



Election to Fellowship of the Learned Society of Wales – 2022-23

Guidance on the Election Process – STEMM & HASS

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INTRODUCTION

WHO IS THIS DOCUMENT FOR?

This document is intended for the following people involved in a nomination for Fellowship in STEMM and HASS:

- Nominee
- Proposer (the main nominator)
- Informed Supporter
- Independent Assessors
- Members of the Scrutiny Committees who assess nominations

If you are interested in being nominated for Fellowship or interested in proposing someone, we hope that you will find this a useful guide. The Society is committed to running a fair, open and transparent election process.

WHAT IS THE LEARNED SOCIETY OF WALES?

We are the national scholarly academy of Wales, founded in 2010. We have a Fellowship of over 650 outstanding individuals, representing expertise across all academic fields and beyond. We use this collective knowledge to promote research, inspire learning, and provide independent policy advice.

The Society is a Royal Charter Charity, registered charity number 1168622. You can find out more about us here:

www.learnedsociety.wales



WHAT DOES FELLOWSHIP MEAN?

Election to Fellowship is a public recognition of excellence. All our Fellows have made an outstanding contribution to the world of learning and have a demonstrable connection to Wales.

Because of the status of Fellowship, all Nominees (except for Honorary Fellows) must go through a rigorous process of assessment. The process is rigorous – around 50 new Fellows are admitted each year, but we receive many more nominations. On p.5, you can find out more about our criteria for Fellowship.

Once elected, Fellows are lifelong members and are asked to contribute to the Society's work where possible. This may include contributing to our events, policy work, public engagement activities, governance or future election processes.

A list of our current Fellows is available here:

www.learnedsociety.wales/fellowship/fellows

EQUALITY, DIVERSITY AND INCLUSION

The Learned Society of Wales has a strong commitment to equality and diversity. We want to ensure the Society is welcoming and inclusive, and we will not stand for any form of discrimination.

We strive for a more diverse Fellowship, with increased membership from all under-represented groups. At present, we have a particular focus on increasing nominations of women.

We encourage nominations from academia, business, the professions, the public and third sectors.

We recognise that excellence can be demonstrated over a range of career lengths, and our Scrutiny Committees do not have a set expectation of a Fellow's age. What is important is that Nominees meet our Criteria of Excellence. By focusing on Nominees' achievements, professional standing and wider contributions, we aim to ensure that our Fellows are authoritative examples of the very best of Wales across all areas of learning.

Nominations are welcomed in Welsh and/or English.

Financial circumstances

We want to ensure that our admission and membership fees (see p.4) are never a barrier to Fellowship. We operate a Fee Relief Policy for Fellows whose circumstances make it difficult to cover the fees. As a Nominee, you can make a pre-emptive application and we will let you know prior to nomination whether fee relief will be granted. [The policy is available here.](#)



THE ELECTION PROCESS

OVERVIEW

1	Nominations submitted	1 June to 31 October 2022
2	Independent assessments sought for each nomination	November – December 2022
3	Nominations assessed by Scrutiny Committees	January – February 2023
4	Vice-Presidents propose shortlist to the Society's Council	March 2023
5	Council finalises list of Nominees	March 2023
6	Fellowship votes on the Nominees	April 2023

WHAT IS NEEDED FOR A VALID NOMINATION?

A nomination is made by a Proposer, supported by a Secunder. They must both be Fellows of the Society.

The Proposer must submit all of the following documents, fully completed, before the deadline (see www.learnedsociety.wales/fellowship/becoming-a-fellow/nomination-forms):

- **Nomination Form** – completed by the Proposer and signed by the Secunder
- **Nominee Evidence Form** – completed by the Nominee
- **Nominee's CV** – provided by the Nominee; to include a full list of any publications or outputs
- **Informed Supporter Report** – completed by the Informed Supporter, in response to the information on the Nominee Evidence Form

Nominees also have the option to complete a confidential **Individual Circumstances Form**, detailing any circumstances that may have affected their career. They should submit this directly to the Society. We will only share it with the Chair of the Scrutiny Committee responsible for considering that nomination.

It is vital that the forms are completed fully and abide by any stated word limits. We will not consider any unsolicited additional materials, references or letters of support.

Please note:

- The nomination must be kept **strictly confidential** between the Nominee, Proposer, Secunder and the Society.
- The Proposer should take responsibility for completion of the Nomination Form and for obtaining the supporting signatures.
- The Society will not enter into any communication with the Nominee about the nomination.



DEADLINE FOR NOMINATIONS

All forms must be emailed to nominations@lsw.wales.ac.uk before **12.00 noon on Monday 31 October**. Forms received after this date, or sent to another address, will not be accepted.

