

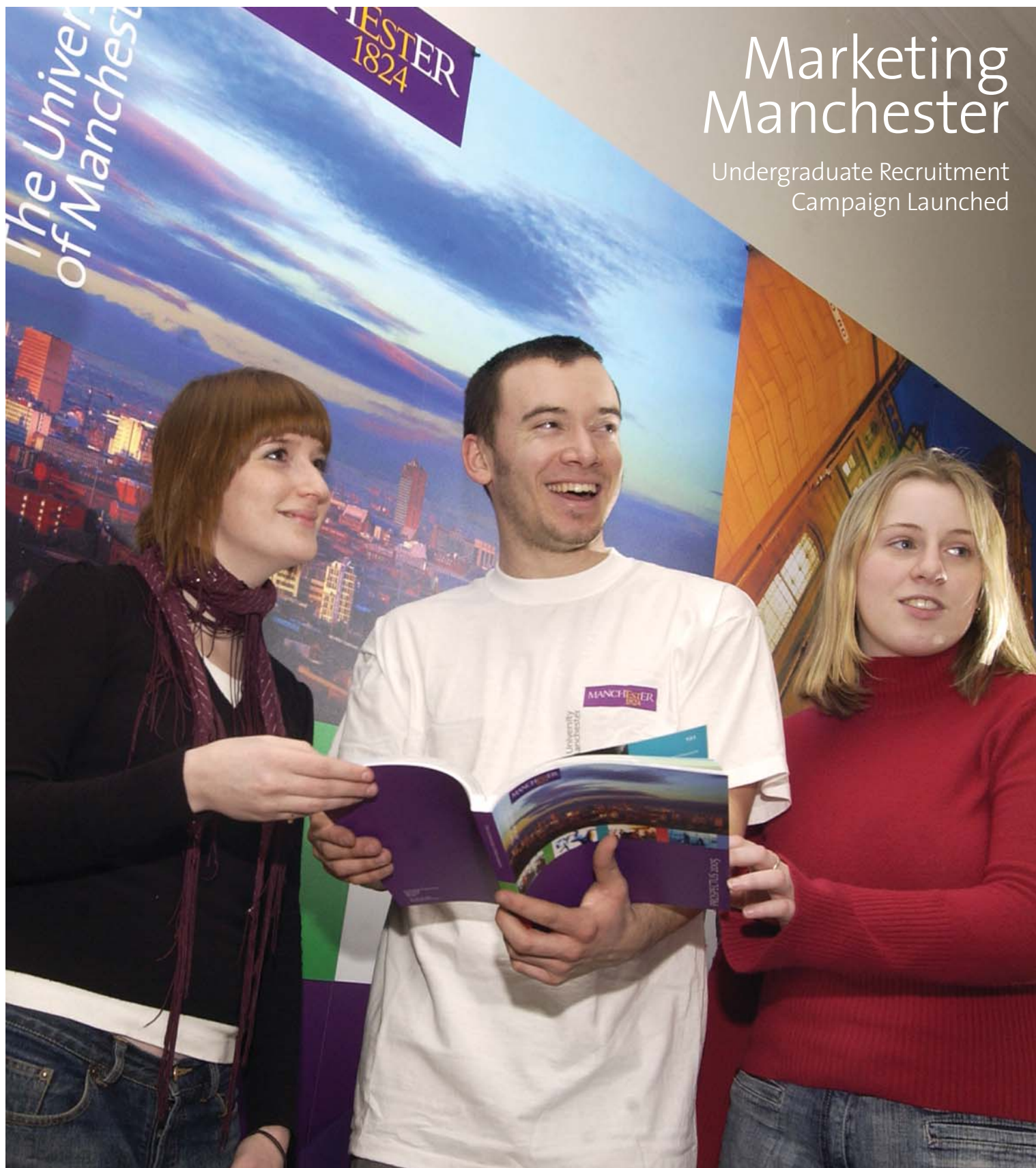
8th March 2004

Volume 1 Issue 2

UniLife

Marketing Manchester

Undergraduate Recruitment
Campaign Launched



NewsDigest

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Front cover photo by Howard Barlow

Meeting The President

Staff from both the Victoria University of Manchester and UMIST have been meeting the President and Vice-Chancellor-designate of The University of Manchester, Professor Alan Gilbert, over the past couple of weeks.



Since Professor Gilbert took up his post in mid-February, he has held four large-scale meetings with staff, at which he has outlined his vision for The University of Manchester. The meetings have also given staff the chance to ask Professor Gilbert questions about the coming together of the two universities.

In his presentations, Professor Gilbert stressed that the single institution should be 'extraordinarily ambitious' in its plans for the future, and urged staff to ask themselves how the single university could be different to the two existing institutions.

"This is a once in a lifetime opportunity to reinvent the university and people have a realistic opportunity to have an input into that," added Professor Gilbert at the meeting held for members of staff from the Faculty of Humanities.

Professor Gilbert also said that he will be meeting with Heads of Schools and Departments over the coming months to ensure that views from staff were taken into account.

If you missed the presentations, a webcast of one of them is available – just click on the weblink (see below).

A special e-mail address has also been set up so that people can send in any questions which they may have about the creation of The University of Manchester – the e-mail address is project-unity-enquiries@man.ac.uk

News

Careers Goes Global

The activities of the joint VUM/UMIST Careers Service were recently broadcast around the world by CNN. The producer of their 'Global Office' programme used the web to research an item on psychometric testing and was directed to the Careers Service's website, which is one of the largest and most comprehensive of its kind.

Interested in the role of psychometric tests in graduate recruitment they sent in a UK-based crew to film and interview students who were doing practice tests, run by the Careers Service.

Careers Service Director, Jane Ratchford, said: "We are keen to be seen as journalist-friendly and to use the media to promote our work. As news broadcasters go, they don't come much bigger than CNN, and their approach once again proves to us the value of making such a significant investment in web provision in order to maximise exposure and accessibility."



www.graduatecareersonline.co.uk

Prizing Your Views

As part of their work in developing the Library Service of the new merged university, the John Rylands University Library of Manchester (JRULM), Manchester Business School Library and UMIST Library and Information Service are joining forces to seek the views of staff and students of the two universities.



As well as being able to say how you think the libraries are performing, you will be able to say what you believe the minimum and the desired service levels are. The new Library's management team will use the results of the survey as a way of understanding which services are of most importance to you, and to tailor services to meet your needs and expectations.

The confidential survey takes only ten minutes to complete online. Details have already been emailed to all staff and students of the Victoria University of Manchester and UMIST before the survey begins on 8 March. Information is also available on the libraries' web sites.

As a thank you, each person who responds will also have the chance to win a prize.



<http://rylibweb.man.ac.uk/>

<http://www.umist.ac.uk/departments/library/>

NWBA: a huge pool of opportunity for academics

Departments at both universities looking for "real life" case studies and live projects in the business world for students, can get help from North West Business Access.

Based in the Careers Service, North West Business Access (NWBA) encourages small businesses across the North West to recruit placement students and graduates. Currently working with over 550 developing businesses from a variety of sectors, all are seeking ways of using student talent to grow their business. NWBA can help with your immediate requirements due to placement supply shortfalls, or if you run programmes that have a project or work-based element and are looking for host businesses.

Following a request from the Manchester School of Engineering's to find

placements for its students, NWBA teamed up with the North West Aerospace Alliance to promote the placements. A total of 14 companies came forward offering a variety of projects, securing enough placements for all their students and making valuable contacts within their industry across the region. One of the NWBA team's key skills is the ability to translate the business need into an academic project, and vice versa.

To find out more contact the NWBA team, on 275 4041 or e-mail info@businessaccess.ac.uk. NWBA is a part-funded ERDF project.



www.businessaccess.ac.uk

Looking Back

Library Extension 1978

They say that you can judge a city's prosperity by the number of tower cranes on its skyline. They are a regular sight in Manchester today, but were much rarer when this photograph was taken amidst the economic gloom of the "Winter of Discontent" in 1978.

The building under construction is the £4 million extension to the main John Rylands Library here on the campus. The older Library buildings can be seen in the background as can the recently completed Muriel Stott Conference

Centre in the middle of the photograph. The Conference Centre was financed from a private benefaction.

The extra space created by the extension was desperately needed by the Library to house its collections, which were now acknowledged to be of national significance, following the merger between the University Library and the John Rylands Library in 1972. Her Majesty The Queen opened the extension building on its completion.



Research



Winning Words

UMIST researcher Marianne Johnson has won the prestigious FN Marshall PhD studentship in interdisciplinary health sciences with a submission based on her MPhil.

Marianne, who has just completed her MPhil under Professor Harold Somers in the Language and Linguistics Department, faced stiff competition. There were more than 27 applications emphasizing the diversity and strength of health sciences research in Greater Manchester.

She plans to use 'language technologies' to improve communication in clinical consultations for adult asthma patients with limited or no English. Language

technologies include pictographic symbols, digitized or synthetic speech and machine translation. She will be based at the Centre of Computational Linguistics at UMIST and at the School of Nursing at the Victoria University of Manchester.

Professor Somers said: "Above all I am delighted for Marianne, who beat off fierce competition with an excellent submission based on her MPhil, and, I have been told, a superb performance at the interview."

One Stop Shop for MRI Scanning

Scientists and clinicians at both universities who are interested in using magnetic resonance imaging techniques for their research, can now take advantage of a 'one stop shop' approach, following significant investment in scanning facilities.

The Faculty of Medicine, Dentistry, Nursing and Pharmacy at VUM has made considerable investment in its human MRI research programme leading to the expansion of the facilities, highlighting its commitment to imaging science and the exciting opportunities this presents to Manchester researchers. There is a new 1.5 Tesla scanner in the Wellcome Trust Clinical Research Facility (WTCRF), one day per week of scanning time on the 1.5 Tesla at Hope Hospital and a 3 Tesla human scanner, which will be installed at Hope this summer.

