

Principal: Professor Jim McDonald

PROFESSOR IN PHYSICAL ACTIVITY AND PUBLIC HEALTH SCIENCES
SCHOOL OF PSYCHOLOGICAL SCIENCES AND HEALTH
John Anderson Research Leadership Scheme (JARL2)

1. NATURE OF APPOINTMENT

The vision of the University of Strathclyde is bold and transformational, placing it among the leading international technological universities. This promises an institution that is vibrant and dynamic and internationally focussed, with cutting-edge, multi-disciplinary research of global relevance which recognises that solutions to problems faced by society rarely lie within the realm of a single discipline. The John Anderson Research Leadership scheme is focused on recruiting the best academic talent to enhance both research intensity and leadership in areas of strategic importance. The current campaign comprises a number of exciting senior appointments to join the new Faculty of Humanities and Social Sciences (HASS).

A Professor will be appointed in Physical Activity and Public Health Sciences as part of the University's ambitions for its School of Psychological Sciences and Health. Successive grants and studentships from the funding councils and charities, NHS Health Scotland and the Scottish Government, together with investment by the University, have driven a rich and diverse research, teaching and knowledge exchange environment that tackles both social and scientific aspects of physical activity for health. Current staff work in the following areas; the promotion of physical activity across all lifespan stages; the rehabilitation of clinical populations; the measurement of physical activity; the relationship of physical activity to mental health; the investigation of environmental influences and policies on physical activity. Collaborative and inter-disciplinary working will be a key feature of the new School of Psychological Sciences and Health and this is encouraged across the Faculty and the institution.

We are seeking candidates with international reputations and established track-records of excellence and leadership. The successful applicant will work in any disciplinary background that can be applied to physical activity for health including, but not limited to; exercise science, economics, public health medicine, social science, psychology, physiology, geography, medicine. The successful candidate will be expected to make a major contribution to the REF submission, be capable of providing intellectual leadership within the new School and across the Faculty and the University as a whole, and contribute to the high-quality undergraduate and post-graduate teaching. Applications from candidates who work in areas which reflect the University's mission as a leading technological university will be particularly welcome.

Subject to the Charter, Statutes, Ordinances and Regulations of the University, as Professor you will be responsible to the Court of the University through the Principal for providing leadership in your academic area and will report annually on this. This is in addition to the responsibility which each Professor owes to his or her Head of Department/School.

2. APPLICATION PROCEDURE

- A letter of application telling us why we should appoint you.
- A research plan (maximum 4 pages) outlining your research strategy for the next three years should you be appointed.

- A completed application form to which a full curriculum vitae should be attached. The names and addresses of three referees should be given on the application form. The referees may be contacted by the University without further permission from the candidate unless you indicate to the contrary.

Applications should be lodged with Human Resources, University of Strathclyde, McCance Building, 16 Richmond Street, Glasgow, G1 1XQ by **25 June 2010**.

Applicants who wish an acknowledgement of their paper application should address and stamp the enclosed postcard. Online applications will be acknowledged electronically.

Formal shortlisting for the post will be held on 27 July 2010.

Presentation to staff in the School of Psychological Sciences and Health will take place on 19 August 2010. Informal meetings with the Principal, Dean of HASS and Director of Human Resources will take place on the morning of 20 August 2010 followed by formal interviews on the afternoon of 20 August 2010.

Informal enquiries regarding the post can be directed to Professor Nanette Mutrie on 0141-950 3371 or at nanette.mutrie@strath.ac.uk.

The University operates a normal retirement age of 65 or the September following 65th birthday. Applications will only be accepted from people up to the age of 64 years and 6 months at the date of their application unless otherwise stated. This is in line with the Employment Equality (Age) Regulations 2006.

