



Swansea University
Prifysgol Abertawe

Ordinance 10 - Academic Staff – Appointment

10.1 Professors

- (i) The holders of all Chair appointments shall be entitled to the title 'Professor'.
- (ii) Academic staff may be promoted to Professors following consideration of a case by the Professors Committee of the Senior Leadership Team, for which there are separate procedures.
- (iii) Except with the specific consent of the Council, all new posts designated as Professors shall be advertised externally.
- (iv) Other than via promotion, for each Professor, a Selection Committee shall be established in accordance with the relevant University procedures and constituted in accordance with the University's Regulations.
- (v) The Senior Leadership Team empowers a Selection Committee to act on its behalf in making an appointment.
- (vi) The appointment shall be made by the Selection Committee in accordance with relevant University policies and reported to the Council and the Senate.
- (vii) In the event that the Selection Committee considers it to be in the best interests of the University to appoint more than one candidate, the Selection Committee may do so in exceptional circumstances, subject to the approval of the Vice-Chancellor.

10.2 Consultant-Level Appointments in the Faculty of Medicine, Health & Life Science

- (i) All factors connected with making clinical appointments shall be fully considered before embarking on the appointment process, and the University and the appropriate NHS body shall have agreed the following: the funding of the post; the terms of the appointment; the lines of accountability; job description; further particulars and duties of the post; and the appointment procedure.
- (ii) The appointment shall be made in accordance with relevant University procedures and reported to the Council and the Senate.

- (iii) The appointment of selection committees for clinical academic posts involving honorary consultant appointments shall comply with NHS regulations for consultant appointments as well as those of the University.
- (iv) Selection Committees for clinical (consultant-level) academic appointments shall be constituted as follows.
 - (a) The Vice-Chancellor or his/her nominee (Chair).
 - (b) The Pro-Vice-Chancellor (Faculty of Medicine, Health and Life Science) or his/her nominee.
 - (c) Up to two members of the Academic Staff of the Faculty of Medicine, Health & Life Science.
 - (d) Not more than four persons, of whom one shall be medically qualified from the appropriate Royal College/Professional Body, and three from the relevant NHS body or other body (of whom at least one should be medically qualified), who shall be full voting members of the Committee.

10.3 Other Academic Appointments

- (i) Academic staff appointments shall be made by Appointments Committees specifically convened for the purpose, in accordance with relevant University procedures, and reported to the Council and the Senate.