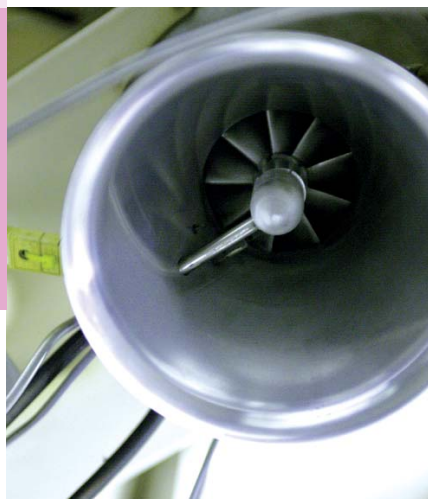
As a result of this investment, the Faculty has set up a Translational Imaging Unit (TIU) 'one stop shop' to manage the facilities. The TIU website is now live and will provide researchers with all the necessary information required to undertake and MR research project. Any feedback and suggestions about the web site or for information about MR imaging projects, please contact the TIU Research Manager, Dr Lloyd Gregory on (lloyd.gregory@man.ac.uk)



www.tiu.man.ac.uk

National Science Week

Next week is National Science Week and, to mark the event, the Faculty of Science and Engineering has organised a programme of activities for school and college students as part of the Faculty's widening participation programme.



Last year saw more than 450 attendees and so far this year, more than 700 are booked in across the week, ranging in age from 12/13yrs to 17/18 yr olds.

National Science Week is a wider initiative organised by the British Association (BA) aimed at enthusing more people for science/engineering and raise public awareness of science by giving scientists, mathematicians and engineers the opportunity to demonstrate and explain their work.

Young people can find out more about science at any of the twelve different sessions given by staff from UMIST and VUM, including: 'What makes buildings stand up?', 'How to make anything fly' and the intriguingly titled - 'Blood, Guts and Lasers'.

For further information about these events contact
barbara.grundy@man.ac.uk or 275 4926

*The Ig Nobels UK Tour 2004 hits Manchester on 17 March during National

Science Week. The Ig Nobel awards are presented annually for the world's most original research. Highlights will include why the brains of London taxi drivers are more highly developed than those of their fellow citizens and the percentage of students that dislike the taste of Brussels sprouts.

Tickets are available on the door and are priced at £5, £4 for BA members and concessions, £10 for a group of four.

 www.the-ba.net/nsw

Underneath the Arches

UMIST's famous old railway arches are to be transformed into a £1m high-tech incubation unit for new businesses.

Three arches beneath the railway line that has cut across the campus since the University was established, are to be refurbished to accommodate spin-out companies established by UMIST, the Victoria University of Manchester and Manchester Science Enterprise Centre (MSEC).

The iconic structure will make an ideal facility for staff and students to develop and progress ideas and innovation into new companies, and its central position on campus will enable them to maintain their collaboration with other staff in multi-disciplinary research.

However, it's not only university and MSEC Centre spin-out companies that will be incubated here – UMIST Ventures

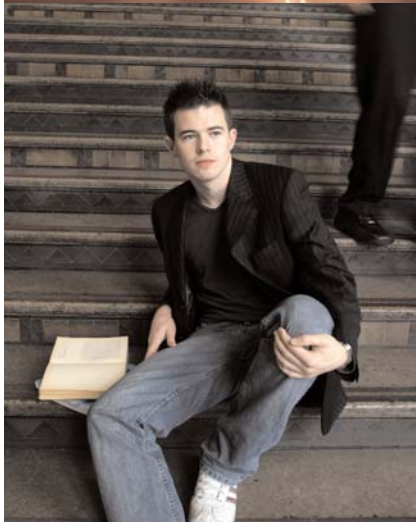
Ltd (UVL) has a number of arrangements with external research organizations for technology transfer partnerships and collaborations which can also use the incubator services. In addition, UVL will actively seek other occupants to include high technology start-up companies from across the North West that would benefit from close proximity to the research laboratories and knowledge base, and from the services offered by Manchester Science Enterprise Centre, UVL, the Small Business Service and the Manchester Technology Fund (MTF).

This refurbishment, providing 460 sq m of incubation space and funded by the North West Development Agency, will be completed in August 2004.

For more information contact Incubation Manager Tony Walker at
tony.walker@umist.ac.uk.



Marketing Manchester



Last week saw the launch of a high-profile campaign to recruit undergraduate students for the new single University. The campaign was unveiled at the very start of the national recruitment cycle for entry to universities in September 2005.

The campaign, which includes a new Undergraduate Prospectus, undergraduate recruitment website (www.manchester.ac.uk) and other promotional items, was launched at the UK Higher Education Convention held at G-MEX Manchester last Thursday and Friday (4 and 5 March 2004) which was organised by are undergraduate recruitment staff.

All of the new undergraduate recruitment materials feature the new Visual Identity and logo' and communicate the key selling points of the new institution as outlined in the article on branding and reputation-building in the last edition of UniLife.

The undergraduate recruitment campaign has been masterminded by staff from the Undergraduate Recruitment and Admissions Offices at UMIST and the Victoria University of Manchester supported by staff from the joint Public Relations/ Communications team at the two existing universities.

Staff engaged in undergraduate recruitment activity at UMIST and VUM are now co-located in the John Owens Building on the VUM campus and a single point of contact has been established for all internal and external undergraduate recruitment enquires relating to 2005 entry (tel: 0161-275 2077 email: ug.admissions@man.ac.uk)

Julian Skyrme, Undergraduate Recruitment Officer at the Victoria University of Manchester, said: "A potential drop in undergraduate recruitment was recognised early on as one of the greatest risks associated with Project Unity. Through the Recruitment, Admissions and Promotion (RAP) Group of Project Unity, we therefore sought to

develop and implement an action plan for enhanced undergraduate recruitment activities for this admissions cycle".

In addition to the main prospectus and website, a host of other materials have also been produced to support the campaign. These include: new and bigger exhibition stands, a re-designed magazine for schools and colleges called "Campus Life", advertisements in key UCAS publications, a web-based competition and a whole array of supporting merchandise (pens, t-shirts and banners, etc).

Undergraduate recruitment staff in Faculties and Schools are also being offered support and guidance with their own recruitment activities through briefing sessions and a web-based resource featuring standard presentations, background documents and access to market intelligence.

Following the G-MEX event, the recruitment campaign will continue with a major presence at the country's biggest Higher Education Convention which will be held at the Business Design Centre in London later this week and a further 150 events scheduled to take place around the country in the coming months.

Here on the campus, four Open Days for applicants have been organised in April, June, September and October. A regular series of Guided tours have also been scheduled for the first and third Wednesday of every month beginning at the Visitors Centre at the Victoria University of Manchester.

For further information about undergraduate recruitment activities, please contact julian.skyrme@man.ac.uk



www.manchester.ac.uk



Undergraduate Prospectus

The Undergraduate Prospectus for 2005 Entry was published on Monday 23 February 2004. It has been designed to support undergraduate recruitment activity for those wishing to begin their studies at the new single University in September 2005.

The new prospectus displays the new visual identity and features comprehensive information on all the undergraduate programmes that will be offered by the single University organised by subject/discipline area. The introductory section of the prospectus features information about the vision for the single University and its key selling points. It also contains short articles on Manchester – The City and Student Life by current students and recent graduates.

Copies of the prospectus are being sent to more than 10,000 schools and colleges in the UK and overseas. They are also available from a dedicated prospectus line in the joint recruitment office. Staff can receive a copy by contacting 0161 275 3011 or ug.prospectus@man.ac.uk.

Undergraduate Recruitment Website

The first website for the single university was launched on Thursday 26 February 2004. It has been designed to support undergraduate recruitment activity for those who intend to start their studies in September 2005. Although it is mainly for prospective undergraduates, the website also introduces the vision and aims of the single university to a wider audience.

The site displays the new visual identity and carries strong images of current

students (pictured left) who will be entering the single University together with their views on what it will mean for them. It has been created by the Web Content team in the joint Public Relations/Communications office, together with colleagues from both universities who make up the Web Technical team.

We would welcome feedback on the 'look and feel' of the site. It should be emphasised that this is an interim website aimed at a very specific target market; the content, structure and design will be revisited in the context of the website for the whole of the single University, which will be launched in October and will be addressing several different audiences.

People



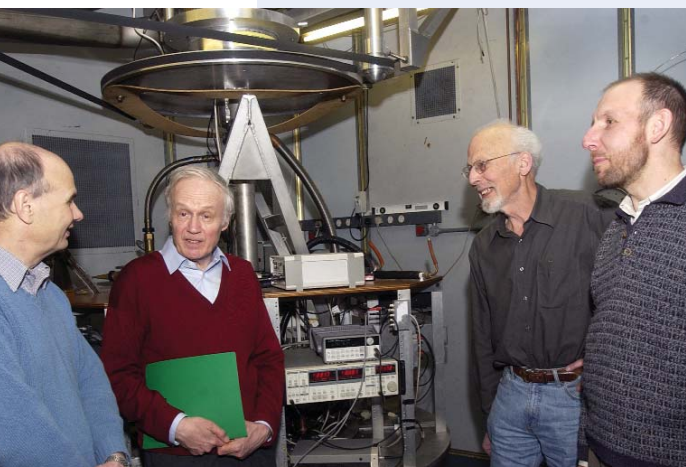
From left: Rob Gawthorpe, Julian Mecklenburgh, Ernie Rutter and David Vaughan

Nobel Man

Winner of the Nobel Prize for Physics, Professor Anthony J Leggett, visited the Department of Physics at VUM last month to deliver a Schuster Colloquium on quantum mechanics.

Professor Leggett was visiting the UK from the United States where he is MacArthur Professor and Professor of Physics at the University of Illinois and made time in his busy schedule to fit in a trip to the campus. He won the Nobel Prize in 2003 'for pioneering contributions to the theory of superconductors and superfluids'.

