

STAFF
UPDATE

Exclusively for staff at The University of Manchester

STAFF BEING
GIVEN A
HEAD START

A new training course has been launched to help senior academic staff prepare for future leadership roles.

Head Start: Preparing for Academic Leadership is a new initiative aimed at giving senior academic staff the skills required in a more senior position, before they move into jobs such as Head of School or leading a major Research Institute. The idea is to create a pool of trained staff from which future leaders can be selected.

The development is a response to last year's staff satisfaction survey, which highlighted the need to improve management skills within the University.

The course introduces participants to the main leadership and management issues found in a rapidly changing education environment.

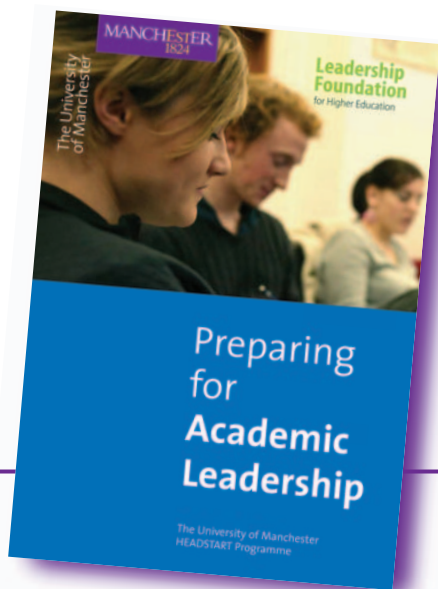
Participants will be taught skills such as being able to negotiate and influence people in a political environment and to delegate effectively to different teams. They will gain an understanding of the importance of The University of Manchester to the local and regional agenda as well as the wider context of higher education, including leadership, governance and management.

Although the course aims to prepare academic staff for future leadership, it also seeks to help them determine whether they are suited to a

leadership role, and ends with a session which reviews their personal development and considers the issue of 'what next?'

Head Start is expected to be extremely popular and the closing date for the first round of applications is 2 December. The course has been developed by STDU in close cooperation with the Leadership Foundation and Katherine Perera's Women in Leadership Project.

Further information: Paul Dixon, Staff Training and Development Unit,
paul.a.dixon@manchester.ac.uk (extension 52070).



Head Start: Preparing for Academic Leadership

UNIVERSITY
FOSTERS A SENSE
OF WELL BEING

The University is launching a range of initiatives designed to enhance and maintain the quality of working life and well-being of its staff.

A new policy on the management of stress at work has been published to mark the first phase of the programme and you should receive a copy with this Staff Update together with a letter from the President.

Andrew Mullen, Head of HR, in the Faculty of Humanities and Assistant Director of HR, said: "If we are to achieve the 2015 vision, we must provide staff with the wherewithal to achieve their potential in all respects. This initiative is also integral to the University's goal to become an employer of choice. The University already does a lot for its staff in supporting their well-being, but the programme aims to publicise existing and future initiatives to maximum effect." Chris Thorpe, Assistant Branch Secretary of UNISON, said: "I commend the University's policy on stress management."

The range of planned Well Being activities includes a staff stress survey with appropriate follow-up, training for managers and staff in recognising and managing stress, and a programme of sport and exercise initiatives for staff. With the input and support of campus trade unions, the programme has been developed by a wide range of University services, including Human Resources, Sport, Health and Safety, Counselling and the Equality and Diversity Unit.

The Well Being badge will be applied to any University activity or initiative that is aimed at enhancing the quality of working life.

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RETIREMENTS

Barbara Rigby retires at the end of this year after 33 years of service as secretary in the Centre for Occupational and Environmental Health where she has been the longest serving member of staff. Her invaluable contribution over the years has been much appreciated, especially this year when she co-ordinated the activities to celebrate the Diamond Jubilee of the Centre where she has worked in support of all five of its consecutive Professors.

Trevor Williams in central IT Services retired on 23 September.

The Language Teacher Education group within the School of Education has seen the retirement of **Mike Beaumont, Barbara Hopkinson** and **Richard West**.

Porter **Harry Papworth**, affectionately known as Happy Harry, is leaving the post room at the Oxford Road end of campus for a new life in Almeria, Spain. "The people I've met and worked with here have been second to none," he said, "I've had a great time at the University."

Please send brief information on retirements, along with a photo if you have one, to uninews@manchester.ac.uk - or call 0161 275 2112.

Harry Papworth



OBITUARIES

Death of Professor Gordon R Wray, FREng FRS

Emeritus Professor Gordon R Wray, DSc, FREng died on 17 August 2005, aged 77. Professor Wray was previously a student at UMIST where he obtained BSc (Hons) in Textile Engineering in 1952, MSc 1957 and PhD 1965. He was a lecturer in Mechanical Engineering at Bolton Technical College 1953-55, and lecturer in Textile Engineering in the Textile Technology Department at UMIST 1955-66. While at UMIST he became MIMechE, CEng and FTL.

In 1966, Professor Wray moved as Reader to the Mechanical Engineering Department at the newly formed Loughborough University of Technology. He was awarded a Personal Chair in 1970 and was the Founding Director of Loughborough University's Engineering Design Institute. Professor Wray was also the first person to be elected a Fellow of the Royal Society from an ex-CAT University. He retired in 1993.

Professor Wray died peacefully after fighting cancer for three years. He leaves a wife, Dr Kathleen Wray, and a son (Vaughan Richard) and daughter (Amanda Diane).

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.

WB6 Coping Better With The Pressures of a New Job

7/11/05 14:00-16:00

A workshop to identify, and deal with, the stresses and challenges of a new job.

P29 Building Confidence

9/11/05 10:00-16:00 (& Follow up session
23/11/05 13:00-16:00)

Practical session giving tips and hints on how to face challenging situations.

HS70 Safe Use of Display Screen Equipment

17/11/05 9:30-12:30

How to reduce health risks associated with DSE, and correct set-up of workstations.

P4 Time Management

17/11/05 or 1/12/05 10:00-16:30

Looking at strategies to use time more productively at work and at home.

