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## **Update on the selection process for the new VC**

Following the public presentations by the two shortlisted candidates for the position of Vice-Chancellor and the interviews held last week, the selection committee presented their recommendation to Senate this afternoon.

An appointment has not been made yet and the process continues. The next step is for the selection committee to report to the Institutional Forum (IF) on the process followed, including steps taken to meet equity targets. The IF will then submit its report to Council verifying the process that has been followed.

Thereafter, the selection committee will submit a full report on the recruitment and selection process, together with the reports of Senate and the IF, to Council for approval.

The full approval process as prescribed by the Appointment of a new Vice-Chancellor policy is as follows:

### Senate

- The selection committee submits the name and full curriculum vitae of the recommended candidate/s to a meeting of the Senate, and presents its reasons for the recommendation.
- If in a secret ballot at least two-thirds of the members of Senate present and voting express confidence in the candidate/s, and provided that the members present at the meeting constitute a quorum, the selection committee forwards its recommendation to Council.
- If the candidate/s fails to gain this level of confidence in the Senate, the selection committee must meet a committee elected by the Senate to discuss Senate's response.
- After considering Senate's view, and after giving due weight to the importance of ensuring that the new Vice-Chancellor has the support of Senate, the selection committee will decide whether to submit its recommendation to Council, or to continue the selection process, or to submit a report to Council and request Council to make a decision as to the way forward.
- If the selection committee decides to submit its recommendation to Council, Senate will be entitled to submit a report on its views direct to Council.

### Institutional Forum

- The selection committee reports on the process followed to the Institutional Forum

(IF) including steps taken to meet equity targets, but not the names of any candidates or the recommended candidate/s. The IF then submits its report to Council verifying the process that has been followed, with any further recommendations.

- If the IF is not satisfied that the correct process has been followed, it must state its reasons and make suggestions as to how any actual or perceived deficiencies should be resolved as part of a dialogue with the selection committee. These matters, including outcomes, must be reported to Council, which makes the final decision on how to proceed.

#### Council

- The selection committee submits a full report on the recruitment and selection process, together with the reports of Senate and the IF, to Council. This report includes an abbreviated curriculum vitae of the recommended candidate/s, the selection committee's reasons for recommending the candidate/s and the names of the other short-listed candidates.
- Every Council member has the right to inspect the full selection committee record (including all applications and referees' reports). This is made available to Council members by the HR department.
- Council may choose to meet the candidate, on a formal or informal basis, prior to making its decision.
- In making its decision, Council attempts to reach consensus and will have regard to the importance of ensuring that any Vice-Chancellor enjoys the support of both Senate and Council.
- Council is entitled to take a decision in this matter by simple majority, but it may determine that a greater majority is required with respect to this particular matter. Should Council not approve the recommendation, it refers the matter back to the selection committee for further consideration.
- Ordinarily, Council will decide the matter by ballot.

***ENDS***

***Issued by: UCT Communication and Marketing Department***

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