



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



CALL FOR THE DEVELOPMENT OF A PROMOTIONS CRITERIA REPORT UNDER THE UNIVERSITY CAPACITY DEVELOPMENT PROGRAMME BY THE DEPARTMENT OF HIGHER EDUCATION AND TRAINING

1. BACKGROUND

Introduced by the Department of Higher Education and Training (DHET), the University Capacity Development Programme (UCDP) is an integrated, people-focused and transformative programme designed to address capacity development at all levels and areas to address access and success in South Africa's public universities. The programme operates at the nexus of quality, equity and success in universities. One of the focal areas for the UCDP involves the development of staff in South African universities through a structured programme, namely, Staffing South African Universities' Framework (SSAUF). Two of the staff development initiatives in SSAUF, under UCDP, are the New Generation of Academics Programme (nGAP) and the New Emerging Scholars Programme (NESP). Through these efforts, the UCDP seeks to contribute to the transformation of South Africa's higher education sector into a more inclusive, diverse, and responsive system capable of addressing the country's unique social and economic challenges.

The nGAP is a prestigious programme which involves the recruitment of highly capable scholars as new academics. The objectives of the nGAP are to:

- i. Recruit highly talented scholars as new academics in high-demand but understaffed disciplines at South African universities;
- ii. Establish full-time permanent academic positions in these high-demand disciplines; and
- iii. Act as a flagship transformation initiative of the Department of Higher Education and Training (DHET).

The objectives of the NESP are:

- i. Recruits postgraduate (Honours [pilot phase] and Master's) students with demonstrated academic ability who are interested in following an academic career;

- ii. Provides the scholars with attractive, structured study and development opportunities to prepare them to apply for academic positions at universities;
- iii. Aims to create a pipeline of scholars to apply for nGAP positions, to aid in the transformation imperatives of government for higher education.

2. PURPOSE OF CALL

Preparing lecturers in the nGAP and NESP programmes to be eligible for promotion in their academic careers is an integral part of the mentorship journey. This call seeks to invite service providers to establish a promotions criteria report for consideration by both programmes which should be achieved through the following tasks:

- i. **Comprehensive analysis of promotions criteria:** An analysis of current institutional promotions criteria applied across the 26 public South African universities.
- ii. **Trend analysis:** An analysis of current trends (similarities and differences) in the application of promotions criteria across the 26 public South African Universities.
- iii. **Gap analysis:** To conduct a gap analysis of support required by mentees to meet promotion criteria requirements.
- iv. **Standard development plan template:** To develop a standard developmental plan template that may be used to address promotion criteria.
- v. **Recommendations:** Submit a comprehensive report with recommendations of mentee promotion readiness that should be addressed through the nGAP and NESP.

3. SCOPE

The scope of this research includes all of the 26 South African public universities.

4. METHODOLOGY

The applicant should propose a robust and rigorous methodology for the intended research which will be fine-tuned during the inception report. It is envisioned that the report will primarily rely on desktop research, with a timeframe of approximately three months.

5. ETHICS

The research conducted for this call will be subject to ethical clearance which will be obtained at one of the South African universities. The ethical clearance process will be supported by the DHET. The granting of ethical clearance might impact the start date of data collection that involves human participants.

6. DELIVERABLES

The expected deliverables for this research include:

- i. Inception report

The inception report concisely outlines the research plan, proposed methodology, population and sample, ethical considerations, study limitations, and budget breakdown

- ii. Data collection instruments

The data collection instruments¹ that will be utilised during this research.

- iii. Draft report

This report will include an executive summary and synthesis of the findings, gap analysis, lessons learnt and recommendations regarding mentee needs for communication to the sector. Submission of data sets.

- iv. Presentation

This deliverable includes the presentation of the draft report to the UCDP 2024 to 2026 committee for the advancement of mentorship and DHET through an online meeting.

- v. Final report

The final report includes and considers all recommendations from the UCDP 2024 to 2026 committee for the advancement of mentorship and DHET.

7. SERVICE PROVIDER REQUIREMENTS

Relevant demonstrated research experience in higher education or other relevant fields of specialisation as required according to the specifications for this call. Theoretical and practical knowledge as well as experience of the higher education environment and requirements for academic capacity development and transformation, will be beneficial. The primary investigator should preferably be a PhD holder.

8. BUDGET

The recommended maximum budget for the development of a promotions criteria report is R175 000.

9. PROCESS FOR SUBMISSION

Interested applicants should submit a research proposal covering the following aspects:

1. An application letter including your areas of expertise and a list of related work completed in the last ten years. This letter should include details of the research team members and primary investigator.
2. A research proposal with a detailed methodology describing data collection and analysis methods, ethical considerations, quality assurance processes, preliminary data collection instruments and

¹ Data collection instruments and data from the research belong to the DHET.

delimitations. The proposal should include clear phases, proposed timelines and a detailed budget inclusive of VAT.

3. The research proposal should also include a short overview of how the research team meets the expertise and experience required to complete this research.
4. CVs of the research team members, inclusive of four referees and certified copies of the highest qualification obtained.

Please address your submission and supporting documents via email for the attention of:

Dr Harrie Esterhuyse

National nGAP Manager

Harrie.Esterhuyse@mandela.ac.za

Any questions or requests for additional information on this call may be directed to Dr Harrie Esterhuyse at e-mail address Harrie.Esterhuyse@mandela.ac.za or Ms Venean Bosch at +27(0)41-5043652.

The closing date for submissions is close of business on Friday, 29 November 2024.

PLEASE NOTE

Applicants will be notified of the outcome of their submission by 13 December 2024.

The DHET reserves the right not to contract any individual who has submitted an expression of interest.