

CIRCULAR

Awards from the Academic Staffing Scheme 2015/16

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To: Heads of Wales' Higher Education Institutions, Heads of further education institutions in Wales that provide higher education directly funded by the Funding Council, Coleg Cymraeg Cenedlaethol Advisory Group, Institutional Coordinators of Welsh Medium Provision

Response by: No response required

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This circular presents the Coleg's decisions on posts to be funded through the Academic Staffing Scheme to start in 2015/16.

[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 2015/16.
2. Applications to the Academic Staffing Scheme were invited in a circular released to the institutions on 19 September 2014 (Ref 14/02), with a closing date set for 21 November. The applications were considered on 3 December 2014 by four members of the Coleg's Grants Panel, namely Emeritus Professor Ceri Davies, Professor Jane Aaron, Dr Haydn Edwards and Gwerfyl Pierce Jones.
3. The Coleg's Board of Director's decision is final.
4. Individual meetings will be arranged with each institution in January and February 2015 in order to discuss any conditions to be applied by the Coleg. The Coleg will also be able to provide feedback regarding any unsuccessful applications during those meetings.

Academic Staffing Scheme

5. For 2015/16 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.
6. Institutions were requested to list the posts in order of priority. The purpose of this was to allow the Coleg to better understand the position of the institutions with regards to the relative strategic value of each application. However, the Coleg did not commit to support any posts based on each institution's prioritised list.

7. The applications were considered carefully in accordance with the Coleg's strategic requirements 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. However, a full and detailed discussion between the Coleg's officers and the institutions will be held **in each case** before any further steps are taken by the institutions. The Coleg will contact the institutions in the new year to arrange the meetings to discuss the details.
9. **Appendix A** lists the posts awarded for funding. **The Coleg will assign specific conditions to many of the awards, and funding the posts will depend on institutions agreeing to these conditions.**
10. Three other posts in addition to those listed in Appendix A are still under consideration, and the Coleg has already contacted the relevant institutions in order to begin discussions with them.
11. In each case an individual funding agreement will be prepared noting conditions for each post, and the targets outlined in each agreement will be monitored and reviewed annually. The programme of work and job description 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.
12. Subject to the Coleg's financial situation in future, all the posts listed in Appendix A will be funded for a period of up to five years, to the end of the 2019/20 academic year. However, this cannot be guaranteed at present. If, for any reason, the Coleg is not able to fund the posts for the full five year term, the institution, as the post-holder's employer, will be responsible for any contractual responsibilities. Likewise, the institution is responsible if the Coleg, for whatever reason, terminates the grant at the end of the five year period, or sooner.

Next steps

13. 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 2015/16.
14. All funded posts should be filled by **29 May 2015** and the start date should be before or on 1 September 2015. Ideally appointments should start as soon as practically possible in order to fulfil a full teaching programme for the 2015/16 academic year.
15. The Coleg will provide 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 to be held for any post to be funded through the Academic Scheme. 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. The Coleg reserves the right to ensure that an assessment of any training needs in Welsh language skills is undertaken before the appointment is confirmed. It is possible

that post-holders will be required to undertake further training, e.g. language skills training to strengthen their ability to teach through the medium of Welsh.

20. Institutions are asked to ensure that posts are advertised and interviews held in all cases by **29 May 2015 at the latest**. Post holders and institutions will be expected to fill a Nomination Form for each award from the Staffing Scheme by **12 June 2015**.
21. 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 be withdrawn.

APPENDIX A

Academic Posts to be funded by the Coleg Cymraeg Cenedlaethol in 2015/16

Subject / Discipline	Institution
Business and Management	Cardiff University and The University of South Wales
Economics	Bangor University
Pharmacy	Cardiff University
Health Care Sciences	Cardiff University
Language Therapy and Speech	Cardiff Metropolitan University
Art and Design	Cardiff Metropolitan University
Bioveterinary Science	Aberystwyth University
Environmental Science	Aberystwyth University
Zoology	Bangor University
Agriculture (Biological Sciences)	University of Wales Trinity Saint David (Carmarthenshire College)
Applied Social Policy	Bangor University
Biomedicine	Swansea University
Medicine (Clinical Lecturer)	Cardiff University
Engineering	Swansea University
Psychology	Bangor University