
| 2019/20 | 37 | 76 | 177 | 486 | 776 | 233 | 1,785 |

Table B2: UDSM Academic Staff by Rank and Gender

| Year | Professors | | | A/Professors | | | S/Lecturers | | | Lecturers | | | A/Lecturers | | | T/Assistants | | | Total | | |
|---------|------------|----|----|--------------|----|-----|-------------|----|-----|-----------|-----|-----|-------------|-----|-----|--------------|----|-----|-------|-----|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| 2014/15 | 47 | 6 | 53 | 99 | 10 | 109 | 156 | 36 | 192 | 230 | 85 | 315 | 462 | 187 | 649 | 137 | 67 | 204 | 1,131 | 391 | 1,522 |
| %Female | 11 | | | 9 | | | 19 | | | 27 | | | 29 | | | 33 | | | 26 | | |
| 2015/16 | 41 | 9 | 50 | 80 | 12 | 92 | 143 | 36 | 179 | 213 | 87 | 300 | 471 | 194 | 665 | 219 | 85 | 304 | 1,167 | 423 | 1,590 |
| %Female | 18 | | | 13 | | | 20 | | | 29 | | | 29 | | | 28 | | | 27 | | |
| 2016/17 | 43 | 8 | 51 | 81 | 11 | 92 | 155 | 34 | 189 | 259 | 100 | 359 | 452 | 180 | 632 | 146 | 69 | 215 | 1,136 | 402 | 1,538 |
| %Female | 16 | | | 12 | | | 18 | | | 28 | | | 29 | | | 32 | | | 26 | | |
| 2017/18 | 38 | 12 | 50 | 69 | 27 | 96 | 139 | 45 | 184 | 283 | 97 | 380 | 439 | 167 | 606 | 162 | 57 | 219 | 1,130 | 405 | 1,535 |
| %Female | 24 | | | 28 | | | 24 | | | 26 | | | 28 | | | 26 | | | 26 | | |
| 2018/19 | 38 | 7 | 45 | 60 | 22 | 82 | 161 | 33 | 194 | 298 | 131 | 429 | 450 | 214 | 664 | 144 | 60 | 204 | 1,151 | 467 | 1,618 |
| %Female | 16 | | | 27 | | | 17 | | | 31 | | | 32 | | | 29 | | | 29 | | |
| 2019/20 | 33 | 4 | 37 | 55 | 21 | 76 | 147 | 30 | 177 | 351 | 135 | 486 | 535 | 241 | 776 | 168 | 65 | 233 | 1,289 | 496 | 1,785 |
| %Female | 11 | | | 28 | | | 17 | | | 28 | | | 31 | | | 28 | | | 28 | | |

Table B3: MJNM Campus' Academic Staff by Age, Qualification and Gender, 2014/2015

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 10 | 5 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 5 | 15 |
| 26 - 30 | 35 | 25 | 60 | 25 | 16 | 41 | 2 | 0 | 2 | 62 | 41 | 103 |
| 31 - 35 | 31 | 12 | 43 | 120 | 51 | 171 | 18 | 7 | 25 | 169 | 70 | 239 |
| 36 - 40 | 5 | 2 | 7 | 108 | 25 | 133 | 52 | 32 | 84 | 165 | 59 | 224 |
| 41 - 45 | 0 | 0 | 0 | 47 | 7 | 54 | 69 | 27 | 96 | 116 | 34 | 150 |
| 46 - 50 | 0 | 0 | 0 | 9 | 5 | 14 | 53 | 11 | 64 | 62 | 16 | 78 |
| 51 - 55 | 0 | 0 | 0 | 3 | 0 | 3 | 71 | 13 | 84 | 74 | 13 | 87 |
| 56 - 60 | 0 | 0 | 0 | 5 | 0 | 5 | 105 | 17 | 122 | 110 | 17 | 127 |
| Over 60 | 0 | 0 | 0 | 1 | 0 | 1 | 134 | 15 | 149 | 135 | 15 | 150 |
| Total | 81 | 44 | 125 | 318 | 104 | 422 | 504 | 122 | 626 | 903 | 270 | 1,173 |

Table B4: MJNM Campus' Academic Staff by Age, Qualification and Gender, 2015/2016

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 15 | 4 | 19 | 0 | 1 | 1 | 0 | 0 | 0 | 15 | 5 | 20 |
| 26 - 30 | 88 | 36 | 124 | 44 | 14 | 58 | 1 | 0 | 1 | 133 | 50 | 183 |
| 31 - 35 | 49 | 24 | 73 | 110 | 50 | 160 | 11 | 4 | 15 | 170 | 78 | 248 |
| 36 - 40 | 5 | 2 | 7 | 123 | 39 | 162 | 44 | 27 | 71 | 172 | 68 | 240 |
| 41 - 45 | 2 | 0 | 2 | 41 | 9 | 50 | 71 | 24 | 95 | 114 | 33 | 147 |
| 46 - 50 | 0 | 0 | 0 | 9 | 3 | 12 | 52 | 16 | 68 | 61 | 19 | 80 |
| 51 - 55 | 0 | 0 | 0 | 5 | 1 | 6 | 45 | 11 | 56 | 50 | 12 | 62 |
| 56 - 60 | 0 | 0 | 0 | 2 | 1 | 3 | 89 | 15 | 104 | 91 | 16 | 107 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 128 | 28 | 156 | 128 | 28 | 156 |
| Total | 159 | 66 | 225 | 334 | 118 | 452 | 441 | 125 | 566 | 934 | 309 | 1,243 |

Table B5: MJNM Campus' Academic Staff by Age, Qualification and Gender, 2016/2017

| Age | Degree | | | Master's | | | PhD | | | Total | | |
|----------|--------|----|----|----------|----|-----|-----|----|-----|-------|----|-----|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 6 | 7 | 13 | 0 | 1 | 1 | 0 | 0 | 0 | 6 | 8 | 14 |
| 26 - 30 | 60 | 28 | 88 | 37 | 23 | 60 | 0 | 0 | 0 | 97 | 51 | 148 |
| 31 - 35 | 20 | 6 | 26 | 102 | 45 | 147 | 16 | 3 | 19 | 138 | 54 | 192 |
| 36 - 40 | 10 | 2 | 12 | 106 | 24 | 130 | 66 | 26 | 92 | 182 | 52 | 234 |
| 41 - 45 | 0 | 1 | 1 | 51 | 8 | 59 | 73 | 33 | 106 | 124 | 42 | 166 |
| 46 - 50 | 1 | 0 | 1 | 10 | 4 | 14 | 71 | 20 | 91 | 82 | 24 | 106 |
| 51 - 55 | 0 | 0 | 0 | 1 | 1 | 2 | 46 | 10 | 56 | 47 | 11 | 58 |
| 56 - 60 | 0 | 0 | 0 | 5 | 0 | 5 | 77 | 10 | 87 | 82 | 10 | 92 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 132 | 22 | 154 | 132 | 22 | 154 |

| Age | Degree | | | Master's | | | PhD | | | Total | | |
|--------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Total | 97 | 44 | 141 | 312 | 106 | 418 | 481 | 124 | 605 | 890 | 274 | 1,164 |

Table B6: MKNM Campus' Academic Staff by Age, Qualification and Gender, 2017/2018

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 3 | 4 | 7 | 0 | 1 | 1 | 0 | 0 | 0 | | 5 | 8 |
| 26-30 | 61 | 30 | 91 | 32 | 19 | 51 | 0 | 0 | 0 | 93 | 49 | 142 |
| 31-35 | 21 | 7 | 28 | 89 | 47 | 136 | 12 | 2 | 14 | 122 | 56 | 178 |
| 36-40 | 11 | 2 | 13 | 112 | 26 | 138 | 64 | 25 | 89 | 187 | 53 | 240 |
| 41-45 | 0 | 1 | 1 | 61 | 8 | 69 | 73 | 35 | 108 | 134 | 44 | 178 |
| 46-50 | 1 | 0 | 1 | 11 | 4 | 15 | 73 | 21 | 94 | 85 | 25 | 110 |
| 51-55 | 0 | 0 | 0 | 1 | 1 | 2 | 49 | 10 | 59 | 50 | 11 | 61 |
| 56-60 | 0 | 0 | 0 | 4 | 0 | 4 | 76 | 8 | 84 | 80 | 8 | 88 |
| Over 60 | 0 | 0 | 0 | 1 | 0 | 1 | 136 | 23 | 159 | 137 | 23 | 160 |
| Total | 97 | 44 | 141 | 311 | 106 | 417 | 483 | 124 | 607 | 891 | 274 | 1,165 |

Table B7: MJNM Campus' Academic Staff by Age, Qualification and Gender, 2018/2019

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 26-30 | 54 | 30 | 84 | 37 | 26 | 63 | 0 | 0 | 0 | 91 | 56 | 147 |
| 31-35 | 23 | 7 | 30 | 83 | 47 | 130 | 9 | 2 | 11 | 115 | 56 | 171 |
| 36-40 | 5 | 1 | 6 | 145 | 40 | 185 | 70 | 25 | 95 | 220 | 66 | 286 |
| 41-45 | 0 | 0 | 0 | 54 | 7 | 61 | 84 | 41 | 125 | 138 | 48 | 186 |
| 46-50 | 0 | 0 | 0 | 20 | 4 | 24 | 79 | 25 | 104 | 99 | 29 | 128 |
| 51-55 | 0 | 1 | 1 | 3 | 1 | 4 | 45 | 10 | 55 | 48 | 12 | 60 |
| 56-60 | 0 | 0 | 0 | 2 | 0 | 2 | 63 | 13 | 76 | 65 | 13 | 78 |
| Over 60 | 0 | 0 | 0 | 4 | 0 | 4 | 127 | 27 | 154 | 131 | 27 | 158 |
| Total | 82 | 40 | 122 | 348 | 125 | 473 | 477 | 143 | 620 | 907 | 308 | 1,215 |

Table B8: MJNM Campus' Academic Staff by Age, Qualification and Gender, 2019/2020

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|----------|------------|----|-----|----------|----|----|-----|---|---|-------|----|-----|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 8 | 6 | 14 | 2 | 0 | 2 | 0 | 0 | 0 | 10 | 6 | 16 |
| 26-30 | 71 | 33 | 104 | 51 | 29 | 80 | 0 | 0 | 0 | 122 | 62 | 184 |

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|--------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| 31-35 | 28 | 9 | 37 | 112 | 64 | 176 | 7 | 5 | 12 | 147 | 78 | 225 |
| 36-40 | 6 | 2 | 8 | 134 | 48 | 182 | 65 | 23 | 88 | 205 | 73 | 278 |
| 41-45 | 2 | 1 | 3 | 68 | 11 | 79 | 100 | 44 | 144 | 170 | 56 | 226 |
| 46-50 | 0 | 1 | 1 | 23 | 2 | 25 | 80 | 26 | 106 | 103 | 29 | 132 |
| 51-55 | 1 | 0 | 1 | 3 | 3 | 6 | 49 | 11 | 60 | 53 | 14 | 67 |
| 56-60 | 0 | 0 | 0 | 2 | 0 | 2 | 50 | 12 | 62 | 52 | 12 | 64 |
| Over 60 | 1 | 0 | 1 | 11 | 0 | 11 | 146 | 27 | 173 | 158 | 27 | 185 |
| Total | 117 | 52 | 169 | 406 | 157 | 563 | 497 | 148 | 645 | 1,020 | 357 | 1,377 |

Table B9: DUCE Academic Staff by Age, Qualification and Gender, 2014/2015

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26 – 30 | 22 | 10 | 32 | 38 | 14 | 52 | 0 | 0 | 0 | 60 | 24 | 84 |
| 31 – 35 | 5 | 3 | 8 | 28 | 19 | 47 | 2 | 2 | 4 | 35 | 24 | 59 |
| 36 – 40 | 0 | 0 | 0 | 16 | 9 | 25 | 4 | 6 | 10 | 20 | 15 | 35 |
| 41 – 45 | 0 | 0 | 0 | 2 | 5 | 7 | 8 | 3 | 11 | 10 | 8 | 18 |
| 46 – 50 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 4 | 3 | 1 | 4 |
| 51 – 55 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| 56 – 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 27 | 13 | 40 | 84 | 47 | 131 | 18 | 12 | 30 | 129 | 72 | 201 |

Table B10: DUCE Academic Staff by Age, Qualification and Gender, 2015/2016

| Age | Bachelor's | | | Masters | | | PhD | | | Total | | |
|--------------|------------|----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| 26 – 30 | 8 | 6 | 14 | 12 | 5 | 17 | 0 | 0 | 0 | 20 | 11 | 31 |
| 31 – 35 | 9 | 2 | 11 | 28 | 15 | 43 | 2 | 3 | 5 | 39 | 20 | 59 |
| 36 – 40 | 2 | 0 | 2 | 26 | 12 | 38 | 8 | 2 | 10 | 36 | 14 | 50 |
| 41 – 45 | 0 | 0 | 0 | 18 | 7 | 25 | 8 | 6 | 14 | 26 | 13 | 39 |
| 46 – 50 | 0 | 0 | 0 | 3 | 1 | 4 | 6 | 2 | 8 | 9 | 3 | 12 |
| 51 – 55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 56 – 60 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 20 | 9 | 29 | 87 | 40 | 127 | 25 | 13 | 38 | 132 | 62 | 194 |

Table B11: DUCE Academic Staff by Age, Qualification and Gender, 2016/2017

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| 26 - 30 | 12 | 6 | 18 | 9 | 6 | 15 | 0 | 0 | 0 | 21 | 12 | 33 |
| 31 - 35 | 13 | 5 | 18 | 25 | 16 | 41 | 3 | 2 | 5 | 41 | 23 | 64 |
| 36 - 40 | 2 | 0 | 2 | 23 | 14 | 37 | 12 | 4 | 16 | 37 | 18 | 55 |
| 41 - 45 | 0 | 0 | 0 | 16 | 9 | 25 | 12 | 9 | 21 | 28 | 18 | 46 |
| 46 - 50 | 0 | 0 | 0 | 1 | 0 | 1 | 7 | 3 | 10 | 8 | 3 | 11 |
| 51 - 55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 56 - 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Total | 28 | 12 | 40 | 74 | 45 | 119 | 35 | 18 | 53 | 137 | 75 | 212 |

Table B12: DUCE Academic Staff by Age, Qualification and Gender, 2017/2018

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | | | | | | | 0 | 0 | 0 |
| 26 – 30 | 14 | 6 | 20 | 3 | 1 | 4 | | | | 17 | 7 | 24 |
| 31 – 35 | 7 | 4 | 11 | 23 | 13 | 36 | 1 | 0 | 1 | 31 | 17 | 48 |
| 36 – 40 | 2 | 0 | 2 | 24 | 16 | 40 | 11 | 7 | 18 | 37 | 23 | 60 |
| 41 – 45 | 0 | 1 | 1 | 15 | 8 | 23 | 16 | 11 | 27 | 31 | 20 | 51 |
| 46 – 50 | | | | 11 | 3 | 14 | 11 | 4 | 15 | 22 | 7 | 29 |
| 51 – 55 | | | | | | | 7 | 1 | 8 | 7 | 1 | 8 |
| 56 – 60 | | | | | | | | | | | | 0 |
| Over 60 | | | | | | | 1 | 0 | 1 | 1 | 0 | 1 |
| Total | 23 | 11 | 34 | 76 | 41 | 117 | 47 | 23 | 70 | 146 | 75 | 221 |

