Reporter

Issue 568 September 2012



Leader Column Reporter 568 September 2012

Leader column

Some key questions for our future

The Olympics and Paralympics were a great celebration and achievement for the country. The whole event was fantastic; the participation, the role of the volunteers and the fact that we won more medals than ever before.

If ever there was a good example of how leadership and investment can make a difference and bring about a tremendous improvement in performance, that's absolutely what happened at London 2012.

I was lucky enough to get to four Olympic events: gymnastics; beach volleyball; the sailing at Weymouth and the triathlon in Hyde Park with the Brownlee brothers. That was definitely the pièce de résistance! There were more than 100 of us - staff, students and alumni - all in green and white T-shirts and all cheering on the Brownlees. It was absolutely amazing for our ex-students Alistair and Jonny to get Gold and Bronze, and the way they did it was spectacular, showing true Yorkshire spirit. They have been great ambassadors for their sport and, indirectly, for the University and we're very proud of them.

We can also take immense pride in the achievements of our other alumni medal winners: swimmer Claire Cashmore who won three medals, including Silvers in the SB8 100m Breaststroke and the 4x100m Medley Relay; cyclist Karen Darke who won Silver in the Individual Handcycling H1-2 Time Trial; and Ashleigh Ball who helped Team GB win Bronze in the Women's Hockey. There were many more outstanding achievements by our students, alumni and staff, which you can read about on the opposite page and on page 14.

There was further positive news over the summer, when Dr Neil Morris (Faculty of Biological Sciences) was awarded our sixteenth National Teaching Fellowship by the Higher Education Academy. We remain the university with the largest number of fellowships in the UK; confirmation that we're getting our learning and teaching right.

As the new term starts, we have the results of the National Student Survey to come on 27 September and I believe we're on target to improve across all six key areas. If I'm proved right, it will be the second year in a row that we've done that, which sends a loud signal that these improvements are real and sustained.

With the introduction of the new funding structure, this was a very different year for come to Leeds. We're already doing so much to inspire our students and in this issue of the Reporter there is a particular focus on many of our current student-focused initiatives.

We're also dealing with increased competition, nationally and internationally, for research funding, for the best staff, for postgraduates and researchers. If competition is fierce at the moment, hold on to your hats because we're in the foothills of what competition really looks like! Other countries' universities are developing rapidly and many, especially those in Europe, are becoming more international, offering different opportunities and courses in English and ploughing in money. We have to prepare to compete, to take action and change things so we're ready for that different future. That's one reason why we're beginning a 10-month process to refresh our strategy. The last review was in 2009, and we have deliberately left this review until now because so much was going on last academic year. External pressures on the funding of higher education are changing and it's the right time to examine our strategy and to see if we are still on track.

We need to ask some key questions about the University's future, so I and members of the senior team will be asking people what they think at at a series of open meetings, through team discussions and by inviting feedback either through the form inside this copy of the Reporter or via our website at www.leeds.ac.uk/strategy

We'll take the results of these consultations to the Senate, the Leadership Forum and the Council, to bring a refreshed strategy to conclusion by next summer.

I don't believe our overall vision has changed and the integration of our research, scholarship and education remains at the academic core of our strategy. With 2015 approaching however, it is the right time to reflect on how we most effectively deliver on securing a place amongst the top 50 universities in the world and how we adapt our strategy in response to new market challenges.

This academic year will be about delivering our plans, particularly around world-class research and education and not making any grand new initiatives. We have plenty going on in terms of terms of innovation and change and preparing for the REF – our task is to make sure we deliver.



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News

A memorable occasion

London 2012 was an outstanding success for Team GB and it was marvellous that so many of our students, alumni and staff contributed to this memorable event.

Special congratulations go to alumni Alistair and Jonny Brownlee, who took the Gold and Bronze medals in the gruelling Triathlon, Ashleigh Ball, who helped the Women's Hockey team take the Bronze medal, Paralympic swimmer Claire Cashmore, who took two Silver medals and one Bronze, and Karen Darke, who won Silver in the Women's Individual Handcycling H1-2 Time Trial. Well done, too, to Classics student Jack Oliver who recorded a personal best in the Clean and Jerk Men's Weightlifting.



The Olympics were also a great success for the University itself, which welcomed and accommodated eight Chinese teams, plus their coaches and support staff for their pre-Olympics training camp. In order to make the athletes feel at home, the University sent two of our chefs to Beijing where they learnt to cook Chinese food under the executive chef at the Chinese Olympic Committee's headquarters. The University also played host to the Canadian Wheelchair Rugby team three times in the run-up to the Paralympic Games.

The Games provided a great opportunity for students and staff, with around 50 completing Games Maker roles in London, 65 students volunteering and helping with the Chinese training camp and seven students or colleagues carrying the Olympic torch. One staff member, Dr Hamish Jamson, Institute for Transport Studies, even refereed in the Olympic Hockey tournament! You can see more photographs from the Games on page 14.

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News

Our future, your say

We're refreshing the University's strategy, with the aim of launching a revised document next summer. All colleagues are being encouraged to have their say.

Since the strategy was last re-visited in 2009, we've seen the introduction of tuition fees, partial deregulation of the higher education sector and the global economic downturn. The strategy refresh is your opportunity to let us know how you think our strategy could change to reflect this new environment. There are five ways to have your say.

- Attend one of the following open meetings:
 - 10 October 09.00–10.30,
 Main Auditorium, stage@leeds
 - 11 October 12.30-14.00, Staff Centre
 - 23 October 15.15–16.45, The Great Hall

Book online at www.leeds.ac.uk/strategy or call 37911

- Fill in a feedback form there's a copy in this Reporter – or request a form by emailing webcomms@leeds.ac.uk or call 37911
- Leave a comment at www.leeds.ac.uk/ strategy
- Email comments to strategy@leeds.ac.uk
- Talk to colleagues and feedback through your line manager or by one of the methods above.

The deadline for feedback is 2 November 2012.

About the *Reporter*

The *Reporter* is the University of Leeds' staff magazine, produced eight times a year. Over 8,500 copies are distributed to staff across campus.

The *Reporter* is produced by Sarah Ward in the Communications and Press Office.

Web: http://reporter.leeds.ac.uk Email: the.reporter@leeds.ac.uk

Valuing our people



Since the University's Staff Counselling & Psychological Support Service came fully in-house last year, there have been further significant and positive changes to the facilities and services it provides.

