**ELECTION TO FELLOWSHIP | ELECTION CYCLE 2019/20**

**LSW GUIDANCE: ELECTION CRITERIA & BENCHMARKS**

**Criteria for Election**

The Bye-laws of the Society’s Royal Charter provide that:

Fellows shall be persons resident in Wales, persons of Welsh birth who are resident elsewhere and others with a particular connection with Wales; in each case, having a demonstrable record of excellence and achievement in one of the academic disciplines or, being members of the professions, the arts, industry, commerce or public service, having made a distinguished contribution to the world of learning (Bye-law 10.1).

Although criteria and measures of distinction may vary between different disciplines, in all cases excellence can be defined in terms of:

1. contributions
2. the impact of these contributions on learning in Wales or more widely.
3. the originality of methods employed in the discipline or profession and contributions to academic life and wider society
4. the professional standing of the Nominee in question within the academy or outside it
5. evidence of national/international reputation

The Learned Society of Wales is committed to supporting, developing and promoting equality and diversity in all of its practices and activities, and aims to establish an inclusive culture free from discrimination and based upon the values of dignity, courtesy and respect. The Society values diversity and recognises that the Fellowship will be greatly enhanced by a disparate range of backgrounds, experiences, views, beliefs and cultures represented by its staff and its Fellows. Applications for Fellowship are welcomed in Welsh or English.

By focusing on criteria of excellence, achievement and impact the Society ensures that our Fellowship will be authoritative examples of the very best of Wales in all aspects of the disciplines and the professions.

**Note: Those eligible for election to Fellowship include both Persons resident in Wales and**

**Persons of Welsh birth who are resident elsewhere or others with a particular connection to Wales**

**Benchmarks | ELECTION CYCLE 2019/20**

Our benchmarks are to be used as a standard or reference point against which

1. Proposers and nominees may construct the CV and statement of nomination and;
2. Scrutiny Committees may evaluate nominees’ claims and contributions.

They are neither exhaustive nor prescriptive.

They are designed to add to the consistency and transparency of the election process across all Scrutiny Committees.

There are two sets of benchmarks, one for nominations in the academic disciplines (Research, Scholarship and Education) and one for nominations in other disciplines (Business, Public Service and Public Engagement).

Proposers and nominees should refer to the benchmarks and identify clearly the benchmarks against which excellence is claimed.

The *Research, Scholarship and Education* benchmarks (Scrutiny Panels A and B) represent the major activities to which academic staff contribute and in which they may come to excel. The *Business, Public Service and Public Engagement* benchmarks (Panel C1) are more general. Nominations to C1 should also specify the area of activity against which excellence is claimed.

There is no requirement for any nominee to meet all the benchmarks in any area or to demonstrate excellence and impact in relation to all of them.

Nominees and their proposers should provide evidence of the ways in which nominees meet the relevant benchmarks and demonstrate that they meet the society’s criteria of excellence (see above)

It is recognized that nominations to any of the panels may be multi-disciplinary. In these cases nominations should be made to the primary discipline. Panels will then cross-refer as necessary.

The Society aims as far as is possible to achieve a broad balance and a diversity amongst the Fellowship, not only in terms of academic and professional excellence and expertise, but also in terms of representing and supporting the different profiles of Welsh educational institutions and their staff and the full range of diversity across e.g., age, ethnicity and, gender.

**Research, Scholarship and Education (Scrutiny Panels A and B)**

Proposers and nominees must indicate clearly the benchmarks in which they claim excellence and which they wish to be evaluated against.

There is no requirement to meet all the benchmarks.

Benchmarks may be chosen from one or more of the areas below (e.g., research; education: scholarship and education; education: academic engagement/ innovation and leadership etc.).

**Research Benchmarks:**

1. Outstanding record of publications in peer-reviewed journals of national/ international standing and/or books by major publishers in the applicant’s field and/or musical composition, performance, patents etc.
2. Evidence of a sustained record of external or other funding appropriate to the discipline and of the ability to produce outputs with impact on learning in Wales.
3. A sustained record of supervision of researchers/ research students
4. Evidence of outstanding contribution at a Welsh, UK or international level to the subject area, professional bodies and/or evidence of external esteem.

**Scholarship and Education Benchmarks**

1. Outstanding contributions to the pedagogy of the subject area/ professional practice
2. Excellence in scholarship/research related to Learning and Teaching
3. Evidence of outstanding leadership in developing teaching and learning and/or educational practice external to one’s own university context in Welsh, UK and/or international contexts
4. Sustained record of external funding/esteem appropriate to the discipline and or area of education involved.

**Education: Academic Engagement/Innovation and Leadership Benchmarks**

1. Evidence of sustained academic leadership and senior level management and co-ordination in the tertiary sector
2. Evidence of activities that promote/enhance the understanding and reputation/profile of academic work, and professional activity
3. Evidence of significant involvement in widening participation, capacity building and/or supporting/developing education in Wales and more widely
4. A sustained contribution to knowledge transfer of tangible and intellectual property, expertise, learning and skills between academia and the non-academic community.