Professor Leggett is pictured (second from left) in the University's Schuster Building, alongside Professor Mike Moore, Head of Physics (far left), Professor Henry Hall (second right) and Dr Andrei Golov (far right).



Down to Earth

Four members of staff in the VUM Department of Earth Sciences have been awarded honours and accolades recently:

Professor of Sedimentology and Tectonics, Rob Gawthorpe, has been invited to become an American Association of Petroleum Geologists Distinguished Lecturer for 2004/05. The AAPG Distinguished Lecture Program was 'developed to offer outstanding speakers on current research and applicable geology'. Lectures are hosted by AAPG affiliated geological societies or university departments across North America.

Professor of Mineralogy David Vaughan, has been invited to be a Distinguished Lecturer by the Mineralogical Society of America, involving three lecture tours (the first of which has already been completed) to universities in the US, Canada and Europe. During the lectures he will be talking about his own work and that of his colleagues in the Williamson Research

Centre for Molecular Environmental Science, the Department of Earth Sciences and the embryonic School of Earth, Atmospheric and Environmental Sciences.

Professor Ernie Rutter runs the Experimental Rock Deformation Laboratory and has been elected a Fellow of the American Geophysical Union (AGU), the world's largest Geoscience organisation in recognition of his research. The honour is very prestigious and goes to fewer than 0.1% of AGU members each year.

Dr Julian Mecklenburgh was both an undergraduate and postgraduate student in the Department and, after a period in Germany, is now a Research Fellow there. He has been awarded the Ramsay Medal of the Tectonic Studies group (affiliated to the Geological Society of London) for his work into the flow behaviour of partially molten granite, which plays a key role in the Earth's crust when mountain belts are formed.

High Flyer Drops In

Record-breaking balloonist Per Lindstrand will hope to be full of hot air when he gives a speech at UMIST on April 26, as part of an international conference on Technical Textiles.

Six years ago, high-flying Lindstrand attempted to circumnavigate the world with Richard Branson, flying from Morocco to Hawaii before bad weather forced them to land. But he'll be on solid ground at UMIST where his talk will focus mainly on the technology and the textiles that have helped to make his experiences possible.

The conference, organised by the William Lee Innovation Centre at UMIST, will bring together experts from around the world to look at groundbreaking developments in technical textiles.

They include the creation of a 'Health Vest', designed to monitor a patient's condition after they have left hospital. Staff at the Centre will also unveil a seam-free washable intelligent garment that is integrated with knitted transducers and switches.

The aim of the conference is to review new fibre structures and products and examine their potential in industrial and technical applications in the global market.

The event will be held at The Manchester Conference Centre, Weston Building, UMIST on April 26-27 2004. Full details can be found on the website:



Students

In the Swim

UMIST swimming sensation Sarah Heyes is entering the home straight in her bid to qualify for the Olympic Games this summer, after winning three more medals in a major national event.

With just a month to go before the Olympic trials, Sarah's training schedule is going well and she hopes to be in peak form when the selectors make their final decision on who can board the flight to Athens with the GB squad.

Last weekend Sarah dominated the medals once again, winning two Golds and one Silver at the long course championships in Sheffield.

Biological Science student, Sarah, who is being supported with a UMIST scholarship, said: "I was pleased with my results, especially my time for the 200m, as it wasn't far away from my personal best."

Sarah won the race in 2mins 20.87secs, just over a second outside her best ever time in the event. That was achieved last May at the national championships when Sarah became the 200m Individual Medley British Champion.

The trials take place from April 7-11 in Sheffield and Sarah will be competing in the 200m Individual Medley, 400m Individual Medley and the 400m Freestyle.

Sarah, a member of the Wigan Wasps Swimming Club, narrowly missed out on a place in the England squad for the Commonwealth Games here in Manchester, so she's determined to put the record straight this time around.



Student Team Working Awards

Following the continued success and variety of high standard entries of previous years awards, this year's Student Enterprise Team Working Awards will be sponsored by Pricewaterhouse Coopers.

The awards are an opportunity to recognise and reward the importance of student team work within the curriculum at the Victoria University of Manchester and UMIST.

Students who have completed a group project (involving 3 or more students) as part of their undergraduate or postgraduate course, during the academic year 2003-04 are eligible to

enter. There are cash prizes of £500 first prize and £250 second prize.

There is also an extra curricular category with the same cash prizes.

Entrants need to complete a reflective application form and return it by Tuesday 6 April 2004. Students can either download an application, email marcia.j.ody@man.ac.uk or telephone 275 3254.

Creative City

URBIS, 11 March 2004, 10am - 5pm

The Careers Service is hosting a new event for students and graduates wanting to find their ideal creative career.

Through collaboration with CIDS, The Circle Club and other partners, the exhibition will feature more than 35 leading creative organisations including the BBC, award-winning PR agency Love Creative, Cosgrove Hall Films and more. Many exhibitors will be showcasing their talents including demonstrations of prosthetic make up, DJ-ing, editing and more. Plus there will be a series of panel based Q and A sessions led by industry professional.

It's free to attend. For more information visit the website below.



http://www.intranet.man.ac.uk/rsd/ci/Stud_Ent/TW Awards.html

www.spiceplacements.com/creativecity

Profile

“ **The government cannot afford not to have a world-class research base in the north of England** ”

Coombs' Conviction

Some marriages are made in, and, as we now know, between universities. That is certainly the case for Rod Coombs and Karen Luker. If their paths hadn't chanced to cross on a training course for new lecturers (he Management Sciences, UMIST, she Nursing, Victoria University of Manchester) in 1980, they would not have met – and married.



Now, they are both Professors. And the marriage between the two institutions that brought them together nicely rounds off their own unity – and they are both Manchester graduates.

So that all comes together rather neatly. But it wasn't for domestic togetherness that Rod was an early advocate of Project Unity. Indeed, he has exemplified and practised cross-campus collaboration in research and teaching all his academic life. But on the subject of the merger, his conviction is informed by his pragmatic view of the real world, stemming from his experience as a man who nurtures innovation, technological change and commercial development. He is much in demand as a consultant on strategic aspects of R&D and Technology Management by several international companies.

"I took the national view," he says. "Britain's capability for technological development and innovation, which is essential to our ability to compete in the advanced economy

of the world, demands more front-rank research institutions outside London and the south-east. The government cannot afford not to have a world-class research base in the north of England – and here in Manchester we have a better chance to become world-class together rather than separately. The global economy is increasingly a network of 'world' cities – and the UK has only one at present, London. It needs another – and Manchester is well-placed to be in that league. With the merger, we have created a better platform from which to launch ourselves."

His conviction and enthusiasm are infectious. As a member of the original group set up to consider the future of the two universities, he had no doubts about recommending the merger. And now he is keenly looking forward to being Vice-President for Innovation and Economic Development, helping to take leading-edge research into the commercial world. Significantly, his books include such titles as

'Technology and the Market', and 'Economics and Technological Change'. That is what he is about, nurturing "the best possible relations with the best possible companies around the world."

Long before Project Unity, he experienced the success of cross-campus collaboration. "I have always believed in collegiality," he says. "It pays off and it's enjoyable." Evidence of that was the establishment in the mid-90s of the prestigious Centre for Research on Innovation and Competition (CRIC), resulting from a joint bid with Stan Metcalfe, Professor of Economics at the Victoria University of Manchester, which the ESRC has funded to the tune of around £7 million to date. Furthermore, under the national Joint Infrastructure Fund (JIF) scheme, they got another £5 million to build a home for CRIC – the Harold Hankins Building.

There's something unifying about that, too. That building is now also home to PREST (Policy Research in Engineering, Science and



Technology), an offshoot of the trailblazing Department of Liberal Studies in Science, led by the legendary Professor Freddy Jevons, where both Rod and Stan did their Masters.

Another outward-looking success story is The Technology Strategy Forum, a meeting place for senior R&D managers from top UK companies, which they started in 1992, with the help of Sir Robin Nicholson.

Originally from Tipton in the West Midlands, Rod read Physics at Kent and went on to become a Research Assistant at Oxford, working alongside biologists. It was then that he became very interested in the role of science in society. And that brought him to Manchester – to do his Masters. Then, when PREST was set up and got its first research grant in 1977, Rod was signed up. "I visited tractor factories in all sorts of strange places, from Germany to Japan," he recalls. "It was good fun." (He is very much a man for "good fun", alongside the serious stuff). The topic was innovation in agricultural machinery. Rod got his PhD, followed in 1979 by his lectureship in the then Department of Management Sciences at UMIST.

UMIST was very early in to management teaching, led by the late Professor Sir Roland Smith, and Rod joined a thriving "undergraduate factory". He was one of the young braves who helped to make it also a thriving research centre. "We started to get research grants and to publish in respected journals," he says. "Generally, it was a time of cuts, but somehow we managed to grow.

He was something of a lone ranger as Lecturer in Innovation and Management, but he collaborated with colleagues like

Mike Gibbons at the Victoria University of Manchester and Alan Pearson at Manchester Business School. He won the backing to build up the Technology Management subject group, which has gone from strength to strength.

Changing academic tack and coming to Manchester in 1979 was the making of Rod, not least because it brought him and Karen together. They live happily in Wilmslow and have two daughters at Withington Girls' School, Charlotte, 18, and 15-year-old Harriet. (Just for good measure, they also have two horses and two dogs). A fit 53-year-old, he is not only Chairman of Wilmslow Running Club, but a keen runner himself (though he admits that a couple of pints and a handful of peanuts afterwards might undo some of the good work). He is also a rock guitarist, which must give him some street cred with his daughters.

Forward-looking, outward-looking, well-connected and good-humoured, he is just the sort of man you would want to have at the heart of a new enterprise like ours.

