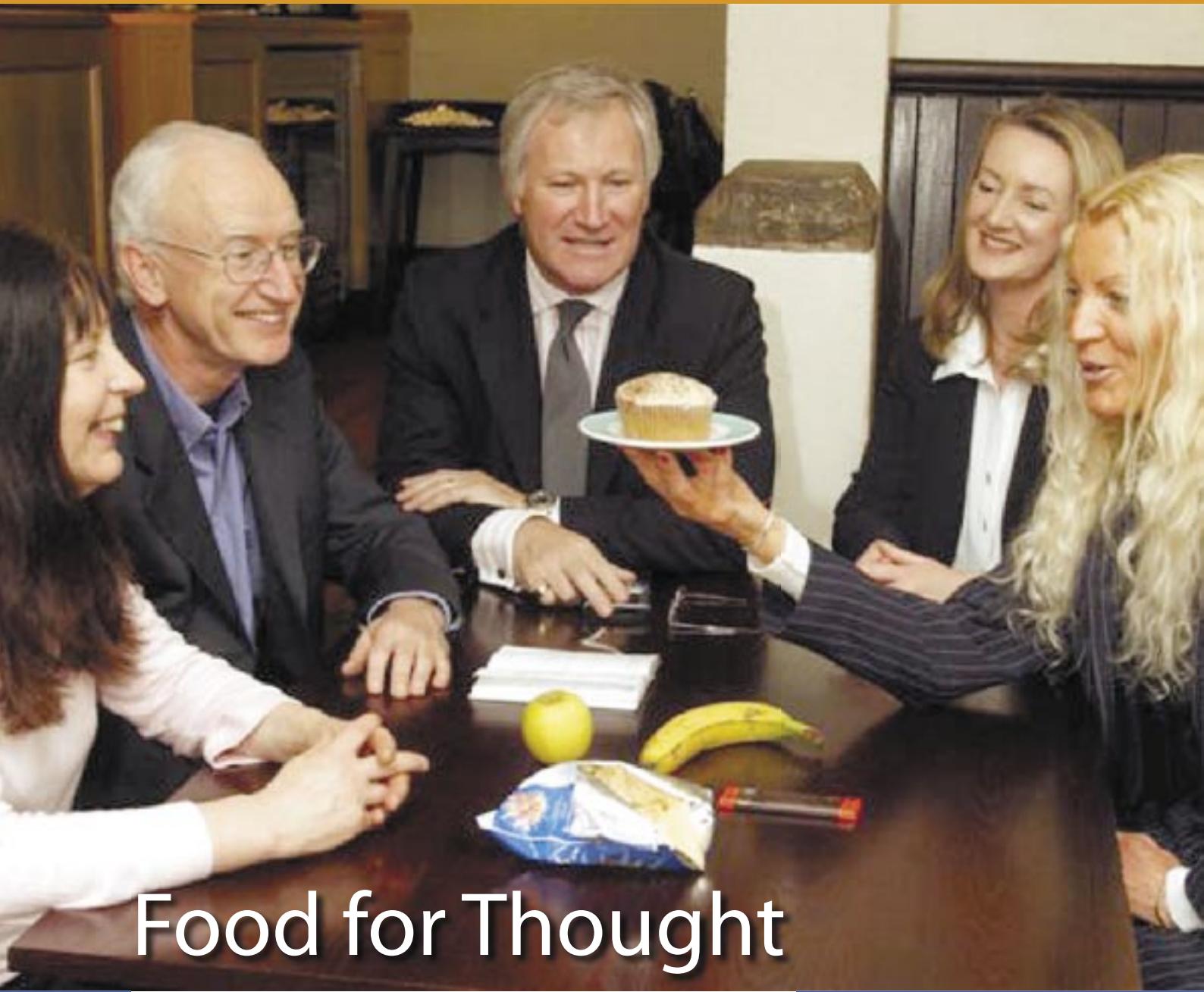


University
of
St Andrews

University of St Andrews

The Standard

Issue 2, Staff Magazine, June, 2004



Food for Thought

Graduation: Behind The Scenes
Janitor's Sci-Fi Secrets

Scotland's first university

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The StAndard is funded by the University and edited by the Press Office under the direction of an independent Editorial Board comprising staff from every corner of the institution. The Editorial Board welcomes all suggestions, letters, articles, news and photography from staff, students and members of the wider St Andrews community. Please contact us at magazine@st-andrews.ac.uk or via the Press Office, 82 North Street, St Andrews, Fife, KY16 9AL, telephone 01334 462529.

Cover picture: Left-to-right
Edith Woolston, Professor Peter Read,
Dr Brian Lang, Barbara Lessels, Dr Margaret Ritchie

Produced by:

Welcome

Welcome to the second issue of *The StAndard*.

Thanks to all of you who emailed, wrote and called with your comments, observations, congratulations and suggestions after Issue One.

Our homegrown efforts at proofreading were admittedly less than perfect, but at least we succeeded where many others have failed in summarily demoting the Principal to Vice-Principal. It's not personal Brian, honest. Maybe it's those pink socks.

Our post-bag tells us that, first night gremlins aside, *The StAndard* has been well received and well thumbed by many of you. Please remember, if you work or study at St Andrews, this is your magazine.

We exist only as a direct result of concerns and desires expressed by you in the Staff Survey for improved internal communications and a forum for the exchange of news and views which might increase the accountability of University management.

In welcoming *The StAndard* as its "new stablemate," that old grey horse the Staff Newsletter graciously acknowledged our arrival and delivered a deserved but mild rebuke for, among many other things, our typographical shortcomings. This reawakened some rather discomfiting memories of being scolded by Miss Wood in Primary Seven for a failure to parse correctly, but nonetheless stands us in good grammatical and editorial stead for future issues.

The Newsletter's page-and-a-half editorial (we know we've arrived!) eloquently and correctly questions *The StAndard's* raison d'être, editorial policy, costs and ability to achieve the objectives set by this University. More importantly, the Newsletter has done what we need many more of you to do - criticise, cajole, suggest and above all, contribute.

On to Issue Two.

Our headline feature on Margaret Ritchie's research and staff food diaries is of interest, relevance and use to every one of us.

We take a behind-the-scenes look at that great machine that is Graduation, get to know more about Environmental Health and Safety and find out what makes a janitor dress up for fun. It's the crystals Captain...

There's also an explanation of the University's far-reaching Estates Vision and a rant from the Red Lion on that vexed question of car parking.

Meantime, may we wish you all a good and restful Summer. We'll be back in the Autumn.

The StAndard thanks all contributors and acknowledges the use of images supplied by the University's Publications Unit (taken by University photographer Peter Adamson), Alan Richardson, Pix-AR, Steve Hammond, Susan Davis, Sean Earnshaw, Claire Maynard, Ian Jacobs and Sulekha Tummala, and the assistance of the Old Union Cafe.





Nutrition = Ammunition

St Andrews scientist Dr Margaret Ritchie recently unveiled her world-first database, highlighting foods which could prevent the onset of cancer.

Margaret, from the Bute Medical School, has created the first ever fully-tested alphabetical database aimed at preventing people from developing breast and prostate cancers in later life.

News of the database, online at <http://medicine.st-andrews.ac.uk/research/docs/ritchie> has led to Margaret

being bombarded with emails from interested individuals, hospitals and scientists from all over the world.

The foods listed contain natural compounds known as phyto-oestrogens which exist in high levels in wholemeal bread, soya, yoghurt, raisins and other fruit – but also less traditionally “healthy” foods such as bakery products and crisps.

The StAndard asked four members of University staff to reveal their dietary details for one week – and asked Margaret to dissect their nutritional

phyto-oestrogen value using a dietary analysis programme.

Our “victims” were cleaner, Edith Woolston; Principal and Vice-Chancellor, Dr Brian Lang; Head of the French Department, Professor Peter Read and Department of Management secretary, Barbara Lessels.

So, what did they eat and what do their diaries reveal? Here is a snapshot of their week’s intake, and Margaret’s comments –



Brian Lang

Day 1

- Muesli with semi-skimmed milk
- Two cups of tea
- Fish soup
- Grilled prawns, asparagus, two cups of coffee and half a bottle of white wine
- Apple, cheese, bottle of beer
- Coffee
- Two biscuits

Day 2

- Muesli with semi-skimmed milk
- Two cups of tea
- Smoked salmon
- Roast lamb, roast potatoes, carrots, cheese
- Cup of coffee
- Potted shrimps
- Fillet steak, roast potatoes
- Cheese, half bottle of wine
- Coffee, Two cognacs

Day 3

- Scrambled eggs, smoked salmon, roll and butter, coffee
- Coffee
- Hummus
- Steak tartare, tabbouleh (tomato/bulgur wheat salad), roast lamb, onions, olives, rice, pitta bread
- Baklava (dessert made with lemon, butter, walnuts)
- Half a bottle of wine
- Coffee
- Two whiskys

Margaret said, “Phyto-oestrogen intake ranged from 0.007 to 0.6 mg per day. Foods that contributed to the maximum intake of 0.6 mg per day were (in decreasing phyto-oestrogen content) sausages, hummus, boiled rice and dates. A high intake of animal protein and low intake of plant based foods was a major factor in the low phyto-oestrogen intake overall. Interestingly, alcohol is a source of other phyto-oestrogens. Beer contains prenylated flavones which are quite potent phyto-oestrogens and wine contains lignans which are converted into phyto-oestrogens during digestion.”

