



Public engagement excellence

Researchers from the schools of Dentistry and Education are celebrated at the 2017 Public Engagement with Research Awards.

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Leeds Doctoral College

The dedicated hub for our postgraduate research community has opened its doors.

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Championing technicians

We have signed the Science Council's Technician Commitment to help address key issues affecting the technical community in academia and research.

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Leader column



Focusing on what matters

As I write, the finishing touches are being made to our Annual Review for 2016-17. This paints a picture of a university which is committed to putting the interests of students front and centre, undertaking research of the very highest quality and making a difference in the world. We continue to address the challenges of higher education and research across a broad range of disciplines with energy and confidence and, despite considerable political, policy and economic uncertainty, 2016-17 has been a year of achievement and strong income growth in both domains.

We provide outstanding research-led education which attracts, excites and retains high performing students from diverse backgrounds, equipping them to succeed in a competitive global employment market. This is reflected in continued growth in student numbers and strong external recognition.

The Times and Sunday Times Good University Guide for 2018 placed us at number 10 in the UK, our highest ever position. This reflects a Gold rating in the new Teaching Excellence Framework (TEF), a top five position in the Times Higher Education Student Experience Survey and a leading position for Russell Group Universities in the National Student Survey. Over the past year, we have seen growth in activity in the Leeds Institute for Teaching Excellence. There have been investments in teaching accommodation, digital resources, the Edward Boyle library and Leeds University Union. We have achieved success through the Access to Leeds programme, while the appointment of two more National Teaching Fellows means that – with 26 in total – we have more than any other institution in the UK. We have also become an ‘All Steinway School’, boosting opportunities in the School of Music and across campus.

The implementation of our plans to improve research quality, income and impact continues

pace with recent investments in people and technology both paying dividends. Our new University Academic Fellows are energising the research community and the development of the Astbury Biostructure Laboratory, the Leeds Institute for Data Analytics, the Priestly International Centre for Climate and the Cultural Institute are all boosting research income.

New research awards have increased by 15% to £167 million in 2016-17 and we have recently been awarded nearly £22 million from the Global Challenges Research Fund, drawing on established academic strengths. Looking ahead, we have plans to develop existing strength in Med Tech; and planning permission for the £96 million development of the Sir William Henry Bragg building which will galvanise the links between physical sciences and engineering and provide a state-of-the-art research centre for engineered materials. We are also committed to a new technology campus which will accommodate a dedicated centre for excellence in high speed rail and systems integration, and for other heavy engineering facilities funded by the Engineering and Physical Sciences Research Council.

These new initiatives and our active involvement alongside other top research intensive universities in the world-leading Royce, Turing, Franklin and Crick institutes and the National Centre for Innovation Excellence in Livestock, position the University to play a key role in the government’s Industrial Strategy. Nexus – our new £40 million innovation and enterprise centre which opens in 2018 – is also making rapid progress. The new Leeds Doctoral College will play a key role in supporting postgraduate researchers, developing highly skilled scientists and researchers and ensuring a new generation of academic and industrial leaders for the future.

This is also a time for the University to look outwards as we continue to enrich our academic activity on campus by stepping up our recruitment of international students and staff. We are putting comprehensive plans in place to boost our international research collaborations, engaging in a systematic way with our worldwide alumni, global companies, NGOs and university partners.

The appointment of the new Pro-Deans International in each faculty will accelerate progress.

This is a pivotal moment for higher education in the UK – a time when the opportunities for education and research are so great, and the political, policy and funding uncertainties are so profound. Key risks linked to Brexit, university funding, over-reliance on home undergraduate students and pension costs remain and may have to be tackled in the year ahead. Faced with these challenges, the University Council has agreed that we should continue with our policy of growth and investment but that we should do so with due caution, and always be prepared to mitigate policy and financial risks should the need arise. That said, the underlying academic and financial strength of the University provides great confidence for the future.

As ever, none of this would be possible without the inspiration and hard work of staff and students from every part of the University. I thank you all and hope that you will have a good break over the holiday period. Following our Alumni celebration in November, I should also like to acknowledge the generosity and goodwill of our excellent Campaign Board, the North American Foundation and a wider community of alumni and friends who mentor our students, open their international networks to the University and donate many millions of pounds every year to support student scholarships, leading edge research and campus developments. Their contributions to the life and work of the University are vital to our work and greatly appreciated by us all.

Vice-Chancellor Sir Alan Langlands

News

Coming home

Twenty years after he first taught creative writing to Leeds students, world-renowned poet Simon Armitage returns to the School of English as the University's first Professor of Poetry.

He will be contributing to a range of courses as well as working with a wide range of academics and developing links across the city and beyond.

Professor Armitage said: "I am honoured to have been appointed Professor of Poetry at Leeds. I have a longstanding relationship with the University through my very first teaching job and my connection with the Library and am delighted to be joining such an ambitious and prestigious University.

"The School of English at Leeds has a long and proud poetic tradition; it also greatly values contemporary literature and, in what are exciting times for poetry, I am looking forward to working with an institution which does so much to



Professor Simon Armitage. © Jonly Wilde

support and encourage new writing from both within and outside the University."

Professor Armitage is a poet, writer, translator and broadcaster. He is the recipient of numerous prizes and awards, most recently the PEN Award for Translation for his reworking of the medieval poem, *Pearl*. He is a Fellow of the Royal Society of Literature, the recipient of an Ivor Novello Award for song-writing, a BAFTA and a CBE for services to poetry.

The University Library's Special Collections have been home to Professor Armitage's literary archive for more than 20 years. He spoke about his attitude to the archiving process as part of the BBC Radio 4 programme, *The Brotherton Archive and Me*.