Table B13: DUCE Academic Staff by Age, Qualification and Gender, 2018/2019

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|----------|------------|---|----|----------|----|----|-----|---|---|-------|----|----|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | | | | | | | 0 | 0 | 0 |
| 26 – 30 | 13 | 4 | 17 | 3 | 2 | 5 | | | | 16 | 6 | 22 |
| 31 – 35 | 6 | 2 | 8 | 23 | 17 | 40 | 5 | 0 | 5 | 34 | 19 | 53 |

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| 36 – 40 | 1 | 1 | 2 | 28 | 17 | 45 | 6 | 9 | 15 | 35 | 27 | 62 |
| 41 – 45 | 0 | | | 15 | 9 | 24 | 17 | 8 | 25 | 32 | 17 | 49 |
| 46 – 50 | | | | 5 | 4 | 9 | 15 | 9 | 24 | 20 | 13 | 33 |
| 51 – 55 | | | | 2 | 0 | 2 | 8 | 3 | 11 | 10 | 3 | 13 |
| 56 – 60 | | | | | | | | | | | | |
| Over 60 | | | | | | | | | | | | |
| Total | 20 | 7 | 27 | 76 | 49 | 125 | 51 | 29 | 80 | 147 | 85 | 232 |

Table B14: DUCE Academic Staff by Age, Qualification and Gender, 2019/2020

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | | | | | | | 0 | 0 | 0 |
| 26 – 30 | 13 | 4 | 17 | 4 | 2 | 6 | | | | 17 | 6 | 23 |
| 31 – 35 | 7 | 3 | 10 | 25 | 17 | 42 | 4 | 0 | 4 | 36 | 20 | 56 |
| 36 – 40 | 1 | 0 | 1 | 30 | 15 | 45 | 8 | 10 | 18 | 39 | 25 | 64 |
| 41 – 45 | 0 | | | 14 | 9 | 23 | 18 | 8 | 26 | 32 | 17 | 49 |
| 46 – 50 | | | | 4 | 4 | 8 | 17 | 9 | 26 | 21 | 13 | 34 |
| 51 – 55 | | | | 1 | 0 | 1 | 9 | 4 | 13 | 10 | 4 | 14 |
| 56 – 60 | | | | | | | | | | | | |
| Over 60 | | | | | | | | | | | | |
| Total | 21 | 7 | 28 | 78 | 47 | 125 | 56 | 31 | 87 | 155 | 85 | 240 |

Table B15: MUCE Academic Staff by Age, Qualification and Gender, 2014/2015

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|-----------|-----------|-----------|-----------|-----------|----------|----------|-----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26 – 30 | 13 | 7 | 20 | 11 | 8 | 19 | 0 | 0 | 0 | 24 | 15 | 39 |
| 31 – 35 | 15 | 3 | 18 | 20 | 7 | 27 | 1 | 1 | 2 | 36 | 11 | 47 |
| 36 – 40 | 1 | 0 | 1 | 18 | 16 | 34 | 1 | 0 | 1 | 20 | 16 | 36 |
| 41 – 45 | 0 | 0 | 0 | 9 | 4 | 13 | 5 | 1 | 6 | 14 | 5 | 19 |
| 46 – 50 | 0 | 0 | 0 | 2 | 0 | 2 | 1 | 0 | 1 | 3 | 0 | 3 |
| 51 – 55 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 1 | 1 | 2 |
| 56 – 60 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 1 | 1 | 1 | 2 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 29 | 10 | 39 | 61 | 37 | 98 | 9 | 2 | 11 | 99 | 49 | 148 |

Table B16: MUCE Academic Staff by Age, Qualification and Gender, 2015/2016

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|-----------|-----------|-----------|-----------|-----------|----------|----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26 – 30 | 20 | 6 | 26 | 14 | 10 | 24 | 0 | 0 | 0 | 34 | 16 | 50 |
| 31 – 35 | 19 | 4 | 23 | 20 | 5 | 25 | 1 | 0 | 1 | 40 | 9 | 49 |
| 36 – 40 | 1 | 0 | 1 | 8 | 16 | 24 | 2 | 2 | 4 | 11 | 18 | 29 |
| 41 – 45 | 0 | 0 | 0 | 7 | 4 | 11 | 4 | 1 | 5 | 11 | 5 | 16 |
| 46 – 50 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 1 | 1 | 2 | 1 | 3 |
| 51 – 55 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 1 | 1 | 2 |
| 56 – 60 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 4 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 40 | 10 | 50 | 53 | 37 | 90 | 8 | 5 | 13 | 101 | 52 | 153 |

Table B17: MUCE Academic Staff by Age, Qualification and Gender, 2016/2017

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 26 - 30 | 16 | 11 | 27 | 2 | 3 | 5 | 0 | 0 | 0 | 18 | 14 | 32 |
| 31 - 35 | 4 | 1 | 5 | 27 | 15 | 42 | 0 | 0 | 0 | 31 | 16 | 47 |
| 36 - 40 | 1 | 0 | 1 | 25 | 9 | 34 | 9 | 3 | 12 | 35 | 12 | 47 |
| 41 - 45 | 0 | 0 | 0 | 9 | 3 | 12 | 4 | 4 | 8 | 13 | 7 | 20 |
| 46 - 50 | 0 | 0 | 0 | 4 | 1 | 5 | 3 | 1 | 4 | 7 | 2 | 9 |
| 51 - 55 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 0 | 2 | 3 | 0 | 3 |
| 56 - 60 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 | 2 | 1 | 3 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 21 | 13 | 34 | 68 | 31 | 99 | 20 | 9 | 29 | 109 | 53 | 162 |

Table B18: MUCE Academic Staff by Age, Qualification and Gender, 2017/2018

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|----------|------------|---|----|----------|----|----|-----|----|----|-------|----|----|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26 – 30 | 18 | 8 | 26 | 14 | 10 | 24 | 0 | 0 | 0 | 32 | 18 | 50 |
| 31 – 35 | 12 | 6 | 18 | 23 | 3 | 26 | 1 | 0 | 1 | 36 | 9 | 45 |
| 36 – 40 | 0 | 0 | 0 | 4 | 15 | 19 | 3 | 11 | 14 | 7 | 26 | 33 |
| 41 – 45 | 0 | 0 | 0 | 0 | 2 | 2 | 10 | 3 | 13 | 10 | 5 | 15 |
| 46 – 50 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 1 | 1 | 2 | 1 | 3 |
| 51 – 55 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| 56 – 60 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 2 | 2 |

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 30 | 14 | 44 | 43 | 32 | 75 | 14 | 16 | 30 | 87 | 62 | 149 |

Table B19: MUCE Academic Staff by Age, Qualification and Gender, 2018/2019

| Age | Degree | | | Masters | | | PhD | | | Total | | |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| 26 – 30 | 17 | 5 | 22 | 1 | 0 | 1 | 0 | 0 | 0 | 18 | 5 | 23 |
| 31 – 35 | 11 | 8 | 19 | 11 | 19 | 30 | 2 | 0 | 2 | 24 | 27 | 51 |
| 36 – 40 | 0 | 0 | 0 | 10 | 18 | 28 | 4 | 16 | 20 | 14 | 34 | 48 |
| 41 – 45 | 0 | 0 | 0 | 11 | 4 | 15 | 9 | 4 | 13 | 20 | 8 | 28 |
| 46 – 50 | 0 | 0 | 0 | 4 | 2 | 6 | 6 | 3 | 9 | 10 | 5 | 15 |
| 51 – 55 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 1 | 1 | 2 | 1 | 3 |
| 56 – 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 30 | 13 | 43 | 39 | 43 | 82 | 21 | 25 | 46 | 90 | 81 | 171 |

Table B20: MUCE Academic Staff by Age, Qualification and Gender, 2019/2020

| Age | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26 – 30 | 15 | 6 | 21 | 3 | 1 | 4 | 0 | 0 | 0 | 18 | 7 | 25 |
| 31 – 35 | 5 | 0 | 5 | 6 | 4 | 10 | 2 | 3 | 5 | 13 | 7 | 20 |
| 36 – 40 | 0 | 0 | 0 | 34 | 22 | 56 | 14 | 7 | 20 | 48 | 29 | 77 |
| 41 – 45 | 0 | 0 | 0 | 14 | 10 | 24 | 6 | 1 | 8 | 20 | 11 | 31 |
| 46 – 50 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 9 | 9 | 0 | 9 |
| 51 – 55 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 5 | 5 | 0 | 5 |
| 56 – 60 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 5 | 0 | 1 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 20 | 6 | 26 | 57 | 37 | 94 | 37 | 11 | 48 | 118 | 54 | 168 |

Table B21: UDSM Academic Staff Recruitment, Rank and Gender

| Rank | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | | Total | | |
|--------------|------------|-----------|-----------|------------|-----------|------------|------------|----------|-----------|------------|----------|-----------|------------|-----------|-----------|------------|-----------|-----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Professor | 1 | 0 | 1 | 1 | 1 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 5 |
| A/Professor | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 5 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 7 | 0 | 7 |
| S/Lecturer | 1 | 0 | 1 | 2 | 0 | 2 | 7 | 1 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 1 | 11 |
| Lecturer | 3 | 2 | 5 | 2 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 1 | 3 | 1 | 0 | 1 | 9 | 3 | 12 |
| A/Lecturer | 10 | 4 | 14 | 22 | 16 | 38 | 4 | 4 | 8 | 9 | 1 | 10 | 10 | 11 | 21 | 7 | 7 | 14 | 62 | 43 | 105 |
| T/Assistant | 27 | 16 | 43 | 105 | 44 | 149 | 8 | 2 | 10 | 17 | 7 | 24 | 28 | 17 | 45 | 36 | 6 | 42 | 221 | 92 | 313 |
| Total | 42 | 22 | 64 | 132 | 61 | 193 | 27 | 7 | 34 | 27 | 8 | 35 | 40 | 29 | 69 | 45 | 13 | 58 | 313 | 140 | 453 |
| %F | 34% | | | 32% | | | 21% | | | 23% | | | 42% | | | 22% | | | 31% | | |

Table B22: MJNMC Academic Staff Recruitment, Rank and Gender

| Rank | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | | Total | | |
|--------------|-----------|----------|-----------|------------|-----------|------------|-----------|----------|-----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Professor | 1 | 0 | 1 | 1 | 1 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 5 |
| A/Professor | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 5 |
| S/Lecturer | 1 | 0 | 1 | 0 | 0 | 0 | 7 | 1 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 1 | 9 |
| Lecturer | 3 | 2 | 5 | 2 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 1 | 3 | 1 | 0 | 1 | 9 | 3 | 12 |
| A/Lecturer | 5 | 1 | 6 | 20 | 15 | 35 | 2 | 4 | 6 | 5 | 1 | 6 | 9 | 7 | 16 | 6 | 4 | 10 | 47 | 32 | 79 |
| T/Assistant | 20 | 5 | 25 | 89 | 36 | 125 | 5 | 2 | 7 | 4 | 2 | 6 | 23 | 16 | 39 | 32 | 6 | 38 | 173 | 67 | 240 |
| Total | 30 | 8 | 38 | 112 | 52 | 164 | 22 | 7 | 29 | 9 | 3 | 12 | 34 | 24 | 58 | 39 | 10 | 49 | 246 | 104 | 350 |

Table B23: DUCE Academic Staff Recruitment, Rank and Gender

| Rank | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | | TOTAL | | |
|--------------|----------|----------|----------|-----------|----------|-----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Professor | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| A/Professor | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| S/Lecturer | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Lecturer | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| A/Lecturer | 1 | 0 | 1 | 2 | 1 | 3 | 2 | 0 | 2 | 3 | 0 | 3 | 0 | 3 | 3 | 0 | 0 | 0 | 8 | 4 | 12 |
| T/Assistant | 3 | 5 | 8 | 16 | 8 | 24 | 3 | 0 | 3 | 3 | 0 | 3 | 5 | 1 | 6 | 2 | 0 | 2 | 32 | 14 | 46 |
| Total | 4 | 5 | 9 | 19 | 9 | 28 | 5 | 0 | 5 | 6 | 0 | 6 | 5 | 4 | 9 | 2 | 0 | 2 | 41 | 18 | 59 |

Table B24: MUCE Academic Staff Recruitment, Rank and Gender

| Rank | 2014/15 | | | 2015/16 | | | 2016/17 | | | 2017/18 | | | 2018/19 | | | 2019/20 | | | Total | | |
|--------------|----------|----------|-----------|----------|----------|----------|----------|----------|----------|-----------|----------|-----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Professor | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| A/Professor | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 0 | 2 |
| S/Lecturer | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Lecturer | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| A/Lecturer | 4 | 3 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 2 | 1 | 3 | 4 | 7 | 7 | 14 |
| T/Assistant | 4 | 6 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 5 | 15 | 0 | 0 | 0 | 2 | 0 | 2 | 16 | 11 | 27 |
| Total | 8 | 9 | 17 | 1 | 0 | 1 | 0 | 0 | 0 | 12 | 5 | 17 | 1 | 1 | 2 | 4 | 3 | 7 | 26 | 18 | 44 |

Table B25: UDSM Academic Staff by Employment Status and Gender

| Year | Permanent | | | Contract | | | Part-time | | | Total | | | % Permanent |
|---------|-----------|-----|-------|----------|----|-----|-----------|----|-----|-------|-----|-------|-------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | |
| 2014/15 | 960 | 368 | 1,328 | 168 | 26 | 194 | 57 | 5 | 62 | 1,185 | 399 | 1,584 | 84% |
| %Female | 28% | | | 13% | | | 8% | | | 25% | | | |
| 2015/16 | 1035 | 391 | 1,426 | 132 | 32 | 164 | 48 | 14 | 62 | 1,215 | 437 | 1,652 | 86% |
| %Female | 27% | | | 20% | | | 23% | | | 26% | | | |
| 2016/17 | 973 | 364 | 1,337 | 134 | 24 | 158 | 101 | 7 | 108 | 1,208 | 395 | 1,603 | 83% |
| %Female | 27% | | | 15% | | | 6% | | | 25% | | | |
| 2017/18 | 1000 | 383 | 1,383 | 94 | 25 | 119 | 89 | 13 | 102 | 1,183 | 421 | 1,604 | 86% |
| %Female | 27% | | | 21% | | | 13% | | | 26% | | | |
| 2018/19 | 1031 | 439 | 1,470 | 115 | 26 | 141 | 77 | 14 | 91 | 1,223 | 479 | 1,702 | 86% |
| %Female | 30% | | | | | | | | | | | | |
| 2019/20 | 1048 | 435 | 1,483 | 69 | 18 | 87 | 220 | 48 | 268 | 1,337 | 501 | 1,838 | 81% |
| %Female | 29% | | | 21% | | | 18% | | | 27% | | | |