Edith Woolston

Day 1

- Coffee and milk
- Oat cakes, Dairylea portion, tangerine, Mini Cheddars, crisps, Kit Kat, coffee and milk
- Water, Muller Light yoghurt
- Chips, turkey steaks, cauliflower and cheese, rhubarb and custard, milk, four half pints of lager

Day 2

- Bacon roll, two cups of coffee with milk
- Vegetable soup, water, crisps, banana, orange juice
- Breaded haddock, potatoes, tomato, coleslaw, mixed salad, yoghurt

Day 3

- Coffee and milk, bacon roll
- Potato and leek soup, banana, Mini Cheddars, coffee and milk, water
- Beef, lamb and vegetable curry, rice, tangerine, chocolate

Margaret said, “Phyto-oestrogen intake ranged from 0 mg to 1.2 mg per day. Foods that contributed to the maximum intake of 1.2 mg per day were (in decreasing phyto-oestrogen content) beefburger, bread and potatoes. Bread was eaten throughout the recording period and this contributed to the daily phyto-oestrogen intake on a regular basis. A moderate intake of animal protein and low intake of plant based foods was a factor in the low phyto-oestrogen intake overall. Interestingly, alcohol provided other phyto-oestrogens. Although dietary intake of the specific phyto-oestrogens used in the database construction was low, the relatively high alcohol intake was a significant source of other phyto-oestrogens.”



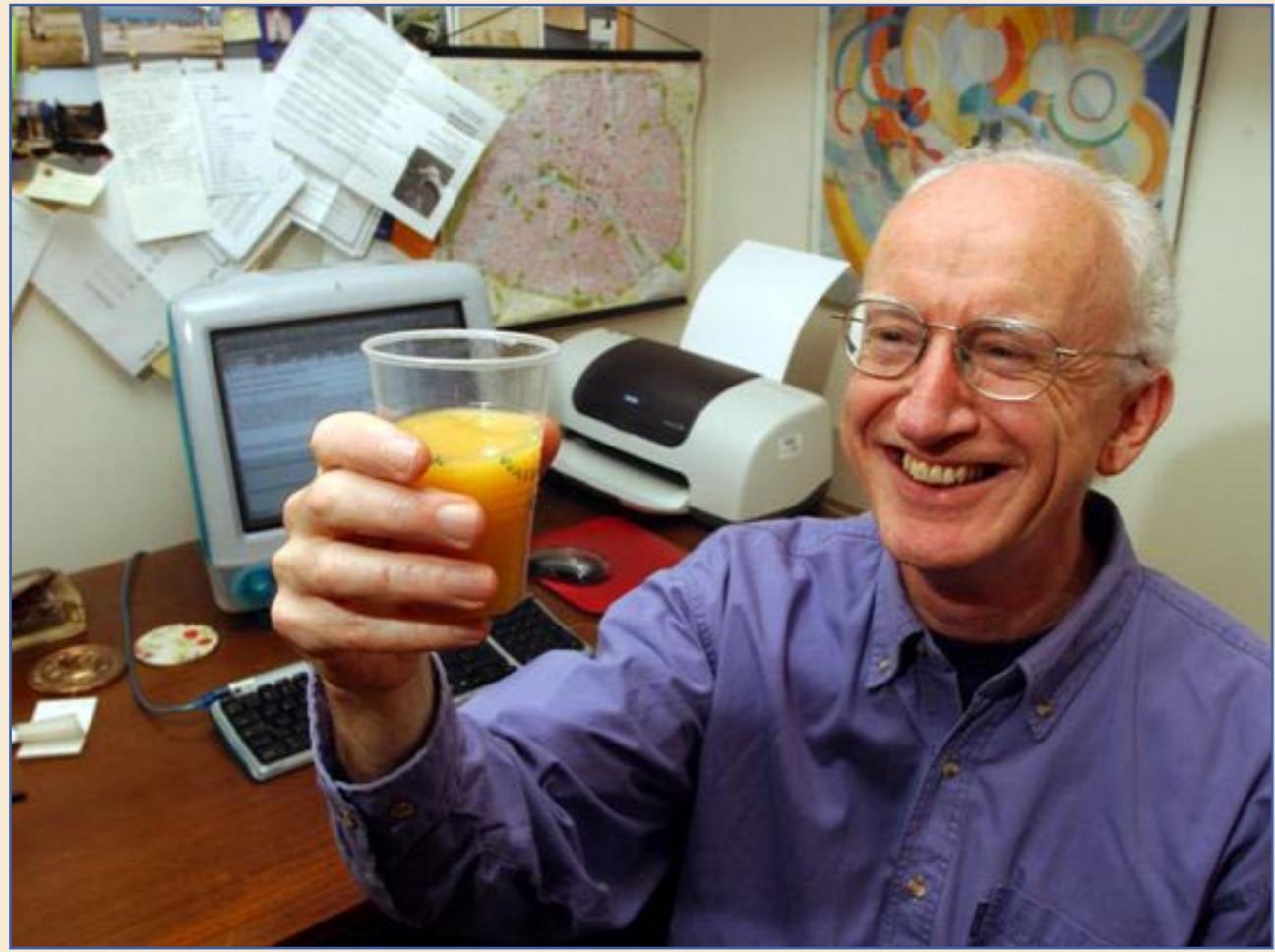
Peter Read

Day 1

- Vitamin C, vitamin E, 1000 mg cod-liver oil capsule
- Muesli, two slices of bread and honey, three mugs of tea (milk, no sugar)
- Prawn mayonnaise sandwich, fruit yoghurt, two pieces of chocolate
- Steak, rice, stir-fry vegetables, soy sauce
- Two glasses of red wine
- Slice of bread and butter
- Green salad with vinaigrette
- Apple and 12 nuts (hazel and walnut)
- Mug of tea

Day 2

- Vitamin C, vitamin E, 1000 mg cod-liver oil capsule
- Muesli, two slices of bread and honey, three mugs of tea
- Leek and oatmeal soup, roll and butter
- Bacon and tomato roll
- White coffee, biscuit
- Coffee



- Glass of red wine
- Two pieces of quiche, raw carrot
- Two cakes
- 12 nuts, one pear
- Mug of tea

Day 3

- Vitamin C, vitamin E, 1000 mg cod-liver oil capsule
- Muesli, two slices of bread and honey, three mugs of tea
- Fennel soup, bread and butter
- Ricotta and smoked salmon bagel
- Small mixed salad
- Coffee, two pieces of chocolate
- Coffee
- 10 nuts
- Two and a half pints of beer
- Packet of crisps
- Ham and fried potatoes
- One slice of bread and butter
- Pear and 10 nuts

Margaret said, "This diet was the winner as regards phyto-oestrogen content. Phyto-oestrogen intake ranged from 0.7 to 17 mg per day. Foods that contributed to the maximum intake of 17 mg per day were (in decreasing phyto-oestrogen content) veggie burger, brown bread, noodles, hazelnuts and strawberry jam. Intake of animal protein was low. The high intake of bread and plant based foods was a major factor in the high phyto-oestrogen intake overall. Average daily intake of red wine was quite high. Red wine is a source flavones and lignans (phyto-oestrogens)."

Barbara Lessels

Day 1

- Orange juice, organic bran flakes with semi-skimmed milk and tinned mandarin oranges
- Tea with semi-skimmed milk
- Coffee with semi-skimmed milk, three mini Swiss chocolate Easter eggs
- Smoked salmon and cream cheese bagel, two cups of Chinese green tea and glass of Evian water
- Coffee with semi-skimmed milk, three mini Swiss chocolate Easter eggs
- Breaded lobster pieces with lemon mayonnaise. One grapefruit. Evian water

Day 2

- Orange juice, organic bran flakes with semi-skimmed milk and tinned mandarin oranges
- Tea with semi-skimmed milk
- Coffee with semi-skimmed milk, dark chocolate peppermint cream bar
- Tea with semi-skimmed milk, fruit scone with home-made redcurrant jelly
- Coffee with semi-skimmed milk, three mini Swiss chocolate Easter eggs
- Goats cheese and red pepper quiche with baby plum tomatoes and mixed salad leaves – mizuna, chard, sorrel and baby spinach – and new potatoes. Evian water

Day 3

- Orange juice, organic bran flakes with semi-skimmed milk and tinned mandarin oranges
- Tea with semi-skimmed milk
- Tea with semi-skimmed milk, milk chocolate bar
- Two X Special K cranberry cereal bars, glass of orange juice
- Tea with semi-skimmed milk, hot cross bun
- Stir-fry noodles, beansprouts, carrots, broccoli with sweet and sour sauce. Evian water

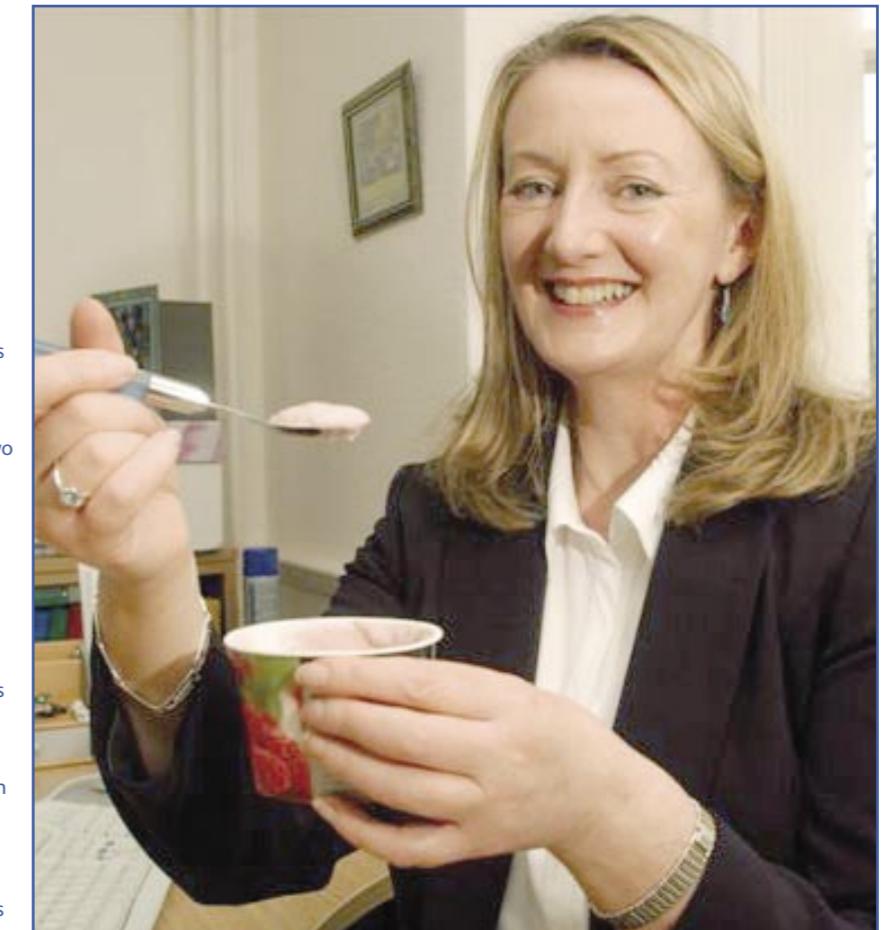
Margaret said, "Phyto-oestrogen intake ranged from 0.0 to 0.5 mg per day. Foods that contributed to the maximum intake of 0.5 mg per day were (in decreasing phyto-oestrogen content) beansprouts, scones, hot cross buns and broccoli. Intake of animal protein was low. The low intake of bread and plant based foods was a major factor in the low phyto-oestrogen intake overall. Average daily intake of chocolate was quite high. Chocolate is a source of flavones. Intake of phyto-oestrogens from alcohol was 0. This volunteer had the lowest intake of phyto-oestrogens, both from her diet and from alcohol."

