

CONGRATULATIONS!



Dennis Lowe, an outdoor leisure attendant at Wythenshawe Sports Ground, completed 40 years of service for the University in August. Dennis (56) first began working for the university in 1965 after walking into Didsbury Job Centre at the tender age of 16.

Sara Martinez and **Marzana Piszczek** from the Weston Building have both recently passed GCSE Italian and both gained A*.

Best wishes to **Jackie Boyd** from the Centre for Continuing Education who is getting married to Lee in October in Cyprus.

Emma Gorton from the Barnes Wallis Kitchen on the Sackville Street site has completed and passed her NVQ Level 2 in Hospitality & Catering in just a year, under the guidance of South Trafford College and Caron Briggs, Senior Sous Chef within the Barnes Wallis Kitchen.

Congratulations to **Fay Bound Alberti** of the Faculty of Life Sciences and husband Sam Alberti of the Museum on the birth of Jacob George Alberti on 7 August.

Congratulations to **Lee Stott** of STARS IT on the birth of his second son Aidan, born on 13 September.

All the best to **Vonnette Bowen** from Staff House Sackville Street, who married her long-term partner Dumah Leach on 17 September.

Congratulations to **Hazel Davis**, from Browsers Deli in the Sackville Street Building, and husband Gary on the early but safe arrival of Oliver Paul in late August.

Patrick Johnson FRSA, Head of Diversity and Pre-entry in the Careers & Employability Division, became a Fellow of the Royal Society for the encouragement of Arts, Manufactures and Commerce over the summer.

Please send brief information on weddings, births, achievements and other good news stories, along with a photo if you have one, to uninews@manchester.ac.uk - or call 275 2112.

CAMPUS CLOSE-UP



KRO

WELCOME TO THE FUTURE

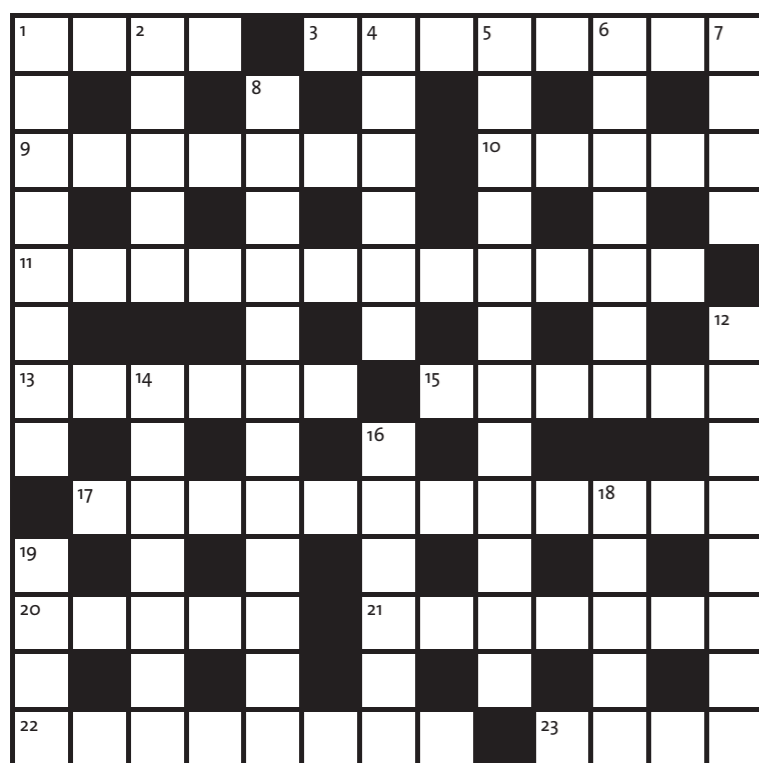


Each month our campus spy-glass zooms in on one of the thousands of cultural gems we're lucky enough to rub shoulders with every day; be it a University building, statue, artwork or Museum exhibit. Can you work out where this month's close-up shot comes from?

Send your answer to **Lorraine Harrop** in the Internal Communications Office (lorraine.harrop@manchester.ac.uk / Room G3, Beyer Building).

The winner will be chosen from a hat of correct entries and will receive a free meal and drink at Kro 1 on Oxford Road.

CROSSWORD GENERAL KNOWLEDGE



Across

- 1 Lesser Polynesian deities (4)
- 3 Greek maiden who agreed to marry any man who could defeat her in a running race (8)
- 9 Border town famous for its ruined abbey (7)
- 10 Type of architecture characterized by fluted columns and scroll-like ornaments (5)
- 11 Village in Cambridgeshire made famous by Rupert Brooke (12)
- 13 Mountain range or a Spanish saw (6)
- 15 19th century engineer who worked on the Thames Tunnel (6)
- 17 Dip made from the roe of the carp fish (12)
- 20 Latin name for the elm tree (5)
- 21 Surname of pioneering heart surgeon (7)
- 22 Danish port with Shakespearean links (8)
- 23 A coarse fibre obtained from the tissues surrounding the seed of a palm tree (4)

Down

- 1 Astronomical work written by Ptolemy (8)
- 2 City in Oklahoma (5)
- 4 Group who "won't get fooled again" (3,3)
- 5 French phrase used to describe unrestricted freedom in the economy (7,5)
- 6 A type of cotton fabric (7)
- 7 Italian word that indicates to a musician to play with the bow (4)
- 8 Constant companion in Conan Doyle's stories (6,6)
- 12 A poisonous evergreen shrub (8)
- 14 Renaissance author who gives his name to a student exchange scheme (7)
- 16 A deer of southern Asia with antlers that have three tines (6)
- 18 Texan site of battle in 1836 (5)
- 19 Scottish philosopher who was born in 1711 (4)

No prizes for this one, just a chance to work that grey matter!



The University of Manchester

STAFF UPDATE

Exclusively for staff at The University of Manchester

PAY AND GRADING UPDATE

Progress on pay and grading has continued since the last update in UniLife, and we have now entered the most complex part of the process of implementing the new system.

Most jobs across the University have now been matched to a series of role profiles. Good progress has been made on the scoring of the roles that were evaluated under HERA, which will allow the detail of the grade framework to be worked on and finalised in partnership with our Trade Unions.

Work on modelling a new pay system will continue, taking account of affordability for the University and our commitment to ensuring equal pay for work of equal value. It is intended that negotiations be concluded during October. Following this, and dependent on the speed and

difficulty of these negotiations, the University is committed to implementing the new pay system by December (subject to acceptance by ballot of the membership of the recognised Trade Unions on the Joint Campus Unions Committee [JCUC]).

