

University buys technology park from Advantica

The University has successfully completed its purchase of the technology park, located on Ashby Road, from Advantica Technologies Ltd. The £35.5 million deal, announced on 8 April, is the largest single investment in the University's history. It will enable the University to develop still further its already significant portfolio of industrial partnerships, confirming Loughborough as one of the country's leading universities for collaboration with business and industry.

Courtesy of Advantica

Advantica – a subsidiary of National Grid Transco plc – will continue to occupy part of the site, which will now be known as Holywell Park, on a leaseback basis. The University will utilise the remainder of the Park to enhance and extend its research, innovation and knowledge transfer activities.

The acquisition augments the existing campus by another 163 acres and provides a further 36,400 m² of high quality building stock. The purchase will make the Loughborough campus one of the largest in the country.

"We are delighted to have this opportunity to develop our research and innovation facilities," the Vice Chancellor commented. "The Park is a superb site, housing excellent facilities; this agreement will help to cement the University as



one of the country's leading institutions for innovation and technology transfer."

The University is currently in discussion with several leading companies, including BAE SYSTEMS, over potential opportunities to work in partnership at the new Park. A business plan developed for the

site indicates that, in addition to the huge opportunities afforded for expansion in research, innovation and knowledge transfer, the technology park has the potential to be a significant income generator.

The purchase of the site will also provide the University with a unique opportunity to rethink its overall estates strategy. "This development will provide us with the potential to increase postgraduate and research student numbers, and could also have a positive impact on local employment," said the Vice Chancellor. "It is not intended, however, that the purchase should change the University's current strategy on UK and EU undergraduate numbers, which is to plan for modest increases at Loughborough, with widening participation primarily through the University's further education partners."



LTA Tennis Academy opened

Hundreds of distinguished guests gather to see HRH The Duchess of Gloucester open the latest campus sports facility.

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HEFCE funding announcement

On 7 March, HEFCE (Higher Education Funding Council for England) announced the grant settlement for 2003-04 for each higher education institution in the country. Changes in the models used by HEFCE to distribute funding to each institution have impacted heavily on several universities, including Bath, Bristol and Surrey, as well as Loughborough, as the Vice Chancellor, Professor Wallace, explains.

For the 2003-04 academic year, we have 5% extra from HEFCE in cash terms, which is a welcome increase above inflation, albeit disappointing against the national average of 6%. However, there are two significant points which will be challenging to manage.

Although we don't yet have detailed impact, the increase in funding across our faculties will be uneven – it is likely that Engineering will gain more and Science do less well. Further, the 5% increase contains a temporary subsidy, or 'moderation', of £960,000 for 2003-04 only – in effect a safety net to protect us against what would otherwise be too sudden a drop in funding.

The drop has occurred for the following reasons:

1. The basic rate of funding for teaching young students with three Cs or above at A level, and for postgraduates, has been cut by an estimated

5.6%, and used to increase the rate for undergraduates with lower grades, alternative entry qualifications or those who are older. Since the majority of our entrants are well-qualified young school leavers and the professional institutions demand a minimum of three Cs for our accredited courses, this has lost us an estimated £1m of our £31m HEFCE teaching funding.

The Government has publicised additional funding for Widening Participation, but has in fact raised much of the money at the expense of core teaching funding for mainstream students.

2. Research funding has been made much more selective. While funding for 5- and 5*-rated departments has been increased, funding for Grade 4 departments has been cut. Since 43% of our research active staff are in Grade 4 (predominantly) or 3a areas,

our research funding has increased by only 3.4% in cash terms, against the overall increase of 10.9%.

We don't believe that these changes in the HEFCE funding model are defensible, particularly since Loughborough addresses so many of the Government's policy objectives. We have an outstanding record of teaching quality, exceptional links with industry and are the top university in the UK in the Funding Council's own research performance indicators for both PhD students and for research contracts per academic staff cost.

I have therefore joined with other universities affected by the funding settlement to actively campaign for improvements to the mechanisms adopted this year.

David Wallace
Vice Chancellor

Best practice award for Residential

The Residential Organisation has added another accolade to its growing tally, after being presented with a Best Practice Award by the Meetings Industry Association (MIA).

The Awards, now in their second year, are made in association with Hospitality

Assured Meetings (HA-M) – the kite mark of the hospitality and meetings industry, which represents the ultimate accolade for organisations that uphold and practice the highest standards. Members aspiring to achieve HA-M undergo a strict process of accreditation which includes an annual assessment.



Janet Ireland (centre) and Linda Moulton collect the award from Jim Souter, the Chairman of the Meetings Industry Association Council, on behalf of the Residential Organisation team.



Of the 200 businesses that have achieved HA-M accreditation, Loughborough was one of only eight given the best practice award. The presentation was made on 14 February at the Carlton Tower Hotel in London.

LTA Tennis Academy opened by HRH The Duchess of Gloucester

The LTA's honorary president, HRH The Duchess of Gloucester, officially opened the new, campus-based LTA Tennis Academy in March.

Located at the corner of Epinal Way and Forest Road, the Academy has four indoor and three outdoor acrylic hard courts and three outdoor American clay courts. It offers players aged between 12 and 16 the opportunity to develop their tennis while furthering their education. Most of the players will live in accommodation provided by Loughborough's Burleigh Specialist Sports College.



HRH The Duchess of Gloucester meets one of the National Futures players.

During her visit Her Royal Highness was able to meet the players and coaches involved in the programme, and watch the players training. In addition to the state-of-the-art facilities, academy students will also

have access to Loughborough's cutting edge medical support facilities, which include physiotherapy, musculo-skeletal screening and sports psychology.