Table B26: Academic Staff by Unit, Employment Status and Gender, 2014/2015

| Unit | Permanent | | | Contract | | | Part-time | | | Total | | |
|-------|-----------|----|-----|----------|---|----|-----------|---|----|-------|----|-----|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| CoHU | 97 | 27 | 124 | 11 | 4 | 15 | 11 | 0 | 11 | 119 | 31 | 150 |
| CoSS | 94 | 33 | 127 | 50 | 3 | 53 | 8 | 0 | 8 | 152 | 36 | 188 |
| CoET | 143 | 31 | 174 | 24 | 0 | 24 | 3 | 0 | 3 | 170 | 31 | 201 |
| CoNAS | 124 | 37 | 161 | 30 | 7 | 37 | 7 | 0 | 7 | 161 | 44 | 205 |
| CoICT | 61 | 21 | 82 | 5 | 0 | 5 | 1 | 0 | 1 | 67 | 21 | 88 |
| UDBS | 56 | 26 | 82 | 5 | 3 | 8 | 5 | 1 | 6 | 66 | 30 | 96 |
| SoED | 46 | 26 | 72 | 7 | 2 | 9 | 5 | 1 | 6 | 58 | 29 | 87 |

| Unit | Permanent | | | Contract | | | Part-time | | | Total | | |
|----------------------------|------------|------------|------------|------------|-----------|------------|-----------|----------|-----------|------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| UDSoL | 46 | 9 | 55 | 8 | 0 | 8 | 0 | 0 | 0 | 54 | 9 | 63 |
| SoHS | 3 | 1 | 4 | 1 | 0 | 1 | 0 | 0 | 0 | 4 | 1 | 5 |
| SJMC | 17 | 5 | 22 | 1 | 0 | 1 | 0 | 0 | 0 | 18 | 5 | 23 |
| IDS | 11 | 5 | 16 | 11 | 3 | 14 | 12 | 2 | 14 | 34 | 10 | 44 |
| IMS | 11 | 4 | 15 | 0 | 1 | 1 | 0 | 0 | 0 | 11 | 5 | 16 |
| IRA | 11 | 6 | 17 | 4 | 0 | 4 | 0 | 0 | 0 | 15 | 6 | 21 |
| IKS | 18 | 17 | 35 | 7 | 0 | 7 | 4 | 1 | 5 | 29 | 18 | 47 |
| Sub Total | 738 | 248 | 986 | 164 | 23 | 187 | 56 | 5 | 61 | 958 | 276 | 1,234 |
| DUCE | 128 | 73 | 201 | 0 | 0 | 0 | 0 | 0 | 0 | 128 | 73 | 201 |
| MUCE | 94 | 47 | 141 | 4 | 3 | 7 | 1 | 0 | 1 | 99 | 50 | 149 |
| Sub Total DUCE+MUCE | 222 | 120 | 342 | 4 | 3 | 7 | 1 | 0 | 1 | 227 | 123 | 350 |
| Total | 960 | 368 | 1,328 | 168 | 26 | 194 | 57 | 5 | 62 | 1,185 | 399 | 1,584 |

Table B27: Academic Staff by Unit, Employment Status and Gender, 2015/2016

| Unit | Permanent | | | Contract | | | Part-time | | | Total | | |
|----------------------------|--------------|------------|--------------|------------|-----------|------------|-----------|-----------|-----------|--------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| CoAF | 22 | 10 | 32 | 3 | 1 | 4 | 1 | 1 | 2 | 26 | 12 | 38 |
| CoHU | 102 | 26 | 128 | 8 | 3 | 11 | 5 | 2 | 7 | 115 | 31 | 146 |
| CoSS | 109 | 42 | 151 | 30 | 5 | 35 | 4 | 0 | 4 | 143 | 47 | 190 |
| CoET | 153 | 35 | 188 | 19 | 0 | 19 | 3 | 2 | 5 | 175 | 37 | 212 |
| CoNAS | 122 | 37 | 159 | 21 | 7 | 28 | 1 | 1 | 2 | 144 | 45 | 189 |
| CoICT | 61 | 21 | 82 | 4 | 1 | 5 | 2 | 0 | 2 | 67 | 22 | 89 |
| UDBS | 63 | 37 | 100 | 9 | 5 | 14 | 5 | 0 | 5 | 77 | 42 | 119 |
| SoED | 47 | 23 | 70 | 7 | 3 | 10 | 4 | 0 | 4 | 58 | 26 | 84 |
| UDSoL | 45 | 10 | 55 | 8 | 0 | 8 | 3 | 0 | 3 | 56 | 10 | 66 |
| SoHS | 3 | 1 | 4 | 0 | 0 | 0 | 6 | 0 | 6 | 9 | 1 | 10 |
| SJMC | 18 | 7 | 25 | 1 | 0 | 1 | 7 | 1 | 8 | 26 | 8 | 34 |
| IDS | 15 | 5 | 20 | 9 | 3 | 12 | 0 | 0 | 0 | 24 | 8 | 32 |
| IMS | 13 | 5 | 18 | 1 | 1 | 2 | 0 | 0 | 0 | 14 | 6 | 20 |
| IRA | 18 | 6 | 24 | 4 | 0 | 4 | 0 | 0 | 0 | 22 | 6 | 28 |
| IKS | 15 | 15 | 30 | 4 | 0 | 4 | 6 | 7 | 13 | 25 | 22 | 47 |
| Sub Total | 806 | 280 | 1,086 | 128 | 29 | 157 | 47 | 14 | 61 | 981 | 323 | 1,304 |
| DUCE | 132 | 62 | 194 | 0 | 0 | 0 | 0 | 0 | 0 | 132 | 62 | 194 |
| MUCE | 97 | 49 | 146 | 4 | 3 | 7 | 1 | 0 | 1 | 102 | 52 | 154 |
| Sub Total DUCE+MUCE | 229 | 111 | 340 | 4 | 3 | 7 | 1 | 0 | 1 | 234 | 114 | 348 |
| Total | 1,035 | 391 | 1,426 | 132 | 32 | 164 | 48 | 14 | 62 | 1,215 | 437 | 1,652 |

Table B28: Academic Staff by Unit, Employment Status and Gender, 2016/2017

| Unit | Permanent | | | Contract | | | Part-time | | | Total | | |
|--------------|------------|------------|--------------|------------|-----------|------------|------------|----------|------------|--------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| CoAF | 23 | 10 | 33 | 9 | 1 | 10 | 1 | 0 | 1 | 33 | 11 | 44 |
| CoHU | 92 | 24 | 116 | 6 | 4 | 10 | 6 | 1 | 7 | 104 | 29 | 133 |
| CoSS | 104 | 35 | 139 | 28 | 2 | 30 | 8 | 1 | 9 | 140 | 38 | 178 |
| CoET | 131 | 31 | 162 | 25 | 0 | 25 | 5 | 0 | 5 | 161 | 31 | 192 |
| CoNAS | 116 | 30 | 146 | 28 | 5 | 33 | 1 | 0 | 1 | 145 | 35 | 180 |
| CoICT | 60 | 22 | 82 | 4 | 0 | 4 | 1 | 0 | 1 | 65 | 22 | 87 |
| UDBS | 56 | 23 | 79 | 4 | 4 | 8 | 2 | 0 | 2 | 62 | 27 | 89 |
| SoED | 39 | 18 | 57 | 5 | 2 | 7 | 1 | 0 | 1 | 45 | 20 | 65 |
| UDSoL | 43 | 11 | 54 | 8 | 0 | 8 | 3 | 0 | 3 | 54 | 11 | 65 |
| SoHS | 4 | 5 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 5 | 9 |
| SJMC | 17 | 3 | 20 | 0 | 0 | 0 | 9 | 0 | 9 | 26 | 3 | 29 |
| IDS | 13 | 5 | 18 | 10 | 3 | 13 | 0 | 0 | 0 | 23 | 8 | 31 |
| IMS | 10 | 5 | 15 | 2 | 1 | 3 | 0 | 0 | 0 | 12 | 6 | 18 |
| IRA | 14 | 7 | 21 | 4 | 0 | 4 | 1 | 0 | 1 | 19 | 7 | 26 |
| IKS | 16 | 16 | 32 | 3 | 0 | 3 | 6 | 2 | 8 | 25 | 18 | 43 |
| LIBRARY | 13 | 5 | 18 | 3 | 2 | 5 | 0 | 0 | 0 | 16 | 7 | 23 |
| DUCE | 136 | 74 | 210 | 1 | 1 | 2 | 0 | 0 | 0 | 137 | 75 | 212 |
| MUCE | 109 | 50 | 159 | 3 | 0 | 3 | 58 | 3 | 61 | 170 | 53 | 223 |
| Total | 973 | 364 | 1,337 | 134 | 24 | 158 | 101 | 7 | 108 | 1,208 | 395 | 1,603 |

Table B29: Academic Staff by Unit, Employment Status and Gender, 2017/2018

| Unit | Full-time | | | Contract | | | Part-time | | | Total | | |
|-------|-----------|----|-----|----------|---|----|-----------|---|---|-------|----|-----|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| CoAF | 22 | 10 | 32 | 9 | 1 | 10 | 1 | 0 | 1 | 32 | 11 | 43 |
| CoHU | 89 | 23 | 112 | 6 | 4 | 10 | 3 | 1 | 4 | 98 | 28 | 126 |
| CoSS | 112 | 34 | 146 | 16 | 2 | 18 | 4 | 1 | 5 | 132 | 37 | 169 |
| CoET | 138 | 31 | 169 | 14 | 0 | 14 | 5 | 0 | 5 | 157 | 31 | 188 |
| CoNAS | 134 | 30 | 164 | 9 | 5 | 14 | 1 | 0 | 1 | 144 | 35 | 179 |
| CoICT | 60 | 22 | 82 | 3 | 0 | 3 | 1 | 0 | 1 | 64 | 22 | 86 |
| UDBS | 55 | 23 | 78 | 3 | 4 | 7 | 2 | 0 | 2 | 60 | 27 | 87 |
| SoED | 39 | 18 | 57 | 4 | 2 | 6 | 1 | 0 | 1 | 44 | 20 | 64 |
| UDSoL | 42 | 11 | 53 | 6 | 0 | 6 | 3 | 0 | 3 | 51 | 11 | 62 |
| SJMC | 11 | 3 | 14 | 0 | 0 | 0 | 6 | 0 | 6 | 17 | 3 | 20 |
| IDS | 16 | 5 | 21 | 7 | 3 | 10 | 0 | 0 | 0 | 23 | 8 | 31 |

| Unit | Full-time | | | Contract | | | Part-time | | | Total | | |
|--------------------------------|--------------|------------|--------------|-----------|-----------|------------|-----------|-----------|------------|--------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| IMS | 10 | 5 | 15 | 2 | 1 | 3 | 0 | 0 | 0 | 12 | 6 | 18 |
| IRA | 13 | 7 | 20 | 4 | 0 | 4 | 1 | 0 | 1 | 18 | 7 | 25 |
| IKS | 10 | 14 | 24 | 3 | 0 | 3 | 6 | 2 | 8 | 19 | 16 | 35 |
| LIBRARY | 13 | 5 | 18 | 3 | 2 | 5 | 0 | 0 | 0 | 16 | 7 | 23 |
| SoHS/MCHAS | 4 | 5 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 5 | 9 |
| Sub-total | 768 | 246 | 1,014 | 89 | 24 | 113 | 34 | 4 | 38 | 891 | 274 | 1,165 |
| DUCE | 145 | 75 | 220 | 5 | 1 | 6 | | | | 150 | 76 | 226 |
| MUCE | 87 | 62 | 149 | 0 | 0 | 0 | 55 | 9 | 64 | 142 | 71 | 213 |
| Sub-total DUCE+MUCE | 232 | 137 | 369 | 5 | 1 | 6 | 55 | 9 | 64 | 292 | 147 | 439 |
| Total | 1,000 | 383 | 1,383 | 94 | 25 | 119 | 89 | 13 | 102 | 1,183 | 421 | 1,604 |

Table B30: Academic Staff by Unit, Employment Status and Gender, 2018/2019

| Unit | Full-time | | | Contract | | | Part-time | | | Total | | |
|--------------------------------|--------------|------------|--------------|------------|-----------|------------|-----------|-----------|-----------|--------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| CoAF | 32 | 12 | 44 | 4 | 1 | 5 | 0 | 0 | 0 | 36 | 13 | 49 |
| CoHU | 94 | 27 | 121 | 7 | 5 | 12 | 1 | 0 | 1 | 102 | 32 | 134 |
| CoSS | 107 | 35 | 142 | 20 | 6 | 26 | 0 | 0 | 0 | 127 | 41 | 168 |
| CoET | 142 | 41 | 183 | 26 | 0 | 26 | 0 | 0 | 0 | 168 | 41 | 209 |
| CoNAS | 119 | 33 | 152 | 19 | 5 | 24 | 3 | 1 | 4 | 141 | 39 | 180 |
| CoICT | 54 | 23 | 77 | 4 | 0 | 4 | 0 | 0 | 0 | 58 | 23 | 81 |
| UDBS | 54 | 25 | 79 | 5 | 2 | 7 | 0 | 0 | 0 | 59 | 27 | 86 |
| SoED | 36 | 22 | 58 | 3 | 3 | 6 | 0 | 0 | 0 | 39 | 25 | 64 |
| UDSoL | 39 | 9 | 48 | 6 | 0 | 6 | 0 | 0 | 0 | 45 | 9 | 54 |
| SJMC | 13 | 5 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 5 | 18 |
| IDS | 14 | 7 | 21 | 7 | 2 | 9 | 1 | 1 | 2 | 22 | 10 | 32 |
| IMS | 12 | 6 | 18 | 2 | 0 | 2 | 0 | 0 | 0 | 14 | 6 | 20 |
| IRA | 16 | 8 | 24 | 5 | 0 | 5 | 0 | 0 | 0 | 21 | 8 | 29 |
| IKS | 17 | 13 | 30 | 2 | 0 | 2 | 0 | 0 | 0 | 19 | 13 | 32 |
| LIBRARY | 14 | 5 | 19 | 3 | 2 | 5 | 0 | 0 | 0 | 17 | 7 | 24 |
| MCHAS | 27 | 8 | 35 | 0 | | 0 | 0 | 0 | 0 | 27 | 8 | 35 |
| Sub-total | 790 | 279 | 1,069 | 113 | 26 | 139 | 5 | 2 | 7 | 908 | 307 | 1,215 |
| DUCE | 147 | 85 | 232 | 0 | 0 | 0 | 0 | 0 | 0 | 147 | 85 | 232 |
| MUCE | 97 | 74 | 171 | 0 | 0 | 0 | 72 | 12 | 84 | 169 | 86 | 255 |
| Sub-total DUCE+MUCE | 244 | 159 | 403 | 0 | 0 | 0 | 72 | 12 | 84 | 316 | 171 | 487 |
| Total | 1,034 | 438 | 1,472 | 113 | 26 | 139 | 77 | 14 | 91 | 1,224 | 478 | 1,702 |