Refurbishment works at University House mean that clients now have the comfort of a waiting room to use prior to their appointments. The service also retains a clinical space as well as its administrative base at the EC Stoner Building.

The changes have enabled counsellors Nicola Neath and Sally Rose to be more proactive in their roles and be an integral part of staff support and development services. They have been joined by two new members of staff; a service administrator and a sessional counsellor. These changes increase the availability and flexibility of the service for all colleagues.

The personal resilience suite includes workshops on sleep and relaxation; values; confidence and assertiveness; worry; and mindfulness. Full details can be found through the SDDU website www.sddu.leeds.ac.uk

Nicola and Sally have also been investing in the staff experience by introducing new approaches to self-management and personal effectiveness such as mindfulness training. The service is also launching a collaborative research project on mindfulness in the workplace with the Institute of Psychological Sciences.

The evidence-based eight-week Mindfulness course offers a way to deal with stress both in and out of the workplace. Its key features include awareness and focusing on the present moment, with such benefits as experiencing life more directly, taking time out from preoccupations and becoming less distracted.

Reactions from previous course attendees have been positive. Comments include: "It has enabled me to take time to step back from stress reactions and not make important decisions on autopilot" and "Everyone should complete at least part of this course." The next Mindfulness course will run after Christmas.

For further information about the service, contact **staffcounselling@leeds.ac.uk** or **0113 343 3694**.

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Valuing our people

Double Health and Safety success

The excellence of the University's health and safety has been recognised with the award of two separate honours.

We were given a gold award for our approach to the prevention of accidents and ill-health at the Royal Society for the Prevention of Accidents (RoSPA) Occupational Health and Safety Awards 2012. Dating back to 1956, the RoSPA awards scheme is the largest and longest-running programme of its kind in the UK. It recognises commitment to accident and ill-health prevention.

Gary Tideswell, Director of Wellbeing, Safety and Health, says: "We were very pleased to receive this award, which recognises the collective effort that staff have put in since the new approach to health and safety was developed. It celebrates how the 'me +you' message has been taken to heart and embedded across the campus."

In another major success for the University, the central health and safety teams had their work recognised through accreditation to the internationally renowned Occupational Health and Safety Assessment Series British Standard (OHSAS) 18001:2007. This is a validation that the development of the University's health and safety management system is world class. The system sets a framework which includes the policy, protocols and monitoring mechanisms to ensure that we are continuously improving our health and safety performance.

Health and Safety Services can now use their experience to fully support other faculties and services to achieve the OHSAS standard in their own areas. Once they have attained this quality assurance standard, they will be able to access additional research funding streams as well as enhance their research bid applications.



Lee Dewhurst, Head of Health and Safety, said: "We are delighted that the work put in by all the team members has been recognised in this accreditation. We believe that we are the first English university to achieve this – and only second in the UK – and we'll continue to work in partnership with staff, students and trade unions to ensure superb health and safety provision."

Vice-Chancellor's Health and Safety Awards

Look out for posters advertising the VC's Health and Safety Awards 2012 Nominations open on 8 October.

Take part in the Leeds Pension and Assurance Scheme consultation

Eligible colleagues are invited to take part in the consultation which is being held into proposed changes to the Leeds Pension and Assurance Scheme (PAS).

The consultation period closes on 31 October, and colleagues are urged to comment on the proposals. Members have all received a booklet explaining the changes, which includes a form for written feedback. They can ask questions of the Pensions Team, either by email to pensions@leeds.ac.uk or by phone on 0113 343 8823. These contact details can also be used to arrange one-to-one meetings with a member of the Pensions Team or with the University's adviser, First Actuarial.

Commonly-asked questions and answers (Q&As) can be found on the PAS website at www.leeds.ac.uk/hr/pensions/pas.htm A paper version of the Q&As can be obtained from the Pensions Team and they can also supply further copies of the PAS consultation booklet.

Once the consultation closes, the University will consider the comments and discuss them at a meeting of the University Council in November. After this, we will write to members giving details of the result and further action to be taken.

Get an NUS Extra discount card

Discounts galore – from travel tickets to pizzas, CDs to clothes – are now available to University staff via an NUS Extra discount card.

To buy a card, go to **www.nus.org.uk** and click 'Buy your card now'. Then it's simply a case of going through the instructions.

You'll need to have either a digital copy of a recent photo or access to a webcam, as well as your debit or credit card for payment. Your place of study is Leeds University Union, and when asked for your course level and course discipline simply select 'Other'.

Your card will arrive at the Leeds University Union Helpdesk inside the Union building within five working days. To collect your card you'll need to show the Helpdesk staff your University staff card.

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Valuing our people

Team Talk – Work placement project team, Careers Centre

What does the Work Placement Team do?

Our work is really quite varied but mainly we promote and support work experience and work placement activity across the University. This involves supporting students undertaking placements, offering one-to-one support to students via the Careers Centre drop-in service, and contributing to modules and Career Centre events and fairs. We also develop and project manage a number of internship programmes for students and graduates.

Tell us about some of the team's most successful activities?

This year the number of students we have supported to gain work placements and internships has increased significantly and we also launched the Leeds Internship Programme, offering twenty-six 8-12 week projects in local businesses and thirty-six projects on campus in University professional services, some of which are 12-month placements.

What are the most challenging things about being part of your team?

Raising awareness amongst the local Small and Medium-sized Enterprise (SME) community is challenging because we have to convince them of the benefits of taking on students and graduates in project-based roles and also the benefits of engaging with the University.

Also, whilst many students register their interest in the programmes we advertise – some of which are exclusive to our students – translating that interest into high-quality competitive applications can be a challenge.

What plans have the team got coming up?

We're undertaking a new project over the next two years that will involve securing winter internships for graduates and summer internships for undergraduates in third sector organisations. We're also going to increase our work with departmental colleagues to facilitate an increase in take-up of the placement year, which we believe has a significant impact on student employability.

What kind of feedback have you had from students about their work placements?

The Leeds Internship Programme internships continue, but initial feedback from students is very positive. They really appreciate the support we've given them and that they have been able to access exclusive internship opportunities. Sam Hall (BA Human Resource Management), who took part in the programme, said: "It has been both a challenging and rewarding experience. I was given the responsibility of managing my own project from start to finish. I now have a clearer idea about what I want to do after my studies."