LTA Academy head coach Leighton Alfred said, "This is a very exciting time for British Tennis. The programme and

facilities we have in place at Loughborough

are cutting edge. Our coaches measure up against the best in the world. I am confident that every player selected for our Academy has the support necessary to fulfil their potential."

Loughborough director of sport Rod Thorpe added, "The opening of the Tennis Academy marks the latest development in Loughborough's long established partnership with the LTA. I am sure that this state-of-the-art facility will enable both our students and the Academy players to realise even greater achievement."

The facilities at the new Academy will also be used by the University's tennis scholars.



An action-packed weekend of sport

Friday 6 to Sunday 8 June promises to be a bumper weekend of sport, as the University hosts its annual international athletics match and the men's European volleyball championships qualification tournament.

Running from 6 to 8 June, the volleyball tournament will see England senior men's team attempt to qualify for the finals of the European Championships for the first time in their history on home soil. England will take on Bosnia and Herzegovina, Moldova and Belarus in the four-way tournament, with matches taking place in New Sports Hall Arena.



"Loughborough is considered by many as the home of English sport and it's very appropriate that we should look to make history here," said England head coach Ian Legrande. "Volleyball has always featured heavily at the University and has strong local support, so we are giving

ourselves the best chance of success."

This year's Loughborough International Athletics match, the traditional curtain raiser to the outdoor athletics seasons, takes place on Sunday 8 June, bringing together teams representing Loughborough students past and present, BUSA, Scotland, Wales, and Great Britain U20s.

Last year's match showcased a number of the country's leading athletes, including Mark Lewis-Francis and Chris Rawlinson, with the Loughborough students team finishing second overall, just behind England.



Loughborough sports scholar Chris Rawlinson, who bettered his personal best in the 400m at last year's event, and went on to take two Golds at the Commonwealth Games – in the 400m Hurdles and 4x400m relay.

This year's athletics match will also mark another milestone in the development of Loughborough's sports facilities, with the official opening of the High Performance Athletics Centre (HiPAC). The £5 million Centre, located beside the athletics track, boasts an eight lane 135m sprint straight, long jump, high jump and pole vault areas, and javelin, hammer, shot and discus zones.

Part of the English Institute of Sport (EIS) facilities, it will provide a

crucial all-weather training base for both Loughborough's students and many of the country's leading elite athletes.

Tickets for both events will be available from 1 May from the Students' Union shop, the swimming pool reception, LUFs, and the Sports Hall reception. Tickets for the athletics match will also be available from Running Fox in Ashby Road. Tickets purchased for either the volleyball or athletics events entitle the holder to a concessionary £2 entry rate for the alternative event.

Tickets for athletics (8 June)

Adult	£ 6
Concession*	£ 4
Family**	£16
Wheelchair	Free
Carer	£ 6
Carers' concession*	£ 4

Group offers available: Contact Helen Nassau on 226122 for more information

* Under 16s, OAPs and students (NUS card holders)

** Based on 2 adults and 2 concessions

Tickets for volleyball (6 to 8 June)

	1 day ticket	3 day ticket
Adult	£ 6	£16
Concession	£ 4	£ 8
Group offer: Buy 4 one-day tickets, get 1 free		

In brief

Thirty new **departmental prizes** have been established for outstanding undergraduate students. Funded by Loughborough University Development Trust, there are ten first year prizes of £50, ten second year awards valued at £75 each, and ten final year prizes of £100. Prizes are available in the following departments and schools: Aeronautical and Automotive Engineering, Art and Design, Business School, Chemistry, Civil and Building Engineering, Design and Technology,

Economics, Electronic and Electrical Engineering, European and International Studies, Geography, Human Sciences, Information Science, IPTME, Wolfson School, Physics, Social Sciences, and Sport and Exercise Sciences. The prizes will be awarded on account of both academic merit and students' contributions to the department, University and community, and will be presented in the summer.

Also, thanks to a donation from alumnus Richard Hancock, the

Department of Economics is able to offer two further prizes for undergraduates – the Richard Hancock Prizes, worth £250 each, for the best second and third year performances in Business Economics and Finance. Richard Hancock studied Economics at Loughborough from 1974 to 1977. A qualified Chartered Accountant, he is senior partner at Hancock & Company, which he set up in 1996 to provide independent specialist corporate financial services.

This summer's **degree ceremonies** will take place on Thursday 10, Friday 11, Monday 14 and Tuesday 15 July in the New Sports Hall. The installation of the fourth Chancellor of the University, Sir John Jennings, will take place at the beginning of the first degree ceremony on 10 July at 10.30am.

All degree ceremonies and the installation of the Chancellor will be shown live via a web cast on the University's web site at www.lboro.ac.uk

Council report

Highlights from the meeting held on 4 April 2003

Focussing on research income, the Pro Vice Chancellor (Research) said he was optimistic that the current total of grants and contracts for 2002-03 would rise by the end of the year, with decisions still pending on £42.29m worth of applications. Of the £10.5m funding awarded to Loughborough under the Science Research Investment Fund (SRIF), £3.8m had been assigned towards the purchase of the former Advantica site, now renamed Holywell Park (see p1 for more information), with £6.7m still awaiting allocation, and 20 scholarships had now been awarded as part of the University's research scholarship programme, generating £300,000 worth of funding.

