

Unconfirmed minutes

The University of Manchester

BOARD OF GOVERNORS

Formal Session: Wednesday, 23 March 2011

Present:

Mr Anil Ruia (in the Chair),

President and Vice-Chancellor, Dr Stuart Allan, Ms Debra Dickson, Ms Gillian Easson, Professor Peter Eccles, Professor Colette Fagan, Professor Maggie Gale, Mr Robert Hough, Dame Sue Ion, Ms Christine Lee-Jones, Councillor Afzal Khan, Mr Paul Lee, Dr Keith Lloyd, Dr Anne McBride, Mr Peter Readle, Dr Brenda Smith, Dr John Stageman, Ms Kathleen Tattersall, Mr Andrew Walsh (20)

For unreserved business: Ms Sarah Wakefield, General Secretary, University Students' Union.

In attendance: The Registrar and Secretary, the Deputy Secretary, the Director of Finance, the General Counsel, and the Director of Human Resources

1. Welcome

Noted: That a formal session of the Board was being held within the Planning and Accountability Conference in order to enable the Board to agree upon a number of important issues arising from the Conference agenda, including the core undergraduate fee for home students of the University in 2012 and on the contents and principles of the University's access agreement for the same year. At the same time, it was agreed that the Board would consider a number of additional items but that all other routine business of the Board, including reports and minutes from the Board Committees and other governance and management bodies, would be considered at the next formal meeting of the Board in May 2011.

2. Minutes

Confirmed: The minutes of the meeting held on 24 November 2010.

3. Chairman's Report

Noted: That the Chairman, on behalf of the Board, offered his congratulations to Ms Christine Lee-Jones, on her recent appointment as High Sheriff of Greater Manchester for 2011/12. The Chairman also commented upon Professor Colin Stirling's appointment as Deputy Vice-Chancellor at Curtin University, Australia, offering his congratulations and sincere thanks on behalf of the University for all Professor Stirling's work on the Teaching and Learning agenda over recent years.

4. Secretary's report

Noted: That there were no matters of formal report.

5. Staffing Committee

Noted:

- (1) That following the legal implications arising from a tribunal ruling at Aberdeen University in 2008, the University had engaged in a process of consultation with the Campus Trade Unions concerning the potential termination of contracts for a number of staff currently

employed on permanent contracts at risk and linked to finite external funding streams.. At the meeting of the Board in September 2010, the Board approved a proposal to establish a Staffing Committee of the Board, in accordance with the Statutes and Ordinances of the University.

- (2) That the first meeting of the Staffing Committee had been held immediately prior to the Conference, where it had agreed Terms of Reference and its *modus operandi*.
- (3) That the Committee would bring forward its recommendations for formal approval by the Board of Governors.

Resolved: To approve the Terms of Reference and *modus operandi* of the Staffing Committee (as provided at Appendix One of these minutes)

6. Decisions arising from matters discussed at the conference

Received: A paper proposing a series of resolutions to be adopted by the Board following the matters presented to and discussed during the Planning and Accountability Conference. The paper contained seven recommendations:

- The first recommendation reaffirmed the key principles guiding the University's approach, as previously endorsed by the Board, to managing and responding to such funding pressures. The second recommendation concerned the proposed core home undergraduate fee for 2012.
- The third recommendation described the principles underpinning the Access Agreement the University had developed in preparation for submission to the Office for Fair Access.
- The fourth recommendation concerned the University's best estimate of the University's projected financial position in 2014/15 relative to the situation in 2010/11, and which had identified a likely funding gap of £27 million. This does not take account of further, as yet unknown financial pressures. It was noted that the financial position prior to 2014/15 was possibly worse than this projection.
- The fifth recommendation concerned the University's commitment to a high quality experience for all its students.
- The sixth recommendation proposed introducing an additional voluntary severance scheme, subject to consultation with campus trade unions, and the final recommendation outlined a target for non-pay savings.