We will acknowledge every nomination we receive. If you do not receive an acknowledgement within 3 days, please contact nominations@lsw.wales.ac.uk. We cannot be held responsible for nominations that do not reach us, or that arrive after the deadline.

WHAT HAPPENS AFTER THE SOCIETY RECEIVES A NOMINATION?

We will pass all the documents – excluding any Individual Circumstances Form – to the Scrutiny Committee selected by the Nominee on their Evidence Form. (See Appendix 1 for more information.)

Please note that there can be no cross-referring during an election cycle, nor will a nomination be considered if wrongly submitted (there is a separate nomination pack for nominations to committees covering Industry, Commerce, The Arts and Professions). A nomination may therefore be delayed by a year, and Proposers are welcome to seek advice before submitting a nomination.

The Scrutiny Committee will seek at least two independent assessment reports on each Nominee. It will then meet to assess all the nominations it has received.

The Scrutiny Committee will make its recommendations to one of our Vice-Presidents. The Council then meets in March to make the final decision on which nominations will be put forward to a ballot of all our Fellows.

Please note that summary information is submitted to Council to support the Scrutiny Committee's recommendation. Council members are, however, able to view all nomination paperwork on the day of the meeting if they wish.

NEXT STEPS AFTER THE FELLOWS' BALLOT

FOR NOMINEES ELECTED AS FELLOWS

We will contact you to congratulate you on your election as a Fellow. We will invite you to be admitted formally at our AGM in May, and to attend our Annual Dinner when that takes place.

Please note that new Fellows are required to pay an admission fee of £90. There is also an annual subscription fee of £180 (£90 for those aged over 70 on 25 May 2023). Those aged over 85 are exempt from admission and subscription fees.

As noted on p.2, we operate a Fee Relief Policy for Fellows whose circumstances make it difficult to cover the fees.

FOR UNSUCCESSFUL NOMINEES

We will contact you and your Proposer to advise you that your nomination was not successful. You will be given the opportunity to receive feedback from the relevant Vice-President.

You may be nominated in future years, as long as your Proposer submits an updated nomination using paperwork for that year's election cycle. There is no limit on the number of times you can be nominated.



ROLES IN THE ELECTION PROCESS – DEFINITION AND ELIGIBILITY

NOMINEE

The Nominee is the individual seeking to be elected as a Fellow. We define a Fellow as follows:

*Fellows must 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.*

Criteria and measures of distinction will, of course, vary between different disciplines and areas of achievement. We measure each Nominee's achievements relative to the opportunities they have had in their career. However, in all cases we define excellence in terms of the following overarching criteria:

- Outstanding achievement (the quality of your achievements and contributions to learning)
- Professional standing (the strength of your reputation among your peers)
- Wider contributions (the impact you have made on people, institutions or wider society)

Further information about these criteria is provided in Appendix 2.

PROPOSER

The Proposer is responsible for completing the nomination form and submitting all the documents noted under 'What Is Needed for a Valid Nomination?' (p.3). They are the Society's main point of contact regarding the nomination and will be (along with the Nominee) informed of the result at the end of the election process.

The Proposer must be a Fellow of the Society. In each election cycle, a Fellow may act as Proposer for **three Nominees only**. However, female Nominees and Nominees from other under-represented groups are exempt from this restriction.

To avoid conflicts of interest, a Proposer must **not** be:

1. A chair of any of our Scrutiny Committees
2. A member of the Scrutiny Committee to which the nomination is being submitted
3. Related by family to the Nominee

SECONDER

The Secunder supports the nomination and completes questions 4-5 on the nomination form.

Like the Proposer, they must be a Fellow. To avoid conflicts of interest, they may not be related by family to the Nominee. (The other restrictions on Proposers do not apply.)



INFORMED SUPPORTER

The Informed Supporter uses their knowledge of the Nominee to support the nomination. They are asked to complete a separate report form and send this to the Proposer before the deadline for nominations.

They do not need to be an existing Fellow, but should be:

- Someone who knows the work of the Nominee (they may have worked with them – e.g. as a co-grant holder, co-author, supervisor or collaborator – but this is not a requirement)
- A distinguished scholar with international standing in their field

The Informed Supporter **must not** be:

- A member of the Society's Council or of the Scrutiny Committee to which the nomination will be submitted
- Employed by or based at the Nominee's institution/organisation

The Proposer, Secunder and Nominee may discuss appropriate people for this role, but only the Proposer should contact the Informed Supporter and obtain their report.

INDEPENDENT ASSESSORS

Each nomination will be assessed by at least one (but preferably two) Independent Assessors.

They do not need to complete any paperwork before the nomination is submitted. Instead, we ask them to complete an independent report at a later stage. In the report, they assess the Nominee against our election criteria and against the relevant benchmarks or area(s) of achievement.

