

July 2016

PROGRESS / UPDATES

- **Reflections on the past year**

It is a good time of year to take stock of how things are going and to plan for the next period and the challenges ahead. Over recent weeks I have been heavily engaged in Performance and Development Reviews (including my own) and preparing for an away day with my senior team on 8th July, and this has given me an opportunity to reflect on where we are currently.

Despite a challenging external environment the Faculty has made significant progress across all three core goals, where we have continued to meet student recruitment targets, improve graduate employability, deliver a solid performance on research grant and contract income, and launch a number of new Social Responsibility initiatives. We have also made progress in other areas and two particular highlights include the renaming of the Alliance Manchester Business School following the transformational donation from Lord Alliance of Manchester, and the launch of the Global Development Institute, uniting the strengths of the Institute for Development Policy and Management and the Brooks World Poverty Institute to become the largest dedicated development research and teaching institute in Europe. These are just two examples of success over the last year but they illustrate progress we are making.

A particular highlight for me has been delivering a session in each cohort of the Humanities First Line Managers Programme, led this year by Jayne Hindle (HoSA, SALC) and Jared Ruff (Head of Research Support Services). Participants have commented how much they enjoyed meeting and learning with colleagues across the Faculty, and plans are afoot to adapt the programme for colleagues working at other levels in the Faculty.

This success is built on the hard work of all staff across Schools, Faculty and University, with a significant contribution from the Professional Support Services (PSS) who provide invaluable support for the delivery of our core goals. As noted in this month's CoreMunicate, Will Spinks recently gave a presentation to senior managers at the annual PSS conference about our performance over the past year and our priorities for the academic year ahead, which he will repeat at an HEI seminar on Friday, 8 July at 12.30pm in the Cordingley Lecture Theatre in Humanities Bridgeford Street. For a more comprehensive overview of our collective performance, I would encourage you to attend or at least view the presentation online after that date.

- **Staff Survey Update**

At the start of 2016, details of the final version of the Faculty-level staff survey action plan were shared with staff. This final version was developed following consultation with colleagues on a draft version. The following comes by way of an update on progress against this action plan.

The update addresses actions over the past six months on the four key themes identified on the 2015 survey relating to (i) change management, (ii) workload/work-life balance, (iii) communication and (iv) teaching staff and teaching facilities.

While we, as a Faculty, are content with the rate of progress, the Humanities Senior Management Team (the Dean, Associate Deans, Heads of School, Head of Faculty Finance and Head of Faculty HR) will continue to monitor progress against the actions. A further update will be provided in December 2016.

Updates on progress against local action plans have also been received from Schools and Faculty-level staff and will be circulated to colleagues shortly.

Further information is available from Deputy HR Director, Andrew Mullen, andrew.mullen@manchester.ac.uk.

The update can be found at <http://man.ac.uk/KrNg8P>

- **University Student Marketing, Recruitment and Admissions (SMRA) Review**

As noted in the 20th June edition of eNews, work is ongoing across the Faculty to develop a common structural model for Faculty Student Marketing, Recruitment and Admissions teams, working at this stage with colleagues in the Faculty of Engineering and Physical Sciences (EPS).

Throughout July, recruitment, admissions and marketing staff drawn from all Schools in the Faculty of Humanities will be working in Task Groups with their counterparts in EPS, consulting with academic colleagues and staff from central recruitment, admissions and marketing staff as appropriate. There are two Task Groups: one to consider a UG and PGT delivery model, and one to consider a PGR delivery model. Both will report by the end of July.

Following these reports, a full consultation will take place, with all staff across both faculties invited to comment. This is likely to conclude by October. Following this, the proposal will be reviewed and amended accordingly, before being formally submitted to the University SMRA Review Implementation Group (chaired by Clive Agnew). Once approved, work will begin to identify a timescale and full implementation process.

Updates will be shared as the work progresses. The next milestone will be the Task Groups' reports at the end of July.

For further information, please contact Felicity Wicks, felicity.wicks@manchester.ac.uk

POLICY AND PLANNING

- **Staff Learning and Development Strategy**

The University has recently approved its first Staff Learning and Development Strategy, with the aim of ensuring that we create a culture in which professional development and personal growth are central to the work of all employees across the institution. The Faculty PSS Leadership Team has done some initial work to set out the high-level staff learning and development needs for the Faculty. The next step will be for us to prioritise needs across the Faculty (particularly where there is common ground) and plan the financial and human resource that will be needed to fulfil those needs for the next academic year. Further information will follow in due course.

PEOPLE

School of Law

William Bevin Nicholls will be taking on the role of School Resources Officer from 30th June, to cover Heather Richards' maternity leave.

Faculty Communications and Marketing Team

Alex Waddington has been appointed as the new Head of Communications and Engagement for policy@manchester. He will take up this post from 1 August 2016 for a period of three years.

Faculty Research Support Services

Elaine Edwards (Research Support Manager in the School of Environment, Education and Development) has been appointed to the new role of Research Support Manager (Strategic Projects) in the Humanities Research Support Team. A process to replace Elaine is now underway.

School of Social Sciences

Agate Stranka has been appointed to the role of Undergraduate and Erasmus Assistant in the Undergraduate Office, and Chantel Riley has been appointed to the role of Undergraduate Administrator in Sociology and Social Statistics.

Finally, can I take this opportunity to thank you for your contribution over the past year.

Best wishes

Russell Ashworth

Director of Faculty Operations