

Unconfirmed minutes

The University of Manchester

SENATE

Wednesday, 9 November 2005

Present:

Professor Gilbert (in the Chair),

Drs Berk and Birse, Professor Börjars, Drs Braidman, Brockhaus-Grand, Browning, Chantler, Professors Coombs and Durell, Dr Eccles, Professors Ford, Garrod, Gaskell, Hammond, High, Humphrey and Layzell, Drs McGovern and Mellor, Professors Munn and North, Dr Nkwenti-Azeh, Professor Osborn, Dr Owen-Crocker, Professors Perkins Dr Quayle, Professor Rothwell, Mr Simpson, Professor Thomson, Dr Timmermann, Professors Ulph and Williamson (33).

For unreserved business: Mr Brannan and Mr Jaz, Students' Union.

Invited: Professor Beattie (School of Psychological Sciences) and Professor Thompson (School of Mechanical, Aerospace and Civil Engineering).

In attendance: The Registrar and Secretary and the Student Experience Officer.

1. Minutes

Confirmed: The minutes of the meeting held on 29 June 2005.

2. Matters arising from the minutes

(a) Agendum 3: Statement by the President and the Vice-Chancellor

Reported:

- (i) That the University had signed the Talloires Declaration.
- (ii) That Heads of School had been invited to attend meetings of Senate during the coming academic session on the basis that they would have speaking rights but would not have voting rights.

(b) Agendum 4(a): Regulations for undergraduate degree programmes

Reported:

- (ii) That the final version of the regulations for undergraduate degree programmes was available on the University website at www.manchester.ac.uk/policies.

3. Women in Leadership Project

Received: a report prepared by Professor Katharine Perera, the Project Director.

Professor Perera attended the meeting and **reported:**

- (a) That the Women in Leadership Project had been received positively and enthusiastically in the University. There was widespread recognition of the gender imbalance among the academic staff and a realisation that despite the fact that there were societal factors at work the University could not afford to be complacent but had to be proactive in trying to address the issue.
- (b) That the comparative data that had been appended to the report was for 2004-2005 and, therefore, took no account of promotions or new appointments made during the past year. It was also acknowledged that there were some anomalies in the data which it was hoped would be rectified shortly as staffing data became available from the new HR system. Consequently, the data should be used solely on an indicative basis. For example, it was clear that women in all Faculties were clustered disproportionately around the lower grades of the academic scale.
- (c) That since the key managers and leaders in the academic community were professors steps needed to be taken to increase the numbers of women in the University's professorial pool.
- (d) That it was noteworthy that, with the exception of the Faculty of Engineering and Physical Sciences, the ratio of female to male doctoral students tended to be high. The trend was, however, for the number of women progressing from doctoral study into an academic career to tail off quite significantly. It was noted that for most women the conclusion of doctoral study tended to coincide with the time at which they would be making decisions about having children. It would be important, therefore, for the University to focus attention on its maternity leave provision and arrangements for women returning to work after the birth of a child. Additionally, the University should seek to exploit more fully the opportunities provided by externally funded schemes such as the Daphne Jackson Fellowships.
- (e) That work was needed to raise the expectations of women and their awareness of the range and nature of senior positions within the University. There was, however, currently a lack of women in senior positions to act as role models. There had been a good response from individuals to act as mentors but equally there remained significant numbers of women at senior lecturer / reader level who wanted a mentor.
- (f) That those with line management responsibilities within the University had to recognise the value placed by women on opportunities to have structured, systematic discussion about their personal and career development. Similarly, it was important to recognise the contributions made by women and the value in any organisation of achieving a mix of different management styles. In this context Heads of Schools had an important role to play.
- (g) That it was acknowledged there were no easy solutions but, nevertheless, it was the case that progress on a range of small things would make a considerable cumulative difference to women across the University.
- (h) That in particular the views of Senate were sought on the:

- the ways in which it might be possible for individual members of staff to develop an international reputation which was essential for promotion to a Chair when family commitments restricted the opportunity for women to spend time away from home;
- any suggestions for ways in which the University might do better in relation to its family friendly policies and practices.

During the ensuing discussion the following points were **noted**:

- (a) It would be important for the project to take as full a view as possible of leadership roles in the University and to recognise that leadership extends beyond the Head of School in order that the breadth of roles and their respective contributions could be fully appreciated.
- (b) It was suggested that there would be benefit in reviewing current promotion procedures and local work load allocation models in order to determine whether, and to what extent, they might disadvantage women. While it was acknowledged there was a potential difficulty given that work load allocation models varied across different Schools it was recognised nevertheless that they did provide the basis for some comparative analysis.
- (c) It was important that the broader notion of caring responsibility rather than the narrower notion of responsibility for childcare was widely recognised within the University and that the breadth of issues experienced by staff with any type of caring responsibility was acknowledged.
- (d) Further investment in childcare provision by the University was needed. It was felt that currently there were insufficient numbers of nursery places and nothing was provided after school or to help parents cope on occasions when their normal arrangements were temporarily and unexpectedly disrupted. An alternative view was that the priority should be to focus on ways to assist staff meet their childcare costs through initiatives such as the salary sacrifice scheme.
- (e) Clear advice and guidance to Schools about how to present and judge cases for progression and promotion of women with childcare responsibilities would be welcome. In some instances it was felt to be difficult to judge cases fully and fairly where individual colleagues were reticent about reporting details of their caring responsibilities.
- (f) The issue of gender related salary differentials needed to be addressed. Historically women had tended to be perceived as less geographically mobile than their male counterparts and thereby at a disadvantage in any salary negotiations. As a consequence, female professors were likely to be paid less than their male colleagues in comparable disciplines. It was also the case that in disciplines where women were under represented they were more likely to be disproportionately burdened by the demands nationally of their subject association.
- (g) The work of the project appeared to be proceeding well but it was not clear that any attention was being paid to particular groups of women such as those from black and ethnic minority backgrounds. In response to this point it was confirmed that Professor Aneez Esmail would be running during the coming year a parallel project, Race in Leadership.