Loughborough University at Peterborough

Updating Council on the University's withdrawal of HE provision in Peterborough, the Director of Registry Services said the University would honour its commitment to those students already in the system, with staffing expected to continue largely as at present until 31 July 2004, and the appointment of a programme director for the BSc in Business Studies anticipated to oversee the final group of students in 2004-05. Three sites in the city are also being considered for use as educational premises following the vacation of the current premises in June this year.

Undergraduate applications for 2003 entry are mixed, with international numbers up by 17.6%, but UK/EU applications down by 10.5%. Postgraduate applications have

increased. The Director of Registry Services concluded by noting that assessments of teaching quality, previously done by the QAA at departmental level, would now be replaced by an institutional audit, and that the University was currently in a transitional phase between the two systems.

Council thanked the Director of Registry Services for her work, and noted the appointment from 28 April of Professor Morag Bell as Pro Vice Chancellor (Teaching).

Partnerships with business and industry continue to flourish, with BAE SYSTEMS confirmed as a partner in the Systems Engineering Innovation Centre (SEIC) and discussions with other organisations taking place. SEIC will be based at Holywell Park, which will be the venue for the prestigious Royal Academy of Engineering soiree on 26 June.

Vice Chancellor re-appointed

Receiving the report of the Joint Committee of Council and Senate regarding the appointment of the Vice Chancellor, Council members renewed the appointment of the Vice Chancellor for a final two year period from 1 January 2004 to 31 December 2005.

The meeting concluded with Council expressing its sincere thanks and drinking a toast to the Chancellor, Sir Denis Rooke, who retires from the role in the summer.

University data protection policy

At its meeting on 4 April, Council approved a Data Protection Policy, which aims to protect the rights and privacy of staff and students in accordance with the Data Protection Act. The University policy can be found at www.lboro.ac.uk/admin/ar/policy/dpact/ludpp.htm

Under the Data Protection Act 1998, information about individuals must be collected and used fairly, stored safely and securely and not disclosed to any third party unlawfully. Personal data is defined as information relating to an identifiable living individual held in a computerised or manual filing system and can be in any format – for example, electronically (including on web sites and in emails), on paper and in photographs.

Guidance for compliance

Everyone who processes personal information about members of the University is responsible for ensuring that they act in accordance with data protection legislation. Further details about and guidance for compliance with the 1998 Act are available at www.lboro.ac.uk/admin/ar/policy/dpact/index.htm

For more information about data protection, contact the University's data protection officer, Miranda Whyte, on ext 2228, or by emailing M.T.Wyte@lboro.ac.uk

Eco-friendly designs provide a 'greener' future

Design and Technology students are helping to create a 'greener' future by launching a pioneering initiative to encourage businesses to assess the environmental impact of the products they design. The scheme is part of an ongoing campaign at the University to attract local and national companies to provide 'real-life' projects and industrial placements for talented design students.

"We need to strike a balance between the economic, environmental, ethical and social issues surrounding product design," explains lecturer Dr Eddie Norman, "and a

growing number of companies are adapting their products in line with changes in legislation. An increasing number of our students are conscious of the impact their work has on the environment and are developing innovative new ideas to safeguard its future."

Final year student Dan Collins put his eco-design skills to excellent use during his year in industry with Bombardier Transportation. He was tasked with investigating the environmental impact of the various components that make up the company's vehicle interiors. "My year with Bombardier gave me a valuable insight into the future of sustainable design," says Dan. "I was given

the opportunity to produce recommendations for eco-friendly designs for the company, and was able to introduce the use of new design systems that I learned while studying at Loughborough."

"Designers are aware of the importance of developing innovative products that embody eco-efficiency rather than those which add to our overflowing landfill sites," says Dr Norman. "Sustainable design is a distinguishing feature of Design and Technology at Loughborough. We welcome the opportunity to collaborate with companies in all industrial sectors to boost innovation and competitiveness whilst preserving the environment."



Expansion for leading laser safety experts

Loughborough spin-out company Laser Optical Engineering Ltd has successfully integrated materials inspection experts Laser Testing Instruments Ltd into its business.

Laser Testing Instruments, currently based in Launceston, Cornwall, specialise in the provision and service of advanced laser shearography equipment for advanced material testing. Together with Laser Optical Engineering's growing reputation in the commercialisation of high technology laser research, the expansion looks set to provide the opportunity for outstanding commercial development.

Announcing the expansion, Dr John Tyrer, of Laser Optical Engineering Ltd, said, "Our rate of achievement and business expansion this year has been beyond expectations, providing a very healthy base for the two companies."

The expansion follows Laser Optical Engineering's success in receiving a DTI SMART Award and ISO 9001 approval, both of which have enabled the company to move to 200m² of dedicated facilities within Loughborough Innovation Centre. The move will enable all of the company's diverse laser capacities to be brought together under one roof.



"The name's Bond..."

Key players from Loughborough's conference and events industry went '007' mad recently, when they joined forces at a James Bond weekend to promote the area as a leading conference and events destination.

Courtesy of Burleigh Court



Agents who scour the country looking for venues to hold events were invited along to the themed weekend in February, which was organised by the Burleigh Court International Conference Centre, in conjunction with Prestwold Hall, Ramada Jarvis, Everyman Racing, International Events and Loughborough University.

"The UK conference market contributes £7.3 billion annually to the UK economy, and over 42% of the corporate market uses venue finding agents to book their events," says event organiser Emma Boynton from Burleigh Court. "With its ideal central location, accessibility and quality venues, Loughborough has a great deal to offer this market."

