



# Rules of Procedure for Chancellor's Awards

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HEMIS classification	
Aim	To establish guidelines regarding Chancellor's Awards
Type of document	Rules of Procedure
Accessibility	General (external and internal)
Implementation date	
Review date/frequency	As the need for amendments arises
Previous reviews	None (new rules of procedure)
Owner of these rules	Vice-Rector: Social Impact, Transformation and Personnel
Institutional functionary (curator) responsible for these rules	The Chief Director: Strategic Initiatives and Human Resources
Date of approval	
Approved by	Rector's Management Team (RMT)
Keywords	recognition, performance, sustained excellence, Chancellor's Award

# **1. Introduction**

Institutions that have an ethos of excellence share the distinguishing characteristic that they offer various levels and forms of recognition for excellent performance. Stellenbosch University (SU) does this, among other things, by means of Chancellor's Awards, which focus on sustained excellence in research, in learning and teaching, or in community interaction (or more than one of these three areas).

# **2. Application of the rules of procedure**

These rules of procedure apply to all SU staff.

# **3. Aim of the rules of procedure**

Set out the points of departure, rules and procedures for handling Chancellor's Awards at SU.

# **4. Objectives of these rules of procedure**

Ensure that principles are applied consistently when applications for Chancellor's Awards are considered.

# **5. Conflict resolution**

Any conflict that may arise must be resolved within the regular line management function, either in accordance with SU's Disciplinary Procedure or its Grievances Procedure.

# **6. Control over the rules of procedure**

## **6.1 Responsibilities**

6.1.1 The owner of these rules is the Vice-Rector: Social Impact, Transformation and Personnel, in his or her capacity as line manager of the Chief Director: Strategic Initiatives and Human Resources. The owner must ensure that the rules are drafted, updated and implemented, that a curator and related structures and functionaries are appointed, and that these function effectively.

6.1.2 The curator of these rules is the Chief Director: Strategic Initiatives and Human Resources, who must ensure that the rules are drafted, approved, reviewed, communicated and made available. The curator also is responsible for the interpretation and implementation of the rules of procedure.

## **6.2 Implementation**

The curator is responsible for the rules of procedure being implemented as from the effective date or the review date.

### 6.3 Monitoring

6.3.1 The owner of the rules is accountable and the curator is responsible for the necessary controls being established to monitor compliance with the rules.

6.3.2 In case of noncompliance with the rules the regular line management practices will apply.

### 6.4 Reviewing

The rules of procedure will be reviewed as the need for amendments arises.

### 6.5 Noncompliance

In case of noncompliance with the rules of procedure the regular line management practices will apply, either in accordance with SU's Disciplinary Procedure or its Grievances Procedure.

## 7. Supporting documents

<b>Item no.</b>	<b>Name of document</b>	<b>Status</b> <i>(e.g. identified, in process or approved.)</i>
PM0301	Performance Management Policy and Strategy	Approved

## 8. Related documents

<b>Item no.</b>	<b>Name of document</b>	<b>Status</b> <i>(e.g. identified, in process or approved.)</i>
	None	

## **A. PROCEDURE**

1. Every year the Rector invites all deans and all heads of responsibility centres (RCs) to submit motivated submissions in order of priority to the Chief Director: Strategic Initiatives and Human Resources.
2. Nominations must be supported by an appropriate motivation that sets out the nominee's achievements, as well as by a portfolio that gives a clear indication of the nominee's contributions and outputs.
3. It must be clear in which category a particular staff member is nominated.
4. This is a prestige award, with the aim to give recognition to staff whose careers attest to sustained excellence. Therefore, only persons who are excellent performers, or have delivered excellent performance in the past should be nominated.
5. The award is limited to 15 top achievers in three areas, namely learning and teaching, research and community interaction.
6. A person may receive the Chancellor's Award only once.
7. A Selection Committee, consisting of all deans (in the case of nominations from academic departments) and RC heads (in the case of nominations from support service environments), considers and evaluates the nominations and makes a recommendation to the Rector's Management Team (RMT).
8. The Selection Committee must consider and evaluate the submissions with reference to the following criteria, among other things:
  - 8.1 the nominees' performance evaluation results;
  - 8.2 evidence of sustained performance of superior quality by the nominees in the areas of learning and teaching, research or community interaction (or more than one of these areas).
9. The RMT (with the Rector as chair) acts as review committee to consider the Selection Committee's recommendations and makes a final decision about the awards.
10. The deans (in the case of nominations from academic departments) and RC heads (in the case of nominations from support service environments) are responsible for writing commendations about the recipients, which will be read at the relevant graduation ceremonies.

11. Stipulations regarding commendations:
  - 11.1 at most half an A4 page
  - 11.2 preferably divided 50-50 between Afrikaans and English
  - 11.3 in Arial 12 font with line spacing set to 1,5
12. The deans (in the case of nominations from academic departments) and RC heads (in the case of nominations from support service environments) must introduce recipients of the award at the relevant graduation ceremonies and read out the commendations.
13. A Chancellor's Award consists of a certificate as well as financial recognition.