HS49 COSHH Assessment for Non-Laboratory Based Staff

17/11/05 13:00-16:00

Course aimed at staff responsible for others working with hazardous substances or those carrying out COSHH assessments.

BF6 Customer Service for Front-Line Staff

21/11/05 10:00-16:00

How to contribute to delivery of good customer service, and review the key skills needed.

MS9 Training in Equality & Diversity Issues (TEDI)

22/11/05 9:30-13:00

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

HS15 Principles of Risk Assessment

22/11/05 13:00-16:00

Suitable for staff who already carry out risk assessments, as well as those new to the process.

BF45 Achieving Flow in Writing

22/11/05 14:00-15:30

A workshop to explore and improve texts that are not 'reader friendly'.

P33 Using Powerpoint as a Presentational Aid

25/11/05 9:30-16:00

Prior knowledge of Powerpoint is essential – how to present and improve an existing Powerpoint presentation using advanced features and group feedback.

MS5 Effective Recruitment & Selection

28-29/11/05 9:30-16:30

Two-day course, strongly recommended for anyone acting on an interview panel/selection committee.

HS68 Risk Assessment Workshop – For Non-Laboratory Based Staff

28/11/05 13:00-16:00

An opportunity to practice Risk Assessment skills. For staff who have attended HS15.

P25 Improve Your Memory

1/12/05 9:30-13:00

Using practical techniques to improve how we store and recall information.

BF38 Report Writing

2/12/05 10:00-16:00

A guide to the process of report writing – recommended for participants who have attended BF37 – Business Writing.

APPOINTMENTS

Maria Kostogula (MPhil, PhD), lecturer in Archaeology of Artefacts and Technology, has been appointed Research Fellow in The Manchester Museum. Her research interests include Mediterranean and Greek archaeology.

Alejandro Armellini, Julian Edge and **Juup Stelma** have recently been appointed to the Language Teacher Education Group within the School of Education.

Richard Hall has joined The Manchester Museum as Curator of Public Programming. He previously worked at the Royal Exchange Theatre and the Whitworth Art Gallery.

Russell Young has been appointed to the post of Design Services Group Manager within Estates.

Please send brief information on new appointments, along with a photo if you have one, to uninews@manchester.ac.uk - or call 0161 275 2112.

REGISTRAR AND SECRETARY

Dugald Mackie informed the President and Vice-Chancellor last month that he was unable to continue with the role of Registrar and Secretary for health reasons. The Board of Governors agreed at its meeting on Monday, 24 October 2005 that Albert McMenemy, formerly Deputy Registrar, would assume this position with immediate effect.

Dugald has been in considerable pain and discomfort for many months and now faces a second hip-replacement operation. In such circumstances, he did not believe that he would be able to continue as Registrar and Secretary and deliver the extraordinary level of professional performance that he has always demanded of himself.

Following recovery from the forthcoming surgery, Dugald will continue to serve the University in a senior capacity until his retirement in 2007. His new role as Vice-Principal will involve special responsibility for a number of University and external projects.

Albert McMenemy has now assumed the essential duties of Registrar and Secretary. The President and Vice-Chancellor is discussing with Albert ways in which his current heavy workload can be re-distributed and, more fundamentally, about how the existing duties of Registrar and Secretary can be carried out most effectively in the future in a manner which will enhance our chances of fulfilling the aspirations of *Towards Manchester 2015*.

JOHN RYLANDS ADOPT A BOOK SCHEME



Manchester's Lord Mayor Councillor Mohammed Afzal Khan 'adopting' a book on behalf of his wife and University dental graduate Dr Shkeela Kayani, to help pay for the extensive refurbishment of the Deansgate building.

Left to right: Bishop of Manchester Rt Rev Nigel McCulloch, Lady Mayoress Dr Shkeela Kayani JP and Lord Mayor Councillor Mohammed Afzal Khan.

SPORTS CLUBS FUND GROWTH THROUGH SPONSORSHIP

The University of Manchester's 34 Sports Clubs have seen memberships rise significantly this year. Many mainstream sports, such as rugby, football and cricket have seen student memberships rise by as much as 25 per cent, whilst clubs with traditionally smaller memberships, such as handball and fencing, have also reported an increase in student members.

This is fantastic news for the University's sport service, which is delighted by the increased involvement in the Athletic Union Clubs. "Being the biggest University in the UK, our clubs should be looking to compete in the top divisions in the British University Sports Association (BUSA) competitions, and with a larger pool of sportsmen and women to choose from, our clubs have grown in strength as well as depth", says Jeannie Ivanov, Sports Sabbatical Officer for sport.

An increase in members has also meant several clubs have had to look outside the University to increase revenue to fund the use of extra pitches

for training and coaching. Clubs who have successfully secured sponsorship deals include men's rugby (the Army), men's hockey (Ernst & Young), women's hockey & men's football (Deloitte) and tenpin bowling (Britannia Building Society).

As well as financial help to cover the cost of running a bigger club, the students have realised that forming a proactive relationship with a sponsor can result in much more than just cash benefits. The Rugby Club's partnership with the Army includes a team building trip to York, warm up clothing, visits to a Sports Science assessment centre in Cheshire, coaching sessions for novices, equipment and promotional material.

For more information on the partnerships or Sports Clubs contact Beccy Archer, Sports' Marketing Officer on 0161 275 5986 or beccy.archer@manchester.ac.uk



UNIVERSITY FOLK HELPING OUT CHILDREN IN NEED

Fancy the chance of winning a guitar worth £1000, signed by international stars and help Children in Need at the same time?

A small and friendly concert will be held on Friday, 11 November 2005 at the Chemical Engineering and Analytical Science department, on C floor in the Mill.

Folk singers Mike Harding, Martin Simpson and Simon Mayor will be playing "signed" guitars worth well in excess of £1000. All the instruments will be raffled to raise money for this year's BBC Children in Need Appeal.

Tickets are fairly limited as only about 150 people can attend. If you want to take part, email ralph.cooper@manchester.ac.uk

REWARDING EXCELLENT TEACHERS

Goal Four of Towards Manchester 2015 states that the University values and rewards excellent teachers. With this in mind, the promotion procedures and awards for excellence outlined below are important reflections of this.