- (h) There was a clear imperative to raise the aspirations of current female students to pursue an academic career. In this regard it was important that steps were taken in Schools to ensure that students receive maximum exposure to distinguished female academics as role models.
- (i) For progress to be made on some of the issues identified it would be important for male colleagues across the University to view it as their responsibility to create a more inclusive culture rather than solely as a women's issue. All staff needed to reflect on the ways in which the working environment might be optimized for all staff and not just for one section. It would be helpful if this and associated issues were considered annually by School Boards. Additionally, all male long lists of candidates for new posts had to be challenged.

Resolved: to agree that Professors Katharine Perera and Aneez Esmail be invited to attend the June 2006 meeting of Senate to present a progress report on their work.

4. Statement by the President and Vice-Chancellor

The President and Vice-Chancellor stated that:

- (a) He had reported to the last meeting of Senate that the University Executive was in preliminary discussions with the Open University about the possible development of a strategic alliance that would involve a number of collaborative programmes offering on-line learning. A joint Manchester-OU team had been formed to identify the benefits, risks and obstacles to a strategic relationship and work had started on the development of a framework agreement. The specific objectives of the ongoing negotiations were twofold, namely (i) the pedagogic and institutional imperative to keep up with developments in e-learning or jeopardise the quality and reputation of the learning experience offered to campus-based students in Manchester; and (ii) the wider imperative to develop coherent strategies for positioning the University in the international higher education marketplace. He noted that there were powerful recruitment and retention imperatives to keep up with pedagogic and technological developments in e-learning. The quality and reputation of the University as an undergraduate institution would depend to a substantial degree on our capacity to enrich the on-campus learning environment in this way. The current proposals would, for example, not only establish a long term basis for access to standard OU material for basic course elements but also the development and on-line delivery of jointly-branded Manchester-OU degree programmes, aimed specifically at external students. This was consistent with the University's ambitions to establish itself in the international higher education market place as both a destination for internationally mobile fee-paying overseas students and a provider of on-line or mixed mode higher education, predominately through the internet. Colleagues across the University needed to recognise that the ongoing negotiations were extremely important and would in due course have a significant impact on all staff engaged in teaching. This matter would, therefore, be a substantial item on the agenda for the next meeting of Senate in February 2006.
- (b) The Manchester Leadership Programme (MLP) had been launched at the start of the academic year with an inaugural lecture. The core Leadership in Action unit was available as a Level 2 free choice option which many Schools had been able to include on selected undergraduate programmes. Places were offered to 120 individual students studying across a range of different disciplines. Steps were in hand to ensure that the programme was publicised widely to current and prospective students and to key stakeholders. It was hoped that the initiative would grow as a significant and distinguished programme in which all Faculties and Schools were engaged.

- (c) Following the formation of the Dalton Nuclear Institute earlier in the year work was ongoing to build the University's nuclear research profile, both internally and externally. Most significantly, discussions with the Nuclear Decommissioning Authority (NDA) concerning the potential strategic opportunity to establish a physical presence in West Cumbria in the form of access to specialist laboratory and key research facilities were progressing well. The NDA Board had recently endorsed Manchester's proposition and provisionally allocated £10m (out of a budget of £30m) to support it, subject to reaching formal agreement with the University and the release of £20m of matching funding. Therefore the Board of Governors at its meeting on 24 October had delegated authority to the President and Vice-Chancellor to approve the necessary investment and to sign the cognate Agreement subject to receipt of appropriate external legal advice that the University's interests were properly secured in the proposed Agreement and, following consultation, with endorsement from a small group of Board members, including the Chairman, who had acted as a Due Diligence Committee.

While the concern about the possible involvement of the University with the Ministry of Defence expressed by the Students' Union was acknowledged it was emphasised that the current proposed alliance with the NDA was solely to do with the decommissioning of nuclear waste. It was not to say, however, that in future the Dalton Institute would not want to be involved in research associated with civil nuclear power generation.

- (d) *The President and Vice-Chancellor invited Professor Alistair Ulph, Vice-President and Dean of the Faculty of Humanities to update Senate on the current progress of the Review of the Manchester Business School.*

Reported:

That the additional work required of the Review Group by the Board of Governors had been completed and a number of recommendations had been submitted to the Planning and Resources Committee (PRC) for determination and report to the Board of Governors. The PRC had agreed to make the following recommendations to the Board of Governors:

- (i) support for an integrated single-school model, located within the Faculty of Humanities;
- (ii) strong support for the view that the University should rule out an integrated single-school model located outside the Faculty of Humanities;
- (iii) the Board of Governors should approve the plan of the Faculty of Humanities to invest in strengthening the research base of the division of Accounting and Finance in MBS;
- (iv) the Board of Governors should note that the Resource Allocation Model of the Faculty of Humanities already ensured a substantial contribution by MBS to the strategic priorities of the Faculty of Humanities and to the President's Strategic Investment Reserve Fund, and that they would wish this to continue;
- (v) the Board of Governors should advise that they would expect, over the business cycle, the Resource Allocation Model of MBS to ensure that the

MBA and Executive Education programmes were not subsidised from revenue generated from other activities within MBS.