Agents were treated to a grand gala dinner at Burleigh Court and the weekend was topped off in true 007-style, with high speed rides in Ferraris and Lamborghinis around the Everyman Racetrack at Prestwold Hall.



Cricketers bowled over by new facility

Loughborough University and England cricketers Laura Harper and Richard King took time off from their studies recently to view the work in progress at the new ECB (England and Wales Cricket Board) National Academy, which is currently under construction on campus. When completed, the new centre will provide a huge boost to cricket in England and Wales, allowing the next generation of cricketers to train and compete at the highest level.

During their visit, Laura and Richard, along with Cricket head coach Graham Dilley, were presented with a £3,500 sponsorship cheque on behalf of Loughborough's Cricket Centre of Excellence by Frank Hanson, the regional director of Shepherd Construction, who are building the Academy.

Work started on the new Indoor Cricket Centre in November last year and once completed, the 2,160m² three storey

building will house a bespoke six lane cricket hall measuring 70 metres by 25 metres, together with an innovative 'hawk-eye' tracking system which will be installed as a coaching aid in all lanes. The Cricket Centre will also accommodate a variety of other services including a large fitness and conditioning centre, changing areas, offices and a 'performance analysis' suite, together with seminar rooms, a bar and viewing balconies.



"The Centre has been designed and built to promote an ideal training environment for the country's very best young cricketers in the National Academy and other ECB squads," explains Loughborough's director of cricket Dr Guy Jackson. "Others will benefit too – Loughborough's successful Cricket Centre of Excellence, student club cricketers and local community teams will also have full access to these fantastic facilities."

Loughborough University's Centre of Cricket Excellence (UCCE) was accorded 'First Class' status for the 2003 season, in recognition of the outstanding progress made in a short time and the very good performance of the team in 2001 and 2002. Loughborough won all three of the major university cricket competitions in the last two seasons – the UCCE Championship, the UCCE One-Day Challenge and the BUSA Championship.



Shepherd regional director Frank Hanson and Loughborough University cricketers Richard King and Laura Harper at the ECB National Cricket Academy site.

Courtesy of Shepherd Construction

Sports round-up

The 9th **British University Games** (BUGs) were held at Edinburgh University from 7 to 10 April, with Loughborough students making up 17% of the England team, who were overall tournament winners.

The Games are an annual four-day competition, bringing together the best sporting students in the country to compete for their home nation university across five sports – Football, Basketball, Hockey, Badminton and Netball. Over 400 competitors and 100 officials took part in this year's BUGs. Loughborough's competitors for the England team were: football – Ross McNeilly, Dan Truman, Ian Gaunt, Karl Brennan, Annie Barratt, Laura Bassett, Siobhan

Chamberlain, Clare Farrow, Lauren Marks; hockey – Oly Cooper, Hannah McLeod; badminton – Kristian Roebuck, Paul Trueman, Clare Millward, Julie Pike; basketball – Emma Pass, Jo Sarjent, Suzanne Hemsley, Jo Claydon.

If you're a former Loughborough student, then why not come along to the **Alumni sport weekend**, which is being held from 19 to 21 September 2003. It's a weekend packed full of opportunities to relive your sporting

days at Loughborough. You can do as much or as little as you



Loughborough sport scholars Chris Rawlinson (R) and Kemel Thompson wish Kelly Downs, from local recruitment company Gill Cooke Personnel Ltd, good luck in her bid to be crowned Miss Great Britain. The finals of the competition will be held at the Café Royal, London, next month. Commonwealth double gold medallist Chris, and Kemel – who was part of the silver medal winning, 400m Hurdles Jamaican relay team at this year's World Indoor Championships – are just two of Loughborough's sports scholars who benefit from support from Gill Cooke Personnel Ltd, which, for the last two years, has generously matched pound for pound all individual donations to the scholarship scheme's 250 Club.

like – for those energetic enough, get a team together to compete against other past, or present, students, or maybe try out the new pool or gym; for those who prefer a less active role, why not take a guided tour of the campus's new sports facilities? You can also visit the National Space Centre in Leicester, or spend a day shopping in Nottingham. On Saturday evening there's a chance to meet up with old friends at the black tie dinner hosted by alumnus and ITV rugby commentator John Taylor.

To find out how to register your team or take part individually, or to book a place for any of the activities, contact Lisa Farmer on ext 8698, email L.Farmer@lboro.ac.uk

Researchers undertake major health and safety studies

Researchers from Loughborough and Nottingham universities have teamed up to undertake two major studies for the Health and Safety Executive (HSE). The first will look at attitudes towards musculoskeletal disorders (MSDs) at work, which affect muscles, joints and tendons, while the second will examine companies' perceptions of the cost implications of health and safety failures.

MSDs are the most common type of occupational ill health in the UK. Around 1.1 million people in Great Britain suffered from MSDs caused or made worse by work in 2001-02, and an estimated 12.3 million working days were lost due to work-related MSDs.

The research team will be talking to managers and employees from small to medium sized companies in industries most at risk from MSDs, such as manufacturing, health services, construction, and delivery and communications. They will also work with consultancies which deal with MSDs to develop and implement solutions to help prevent these kinds of injuries from occurring.

Principal researcher for the study Zara Whysall, of Loughborough's Health and Safety Ergonomics Unit, said, "Many companies are now making attempts to reduce health and safety risks, be it due to concerns over litigation, reduced productivity or increased absence, but often these attempts are not as effective as they might be."

"This study will improve our understanding of organisational change, specifically on how to successfully implement changes to reduce the risk of work-related MSDs. The results will be used to draw up guidelines for employers, consultants, employees, trade unions, and health care practitioners."

