

<b>Institution: University of Strathclyde</b>	
<b>Unit of Assessment: 9</b>	
<b>a. Overview</b>	
<p>Physics research is organised into three Divisions, Nanoscience, Optics and Plasmas, and each Division is further organised into research groups as in the table immediately below.</p>	
Nanoscience	Biomolecular and Chemical Physics (BCP)
	Semiconductor Spectroscopy and Devices (SSD)
Optics	Computational Nonlinear and Quantum Optics (CNQO)
	Photonics
Plasmas	Atoms Beams and Plasmas (ABP)
	Strathclyde Intense Laser Interaction Studies (SILIS)
<p>Each Division contains both theorists and experimentalists and each has benefitted from the major investments highlighted below.</p>	
<b>b. Research strategy</b>	
<p><b>Overview</b> – The period since 2008 has been one of continuous upward trajectory for Strathclyde Physics. This has resulted both in the recruitment to the Physics Department of several internationally renowned researchers, and in major investments in research infrastructure befitting the Department's status as one of the most significant research Departments in the University. This process has dynamically altered the research culture of the Department and is ongoing, but its beneficial impact on research output is already substantial. One result of the further impetus to Physics research at Strathclyde is that the Department has established itself as a central or founding member of several ground-breaking research collaborations. Distinctive examples include the Scottish Universities Physics Alliance (SUPA), Strathclyde's Technology and Innovation Centre (TIC), the SU2P photonics collaboration between Scottish and Californian Universities, the International Max Planck Partnership in Measurement at the Quantum Limit (IMPP), the UK's first Fraunhofer Centre, The ARCHIE-WeSt Supercomputer and the Scottish Centre for the Application of Plasma-Based Accelerators (SCAPA), each of which is described below. At the end of 2013 the Department will be augmented by the addition of the Institute of Photonics, whose more device-oriented research will add a further strand to the Department's research.</p>	
<p><b>Vision</b> - Physics research at Strathclyde is underpinned by a vision of a Department centred on optical science in its broadest sense, from fundamental physical theory to applications and technology. Realisation of this vision has forged a Department that provides both fundamental knowledge of the workings of the universe and research that makes a direct contribution to the UK economy via knowledge exchange and company spin-outs – all very much in the spirit of both Glasgow's Lord Kelvin, and the University founder and natural philosopher John Anderson. The Department's central roles within the institution's main Technology and Innovation Centre project, together with the new initiatives such as the International Max Planck Partnership and the Fraunhofer Centre, are providing a unique combination of opportunities to make distinctive contributions to fundamental physics research and its applications to industry and society. In this regard, the strategy for Physics aligns well with, and contributes significantly to, the University's vision as a leading international technological university.</p>	
<p><b>Strategy since 2008</b> - Overall responsibility for development of the Department's research strategy sits with the Departmental Research Committee, chaired by the Research Director (Jeffers), and comprising the Head of Department (Martin), Deputy Research Director (McKenna), four representatives of the Divisions (Riis, O'Donnell, Cross, Jaroszynski) the Postgraduate Tutor (Robb) and Departmental Administrator (Munro). The research strategy was explicitly set out and endorsed at the Departmental Quinquennial Review in 2009 chaired by the Principal, and including external members Sir Peter Knight FRS and Prof. Geoff Pert FRS. The Review-endorsed strategy</p>	

was that the Department should build on its existing strengths and add new initiatives of the highest international calibre. In response to this guidance, the following investments were made in the Departmental research base.

(1) The Department has an area of existing strength in quantum optics, quantum information and atom optics covering both the CNQO and Photonics groups. In this research domain there have been two major changes since 2008, leading to an expansion of researcher numbers. Firstly in 2010 the Department recruited Kuhr, an international research star in experimental quantum information, from the Max Planck Institute for Quantum Optics in Garching (and who prior to this worked extensively with 2012 Nobel Laureate Serge Haroche). He has quickly gathered an extremely talented set of junior researchers. One example is the ECR Haller, who was recruited from the University of Innsbruck's Ultracold Atoms and Quantum Gases group. Both Kuhr and Haller have recently been awarded European Research Council fellowships, and the team's new experimental set-up in cold atom-based quantum information is already providing exciting new scientific results. The second change was the departure of quantum optics theorist Barnett in 2013, which the Department quickly recognised as providing an opportunity to reinvest in this area. This led to the recruitment of a talented theorist in the cold atom quantum information area, Daley, from the University of Pittsburgh, who was appointed to a Chair in the Department in 2013. His team of students and postdocs are in the process of moving to Strathclyde, and they will provide a new focus for theoretical work in the Department. Further strengthening the area, another lecturer position in theoretical quantum optics was added.

