MINUTES OF THE PROCEEDINGS

at the

Twenty-eighth Meeting of the

COUNCIL

of the

IMPERIAL COLLEGE OF SCIENCE, TECHNOLOGY AND MEDICINE

The Twenty-eighth Meeting of the Council was held in the Boardroom, Faculty Building, South Kensington Campus, Imperial College London, at 10:00 a.m. on Tuesday 25th September 2012, when there were present:

The Baroness Manningham-Buller (Chair), Mr. P.J. Beaumont, Mr. I. Conn, Professor M.J. Dallman, Mr. P. Dilley, Professor D. Griffiths, Professor Dame Julia Higgins, Ms. J.R. Lomax, Professor J. Magee, Mr. M. Sanderson, Professor Sir Anthony Newman Taylor, Mr. S. Newton, Ms. K. Owen, Professor S.M. Richardson, the Lord Tugendhat and the President & Rector and the Clerk to the Court and Council.

Apologies:

Mrs. P. Couttie, Professor J. Kramer and Mr. J. Newsum.

In attendance:

Professor D.P.A. Kelleher and the Assistant Clerk to the Court and Council.

MINUTES

Council – 13th July 2012

1. The Minutes of the twenty-seventh Meeting of the Council, held on Friday, 13th July 2012 were taken as read, confirmed and signed.

CHAIR’S REPORT

2. The Chair said that good progress was being made with the search for a Provost. Preliminary interviews would be held in early October and she hoped that the Appointing Committee would be able to recommend a strong candidate to the Council. However, she assured members that the Committee would only make a recommendation when it was sure that the right candidate had been identified. With regard to the search for new Council members, she said that the College’s consultants, Korn Ferry, were looking at a wide range of candidates and had been asked in particular to prioritise candidates with experience in medicine/NHS relationship and in the international arena.
3. The Chair reminded members of the strategic discussion issues she and the President & Rector had identified in 2011. Council had already considered a number of these issues and was due to consider the rest in the coming months. She asked members if there were other issues that should now be added to the list. It was suggested that the College’s business model should be considered. As the College’s surplus was largely dependent on a single income source the Council should explore the options for developing other income streams. The Chief Financial Officer, Mr. Sanderson, said this was already being considered and he suggested that it could be discussed at the Council’s next meeting as it would provide a useful context for the presentation of the Annual Financial Statements.

4. It was also suggested that the development of e-learning could have a profound impact on the future of higher education and would affect both the way in which material was delivered to the College’s own students, but also access to teaching materials by the public; for example if more of the College’s courses were published on-line. This was an important area for consideration by the new Pro-Rector for Education, Professor Debra Humphris, who would be joining the College in October. It was suggested that she could discuss this and her ideas for improving the student experience with the Council.

5. Finally the Chair reported that Ms. Rachel Lomax had agreed to join the Imperial West Syndicate.

PRESIDENT & RECTOR’S REPORT

6. The President & Rector said that the College was repeating its search for a new Principal of the Imperial College Business School. Perrett Laver had been appointed to conduct the search and were making good progress. At the same time, the former Principal, Professor David Begg was assisting the College in the search for the Director of a new Centre which was being established in the Business School, the details of which were expected to be announced in November.

7. Professor Dermot Kelleher, who had joined the College in July, would be taking up his formal appointment as Principal of the Faculty of Medicine in October. Professor Kelleher had also now been appointed as Founding Dean of the Lee Kong Chian School of Medicine in Singapore. It was expected that he would continue in this role until after the entry of the second cohort of students into the School.