3. DUTIES OF THE POST

Job Purpose

As an acknowledged research leader, you will contribute to the development and leadership of a team of researchers at Strathclyde who aspire to become world leaders in the area of physical activity for health. The team of researchers is currently known as the Strathclyde Physical Activity Network and has over 30 members from across all Faculties. Professor Nanette Mutrie currently leads this network and the Physical Activity for Health research group which will become part of the School of Psychological Sciences and Health in August 2010. You will provide academic and educational leadership; collaborate with, and enhance, the University's existing multi-disciplinary research capability in physical activity for health and contribute at a strategic level to the work of the Department, Faculty and University.

Primary Responsibilities/Activities

For the first three years, you will have reduced teaching and administrative responsibilities to facilitate the rapid development of an internationally leading research team at Strathclyde.

- Manage significant activities and resources and provide leadership, support and direction to academic/professional staff.
- Provide research leadership within the Strathclyde Physical Activity Network, the Faculty and University through identifying, developing and leading significant research directions and projects.
- Lead an internationally acclaimed programme of research, disseminating results through regular and sustained publications in high impact journals and conference proceedings.
- Secure substantial research grant funding from research councils and similar grant awarding agencies.
- Contribute to the design and delivery of educational degree curricula at both undergraduate and post graduate levels
- Contribute to the development of a proposed collaborative M.Sc in Physical Activity for Health currently planned as an e-learning opportunity.

- Engage in national and international debates, at academic and practitioner oriented conferences, learned societies and governmental committees.
- Contribute, at a strategic level, to the work of the Faculty and University, for example by playing a lead role on University committees.
- Lead the development of knowledge exchange activities by, for example, establishing research and/or educational links with industry and influencing public policy and the professions.
- Engage in continuous professional development.

4. PERSON SPECIFICATION

The following criteria are considered essential:

- PhD or equivalent and first degree in a relevant subject area;
- An outstanding and inspiring record of achievement in publications and research, recognised internationally, particularly in the area of Physical Activity for Health with the ambition to be part of a world leading centre for physical activity research. This will include evidence of publications in high profile international journals in Physical Activity for Health;
- The proven ability to attract substantial research funding over a sustained period;
- Evidence of high esteem – high quality publications; internationally recognised research collaborations; invitations to speak at national and international conferences;
- The ability to design and deliver high quality undergraduate and postgraduate teaching and supervision;
- Excellent communication skills with the ability to listen, engage and persuade;
- Evidence of continuing professional development;
- Evidence of successful collaboration in projects of significance;
- Ability to think strategically and contribute at a senior level to the Department, Faculty and University.

The following criteria are considered desirable:

- Accreditation by a recognised professional body such as the British Association of Sport and Exercise Sciences, the American College of Sports Medicine or the British Psychological Society;
- Additional relevant training such as a taught MSc;
- Evidence of successful knowledge exchange and/or inter-disciplinary collaboration;
- Evidence of impact on practice or policy of research and scholarship.

5. PHYSICAL ACTIVITY AND PUBLIC HEALTH SCIENCES AT STRATHCLYDE

From August 1 2010, the new Faculty of Humanities and Social Sciences will establish a School of Psychological Sciences and Health to bring together the strengths of those working across the University of Strathclyde in physical activity for health, psychology, counselling and speech and language therapy. The successful candidate will be joining a vibrant and inter-disciplinary team where the track-record of physical activity and health research has established it as a target for investment. Research activity in this area is currently led by Professor Nanette Mutrie and has successfully attracted over £2 million in funding from the EPSRC, NHS Health Scotland, the Scottish Government, the Chief Scientist's Office and McMillan Cancer Care. Mutrie is co-director of the Strathclyde Physical Activity Network (<http://www.strath.ac.uk/span/>) with Professor Madeleine Grealy and this cross-faculty group currently has over 30 members from across the University. The achievements of the University of Strathclyde in this area of activity has enabled it to act as host for the Scottish Physical Activity Research Collaboration (www.sparcoll.org.uk) which is funded by the Scottish Government and managed through NHS Health Scotland to provide a programme of work related to increasing the evidence base for physical activity and health in Scotland.

The University of Strathclyde recognises the excellence of this research and teaching environment and is keen to promote physical activity for health research as a core strength of the new School of Psychological Sciences and Health. Investment in this new post is part of the strategy to realise

the ambition of securing for the new School a position as a national and international leader in its field.

