



Left: Detail of one of the epaulets that feature in the uniform of the University porters



Staff

STRUCTURES AND PROCESSES

A lot has been achieved this year to ensure that the University's academic structure fits with its strategy and goals and provides clarity for members of staff. The revised structure (see below) came into effect on 1 August, and restructuring is under way in the new Faculty of Medicine and Dentistry.

New faculty structure

Arts
Engineering
Medical and Veterinary Sciences
Medicine and Dentistry
Science
Social Sciences and Law

To ensure that support mechanisms underpin the new academic structure effectively, the University has embarked on a programme of process reviews, starting with postgraduate admissions and the purchasing of goods and services.

RECRUITMENT AND RETENTION

The University has launched a new Research Advertising Strategy that is unique within the HE sector. It is built

around an innovative web-based approach to the recruitment of research staff. A website gives potential research staff access to a wealth of information about the University, its research, and working and living in Bristol, with links to the University's own website. The technology enables the University to measure the success of this approach and to respond quickly to feedback.

In the spring, the University launched the final phase of its online recruitment system. Candidates can now apply online for any vacancy, and recruiting departments can access relevant applications immediately. Application information is also transferred automatically to the University's Personnel Information Management System.



The University, assisted by The Work Foundation, has completed the data-gathering phase of a 'Positive Working Environment' project, which aims to identify and eradicate any elements of the working environment that have a negative impact on its staff. (The University was pleased to receive confirmation from

'...consistently one of Britain's top universities'

The Sunday Times, September 2003



The Work Foundation that its personnel policies and procedures are 'excellent'.) The project has now entered the crucial phase of analysing the results and developing an action plan. Over the coming year, appropriate measures will come into effect.

Managing staff expectations and maintaining a positive partnership with the Unions will be key to the success of the new grading scheme in August 2004. The project is now looking at establishing a career grade for academic staff, a pay protection policy and suitable job-groupings.

REWARD

The Reward project is now well under way, with a major pilot undertaken during early 2003. The University has approved a proposal to establish a University of Bristol Grading Scheme, based on the Hay job evaluation system and drawing on the AUT scheme. Evaluation of some 200 benchmark roles took place this autumn.

Much progress has been made on achieving a partnership approach with the Trades Unions on the project.

FIXED-TERM CONTRACTS

A great deal of work has been undertaken to minimise the University's reliance on fixed-term contracts. Negotiations have taken place with the AUT on specific issues relating to fixed-term contracts, notice provisions and redundancy procedures. A clear policy and new procedures should be in place during early 2003/04.

STAFF DEVELOPMENT

The University continues to offer a wide range of training and development opportunities for staff. This year saw particular expansion in IT and management training. This includes the introduction of the European Computer Driving Licence, launched to all staff in November 2002. Two hundred members of staff have already enrolled in conjunction with Learndirect. Training provides a qualification, recognised throughout Europe, in an array of IT skills.



CACHET FOR CAMEL

The University's Nomadic Network Service (with its distinctive logo, left) received the 2003 Award for Excellence from the Universities and Colleges Information Systems Association. The Service provides network connections for computers using access points across the campus. It also enables users to connect to the network from remote locations such as a home PC.

→ SNAPSHOT

EQUAL OPPORTUNITIES

The University has implemented a range of family-friendly policies over the past year, including a childcare voucher scheme; a new procedure for requesting flexible working patterns (available to all staff, not just parents of young children); paternity and adoption leave and pay provisions that exceed the statutory minimum; and an expansion of the University Nursery.

In addition, the University received a Silver Award from Opportunity Now. The University's Race Policy and Action Plan was approved as 'good' by HEFCE, with certain areas 'needing attention'. A new leaflet on disability will highlight for all staff the support and facilities available to those who have a disability or who become disabled.