An Independent Assessor does not need to be an existing Fellow, but should be:

- A distinguished scholar with international standing in their field
- Familiar with the field, work or standing of the Nominee

They may be based outside the UK in order to aid assessment of the Nominee's international reputation.

Independent Assessors **must not** be:

- Members of the Society's Council or any of its Scrutiny Committees
- Employed by or based at the Nominee's institution/organisation
- Directly associated with the Nominee's work (e.g. a co-author, former supervisor or Co-Principal Investigator)
- A close personal friend or related by family to the Nominee

The Proposer should suggest up to four Independent Assessors on the nomination form. They may discuss the names with the Secunder and Nominee but must not contact the suggested individuals.

Once we have passed on a nomination to the relevant Scrutiny Committee, it will select two or more appropriate Assessors that may include some of those suggested on the nomination form. The Society will then contact the proposed Assessors.



GUIDANCE NOTES FOR COMPLETING THE FORMS

NOMINATION FORM

Except where stated, all sections of the nomination form should be completed by the Proposer.

Questions 1-3 To be completed by the Proposer.

Questions 4-5 To be completed by the Secunder.

You may insert scanned signatures into the Signature boxes.

Question 6 Name the Informed Supporter and provide a rationale for choosing them. Note that the Informed Supporter is required to complete a separate form – see guidance on p.9.

Question 7 Please suggest up to three Independent Assessors for the Scrutiny Committee to consider. As noted, you should not contact the suggested Assessors.

Question 8 Select the most appropriate Scrutiny Committee to assess the nomination. See Appendix 1 for more detailed guidance.

Note that a nomination can only be considered by one committee, and it cannot be passed from one committee to another.

Question 9 Again, please refer to Appendix 1 to answer this question. Note the discipline or field within the Scrutiny Committee's remit which best describes the Nominee. You may note more than one if appropriate. If none of them apply, please state "Other" and describe the discipline/field in a few words.

Question 10 This should be written in response to the Nominee's own statement on their Evidence Form. You should make specific reference to the benchmarks against which the nomination will be evaluated – see Appendix 2 for further information.

NOMINEE EVIDENCE FORM

The Proposer and Nominee should work together on the Evidence Form. This provides vital information in support of the nomination. It should provide the necessary evidence:

1. To support the case for election made by the Proposer and Secunder
2. To provide the Informed Supporter, Independent Assessor(s) and Scrutiny Committee with the evidence to make informed judgments about claims made in the nomination

It is particularly important that the Evidence Form demonstrates how the Nominee satisfies our overarching Criteria of Excellence by meeting their chosen benchmarks.

Further guidance on the benchmarks and indicative achievements is available in Appendix 2.



Question 1 Enter your personal details. The declaration on the last page of the form details how we will use this information. We will not pass on your personal information (contact details or date of birth) to Independent Assessors.

Please note: if your nomination is successful, we will reproduce the following information **exactly as provided in Question 1** in our register of Fellows and in public announcements:

- Your title, name and any post-nominal letters (therefore, please only give middle names if you use these publicly)
- Your job/role and institution/organisation (however, if you prefer a different affiliation to be listed, please provide it in the box below)

Question 2 Tick 'Yes' if you wish the Scrutiny Committee to take into account special circumstances which have affected your career. This may include gaps in work, reductions in output or changes in personal circumstances.

The nature of the excellence we are looking for will always be closely related to the Nominee's lived life and experience. When assessing your nomination, the Scrutiny Committee is able to take into account contractual arrangements (e.g. full-time, part-time, job-share, clinical responsibilities) and any personal, family or non-academic circumstances that may have impacted your career profile or quantity of work. The standards of excellence expected will remain the same.

Factors that may be considered include, but are not limited to:

- Flexible working arrangements (e.g. career breaks, part-time working, semester/ term time working, job-sharing)
- Pregnancy, maternity, paternity, shared parental leave, adoption and surrogacy, special guardianship
- Caring responsibilities
- Disability, ill health (including mental health) or injury
- Circumstances related to gender identity
- Personal, family, or other non-academic circumstances that have restricted or delayed the Nominee's professional career

If the issues are non-confidential, please note them in the text box under Question 2. If the issues or their impact are more confidential in nature, please submit a separate Individual Circumstances Form. This will only be shared with the Chair of the Scrutiny Committee.

Question 3 Please note our definition of a 'connection with Wales':

Persons resident in Wales, persons of Welsh birth who are resident elsewhere and others with a particular connection with Wales

'Other' connections may include – but are not limited to – contributions to the study of Wales, to Welsh public life, or to education systems in Wales.