Summing up, Margaret said, "The range of phyto-oestrogen intakes in this group of volunteers is considerable and an excellent indication of variation in individual diets. Bread and bakery products tend to contain small amounts of soya flour which contributes to their phyto-oestrogen content. By increasing the intake of plant based foods such as nuts, raisins, hummus,

soya yoghurts, soya milk and lentils, phyto-oestrogen intake can be increased to levels which are considered beneficial. Recent research suggests that this may range from 3 mg per day to 30 mg per day. Replacing animal based protein and foods with plant based foods is one way of increasing phyto-oestrogen intake, as indicated by the food diaries. A considerable effort was

made by each volunteer and I would like to thank each individual for their hard work and willingness to participate."

To access the database, please request the password/user name from the press office on 462529 – or call Margaret direct on 01334 463605.



Occupational Hazards

What does the word "workplace" mean to you?

It could be your desk in the Old Union building, your lab in Biomolecular Sciences or a forest in Africa.

Such is the diversity of working in a university!

Each workplace and activity, however routine or exotic it may seem, brings its own health and safety risks. That's where Environmental Health and Safety Services come in.

According to its web pages, the Unit – based at 65 North Street – advises on "the administration and implementation of the University's health and safety policy."

As Unit Director Colin Armitt is quick to point out, "We're not a 999 service - but advisers to staff on the risks they may face at work each day."

The Unit comprises seven staff, representing a diverse range of skills – Director and Safety Adviser, Colin Armitt; Assistant Safety Adviser, Dr Paul Szawlowski; Occupational Health Adviser, Janet Mackinnon; Occupational Health Physician, Dr Linda Grimmond; Fire Safety Adviser, Ron Adams; Compliance Officer, Stewart McKiddie and Secretary, Valerie Steven.

Together, they provide advice to staff on health and safety matters, monitor workplace environments and produce numerous publications and courses on everything from office safety to genetic modification.

Mr Armitt said, "All staff, regardless of their position in the University, can access the Unit. Initially, staff should raise issues with their line manager or local safety coordinator who, in most cases, will be able to resolve the problem. However, some problems cannot be resolved locally and that's when we would encourage



staff to contact us. Of course, in the case of health concerns, staff can access Occupational Health directly and are not obliged to go through their line manager."

So, what's a typical day in the life of EHSS?

The Standard homed in on the main divisions of the unit and asked for the most routine and

more bizarre issues they have been asked to deal with.

We soon found out that there's no such thing as "typical" in EHSS.

In Occupational Health, the implications of Janet Mackinnon's role extend far beyond St Andrews alone. Her responsibilities range

from ensuring that medical emergency procedures exist for marine biologists studying seal behaviour on remote and uninhabited islands, to providing basic first aid training for office-based staff. She also helps staff recognise and reduce the effects of stress, and advises the management of any workplace adjustments which may be required for staff returning from sickness leave. Janet also reacts to events which may pose a health risk to the University community, for example, providing guidance on SARS and meningitis outbreaks.

Meanwhile, Compliance Officer Stewart McKiddie ensures that the University is complying with relevant legislation. He

conducts surveys of premises and provides advice to Heads of Schools/Units and the Disability Advisory Group on matters relating to the physical environment of buildings, with the aim of improving access for those with sensory and physical disabilities.

Along with Stewart, Fire Safety Adviser Ron Adams reviews the fire risk assessments for University buildings, as required by legislation – particularly the arrangements for the emergency evacuation of those with disabilities.

Ron and Stewart also carry out fire safety training for University staff, which covers the

use of fire extinguishers, demonstrated by simulated fire conditions. Stewart lights the simulated fires (chip pan, fuel spillage and waste paper) and Ron ensures that staff under training attempt to extinguish them. To date, the staff have demonstrated a 100% success rate.

So, take a look around your work environment ... are you safe? Could you be safer? What would you do if a fire broke out in your lab? How long will it be before you trip over that cable?

Health and safety is everyone's concern.

For more information, ask your line manager about your Department or School's health and safety procedures, or contact EHSS on Ext: 2750 or Email ehss@st-andrews.ac.uk

GRADUATION SPECIAL – behind the scenes

When parents from all around the world converge on St Andrews twice a year to see their offspring 'capped' by Chancellor Sir Kenneth Dover, they take away memories which will last a lifetime.

As each ceremony draws to a close, graduates and their families make their way to the garden parties and another successful graduation has taken place. The smooth running of such an event is crucial to the overall impression of the University. During the ceremony, onlookers will no doubt have noticed the clockwork precision of the event, the magnificent sound of the choir and the impressive floral displays. But what goes on behind the scenes on one of the busiest days of the year? Who does what and just how much planning does it take to pull such an event off four days running in the summer?

The *StAndard* spoke to Academic Registrar Lorraine Fraser, who – along with a team of dedicated helpers from within the Registry and from departments all over the University – organises the event every year.

"For me, graduation really is the highlight of the academic year. It is wonderful to see our students graduate and it is especially satisfying to see someone cross the stage who you have known has really worked hard or, for personal reasons, has not had the easiest four years," she said.

University staff from a number of departments pull together twice a year for the June and November graduation ceremonies. It is probably the only University event which involves staff from almost every unit. On average, thousands of hours of manpower go into each ceremony in the weeks leading up to the ceremony and on the day; each day beginning at 7 am when the

cleaners open the doors to the Younger Hall to make sure it's looking its best. 4900 parents and guests, 1400 graduates and 7,000 strawberry tarts later, the day usually ends at around 11 pm when the janitor locks up after the formal dinner until the following day, when the routine repeats itself.

However, the work doesn't just start during the week of the ceremonies – instead, months of planning have already kick-started the process from registering the students for graduation to preparing their certificates, from gown-cleaning to ground planting. Honorary graduands have to be liaised with, laureators have to be chosen and speeches have to be written. Nor do the events stop on the Friday afternoon in the summer. Many will be involved in the graduation ball on the Friday, in the alumni reunion weekend events, and the General Council meeting.

This month will see 1400 students graduate over seven ceremonies during 22 to 25 June.

If you are a member of staff and would like to volunteer your services, for example to act as an usher or to assist with First Aid duty during graduation, please contact Lorraine Fraser (lief1@st-andrews.ac.uk) or Margaret Minick (mmm2@st-andrews.ac.uk)



Who would you like to see awarded an Honorary Degree?

The choice is YOURS

Nominations for future honorary graduates are always welcome from ANY member of staff. If there is anyone you feel would be a deserving – and relevant

– recipient, contact Lorraine Fraser, who will provide you with all the information you need to know about the nomination process.

Organist takes the day off to graduate!

The University's organist, Bill Stevenson, will take a break from striking up a tune this year when he graduates with a PhD - "Excellence in Scottish Church Music" - at the Ceremony on Tuesday 22 June.

During the graduation periods, Bill fulfils the roles of organist and conductor

– playing the organ at both chapel and graduation ceremonies and conducting the University choir at the Younger Hall. Rather than Bill attempting to play himself into this summer's ceremony, acclaimed organist George McPhee of Paisley Abbey will step into Bill's shoes. However, this arrangement will be for the Tuesday only. By the Wednesday Bill will be back in his usual place in Chapel and in the Younger Hall.

First batch of part-time degree students to graduate!

This summer will see the first batch of evening degree students graduate since its launch four years ago.

Six students who have studied a range of subjects from Art History to Human Biology (by way of Physics & Astronomy, Scottish History, Philosophy and many other subjects) will be conferred their degrees on 22 June.