- (e) The Dean of the Faculty of Engineering and Physical Sciences and the Dean of the Faculty of Humanities had agreed jointly to establish an inter-Faculty Review into the extent to which the activities of the Schools of Computer Science and Informatics were as distinct and as complementary as was intended when the two Schools were conceived and to determine whether the ambitious goals of the University in relation to computer science and cognate disciplines can be delivered optimally through current structures. The Review Panel included five experts external to the University as follows:

Professor Ian Ward, Emeritus Professor, Department of Computer Science, University of York (Panel Chair)

Professor Susan Graham, Computer Science Division, EECS, University of California, Berkeley;

Professor Kalle Lyytinen, Department of Information Systems, Cape Western Reserve University;

Professor Philip Powell, School of Management, University of Bath

David Griffiths, BT Group Technology

The Panel would be assisted by the two Heads of Schools, and a representative of the Manchester Business School.

In its deliberations the primary focus of the Panel would be the Schools of Computer Science and Informatics but consideration would also be given to other important interactions such as those between Computer Science and Electronics and Electrical Engineering, Informatics and the Business School, and between both Schools and Manchester Computing. The Review Panel would report, in the first instance, to the Deans of Engineering and Physical Sciences and Humanities, with recommendations being forwarded to the Planning and Resources Committee for determination and report to the Board of Governors. It was acknowledged that consultation with staff in each of the Schools would be a key dimension of the Review.

- (f) There had been some very encouraging developments in relation to the strategic objective of recruiting a number of 'iconic' scholars to the University. It was hoped that an announcement would be made before the next meeting of Senate in February 2006.
- (g) A formal announcement could be expected shortly on the Manchester Cancer Research Centre (MCRC), a joint initiative of the University, the Christie Hospital NHS Trust, the Paterson Institute for Cancer Research (PICR) and Cancer Research UK aimed at enabling Manchester to become a truly world-class centre for basic, translational and clinical cancer research.

5. Vice-President (Research)

Reported:

- (a) That following his appointment to a post at the University of Stirling, Dr John Rogers would be replaced as Head of the Research Office by Dr Karen Shaw.
- (b) That together with senior colleagues the Vice-President had completed a series of meetings with staff in Schools to discuss their plans and progress towards the University's strategic objectives in relation to research and graduate education. These

meetings had been very positive and a report of them had been presented to the President's Executive Group. She had also hosted a research away day for senior colleagues across the University that had also been a useful opportunity for dialogue.

- (c) That she had conducted the first of a series of open meetings designed to help staff find out more about the University's key research and graduate strategies. She had found this very useful and hoped that the initiative would continue in the future.

6. Vice-President (Teaching and Learning)

Reported:

- (a) That the Institutional Audit had been conducted by a team of auditors who visited the University between 31 October and 4 November. An initial letter summarising the broad findings of the Audit would be received shortly by the University. This would be followed by a draft report in the New Year and the final report would be published in March 2006. Thanks were due to all staff and students involved in the Audit but particular appreciation was expressed to the Head of the Teaching, Learning and Assessment Office, Dr John Hostler and the Head of Quality, Ms Louise Walmsley for their work in preparation for, and during, the Audit.
- (b) That working in partnership with the Academic Affairs Officer in the Students' Union colleagues in the Teaching, Learning and Assessment Office (TLAO) had produced a guide to student representation for students on taught programmes. In addition, Schools were being encouraged to support student representation locally and the Students' Union had delivered a number of training sessions. The result had been a significant increase in the number of student representatives which it was hoped would help to ensure effective communication with the aim of enhancing the student experience.
- (c) That the Quality Advisory Group (QAG) comprised both academic and administrative staff from across the University. It had been advised and had given advice on the development of the quality framework, on matters relating to the Institutional Audit and NHS Major Review, the Manual of Academic Procedures, and quality enhancement. It had received reports on themes from External Examiners' reports, on the work of the TLAO and from Faculties on their annual monitoring.
- (d) That the Centre for Excellence in Enquiry-based Learning (CEEBL) had been launched by the President on 20 October 2005. Dr Bill Hutchings had been appointed as Director from 1 January 2006. The aim of the Centre was to foster the use of EBL across the University as a student-centred mode of learning that serves to bridge teaching and research. Following completion of refurbished space in the Sackville Street Building which would act as the 'hub', a programme of work would be undertaken to create dedicated teaching space 'spokes' in each of the Faculties.
- (e) The results of the Semester 2 unit questionnaires had been reviewed by the Student Survey Monitoring Group. Following discussion of the graphical representation of the results at the last meeting of Senate the presentation had been revised and a 'box and whiskers' style had been adopted which provided a better idea of the width and symmetry of the distribution of responses. These results together with those for Semester 1 had been discussed with colleagues within the context of the Operational Performance Reviews conducted earlier in the session. Particular attention had been paid to those units that had scored an average of 1.50 or above and those that had scored an average of 0 and below on a scale that ranged from +2.00 to -2.00.