(2) Another existing strength of the Department is in the interdisciplinary area of Nanoscience. In 2010 the Department added a theory grouping to BCP, at the Physics and Life Sciences (PALS) interface. Fedorov, a talented researcher in theoretical chemical physics from the Max Planck Institute for Mathematics in the Sciences in Leipzig, was appointed to a Chair. He has quickly established his group here, and made an immediate impact in helping to secure £1.6M from EPSRC's E-Infrastructure fund for the West of Scotland High Performance Computing Facility, ARCHIE-WeSt, of which he is Director. Fedorov has also garnered a talented team, which has already demonstrated its credentials via the award of a Marie Curie Fellowship to a key researcher. The expertise of Fedorov's group links directly with the University's TIC Bionanotechnology research theme and his industrial links have already secured significant investment from outside of the normal research funding base.

(3) The Department has further invested in another area of strength, high power laser-plasma interactions. This includes establishing the Scottish Centre for Applications of Plasma-based Accelerators (SCAPA), directed by Jaroszynski. The £12M investment in this flagship Scottish Funding Council (SFC) project included the appointment of two Professors and a Reader (Hidding, Sheng, Eliasson). Hidding, from the University of Hamburg/DESY/CFEL and Sheng, attracted from Shanghai Jiao Tong University, both have experience leading research teams in laser-plasma accelerators and reputations as researchers of the highest calibre in this area. Eliasson, recruited from Ruhr-University Bochum, is a talented theorist specialising in plasmas and their interaction with electromagnetic waves. Both Sheng and Eliasson will provide theoretical impetus to this area, addressing a longstanding need. The Department has an internationally-leading track record in the development of laser-driven particle accelerators (both electrons (Jaroszynski) and ions (McKenna)) and, driven partly by these new appointments, the SCAPA project will develop these novel, potentially compact sources towards wide-ranging applications in science, industry, medicine and security.

**Implementation** – Successful implementation of the Physics strategy has been financially supported through the University directly, via its £89M TIC project and from SFC via SUPA. For almost a decade SUPA has successfully stimulated pan-Scotland collaborations between Physics Departments and further deepening and widening of interactions within SUPA remains a mainstay

of our collective strategy in the coming five years. In 2008, the Scottish Funding Council recognised the potential of the Physics Department at Strathclyde and decided that the largest part of the second tranche of SUPA funding should be invested at Strathclyde. Of the £48M allocated to SUPA II, across the eight partner institutions, Strathclyde received £12M for a range of projects (33% of which came from SFC, and 67% from the University itself).

The £89M Strathclyde TIC project is the University's largest investment in its research and knowledge exchange capacity. The TIC strategy is to undertake research that is outward facing and focussed on real-world needs, while retaining academic and discipline excellence to underpin this approach. The agenda is set by global research challenges, which necessarily drives a collaborative and cross-disciplinary approach to research and knowledge exchange. The TIC project is organised into several research themes and the Physics Department's strategy directly underpins several of these, including Advanced Science and Technology, Bionanotechnology, and Photonics. Indeed these themes are led or joint-led by Physics academics. Most of the Physics Department's staff take an active part in these themes. Advanced research laboratories for the Department are currently being constructed within the new state-of-the-art TIC building. In addition, a new wing to the John Anderson Building, where the Physics Department is largely located, has been built to house new SCAPA and quantum information laboratories. This forms the major part of a £13M investment programme in the Physics estate

**Outcomes of strategy-** The strategic investment in both the Department's research infrastructure and its people has led to an environment in which research excellence is encouraged and nurtured, as evidenced by:

- PGR population growth: The number of Doctoral Students registered in the Physics Department has increased by 25% since 2008 (from 78 in 2007/8 to 97 in 2012/13).
- Research spend: Against a background of decreasing available RCUK funding in real terms, the Department's annual research spend has remained roughly constant at £4.5M per annum. Furthermore, the total value of the research grants held by Strathclyde Physics is currently around £20M.
- Outputs: Many more papers in high impact, general physics journals than in 2008. 47% of the outputs submitted under UoA9 are in Nature Group, Science or PRL compared with 29% in RAE2008 Physics submission.