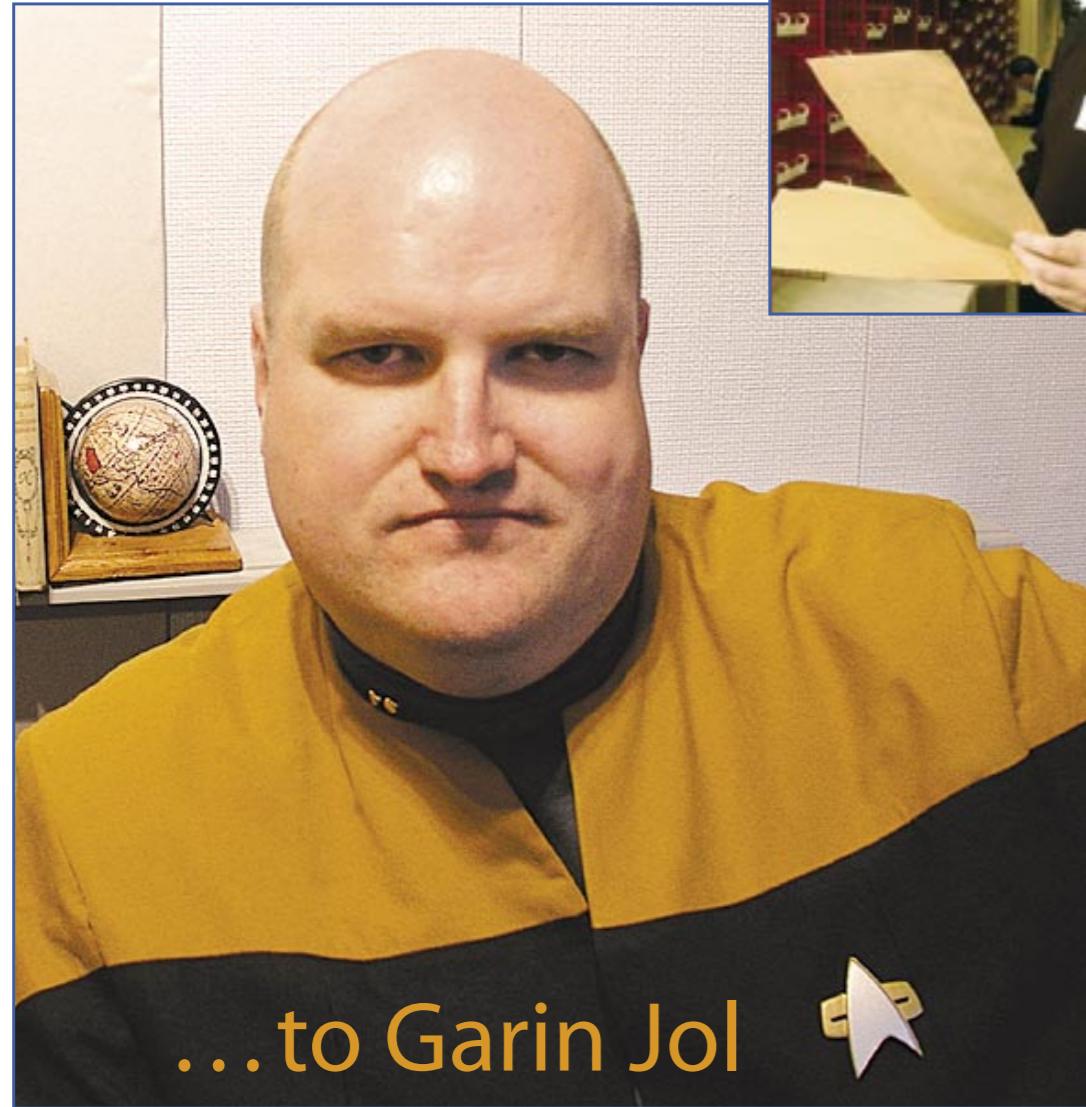
The part-time Evening Degree initiative, which was launched in 2000, is aimed at adults over the age of 21 who would like to study for a degree. Depending on prior qualifications and whether the student prefers to study one or two sessions a week, a General MA degree can be obtained within three to nine years.

There are currently over 120 part-time students studying in this way at the University.

Further information about the degree course can be obtained from Nicky Haxell, Part-time Degree Co-ordinator, Admissions: Continuing Education, 66 North Street, St Andrews KY16 9AH, telephone 01334 462203.



From Gordon the Jannie ...



In the last edition of *The StAndard*, we provided an insight into the day-to-day role of the University janitors.

But do you ever wonder what they get up to when they go home at night? Mailroom janitor, 38-year-old Gordon

Dickson is part of a group of Dundee-based sci-fi fans and *The StAndard* can exclusively reveal his space-age transformation into Lieutenant Garin Jol. The USS Intrepid started out as a Star Trek fan group in 1995, allowing local fans to get together in friendly surroundings. Although the group held its last formal meeting two years ago, it still exists as a

social group and welcomes contact from any fans in the Dundee area.

The Intrepid team are currently hunting forested locations for a Star Trek fan film, and a short horror film which they hope to shoot over the summer. For more information, please go to www.ussintrepid.net/



(Above)
Before... and
after! (left)

Take It Away (or where's the best sandwich deal in town for around £3.50?)

By Tom A. To

After the rare extravagance of a sit down lunch in two artistic venues in the last edition of *The StAndard*, the gastronomic challenge this time was of a different order.

Given half an hour between project meetings, where could I find delicious 'at my desk' food at a decent price?

Clutching a modest budget and an open mind, I set forth to experience three sandwich outlets in town - Cherries, Subway and Butler & Company.

The Fillings

At Cherries, I chose a brie and cranberry poppyseed baguette with an Innocent Juicy Water (mangoes, passion fruit and springwater). Simple fare from a blackboard menu, presented simply without fuss. No frills. You get exactly what you pay for. Juice was fab, sandwich was pretty average for £3.90.

Spicing up things a little, next day I ventured into Subway for a steak and cheese 6" sub on Italian cheese and herb bread, cheese Doritos and a Diet Pepsi. Fast food for a fast lifestyle, made palatable by the choice to combine red onions, green peppers, jalapeno chillies and black olives as sandwich toppings. Add a bit of colour into your life for £3.59, why not?

Opting for a contrast, my final destination was the less well-known wrap counter within the Church Street deli, Butler &



Company. After much deliberation, the choice was a lightly toasted 'Mangoes into a Bar' wrap (hey, what a good opening line to a joke! Oh sorry, that's the one about the horse...) with the tasty combination of fresh mango, old Amsterdam cheese, chilli jam, rocket and mange tout. And to wash that lot down, a small bottle of Presse ginger water. Expensive delicatessen heaven? No, surprisingly, the bill was only £3.50.

Scores on the Doors

First impressions – Cherries is cramped, cheap and cheerful. Lots of mess in the kitchen area and large queues gives it 2/5. Subway is small but expect a queue and that fast food production line feeling – 3/5 at most. Butler & Company was a surprise package with its relaxed and friendly staff and such cool names for the wraps ('Sophia Loren', 'the Godfather', 'Belle of Belfast' etc). A funky deli - 4/5 score for Butler & Company then.

Service – Neither Subway or Cherries impressed with their high-volume attitude to customers. Get them in and out again quickly with minimal eye contact, the staff rarely smiled. 2/5 each I'm afraid. Butler & Company was a contrast - laid back service, hand-prepared wraps and time for a laugh with the customers trying to say 'Mangoes into a Bar' without smirking! Don't expect to be served in a hurry, but just enjoy the experience - 4/5 again.

Taste and Quality – Butler & Company delighted with fresh ingredients thrown together in imaginative combinations,

delivering a consistent 4/5. Next in line came Subway, where the choice to combine or leave out fresh toppings makes the end product more individual in style – easily 3/5. Sorry Cherries, but I found the food bland and mediocre. 2/5, surely it can be done better than this?

Value for Money – three sandwich lunches, all closely priced, but which is the best value? Cherries would have been my pre-review favourite, but the quantity of food was compromised by the quality (3/5). Butler & Company would have been everyone's idea of a posh and overpriced deli, with only the better-off students venturing inside – but surprisingly the cheapest deal of the three (4/5). Subway came somewhere in the middle (3.5/5).

Best deal by far?

With an impressive 16/20, Butler & Company was the cool place that defied its expensive image. An understated sandwich bar with a sense of humour and a marvellous selection of deli food on the shelves to browse while you wait. The runner-up was Subway with 11.5/20 – tasty but with that inescapable feeling of being simply another chain outlet. Bringing up the rear was Cherries with a lowly 9/20.

Wanting some tasty inspiration at your desk this week? Do yourself a favour, get down to Butler & Company and give it a try. You will be pleasantly surprised – more nosh than posh!

VISION FOR THE FUTURE

By Principal and Vice-Chancellor Dr Brian Lang

The look of St Andrews has changed dramatically since its mediaeval beginnings. While the social and economic fabric of the city has always been varied – learning, fishing, golf, commerce and tourism – the University has long been a dominating force in creating and influencing the St Andrews cityscape.

As long as the University remains successful and vibrant, its hand will be significant in the way this small city continues to evolve.

We have been building substantially in the past few years, but very largely on the edge of town. The North Haugh has the Biomolecular Sciences building and the Gateway (not built by the University, but given life by it). The bones of the new Computer Science building have been erected. The new David Russell Hall nears completion. The town centre, by contrast, has been virtually left alone by the University as far as new building is concerned, since the Students' Association in St Mary's Place, and the Gannochy hall of residence were completed. (Given their architectural attributes, perhaps it is as well that the University's town centre efforts rested there.)

The University's current success in research and teaching, and in attracting students in ever increasing numbers, means that we need to build, not just to cope with expansion, but to improve existing facilities and remain state-of-the-art. We cannot, however, simply erect new buildings on an ad hoc basis, in the absence of a clear plan, or at least a realistic and practical indication of the way in which we will develop our estate. We need to plan, in order to achieve a



The North Haugh

satisfactory relationship between arts and sciences, staff and students, town centre and hinterland. We also, and this is one of the most important arguments for planning, owe the non-University residents of St Andrews an account of how they might be affected by University developments.

Bearing all of this in mind, a working party with staff and Court membership, and convened by me, has been mulling over the future use of the University's estate. We own quite a lot of land, and for almost two years we have been discussing future building needs and where these might be fulfilled. The working party



The Town

was very lucky to have the expert advice of Gordon Hood, from the Edinburgh-based architects RMJM. A document has been produced – “The 2025 Estate Vision” - describing the land-use prospects for the University estate over the next 20 years. This Vision has been approved by the University Court, and it is available on the University web site at www.st-andrews.ac.uk/estates/ (click on 2025 Estates Vision PDF) This view does not, it has to be stressed, represent firm intentions as to new developments. To specify what our exact needs will be in 20 years' time would be foolish, and in any case we have no knowledge of what our financial capabilities will be. Nonetheless, the “2025 Vision” is our framework for the future. It takes a speculative view of that future, lays out where development will take place, and describes the sequence in which tracts of land will be made use of, based on some starting assumptions.

