

Guidance for Applications for Promotion to Reader and Personal Chair

Candidates should demonstrate contributions across the breadth of the University's strategic aims, in addition to excellence in the chosen area. They should also be aware that chairs and readerships are leadership roles, so applications should show evidence of facilitating, improving and inspiring the work of colleagues as well as attaining individual excellence.

1 Core Criteria for Applicants for Promotion to Reader and Personal Chair

Staff Applying For Reader:

Research: Staff must demonstrate an emerging international reputation in their field of research.

Teaching and Learning: Staff must demonstrate a sustained and significant reputation and outstanding authority in their subject within the University and have an emerging presence within the HE sector.

Wider Contribution: Applications must demonstrate an emerging reputation on a Welsh, UK level and potentially international level.

Staff Applying For Personal Chair:

Research: Staff are expected to have achieved an international reputation in their field.

Teaching and Learning: Are expected to be widely recognised and an outstanding authority in their subject and have a sustained presence in the HE Sector in Wales, the UK and potentially internationally.

Wider Contribution: Applications in this area are expected to demonstrate sustained and significant contributions at a Welsh, UK and potentially international level.

2 Benchmarks and Indicators for Promotion

The 'Benchmarks and Indicators of Assessment for Promotion to Reader and Personal Chair' outline the key areas on which the Professors and Readers Committee seek evidence. The benchmarks are supported by indicators that are designed neither to be exhaustive nor prescriptive, but are examples of the expected evidence to be outlined in an application – *applicants are not expected to meet all the indicators in all areas.*

3 Equal Opportunities

Bangor University is committed to promoting equality of opportunity in all its activities and aims to provide a work, learning, research and teaching environment free from discrimination and unfair treatment. Procedures for promotion are intended to be fair, transparent and consistent with the University's Equal Opportunities Policies.

4 Nominations of external assessors / referees

If the Committee is content that a *prima facie* case has been established, independent assessments of the application shall be sought by the Committee from at least four referees of whom three should be external persons who shall normally be Professors in the same subject/field or in a cognate subject/field.

These should be respected scholars at full professorial level (or equivalent), without a history of close collaboration or publishing with the applicant. Normally, at least one international assessor should be nominated.

The Committee shall ultimately determine the names of the external assessors whose comments will be sought.