

NOMINATION OF SUPPORT EMPLOYEES TO THE NWU COUNCIL

Notice to permanent support employees of the North-West University

Nomination of a member of the Council of the North-West University from the ranks of the permanent¹ support employees in terms of paragraph 4(1)(e) of the Statute

The first term of Mr Franco Nkoana as member of Council will end on 18 March 2022 due to the effluxion of time.

Nominations are hereby invited for the election of a person from the ranks of the permanent support employees as member of the Council in terms of paragraph 4(1)(e) of the Statute and the Rules for the nomination, designation, election and appointment of council members as approved by Council on 17 June 2021 and available at https://www.nwu.ac.za/sites/www.nwu.ac.za/files/files/i-governance-management/policy/2021%20Update/1P_1.3/1P_1.3_2021_e_1.pdf

Written nominations on the form included herewith, seconded by at least two members of the permanent support employees, and signed by the nominee him-/herself, who is a permanent member of the support employees, must reach the office of the Registrar, Prof Marlene Verhoef, via upload to <https://nextcloud.nwu.ac.za/index.php/s/gFxo5STkRQLH5bf> on or before 16:00 on **16 February 2022**.

Proposers, seconders, and nominees must take cognisance of the following important provisions:

- 1) No person may sign the nomination of more than one person, whether as proposer or as seconder.
- 2) Members of the Council must be persons with knowledge and insight relevant to the objectives and the governance of the North-West University.
- 3) Members must be able to participate in the deliberations of the Council in the best interest of the University.
- 4) The Council resolved on 22 November 2018 that nominations would need to take into account the required skills set of Council, indicated as follows:

Global engagement expertise
Investment expertise
Fundraising expertise
Governance and ethics expertise
Technology transfer expertise
High positive public profile - science
High positive public profile - community engagement
Arts/people management

Council also resolved on the same date that sensitivity to race and gender must be shown in the nomination of Council members in pursuit towards more significant equity of membership.

From the information in the following table indicating the **current membership of Council**, it is evident that the demographic profile of council members in categories such as *African Females* and *Indian/Coloured Males and Females* is under-represented.

The following targets have been set for 2025:

¹ For purposes of participating in this election process, an eligible employee is a permanent employee (has no service end date other than retirement) and any other employee who has a contract of employment with the University for more than three months. To be eligible for nomination in this election process, an employee must still have a contract of employment for 3 years or more, as the nominee must be able to serve a full term on Council (this is linked to the terms on Council that is three years).

Council equity targets for January 2025

African Female	African Male	Indian/Coloured male/female	White Female	White Male	Vacancies	Total
7	8	2	6	7	0	30
23.3%	26.6%	6.6%	20%	23.3%	0%	100%

The membership of Council as at 4 February 2022 is:

DIVERSITY PROFILE AS ON 4 FEBRUARY 2022						
African Female	African Male	Indian/Coloured Male/Female	White Female	White Male	Vacancies	Total
1	12	1	7	5	4	30
3.3%	40%	3.3%	23.3%	16.7%	13%	100%

- 5) No person who is a member of the Council in terms of the Statute in any other capacity may be nominated for the Council in this category.
- 6) Only permanent support employees may take part in this process.
- 7) Staff lists applicable on the day the announcement was made for the call for nominations, would prevail in terms of allowing persons to participate in a nomination process and election.
- 8) A member who retires by effluxion of time is eligible for election for a second or third term.
- 9) The nomination process will be followed by an election if the received nominations exceed the number of vacant positions available.
- 10) The Council of the North-West University will at its first next meeting ratify the election procedure.
- 11) The process of nomination, election and designation of members of council will be fully audited by NWU Internal Audit before the outcome be submitted to the NWU Council Executive committee for evaluation and consideration of conflicting interests, approval of the process and announcement of the outcome to the Council.
- 12) As per the resolution of the NWU Council on 17 June 2021 and in terms of King IV, the following **compulsory** documentation must accompany the nomination : ²
 1. Professional profile (abbreviated CV);
 2. A statement confirming that the nominee has sufficient time available to fulfil the responsibilities as member of the governing body;
 3. Permission that a background check could be done;
 4. Details of current professional commitments, also indicating possible conflicts that may arise in future. The declaration of interest as submitted on the NWU DIY portal will form part of the nomination documentation; and
 5. A statement by the nominee not exceeding 50 words regarding his or her objectives if elected.

Prof Marlene Verhoef

REGISTRAR

Current details: (10935746) K:\1. GOV\1.3 _ Governance Structures\1.3.1 Council\1.3.1.7 Membership matters\Support staff\2022\2022.02.04_Nomination of SUPPORT staff member to the NWU Council.docm
4 February 2022

² After the nomination, the background will be checked independently (incl matters such as qualifications, criminal, media reports) by Internal Audit as part of the process of validation of the nominations.