8. The President & Rector ended by reporting that the College was in discussion with Tsinghua University in China on the possibilities for closer collaboration and cooperation in a number of areas. Tsinghua University was also interested in being involved in the development of the Imperial West campus. The College was also reviewing its wider International Strategy, which would be discussed at the Rector’s Away Day in October and with the Council in the New Year.
PENSIONS UPDATE (PAPER B)

16. The Chief Financial Officer, Mr. Sanderson, presented Paper B and reminded members that the College was a member of two combined scheme, USS and SAUL. He confirmed that the College did not intend to leave either scheme or offer alternative schemes for its staff for the reasons agreed by the Council when it had previously reviewed this issue. Both schemes were currently in deficit, but were still viable and sustainable schemes. He acknowledged that the USS’s latest funding statement showed a significantly increased deficit, in large part because of the impact of the Bank of England’s quantitative easing policy on the valuation of government bonds. However, the USS had now taken measures to address the funding deficit identified in its 2011 actuarial valuation and had also agreed that if a further shortfall was identified in the next valuation, any additional contributions into the scheme would be split between employers and employees 65:35. Additional contributions, if required, would increase the College’s payroll costs, but would not be unmanageable. Mr. Sanderson confirmed that, because these were combined schemes, the College was not required to include a statement in its accounts of its potential liability in respect of each scheme.

FINANCIAL MANAGEMENT REPORT (PAPER C)

17. Mr. Sanderson presented Paper C, which included preliminary figures for the College’s end of year results. Although still subject to audit, the figures showed that total income was likely to rise by 6.7% to over £750M, with research income exceeding £300M for the first time. It was expected that most HEIs would report higher surplus levels than in previous years, with the College’s predicted operating surplus also increasing. The full audited results would be presented at the Council’s next meeting.
ENDOWMENT BOARD REPORT (PAPER D)

18. The Chairman of the Endowment Board, Mr. Newton, presented Paper D. As he had previously reported, it had been decided to outsource the day to day management of the unitised scheme assets. The Endowment Board had interviewed potential fund managers but had not yet made an appointment. Mr. Newton would keep the Council updated on progress. On the property side, he reported that the Endowment Board would be visiting Wye in October to review the current status of the assets. In the meantime, work on the masterplan for the site was continuing.

DEVELOPMENT BOARD UPDATE (PAPER E)

19. The President & Rector presented Paper E. The College was making good progress and now had much better information about its alumni and on key individual donors. There had been a significant increase in philanthropic donations this year, although this was largely due to a few large donations. Although there was still a long way to go for the College to match the development activities of other institutions, the College was now implementing a coherent development strategy.

IMPERIAL FESTIVAL REPORT (PAPER F)

20. The Council received Paper F and noted that the feedback from the first Imperial Festival had been very positive. The event had been more successful than the Council could have hoped. The Council agreed that the Festival should be instituted as an annual event and hoped that the College would be able to build on the success of the first Festival to provide an even better experience in future years.

MAJOR PROJECTS (PAPER G)

21. Paper G was received for information.

STAFF MATTERS (PAPER H)

22. Paper H was received for information.

ANY OTHER BUSINESS

23. **Valete.**

The Chair reminded members that this was Professor Sir Anthony Newman Taylor’s last meeting as a member of the Council and as the Principal of the Faculty of Medicine. She thanked Sir Anthony for the contribution he had made as a member of the Council, and more particularly for all he had done for the Faculty of Medicine and for the College.
NEXT MEETING

24. The Clerk reminded members that the Council’s next Meeting would be held on Friday, 23 November 2012.

Diwa Manningham-Bull
27.11.12
PAPER A

A paper from the President & Rector and Chief Financial Officer

Paper A contains information which is commercially confidential. Therefore Paper A is not included with these minutes.
PAPER B

THE COLLEGE’S PENSION PROVISION AND RISK

A paper from the Chief Financial Officer

1. This paper provides an update to Council on pension provision and risk at the request of the Chair. Council last received a full briefing on this issue from the Chief Operating Officer in September 2010. A copy of that paper is attached for information. (1)

2. The College participates in or administers four pension schemes:

   a. **USS**: for academic and senior administrative staff. This is a defined benefit scheme across all UK universities supported by an investment fund and underwritten by the universities. The College has around 3225 members and pays approximately £26m per year in employer contributions (16% of salary).

   b. **SAUL**: for administrative staff. This is a defined benefit scheme across all UK universities supported by an investment fund and underwritten by the universities. The College has around 1770 members and pays approximately £6m per year (13% of salary).

   c. **NHS Pension Scheme**: for staff who are already a member of the NHS scheme when they join the College. This is defined benefit scheme underwritten by the government. The College has around 535 members and pays approximately £5m per year (14% of salary).

   d. **FPS**: A fully-funded legacy scheme closed to new members.