Agreement has already been reached with the JCUC on the package of non-pay terms and conditions including holidays, and progress has been made on a wide range of policies which reflect the University's commitment to staff. These include improved Family Friendly policies, Maternity and a suite of policies on Equality and Diversity. In support of Towards Manchester 2015, a policy on the introduction of Market Pay Supplements is also to be introduced; most HR policies requiring negotiation have now been agreed with the JCUC and copies are available on the intranet at the address below.

Negotiations are still ongoing in some parts of the University over local implementation of the 35 hour week for support staff, which was introduced on 1 August. The reduction to 35 hours is a significant improvement to the requirements of the Framework Agreement, part of the University's commitment to improved terms and conditions in the wake of the merger.

Harmonised non-pay terms and conditions will be introduced from 1st October 2005 and a copy will be placed on the website below. Further updates, together with progress on outcomes and Questions and Answers for staff, will also appear on this website as they become available.

www.campus.manchester.ac.uk/humanresources

STAFF UPDATE IS LAUNCHED!

Welcome to the very first issue of Staff Update – the magazine exclusively for staff at The University of Manchester.

You'll notice that it has been delivered to you along with the more familiar UniLife, and might be wondering what the difference is and why we have launched this additional publication.

The University's first Staff Satisfaction Survey in November 2004 revealed that many of us were not completely satisfied with the content or timeliness of internal communications, and felt that more could be done to keep us informed about things which would help in our day to day work.

These findings prompted a full audit of internal communications activity earlier this year, which found that its infrastructure needed attention, roles and responsibilities needed clarification and opportunities for two-way communication were lacking. The audit also found that

information needed to be more targeted towards the needs and interests of different groups of staff, and that the style and content of what was being published should be reviewed.

An action plan was quickly developed to address these problems, and ensure that appropriate channels were put in place to inform staff about the things they want and need to know about. As a result, a new staff intranet, email bulletin service and Staff Update have been introduced, to keep us all posted about the issues that matter.

Staff Update will be distributed with UniLife on the first Monday of each month, and contain information on everything from personnel issues, changes to our working environment and career development opportunities to management and administrative structures, processes and responsibilities. Being exclusively for University staff it should enable us to share bad news as well as good, and everyone is

encouraged to contribute views and questions as well as news and feature ideas (find out how to make a contribution on page 11).

We're also keen to support the development of the University community, by letting you know about activities you can get involved with and keeping you posted with colleagues' news. UniLife will continue to celebrate the University's success and report on its activities, with particular reference to key strategic areas like research, teaching & learning, knowledge & technology transfer and engagement with external communities.

Good communications are vital if the University is to succeed in meeting its 2015 goals. We hope that together, UniLife and Staff Update will help us to share information about these goals, our strategies for achieving them, progress towards them and the impact for all of us in our daily work.

INSIDE

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New appointments, moves and retirements plus training and development listings

3 NEWS
Including transport news to help your journey to work

6 WHO DOES WHAT
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7 JUST THE JOB
Phil Galvin, Business Development Manager, Faculty of Engineering and Physical Sciences

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10 TIME OUT
Find out about sports activities on campus

11 FEEDING IN
Your letters and 'Any Questions?'

12 IN YOUR OWN TIME...
Congratulations, plus a new competition and crossword

APPOINTMENTS

Manchester Business School has appointed **Professor Pete Naudé** and **Dr Thomas Kirchmaier** to its team of world-class academics.

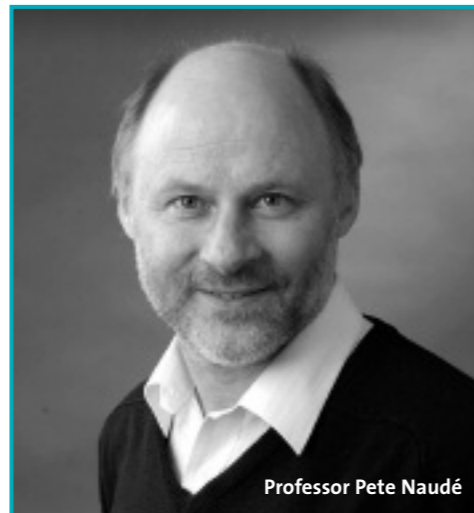
Professor Naudé joins from the University of Bath's School of Management as Professor of Marketing, and is an expert on business-to-business marketing.

Dr Kirchmaier, formerly lecturer at the Interdisciplinary Institute of Management at the London School of Economics, joins as Senior Lecturer in Strategy focusing on corporate restructuring, governance and performance.

Emma Williams has joined the Sports Service (STARS) as Sport Development Officer for Volunteers and Clubs. Emma replaces James Watmough, who recently left the University.

Michelle O'Doherty has been appointed as Resource and Learning Developer for the LearnHigher project. LearnHigher, based in the Centre for Continuing Education, is a Centre for Excellence in Teaching in Learning (CETL).

Please send brief information on new appointments, along with a photo if you have one, to uninews@manchester.ac.uk - or call 275 2112.



Professor Pete Naudé

TRAINING AND DEVELOPMENT LISTINGS

For more information or to book a place on any of the courses below, email courses-stdu@manchester.ac.uk, stating the code, date, time, your full name, University address and contact telephone number.

MS2o Developing Your Staff
11/10/05 9.30am – 12.30pm

Enables managers to identify and meet the development needs of staff and build a positive learning environment.

HS47 Evacuation Marshal Training
11/10/05 10am – 4pm

Aimed at inexperienced evacuation marshals – includes a marshal's role in emergencies and evacuations.

MS2o An introduction to Performance Management
11/10/05 10am – 4pm
Helps managers adopt a structured approach for assessing staff job performance.

MS15 Communicating With Your Staff
14/10/05 10am – 4pm

A range of communication techniques to improve relationships and performance.

OE2 Positive Retirement
17/10/05 9.15am – 12.30pm

Pre-retirement course with advice on subjects such as pensions, taxation and benefits. Partners welcome.

OE4 Mid-career Financial Planning
17/10/05 9.15am to 12.30pm

Enabling people at the mid-career stage to review the elements necessary for sound financial planning.

WB4 Managing Other People's Stress
18/10/05 10am – 4pm

Helps managers recognise and deal with signs and symptoms of stress in others.

HS35 Accident Investigation
19/10/05 9.30am – 12.30pm

How and why accidents happen, including preventative measures. For anyone involved in

accident investigations including managers, supervisors and SSAs.