And feedback from University departments employing students on placement?

Feedback so far has been positive, Karen Innis (Head of Marketing) said: "The support we have received from the Work Placement Team has been great and in terms of the interns themselves they have been fantastic. They have all settled in very quickly and easily and soon became valuable members of the team, making a great contribution and impact, approaching their role with fresh eyes and ideas and with great energy and enthusiasm."

What are the most rewarding things about being in your team?

It's really good seeing students develop on placement. Many are quiet, nervous and uncertain at the pre-placement briefing, but they return enthusiastic, motivated and super confident.

Developing the Careers Centre 12-month placement module has also been rewarding. It's been the catalyst for getting more departments to give students the opportunity to take a placement year as part of their course and our aim is that very soon all students will have the opportunity to take a placement year if they wish.

Tell us something about your work that would surprise people.

The number of companies we have to work with to meet our targets would probably surprise people. Two years ago we delivered 42 graduate internships which involved speaking to over 100 local businesses. Many companies are initially interested in offering placements but it is far more challenging to get them to commit to taking a student, even when we have subsidies to offer.

How can people find out more about work placement activities?

Contact Rebecca Evans, Work Placement Project Manager, r.j.evans@leeds.ac.uk, or 0113 343 5285. Follow the Careers Centre on twitter @LeedsUniCareers or visit http://goo.gl/QHAqO



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Research and innovation

Crime fighting needs better co-ordination

Efforts to tackle anti-social behaviour among young people are being undermined by a lack of joined-up working and the inability of organisations to collect appropriate data and share information.

Research carried out by a team from the School of Law shows that, despite a considerable amount of work being done to address anti-social behaviour and to stop it escalating into serious crime, the effectiveness of these efforts to nip crime in the bud is being hindered by poor quality data collection, data management and data sharing.

The research – Anti-social Behaviour Interventions with Young People – was funded by the Nuffield Foundation and provides the most up-to-date analysis of the use of anti-social behaviour interventions in England. It shows widespread variations in policies and misunderstandings of data protection legislation which, together with reluctance of some partner agencies to share information, resulted in a significant barrier to effective partnership work.

The researchers also found that informal 'out of court' warnings and 'acceptable behaviour contracts' have a better track record of success than Anti-social Behaviour Orders (ASBOs). Other findings include:

- the benefits of working preventatively with young people and parents, providing support alongside clear boundaries
- interventions are more effective where they don't resort to punitive measures and stigmatising young people.

Research leader Professor Adam Crawford says: "There are real concerns that the Government's 'localism' agenda will serve to exacerbate the quality of data collection, amplify inconsistencies and increase differential practices and experiences of justice."

There are also concerns that the proposed new crime prevention injunction – to replace the civil ASBO – will lower the threshold of court-based intervention and disrupt existing preventative pre-ASBO work by partner organisations.

Further details at http://goo.gl/x7BpR



Research and innovation

New Ethics Policy for researchers

A new Ethics Policy is providing researchers with a clear point of reference to ethics guidance both within the University and externally.

The new policy links together existing policies that are relevant to research ethics, including professional integrity, conflicts of interest, financial probity, publication, academic freedom and the resolution of allegations of misconduct.

"Ethical review isn't about preventing or making it difficult to carry out research, but about helping researchers think through the ethical issues and how to deal with them," says Jennifer Blaikie, Performance, Governance and Operations. "It means that risks and benefits for participants and the researchers are considered. Good research practice encourages people to consider the wider consequences of their research and engage with the practical, ethical and intellectual challenges inherent in high-quality research."

Ethical issues that may need to be considered include:

- obtaining informed consent from research participants
- physical and psychological health and safety of participants

- weighing up risks and benefits (for the research as well as any participants)
- potential for inducement to participate in research
- particular arrangements for vulnerable participants
- conflicts of interest
- confidentiality
- data protection
- dealing with intellectual property

The 2012/2013 SDDU training programme in research ethics is now available: more details can be found at http://goo.gl/a2blf Further information about the ethical review policy and process can be found at www.leeds.ac.uk/ethics



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Building Successful **Strategic Partnerships**

Research and Innovation Support Conference - 4 December

This year's Research and Innovation Support Conference (RIS) will offer sessions on everything from developing international collaborations to the seven habits of a successful research and innovation administrator.

The conference theme is Building Successful Strategic Partnerships. Strategic partnerships derive deep and lasting benefits, allowing business and industry access to the University's internationally leading researchers whilst providing an impact pathway for our research and innovation for the benefit of the economy and society. Through an alignment of strategic intent, they ensure academic capability is focused on challenge-led research and create synergies for both parties through the creation of opportunities that neither could access in isolation.

The conference at Weetwood Hall has nine break-out sessions including: securing and sustaining research and innovation partnerships; Research Excellence Framework 2014; challenges of delivering NIHR funded research; Knowledge Transfer Partnerships; PhD studentships at Leeds; research culture; successful university spin-outs.

Keynote speakers are Alison Houston from Marks & Spencer and Rachael Sandham from Arup.

Places are £25 per person. Please book no later than 31 October. To book a place using the online form at http://goo.gl/XPSTB. Please contact Lucy Kear with gueries on I.e.kear@adm.leeds.ac.uk

Research and innovation

New grant management system launches



portfolio will launch across the University in the autumn this year.

The new application, replacing COSTA, is a 'one-stop-shop' for proposal creation, grants management and reporting. KRISTAL also handles European awards and awards spanning more than one academic unit.

"KRISTAL provides a step change in our management of research and innovation grants," says Professor David Hogg, Pro-Vice-Chancellor for Research and Innovation. "It will enable academic staff to focus more productively on their core research, with better integration of supporting processes and timely management information."

KRISTAL has been developed by ISS, based on a set of requirements provided by academic and research support staff. Its release to users this autumn is the result of a successful collaboration between ISS, academic and research office staff in RIS and the nine faculties. Over 100 members of staff have participated in the user acceptance testing of KRISTAL.

"KRISTAL is the largest and most complex project run in ISS in recent years, involving more than 20 members of staff working closely with the research community," said IT Director Rhys Davies. "The team developed a sector-leading solution that captures a complex business process within a user-friendly interface, making KRISTAL accessible to all researchers at Leeds."

Training on KRISTAL for academic and other users will be organised via the Faculty Research and Innovation Offices beginning in September.

