

# **FACULTY REVIEWS**

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# Overview

1. Purpose
2. Rationale
3. Process
4. Structures
5. Reflection

# 1. Purpose

To provide an overview of faculty reviews at the UJ



## 2. Rationale

- UJ Strategic Goal: Global excellence and stature
- Faculty reviews introduced in 2012
- Is the Faculty positioned to provide leadership in Africa and the world?
- Benchmarking exercise.



# 3. Process

- Faculty report: strategic - forward looking
- Strategic objectives as 'criteria'
- Evidence-based (limited evidence)
- Panel: eminent international scholars
- MEC approval and involvement
- Budget: 50:50



# 4. Structures

## *4.1 Institutional level*

- Faculty Review Management Committee - report to MEC
- DVC: Academic (and MEC) approves Faculty Report, Review Panel Report to MEC
- Improvement plan to DVC and MEC

## 4.2 *Faculty level*

- Faculty Steering Committee: Dean, Vice Dean, logistics manager; evidence manager
- Faculty report approved by faculty board

## 4.3 UQP

- Support: FRMC
- Manual: criteria, scope of faculty report, panel composition, budget, site visit, examples of letters of invitation, templates, information to panel members, timelines, etc.
- Logistics of site visit.



- Critical readers of faculty reports
- Provide a scribe to support panel – report writing
- Interviewee briefing
- Panel briefing (!).

# 5. REFLECTION

- Leadership stability at faculty level is vital
- Panel briefing/understanding of the process crucial:
  - Briefing by dean before site visit
  - Briefing by DVC
  - Meeting with VC
  - Experienced chair



- Panel dynamics unpredictable
- Recommendations:
  - provide 'incentive' for big picture thinking
  - implementation not guaranteed

- Benefits:
  - Panel knowledgeable and already opened doors for international collaboration
  - Responsiveness to market changes enhanced by networking.
- Expensive review: value for money (?)