“ I have always believed in collegiality, it pays off and it's enjoyable ”

CV

Name :

Professor Rod Coombs

Position:

Vice President for Innovation and Economic Development, The University of Manchester

Education:

University of Kent: Physics (1969 – 1972)

The Victoria University of Manchester: MSc (Structure and Organisation of Science and Technology) 1975

The Victoria University of Manchester: PhD (Technology and Long Waves of Economic Growth), 1982

Career History

Oxford University; Research Assistant, Department of Zoology, 1972 – 1974

The Victoria University of Manchester, Research Associate, PREST, 1977-1979

UMIST; School of Management, Lecturer in Innovation 1979-1987

Senior Lecturer; 1987 – 1993

Professor of Technology Management, 1993 –

Interests

Running, playing guitar

Project Unity

Transfer of Staff

This article sets out the principles for the transfer of staff to the new merged University that were agreed and first publicised in the Transfer of Staff document. These principles provide the framework to ensure that everyone has a sense of belonging to the single institution, that there is a smooth transition and that issues can be dealt with as they arise and careers can be supported and sustained. The campus Trade Unions have been consulted about the Transfer of Staff process and, as far as possible, their views and comments have been incorporated into these principles.

This article also provides further practical guidance as to how the process will work and how staff can, in partnership with their managers, engage in their own transfer to the new merged University.

Principles of the Transfer Process

A number of principles, originally set out in the document 'Transfer of Staff to the New University' (5 November 2003), should be stressed as the transfer of staff proceeds. These include:

There will be no compulsory redundancies at the time of the new institution's creation. It is accepted that, in practice, this commitment will be in place for the first two years of operation.

All staff will have their current terms and conditions protected on transfer to the new institution. This means that pay rates will be protected according to arrangements to be determined in due course and the overall package of employment policies and other terms and conditions of employment will be at least as good as staff enjoy now. Any subsequent changes will be subject to normal collective bargaining arrangements.

As part of the overall agreement to Project Unity, there is a commitment to the harmonisation of terms and conditions of employment with the twin aims of simpler arrangements for the

new institution and improved terms and conditions for staff.

The Transfer of Staff process will be centrally controlled by a designated team, so that the stages of recruitment for every post can be tracked. This is to ensure that the transfer process is handled effectively and consistently and is open, fair and transparent. Further, both staff and Trade Union representatives will have access to this team as necessary.

Some staff will simply be transferred to equivalent jobs within the new merged university. Where this is the case, applications and/or interviews will not be necessary. Examples will be where the work unit is unaffected by the organisation structure of the single institution. These situations will be identified as soon as possible and early assurances given to staff in the design process.

Individual preferences will be taken into account as much as possible whilst ensuring that the best person for each job from within the two universities is appointed. Where competition between staff is appropriate and necessary, the process described below will apply.

The process will provide opportunities for staff who wish to move into new areas of work by opening all new* posts

created to internal competition. Even where staff have been assimilated into the new structure, they will still be able to apply for such new posts.

In drawing up staffing requirements and job descriptions for new units, management will have available resources in mind.

In accordance with employment legislation, where a new post is offered to an employee and that individual is technically redundant in their old post, a four-week trial period will apply.

While every effort will be made to identify appropriately skilled and qualified people for the vacancies created, individuals should be aware of opportunities for which they believe either they are suitably experienced or which represent a clear career development move. It will therefore be the responsibility of both the universities, in consultations with individual staff, to determine the post for which they are best suited.

The Trade Unions and the universities acknowledge that not all parts of the organisation will be subject to change from 1st October 2004. It will be an evolutionary process.





With the exception of the most senior roles in the new institution, posts will only be advertised externally when all internal resources have been exhausted. The aim is to make the most of the considerable expertise and professionalism within the two universities.

At all times those managing the process will ensure consistent implementation across the whole University. Appointment decisions will be documented.

The universities are committed to dealing with staff in a sensitive way, in the knowledge that there is, and will continue to be, anxiety as changes happen.

Staff can be assured that the need to manage the change in a planned way and in a manner that conforms to employment legislation and good practice is paramount.

Transferring Staff – A Practical Guide

The work of the administrative structures group led to the production of a series of reports that set out the operational principles that will define the administrative structure of the new University.

The first step in completing the detailed design of the new structures will be the appointment of the senior posts that will lead the operational units. This process is currently ongoing and once people are in post at this level it will be possible to

complete the design of the whole of the new merged university.

Following the completion of the detailed design it will be possible to begin to assimilate staff to posts within the new structures.

It will not be possible to put a grade or salary range to posts, as we are actively working on the development of a new pay and grading structure. We recognise that people will want to have some idea of the size of a job relative to that of their current post and regret that an absolute answer will not be available. However, it is anticipated that the job description should give a reasonable idea on which to base comparisons.

Where additional information is required prior to deciding whether or not to make an application it will be necessary to contact the person named as the line manager.

As we move closer and closer to the vesting date of the new merged university staff may find they are working closely with colleagues from the other University. In some cases certain offices have already co-located. Regardless of where staff are located they shall remain on their current terms and conditions, as they will still be employed by either the Victoria

University of Manchester or UMIST. There will be no change in terms and conditions of employment for anyone prior to 1st October 2004. There are various differences between terms and conditions across both institutions and the harmonisation process for the new University will ensure that these differences are phased out in the new merged institution.

To facilitate the transition process, a website within the Project Unity site dedicated to ring fenced and new posts has been set up. This will allow staff to see precisely what is happening in all areas of the University. In addition, there will be a weekly email to staff with details of any additional posts added to the website. Staff who have responsibility for people who do not have email or Internet access will bring these lists to their attention.

The 'Transfer of Staff to the New University' document describes three different types of posts:

(i) A new post is established for which it is not possible for a member of staff to be identified who meets the person specification. This will usually mean that no individual can claim that they undertake 51 percent or more of the role as part of their current job.

Project Unity

Transfer of Staff

(ii) A post is established which two or more people identify as the same or very similar to their current job. These posts will be ring fenced to give priority consideration to these individuals.

(iii) A post is established which is a direct match with the post currently occupied by an individual, or a group of posts that directly match a group of individual's current posts. In these cases individuals will be notified by their line manager and moved into the new post, details of such posts will not appear on the web site.

The categorisation of posts will be agreed between the manager filling the post and the Personnel Office representative, using the three definitions above.

*A new post is defined as one where no member of staff can claim that they undertake 51 per cent or more of the role as part of their current job. In drawing up this policy, it is accepted by all parties that what constitutes '51%' is a matter for judgment and discussion having regard to the job description and person specification. Ultimately the decision will rest with the designated team referred to below.

What will happen next?

1 The appointment to posts leading the operational units will commence shortly. This process will continue over several weeks.

2 Once the appointments in 1. are made, these managers will work with Directors, Deans and Heads of Faculty Administration to design, in detail, the organisation structures of the University.

3 Once the structures are designed the appointments process for the majority of staff, as set out above, will commence.

4 As this process progresses, line



managers will discuss with their staff the situation within their specific area.

5 If posts are to be direct transfers, notification will be provided by line managers to the relevant staff.

6 If posts are ring fenced, line managers will notify the appropriate staff. As ring fenced posts will be subject to a competitive process, it will be necessary to supply either a CV and covering letter or an application form, depending on the type and level of post.

7 If individuals are unsuccessful in their application for a ring-fenced post support in identifying other options will be provided by their line manager working with personnel staff

8 Where individuals see a new post advertised they may make an application if, in their own assessment, they fulfil the criteria related to knowledge, skills and experience.

9 The Project Unity site will be used to advertise all ring-fenced and new posts. Details of the site are set out below.

Appeals

Where individuals are dissatisfied with an assimilation decision, technically they have recourse through the Grievance Procedure. Managers and Trade Union representatives have agreed that a speedy appeals process that minimises bureaucracy is more appropriate for this process.

Where staff have a strong and substantial belief that their assimilation decision is incorrect, recourse can be sought by



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writing to the designated Personnel Manager providing full details of the grounds for appeal within two weeks of being advised of the assimilation decision.

The grounds for appeal should be clearly stated, and where possible, examples quoted to demonstrate the case.

An appeals panel will be convened, consisting of a Chair (drawn from a lay member of one of the universities' Personnel Committees), one management and one trade union representative. Appeals will normally be heard within two weeks of their submission and the decision of the panel will be final.

Notification of New Post

Once staff have been assigned to their new post, by whichever of the routes above, they will receive a letter confirming

their role within the new University. Staff appointed to new University roles will continue to undertake their current duties until such time as it is deemed appropriate to commence working in their new role (if indeed this involves a change of duties). Certainly this transition may be a gradual process. As soon as is practicably possible, staff will be notified of their new terms and conditions under the new structures in the new University.

Website for ring fenced and new posts

To facilitate the transition process, a website within the Project Unity site dedicated to ring fenced and new posts has been set up. This will allow staff to see precisely what is happening in all areas of the University.

www.projectunity.man.ac.uk/vacancies.

Moving forward, all ring fenced and new posts will be added to this site as they become available.

Where staff feel that they should have been included in the ring fenced pool for a particular role, they should speak with their designated Personnel Manager or the person named as the line manager.

There are links in place from both Universities' current job sites and the management of this site will be co-ordinated by the Personnel Office.

In addition, there will be a weekly email to staff with details of any additional posts added to the website. Staff who have responsibility for people who do not have email or Internet access will bring the lists to the attention of their colleagues.

For the full Transfer of Staff document, please visit www.projectunity.man.ac.uk.



Appointment of Director of Human Resources

Ray Lewis, currently Director of Human Resources at the University of Glasgow, will join the new merged University as Director of Human Resources on 1st May 2004.