Dr Tim Peakman joins as Chief Operating Officer

Dr Peakman will take up his appointment as Chief Operating Officer at the beginning of December 2017 and will be responsible for overseeing the effective operation of the University, ensuring that all of its activities are properly aligned and managed to support its students and delivery of its overall academic mission.

Dr Peakman will be a member of the University Executive Group and, in common with other members, will report directly to the Vice-Chancellor.

He is currently Deputy Chief Executive of UK Biobank and the Chief Executive Officer of UK Biocentre.

Sir Alan Langlands, Vice-Chancellor, says: "Tim's appointment is pivotal to the development of the University at a time when the education and research opportunities are so great, but the political, policy and economic uncertainty is so profound.

"He has an exemplary track record of delivering effective systems change; experience of working very successfully with senior academic colleagues; a comprehensive understanding of higher education; and proven strategic and operational leadership and management skills.

"He is absolutely the right person for this role at this time and he will be a great asset to Leeds."

Dr Peakman said: "This is a fascinating time to be joining a renowned university like Leeds.

"Universities must continue to promote the relationship between education, research and the wider student experience, whilst innovating in the way they are organised, use technology and work in networks.

"I look forward to working closely with my new colleagues at Leeds to ensure the continued development of the University."

You can read the unabridged story on For Staff at goo.gl/ruqvF4

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About the Reporter

The *Reporter* is the University's staff magazine and goes out to 7,600 colleagues. It is produced by the Internal Communications team.

If you have an idea for a story or want to comment on this issue please contact us at the.reporter@leeds.ac.uk or 0113 343 6699.

The front cover shows (L-R) Belinda Phipps, CEO of the Science Council, with Ewa Jaworska (RSci), Matthew Percival (RSciTech), Angela Beddows (RSci)

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 leeds.ac.uk/forstaff



Public engagement

Celebrating public engagement success

Researchers from the schools of Dentistry and Education have been awarded 2017 Public Engagement with Research Awards.

The standard of all the entries was high, and the judging panel, which included members from other Russell Group universities and Research Councils UK, had a tough job choosing the winners.

Deputy Vice-Chancellor: Research and Innovation, Professor Lisa Roberts presented the awards.

“Every single one of you deserves praise and congratulations for doing such inspiring work.”

Professor Lisa Roberts

Winner of the award for outstanding PE/ PPIE: doing research in partnership 2017

Professor Sue Pavitt and her team from the School of Dentistry received the award for their work with Batley Girls School on the RAISED in Yorkshire project (ReseArch in Schools Evaluating Dental Health).

Ten pupils from the school approached the School of Dentistry to continue the partnership and were keen to co-develop participatory dental research in their school community.

The judges' comments recognised that it had changed the behaviour of the students, increased their confidence, and empowered them to go on to do further study.

Winner of the award for outstanding PE/PPIE: disseminating research results

Lecturer in Language Education, Dr Lou Harvey, together with the theatre company, Cap-a-Pie, developed *The Translator*, a theatrical performance based on her research into the language and intercultural learning experience of UK higher education students from abroad.

The major finding from her doctoral project was that participants experienced communicative difficulties in their intercultural encounters as a result of a lack of awareness and understanding of UK norms; Dr Harvey theorised that successful communication is the responsibility of the listener as well as the language learner.

The judges said: “It is evident that Lou is passionate about exploring her research outcomes with non-academics and she has chosen an innovative format with which to do so. It is an excellent piece of work worthy of wider recognition.”



Engagement Excellence: class of 2016/17

September saw us celebrating the graduation of the Engagement Excellence scheme class of 2016/17:

- Lou Harvey (Education)
- Mary Madden (Healthcare)
- Cat Scott (Earth and Environment)
- Liz Gaston (Design)
- Clare Harley (Healthcare)

The scheme aims to support upcoming stars in public engagement and patient involvement, and to help increase the impact and dissemination of research.

You can read more about these award winners and graduates on For Staff at goo.gl/idZAAn

A new avenue for promotion

Between February 2016 and September 2017, a quarter of academic promotions used the new public engagement criterion in their applications.

The successful applications secured promotions to grades 8, 9 and 10 and were from both male and female colleagues across all our faculties. One of them was Dr Iona McCleery, from the School of History:

“For me quite a lot has changed. This summer, I successfully applied for promotion based mainly on my impact and PE activities. Public engagement with research was key to my REF2014 impact case study but back then it was a struggle to evidence how PE could be of wider benefit to society or career progression.

“I think over the last two years, public engagement has begun to be taken seriously across the University and within my own discipline of history. Initiating PE at postgraduate level – learning new skills to communicate with a wide range of people – is really making a difference with job applications. There is an expectation, even for fixed-term jobs, that Leeds

wants impact-ready people, meaning PE to a very great extent in my discipline.”

The public engagement promotion criterion is available under all the academic routes. You can find full details of promotion criteria on the HR web pages at goo.gl/kUkW4H

Have you successfully used the public engagement promotion criterion? The Public Engagement team would love to hear from you if so. Please get in touch via peteam@leeds.ac.uk



Dr Iona McCleery

Research and innovation

Novel material keeps itself germ-free

A spin-out company from the School of Design has developed a novel weapon in the battle against deadly hospital-acquired infections: a textile that disinfects itself.

Tests show it can reduce bacteria levels by more than 90%.

By incorporating the specially-engineered textile in a device designed to be used on hospital doors instead of the traditional aluminium door plate, the researchers aim to bolster hand hygiene.

The material – known as Surfaceskins – has been developed by Nonwovens Innovation and Research Institute Ltd (NIRI) and is the culmination of seven years of research and development.

The door pads work by dispensing a small quantity of alcohol gel onto the pad when it is



pushed, to disinfect the surface ready for the next person to use the door.