Please visit http://goo.gl/VLaeg for up-to-date information on KRISTAL including training and user guides, a comprehensive FAQ and other important information about existing systems.

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Inspire our students

Interns off to a great start

The new internship programme developed by the University's Careers Centre got off to a flying start, and during the year will continue to support our commitment to develop the employability of our students.

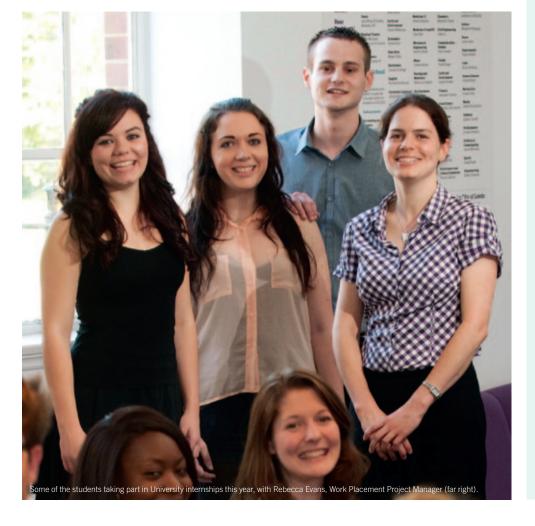
The Leeds Internship Programme is providing 36 opportunities for Leeds undergraduates to gain work experience in central service departments. The internships range from 12-month placements to 8-12-week, full-time summer internships and part-time opportunities during term-time. Participating departments include HR, ISS, Marketing, the Alumni Office and the Library.

The programme is supported through a central University fund which provides two-thirds of the salary costs, with the individual departments

providing the remainder. All first, second and penultimate year undergraduate students were eligible to apply.

"The programme has double benefits," says Rebecca Evans, Work Placement Project Manager. "Successful candidates have a valuable opportunity to develop their skills and experience in a professional environment, while the departments benefit from their excellent work."

The Careers Centre supported departments to develop project outlines, advertised the projects to students, and coached them through the application and interview process. All interns have a pre-placement briefing to help them make the most of their experience and attend networking events during the internship. A celebration event in October will bring together participating departments and interns to share their experiences so far.



Inspire our students

Course comparison information goes live

It will now be easier for prospective students to compare courses from a variety of different higher education institutions, following the government's introduction of the Key Information Sets (KIS).

A KIS is a set of standardised information for each course, containing details of:

- the proportion of time spent in various learning and teaching activities
- the proportion of summative assessment by method
- information (where applicable) about accreditation by professional, statutory and regulatory bodies
- National Student Survey (NSS) scores*
- employment and salary information from the DLHE survey*
- fees, financial support and accommodation costs
- satisfaction with the Students' Union (from NSS survey).

The KIS are published on the Unistats website. In addition, all undergraduate course pages on university and college websites will have to include a small 'widget' which will display a snapshot of the data for that course and link to the Unistats website.

"Visitors to the October Open Day will probably be interested in the KIS, so it's really important that colleagues are prepared for questions and familiar with the information," says Kath Hallam, Strategy & Planning.

For further information about KIS visit http://goo.gl/RveDS or contact Kath Hallam at k.hallam@adm.leeds.ac.uk or 37673

*Aggregated where the responses don't meet the publication threshold.

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Inspire our students

Exploring the Curriculum Enhancement Project

"It's vital that our current and future students receive an outstanding education that's exciting and challenging, and will enable them to compete and succeed."

Professor Vivien Jones, Pro-Vice-Chancellor for Student Education, introduces the Curriculum Enhancement Project.



To ensure our continued success as a university it's vital that our current and future students receive an outstanding education that's exciting and challenging, and will enable them to compete and succeed in a rapidly changing, uncertain world.

The Curriculum Enhancement Project (CEP) aims to meet this challenge, and has already established a set of institutional principles that will underpin our enhanced Leeds curriculum. By 2015, all Leeds undergraduate programmes will:

- demonstrate explicitly the integration of research with learning and teaching, incorporating appropriate academic skills and competencies
- require students to broaden their perspectives within or beyond their particular discipline
- develop the skills and attributes needed to enable a student to complete a major piece of inquiry-based learning in their final year
- incorporate and evidence Employability, Ethics and Social Responsibility, and Global and Cultural Insight in the context of the relevant discipline
- encourage deep and meaningful learning supported by formative assessment
- facilitate and promote opportunities for placement learning and/or study abroad

In the spirit of The Partnership, the CEP team has been working with staff, students and employers over the last year to make progress on four key areas:

- developing a series of distinctive broadening strands to give students opportunities for learning that reflect and take full advantage of our large, interdisciplinary institution
- supporting schools in evidencing the journey from research-led teaching to research-based learning in all programmes, demonstrating how the core programme threads of Employability, Ethics and Social Responsibility, and Global and Cultural Insight are developed
- working through what the impacts would be of making changes to the academic year, aimed at enhancing the staff and student experience, and refining a model in light of staff and student feedback
- exploring what the principles governing our approach to assessment and feedback should look like

I'm very grateful to the many staff who have contributed to the various consultations and workshops on these areas. In the following article, three of our Pro-Deans for Student Education explain their involvement in the CEP. I'm looking forward to an exciting year ahead as we reach a conclusion on the shape of the academic year and move towards implementing the vision for each of our broadening strands.



Research-based learning and Core Programme Threads

Mitch Waterman, Pro-Dean for Student Education, Medicine & Health; Chair of Threads Group

My group has been responsible for developing guidance and a supporting toolkit for evidencing research-based learning (RBL) and the core programme threads (CPT). Further information is available at http://goo.gl/d5sPw

From 2012/13 all new undergraduates will be expected to undertake research-based work in their final year. Details are available at http://curriculum.leeds.ac.uk/rbl

We've also been looking at how the quality assurance processes ensure that RBL and CPT are part of programme review and approval.