WB5 Coping Better With Stress
21/10/05 2pm – 4pm

For academic staff managing stress.

P39 Image Course

25/10/05 10am – 4pm

Teaches the importance of professional image in the work place.

WB2 Personal Stress Management
25/10/05 10am – 4pm

Methods of identifying and dealing with pressure.

BF46 Writing in a Clearer Style
25/10/05 2pm – 3.30pm

Ways to improve reading and writing.

HS19 Health & Safety Management Systems
26/10/05 10am – 4pm

For supervisory or managerial staff, based around HS (G) 65 – Successful Health & Safety Management.

MS9 Training in Equality and Diversity Issues (TEDI)
27/10/05 9.30am – 1pm

Mandatory for people involved in recruitment, selection and promotion panels.

HS75 Safe UV Practice: A Users' Guide
27/10/05 10am – 11am or 11.15am – 12.15pm

Examines the safe practice of using UV-emitting equipment.

HS26 Safe Use of Genetically Modified Organisms (GMOs)
28/10/05 1pm – 4pm

For people working in biomedical research laboratories. Explains University policy and basic rules of safety.

MOVES

Following a restructure in the office of Student Recruitment and Admissions, **Paul Govey** is now the Head of Undergraduate and Postgraduate Recruitment and Dr Claire Mansbridge is the Head of Undergraduate and Postgraduate Admissions.

Jo Nightingale is no longer working half-time in Internal Communications, but will work four days a week in the MHS Faculty on Media Relations and other communication projects.

On 1 November **Sam Ryder** will move from the European Funding team in the Research Office to become Head of the Faculty Research Office in Medical and Human Sciences.

Sam replaces **Denise Davidson**, who is being seconded to the role of Research Assessment Exercise (RAE) 2008 Manager for the Faculty.

The following people are now on maternity leave:

- **Jo Kaiserman**, Senior Postgraduate Research Administrator, Faculty of Humanities – please contact Joyce Wolfson.
- **Rachael McGraw**, Internal Communications Manager – please contact Alan Ferns.
- **Jo Grady**, Media Relations Officer, Faculty of Humanities – please contact Jon Keighren.

Please send brief information on staff moves and promotions, along with a photo if you have one, to uninews@manchester.ac.uk - or call 275 2112.

RETIREMENTS

Stephen Barratt, Programme Head for Art and Architecture at the Centre for Continuing Education, retired at the end of September after 38 years' service. **Glyn Davies**, the Centre's Programme Head for Music, also retired at the end of September after 11 years service.

Tristram Besterman, Director of the Manchester Museum, is retiring this Autumn after 30 years in the museums sector. Under his leadership the Museum has undergone a £21m facelift, and has been repositioned to provide a valued interface between the academic and wider public realms.

Also at the Museum, **John Prag**, Professor of Archaeological Studies, retired on 30 September. He was appointed Keeper of Archaeology in 1969, and moved through a Readership in 2002 to a personal Chair in 2004. As well as re-organising the collections he created the Conservation department, and was (joint) author/editor of over 60 articles and five books.

Please send brief information on retirements, along with a photo if you have one, to uninews@manchester.ac.uk - or call 275 2112.

TRAVELLING TO WORK



As you know, all of us within the University are being urged to ditch our cars to reduce congestion in the area - and hopefully our daily stress. The MMU, Royal Northern College of Music and Central Manchester & Manchester Children's Hospitals Trust are also involved in the effort to encourage people travel to the area – known as the Higher Education Precinct - using alternative forms of transport.

Buses and Trains

As many of us are able to travel to Manchester by train the 147 Oxford Road Link bus was launched in March to provide a link with Piccadilly Station. Operated by Bullocks Coaches, it runs from 7.15am to 6.45pm Monday to Friday, with buses every ten minutes during peak times and every 15 minutes off-peak.

Tickets are 50p for a single journey or £1 for a day's unlimited travel, and an annual season ticket is available for £150 direct from Bullocks (call 0161 428 5265). Interest free loans are available to purchase annual public transport tickets, please visit: www.manchester.ac.uk/medialibrary/policies/SeasonTicketLoanPol.pdf

Until December, those of us who usually drive to work are being offered a free day's travel on FirstNorthern Trains and the Oxford Road Link bus. Please contact Ian Goodwin, Higher Education Precinct Travel Co-ordinator, on 276 6172 or ian.goodwin@cmmc.nhs.uk, to find out more.

Bikes

If pedal power is more your thing, information on where you can park your bike, have a shower and get changed is available at www.manchester.ac.uk/sed/mapping. Safer, less congested cycling routes into the campus and accident black-spots are also highlighted, as is useful information on local bike shops and repair centres plus relevant websites and contacts.

Cars

If driving to work is your only option, car sharing allows you to reduce your travel costs, stress, pollution and congestion – as well as wear and tear on your car. Staff willing to relinquish one or more car-parking permits in return for a joint car-sharing permit will also be offered car parking close to their place of work, so it's certainly worth considering. To find a car-share partner visit www.liftshare.org/default.asp?sub=3 or contact Ian Goodwin.

GETTING INVOLVED

A travel open day will be held on Friday, 14 October from 11am-3pm in the Visitors' Centre. Free journey plans, new cycle facility and route-finder maps, information about discounts at local cycle shops/repair centres and free train and shuttle bus tickets will be on offer, along with advice about car sharing and getting discounted public transport tickets and interest-free loans.

If you want to get a head start a booklet has been produced by GMPTe crammed with useful tips and information; email publicity@gmpte.gov.uk with your name and postal address to be sent a copy. You can also plan your journey at www.gmpte.com, or by calling the transport information line on 0161 228 7811 or National Travel Line on 0870 607 2608.

Stop press: On 19 October a commuter challenge will take place from Hazel Grove to the Higher Education Precinct, when all the above options will be put to the test to see which is cheapest, most convenient, quickest and least stressful. The race will start at 8am and the finish line will be at the University's Visitors' Centre; a bus and car user are still being sought so if you would like to take part please contact Ian Goodwin.



IT'S IN THE BAG AT CHRISTIE'S BISTRO

R W Bespoke have retained their lease as caterers at Christie's Bistro (Christie Building, Old Quadrangle) for the next three years. They were successful having demonstrated their enthusiasm and commitment to high standards with imaginative menus and good service and personnel, as well as through the close relationships they have developed with the Bistro's customers.