7. Regulations for postgraduate taught degree programmes

Received: The proposed new regulations for the Degree of Master of Research (MRes).

Reported: By the Associate Vice-President (Graduate Education) that the revised regulations for the Degree of Master, Postgraduate Diploma and Postgraduate Certificate and the new regulations for the Degree of Master of Science (MSc) had been approved on behalf of Senate by the President and Vice-Chancellor.

Resolved: To approve the regulations for the Degree of Master of Research (MRes).

8. Student satisfaction surveys

Received: a summary report of the results of the undergraduate and research postgraduate satisfaction surveys and the issues arising from them. Further details were available at www.manchester.ac.uk/senate/surveys.html

Noted:

- (a) That over 1,000 students had responded to the survey of undergraduates. While this represented a response rate of only 4% the conclusions reported from the results were statistically valid for those students. It was nevertheless imperative that steps were taken to increase the response rate in the future. The Student Survey Monitoring Group would be working with representatives of the Students' Union to identify ways in which this might be achieved.
- (b) That an analysis of the results of the undergraduate survey revealed that the biggest gap between perceived importance and levels of satisfaction was on feedback. This was consistent with the low average scores for feedback in the outcomes of the unit questionnaires. This issue had been raised at the Faculty Operational Performance Reviews as a matter to be addressed by Schools. It had been suggested that the key to improvement was to use feedback in formative assessment as a unit progresses and thereby provide students with information that will help them improve their performance.
- (c) That with over 400 students participating and a response rate of 15% the results of the research postgraduate survey were an important benchmark for improving satisfaction in the future. 75% of respondents were satisfied with their supervision. This was clearly encouraging but it was important to recognise the significance of students' expectations and their perceptions of their experience in this context. At the other end of the scale low levels of satisfaction were reported for the Students' Union. This was reflective of the perception of research postgraduates that they constitute a discrete and separate community within the University.

During the ensuing discussion the following points were made.

- (a) It was striking that only 5% of research postgraduates were satisfied with childcare provision. This was a significant issue in the postgraduate community.
- (b) Since some Schools had abandoned their own local level programme surveys in favour of the University-wide student satisfaction surveys it would be useful to have sight of any free text comments about the programme of study that may have been submitted by students

- (c) The effect of part-time paid employment was a significant issue for undergraduate students. It was, therefore, important that academic colleagues were aware of this and that guidance was made available to students on the number of hours it was prudent to work, together with an indication of the types of work that might be appropriate.
- (d) The length of the surveys was a disincentive for students. If the response rates were to be increased it might be useful to consider running two levels of survey in parallel. All students would be invited to complete a short programme orientated survey and, in addition, a sample of students would be invited to complete a second survey focused on broader services and facilities.
- (e) An important contributor to higher levels of student participation in future would be the appropriate communication of, and feedback on, the results of the previous year's surveys. The University had to be responsive to the feedback received from students.
- (f) A particular challenge for the University would be the ways in which it responded to the expectations of students that were reasonable and managed those expectations that were unreasonable. Key to this was clear and open communication with students together with good opportunities for constructive dialogue between students and the University.
- (g) It was vital that the issue of feedback to students was addressed as a matter of urgency. It would be important that an improvement in this area of activity was demonstrated in the results of the student satisfaction surveys and unit questionnaires conducted through the current session.

9. Vice-President (University Development)

Received: a copy of the brochure for the University HEADSTART Programme.

Noted:

That the HEADSTART Programme had been introduced as part of the University's commitment to growing and developing its own staff to take on senior leadership positions and to contribute to the realisation of the Manchester 2015 agenda. It was comparable to similar programmes across the HE sector and would run for the first time with approximately 18 participants. The number of participants had been restricted in order that the group would function most effectively.

10. Data protection policy

Received: a copy of the proposed new Data Protection Policy.

Reported:

- (a) That at its meeting in April 2005 the Board of Governors had adopted an interim Data Protection Policy to ensure that the University complied with the provisions of the Data Protection Act until a new Data Protection Policy could be finalised. In the course of the discussion at that meeting some queries were raised by members of the Board regarding the University's approach to comments made by examiners on examination scripts. The Board had noted therefore the need for the proposed new Data Protection Policy to be presented to Senate for discussion, with particular attention being paid to academic issues.

- (b) That it was important that colleagues across the University were aware of the provision of the Data Protection Policy in relation to examination scripts, examiners' comments, display of examination results and withholding examination results. Of particular significance was the fact that while examination scripts were expressly exempted from the data subject access rules comments made by an examiner about the performance of a candidate in an exam may be personal data and so available to a student under the Act. This had implications for the ways in which examiners' comments should be recorded.

During the ensuing discussion the following points were made.

