

APPOINTMENTS TO READER AND PERSONAL CHAIR

The Royal College of Music has established criteria and processes for the appointment of individuals to Readerships and Personal Chairs.

Appointment to Reader

Criteria

1. The principal criterion for appointment is distinguished achievement in any aspect of scholarly research in music. Applicants will be judged against the following criteria; the onus for establishing a suitable level of achievement under these criteria rests with the applicant.
2. Essential:
 - A substantial record of performance and/or publication, including compositions, recordings or editions, journal articles, peer-reviewed books and other recognised research outputs that can be judged to be at least 'internationally excellent in terms of originality, significance and rigour' as defined by the Research Excellence Framework
 - A record of public engagement and knowledge exchange, leading to evidenced impacts beyond and/or within academia
 - Outstanding qualities of citizenship which have furthered (or have the potential to further) the strategic aims of the Royal College of Music and the wider music profession, academic and educational community
3. Desirable:
 - Evidence of the ability to attract external research grants
 - Project Lead or Co-Lead roles within major research projects and/or research teams
 - Mentoring of other researchers and contributing to the inclusivity of RCM's research culture
 - Evidence of outstanding research-informed teaching at undergraduate and/or postgraduate levels, including doctoral supervision
 - Notable innovations in pedagogy and curriculum enhancement
 - Invited presentations at national and international conferences or events
 - Peer-reviewing, journal, book and score editing, jurying etc.
 - Membership of committees of relevant professional organisations
 - Specialist contribution to policy-making and other advisory bodies

Award of a Readership

4. The award of Readership confers the title of Reader on the holder and normally lasts for the duration of their employment at the Royal College of Music. Readers will be expected to make a continuing and substantial contribution to furthering the strategic aims of the Royal College of Music and in particular, its Research and Knowledge Exchange strategy: through active participation in relevant committees; peer support of colleagues; and general contributions to the RCM's research environment. The title of Reader is honorary and does not carry any remuneration.

Reader Emeritus

5. At the discretion of the Director, the title of Reader Emeritus may be conferred on the holder of the title of Reader on retirement and is normally retained for life.

Appointment to a Personal Chair

Criteria

6. The principal criterion for appointment to a personal chair is distinguished achievement and outstanding contribution in one or more areas of artistic practice, research and knowledge exchange, or educational leadership.
7. Further essential criteria when considering the appointment to a Personal Chair are:
 - international peer recognition in the candidate's field
 - outstanding qualities of leadership and citizenship, which have furthered (or have the potential to further) the strategic aims of the Royal College of Music and the wider musical and educational community
8. Applicants for a Personal Chair will need to demonstrate outstanding, internationally-recognised achievement in one of the three principal areas, and in as many of the other areas as are relevant. Although the onus for establishing a suitable level of achievement under the chosen criteria rests with the applicant, indicative evidence appropriate to each heading includes:
 - Artistic Practice
 - An extensive record of outstanding international-level performance or composition
 - A substantial output of recordings and/or broadcasts in relevant media
 - A strong record of both peer and public engagement
 - Evidence of international artistic standing
 - Significant contribution to the development of other College staff, and to furthering the inclusivity of RCM's artistic culture
 - Indicators of esteem, e.g.: membership of international competition juries; prizes and awards; high-profile commissions; service on committees and boards of arts organisations, etc.
 - Research and Knowledge Exchange
 - A sustained track record of publication, including peer-reviewed books, journals and/or editions, including work that can be judged 'world-leading in terms of originality, significance and rigour' as defined by the Research Excellence Framework.
 - Successful leadership of major research projects and/or research teams
 - A track record of external grant capture