Table B 31: Academic Staff by Unit, Employment Status and Gender, 2019/2020

| Unit | Full-time | | | Contract | | | Part-time | | | Total | | |
|--------------------------------|--------------|------------|--------------|-----------|-----------|-----------|------------|-----------|------------|--------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| CoAF | 32 | 17 | 49 | 2 | 1 | 3 | 6 | 4 | 10 | 40 | 22 | 62 |
| CoHU | 93 | 29 | 122 | 5 | 4 | 9 | 17 | 4 | 21 | 115 | 37 | 152 |
| CoSS | 97 | 37 | 134 | 9 | 4 | 13 | 27 | 5 | 32 | 133 | 46 | 179 |
| CoET | 138 | 45 | 183 | 15 | 0 | 15 | 28 | 5 | 33 | 181 | 50 | 231 |
| CoNAS | 118 | 33 | 151 | 11 | 4 | 15 | 31 | 5 | 36 | 160 | 42 | 202 |
| CoICT | 53 | 23 | 76 | 2 | 0 | 2 | 5 | 1 | 6 | 60 | 24 | 84 |
| UDBS | 55 | 25 | 80 | 5 | 1 | 6 | 13 | 2 | 15 | 73 | 28 | 101 |
| SoED | 40 | 25 | 65 | 3 | 2 | 5 | 5 | 2 | 7 | 48 | 29 | 77 |
| UDSoL | 40 | 8 | 48 | 3 | 0 | 3 | 8 | 1 | 9 | 51 | 9 | 60 |
| SJMC | 13 | 8 | 21 | 0 | 0 | 0 | 5 | 1 | 6 | 18 | 9 | 27 |
| IDS | 12 | 6 | 18 | 1 | 1 | 2 | 8 | 1 | 9 | 21 | 8 | 29 |
| IMS | 12 | 6 | 18 | 1 | 0 | 1 | 3 | 0 | 3 | 16 | 6 | 22 |
| IRA | 15 | 8 | 23 | 6 | 0 | 6 | 6 | 2 | 8 | 27 | 10 | 37 |
| IKS | 19 | 14 | 33 | 0 | 0 | 0 | 6 | 8 | 14 | 25 | 22 | 47 |
| LIBRARY | 14 | 4 | 18 | 3 | 0 | 3 | 3 | 2 | 5 | 20 | 6 | 26 |
| MCHAS | 28 | 8 | 36 | 3 | 1 | 4 | 1 | 0 | 1 | 32 | 9 | 41 |
| Sub-total | 779 | 296 | 1,075 | 69 | 18 | 87 | 172 | 43 | 215 | 1,020 | 357 | 1,377 |
| DUCE | 155 | 85 | 240 | 0 | 0 | 0 | 0 | 0 | 0 | 155 | 85 | 240 |
| MUCE | 114 | 54 | 168 | 0 | 0 | 0 | 48 | 5 | 53 | 162 | 59 | 221 |
| Sub-total DUCE+MUCE | 269 | 139 | 408 | 0 | 0 | 0 | 48 | 5 | 53 | 317 | 144 | 461 |
| Total | 1,048 | 435 | 1,483 | 69 | 18 | 87 | 220 | 48 | 268 | 1,337 | 501 | 1,838 |

Academic Staff by Country, Qualification and Gender

Table B32: UDSM Academic Staff by Citizenship

| Citizenship | 2011/12 | 2012/13 | 2013/14 | 2014/15 | 2015/16 | 2016/17 |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Tanzanians | 1,382 | 1,445 | 1,501 | 1,511 | 1,577 | 1,529 |
| Non-Tanzanians | 15 | 16 | 16 | 11 | 13 | 10 |
| Total | 1,397 | 1,461 | 1,517 | 1,522 | 1,590 | 1,539 |

Table B33: MJNMC Academic Staff by Country, Qualification and Gender, 2014/2015

| Country | Bachelor's | | | Master's | | | PhD | | | Total | | |
|---------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| USA | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 2 | 0 | 2 |
| Eritrea | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Kenya | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 |
| Tanzania | 83 | 43 | 126 | 317 | 104 | 421 | 496 | 120 | 616 | 896 | 267 | 1,163 |
| India | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 2 | 0 | 2 |
| Portugal | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Finland | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Austria | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Zambia | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 83 | 43 | 126 | 317 | 104 | 421 | 504 | 122 | 626 | 904 | 269 | 1,173 |

Table B34: MJNMC Academic Staff by Country, Qualification and Gender, 2015/2016

| Country | Bachelor's | | | Master's | | | PhD | | | Total | | |
|---------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| USA | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 | 2 | 1 | 3 |
| Burundi | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Eritrea | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Kenya | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Rwanda | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Tanzania | 161 | 66 | 227 | 333 | 118 | 451 | 429 | 125 | 554 | 923 | 309 | 1,232 |
| Poland | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | 1 | 1 | 0 | 1 |
| India | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 1 | 2 |
| Zambia | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 161 | 66 | 226 | 333 | 118 | 451 | 437 | 128 | 565 | 931 | 311 | 1,243 |

Table B35: MJNMC Academic Staff by Country, Qualification and Gender, 2016/2017

| Country | Bachelor's | | | Master's | | | Doctorate | | | Total | | |
|---------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| USA | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 2 | 0 | 2 |
| Burundi | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Eritrea | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Kenya | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Rwanda | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Tanzania | 97 | 44 | 141 | 312 | 106 | 418 | 474 | 123 | 597 | 883 | 273 | 1,156 |
| India | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Zambia | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 97 | 44 | 141 | 312 | 106 | 418 | 481 | 124 | 605 | 890 | 274 | 1,164 |

Table B36: MJNMC Academic Staff by Country, Qualification and Gender, 2017/2018

| Country | Bachelor's | | | Master's | | | PhD | | | Total | | |
|---------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| USA | 0 | 0 | 0 | 0 | 0 | | 2 | 1 | 3 | 2 | 1 | 3 |
| Burundi | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Kenya | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Rwanda | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Tanzania | 97 | 44 | 141 | 311 | 106 | 417 | 477 | 122 | 599 | 885 | 272 | 1,157 |
| India | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 1 | 2 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 97 | 44 | 141 | 311 | 106 | 417 | 483 | 124 | 607 | 891 | 274 | 1,165 |

Table B37: MJNMC Academic Staff by Country, Qualification and Gender, 2018/2019

| Country | Bachelor's | | | Master's | | | PhD | | | Total | | |
|---------|------------|---|---|----------|---|---|-----|---|---|-------|---|---|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| USA | 0 | 0 | 0 | 0 | 0 | | 2 | 1 | 3 | 2 | 1 | 3 |
| Burundi | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Kenya | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |

| Country | Bachelor's | | | Master's | | | PhD | | | Total | | |
|-----------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Rwanda | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Tanzania | 82 | 40 | 122 | 348 | 125 | 473 | 471 | 141 | 612 | 901 | 306 | 1,207 |
| India | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 1 | 2 |
| Other Nationals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 82 | 40 | 122 | 348 | 125 | 473 | 477 | 143 | 620 | 907 | 308 | 1,215 |

Table B38: MJNMC Academic Staff by Country, Qualification and Gender, 2019/2020

| Country | Bachelor's | | | Master's | | | PhD | | | Total | | |
|---------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|--------------|------------|--------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| USA | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 1 | 2 |
| Burundi | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Kenya | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 1 | 2 |
| Rwanda | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Tanzania | 117 | 52 | 169 | 406 | 157 | 563 | 492 | 145 | 637 | 1,015 | 354 | 1,369 |
| India | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 1 | 2 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 117 | 52 | 169 | 406 | 157 | 563 | 497 | 148 | 645 | 1,020 | 357 | 1,377 |

Table B39: DUCE Academic Staff by Country, Qualification and Gender, 2014/2015

| Country | Bachelor's | | | Master's | | | PhD | | | Total | | |
|---------------|------------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Tanzania | 27 | 13 | 40 | 84 | 47 | 131 | 18 | 11 | 29 | 129 | 71 | 200 |
| India | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 27 | 13 | 40 | 84 | 47 | 131 | 18 | 12 | 30 | 129 | 72 | 201 |

Table B40: DUCE Academic Staff by Country, Qualification and Gender, 2015/2016

| Country | Bachelor's | | | Master's | | | PhD | | | Total | | |
|---------------|------------|----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Tanzania | 20 | 9 | 29 | 87 | 40 | 127 | 25 | 12 | 37 | 132 | 61 | 193 |
| India | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 20 | 9 | 29 | 87 | 40 | 127 | 25 | 13 | 38 | 132 | 62 | 194 |

Table B41: DUCE Academic Staff by Country, Qualification and Gender, 2016/2017

| Country | Bachelor's | | | Master's | | | Doctorate | | | Total | | |
|---------------|------------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Tanzania | 28 | 12 | 40 | 74 | 45 | 119 | 36 | 16 | 52 | 138 | 73 | 211 |
| India | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 28 | 12 | 40 | 74 | 45 | 119 | 36 | 17 | 53 | 138 | 74 | 212 |

Table B42: DUCE Academic Staff by Country, Qualification and Gender, 2017/2018

| Country | Bachelors | | | Masters | | | Doctorate | | | Total | | |
|---------------|-----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Tanzania | 23 | 11 | 34 | 76 | 41 | 117 | 47 | 23 | 70 | 146 | 75 | 221 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 23 | 11 | 34 | 76 | 41 | 117 | 47 | 23 | 70 | 146 | 75 | 221 |

Table B43: DUCE Academic Staff by Country, Qualification and Gender, 2018/2019

| Country | Bachelors | | | Masters | | | Doctorate | | | Total | | |
|---------------|-----------|----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Tanzania | 20 | 7 | 27 | 76 | 49 | 125 | 51 | 29 | 80 | 147 | 85 | 232 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 20 | 7 | 27 | 76 | 49 | 125 | 51 | 29 | 80 | 147 | 85 | 232 |

Table B44: DUCE Academic Staff by Country, Qualification and Gender, 2019/2020

| Country | Bachelor's | | | Master's | | | Doctorate | | | Total | | |
|---------------|------------|----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Tanzania | 21 | 7 | 28 | 78 | 47 | 125 | 56 | 31 | 87 | 155 | 85 | 240 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 21 | 7 | 28 | 78 | 47 | 125 | 56 | 31 | 87 | 155 | 85 | 240 |

Table B45: MUCE Academic Staff by Country, Qualification and Gender, 2014/2015

| Country | Bachelor's | | | Master's | | | PhD | | | Total | | |
|---------------|------------|-----------|-----------|-----------|-----------|-----------|----------|----------|-----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Tanzania | 29 | 10 | 39 | 61 | 37 | 98 | 9 | 2 | 11 | 99 | 49 | 148 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 29 | 10 | 39 | 61 | 37 | 98 | 9 | 2 | 11 | 99 | 49 | 148 |

Table B46: MUCE Academic Staff by Country, Qualification and Gender, 2015/2016

| Country | Bachelor's | | | Master's | | | PhD | | | Total | | |
|---------------|------------|-----------|-----------|-----------|-----------|-----------|----------|----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Tanzania | 40 | 10 | 50 | 53 | 37 | 90 | 7 | 5 | 12 | 100 | 52 | 152 |
| Poland | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 40 | 10 | 50 | 53 | 37 | 90 | 8 | 5 | 13 | 101 | 52 | 153 |

Table B47: MUCE Academic Staff by Country, Qualification and Gender, 2016/2017

| Country | Bachelor's | | | Master's | | | Doctorate | | | Total | | |
|---------------|------------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Tanzania | 21 | 13 | 34 | 68 | 31 | 99 | 20 | 9 | 29 | 109 | 53 | 162 |
| Poland | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Other Nations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 21 | 13 | 34 | 68 | 31 | 99 | 21 | 9 | 30 | 110 | 53 | 163 |

Table B48: MUCE Academic Staff by Country, Qualification and Gender, 2017/2018

| Country | Bachelor's | | | Master's | | | Doctorate | | | Total | | |
|--------------|------------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Tanzania | 40 | 15 | 55 | 43 | 32 | 75 | 19 | 8 | 27 | 100 | 55 | 155 |
| Poland | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Total | 40 | 15 | 55 | 43 | 32 | 75 | 20 | 8 | 28 | 101 | 55 | 156 |

Table B49: MUCE Academic Staff by Country, Qualification and Gender, 2018/2019

| Country | Bachelors | | | Masters | | | Doctorate | | | Total | | |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Tanzania | 30 | 13 | 43 | 39 | 43 | 82 | 20 | 25 | 45 | 89 | 81 | 170 |
| Poland | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Total | 30 | 13 | 43 | 39 | 43 | 82 | 21 | 25 | 46 | 90 | 81 | 171 |

Table B50: MUCE Academic Staff by Country, Qualification and Gender, 2019/2020

| Country | Bachelors | | | Masters | | | Doctorate | | | Total | | |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Tanzania | 32 | 10 | 42 | 39 | 44 | 83 | 23 | 19 | 42 | 94 | 73 | 167 |
| Poland | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Total | 32 | 10 | 42 | 39 | 44 | 83 | 24 | 19 | 43 | 95 | 73 | 168 |

6.2.2 Technical Staff

Table B51: Overall UDSM Technical Staff by Academic Qualification

| Year | Certificate | Diploma | Bachelor's | PGD | Master's | PhD | Total |
|---------|-------------|---------|------------|-----|----------|-----|------------|
| 2014/15 | 143 | 74 | 52 | 0 | 76 | 12 | 357 |
| 2015/16 | 176 | 46 | 54 | 0 | 86 | 14 | 376 |
| 2016/17 | 154 | 64 | 57 | 10 | 58 | 13 | 356 |
| 2017/18 | 160 | 68 | 49 | 11 | 58 | 13 | 359 |
| 2018/19 | 144 | 79 | 77 | 11 | 73 | 10 | 394 |
| 2019/20 | 137 | 76 | 74 | 4 | 85 | 13 | 389 |