Surfaceskins are not meant to replace the strict handwashing regime in hospitals, but instead provide an extra line of defence. Experts from the Microbiology department at the University also expect that they will increase people's awareness of the importance of hand hygiene.

Professor Mark Wilcox from the Faculty of Medicine and Health who led an independent evaluation of the effectiveness of the new technology, says: "Our results suggest that Surfaceskins door pads can help to reduce the contamination of doors by microbes."

"They offer a new way to reduce the risk of the spread of bacteria and viruses in hospital environments and other settings where frequent contact with doors could undermine hand hygiene."

Dr Sophie Williams awarded prestigious EPSRC grant

Dr Sophie Williams, School of Mechanical Engineering, is one of eight researchers awarded a grant to address long-term health challenges through the development of innovative healthcare technologies.

Dr Williams has been awarded almost £1m, which was allocated by the Engineering and Physical Sciences Research Council (EPSRC) as part of the second Healthcare Technologies Challenge Awards call.

Her project, 'Enhanced surgical treatments for hip osteoarthritis', is designed to improve the understanding of factors leading to impingement, which can occur in natural hips and replaced hips. In both cases it leads to loss of function and pain for the patient.

An experimental anatomical hip simulator which will include 'artificial' bone and soft tissue models will be developed with Professor

Russ Harris and Dr Rob Kay, advanced manufacturing engineers from the Faculty of Engineering. The simulator will enable Dr Williams to provide better guidance to clinicians on how surgery should be performed. Researchers will then work with orthopaedic surgeons to integrate findings into clinical practice.

EPSRC Chief Executive, Professor Philip Nelson, says: "EPSRC's Healthcare Technologies Challenge Awards are designed to equip the next generation of research leaders with the tools they need to tackle current and emerging health challenges facing society."

Preventing inappropriate antibiotic use

A collaboration including scientists from Leeds Institute of Health Sciences has helped reduce the prescription of unneeded antibiotics to children in rural China.

Young people in some areas of the country are being given antibiotics, often intravenously, to treat a cold, ear or throat infections – but the drugs are not effective against virus-based illnesses.

The inappropriate use of antibiotics is a major risk factor in the development of drug-resistant 'superbugs'.

John Walley, Professor of International Public Health at the University, says: "Doctors working in the primary care hospitals come under considerable pressure from parents to prescribe antibiotics to children who have upper respiratory tract infections.

"They can feel that if they don't give the antibiotic, the parents will just go elsewhere and get it."

The collaboration brought together rural hospitals in two countries in China, Chinese health officials and academics at the University (COMDIS), and the University of Toronto.

The aim was to devise and evaluate a system of "anti-microbial stewardship" that could be used in other parts of the Chinese health system and would give doctors the confidence to say no to requests for inappropriate antibiotic treatment.

Taking account of statistical issues, the researchers say that the new clinical guidelines resulted in a 48% reduction in the prescribing rate of antibiotics for children with upper respiratory tract infections. Typically, successful trials see a change of between 5 and 25%.



The stewardship programme was rolled out to hospitals in Guangxi province in southern China

Students

Important changes to Student Counselling and Wellbeing services

We all play a part in supporting the wellbeing of our students and all staff need to be aware of the changes to the support on offer and how to access help.

The main changes are:

- We have introduced 24/7, anonymous, online mental health and wellbeing support for students through Big White Wall available to all registered students.
- We have increased our Workshop and Group programme, with sessions now being held throughout term time.
- For face-to-face appointments, students will now have to register for an appointment; there is no longer a drop-in service.
- Staff and family members concerned about a student can ask for advice by emailing scc@leeds.ac.uk or calling 0113 343 4107. Counselling and Wellbeing staff will be available Monday to Friday, 9am to 5pm.
- In a crisis or emergency situation, where a student may be at risk of harming themselves, you can contact Jeanette Hannah, Mental Health Team Manager, on 07860 786156. Please note: this number is for staff only and should never be given to students. Security should be called on 32222 or 0113 343 2222 if an ambulance or police are needed.

Details of these changes and more support can be found on the Student Education Services website on goo.gl/hvhnrT

If you are concerned about a student's wellbeing or behaviour, you should contact your Head of School or Faculty Education Service Manager who will help refer the



An award-winning digital mental health service, bigwhitewall.com offers 24/7 support with trained counsellors online at all times, as well as a range of helpful resources for students.

Training videos at goo.gl/8k4ynf are available for staff who want to understand the range of emotional wellbeing and/or mental health support on Big White Wall and be able to confidently recommend it to students.

student to more specialist support services (such as the Student Counselling and Wellbeing Service).

If your concern is about a student in University-owned or managed accommodation, you should contact the residence warden or the University's Accommodation Manager.

In some cases it may be helpful to review the student's situation; relevant expertise from around the University will be brought together in a Student Support Case Conference to identify the best way to support the individual.

Digital Education Service launch event

Join the Digital Education Service launch event in January 2018 at the 2018 Digital Festival and Student Education Conference.

Following a successful year of transitioning from a project to a service, the Digital Education Service continues to bring the expertise of developing and delivering online modules, courses and programmes into one new strategic and dynamic setting for our students as well as learners from around the world.

Professor Neil Morris, Director of Digital Learning, says: "I am delighted to announce the launch of the service. After only four years in existence, the team has supported hundreds of academic staff to create sector-leading online courses within our VLE and on FutureLearn, and provided enriching online learning opportunities. The service can help schools and faculties to meet their strategic ambitions around international student recruitment, cohort mix and embedding digital education."

Our excellence in online learning provides all online learners with opportunities to engage, collaborate and learn in creative ways at a pace that suits them. The service's experienced team can work with staff to develop online learning material for different digital learning platforms to meet strategic objectives.

