1. Vision
The School of Geographical and Earth Sciences aims to be recognised as a world-leading centre for research in our core disciplines and interdisciplinary research, and we aspire to provide the highest quality research-led teaching, delivering graduates prepared for successful careers. The School has delivered overall growth in recent years. Since 2005-6, core academic staff ftes have risen by 13%, RAs/RFs by 45%, PGT by 145%, PGR have increased by 250% and research grant award value by 500% (from £0.5m to £3m). We seek to consolidate this growth, improving the balance in our portfolio of activities and focusing on areas where we remain below Russell group mean performance.

The School’s research strategy is to:
- maintain excellent activity in core and multidisciplinary research to ensure maximum return in REF2020 and to provide the disciplinary basis to continue to lead interdisciplinary initiatives;
- further enhance research performance in terms of outputs, attracting new research staff, new grant income from a widening range of sources including Horizon 2020, and to maximise impact;
- deliver this enhancement through more focussed management of staff resources and,
- exploit opportunities afforded by: our facilities; inter-disciplinary research initiatives; collaboration with SUERC; research pooling; DTPs, public and commercial stakeholders and our network of UK and international research collaborators.

The School’s teaching strategy is to:
- maintain the quality of research-led undergraduate programmes and outstanding positions in external rankings;
- evolve curricula to reflect best-practice in research-led teaching and learning, employer needs and developments in our disciplines,
- enhance efforts to recruit the best students, to challenge these students through teaching in a research-intensive environment, and to equip graduates for careers in an internationalised economy and
- support widening participation through the Geography summer school.

Specifically with regard to PGT provision, we will:
- continue to provide state-of-the-art provision in our eight PGT programmes;
- provide International Excellence Scholarships to attract high calibre international students
- further secure our PGT provision through international partnership development and continued dialogue with employers and the provision of associated CPD training for UK and international bodies
- provide a Geology Summer School to showcase Scottish geology to attract international PGT, PGR and further expand our research links.

We will achieve our objectives through our staff, and will:
- provide a supportive environment and active mentoring to ensure that all staff are able to achieve their career ambitions and to ensure that all staff feel that their contribution to the School is appropriately recognised.
- strive to ensure that School targets are achieved, through active workload management and rigorous use of P&DR procedures;
- make the School a destination of choice for PGR students, academics and research visitors; and,
- implement our Athena SWAN action plan to support women in academia and improve the working environment for all
• support a working environment that facilitates a healthy and sustainable life-work balance for staff across the School at all stages of career

We will ensure the **financial security** of the School through:

• rapid and sustainable expansion of PGT student numbers to reach 75 fte by 2014-15, particularly international students;
• ensuring an environment to produce strong growth in research income and contribution, aiming to be in the upper quartile of the RG for both income and PGR/fte by 2014-15 and,
• delivering 50% year-on-year increase in income from commercial sources.

The School’s continued success depends on efficiency and effectiveness at all levels. Lack of space is a limiting factor and we emphasise the continued constraint imposed by being located on two separate sites, and retain the strategic aim of **co-location** in a fit-for-purpose building.