3. The defined benefit of USS and SAUL provides the whole University sector with a potential liability. At the latest actuarial valuation in March 2011 the USS was 92% funded, SAUL 95% funded.

4. The university sector is acutely aware of this liability and has just finished a long and difficult negotiation with the unions on pension reform. This has led to new joiners being enrolled on a career average rather than final salary defined benefit scheme and staff currently on the USS final salary scheme increasing their contribution rates from 6.35% to 7.5%. The employer contribution rates remain unchanged.

5. **USS’ and SAUL’s current estimates, agreed with the Pensions Regulator, are that these reforms benefits are sufficient to return to the funds to a fully funded position within a reasonable timescale whilst maintaining employer contribution levels at current levels.**

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1. The Briefing Paper provided to the Council in 2010 contains information which is commercially confidential and therefore is not included with these minutes.
6. The next fund valuations in March 2014 will provide more insight on whether the difficult economic circumstances have made these estimates optimistic. The current agreement with USS is that if contributions need to be increased then this will be shared 65:35 between employers and employees respectively. In reality additional funding pressure would probably trigger a further round of benefit reform.

7. The College also regularly reviews the option of exiting the USS and SAUL schemes and introducing its own defined contribution scheme. This would cap the liability and also avoid the theoretical “last man standing” risk of Imperial being liable for other universities’ pension liabilities if they become insolvent. The 2010 paper provides more detail on legal issues.

8. At this point exiting USS or SAUL is neither sensible nor feasible. The financial penalties for withdrawal from the schemes are very large; they were conservatively estimated in 2009 at £200m for USS and £80m for SAUL. Participation in defined benefit pension schemes is a significant element of the remuneration offered by the College; academic staff rate it as their top priority in the benefits package and withdrawal from the schemes would place us at a major competitive disadvantage. The College will continue to monitor the situation closely in case either of these factors change.

9. Council is asked to note the contents of this briefing and agree that the issue of pension risk continue to be closely monitored.
The Financial Management Report contains information which is commercially confidential and therefore is not included with these minutes.
Paper D contains information which is commercially sensitive and confidential and is therefore not included with these minutes.
PAPER E

DEVELOPMENT BOARD UPDATE

A paper from the Director of Communications and Development

The Development Board Update contains information which is commercially confidential and therefore is not included with these minutes.
BACKGROUND

1. On 11/12 May 2012, Imperial held its inaugural Festival, which incorporated the revised alumni reunion and engaged Court members to achieve aims including:

- to showcase the work of Imperial and celebrate its achievements;
- to engage and empower College stakeholders;
- to support fundraising activities and engage alumni;
- to generate a sense of pride from staff, students and the local community
- to further public engagement across all departments and levels

2. Audiences included the general public and the College community, in addition to alumni, Court members and other College stakeholders, through a varied programme of events including talks, research demonstrations (representing every department and global challenge institute), street performances, workshops and comedy.

IMPACT AND EVALUATION

3. The Festival generated the following statistics:

- Visitors: 7,000 over the 2 days (estimate)
- Researchers as explainers: 280
- Additional staff and student volunteers: 45
- RSVPs for Opening reception: 140
- Registered staff: 690
- Registered alumni: Almost 1,000
- Registered Court members: 66 (of 80)
- Views of Festival web pages: 14,000
- Programme downloads from the website: 2,800
- Merchandise sold in the Union shop: £2,000
- Interactive research displays: 31
- Programmed events: 25
- Street performers: 15
- Student societies: 10

4. The external evaluation of the Festival, which includes detailed qualitative evaluations of the Court, alumni, public, staff and research demonstrator experiences, is set out in Annex 1 (not included with these minutes).
5. These confirm that the Festival provides the College with a very visible commitment to engagement about its research and activities with a range of professional and public adult and family audiences. The event offers our audiences, especially external ones, a unique opportunity to explore the College’s work with a level of engagement not always possible through some of its other outputs.