If you want to attend the launch and meet the team, please email r.milnes1@leeds.ac.uk or log onto goo.gl/ESF2LS

Date: Thursday, January 4 2018

Time: 4:30 – 5:45pm

Location: Parkinson Court



Campus

Dr Martin Stow joins as the Director of Nexus

“I am very excited and privileged to start working with the team at Leeds to catalyse a culture of collaboration, innovation and impact.”

Dr Stow joined the University on 30 October, reporting to Professor Lisa Roberts, Deputy Vice-Chancellor: Research and Innovation. His role is to ensure that we attract into Nexus partners who wish to work with our academics and to embed innovation and enterprise throughout the University.

Dr Stow is a biochemist by training with a first class honours degree and DPhil (PhD) from the University of York. He has over 25 years' experience working in senior worldwide



research and development and leadership roles in the healthcare and life science industries, both in multinational businesses and in 'start up' organisations.

He has brought more than 25 new products to market and has a successful track record of managing teams and aligning processes to strategic goals.

Read more at goo.gl/PVJvh2

Neville Centre of Excellence in Concrete and Cement Engineering

The School of Civil Engineering has launched the Neville Centre as the first point of contact for both industry and academia in cement and concrete-related matters. The Centre will promote initiatives including industry-focused seminars, industry-funded part-time PhDs and consultancy work.

The Centre takes its name from Adam Neville, former Professor and Head of the Department of Civil Engineering from 1968 to 1978. Neville was recognised internationally as a world-leading expert in concrete and wrote the seminal textbook *Properties of Concrete*, known as the “concrete bible” by engineering students everywhere.

Full speed ahead

The University is investing £10m to develop the UK's first dedicated centre for high speed rail technologies and system integration.

The Institute for High Speed Rail and System Integration will offer a ‘complete system’ approach to high speed rail engineering, making Leeds an unrivalled UK centre of excellence for high speed rail planning, design, construction and manufacturing. It will include a high speed railway infrastructure and vehicle system test facility.

Leeds is ideally located to lead the development of high speed rail and system integration, being at the centre of HS2's Yorkshire Hub. The area is targeted for major economic growth from the HS2 construction project, with the HS2 rolling stock depot also located to the east of Leeds.

Read more about the Institute on For Staff at goo.gl/E8JC6n

Building a tribute to Sir William Henry Bragg

The University is to name a key building in its £96m investment in engineering and physical sciences in honour of one of Leeds' most influential scientists.

Sir William Henry Bragg won the 1915 Nobel Prize in Physics with his son Sir William Lawrence Bragg, for the development of X-ray crystallography.

Their work revolutionised science by allowing researchers to examine the atomic structure of materials in detail for the first time.

Now the Sir William Henry Bragg Building will form a key part of the new developments on campus, which together with the Bragg Research Centre, which recognises both father and son, will bring researchers together to create a critical mass in groundbreaking interdisciplinary research and impact.

The name has been approved by Sir William's family, with great-grandson Charles Bragg highlighting his relative's commitment to industry, and saying: “The Bragg family are sure Sir William would feel very honoured with this new building being named after him by the University of Leeds, given Leeds was where he did the fundamental work leading to the joint Nobel Prize for Physics in 1915.”



People

Championing technicians

Now a Science Council Employer Champion, the University has signed up to the Technician Commitment in a move aimed at increasing the profile and provision for technicians across the University.

This summer, the University became one of the Science Council's Employer Champions and signed up to its Technician Commitment, which has been developed to address the key issues affecting the technical community in academia and research.

Andy Connelly, Technical Officer, on behalf of the Technicians' Network says: "In signing up to these Science Council initiatives the University has a fantastic opportunity to highlight the importance of all technicians, not just science technicians. We technicians have been lucky to have Sarah Myers spearheading our cause, she has been key in bringing these initiatives to Leeds. Sarah started the Technicians' Network, giving a voice to technicians with our quarterly network meetings, monthly coffee mornings, and a newsletter written for technicians, by technicians. With her endless energy, and the Network's support, Sarah's input has been vital in getting us, and the University, this far. I look forward to seeing the positive changes for technicians these initiatives will bring."

The Technician Commitment

Developed to address the key issues affecting



L-R: Belinda Phipps, CEO of the Science Council, with Ewa Jaworska (RSci), Matthew Percival (RSciTech), Angela Beddows (RSci)

the technician community, the Commitment asks employers to make pledges in five key areas:

1. Visibility

Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution.

2. Recognition

Support technicians to gain recognition through professional registration.

3. Career development

Enable career progression opportunities for technicians through the provision of clear, documented career pathways.

4. Sustainability

Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised.

5. Evaluating impact

Regularly assess the impact of actions taken in support of the commitment to ensure their effectiveness.

Francesca Fowler, Director of Human Resources, explains why the scheme is important to us at Leeds:

"Officially recognising technicians as a profession is an important step that demonstrates our long-term commitment to current and future technician colleagues. Our fantastic technicians are key to the continued success of our University and I'm delighted we have this framework to support more technicians to become professionally registered. I encourage any technician at Leeds to look into the process of gaining professional registration."

Are you interested in finding out more?

- Join in: the Technician Network holds Tech-a-Break coffee mornings on the first Monday of every month. Take the opportunity to get out of the office, workshop, or laboratory and chat with people away from your school or faculty.
- Catch up with relevant news and information through the newsletter, *Technically Speaking*.
- Speak to your line manager or HR manager to express your interest and use your SRDS to track your progress towards accreditation and get support with the process.

For more information, visit ForStaff goo.gl/qtXchm

My story: Ewa Jaworska



Ewa Jaworska is a research technician in Infrastructure and Facilities on St James's Campus. She was recently awarded Registered Scientist (RSci) status through the Science Council from the Institute of Biomedical Science. Here Ewa explains why she is encouraging others to seek professional registration.