Question 4 In a maximum of 5 words, describe your field of activity. For example, you may list "Public Health", "International Law", "Biochemistry", "European Literature and Culture", "Higher Education Leadership and Management" or "Computer Science". This description will be used as



a tag on our website and database, in order to identify Fellows with expertise in a particular field.

Questions 5-8 You should answer these questions in the same way as in a standard CV.

Question 9 Please list up to 20 of your major outputs in date order, starting with the most recent.

The outputs may include:

- Significant publications or scholarly contributions (e.g. books, refereed journal articles, chapters in books, research reports)
- Artistic outputs (e.g. performances, literary works, musical compositions)
- Reports or other contributions to government, funding bodies, international agencies, major charitable bodies or business
- Contributions to policy or pedagogy
- Other outputs such as software, designs, artefacts, start-up companies or patents

Question 10 Please select 5-8 benchmarks as instructed on the form. Appendix 2 provides more information about how we use the benchmarks to assess nominations. You are advised to select benchmarks carefully based on where your evidence is strongest.

Question 11 For each benchmark selected in Question 10, please provide evidence of your achievements. Please note that this section of the nomination is crucial. Only nominations that demonstrate excellent achievements satisfying our overarching criteria are likely to be recommended for election to the Fellowship.

Question 12 This question provides an opportunity for you to give any additional information that may be helpful for the Scrutiny Committee. As well as providing further evidence in your case for election, you might find it helpful to indicate how you would contribute to the life of the Society. Please remember that this form is the Nominee's only opportunity to provide such information – we will not consider any other documentation sent separately to us.

Question 13 Please complete the declarations.

Question 14 Please sign the form. An e-signature is acceptable, as is a scanned signature.

INFORMED SUPPORTER REPORT

Question 1 Please provide the requested personal details and detail your relationship with, or knowledge of, the Nominee. Please refer to p.6 of this document to ensure that you fulfil the criteria to be an Informed Supporter / Independent Assessor.

Question 2 To complete this section, we ask you to refer to the Nominee Evidence Form. On this form, the Nominee will choose the benchmarks against which they wish their nomination to be assessed. Please refer specifically to these benchmarks, giving your view on whether the Nominee fulfils them.



INDEPENDENT ASSESSOR REPORT

- Question 1** Please provide the requested personal details and detail your relationship with, or knowledge of, the Nominee. Please refer to p.7 of this document to ensure that you fulfil the criteria to be an Independent Assessor.
- Question 2** Tick the box that, in your view, most appropriately describes the Nominee in relation to our election criteria. Our Scrutiny Committee will consider this alongside your answer to Question 3.
- Question 3** Please provide a rationale for the assessment given in Question 2. To complete this section, we ask you to refer to the Nominee Evidence Form. On this form, the Nominee will choose the benchmarks against which they wish their nomination to be assessed. Please refer specifically to these benchmarks, giving your view on whether the Nominee fulfils them.

INDIVIDUAL CIRCUMSTANCES FORM (OPTIONAL)

Please see the above note (Nominee Evidence Form, Question 2).



APPENDIX 1 – SCRUTINY COMMITTEES

Please use this list to determine which Scrutiny Committee is appropriate for a nomination. We recognise that some Nominees can claim excellence in more than one discipline or field of activity. In these cases, please select the primary discipline/field and submit the nomination to this Committee. For a list of current Scrutiny Committee members, go to: www.learnedsociety.wales/fellowship/becoming-a-fellow/scrutiny-committees

SCIENCE, TECHNOLOGY, ENGINEERING, MATHEMATICS AND MEDICINE (STEMM) COMMITTEES

STEMM 1 Committee – Medicine and Medical Sciences		
Anatomy and Physiology	Clinical Sciences	
Bioengineering	Anaesthetics	
Biomedical Engineering	Dentistry	
Biomedicine	Health Service Research	
Cognitive Science	Human Genetics	
Epidemiology and Medical Informatics	Imaging	
Food Science and Nutrition	Intensive Care/Emergency Care	
Forensic Medicine	Medicine and Molecular Medicine	
Genetics	Neurology and Psychiatry	
Infection and Immunity	Nursing	
Medical Biochemistry	Obstetrics and Gynaecology	
Neuroscience	Oncology	
Pathology	Ophthalmology	
Pharmacology and Toxicology	Paediatrics	
Psychiatry	Pathology and Immunology	
Psychology	Pharmacology	
Preclinical Veterinary Sciences	Primary Care	
Sexual Health	Professions Allied to Medicine	
<i>Other disciplines</i>	Public Health and Infectious Diseases	<i>Other disciplines</i>

