



Dear Colleague,

This is a great time of year to reflect on what we have achieved and to look forward to the future. 2018 has marked the end of one phase of our strategic plan and the start of the next one, as well as being an important year for the sector and for the UK.

2018

This has been a busy year across BU. One highlight in 2018 was [our biggest graduation week](#) ever, with 9 ceremonies, our wonderful honorary graduates and fellows. We are preparing to say goodbye to [Lord Phillips](#) after 10 years as our Chancellor. Lord Phillips has been a great supporter of BU and we will miss his enthusiasm, including at graduation, when he has always been one of the first of the platform party to join the graduates in the Purbeck Hall, and one of the last to leave.



I hope many of you will be able to join us at [Talbot campus on Monday 17th December at 3pm](#) for some festive celebrations when we will also be saying thank you to all staff for your hard work on BU2018. Read our published [review of 2012-2018 here](#) and a summary of our progress against our BU2018 KPIs and targets [here](#).

BU2025

With my UET colleagues, I have been meeting staff from across BU at our regular open

research and professional practice. Colleagues across our faculties and professional services are developing the actions outlined in the BU2025 implementation plan and will provide further updates on progress in due course.

- We have made progress in [setting up the support arrangements and other structures](#) that will support our ambitions around research. Engagement with practice and industry is a key part of both of these initiatives, and we are also making progress on our plans for external engagement, which will be reviewed by the University Leadership Team in the New Year.
- To help us deliver these changes, we have looked at our deliberative structures, simplifying the structure of the Senate committees and setting up new and revised committees at Faculty level which will help to ensure that our activity is aligned to BU2025. We have also changed the University Leadership Team (ULT) – delegating more decision making power and involving a wider group and inviting guests in meetings much more regularly. You can read more about [these changes here](#). These changes are about alignment and focus, but they also support more engagement in decision making with staff from across BU.

We have updated the BU2025 implementation plan to reflect the progress already made and you can see the [latest version on the intranet here](#).

Our values

One of the most important changes we made for BU2025 was to introduce inclusivity as [one of our values](#). This was in response to your feedback that this was already a strength at BU and one that you wanted to see highlighted. A highlight for me this year has been to see our [Media Production department receive a Bronze Athena Swan award](#) and the submission for our next Bronze institutional award. Congratulations to everyone involved in both of these, I look forward to other awards in the future and to taking more action across BU to ensure that we have an inclusive environment in which all can thrive.

We are starting to bring our values to life more widely in our activity across BU – it was fantastic to hold the [eighth VC staff awards](#) recently and congratulate winners in categories that reflected our values and our purpose at BU. This year, we saw many more teams nominated and so we had our biggest set of winners yet.

Looking forward to 2019

In 2019 we expect to complete building works on the two new gateway buildings, which are changing the landscape at Talbot and Lansdowne. The fantastic learning and research space provided by these facilities will make a huge contribution to our learning environment at BU. You can read more about our plans [here](#).

In January we will welcome [Kate Adie as our new Chancellor](#).

I wish you all a Happy Christmas, a restful break (when we get there) and a Happy New Year.

Best wishes,

John Vinney

Vice-Chancellor