"Technicians are the backbone of the research laboratory and, having achieved professional registration myself, I encourage all technicians to apply.

"At first the process can seem difficult as it looks complicated, however once you begin it is straight forward, so don't be put off beginning your application. The things that you do every day within the laboratory and research projects are relevant to your experience and skills, and you can use these in your application when completing your competencies.

"Once I had submitted my application, I was then assessed by an interview with two

assessors. The interview was very pleasant and relevant to my application.

"I had wanted to apply for professional registration for many years but had put it off for various reasons. The Technicians' Network here at the University of Leeds encouraged and supported professional registration so when the opportunity came up to work through the application through the interview process, this motivated me to get on with applying. Sarah Myers has helped and encouraged me and many other technicians at Leeds with their applications.

"I think being professionally registered will help me towards my future promotion. I have recently been accepted as an assessor for professional registration with the Science Council, so from next year I will be helping others to gain their registration too. Once my training is complete I hope to support my technical colleagues in Leeds as they work towards becoming registered."



People

Athena SWAN Silver for Dentistry

The School of Dentistry has received the prestigious Athena SWAN Silver award from the Equality Challenge Unit, the national body that promotes equality in the higher education sector.

The award reflects the progress that the school has made in ensuring that its policies and processes underpin a supportive and inclusive environment for staff and students.

The award submission was led by a team of staff and students who were involved in designing a range of initiatives to improve gender equality and inclusion.

Initiatives include:

- Providing regular promotions workshops and appointing promotions advisors, resulting in more successful promotion applications.
- Supporting and encouraging formal and informal flexible working arrangements to facilitate a 300% increase in flexible working uptake from both male and female staff over the last five years.
- Removing bias from the recruitment process by achieving gender balance in 95% of interview panels, resulting in gender-balanced appointments.

- Improving gender equality of students achieving merit and distinction grades by reviewing and improving online resources, in-house pastoral care and advice and guidance on academic skills.

Professor Jennifer Kirkham, Interim Dean of the School of Dentistry, says: "I am delighted with this recognition of the outstanding efforts and hard work of our staff in shifting our culture and embedding equality and inclusivity in all that we do. This superb achievement moves us ever closer to our mission to ensure that all our staff and students realise their full potential within a working environment of mutual dignity and respect and equality of opportunity for all."

Would you like to volunteer to receive free dental treatment?

We have a limited number of places available for volunteers for treatment with undergraduate dental students or dental hygiene and therapy students.

You must be:

- over 18 years old
- not registered with a dentist
- available to attend appointments between 9am and 5pm, Monday to Friday.

For more information and to register your interest, please visit goo.gl/9FtY6R



The Great Diversity Bake Off

Joining in

This year, for the first time, the University joined celebrations for National Inclusion Week in support of all our inclusivity commitments.

By taking part, we aimed to raise awareness of the breadth of opportunities we have on offer, showcase the good work in faculties and services, and share good practice between colleagues so our efforts are maximised across the University. Following a successful week this year, we will join in annually to raise awareness of key issues, share details of our work and to celebrate our distinctively diverse campus community.

Reflecting on the success of the week, Sabiha Patel, Head of Equality and Inclusion, says, "The week presented many highlights and it was great to have so many staff contribute, attend and engage with the events."

This year's events included 'Faces of FBS' where diverse staff profiles from the Faculty of Biological Sciences were shared on plasma screens; an afternoon of presentations hosted by the Equality Policy Unit on equality and inclusion, anti discrimination law and staff networks; the Faculty of Engineering's

experience of 'Athena SWAN Going for Silver', presented by Professor Cath Noakes; and presentations on inclusive practice by colleagues in Organisational Development and Professional Learning.

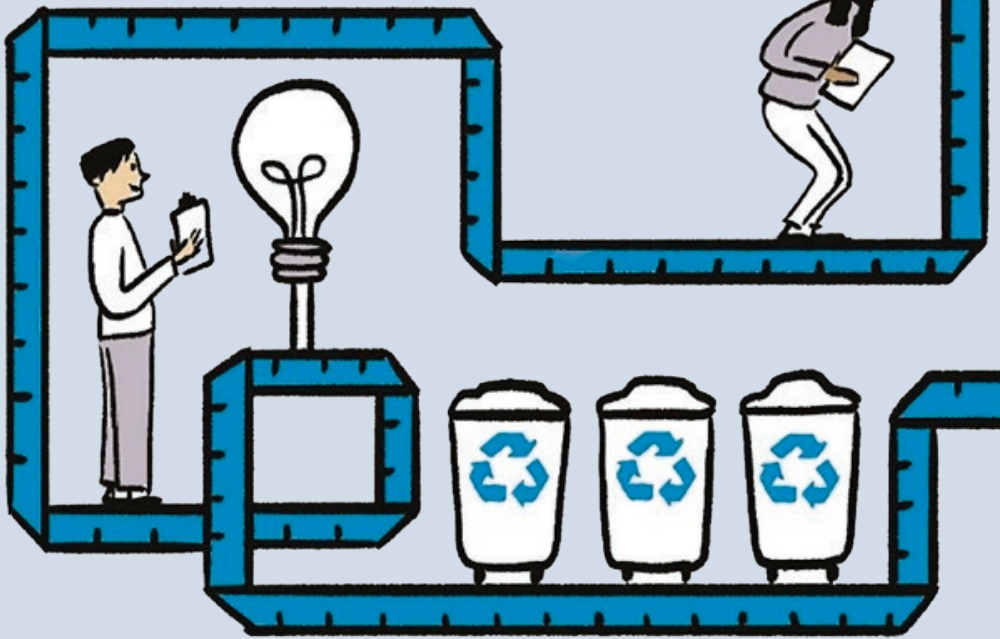
Leeds University Business School also hosted a highly successful 'On Your Marks' networking event with Marks and Spencer sharing its diversity journey and the University sharing details of exciting research which will enhance M&S's continuing efforts.