STEMM 2 Committee – Cellular, Molecular, Evolutionary, Organismal, and Ecosystem Sciences		
Organismal and Environmental Biology		Cell and Molecular Biology
Agricultural Science		Biochemistry
Animal Behaviour		Bioinformatics
Animal Biology		Biotechnology
Biodiversity and Conservation		Cell Biology
Ecology		Developmental Biology
Environmental Biology and Management		Genomics
Evolutionary Biology		Molecular Biology
Forest Science		Molecular Genetics
Freshwater Biology		Structural Biology
Marine and Fisheries Biology		Systems and Synthetic Biology
Microbiology		<i>Other disciplines</i>
Mycology		
Physiology		
Plant Biology		
Population and Quantitative Genetics		
Rural Resource Management		
Soil Biology	<i>Other disciplines</i>	



STEMM 3 Committee – Chemistry, Physics, Astronomy and Earth Sciences	
Physics and Astronomy	Earth Sciences and Chemistry
Applied Physics	Analytical Chemistry
Astronomy and Cosmology	Catalysis
Atomic and Molecular Physics and Nanotechnology	Chemical Biology and Medicinal Chemistry
Biophysics	Climate and Atmosphere
Computational Physics	Earth Materials
Condensed Matter Physics	Earth Observation
Medical Physics	Earth Resources and Geo-engineering
Optics and Lasers	Earth Surface Processes
Particle and Nuclear Physics	Environmental and Soil Chemistry
Physics and the Life Sciences Interfaces	Environmental Geoscience including Archaeological Science
Plasma Physics	Inorganic Chemistry
Medical Physics	Materials Chemistry
Solar System Science	Molecular Nanoscience
<i>Other disciplines</i>	Oceanography and Hydrology
	Organic Chemistry
	Physical Chemistry
	Solid Earth and Planetary Science
	Theoretical and Computational Chemistry
	<i>Other disciplines</i>

STEMM 4 Committee – Computing, Mathematics and Statistics	STEMM 5 Committee – Engineering
Artificial Intelligence and Machine Learning	Aerospace Engineering
Actuarial and Financial Mathematics	Bioengineering and healthcare technologies
Algebra and Logic	Chemical, Process & Petroleum Engineering
Applied Mathematics	Civil, Structural & Mining Engineering
Computer Graphics, Computer Vision and Virtual Systems	Communications, Signal and Image Processing
Computer Networks and Mobile/Pervasive Computing	Control, Robotics and autonomous systems
Computer Systems and Computer Engineering	Design and Systems Engineering
Continuum Mechanics	Electronic Materials, Devices and Systems
Discrete Mathematics	Energy Systems, Renewables & Electrical Power
Geometry and Topology	Engineering Leadership
Human Computer Interaction	Environmental Engineering
Information Systems and Information Retrieval	Fluid Dynamics, Ship and Marine Engineering
Mathematical Analysis	Industrial Engineering
Mathematical and Computational Biology	Materials & Nanotechnology
Mathematical Physics	Mechanical, Manufacturing, and Production Engineering
Numerical Analysis	Microwave and Millimetre Wave Techniques
Operational Research	Probability Theory and Applied Probability
Probability Theory and Applied Probability	Software Engineering
Software Engineering	<i>Other disciplines</i>
Statistics	
Theoretical Computer Science and Computational Mathematics	
<i>Other disciplines</i>	



HUMANITIES, ARTS AND SOCIAL SCIENCES COMMITTEES

HASS 1 Committee – Language, Literature and the History, Theory and Practice of the Performing Arts	
Language and Literature	History, Theory and Practice of the Creative and Performing Arts
Applied Linguistics	Architecture and Landscape Architecture
Celtic Studies	Creative Design
Classical Languages and Ancient History	Creative Writing
Cultural Studies	Cultural Policy and Contributions to Cultural Life
Literature in English	Dance, Theatre and Performance
Modern and Medieval European Languages and Literatures	Film, TV, Radio and Digital Media
Non-European Languages and Literatures	History of the Arts and Design
Theoretical Linguistics and Phonetics	Journalism
Wales Studies	Media Studies
<i>Other disciplines</i>	Music
	Planning and Urban Design
	Visual and Applied Arts
	<i>Other disciplines</i>

HASS 2 Committee – History, Archaeology, Philosophy and Theology	
History	Philosophy and Theology
British History	Aesthetics, Ethics and Moral Philosophy
Ecclesiastical History	Biblical Studies
Economic and Social History	Epistemology and Philosophy of Science
European History	History of Philosophy and Ideas
Historic Archaeology	History of Religion
Historiography	Logic and Metaphysics
History of other Continents	Political Philosophy
History of Religion	Religious Studies
History of Science and Medicine	Theology and Philosophy of Religion
Pre-historic Archaeology	<i>Other disciplines</i>
<i>Other disciplines</i>	