At Strathclyde we are recognised for our excellent sporting heritage and as being a key provider of sports education in Scotland. With the health agenda increasingly dominant, significant investment in a stunning new Centre for Sports and Health has been approved to fulfill the needs of students, elite student athletes, staff, alumni, as well as research and teaching in sports and physical activity. The new Centre for Sports and Health will house some staff from the School of Psychological Sciences and Health including the successful candidate appointed to the Professorial role.

A £33million project, the Centre for Sports and Health will consolidate the three main cornerstones of recreation, teaching and research in facilities on one single site in attractive physical surroundings in the very heart of the campus. The new development will promote recreation, sport, physical activity and wellbeing to students, staff, alumni and general public. The new centre will house an impressive range of fitness and exercise equipment as well as specialist academic teaching and research facilities. We will deliver a remarkable facility to

- Increase participation in physical activity and a healthy lifestyle in all who use it;
- Train tomorrow's physical activity and physical education professionals who in turn will be responsible for encouraging active healthy lifestyles
- Enhance our already world-class research in physical activity for health
- Support and further improve our sporting excellence.

6. THE UNIVERSITY OF STRATHCLYDE

The University of Strathclyde, in the heart of Glasgow, is a vibrant, international, academic community of 16,000 full-time students from 100 countries, and over 3,000 full-time equivalent staff. With a turnover of £220m, we are the third-largest University in Scotland. While still honouring the 200 year old founding vision of Professor John Anderson to be a "place of useful learning", today's Strathclyde is a modern, outward-looking, research-led University with a distinctive reputation for innovation and enterprise. Known for our high entry standards, the quality of our student learning experience, our impressive record on graduate employability and business spin outs, we have led the UK trend by continuing to increase our undergraduate numbers in Science and Engineering.

Within the past two years we have embarked on an ambitious change programme - the Agenda for Excellence - further enhancing the quality of our Research, Education and Knowledge Exchange. This commitment to excellence is supported by major investment in high calibre staff and an ambitious, £350M sustainable estate development programme. Already this strategic focus is bearing fruit. Last year we achieved consistent improvement in overall institutional rankings in all major league tables of up to 10 places. According to Research Fortnight, Strathclyde is the only University in the UK top 20 grant earners showing increases in awards in 2006/2007 from all 6 research councils. The Financial Times ranked our Business School's MBA 30th best in the world and first anywhere for value for money.

Presently the University is located on two campuses, the John Anderson (Glasgow City Centre) and Jordanhill (Glasgow West). We are also organised into six main budget areas; our five Faculties (Science, Engineering, Business, Law, Arts and Social Sciences, and Education) and Central Administrative Services, although these structures are also being reviewed as part of our Agenda for Excellence. The Faculties of Law, Arts and Social Sciences and Education are being merged as from 1 August 2010 into the Faculty of Humanities and Social Sciences.

7. JOHN ANDERSON RESEARCH LEADERSHIP APPOINTMENTS

The John Anderson Research Leadership (JARL2) scheme builds on the success of the earlier John Anderson Research Lectureship initiative as Strathclyde continues to recruit the best academic talent to enhance both research capacity and leadership in areas of strategic importance.

Around 25 posts will be advertised under this scheme during 2009-10. Those appointed will join the University at a particularly exciting time as we continue with a series of strategic change initiatives designed to develop the University so that it can compete on equal terms with the very best in the UK and internationally as a technologically-focused HEI, with a particularly strong reputation in science, engineering, business and law.

It is expected that during the first three years in post appointees will be able to accelerate the establishment of their research activities. They will have a reduced teaching and administrative load during that period so that they can concentrate on developing their research portfolio, including securing research funding, building collaborations and building a team of research assistants and postgraduate research students as appropriate. Nonetheless, JARL2 appointments are not solely research appointments and appointees will be expected to undertake an appropriate full range of academic duties by the end of their third year in post. Each post will come with an attractive start-up package.