Noted: That the Board debated and considered in detail the recommendations proposed for adoption and the following are among the key points noted from the ensuing discussion:

- (1) That the University's assessment of the likely financial funding gap as described during the President and Vice-Chancellor's presentation to the Conference, was a best estimate, based on imperfect and uncertain information. As the assessment was subject to fluctuation, the information had not been presented formally to the Board as the sole rationale for the determination of the maximum level proposed for the core home undergraduate fee. While the core fee level proposed was informed by this analysis of future funding, it was also recommended to be set at this level in order to ensure and improve the quality of teaching and the wider experience that the University offers to all students. It also reflected the value of a Manchester degree in the employment market.
- (2) That the Board would continue to oversee financial planning by the University, as it developed through this uncertain period, through the work of the Board Monitoring Group.
- (3) That, in supporting the introduction of the maximum undergraduate fee, the Board would communicate its reluctance in supporting this proposal.
- (4) That some members of the Board described their great personal difficulty in respect of supporting the recommendation to set the core home undergraduate fee of the University at £9000 per year. Although many noted the strengths and measures aimed to widen access outlined in the Access Agreement, some members expressed their concerns about the potential effect on the higher education choices made by students from poorer

backgrounds. In relation to this specific recommendation, the student representative expressed her misgivings about the direction of student funding nationally and her firm belief that the policy was deeply unfair on students. As the student representative on the Board of Governors she would abstain from the decision taken in respect of the core undergraduate fee level. A lay member of the Board in category 2 and a representative member of the Senate in category 3 also abstained from this particular recommendation. While recording these abstentions and recognising the concerns of some Board members the Board noted that, in the current uncertain funding environment, and taking other considerations into account including the value of a Manchester degree, the maximum fee outlined should be supported.

- (5) That the savings required from the proposed ERVS scheme, where only those applications in the strategic interest of the University would be supported, was necessary for the financial sustainability of the University and in order to enable the University to identify funds for strategic investment. Within recent communications the President and Vice-Chancellor had explained that compulsory redundancies, as a result of changes in reduced university funding, were not planned but could not be ruled out. In launching the proposed scheme the University would seek to communicate clearly the rationale for the new scheme and the difficult choices facing the University at this time.
- (6) That a staff member of the Board in category 4 abstained from the recommendation proposing the introduction of an additional voluntary severance scheme, as she felt unable to support it. The General Secretary of the Students' Union also abstained from this particular recommendation.
- (7) That the Access Agreement would be reviewed on an annual basis, and the University would seek to improve the terms of support in future years, if circumstances should allow.
- (8) That the President and Vice-Chancellor was working on the development of an article for UniLife, following her recent meetings at the Students' Union, and their desire to be seen as true partners in the educational experience. The paper would be circulated separately for the information of Board members.

Resolved: That the Board endorsed the following resolutions:

- (1) That the Board of Governors reaffirmed its support for the University in meeting its ambitions for excellence in the face of funding pressures, on the basis of the principles that were previously agreed by the Board in March 2010. These principles are set out below:

- (a) Basic fiscal prudence. The University would not under any circumstances place its essential financial sustainability at risk, and annual budgets will not be approved by the Board unless they provide for realistically deliverable annual surpluses.

The Board reaffirmed the need for the University to deliver annual surpluses, apart from essential, exceptional circumstances, for which Board approval would be requested.

Tight financial controls, detailed monthly monitoring of variances against budget and quarterly accountability to the Board through Finance Committee will be rigorously maintained.

- (b) Clear strategic direction. For this University, basic fiscal prudence will be regarded as necessary but insufficient and annual budgets will not be approved by the Board unless they provide for levels of strategic investment required to implement the Goals and Strategies set out in Advancing the Manchester 2015 Agenda.

It follows that, in managing financial pressures, all decisions about divestment and investment alike will be aligned with the clearly defined strategic interests of the University.