- (a) For those disciplines, especially in the sciences, where the culture was for examiners to annotate scripts heavily there may well need to be a period of adjustment as revised measures are introduced. The practice of annotating scripts was so integral to the marking process that changes of the sort envisaged might prove to be less than straight forward to implement.
- (b) If Schools were to decide to make scripts available to students then there would be no substantive issue to overcome. It would, however, be very important that all comments were intelligible and appropriate. Furthermore, the allocations of marks to answers would have to be very clear.
- (c) There was a concern about a possible inconsistency in the treatment of students across the University if some were able to gain access to their scripts while others were not. More detailed practical guidance on this matter would be needed in Schools.
- (d) There was a potential inconsistency between the guidance regarding the disclosure of marks that accompanies the Data Protection Policy and that contained in the regulations for undergraduate degrees and this would need to be addressed.
- (e) Members of Senate with particular issues of detail in relation to the proposed new Data Protection Policy should raise them directly with Jonathan Orford, Programme Manager in the Records Management Office, as soon as possible.

Resolved: that the new proposed Data Protection Policy be forwarded for approval by the Board of Governors subject to reconciliation of the inconsistency referred to in (c) above.

11. 2005-06 provisional student number performance

Reported:

That the University targets for home / EU undergraduate students had been achieved. The numbers for undergraduate overseas numbers represented a 10% increase on the actual numbers at the same time in 2004. It was, however, too early in the cycle to report with confidence on the position with regard to postgraduate students. The official census date for both internal purposes and external monitoring by HEFCE was 1 December so that it was important that all students were encouraged to register by that date.

12. Dates for semesters

Received: the dates for semesters in 2009-2010.

13. Matters for report to Senate

Received:

- (a) Report on exercise of delegations (on behalf of Senate and the Board of Governors)

Reported:

- (i) Appointment of the Director of the Manchester Museum

The following appointment has been approved on behalf of Senate and the Board of Governors:

Nicholas J Merriman, BA, PhD (Cambridge), AMA, FRSA, at present Director of the University College London Museums and Collections and Reader in Museum and Heritage Studies at the University of London, as Director of the Manchester Museum from 1 January 2006.

- (ii) Professorial appointments

The following appointments have been approved on behalf of Senate and the Board of Governors:

Chair of Architecture

Simon C Guy, BA (CNAAB), MA (York), previously Professor of Urban Development at the University of Newcastle-upon-Tyne, as Professor of Architecture (in the School of Environment and Development) from 1 November 2005.

Chair of Biomaterials

Sandra Downes, BSc (Sheffield), MSc, PhD (CNAAB), previously Director of Research at Smith and Nephew, as Professor of Biomaterials (in the School of Materials) from 1 April 2005.

Chair of Biophysical Chemistry

Sabine L Flitsch, MA, DPhil (Oxford), previously Professor of Protein Chemistry at the University of Edinburgh, as Professor of Biophysical Chemistry (in the School of Chemistry) from 1 October 2004.

Chair of Brazilian Cultural Studies

Lucia De Sa, MA (Sao Paulo), PhD (Indiana), at present Assistant Professor in the Department of Spanish and Portuguese at Stanford University, as Professor of Brazilian Cultural Studies (in the School of Languages, Linguistics and Cultures) from 1 February 2006.

Chair of Molecular Enzymology

Nigel S Scrutton, BSc (London), PhD, ScD (Cambridge), FChem, FRSC, previously Professor of Biochemistry at the University of Leicester, as Professor of Molecular Enzymology (in the School of Life Sciences) from 1 September 2005.

Chair of Performance, Screen and Visual Cultures

Janet Wolff, BSocSc, PhD (Birmingham), at present Professor of Arts at Columbia University, as Professor of Performance, Screen and Visual Cultures (in the School of Arts, Histories and Cultures) from 1 July 2006.

Chair of Public Policy and Management

Colin L Talbot, MSc (CNAAB), PhD (London), previously Professor of Public Policy at the University of Nottingham, as Professor of Public Policy and Management (in the Manchester Business School) from 1 November 2005.

***Ad Personam* Promotional Chair in Antennas and Propagation**

Zhipeng Wu, BSc, PhD (Birmingham), previously Reader in Electrical Engineering and Electronics at this University, as Professor of Antennas and Propagation (in the School of Electrical and Electronic Engineering) from 1 August 2005.

***Ad Personam* Promotional Chair in Applied Geoscience**

Colin R Hughes, BSc, PhD (Sheffield), MBA (Open), previously Senior Lecturer in Earth Sciences at this University, as Professor of Applied Geoscience (in the School of Earth, Atmospheric and Environmental Sciences) from 1 August 2005.

***Ad Personam* Promotional Chairs in Applied Mathematics**

Sergei Fedotov, MSc, PhD, DrSc (Ural Tech. University), previously Reader in Mathematics at this University, as Professor of Applied Mathematics (in the School of Mathematics) from 1 August 2005.

William R B Lionheart, BSc (Warwick), PhD (CNAAB), previously Reader in Mathematics at this University, as Professor of Applied Mathematics (in the School of Mathematics) from 1 August 2005.

***Ad Personam* Promotional Chair in Astrophysics**

Alan Pedlar, MSc, PhD (Manchester), previously Reader in Radioastronomy at this University, as Professor of Astrophysics (in the School of Physics and Astronomy) from 1 August 2005.

***Ad Personam* Promotional Chair in Cancer and Supportive Care**

Alexander Molassiotis, MSc (Hull), PhD (Birmingham), RN, previously Reader in Cancer and Supportive Care at this University, as Professor of Cancer and Supportive Care (in the School of Nursing, Midwifery and Social Work) from 1 August 2005.

