

School of Architecture, Building and Civil Engineering

Our multi-disciplinary environment maintains our creative power to resolve the challenges that lie at the interfaces of traditional academic silos. Our research delivers tangible solutions to mitigate the global effects of climate change, create a zero-carbon future and realise the UK's Industrial Strategy and the UN's Sustainable Development Goals. Our students pursue exciting courses which prepare them to become tomorrow's leaders in the Built Environment. We operate in a time when students and staff face unprecedented well-being concerns and rapidly evolving professional and scientific landscapes. Our strategy anticipates the future needs of a post-pandemic world and the opportunity to build an agile, flexible and resilient School of the Built Environment, shaped to deliver ever-greater realisations in the UK and abroad.

Through our staff and students, we can have a significant impact in progressing all of these areas. To achieve this, we have set out:

1. A **vision** framing our fundamental aspiration in this global context
2. Our **Values** to shape a resilient, effective and equitable community
3. Our **Strategic priorities** guiding our endeavours and actions towards our vision

Our Vision

Our vision is for a world-leading integrated School of the Built Environment that works with students and partners to address the great global challenges facing the built environment and is recognised internationally as a collaborative and supportive workplace where exciting progress takes place.

Our Values

- Authentic:** we will work with professionalism, honesty and transparency to constantly improve ourselves
- Creative:** we will be fully committed to our joint aspirations and work imaginatively and innovatively in reaching these
- Collaborative:** we will work together across all job families and with our partners, to share challenges and goals and co-create solutions
- Responsible:** we will be accountable to each other and the University leadership and care for ourselves and each other and the environment around us
- Adventurous:** we will be progressive, ambitious and strive to achieve our best

Our Strategic Priorities

In Education and Student Experience, we will:

- Maintain and evolve exciting, stimulating curricula and facilities enabling all our students to thrive
- Ensure our students leave with special moments in their learning
- Be innovative and fair in the way we assess student performance
- Manage expectations by maintaining regular, in-person dialogue with our students, especially our student reps
- Organise regular cohort, programme and School engagement events
- Encourage diversity in applications at all levels
- Support our students to become School ambassadors
- Ensure our graduates are 'employment ready' with a thorough understanding of design, sustainability, H&S, professionalism and ethics
- Grow capacity and increase our tuition fee income across UG and PGT courses

In our Research and Innovation, we will:

- Support time for research bidding activities and exchange of ideas
- Facilitate 5% RTE staff on sabbatical at any time
- Increase collaboration between groups, Schools, governmental, industry and international partners
- Have a voice in key forums in our disciplines
- Support and encourage Centres of Excellence
- Encourage externally funded chairs and fellowships
- Ensure our grant portfolio includes an appropriate range of funding sources including large grants
- Maintain a vibrant doctoral researcher community
- Increase our research and innovation income and profitability

In our Community, we will:

- Grow our staff numbers and our capacity
- Support individual success across all job families, providing more space and time for collaboration, collegiality, communication, and the student experience
- Communicate with and excite others about our research through a range of events and activities
- Increase engagement with our visiting professoriate
- Increase diversity in leadership positions
- Ensure a regular focus on staff and student wellbeing
- Promote and enhance diversity and opportunities for colleagues and students from under-represented groups
- Support a range of social events