Ray is an Economics and Industrial Relations graduate of the University of Wales, with a former career spent in manufacturing, licensed retail and service sectors in line, general and personnel management. Notably Ray worked in HR at operating company board level for Northern Foods Group, BTR and Pringle of Scotland and had spells at Cardiff University and Glasgow Caledonian University, prior to joining the University of Glasgow in 2000 as Director of HR. He is a Fellow of the Chartered Institute of Personnel and Development.

What's On

Manchester Museum

EXHIBITIONS

Transformation

17 Jan - 18 April

Through the work of five specially commissioned artists, and including objects from the collections of The Manchester Museum and The British Museum, Transformation looks at the characters we adopt and the roles we play, how we adopt and how we see ourselves and how we are seen by others, how we are changed by time, events and emotions.

FAMILY EVENTS

The Magic Carpet

Fridays 11.00-12.00pm

Literacy programme of storytelling and story making for under 5's and carers, based on the Museum's collections. Book large groups in advance. £1 per child.

Sat 13 March, 1.30 - 4pm

Feet, Flippers and Wings

Discover the transformations mammals have undergone to evolve and adapt to their changing environments. Create your own cartoon creature with artist Paul Pickford. £3

per child and £10 for groups of four.

Sunday 14 March, 12.00 - 3pm

Facial Features

Create a wacky disguise to transform you using an array of facial features. 50p per child.

Sat 20 March, 1.30 - 4.00pm

Making Sense of your Brain

Discover more about what is going on inside your head. Celebrate 'Brain Awareness Week' with hands on activities and experiments led by researchers from UMIST and the Victoria University of Manchester. FREE

Sat 20 & Sun 21 March, 2.30pm

The Grand Tour

Graeme Pye is back again to guide you on this special tour around the Museum. Meet at reception. FREE

ADULT EVENTS

Wed 17 March, 12.30pm

Expert Explorations

Join Curator of Zoology Henry McGhie, and discover the transformations that have taken place behind the scenes of The Manchester Museum. Meet at the Museum Information Desk. FREE

Manchester Museum Oxford Road, 0161 275 2630, www.museum.man.ac.uk

Opening hours, Monday - Saturday 10am - 5pm, Sun 11am - 4pm

Free admission, booking is essential for all programmes

Gig Guide Manchester Academy 1, 2 & 3

Mon 8th March - £8.50 adv
Snow Patrol

Tue 9th March - £7.50 adv
Soledad Brothers

Thu 11th March - £11.50 adv
Powderfinger

Thu 11th March - £11 adv
Pernice Brothers

Fri 12th March - £12.50 adv
Hundred Reasons

Sat 13th March - £8 adv
Mest

Sat 13th March - SOLD OUT
Reel Big Fish + Goldfinger

Mon 15th March - £7.50 adv
The Stands

Wed 17th March - £8.50 adv
Wednesday 13

Fri 19th March - £14.50 adv
Zero 7

Fri 19th March - £8.50 adv
Stiff Little Fingers

Sat 20th March - £17.50 adv
Shane McGowan & The Popes

Sat 20th March - £8 adv
Maroon 5

Sun 21st March - £16.50 adv
Love with Arthur Lee

Mon 22nd March - £8 adv
Raging Speedhorh

Mon 22nd March - £8 adv
The NME Britpack Tour

Tue 23rd March - £6 adv
Hawksley Workman

Students' Union Oxford Road, Manchester, M13 9PL

Tickets from: Piccadilly Box Office, easy Internet Cafe, (c/c) 0871 2200260

Online @ www.manchesteracademy.net Royal Court (Liverpool) 0151 709 4321 (c/c)

Students' Union 0161 275 2930

The Whitworth Art Gallery

DISPLAYS/COLLECTIONS

Revivals to 14 March 2004

In this exhibition, textiles and wallpapers from the Gallery's collection range from reverently reproduced copies of historical designs, to witty and inventive quotations from the past used to create something that is essentially modern.

Space Probe to 14 March 2004

Incorporating ideas research from the Whitworth's wallpaper collection, this is part of a larger work, designed for the Piccadilly Metrolink, which investigates the nature of space and how it is inhabited, perceived and represented.

Walter Crane to 23 May 2004

In May 2002, The Whitworth Art Gallery and the John Rylands University Library jointly acquired a major archive of material from Walter Crane's (1845-1915) studio. A selection of the archive will be displayed alongside work already in the Whitworth's collection, providing an insight into Crane's prolific and wide-ranging career.

The Dazzled Eye: Envisioning Britain 1750 - 2000 5 March to 18 April 2004

This exhibition explores the enduring significance for British artists of representing the landscape, both at home and abroad. The central theme of the show is the depiction of Britain's changing rural scenery and the urban fabric since the mid-eighteenth century. Taken together, the exhibition constitutes an evolving and compelling vision of the nation.

Rembrandt Rediscovered and Anne Desmet to 19 May 2004

This collection display focuses on printmaking and features a large group of etchings and drypoints by Rembrandt, as well as wood engravings and collages by the contemporary printmaker Anne Desmet, seen together with her personal selection from the Gallery's print collection. Rembrandt Rediscovered is the culmination of a project to conserve all the prints by the Dutch artist in the Whitworth's collection.

TOURS AND EVENTS

Every Saturday at 2pm there is either an Exhibition Tour or an Eyeopener Tour.

The Dazzled Eye - Curator's tour. FREE

Tue 16 March, 1.15pm

Double Take: Two Lectures on Landscape Art:

Greg Smith, writer Fri 19 March, 2pm

Mariele Nevdecke, artist Fri 26 March, 2pm

Whitworth Art Gallery

Whitworth Art Gallery, Oxford Road, 0161 275 7450 www.whitworth@man.ac.uk

Opening hours Mon to Sat 10am - 5pm, Sun 2pm - 5pm FREE Admission

The Gallery shop stocks a wide range of greetings cards, postcards, art books, magazines and prints. Tel: 0161 275 7498

International Society

TRIPS

Sat 13 March
Day visit to North Wales visiting
Betws-y-Coed and Portmeirion Village

Sun 14 March
Day visit to 'Captain Cook Country' and
Whitby

Sat 20 March
Day visit to Hadrian's Wall

Sat 20 March
Day visit to Warwick Castle and Warwick

EVENTS

Every Tuesday 8pm until late
The Melting Pot @ The Thirsty Scholar (next
to Oxford Road Station).

Fri 5 March, 7.30pm, £2 World Quiz Night,
Grand Prize of £100, Tickets £2

THEATRE AND MUSIC

For details about the availability of tickets
for various theatre and music performances,
please visit our website.

International Society, 327 Oxford Road
(next to Krobar) 0161 275 4959
www.internationalsociety.org.uk
Monday - Friday 9:30am - 5pm

Jodrell Bank

The facilities at Jodrell Bank are going
through a period of redevelopment. The
Visitors Centre currently has a café, an
exhibition space and a 3D theatre open, and
visitors can still explore the various trails
and the natural habitats of the Arboretum's
35 acres with its 2000 species of trees and
shrubs and National Collections. In January
2004 Jodrell Bank completed a 180 degree
observational pathway close to the base of
the world famous Lovell radio telescope.

Jodrell Bank Science Centre & Arboretum
Macclesfield, Cheshire
01477 571339 www.jb.man.ac.uk

John Rylands Library

The John Rylands Special Collections Library,
Deansgate, will be closed for a period of
approximately 2 years, until 2005, for
essential refurbishment and the construction
of a new visitor and interpretative centre.
Access to all the special collections is
available through the main University Library
on campus. A Special Collections Reading
Room is open on Purple Four, Monday to
Friday 10am - 5.15pm and Saturdays 10am -
1pm. Readers may find it helpful to contact us
in advance on 0161 275 3764. Further
information can be found on our website
www.rylibweb.man.ac.uk/spcoll/

John Rylands Library, 150 Deansgate,
Manchester, M3 3EH
0161 834 5343
www.rylibweb.man.ac.uk/spcoll/

Department of Music

THE LINDSAYS EVENING CONCERTS

7.30pm The Cosmo Rodewald Concert Hall
Friday 19 March
Haydn *Quartet in B flat Op55 No3*
Bartók *Quartet No6*
Dvorák *Quintet in E flat Op97*
With Louise Williams Viola

CHORAL AND ORCHESTRAL CONCERTS

Saturday 13 March, 7.30 pm
The Cosmo Rodewald Concert Hall
University of Manchester Wind Orchestra
Philip Robinson, Gareth Parry *Conductors*
Derek Bermel *Ides March*
Vaughan Williams *English Folk Song Suite*
Nigel Hess *The Winds of Power*
John Barnes-Chance *Incantation and Dance*
Martin Ellerby *The Big Easy Suite*
Nicholas Maw *Summer Dances*

Saturday 20 March, 7.30pm
Whitworth Hall, Oxford Road
University of Manchester Chorus
University of Manchester Symphony Orchestra
James Burton *Conductor*
Britten *Sinfonia da Requiem*
Vaughan Williams *Five Mystical Songs*
Poulenc *Stabat Mater*

THE WALTER CARROLL LUNCHTIME CONCERTS AND RECITALS

1.10pm Cosmo Rodewald Concert Hall
Thursday 11 March
MU Sundanese Gamelan
Simon Steptoe *Director*
A concert of music for West Javanese
gamelan degung

Thursday 18 March
Psappha
Phil Goodwin *Trombone*
Tim Williams *Percussion*
The concert will feature music from across
the globe and will include White Knight and
The Beaver by Martin Wesley-Smith.

PSAPPHA
Friday 12 March 7.30pm
David Routledge *Violin*
Tim Williams *Cimbalom/Percussion*
Cimbalom is the Hungarian word for
dulcimer. With its roots in folk music and its
distinct timbre many composers have
employed it. This performance will include
works by one of Hungary's leading
composers, György Kurtág, and British
composer Peter Maxwell Davies.

