



## Interim Principal and Vice-Chancellor

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Douglas Ross MSP  
Convener, Education, Children and Young People Committee  
Scottish Parliament  
Edinburgh  
EH99 1SP

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Dear Mr Ross,

Ahead of the Education, Children and Young People Committee's scheduled meeting on 28 January 2026, the University of Dundee would like to take the opportunity to address several points made by our Campus Trade Unions in their submission to committee members.

- We acknowledge that this has been - and continues to be - an extremely difficult time for colleagues across the institution. Their ongoing commitment and performance in these circumstances has been nothing short of remarkable.
- The University Recovery plan was compiled in an extremely tight timeframe, with the timings set by the Scottish Funding Council. Nonetheless, this was shared with members of the University Court, which includes representatives of the Campus Unions, ahead of the meeting at which it was discussed and voted upon. It was also shared more widely with the Unions ahead of its submission and then shared with the entire University community once the SFC gave us permission to do so.
- Meaningful consultation has taken place throughout the past year. This includes the decision to create four new faculties rather than the three originally proposed following feedback from Unions. The voluntary severance scheme which ran in the summer of 2025 was also substantially altered following union representation.
- Full financial information is shared with the Unions on a regular basis, and we make available any further data they request. We have met with the Unions on a frequent basis throughout the time of financial crisis.
- We have made clear that we will explore any opportunities for growth, including those highlighted through the listening exercise.
- The University remains in a very difficult financial situation and hard decisions about staffing levels are unavoidable if we are to ensure that it has a sustainable future.
- We do not underestimate the impact on staff workload in relation to the high number of departures over the past year. However, the sooner that we are back on a sustainable footing the sooner we can address such issues. In the meantime, we are listening to colleagues' feedback, and working in



partnership, as we look to deliver services more efficiently – including through the integration of Professional Services – to help address this issue.

- We are working to produce a Strategy to Recovery, in line with SFC expectations and in conjunction with colleagues and students, that will guide our process towards sustainability.

Finally, we would like to echo the Campus Unions' comments about the importance of the University, both to the city and to Scotland more widely. I hope we can work together to ensure that it comes through this crisis and look forward to a sustainable and successful future.

Yours sincerely,

**Professor Nigel Seaton**  
Interim Principal and Vice-Chancellor