Promotion

The University's promotions policy expects researchers to contribute significantly to teaching, with cases for promotion being strengthened by demonstrations of good outcomes in this area. It is also possible for promotions to be made based mainly on teaching, on the basis of progressively higher levels of scholarship, innovation, effectiveness, student satisfaction and external recognition.

Such promotions are available to academic staff as well as staff appointed as Teaching Fellows. Fiona Smyth and Derek Eldridge of the School of Environment and Development have recently

been promoted to Senior Teaching Fellows and Iain Mackie of the School of Dentistry and Tim Dornan of the School of Medicine to Professorial Teaching Fellows. The commitment to rewarding excellent teachers is clearly demonstrated by Professors earning that title through their excellent teaching

Awards for excellence

The University operates three award schemes, which are not mutually exclusive:

1. The Teacher of the Year award focuses on outstanding achievement during the academic year. Professor Michael Bradford from the School of Environment and Development and Teaching Fellow Dr Elizabeth Shearer of the Faculty of Life Sciences were honoured with Distinguished Achievement Medals this year.
2. Teaching Excellence Awards focus on achievements over recent years and award

£5000 for recipients to further develop their teaching or career. The University hopes to make three to five awards annually, with at least one to staff in a learning support role.

3. National Teaching Fellowships focus on sustained and outstanding achievement in three categories - Experienced Staff, Learning Support Staff and 'Rising Stars.' The University hopes to nominate candidates in all three categories each year. This year, Professor Pat Bailey of the School of Chemistry won a Fellowship in the Experienced Staff category.

These awards operate primarily at institutional level but there are also Faculty-based schemes to help develop staff and the curriculum. Schemes include teaching sabbaticals and development grants. Please contact the Teaching Learning and Assessment Office for more details.

IN BRIEF

ACADEMIC MELTING POT

Calling all academics! Do you feel cut off from other Schools? Ever wondered what scientists and arts specialists could possibly have in common? Well, here's your chance to step across the invisible barrier which often divides academic disciplines.

An informal meeting to allow colleagues from different areas to meet, discuss potential common interests and see if there's any value in further activities will be held on Tuesday, 22 November 2005 at Chancellors Conference Centre in Fallowfield, at 1.30pm. Short presentations will be given by John Harris, Brian Cox, Robin Marshall, Nigel Vincent, Erinma Ochu and Ray Tallis. All academics are welcome but please indicate attendance by emailing angela.blagbrough@manchester.ac.uk.

LIVELY LUNCHTIMES

Instead of sitting at your desk in your lunch hour, why not try a spot of belly dancing or yoga? Classes run by the University's Staff Association are held in the UMSA activities room on the first floor of the Refectory Building on Burlington Street and include salsa on Mondays (12.15pm - 1pm), Hatha yoga on Tuesdays (12pm - 1pm), pilates on Wednesdays (12.30pm - 1.15pm), belly dancing on Thursdays (12pm - 1pm) and Ashtanga Yoga on Fridays (12pm - 1pm). All staff are welcome and there are discounts for UMSA members - for more information visit www.campus.manchester.ac.uk/umsa

EUROPEAN EXCHANGE OPPORTUNITIES

Grants are available from the Leonardo European Funding Programme to facilitate staff exchanges between European companies and universities. This could involve the exchange of expertise, competencies, innovative methods and practices

in relation to vocational training. Exchanges do not need to involve two-way movement of staff.

Please contact Leonardo da Vinci Programme Manager Stephanie Jones for further information, on 0161 234 8885 or sjones@nwua.ac.uk.

www.nwua.ac.uk/leonardo

SKILLS TRAINING FOR PGR STUDENTS NEWSLETTER

A new newsletter focusing on skills training for postgraduate research students has been launched, called STEPS (Skills Training Essentials for PGR Students). It aims to raise the profile of PGR skills training across the institution, and enable good practice to be shared across Faculties and Schools. www.eps.manchester.ac.uk/graduateschool/graduatedevelopment/docs/steps-01.pdf

NEW YORK NEW YORK

Philippa Adshead, Visitors' Centre Manager, 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 help raise funds, Philippa is inviting you to rub shoulders with the A-List by bidding for a Status Quo/Coronation Street package on ebay. The package includes a Coronation Street script signed by the cast and recent guest stars Status Quo.

As if that wasn't enough, there are two tickets for a Quo concert in December with backstage passes to meet Status Quo and the cast of Coronation Street. The Quo concert is on 13 December 2005 and the ebay address is www.ebay.co.uk search item 4785026752.

Further details are available from Philippa on 0161 275 2922 or by emailing philippa.adshead@manchester.ac.uk or at www.justgiving.com/folliesfillies

NEW STAFF INTRANET UP AND RUNNING

A new staff intranet was launched in October to improve the way we communicate within the University.

As well as the huge task of updating and merging content from the legacy intranets of the two predecessor universities, many people have been concerned about the interim system of four Faculty-based sites with different passwords. Kate Lawson in the Communications, Media and Public Relations team has been working hard over the past few months to solve the problem, with the new intranet allowing users to jump freely from one area to another.

"The new site also brings us into line with the new Freedom of Information Act, which states all organisations should be open, honest and accountable," said Kate. "There will be staff and student-focused areas, but the first priority has been to get the 'StaffNet' up and running.

"The first phase is now live but the content will continue to build, and the new news and seminar sections and bulletin board should mean everyone will be able to keep up with the latest info much more easily."

StaffNet was chosen as the name for the intranet site following a competition run in August that was won by Bex Lewis, Interdisciplinary Research Officer (CIDRA) in the School of Arts, Histories and Cultures.

 www.manchester.ac.uk/staffnet

Bex Lewis



PLANNING FOR THE FUTURE



The University is inviting academic and academic-related staff to attend a pension presentation about the Universities Superannuation Scheme (USS) and the benefits they can expect to receive on retirement. The presentation will take place in the Whitworth Hall at 10.30am on Friday, 18 November 2005. A repeat presentation will take place at 2.00pm. Each presentation will last approximately an hour and a half, including time for general questions.