8. THE FACULTY OF HUMANITIES AND SOCIAL SCIENCES

In June 2009 the University Court agreed to merge the Faculties of Law, Arts and Social Sciences and of Education. This is the latest development in a history of merger and amalgamation that has shaped the present University of Strathclyde. Anderson's University, founded in 1796, became the Royal College of Science and Technology. Following merger between the Royal College and the Scottish College of Commerce, the Royal Charter was granted in 1964.

At that time a School of Arts and Social Studies was created, the basis for the current Faculty of Law, Arts and Social Sciences. Subsequently, in 1993, the University merged with Jordanhill College of Education and the Faculty of Education was established. The Faculty of Education's origins go back to the work in the 1820s of David Stow, a pioneer of teacher education.

The new Faculty, with the recommended title of 'Humanities and Social Sciences', embraces a range of activities (and associated units and centres):

- Childhood and Primary Studies
- Creative and Aesthetic Studies
- Curricular Studies
- Educational and Professional Studies
- English Studies
- Geography and Sociology
- Glasgow School of Social Work
- Government
- History
- Law School
- Modern Languages
- Psychology
- Sport, Culture and the Arts

A Merger Implementation Group is currently assessing this range of activity to determine how it should be shaped to meet the strategic objectives of the new Faculty.

In 2012 the Faculty of Education will relocate from the Jordanhill Campus. The University's Estates Development Framework envisages a 'Social Sciences Quarter' embracing the merged Faculty and the University Library, for which a new vision is also emerging.

The merged Faculty will be a substantial entity within the University. In 2008/09 the two Faculties had a combined academic staff complement of around 275, and a total complement of around 475 staff. There were approx. 4,000 undergraduate students (FTE), around 2,000 (FTE) students on postgraduate instructional courses (including postgraduate teaching programmes) and around 100 postgraduate research students

The merged Faculty will build on existing discipline-based strengths and develop cross-disciplinary themes in research, knowledge exchange and education. Merger offers the exciting prospect of enhancing the student experience, and building research links across the new Faculty and beyond, of establishing organisational arrangements best suited to achieving academic ambitions, and of organising support for staff and students in innovative and sustainable ways.

For further information on the Faculty of Humanities and Social Sciences, please visit:
<http://www.strath.ac.uk/humanities>.

9. THE CITY OF GLASGOW

[Glasgow](#) is the industrial and commercial capital of Scotland and the various groups that have contributed to its population over the centuries have given it a cosmopolitan feel. It has a lively cultural life as home of the national orchestra, opera and ballet and several theatre companies and it possesses a number of fine art galleries; it is the headquarters of the national press and broadcasting media. Its numerous higher and further education establishments have made it a major educational centre.

The Scottish countryside and its splendid recreation and sporting facilities are easily reached from Glasgow.

10. SALARY, CONDITIONS OF SERVICE AND BENEFITS

The post will be offered at Professorial level in terms of the enclosed conditions of service (Appendix 1). The salary offered will be commensurate with the seniority of the appointment.

We also offer staff a range of other outstanding benefits, including:

- Membership of a [Final Salary Pension Scheme](#).
- Training and Development opportunities underpinned by a 10 year commitment to the [Investors in People](#) Standard.
- Reduced or remitted fees for vocational and non-vocational study.
- Sports, Recreation and [Wellbeing](#) facilities, including Ross Priory, a stunning 17th century house situated in 200 acres of land on the south shore of Loch Lomond, just 40 minutes drive from Glasgow and a new purpose built Sport and Health Building which will integrate recreational and related academic activities which will be available from 2012.
- [Childcare](#) facilities and [voucher scheme](#).

11. PRE-EMPLOYMENT HEALTH SCREENING

All offers of appointment made to external candidates are subject to medical assessment by Occupational Health. Any individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or Medical Advisor and a personal appointment with the individual may be required. An unconditional contract of employment will not be issued until Human Resources receives confirmation from OHS that applicant is fit to undertake the duties of the post.