Sabiha continues: "I want to emphasise the great work of our staff networks, who provide valuable peer support and an influential collective voice, working in partnership with the University to make our environment even more inclusive for staff and students. I strongly encourage staff to get involved in these groups and line managers to support their involvement. I also look forward to seeing a rich programme of events at our University next year."

**NATIONAL
INCLUSION
WEEK 2017**
25TH SEPTEMBER
1ST OCTOBER

Sustainability

New waste contract: There's bin some changes around here...



Over the past 10 years, the University has achieved award-winning performance through testing new approaches to the management of our waste, including the removal of individual waste bins in offices, new food waste bins and the sector's first internal reuse system that ensures we minimise the amount of waste we generate.

As part of our mission to continue to evolve as a sustainable institution that is both cost-effective and practical, we want to ensure that as much material as possible that is recycled around University is recovered and kept in circulation.

When we re-tendered our waste contract earlier this year, we implemented goals including increasing accurate material separation at source from 37% to 60% and improving our total waste reduction of 10% by 2019-20, with the help of a newly appointed local company, Associated Waste Management (AWM). A component of the jointly-owned comprehensive programme of work is the improvement of communications surrounding what and what cannot be recycled in our campus bins.

Some of the initiatives may differ from previous practices, such as crisp packets and tetra pak going into the general waste rather than the plastic bins. In most cases, this is due to mixed materials that are difficult to recover. Where we believe there is opportunity to extend the amount of material we can recycle (eg compostable packaging), we are working with AWM to identify solutions.

Notable changes include:

- Crisp packets, thin plastics (eg cling film) and polystyrene must now be put into the general waste bin.
- Coffee cups and food packaging cannot go into the paper bin and must also go into the general waste bin.
- No biodegradable or compostable packaging can go into the food waste bin. This waste is no longer composted, but put through an anaerobic digester to create energy. As such, this material is of no use in this waste stream.

Beyond these changes, we need your help to achieve our waste targets. Most of this will be small changes to what you do, such as thinking before you buy and disposing of items – everything can make a difference!

University 'keep cups' are available in a variety of colours and most outlets are now accepting them. Save 10p from each drink you buy with your cup at all Great Food at Leeds outlets on campus.

If you have any questions, or would like to know more, please email sustainability@leeds.ac.uk or call 0113 343 7375.

Staff opportunities

Discover the new opportunities available to create positive change in society. Getting involved is not only rewarding, it can broaden your skills and experiences. You can also make an important contribution to the University's commitment to social responsibility and make a difference to the wider Leeds community we belong to.

Become a school governor

The new School Governors programme, in collaboration with the charity SGOSS- Governors for Schools, will recruit, support and place staff as school governors in schools across Leeds and West Yorkshire.

This is a great opportunity if you:

- have an interest in influencing and making a difference to children's education
- want to put your skills and experience to good use and give children the best possible opportunities in life
- wish to gain new insights in to the education system and develop new skills.

Become a positive impact partner

Staff can also register to be involved with the Positive Impact Partners (PIP) programme. PIP provides the opportunity to bring together University colleagues with a wide range of third sector partners to form new collaborative partnerships to create new projects that build capacity and encourage positive social change.

Ultimately, it's about the creation of partnerships that generate organisational and personal development opportunities for everyone involved.

The PIP programme is open to all staff, individuals working (either paid or voluntary) in the third sector, charitable organisations, state-funded schools and any other social-benefit organisations.

To find out more about these and other exciting opportunities, please visit the Sustainability website: goo.gl/zY3ejw

The Sustainability service is also interested in hearing from staff who are already working as school governors or with community organisations so they can build a better understanding of the contribution that our staff make and offer support.

Sustainability

Staff Sustainability Architects

The Sustainability service is recruiting staff to strengthen its network of Sustainability Architects.

Become a Staff Sustainability Architect, an ambassador for embedding sustainability throughout the organisation, and be provided with opportunities and resources to promote and implement positive change within your departments.

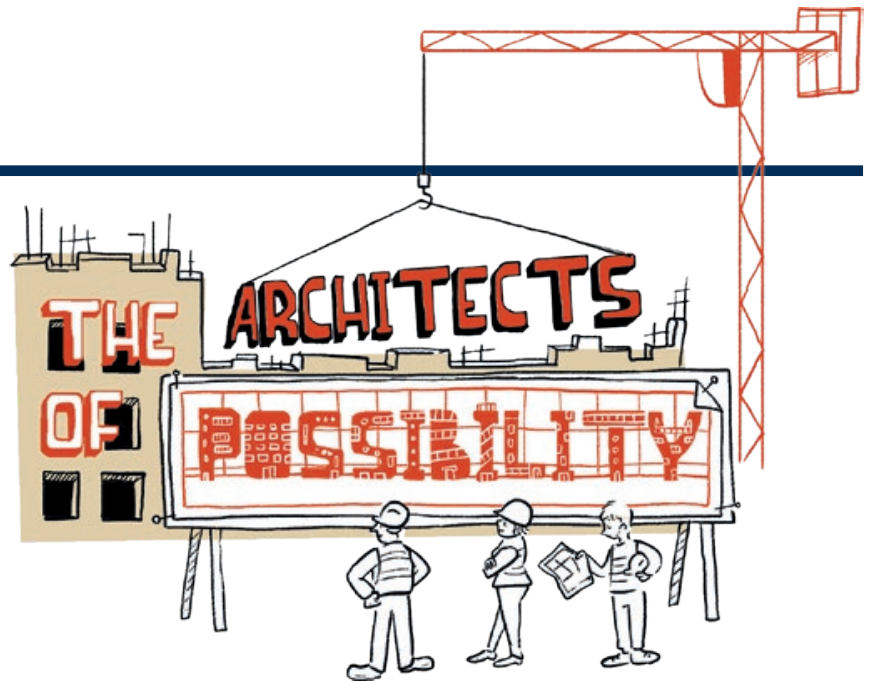
Collaborating with architects from other teams, and providing key links between their departments environmental, social and economic impacts and the Sustainability service, the network of Sustainability Architects is made up of people who are committed to delivering the University Sustainability Strategy across their teams.