Department of Music

School of Music and Drama,
Coupland Street
0161 275 4982 www.art.man.ac.uk/MUSIC



Contact Theatre

Henri Oguike Dance Company
Thu 11 Mar 2004, 8pm, £9/£6
HENRI OGUIKE DANCE COMPANY
This multi-award winning company is a critics
favourite whose work has been described as
suggestive, intriguing and vigorous,
combining powerful dancing and technical
excellence.

Quarantine
Sat 13 Mar 2004 - Sat 20 Mar 2004, 7.30pm,
£8/£5
WHITE TRASH
"Don't criticize what you don't understand,
son. You never walked in that man's shoes."
Elvis Presley
Award-winning director Richard Gregory is
devising a show with 7 young white men from
Manchester – exploring the world through
their eyes, right now.

The Massive Theatre Company
Tue 16 Mar 2004 - Sat 20 Mar 2004, 8pm,
£9/£6, Sat 20 Mar 4pm, £8/£5
THE SONS OF CHARLIE PAORA
Written by Lenny James
In 2002 Britain's Lenny James (Channel 4's
Buried) went to New Zealand to work with the
young men of Massive Theatre Company to
create a heart wrenching story based on their
own lives.

Naked SubCulture
Tue 23 Mar 2004 - Wed 24 Mar 2004, 8pm,
£7/£3.50
HOUSE
Naked SubCulture, the Manchester based
professional homeless and ex-homeless
people's theatre company, return to Contact
with their third production. 'House' continues
the company's explorations of life on the
(knife) edge of modern society.

Contact Theatre

Oxford Road. Tickets/Info 0161 274 0600
www.contact-theatre.org.uk/
Tickets/Info: 0161 274 0600
For information on other events please visit
our website www.contact-theatre.org
A limited number of tickets are available from
just £4 on the day from the Ticket Office
between 11am - 4pm daily.

Chaplaincies

St Peter's House Chaplaincy
SUNDAY WORSHIP
10.30am & 6.30pm (Evening
Worship Term-time only)
FOYER 10am-4pm
An area where students and
staff can relax and meet
friends. A tea/coffee machine is
available.
Precinct Centre
0161 275 2894
sph.reception@man.ac.uk

Avila House RC Chaplaincy
(next to the Holy Name Church)
Mass Times
Mon - Fri 1.05 pm
(term-time only)
Oxford Road
0161 275 6999/273 1456

UMIST Chaplaincy
Mass every Sunday at 10am
Chaplains on UMIST site
Monday to Friday
Floor B, Room B 25
Renold Building
UMIST
0161 236 3311
Ext 2522

Seminars & Lectures

Tuesday 9 March

CHSTM: "Measuring the world: exploration, empire and the Royal Geographical Society, 1850-1914". Max Jones (Manchester). 4pm, Room 3.29, Maths Tower.

School of Planning and Landscape: "Evaluation as a mechanism for capacity enhancement". Sarah Batterbury (Glamorgan). 4pm, Hanson Room, Architecture and Planning Bldg. All welcome.

CCSR: "Modelling of ranked party preference data: British Election Panel Study, 1997-2001". Nick Shryane (Manchester). 4pm, Studio, 1st Floor, Old Dover St Bldg.

NPCRDC: "Accounting for change in self-management: a sociological perspective". Prof Anne Rogers. 2pm, NPCRDC, 5th Floor, Williamson Bldg.

Wednesday 10 March

Dept of Sociology (with the Centre for the Study of Sexuality and Culture): "Gender consumption". Celia Lury in conversation with Lisa Adkins. 4pm, Room 4.9, Roscoe Bldg.

Manchester Medical Society – Medicine – Symposium: "Screening in the medical specialities" followed by Junior Doctors' Clinical Medal Presentations. Speakers: Dr J A Muir Gray CBE (UK Screening Committee); Prof J A Franklyn (Birmingham); Dr A Neil (Oxford); Dr P E Isaacs (Fylde and Wyre Hospitals NHS Trust); and Miss S T O'Dwyer (Christies). 2pm, MANDEC (coffee from 1.30pm).

Manchester Medical Society – Paediatrics (joint meeting with the Liverpool Paediatric Club and Regional SpR & SHO Training): "Calman reforms in court". 2.15pm, Royal Manchester Children's Hospital.

Manchester Medical Society - Pathology: Amgen Trainees' Prize Evening. 5.30pm, LT2, Stopford Bldg (tea from 5pm).

Transport Seminar: "The NW Regional Transport Strategy". Roy Newton (North West Regional Assembly). 5.30pm, Room G33, Architecture and Planning Bldg. All welcome.

School of Biological Sciences/AstraZeneca: "Rho GTPases in cell adhesion and migration". Prof Keith Burridge (North Carolina). 12pm, LT1, Stopford Bldg.

Manchester Materials Science: "Commercialism of materials science research – the opportunities and the challenges". Prof Sandra Downes (Smith & Nephew Group Research Centre). 2.15pm, Room D13, Manchester Materials Science Centre. All welcome.

Dept of Physics and Astronomy Manchester Centre for Nonlinear Dynamics: "Liquid crystalline behaviour of biopolymers". Dr Aline Miller (UMIST). 4pm, Blackett Lecture Theatre, Schuster Laboratory.

Centre for Philosophy: "Intuition, evidence and the objectivity in Kant's Philosophy of Mathematics". Prof Gordon Brittan (Montana). 4pm, OG.16, Dover Street Bldg.

Thursday 11 March

Dept of History: "A tale of second cities: autonomy, culture and the law in Hamburg and Barcelona in the long 19th century". Dr Maiken Umbach (Manchester). 5pm, Room A113, Arts Bldg. Enquiries: 0161 2754 3084.

Manchester Medical Society – Anaesthesia (joint meeting with the Liverpool Society of Anaesthetists). Speakers: Dr J Harrison (Aintree Hospitals NHS Trust) and Dr P Nightingale (South Manchester UHNHS Trust). 8.15pm, MANDEC (coffee from 7.45pm).

Faculty of Medicine – Imaging Science and Biomedical Engineering: "Imaging liver tumours, which modality is best?" Dr S H Lee (Manchester). 5.15pm, LT3, Stopford Bldg. All welcome.

Dept of Religions and Theology: "The wheels of the chariot: religious language in English and German romanticism". Prof David Jasper (Glasgow). 4pm, Room A18, Arts Bldg.

Friday 12 March

Dept of Physics and Astronomy Condensed Matter Physics: Title to be announced. Mark Blamire (Cambridge). 4pm, Moseley Lecture Theatre, Schuster Laboratory.

Monday 15 March

Centre for Translation and Intercultural Studies: "What really happened at Toledo in the 12th century?" Charles Burnett (Warburg Institute). 2pm, Room A201, Arts Bldg. All welcome.

Tuesday 16 March

CHSTM: "Personal equations: reconceptualizing fieldwork a century ago". Henrika Kuklick (Pennsylvania). 4pm, Room 3.29, Maths Tower.

Manchester Medical Society – Imaging – Debate: "This house believes that the traditional post-mortem is dying and will be replaced by cross-sectional imaging". Speakers: Dr R Bisset (Pennine Acute Hospitals NHS Trust) and Dr E W Benbow (Manchester Children's UHNHS Trust). 6pm, Postgraduate Health Sciences Centre, Manchester Royal Infirmary (tea from 5.30pm).

Dept of Chemistry: "Long 2 electron – 4 centred 2.9 Å carbon-carbon bonds. What is a bond?" Prof Joel Miller (Utah). 3pm, Room G.51, Chemistry Bldg.

School of Planning and Landscape: "Inclusive urban design: public toilets". Clara Greed (West of England). 4pm, Hanson Room, Architecture and Planning Bldg. All welcome.

NPCRDC: "Innovation in community pharmacy contracts: describing first wave Local Pharmaceutical Services (LPS) pilots". Juliette Kendall. 2pm, NPCRDC, 5th Floor, Williamson Bldg.

CCSR: "Local demographic rates from the 2001 census". Ludi Simpson and Matt Bowen (Manchester). 4pm, Studio, 1st Floor, Old Dover St Bldg.

Wednesday 17 March

Dept of Chemistry: "Ocean/atmosphere interactions and their effect on tropospheric chemistry". Dr Lucy J Carpenter (York). 2.30pm, Room G.54, Chemistry Bldg.

Dept of Chemistry: "Some nitrogen and sulfur heterocycles: unexpected cycloadditions and unusual natural products". Dr George Weaver (Loughborough). 4pm, Room G.53, Chemistry Bldg.

School of Geography: "Quantifying reach scale morphological change in a braided river". Barbara Rumsby. 4pm, Room 2.02, Mansfield Cooper Bldg.

School of Biological Sciences/AstraZeneca:

"Protein kinases, the major drug targets of the 21st century?" Prof Sir Philip Cohen (Dundee). 12pm, LT1 Stopford Bldg.

Manchester Materials Science Centre:

"Advances in coating technology". Prof John Nicholls (Cranfield). 2.15pm, Room D13, Manchester Materials Science Centre. All welcome.

Dept of Physics and Astronomy Schuster

Colloquium: "Racing cars, spiders and nanotubes". Prof R J Young (UMIST). 2.30pm, Bragg Lecture Theatre, Schuster Laboratory. All welcome.

Centre for Philosophy: "Mortal subjects". Prof Christina Howells (Oxford). 4pm, Room OG.16, Dover Street Bldg.

Thursday 18 March

Dept of Religions and Theology: "Attuning to the Dharma: a Chinese Buddhist revival?" Francesca Tarocco (Manchester). 4pm, Room A18, Arts Bldg.

Friday 19 March

Dept of Religions and Theology Media and Contextual Theology: "Bystanders or actors? Media and ethics in the globalized world". Zygmunt Bauman. 10am, Room A4, Faculty Committee Room, Arts Bldg.

Dept of Physics and Astronomy Condensed Matter Physics: "Nonlinear wave at the charged surface of liquid hydrogen". German Kolmakov (Lancaster). 4pm, Moseley Lecture Theatre, Schuster Laboratory.