The first assumption is that the University will continue to grow. Consequently, we will need additional research, office and teaching space. While we may need additional halls of residence, this is by no means certain because the nature of the student population may change

– the undergraduate/postgraduate mix in particular - without necessarily growing substantially in numbers. On the other hand, we will definitely have to continue our programme of improving all of our facilities. A further assumption, a key one, is that the University will respect its neighbours - the ancient and distinctive cityscape of St Andrews, and the city's population. Any new building must show due respect and courtesy to those neighbours. This means careful design and planning, and high quality materials. In developing our thinking about the future, we will be working in close consultation with St Andrews Community Council and the St Andrews Preservation Trust.

We wish to build in the town centre. We do not wish to see the University consigned to the North Haugh, because we believe that the University is integral to the town, and that both institutions take their character from one another.

The University has a centuries-old place within St Andrews, and we want to see a continued mix in town of the arts and the sciences. However, that should also apply to the North Haugh and the decision to house our newly constituted School of

Management in the Gateway will help bring that about. We have announced our wish for a new Arts building adjacent to the Library, and we will soon be taking further forward our proposals for new medicine and science facilities adjacent to the Bute building.

Much remains, of course, to be considered, as the environment within which we work continues to evolve. Transport and parking, for example, are fundamental and we will want to ensure we take a suitably ‘green’ approach to these. But the University cannot work on such issues alone. It is as well that we have good working relationships with Fife Council and informal discussions have already been held with their officials, and with those of Fife Enterprise, about the proposals in our “2025 Vision”.

The “2025 Vision” is an exciting view of the future. It has already been presented at a well-attended meeting of staff and more widely within St Andrews. I hope all staff will take an interest in it, and I would be very pleased to hear views and to receive comments.

StAnza: Scotland's Poetry Festival 2004 – A Retrospective

By Festival Director, Brian Johnstone



StAnza Chairman Andrew Clegg (left) and Poet John Gleday (right) with an audience member viewing the "poet's raft".

With record audiences, a broader programme than any previous year and a spread of poets from as far apart as Canada and Poland, StAnza 2004 has been a huge success.

With total audience throughout topping 6,000 the Festival has taken St Andrews another step down the road to recognition as Scotland's Poetry Capital. Of the forty-four events crammed into a busy four days, seventeen were full houses and the vast majority of the rest were booked almost

to capacity. Into the bargain, the seven exhibitions featured in the programme attracted over 2,000 visitors during their week's run. "All of which proves," says StAnza Chairman Andrew Clegg, "that the Festival has well and truly arrived as one of the highlights of Scotland's cultural calendar."

The last weekend in March saw the biggest and, judging by audience responses, the best StAnza yet, with performances from world-renowned literary figures as well as many strong voices from nearer to

home. Poetic performances covered a breathtaking range of styles and subjects with the Festival bringing a distinctly cosmopolitan atmosphere to St Andrews. From the launch day through to the finale in the Town Hall, near to capacity audiences were moved by verse of contrasting depth and humour, eloquent Scots and Gaelic tongues, and playful yet moving performances with highlights ranging from the first ever reading of his poetry by a novelist of world stature to a duo of powerful poetic voices from Slovenia and Poland. The Festival's highly popular

discussions in the University's Poetry House gave rise to some controversial moments, while two distinguished critics enthusing on the work of Bob Dylan continued the festival's long running interest in poetry and song.

A wide range of contemporary art exhibitions took place alongside the readings and discussions, bringing the Festival's central themes, Poetry & the Sea and Poetry & Art into sharp focus. The StAnza Poetry Boats, moored in the harbour, were visited by just short of 1,000 people over the weekend while "The Meaning of Water" at the Crawford Arts Centre provided the calm, meditative space at the heart of the Festival's buzzing atmosphere. And much of this buzz was actually caused by the Byre's exhibition "Burns: Out of his Box" which gave rise to genuine controversy as well as much knowing laughter.

StAnza's commitment to the community this year saw the UK's leading children's poet working in various local schools. As Colin Mackay, Assistant Rector of Madras College said, "Kit Wright wowed the pupils and the staff. He encouraged so many to begin to write with his enthusiasm and rapport." Children's poetry was not neglected either. Hosted by St Andrews Bay, the StAnza Poetry Party attracted close to 200 kids to enjoy games, poems, stories and a poetry picnic. On top of this, both children's workshops were booked out well in advance of the Festival and proved as inspirational as they were popular.

"StAnza went really well," said Participants' Officer Jennifer Hess at the close of the Festival, "It was a privilege to meet all the poets and the events were all of such high quality." As Colin Will, Chairman of the Scottish Poetry Library commented, "From my viewpoint as an audience member, the Festival was a huge success. I was impressed by the large and appreciative audiences, the discreet but effective organisation – including a large number of immensely helpful volunteers – and above all by the quality of the poets and artists who took part. The atmosphere was simply terrific."



The StAnza programme launch at the National Library of Scotland - clockwise from bottom - Louis de Bernieres, special guest; Andrew Clegg, StAnza Chairman; Martin Wade, NLS Director; Brian Johnstone, StAnza Festival Director; Anna Crowe, StAnza Artistic Director.

"We will have serious difficulty in topping this," commented Anna Crowe, the Artistic Director, "but, of course, we are determined to do so. Through the hard work and dedication of the festival organisers, StAnza is developing year on year, strengthening its reputation as one of the country's foremost cultural events – a fact clearly reflected by the quality and high profiles of the participants it is able to attract."

A flood of favourable reviews and comments has followed hot on the heels of StAnza 2004. Most notable amongst

these was from Susan Mansfield of The Scotsman who said, "Those prophets of doom who claimed that Scotland could never sustain a festival based purely on poetry will be eating their words. We have witnessed the best StAnza ever." The organisers said, "And if you thought this year's festival was more than you bargained for, just wait until StAnza's return in Spring 2005 which is already well advanced in the planning!"

Further information available from Brian Johnstone, Festival Director, on 01333 360 491 or admin@stanzapoetry.org

NEW LEASE OF LIFE FOR CRAWFORD ARTS CENTRE?

By John di Folco, Chair, Crawford Arts Centre

Last year ought to have been party-time for the Crawford Arts Centre. It was twenty-five years old, fourteen of them spent under the aegis of the University of St Andrews, eleven as an independent charitable company.

Unfortunately, the announcement by the Scottish Arts Council that it could no longer guarantee us essential core funding beyond March 2005 put a damper on any celebratory junketing we might have had in mind.

The likelihood of closure suddenly became real and imminent and caused, understandably, a great deal of distress to the CAC staff and Board in terms of the arbitrary method used to inform us in the form of a press release. Especially because no criticism of us had been made by, or any fore-warning received, from the SAC. Indeed, the opposite was the case. They had recently awarded us £18,750 of Lottery money towards an audience development project, which seemed to indicate a confidence in our future.

There is nothing, however, quite like the prospect of sudden demise to force you to come up with some pretty good reasons as to why you should be spared execution. So, what do we actually do that would justify continuing our existence? What is so special about us that would merit a monetary lifeline? The answer, I believe quite simply, is that we are of value and that we occupy with distinction a specific niche within the Scottish contemporary art gallery provision.



The recent
'Presence
and
Absence'
exhibition

The CAC exists to provide a contemporary visual arts and crafts space. It is the only space so dedicated in Fife for the exhibiting of work of the highest quality. We have provided opportunities for artists at different points in their careers, from established national and international figures to emerging Scottish based artists. Some of the best known include the late Wilhelmina Barns-Graham, Sir Eduardo Paolozzi, Hamish Fulton, Nathan Coley, Moyna Flannigan and Donald Urquhart.

We run artists residencies and popular workshops for people of all ages. We hold touring exhibitions. We have been active in organising public art in Fife's distinctive landscape and within historic buildings in St Andrews and nearby Boarhills. We link in with Scotland's only Museums and Galleries diploma course run by the University's School of Art History. We also work in the community with people with special needs. We are regularly involved with a number of schools in areas of

social deprivation. And we also provide a theatre space popular with student drama groups.

The Crawford Arts Centre, along with The Byre Theatre, lies at the cultural heart of St Andrews, and richly deserves to remain there, a fact recognised by the wide-ranging support we have had in our current predicament from MSPs, Fife Council (our other core funder), local councillors, the University of St Andrews, artists and the wider community in general. It is now encouraging that negotiations between us and the universities of St Andrews, Dundee (Duncan of Jordanstone) and also the Royal Scottish Academy of Music and Drama are progressing towards a possible partnership. If this comes to fruition, the CAC can look forward to a new lease of life and an active role in bringing its expertise and experience in the visual arts to an exciting and unique development that will enrich the cultural life of Scotland.

10,001 Students Later...

Jack Daniels looks back over 38 years in careers guidance at St Andrews.



Jack Daniels and Receptionist/
Secretary
Rachel Ferrie

"Probably from the very beginning of formal education there have been discussions about content and purpose. Like the topic of sin in the mediaeval church, the 'purpose' of higher education remains a soul-searching one. And rightly so."

Jack Daniels, 2004.

This August, Director of the University Careers Service, Jack Daniels, will retire after thirty-eight years service. In the years 1966 to 2004, Jack estimates that approximately 20,000 graduates have used the service in some way, 10,000 of whom he has personally interviewed.

He has witnessed first hand the impact on graduate employability of student

revolt and protest of the 1960s, the 'yuppie' generation of the '80s and, more recently, the dot.com era. He has watched employers make changes because of legislation such as the Sex Discrimination Act of 1975. Yet throughout these decades of change, the demand for good graduates has remained consistent. In this question and answer with *The Standard*, Jack reflects on recurring themes and popular fashions in graduate employment, including issues of demand, equality, transferable skills and student attitudes over the last four decades...