Manager Andrea Saunders and the team will continue to deliver the usual services from 9.00am to 5.00pm each day, including drinks and snacks throughout the day and lunch from 12.00 noon till 3.00pm.

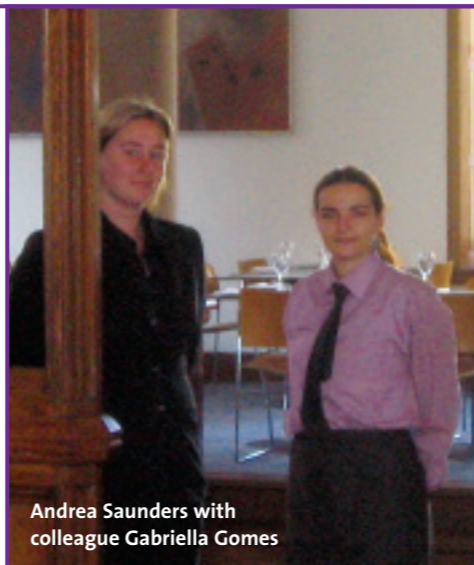
A number of new initiatives will also be introduced, with breakfast being served from 7.30am until 10.00am to either eat in the Bistro or take away. The menu will include hot bacon,

sausage and egg rolls, cereal, homemade yoghurt, fruit salad, and crepes with tempting fillings like grilled bacon and gruyere cheese, mushrooms and gruyere and warm berry compote and yoghurt.

There are also plans to open the Bistro in the evenings at special times of year such as graduation week, the run up to Christmas and Valentine's Day, offering everyone on campus an affordable but high-quality alternative to dining in the city centre.

Finally, as well as its new breakfasts the Bistro will be offering everything from its snack menu in take-away bags for you to take to your desk or eat al fresco from 7.30am each day. The team can also deliver working lunches across the Oxford Road end of campus.

For more information please call the Bistro on 275 7702.



Andrea Saunders with colleague Gabriella Gomes

IN BRIEF



FITNESS CLASSES

More than 80 fitness and well-being classes will take place weekly from 17 October, with discounts available for staff. New courses in the Well-Being Room (St Peter's House) include Holistic Fusion and Classical Hatha Yoga, whilst courses on everything from Egyptian Belly Dancing to Self Defence for Women will take place at the Armitage and Sugden Sports Centres. Options for staff closer to the Sackville Street Building include Ashtanga Yoga, Pilates and 'Bums and Tums'.

For details visit www.sport.manchester.ac.uk or contact Gail Heathcote-Milner on 275 5985 or gail.heathcote-milner@manchester.ac.uk. A 'Guide to Classes' leaflet is available from leaflet racks.

UMSS TRUSTEE RESULTS

Michael Carr has been declared winner of the recent election for a member-nominated trustee for secretarial/clerical members of the UMSS pension scheme. Michael received 356 votes and Kate Jelen 257 votes; thanks are extended to both Kate and Michael for standing.

Ged Green has been reappointed as member-nominated trustee for technical members, and Neil Roberts for manual members (in both cases, theirs were the only nominations received).

DATE FOR USS MEMBERS' DIARIES

A presentation about the USS pension and the benefits academic and related staff can expect to receive on retirement will be held in the Whitworth Hall at 10.30am on 18 November. It will also be an opportunity to learn how simplification of the tax rules for pension benefits will affect USS, and options after April 2006.

A repeat presentation will take place at 2.00pm and both will last approximately an hour and a half, including time for general questions. If you wish to attend please email graham.l.harris@manchester.ac.uk or roadshow@usshq.co.uk no later than 11 November, quoting MNOV 10.30am or MNOV 2.00pm as the subject.

A RUN IN THE PARK

Philippa Adshead of the Visitors' Centre is running the New York Marathon on 6 November in aid of 'Get Kids Going!', the national charity which helps disabled children and young people participate in sporting activities. To sponsor Philippa please contact her on philippa.adshead@manchester.ac.uk or call in to the Visitors' Centre - cheques should be made payable to 'Get Kids Going!'



RESEARCH RESEARCH DB - SO GOOD THEY NAMED IT TWICE

The Research Office has launched the Research Research database as a central resource for the University. This is a national database which provides users with full access to all UK-relevant material on national, EU and international funding opportunities.

All academic staff are encouraged to register their details on the database, to ensure that they have access to the benefits of this resource which include:

- A searchable database of funding opportunities, new funders and their programmes
- Automated email alerts - customised according to the user's preferences
- Access from home or conferences - no need to be on the University network
- Personal web space - users can establish a profile on the website and review only material matching their criteria when they sign-in
- Subscriptions to a number of services such as as email newsletters
- Access to all Research Research publications - including Research Fortnight, Research Europe and Research Day

To register your details on the database please contact James Evans in the Research Office (james.evans@manchester.ac.uk) with your personal details, including your job title and department. Existing subscribers should also email James to get details of their username and password.

WHITE CHARGERS

University Security has taken delivery of three new security vehicles, which you'll see patrolling campus from now on. The white Ford Tourneo Connect vans are based at the three key locations of the Sackville Street, Oxford Road and Fallowfield Residential Campuses.

The vehicles are intended to be used to support our security staff in their regular patrols and ensure a swift response to any emergency or serious incident.

Security staff are available 24/7 for support and advice, and can be contacted on 275 2728 or 306 9966.

One of the new security vehicles



VP OPEN MEETINGS



A series of open meetings hosted by the University's Vice-Presidents is about to be launched.

The University's four Vice-Presidents will take turns at hosting the meetings which are designed to help you find out more about the University's key strategies. They are also a chance for you to put questions to the Vice-Presidents and have an open discussion about issues affecting you and your work.

Professor Dame Nancy Rothwell, who is Vice-President for Research, will be kicking off the series of discussions on **Wednesday 12 October** when she will hold an open meeting to talk about the University's research agenda. Nancy will give a brief talk about preparing for the RAE, after which you are free to ask any questions.

Anyone who is a member of staff can attend the meeting and seats will be allocated on a 'first come first served' basis. Nancy's meeting will start at 1pm and will take place on Lecture Theatre One in Crawford House.

The second open meeting is being held on **Wednesday 2 November** and will be hosted by Professor Bob Munn, Vice-President for Teaching and Learning. Again, this will take place at 1pm in Lecture Theatre One at Crawford House.

NEW ON CAMPUS: COREL GRAPHICS SUITE SOFTWARE

IT Services is pleased to announce that a site licence has been purchased for a number of Corel design products. These are now available from the CompShop in the Kilburn Building, and the site licence means you only pay a small charge to cover costs and CDs.