Table B52: MJNMC Technical Staff by Age, Qualification and Gender, 2014/2015

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|------------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|----------|-----------|------------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 |
| 26-30 | 3 | 3 | 6 | 3 | 1 | 4 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 7 | 5 | 12 |
| 31-35 | 6 | 0 | 6 | 1 | 2 | 3 | 10 | 3 | 13 | 1 | 1 | 2 | 0 | 0 | 0 | 18 | 6 | 24 |
| 36-40 | 10 | 3 | 13 | 6 | 3 | 9 | 14 | 3 | 17 | 7 | 5 | 12 | 0 | 0 | 0 | 37 | 14 | 51 |
| 41-45 | 4 | 8 | 12 | 6 | 7 | 13 | 2 | 0 | 2 | 9 | 3 | 12 | 2 | 0 | 2 | 23 | 18 | 41 |
| 46-50 | 14 | 13 | 27 | 7 | 3 | 10 | 3 | 2 | 5 | 9 | 1 | 10 | 2 | 0 | 2 | 35 | 19 | 54 |
| 51-55 | 19 | 10 | 29 | 8 | 6 | 14 | 4 | 0 | 4 | 16 | 3 | 19 | 2 | 1 | 3 | 49 | 20 | 69 |
| 56-60 | 26 | 5 | 31 | 11 | 2 | 13 | 4 | 0 | 4 | 6 | 4 | 10 | 2 | 1 | 3 | 49 | 12 | 61 |
| Over 60 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 4 | 0 | 4 |
| Total | 84 | 42 | 126 | 43 | 24 | 67 | 38 | 10 | 48 | 51 | 17 | 68 | 8 | 2 | 10 | 224 | 95 | 319 |

Table B53: MJNMC Technical Staff by Age, Qualification and Gender, 2015/2016

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|------------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|----------|-----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 2 |
| 26-30 | 2 | 1 | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 4 | 2 | 6 |
| 31-35 | 3 | 1 | 4 | 1 | 0 | 1 | 5 | 1 | 6 | 1 | 3 | 4 | 0 | 0 | 0 | 10 | 5 | 15 |
| 36-40 | 22 | 3 | 25 | 3 | 2 | 5 | 12 | 3 | 15 | 8 | 3 | 11 | 1 | 0 | 1 | 46 | 11 | 57 |
| 41-45 | 17 | 11 | 28 | 4 | 6 | 10 | 6 | 2 | 8 | 10 | 5 | 15 | 1 | 1 | 2 | 38 | 25 | 63 |
| 46-50 | 26 | 14 | 40 | 8 | 5 | 13 | 7 | 3 | 10 | 8 | 4 | 12 | 1 | 0 | 1 | 50 | 26 | 76 |
| 51-55 | 23 | 11 | 34 | 2 | 2 | 4 | 5 | 1 | 6 | 14 | 1 | 15 | 3 | 5 | 8 | 47 | 20 | 67 |
| 56-60 | 16 | 8 | 24 | 5 | 2 | 7 | 3 | 2 | 5 | 14 | 2 | 16 | 0 | 1 | 1 | 38 | 15 | 53 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 110 | 49 | 159 | 24 | 17 | 41 | 38 | 12 | 50 | 56 | 20 | 76 | 6 | 7 | 13 | 234 | 105 | 339 |

Table B54: MJNMC Technical Staff by Age, Qualification and Gender, 2016/2017

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|------------|-----------|-----------|-----------|------------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|----------|----------|-----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| 26-30 | 2 | 1 | 3 | 2 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 1 | 6 |
| 31-35 | 7 | 5 | 12 | 5 | 1 | 6 | 5 | 2 | 7 | 0 | 0 | 0 | 2 | 4 | 6 | 0 | 0 | 0 | 19 | 12 | 31 |
| 36-40 | 7 | 6 | 13 | 2 | 4 | 6 | 12 | 2 | 14 | 1 | 0 | 1 | 3 | 6 | 9 | 0 | 0 | 0 | 25 | 18 | 43 |
| 41-45 | 11 | 7 | 18 | 5 | 5 | 10 | 5 | 1 | 6 | 0 | 0 | 0 | 9 | 4 | 13 | 2 | 2 | 4 | 32 | 19 | 51 |
| 46-50 | 10 | 12 | 22 | 3 | 4 | 7 | 9 | 1 | 10 | 1 | 0 | 1 | 4 | 1 | 5 | 1 | 0 | 1 | 28 | 18 | 46 |
| 51-55 | 19 | 9 | 28 | 3 | 5 | 8 | 4 | 2 | 6 | 1 | 0 | 1 | 9 | 3 | 12 | 2 | 1 | 3 | 38 | 20 | 58 |
| 56-60 | 28 | 9 | 37 | 8 | 2 | 10 | 3 | 2 | 5 | 5 | 2 | 7 | 8 | 4 | 12 | 1 | 3 | 4 | 53 | 22 | 75 |
| Over 60 | 5 | 0 | 5 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | 11 | 0 | 11 |
| Total | 90 | 50 | 140 | 32 | 21 | 53 | 39 | 10 | 49 | 8 | 2 | 10 | 36 | 22 | 58 | 7 | 6 | 13 | 212 | 111 | 323 |

Table B55: MJNMC Technical Staff by Age, Qualification and Gender, 2017/2018

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|------------|-----------|-----------|-----------|------------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|----------|----------|-----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| 26-30 | 2 | 2 | 4 | 2 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 2 | 7 |
| 31-35 | 9 | 4 | 13 | 5 | 2 | 7 | 5 | 1 | 6 | 0 | 0 | 0 | 1 | 4 | 5 | 0 | 0 | 0 | 20 | 11 | 31 |
| 36-40 | 10 | 8 | 18 | 1 | 3 | 4 | 9 | 3 | 12 | 0 | 0 | 0 | 2 | 6 | 8 | 0 | 0 | 0 | 22 | 20 | 42 |
| 41-45 | 8 | 7 | 15 | 4 | 4 | 8 | 3 | 3 | 6 | 0 | 0 | 0 | 5 | 5 | 10 | 2 | 2 | 4 | 22 | 21 | 43 |
| 46-50 | 10 | 15 | 25 | 4 | 5 | 9 | 5 | 1 | 6 | 2 | 1 | 3 | 4 | 2 | 6 | 1 | 0 | 1 | 26 | 24 | 50 |
| 51-55 | 24 | 7 | 31 | 7 | 5 | 12 | 5 | 3 | 8 | 1 | 0 | 1 | 8 | 2 | 10 | 2 | 1 | 3 | 47 | 18 | 65 |
| 56-60 | 26 | 12 | 38 | 12 | 2 | 14 | 2 | 1 | 3 | 5 | 2 | 7 | 14 | 4 | 18 | 1 | 3 | 4 | 60 | 24 | 84 |
| Above 60 | 6 | | 6 | 4 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | 12 | 1 | 13 |
| Total | 96 | 56 | 152 | 39 | 22 | 61 | 30 | 12 | 42 | 8 | 3 | 11 | 35 | 23 | 58 | 7 | 6 | 13 | 215 | 122 | 337 |

Table B56: MJNMC Technical Staff by Age, Qualification and Gender, 2018/2019

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|----------|-------------|---|---|---------|---|----|------------|---|---|-----|---|---|----------|---|---|-----|---|---|-------|---|----|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 2 | 1 | 3 | 5 | 0 | 5 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 2 | 10 |
| 26-30 | 6 | 3 | 9 | 6 | 4 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 12 | 8 | 20 |

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|------------|-----------|-----------|-----------|------------|-----------|-----------|-----------|----------|-----------|-----------|-----------|-----------|----------|----------|-----------|------------|------------|------------|
| | | | | | | | | | | | | | | | | | | | | | |
| 31-35 | 7 | 4 | 11 | 9 | 1 | 10 | 9 | 5 | 14 | 0 | 0 | 0 | 2 | 3 | 5 | 0 | 0 | 0 | 27 | 13 | 40 |
| 36-40 | 10 | 4 | 14 | 4 | 2 | 6 | 17 | 4 | 21 | 2 | 0 | 2 | 4 | 7 | 11 | 0 | 0 | 0 | 37 | 17 | 54 |
| 41-45 | 8 | 7 | 15 | 3 | 8 | 11 | 9 | 2 | 11 | 0 | 0 | 0 | 13 | 7 | 20 | 2 | 1 | 3 | 35 | 25 | 60 |
| 46-50 | 14 | 9 | 23 | 2 | 5 | 7 | 9 | 1 | 10 | 1 | 0 | 1 | 5 | 5 | 10 | 1 | 0 | 1 | 32 | 20 | 52 |
| 51-55 | 25 | 9 | 34 | 8 | 5 | 13 | 2 | 2 | 4 | 3 | 0 | 3 | 7 | 5 | 12 | 2 | 0 | 2 | 47 | 21 | 68 |
| 56-60 | 21 | 8 | 29 | 7 | 1 | 8 | 5 | 4 | 9 | 4 | 1 | 5 | 9 | 5 | 14 | 2 | 2 | 4 | 48 | 21 | 69 |
| Above 60 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Total | 93 | 45 | 138 | 45 | 26 | 71 | 52 | 19 | 71 | 10 | 1 | 11 | 40 | 33 | 73 | 7 | 3 | 10 | 247 | 127 | 374 |

Table B57: MJNMC Technical Staff by Age, Qualification and Gender, 2019/2020

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|------------|-----------|-----------|-----------|------------|-----------|-----------|----------|----------|----------|-----------|-----------|-----------|-----------|----------|-----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 2 | 0 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 |
| 26-30 | 7 | 3 | 10 | 8 | 3 | 11 | 4 | 1 | 5 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 19 | 8 | 27 |
| 31-35 | 7 | 2 | 9 | 7 | 1 | 8 | 10 | 3 | 13 | 0 | 0 | 0 | 3 | 2 | 5 | 0 | 0 | 0 | 27 | 8 | 35 |
| 36-40 | 7 | 4 | 11 | 3 | 1 | 4 | 14 | 5 | 19 | 1 | 0 | 1 | 6 | 7 | 13 | 0 | 0 | 0 | 31 | 17 | 48 |
| 41-45 | 7 | 7 | 14 | 6 | 7 | 13 | 9 | 1 | 10 | 0 | 0 | 0 | 14 | 9 | 23 | 3 | 1 | 4 | 39 | 25 | 64 |
| 46-50 | 7 | 9 | 16 | 3 | 7 | 10 | 4 | 2 | 6 | 0 | 0 | 0 | 7 | 5 | 12 | 0 | 0 | 0 | 21 | 23 | 44 |
| 51-55 | 27 | 11 | 38 | 7 | 2 | 9 | 6 | 2 | 8 | 1 | 0 | 1 | 7 | 6 | 13 | 3 | 0 | 3 | 51 | 21 | 72 |
| 56-60 | 26 | 5 | 31 | 5 | 4 | 9 | 5 | 2 | 7 | 2 | 0 | 2 | 12 | 6 | 18 | 4 | 2 | 6 | 54 | 19 | 73 |
| Above 60 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Total | 90 | 41 | 131 | 42 | 25 | 67 | 52 | 16 | 68 | 4 | 0 | 4 | 49 | 36 | 85 | 10 | 3 | 13 | 247 | 121 | 368 |

Table B58: DUCE Technical Staff by Age, Qualification and Gender, 2014/2015

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | | | | |
|----------|-------------|---|---|---------|---|---|------------|---|---|----------|---|---|-----|---|---|-------|---|---|---|---|---|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | | | |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| 31-35 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| 36-40 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 |
| 41-45 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| 46-50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 51-55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|----------|----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 5 | 2 | 7 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 3 | 8 |

Table B59: DUCE Technical Staff by Age, Qualification and Gender, 2015/2016

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|----------|----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| 31-35 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 36-40 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 |
| 41-45 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| 46-50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 51-55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 5 | 2 | 7 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 3 | 8 |

Table B60: DUCE Technical Staff by Age, Qualification and Gender, 2016/2017

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|----------|----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| 31-35 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 36-40 | 2 | 1 | 3 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 4 |
| 41-45 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| 46-50 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 51-55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 4 | 1 | 5 | 2 | 0 | 2 | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 2 | 10 |

Table B61: DUCE Technical Staff by Age, Qualification and Gender, 2017/2018

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|----------|-------------|---|---|---------|---|---|------------|---|---|-----|---|---|----------|---|---|-----|---|---|-------|---|----|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| 31-35 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 36-40 | 2 | 1 | 3 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 4 |
| 41-45 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| 46-50 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 51-55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 4 | 1 | 5 | 2 | 0 | 2 | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 2 | 10 |

Table B62: DUCE Technical Staff by Age, Qualification and Gender, 2018/2019

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|----------|-------------|---|---|---------|---|---|------------|---|---|-----|---|---|----------|---|---|-----|---|---|-------|---|---|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | | | | | | | | | | | | | | | | | | | | | |
| 26-30 | | | | 2 | 1 | 3 | | | | | | | | | | | | | 2 | 1 | 3 |
| 31-35 | 0 | 0 | 0 | | | | | | | | | | | | | | | | 0 | 0 | 0 |
| 36-40 | 1 | 1 | 2 | | | | 1 | 0 | 1 | | | | | | | | | | 2 | 1 | 3 |
| 41-45 | 1 | 0 | 1 | | | | 0 | 1 | 1 | | | | | | | | | | 1 | 1 | 2 |
| 46-50 | | | | | | | 1 | 0 | 1 | | | | | | | | | | 1 | 0 | 1 |
| 51-55 | | | | | | | | | | | | | | | | | | | | | |
| 56-60 | | | | | | | | | | | | | | | | | | | | | |
| Over 60 | | | | | | | | | | | | | | | | | | | | | |
| Total | 2 | 1 | 3 | 2 | 1 | 3 | 2 | 1 | 3 | | | | | | | | | | 6 | 3 | 9 |

Table B63: DUCE Technical Staff by Age, Qualification and Gender, 2019/2020

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|----------|-------------|---|---|---------|---|---|------------|---|---|-----|---|---|----------|---|---|-----|---|---|-------|---|---|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 0 | 0 | 0 | 2 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 4 |
| 31-35 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 36-40 | 1 | 1 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 |
| 41-45 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|----------|----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|---|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| 46-50 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | |
| 51-55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Total | 2 | 1 | 3 | 2 | 2 | 4 | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 4 | 10 | |

Table B64: MUCE Technical Staff by Age, Qualification and Gender, 2014/2015

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | | |
|--------------|-------------|----------|-----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|----------|-----------|---|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | |
| 31-35 | 1 | 0 | 0 | 0 | 2 | 2 | 0 | 1 | 1 | 3 | 1 | 4 | 0 | 0 | 0 | 4 | 4 | 8 | |
| 36-40 | 5 | 0 | 5 | 2 | 0 | 2 | 1 | 0 | 1 | 3 | 0 | 3 | 0 | 0 | 0 | 11 | 0 | 11 | |
| 41-45 | 1 | 1 | 2 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 4 | 1 | 5 | |
| 46-50 | 1 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 0 | 2 | |
| 51-55 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 0 | 2 | |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Total | 9 | 1 | 10 | 5 | 2 | 7 | 2 | 1 | 3 | 7 | 1 | 8 | 2 | 0 | 2 | 25 | 5 | 30 | |