The aim of the second study is to assess companies' awareness of health and safety campaigns and the accuracy of their views of the cost of failures.

Many organisations do not measure the costs of health and safety failures, as it can be difficult and expensive. Companies that do not calculate the cost of health and safety failures may have an inaccurate view of how much work-related ill health and accidents cost them. One of the research leaders, Loughborough's Dr Roger Haslam, points out, "Companies may not be motivated to improve health and safety if they perceive the cost of investing in health and safety measures to outweigh the costs of accidents and ill health."

The research team will be conducting focus groups and interviews with organisations across a wide range of employment sectors, including agriculture, manufacturing, construction and education. The findings of this research will guide future health and safety campaigns aimed at raising awareness of the financial consequences of health and safety inadequacies and help companies reach accurate assessments of the cost of workplace accidents and work-related ill health.

Commission looks into Austria's Nazi past

An independent Austrian historians' commission, of which Dr Robert Knight from European and International Studies was a member, has published its findings on property expropriation during the Nazi era and post-war restitution and compensation.

Dr Knight was the only non-Austrian member of the commission and was appointed by the Austrian Chancellor and Vice Chancellor, after being shortlisted by the Archive of Yad Vashem (Jerusalem), the Holocaust Memorial Museum (New York) and the Jewish Documentation Archive (Vienna).

Compiled over four years, the commission's report attempts to provide a comprehensive picture of looted assets and property under the Nazis. Chronicling the thousands of Jewish banks, businesses, real estate, personal property and other assets that were seized, the report states that it is impossible to give an exact figure as to the amount confiscated during the Third Reich in Austria.

According to the report, the majority of those affected were Jews, but ethnic minorities, the Roma, euthanasia victims, homosexuals, and people forced into slave labour were also affected. The report also states that Austria did too little to right the wrongs after World War II – "Steps towards restitution and compensation were often half-hearted and sometimes utterly reluctant, undertaken all too often only because of outside pressure, especially from the Allies," it claims.

The report has been welcomed by the head of Austria's Jewish community, Ariel Muzikant, who said that it showed that hundreds of thousands of Austrians, and not just Germans, were involved.

An article by Dr Knight, entitled *Austria and Nazism: Owning Up to the Past*, in which he reflects on Austria's difficult relationship with its recent past, can be found at www.bbc.co.uk/history/war/wwtwo/austria_nazism_01.shtml

The results of the Austrian Historians' commission are available at www.historikerkommission.gv.at

research@lboro

Dear editor

I would like to thank everyone for their good wishes on my retirement from the University. I was very touched to have so many messages in the card you gave me and for your wonderful gift. I cannot tell you how much I appreciate all of this – it was quite overwhelming.

Thank you again and I send you all my very best wishes.

Carolyn Smith
Formerly in the Vice Chancellor's office

Aeronautical and Automotive Engineering

MSTTAT DARPS
Prof J J McGuirk
£152,900 DTI/MOD

Pressure Drop and Heat Transfer Measurement of Dense Pedestal Cooling Tile
Dr J C Carrotte and A G Barker
£21,579 Rolls Royce

Isothermal Test Programme 2
Dr P Denman
£16,918 Rolls Royce

Business School

Ford Faculty Research Funding
Prof A Wilkinson
£200,000 Ford Motor Company

Environmental Management Accounting and Sustainability
Dr L McAulay, Prof M Hill and Prof A Wilkinson
£9,910 CIMA

NRF Sexuality Matters Project
Mr G Reed
£7,500 Leicester LGB Centre

Chemical Engineering

Solid-liquid Separation Equipment Design Data from Small Samples
Prof R Wakeman and Dr R Holdich
£30,000 Astra Zeneca

Chemistry

Towards Heavy Chalcogen Nitrogen Conducting Polymers
Dr P F Kelly
£111,678 EPSRC

Civil and Building Engineering

Avoiding Structural Collapse in Refurbishment Projects
Prof C J Anumba
£55,919 HSE

Computer Sciences

Valid Learning Unit Research for the Vernetzum Stadium
Prof J A Alty and Dr N Beacham
£79,045 Federal Ministry of Education

Research Studentship
Dr T Jackson
£69,000 Danwood Group

CRSP

Developing Budget Standards for Disabled People
Ms S Middleton and K Kellard
£95,377 Joseph Rowntree Foundation

Marriage in the 21st Century
Mr A C Cebulla
£15,950 Care For the Family

Staff Understanding and Application of Defferal Guidance for Non-Jobseekers Allowance Customers
Ms V Kellard
£18,230 Dept. for Work and Pensions

Jobcentre Plus Personal Advisor Training
Ms K Kellard
£12,409 Dept. for Work and Pensions

Electronic and Electrical Engineering

Electro Magnetic Research
Prof I R Smith
£155,766 DSTL

Pulsed Power Research and Trials Support
Prof I R Smith
£70,840 DSTL

E-medec 2
Prof P R Smith
£27,202 EPSRC(IMRC)

Rail Research UK Start Up
Prof R M Goodall
£11,996 Birmingham University

Feasibility Study on Electromagnetic Protection for a Vehicle Turret
Prof I R Smith
£8,400 DSTL

ESRI

To Develop and Market AMAS Human Focused Design Centre
£9,500 Dept. for Work and Pensions

Human Sciences

Perceptions of the Cost Implications of Health and Safety Failures
Dr R Haslam
£144,644 HSE

