



Ordinance 23

Appointment and Promotion of Academic Staff

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ORDINANCE 23

APPOINTMENT AND PROMOTION OF ACADEMIC STAFF

1. Eligibility

1. The University may appoint a person to an academic job role at the University following a competitive recruitment and selection procedure.
2. The University may also confer via a promotions process the title of Professor, Principal Research Fellow, Reader, Senior Research Fellow, Senior Lecturer, or Lecturer on an employee of the University.

2. Criteria for promotion or appointment

Candidates for appointment or promotion must demonstrate that they meet the published criteria with respect to teaching, research and leadership. The relevant criteria will be reviewed annually to ensure that they continue to reflect the University's expectations.

3. Appointment Procedure for advertised posts

Applications for advertised posts shall be considered by an appropriate Appointments Panel constituted in line with published guidance.

4. Promotions Procedure for current members of staff

1. The University will invite staff to submit an application for academic promotion in accordance with a published timetable. Applicants may select a mentor to work with them on their application for promotion.
2. Internal references and external assessor reports will only be sought in accordance with published guidelines.
3. A Promotions Panel will be convened to consider all applications received in accordance with a published selection process.

5. Reporting

1. All appointments as Chairs following a competitive recruitment and selection procedure shall be reported to Council, normally as part of the Vice-Chancellor's standing report.
2. All promotions to academic job roles as a result of the University's promotions process shall be reported for information to the Governance and Compliance Committee annually.