

PG Programme Directors – Period of Appointment.

This brief paper reminds the committee that programme directors are appointed for a fixed term. However, this appointment system has not been operationalized and we have, in effect, had an open ended arrangement.

Programme Directorship (PD) is a significant leadership responsibility which holds a range of challenges depending on the programme and requires all year round attention. Further, the PDs inevitably put their own stamp on the programme.

The current *practice* is for programme directors to be appointed when someone leaves or resigns from the post for whatever reason. There are several advantages to a fixed term appointment period:

1. It allows PDs to plan their commitments in other directions, such as additional research time or new teaching, knowing they can demit after e.g., 5 years
2. It allows for regular leadership opportunities across the staff cohort, where otherwise, team members may feel they are side lined by the automatic retention of the status quo
3. Changes of PD at reasonable intervals allow for variety in approaches to programmes
4. Where a PD does want to continue and the programme team do not wish to disrupt that, they can still do so.

It is therefore proposed that we return to the system that is 'in place but dormant' and that we retrieve data that creates a table summarising dates of appointments. Programme directorships can then be advertised each spring in a 'batch'. Current PD's could re-apply if interested in multiple terms. Other people could apply when positions are advertised across the school.

Note that there is no suggested change to the possibility to resign from programme director responsibilities at any time – although sufficient advanced notice would be needed and discussed with the relevant HoI and the DPGS. In such circumstances positions will be advertised in the usual way – across the school – to ensure transparency in the appointments process.

Paperwork and interviews for such positions will remain minimal in an attempt to streamline the process.

If this is deemed to be an acceptable proposal the above mentioned table can be created and the system implemented.

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