VOLUNTEERING LEAVE

Proposals to grant University staff one day per year of paid leave for volunteer work have been approved and will be implemented in 2003/04. Plans include the development of a website giving details of volunteering projects available, and an online form enabling volunteering activities to be monitored. The idea is not to monitor an individual's time, but to keep a record of the volunteering carried out by staff as a whole. All volunteering

V-C APPOINTED TO KEY BODIES

The Vice-Chancellor, Professor Eric Thomas, received several prestigious appointments in 2002/03. He was appointed Chairman of the Worldwide Universities Network and Chairman of the Department for Education and Skills Taskforce on Endowments and Donations. He also joined the Board of the South-West Regional Development Agency, the Council for Industry and Higher Education and the South-West Regional Sports Board.



SNAPSHOT ←

leave must be agreed in advance with line managers. The hours concerned can be spread over a number of days.

AUTHORS HONOURED

Several books by Bristol academics won prizes in 2002/03. Here are just a couple.

Parallel Lines: Printmakers, Painters and Photographers in Nineteenth-Century France (Yale University Press), by Professor Stephen Bann in the Department of History of Art, was awarded the R H Gapper Book Prize.

Understanding Philosophy of Science (Routledge), by Dr James Ladyman in the Department of Philosophy, won The American Library Association's Outstanding Academic Title Award.



DAVE YOUNG

FELLOWS OF THE ROYAL SOCIETY

Three scientists at Bristol were elected Fellows of the Royal Society in May. These bring to 30 the number of academics currently at the University to have been honoured in this way.



Peter Green, Professor of Statistics in the Department of Mathematics, was elected in recognition of his achievements in computational statistics. He has worked on spatial statistics, agricultural field experiments, reference curves for human growth and emission tomography.



Stephen Mann, Professor of Inorganic Chemistry in the School of Chemistry, was elected for his work on micro-crystals. He has shown several routes to the preparation of these synthetic materials, and recently synthesised hollow materials of simple salts such as barium sulphate.



Peter Wells, Emeritus Professor in the Department of Clinical Medicine, was elected for his contributions to the application of engineering and physics in medicine. He developed instruments for ultrasonic surgery and power measurement. He has also made major contributions to the advancement of light transmission, electrical impedance and nuclear magnetic resonance imaging.

FELLOW OF THE BRITISH ACADEMY



Professor Nigel Thrift of the School of Geographical Sciences has been elected a Fellow of the British Academy. He is the eighth academic currently at the University to have been honoured in this way. Earlier this year, Professor Thrift received the Royal Geographical Society Victoria Medal for 'conspicuous merit in research in human geography'.

NEW CHAIRS

The following new Chairs took up their posts between 1 August 2002 and 31 July 2003:



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11



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6



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1 Chair in Optical Communication Systems
Professor John Rarity, formerly Senior Fellow at QinetiQ, a major arm of the government's Defence Evaluation and Research Agency.

2 Chair in Veterinary Microbiology
Dr Jose Vazquez-Boland, formerly Professor of Veterinary Microbiology and Immunology, Complutense University of Madrid.

3 Chair in Urban Studies
Dr Adrian Franklin, formerly Reader in the School of Sociology and Social Work at the University of Tasmania, Australia

4 Chair in Public Law
Professor Tony Prosser, formerly John Millar Professor of Law at the University of Glasgow.

5 Chair in Psychology
Professor Tom Troscianko, formerly Professor of Psychology in the School of Cognitive and Computing Sciences at the University of Sussex.

6 Chair in Adult Oncology
Dr Bassim (Bass) Hassan, formerly CR-UK Senior Clinical Research Fellow at the University of Oxford and Honorary Consultant in Medical Oncology at the Churchill Hospital, Oxford

7 Toshiba Chair in Communication Networks
Dr Alistair Munro, Chief Systems Engineer of Degree2 Innovations Ltd and previously a Reader in the Department of Electrical and Electronic Engineering.

8 Chair in Physical Geography
Professor Paul Valdes, formerly Professor of Earth Systems Science in the Department of Meteorology at the University of Reading.

9 Chair in Applied Mathematics
Dr Jens Eggers, formerly Lecturer in the Department of Physics at the University of Essen.

10 Sir George White Chair in Aerospace Engineering
Professor Michael Friswell, formerly Professor of Mechanical Engineering at the University of Wales Swansea.