- A strong record of public engagement and knowledge exchange, leading to substantial impacts beyond academia
- Significant contribution to the development of other researchers and research-enabling staff, and to furthering the inclusivity of RCM's research culture
- Indicators of esteem, e.g.: invited presentations at international conferences; service on major committees, boards and senior appointments panels; leadership roles within relevant professional organisations; peer-reviewing, journal and book editing, etc.
- Educational Leadership
 - An outstanding record and reputation in the field of learning and teaching, including curriculum innovation
 - Evidence of outstanding teaching and innovations in learning and teaching relevant to the candidate's specialism
 - Evidence of leadership role in teaching and learning
 - Substantial contribution to doctoral supervision, including successful completions
 - Significant contributions to national and international advances in educational theory and practice, through publications, conference presentations and/or involvement in sector organisations
 - Significant contribution to the development of other teaching and professional service staff, and to furthering the inclusivity of RCM's teaching culture
 - Indicators of esteem, e.g.: advisory roles; service on committees and panels; awards and prizes, etc.

Award of a Personal Chair

9. The award of a Personal Chair confers the title of Professor of xx on the holder (full title to be agreed between awardee and the Director) and normally lasts for the duration of their employment at the Royal College of Music. Holders of Personal Chairs will be expected to make a continuing and substantial contribution to furthering the strategic aims of the Royal College of Music through leadership, support of peers, and external impact. The title of Personal Chair is honorary and does not carry any remuneration.

Emeritus Professor

10. At the discretion of the Director, the title of Emeritus Professor may be conferred on the holder of a Personal Chair on retirement and is normally retained for life.

Process

Initial advice

11. Seeking advice when considering whether to make an application is encouraged and can be sought from the Director, Director of Programmes, Head of Research, and/or line manager.

Application format and process

12. Applications must be submitted to the Governance Services Administrator & Clerk to Council.
13. Applications will be accepted twice per year – by 1 October and by 1 February. Applications received after each deadline will be considered after the next deadline.
14. All applications must be supported by the applicant's line manager.

15. Applications should include:
 - a maximum two-page letter of application, summarising performance in relation to the criteria
 - a concise CV, including a personal circumstances form (with option to share this with the whole panel or only with the chair)
 - names of two/three independent assessors nominated by the applicant
 - request for reasonable adjustments where appropriate

16. An interview panel will be established by a member of Directorate in discussion with the Head of Research and/or another senior member of staff with expertise appropriate to the candidate's areas of achievement.

Interview

17. An interview panel will be convened as follows:
 - two internal members (including at least one Directorate member), plus one external member, supported by the Governance Services Administrator & Clerk to Council
 - the panel will include individuals of a commensurate academic standing in areas relevant to the specialisms covered by the application and will reflect a gender, age, and ethnicity balance, as far as possible
18. Reports will be requested from one of the applicant's named independent assessors and from one further referee chosen by the internal members of the appointment panel. For Personal Chair, at least one referee should be able to provide an international perspective.
19. Interviews will focus on the key areas highlighted in the candidate's application materials, evaluating the evidence provided against the relevant criteria.
20. The interview discussion will be documented, noting the reasons for decisions in relation to the relevant criteria.
21. For unsuccessful candidates, feedback will be given by one of the interview panel members, with advice on options for resubmission.

Fast-track process for the appointment of Reader or Personal Chair

22. Academic staff employed at the College may have been awarded the title of Reader or Professor at a previous institution. The following enables such staff to apply for the title to be reconfirmed at the College without the requirement to follow the full application process required for those who have not previously held these titles.
23. To be eligible to be considered by fast track the candidate must have been appointed as a Reader or Professor by their previous employer.
24. Application is by submission of a full CV and a maximum two-page written submission that addresses how the candidate believes they meet the relevant criteria. These documents should be submitted to the Governance Services Administrator & Clerk to Council.
25. Candidates for appointment to Reader should propose one referee who could be internal or external. Candidates for appointment to a Personal Chair should propose two external referees.
26. An Appointment Panel will be established by a member of Directorate in discussion with the Head of Research and/or another senior member of staff with expertise appropriate to the candidate's areas of achievement. This will include the Director or Director of Programmes, an internal member, and an external member, who will consider the application (together with references) by correspondence only, unless any panel member requests that an interview to address specific points in the application is required.