If you would like to discuss the mapping process for your individual schools or answer particular queries around RBL and CPT, contact project manager Caroline Pearman on c.pearman@adm.leeds.ac.uk

Broadening

Martin Purvis, Pro-Dean for Student Education, Environment; Chair of Broadening Group

My group spent the last year developing our approach to broadening, with a focus on 'broadening strands'. These strands have evolved through extensive consultation with staff, students and employers and will provide learning opportunities for our students beyond their home discipline, extending their

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- Challenging Global Inequalities
- Creating Sustainable Futures
- Enterprise and Innovation
- Ethics, Religion and Law
- Exploring the Sciences
- Languages and Cross-Cultural
 Understanding
- Media, Culture and Creativity
- Mind and Body
- Personal and Professional Development
- Power and Conflict
- Technology and its Impacts

To develop the academic vision for each strand, we will appoint Strand Leaders during the autumn; see http://goo.gl/ZcI2k for details. We aim to recruit staff with the vision, creativity and ambition to ensure that broadening modules are stimulating and reflect interdisciplinary developments. The organisation of modules into academically coherent strands will also create clearer progression routes for students.

Some funding will be allocated to each strand to facilitate the development of new and innovative interdisciplinary modules, inspired by current research activities.

Structure of the Academic Year and Assessment

Simon Biggs, Pro-Dean for Student Education, Engineering; Chair of Structure and Assessment Group

My group has been assimilating and reflecting on staff and student feedback from the initial consultation on proposed changes to the academic year. In response to this feedback, we revised the proposed model for further consultation over the summer and early autumn. The revised proposal – which can be found in the consultation documents at http://goo.gl/acXL7 – looks to address the main points of concern around:

- the need to retain some form of University-organised assessment at the end of Semester 1
- the movable Easter break impacting on the ability to offer continuous teaching blocks
- the insufficient break between the end of Semester 1 exams and Semester 2 teaching
- the risk of discouraging incoming single semester study abroad students

We have also been thinking about what assessment should look like at Leeds and have developed a set of assessment and feedback principles http://goo.gl/0vbEL based on the research evidence of several ADF and JISC-funded projects from across the University, plus workshops held with staff in the summer.

We will hold a further workshop looking at how to implement these principles with Directors of Student Education during 2012/13.



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Inspire our students

Enhancing Leeds *for* **Life**

Two new systems will be launched for the new session which will enhance the breadth of support provided for all students under the Leeds for Life banner.

The Volunteering database will provide a single source for quality-assured volunteering opportunities on and off campus. Students will be able to identify opportunities which develop their skills and match their interests and availability. And the breadth and depth of experience in our alumni community is being harnessed to help our students in their career planning through the new 'Leeds Network'. This will provide access to a wide range of alumni career profiles with the opportunity to make contact and gain a unique and personal insight into their career path. Both systems will be accessed via the LeedsforLife website or directly at https://volunteering.leeds.ac.uk and https://leedsnetwork.leeds.ac.uk

Support for skills development is a major aspect of our LeedsforLife commitment and the LeedsforLife Foundation can help when students have an idea for a project they'd like to run (over £80,000 of funding has been provided directly to students for projects in the UK and abroad). The Foundation can also offer support towards the cost of students attending academic conferences to enhance understanding of their subject, to develop their personal and professional skills and to assist in their career planning. See Foundation guidelines and case studies at http://goo.gl/i6GPV

Personal tutoring provides an important one-to-one opportunity to help our students in their academic, personal and professional development. To support our employability agenda the webforms which students use to prepare for personal tutorials have been amended to encourage greater reflection on skills development and career planning through more active engagement with the Decide-Plan-Compete approach and the experts in the Careers Centre.

And what's next for LeedsforLife? We want to encourage schools and services to continue to use the Leeds for Life 'brand', in Partnership with students, to highlight the skills development opportunities they provide. Also, we are about to embark on a major piece of development work which will respond to feedback from staff and students through a redesign of the whole website. The aim is to refine and simplify existing functionality and to add new features including enhancements to the online booking system, a mobile interface, and access to the LeedsforLife Higher Education Record which will enhance the Diploma Supplement and Transcript by providing our graduates with a more comprehensive record of academic and co-curricular achievements.



Inspire our students

New partnership puts increased access at its core

A new partnership providing a single voice for higher education in West Yorkshire has been established to replace the West Yorkshire Lifelong Learning Network and the Aim Higher widening participation initiative.

Higher Education Access – Rewarding Transforming (HEART) consists of 12 higher education institutions in the region, including the University, and has an overall mission to improve access to, and achievement in, higher education.

Focusing on widening participation (WP) and business engagement, HEART aims to enhance opportunities for individuals, whilst at the same time contributing to economic growth in the Leeds City region through the development of a highly skilled workforce.

The newly-launched HEART website (www.heart.ac.uk) is a 'one-stop-shop' for businesses and schools looking for WP information, from open day dates to the benefits of offering a work placement.

HEART also provides support through a range of activities such as taster days and promoting higher education as part of Adult Learner Week.

Professor Vivien Jones, Pro-Vice-Chancellor for Student Education and Chair of HEART, says she is looking forward to: "Sharing in the future success of HEART and working closely with the region's schools and business community to support access and progress in higher education in West Yorkshire."

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International

Leeds International Piano Competition appoints new ambassadors

Nobel Peace Prize winner Aung San Suu Kyi and Lang Lang, the world famous Chinese concert pianist, have been appointed, respectively, Honorary Ambassador and Global Ambassador for the Leeds International Piano Competition (LIPC).

The LIPC Chairman and Artistic Director Dame Fanny Waterman named the competition's top prize the Daw Aung San Suu Kyi Gold Medal in recognition of the Burmese politician's inspiration, courage and hope for humanity and her appreciation of piano playing. Dame Fanny said: "In this special Golden Anniversary year this is the greatest honour our piano competition has ever received."

Following his acceptance of the Global Ambassador title, Lang Lang was introduced to Dame Fanny Waterman by Sir David Tang (a supporter and major sponsor of the competition). Lang Lang commented: "I am a pianist performing throughout the world, and I don't think there has been a concert hall around the globe that has not felt the impact of the Leeds International Piano Competition in the great names it has helped on their way. I am truly honoured to be associated with this tradition, and I can only say that Dame Fanny Waterman's vision will live on as a positive force for many years to come."

The 17th Leeds International Piano Competition has just taken place, with several of the stages taking place on campus. Over the last 50 years, it has sustained an enviable reputation for

launching the successful careers of some of the world's finest and most eminent pianists of our time.

The competition is presented in partnership with Steinway & Sons, the University of Leeds, and Leeds City Council.



