




Global Academic Management Structures and Roles (GAMSR) standardises secondary academic appointments, titles, reporting structures, and committee functions across Heriot-Watt University’s global network. This framework includes all essential School activities related to learning and teaching, research, partnerships, people, and Equality, Diversity, and Inclusion (EDI).

<p><b>KEY COMPONENTS OF GAMSR</b></p> 	<ol style="list-style-type: none"> <li><b>School Leadership Roles and Structures</b> GAMSR provides a standardised framework that defines role responsibilities, reporting hierarchies, and committee remits across Schools.</li> <li><b>Consistent Appointments and Development</b> GAMSR standardises titles, FTE allocations, honoraria, and committee roles, with training available for all secondary appointments.</li> </ol>
<p><b>ROLE DESCRIPTIONS AND EXPECTATIONS</b></p> 	<p>GAMSR provides clear role descriptions for 22 key academic positions reporting to the Executive Dean across the University’s global network.</p> <ul style="list-style-type: none"> <li><b>Core Roles:</b> All Schools appoint Associate and Assistant Executive Deans, with exceptions for the Global College as it develops.</li> <li><b>Flexible Arrangements:</b> <ul style="list-style-type: none"> <li>Roles may be adapted based on School size and needs (e.g., merging Assistant Executive Dean (EDI) with Deputy Executive Dean).</li> <li>Individuals may hold multiple roles, such as Programme Director and Course Leader.</li> <li>The setup of roles like (Global) Heads, Programme Directors, and Course Leaders depends on each School's size and structure.</li> </ul> </li> </ul> <p>Executive Deans tailor arrangements within GAMSR guidelines.</p>
<p><b>STRUCTURAL FRAMEWORK AND TERMINOLOGY</b></p> 	<p>As endorsed by the University Executive, Schools follow a consistent structural framework while customising their internal arrangements:</p> <ul style="list-style-type: none"> <li><b>Department:</b> Integrates teaching and research activities.</li> <li><b>Discipline:</b> Focused on teaching.</li> <li><b>Research Institute:</b> Focused on research activities.</li> </ul> <p>Each Executive Dean organises their School’s programmes and research units within this framework.</p>

## Resources

- Detailed guidance, role descriptions, and links to HR resources are available on SharePoint at [School Leadership Roles and Structures](#)

