

## Awards from the Academic Staffing Scheme 2013/14

**Date:** 19 December 2012

**Reference:** Ref12/05

**To:** Heads of Wales' Higher Education Institutions, Coleg Cymraeg Cenedlaethol Advisory Group, Institutional Coordinators of Welsh Medium Provision

**Respond by:** No response required.

**Contact:** Name: Dr Dylan Phillips  
Email: d.phillips@colegcymraeg.ac.uk

This circular presents the Coleg's decisions on posts to be funded through the Academic Staffing Scheme to start in 2013/14.

[This document is also available on the Coleg Cymraeg Cenedlaethol website](#)

## **Awards from the Academic Staffing Scheme**

### **Background**

1. This circular confirms the academic posts to be funded by the Coleg Cymraeg Cenedlaethol [the Coleg] from 2013/14.
2. Applications to the Academic Staffing Scheme were invited in a circular that was sent to institutions on 17 September 2012 (Ref 12/01), with a closing date of 5 December. The applications were considered on 10 December 2012 by a panel comprising Mr Andrew Green (chair), a director of the Coleg (Gareth Pierce) and three external members (Catrin Stevens, Professor Geraint Vaughan and Professor Emeritus Ceri Davies). The recommendations of the panel have been approved by Coleg Directors.
3. The Coleg's Board of Director's decision is final.
4. The Coleg will provide feedback to institutions before the end of January 2013 on applications that will not be funded.
5. Coleg officers will be available to receive any queries about these awards from 7 January 2013. The Coleg will endeavour to reply to queries as soon as possible.

### **Academic Staffing Scheme**

6. For 2013/14 institutions were asked to demonstrate, in each case, how the application was (i) consistent with the Academic Plan published by the Coleg in September 2012, and (ii) consistent with the relevant subject Development Plans. Applications were invited in subjects where there is a measurable potential to significantly develop the provision and the number of students studying through the medium of Welsh, but priority would be given to those positions clearly identified in a subject Development Plan.

7. 45 applications for posts to be funded were received through the Academic Staffing Scheme. A number of the applications were well-presented and convincing, but didn't necessarily comply with the Coleg's strategic focus which, through its Academic Plan and subject Development Plans, promotes a purposeful and co-ordinated vision for planning and delivering Welsh-medium provision on a national level.
8. Posts recommended for funding by the advisory panel are listed in **Appendix A**. Some posts (marked with \*\*) were supported on condition that specific matters and queries raised by the panel be solved first. However, a full and detailed discussion must be had between Coleg officers and the institutions **in each case** before any further action may be taken by institutions. The Coleg will contact the institutions directly in the new year to document what issues need to be discussed.
9. In each case an individual funding agreement will be prepared noting conditions for each post. The funding agreement for each individual post will have to be approved **before** that post can be advertised. The Coleg will draft funding agreements, including targets, based on the applications submitted and any other matters raised during the awarding process. All posts will also be funded on the basis of the general conditions noted in the circular inviting applications.
10. Each post will be funded for a period of up to five years, to the end of the 2017/18 academic year. This will be subject to confirmation of the Coleg's budget by the Welsh Government. At the moment the budget has been confirmed until 31 March 2017.
11. Each award will be subject to a funding agreement, including targets that are reviewed annually. The Coleg reserves the right to fund a post for a shorter period initially.

## Next steps

12. The Coleg wishes to ensure that the posts to be funded through the Staffing Scheme are filled in good time so that staff members can undertake a teaching programme that is as full as possible in 2013/14.
13. Coleg officers will arrange meetings with successful institutions during January and February 2013 to resolve any questions and agree timetables for advertising and appointing in each case.
14. All funded posts should be filled by **31 May 2013** and the start date should be before or on 1 September 2013. Ideally appointments should start as soon as practically possible in order to fulfill a full teaching programme for the 2013/14 academic year.
15. The Coleg will provide a template for and guidance on the appropriate procedure of advertising the posts. Usually, the posts will be advertised openly in the press, and the Coleg will publish its own advertisements in the Welsh national press. If these conditions are not met the Coleg will not approve the appointment.
16. The institutions will be responsible for appointing to the posts awarded and for appointing qualified applicants. However, the Coleg will appoint one representative who will be a full member of each awarding panel, and it will be expected that each interview satisfies the Coleg's requirements as well as those of the academic discipline. The Coleg will discuss the appointment process for each post with the relevant university, but interviews will be expected in each case to be held in Welsh (with the support of simultaneous translation, if required).
17. The Coleg will provide a checklist to be used in each interview held from henceforth for any post to be funded through the Academic Scheme. This checklist will have been prepared and circulated by 1 February 2013. The Coleg acknowledges that different institutions have different conventions for

human resources but requires assurances that some common arrangements have been followed in each case.

18. Each appointment will be subject to completing the necessary nomination form and receiving the Coleg's approval before the post can be offered formally.
19. Institutions are asked to ensure that posts are advertised and interviews held in all cases by **31 May 2013 at the latest**. Post holders and institutions will be expected to fill a Nomination Form for each award from the Staffing Scheme by **14 June 2013**.
20. The Coleg will not allow any exceptions to the timetable outlined above. If the appointment and nomination processes have not been successfully completed within the above timetable, the award will expire.

## APPENDIX A

### Academic Posts to be funded by the Coleg Cymraeg Cenedlaethol in 2013/14

Subject / Discipline	Institution
Early Childhood Studies	University of Wales Trinity Saint David
Business – with expertise in marketing / events	University of Glamorgan University and Cardiff Metropolitan University
Accountancy	Bangor University
** Library and Information Studies	Aberystwyth University
** Graphic Communication	University of Glamorgan
** Law	Aberystwyth University
Law	Bangor University
** Law	Cardiff University

** Computer Science	Bangor University
Software Engineering	Aberystwyth University
** Welsh	Swansea University
Professional Welsh	Aberystwyth University
** New Media	University of Glamorgan
** Public Relations	Swansea University
Journalism and Media	Cardiff University
Social Work	Swansea University
** Physical Education and Sport Studies	University of Wales Trinity Saint David
Sport Coaching	Cardiff Metropolitan University
** Medicine	Swansea University
Medicine	Cardiff University
Nursing and Midwifery	Cardiff University
Nursing and Health Care	Bangor University
Psychology	Bangor University