The Department's research strategy has successfully expanded its current areas of excellence in research, both discipline-specific and interdisciplinary, and augmented this through the addition of new internationally leading initiatives. The above summary shows that Physics has an increasingly strong research trajectory that will be further boosted by major new initiatives such as the Fraunhofer Centre, the IMPP and TIC.

### c. People

#### Staffing strategy

The staffing strategy of Strathclyde Physics is based on appointing new academic staff of the highest international standing to grow and complement the existing research base. In 2008, the Departmental management recognised the need to strengthen further each research Division at the top level, and so it proposed new Professorial appointments in Experimental Quantum Information, Physics and Life Sciences (PALS), and in the new Scottish Centre for the Application of Plasma-based Accelerators (two Chairs and a Readership). Each of these positions was supported with postdoctoral fellows. The whole strategic case formed the largest part of the SUPA II funding proposal, which was approved by SFC and the University.

The consequent international appointments of Kuhr and Fedorov, from the Max Planck Institutes, have been spectacularly successful. These researchers have taken advantage of the major improvements in infrastructure to attract a set of talented young researchers and to produce new science of the highest quality. Likewise, investment in the SCAPA project has attracted high calibre senior plasma researchers (Sheng, Hidding, Eliasson), and we anticipate a similar long-term

dividend in research output in this area. The latest addition of Daley will continue the trend. At a more junior level the Department has looked to both appoint and promote international researchers on an upward trajectory, either directly to lectureships and higher positions or via the Chancellor's Fellowship Scheme. Currently more than 40% of academic staff in the Physics Department has a doctorate from outside the UK.

**Staff development**

The Department fosters an environment which allows our top researchers to flourish, and provides structured support to develop other members of staff to this level. Many of our staff who joined at a junior level have secured promotion to senior academic positions since 2008 and lead research groups or sub-groups of their own (e.g. the promotions to professor of McKenna and Ackemann).

At the Departmental level, we operate a mentoring scheme for junior researchers, which has several components including publication mentoring, where a junior researcher who wishes to submit their research to a high impact journal gets detailed comment and advice from those who already publish in these journals regularly, and grant application mentoring, where research funding applications are mentored in the same way. The University also runs an annual Grant Writing Challenge, which provides a full support framework for the whole research grant application writing procedure from development of research ideas through to submission.

More generally, the University's Researcher Development Programme provides a comprehensive set of both discipline-specific and generic skills courses and forms part of the University's strategy for implementation of the Concordat to Support the Career Development of Researchers, for staff at all levels. The University achieved the EU HR Excellence Award in September 2011 for implementation of the Concordat, and was shortlisted for the THE Award for Outstanding Support for ECRs in 2011 and 2012. Physics staff have taken full advantage of the University's development activities which together with Departmental initiatives have played a significant part in making them better researchers, as evidenced by the growth of our success in research awards, high quality outputs and international interactions.

All staff are fully supported and encouraged in applying for fellowships in order to broaden their research. The staff mentoring strategy has been particularly successful in this regard with McKenna winning an EPSRC Leadership fellowship in 2011/12 and Barnett a Leverhulme fellowship in 2012/13. In addition, several more junior academics and postdoctoral researchers have received competitively-won research fellowships from EPSRC, ERC Marie Curie, and the Royal Society of Edinburgh, signalling the success of our strategy for mentoring talented junior researchers.

Staff development is monitored annually via the University-wide Accountability and Development Review (ADR) process. A key component of the process is the determination of the learning and development needs of the staff member and then implementing the actions required. The ADR process takes the form of an initial reflective, self-assessment stage, followed by a later interview with a senior member of staff, during which the previous year's objectives and learning and development are reviewed and a strategy is agreed for the coming year. In this way the ADR forms an important part of the development process for all Physics staff. More informally, junior staff are more regularly monitored, directed and supported by their personal mentor to ensure that development does not take second place to the sometimes immediate demands of academia.

The Physics Department has a commitment to Equality and Diversity awareness. All staff must participate in an E & D online training course produced for University staff. The University itself has an equality policy based on the Equality Act 2010. Its good practice in the STEM area was recognised in October 2012 when it was awarded the Athena Swan Bronze award. The Department has been actively working towards the award of Athena Swan Silver, and submitted its application in November 2013.