Q: What do employers look for in graduates? How much have requirements changed over the last 40 years and how much has remained consistent?

A: One of the most surprising employment statistics is that the

demand for graduates of any discipline has remained constant at approximately 40% throughout the last four decades. By "any discipline," the employer is saying that he is not concerned with the subject matter of the degree. Rather what is being sought is a level of intelligence and attainment and, this is very important, a range of other qualities and experiences.

Predicting supply and demand is difficult, especially for specialists, but what has remained consistent is the high demand for "good" graduates. The definition of good is, of course, not precise but, when the definitions of ten disparate employers – ranging from the Foreign Office to Woolworths – are distilled, the same ingredients are repeated: intelligence, motivation, and leadership. And, though the vocabulary will have changed, these ingredients will not have

10,001 STUDENTS LATER... continued

changed over time either. The perfect candidate sought for the District Officer post in the Colonial Civil Service in 1940 would be equally successful today in the Unilever Management Development Programme.

Q: What are the big issues facing universities when it comes to creating employable graduates?

A: One of the big issues remains the extent to which universities should explicitly train graduates for employment. Over the years various committees and employer groups have catalogued key skills which a university education should impart to all students as part of their undergraduate education.

One such report, produced by the Dearing Committee, summarised those skills as traditional intellectual skills such as the ability to argue logically; 'new' core or key skills such as communication and team work and personal attributes such as self-reliance, adaptability, flexibility and creativity.

The needs of employers are complex and not easily defined and certainly there is no evidence that employers confine their recruitment to those individual students who can produce "certificates" in these topics. Clearly employers are looking for these skills. The question for individual institutions is how best to impart them. Some institutions have taken a very formal approach.

The debate will never end and requirement fashions will come and go, but it is likely that high fee-paying students will, in future, demand a more overt approach and probably evidence in the form of modules and certificates.

Q: What about St Andrews in particular?

A: St Andrews has not, to date, taken formal measures to impart these key skills, but has largely relied on informal methods of good teaching and well-facilitated opportunities for extracurricular activities. In addition, the Careers Advisory Service has invested heavily in presenting a wide range of vacation experiences and careers education events.

At the end of the day, major employers will continue to concentrate their recruitment in institutions that set high entry standards and demand rigour and motivation to complete courses. In this context, St Andrews can remain confident but not complacent.

Q: What are your views on 'vocational learning'?

A: Over the years there have been several calls for the HE system to become more vocational and many, many drives to encourage more school leavers and undergraduates to turn to physical sciences and, more recently, to IT. However, in a volatile world, global economy predictions have become almost impossible and manpower planning will remain a very inexact science with a history that is littered with mistakes.

For example, while the demand for pharmacists remains at a high level, there is no problem for students of pharmacy, nearly all of whom will follow the logic of their course and enter the profession. If, however, demand suddenly drops, students on such courses could be faced with a problem that they are ill equipped to solve. This remark is not a criticism of courses designed to serve

major purposes, it is rather a plea that all students on all courses should be encouraged to broaden their interest and acquire a wide range of experiences and employability skills during the course of their studies.

Q: How much improvement do you think has been made in the last four decades in terms of equality in the workplace?

A: Various areas of equality were very much on the agenda during my period here. There is little doubt that the Sex Discrimination Act of 1975 had a major equalising effect on initial graduate employment and we as a Service are not now conscious of any significant discrimination against women at this stage. There is still a long way to go before we find proportionate equal numbers of women in senior posts in most major areas of employment. The causes for this are very complex but largely lie in the domestic and social arenas. It is interesting to note that currently, at the initial and final year recruitment stage, women are, in general, outperforming men in most of the major competitions.

Progress on other areas of equality still has some way to go. Race continues to defy dramatic progress and age is becoming a new issue. With the large increase in the number of access courses, part-time degrees and flexible learning, many individuals have a second chance to enter and achieve in higher education. These mature graduates continue to have limited success in achieving their career aims. As with so many social changes, enlightenment is more likely to come through economic necessity. The pressure on funding, pensions and benefits to a longer living population of pensioners will no doubt also bring



future changes in the UK and the rest of the developed world.

get things done and acted collectively to achieve their ends.

Q: You must have witnessed the changing attitudes of students over the years. How much have they changed in terms of what they do to prepare for the workplace?

A: Student attitudes have changed radically from the 1960s when, almost without warning, the age of protest and revolt arrived in campuses across the country with much hair on heads and faces. Some agonised over the removal of this hair for interviews with "capitalist" employers. Much has been written about this group of students but it can be said that it was a generation that wanted to

Since then student numbers have grown in quantity and proportion and generally life has become more serious. Many commentators accused the Thatcher generation who flocked to The City for a short boom period of being selfish, materialistic and ambitious to the exclusion of all else. Like all phases and booms, it passed and ended with the dot.com crash.

The present period could best be defined as uncertain. Most students have limited time for on-campus activities because financial constraints require them to juggle study with part-time jobs. For

many, summer travel has been replaced by paid employment to keep large overdrafts at bay.

The really able are those whose good time management enables them to do all of these plus some voluntary work or internship activities. Not surprisingly, these are the cream sought by all employers. In the context of the comments on the 1960s above, the present generation, though less 'demonstrating', are probably more responsible, moral and committed to helping others in the complicated world around them.

Q: What has given you satisfaction over the years of advising St Andrews students on their futures?

A: For me, one of the many rewards has been the large number of bright and able students at St Andrews who have been willing to have a go at new things and especially in new places – in recent years, many of the new places have been in Central Asia.

For every student or graduate who walks through our doors, no two have presented identical problems. The fascination in working in careers counselling lies in the need to explore afresh, with every single student, how to balance in the real world and in occupational terms, the requirements of the theoretically possible and desirable and the practically achievable.

When a careers adviser loses the thrill of anticipating the problems and interests of the next student then he should seek advice himself and look for a new career!

Whatever Happened To McConnell's Envelope?

A student's viewpoint ...



Jack McConnell at the recent student event

On 25 March 2004, around 20 students from the University of St Andrews had an opportunity to meet with First Minister Jack McConnell at the Old Union Café to discuss his newly proposed Fresh Talent Initiative

In brief, the Fresh Talent Initiative, in the words of the First Minister, would allow the government to say 'Stay in Scotland, you are very welcome, you can have a fantastic quality of life here – and there are good employers out there who would love to have you'. From the point of view of an international student, the plan to issue two-year work permits sounds fantastic. It allows students to gain a practical aspect to complement their academic training. This would be beneficial for the economy

in the sense that it allows for innovation, increased labour, an influx of fresh talent, and more importantly an incentive for entrepreneurial initiative.

Mr McConnell gave the impression of being eager and enthusiastic about this meeting. He came across as being genuinely concerned and interested in the issues that were being raised. His main question was whether students, should the opportunity arise, be willing to take advantage of the initiative and choose to live and work in Scotland. Spending an average of 10 minutes at each of the five tables, he discussed the matters raised by the students. He was even able to answer briefly some of the questions raised.

But, we were very concerned to see that those questions he was unable to

answer were just jotted down on the back of an envelope lying in his pocket. Any questions about the credibility of the whole exercise were definitely not put to rest by the envelope incident. The group was assured that any unanswered questions would be answered and sent to Students' Association President Derek MacLeod within two weeks, but it has been seven weeks since the meeting and there has been no reply. It definitely makes one question whether there was a genuine interest in the views of students who would potentially be affected by this plan, or whether this was just another publicity gimmick.

Sulekha Tummala
Postgraduate MEd (Management,
Economics and International Relations)

'Next time leave a can opener ...'

When will something be done about the atrocious car parking provision for town-based staff?

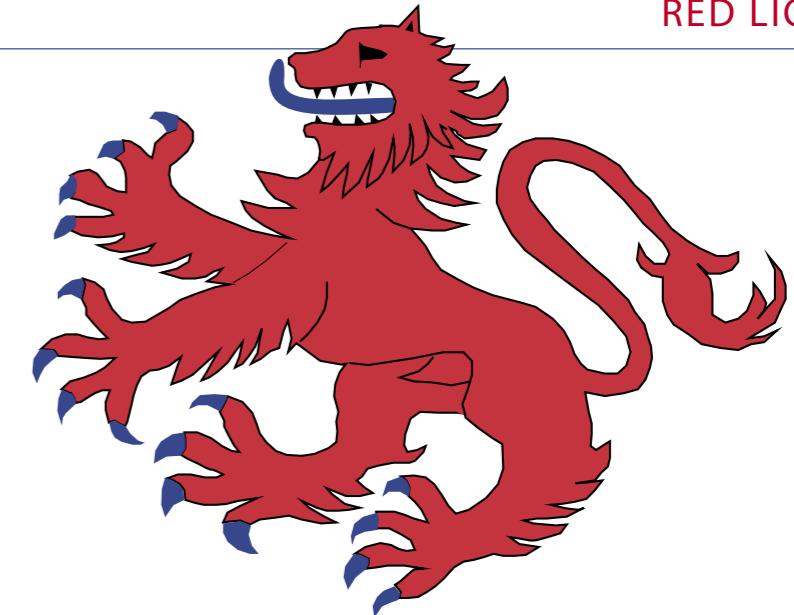
Every day seems a constant battle to get to the University car parks in the centre of town and as the situation worsens, staff are having to set their alarms earlier than usual in order to get in first. Maybe it's just me, but it seems that there are more cars than ever fighting for space on a daily basis. For those of you not familiar with the scenario, it seems if you're not in North Street by 8.45am, you're out of luck. For the dozy-heads among us, the resulting chase for a space is a stressful start to the day before you even get in the office!