***Ad Personam* Promotional Chair in Cardiovascular Medicine and Endocrinology**

J Kennedy Cruickshank, BSc, MD (Birmingham), MSc (London), MRCP(UK), MFPHM, previously Senior Lecturer in Clinical Epidemiology at this University, as Professor of Cardiovascular Medicine and Endocrinology (in the School of Medicine) from 1 August 2005.

Ad Personam Promotional Chair in Chemistry

Roy Goodacre, BSc, PhD (Bristol), MRSC, previously Reader in Chemistry at this University, as Professor of Chemistry (in the School of Chemistry) from 1 August 2005.

Ad Personam Promotional Chair in Chronic Disease Genetics

Jane Worthington, BSc (Bradford), PhD (London), previously Reader in Molecular Genetics at this University, as Professor of Chronic Disease Genetics (in the School of Medicine) from 1 August 2005.

Ad Personam Promotional Chair in Clinical and Experimental Psychopathology

Adrian Wells, BSc, PhD (Aston), MSc (Leeds), previously Reader in Clinical Psychology at The Victoria University of Manchester, as Professor of Clinical and Experimental Psychopathology (in the School of Psychological Sciences) from 1 August 2004.

Ad Personam Promotional Chair in Clinical Optometry

Christine M Dickinson, BSc, PhD (Manchester), MCOptom, previously Senior Lecturer in Optometry and Neuroscience at this University, as Professor of Clinical Optometry (in the School of Life Sciences) from 1 August 2005.

Ad Personam Promotional Chairs in Clinical Psychology

Gillian Haddock, BSc (York), MClinPsychol (Liverpool), PhD (Manchester), previously Reader in Clinical Psychology at this University, as Professor of Clinical Psychology (in the School of Psychological Sciences) from 1 August 2005.

Anthony P Morrison, BSc, ClinPsyD (Manchester), previously Reader in Clinical Psychology at this University, as Professor of Clinical Psychology (in the School of Psychological Sciences) from 1 August 2005.

Ad Personam Promotional Chair in Corrosion Science and Engineering

Peter Skeldon, MSc, PhD (Manchester), MICorr, previously Reader in Corrosion and Protection at this University, as Professor of Corrosion Science and Engineering (in the School of Materials) from 1 August 2005.

Ad Personam Promotional Chair in Dental Education

Iain C Mackie, BDS, MSc, PhD (Manchester), DDPHRCSEng, FDSRCPSGlas, previously Senior Lecturer in Child Dental Health, as Professor of Dental Education (in the School of Dentistry) from 1 August 2005.

Ad Personam Promotional Chair in Dental Public Health and Primary Care

Martin Tickle, BDS (Liverpool), MSc, PhD (Manchester), DDPHRCSEng, FDSRCSEng, previously Senior Lecturer in Dental Public Health at this University, as Professor of Dental Public Health and Primary Care (in the School of Dentistry) from 1 August 2005.

Ad Personam Promotional Chair in Digital Signal Processing

Patrick A Gaydecki, BSc (CNAAB), PhD (Cranfield), CEng, CPhys, MInstP, MInstNDT, FIEEE, previously Reader in Instrumental and Analytical Science at this University, as Professor of Digital Signal Processing (in the School of Electrical and Electronic Engineering) from 1 August 2005.

Ad Personam Promotional Chair in Geomicrobiology

Jonathan R Lloyd, BSc (Bath), PhD (Kent), previously Reader in Earth Sciences at this University, as Professor of Geomicrobiology (in the School of Earth, Atmospheric and Environmental Sciences) from 1 August 2005.

Ad Personam Promotional Chair in Isotope Geochemistry

Christopher J Ballentine, BSc (Manchester), PhD (Cambridge), previously Reader in Earth Sciences at this University, as Professor of Isotope Geochemistry (in the School of Earth, Atmospheric and Environmental Sciences) from 1 August 2005.

Ad Personam Promotional Chair in Materials Engineering

Philip B Prangnell, BSc (Surrey), PhD (Cambridge), MIM, previously Reader in Physical Metallurgy at this University, as Professor of Materials Engineering (in the School of Materials) from 1 August 2005.

Ad Personam Promotional Chair in Medical Oncology

Gordon C Jayson, BA, BM, BCh (Oxford), PhD (Manchester), MRCP(UK), CCST, previously Clinical Senior Lecturer in Medical Oncology at this University, as Professor of Medical Oncology (in the School of Medicine) from 1 August 2005.

Ad Personam Promotional Chair in Medicine and Endocrinology

David W Ray, MB, ChB (Manchester), MRCP(UK), previously Glaxo Wellcome Senior Clinical Research Fellow at this University, as Professor of Medicine and Endocrinology (in the School of Medicine) from 1 August 2005.

Ad Personam Promotional Chair in Medicine and Medical Education

Timothy L Dornan, BA (Cambridge), DM (Oxford), FRCP, previously Senior Lecturer in Medicine at this University, as Professor of Medicine and Medical Education (in the School of Medicine) from 1 August 2005.

Ad Personam Promotional Chair in Medicine and Mycology

David W Denning, MD (London), FRCP, FRCPATH, previously Senior Lecturer in Medicine and Medical Mycology at this University, as Professor of Medicine and Mycology (in the School of Medicine) from 1 August 2005.