HASS 3 Committee – Economic and Social Sciences, Education and Law	
Economics and Social Sciences and Education	Law
Anthropology, Sociology, Social Policy and Social Work	Commercial Law
Accountancy studies	Comparative Law
Business Studies & Management Studies	Criminal Law
Economic, Human and Social Geography	European Law
Economics and Econometrics	Human Rights
Education Research and Policy	Information Technology: Law and Practice
Political Science and International Relations	International Law
<i>Other disciplines</i>	Jurisprudence
	Legal History
	Legal Practice and Administration of Justice
	Private Law
	Public Law
	Socio-legal Studies & Criminology
	<i>Other disciplines</i>



APPENDIX 2 – HOW WE ASSESS THE EXCELLENCE OF NOMINATIONS

CRITERIA OF EXCELLENCE

All nominations must meet our three Criteria of Excellence:

- Outstanding achievement (the quality of your achievements and contributions to understanding)
- Professional standing (the strength of your reputation among your peers)
- Wider contributions (the impact you have made on people, institutions or wider society)

BENCHMARKS

Nominations to the HASS and STEMM Scrutiny Committees are assessed against benchmarks. These are standards or reference point against which:

1. Proposers and Nominees may construct the statements made on the Nomination Form and the Evidence Form; 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.

The Proposer and Nominee should identify the benchmarks against which they are claiming excellence and wish to be evaluated. On the Nominee Evidence Form, the evidence provided for meeting these benchmarks should also be used to demonstrate that they meet the three Criteria of Excellence.

The benchmarks are divided into three categories: **Research; Scholarship and Education;** and **Academic Engagement, Innovation and Leadership.**

These three areas, and the benchmarks under each of them, represent the major activities to which academics contribute and in which they may come to excel. Nominees should select **a minimum of 5 and a maximum of 8** benchmarks and provide evidence for their achievements against them.

All of the following benchmarks may be demonstrated at Wales and/or international level.

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

Research Benchmarks

1. Discipline-based and interdisciplinary research, whether theoretical or empirical, that makes an original contribution to knowledge
2. Record of nationally/internationally significant outputs, e.g. publications in peer-reviewed journals, books by major publishers, artistic works, patents
3. Contributing to the development or renewal of the discipline/field and/or making a major contribution to the next generation of scholars by securing funding, supervising or leading researchers/research teams/research students



4. Promoting knowledge transfer of research, e.g. through intellectual property, consultancy, spin-out or start-up companies, creating networks to bring researchers together with industry

Scholarship and Education Benchmarks

5. Significant contributions to the pedagogy of the subject area/professional practice, and/or significant scholarship/research/funding related to learning and teaching
6. Knowledge exchange: communicating and developing teaching and learning, scholarship and research for the benefit of educational sectors, professional bodies and society
7. Widening participation, engaging with learners, or supporting the development of educational strategy or operational standards of education

Academic Engagement, Innovation and Leadership Benchmarks

8. Significant academic leadership, senior level management or coordination in the tertiary sector
9. Contribution to the professional development of senior colleagues within the academic community, including mentoring, leading on training and development initiatives
10. Significant involvement in widening participation, capacity building and/or supporting/developing education in Wales and more widely
11. External engagement using academic expertise or support of social responsibility goals and activities; translating research or teaching expertise into beneficial activity or positive change in the wider community
12. Application of knowledge to improve public sector performance and quality of life by informing public policy and government or by significantly influencing the cultural, heritage or other sectors
13. Evidence of activities that promote/enhance the understanding and reputation/profile of academic work, and professional activity



APPENDIX 3 – ADDITIONAL GUIDANCE FOR SCRUTINY COMMITTEES

The following additional guidance is for members of our ten Scrutiny Committees. It is provided here in order to make the election process, and the decisions surrounding it, transparent to everyone.

CONFIDENTIALITY

Information and documentation on nominations for election are provided to members of Scrutiny Committees on a strictly confidential basis and must under no circumstances be discussed with or disclosed to anyone other than:

- Fellow members of the Scrutiny Committee
- Independent Assessors
- The responsible Vice-President
- Staff of the Learned Society of Wales

COMPOSITION OF COMMITTEES

1. Each of the HASS and STEMM Scrutiny Committees has a core membership normally comprising the Chair, Vice-Chair, and between 3 and 7 other Fellows who are active or experienced in relevant fields. Where a Committee identifies a need for further specialist input, it may additionally co-opt one or more Fellows previously elected by that Committee.
2. To aid the scrutiny process, contact emails for each member of the Scrutiny Committee will be circulated to other committee members, and contact emails for each Chair will be circulated to the other Chairs.

