EXECUTIVE BOARD REPORT TO COUNCIL

27 APRIL 2015

PROPOSAL TO ESTABLISH UNIVERSITY DEANSHIPS

Background

Current demands on senior management and changes to portfolios for Executive Board members leave some gaps in resource and areas of potential risk. Audit Committee has on a number of occasions raised the matter of available capacity for implementation of strategy.

At Faculty level, specific projects and areas of responsibility have been allocated to Associate Deans as a means of increasing capacity and providing opportunities for development. This proposal is to introduce some Deanships which operate across the Faculties. One such Deanship already exists, namely Dean of Culture.

This post is based in the H&SS Faculty, where the post holder reports to the Faculty PVC for their faculty responsibilities, but has a strong link with the PVC Engagement & Internationalisation in relation to the University’s Engagement strategy. In the role of Dean of Culture, the post holder represents us on a number of external bodies, thereby playing a key role in the implementation of the University Engagement Strategy.

Proposal

- To identify specific projects and responsibilities arising from university strategies, and appoint Deans with a University wide brief to assist in their implementation. Examples of role profiles are attached for Deans of Sport and Diversity.
- The role of University Dean will normally be part time according to need. In the Dean role they will report to the Executive Board member with lead responsibility for the topic. Line management for their academic role will remain in their academic unit. Internal appointments are envisaged.
- The term of office may be determined by the topic but is envisaged as 3 years, renewable if need be.
- University level responsibilities will be allowed for and supported within faculty workload allocation models. PDR will be carried out by the line manager together with the lead EB member.
- Appointees’ time will be bought out so as not to disadvantage their academic unit.
- Reward and recognition will be in line with current Deans/Heads of Academic Unit, £8k per annum pro-rata.
Person Specification

These posts will require the following skills and qualities:

- High level interpersonal and communication skills.
- The ability to act as an ambassador for the University.
- Enthusiasm, commitment and understanding of the topic.
- The ability to engage academic colleagues and other relevant stakeholders in their agenda.

Senate approved this proposal from at its meeting on 17 March 2015.

Veryan Johnston
Executive Director of HR
On behalf of Executive Board
6 March 2015
NEWCASTLE UNIVERSITY

University Dean of Diversity

Role Summary

As a world-class civic university, Newcastle has embraced the concept of diversity as one of its core values. The Equality Strategy is our public declaration of our commitment to develop a fully inclusive University community. The Dean of Diversity will work with the Diversity Committee on providing strategic leadership for the equality strategy, diversity and best practice relating to staff and students across the University. In this capacity, the Dean will work closely with the Executive Director of Human Resources, and report through that office to the Vice-Chancellor.

The appointment will be part time with a 3 year term of office.

Key duties include:

1. Chairing Diversity Committee and contributing to the development of relevant policy.
2. Providing leadership in the implementation of our Equality Strategy and Action Plan.
3. Providing leadership for the University’s work on Athena SWAN and other award and accreditation schemes across units and the organisation as a whole.
4. Liaising with regional, national and international stakeholders on matters of strategy relating to equality and diversity.
5. Providing leadership and focus to the academic community in terms of engaging with diversity issues as they relate to students.
6. Supporting the University’s equality and diversity commitment to develop a fully inclusive community which recruits and retains staff and students from all sectors of society, and encourages everyone to flourish and reach their potential
7. Challenging and inspiring colleagues to develop behaviours to make the equality and diversity commitment a reality.

Key Relationships

Key internal relationships are the Executive Director of Human Resources, other members of Executive Board, Director of Student Services, Heads of Unit, the University Human Resources Adviser responsible for Equality and Diversity, and Students’ Union representatives.
NEWCASTLE UNIVERSITY

University Dean of Sport

Role Summary

Newcastle University recognises sport as an important element of the student experience. The Strategy for Sport focusses on three areas – performance, intramural and participation - with a philosophy of sport for all. Sport at the university is organised on a partnership basis by the Athletic Union of the Newcastle University Students’ Union (NUSU), the Centre for Physical Recreation and Sport and Estates Support Services (ESS). The University Dean of Sport will work with staff in CPRS, NUSU, ESS and the Athletic Union to lead and coordinate a range of sporting activities and opportunities through a partnership model. The University Dean of Sport will report to the Pro-Vice-Chancellor, Learning and Teaching.

Key duties include:

1. Overseeing the development of the University’s Sports Strategy.

2. Chairing the Sport Strategy Group and contributing to the development of relevant policy.

3. Providing leadership for the implementation of the University’s Sports Strategy as informed by the Sports Facilities Review.

4. Fostering a productive and collaborative relationship between the Centre for Physical Recreation and Sport, Newcastle University Students’ Union and Estates Support Services.

5. As an academic champion, supporting the enhancement of sport and its role in the student experience.

6. Representing the University’s interests with sponsors.

7. Providing leadership and focus in ensuring the health and safety of students involved in sport.

Key Relationships

Pro-Vice-Chancellor, Learning and Teaching, Head of Physical Recreation and Sport, Director of Student Services, Students' Union Athletic Union Officer