There will be a chance for staff to learn how simplification of the tax rules for pension benefits in the UK will affect USS and therefore options after April 2006.

Opportunities exist with the USS to improve scheme benefits. Further information can be found in Factsheet 1 – a copy is in your USS folder. It can also be found on the USS website (www.ussq.co.uk) by entering 'Factsheet' in the search facility.

If you have not already confirmed your attendance and wish to come, please email roadshow@ussq.co.uk by 11 November, quoting MNOV 10.30 or MNOV 2.00 as the subject.

A further opportunity to discuss options available for improving your benefits has been arranged by the University. The Retirement Education Consultants from the Prudential will visit the University in the week starting 28 November and will answer your questions, although advice will not be given.

To get a personal consultation, please email uss@prudential.co.uk with your details and a suitable time and date will be arranged.

MANCHESTER COMMUTER CHALLENGE - UPDATE



The race is over to find the fastest and most cost effective way to commute to work!

A cyclist, a car driver a bus user, a motorcyclist and a train/147 Oxford Road Link shuttle bus user took up the challenge on Wednesday, 19 October 2005.

Setting off simultaneously from Hazel Grove at 8am the first of the five commuters to arrive at The University of Manchester Visitor Centre was (drum roll please)...the motorcycle; taking 32 minutes to make it past the finishing line and costing £3. In second place was the cycle taking 45 minutes and costing 27 pence. The train and 147 shuttle bus user arrived in third place, taking

50 minutes and costing £2.25 (if purchased as a season ticket). The bus took one hour and four minutes and cost 82 pence (if purchased as a season ticket). The car eventually crossed the line in last place with a time of one hour and eleven minutes and with a cost of £5.04.

In terms of environmental pollution, the cyclist proved most efficient with no emissions. In second place was the train with 49g per passenger Km of carbon dioxide emissions and the car and the motorcycle coming joint last. The car driver found the journey most stressful and all the public transport services ran to time with little or no delays.

THE ANNUAL RECRUITMENT AND ADMISSIONS AWARDS

The Annual Recruitment and Admissions Awards took place earlier this month following the annual Recruitment and Admissions Conference.

Submissions were invited for awards in two categories, including the Unity Award. This prize is given for maintaining standards of service throughout the University's transitional period. The 2015 Award is presented for developing recruitment and admissions practices to progress the Manchester 2015 agenda. Each award includes a cash prize of £1000.

The Unity Award was won by Dr Kathy England, Head of Undergraduate Recruitment and

Admissions in the Faculty of Engineering and Physical Sciences. It clearly demonstrated the hard work and effort of the Faculty to achieve its goal.

The Faculty of Engineering and Physical Sciences said 2005 was an extremely challenging year for recruitment, however they managed to recruit a similar amount of high quality students as previous years into a single institution instead of two.

Dr Tom McCunnie, Admissions Tutor/Widening Participation Manager in the School of Social Sciences, accepted the 2015 Award. The School demonstrated a collaborative project which benefits a wide audience and promotes the

achievement of Widening Participation goals set out in the 2015 agenda. Dr McCunnie said the school's aim had been to combine the core functions of recruitment, retention and research.



Left to right: Dr Kathy England, Professor Bob Munn, Dr Tom McCunnie

TEACHING, LEARNING AND ASSESSMENT OFFICE

This month we turn our attention to the Teaching, Learning and Assessment office based in the upper reaches of the John Owens Building...



*(Left to right)
Keith Elliot, Head of Curriculum Development, with John Hostler, Head of Teaching, Learning and Assessment office.*

Based largely in the top corridor of the John Owens Building - 79 steps up with no lift – the staff of the Teaching Learning and Assessment Office must be among the fittest in the University. The Office focuses on the maintenance of academic quality and consistent teaching standards, as well as curriculum development, on-line learning and student learning support.

The Office works closely with the Vice-President for Teaching and Learning Professor Bob Munn, and its work is closely aligned to the University's 2015 strategy. "Our two top priorities are to achieve greater consistency of quality across the University, and to enrich face-to-face teaching and learning by increasing on-line support," explains its head, Dr John Hostler.

The Office has three teams, looking at Academic Quality, Curriculum Development and Innovation and Distributed Learning. The Academic Quality Team works closely with Faculties to make sure that academic standards and student experience across the University are consistent and cohesive, promoting best practice and adherence to external quality assurance requirements.

Curriculum Development and Innovation encompasses methods of delivering and assessing

learning, as well as student development and contributions to the professional development of teaching staff. Also included in its remit are innovative activities like Students as Partners, which involves students working alongside staff on the development and delivery of programmes, student personal development plans, peer-mentoring schemes and peer-assisted study.

Finally, the Distributed Learning Team helps academic and support staff to design and develop on-line courses, through a programme of seminars and events and the provision of both education-related and technical advice.

"Our role is to maintain an overview of teaching and learning and to work with the University's network of support structures," concludes John, who as the former Director of the Centre for Continuing Education has always been a keen advocate of teaching quality. "With Pedagogic Centres in each Faculty, the University-wide Teaching Research and Development Network (TRDN) and new national Centre of Excellence in Enquiry-based Learning, I feel the University is well-placed for the challenges ahead."



JESSICA HINCHLIFFE

Executive Assistant to the Dean,
Faculty of Life Sciences.



*"I love the variety of my job
- no two days are alike."*



Being Executive Assistant to the Dean of the Faculty of Life Sciences, Professor Alan North, puts Jessica Hinchliffe exactly where she loves to be – in the thick of things. The fact that her boss is also a Vice-President of the University, President of the Physiological Society, Board Chair of the Medical Research Council, sub-panel Chair for RAE 2008 and overseeing the redevelopment of the University's website adds richly to the mix.

"I love the variety of my job – no two days are alike," she says. "I get to meet a lot of people and I am involved in what's happening daily at Faculty level, as well as furthering my understanding of long-term issues like strategic planning and development."