Effectiveness of Motorway Service Areas in Reducing Fatigue Related Accidents
Dr L Reyner, Prof J Horne and D Flatley
£131,112 Dept. of Transport

Effects of Seat Unrest Angle on Human Comfort, Health and Performance
Dr N Mansfield
£69,800 QinetiQ

Measuring the Effectiveness of Education and Training Programmes in Changing the Behaviour of Health and Social Care Staff
Dr S Hignett
£39,981 HSE

Sleepiness & Alcohol Intake
Prof J A Horne and Dr L Reyner
£68,983 Dept. of Transport

Control of Whole Body Vibration for the Drivers of Quarrying Vehicles
Dr N Mansfield
£14,200 Quarry Products Association

Information Science

Electronic Books in Public Libraries
Dr J Dearnley, Prof C McKnight and Dr A Morris
£30,000 Laser Foundation

E-medec 2
Prof R Summers
£27,202 EPSRC(IMRC)

Research Support for Library Services
Prof L Damodaran
£20,000 Shell Research

IPTME

Microstructural Modelling of Aluminium 7 150 welds
Prof R G Faulkner
£30,000 QinetiQ

Plate-out measurement for PVC
Dr M Gilbert
£10,225 DuPont UK Ltd

Mathematical Sciences

Generation of Internal Tides and Internal Solitary Waves on the Continental Shelf
Prof R Grimshaw
£112,693 Office of Naval Research, USA

Geophysical Fluid Dynamics and Physical Oceanography
Prof R Grimshaw
£35,000 Leverhulme Trust

Directed Percolation of Ca Waves
Dr S Coombes
£8,968 Royal Society

Mechanical & Manufacturing Engineering

Royal Society Wolfson Research Merit award
Prof J Huntley
£200,000 Royal Society

Cross Disciplinary Communication Languages for Supply Chain Management
Dr R Young, Prof K Case, Prof C Anumba, Dr N Bouchlaghem and Dr S Rahimifard
£39,969 EPSRC(IMRC)

E-medec 2
Mr P P Conway
£27,202 EPSRC(IMRC)

Data Mining Techniques for Manufacturing
Dr J Harding
£28,620 EPSRC(IMRC)

RIM Cast- A UK Based PUR Manufacturer of Excellence
Dr A D Nurse
£15,000 RIM Cast

School of Sport and Exercise Sciences

Specialist Sports College Monitoring and Evaluation Project
Dr D Penny and Prof B Houlihan
£89,303 Youth Sports Trust

Effect of Powerade Consumption on Exercise Performance
Prof C Willams
£47,861 Coca Cola GB

Dreams and Teams Project
Dr D S Eley
£30,152 British Council

Kid's Club Evaluation
Dr M Weed and Dr M Nevill
£6,991 Kid's Clubs Evaluation

Social Sciences

Navigating the E Society: Dynamics of Participation and Exclusion
Mr G Murdock, Prof R Lister and Ms K V Kellard
£242,071 ESRC

Systems Engineering

Managing Tacit Knowledge to Increase Design Review Effectiveness
Mrs C E Siemieniuch and Mr M A Sinclair
£183,871 EPSRC (IMRC)

WEDC

Guidance Note on Tariffs Design
Dr M Sohail
£19,950 ONDEO Services

Unicef Capacity Development Afghanistan
Dr A P Cotton and Ms S Coates
£18,768 UNICEF

LAO PDR Lessons Learnt Field Note
Dr S Godfrey and Dr R Lidonde
£12,064 World Bank

Private Infrastructure Service Providers Learning From Experience Inception Study
Dr M Sohail
£11,322 ITDG/Department for International Development

Job evaluation project

The University is currently in the early stages of a job evaluation project, exploring the possibility of grading all jobs within the University using a single scheme.

Essentially, job evaluation is a method of measuring the 'size' of jobs. It usually, but not always, results in a 'score' for a job, which in turn enables an organisation to group similar scores into grades.

At Loughborough, at the moment, there is a job evaluation system for technical jobs and a different system for secretarial, clerical and ancillary jobs. There are also grades for manual staff, academic related staff, academics and researchers. The problem with having so many grading systems is that it is never possible to compare across the grades. Does a technician earning the same amount as a clerical person actually do a job of a similar size? How do you determine when a job has grown to the extent that it can depart from the clerical or technical structure and move into the 'ALC' grades?

"Some years ago people were beginning to believe that job evaluation systems were outdated, and unnecessary in the modern world," comments Jane Rawlins from Personnel Services. "Then the concept of 'equal pay for work of equal value' came along and employers needed to be able to prove to employment tribunals that they had a just and equitable method of comparing the size of jobs to determine pay. Now there's pressure on all higher education institutions to examine their grading structures and to implement a single grading system which will cover all staff."

Through its initiative for Rewarding and Developing Staff, HEFCE (the Higher Education Funding Council for England) has provided funds to develop institution-wide job evaluation schemes. As a result, universities across the country are at various stages of considering, piloting or implementing new schemes.

"At Loughborough, we've decided to test three schemes by running small trials," says Jane. "First we'll be looking at Hay – a

commercially used system which has been adapted for use in higher education. Then we'll consider HERA, a scheme developed by the Education Competences Consortium, which, in its development stages, was piloted by some 120 universities. Finally we'll look at a scheme being developed by the Association of University Teachers to cover academic and academic related staff, which they hope to use in conjunction with other schemes."