International

Conference welcomes eminent alumnus, Professor Thiong'o

Professor Ngugi wa Thiong'o, one of Africa's pre-eminent writers and cultural and political commentators, delivered the keynote address at the joint African Studies Association of the UK/Leeds University Centre for African Studies conference in the Parkinson Building.

The Kenyan novelist studied in the University's School of English in the 1960s and was given an honorary doctorate in 2004. He is now a theorist of post-colonial literature and Distinguished Professor of Comparative Literature and English at the University of California, Irvine. His address at the conference was entitled 'Africa in the Language of Scholarship'.

Some 500 delegates attended the conference, including participants from across the West and many African nations.

The conference dealt with a huge range of subjects including development, finance, politics, mining, the press, human rights, gender issues, literature, anthropology, theatre, music and art.

Ngugi has written a range of internationally renowned novels, most notably *A Grain of Wheat* (written at Leeds) and *Petals of Blood*. He is also a playwright, and was imprisoned by the repressive government of Jomo Kenyatta in the 1970s for disputing neo-colonial readings of history. He has also published hugely influential volumes of thought on African culture and politics, especially *Decolonising the Mind* and *Moving the Centre*. He now lives in the US and runs a major centre promoting the use and translation of indigenous language literatures.

Honours

University honours excellence

Honorary Doctorates of Laws were conferred upon: Baroness Eliza Manningham-Buller, Director General of MI5 between 2002 and 2007; alumnus Keir Starmer QC, Director of Public Prosecutions; and Baroness Onora O'Neill, the philosopher and cross-bench member of the House of Lords. Sir lan Kershaw, the academic and historian, received an Honorary Doctorate of Letters.

Sir Mark Elder, currently Music Director of the Hallé, was also honoured when he was awarded an Honorary Doctorate of Music at Leeds Town Hall during the Leeds International Pianoforte Competition 2012.

View all the citations at http://goo.gl/z785W

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Olympics

Golden moments

How some of the University's students, alumni and staff contributed to making the 2012 Games such a huge success.







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Valuing our people

New policies help pregnant students and student parents/carers



Two new policies have been introduced to help colleagues support students who become pregnant or who have caring responsibilities for young children or dependent adults.

"The University believes that being pregnant, being a parent or having caring responsibilities should not, in themselves, be a barrier to a student starting and successfully completing a programme of study," explains Kathy Aveyard, Equality Service. "We revised and updated the policy for supporting pregnant students in response to feedback from staff and students." The policy for helping student carers is new and brings together comprehensive guidelines in one document.

The policies were developed on behalf of the Taught Student Education Board and state our commitment to supporting students in these circumstances. They provide guidelines

for students and staff on how they can be appropriately supported throughout their programme of study, whilst not compromising academic standards.

Both policies were developed by a working group which included members of the Equality Service, Leeds University Union officers, student parents, the Student Advice Centre, academic staff, the Lifelong Learning Centre and Safety Services. Key stakeholders were also consulted on special circumstances, for example, the particular needs of postgraduate students, international students, and students who hope to study abroad.

Copies of the policies are available on the Equality Service website www.equality.leeds. ac.uk/university-policies-2/ Equality and Diversity Managers are also available to help staff decide how best to support students in these circumstances. For more information, visit http://goo.gl/aQBmt

Valuing our people

Celebrating 100 years of public concerts

The publication of the new University Concerts programme marks a historic moment in Leeds' concert-giving history as the University International Concert Series reaches its 100th anniversary.

"From a relatively modest beginning in 1912, with a small series of chamber music recitals set up by the then Vice-Chancellor, Sir Michael Sadler, the series has expanded to feature over 50 concerts a year," says Jillian Johnson, Artistic Director of the series. "We now welcome internationally acclaimed performers and feature a wide-ranging repertoire that reflects the teaching and research interests of the School of Music."



Maintaining Sir Michael Sadler's vision of support for the arts in the city and region, a large number of these concerts are still free of charge and open to all – staff, students and public alike.

Performers this year include the Orchestra of Opera North (for the Vice-Chancellor's concert on 19 December), jazz quartet Convergence, chamber music quartet Cassia String, and folk musicians Máire Ni Cathasaigh and Chris Newman.

All are welcome to this exciting anniversary series. Pick up a brochure from the Parkinson Building reception, School of Music reception or the Ziff Building, or log on to the concerts web pages at www.concerts.leeds.ac.uk

A short history of the concerts can be found at http://goo.gl/0e7kl

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In the news



Research led by Professor Chris Peers (Leeds Institute of Genetics, Health and Therapeutics, School of Medicine) and Professor Derek Steele (School of Biomedical Sciences), which shows that even low levels of **carbon monoxide**, such as the amount breathed in whilst stuck in a traffic jam, can disrupt the rhythm of the heart and prove fatal, was reported by *BBC News*, *Global Post, MSN India*, UAE's *Al Khaleej*, the Spanish *Europa Press*, the Bangladesh *Daily Star, Modern Ghana* and the *Nigerian Tribune*.

Rose Challenger (Leeds University Business School) contributed to an article about **crowd behaviour and management** in the *Times*, and also discussed the issue on Australia's *ABC Radio National*.



The Daily Mail featured research by Dr Colin Hendrie (Institute of Psychological Sciences) which explains why having white and evenly-spaced teeth make a person seem more attractive. Dr Hendrie explained: "When males are looking at females and when females are looking at females, there is quite a strong effect. Males are thinking about attraction and females are in competition with each other."

A study by Professor Nigel Wright (School of Civil Engineering) which identified the cities around the world most at risk of **flooding**, naming Shanghai at the top of the list, was reported by BBC *News*, the *Financial Times*, *Up Asia* and the Indian *Daily Star*.

The Leveson Inquiry received evidence from Professor Christopher Megone, Director of the Centre for Inter-Disciplinary Ethics Applied on issues of public interest in freedom of expression and a free press, and on press ethics.

Professor Peter Moizer (Leeds University Business School) was interviewed for a lengthy feature in the *Times* 'Business Insight' section, highlighting the strengths of the Business School and its approach to **student employability**. "We are in a hotly contested market in a most difficult economic climate, so we must never forget that the employability of our graduates is the key," he said.