12. POSITIVE ABOUT DISABLED PEOPLE

The University is accredited as a "Positive about Disabled People" employer and operates a guaranteed interview scheme for disabled candidates who meet all of the essential criteria for the post that they are applying for. On the appropriate section of the application form please indicate if you consider yourself to have a disability **and** wish to be considered under the scheme.

The Disability Discrimination Act 1995 defines disability as “a physical or mental impairment which has a substantial and long term adverse effect on a person’s ability to carry out normal day to day activities”.

Please note that if you indicate that you have a disability then you may be asked to provide information on this at interview. The University needs this information to consider the likely impact of your disability on the duties of the position you are applying for and what reasonable adjustments can be made to the position. This allows the University to comply with the Disability Discrimination Act (1995).

13. REMOVAL AND RESETTLEMENT

The University will cover the cost of reasonable removal expenses within the UK on the basis of the lower of at least two estimates. A further contribution towards costs involved in moving to Glasgow may be made at the discretion of the University.

It is the University’s custom to agree a fixed sum (indicated at the time of offer of contract) to cover removal and resettlement for new members of staff who reside outwith the UK.

14. CHILD PROTECTION (SCOTLAND) ACT 2003

It may be a requirement for this post that an Enhanced Disclosure Scotland Check is undertaken prior to commencement of employment. Please note that if a Disclosure check is required then any offer of employment will be subject to the outcome being satisfactory. Further information is available at <http://www.disclosurescotland.co.uk/>.

We value diversity and welcome applications from all sections of the community.

The University of Strathclyde is a Registered Scottish Charity, No SCO15263

CONDITIONS OF EMPLOYMENT OF PROFESSORS

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council.

The University Court recognises the Strathclyde University and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of academic and related staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Further information on the terms and conditions specified in this document is contained in the Staff Handbook, which also includes further details of such conditions as provision for sick/injury leave and pay, leave of absence, holidays and holiday pay, individual grievance procedures, review and disciplinary procedures and collective agreements. Should you not receive a copy of the handbook on appointment a reference copy is accessible by visiting Human Resources.

2. CONTINUOUS SERVICE

In the case of new appointments, unless otherwise stated in the letter of appointment, the date of continuous employment for the purposes of statutory employment rights will be taken to be the date of appointment contained therein. In the case of promotions, regradings or transfers, previous service is continuous.

3. ALLOCATION OF POST

The post to which each member of staff is appointed is allocated to the department or other area named in the member of staff's letter of appointment and any accompanying papers. Should the University Court deem it necessary, in the furtherance of the objectives of the University specified in its Charter, it shall, having consulted with the parties concerned and having received the advice of the Senate, re-allocate the post and/or duties pertaining partially or wholly to it to another department or area. Any such re-allocation will be without prejudice to the other conditions of employment of the holder.

If the need arises during the course of employment for members of staff to work outside the U.K. for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff, would then be provided with a statement in advance setting out the terms covering such periods of employment.

4. RESPONSIBILITY AND SERVICE

Each professor is responsible to the Court of the University through the Principal for the fulfilment of the normal professorial duties. Unless otherwise indicated members of staff are appointed for full time service.

Heads of Departments are responsible to the Court of the University through the Principal for that department as a whole. The conditions of such appointment are as set out in Regulation 1.13, and a separate letter of appointment. Each professor is ex-officio a member of the Board of Study for the Faculty in which the professor's department or area is located.

5. WORKING TIME

Working time is that required to fulfil the duties of the post. The duties are: teaching, research, administrative and professional activities organised by agreement with the Head of Department to produce a reasonable balance of commitment between these duties. The University Court recognises that academics carry out these duties in a wide variety of ways, but expects student contact to take place on the campuses during normal working hours on week days. There are

exceptions to this pattern which may involve student contact at other locations or in the evenings, or at the weekends, but these arrangements will be made with the agreement of the member of staff concerned and may involve additional payment.