6. It also gives the College an opportunity to expand the pool of students inspired by the possibilities of studying here, by producing an event to engage with younger children and influence their thinking before they reach the more formal decision-making stage that we support via Open Days etc.

7. The favourable comparisons to well established events that engage the public with research events (e.g. the Royal Society Summer Science exhibition and the Cheltenham Science Festival) are noteworthy on the Festival’s bow.

**2013 PLANS**

8. **Date and timing:** Management Board has approved the 2013 Festival to run 8-11 May 2013, which represents the same weekend next year. This will coincide with the Summer Term Council meeting the Court AGM (Friday 10 May), and use of the PG Graduation marquee on the Queen’s Lawn.

9. The date and structure of the event will help us maximise engagement with the diversity of audiences we seek to build relations with, and the variety of workloads that need to be balanced in order to deliver this significant event (including academics and research staff, Communications and Development, Facilities and Conference staff, students, external suppliers and performers).

10. The 2013 Festival will include the following elements:

   - Evening of Wednesday 8 May: Gala Dinner for staff, students and alumni
   - Evening of Thursday 9 May: Festival Opening Soiree for Council, Court and other VIP College stakeholders*
   - Evening of Friday 10 May: Festival open to staff and adult general public audiences
   - Saturday all day: Alumni reunion
   - Morning of Saturday 11 May: Festival marquee open for Alumni private view ¹
   - Afternoon of Saturday 11 May: Festival open to staff and their families and family general public audiences.

11. **Festival development for 2013:** Next year we plan to build on the achievements of the 2012 event in a sustainable and manageable way. In addition to the two new

¹ New for 2013
programmed sessions highlighted in the above schedule, we plan to grow the event in the following ways:

12. **People:** to increase the numbers and range of audiences we engage with the Festival.
   
a. The Opening Soiree will provide an opportunity for us to engage with a broader range of high profile College stakeholders, and will also provide more parts of College with an opportunity to invite their own key audiences to a more formal element of the Festival.

b. For the public elements of the programme, we will aim for a higher per cent of external visitors with no established connection to the College.

c. We will remain mindful of growing the programme in parallel with expanding our audiences, so that we retain the same level of engagement with our visitors and continue to provide them with direct opportunities to interact with our staff, students and technology.

13. **Timing:** we will build our Festival audiences throughout the year by establishing a series of **monthly Fringe events** that will give us opportunities to engage with our audiences on a more regular basis, and also to provide us with an opportunity to test out new approaches to programming and engaging external visitors with our research. The first of these – *The science behind our fears* – takes place on Thursday 25 October.

14. **Location:** we will explore options to expand the Festival into campus locations in South Kensington, including in the first instance, the possibility of offering visits to research facilities – something that other significant public science events such as Royal Society Summer or Science or Cheltenham are not able to do.

15. **Programme:** we will explore ways of reflecting College strategic research priorities in the programme and to expand the types of events produced, such as more debates and panel discussions etc

16. **Marketing:** to expand the reach and extent of the Festival marketing, including the option to establish a London-based Festival media partner to help raise the profile of the Festival

17. **Partnership opportunities:** to harness the Festival to build closer relations with a range of other organisations, including:
   
a. collaborating with Exhibition Road Cultural Group partners to broaden the reach and engagement of the Festival;

b. working with local businesses and suppliers such as South Kensington estates to expand the Festival offer throughout South Kensington.
COURT

18. We will seek to strengthen the College’s relations with Court, whose members represent the College’s stakeholder body, by building on initial steps taken in 2012, and using responses to the survey about the Court programme to develop more targeted interactions with members, tailored to their individual interests and links with College. Of the 12 responses received to the survey on the programme for the Court, 10 members said they envisaged their membership of the Court to be beneficial to themselves and/or their organisation (two were unsure).