OVERALL LENGTH OF SERVICE

1. Ordinarily, a Fellow should not exceed six years' continuous service on any committee – whether accumulated as a Chair, Vice-Chair or a member.
2. Once a Fellow reaches the limit, a period of two years should elapse before they are eligible to serve on that committee again.

APPOINTMENT OF CHAIRS AND VICE-CHAIRS

1. Appointment of Chairs:
 - a. Committee Chairs may serve a term of 2 years, plus, at the relevant Vice-President's discretion, up to 2 additional years thereafter.
 - b. When a committee requires a new Chair, the staff team will seek expressions of interest from all Fellows previously elected by that committee. A role description will be provided. Candidates will be expected to have prior experience of serving on that committee.
 - c. If one Fellow makes an expression of interest, they will be appointed subject to the Vice-President's approval.



- d. If more than one Fellow makes an expression of interest, they may be asked to provide further information to support their candidature. The Fellowship Committee will be responsible for considering the information provided, interviewing the candidates if required, and agreeing which candidate to appoint.
2. Appointment of Vice-Chairs:
 - a. Vice-Chairs may serve a term of 2 years plus, at the Chair's discretion, up to 2 additional years thereafter.
 - b. When a committee requires a new Vice-Chair, the staff team will seek expressions of interest from all current members of that committee. A role description will be provided.
 - c. If one member makes an expression of interest, they will be appointed to the role subject to the Chair's approval.
 - d. If more than one member makes an expression of interest, they may be asked to provide further information to support their candidature. Based on the information provided and on discussion with the candidates if required, the Chair will appoint the Vice-Chair.

APPOINTMENT OF MEMBERS

1. Appointment of Members:
 - a. Members may serve a term of 2 years plus, at the Chair's discretion, up to 2 additional years thereafter.
 - b. When a committee requires new core members, the staff team will seek expressions of interest from all Fellows previously elected by that committee. If the committee needs expertise in certain subject areas, or lacks diversity in line with the Society's Equality, Diversity and Inclusion strategy, this will be noted when the call goes out. By agreement with the Chair, this general approach may be supplemented by targeted communication with specific Fellows.
 - c. Based on the committee's needs, Chairs will appoint core members from those who express an interest, referring to the Vice-President throughout.
 - d. If a committee still requires additional expertise to fulfil its responsibilities during that year's election cycle, Chairs may co-opt one or more Fellows previously elected by that committee.
 - e. Each committee will give consideration to an appropriate turnover of its members each year, to ensure a balance between continuity and new perspectives.

CONFLICTS OF INTEREST

1. The Society is committed to ensuring that its decisions and decision-making processes are, and are seen to be, free from personal bias and do not unfairly favour or disfavour any individual connected with the Society.
2. We have a duty to ensure that every committee member understands what constitutes a 'conflict of interest', and that they have a responsibility to recognise and declare any conflicts that might arise for them.
3. Conflicts of interest can be defined as:



*“a set of circumstances that creates a **risk** that an individual’s ability to apply judgement or act in one role is, or could be, impaired or influenced by a secondary interest”*

4. A conflict of interest may be something that affects a committee member directly, or indirectly, through a family member, a friend or a business partner.
5. Committees have the following responsibilities:
 - a. To include conflicts of interest in their agenda each time they meet.
 - b. At the beginning of each meeting, through the Chair, to ask members to declare any private interests in the items to be discussed at the meeting.
6. To reduce the risk of conflicts of interest in the nomination process:
 - a. A Scrutiny Committee **member** may not be Proposer of a nomination for the committee on which they serve.
 - b. A Scrutiny Committee **Chair** may not be Proposer for nominations to any committee.
 - c. A Scrutiny Committee **member** may not be a member of the Society’s Council.
7. To reduce the risk of conflicts of interest within Scrutiny Committee meetings:
 - a. A committee member who is a Secunder or Independent Assessor for a nomination to their committee, or who has a family connection to a Nominee, will be required to leave the room while that nomination is considered.
 - b. A committee member who knows a Nominee must not add any personal knowledge about that individual that is not declared on the nomination forms but may comment on what is on the form if invited to do so by the Chair.
 - c. At each committee meeting, the Chair will call for declarations of interest before members begin to review nominations. Members must declare any interests of the type covered in points **a** and **b**, or any other relevant interest in a nomination.
 - d. If the Chair has a conflict of interest with a nomination, the Deputy Chair will lead the evaluation of that nomination.
 - e. In all cases, conflicted member(s) may not participate in, or influence, the decision or any vote on the relevant nomination; they must also withdraw from the meeting during such votes.