Table B65: MUCE Technical Staff by Age, Qualification and Gender, 2015/2016

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|----------|-----------|----------|----------|----------|------------|----------|----------|----------|----------|-----------|----------|----------|----------|-----------|----------|-----------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| 31-35 | 1 | 0 | 0 | 1 | 1 | 2 | 0 | 1 | 1 | 3 | 1 | 4 | 0 | 0 | 0 | 5 | 3 | 8 |
| 36-40 | 5 | 0 | 5 | 1 | 1 | 2 | 1 | 0 | 1 | 3 | 0 | 3 | 0 | 0 | 0 | 10 | 1 | 11 |
| 41-45 | 1 | 1 | 2 | 1 | 0 | 1 | 1 | 0 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 5 | 1 | 6 |
| 46-50 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 0 | 2 |
| 51-55 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 9 | 1 | 10 | 3 | 2 | 5 | 2 | 1 | 3 | 9 | 1 | 10 | 1 | 0 | 1 | 24 | 5 | 29 |

Table B66: MUCE Technical Staff by Age, Qualification and Gender, 2016/2017

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | Doctorate | | | Total | | |
|--------------|-------------|----------|----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|----------|----------|-----------|----------|-----------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31-35 | 1 | 0 | 1 | 2 | 1 | 3 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 6 |
| 36-40 | 1 | 0 | 1 | 1 | 2 | 3 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 6 |
| 41-45 | 4 | 1 | 5 | 3 | 0 | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 1 | 9 |
| 46-50 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| 51-55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 8 | 1 | 9 | 6 | 3 | 9 | 4 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 18 | 5 | 23 |

Table B67: MUCE Technical Staff by Age, Qualification and Gender, 2017/2018

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|----------|----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31-35 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| 36-40 | 0 | 0 | 0 | 0 | 2 | 2 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 4 |
| 41-45 | 1 | 0 | 1 | 2 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 |
| 46-50 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 51-55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 2 | 1 | 3 | 3 | 2 | 5 | 3 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 4 | 12 |

Table B68: MUCE Technical Staff by Age, Qualification and Gender, 2018/2019

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|----------|-------------|---|---|---------|---|---|------------|---|---|-----|---|---|----------|---|---|-----|---|---|-------|---|---|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31-35 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| 36-40 | 0 | 0 | 0 | 0 | 2 | 2 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 4 |
| 41-45 | 1 | 0 | 1 | 2 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 |
| 46-50 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 51-55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | | |
|--------------|-------------|----------|----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Total | 2 | 1 | 3 | 3 | 2 | 5 | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 4 | 11 |

Table B69: MUCE Technical Staff by Age, Qualification and Gender, 2019/2020

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | | |
|--------------|-------------|----------|----------|----------|----------|----------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|---|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31-35 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | |
| 36-40 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | |
| 41-45 | 1 | 0 | 1 | 2 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 | |
| 46-50 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | |
| 51-55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Total | 2 | 1 | 3 | 3 | 2 | 5 | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 4 | 11 | |

6.2.3 Administrative Staff

Table B70: Overall UDSM Administrative Staff by Academic Qualification

| Year | Certificate | Diploma | Bachelor's | PGD | Master's | PhD | Total |
|---------|-------------|---------|------------|-----|----------|-----|--------------|
| 2014/15 | 639 | 238 | 165 | 0 | 133 | 0 | 1,175 |
| 2015/16 | 579 | 255 | 197 | 0 | 174 | 3 | 1,208 |
| 2016/17 | 557 | 254 | 189 | 18 | 128 | 3 | 1,149 |
| 2017/18 | 488 | 276 | 201 | 23 | 147 | 3 | 1,138 |
| 2018/19 | 437 | 311 | 219 | 20 | 121 | 4 | 1,112 |
| 2019/20 | 433 | 296 | 225 | 16 | 131 | 4 | 1,105 |

Table B71: MJNMC Administrative Staff by Age, Qualification and Gender, 2014/2015

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | |
|----------|-------------|----|----|---------|----|----|------------|----|----|----------|----|----|-----|---|---|-------|----|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 2 | 5 | 7 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 6 | 8 |
| 26-30 | 24 | 13 | 37 | 0 | 5 | 5 | 8 | 1 | 9 | 0 | 2 | 2 | 0 | 0 | 0 | 32 | 21 | 53 |
| 31-35 | 32 | 12 | 44 | 8 | 8 | 16 | 10 | 7 | 17 | 6 | 0 | 6 | 0 | 0 | 0 | 56 | 27 | 83 |
| 36-40 | 39 | 23 | 62 | 12 | 17 | 29 | 6 | 13 | 19 | 3 | 17 | 20 | 0 | 0 | 0 | 60 | 70 | 130 |
| 41-45 | 54 | 26 | 80 | 6 | 10 | 16 | 5 | 4 | 9 | 2 | 8 | 10 | 0 | 0 | 0 | 67 | 48 | 115 |

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|------------|------------|-----------|-----------|------------|------------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| 46-50 | 55 | 39 | 94 | 9 | 9 | 18 | 6 | 1 | 7 | 6 | 6 | 12 | 0 | 0 | 0 | 76 | 55 | 131 |
| 51-55 | 69 | 43 | 112 | 4 | 11 | 15 | 4 | 1 | 5 | 13 | 6 | 19 | 0 | 0 | 0 | 90 | 61 | 151 |
| 56-60 | 47 | 39 | 86 | 8 | 11 | 19 | 2 | 1 | 3 | 4 | 4 | 8 | 0 | 0 | 0 | 61 | 55 | 116 |
| Over 60 | 2 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 3 | 1 | 4 |
| Total | 324 | 200 | 524 | 48 | 72 | 120 | 41 | 28 | 69 | 34 | 44 | 78 | 0 | 0 | 0 | 447 | 344 | 791 |

Table B72: MJNMC Administrative Staff by Age, Qualification and Gender, 2015/2016

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|------------|------------|-----------|-----------|------------|------------|-----------|-----------|-----------|-----------|------------|----------|----------|----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 9 | 4 | 13 | 6 | 5 | 11 | 3 | 0 | 3 | 0 | 2 | 2 | 0 | 0 | 0 | 18 | 11 | 29 |
| 26-30 | 38 | 21 | 59 | 21 | 20 | 41 | 15 | 7 | 22 | 8 | 11 | 19 | 0 | 0 | 0 | 82 | 59 | 141 |
| 31-35 | 24 | 10 | 34 | 11 | 4 | 15 | 8 | 6 | 14 | 6 | 2 | 8 | 0 | 0 | 0 | 49 | 22 | 71 |
| 36-40 | 32 | 18 | 50 | 8 | 11 | 19 | 6 | 5 | 11 | 7 | 15 | 22 | 0 | 0 | 0 | 53 | 49 | 102 |
| 41-45 | 50 | 11 | 61 | 5 | 10 | 15 | 9 | 3 | 12 | 6 | 10 | 16 | 0 | 0 | 0 | 70 | 34 | 104 |
| 46-50 | 39 | 21 | 60 | 7 | 10 | 17 | 9 | 5 | 14 | 11 | 8 | 19 | 1 | 0 | 1 | 67 | 44 | 111 |
| 51-55 | 46 | 29 | 75 | 12 | 13 | 25 | 6 | 6 | 12 | 6 | 9 | 15 | 1 | 0 | 1 | 71 | 57 | 128 |
| 56-60 | 44 | 27 | 71 | 12 | 8 | 20 | 3 | 3 | 6 | 4 | 4 | 8 | 0 | 0 | 0 | 63 | 42 | 105 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 282 | 141 | 423 | 82 | 81 | 163 | 59 | 35 | 94 | 48 | 61 | 109 | 2 | 0 | 2 | 473 | 318 | 791 |

Table B73: MJNMC Administrative Staff by Age, Qualification and Gender, 2016/2017

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|------------|------------|-----------|-----------|------------|------------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|----------|----------|----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 2 | 3 | 5 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 6 |
| 26-30 | 14 | 14 | 28 | 2 | 8 | 10 | 3 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 19 | 25 | 44 |
| 31-35 | 30 | 16 | 46 | 7 | 9 | 16 | 14 | 8 | 22 | 1 | 0 | 1 | 0 | 3 | 3 | 0 | 0 | 0 | 52 | 36 | 88 |
| 36-40 | 40 | 22 | 62 | 12 | 11 | 23 | 9 | 10 | 19 | 0 | 2 | 2 | 8 | 10 | 18 | 0 | 0 | 0 | 69 | 55 | 124 |
| 41-45 | 50 | 20 | 70 | 8 | 11 | 19 | 6 | 5 | 11 | 1 | 0 | 1 | 2 | 19 | 21 | 0 | 0 | 0 | 67 | 55 | 122 |
| 46-50 | 42 | 25 | 67 | 7 | 11 | 18 | 10 | 4 | 14 | 1 | 0 | 1 | 4 | 6 | 10 | 0 | 0 | 0 | 64 | 46 | 110 |
| 51-55 | 68 | 34 | 102 | 14 | 16 | 30 | 2 | 4 | 6 | 1 | 3 | 4 | 7 | 6 | 13 | 1 | 0 | 1 | 93 | 63 | 156 |
| 56-60 | 60 | 36 | 96 | 10 | 10 | 20 | 7 | 4 | 11 | 0 | 1 | 1 | 4 | 4 | 8 | 0 | 0 | 0 | 81 | 55 | 136 |
| Above 60 | 4 | 5 | 9 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 5 | 7 | 12 |
| Total | 310 | 175 | 485 | 60 | 78 | 138 | 51 | 38 | 89 | 4 | 6 | 10 | 26 | 49 | 75 | 1 | 0 | 1 | 452 | 346 | 798 |

Table B74: MJNMC Administrative Staff by Age, Qualification and Gender, 2017/2018

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|------------|------------|-----------|-----------|------------|------------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|----------|----------|----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 2 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 4 |
| 26-30 | 9 | 9 | 18 | 2 | 10 | 12 | 2 | 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 22 | 35 |
| 31-35 | 26 | 13 | 39 | 10 | 14 | 24 | 15 | 9 | 24 | 0 | 1 | 1 | 2 | 2 | 4 | 0 | 0 | 0 | 53 | 39 | 92 |
| 36-40 | 32 | 17 | 49 | 13 | 12 | 25 | 16 | 10 | 26 | 1 | 3 | 4 | 10 | 11 | 21 | 0 | 0 | 0 | 72 | 53 | 125 |
| 41-45 | 52 | 11 | 63 | 5 | 16 | 21 | 7 | 3 | 10 | 3 | 1 | 4 | 9 | 20 | 29 | 0 | 0 | 0 | 76 | 51 | 127 |
| 46-50 | 43 | 21 | 64 | 8 | 11 | 19 | 11 | 6 | 17 | 2 | 1 | 3 | 4 | 5 | 9 | 0 | 0 | 0 | 68 | 44 | 112 |
| 51-55 | 57 | 33 | 90 | 11 | 18 | 29 | 4 | 1 | 5 | 0 | 2 | 2 | 9 | 8 | 17 | 1 | 0 | 1 | 82 | 62 | 144 |
| 56-60 | 57 | 30 | 87 | 10 | 15 | 25 | 7 | 5 | 12 | 0 | 0 | 0 | 5 | 6 | 11 | 0 | 0 | 0 | 79 | 56 | 135 |
| Above 60 | 4 | 6 | 10 | 1 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 6 | 9 | 15 |
| Total | 282 | 142 | 424 | 60 | 98 | 158 | 62 | 37 | 99 | 6 | 8 | 14 | 40 | 53 | 93 | 1 | 0 | 1 | 451 | 338 | 789 |

Table B75: MJNMC Administrative Staff by Age, Qualification and Gender, 2018/2019

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|------------|------------|-----------|------------|------------|------------|-----------|------------|----------|----------|----------|-----------|-----------|-----------|----------|----------|----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 10 | 13 | 23 | 1 | 11 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11 | 24 | 35 |
| 26-30 | 19 | 15 | 34 | 5 | 13 | 18 | 10 | 9 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 34 | 37 | 71 |
| 31-35 | 28 | 19 | 47 | 15 | 18 | 33 | 12 | 21 | 33 | 0 | 0 | 0 | 0 | 3 | 3 | 0 | 0 | 0 | 55 | 61 | 116 |
| 36-40 | 23 | 15 | 38 | 19 | 15 | 34 | 16 | 9 | 25 | 0 | 1 | 1 | 7 | 9 | 16 | 0 | 0 | 0 | 65 | 49 | 114 |
| 41-45 | 37 | 18 | 55 | 7 | 18 | 25 | 5 | 8 | 13 | 2 | 2 | 4 | 2 | 13 | 15 | 0 | 0 | 0 | 53 | 59 | 112 |
| 46-50 | 34 | 16 | 50 | 7 | 10 | 17 | 7 | 4 | 11 | 1 | 0 | 1 | 5 | 4 | 9 | 0 | 0 | 0 | 54 | 34 | 88 |
| 51-55 | 40 | 26 | 66 | 8 | 13 | 21 | 5 | 5 | 10 | 0 | 1 | 1 | 5 | 5 | 10 | 0 | 0 | 0 | 58 | 50 | 108 |
| 56-60 | 31 | 17 | 48 | 11 | 13 | 24 | 5 | 1 | 6 | 0 | 2 | 2 | 4 | 5 | 9 | 1 | 0 | 1 | 52 | 38 | 90 |
| Above 60 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Total | 223 | 139 | 362 | 73 | 111 | 184 | 60 | 57 | 117 | 3 | 6 | 9 | 23 | 39 | 62 | 1 | 0 | 1 | 383 | 352 | 735 |

Table B76: MJNMC Administrative Staff by Age, Qualification and Gender, 2019/2020

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|------------|------------|-----------|------------|------------|------------|-----------|------------|----------|----------|----------|-----------|-----------|-----------|----------|----------|----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 4 | 11 | 15 | 1 | 7 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 18 | 23 |
| 26-30 | 23 | 17 | 40 | 5 | 23 | 28 | 7 | 6 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 35 | 46 | 81 |
| 31-35 | 21 | 17 | 38 | 10 | 16 | 26 | 15 | 19 | 34 | 0 | 0 | 0 | 1 | 5 | 6 | 0 | 0 | 0 | 47 | 57 | 104 |
| 36-40 | 25 | 13 | 38 | 16 | 16 | 32 | 15 | 12 | 27 | 0 | 1 | 1 | 9 | 10 | 19 | 1 | 0 | 1 | 66 | 52 | 118 |
| 41-45 | 29 | 18 | 47 | 3 | 21 | 24 | 6 | 12 | 18 | 1 | 2 | 3 | 3 | 21 | 24 | 0 | 0 | 0 | 42 | 74 | 116 |
| 46-50 | 46 | 10 | 56 | 9 | 15 | 24 | 8 | 3 | 11 | 0 | 1 | 1 | 3 | 3 | 6 | 0 | 1 | 1 | 66 | 33 | 99 |
| 51-55 | 39 | 22 | 61 | 7 | 17 | 24 | 7 | 5 | 12 | 0 | 0 | 0 | 5 | 3 | 8 | 0 | 0 | 0 | 58 | 47 | 105 |
| 56-60 | 40 | 19 | 59 | 9 | 15 | 24 | 5 | 3 | 8 | 0 | 0 | 0 | 4 | 8 | 12 | 1 | 0 | 1 | 59 | 45 | 104 |
| Above 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 227 | 127 | 354 | 60 | 130 | 190 | 63 | 60 | 123 | 1 | 4 | 5 | 25 | 50 | 75 | 2 | 1 | 3 | 378 | 372 | 750 |