- (c) Maintaining a Strong Cash Position. The University will take all necessary measures to establish and consolidate a cash position strong enough to meet any contingency arising from public funding cuts and/or pension increases.
 - (d) Managing Staffing Levels on a targeted Strategic Basis. In the event of financial pressures requiring the University to reduce its payroll costs, all measures taken by the University to ensure that it remains operationally and strategically viable will be on a targeted, strategic basis.
 - (e) Valuing Collegiality. Whatever the severity of the funding outcomes we face, The University of Manchester will at all times seek to handle staffing issues as an exemplary employer, practising collegiality, keeping colleagues at all levels informed and engaged as issues emerge, treating them with dignity and never losing sight of the fundamental truth that a university is, in essence, a collegial community.
- (2) That the Board of Governors approved a fee of £9,000 as the core undergraduate fee for 2012 on the basis that this was the fee level required to maintain and improve the quality of the student experience and represented the value of a University of Manchester degree. In supporting this recommendation, the Board of Governors noted that the fee the University can charge would be conditional on agreement by OFFA of the details of the associated Access Agreement for the University.
- (3) That the Board approved the principles underpinning the University's proposed Access Agreement for 2012 (executive summary at Appendix Two). This built upon the University's progress in widening participation to date and proposed expenditure worth up to £17.5million per year by 2015/16, equating to around £900 per student. The development of this agreement had been guided by the overriding principle that the University was committed to student entry being based on merit rather than ability to pay.
- (4) That the Board of Governors accepted the University's analysis of a gap of £27 million as the best estimate for the University's financial position in 2014/15 relative to 2010/11. The analysis was based on known changes to external funding, estimates of other likely changes to income and costs, and those investment decisions viewed by the Board as necessary to maintain the University's strategic momentum, including improvements to the quality of the student experience.
- (5) That the Board of Governors endorsed the University's proposal to take all necessary steps to ensure a high quality experience for all students. These steps include the establishment of an additional investment capability earmarked specifically for investment in the student experience; improvements in student/staff ratios, noting that in some cases this will be achieved by a targeted reduction in home undergraduate student numbers, and a comprehensive review of the programme portfolio offered to students including programmes with small numbers of students which were inconsistent with the strategic mission of the University. The review should acknowledge the interest of the students in this process.
- (6) That the Board of Governors approved the creation of a VS scheme, subject to consultation with the Campus Trade Unions on the details, to serve the following purposes:
- To achieve headcount reduction and payroll savings on a voluntary basis equating to £20 million;
 - To strengthen the University by taking decisions about which applications are accepted in the University's strategic interests.

The scheme would be launched once the consultation with the campus Trade Unions had been concluded.

In supporting the recommendation, the Board noted that the stated saving through the VS scheme of £20 million aims to meet the current, known financial challenges and does not take account of potential additional pressures.

- (7) That the Board of Governors endorsed the establishment of a project to deliver non-pay savings of £7 million. The University would seek to identify savings as a result of process reviewed and improvements, amounting to a saving of £7 million from the 2011/12 expenditure budget.

7. Fraud Response Plan

Noted: That, on reference from the Audit Committee, a revised Fraud Response Plan for the University had been brought forward for approval by the Board of Governors.

Resolved: That the revised Fraud Response Plan was approved by the Board of Governors for promulgation within the University.

8. Chair of Alumni Association

Noted:

- (1) That in accordance with the statutes of the constitution of the Alumni Association, notice of the vacancy arising in its chairmanship was included in the 2010 edition of the alumni magazine *Your Manchester*, placed on the alumni website (*Your Manchester Online*) pages and was reinforced in an e-communication sent to all alumni with email addresses. A letter was also sent to all alumni who had requested notices by post. The vacancy details were accompanied by a job description and an application form.
- (2) That several queries were received from alumni based in Manchester, London and overseas and a total of seven applications were received by the closing date of 31st January 2011. A Nominations Committee was convened on 8th February 2011. Members of the Committee were drawn from the Alumni Association Advisory Board excluding any members who had submitted an application as well as the current Chair. The Nominations Committee was joined by the alumni representative to the Board of Governors, Mr Peter Readle, and was chaired by Professor Rod Coombs as Deputy Chair of the Association. The Committee discussed the relative merits of each candidate and identified three strong contenders. One candidate, Ms Janine Watson, was unanimously recommended for the role as Chair, with the remaining two recognised as potential important volunteers (biographical information on Ms Watson is provided at Appendix Three).

Resolved: That the Board endorsed the Alumni Association's nomination of Ms Janine Watson, as the new Chair of the Alumni Association, from 1 April 2011, for a period of three years in the first instance.

9. UMIP: Sign-off Protocol

Noted:

- (1) That the University had put in place a management services agreement with UMIP that set out the terms on which UMIP operates. In addition, the University had delegated authority to UMIP to sign certain documents on its behalf. A review of this was undertaken last year involving the University's General Counsel, the Deputy Secretary and UMIP's Commercial Director.
- (2) That the main change arising from this relates to Confirmatory assignments. These are the inward assignment of IP by an academic to the University and it is now proposed that these documents are signed off by UMIP instead of by the University.

Resolved: That, on reference from PRC and the Finance Committee, the Board endorsed the revised UMIP sign-off protocol.