A project team of ten people has been put together, with representatives from Personnel Services, management and unions, some of whom will receive full training in the use of the schemes, while others will help to evaluate the findings. Some other staff have also been involved in the project, having been asked to describe their jobs so that they can be used as test cases; a few others may be approached in the weeks to come. The trials should be completed by the end of June.

If anyone would like more information about the project, contact Jane Rawlins in Personnel Services on ext 8024.

Loughborough's chemical engineering students smash 'pit stop challenge' record

Are you a team player? That's the question Shell, one of the world's leading energy and petrochemicals groups, asked 1,400 chemical engineering students from across the country at the recent Frank Morton Sports Day.

The Shell 'Pit Stop Challenge' was a chance for students to put their teamwork and coordination skills to the test and break the speed record of 3.8 seconds for changing a tyre on a real Formula One Ferrari. It was a tough call, but the students from Loughborough, raced to pole position and smashed the current record with a fantastic qualifying time of 3.5 seconds.

The Frank Morton Sports Day, the largest specialised inter-university sporting event in the UK, was hosted at Sheffield University. The annual sports

day was organised and run entirely by chemical engineering students for chemical engineering students. Chemical engineering undergraduates from 24 universities across the country took part, including 40 students from Loughborough.

Erum Loan, UK and Ireland Recruitment Manager at Shell, explained, "As a major employer of chemical engineering graduates, Shell was delighted to support the Frank Morton Sports Day. A career in chemical engineering is often wrongly perceived as being dull and uninteresting, but this isn't the reality. Chemical engineering plays a major role in everyday life and a career in this industry can be both varied and rewarding

with opportunities to travel the globe."

"The Shell 'Pit Stop Challenge' was a fun way for students to test their teamwork skills and win some fantastic prizes at the same time. At Shell we look to attract world-class staff and teamwork is a key attribute that we look for, a skill the Loughborough team clearly displayed."

On the Loughborough 'Pit Stop Challenge' team were Matthew Hurst, Andy Smith and Matt Job. Matthew Hurst said, "It was a great experience, you don't turn down the opportunity to get close to a real Formula One Ferrari. In addition to getting involved in a number of sporting events including football, hockey, rugby and basketball, the Frank Morton Sports Day provided us with the chance to meet other students and get careers advice from the Shell Recruitment team."

The Sports Day has been running since 1973. It is named after leading British Chemical Engineer Frank Morton, who originally established it as football tournament for chemical engineering students.

Courtesy of Dawson Walker Communications



Matthew Hurst and the Shell Formula One Ferrari pictured at the Frank Morton Sports Day.

Roll of honour

David Poston, who is head of Silversmithing and Jewellery at LUSAD, was presented with a gold award for his innovative design of a two-part, 18ct gold bracelet, in the 'technology innovation' category at the Annual Goldsmith's Craft and Design Council Awards in March. David also received a silver award in the 'Fine Jewellery Finished Pieces' category for his work on the same bracelet. The bracelet, made from 0.3mm gold sheet, was produced using a novel laser-welding technique developed as part of an Arts and Humanities Research Board funded project. David's and other designs are now on display in the '30/30 Vision' exhibition at the National Centre for the Crafts in Pentonville Road, London. The exhibition will tour nationally later this year.



Geography's **Professor Peter Taylor** (below right) has received the 2003 AAG Distinguished Scholarship Honours. He was presented with the award by Professor M Duane Nellis, President of the Association of American Geographers (AAG), at their special awards luncheon in New Orleans on 8 March.



Courtesy of the AAG

PhD research student **Tom Waller** has been selected as one of 13 new UK role models to promote science and engineering to young people as part of the NOISE (New Outlooks in Science and Engineering) campaign, funded by the Engineering and Physical Sciences Research Council (EPSRC). As a member of the NOISE 'Be Yourself!' team, Tom will take part in a number of initiatives aimed at attracting more young people to study physical science and engineering subjects at university. He will also be featured on the NOISE web site <http://www.noisenet.ws>, which showcases the science of everyday life.

Tom, from the Sports Technology Research Group, is working on a project to develop technology to train the muscles we use to breathe, which fits in well with Tom's sporting passions – particularly rugby and surfing. "Our research group is looking at all kinds of sports including golf, tennis, football and cricket so the lab is full of cannons, robots and players being tested," he said. "I'm passionate about demonstrating to young people the variety of opportunities available in science and engineering."

Professor Adrian Wilkinson, from the Business School, was a keynote speaker at the recent London School of Economics (LSE) 'Voice and Value: from compliance to performance' conference, which was hosted jointly by the LSE and the Chartered Institute of Personnel and Development (CIPD). The conference theme was the policy implications of the forthcoming Information and Consultation Directive, focussing on the issues which employers need to address in order to establish a framework of employee relations based on employee 'voice', cooperation and involvement.

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Miscellaneous sales

HP Laserjet III **Printer**, 8ppm, 200 sheet tray capacity, 9.9" x 18.1" x 19.6" – £90 ono; Email lee.thompson99@ntlworld.com

Boss SD-1 overdrive pedal, unwanted prize, swap for an old acoustic guitar or wah wah pedal; Email E.P.Sampler@lboro.ac.uk

Colour **television**, 21", remote control, can be seen working – £5; Email A.L.Cullen@lboro.ac.uk

Teak **wall unit** with lights, draws and cupboard, vgc – £50 ono; Email A.S.Dormer@lboro.ac.uk

Sir Walter Raleigh, The Historie of the World in Five Books, 1652 (or earlier), 8 double page maps, lacks some pages, a little spotting, few small tears and repairs but generally in good condition – £400; Tel 213334.