Monday 22 March

Centre for Translation and Intercultural Studies: "Translatability assessment in a controlled language environment". Sharon O'Brien (Dublin City). 2pm, Room A201, Arts Bldg. All welcome.

Tuesday 23 March

School of Planning and Landscape: "The widening agenda of urban capacity". Susannah Gunn (Newcastle). 4pm, Hanson Room, Architecture and Planning Bldg. All welcome.

CCSR: "Evaluating low intensity interventions: persuading school children not to smoke". Andrew Pickles (Manchester). 4pm, 1st Floor Studio, Old Dover St Bldg.

NPCRDC: "Communicating risks - illusion or truth?" Dr Adrian Edwards (Swansea). 2pm, NPCRDC, 5th Floor, Williamson Bldg.

Latin American Cultural Studies: "Histories of the Virgin: the secular knowledge of objects of religious devotion". Trevor Stack (Aberdeen). 5pm, Room 3.5, Roscoe Bldg.

CHSTM: "Strange reactions: Clemens von Pirquet and the meaning of allergy". Mark Jackson (Exeter). 4pm, Room 3.29, Maths Tower.

SEMINARS AND LECTURES

Details of seminars can be emailed to unievents@man.ac.uk

Vacancies

Please find below a details of vacancies within existing structures at both the Victoria University of Manchester and UMIST. For all other vacancies please refer to both universities' internal websites:

www.man.ac.uk/news/vacancies and www.umist.ac.uk/university/jobs/

UMIST The Manchester Conference Centre Central Catering Services

We are currently seeking individuals with a genuine enthusiasm for customer focused services and the ability to work in a team environment. Previous experience is preferred working within a hospitality environment, but not essential as full 'on-job' training and support will be given to the successful candidates.

General Catering Assistants (Ref: MCC/NA/192)

You will be working within a service team environment within one of our many outlets, offering restaurant and café/deli bar

services to our student / academic community and conference guests. A knowledge of food counter service provision and cashiering is preferred, but not essential as training will be given.

Working Times available Monday – Friday (Term-Time) between: 08.30 am - 4.30 pm

For the above post:

- Occasional overtime may be available
- Full 'on-job' training and support
- NVQ training with an accredited training provider
- All meals during working hours.

For further details on the above posts and to arrange an initial interview please contact Mr Minshull on telephone number 0161 200 4067.

Please quote relevant reference number.

An equal opportunity employer
'Investors In People' Since 1995
(Re-Awarded in 2002)

THE UNIVERSITY OF MANCHESTER Office of the Director of Estates Design Services Group Assistant Building Surveyor (ref 198/04)

The University invites applications from existing Victoria University of Manchester and UMIST staff for the above post, the duties of which are to plan, programme, procure and supervise/administer small projects within the Minor Works Team of the Design Services Group ensuring that all work is carried out efficiently, to the required quality standard, on time and within budget constraints.

Candidates should have a minimum of 5 years' experience of the planning, designing, specifying, procurement and supervision of small building project/ refurbishment works. In addition candidates should possess a sound technical knowledge of Building Construction Services and a working knowledge of Health & Safety related to Construction Projects, Responsive/Day to Day Building Maintenance, Project Design, Procurement and Management and Financial Management in respect of Construction Projects.

Salary will be £23,396 per annum according to Grade III of the Technical and Supervisory scale.

www2.umist.ac.uk/university/jobs/

www.man.ac.uk/news/vacancies

Noticeboard

Latin American Cultural Studies

Inaugural Annual Event
Room G20, Mansfield Cooper Bldg.

15 March, 3pm "Multiculturalism in times of war". Paul Gilroy (Yale).

16 March, 3pm "Chronometrics Argentino: The time of the rule of law?" Grant Farred (Duke).

16 March, 5pm "Conversations with/in Latin American Cultural Studies". Grant Farred (Duke), Paul Gilroy and Peter Wade (Manchester).

Are You a Golfer?

If you are employed by, or retired from, UMIST or the Victoria University of Manchester, you are welcome to join in the Manchester University Staff Golf Society's handicap Stableford competitions which are held monthly from May to September. We also run a knock out match play event. This year we have weekday afternoon Meetings at Knutsford, Northenden, Davenport, Stockport and Mellor, each followed by a meal in the early evening.

For more information and/or an invitation to 'guest' at our events this Season please contact Ken Leigh on 01925 762551 (anytime) or at kmlleigh@aol.com

The Sherman Lectures 2004

By Prof Daniel Sperber
(Talmud Dept, Bar Ilan University, Israel)

"The Modern Study of Halakhah"

5.15pm, Arts Building,
The Victoria University of Manchester

Monday 15 March Arts Lecture Theatre
"The structure of Halakhah (Law): the concepts of de'orayta (rules of biblical status), derabbanan (rules of rabbinic status) and minhag (custom)".

Tuesday 16 March Arts Lecture Theatre
"The changing nature of minhag and the tendency to increasing strictness".

Wednesday 17 March Lecture Theatre 12, Lower Ground Floor "The strange concept of a minhag which "went away"

Thursday 18 March Arts Lecture Theatre
"The sociology of contemporary psak (religious legal ruling) and its deficiencies".

Sunday 21 March, Community Sherman Lecture, 4.15pm, Roscoe Building,
The Victoria University of Manchester
"The modern study of the Halakhah: Yeshivah and Academy" (in the context of the Limmud Day). For those not attending the Limmud Day there will be a registration fee of £5. Please book in advance 0161 720 8721
For more information ring 0161 275 3614 or email cjs@man.ac.uk

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Dept of Social Anthropology

Wednesday 24 March

Public Lecture by Prof Nancy Scheper-Hughes (Visiting Simon Professor).

"Beyond bio-ethics: global justice and the traffic in human organs".
4pm, Lecture Theatre B, Roscoe Bldg followed by a wine reception. All welcome.

Classifieds

HOUSES FOR SALE

Meadowbank, Winsford. Semi-det hse in a rural location overlooking open farmland. (Approx 50 mins commute to Univ). The property comprises Inge, kit/diner, conservatory, bathrm to the ground flr. To the 1st flr there are 3 bedrms. Driveway, lawned gdns to the rear there is a workshop with power, greenhse., £135,000. Email: cornelia.m.wilson@man.ac.uk

Hulme. Spac 3 dble-bed semi-det. 5 mins walk to Univ. GCH, dble glazing, on & off rd parking. Hallway, lrg liv rm, 3 dble bedrms, fitted din/kit. Bathrm with shwr, downstairs toilet, gdn to f & r. £109,950. 0161-881 1748, 07793 011 088, 0161-226 0604 or 07985 116 922.

Chorlton. 3 bed terraced. Modern Inge, kit/din & bathrm. Gd sized bedrms. Lrg, sunny gdn. Close to amenities & transport routes. £122,000 onon. (27)55182 or email: elaine.beaulieu@man.ac.uk

ACCOMMODATION TO LET

West Didsbury. Tidy non-smoking female prof/PhD student to share 2 bed flat. Bright, airy, dble glazed, 2nd flr in purpose built block, parking, bus stop right outside. 5 mins walk from restaurants, shops. Didsbury Village 10 mins. Rent £75pw or £300pcm + bills. Email: sunnysunshine41@hotmail.com

Heaton Moor. F/F s/c luxury lifestyle aparts situated in det Victorian villa conversion. Quiet, safe, conv area. Fully equip 1 bedrm (dble) & studio (dble) aparts, with private parking. Rent neg includes water rates. 0161-432 4885 or 07816 618 280 to view.

Heaton Mersey. Quiet 1st floor f/f s/c Granny flat. Sep entrance, comprising bed sit rm with study area & tel. Bathrm with shwr, also fitted kit containing cooker, microwave, f/freezer, w/drier etc. Suitable for a mature non-smoking pg or staff. £300pcm + bills. 0161-432 9626.

Whalley Range. 4 bedrm hse. GCH, w/machine. F/F, new decoration. £ 40pw/pp. 0161-428 4657 or 07909 785 575.

Bramhall/Cheadle Hulme Area. F/F 2 bed bungalow. GCH, newly decorated throughout in very pleasant loc. Close to train & bus services to Stockport/Manchester. 0161-485 3122.

Mottram Via Hyde. Ground flr 2 bed unfurn stone apart. Approx 150 years old corner position. Desirable area. A well maintained property with lots of character. Garage also off-rd parking for 1 car. Dec throughout. GCH, dble glazed. Close to M67 & open countryside. 1st to view will take. Dept & refs reqd. £550pcm. 0161-480 8583.

Glossop. 2 bed stone cottage. New kit, gd bathrm, dec throught, stone fireplace. Gd carpets, exc cond, small gdn to rear. Close to town centre, train station. Dep & refs reqd. £475pcm. 0161-480 8583.

Glossop. 1st flr 2 bed purpose built furn apart. Well maintained property, rec dec, gd carpets, exc cond. Spiral staircase. 5 mins walk to station, direct line to Piccadilly. Close to town centre, open countryside gd walks. Dep & refs reqd. £475pcm. 0161-480 8583.

HOLIDAY ACCOMMODATION

Tuscany holiday cottage to let. Superb setting near mountains. Florence, Siena, Arezzo easily accessible. Ideal walking, sight-seeing etc. 0208 699 8883. Details and photos on website: <http://freespace.virgin.net/gp.ck/> Email: gp.ck@virgin.net

West Coast Scotland holiday cottages nr Oban. 18th Century listed buildings by Loch & mountains, pub, tearooms within walking distance. Great walks from hse. Extensive website www.bonawehouse.co.uk or 01866 822 309.