ALLOCATION OF NOMINEES TO SCRUTINY COMMITTEES

1. The staff team will allocate each nomination to the Scrutiny Committee selected by the Proposer on the Nomination Form.
2. Nominations are not cross-referred and may be rejected by a Scrutiny Committee if not submitted to an appropriate committee.
3. If a Proposer wishes an unsuccessful nomination to be considered again, they must resubmit it using the correct forms for that year’s election cycle, before the normal deadline; only then will it be allocated to a Scrutiny Committee.



INDEPENDENT ASSESSORS

1. An assessment of each nomination will be carried out by at least two Independent Assessors. See p.6 for a description of this role.
2. The Society may contact Assessors named on the Nomination Form but may also contact others.
3. Those invited to be Assessors are asked to respond to the invitation within a short period, to confirm whether they are willing and able to provide a report by the required date. In the case of a negative response or no response by the due date, another potential Assessor should be invited to provide a report.
4. Using the Assessor's Report form, each Assessor will:
 - a. Place each nomination in one of the two categories:
 - Meets criteria for being elected
 - Does not meet criteria for being elected
 - b. Provide a thorough rationale for their decisions, explicitly referring to the Nominee Evidence Form and making specific reference to the benchmarks against which the nomination is to be evaluated.
5. If a Scrutiny Committee cannot secure a report from an Assessor, the Chair will consider (in consultation with the relevant Vice-President) whether the committee can evaluate the Nominee without one.

ASSIGNMENT OF NOMINEES TO SCRUTINY COMMITTEE MEMBERS

The Chair of each Scrutiny Committee will assign each nomination it receives to a committee member for initial review. This member will:

1. Undertake any additional research into the Nominee that may be needed to supplement the information on the forms and reports.
2. Introduce the Nominee to the rest of the committee when it holds its formal meeting (see below).

SCRUTINY COMMITTEE DECISION-MAKING

1. Prior to considering nominations:
 - a. The Scrutiny Committee Chairs, and the Vice-Presidents will meet for a detailed briefing on the scrutiny procedures, including any changes made to that year's election process.
 - b. All committee members will be offered training/advice on Equality, Diversity and Inclusion within the scrutiny process.
2. During January and February, each Scrutiny Committee will meet (in person or via Zoom) to consider the nominations allocated to it and to agree a ranked list of Nominees.
3. The quorum for all committees is two-thirds of the membership (rounded up to the next integer). This includes members joining the meeting electronically.
4. During the meeting, committee members will consider nominations in the context of related Assessors' reports and assess the nominations against the criteria for excellence (p.15) and benchmarks or area(s) of achievement (Appendix 2).



5. Committees are asked to compile up to two lists during their meeting:
 - a. A list of nominees meeting all criteria of excellence and therefore recommended for election
 - b. A list of those who do not meet the criteria for election
6. After the meeting, the following process applies:
 - a. The Chair will submit the committee's categorised lists of Nominees to the staff team, together with any feedback noted, for onward transmission to all members of the committee, confirming the outcome of the meeting.
 - b. Chairs of Scrutiny Committees will meet with the Vice-Presidents (in two separate meetings) to discuss the committees' categorised lists of Nominees and to compile a ranked list of Nominees for submission to Council. **No person who cannot commit to attending this meeting will be eligible to serve as a Scrutiny Committee Chair.**
 - c. During the meeting with the Scrutiny Committee Chairs, each Vice-President will compile two lists:
 - A list of nominees meeting all criteria of excellence and therefore recommended for election
 - A list of those who do not meet the criteria for election
7. The Society's Council will consider the Scrutiny Committees' recommendations at its Special Meeting in March. The approved list of Nominees will then be submitted to a formal ballot of the Fellowship.
8. The presumption is that all Nominees recommended for election will normally be approved by Council for inclusion on its list.
9. There is no absolute limit on the number of new Fellows elected each year.
10. The lists produced by the Scrutiny Committees and the Vice-Presidents must be treated as strictly confidential. While unsuccessful Nominees are entitled to receive feedback on their nomination (see below), they are not entitled to see the lists or their classification amongst other Nominees.

FEEDBACK TO NOMINEES

1. At each Scrutiny Committee meeting, feedback should be collected for all Nominees classified as 'Does not meet Criteria of Excellence'. Feedback does not need to be collected for those classified 'Meets all Criteria of Excellence', as the assumption is that such Nominees will go forward for election automatically.
2. To ensure feedback is collected in a consistent and evidence-based manner, the committee Chair will complete a short feedback form, referring to the benchmarks (Appendix 2). This will then be submitted to the Vice-Presidents.
3. Only the Vice-Presidents may give feedback to unsuccessful Nominees. Feedback will be provided directly to Nominees, to avoid second-hand messages and inconsistency in the transmission of often sensitive and sometimes confidential issues.



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