When the IT Services Applications Software group conducted a 'needs analysis' survey to identify which digital imaging software would be most appropriate for the campus, two main products emerged; Adobe Photoshop CS and JASC Paint Shop Pro. Adobe do not currently have a site licence available to us, which makes Photoshop prohibitively expensive.

However Corel acquired JASC Paint Shop Pro earlier this year and bundled it into the site licence, and IT Services and the Faculty IS Managers agreed this would be a good purchase. In the bundle are:

- Paint Shop Pro
- Word Perfect Office

- CorelDRAW Graphics Suite, seen by some as a genuine rival to Adobe Photoshop and Illustrator. Includes R.A.V.E. (Real Animated Vector Effects) which can produce Flash, AVI and Quick Time movies and GIF animations
- CorelTRACE, which can convert bitmap images into vector graphics for use with CorelDRAW
- Corel CAPTURE, a rather nifty screen capture tool
- Corel Painter, 'natural-media painting and illustration software' with unique digital brushes, art materials and textures that mirror the look and feel of their traditional counterparts

If you wish to try Paint Shop Pro before buying, you will find it installed on PCs in the campus computer clusters.

For further information contact Brian Wood of the Applications Support Group in IT Services at brian.wood@manchester.ac.uk

FACTS AND FIGURES

You'll probably notice that you've received a nifty little brochure with your copy of Staff Update this month - entitled 'Facts and Figures'.

If you're wondering what it's all about - it does exactly what it says on the front! It gives you a short but comprehensive guide to most things you need to know about The University of Manchester.

In it you'll find everything from the number of current students to a listing of all the Nobel Laureates associated with the University. The booklet is intended as a handy guide to keep on your desk for reference.

The brochure is also available online as a Powerpoint presentation so if you're ever called upon to do a presentation about the University you should find this useful. You can download it from:

www.manchester.ac.uk/factsandfigurespresentation



Facts and Figures

Each month our new feature 'Who Does What' will give you the low-down on a specific unit, office or function within the administration.



Head of Research, John Rogers

RESEARCH OFFICE

The Research Office is the central administrative office supporting the University's research and graduate education activities, working with a network of colleagues in Schools, Faculties and other administrative offices. It is based on the second and third floors of the Christie Building, and forms part of the Office of the Deputy Registrar.

Headed-up by John Rogers, the Office's four main functions are:

- to support and co-ordinate the ongoing development and implementation of the University's strategy and policy for research and graduate education
- to provide expert professional administrative services in specific areas of research funding and business development
- to make sure the University has the systems, processes and information it needs for the management and administration of research and graduate education
- to ensure that the University fulfils its corporate obligations, and is well-placed administratively to respond to external assessment in research and graduate education

Although most research and graduate education administration, such as that concerning research funding proposals and postgraduate awards, is now delivered in individual Schools and through Faculties, the central Research Office covers those operational areas which it would be uneconomic or less effective to administer at the School or Faculty level. It is therefore central to the University-wide administrative framework, particularly in the run-up to the 2008 Research Assessment Exercise (RAE)

www.manchester.ac.uk/research/researchoffice

which assesses the quality of research in universities and colleges as a basis for the distribution of public funds for research.

Within the Office, the Research Policy and Graduate Education teams are concerned with matters of best practice and quality as the University develops and implements strategies and policies in pursuit of its 2015 goals. They have already produced a major new code of practice for graduate research standards and skills training since the launch of the new University last year.

The Research Funding Services team provides expert advice and services on areas including the preparation and negotiation of research contracts with external bodies, Knowledge Transfer Partnerships with industry and the complex field of European Commission funding, for which it provides academics with a 'one-stop shop'.

The Research Operations team develops operational systems to support research, from integrated pre- and post-award mechanisms to appropriate, reliable management information. It is currently developing a best practice approach to the preparation of funding proposals based on full economic costing (FEC), and a new suite of research tools and electronic research management systems (ERMS) are also in the pipeline.

For more information on the Research Office please contact Marie Saddoo, Office Manager on 275 8795 or marie.saddoo@manchester.ac.uk



PHIL GALVIN Business Development Manager, Faculty of Engineering and Physical Sciences



"I'm not doing the same thing day after day and I feel that I am getting things done, helping to make progress towards our 2015 targets."

Building relationships linking academic research and industrial needs, to the benefit of both, is at the heart of Phil Galvin's job as Business Development Manager in the EPS Faculty. It is a demanding role, closely linked to the University's 2015 strategy and driven by his four key targets of helping to:

- double external grant income
- increase the proportion of research income from industry from 8% to 20%
- make the University the preferred partner for major national and international companies, and
- build international research leadership in five or six significant areas (plus the capability to contribute to cutting-edge research partnerships, nationally and internationally, in a further 15-20 areas)

Although his priority is the EPS Faculty, where he works for the Associate Dean for External Affairs Alison Bowen, Phil has a University-wide perspective and regularly deals with cross-over projects between disciplines like engineering and biology.

As a key linkman between research and industry he needs to be very well informed about what the University has to offer, and of course what industry wants. He therefore travels widely; talking with key companies, building close relationships and fostering mutually-beneficial research, recruitment strategies and degree programmes. The

University's working model is that a key relationship with a company like IBM, BP or AstraZeneca is 'owned' by a VP and Dean, but account-managed day to day by a Business Development Manager.

Phil therefore has the job of account-managing relationships with IBM and BP, reporting to Professor John Perkins, Vice-President and Dean of the Faculty, while the AstraZeneca relationship is managed by his colleague Ian Madley in Life Sciences, reporting to his Vice-President and Dean Professor Alan North.

"It is hard work, but lots of fun," Phil says. "I like a challenge and I love variety. In this job, I'm not doing the same thing day after day – and I feel that I am getting things done, helping to make progress towards our 2015 targets."

He has the advantage of knowing the industrial side from personal experience, having had an enjoyable and successful career in ICI in production, technical marketing and technology development. He holds a BSc in Polymer Science and a PhD in Rheology (flow of materials) from Surrey, and went to ICI straight from university.

In 2000, he joined the University's Careers Service, filling a variety of roles around careers consultancy and postgraduate skills which linked North West universities with small businesses. He helped develop the University's Innovation in Action brochures and Knowledge Horizons website, and following the merger enjoyed an exciting and invaluable year working with the four Faculties.



To place a classified advert, contact Lorraine Harrop on uniads@manchester.ac.uk or 275 2113. The deadline for the November issue is 20 October.