First stop is the old 'Art History' car park in North St, which seems to fare the worst – not only is it in a state of disrepair (the ground is constantly full of potholes, which has been temporarily repaired by being filled with sand-like material) but the lack of ground markings means that people can park inconsiderately in any manner they wish.

Common sense appears to be non-existent in the early hours. Instead of creating a sensible pattern by parking right next to the car already there, some drivers decide to park a car and a half away or right in the middle of the row. While that's devoid of practicality and a waste of space, others create a dangerous situation by parking far too close to turning points, making it tricky to manoeuvre. The more selfish individuals (you know who you are) refuse to look elsewhere when it's at full capacity and simply block others in for the day by parking right behind them.

Are University car parks patrolled regularly for such offenders? Can't such cars be stickered or the culprits called and asked to move their car?

Those who lose out on a daily basis in North Street take the next option of The Scores;



the best of which are the new Art History car parks, which are usually also full by then, or the Economics car park, where cars park on the luscious lawn, presumably because there are no signs saying not to.

Don't even think about parking at the Union (only 'yours' if you actually work there) as the spies patrolling the overlooking windows make you feel more than a little unwelcome. At worst, you may have to park a mile away in a free space or pay for the privilege on North Street, while playing cat and mouse with the traffic warden every two hours. At least you can console yourself with the thought of pinching someone else's space in the car park once they've gone home for lunch (hint: move your car half-way between 1 and 2).

But the problem remains. Clearly there are too many staff driving into St Andrews, but what is the solution? We read that the new arts building won't mean extra academics or students in town, but there are already too many! When International Relations moved to North St, a notice appeared on one wall in the old AH car park dictating that the 'space' was reserved for the CSTPV, though it's hard to tell whether it is actually supposed to be one or two spaces. Whatever the case, it's an indication of the lack of space that they actually had to request that privilege.

Is there room to create more parking spaces in town? I know the University is all for us 'park and ride' but really, who wants to have to bus it to the car? What if we have meetings in the middle of the day to the North Haugh or the Gatty and it's pouring rain? Should we be walking everywhere? Is this the University's 'green'

strategy being forced upon us? Will we be allowed flexible hours to accommodate extra time taken or be allowed to leave at 4.45 if we arrive ready for work at 8.45? Will College Gate staff have to park and ride? Is car-sharing a viable option for those who don't work regular hours and who increasingly live outwith outlying areas? At a time when the University is expanding and recruiting new staff, this is a problem which will clearly not go away. The situation is only temporarily alleviated during holidays, when large chunks of staff, mostly academic, disappear for weeks on end, but for most of the year it is a daily problem.

It's all very well for University officials who can drive into St Andrews at 9am to a waiting empty space, but what about the rest of us who have to fight for the scraps?

And for those of you who are based in such academic schools and are lucky enough to have a car park on your doorstep, spare a thought for those who don't have the same luxury when giving us 'the look' when we park in 'your' car park – we have to park somewhere!

In the meantime, I appeal to fellow staff to use some simple common sense and exercise some level of consideration to fellow staff when parking.

**Too Late Again
North Street, heading to The Scores**

The Red Lion is an anonymous viewpoint from a member of the University community – if you would like to contribute to a future RL, email: magazine@st-andrews.ac.uk

RESEARCH HIGHLIGHTS

Physicists 'hiper' about £2.6M award

Physicists at St Andrews launched a new £2.6m project last month to develop a new class of instrument for studying the structure of materials and biomolecules.

A team led by Dr Graham Smith of the School of Physics & Astronomy with Dr David Keeble from the University of Dundee were awarded the funding by the Engineering and Physical Sciences Research Council under their Basic Technology Grant scheme.

The three and a half year project,

called HIPER, will involve the development of an instrument called a 'high field, high power, pulsed electron spin resonance spectrometer'.

The Basic Technology Scheme is intended to fund significant developments in technology in order to create fundamentally new capabilities that will impact on a wide variety of disciplines.

The St Andrews proposal was the highest rated submission for the scheme in 2003, beating off competition from well over a hundred other bids from other universities.

Struggling to fit in

A St Andrews researcher has found that ethnic minority women are forced to dress in a certain way to "fit in" at work.

Dr Anne Fearfull of the School of Management and Dr Nicolina Kamenou of Heriot-Watt University explored the workplace experiences of a range of staff in a range of different organisations. They found evidence of discrimination against religious and ethnic minorities in the UK and, in particular, increased prejudice and attacks amongst Asian, Muslim women after 11 September 2001.

Drs Fearfull and Kamenou argue that organisations the length and breadth of Britain need to remove prejudicial practices and recognise the informal processes of institutional racism existing within their businesses.

Virtual field trip into the wild

Experts on the 'cultures' of wild chimpanzees offered members of the public the opportunity to take an innovative virtual field trip to chimpanzee communities in the wild.

The St Andrews psychologists, headed by Professor Andy Whiten, designed an interactive exhibit offering aspiring primatologists a unique insight into the sights and sounds of Africa. The exhibit was made available for the first time at Edinburgh Zoo as part of National Science week in March.

At the touch of a button, visitors to the Zoo were able to turn from watching the real chimpanzees, to making a lightning 'virtual field trip' to two different wild chimpanzee communities in West Africa and East Africa.

Professor Whiten later reported that almost two thirds of visitors to the Zoo engaged with their exhibit, in total over



4,000 people in a week! Such was the success of the display that the Zoo have requested that it have a permanent presence there and the Royal Museum are considering incorporating it into new exhibits currently under construction.

A young visitor to the exhibit

RESEARCH HIGHLIGHTS

The food of survival



Male zebra finch

Biologists at St Andrews have discovered that female birds can bias the sex of their chicks. They found that whether a bird is more likely to lay a male or female egg depends on which sex would have the greatest chance of doing well.

The researchers, Dr Alison Rutstein, Dr Jeff Graves and Professor Peter Slater, made the finding through adjusting the food intake of zebra finches. They found that well-fed females were more likely to produce daughters, while less well-nourished birds were more likely to have sons. This is exactly as predicted by the fact that female offspring need to be better nourished than males if they are to survive and grow well.

The research clearly demonstrates that the mother-to-be can bias the sex of her offspring so that she produces more of those with the best chances.

Erasing the Renaissance

In April, a leading expert in Renaissance culture lectured on the likelihood that writers of the late sixteenth century had the equivalent to our modern notebooks and palm pilots.

Professor Peter Stallybrass of the University of Pennsylvania delivered the Andrew Lang lecture, 'Hamlet and the Tables of Memory', in which he explored the possibility that, despite the lack of pencils and rubbers, devices existed in the Renaissance to erase and rewrite text.

It was during a research trip to the Folger Shakespeare Library in Washington D.C. that Professor Stallybrass discovered a small notebook dating from 1604. He noticed that the pages had a plaster-like coating which he believes enabled the owner to erase and rewrite the textual content.

Managing the managers

How can managers retain a work-life balance and handle the moral dilemmas faced in day-to-day working life, while preventing accounting scandals and corporate collapses in their organisations?

These issues, and others, were discussed at the European Academy of Management Conference (EURAM), hosted by the University last month.

The event – Europe's premier management conference – attracted around 500 leading management academics. Experts from Africa, Asia, Australia and North and South America joined their European colleagues to hear and debate the latest intellectual thinking on this year's theme – 'Governance in Managerial life'. The conference was chaired and organised by Professor Peter McKiernan, Director of Research in the Department of Management.

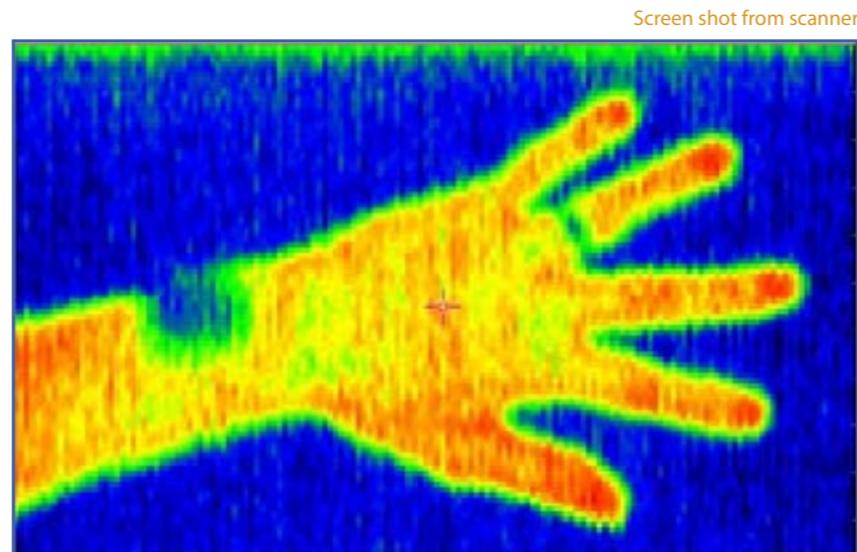
RESEARCH HIGHLIGHTS

Novel medical imager begins hospital trials

A novel medical scanner which is expected to transform the diagnosis of skin cancer, arthritis and other diseases has been developed by St Andrews scientists.

Using technology originally designed to guide missiles to their chosen targets, Dr Duncan Robertson from the University's Photonics Innovation Centre has developed an advanced prototype imager which images body temperature below the surface of the skin. The device – the first of its kind in the UK - will enable earlier diagnosis of vascular disease and skin cancer at reduced surgical cost.

The scanner is currently under trials at Dundee's Ninewells Hospital.



Universities in 2025

Senior figures from a variety of sectors gathered in St Andrews in March for a look into the future of Scottish Universities.

'The Nature of Learning in Scottish Higher Education in 2025' examined how to maintain internationally respected higher education in Scotland throughout the twenty-first century.

