

ANNEXURE 16: Feedback to Candidates on the Outcome of the Selection Process (Template)

Name of Applicant:	
Applicant staff number (if UKZN academic):	
Rank being applied to:	
Discipline:	
School:	
College:	
Date of the selection committee meeting:	
Decision of selection committee:	a. Promote () b. Not to promote ()

	Consolidated comments of assessors, selection committee and CTPAC
Teaching and Learning <i>Candidate contribution in the following areas</i>	
Improving learning experiences.	
Clarity in understanding how students learn or practice and trends in contemporary thinking related to teaching and learning in the discipline.	
Innovative teaching methodologies and pedagogy.	
Engaging students from broad range of backgrounds and learning (dis)abilities.	
Overall estimation of applicant's standing in teaching and learning.	
Research & Innovation <i>Candidate contribution in the following areas</i>	
	Consolidated comments of assessors and selection committee
Quality and trajectory of the research output.	
Applicant research standing in the field benchmarked against peers looking at h-index, citations, and journal quartiles where publications appear.	
Standing with regard to successful research grants from external sources into UKZN and initiating international research collaboration.	

Standing with sustained contributions to research seminars and conferences.	
Successful graduation of PG (Masters & PhD) for the professoriate and honours for senior lecturers.	
Overall estimation of applicant's standing as a researcher.	
Leadership and University Administration <i>Candidate contribution in the following areas:</i>	
	Consolidated comments of assessors and selection committee
Standing of the applicant's contribution to academic leadership and university administration of the Discipline, School, College and serving on School or university committees	
Academic Citizenship (including community engagement)	
Applicant standing in providing consultation services to communities, business, industry that enable knowledge transfer and promote research projects.	
Applicant active service as an office-bearer in, and membership of, a professional society or editor of professional and research journals or active service on national committees and agencies.	
Contribution to community human capital development activities outside of the University and impacts broader communities.	
Applicant's role in academic community activities such as invitations to deliver key-note speeches, review papers or active participation in academic societies or invited assessor for major grant awarding bodies.	
Contribution of the applicant in initiating and signing MOUs with external institutions nationally and internationally.	
Overall estimation of applicant's current standing in academic citizenship.	

Recommendations of assessors/selection committee for future development of the applicant

Overall Conclusion:

Dean & Head of School (on behalf of selection committee)	Signature:
Date:	