HOUSE FOR SALE

Gatley. 3 bed det, 6.3 miles south of Uni. Garage & offrd parking, attract gdn. Easy access by rd & rail to M/Cr, motorways & airport. £235,000 ono. Printed particulars 0161 428 8055.

57 Thorne Hse, Wilmslow Rd opp Platt Fields. 1st flr 1 bedrm prupose built flat. Dble glaz, communal gdns. L-shaped open plan Inge, elect shwr. OIRO. £115,000. 0161 434 1414.

ACCOMMODATION TO LET

West Didsbury. Rm in hse, nr buses, pleasant gdn. Would suit non-smoking female visiting academic. £65 inc bills. 0161 445 1647 or email: m.searle-chatterjee@manchester.ac.uk

Withington. Rm avail in lrg shared hse, friendly household, non-smoking, gdn, central heating etc. Suit prof or pg. £225 + £23 council tax pcm. 0161 445 7198.

Chinley. 1 bedrm ex-holiday cottage, in rural loc with private gdn. 30 min to Oxford Rd stn by train or 45 min to Uni by car. Avail furn or unfurn for short or long term let. Suit non-smoking single person or couple who prefer country living. No cats or dogs. £320pcm. 01663 750 314.

Ancoats Urban Village. Bright, spac f/f 3rd flr, 2 dble-bed apart in bespoke conv warehouse develop. 10 mins walk Picc Gdns, 15 mins Picc stn. Open plan kit/living/dining w/ss workstops. W/machine, fridge/freezer, microwave, gas ch. Solid oak flrs. Secure entry, balcony, no parking. £600pcm. 0161 434 1896/0161 306 3567 or email: gordon.lorimer@manchester.ac.uk

Wilmslow. Attract superior 2 dble bed mews prop with mod kit & bathrm. Garage, award winning communal front gdn & private rear patio. Prof staff only. £625. 0161 980 7766.

HOLIDAY ACCOMMODATION

Mickeys Luxury Florida Villa to rent. Only 15 mins to Disney, with its own private heated pool & spa. Games rm, PC, free calls & much more. www.mickeysluxuryfloridavilla.com

Andalucia-Gaucin. Beautiful white village, uniquely designed villa, built as 3 apart & 2 cottages with central courtyard & pool. Sleeps 2-13. Breathtaking views to Gib & N Africa. 07801 341 856 or www.thespanishvilla.com

Apart in Emba, Paphos. Brand new apart, sleeps 4-6 in the tranquil village of Emba between Paphos & Coral Bay. See photos & details at www.ownersdirect.co.uk Prop Ref CV191. 07989 075 891.

Falmouth Area. Secluded, super-comfort chalet with own woodland, between creek & sandy beach; en-suite, verandah, fab views, sleeps 4-6. Perfect Xmas/New Year, summer vacancies £195-£580pw. Email: reddragg@waitrose.com website:www.hoardworks.com/town.htm

CARS FOR SALE

2001 VW Golf 1.9 TDI. 5dr hatch, 51 Reg. Diesel. Met Green. 57k miles, power steering. ABS, elect windows & mirrors, elect tilt/slide glass sunroof. C/L, VW Radio cass. FSH. New tyres & brake pads. Exc cond. £5,995. (27)52816 or 01282 719600, email: harry.taylor@manchester.ac.uk or harrytaylor1950@hotmail.com

VW Golf 1.6 Cl. 1997 R Reg. 5dr hatch, CD player, elect windows, 66k miles. Taxed 07/06, MOT 01/06. Well maintained, very reliable. £1,500. 0161 445 2351 (evngs).

Vauhall Corsa 1.0 Envoy W Reg (2000). 5dr hatch, Red, 60k miles. Taxed & MOT till Feb 06. Gd cond. AM/FM Stereo, cass player. Bargain at £1,650 ono. 0161 320 6713.

MISC SALES

Mothercare pink Princess Stroller (pram) with rain cover. Gd cond. £15. 07910 441 087 or email: dominique5198@yahoo.co.uk

1 x brand new (boxed) '04 Scott YZ3 mountain bike, sized 17.5 adult. 1 x '04 Scott YZ3 mountain bike size 16 adult, used only once. Both 21 gears. All accessories. Each £190 ono. Email: lisa.adkins@manchester.ac.uk

Scanner: Microtek E3, flatbed with SCSI interface (not comp with XP), £10 ono. Printer Epson Stylus colour 600 + 3 black cartridges. £10 ono. (30)65840 or 0161 374 9898 (evngs) or email: janet.s.wade@manchester.ac.uk

Berghaus Voyager 45 hardly used, navy/purple, narrow style. £30. 0161 445 1647.

Kingsize pine bed with drawers on offer in exchange for similar small or standard dble bed. 0161 445 1647.

Secure parking space avail to let in Piccadilly Village Complex (next to Picc train stn). Pin-code entry/exit system for added security. 5 mins walk to North Campus. 15 min walk to South Campus. Access avail 24/7. £50pcm. rachel.crossley@manchester.ac.uk

Childrens single bed. Mothercare, pine 75cm x 190cm with mattress. Exc cond. Only 1 yr old. Cost £180, sell for £50 ono. (27)52359.

North Face Lodestar 60, 60L + 2x4L bellows. £65. Karrimor Eclipse, 30-35L, brand new. £30. Both rucksacks in gd cond & lots of features. Email: chris.tan@manchester.ac.uk Details: http://personalpages.umist.ac.uk/staff/chris.tan/for-sale.htm

Little Tikes Easy Store large slide. Exc cond. £20. Little Tikes Junior Activity Gym (cube) with slide. Exc cond. £20. (27)52102.

Girls pink bicycle up to 7 yrs £5. Little Tikes slide up to 5 yrs £5. Scooter up to 7 yrs £5. Little Tikes seesaw up to 5 yrs £3. Shell-shaped pale blue paddling pool/sand pit £3. Girls pram suit 3 yrs £3. Have been stored in garage. To be sold as seen. Buyer to collect. 0161 224 8727 (evngs).

3 HP Laserjet print cartridges, boxed as new. 2 15A series @£15 each. 1 6A series @£10. Buyer collects from Sackville St Building. (30)65840 or email: janet.s.wade@manchester.ac.uk

Secure garage space to rent in Granby Village, Whitworth St (nr UMIST). Under remote control. £75pcm. 01457 834 467.

