

**REVIEW OF THE PROCEDURE FOR PROMOTION FROM
LECTURER TO SENIOR LECTURER AND ANALOGOUS
GRADES IN THE UNIVERSITY**

THE following Extracts from the 172nd Meeting of the University Appointments and Promotions Committee (UAPC) held on July 20, 2012 are culled for your information and necessary action, please:

" ... The UAPC discussed at length the problem of delays in the consideration of Applications from Senior Members (Academic) in the University. After extensive deliberations, the Committee decided that, with effect from October 01, 2012, the following Procedures shall be adopted:

- i. That, Provosts, after assessment of Applications by the College Appointments and Promotions Committee, shall identify External Assessors and send the respective Applications to same for assessment under Confidential Cover, with a copy to the Registrar and Vice-Chancellor;
- ii. That, Provosts shall, at all material times ensure the confidentiality of the names of External Assessors;
- iii. That, on receipt of the Reports from the External Assessors, the Provost shall forward the Applications, together with the respective Assessors Reports, to the Vice-Chancellor;
- iv. That, upon receipt of same, the UAPC shall consider the Applications together with the respective Reports;
- v. That, where the UAPC is unable to consider an Application together with its Report, the Chairman of UAPC shall identify an External Assessor and send the Application for re-assessment and subsequent re-consideration by the UAPC;
- vi. That, this process shall apply **ONLY** to Promotions from Lecturer to Senior Lecturer and Analogous Grades;
- vii. That, all time-lines and procedures enshrined in the Criteria for Appointments and Promotions approved by Council shall be followed;
- viii. That, all Applications relating to Professorial Promotions shall be handled through the existing laid-down Procedures; and,
- ix. That, at all material times, the confidentiality, sanctity and integrity of the process for Promotion in the University shall be seen to have been upheld and protected ...”