Staff Architects engage proactively with others in their school or service to promote positive

environmental, social and economic impacts and share best practice.

They commit at least one day a month (c0.5% FTE) to sustainability initiatives that address social, economic and environmental impacts in their department's activities.

For more information on becoming a Staff Sustainability Architect, please visit sustainability.leeds.ac.uk/staff-sustainability-architects/ or contact sustainability@leeds.ac.uk if you are interested in applying.



Final Year of Green Impact Scheme

This academic year (2017/2018) will be the final year that the University runs the Green Impact environmental accreditation scheme. After seven years of successfully engaging staff and students at the University and collaborating to help make the workplace and teaching operations more sustainable, Green Impact is being replaced by a new strategic engagement project.

The new project will be more holistic and aims to reach every corner of the University, embedding sustainability at every level with more targeted, department-specific advice and engagement.

This improved replacement scheme is due to be piloted later this year. This means that this is the last year for Green Impact teams to get involved and push for their Platinum award.

We are hoping for a year of strong engagement from all teams, while still offering plenty of opportunity for student engagement through Green Impact Project Assistants and Auditor volunteering roles.

The final year of Green Impact has already launched - don't hesitate to get involved with this year's final push.

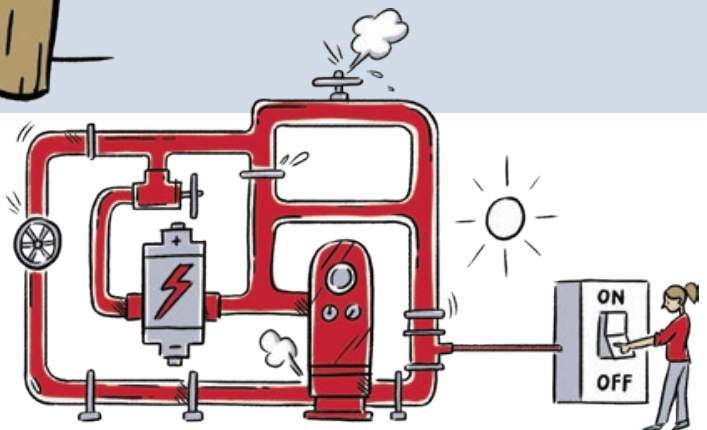
For more information, please contact Rory Hayes at r.hayes@leeds.ac.uk.



Christmas Shutdown 2017

Please don't forget to switch off when you leave!

Help us to reduce the University's energy use and carbon footprint by turning off computers, photocopiers, empty fridges and other equipment that can safely be turned off during the shutdown period.



In the news



Professor Mark Wilcox (LIBACS - Medicine and Health) has led the development of a novel weapon in the battle against deadly hospital-acquired infections - **a textile that disinfects itself** called 'Surfaceskins'. Independent tests show it can reduce bacteria levels by more than 90%, and could be used on hospital doors to bolster hand hygiene. This research was featured across the media, including *BBC*, *Mail Online UK*, *NewsMedical.net*, *International Business Times* and *Yahoo! Finance*.

Professor John Blundell (Psychology - Medicine and Health) has led research in which an **experimental diabetes drug that curbs the appetite** has helped obese people to lose weight twice as fast as rival medications in an early trial. Patients lost an average of 5kg (11 lbs) and cut their food intake by nearly a quarter over three months of weekly injections. The study received print coverage in *The Times*, *The Telegraph*, *Yorkshire Post*, *Daily Post*, *The Sun* and *Daily Mirror*.

Dr Anna Weighall (Psychology, Medicine and Health) was on BBC One's *Breakfast* sofa to discuss the research she led which found that **one-third of primary school children are not getting enough sleep** and it is having an impact on their ability to cope at school. She also found a link between shorter sleep duration and access to technology in a child's bedroom. The research was covered in other media such as *BBC Radio Leeds*, *The Sun*, *BBC Look North* and *Yorkshire Evening Post*.



Dr Eleftheria Pervolaraki (FBS) and colleagues found that the **major structures of the fetal heart form within a four-day period around 124 days into pregnancy**. With one in 10 miscarriages linked to problems with heart development, the study opens up the possibility that doctors will be able to better monitor babies during this critical time. The breakthrough was featured in *BBC Online*, *Yorkshire Post*, *The Times of India*, and *Yahoo! India*.

Professor Tim Benton (Biology - FBS) featured in *The New York Times*, explaining why **seed banks are so important to global food security** in light of the changing climate, in this article looking at the history of a seed bank that was based in Aleppo, Syria. The research was also covered in the *Boston Globe*, *Seattle Times*, *Qatar Tribune* and *Gulf News*.

Dr George Holmes (Earth and Environment) discussed his latest research paper, co-authored with PhD student Caroline Ward, on BBC Radio 4. The paper, titled *Fantastic beasts and why to conserve them*, looked at **the impact that people's spiritual, magical and cultural beliefs can have on wildlife conservation**. The research also made an appearance in *Atlas Obscura*, *Yorkshire Evening Post*, *Yorkshire Post* and *International Business Times*.



Professor Alan Mackie (Food Science and Nutrition - MAPS) featured on Channel 4's *Food Unwrapped*, explaining the science behind the **best technique for getting ketchup out of a glass bottle**. Subsequently, he was featured on *Mail Online*, *Yahoo! Singapore* and *IOL*.