For someone with so much to organise and anticipate she is remarkably cool and cheerful; perhaps thanks to her close working relationship with Professor North, which began over five years ago at the University of Sheffield. The clear focus of her job is to support him in all he does, from organising visits for high-profile potential recruits and subsequent appointments in the Faculty, to welcoming new staff and PhD students in his laboratory. She also deals with human resources

issues for academic staff and various financial matters, and says managing the Dean's diary and travel can sometimes feel like a full-time job in itself!

Having only worked at the University for just over a year, Jessica is still on a learning curve, finding out who does what and how to get things done. But her role as a 'buffer,' dealing with many issues on the Dean's behalf, has allowed her to quickly develop good working relationships with others in the Faculty - as well as to expand her knowledge and expertise. She is part of the Faculty's Administrative Management Group and has recently taken on a new role as the Faculty's Internal Communications Facilitator; one of 42 such people across the University who make up the new Internal Communications Facilitators' Network.

"Communication is something I am very keen on and love doing; it's crucial to my job, every hour of every day," she says. "It means picking up quickly on who's doing what, and making sure that information is shared appropriately, but I think it's something I'm well-placed to facilitate."

With that in mind she co-ordinates an Internal Communications Group on behalf of the Faculty's Associate Dean for Communications and External Affairs, and is also helping to progress a variety of

communications-related projects such as a new quarterly Faculty newsletter to be launched in December and regular bulletins to colleagues to supplement this.

After ten years, Jessica clearly enjoys working in a University environment and relishes her role with Professor North. "I enjoy the challenges that come with dealing with the Dean's packed diary every day; dealing with on-going issues and events and thinking and planning ahead," she says. "Most of all I enjoy meeting so many different people, both within the University and beyond."

The news that she has also recently completed a Business Studies degree and is expecting her first baby is certainly testament to the fact that Jessica likes to lead an extremely full life!



To place a classified advert, contact Lorraine Harrop on uniads@manchester.ac.uk or 0161 275 2113. The deadline for the December issue is 12 noon on 17 November.

HOUSE FOR SALE

Reddish. Townhouse. Built 1978, 3 bedrm all gd size. Recent complete refurb. Cloakrm & 2nd toilet off hallway. Lge kit & liv rm. Lots of storage space both upstairs & down. Gdn to rear. Exc public transport. Off-rd parking facility. £125,000. 07815 550 663 or email: tkcyog@hotmail.co.uk

ACCOMMODATION TO LET

Levenshulme. Bus/train route for M/Cr or Stockport. F/F rm to let, sharing with home owner. Female prfd. £270pm inc bills. 0161 225 1656.

Heaton Moor. Well presented 4 bedrm mid-terr prop. U/F with 3 dble & 1 sgle beds, lng, din rm, cellars, fit kit, open fire, dble glazed. Close to shops & transport. £750pcm. 0161 431 8538.

Nr Ripponden. Superb 2 bed furn 18thC hillside cottage with fab views over Ryburn Reservoir. Beamed ceilings, open fire. Dble glaz, GCH, f/f kit/diner. Liv rm. Lrg lng, bath with shwr. South fac gdn. Lrg off-rd parking. Sorry no young children, smokers or pets. £550pm. 01422 822 833 or 07790 511 736.

Didsbury. Flat in Vict hse for visiting acad or couple. N/S. lng, din rm, storeroom. 2 bedrms, kit, bathrm. Ch. Short term 3/6 mnths. £600pcm or £300pcm per rm. 0161 445 6129 or 01223 697 935 or 07905 314 593 or 07944 136 795.

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

West Didsbury. Rm avail Nr buses, pleasant gdn, would suit non-smoking female visiting acad. £65 inc bills. 0161 445 1647 or email: m.searle-chatterjee@manchester.ac.uk

City Centre. Lrg, attractive 1 bedrm 1st flr apart in Piccadilly Village with balcony overlooking the canal. Secure communal parking with alloc space, dble glaz, economy seven heating, alarm & communal gdns. £550pcm. 01204 521 281.

Didsbury. Bedrm now avail in friendly well-kept f/f 3 bed hse, shared with 2 staff. 2 min walk to Wilmslow Rd. Suit female pg or staff. (27)55336 or 0161 445 3152.

Chorlton. Spac dble bedrm in acad household. Suit pg/researcher. Gdn, broadband, parking. 15 mins on very freq buses to Uni. Non-smoker, £300pcm inc bills. Half-board Mon-Fri neg. 0161 861 0920 or 07989 404152.

HOLIDAY ACCOMMODATION

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 CY191. 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: redragg@waitrose.com website: www.hoadworks.com/towan.htm

Tuscany holiday cottage to let. Superb setting nr mountains. Lrg gdn, air conditioning. Florence, Arezzo, Siena easily accessible. Ideal for walking, sight-seeing, museums, restaurants, wine tasting, swimming & much more. 0208 699 8883. Website: <http://freespace.virgin.net/gp.ck/> Email: gp.ck@virgin.net

Bellapais. North Cyprus. Abbey Hse cottage is a unique village house close to the Abbey. Just renovated; air con; shady sec gdn, beautiful terrace. Want to finish that paper, book, thesis or just chill out? This is an ideal spot. Sleeps 2. £200pw. 0161 439 2088.

Tuscany. Beaut apart loc on the 1st flr of an accident palace in the historic centre of the fascinating city of Lucca. Compl renovated with 2 air-cond dble bedrm + 2 bathrms. 18km from Pisa airport, close to Florence, Siena & many other Tuscan localities. Tel/Fax +39 0583 950 872 or email: info@viaromaimmobiliare.com

Tuscany. Summer rental in the hills nr Lucca above the spa town of Bagni di Lucca. 17thC idyllic farmhse, sleeps 10, private pool, sun terr, olive grove & vines. Stunning views, unspoilt surroundings, gd base for exploring medieval & renaissance Italy or just relaxing. +39 0583 804112 or email: vcicamarota@interfree.it www.geocities.com/lemuradisotto

CARS FOR SALE

Citroen Xantia. Diesel, HDI LX. Yr 2000. 126k miles. 12 mnths MOT. Very reliable. Service history avail. £2,200 ono. 0161 882 0622 or 07879 625 272.