19. We will update Court members on a termly basis with significant and relevant College developments via an electronic Court brief;

20. In addition to inviting them to Graduation ceremonies, we will also encourage them to attend other relevant events of potential interest, including elements of the College public programme, such as special lectures and Fringe evenings;

21. Depending on Court attendance at public events, we may also seek to arrange Court-specific sessions preceding such events to engage them with particular issues or areas of College activity.

ALUMNI REUNION

22. We plan to build on the record number of alumni registrations for the 2012 Reunion and Festival, to continue to strengthen our offer to alumni audiences, and to integrate the reunion more closely with the Festival. We will also seek to continue to expand the age range of alumni we engage with at this event, building on the significantly increase in younger members registering for the 2012 Reunion.

23. Plans for the 2013 reunion include:

- To include alumni in the Gala dinner to celebrate individual achievements and successes;
- To provide a combined entrance for Festival and alumni audiences, with targeted registration desks after entering the event;
- To position the alumni hub more centrally around the Queen’s Lawn, so that it is closer to the Festival action;
- To retain some alumni-specific elements of the programme e.g. Rector’s welcome, lunch, reception and Queen’s Tower tours;
- To programme an exclusive private view opportunity for alumni to visit the marquee, so they can catch up with contributions from their departments. This will also provide departments with specific part of the programme to engage with former students;
- To explore options for expanding tours to include some Department research facilities e.g. Carbon capture pilot plant;
• To integrate the programming of alumni and Festival events with broader interest, such as the series of talks and debates and to expand the talks programme for those alumni who only want to attend this part of the programme.
• To produce a combined programme for the Festival and Reunion

FIVE-YEAR FESTIVAL PLAN

24. Over the next 5 years, we will also explore options to:

• Offer College funders / collaborators space to display relevant interactives
• Develop a sponsorship / commercial partner programme
• Expand the locations to include other campuses

25. Council is asked to note the positive and constructive evaluations of the 2012 Festival, and the plans for evolving the event to engage further with more College stakeholders in 2013.
1. Having recently joined the Senior Management team at Imperial I would like to implement a review of the means of reporting the College’s Capital Projects and Planning activity. Principally this will in future be focusing on the strategic master planning process, which I shall be leading across the estate, and tying in regular updates to this overall framework.

2. In respect of the regular report for the last period below, I would note in particular that the three accidents noted are being treated with utmost importance. Following my initial review and after observation after two months in post I do not currently believe there is any underlying Health and Safety problem, either internally or with our external service providers, and that the recent incidents were unfortunate occurrences within a short timeframe.
PROJECTS APPROVED AND UNDER CONSTRUCTION

ACEX LEVEL 5 FOR BUSINESS SCHOOL (£5.8M)

6. Works are generally in line with agreed programme. Lecture Theatre seating installation is now complete and commissioning of services underway. This is due to be completed at the end of August. On budget.

OVERCLADDING TO ACE EXTENSION AND ENTRANCE TO LEVEL 2 ENTRANCE (£2.45M)

7. Rendering works is currently being undertaken. Phase 2 overcladding commences October and is due for completion April 2013. Entrance works to ACE extension off the Level 2 Sherfield walkway will be complete by the end of September. All running on time and budget.

AERONAUTICAL AND MECHANICAL ENGINEERING PROJECT (AMP) (PHASE 1 £11.4M)

8. Phase 1 works in Skempton hit an issue with asbestos discovered in supply and extract ductwork to the L2 lecture theatre. This has been capped off with removal and replacement planned to take place next Easter or Summer as it is an 8 week operation. The lecture theatre will be back in use for the autumn term with natural ventilation and some temporary services. The works to the hydrodynamics lab were handed over on time. Some delays have been experienced in briefing for phases 2-4 but these are not significant. Request for funding the delivery of these phases will be presented to October PRB.

COMMONWEALTH BUILDING LEVEL 3 REFURBISHMENT (£5.2M)

9. Works commenced on site on 16th July and completion is due in June 2013. This will provide teaching facilities for the Faculty of Medicine.

