

FAKULTEIT NATUURWETENSKAPPE

Riglyn-kriteria vir aanstelling/bevordering tot verskillende akademiese posvlakke

Algemene opmerkings

Met hierdie dokument word beoog om die verwagtinge wat vir elke posvlak gekoester word eerstens te koppel aan die vlak van vakkundigheid ('scholarship') wat 'n kandidaat daarvoor moet bereik. Tweedens word onderrigervaring en –sukses beoordeel en derdens insette tot dienslewering en gemeenskapsbetrokkenheid oorweeg. Dit word van personeel of kandidate verwag om te voldoen aan die meerderheid of uit te styg binne heelwat van die kriteria ten einde 'n nuwe posvlak te kan betree. Kandidate sal deur 'n komitee teen die profiele soos omlin deur die riglyne, oorweeg word.

1. By die evalueringsproses van 'n kandidaat en selfs 'n redelike tyd voor dit plaasvind moet 'n wye verskeidenheid gedokumenteerde inligting beskikbaar wees. Die inligting verlang in die aangehegte vorm moet verskaf word maar die gebruik van die CV templaot is vrywillig.
2. Veral op professorale vlak is dit noodsaaklik dat ten minste twee eweknie-verslae van vakgenote oor die vakkundige en akademiese status van die kandidaat ter tafel gelê word.
3. Verkieslik word prestasie oor 'n aantal jaar beoordeel.
4. Vir aanstelling op enige vlak behoort die persoon aan die vereistes van die laer posvlakke te voldoen.
5. Geen aktiwiteite in die area van akademiese ontwikkelingsprogramme of ander diensfunksies (op sigself belangrik) kan opmaak vir tekortkominge as vakkundige nie.
6. Die evaluerings- of aanstellingspaneel sal verkieslik minstens een bewese navorser uit die omgewing van die kandidaat bevat asook een wat as uitmuntende dosent erkenning geniet.
7. Vereistes vir die NRF-evaluering waarna verwys word, word meer volledig in die bylaag beskryf.

Junior Lektor

Die persoon wat op hierdie vlak aangestel word moet beoog om 'n akademiese loopbaan te volg.

- Beskik verkieslik oor 'n MSc-graad
- Het 'n goeie akademiese rekord vir voorgraadse- en honneursstudie

- Het 'n (verkieslik gedemonstreerde) aanleg vir navorsing
- Beskik oor goeie kommunikasie-vaardighede

Lektor

Die persoon wat as lektor aangestel word, moet duidelik die potensiaal toon om in 'n goeie vakwetenskaplike te ontwikkel.

- Beskik verkieslik oor PhD-graad
- Toon besondere kommunikasie-vaardighede
- Het blootstelling gehad aan die opleiding van studente
- Het sterk akademiese rekord
- Het wel van sy/haar nagraadse werk in goedgekeurde joernale gepubliseer

Senior Lektor

Die persoon wat as senior lektor aangestel word beskik oor 'n PhD-graad en het homself/haarself normaalweg reeds as dosent bewys en sy/haar betrokkenheid by navorsing is betekenisvol – hier word onafhanklike bydraes reeds belangrik.

1. Navorsing

- Lewer deurlopend erkende navorsinguitsette en het 'n groeiende publikasierekord (tipies Y₂ of C ge-evalueerde by NRF)
- Het verkieslik na-doktorale navorsing onderneem

2. Onderrig

Bewese bekwaamheid as bo-gemiddelde voorgraadse en nagraadse dosent soos getoon deur o.a.:

- Positiewe studenteteterugvoere – indien beskikbaar
- Bydraes gemaak tot ontwikkeling van teoretiese en praktiese voorgraadse modules
- Suksesvolle studieleiding aan nagraadse studente minstens op MSc-vlak

3. Dienslewering en gemeenskapsbetrokkenheid

- Betrokke in departementele en fakultêre aksies
- Loods inisiatiewe om die vak te bevorder
- Begin erkenning in 'n breër vakkundige gemeenskap geniet (deur o.a. betrokkenheid by vakkundige vereniging)
- Interaksie met die industrie (of buite-instansies) bevoordeel die departement

Mede-professor

'n Mede-professor, alhoewel 'n uitstekende dosent, is 'n persoon wat meer by die ontsluiting van kennis betrokke is, as by die blote oordra daarvan (tipies Y₁, P, C₂ of hoër ge-evalueerde deur NRF).