Peugeot 307 1.4LX. 5 dr, Silver. 01-51 Reg. 36k miles. FSH, Very clean & economical (45+mpg) car. PAS, airbag, ABS. Remote-central locking. £4,250 ono. 07970 425 805 or email: tomos.williams@manchester.ac.uk

Yamaha YCL 450. 2yrs old. Exc cond. Cost £730 new will sell for £550. 0161 237 2149 or email: Roselyn.thomas@manchester.ac.uk

New caravan for sale. Small park in picturesque Llangernyw. Views, village shop, 2 pubs with gd restaurants. 15 miles Mt Snowdon, 10 miles Llandudno/Conway/A55. Enquiries park owners Colin & Angela Morgan 01745 860 417.

Peugeot 205 L Reg. Auto 3dr hatch, petrol, in gd cond. Fully serviced. 56k miles. MOT till Aug 06, TAX till Jan 06. Very reliable. £695 ono. 07763 876 443.

MISC SALES

Stereo. NAD 302, stereo amplifier. Sony CD player. Technics BX606, tape deck. B & W. DM110, speakers. £230 ono. 0161 882 0622 or 07879 625 272.

Sofabed unfolds to a dble bed. Hardly used, ex-argos. Natural colour fabric. Reddish SK5 area. £99 ono. 07815 550 663 or email: tkcyog@hotmail.co.uk

Manchester PhD Gown with hood & hat. Medium.

Gd cond. £150 + £10pp. 0191 222 6883 or email: P.J.Dawson@ncl.ac.uk

Size 16 Evening Dress. Designers at Debenhams, long burgundy evening dress with scoop neck line & thin straps. 1 side with diamante detail. Worn once, dry cleaned. Cost £120 will accept £50 ono. Email: jennifer.pennington@manchester.ac.uk

Childrens single bed. Mothercare, pine, 75cm x 190cm with mattress. Exc con, only 1 yr old. Cost £180, will sell for £40 ono. (27)52359.

BBQ Trolley. It's got chrome plated warming racks, 2 side shelves with a cooking area of 55 x 37.5cm. New in box. £15. 07949 113 383.

2 x 2 seater settees & 1 chair. Exc cond. Trad style with removable Villa Nova fabric covers. 100% cotton & completely washable. Colour terracotta, £400 ono. Will sell sep. Buyer to collect. 0161 306 0223 or email: sue.hillman@manchester.ac.uk

WANTED

Do you play a brass instrument & would like to meet new like-minded friends? Radcliffe Brass Band is looking for new members in most sections. Some instruments avail. 0161 280 0531.

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 (ansphone).

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 ansphone & fax.

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.

Typing service. Have your dissertations, CVs, course papers typed professionally by a fully qualified typist at a very competitive rate. All work undertaken no matter how big or small. 01706 226 402 or email: rworthington@virgin.net

Need an electrician? Richard Simpson, City & Guilds, 16th edition qualified electrician. Elecsa registered. Lighting, sockets & alarms, free estimates. 07792 236 698.

Wedding Photography. Aurora Photography is taking booking for 2006. 0161 881 1220.

NOTICEBOARD

WOOD STREET MISSION LOTTERY DRAW WINNER

Congratulations to this month's winner – Sarah Friar, Postgraduate Recruitment & Admissions, North Campus – who won with number 206.

If you are interested in winning then enter the draw now by contacting Muriel Shingler at muriel.shingler@manchester.ac.uk

LECTURES

Thursday, 17 November 2005

School of Law

Harry Street Lecture 2005

“Human rights, terrorism and risk: the roles of judges and politicians”.

Professor David Feldman (Legal Adviser to the Joint Select Committee on Human Rights.) 5pm, Humanities Lime Grove Theatre. All welcome. The lecture will be followed by a sherry reception sponsored by Sweet & Maxwell Group in association with the Public Law journal.

Tuesday, 29 November 2005

Centre for Occupational and Environmental Health
Diamond Jubilee Lane Lecture and Open Day

“Asbestos related cancer deaths in the UK: the past, present and future”.

Speaker: Professor Julian Peto, who will receive an honorary degree from the University.

Free admission by ticket only. For more information, programme and tickets visit www.coeh.man.ac.uk or ring Barbara Rigby 0161 275 5524.

WEEKLY DROP-IN COURSES IN THE WELL-BEING ROOM

Stretch & Relaxation

Anyone can learn to relax by practicing a variety of simple techniques to facilitate deep whole body relaxation. Learn to release physical tension through deep rhythmic breathing and gentle stretching to bring about a greater sense of ease and well-being.

Tuesdays, 12.00 - 12.45pm
£2.00 students, £2.50 staff

Develop the Fitness Habit

NEW lunchtime Lifestyle Workshop for staff. The workshop is targeted at people who find structured exercise intimidating. The 6 week course will look at what stops us from leading a healthier lifestyle and will involve going on group walks and devising your own exercise programme. A free pedometer and progress diary will be issued and you will get the opportunity to try pilates and yoga!

Tuesdays 1.00pm – 2.00pm (from 1 November)
£10 for 6 weeks



Weight Watchers at Work

The ever popular meetings have come to work! Don't be shy – drop in for a weekly weigh and join the informal, motivational meeting and discussion

Fridays, 11.45am - 12.45pm
£4.95 per session

Call Gail on 0161 275 5985
gail.heathcote-milner@manchester.ac.uk
for more info

ALEXANDRA PARK 5K SUNDAY SERIES

The 5k runs take place every first Sunday of the month. The course is flat, traffic free and inside the park. The race is under UK Athletics Rules (Permit no. 7290) and it is certified accurate by UK Athletics. Start time 2pm.

Prizes

For 1st, 2nd, and 3rd fastest male and female runners. There will also be spot prizes provided by 'Up and Running' (@ the Triangle, Manchester) and refreshments for all participants completing the course.

Entry Fees

£4 for unattached runners, £3 for runners attached to UK Athletics, £2 concessions.

Pre-entry and entry on the day fees are the same.

