

Dear Colleagues,

Our Performance Development Review process affords us all an annual opportunity to pause and reflect on our achievements over the preceding year. It is an opportunity to consider how our singular accomplishments contribute to our collective successes and our own personal goals and ambitions for the future.

Our PDR cycle will commence tomorrow, 23 May 2017, offering an extended period in which to complete your PDR review prior to the 31 October deadline. We hope this new timescale will allow colleagues to manage their PDR completion, alongside all their other professional commitments, more easily.

Throughout this last year, we have remained committed to our on-going mission to inspire people to create a world-class learning and research environment. We have continued to encourage colleagues to empower staff and students alike to discover and share knowledge that can change the world, and our achievements in this regard are many.

Our rankings saw us placed 23rd in the UK and 2nd in Scotland in the Guardian University Guide, and 63rd in the world in the QS World University Rankings, with the added honour of becoming the first UK university to be rated as 5 Stars Plus overall. We remain in the top 100 world Universities.

We established an innovative and exciting partnership with the Queen Elizabeth University Hospital (QEUH), and took delivery of Scotland's first ultra-powerful 17.5 tonne 7 Tesla MRI scanner at the new Imaging Centre of Excellence (ICE) on the site of QEUH. We officially opened the new cultural centre and resource at Kelvin Hall in November and more recently secured the lead for the new UK Collaborative Centre for Housing Evidence (CaCHE). Our Campus Masterplan development also continued apace, with the School of Mathematics and Statistics being the first to make a move, to allow work to begin on the Learning & Teaching Hub.

These achievements are just a few among many, none of which could have been delivered without the dedication, skill and commitment of colleagues within the University. Our PDR process is a fundamental element of our aim to support all colleagues to be the best they can be, and to fuel our continued development and growth.

The 2016 PDR cycle saw the use of online PDR for the first time, delivered through our CoreHR system. Following this inaugural online delivery, we have listened to the feedback offered by colleagues on further refining and improving our PDR process and its online delivery. We are therefore pleased to confirm that a number of system improvements have been introduced:

- One single sign off at reviewee/reviewer level
- Introduction of new 'heartbeat' technology to alert a user when internet connection has been lost - this will flash at the top of the screen until the connection returns
- Oversight and visibility of all staff reviews within their business unit for each VP/Head of College and Head of School/DRI/Service
- Reduction in the number of text fields for reviewers to complete
- Facility to assign percentage completion to objectives.

I hope you will find the 2017 PDR experience a constructive and positive one, particularly in light of the system improvements that have been implemented.

Finally, let me conclude by offering you my personal thanks for the passion, professionalism and commitment you have demonstrated to the University and to the pursuit of achieving our strategic aims.

Professor Anton Muscatelli
Principal and Vice-Chancellor