Table B77: DUCE Administrative Staff by Age, Qualification and Gender, 2014/2015

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| 26-30 | 0 | 3 | 3 | 5 | 2 | 7 | 3 | 5 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 10 | 18 |
| 31-35 | 14 | 7 | 21 | 4 | 11 | 15 | 15 | 11 | 26 | 3 | 2 | 5 | 0 | 0 | 0 | 36 | 31 | 67 |
| 36-40 | 9 | 9 | 18 | 10 | 18 | 28 | 10 | 14 | 24 | 10 | 8 | 18 | 0 | 0 | 0 | 39 | 49 | 88 |
| 41-45 | 8 | 5 | 13 | 5 | 3 | 8 | 4 | 7 | 11 | 9 | 3 | 12 | 0 | 0 | 0 | 26 | 18 | 44 |
| 46-50 | 3 | 4 | 7 | 2 | 2 | 4 | 1 | 3 | 4 | 1 | 2 | 3 | 0 | 0 | 0 | 7 | 11 | 18 |
| 51-55 | 4 | 0 | 4 | 0 | 4 | 4 | 2 | 2 | 4 | 4 | 2 | 6 | 0 | 0 | 0 | 10 | 8 | 18 |
| 56-60 | 0 | 1 | 1 | 0 | 5 | 5 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 6 | 8 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 39 | 30 | 69 | 26 | 45 | 71 | 37 | 42 | 79 | 27 | 17 | 44 | 0 | 0 | 0 | 129 | 134 | 263 |

Table B78: DUCE Administrative Staff by Age, Qualification and Gender, 2015/2016

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | |
|----------|-------------|---|---|---------|---|---|------------|---|---|----------|---|---|-----|---|---|-------|----|----|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| 26-30 | 3 | 6 | 9 | 5 | 2 | 7 | 3 | 5 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 11 | 13 | 24 |

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| 31-35 | 14 | 7 | 21 | 4 | 11 | 15 | 15 | 11 | 26 | 3 | 2 | 5 | 0 | 0 | 0 | 36 | 31 | 67 |
| 36-40 | 9 | 9 | 18 | 10 | 18 | 28 | 10 | 14 | 24 | 10 | 8 | 18 | 0 | 0 | 0 | 39 | 49 | 88 |
| 41-45 | 8 | 5 | 13 | 5 | 3 | 8 | 4 | 7 | 11 | 9 | 3 | 12 | 0 | 0 | 0 | 26 | 18 | 44 |
| 46-50 | 3 | 4 | 7 | 2 | 2 | 4 | 1 | 3 | 4 | 1 | 2 | 3 | 0 | 0 | 0 | 7 | 11 | 18 |
| 51-55 | 4 | 0 | 4 | 0 | 4 | 4 | 2 | 2 | 4 | 4 | 2 | 6 | 0 | 0 | 0 | 10 | 8 | 18 |
| 56-60 | 0 | 1 | 1 | 0 | 5 | 5 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 6 | 8 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 42 | 33 | 75 | 26 | 45 | 71 | 37 | 42 | 79 | 27 | 17 | 44 | 0 | 0 | 0 | 132 | 137 | 269 |

Table B79: DUCE Administrative Staff by Age, Qualification and Gender, 2016/2017

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|----------|----------|----------|-----------|-----------|-----------|----------|----------|----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 26-30 | 0 | 3 | 3 | 5 | 2 | 7 | 3 | 5 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 10 | 18 |
| 31-35 | 9 | 5 | 14 | 4 | 11 | 15 | 15 | 10 | 25 | 1 | 0 | 1 | 2 | 2 | 4 | 0 | 0 | 0 | 31 | 28 | 59 |
| 36-40 | 7 | 6 | 13 | 10 | 18 | 28 | 10 | 14 | 24 | 3 | 0 | 3 | 7 | 8 | 15 | 0 | 0 | 0 | 37 | 46 | 83 |
| 41-45 | 4 | 5 | 9 | 5 | 3 | 8 | 4 | 7 | 11 | 1 | 1 | 2 | 7 | 2 | 9 | 1 | 0 | 1 | 22 | 18 | 40 |
| 46-50 | 2 | 4 | 6 | 2 | 2 | 4 | 1 | 3 | 4 | 1 | 0 | 1 | 0 | 2 | 2 | 0 | 0 | 0 | 6 | 11 | 17 |
| 51-55 | 4 | 0 | 4 | 0 | 4 | 4 | 2 | 2 | 4 | 0 | 0 | 0 | 3 | 2 | 5 | 0 | 0 | 0 | 9 | 8 | 17 |
| 56-60 | 0 | 1 | 1 | 0 | 5 | 5 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 6 | 7 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 26 | 25 | 51 | 26 | 45 | 71 | 36 | 41 | 77 | 6 | 1 | 7 | 19 | 16 | 35 | 1 | 0 | 1 | 114 | 128 | 242 |

Table B80: DUCE Administrative Staff by Age, Qualification and Gender, 2017/2018

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|----------|-------------|---|----|---------|----|----|------------|----|----|-----|---|---|----------|---|----|-----|---|---|-------|----|----|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 26-30 | 0 | 3 | 3 | 5 | 2 | 7 | 3 | 5 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 10 | 18 |
| 31-35 | 9 | 5 | 14 | 4 | 11 | 15 | 15 | 10 | 25 | 1 | 0 | 1 | 3 | 2 | 5 | 0 | 0 | 0 | 32 | 28 | 60 |
| 36-40 | 8 | 5 | 13 | 10 | 18 | 28 | 10 | 14 | 24 | 3 | 0 | 3 | 7 | 8 | 15 | 0 | 0 | 0 | 38 | 45 | 83 |
| 41-45 | 4 | 5 | 9 | 5 | 3 | 8 | 4 | 7 | 11 | 1 | 1 | 2 | 7 | 2 | 9 | 1 | 0 | 1 | 22 | 18 | 40 |
| 46-50 | 2 | 4 | 6 | 2 | 2 | 4 | 1 | 3 | 4 | 1 | 0 | 1 | 0 | 2 | 2 | 0 | 0 | 0 | 6 | 11 | 17 |
| 51-55 | 4 | 0 | 4 | 0 | 4 | 4 | 2 | 2 | 4 | 0 | 0 | 0 | 3 | 2 | 5 | 0 | 0 | 0 | 9 | 8 | 17 |
| 56-60 | 0 | 1 | 1 | 0 | 5 | 5 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 6 | 7 |

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|----------|----------|----------|-----------|-----------|-----------|----------|----------|----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 27 | 24 | 51 | 26 | 45 | 71 | 36 | 41 | 77 | 6 | 1 | 7 | 20 | 16 | 36 | 1 | 0 | 1 | 116 | 127 | 243 |

Table B81: DUCE Administrative Staff by Age, Qualification and Gender, 2018/2019

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|----------|----------|----------|-----------|-----------|-----------|----------|----------|----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | | | | | | | | | | 1 | 0 | 1 |
| 26-30 | 1 | 1 | 2 | 4 | 4 | 8 | 5 | 1 | 6 | | | | | | | | | | 10 | 6 | 16 |
| 31-35 | 1 | 4 | 5 | 6 | 6 | 12 | 4 | 9 | 13 | | | | 1 | 0 | 1 | | | | 12 | 19 | 31 |
| 36-40 | 8 | 10 | 18 | 5 | 10 | 15 | 16 | 8 | 24 | 1 | 1 | 2 | 2 | 3 | 5 | | | | 32 | 32 | 64 |
| 41-45 | 8 | 7 | 15 | 6 | 19 | 25 | 9 | 13 | 22 | 2 | 0 | 2 | 10 | 10 | 20 | 0 | 0 | 0 | 35 | 49 | 84 |
| 46-50 | 7 | 3 | 10 | 3 | 4 | 7 | 9 | 4 | 13 | 1 | 1 | 2 | 5 | 4 | 9 | 1 | 0 | 1 | 26 | 16 | 42 |
| 51-55 | 1 | 2 | 3 | 3 | 1 | 4 | 3 | 0 | 3 | 0 | 1 | 1 | 0 | 3 | 3 | | | | 7 | 7 | 14 |
| 56-60 | 0 | 2 | 2 | 0 | 4 | 4 | 0 | 2 | 2 | | | | 4 | 2 | 6 | | | | 6 | 8 | 14 |
| Over 60 | | | | | | | | | | | | | | | | | | | | | |
| Total | 26 | 29 | 55 | 28 | 48 | 76 | 46 | 37 | 83 | 4 | 3 | 7 | 22 | 22 | 44 | 1 | 0 | 1 | 129 | 137 | 266 |

Table B82: DUCE Administrative Staff by Age, Qualification and Gender, 2019/2020

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|----------|----------|----------|-----------|-----------|-----------|----------|----------|----------|------------|------------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 26-30 | 1 | 1 | 2 | 4 | 4 | 8 | 5 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 6 | 16 |
| 31-35 | 2 | 4 | 6 | 6 | 7 | 13 | 4 | 10 | 14 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 13 | 21 | 34 |
| 36-40 | 8 | 10 | 18 | 5 | 10 | 15 | 16 | 8 | 24 | 1 | 1 | 2 | 2 | 3 | 5 | 0 | 0 | 0 | 32 | 32 | 64 |
| 41-45 | 8 | 7 | 15 | 6 | 2 | 8 | 9 | 13 | 22 | 2 | 0 | 2 | 10 | 10 | 20 | 0 | 0 | 0 | 35 | 32 | 67 |
| 46-50 | 7 | 3 | 10 | 3 | 4 | 7 | 9 | 4 | 13 | 1 | 1 | 2 | 5 | 4 | 9 | 1 | 0 | 1 | 26 | 16 | 42 |
| 51-55 | 1 | 2 | 3 | 3 | 1 | 4 | 3 | 0 | 3 | 0 | 1 | 1 | 0 | 3 | 3 | 0 | 0 | 0 | 7 | 7 | 14 |
| 56-60 | 0 | 2 | 2 | 0 | 4 | 4 | 0 | 2 | 2 | 0 | 0 | 0 | 4 | 2 | 6 | 0 | 0 | 0 | 4 | 10 | 14 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 27 | 29 | 56 | 28 | 32 | 60 | 46 | 38 | 84 | 4 | 3 | 7 | 22 | 22 | 44 | 1 | 0 | 1 | 128 | 124 | 252 |

Table B83: MUCE Administrative Staff by Age, Qualification and Gender, 2014/2015

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | | |
|--------------|-------------|-----------|-----------|-----------|-----------|-----------|------------|----------|-----------|----------|----------|-----------|----------|----------|----------|-----------|-----------|------------|--|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | |
| Under 26 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | |
| 26-30 | 3 | 3 | 6 | 4 | 3 | 7 | 1 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 8 | 16 | |
| 31-35 | 3 | 10 | 13 | 9 | 9 | 18 | 4 | 2 | 6 | 1 | 1 | 2 | 0 | 0 | 0 | 17 | 22 | 39 | |
| 36-40 | 7 | 9 | 16 | 6 | 3 | 9 | 0 | 1 | 1 | 5 | 0 | 5 | 0 | 0 | 0 | 18 | 13 | 31 | |
| 41-45 | 6 | 1 | 7 | 7 | 0 | 7 | 1 | 2 | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 15 | 3 | 18 | |
| 46-50 | 4 | 0 | 4 | 3 | 0 | 3 | 1 | 1 | 2 | 1 | 2 | 3 | 0 | 0 | 0 | 9 | 2 | 11 | |
| 51-55 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Total | 23 | 23 | 46 | 30 | 17 | 47 | 8 | 9 | 17 | 8 | 3 | 11 | 0 | 0 | 0 | 69 | 51 | 120 | |

Table B84: MUCE Administrative Staff by Age, Qualification and Gender, 2015/2016

| Age | Certificate | | | Diploma | | | Bachelor's | | | Master's | | | PhD | | | Total | | | |
|--------------|-------------|-----------|-----------|-----------|----------|-----------|------------|----------|-----------|-----------|----------|-----------|----------|----------|----------|-----------|-----------|------------|--|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | |
| Under 26 | 2 | 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 5 | |
| 26-30 | 8 | 6 | 14 | 0 | 0 | 0 | 1 | 2 | 3 | 2 | 2 | 4 | 0 | 0 | 0 | 10 | 11 | 21 | |
| 31-35 | 12 | 11 | 23 | 4 | 2 | 6 | 5 | 1 | 6 | 2 | 3 | 5 | 0 | 0 | 0 | 23 | 17 | 40 | |
| 36-40 | 7 | 16 | 23 | 3 | 0 | 3 | 8 | 1 | 9 | 5 | 1 | 6 | 0 | 0 | 0 | 23 | 18 | 41 | |
| 41-45 | 4 | 3 | 7 | 9 | 0 | 9 | 3 | 2 | 5 | 3 | 0 | 3 | 0 | 0 | 0 | 19 | 5 | 24 | |
| 46-50 | 5 | 1 | 6 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 3 | 0 | 0 | 0 | 9 | 2 | 11 | |
| 51-55 | 2 | 0 | 2 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 4 | 1 | 5 | |
| 56-60 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Total | 40 | 41 | 81 | 18 | 3 | 21 | 18 | 6 | 24 | 14 | 7 | 21 | 1 | 0 | 1 | 91 | 57 | 148 | |

Table B85: MUCE Administrative Staff by Age, Qualification and Gender, 2016/2017

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | | |
|----------|-------------|---|---|---------|----|----|------------|---|---|-----|---|---|----------|---|---|-----|---|---|-------|----|----|---|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 3 | 2 | 5 | 0 | 2 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 4 | 5 | 9 | |
| 31-35 | 2 | 1 | 3 | 4 | 2 | 6 | 3 | 2 | 5 | 0 | 0 | 0 | 2 | 2 | 4 | 0 | 0 | 0 | 11 | 7 | 18 | |
| 36-40 | 0 | 3 | 3 | 5 | 18 | 23 | 7 | 1 | 8 | 1 | 0 | 1 | 2 | 2 | 4 | 0 | 0 | 0 | 15 | 24 | 39 | |
| 41-45 | 2 | 6 | 8 | 6 | 3 | 9 | 6 | 0 | 6 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 17 | 9 | 26 | |
| 46-50 | 2 | 0 | 2 | 1 | 1 | 2 | 1 | 2 | 3 | 0 | 0 | 0 | 5 | 1 | 6 | 0 | 0 | 0 | 9 | 4 | 13 | |
| 51-55 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | |

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|-----------|-----------|-----------|-----------|------------|----------|-----------|----------|----------|----------|-----------|----------|-----------|----------|----------|----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| 56-60 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 2 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 9 | 12 | 21 | 16 | 29 | 45 | 18 | 5 | 23 | 1 | 0 | 1 | 12 | 6 | 18 | 1 | 0 | 1 | 57 | 52 | 109 |

Table B86: MUCE Administrative Staff by Age, Qualification and Gender, 2017/2018

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|----------|-----------|-----------|-----------|-----------|------------|----------|-----------|----------|----------|----------|-----------|----------|-----------|----------|----------|----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 3 | 2 | 5 | 0 | 2 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31-35 | 2 | 1 | 3 | 4 | 2 | 6 | 3 | 2 | 5 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 9 | 6 | 15 |
| 36-40 | 0 | 0 | 0 | 5 | 20 | 25 | 8 | 1 | 9 | 1 | 0 | 1 | 2 | 2 | 4 | 0 | 0 | 0 | 16 | 23 | 39 |
| 41-45 | 2 | 6 | 8 | 6 | 3 | 9 | 6 | 0 | 6 | 0 | 0 | 0 | 2 | 2 | 4 | 0 | 0 | 0 | 16 | 11 | 27 |
| 46-50 | 2 | 0 | 2 | 1 | 1 | 2 | 1 | 2 | 3 | 1 | 0 | 1 | 3 | 0 | 3 | 0 | 0 | 0 | 8 | 3 | 11 |
| 51-55 | 0 | 0 | 0 | 0 | 2 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 5 | 1 | 6 | 0 | 0 | 0 | 6 | 3 | 9 |
| 56-60 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 2 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 6 | 7 | 13 | 16 | 31 | 47 | 20 | 5 | 25 | 2 | 0 | 2 | 12 | 6 | 18 | 1 | 0 | 1 | 57 | 49 | 106 |

Table B87: MUCE Administrative Staff by Age, Qualification and Gender, 2018/2019

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|-----------|-----------|-----------|-----------|-----------|------------|----------|-----------|----------|----------|----------|----------|----------|-----------|----------|----------|----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 26-30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31-35 | 3 | 2 | 5 | 2 | 2 | 4 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 6 | 5 | 11 |
| 36-40 | 2 | 1 | 3 | 4 | 17 | 21 | 3 | 2 | 5 | 0 | 0 | 0 | 2 | 2 | 4 | 0 | 0 | 0 | 11 | 22 | 33 |
| 41-45 | 2 | 6 | 8 | 6 | 5 | 11 | 8 | 1 | 9 | 1 | 1 | 0 | 2 | 2 | 4 | 0 | 0 | 0 | 19 | 15 | 34 |
| 46-50 | 2 | 2 | 4 | 7 | 3 | 10 | 2 | 2 | 4 | 1 | 1 | 0 | 5 | 1 | 6 | 0 | 0 | 0 | 17 | 9 | 26 |
| 51-55 | 0 | 0 | 0 | 2 | 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 5 |
| 56-60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 1 | 2 |
| Over 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 9 | 11 | 20 | 21 | 30 | 51 | 14 | 5 | 19 | 2 | 2 | 4 | 9 | 6 | 15 | 1 | 1 | 2 | 56 | 55 | 111 |

Table B88: MUCE Administrative Staff by Age, Qualification and Gender, 2019/2020

| Age | Certificate | | | Diploma | | | Bachelor's | | | PGD | | | Master's | | | PhD | | | Total | | |
|--------------|-------------|----------|-----------|-----------|-----------|-----------|------------|----------|-----------|----------|----------|----------|----------|----------|-----------|----------|----------|----------|-----------|-----------|------------|
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| Under 26 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| 26-30 | 1 | 1 | 2 | 0 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 5 |
| 31-35 | 1 | 2 | 3 | 2 | 4 | 6 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 2 | 2 | 0 | 0 | 0 | 5 | 8 | 13 |
| 36-40 | 3 | 1 | 4 | 12 | 10 | 22 | 3 | 0 | 3 | 1 | 0 | 1 | 3 | 1 | 4 | 0 | 0 | 0 | 22 | 12 | 34 |
| 41-45 | 3 | 1 | 4 | 0 | 6 | 6 | 7 | 1 | 8 | 0 | 1 | 1 | 5 | 0 | 5 | 0 | 0 | 0 | 15 | 9 | 24 |
| 46-50 | 4 | 2 | 6 | 5 | 0 | 5 | 2 | 2 | 4 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 13 | 4 | 17 |
| 51-55 | 2 | 1 | 3 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 1 | 6 |
| 56-60 | 1 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Over 60 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 15 | 8 | 23 | 22 | 24 | 46 | 15 | 3 | 18 | 3 | 1 | 4 | 9 | 3 | 12 | 0 | 0 | 0 | 64 | 39 | 103 |

6.2.4 Consultancy

Table B89: UDSM Consultancy Value

| Year | 2014/15 | 2015/16 | 2016/17 | 2017/18 | 2018/19 | 2019/20 |
|----------------------------------|----------------------|----------------------|-----------------------|----------------------|----------------------|-----------------------|
| Number of Registered Projects | * | * | * | 38 | 73 | 145 |
| Value (TZS) [1] | 4,050,327,217 | 6,815,161,878 | 20,097,321,886 | 7,079,827,922 | 4,777,963,141 | 15,105,320,928 |
| Value (USD) | 57,814 | 49,429 | - | - | - | - |
| USD Value Converted into TZS [2] | 117,362,420 | 108,200,081 | - | - | - | - |
| Total Value (TZS) [1 + 2] | 4,167,689,637 | 6,923,361,959 | 20,097,321,886 | 7,079,827,922 | 4,777,963,141 | 15,105,320,928 |

*Before academic year 2016/2017 consultancy projects were recorded by values. Since introduction of Projects Information Registration System in academic year 2018/19 projects are now reported in terms of number and values.

Exchange rates:

2014/15: 1USD = 2030.00TZS

2015/16: 1USD = 2189.00TZS

6.3 Appendix C: Tables for Financial Resources and Student Accommodation

6.3.1 Budget Performance

Table C1: Overall UDSM Budget Performance

| Year | Budget Request(TZS) | Government Approved Budget (TZS) | Actual Receipt(TZS) | Performance (%) |
|-------------|----------------------------|---|----------------------------|------------------------|
| [1] | [2] | [3] | [4] | (4)/(3) |
| 2014/15 | 220,975,668,585 | 145,548,354,790 | 122,285,501,594 | 84% |
| 2015/16 | 201,660,956,116 | 197,745,934,161 | 154,662,369,005 | 78% |
| 2016/17 | 320,821,993,403 | 226,452,583,163 | 176,789,609,112 | 78% |
| 2017/18 | 269,306,529,826 | 226,804,111,313 | 158,476,616,522 | 70% |
| 2018/19 | 224,289,859,242 | 231,804,496,787 | 169,668,181,645 | 73% |
| 2019/20 | 259,528,301,933 | 230,746,389,211 | 173,192,454,800 | 75% |

Table C2: MJNM Campus Budget Performance

| Year | Budget Request | Approved Budget | Actual Receipt | Performance |
|-------------|-----------------------|------------------------|-----------------------|--------------------|
| 2014/15 | 160,368,377,221 | 122,067,371,228 | 103,101,324,193 | 84.5% |
| 2015/16 | 165,241,972,421 | 161,722,952,785 | 129,713,577,174 | 80.2% |
| 2016/17 | 267,646,343,600 | 179,302,819,124 | 134,512,452,153 | 75.0% |
| 2017/18 | 226,669,275,800 | 191,138,995,944 | 133,029,129,504 | 69.6% |
| 2018/19 | 183,351,921,816 | 193,689,778,256 | 140,767,377,449 | 72.7% |
| 2019/20 | 217,463,471,492 | 197,149,552,190 | 149,066,575,155 | 75.6% |

Table C3: DUCE Budget Performance

| Year | Budget Request | Approved Budget | Actual Receipt | Performance |
|-------------|-----------------------|------------------------|-----------------------|--------------------|
| 2014/15 | 26,050,665,106 | 12,220,231,394 | 11,572,614,347 | 94.7% |
| 2015/16 | 15,582,386,991 | 15,186,284,672 | 12,174,039,830 | 80.2% |
| 2016/17 | 33,291,262,603 | 27,265,376,839 | 27,265,376,839 | 100.0% |
| 2017/18 | 32,108,794,207 | 25,136,655,550 | 15,406,497,870 | 61.3% |
| 2018/19 | 26,591,918,968 | 23,768,700,073 | 19,119,544,220 | 80.4% |
| 2019/20 | 29,014,921,773 | 20,546,928,353 | 13,372,291,088 | 65.1% |

Table C4: MUCE Budget Performance

| Year | Budget Request | Approved Budget | Actual Receipt | Performance |
|---------|----------------|-----------------|----------------|-------------|
| 2014/15 | 34,556,626,258 | 11,260,752,168 | 7,611,563,054 | 67.6% |
| 2015/16 | 20,836,696,704 | 20,836,696,704 | 12,774,752,001 | 61.3% |
| 2016/17 | 19,884,387,200 | 19,884,387,200 | 15,011,780,120 | 75.5% |
| 2017/18 | 10,528,459,819 | 10,528,459,819 | 10,040,989,148 | 95.4% |
| 2018/19 | 14,346,018,458 | 14,346,018,458 | 9,781,259,976 | 68.2% |
| 2019/20 | 13,049,908,668 | 13,049,908,668 | 10,753,588,557 | 82.4% |

Table C5: Overall UDSM Internal Income Budget and Receipt

| Year | Annual Budget (TZS) | Actual Receipt(TZS) | Performance (%) |
|---------|---------------------|---------------------|-----------------|
| [1] | [2] | [3] | (2)/(3) |
| 2014/15 | 39,251,074,660 | 37,242,706,062 | 95% |
| 2015/16 | 44,489,478,768 | 37,724,872,213 | 85% |
| 2016/17 | 52,591,023,207 | 44,506,979,366 | 85% |
| 2017/18 | 55,182,951,733 | 44,722,040,557 | 81% |
| 2018/19 | 62,660,031,587 | 61,193,726,495 | 98% |
| 2019/20 | 82,781,122,739 | 58,749,421,767 | 71% |

Table C6: MJNM Campus Internal Income Budget and Receipt

| Year | Internal Income Budget | Actual Receipts | Performance |
|---------|------------------------|-----------------|-------------|
| 2014/15 | 29,583,276,070 | 29,728,698,387 | 100.5% |
| 2015/16 | 33,163,999,185 | 28,056,385,038 | 84.6% |
| 2016/17 | 40,988,214,544 | 34,221,788,193 | 83.5% |
| 2017/18 | 42,555,250,435 | 32,688,484,147 | 76.8% |
| 2018/19 | 47,441,062,579 | 46,439,807,395 | 97.9% |
| 2019/20 | 66,257,605,467 | 48,039,821,412 | 72.5% |

Table C7: DUCE Internal Income Budget and Receipt

| Year | Internal Income Budget | Actual Receipts | Performance |
|-------------|-------------------------------|------------------------|--------------------|
| 2014/15 | 4,853,176,422 | 4,440,961,582 | 91.5% |
| 2015/16 | 12,221,716,637 | 10,177,633,851 | 83.3% |
| 2016/17 | 18,591,826,300 | 15,116,214,611 | 81.3% |
| 2017/18 | 7,251,849,298 | 6,143,376,931 | 84.7% |
| 2018/19 | 8,158,771,408 | 7,997,721,504 | 98.0% |
| 2019/20 | 7,362,348,272 | 3,396,301,934 | 46.1% |

Table C8: MUCE Internal Income Budget and Receipt

| Year | Internal Income Budget | Actual Receipts | Performance |
|-------------|-------------------------------|------------------------|--------------------|
| 2014/15 | 4,814,622,168 | 3,073,046,093 | 63.8% |
| 2015/16 | 4,329,411,000 | 4,274,838,635 | 98.7% |
| 2016/17 | 5,232,699,000 | 5,346,610,413 | 102.2% |
| 2017/18 | 5,375,852,000 | 5,890,179,479 | 109.6% |
| 2018/19 | 7,060,197,600 | 6,756,197,596 | 95.7% |
| 2019/20 | 9,161,169,000 | 7,313,298,421 | 79.8% |

6.3.2 Students' Accommodation

Table C9: UDSM Accommodation Capacity, Enrolment, Occupancy, Accommodation Capacity vs. Enrolment and Occupancy, 2019/2020

| Campus | Accommodation Capacity | Enrolment | Occupancy | Capacity Vs Enrolment |
|--------------|------------------------|---------------|---------------|-----------------------|
| [1] | [2] | [3] | [4] | [2]/[3]x100 |
| MJNMC | 11,693 | 27,581 | 10,793 | 42% |
| DUCE | 574 | 5193 | 399 | 11% |
| MUCE | 1,149 | 5875 | 1,149 | 20% |
| Total | 13,416 | 38,649 | 12,341 | 35% |

Source: Dean of Students – MJNM Campus, DUCE and MUCE

Table C10: MJNM Campus Accommodation Capacity and Occupancy, 2019/2020

| Name (Hostel/Hall) | Capacity | Occupancy |
|-------------------------------|---------------|---------------|
| Hall One | 512 | 506 |
| Hall Two | 400 | - |
| Judge Julie Manning | 495 | 486 |
| Hall Four | 253 | 249 |
| Hall Five | 400 | - |
| Hall Six | 352 | 352 |
| Hall Seven | 304 | 304 |
| Mabibo Hostel | 4,297 | 4,246 |
| Kunduchi Hostel | 50 | 50 |
| Water Resources PG Apartments | 16 | 16 |
| Dr. J.P.J. Magufuli Hostels | 3,840 | 3,816 |
| CoICT Hostels | 240 | 234 |
| Mikocheni Hostels | 54 | 54 |
| Ubungo Hostels | 280 | 280 |
| UDSM-MCHAS Hostels | 200 | 200 |
| Total | 11,693 | 10,793 |

Table C11: DUCE Accommodation Capacity and Occupancy, 2019/2020

| Name (Hostel/Hall) | Capacity | Occupancy |
|---------------------------|-----------------|------------------|
| On-campus | 298 | 298 |
| Off-campus (Mbagala) | 116 | 36 |
| Off-campus (Mabibo) | 160 | 65 |
| Total | 574 | 399 |

Source: Dean of Students –DUCE

Table C12: MUCE Accommodation Capacity and Occupancy, 2019/2020

| Name (Hostel/Hall) | Capacity | Occupancy |
|---------------------------|-----------------|------------------|
| Hall one | 156 | 156 |
| Hall two | 154 | 154 |
| Hall three | 154 | 154 |
| Hall four | 154 | 154 |
| Hall five | 142 | 142 |
| Hall six | 389 | 389 |
| Total | 1,149 | 1,149 |

Source: Dean of Students – MUCE