

Assoc Prof Kasturi Behari-Leak
Dean of Higher Education Development
3.10 Huri ̣oaxa (Hoerikwaggo)
North Lane
Private Bag X3, Rondebosch, 7701
Tel: +27 21 650-3490
Email: dean.ched@uct.ac.za

Date: 12 May 2025

Dear CHED Colleagues,

I invite you to consider applying for, or nominating a colleague for, *ad hominem promotion*, or *excellence awards*¹ as part of this year's academic recognition process.

All academic staff on standard or teaching conditions of service are eligible to apply. The promotion and recognition process is grounded in our faculty's commitment to integrity, transparency and care. We recognise that the nature of academic work is complex and multidimensional, and our evaluative processes aim to reflect that richness and texture.

While a point system is used to support the Promotion and Remuneration Committee's deliberations, it is not the only indicator. Each application is thoughtfully considered in its full context, drawing on feedback from working groups, referees, and the candidate themselves. The Committee approaches each application with the seriousness and fairness it deserves.

I encourage you to consider applying in the 2025 cycle. Engage with your head of department or line manager to ensure you are promotion ready and then make the decision to apply. You will be supported as and where you need it throughout the application process.

A few reminders for those considering applying:

- A minimum of two years is required between unsuccessful applications for *Ad Hominem* promotion unless a compelling case is made by a senior nominator.
- Applications will normally only be considered if you have served three years in your current rank as at 30 June of this year, unless your HOD makes a strong case to the Dean ahead of time.
- Staff whose posts are funded through research or external funds should ensure that promotion costs can be covered by their funding source.

CHED's gravitas and strength lie in the passion and commitment of its staff. The *ad hominem* process is an opportunity to pause, reflect, and honour the work we do in CHED that so often transcends traditional academic boundaries. Your contribution to teaching, curriculum transformation, academic leadership, research, or social responsiveness is of huge significance to your department, to CHED and UCT, but also for you in your academic career and growth.



Associate Professor Kasturi Behari-Leak
Dean: Centre for Higher Education Development

¹ Please note that applications for Merit Awards will not be considered in this cycle. This aligns with the decision to remove the budget for performance awards in line with current institutional priorities. For further context, please refer to the communication from the CFO regarding the Council-approved general operating budget. Link here <https://www.news.uct.ac.za/article/-2025-02-26-update-on-the-2025-council-approved-general-operating-budget>