



Strategy 2020

University Leadership Team

University News



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Colleagues,

I hope you have all had a good Summer, enjoyed the great weather and are feeling refreshed and energised for the new academic year. There have been a number of developments since my last newsletter that I would like to update you on.

### University Leadership Team Update

I have been reviewing the University Leadership Team (ULT) roles to better reflect and support delivery of our strategic objectives as outlined in Strategy 2020: Building Success. This is work in progress. However I am delighted to let you know that the University Court has approved the appointment of Alistair Sambell (Vice Principal (Academic)) as Vice-Principal and Deputy Vice-Chancellor from 1 September.



Alistair will provide leadership and vision in achieving the University's strategic goals, particularly in relation to academic policy and strategy. He will also deputise for me as appropriate in a range of duties.

I am sorry to advise that John Duffield, Vice-Principal Internationalisation, left the University in early August after a period of absence. He leaves us with our best wishes for the future. I am very pleased to let you know that George Stonehouse will lead the strategic internationalisation portfolio in the interim, and will bring great expertise and energy to developing our internationalisation strategy. We are recruiting a Director of International Operations, and I look forward to advising you on this appointment soon.

In the last employee engagement survey you told us that you wanted to see more of the ULT, and we have been working to be more visible and engage with staff on a regular basis and in different ways. Over the coming year each ULT member will be 'work-shadowing' in different areas of the

University, so that we can get a better understanding of the work of staff. For example, in October I will be spending the morning working with the mail room in Property and Facilities – so be patient if mail is a little late on that day, I will be doing my best.

More information on who will be where will be available in the coming weeks.

## Developing the Academic Structure

During my first year here and throughout the strategy review I have listened to and valued your feedback about building our success in a competitive environment. I said at my first set of Campus Conversations last November that I did not intend to undertake significant restructuring. Over the last 6 months with your feedback and with our new Strategy agreed, I believe that we now need to develop our academic structure further to achieve the ambitious goals we have set ourselves.



I am aware that rumours are circulating and so I want to share some early thinking with you. I and my colleagues in ULT are developing a proposal to move from a faculty based academic structure to a schools based structure. I believe that this would enable us to release resources to build academic leadership and capacity through the schools, lead to a flatter management structure and speed up our decision making processes.

Alistair Sambell will lead this review and he will be in touch next week to let you know more about our early thinking, and the mechanisms by which we will engage staff in the discussion.

## Campus Conversations

During the next round of Campus Conversations I plan to focus on how we as a community are moving our strategy forward and hear your thoughts and ideas for future development. The dates are:

- **Craiglockhart Campus** - Wednesday 22 October, 1.30 - 3.30pm, Lindsay Stewart Lecture Theatre
- **Merchiston Campus** - Thursday 23 October, 1 - 3pm, A17
- **Sighthill Campus** - Friday 24 October, 11am - 1pm, 1.D.02

Please use the voting buttons to reserve your place and please make sure to bring your phones and iPads as we will be using a textwall to capture all of your feedback.

## 50th Anniversary Celebration – Monday 8 September

Monday 8 September is Edinburgh Napier University's official 50th Anniversary. We will be holding events on each campus throughout the day, to mark our 'birthday' and welcome new and returning students.

Whilst I know that for our faculty staff Monday 8 September is an extremely busy day, I hope that many of you will join us for



a short time. Please drop by for a cup of tea or coffee, a piece of birthday cake and to sign our birthday card. The events will be at the following times:

- **Craiglockhart:** 10 – 11am, The Chapel
- **Sighthill:** 12 – 1pm, LRC Level 1
- **Merchiston:** 2 -3pm, The Glassroom

## Get in touch

I am always interested in hearing your feedback and views on University matters (no matter how small or large!). There are a number of ways you can contact me including emailing [principal@napier.ac.uk](mailto:principal@napier.ac.uk) or via my office team on ext. 6401.

Between now and Christmas I will be available on the following dates to meet with you. I'm happy to speak to you individually or feel free to bring a colleague with you. Please email [principal@napier.ac.uk](mailto:principal@napier.ac.uk) to book a time slot. I look forward to seeing you then.

### **Craiglockhart Campus**

Monday 22 September - 11.30am - 12.30pm  
Tuesday 18 November - 2.30 - 3.30pm

### **Merchiston Campus**

Thursday 16 October – 1 - 2pm  
Monday 8 December - 11.30am -12.30pm

### **Sighthill Campus**

Thursday 2 October - 10.30 - 11.30am  
Tuesday 2 December - 1.30 - 2.30pm

Kind regards



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### **Social media**