Ad Personam Promotional Chair in Medicine and Neuro-Rheumatology

Anthony K P Jones, BA (Oxford), MD (London), MRCP(UK), previously Senior Lecturer in Rheumatology at this University, as Professor of Medicine and Neuro-Rheumatology (in the School of Medicine) from 1 August 2005.

Ad Personam Promotional Chair in Mental Health

Karina Lovell, BA, MSc (CNAAB), PhD (London), RMW, PGDE, previously Senior Lecturer in Mental Health at this University, as Professor of Mental Health (in the School of Nursing, Midwifery and Social Work) from 1 August 2005.

Ad Personam Promotional Chair in Microwave Engineering

Andrew A P Gibson, MEng, PhD (Heriot-Watt), previously Reader in Electrical Engineering and Electronics at this University, as Professor of Microwave Engineering (in the School of Electrical and Electronic Engineering) from 1 August 2005.

Ad Personam Promotional Chair in Pharmacometrics

Leon J Aarons, BSc (Sydney), MSc (Calgary), PhD (Manchester), previously Reader in Pharmacy at this University, as Professor of Pharmacometrics (in the School of Pharmacy and Pharmaceutical Sciences) from 1 August 2005.

Ad Personam Promotional Chair in Radioastronomy

Ian W A Browne, BSc (Wales), MSc, PhD (Manchester), previously Reader in Radioastronomy at this University, as Professor of Radioastronomy (in the School of Physics and Astronomy) from 1 August 2005.

Ad Personam Promotional Chair in Theoretical Physics

Alan J McKane, BSc, PhD (Southampton), CPhys, MInstP, previously Reader in Theoretical Physics at this University, as Professor of Theoretical Physics (in the School of Physics and Astronomy) from 1 August 2005.

(iii) Change of a professorial title

Acting on behalf of Senate and the Board of Governors, the President and Vice-Chancellor has approved a change in the professorial title held in the School of Chemistry by Professor Ian Hillier, such that it should be 'Sir Samuel Hall Professor of Chemistry' (*in lieu* of Professor of Theoretical Chemistry).

(iv) Honorary appointment

Acting on behalf of Senate and the Board of Governors, the President and Vice-Chancellor has approved the appointment of Dr Jonathan Cooke as Honorary Professor (*in lieu* of Honorary Clinical Lecturer) in the School of Pharmacy and Pharmaceutical Sciences from 1 August 2005.

(v) Grant of the title of Professor Emeritus

Acting on behalf of Senate and the Board of Governors, the President and Vice-Chancellor has approved the conferment of the title of Professor Emeritus on the following:

Professor Salim T S Al-Hassani, Professor of High Energy Rate Engineering (in the School of Mechanical, Aerospace and Civil Engineering) (*from 1 October 2005*).

Professor David S Brée, Professor of Artificial Intelligence (in the School of Computer Science) (*from 1 October 2005*).

Professor Stephen F Bush, Professor of Polymer Engineering (in the School of Mechanical, Aerospace and Civil Engineering) (*from 1 October 2005*).

Professor David R Colman, Professor of Agricultural Economics (in the School of Social Sciences) (*from 1 October 2005*).

Professor Peter R Meudell, Professor of Psychology (in the School of Psychological Sciences) (*from 1 October 2005*).

Professor Barry K Middleton, Professor of Electrical Engineering (in the School of Computer Science) (*from 1 January 2006*).

Professor Robert Millward, Professor of Economic History (in the School of Arts, Histories and Cultures) (*from 1 November 2005*).

Professor Stephen R Reid, Conoco Professor of Mechanical Engineering (in the School of Mechanical, Aerospace and Civil Engineering) (*from 1 October 2005*).

Professor F Howard Stott, Professor of Corrosion Science and Engineering (in the School of Materials) (*from 1 May 2006*).

Professor W Gwyn P Williams, Professor of Urban Planning and Development (in the School of Environment and Development) (*from 1 September 2005*).

Professor Christopher M Wood, Professor of Environmental Planning (in the School of Environment and Development) (*from 1 October 2005*).

Professor Jan R Wright, Professor of Mechanical Engineering (in the School of Mechanical, Aerospace and Civil Engineering) (*from 1 October 2005*).

Professor Trevor Young, Professor of Agricultural and Environmental Economics (in the School of Social Sciences) (*from 1 September 2005*).

(vi) Grant of the title of Reader

The University Promotions Committees for the faculties listed below have, on behalf of Senate and the Board of Governors, approved recommendations that the following, who previously held appointment as Senior Lecturer in the Schools indicated, be granted the title of Reader with effect from 1 August 2005:

Faculty of Engineering and Physical Sciences

Dr Andrei Golov	Physics and Astronomy
Dr Barry Lennox	Electrical and Electronic Engineering
Dr Eric J L McInnes	Chemistry
Dr S Oluntunde Oyadiji	Mechanical, Aerospace and Civil Engineering
Dr Jianxin Pan	Mathematics
Dr Apostolos Pilaftsis	Physics and Astronomy
Dr Stefan Söldner-Rembold	Physics and Astronomy
Dr Ping Ziao	Mathematics

Faculty of Medical and Human Sciences

Dr Timothy F Cootes	Medicine (Imaging Science)
Dr Jonathan M Green	Medicine (Clinical and Adolescent Psychiatry)
Dr Steven Jones	Psychological Sciences
Dr Kevin J Munro	Psychological Sciences
Dr Jennifer J Shaw	Medicine (Forensic Psychiatry)