Mr Aidan Foster-Carter (School of Sociology and Social Policy) was in demand as a commentator on **North Korea**. His expertise was sought on various matters, ranging from the change in military leadership in North Korea to the significance of the mix up between the North and South Korean flags at the Olympic Games, by BBC *World News, Wall Street Journal Asia, Asia Times, ABC Australia, Voice of Russia*, the *Guardian, Telegraph*, and the BBC Radio 4 *Today* programme.

Professors Eileen Ingham (School of Molecular and Cellular Biology) and John Fisher (School of Mechanical Engineering) appeared on ITV1's *Tonight* to discuss leading research addressing the health problems associated with ageing.

Research by Professor Adam Crawford (School of Law) which showed that, as a way of dealing with anti-social behaviour, punishment is less effective than encouragement to behave well, was quoted in a BBC *News* article.



Research into **food security** in Asia and the impact of **climate change** on the production of rice, wheat and maize for half the world's population, led by Professor Piers Forster (School of Earth and Environment), was reported in the *China Daily*. "By 2020 we can expect to see longer and more sustained droughts across Asia," said Professor Forster.



News Track India, the Ottawa, Edmonton, Calgary, Toronto and Winnipeg Sun, and the Daily Mail, reported on investigations led by Dr Alan Gadian (School of Earth and Environment) into the effect of a technique known as 'marine cloud brightening' on hurricanes. This involves using unmanned vehicles to spray seawater droplets to rise into the clouds above, increasing their reflectivity and helping to keep sea surface temperature, from which hurricanes get their energy, low.



Professor Stephen Alford (appointed to a Leadership Chair in the School of History) has revealed in a new book on the reign of Elizabeth I, The Watchers: A Secret History of the Reign of Elizabeth I, that the government falsified evidence against the Jesuit priest Edmund Campion in order to convict him of treason. Professor Alford's book was the subject of articles in the Independent, Guardian, and Times Higher Education Suppliment.

September 2012 Reporter 568 Honours 1

Honours

New Chair in Global Challenges

Professor Jon Lovett has been appointed Chair in Global Challenges, one of the University's new Leadership Chairs, to provide international leadership on major environmental, social and political challenges associated with global change through bridging social and natural science research within the School of Geography.

His main research interest is the application of institutional economics in natural resource management. His Leadership Chair role has a wide remit, encompassing climate change, control of natural resources, energy, population, poverty, health, food shortages, urbanisation and international diplomacy. "Although the scope of the Chair might at first appear too broad, in fact many global problems are caused by the institutional frameworks within which natural resources are managed," he explains.

Formerly Professor of Sustainable Development, University of Twente, The Netherlands, and Director of the Centre for Ecology, Law and Policy, University of York, Professor Lovett worked in Tanzania during the 1980s and formulated the concept of the Eastern Arc biodiversity hotspot. He was part of a team preparing a new energy strategy for the African Development Bank, has worked for Natural England in the Chief Scientist's team, and was on the Programme Advisory Committee for the Natural Resources Systems Programme for the UK Department for International Development.

His current research projects include assessing community benefits from ecosystem services in the dry forests of Mexico and examining environment and conflict in Lebanon.

Dr Neil Morris (Faculty of Biological Sciences) has been awarded a National Teaching Fellowship by the Higher Education Academy. Successful nominees were backed by their institutions and submissions had to show evidence of three criteria: individual excellence, raising the profile of excellence and developing excellence. A Senior Lecturer in Neuroscience, Dr Morris has led implementations of the virtual learning environment, student voting handsets, lecture audio recordings and generic video feedback.



Professor Nigel Hooper, Dean of the Faculty of Biological Sciences, has been appointed as Chair of the Scientific Advisory Board of Alzheimer's Research UK. Professor Hooper's research is focused on the proteolysis and cellular processing of the Alzheimer's amyloid precursor protein and the prion protein.

The Goldman Sachs 10,000 Small Businesses Programme in Yorkshire & Humberside, run in association with Leeds University Business School, was selected as a most outstanding entry in the EFMD Excellence in Practice Awards 2012. The EFMD is a management development network and a forum for information, research, networking, debate on innovation and best practice.



Professor Andy Gouldson (School of Earth and Environment) was chosen by thinktank, the Institute of Public Policy Research, as one of its 12 'Northern Champions' for his ground-breaking studies on climate change and carbon emissions.

Professor Andrew Daly (Institute for Transport Studies) has received a Lifetime Achievement Award from the International Association for Travel Behaviour Research (IATBR).

Malcolm Dawson, the University's Security Operations Manager, has been selected as a finalist in this year's Security Excellence Awards. The awards raise the profile of the security industry, whilst recognising the achievements of individuals who make a significant contribution to the sector through excellence and outstanding service. Further congratulations are in order as Malcolm has been invited to become Vice-President of York City Football Club for 2012/13.

Professor Anthony Cohn (School of Computing) has been awarded the Association for the Advancement of Artificial Intelligence (AAAI) Distinguished Service Award. The Award honours extraordinary and sustained service to the artificial intelligence community, and Professor Cohn is the first person outside North America to receive it.

Peter Buckley (Professor of International Business) was awarded an Honorary Doctorate of Science in Economics and Business Administration by Lappeenranta University of Technology, Finland, in recognition of "his remarkable international career as a researcher in international business, especially involving the activity, strategies and development of the competitiveness of multinational enterprise."

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Letters

Student Education Service

Professor Rik Brydson

Reply

It's important that we understand all views about the integrated Student Education Service, and I'm glad to have the opportunity to respond to Professor Brydson's concerns, which seem to be based on some misunderstandings about the project's aims and its implementation.

Our aims in establishing the new service are twofold: to enhance the student experience and to provide colleagues within the Service with enhanced opportunities through a clearer career development framework. Far from losing the benefits of the experience and commitment our staff bring to their work in support of students and programmes, our explicit aim throughout has been to build on their invaluable expertise, to recognise it more appropriately, and to share it more widely across schools, faculties, and central services. This is why we have involved so many colleagues in the process analysis work which has been fundamental to the project.

Our commitment is to provide a consistent, high-quality experience for all our students. I agree completely with Professor Brydson's view that this depends in large part on the quality of service provided by our frontline student support staff, particularly those in schools. We want to ensure that simple, consistent core processes are in place, underpinning the individualised academic and pastoral support that staff provide for our students at school level. We have absolutely no intention of 'downgrading' either that experience or the staff who provide it.