The runs are supported by VAM, Neighbourhood Renewal, CN4M, EU ESF and Manchester City Council.

For more information, to volunteer for marshalling or supporting the event ring Anna 07709 000436 or Tony 07966 143123 or email manchesterfronrunners@hotmail.co.uk

PERU SUPPORT GROUP ANNUAL CONFERENCE 2005

Saturday, 19 November 2005
10am - 17.30pm

Economics Building, Dover Street

The Centre for Latin American Cultural Studies will be hosting this event. For further details please visit our website:

www.llc.manchester.ac.uk/Research/Centres/CentreforLatinAmericanCulturalStudies

THE UNIVERSITY OF MANCHESTER SCHOOL OF LAW LEGAL ADVICE CENTRE

The Legal Advice Centre is currently taking appointments for the beginning of October onwards. 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.
Monday - Friday, 10am - 2pm

tel 0161 275 7977
fax 0161 275 7976
email free.legal@manchester.ac.uk

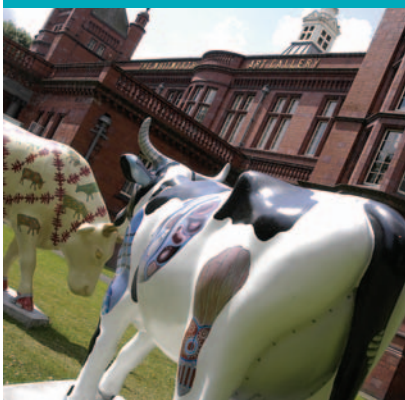
IYENGAR YOGA CLASSES

£3 per session

Thursdays, 12.30 - 1.30pm
Room D45b, Sackville St Building

For more info email
hilary.marsh@manchester.ac.uk

AN OASIS OF ART



Did you know that The University of Manchester, along with only a few other leading universities, owns a major art gallery with art collections that are internationally famous? The Whitworth Art Gallery, at the southern gateway to campus, is the perfect place to relax and take a break and it can be enjoyed for free by University staff, whatever the weather outside.

The informal and open plan galleries are easy to get around and can be browsed in a lunch hour without missing out on a soup, sandwich or more substantial lunch at the Gallery's popular cafe. The artworks on display are also changed regularly so there's always something new to discover and enjoy. The Gallery is where you can see some of the best British watercolours of the past few centuries including many Turners, as well as modern works from artists such as David Hockney. The variety is huge, with world textiles and a rare collection of wallpapers also on display.

If you think you might enjoy a visit to the Whitworth Art Gallery, but are not sure where to

begin, then come along to one of the special free guided tours for visitors which set off around the galleries every Saturday at 2pm. One of the friendly tour guides meets visitors in the entrance hall at 2pm and then leads the way in exploring different artworks around the gallery. You will get a flavour of the different things on display, discover interesting facts about key artworks and have the opportunity to ask questions as the tour progresses.

The Gallery is also a great place to visit with the family. Head to the Art Cart where kids can find coloured pencils and paper, stencils, puzzles and more, to create their own works of art inspired by what's around them. There's a family reading area with a good selection of books, and ideas for parents to help the family explore the gallery together. A trip takes about half a day including time for lunch or snacks at the cafe. And don't forget to make a visit to the shop before you go – it stocks a range of perfect pocket-money sized souvenirs for kids to take home as a reminder of their visit.



ANY QUESTIONS?

This is your chance to have answered all those burning questions that keep you awake during the dark watches of the night.

Email your queries to uninews@manchester.ac.uk and we will endeavour to answer them.

I would be very interested to learn more about the background of the fascinating sketches which hang in the Whitworth Hall corridor?

Regards,
Joan Curran, Support Services Group Secretary,
Directorate of Estates

The sketches are original drawings for a set of 13 stained glass windows designed for Peterhouse College, Cambridge in 1838 by artist Ford Maddox Brown.

Born in Calais in 1821, Brown settled in England and produced the masterpieces "Work" and "The Last of England". He worked for a time with William Morris and in the late 1870s lived in Manchester whilst he painted a number of frescos for the new Town Hall.

The sketches in the Whitworth Corridor depict the following famous historical figures: Aristotle, King Alfred the Great, Joan of Arc, Michelangelo, Sir Isaac Newton, Shakespeare, Beethoven, Henry Cavendish, Lord Bacon, Christopher Columbus, Roger Bacon, Cicero and Homer. Joan of Arc, Beethoven, Michelangelo and Shakespeare were never translated into stained glass.

Some of the inscriptions are virtually illegible, although they all appear to have been presented to Owens College by Charles Rowley Jnr Esq, a picture framer and social reformer from Ancoats, who had connections with Ruskin, the Pankhursts, George Bernard Shaw and latterly with Professor Roscoe, Ernest Rutherford, and other members of Owens College.



TELL US YOUR STORY



Welcome to issue two of Staff Update and a warm thank you to those of you who contributed news ideas and suggestions for this edition.

Staff Update is your platform to have your say within the University community. So come on, don't be shy, keep on sending your news, both personal and professional, through to us via email at uninews@manchester.ac.uk, or by phoning the editorial team on 0161 275 2112. For those of you who prefer the retro method of snail mail, our address is Room G3, Beyer Building.

A guideline to publication content criteria is available on the intranet. In summary, we are interested in news from the previous 30 days prior to deadline. News should ideally have a broad appeal to at least 50 per cent of the University community, otherwise a School or Faculty publication may be more suitable.

UniLife news should additionally be of interest to external readers and demonstrate our progress towards our 2015 goals.

October saw the introduction of eUpdate, the weekly electronic bulletin, designed to supplement Staff Update. Please bear with us whilst we iron out any minor teething troubles such as links that don't work (thank you to those who have pointed out the faults!).

Please send us your ideas for the December issue of both publications by noon on 17 November, including contact details and a website address if possible.



LETTERS



Response to the letter submitted by Michael Daw of Manchester Computing, who stated that: "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."

FAIR VIEW ON FLUORIDE?

Many thanks for your comments.

