

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).

KEY COMPONENTS OF GAMSR 	School Leadership Roles and Structures GAMSR provides a standardised framework that defines role responsibilities, reporting hierarchies, and committee remits across Schools. Consistent Appointments and Development GAMSR standardises titles, FTE allocations, honoraria, and committee roles, with training available for all secondary appointments.
ROLE DESCRIPTIONS AND EXPECTATIONS 	GAMSR provides clear role descriptions for 22 key academic positions reporting to the Executive Dean across the University's global network. Core Roles: All Schools appoint Associate and Assistant Executive Deans, with exceptions for the Global College as it develops. Flexible Arrangements: - Roles may be adapted based on School size and needs (e.g., merging Assistant Executive Dean (EDI) with Deputy Executive Dean). - Individuals may hold multiple roles, such as Programme Director and Course Leader. - The setup of roles like (Global) Heads, Programme Directors, and Course Leaders depends on each School's size and structure. Executive Deans tailor arrangements within GAMSR guidelines.
STRUCTURAL FRAMEWORK AND TERMINOLOGY 	As endorsed by the University Executive, Schools follow a consistent structural framework while customising their internal arrangements: Department: Integrates teaching and research activities. Discipline: Focused on teaching. Research Institute: Focused on research activities. Each Executive Dean organises their School's programmes and research units within this framework.

Resources

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