11 Chair in Politics and International Relations
Dr Anthony Forster, formerly Director of Research and Reader in European Foreign and Security Policy in the Defence Studies Department at King's College London.

OTHER APPOINTMENTS

Provost of the Institute for Advanced Studies
Martin White, Professor of Theatre in the Department of Drama: Theatre, Film, Television (replaces Professor Bernard Silverman).

Pro-Vice-Chancellor
Selby Knox, Alfred Capper Pass Professor of Chemistry (will replace Professor Richard Hodder-Williams).

Collier Chair in Public Engagement in Science and Engineering
Dr Kathy Sykes, formerly Head of Science at Explore-at-Bristol.

Academic Registrar
Lynn Robinson, previously Director of Student Services at the University of Birmingham.

Director of Academic Affairs and Deputy Registrar
Dr Paul O'Prey, formerly Director of Research and Enterprise Development.

Programme Director, Planning, Policy and Projects
Sandy Kemlo, formerly Programme Manager at the Post Office.

Director of Planning, Policy and Projects
Jim Franklin, formerly Academic Registrar.

Director of Information Services and University Librarian
Alison Allden, formerly Director of Information Technology Services at the University of Warwick.

Director of Research and Enterprise Development
Dr Siân Thomas, formerly Head of Research at the Higher Education Funding Council for England.

Chief Executive of 3C Research Ltd
Peter Horne, formerly Executive Chairman of Empiricom Ltd, an Expert System software company, and previously President of Mitsubishi Electric PC Division.

Honorary degrees

In 2002/03 the University conferred Honorary degrees on the following:



Dr Adam Hart-Davis,
*writer and broadcaster
on science and
engineering
(Doctor of Science)*

Professor Mary
McAleese,
*President of Ireland
(Doctor of Laws)*

Mr David Constantine,
*co-founder and
Executive Officer of the
charity Motivation
(Master of Science)*

Mr Richard Lalonde,
*former member of
University Council;
Chairman of Bristol
Research into
Alzheimer's and Care
of the Elderly (BRACE)
(Master of Arts)*

Professor Timothy
Clark FBA,
*Professor of Modern
Art, University of
California, Berkeley; art
historian; Bristolian
(Doctor of Letters)*

Professor Sir Paul
Nurse FRS,
*Nobel Laureate in
Physiology and
Medicine; Joint
Director, Cancer
Research UK (Doctor
of Science)*

Professor Glynis
Breakwell,
*psychologist; Vice-
Chancellor, University
of Bath; Bristol
graduate (Doctor of
Laws)*

Professor Sir Gabriel
Horn FRS, *anatomist
(Doctor of Science)*

Dr Paul Magelli,
*Director, Office of
Strategic Business
Initiatives, University of
Illinois; member,
Advisory Board,
University of Bristol
Enterprise Centre
(Doctor of Laws)*

Professor Raman Bedi,
*Chief Dental Officer
for England; Bristol
graduate (Doctor of
Science)*

Brigadier Hugh Pye,
*Treasurer, Society of
Merchant Venturers;
Chairman, CLIC
(Doctor of Laws)*

Sir Charles Pollard
QPM, *former Chief
Constable, Thames
Valley Police; Bristol
graduate (Doctor of
Laws)*

Professor Carol Black,
*President, Royal
College of Physicians;
Bristol graduate
(Doctor of Medicine)*

Professor Christopher
Ricks FBA, *literary
critic and editor; former
Professor of English at
the University (Doctor
of Letters)*

Father Edward Crouzet
OSB, *former Chaplain
to Roman Catholic
Students at the
University; author
(Doctor of Laws)*

Ms Emily Watson,
*actress; Bristol
graduate (Master of
Arts)*

Mr Will Hutton,
*Director, The Work
Foundation; author;
journalist; Bristol
graduate (Doctor of
Laws)*

Ms Jill White, *Former
Director, National Youth
Orchestra of Great
Britain (Doctor of
Music)*

Professor Shu-Sheng
Jiang,
*President, Nanjing
University, People's
Republic of China
(Doctor of Laws).
Professor Jiang was
unable to attend owing
to the SARS outbreak
in China.*