10. Naming of Buildings

Noted:

- (1) That, during the Summer 2011, the teaching of the Optometry undergraduate degree programmes and the research activities of the majority of the "Eye and Vision Sciences" group would be housed in "New Wing Dover Street". The top floor of the building will be occupied by the Dean and Senior Management Team for the Faculty of Medical and Human Sciences. New Wing Dover Street" is a 1960s extension to a Victorian building ("Old Wing Dover Street"). As well as the two wings being very different in character and appearance, the refurbishment will remove any direct internal access between the two, and it would be appropriate to have a new name for the refurbished wing (whilst leaving the old wing with its existing name). Discussions and consultations have taken place within and between Optometry and the Faculty of Medical and Human Sciences in line with the University's naming of buildings policy, and "The Carys Bannister Building" is the preferred joint choice of both occupants.
- (2) That 'The James Chadwick Building' is proposed as a fitting name for the new home of the School of Chemical Engineering and Analytical Science.

Resolved: That the Board endorsed the naming of the Optometry Building as "The Carys Bannister Building", and the new building housing the School of Chemical Engineering and Analytical Science, as "The James Chadwick Building" (further information on both individuals is available at Appendix Four).

Close

Taken as read and signed as a correct record on 18 May 2011.

APPENDIX ONE

Terms of Reference and *modus operandi* of the Staffing Committee

1. Introduction

The Staffing Committee is established by the Board under Ordinance XXIII to give full and proper consideration to any proposals duly notified to it by or on behalf of the President and Vice Chancellor to dismiss members of staff by reason of redundancy pursuant to Statute XIII Part II.

These are the terms of reference and modus operandi of the Staffing Committee. They have been approved by the Board following consultation with each of UCU, Unison and Unite, being the recognised campus trade unions.

2. Membership

The Staffing Committee must be made up of three lay members of the Board and two members of the Board from Categories 3 or 4 of the membership, selected according to the circumstances of the particular case or cases under consideration from a panel of at least five such members. All members of the Board from Categories 3 and 4 will be deemed to be the panel from which the non-lay members of the Staffing Committee can be selected.

Three lay members of the Staffing Committee (the "Core members") will normally be appointed annually. One of the Core members will be designated by the Board as Chair of the Staffing Committee.

In addition three lay members of the Board will be appointed annually to act as a substitute member of the Staffing Committee. These lay members may attend Staffing Committee meetings where one of the Core members is unavailable to do so and act in all respects as a Core member for the purposes of that meeting and any associated actions.

3. Support

The Staffing Committee will be supported in an advisory capacity by a member of the Office of the General Counsel of the University. The University will also provide administrative support in the form of a secretary. Minutes will be produced of each meeting.

4. Frequency of meetings

The Staffing Committee will meet every two months in the first year. If deemed necessary, additional meetings will be organised.

The Staffing Committee will be convened routinely as set out above in order to consider the proposed termination of fixed term contracts on a rolling basis and, where necessary and appropriate, to consider the proposed termination of permanent contracts which had at the outset a known or foreseeably greater risk of possible redundancy due to the finite nature of the project or funding for the post.

5. Information provided in advance of the meetings

The proposal that there should be dismissals by reason of redundancy must be provided to the Staffing Committee in advance of a meeting to consider such proposal.

In addition, appropriate information shall be provided to enable the Committee to reach a reasoned assessment of the proposal and to consider alternative strategies for resolution of the circumstances leading to the proposal. This will include some or all of the following, depending on the circumstances:

- a. An identification and analysis of the alternatives to redundancy;
- b. The reasons for any discontinuation or reduction of activity or for the proposed redundancies;
- c. An outline of the relationship with the strategic plan of the relevant unit;
- d. An analysis of financial considerations;
- e. Details of any alternative strategies that have already been considered in a University-wide context ;
- f. A report on the process and the outcome of preliminary consultation with the Unions and discussions with the staff concerned;
- g. A review of the impact on the workloads of remaining staff.

6. Reaching a decision

The Staffing Committee will consider the information provided and decide whether to recommend the proposal to the Board. In preparing its advice to the Board, the Committee:

- a. may request such other information as it deems appropriate and necessary to reach a reasoned assessment of the proposal and of any alternative strategies for resolution of the circumstances leading to the proposal;
- b. shall take a pan-institutional view of the circumstances;
- c. shall consult with any persons or bodies within the University as are deemed relevant;
- d. shall ensure that all suitable and appropriate alternative strategies for resolution, including redeployment and restructuring, have been properly considered; and
- e. shall receive and respond to reports from the relevant trade unions (which may be encompassed in a report from the Joint University/ Trade Union Contracts Committee).