1. Navorsing

- Publikasies van besliste kwaliteit maak deel uit van 'n beduidende publikasierekord en 'n reëlmatige publikasietempo word gehandhaaf oor 'n aantal jaar
- 'n Internasionale netwerk van kollegas word opgebou
- Beoordeel manuskripte van vakjoernale
- Tree op as eksterne eksaminator
- Ontvang finansiële toekennings van buite-instansies (waar toepaslik)

2. Onderrig

- Bekend onder studente en kollegas as 'n uitstekende dosent
- Dink vernuwend oor die aanbieding van betrokke vak/modules en gee leiding in module- en programontwerp
- Is suksesvolle studieleier vir MSc- en PhD-kandidate
- Tree op as eksterne eksaminator vir ander universiteite op voorgraadse- en nagraadse vlak

3. Dienslewering en gemeenskapsbetrokkenheid

- Aktiewe deelnemer aan departementele administrasie – aanvaar spesifieke verantwoordelikhede
- Aanvaar spesifieke take binne die fakulteit
- Speel 'n belangrike rol by die inskakeling van nuwe dosente by werksaamhede in die departement
- Geniet erkenning as vakkundige in breër wetenskaplike gemeenskap
- Is aktief in professionele vakvereniging(s)

Professor

'n Professor is die leier in 'n sekere erkende afdeling van 'n vakgebied – beide wat betref onderrig en navorsing. Hy/sy is die gesaghebbende in die departement en universiteit op 'n gegewe onderwerp.

1. Navorsing

Geniet nasionale en internasionale erkenning as navorser en is tipies B of hoër ge-evalueer deur NRF.

Dit impliseer dat hy/sy

- 'n Aktiewe navorsingspan lei wat deurlopend publiseer
- As evalueerder vir vooraanstaande vakjoernale optree
- Waarskynlik lid is van redaksiekomitee(s) van joernale
- Uitnodigings ontvang om as sessievoorsitter of hoofspreker by kongresse op te tree

2. Onderrig

- Welbekend onder dosente en studente as 'n oorspronklike en suksesvolle aanbieder van sy/haar vak waarin ook die filosofiese aspekte daarvan beklemtoon word
- Deeglik op die hoogte van internasionale onderrigtendense van sy/haar vak en pas hierdie kennis toe
- Gereelde eksterne eksaminator vir ander universiteite
- Bewese rekord as studieleier vir PhD-studente

3. Dienslewering en gemeenskapbetrokkenheid

- Het 'n reputasie vir leierskap en positiewe insette op fakulteits- en universitêre vlakke
- Is effektief by die uitvoering van administratiewe pligte
- Speel 'n belangrike rol in professionele- of vakverenigings
- Speel 'n belangrike rol om wetenskap ook buite die US te bevorder
- Trek studente en befondsing na US
- Word op reëlmatige grondslag deur industrie of professionele sektore geraadpleeg en word ook buite die universiteit as leiersfiguur gerespekteer

BYLAAG

NRF DEFINITIONS OF RATING CATEGORIES (JULY 2003)

The definitions of the rating categories are given below. Descriptions of sub-categories in the A, B, C and Y categories have also been indicated. The definition of research at the end of the table should be consulted to clarify the interpretation of research as indicated in the various categories.

It must be borne in mind that the peer evaluation process is intricate and not mechanistic. Ultimately the judgement of the members of the Assessment Panels and their wisdom which has some intangible components must be relied upon. Hence interpretation of words such as 'wide impact', 'considerable', etc form an important part of the Assessment Panels' task in their role of assessment of reviewers' reports.