EKCO Hostess tray £10. Ikea TV Stand (Black) £8. Hi-fi cabinet (black). £5. 0161 773 5635 or email: triptihalter@fsmail.net

WANTED

Would you like to sing in a grade one listed church? St George's Stockport is looking to recruit new members into its Choir. To recruit Sopranos, Tenors & Basses. David Scott-Thomas 07966 232961 or Rector Alan Bell on 0161 456 0918.

Acc wanted a rm for 4 nights pw (Mon-Thurs) for a mature, non-smoking female member of staff. Pref within a 2 miles radius of the Stopford Building. 07984 915 659.

SERVICES

John Toland, Professional Glazier & Window Fitter. All window, glass & framework. Dble glazing. Replacement of failed unit (misted glass). Fascias & Soffits. 07963 620 887 or 01457 855 382 (ansaphone).

Indexing. Do you have to provide an index for your book? A professional indexer will do a professional job. Arts, humanities & social science subjects. 01565 653 597 or email: wildings@btinternet.com

House Improvements. From decoration to carpentry finishes. Wood floors refinished, plastering, doors, architraving, skirtings, shelving, storage/wardrobe units. Design & fix. Experienced tradesman. 0161 223 0125 ansaphone & fax.

Build your personal computer safely & cheaply. Free advice on selecting the parts that fit your needs best. Technical support provided as well. 07789 322 798 or email: e.kontopantelis@manchester.ac.uk

Exp. Joiner. All types of carpentry, woodwork, joinery. Tiling & plastering. Kitchen, bedroom & office fitting. New windows, doors, ceilings. Hardwood/laminate flooring. Skirting & dado rails, stairs & staircases. Plumbing & electrics. Bricklaying & masonry. Problems discussed. No call-out charge. Free estimates. 0161 610 8597 (answering service) or 07743 324 169.

Fully Qualified Driving Instructor. Fast or easy-paced lessons to suit your needs. Student rates/1st lesson half price. Block of lessons avail. 07865 063 458 or 07811 170 920 or email: beckett drivingschool@hotmail.com

NOTICEBOARD

WOOD STREET MISSION LOTTERY DRAW WINNERS

Congratulations to the winners of the Wood Street Mission Draw for August and September. August's winner was Matthew Wiseman from the Student Recruitment Office, who had the winning number 278, and September's was Michael Mercer of the Student Services Centre with the winning number 263.

To find out more about the Wood Street Mission Lottery and how to enter please contact Muriel Shingler at muriel.shingler@manchester.ac.uk

CORRECTION

The Honours Round-up in the summer issue of Unilife referred to the Fellowships awarded to Professors Nick Jenkins and Phil Withers of the Faculty of Engineering and Physical Sciences, but did not explain that both are now Fellows of the Royal Academy of Engineering. Apologies for this oversight.

UNIVERSITY OF MANCHESTER SCHOOL OF LAW LEGAL ADVICE CENTRE

The Legal Advice Centre is now taking appointments for this semester. The Centre operates during term-time and provides free, legal advice in strictest confidence to students, staff and members of the public. Clients are advised by law students supervised by local lawyers and professionally qualified teaching staff.

Precinct Centre, Oxford Road. Opening times: Mon - Fri 10am - 2pm.

MANCHESTER UNIVERSITY PRESS

Manchester University Press is looking for authors to contribute to a new series it is launching focusing on Medieval Literature. The first title 'Language and imagination in the Gawain poems' by Senior Lecturer in English and Language Dr John Anderson. The series, edited by Dr Anderson and Dr Gail Ashton from English and American Studies, embraces medieval writings of many kinds. It is important that the works are written in an accessible, 'jargon-free' style to appeal to a wide range of readers; for more info please contact j.j.anderson@manchester.ac.uk

WHAT DOES IT TAKE TO BUILD A SUCCESSFUL UNIVERSITY SPIN-OUT COMPANY?

That's the subject of the Venture Capital Master-classes organised by the Manchester Technology Fund (MTF, the University's in-house venture fund) and UMIP. The next event aimed at academics in the Faculty of Life Sciences takes place on 4 October - to find out more contact Richard Young on ry@mantechfund.com



INTERNATIONAL ENERGY AGENCY DATA TO BE RELEASED TO UK ACADEMIA

Academics interested in gaining free access to reliable and continuously updated international IEA statistics on energy production, trade, stocks, transformation, consumption, prices and taxes and greenhouse gas emissions, gathered from 30 OECD and over 100 non-OECD countries world-wide, should contact Keith Cole, Director of ESDS International at MIMAS (275 6066 or keith.cole@manchester.ac.uk).

Access will be given to authorised users via Athens authentication and registration with the Economic and Social Data Service (ESDS), a national data archiving and dissemination service.



INTERDISCIPLINARY ONE-DAY CONFERENCE

'Universities in the Neo-Liberal World: Possible Futures'

Wednesday 9 November 2005

President and Vice-Chancellor Professor Alan Gilbert and distinguished scholars and policy makers will explore and debate possible futures and alternatives for Higher Education by situating universities within the contemporary world.

For further information please visit: www.manchester.ac.uk/socialsciences/socialanthropology/events/possiblefutures/unlw.htm

NEW AIM, NEW NAME

Bex Lewis, Interdisciplinary Research Officer (CIDRA) from the School of Arts, Humanities and Cultures will receive £50 worth of high street vouchers for her winning entry in the intranet naming competition. 'StaffNet' will be released alongside the new corporate website in October.

COURSES AT THE CENTRE FOR CONTINUING EDUCATION (CCE)

The Centre for Continuing Education runs a programme of courses designed for adults studying part-time, whether for pleasure or personal/professional development. Most are open to beginners and no prior knowledge is assumed unless stated.

University staff are now entitled to pay reduced-rate fees where they are available, so for a copy of the Centre's new brochure and application form please call 275 3275, visit the first floor reception in the Humanities Devas Street Building or go to www.manchester.ac.uk/continuingeducation

SEE THE LIGHTS!

The University of Manchester Staff Association (UMSA) has organised a day trip to Blackpool on Sunday 30 October, including the Pleasure Beach and a trip through the famous illuminations. The trip includes coach travel with pick-up and drop-off at the University on Oxford Road, an all day wrist band for use on the Pleasure Beach and a trip through the lights upon leaving Blackpool.