7. Review

A review of the terms of reference of the Staffing Committee will be undertaken by the Staffing Committee after six months in operation.

APPENDIX TWO

Introduction

Following legislative changes to graduate contributions, all publicly funded institutions wishing to charge more than £6,000 for new full-time entrants in 2012/13 must have a new Access Agreement approved by the Office for Fair Access (OFFA). OFFA released their guidance to the sector on 8 March and our agreement must be submitted by 19 April 2011. Access Agreements must focus on four key areas:

- i) fees above £6,000
- ii) expenditure on *additional* outreach/retention
- iii) *additional* access measures
- iv) targets & milestones

This document summarises the main priorities in the Access Agreement and the Board is asked to approve the principles outlined in this Executive Summary.

1. Fee limits above £6,000

1.1 The University's undergraduate fee structure is proposed as follows:

<u>Course Type</u>	<u>Fee</u>
First degree	9,000

2. Expenditure on additional outreach and retention measures

2.1 OFFA requires universities to spend different amounts on access according to their fee levels and profile of student population. Their metrics are outlined in **Appendix A**, together with our current expenditure, which is the highest in absolute terms in the English Russell Group.

2.2 The proposal is to spend close to OFFA's upper limit of £900 per full-time equivalent student on access measures. Because of a range of variances, such as student household income data, it is planned to submit a figure close to £850 in 2012/13 and review this annually.

2.3 The balance of additional expenditure is currently being modelled towards 7% outreach, 4% retention/employability and 89% bursaries/fee waivers. This is on top of our substantial existing investment in widening participation outreach work.

3. Additional Access Measures

3.1 A innovative range of new investment priorities has been developed. These can be split between outreach/retention and bursaries/fee waivers.

3.2 Outreach and retention New priorities include, *inter alia*:

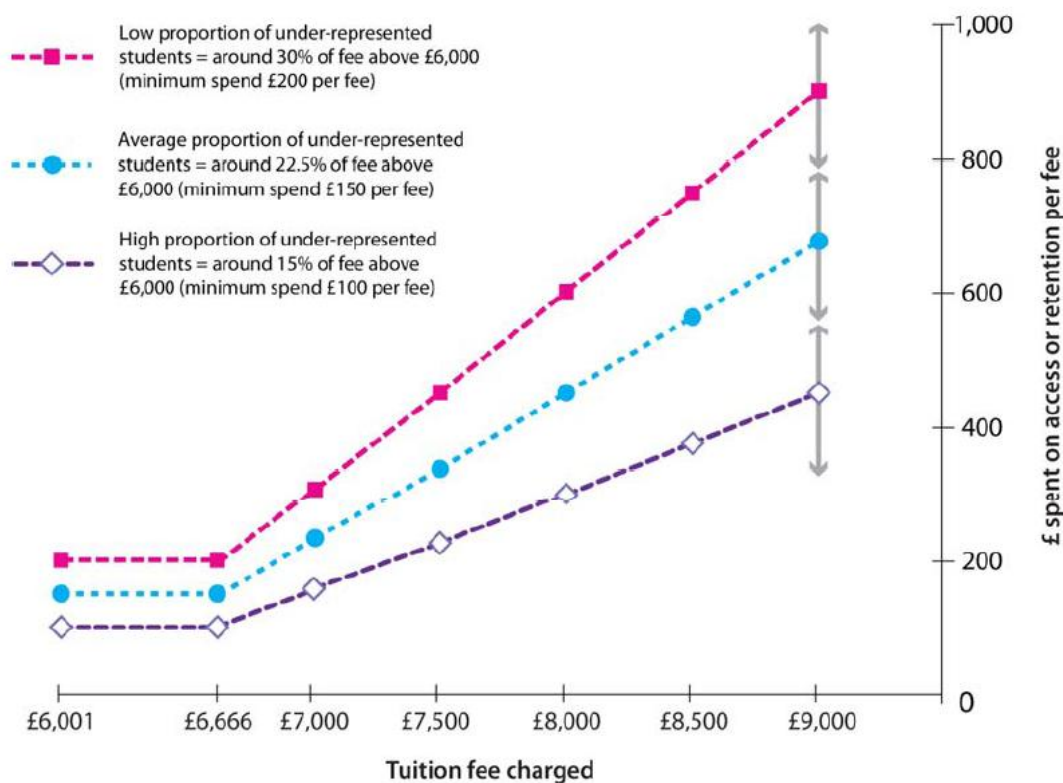
- new general HE awareness-raising work in Greater Manchester to replace funding lost through the ending of the Aimhigher programme in 2011;
- a 50% increase in students benefiting from the University's flagship sixth-form scheme – the Manchester Access Programme. This programme targets disadvantaged learners in Greater Manchester and supports them to enter Manchester and other leading research-intensive institutions;
- a new programme to increase University of Manchester staff working as governors in local schools in the most challenging circumstances;
- greater use of contextual data in the admissions process;
- developing a new strategy for enhancing the retention and employability of undergraduates.

