

ORDINANCE XXII

Bangor University shall have power to confer Chairs on individuals in accordance with Statute IX. The following procedure shall apply:

Personal Chairs

1. An application for promotion to a Personal Chair shall contain a curriculum vitae set out in accordance with the guidelines for applicants, available from the Vice-Chancellor's Office or the Human Resources website. Applications should normally be made through the Head of School and Dean of College, who will each supply an assessment of the case. In exceptional circumstances applications may be submitted directly to the Vice-Chancellor's Office. The applicant must have a contract of employment with the University.
2. An application shall be considered initially by the Professors and Readers Committee on behalf of the Council.
3. The Professors and Readers Committee shall comprise the Vice-Chancellor, the Deputy Vice-Chancellor and the Pro-Vice-Chancellor (Research & Enterprise), together with other senior members of the University nominated by the Vice-Chancellor.

The Head of the applicant's School shall be a non-voting member of the Committee. In the event that the applicant is a Head of School, the Vice-Chancellor shall appoint the Dean of College to serve as a non-voting member of the Committee.

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

The selection of external assessors shall be the responsibility of the Professors and Readers Committee, which shall consider suggestions from the Head of School, or - if the applicant is a Head of School - from the Dean of College. The Professors and Readers Committee shall have power to decide, if necessary, that additional views or advice should be sought, and to co-opt individuals to the Committee.

4. The Committee will meet regularly to assess applications and, following correspondence with external assessors, to make decisions regarding promotion.
5. Final authority in relation to promotion rests with the Professors and Readers Committee.
6. The Committee's decision shall be conveyed as a matter of report to the Council.
7. The criteria for promotion to a Personal Chair shall be as follows:

Candidates for a Personal Chair will normally already be at Reader or Senior Lecturer level. Candidates may apply for promotion on the basis of excellence in research, teaching and learning and/or wider contribution to the University. Core criteria for promotion to a Personal Chair are as follows:

- **Research Led** – An international reputation in their field in scholarly research, published work and grant capture.
- **Teaching and Scholarship Led** – A 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 Led** - A sustained and significant contributions at a Welsh, UK and potentially international level.

Candidates should demonstrate contributions across the breadth of the University's strategic aims, in addition to excellence in the chosen area. Candidates will also be expected to demonstrate leadership in their areas and evidence of facilitating, improving and inspiring the work of colleagues as well as attaining individual excellence.

Honorary Professors

8. Persons nominated for the award of the title Honorary Professor should normally be distinguished scholars external to Bangor University, and not former members of staff who have retired.
9. A nomination should be submitted by the Head of the relevant School. It should contain a brief curriculum vitae, a statement of the individual's record of research or scholarly activity, and a statement of their expected involvement in the work of the University. An assessment of the case should also be supplied by the Dean of College.
10. A nomination shall be considered initially by the Professors and Readers Committee on behalf of the Council.
11. The Head of the relevant School shall be a non-voting member of the Committee.

If the Committee is content that a *prima facie* case is established, independent assessments of the nomination shall be sought from at least three external persons who shall normally be professors or leading authorities in the same subject/field or in a cognate subject/field.

The selection of external assessors shall be the responsibility of the Professors and Readers Committee, which shall consider suggestions from the Head of School. The Professors and Readers Committee shall have power to decide, if necessary, that additional views or advice should be sought, and to co-opt individuals to the Committee.

12. The Committee will meet regularly to assess nominations and, following correspondence with external assessors, to make decisions regarding appointment to Honorary Chairs.
13. Final authority in relation to an appointment rests with the Professors and Readers Committee.
14. The Committee's decision shall be conveyed as a matter of report to the Council.
15. The criteria for conferring the title of Honorary Professor shall in general be as set out in paragraph 7 above for Personal Chairs, although it is open to the Professors and Readers Committee to construe distinction in industry, commerce, the professions or public life as

equivalent to contributions to learning or research. Where distinction in industry or in business is the criterion on which the decision is based, the Committee may designate the candidate 'Honorary Industrial Professor' or 'Honorary Business Professor'.

16. An Honorary Professorship shall normally be conferred for a limited period.

Research Professors

17. The title 'Research Professor' may be assigned to any member of staff who already holds a Chair. Such a decision shall be the responsibility of the Professors and Readers Committee.
18. An appointment may be made without public advertisement to a part-time position of 'Research Professor', provided that the appointee already holds or has held the title 'Professor' awarded by a recognised University. Such a decision shall be the responsibility of the Professors and Readers Committee.

Visiting Professors

19. The title 'Visiting Professor' may be conferred on an individual who is not employed by the University but who holds a Chair awarded by a recognised University and who makes a contribution in a visiting capacity to the academic activity of the University.
20. Such a decision shall be the responsibility of the Professors and Readers Committee.
21. Where an individual nominated for such a title does not already hold a Chair from a recognised University, the procedures and criteria outlined in paragraphs 8-15 (for Honorary Professors) shall apply.
22. A visiting Professorship shall normally be conferred for a limited period.

Readerships

Bangor University shall have power to confer Readerships on individuals in accordance with Statute IX. The following procedure shall apply:

23. An application for promotion to the title of Reader shall contain a curriculum vitae set out in accordance with the guidelines for applicants, available from the Vice-Chancellor's Office or the Human Resources website. Applications should normally be made through the Head of School and Dean of College, who will each supply an assessment of the case. In exceptional circumstances applications may be submitted directly to the Vice-Chancellor's Office. The applicant must have a contract of employment with the University.
24. An application shall be considered initially by the Professors and Readers Committee on behalf of the Council.
25. The Head of the applicant's School shall be a non-voting member of the Committee. In the event that the applicant is a Head of School, the Vice-Chancellor shall appoint the Dean of College to serve as a non-voting member of the Committee.

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

The selection of external assessors shall be the responsibility of the Professors and Readers Committee, which shall consider suggestions from the Head of School, or – if the applicant is a Head of School – from the Dean of College. The Professors and Readers Committee shall have power to decide, if necessary, that additional views or advice should be sought, and to co-opt individuals to the Committee.

26. The Committee will meet regularly to assess applications and, following correspondence with external assessors, to make decisions regarding promotion.
27. Final authority in relation to promotion rests with the Professors and Readers Committee.
28. The Committee's decision shall be conveyed as a matter of report to the Council.
29. The criteria for promotion to a Readership will centre upon a record of research and academic activity of high quality similar to that expected for the award of a Personal Chair, but which has yet to achieve the quantity and impact expected of a Chair-holder.