ST MARY’S LIBRARY REFURBISHMENT (£3M)

10. Preparatory works are underway with library decanting. The library will be out of action for a year whilst the refurbishment takes place with completion at the end of September 2013. The works will include improvements to the environmental conditions as well as accessibility and improved learning environment.
NEW PHYSICS IN EXTREME CONDITIONS –BLACKETT (£0.97M)

11. Refurbishment of laboratory 027 in Blackett is on time and budget with completion due in October 2012.

PROJECTS IN PRE-CONSTRUCTION

WILSON HOUSE

12. Planning discussions have gone well so far for the refurbishment of the existing hall with a new building to the rear in the place of the current sports hall and squash courts. The application was submitted on 27th July. Public exhibition was low key and no major problems encountered so far. Design is progressing into Stage E detailed design and we have a contractor appointed in a 2 stage process. Overbury will be undertaking the refurbishment with their parent company Morgan Sindall on the new build. This makes best use of their respective expertise. By adopting a modular approach to the new build we aim to deliver both phases simultaneously for September 2013.

SHERFIELD LEVEL 0

13. Two initial layouts have been produced, based upon the briefing from the advisory board and the location of the kitchen is the variant. Once the location is established the design will progress to Stage D before further funding is required.

ENDOWMENT PROJECTS

WOODLANE STUDIOS

14. ISG are running extremely tight to a target completion date of 31st August with some students moving in at the beginning of September. The joint venture has contractually to the end of September to hand over but Voreda agreed some weeks ago to allow earlier occupation for some students. The occupation certificate has been issued by building control and outstanding works as at 22nd August are primarily landscaping, completion of common areas and de-snagging. This is being closely monitored.

Simon Harding-Roots
PAPER H

STAFF MATTERS

A Note by the Rector

PRINCIPAL OF THE FACULTY OF MEDICINE

Professor Dermot Patrick Alfred KELLEHER MD, FRCPI, FRCP, FMedSci, FTCD, formerly Head of School of Medicine, University of Dublin, Ireland, has been appointed to the post of Principal of the Faculty of Medicine, with effect from 1 October 2012, for a period of eight years. He will be Principle Designate with effect from 1 July 2012 to 30 September 2012.

HEAD OF THE DEPARTMENT OF BIOENGINEERING

Professor Anthony BULL, formerly Professor of Musculoskeletal Mechanics, Department of Bioengineering, Faculty of Engineering, has been appointed to the post of Head of the Department of Bioengineering, with effect from 1 August 2012. He will succeed Professor Ross Ethier, who has been appointed to the post of Chair in the Wallace H. Coulter Department of Biomedical Engineering, Georgia Tech Institute of Technology, USA. Following his resignation Professor Ethier will continue his association with the College as Senior Research Investigator for a period of two years.

PROFESSORS

Professor Anne Mary BOWCOCK, currently Professor of Genetics, Paediatrics and Medicine, Washington University School of Medicine, Saint Louis, USA, has been appointed to the post of Chair in Cancer Genomics, National Heart and Lung Institute, Faculty of Medicine, with effect from 1 September 2012.

Professor Richard CHALLIS, has been appointed on a part time basis to the post of Professor of Non-Destructive Evaluation, Department of Mechanical Engineering, Faculty of Engineering, with effect from 1 September 2012, for a period of three years.

Professor Michael LOVETT, currently Professor of Genetics, Washington University School of Medicine, Saint Louis, USA, has been appointed to the post of Chair in Systems Biology, National Heart and Lung Institute, Faculty of Medicine, with effect from 1 September 2012.

Professor Anne O'GARRA, currently Head of the Division of Immunoregulation, MRC National Institute for Medical Research (NIMR), has been appointed on a part time basis to the post of Chair in Infection Immunology, National Heart and Lung Institute, Faculty of Medicine, with effect from 1 October 2011.
VISITING PROFESSORS

**Professor David William Laurence HUKINS**, currently Professor of Bio-medical Engineering, University of Birmingham, has been offered an association with the College as Visiting Professor in the Department of Surgery and Cancer, Faculty of Medicine, with effect from 1 June 2012 for a period of three years.