Professor Vivien Jones

Pro-Vice-Chancellor (Student Education)

We're keen to receive your letters on a wide variety of topics, from campus life to political and social issues in the wider world. Please note that all letters will be published at the editor's discretion, and may be edited for brevity. The letters policy is available online at http://reporter.leeds.ac.uk/531/letters.htm

Email the.reporter@leeds.ac.uk or post to Reporter, University of Leeds, Communications and Press Office, Level 14, Ziff Building, Leeds LS2 9JT.

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PAID FACIAL COMPOSITE RESEARCH The task (a) lasts 20 minutes. (b) involves viewing a set of composites and engaging in several simple tasks and (c) takes place in the Institute of Psychological Sciences. All participants receive £2.

Emma Portch e.s.portch@leeds.ac.uk

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Contact Emma Morris on (0)113 343 8373 or e.l.morris@adm.leeds.ac.uk

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Events

Yoruba Textiles: Cloth and Tradition in West Africa

The Yoruba of south-western
Nigeria are amongst the most
prolific art-making people of Africa.
A major aspect of their creative
culture is the design, production
and use of textiles.

This exhibition is based on items from the University of Leeds International Textiles Archive (ULITA) collection and significant private collections, and traces the development of the indigenous indigo dyeing Adire tradition, and relations between local and imported woven textiles.

The exhibition runs until 1 March 2013, Tuesdays – Fridays 09:30-16:30* at ULITA, St. Wilfred's Chapel, Maurice Keyworth Building

www.leeds.ac.uk/ulita

*excluding Christmas vacation

Changing Lives, Changing Times

The School of Performance and Cultural Industries presents a musical theatre performance based on real stories of disability history and social change, on Wednesday 17 October, 2-4pm at Cockburn School, Beeston, Leeds, LS11 5TT.

Performed by students from the Cathedral Academy of Performing Arts and Cockburn School in Leeds, *Changing Lives, Changing Times* marks the end of a ground-breaking project which has taken disability history into secondary schools. The performance is stimulated by the real life stories of disabled people and engages in a creative conversation of how life has changed for young disabled people since the Second World War. It heralds the beginning of UK Disability History Month in November 2012. The project was funded by the Economic and Social Research Council (ESRC).

To find out more about it, visit www.disability-histories.leeds.ac.uk or, for ticket information, contact m.b.johnson@leeds.ac.uk



University looks to the future of transport

The University's Transport Systems Hub is proud to announce the University's first TEDx event – Reducing the Impact of Transport on the Environment – on 1 November.

TED is a non-profit think-tank devoted to 'ideas worth spreading', bringing together people from the worlds of technology, entertainment and design at two annual conferences. The TEDx programme is designed to give communities and organisations the opportunity to stimulate discussion through TED-like experiences at the local level.

TEDx will bring together leading academics and experts whose work aims to contribute to a substantial reduction in emissions from transport by means of behaviour change, new technologies and new ways of travelling around our future cities. Short presentations will be followed by discussion and audience participation, with all presentations recorded and made available after the event. There will be a wine reception before the event and networking opportunities.

Due to a restriction on audience size imposed by the TEDx licence, staff and student invitations will be allocated by random ballot. Email tedx@leeds.ac.uk to register interest.

Staff Christmas Party, 14 December – save the date!

Kick off the festive season in style by coming along to this year's Staff Christmas Party. Held in the University's Refectory, the party is always a fantastic event, with dancing, mouth-watering food and drink, and a great atmosphere. Come along and enjoy:

- a glass of sparkling wine or beer on arrival
- a delicious three-course festive meal
- a live band Vibetown and DJ



Tickets for this year's party cost just £25. Non-University staff are welcome to attend with a staff member.

For more details or to book, please visit www.meetinleeds.co.uk/staffchristmasparty email xmasparty@leeds.ac.uk or call Natasha Rahanu on 36106.

FAQs

Helen Burdette, Study Abroad Officer

Tell us about your job.

I work in the Study Abroad office which is constantly busy as we deal with nearly all of the students in the Study Abroad programme. I also run the Leeds International Summer School which happens across the four weeks of July.

What's your favourite part of the job?

It's always nice to see students either go abroad or come to Leeds and have an amazing time. Having studied and lived abroad myself, it's easy to encourage students to go but then when they actually do; it's very rewarding to know you have helped it happen!

And the most frustrating?

It's very frustrating when students drop out of going abroad after being offered a brilliant place to study. So many students want to go abroad but can't for various reasons so when a student drops out on a whim, I often want to tell them what an opportunity they're throwing away and have prevented someone else from having!

You help run the Leeds International Summer School. How did it come about?

LISS came about after a conversation with my old boss and it seemed like an obvious thing to do at Leeds. It's a gorgeous part of the country with an impressive campus and empty classrooms all summer. We wanted to set up an international summer school which was as exciting and engaging as possible, whilst showing off the fact that we are a world-class academic institution with great facilities.

Has the School been successful?

Yes, very! It's only been running for three years but we've already tripled enrolment and increased the module offerings. We have had a lot of students say they would like to return for further study at Leeds, with one having just completed his MA here and another who is in her final year of an undergraduate degree.

What do the students enjoy most about their stay?

The students go on lots of academic field trips as well as cultural trips to highlight what we have to offer in Yorkshire, meaning they're shown places that they wouldn't otherwise see, such as Castle Howard. Students also love the fact that they meet other students from around the world and make lasting friendships.

What's in store for the future of the Summer School?

Growth, hopefully! We are looking at adding two more module options for 2013 and then with a bit of luck another two for 2014 and also hope to increase student enrolment.

What's the weirdest question you've ever been asked about England?

There are lots but the most recent was why don't we have guns?

Tell us about the worst job you've ever had.

During my first year of university I worked in a frozen fish factory for Marks & Spencer. They needed extra staff in the run-up to Christmas so my best friend and I did a week's worth of night shifts wearing deli-wellies and white coats, in a giant fridge, surrounded by fish. It was definitely the worst job I've ever had, but one you could call 'character building'!

What's your most frequently asked question?

My husband is Californian so I'm always asked "Why do you live here when you could live in California?"

If you could go anywhere in the world to learn and explore, where would it be?

I think I'd go back to America as there's so much to see and do. You can live in one state and climb mountains, go to the beach, snowboard, farm, eat amazing food, get a world-class education, explore phenomenal cities, bump into celebrities on the street and sometimes never even hear the English language being spoken.

