



Communication and Marketing Department
Isebe loThungelwano neNtengiso
Kommunikasie en Bemerkingsdepartement

Private Bag X3, Rondebosch 7701, South Africa
Welgelegen House, Chapel Road Extension, Rosebank, Cape Town
Tel: +27 (0) 21 650 5427/5428/5674 Fax: +27 (0) 21 650 5628

www.uct.ac.za

05 March 2018

Re: Another UCT job race row

Good day,

Your article titled "Another UCT job race row" (05 March 2018) refers.

The article claims that the appointment of Associate Professor Lis Lange "continued despite the fact that it did not receive the required support of the UCT Senate..."

It is against the journalistic principle of fairness for the Cape Times to run this allegation but not include UCT's comment – despite this having been included in our response to the newspaper.

In the VC Desk from which the Cape Times quoted only an irrelevant sentence on the Senate proceedings, Dr Max Price said: "On the question of Senate support: The committee's choice of appointee was presented to Senate on 24 November 2017. After debate, Senate members took a vote and the majority agreed with the committee's recommendation. However, Senate's rules call for a two-thirds majority on such a decision and this was not achieved, as 38% voted against the proposal and 11% abstained.

"In such a situation the procedure requires that the views of Senate – both of the majority in favour of the candidate and the minority against – be presented to the selection committee. This was duly done."

In a subsequent statement that the media office made available to Cape Times, Dr Price elaborated further on this: "This statement implies that the University of Cape Town did not follow correct procedure in response to the lack of a two-thirds majority vote in favour of the selection committee's decision. In fact, correct procedure was followed and the BAC's statement does not provide the full picture.

"As required, a delegation of Senate met with the selection committee to voice arguments both in favour of the committee's decision and against it. The selection committee took

these opposing arguments into account and on reflection, committee members determined that they had made the correct decision in recommending the appointment of Associate Professor Lange. In presenting its recommendation to Council – the only body that has the authority to make an appointment for DVC – the committee also presented the vote by Senate and the arguments presented by the Senate delegation. The Institutional Forum confirmed that correct procedure had been followed in this matter.”

The article also reports on the claim that “the successful candidate did not meet... key criteria as advertised for the position.”

The same VC Desk that the Cape Times had access to stated that in making its decision, the selection committee agreed that only one candidate – namely, Associate Professor Lange – met sufficient criteria to be appointed. For clarification, the published criteria is quoted below, and those who review Associate Professor Lange’s CV will immediately see that she meets the vast majority, if not all, of the criteria.

“The criteria for selection of a successful application would generally require a doctoral degree and the ideal candidate would fulfil most of the following criteria:

- experience in a senior leadership role in an academic institution
- an established academic track record
- a demonstrable track record managing a complex portfolio, or running a unit of reasonable size
- a successful record of leadership and teamwork
- experience in strategic thinking and operationalising such thinking into plans and projects
- understanding of the challenges in the higher education arena in South Africa
- understanding of the operations and affairs of a university environment
- experience in areas of teaching and learning, innovative course and programme design, academic development and support
- familiarity with current trends in curriculum development, including but not limited to issues such as coloniality and intersectionality related discourses
- experience with digital scholarly resources, online learning and technology
- experience in addressing manifestations of inequality within higher education institutions and a deep understanding of other dimensions of inequality and discrimination, including race, gender, sexuality, disability.”

The BAC appears to believe that the selection committee’s decision on the appointability of candidates for the position of DVC relied on the candidates’ title as Professor. This is not the case: professorship was not a condition of appointability. The selection committee took careful, holistic consideration of the scope and depth of each candidate’s active leadership experience; years of involvement in a position of authority in the higher education sector, especially with regards to teaching and learning; and overall suitability for the demands of such a position at UCT. Only one candidate demonstrated this suitability.

Kindly address the concerns raised.

Regards,

Elijah Moholola

Manager: Media Liaison and Social Media
Communication and Marketing Department
University of Cape Town
Rondebosch
Tel: (021) 650 5674
Cell: (083) 981 7770
Email: elijah.moholola@uct.ac.za
Website: www.uct.ac.za