**Research students**

Strathclyde Physics has a vibrant research student population that currently numbers 97. There



has been a significant increase in research student intake in the last few years from around 15 per annum in 2008 to more than 25 averaged over 2011 and 2012, and the Departmental strategy is to increase this to beyond 30. In this the Department has been aided by the award of a CDT-lite in the Application of Next Generation Accelerators, and by the long-running Photonics Industrial Doctoral Centre jointly with other Scottish institutions. The recruitment, training and progress of postgraduates is overseen by the Departmental Postgraduate Tutor (Robb). Each student has two project supervisors, and also a counsellor, external to the student's research group, whose role is to provide independent and confidential advice should this be needed during the course of the research project.

The Physics Department has little trouble in recruiting high-calibre research students. The fact that the Department's student intake continues to increase, despite external factors reducing the financial support available for new studentships, is testament to the resourcefulness of the Department in securing funding from industrial and other sources. Recruitment is aided by the SUPA prize studentship competition, which is aimed at attracting the highest quality international students to Scotland, and the Physics Department. Due to the intense competition for these prestige prize studentships (only the top ~2% of applicants are awarded), high-calibre short-listed candidates who are unsuccessful typically get offered other studentships. Strathclyde currently has 5 SUPA prize students. We also use our own internal and external websites (e.g. findaphd.com) together with internal communication routes to advertise studentships, and recruitment from amongst our own final year undergraduate population is encouraged via our undergraduate projects and research laboratory visits.

Our present provision of training and support for postgraduates rivals that of any UK Physics Department. There are two main but complementary mechanisms for this, the SUPA Graduate School and University in-house training for PG students and young researchers. The SUPA Graduate School, a pan-Scotland Graduate School in Physics, provides access to over 60 technical courses over seven research themes in Scottish Physics. The courses are delivered either on-site or via live videoconferencing technology from one of the SUPA partner institutions, and are typically taken during the first year of the PhD. They provide training of both breadth and depth far in excess of what individual Scottish Physics Departments could offer, and exceed the level of training found at many Centres for Doctoral Training. In addition to the technical courses, the SUPA Graduate School offers Core Skills courses of general use to physicists such as data analysis and programming, as well as appropriate generic skills training. The minimum amount of SUPA training required by the Department is 40 hours of technical courses and 20 hours of core skills, but many students recognise the opportunities available and take more than this.

Further training and support is provided both by the Department and by the University via its Researcher Development Programme. This is a set of courses mainly on generic skills development set up by Strathclyde using the Roberts "Set for Success" money, but now funded wholly by the University. On top of this the Department provides a valuable in-house training in research skills on such topics as giving research presentations, and the students have ample opportunity to practise, both within their research groups at regular meetings and at the annual Postgraduate Conference hosted by the Department. All first year research students present a talk on their research at this conference and all second years present a poster. In addition, all students are encouraged to showcase their work at major international research conferences. The University and the Department's combined training affords all PGR students the opportunity to gain credits that lead to the award of a PG certificate in Researcher Development.

Monitoring student progress is integrated seamlessly into the training and support programme, and is aided by an online software system developed in-house, which records all aspects of training and allows students to monitor and control their PDP portfolio during their research degree. In the first year, the Department's monitoring system consists of a set of reports on the student's progress, provided by the supervisors every three months. The SUPA courses are assessed, with the marks reported back to the Department. At the end of year 1, the students prepare both a report on their first year's work and a talk for presentation at the Postgraduate Conference. The report forms the basis for the first year viva, chaired by an independent member of the

Department's Research Committee. At this point progress decisions are made, and any remedial measures necessary are taken. At the end of the second year the student produces a shorter report on their research that forms the basis of the second year viva. The focus at this time is on completion of the research, producing a firm thesis plan and a timetable towards submission. The overriding purpose of all our procedures is to provide helpful and constructive guidance to try to ensure that all postgraduate studies are followed through to successful completion of the research degree. The success of this can be measured by the fact that in the REF period the number of completing PhD students per annum has more than doubled from around ten in 2009 and 2010 to almost thirty in 2012. With our current postgraduate numbers and recruitment policy, we expect the doctoral awards per annum to increase further.