The coach will set off at approximately 10.15am and leave at approximately 7.30pm. The cost will be £15 each (including children), and the trip is open to all Staff Association and Social Club members. Please contact Alison Turner on 275 3270 or alison.turner@manchester.ac.uk

CAMPUS SPORT



If you've not picked up a hockey stick since 1970 and think playing rugby against the students is just a bad dream, think again - the University's Sport Service is encouraging more staff to get involved in its vibrant Campus Sport programme.

The programme includes leagues in 5-a-side football, netball, mixed hockey, basketball and rugby league, and there are also several one-off tournaments - perfect if you can't commit to a weekly game. Staff and students take part in the same leagues and anyone can enter a team, provided it's made up of either staff members or students.

Andrea Williams, Sport Development Manager, explains: "We want to get more staff involved in the leagues and tournaments. They are great fun and open to all - whatever your standard".

Games in the 5-a-side football, basketball and netball leagues take place on weekday evenings, so are a perfect way of getting together with colleagues after work. Phil Royle from IT Services has been playing in the 5-a-side league for several years, and says: "Playing against the students is fun and the games are always played in good spirits".

"We think these leagues are a great way for staff to meet each other," adds Becca Archer, Marketing Officer for Sport. "Many staff like to meet for a coffee beforehand or go for a drink afterwards".

No previous experience is necessary, so if you were always picked last in PE don't worry - the focus is on good old fashioned fun. But if you're not feeling too confident you could sign up for a coaching session in squash, badminton or women's football. "Many people want to join a team but think they're not good enough, so joining a group coaching course is a good way to learn a new sport or brush up on your existing skills," Andrea explains.

5-a-side is played at The Armitage Centre in Fallowfield, whilst netball and basketball are run at the Sugden Centre on Grosvenor Street in partnership with Manchester Metropolitan University. Leagues and coaching courses start w/c 17 October, and the Sports Service recommends you reserve your place early.

For more information please contact Andrea Williams, Sport Development Manager on 275 5304 or campus.sport@manchester.ac.uk

ANY QUESTIONS?

A year on from the merger I think many of us are still unsure who to speak to about what in the administration. What is the structure? Are there any plans to produce a guide, directory, organisation chart or something similar as a reference?

Jo Nightingale, Media Relations Officer, Faculty of Medical and Health Sciences.

The University administration was restructured in May as part of the review of devolution within the organisation. A new structure comprising five central administrative directorates and eight central administrative divisions was proposed by the review and this is now in place and operational.

The five central administrative directorates are:

- Estates
- Finance
- Human Resources
- Sports, Trading and Residential Services (STARS)
- Office of the Deputy Registrar

The eight central administrative divisions are:

- Corporate Services
- Development and Alumni
- Careers and Employability
- Manchester Computing
- IT Services
- Communications, Media and Public Relations
- International Development
- Student Recruitment, Admissions and Widening Participation

The first five divisions report directly to the Registrar and Secretary Dugald Mackie, whilst the latter three form part of the Office of the Deputy Registrar Albert McMenemy.

This revised structure is based on the 'tripartite' model of the new University, with substantial devolution of responsibility, authority, accountability and resources passing from the Centre to the four Faculties and 24 Schools.

A user-friendly Guide to the Administration, containing an organisation chart, explanation of main functions and duties and contacts for all key personnel can be found on the University's new staff intranet site 'StaffNet' at www.campus.manchester.ac.uk/staff/theguide

TELL US YOUR STORY

We hope you've enjoyed this first issue of Staff Update, as well as the new, improved version of UniLife you received with it. As mentioned elsewhere, we're really keen to cover the news and information which is of value and interest to you, especially in Staff Update which has been created exclusively for this purpose.

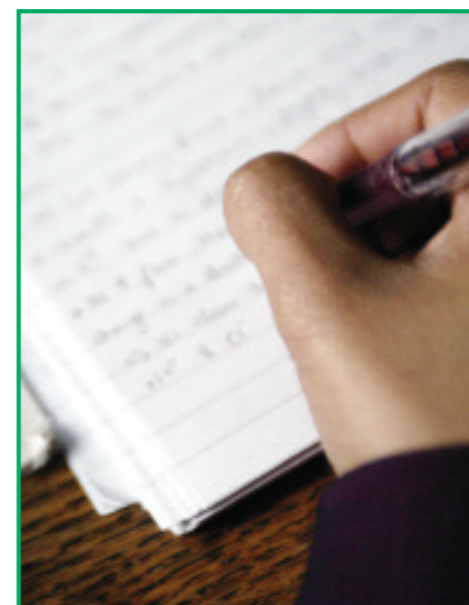
Now that you've seen the kinds of stories we can cover please do send your ideas to the Internal Communications Team in room G3 of the Beyer Building or by email to uninews@manchester.ac.uk. The team will look at your contribution and assess the best way to communicate it, whether via UniLife, Staff Update, the Intranet or email. You can call us to discuss your ideas on 275 2112, or we'll get in touch with you if we need more information.

Obviously space is limited, so we are only able to cover stories relating to things which have happened in the 30 days before the deadline date for each issue or are about to happen. Your story should appeal to at least half of the University community (a School or Faculty publication may be more suitable otherwise), and for inclusion in UniLife should also be of interest to external readers and demonstrate our progress towards our 2015 goals.

Unfortunately we don't have news reporters or photographers, but will write stories up from the information you submit so there's no need to fine-tune a finished piece. Please send us your ideas for the November issues by **noon on 20 October**, including contact details and a website address where possible.



LETTERS



For the first time we're offering staff across the University the chance to air their views in print by writing to us here at Staff Update.

Please send your letters to uninews@manchester.ac.uk or Room G3, Beyer Building, clearly marked 'letters' - space is limited but a selection of the letters received will be published each month.

FAIR VIEW ON FLUORIDE?

Since the article in the 23 May issue of UniLife announcing the launch of the National Fluoride Information Centre, I have become concerned that this body may not be as independent as it claims.

On browsing its website www.fluorideinformation.com, it's very hard to find any mention of the fact that fluoridation of water is an extremely controversial issue, with many distinguished academics and medical

experts against it (including Dr. J. William Hirzy of the US Environmental Protection Agency and Dr. Arvid Carlsson, winner of Nobel Prize for Medicine 2000) and an increasing body of research identifying risks such as a possible link with bone cancer in boys.

Medical groups including the International Academy of Oral Medicine & Toxicology have publicly voiced their opposition, and with rumours that Manchester is next in line for water fluoridation I feel it is important that the debate should be objectively presented.

One website detailing much of the research and concerns is www.fluoridealert.org - does the NFIC plan to link to such sources of alternative information?

Michael Daw, Manchester Computing.