Brittany. Hilltop farmhouse. Self-catering. Simple, natural, tranquil, organic produce, walks, rides, woods, rivers, menhirs. South coast beaches 25mins. 01453 860 058. Email: susie.gloster@virgin.net

2 traditional styled Breton holiday gites in Southern Brittany, France. Open all year round. www.oak-tree-cottages.co.uk

Traquair - Scottish Borders. Delightful 4 star s/c cottage for 2 located in beautiful quiet rural surroundings. Furn & fully equipped to high standard. Ideal for walking, fishing, golfing or just complete relaxation. 01896 831 227 for a brochure or to check availability or www.orchardwalls.co.uk

Wiltshire/Berkshire Border. Picturesque Grade 2 listed thatched cottage in rural location. 2 bedrms, sleeps 4-6. Wonderfully relaxing environment. Exc walking, local pub, 2 miles to Hungerford station, access to London, Oxford, Bath, Cotswolds etc. Email: lvertoncottage@hotmail.com

Georgian country hse on Shropshire/Welsh border. About an hour from Manchester. Private gdns, lovely trees. Sleeps 16 in 8 bedrms, 6 baths. Luxury. Ideal for family gatherings. Email: george.dowswell@man.ac.uk

Self-catering Holidays in France: Vienne/Charente Farmhouse. Sleeps 5 & 2 Gites each sleeps 4. Peaceful, secluded, well appointed comfort. Good cycling, bike-friendly owners. 01298 815 092 or email: laviellegorce.co.uk

Luxury Villa in Orlando, Florida. 4 beds, 3 baths, with 24ft pool & jacuzzi overlooking lake. Very close to Disney, shops, restaurants & local attractions. Very spac, fully equipped, accommodates up to 10 people. From £375pw. 0161-439 0408 or email: kate@mickeysorlandovilla.co.uk

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Ford Mondeo 1.8 verona. 1996 P Reg. FSH. Metallic green. MOT until Aug, TAX until end of May. £1,195. (27)57159, 07702 588097 or email: barrington@aol.com

Ford Escort 1.4L. 1996 Reg. 5dr, 68k miles. V dark maroon, sunroof, radio/cass. Gd cond, reliable, regular servicing. MOT end Dec 04. Tax end of Apr 04. £1,200 ono. (27)56252, 07946 543 971 or email: george.leaver@man.ac.uk

Vauxhall Belmont 1800 GLSi, F Reg. 1 careful owner, genuine 45k miles. Tax & 6mnths MOT. FSR. Gd cond. £400. Email: leon.poller@man.ac.uk

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Car share Chester-Manchester daily. Usual office hrs. Share car/driving or fuel contribution if non-driver. 01244 679 710 after 7pm.

MISCELLANEOUS SALES

Traditional style 3-piece suite, 3-seater six-cushion settee. Pale green with gold pattern & wide cream/beige stripe. Ex cond £145. 0161-442 9763 after 6pm.

Upright piano o/string, u/d in exc cond. Buyer to collect. £450ono. 0161-487 3862.

Mothercare Mirage Literider pushchair, blue with apron & raincover, as new cond £40. ELC **Wooden World 38pc City Road set** £10. ELC **Wooden World Railway Set** £5. ELC **Jungle inflatable playmate** £4. ELC **Puppet Theatre** £10. All exc cond. (27)52035 or email: sara.duncalf@man.ac.uk

Genuine 1940/1950's centre light fitting complete with 3 bowls. In exc cond £50ono. Color gas heater on wheels complete with cylinder. Hardly used £35. 01942 884 705.

Kitchen appliances. Go to http://personalpages.umist.ac.uk/staff/chris.tan/for_sale.htm & click on house hold items.

Golf clubs. 3 -SW powerbilt TPS irons. Gd cond. £90. (27)57539 otr email: michael.bailey@man.ac.uk

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LENT 2004

St Peter's House, Chaplaincy to Higher Education in Manchester

Forty Days On A City Road: facing up to the journey

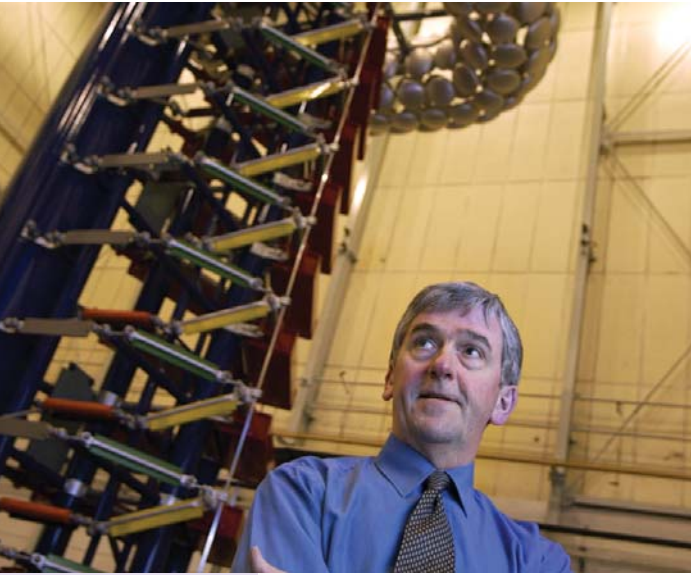
Travelling up and down busy Oxford Road, from the vibrant Curry Mile to the theatres around St Peter's Square, is to journey along the busiest bus route and through the largest university community in Europe. For some people this city road is a place for expanding horizons and new adventures, while for others it is a wilderness and a place of loneliness and terror. So how do we encourage people to journey together to create and explore meaningful community? And, if it is still possible to say, in whose image is the city to be?

Forty Days On A City Road is a chance to reflect on the links between the story of Lent (for any who still remember it) and the gritty reality of journeying into the heart of the city today.

Weekdays at 12.30 and Sundays at 10.30am at St Peter's House, a leading stakeholder or member of the academic community in Manchester will offer their perspective on living and working on or around the city road and the meanings they find there

Mar 9	Graham Kent, GMCT	'On the ecumenical road'
Mar 11	Catherine Shelley, barrister and Postgrad theologian	'The pace of change - 20 years from Faith in the City'
Mar 12	Ian Steedman, Dept Economics, MMU	'Having more, wanting less: which road to well being?'
Mar 14 Sun	Michael Lewis, Bishop of Middleton	'None other than the way of life and peace'
Mar 15	Rogers Govinder, Diocese of Manchester	'Road Race' Race and the City today.
Mar 16	Martyn Percy, Lincoln Theological Institute	'Shopping for a Church in a Age of Desire'.
Mar 17	Mark Folland, Chaplain MRI	'A health safari: fragmentation, boundary and reparation.'
Mar 18	John Atherton, Anglican Theologian	'Transcending the city as capitalism'
Mar 19	Jasmine Devadason, Dalit Theologian	'To suffer outside the gate'
Mar 21 Sun	David Copley, Methodist Superintendent	'The view from the other end of the road'
Mar 22	Jan Berry, Tutor, Luther King House	'Making liturgy for the city'
Mar 25	Cherry Vann, Chaplain to the Deaf community, Oxford Rd	'The Passion of the Deaf'
Mar 26	Jacob Devadason, International Chaplain, SPH	'Jesus and the marginalised people of the Gospels'
Mar 28 Sun	Graham Kent, Churches Together in Greater Manchester	'In memory of her.'

Just The Job



Frank Hogan is a man in charge – to the tune of two million volts! He is the affable, cool-headed High Voltage Lab Manager at UMIST's Department of Electrical Engineering and Electronics (EE&E).

Frank runs a suite of four laboratories, which includes a 2MV Impulse Generator in the Main Test Hall – the biggest high voltage research lab at any UK university and the second biggest laboratory in the country. There's also an 800,000V AC test set and a 600,000V DC test set, all of which forms a major part of the National Grid Transco High Voltage Research Centre. It is an excellent, state of the art facility for which the University is justifiably proud.

He puts his nerves of steel down to a love of the job and the challenge that it presents. "To work successfully in this environment is immensely rewarding, and to do that one has to work safely". Safety has to be at the very front of my mind in everything I do and everything everybody else does here. We are very, very safety conscious but also very positive. We have a comprehensive and tiered safety system in place that ensures safe working practices in all the laboratories of the suite. The nature of our work, experimentation using potentially lethally high voltages, is such that we can never, ever be complacent in what we undertake.

Frank Hogan

High Voltage Lab Manager, UMIST



Frank's duties include planning and managing the testing programme, coordinating testing, supervising students and ensuring they are going to work safely, before authorising high voltage experiments in laboratories that are well utilised. He presides over a comprehensive safety system that incorporates appropriate training of personnel and safe working practice with magnificent state-of-the-art test equipment that rises 30ft into the roof space of the hangar-like main test hall, and is able to amaze even without energising its truly shocking capabilities.

This allows final year undergraduate and postgraduate students to undertake fundamental research and investigate a wide field of electrical and physical phenomena, from investigating how insulation performs inside a jet engine at 35,000ft, to preventing microshocks, the static shocks experienced by workers who climb overhead power line towers.

Frank, 53, completed a five year apprenticeship as an electrician at the start of

his career, managed a high voltage lab at EA Technology (formerly the Electricity Council Research Centre), in Chester, before coming to UMIST in February 2000.

In addition Frank is a Lieutenant Commander in the Royal Naval Reserve, having joined 32 years ago he was a naval diver for 18 years and currently works with Royal Navy Mine warfare Squadrons. He has recently participated in mine clearances operations in the Baltic Sea and in maritime warfare training in UK waters.

He said: "I really enjoy my work, it is endlessly novel and fascinating. There has never been a problem getting out of bed in the morning! I never envisaged when I started my apprenticeship that I would be managing something on the scale of this laboratory. There are only five or six of these facilities in the country. There are maybe ten or 20 people who work full time in this specialisation, which makes the job pretty special; I am one of a rare breed".



<http://museum.man.ac.uk/vivaquarium/index.htm>

News Contact

News and story ideas

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Next deadline Thursday 11 March

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Events and listings information

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Next deadline Monday 15 March

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