Britax Club Class Extra **Car Seat**, 0 - 18kg, forward and rear facing, vgc – £25 ono; 2 x IKEA

wooden **bathroom cabinets**, 75hx27wx15d, unused – £10; 2 x KEF **speakers** – £5; Large box of **Duplo** – £20; Metal framed **loft bed with double sofa/bed** below, light purple, suit teenage bedroom – £250 ono; **Riding Hat**, age 6-7yrs, BSI/pony club approved, size 55, vgc – £25; Wooden outdoor **playhouse**, double fronted with veranda, slabs included for base, buyer removes and reassembles – £135 ono; **Bike seat**, up to 25kg, fits on rear of bike – £20; Tel 237992 after 4pm or Email P.D.Thomas@lboro.ac.uk

Lady's 5 speed Dawes **bicycle**, quick sale – £20; 5 speed Raleigh **mountain bike**, 7-9yr old boy, sound condition – £20; Email D.G.Infield@lboro.ac.uk or Tel 222810 or 217489 (eves).

High Chair – £20; Email C.A.Shaw@lboro.ac.uk

Graco **Pram pushchair** 2 in 1, air filled wheels, foldable with car seat, hardly used, in ex. cond. – £80; Sijung Hu, Tel 227058 or 07900 527628.

Bedroom furniture: wrought iron bed, side table, chester, wardrobe; Dining **Table** with 6 chairs, 4 side cabinets; **Kitchen items**: Microwave, Oven, Fridge Freezer; 3 seater **sofa**; Cane **Rack**; Study **Table**; Coffee Table; 2 Electric **Heaters**; All items in excellent condition; Akif Shaikh, Tel 562917 or 07810 121102.

Mahogany **wall unit** and **corner unit**, including drinks cabinet, 2 glass fronted illuminated display – £150 ono; Tel 01530 458255.

Miscellaneous wants

Second hand **television**; Email C.Xun-02@lboro.ac.uk

Border Collie, farm reared, extremely beautiful and good natured male collie (Joey), seeks mate for breeding of beautiful puppies; Tel 217489.

Double room wanted for couple from July to August, please Tel 07769 781950 or email H.He-02@student.lboro.ac.uk

Houses for sale/rent

Loughborough, double/single room available now, close to University, for further details Email J.Jin@lboro.ac.uk

Loughborough, First floor room in 4 bed house for rent 30 March to 30 June, close to supermarket and University, spacious and affordable – £45/wk; Van, Tel 239667 or Email Van.Ferrier@elf.mcgill.ca

Loughborough, 2 bed house to let, modern, well furnished, ch – £445 pcm; **Loughborough**, 1 bed house to let, purpose-built, modern, well furnished, ch – £345 pcm. Both have off road parking and in quiet area near the University; Tel 504977.

Miscellaneous services

Baby Sitting, responsible 15 yr old girl, reasonable rates; Isabel Peach, Tel 217489.

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what's on@lboro

A more comprehensive 'What's On' diary is available on the University web site at www.lboro.ac.uk

**Tuesday
29 April**

Burleigh Club

8.00pm

Talk by Stuart Dixon 'All Gardens Great and Small'.
Senior Common Room, EHB. Contact Betty Cattell, Tel 233911.

**Wednesday
7 May**

Inaugural lecture

5.30pm

Professor Paul Sturges's inaugural lecture entitled 'Time, Distance and Information Science: Reflections on Libraries and Librarianship from History and Fieldwork'. Room CC.0.11 James France Lecture Theatre.
Contact Trish Swift, Email P.J.Swift@lboro.ac.uk, Tel 222475.

Energy and chemicals from solid oxide fuel cells 1.30pm

Lecture by Dr Ian Metcalfe, Department of Chemical Engineering, UMIST.
Room S.1.74, Contact Yasmin Kosar, Email Y.Kosar@lboro.ac.uk, Tel 222533.

Some reflections on the Austrian Historians' Commission, 1998-2003 4.00pm

Presentation by Dr Robert Knight, European and International Studies, followed by a Q & A session, everyone welcome. Room A.2.04 Schofield building.
Contact Dr Maurice FitzGerald, Email M.FitzGerald@lboro.ac.uk or Tel 223659.

**Thursday
8 May**

Sinfonia ViVA

7.30pm

Includes works by Haydn, Bach, Mozart.
Cope Auditorium. Adults £7, Students £4, Concessions £6.
Contact Viv Green, Arts Centre, Email V.Green@lboro.ac.uk, Tel 222899.

**Monday
12 May**

Burleigh Club

8.00pm

Talk by Dr Helen Boynton on Gemstones.
Senior Common Room, EHB. Contact Betty Cattell, Tel 233911.

**Wednesday
14 May**

UK European policy-making after devolution: structures and procedures 4.00pm

Talk by Prof Drew Scott, Professor of European Union Studies, University of Edinburgh, followed by a Q & A session, everyone welcome.
Room A.2.04 Schofield building.
Contact Dr Maurice FitzGerald, Email M.FitzGerald@lboro.ac.uk or Tel 223659.

**Thursday
15 May**

Music scholars' recital

7.30pm

2002-03 Music Scholars: Thomas Kitching – violin, Anne-Marie D'Souza – oboe, Claudia Mastache – piano, and Emma Olderson – recorders, to give their recital. Everyone welcome. Tickets £2. All proceeds to Rainbows Children's Hospice.
Contact Viv Green, Arts Centre, Email V.Green@lboro.ac.uk, Tel 222899.