**Dr Michael MORRIS**, currently Senior Director of Mass Spectometry Research, Waters Corporation MS Technologies Centre, has been offered an association with the College as Visiting Professor in the Department of Surgery and Cancer, Faculty of Medicine, with effect from 1 July 2012 for a period of three years.

**Professor David SKELLERN**, currently Director of the following; Baranell Pty Ltd - the Skellern Family Foundation, Capital Markets Cooperative Research Centre Ltd and Capital Markets Technology Pty Ltd, has accepted an association with the College as Visiting Professor in the Department of Electrical and Electronic Engineering, Faculty of Engineering, with effect from 15 June 2012 for a period of three years.

**Dr Rosemary Brigitte WOODROFFE**, currently a Senior Research Fellow, Institute of Zoology, has been offered an association with the College as Visiting Professor in the School of Public Health, Faculty of Medicine, with effect from 1 July 2012 for a period of three years.

**Professor Marin VAN HEEL**, formerly Professor of Structural Biology, Division of Molecular Biosciences, Faculty of Natural Sciences, has been offered an association with the College as Visiting Professor in the Imperial College Business School, with effect from 1 August 2012 for a period of three years.

RESIGNATIONS

**Professor Michael Geoffrey Harrison BELL**, Chair in Transport Operations, Department of Civil and Environmental Engineering, resigned with effect from 31 August 2012. Following his resignation he will continue his association with the College as Senior Research Investigator.

**Professor Yang CHEN**, Professor of Mathematical Physics, Department of Mathematics, Faculty of Natural Sciences, resigned with effect from 31 July 2012.

**Professor Pierre GRESSENS**, Chair in Perinatal Neurology, Department of Surgery and Cancer, resigned with effect from 31 August 2012.

**Professor Henrik Erik Gustaf HAGBERG**, Chair in Obstetrics, Department of Surgery and Cancer, Faculty of Medicine, resigned with effect from 31 August 2012.

**Mr Thomas Alfred (Tom) HOEHN**, Director, Intellectual Property Centre, Imperial College Business School, resigned with effect from 31 July 2012. Following his resignation he will
continue his association with the College as Visiting Professor at the Imperial College Business School, with effect from 1 August 2012.

Professor Georgina Mary MACE FRS, Chair in Conservation Science, Division of Ecology and Evolution, Faculty of Natural Sciences, resigned with effect from 31 July 2012.

RETIREMENTS

Dr Peter BRICK, Reader in Structural Biology, Division of Cell and Molecular Biology, Faculty of Natural Sciences, retired with effect from 28 July 2012. Following his retirement he will continue his association with the College as Emeritus Reader in Structural Biology.

Professor Jeffrey Ronald (Jeff) CASH, Professor of Numerical Analysis, Department of Mathematics, Faculty of Natural Sciences, retired with effect from 31 August 2012. Following his retirement he will retain an on-going association with the College.

Professor John Nicholson ELGIN, Professor of Applied Mathematics, Department of Mathematics, Faculty of Natural Sciences, retired with effect from 31 August 2012. Following his retirement he will retain an-going association with the College.

Professor Michael A (Mike) FEREZCI, Chair in Physiological Science and Head of Molecular Medicine, retired with effect from 31 July 2012 to take up a post as Professor at the Lee Kong Chian School of Medicine, Nanyang Technological University, Singapore. Following his retirement he will continue his association with the College as Visiting Professor, National Heart and Lung Institute, Faculty of Medicine, with effect from 1 August 2012 for a period of three years.

Dr Gerald MOORE, Reader in Numerical Analysis, Department of Mathematics, Faculty of Natural Sciences, retired with effect from 31 July 2012.

Professor Peter Charles SMITH, Professor of Health Policy, Imperial College Business School, retired with effect from 31 July 2012.