The eighty invited participants included Principal and Vice-Chancellor Dr Brian Lang, Universities Scotland Director

David Caldwell, Chief Executive of the Scottish Funding Council Roger McClure, National Union of Students President Rami Okasha and University of Abertay Dundee Principal Professor Bernard King. Key speaker Susan Deacon MSP argued that the major job of Scottish higher education institutions is to create a Scottish population, which is more confident, more engaged, more creative, more skilled in a variety of human interactions and less defensive.

An international dimension was provided by Professor Raul Machado, University of Sao Paulo in Brazil, who offered a

new model combining teaching and undergraduate research.

The event – sponsored by the General Council – was judged a success with the emergence of a shared vision across participants with disparate perspectives, from across and outwith the sector. Participants expressed a wish to meet again to explore ways in which the vision could be realised by 2025.

A report from the meeting summarised recurrent themes of excellence, inclusivity, diversity, innovation, creativity, vision and international competitiveness.

New Heads of Schools

After consultation with colleagues within all Schools, and with senior members of the University, the following Heads of Schools have been appointed as from 1 August 2004.

Art History	Professor Ian A Carradice
Biology	Professor Keith T Sillar
Chemistry	Professor Neville V Richardson
Computer Science	Professor Ron Morrison
Divinity	Professor Trevor A Hart (Dr M I Aguilar will be Acting Head from 1 August 2004 until 31 July 2005)
Economics & Finance	Professor Chris Jensen-Butler
English	Professor Robert Crawford
Geography & Geosciences	Dr Elspeth F Graham
Classics	Professor Gregory D Woolf (Dr J P Hesk will be Acting Head from 1 August 2004 until 31 January 2005)
History	Professor Andrew D M Pettegree
Management	Professor Peter McKiernan
Mathematics & Statistics	Professor Alan W Hood
International Relations	Professor William B Walker
Medicine	Professor Hugh MacDougall
Modern Languages	Dr Stefan M Pugh (Mr R Ferguson will be Acting Head from 1 August 2004 to 31 January 2005)
Philosophical & Anthropological Studies	Dr Peter J Clark
Physics & Astronomy	Professor Stephen L Lee
Psychology	Professor Verity J Brown

Race Equality Task Group

By Jo Kearns, Human Resources Officer

Did you know that the University now has a Race Equality Task Group made up of student and staff representatives?

The Group, chaired by Alastair Work, has been convened to implement the duties of the Race Relations Amendment Act, which are:

- To promote race equality
 - To eliminate unlawful discrimination and
 - To promote equality of opportunity and good relations between persons of different racial groups.
- The Race Relations Amendment Act was introduced by the government as
- The University has published a Race Equality Policy which will be regularly reviewed (available through the Human Resources web pages: www.st-andrews.ac.uk/hr)
 - A programme of staff training has been taking place and will continue throughout the next academic year
 - The University has taken part in the first Ethnic Minority Employment and Training Jobs Fair in Fife.
 - A confidential email address has been

a direct response to the findings of the McPherson enquiry into the death of teenager Stephen Lawrence.

So how do you go about promoting race equality in St Andrews? Well, here are some of the things that have been implemented so far...

set up to deal with enquiries equalops@st-andrews.ac.uk
● Representatives from Student Support Services and Human Resources have been attending meetings of the Ethnic Minority Employment and Training Network for Fife.

● Wendy Houldsworth in Student Support Services has been working with student groups to gain a greater understanding of their needs

We are keen to hear from anyone with an interest in this area so please contact us with your comments or suggestions.

If you would like further information about the Task Group please contact Jo Kearns on ext. 2557 or email jk5@st-andrews.ac.uk



A world-class Management school, offering some of the best teaching and learning facilities in the UK, is being created on the edge of St Andrews.

Months of drilling, dust and debris are coming to an end, with business and management staff packing up en route to their new and improved surroundings of The Gateway.

The impressive building, to be fully operational by September, is to house the new School of Management, combining the Department of Management – which was ranked top in Scotland by the Research Assessment Exercise – and the Centre for Business Education (CBE).

The Gateway To World-Class Education

The building will also serve as a high-quality orientation and information centre for both the University and St Andrews in general.

Primarily, the building will provide first class research and teaching accommodation for the University's internationally renowned undergraduate and postgraduate programmes in business and management. Staff numbers

are expected to increase rapidly in the next two years, the largest expansion currently underway at the University, allowing the School to provide more programmes for a growing number of international students.

Professor Peter McKiernan, currently Research Director of the Department of Management, will become the founding Head of School.



The University has also appointed two Chairs in Social and Environmental Accounting, Professor Rob Gray (University of Glasgow) and Professor Jan Bebbington (University of Aberdeen). Dr David Collison (University of Dundee) has been appointed Senior Lecturer in Accountancy and Finance.

Professor McKiernan said, "The Gateway boasts one of the most striking locations in St Andrews and the new vibrant interior will provide the School with physical facilities on a par with some of the best business schools in Europe. It's fitting that business and management education is delivered in appropriate surroundings, providing the right ethos in which to teach and learn. The new facilities will also bring theory and application together more effectively, and improve our outreach to local, national and international commerce, all to the benefit of the Scottish economy."

The Gateway comprises four levels. The basement will house two 135-seater lecture theatres, equipped with plasma screens and first-class sound and lighting facilities, and 12 syndicate meeting rooms housing workstations and facilities for laptops,

encouraging both individual and team work.

The ground floor will act as an orientation and information centre for the University and local partners such as the Kingdom of Fife Tourist Board and St Andrews Links Trust, as well as a reception for the School itself. A bright coffee shop/restaurant, also wired for laptop use, will provide a bright and contemporary space for staff, students and other visitors to the centre. Ambassador tours – where student ambassadors guide prospective students and their parents, as well as other visitors, around the University – will also be coordinated from this area.

The first floor will house offices and meeting rooms for support staff, a postgraduate room and numerous other spaces, equipped with workstations, for research groups. This floor will also house a 60-seater lecture theatre

overlooking the sea and golf courses. The second floor will be reserved for researchers and lecturers, with offices and a high-quality teaching room for around 40 students.

Principal and Vice-Chancellor Dr Lang said, "The new School of Management will play a key role in the University's contribution to Scotland's economic growth and Scotland's increasingly important role on the global stage."

"As well as the obvious benefits to staff and students directly connected to the School of Management, the new development will also bring benefits to the wider University and local community. The building will act as a "front door" to the University and, I hope, provide a catalyst for numerous new collaborations – both formal and informal – between town, gown and local business."

Jack Vettriano Scholarship

It was announced last month that World-renowned Scottish artist Jack Vettriano is to fund a scholarship at the University.

Jack is donating £75,000, over the next three years, to establish an endowment which will fund a student who would otherwise be unable to attend University. A Jack Vettriano Scholar will be appointed every four years with the first taking up their studies in September 2004.

Jack Vettriano, who will fund a St Andrews scholarship



The endowment follows Jack's financial contribution towards the transformation of the University's Old Union Diner in 2002 and his involvement in previous student fashion shows. Jack was also awarded a Doctor of Letters by the University last summer.

The University set scholarship endowments as a priority for the Development Office due to the lasting nature of gifts.



'Three Samurai' Arrive At St Andrews



'Young Man' by sculptor Jan Koblasa

Striking statues of three samurai warriors were unveiled last month at the official opening of a new sculpture garden at the University.

The three figures - the work of prominent Czech sculptor Jan Koblasa - have been erected in the grounds of the School of Art History.

The 'Three Samurai' group consists of three figures, 'The Young Man', 'The Young Woman' and 'The Warrior', who stands by a large spear. Koblasa, who is now based in Germany, is well-known on the Continent but the University is thought to be the first public institution in Britain to acquire his work.

The sculptor was a close friend of Ladislav Holy, a former Professor of Social Anthropology at the University (1987-97) and originally designed the works for Professor

Holy's garden. After Professor Holy died, his widow, Kate, presented the sculptures to the University in 1999 in memory of her late husband.

The University was able to conserve the sculptures and create new plinths for them after a major fundraising project raised the necessary funds. The project was generously supported by the Scottish Museums Council as well as donations from alumni and friends of the University, received through the University of St Andrews Appeal Fund.

It is hoped that sculptures by other artists will be added to the garden in the years ahead.

The sculpture garden at 9 The Scores, St Andrews, is open to members of the public. Those with a particular interest may like to visit on Hidden Gardens Day, 27 June 2004, when Professor Ian Carradice, Head of the School of Art History, will also be giving a talk.

Summer School Success

Almost 150 youngsters from all over Scotland and England have applied for places at the University's Sutton Trust Access Summer School this year.

The quality of applicants was so high that it was a struggle for the Access Centre to whittle them down to 70 places, 60 of which are sponsored by the Sutton Trust. The remaining ten students will be supported by the Access Centre.

The selection was made by Jenifer Lamb, the Summer School Coordinator; Sandy Napier, Project Officer for Fife Wider Access Project and Stan Farrow, Associate Director of Admissions.

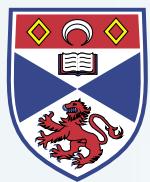
Among the students to be welcomed this summer are youngsters from Alloa, Ayrshire, Lanarkshire, Midlothian, Fife, Cumbria, Castlemilk, Dunfermline, East Kilbride and Sutherland.

Stan said, "All students are academically very able and are highly

supported by their schools. They all have the potential to do very well and are all very bright students, quite capable of achieving a university place. However they may not naturally have thought of going to a university like St Andrews. For example, all will be the first in their families to go to university. Many of them have overcome considerable personal difficulties to achieve their Highers and Standard Grades. Some of the referee's comments on the application forms have given us just a hint of the difficulties the students have overcome in their school careers."

Subject options offered within the Sutton Trust Summer School this year will be Mathematics and Statistics, Physics and Astronomy, Chemistry, Psychology, English, History, Management, Computer Science, Biology/Medicine and Classical Studies.

Further information on the Summer Schools is available at www.st-andrews.ac.uk/admissions/summskool or Email: access@st-andrews.ac.uk.



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