(vii) Promotions to Senior Lecturer

The University Promotions Committees for the faculties listed below have, on behalf of Senate and the Board of Governors, approved recommendations that the following, who previously held appointment as Lecturer in the Schools indicated, be promoted to Senior Lecturer with effect from 1 August 2005:

Faculty of Engineering and Physical Sciences

Dr Michael Barnes	Electrical and Electronic Engineering
Dr Richard Battye	Physics and Astronomy
Dr William Crowther	Mechanical, Aerospace and Civil Engineering
Dr Joel Daou	Mathematics
Dr Ingo Dierking	Physics and Astronomy
Dr Alvaro A A Fernandes	Computer Science
Dr Matthew P Halsall	Electrical and Electronic Engineering
Dr Hovhannes Khudaverdyan	Mathematics
Dr Leo Lue	Chemical Engineering and Analytical Science
Dr Andrew J Reader	Chemical Engineering and Analytical Science
Dr Sven L M Schroeder	Chemical Engineering and Analytical Science
Dr A Gavin Smith	Physics and Astronomy
Dr Aimin Song	Electrical and Electronic Engineering
Dr Theodore Voronov	Mathematics
Dr David P West	Physics and Astronomy
Dr Shan Zhong	Mechanical, Aerospace and Civil Engineering

Faculty of Medical and Human Sciences

Dr Richard Bryce	Pharmacy and Pharmaceutical Sciences
Dr David L Buckley	Medicine (Magnetic Resonance Physics)
Dr Rhiannon Corcoran	Psychological Sciences
+ Mr Andrew G Hall	Nursing, Midwifery and Social Work
+ Mr Philip N Keeley	Nursing, Midwifery and Social Work
Dr John T McLaughlin	Medicine (Gastrointestinal Science)
Dr Jacqueline Ohanian	Medicine (Cardiovascular Medicine)
Dr Richard J Oliver	Dentistry (Oral and Maxillofacial Surgery)
+ Ms Mary E Shaw	Nursing, Midwifery and Social Work
Mr Andrew Trafford	Medicine (Cardiac Physiology)
Mr Andrew Vail	Medicine (Biostatistics)
+ Dr Ann B Wakefield	Nursing, Midwifery and Social Work
Dr Melissa Westwood	Medicine (Endocrinology)

+ denotes Senior Lecturer (Teaching)

(viii) Promotion to Senior Research Fellow

The University Promotions Committee for the faculty indicated has, on behalf of Senate and the Board of Governors, approved recommendations that the following, who previously held appointment as Research Fellow or as Lecturer in the Schools indicated, be promoted to Senior Research Fellow with effect from 1 August 2005:

Faculty of Medical and Human Sciences

Dr Anne Barton	Medicine
Dr Rachelle C Donn	Medicine
Dr Susan Kirk	Nursing, Midwifery and Social Work
Dr Geoffrey Parker	Medicine
Dr Kaye J Williams	Pharmacy and Pharmaceutical Sciences

(vii) Promotion to Senior Teaching Fellow

The University Promotions Committee for the faculty indicated has, on behalf of Senate and the Board of Governors, approved a recommendation that the following be promoted to Senior Teaching Fellow with effect from 1 August 2005:

Faculty of Humanities (School of Environment and Development)

Mr Derek A Eldridge

(b) Report on exercise of delegations (on behalf of Senate)**Reported:**

The approval of the following regulations.

The Physics Graduates' Help Fund

- A number of awards, of a value to be determined in each case, but of approximately £1,000 will be offered as funds permit on an annual basis and within 6 months of the successful candidate's graduation.
- The awards will be restricted to graduates of the University of Manchester obtaining a BSc Honours degree or MPhys Honours degrees in Physics, or any combination of Physics with any related scientific subject that may be available.
- The purpose of the awards is to help pay of the debt accumulated by graduates during their undergraduate studies and each successful candidate must be able to demonstrate a sufficient level of debt at the end of their undergraduate studies to merit such an award.
- Applications for the award should be made in the first instance to the School of Physics and Astronomy who shall take into consideration the candidates' academic performance and financial circumstances.

14. Any other business

- (a) The appointment of a new Head of the School of Medicine

Noted:

- (i) A concern about the process by which the Dean of the Faculty of Medical and Human Sciences had been appointed Head of the School of Medicine without any apparent consultation with staff in the School. It was reported that the Dean would hold both posts simultaneously. It was felt that this dual arrangement would compromise the internal reporting structure within the Faculty and would present difficulties in circumstances where normally the roles would be separate. Furthermore, this was considered to be a retrograde step since it was not too long ago that the decision was taken that the role of the Dean and the Head of School should be separated.
- (ii) That several different models were in evidence, both nationally and internationally, for the management and leadership of a medical school. In some the roles of the Dean of the Faculty and the Head of the Medical School are separate but it was not uncommon for the roles to coincide. The determination of the most appropriate model for this University was the responsibility of the Faculty and School concerned. It was therefore more appropriate that any concerns about this issue should be raised in the Faculty of Medical and Human Sciences. If, however, it was felt that further discussion at Senate was warranted then notice should be given that it be included on the agenda for the next meeting in February 2006.

There was no other business.