3.3 Bursaries/Fee Waivers Packages have been developed using the following principles:

- financial support is targeted at those with the greatest need, rather than on any additional academic or subject-specific criteria;
 - the role of bursaries must be to facilitate access to the full Manchester experience, rather than to determine pre-entry choices between HEIs;
 - students should be empowered to *choose* how to receive their financial support since their needs, circumstances and dispositions towards money differ;
 - University of Manchester funded awards should be simple to understand.
- 3.4 28.6% of our most recent student intake come from households with incomes of less than £25k per annum – the Government definition of low income. In the Russell Group this is second only to Liverpool. This makes targeting financial support to low income students expensive compared to some of our research peers.
- 3.5 Students from the least advantaged backgrounds, as measured by household income, will be supported by up to £3k per annum in bursaries and fee waivers. This equates to a free year of tuition at £9k over the duration of a three year undergraduate programme. There are other generous awards that will be offered to Foundation Year, Manchester Access Programme, Year in Industry and Year Abroad students. This will ensure Manchester can attract and support talented students from all backgrounds.

4. Targets and milestones

- 4.1 New targets and milestones must be agreed with OFFA. We already perform towards the top end of the Russell Group on widening participation performance to Manchester (see **Appendix B**). Some targets will relate to the maintenance of progress in our own student diversity. Other targets commit the University to undertaking and evaluating the impact of work to encourage more young people from primary and secondary schools to consider higher education, wherever that might be.

Table 1: new guidance on expected spending commitments**Guideline expenditure per fee above £6,000 (including a minimum spend per fee)****Table 2:** Actual recorded expenditure in 2008/09 Access Agreements

	Scholarships/Bursaries		Outreach	Total
	£	%	£	%
UCL	3,953,000	31.2	490,000	35.5
Imperial	2,780,000	31.3	77,000	32.1
Liverpool	5,110,000	29.7	365,000	31.8
Warwick	4,189,000	27.9	503,000	31.2
Oxford	4,962,000	31.0	0	31.0
Manchester	9,287,000	29.2	400,000	30.5
LSE	1,039,000	23.7	190,000	28.0
Leeds	6,354,000	21.2	300,000	26.8
Cambridge	4,229,000	25.5	0	25.5
Nottingham	4,654,000	18.1	1,107,000	23.4
Newcastle	3,079,000	16.1	1,318,000	23.0
Birmingham	5,245,000	21.3	402,000	22.9
Kings	2,795,000	18.9	96,000	20.6
Bristol	2,653,000	16.6	574,000	20.2
Sheffield	3,137,000	15.0	832,000	19.0
Southampton	3,033,000	16.0	280,000	17.5

Source: Office for Fair Access Annual Monitoring Outcomes

Appendix B**Current performance against main widening participation indicators**

	% Low Participation N'hoods (LPN)	% Lower Socio- Economic Groups (NS-SEC)	% State Schools and Colleges	% Disabled Students Allowance	% Low Income Household Students <£25k
University of Manchester	7.5	21.3	78.1	4.9	25.3
Russell Group	5.8	22.7	75.9	KB	tbc
England	10.2	32.4	88.0	4.8	tbc
English Russell Group Rank	3rd	2nd	5th	2nd	2nd
Benchmark	6.8	22.8	80.9	3.8	n/a
Benchmark Difference	+0.7	-1.5	-2.8	+1	n/a

Source: Higher Education Statistics Agency (HESA) Performance Indicators 2009/10 (New HESA figures are being released on 31 March that will be submitted as part of the new Acces Agreement); Access Agreement Monitoring Outcomes for 2008/09

APPENDIX THREE

Biographical Information on Ms Janine Watson, Chair-designate of the Alumni Association.

