

XXI. THE APPOINTMENT OF ACADEMIC & RELATED STAFF

1. This Ordinance is made pursuant to the Charter and Statutes XI and XX in particular.
2. The provisions of this Ordinance shall apply to all members of the Academic Staff of the Bangor University including those declared by the Senate to have academic status, and to all members of staff on academic-related salary scales.

3. Procedure

- 3.1 The procedure for the appointment of the following shall be specified by Ordinance as indicated :
 - The Vice-Chancellor (Ordinance VI)
 - The Secretary & Registrar (Ordinance VII)
 - The Pro Vice-Chancellors (Ordinance XXV)
- 3.2 The procedures for appointing Professors and Readers, and members of staff to academic-related posts equivalent to Professor are specified in this Ordinance.
- 3.3 The appointment of all other members of the academic or academic-related staff shall be in accordance with the University's agreed appointments procedures.

4. Appointment of Professors

- 4.1 The title of Professor is a senior academic title which may be conferred on members of the academic staff as a mark of distinction in accordance with approved procedures and standards. Appointments may be one of two types, as follows :
 - To Established Chairs
 - To Personal Chairs

This Ordinance deals with appointments to established Chairs, for Personal Chairs, Research Chairs, or Honorary Chairs, see Ordinance XXII.

- 4.2 The decision to establish a Chair must be taken by the Council, and shall normally indicate the status of a subject area within the University's academic strategy and programme. The decision to fill an established Chair may be taken by the Executive, which shall establish an Appointment Committee consisting of:
 - The Vice-Chancellor (or his nominee) (Chair)
 - One member of the Executive
 - One external representative of professorial status who shall have specialist knowledge of the field/subject area in question
 - The Head of the relevant academic department (if the Head is a candidate for the Chair, a senior academic in the Department or in a cognate subject area shall be appointed to the Committee by the Vice-Chancellor)

The Vice-Chancellor shall have power to co-opt any other appropriate individual to serve on the Committee, in either a full voting or an advisory capacity.

4.3 The post shall be publicly advertised, except in circumstances outlined in paragraph 4.4. The Appointment Committee may also seek possible candidates through private enquiry, the use of recruitment agents or by other means.

4.4 Where it is proposed that an existing holder of a Personal Chair should transfer to an Established Chair, public advertisement of the post shall not be necessary. Final authority in relation to transferring an existing holder of a Personal Chair to an Established Chair rests with the Professors and Readers Committee. The Committee shall take account of issues of equality of opportunity

An appointment taking place in accordance with paragraph 4.4 may be determined by correspondence.

4.5 The name of a successful candidate for an established Chair shall be reported to the Council, which shall have power to request a full report from the Appointment Committee if necessary.

4.6 The criteria for appointment shall be similar to those for a Personal Chair (see Ordinance XXII), though the Appointment Committee shall have greater regard for the need to demonstrate the qualities of academic leadership than is necessary for the award of a Personal Chair.

4.7 Holders of established Chairs relinquish the title “Professor” when they cease to be employed by the University, but those who retire shall be eligible to have the title ‘Professor Emeritus’ conferred on them by the Council.

5. Appointment of Readers

5.1 The procedure for appointments to Readerships, where this is not determined as a result of internal promotion, shall be the same as for established Chairs set out in paragraphs 4.2, 4.3 and 4.5 above.

5.2 The criteria for appointment shall be the same as those for a personal Readership (see Ordinance XXII).

6. Appointment to Academic-related posts equivalent to Professor

6.1 For each academic-related post equivalent to Professor (i.e. ALC 6 or OR6), there shall be an Appointment Committee comprising :

- The Vice-Chancellor (or his nominee) (Chair)
- One member of the Executive
- One external representative with expert knowledge in the relevant field
- The Head of the relevant Central Department, or if the post is that of Head of Department, the Head of another Central Department

The Committee shall have powers to co-opt other members in either a full voting or an advisory capacity.

6.2 A vacancy for such a post shall be publicly advertised, unless in a particular case the Council shall decide otherwise. The Appointment Committee may also seek possible candidates through private enquiry, the use of recruitment agents or by other means.

6.3 The name of a successful candidate for such a post shall be reported to the Council, which shall have power to request a full report from the Appointment Committee if deemed appropriate.

7. Delegation of Powers

Each Appointment Committee established in accordance with this Ordinance is empowered by the Council to make an appointment.

8. Resignation and Termination of Appointments

8.1 The period of notice required for each category of appointments shall be as specified in the contract of employment of each individual member of staff.

8.2 The procedures for the termination of appointments for good cause or redundancy shall be in accordance with the provisions of Statute XX.

9. Retirement

Members of the Academic Staff may retire at the end of any session after reaching age 60, after giving notice specified in Section 6.1 above, and will be required to retire on the last day of September following or coinciding with the day on which they reach age 65, unless the Council shall on special grounds invite the member to continue in appointment for a specific period. Provided that in the case of such persons employed under a contract of employment that was in force on 21 June 1983, for 'age 65' shall be substituted 'age 67'.

10. Suspension

The Vice-Chancellor shall have power to suspend from duty for good cause any member of the Academic Staff and to exclude any member of the Academic Staff from access to any part of Bangor University provided that :

[a] the member shall remain on full pay during the period of suspension or exclusion

[b] the suspension or exclusion shall be reported to the Council and shall not extend beyond the day after the next meeting of the Council to be held following such suspension or exclusion unless such suspension or exclusion shall be extended by the Council.

11. Remuneration & Review

The Remuneration Committee, on behalf of the Council, shall have responsibility for reviewing and determining the salaries of staff appointed in accordance with this Ordinance.