**Business, Public Service and Public Engagement (Scrutiny Panel C1)**

Proposers and nominees should indicate clearly the discipline (of I, ii and iii below) to which the nomination belongs, address the benchmarks and provide evidence of the ways in which the nomination meets the society’s criteria of excellence.

Evidence of excellence and achievement in these disciplines and professions will demonstrate:

* Leadership and national/international standing
* Originality and impact on the field
* Major contribution to learning in Wales and more widely.

The society welcomes the nomination of outstanding nominees working in the following areas:

1. **Leadership in Public Engagement and Understanding**

Benchmarks: Outstanding, sustained contribution e.g., in fields such as:

* Librarianship and Information Management
* Curatorship of Museums and Galleries
* Heritage
* Dance, Theatre and Performance
* Creative Writing
* Film, TV, Radio and Digital Media
* Visual and Applied Arts Practice
* Outreach and Public Understanding of Science and Letters
* Other Disciplines
1. **Professional, Educational and Public Sector Leadership**

Benchmark: Outstanding and sustained contribution e.g. in fields such as:

* Public Policy and Public Sector Leadership
* Not for Profit and Voluntary Sector Leadership
* Leadership and Development of School and Further Education
* Leadership and Development of Tertiary Education
* Professional Leadership
* Other Disciplines
1. **Contribution to Private Sector Leadership**

Benchmark: Outstanding and sustained contribution to Private Sector Leadership, e.g. in fields such as:

* Industry and Commerce
* Enterprise
* Private Sector Management
* Other Disciplines

**Appendix: Meeting the Benchmarks**

To be elected to Fellowship it is not sufficient to simply meet the benchmarks. They must be met in ways which demonstrate the criteria of excellence, outstanding contribution and impact on learning in Wales. Nominations must also be ranked highly among competing nominations.

The following examples, provided for the guidance of proposers, nominees and Scrutiny Panels, set out the kinds of achievement that would indicate benchmarks met in this way.

**Research, Scholarship and Education (Panels A and B)**

**Indicators of research benchmarks:**

* A sustained record of the highest academic achievement and professional standing with demonstrated impact on the subject, the academy and/or the wider society in Wales and beyond.
* Significant contributions in research and scholarship, with impact on the subject and the individual’s international standing
* Outstanding research leadership, including successful capture and management of external funding resulting in major outputs, impact on user communities and esteem appropriate to the discipline
* Outstanding contributions in research and its application, with impact on the user community, and the individual’s international standing
* Outstanding record of supervision of researchers/research students resulting in major contribution to the next generation of scholars, and the development and continuity of the relevant discipline or field

**Indicators of Scholarship and Education Benchmarks**

* A sustained record of the highest academic achievement and professional standing with demonstrated impact on the subject, the academy and/or wider society.
* Outstanding scholarly contributions to the development and maintenance of the disciplines and to the development of education in the field
* Significant impact from involvement in widening participation, engaging with learners and supporting the development of education in Wales and/or more widely
* Outstanding and sustained contributions to the pedagogy of the subject area and/or professional practice
* Outstanding and sustained innovation and course development, course design and administration producing demonstrable impact on areas and communities of learning in Wales, and/or at a UK or international level
* Outstanding Leadership in developing teaching and learning in the Higher Education and/or other educational sectors in Wales, and/or at a UK or international level
* Major and sustained contribution to, and engagement with the discipline, research and its impact, the education of students, and/or relevant professional bodies in Wales, at national UK or international level.
* Inspirational contribution to developing the next generation of scholars, and the development and continuity of the relevant discipline or field.

**Indicators of Education: Academic Engagement/Innovation and Leadership Benchmarks**

* A sustained record of the highest academic achievement and professional standing with demonstrated impact on the subject, the academy and/or the wider society
* The facilitation and enabling of the research, scholarship education of others, through major contributions to and support for education and learning in Wales
* A significant impact on areas and communities of learning in Wales, and/ or at a national UK

or international level.

**Business, Public Service and Public Engagement (Scrutiny Panel C1)**

**Indicators of achievement against the benchmarks might include for example:**

* Activities that promote engagement with the world of learning in Wales and beyond.
* Sustained commitment to the transfer of tangible and intellectual property, expertise, learning and skills between the non-academic community and academia, in Wales, the UK or internationally
* Outputs and publications (e.g.., journal articles, books, performances, broadcasts, composition, exhibitions, software, patents) with demonstrable standing and impact
* Activities that promote/enhance the communication of the disciplines or professions to wider audiences in Wales and beyond.
* Inspirational contribution to developing the next generation of scholars, and the development, support and continuity of the relevant discipline or field.
* The facilitation and enabling of the education of others, through major contributions to and support for learning in Wales
* Outstanding contribution to the development and maintenance of the disciplines/professions to the benefit of Wales and its communities.