Janine Watson
Deputy Chief Executive (Communications) Stockport Council

BA Econ Hons Economic and Social Studies 1981, University of Manchester

A high achiever in Public Relations, Janine was named by the Northwest Chartered Institute of Public Relations as PR Professional of Year 2007.

Bringing a wealth of experience in the media and local government, her career began with a graduate traineeship at *The Journal* in Newcastle upon Tyne. Her specialisation developed at the *Liverpool Echo* as Local Government Editor where Janine covered the Militant era of trade unionism and its demise. Following this came a ten year posting at the Manchester Evening News as a local government specialist. In 1999 Janine joined Manchester City Council as Head of Media. She then joined Stockport Council in 2008 in her current role.

Janine is also a guest lecturer at Manchester Metropolitan University on the MA Public Relations course.

APPENDIX FOUR

Naming of Buildings: Biographical and supporting information

Carys Bannister OBE, DSc, MBBS, FRCS (Edin), BSc (Oxon)

(1935-2010) graduated with Honours in Surgery from Charing Cross Medical School in 1958. She gained her wide experience of Neurosurgery with various appointments including Birmingham and the Western General and Royal Infirmary of Edinburgh. She was awarded the McKeown Gold Medal by the Royal College of Surgeons of Edinburgh in 1981. Carys then decided she needed to study the brain in depth and took a postgraduate degree at Somerville College Oxford in Neurophysiology carrying out research using electrophysiology on motor neurones. Research remained an important part of her career in which she published more than 100 primary research papers, numerous book chapters and presented many research talks. Her interests centred on two areas, the blood supply to the brain and developmental defects of the central nervous system, specifically spina bifida and hydrocephalus.

Following her time at Oxford she was appointed to the Department of Neurosurgery at Leeds General Infirmary and she also occupied a laboratory in Hull University to pursue her passion for research. She then became a consultant neurosurgeon in North Manchester General Hospital and Booth Hall Children's Hospital, and transferred her research work to the Medical School in Manchester. As the first "lady brain surgeon" in the UK, Carys received a lot of media attention appearing on the TV series about Women of Today and on radio including Women's Hour. Carys became a respected expert neurosurgeon with an international reputation, becoming also an excellent teacher, and mentor to medical students. She set up the fetal-management unit at St Mary's as a tertiary referral centre for neuro-developmental defects which she ran for her entire career.

During this time Carys transferred her research to UMIST and subsequently to the Faculty of Life Sciences of the new University of Manchester. Here she joined with an established research group to develop her project on hydrocephalus and spina bifida. In the 14 years of work on hydrocephalus she saw the breakthrough in understanding of brain folate handling that has allowed the development of a treatment to prevent the condition before birth and which also maximises the development of the cerebral cortex.

She was awarded an Honorary DSc for her research by UMIST in 2001 and the University filed a patent for the treatment in 2008. On her retirement from Neurosurgery Carys was also Honoured by the Queen with the award of OBE in the Birthday Honours List of June 1999. She was editor on a number of clinical journals and a committee member and past President of the Society for Research on Hydrocephalus and Spina Bifida.

James Chadwick, CH, FRS

James Chadwick - awarded in 1935 the Nobel Prize in Physics for the discovery of the neutron – was born in Bollington, Cheshire on 20th October, 1891. He attended Manchester High School prior to entering Manchester University in 1908; he graduated from the Honours School of Physics in 1911 and spent the next two years under Professor (later Lord) Rutherford in the Physical Laboratory in Manchester, where he worked on various radioactivity problems, gaining his MSc in 1913, paving the way for the award of a Royal Commission for the Exhibition of 1851 Scholarship, which allowed him to continue his research and move to Berlin to work with Professor Hans Geiger.

In recent years, neutron scattering techniques have become increasingly important for the investigation of the nano- and micro-scale structure of materials such as colloids, porous materials and liquid crystals. Research into crystallisation, colloids, and surfactants has long been an important research area in chemical engineering at Manchester, thanks to the internationally renowned work of Professors Garside, Tiddy and Davey. In particular, Professors Tiddy and Davey have made important discoveries about surfactant liquid crystal structures and the mechanisms of crystallisation using neutron scattering techniques. The name also reflects the School's, and more broadly The University of Manchester's, world-leading activity in nuclear research and education – neutrons play a fundamental role in creating nuclear energy. The School therefore recommended that 'The James Chadwick Building' is a fitting name for the new home of the School of Chemical Engineering and Analytical Science.