6. HOLIDAYS

Annual leave entitlement is 31 week days per year to be taken by arrangement with the Head of Department. For calculation of entitlement, annual leave accrues on the basis of 2.5 days per calendar month to be taken within the leave year which begins on 1st October. In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on the days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. These additional days count against the Annual Leave entitlement.

7. CONSULTANCY/FURTHER ACTIVITIES

For professional development purposes the University Court encourages full time academic staff to undertake in addition to the teaching, research and other duties required of them as staff of the University further activities of their own choice in the field for which they are appointed. Such further activities may occupy no more than twenty-five normal working days in total per University financial year (i.e. during the period 1 August to 31 July inclusive). Such further activities require to be registered and authorised in terms of the University's regulations, the details of which are set out in the staff handbook.

8. SICK LEAVE

During any period of absence through illness or injury provided the appropriate medical certificates are received the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at commencement of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff.

When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Health and Social Security. For this and other details see staff handbook.

9. SALARY AND SUPERANNUATION

Appointments are made at an appropriate level above the nationally agreed minimum for professorial staff; salaries are reviewed annually. Salaries are payable monthly in arrears by means of credit transfer to a specified bank account.

New members of staff, under age 60, will be admitted to membership of the Universities' Superannuation Scheme on taking up appointment unless they notify the University in advance that they do not wish to be admitted to membership of USS. USS requires a contribution from the member of 6.35 per cent of salary, to which a contribution of salary is added by the University as required by USS. New members of staff over age 60 are not admitted automatically as special terms and a higher contribution rate (7.35 per cent) apply. Such staff should contact the Pensions Section if they wish to join the scheme.

New members of staff may opt out of USS within three months of taking up appointment when they will be treated as if they had never been members. After three months members of Staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section in the first instance.

Full details of the Scheme are available for reference purposes at the Pensions Section of Finance Office, John Anderson Campus and from Human Resources, Jordanhill Campus.

10. PLACE OF RESIDENCE

The University does not normally place specified restrictions upon the place of residence of members of staff. They are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment and with membership of the academic community.

11. NOTICE AND TERMINATION

The employment of a professor is terminable by at least six months' notice, in writing, by either party. If notice is being given by a professor, earlier release may be granted if this can be arranged without detriment to the work of the department.

If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice unless it is renewed. Staff whose appointment has so terminated shall not normally be regarded as having been dismissed or removed from office in circumstances to which the terms of Statute XXIII Part III shall apply. Fixed term contracts may be terminated by either party short of the expiry date by the serving of six months notice in writing.

The University is not obliged to continue a fixed term appointment beyond the employment period.

Revised November 2006
WMS.CS

Our commitment to you as the applicant is:

- Your application will be acknowledged *unless stated otherwise in the advertisement* within five working days of receipt. To enable us to meet this, acknowledgement postcards, where enclosed with further particulars, should be completed and returned with your application. Unless otherwise stated in the advertisement, you will also be informed of the outcome of your application as soon as possible.
- If called for interview you will be advised promptly and clearly of the interview arrangements. Your interview will be conducted in a businesslike and friendly manner and will comply with recognised good employment practice. To assist us in meeting our standards we ask that you promptly confirm your attendance (or otherwise) at interview and advise us of any change in your address or Curriculum Vitae.
- You will also be advised of any major delays in the appointment procedure. We will only approach referees nominated by you.
- You will be informed of the outcome of interview as soon as possible. If you are being offered a post you will be written to within 2 working days of the decision being taken. The offer will normally include a duplicate copy which you are required to sign and return to conclude the contract. **Payment of an appropriate salary is dependent on this.**
- We are committed to achieving the standards we have set and to receiving and acting upon constructive feedback from our clients.
- If you are not satisfied with the service you have received, please raise the matter in the first instance with the person with whom you have been dealing. This person will either deal with the complaint to your satisfaction or else advise you how to proceed next. If you feel that dealing with the matter in this way is inappropriate, then write to me at Human Resources, University of Strathclyde, McCance Building, 16 Richmond Street, Glasgow G1 1XQ, and I will respond.

Sandra Heidinger
Director of Human Resources