Category	Definition	Sub-category	Description
A	Researchers who are unequivocally recognised by their peers as leading international scholars in their field for the high quality and impact of their recent research outputs.	A1	A researcher in this group is recognised by all the reviewers as a leading scholar in his or her field internationally for the high quality and wide impact (i.e. beyond a narrow field of specialisation) of his or her recent research outputs.
		A2	A researcher in this group is recognised by the over-riding majority of reviewers as a leading scholar in his or her field internationally for the high quality and impact (either wide or confined) of his or her recent research outputs.
B	Researchers who enjoy considerable international recognition by their peers for the high quality of their recent research outputs.	B1	All reviewers concur that the applicant is an independent researcher of high quality enjoying considerable international recognition with some of them indicating that he/she is a leading international scholar in the field.
		B2	Reviewers are firmly convinced that the applicant is an independent researcher enjoying considerable international recognition for the high quality and impact of his/her recent research outputs.
		B3	Most of the reviewers are convinced that the applicant is an independent researcher enjoying considerable international recognition for the high quality and impact of his/her recent research outputs.
C	Established researchers with a sustained recent record of productivity in the field who are recognised by their peers as having: <ul style="list-style-type: none"> • produced a body of quality work, the core of which has coherence and attests to ongoing engagement with the field • demonstrated the ability to conceptualise problems and apply research methods to investigating them. 	C1	While all reviewers concur that the applicant is an established researcher (as described), some of them indicate that he/she already enjoys considerable international recognition for his/her high quality recent research outputs.
		C2	Reviewers are firmly convinced that the applicant is an established researcher (as described).
		C3	Most of the reviewers concur that the applicant is an established researcher (as described).
P	Young researchers (normally younger than 35 years of age), who have held the doctorate or equivalent qualification for less than five years at the time of application and who, on the basis of exceptional potential demonstrated in their published doctoral work and/or their research		Researchers in this group are recognised by all or the over-riding majority of reviewers as having demonstrated the potential of becoming future leaders in their field, on the basis of exceptional research performance and output from their doctoral and/or early post-doctoral research careers.

	outputs in their early post-doctoral careers are considered likely to become future leaders in their field.		
Category	Definition	Sub-category	Description
Y	Young researchers (normally younger than 35 years of age), who have held the doctorate or equivalent qualification for less than five years at the time of application, and who are recognised as having the potential to establish themselves as researchers within a five-year period after evaluation, based on their performance and productivity as researchers during their doctoral studies and/or early post-doctoral careers.	Y1 Y2	A researcher in this group is recognised by all reviewers as having the potential (demonstrated by research products) to establish him/herself as a researcher with some of them indicating that he/she has the potential to become a future leader in his/her field. (Applicants on the borderline between P and Y should be rated at this level.) A researcher in this group is recognised by all or the over-riding majority of reviewers as having the potential to establish him/herself as a researcher (demonstrated by recent research products).
L	Persons (normally younger than 55 years) who were previously established as researchers or who previously demonstrated potential through their own research products, and who are considered capable of fully establishing or re-establishing themselves as researchers within a five-year period after evaluation. Candidates should be South African citizens or foreign nationals who have been resident in South Africa for five years during which time they have been unable for practical reasons to realise their potential as researchers. Candidates who are eligible in this category include black researchers female researchers those employed in a higher education institution that lacked a research environment those who were previously established as researchers and have returned to a research environment.		This category was introduced to draw an increased number of researchers with potential from disadvantaged backgrounds as well as women into research. It also caters for persons previously established as researchers who have returned to a research environment after periods in industry or elsewhere. Applicants must demonstrate that they could not realise the potential or sustain their research ability by virtue of a lack of a research environment, or time spent in industry, or on maternity leave, or raising a family. For candidates to qualify for this category the employing institution must have demonstrated its financial commitment towards a development strategy for the staff member concerned.

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