#### **d. Income, infrastructure and facilities**

The Department secured a significant investment of £12M under the SUPA II framework. A significant portion of this funding was allocated to improving the research infrastructure of the Department. For example, £2M of this is being spent on infrastructure to accommodate the new SCAPA facility, and there has been significant expenditure already on the laboratories for PALS and Quantum Information. These improvements to the research infrastructure are part of the ongoing £13M refurbishment of the John Anderson Building, which houses most of the Department's research laboratories. The major part of the work is the building of a new 3-storey 1500m<sup>2</sup> extension to house the SCAPA and Quantum Information laboratories, costing £8M in total. The ABP and SSD groups will also receive new laboratories in 2014 as part of the new TIC building.

The Department is consistently one of the major physics research grant earners at EPSRC (typically in the top 10 Physics Departments, 8<sup>th</sup> in August 2013). Its funding profile has been augmented by major research grants from NERC, STFC, the EU, SFC, The Leverhulme Trust, the Royal Society, the Royal Society of Edinburgh, DARPA, the Fraunhofer Society and the Carnegie Trust. We also have significant industrial research income, centred mainly in the Plasma Division. Currently the Department's research spend is approximately £4.5M per annum. In addition to direct research income, the Department has in 2012/13 almost doubled its average indirect funding over the previous four years through winning competitive beam-time at large scale research facilities (£1.77M compared to £875k). This includes more than £4M of beam time at the UK's Central Laser Facility since 2008 for experimental campaigns with the Department's researchers as PI.

Growth of research income is one of the major strands of Physics' strategy. Temporary decreases in the EPSRC funding stream have been, and will continue to be, offset by other funding opportunities within a broad portfolio, including new partnerships such as the Max Planck Partnership and the Fraunhofer Centre.

The IMPP in Measurement and Observation at the Quantum Limit began formally in May 2013, and joins Strathclyde with Glasgow, St. Andrews and Heriot-Watt Universities together with eight Max Planck Institutes in Germany. The theme was chosen to enhance research in both quantum optics (linking all of the Scottish institutions) and gravitational wave detection (which links Glasgow and Strathclyde researchers). The opportunities afforded to the researchers in these areas, and in particular the enabling of impromptu research visits, will accelerate the fundamental research agenda at Strathclyde. The partnership is working towards establishing itself as a full Max Planck Centre in the near future.

The establishment of the Fraunhofer Centre forms a part of the Impact Strategy of the Department and is fully covered in the Impact Template part of the submission. However, it leads into to another important strand of Departmental income not covered elsewhere, consultancy, and several of our academics act in this capacity to provide added value to companies and other bodies. ABP group members work closely with e2v, TMD Technologies Ltd, Keating Instruments and QMC Instruments. Industrial income for this group is particularly high; Langford and Emeritus Professor Duxbury consult for Cascade Technologies, a spin out company based on applications of their research in cascade lasers. Birch, as a Director of spin-out IBH, which (now as Horiba Jobin Yvon IBH) manufactures fluorescence lifetime and spectroscopy instruments, has a fully developed company relationship that has resulted recently in part funding of research studentships. The three

cases above are more fully covered in the Impact Case Studies as part of the Strathclyde UoA9 submission. In 2013, Lockerbie secured £1.2M from the Technology Strategy Board and industrial partners (Shell, Gravitec, Guardian Global, and Fugro) for the first phase of the £2M Amadeus project – a joint Strathclyde-industry venture on monitoring carbon capture and storage. According to HESA statistics the Department had the second largest consultancy income of Physics Departments in the UK in 2012.

#### **e. Collaboration and contribution to the discipline or research base**

**Collaboration** - Physics is a naturally collaborative research discipline, and Physics at Strathclyde is no exception. The Physics Department has been an integral member of several international and national research collaborations during the REF period. The increasing involvement of the Department in such collaborations is evidence of the high standing in which the Department's researchers are held. Many of the collaborations link directly with the research strategy outlined in section b. Examples include:

- ITER – Three ABP academics led by Cross together with several researchers are involved with this major international fusion project, as are Badnell and O'Mullane via the continually-developing ADAS code, which is used by the collaboration to provide complex atomic spectrum data to aid the detailed design of the experiment.
- Centre for Molecular Nanometrology: A Science and Innovation award for a consortium that includes Birch, Rolinski, O'Donnell and Martin.
- SU2P – A £1.6M-funded partnership between Strathclyde, St Andrews, Heriot-Watt and Glasgow with Stanford and Caltech to help sustain the considerable impact of photonics in the UK and California.
- Several high power laser-plasma consortia: McKenna, Jaroszynski and Sheng are members of the large-scale pan-European ELI project and McKenna is a member of the HiPER project consortium. The Department is also a partner in LaserLab-Europe.
- The Intelligent Lighting Centre – A TIC-based collaboration with Strathclyde Chemistry and Electrical and Electronic Engineering Departments devoted to improving lighting technology.
- International Max Planck Partnership in Measurement and Observation at the Quantum Limit (Kuhr, Riis, Haller, Arnold, Oppo, Daley, Jeffers, Oi and Yao involved)
- InPho - A DARPA-funded research collaboration with Glasgow, Ottawa and Duke University dedicated to increasing information density in quantum optical communications.

**Interdisciplinary research** is key to a large part of the Department, and is encouraged as a matter of policy by the University, via initiatives such as Bridging the Gap, and with the use of University and Doctoral Training Grant studentships. Within Physics interdisciplinary work is concentrated particularly in the Nanoscience Division. Several of the researchers in this Division work at the chemical and life sciences interface (Birch, Chen, Fedorov, Hunt, Rolinski), applying the physics of processes at the nanoscale to topics which have potential to provide insight into major unsolved research problems in other disciplines, and working closely with people in those disciplines. A clear example is Birch who with a team of Strathclyde Physics researchers set up the Centre for Molecular Nanometrology jointly with Strathclyde Chemistry and with Kings College London School of Medicine. Further examples include the Institute of Complex Systems, which was set up by Oppo to study complexity over a wide range of systems and includes researchers from the Department's Optics and Nanoscience Divisions along with mathematicians, bioscientists and engineers. Another collaboration is founded on the nanophotonics work of Papoff and Hourahine, and includes researchers from mathematics, quantum optics and chemical physics.

**Industry and other Research Users:** Research within the ABP group is partly influenced by industry needs, and similarly part of the Photonics Group's research is informed and directed by interactions with Cascade Technologies. In both cases, industry has provided extensive funding for research. These industries cut across a variety of sectors including healthcare, environmental monitoring, security and defence. More details are found in the impact cases that form part of the submission. One concrete example is that TMD technologies (ABP), Cascade Technologies

(Photonics) and Horiba Jobin Yvon IBH (BCP) have each made funding available for PhD students to work on particular problems associated with industrial needs.

These and other companies use our research directly to generate sales and profits, but the synergy between Strathclyde Physics Research and industry is probably best illustrated by the fact that many of them employ PhD graduates from Strathclyde, and in some cases were founded by Strathclyde graduates (examples include Cascade, Microlase/Coherent Scotland, M-Squared lasers). The success of Strathclyde spin-outs can be measured not just by the fact that they survived the initial aftermath of spinning-out, but that they have all matured and now exist based on profits from product sales.

**Contribution to and leadership in Physics as a discipline** - Many of Strathclyde's researchers take a leading role in external academic bodies, acting as panel members, advising Research Councils and other learned bodies, as conference chairs and organisers, and several academics serve on editorial boards of journals. The table below summarises the approximate numbers of such activities in UoA9 from 2008.

RCUK Panel Memberships and Advisory Committee Members	Conference Organisation	Plenary/Invited Talks	Awards and Medals	Research Fellowship Awards	Journal Editorial Board Members
27	38	16/89	5	8	12

Highlights include:

- Oppo won the joint Institute of Physics/Italian Physical Society Occhialini Medal in 2011
- 6 staff appointed as Fellows of the Royal Society of Edinburgh
- Barnett FRS FRSE won the Royal Society of Edinburgh's James Scott Prize in 2011, The Silver Medal of the Faculty of Nuclear Sciences and Physical Engineering of the Czech Technical University in 2011 and the IOP Dirac medal in 2013. (before moving on from Strathclyde later in 2013)
- Fedorov won the Helmholtz Award from the International Association for the Properties of Water and Steam in 2012
- Birch is Editor in Chief of Measurement Science and Technology, published by IOP

The developments described in the preceding sections demonstrate clearly that the Physics Department at Strathclyde is an exciting and innovative research environment that supports endeavour at the cutting-edge of the discipline and where scientific leadership is fostered. The new initiatives outlined above, coupled with the quality of the Physics Department's researchers, will ensure that this will continue to be the case in the foreseeable future.