The National Fluoride Information Centre (NFIC) is the organisation with responsibility for disseminating accurate and objective information on fluorides and fluoridation to the general public and was established at The University of Manchester to ensure academic independence.

Having read your comments on the centre's perceived lack of independence, I would like to assure you that all the material we disseminate is, to date, the most current and scientifically accurate research on fluoride delivery available.

All material we disseminate is scientifically valid, evidence based and reviewed by independent scientific advisors.

The 'increasing body of research' which you say is omitted from the website, cannot be included as it has not fulfilled our criteria for scientifically valid research.

However, we do review all new scientific material as it is published, and if it 'stands up' scientifically, it will be included on our website.

Finally, as an information centre, it is our aim to offer accurate scientific facts. It is not in our remit to give either positive or negative views on any aspect of fluoride use.

Yours sincerely,
Professor A.S. Blinkhorn OBE
Director
National Fluoride Information Centre (NFIC)



CONGRATULATIONS!



Sarah Farrar, UK Centre for Tissue Engineering, Faculty of Life Sciences, has been awarded a Heart of Salford Award in the Young Volunteer of the Year category, for her work at ChildLine.

Congratulations to **Wayne Bulbrook**, Project Officer in the Faculty of Medical and Human Sciences, who is now the proud father of a baby boy, James, born on 5 October.

Congratulations to **Gina McNally**, Clerical Officer (Recruitment) in the Student Recruitment, Admissions and Widening Participation Division, who married Michael Tebbs on 17 September 2005. The ceremony took place on a beach in Florida, with their families in attendance.

Professor Sean Meehan, who graduated from Manchester School of Management with an MSc in Marketing in 1984 is co-recipient of the American Marketing Association (AMA) Foundation 2005 Award for a book he has written with Professor Patrick Barwise of London Business School.

Doctoral student **Ana Cruz** won an award at the British Academy of Management (BAM) conference, which took place at Said Business School in Oxford.

PhD student **Anna Goatman** attended the Doctoral Colloquium at the Academy of Marketing Annual Conference in Dublin, where she won the prize for the best overall contribution to the Colloquium.

Joe Lee and James Maclean, both of the Media Centre, successfully passed the Open University course module 'Data, Computing and Information' as part of their Certificate in Information Technology and Computing course this month.

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 0161 275 2112.

CAMPUS CLOSE-UP



KRO

welcome to the family

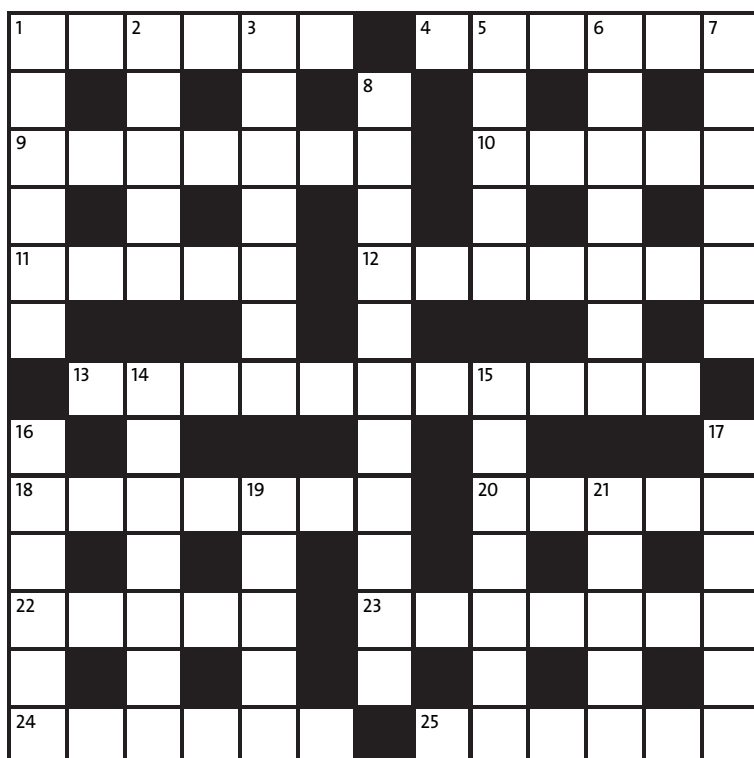


The winner of last month's Campus Close-Up is Irene Littleford from the Faculty of Life Sciences. Irene knew that last month's vexing visual was actually the hand of the Gautama Buddha from Myanmar in The Manchester Museum. Well done Irene! Irene receives a free meal and drink at Kro 1.

Can you guess what this month's puzzling picture is? If you can, then send your answers 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 CRYPTIC



Across

- 1 Arrangement of sentences for reported crime against duty (6)
- 4 Jethro attempts revealing a passage (6)
- 9 Whip gets climber in government team (7)
- 10 Diminutive person endlessly getting a fly (5)
- 11 Records dropping first of long swords (5)
- 12 Coward gets flower in a kinky way (7)
- 13 Here are animals from a distance I spotted in a flash (6,5)
- 18 Middle of icicle with interval receding for polar regions (3-4)
- 20 Little man gets behind record (5)
- 22 Making us TNT is a dangerous feat (5)
- 23 Hands clip short hair (4-3)
- 24 Appeal of laurel arrangement (6)
- 25 I must be for year in funny Disney city (6)

Down

- 1 I freshen a chest, possibly (6)
- 2 Peer of the realm loses a bit of dignity in affair with blonde (5)
- 3 Forgetfulness displayed by worried men in the Far East (7)
- 5 Poet's pigeon (5)
- 6 Spirit of evil discovered in rusty can! (3,4)
- 7 Crash diet - it gives an irregular pattern (3-3)
- 8 I scent ticks, unusually, one with long legs (5-6)
- 14 Not having relations, with former partner in flipping Los Angeles USA (7)
- 15 New day came for learned establishment (7)
- 16 Aussie statesman exposes nap (6)
- 17 Throw over with German shoe-shop? (6)
- 19 Ham moving to car (5)
- 21 Commander in veto might be rasher (5)

Solution to the General Knowledge crossword appearing in the last issue