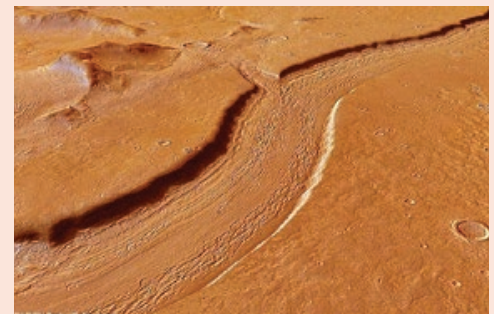


Dr Fiona Douglas (English - AHC) appeared on BBC One's *Breakfast* to discuss a Heritage Lottery Fund grant for a project with Special Collections allowing the University to update **the most comprehensive survey of English dialects ever undertaken**, making them available to the public online. The research was also featured on various radio stations and received print coverage in many regional outlets as well as *The Sun* and *Daily Telegraph*.

Dr Victoria Honeyman (POLIS - ESSL) appeared on BBC One's *Panorama*, discussing the **rise of hate crime in the wake of the EU Referendum** in June 2016, which was produced by two Leeds alumni - Mark Alden (History) and Helen Clifford (POLIS). It was also discussed on *BBC Radio Scotland*.

Our new Professor of Poetry, Simon Armitage, presented a **programme of live poetry** on BBC Two as part of Hull City of Culture's *Contains Strong Language* festival. Among the poets were PhD researcher Kate Fox (PCI - AHC) and former Douglas Caster Cultural Fellow Helen Mort (English - AHC).

Dr Lorna Dougan (Physics - MAPS) has led research looking at whether **liquid water could exist on Mars**, providing new insight into the limits of life on the red planet. The study was picked up by media outlets such as *Daily Mail*, *The Sun*, *United Press International* and *Mars Daily*.



Honours

Professor Julia Newton Bishop, FMedSci, Professor of Dermatology and Head of the Melanoma Group in the Section of Epidemiology and Biostatistics based at St James's Hospital, has been awarded the 2017 Lifetime Achievement Award by the Society for Melanoma Research for her major and impactful contributions to melanoma research worldwide.



Dr Konstantinos Tsavdaridis has been made a Fellow of the Institution of Civil Engineers, and has received Chartered Engineer status in recognition of his outstanding contribution to the field. Dr Tsavdaridis is internationally known through large-scale experiments in the field of structural engineering, particularly for his work on perforated steel beams; he is holding a few international patents. Through laboratory research, Dr Tsavdaridis is actively involved in the development and transfer into the market of new technologies in structural products that embrace resilience and sustainability.



Professor Michael Baynham, Emeritus Professor of TESOL, has been conferred as a Fellow of the Academy of Social Sciences. Professor Baynham is a leading figure in the study of literacy, language and the sociolinguistics of migration and mobility. New fellows are drawn from academics, practitioners and policymakers across the social sciences. They have been recognised after an extensive peer review process for the excellence and impact of their work through the use of social science for public benefit.

The Higher Education Academy (HEA) announced that **Dr James Pickering**, Associate Professor in Anatomy, and **Dr Samantha Pugh**, Lecturer in STEM (science, technology, engineering and mathematics) Education have been made National Teaching Fellows in recognition of their excellence in teaching. The National Teaching Fellowship Scheme (NTFs) recognises, rewards and celebrates individuals who have made an outstanding impact on student learning and the teaching profession. These fellowships bring Leeds' tally to 26 – the highest of any university.



Kat Austen, Dave Lynch and Christophe de Bezenac have been awarded the Cultural Institute's prestigious Cultural Fellowships in Art and Science.

The Fellowships support outstanding talent in contemporary art forms and provide a unique space for artists to explore art/science practice, whilst allowing researchers to engage in new collaborations and adopt new approaches to interdisciplinary research.

Kat Austen is particularly interested in working with climate scientists through the Priestley Climate Research Centre, whereas

Dave Lynch and Christophe de Bezenac - who have frequently collaborated through Leeds scientist/artist collective The Superposition - propose to bring together researchers from different disciplines to investigate the sharing of scientific research through the development of arts/science-led virtual spaces.

If you are interested in collaborating with the Cultural Fellows, please email culturalinstitute@leeds.ac.uk.

Professor Pinar Akman, Director of the Centre for Business Law and Practice and **Dr Katie Field**, Associate Professor in the School of Biology, have been awarded valuable Philip Leverhulme Trust prizes, receiving £100,000 each which may be used to promote further research.

Prizes recognise researchers at an early stage of their career, whose work has already attracted significant international recognition, and whose future research career is exceptionally promising.

Professor Akman is an expert in competition law and will use the prize to further her research, in particular, in the area of competition law and online technology markets. She will be focussing on researching some of the most controversial and topical aspects of the application of competition law in the next two to three years.

Dr Field's research focuses on the symbiotic relationships between plants and mycorrhizal fungi; she plans to use the prize money to fund a two-year fieldwork project which will include a period of plant and fungi collecting on New Zealand's South Island.



Professor Pinar Akman



Dr Katie Field

News



Members of the Integrated Research Campus Data Services team celebrate international accreditation

Accreditation for LIDA'S Data Services team

The Integrated Research Campus (IRC) Data Services team has received international accreditation for information security management after being assessed by an external body.

Based at the Leeds Institute for Data Analytics (LIDA), the IRC platform is a resource for research staff working with sensitive data across the University, supporting them through infrastructure, training and services for secure data handling. Services include facilitating access to data held by other organisations, dynamic data capture, secure storage, processing and visualisation, as well as Virtual Research Environment (VRE) for each project, where researchers can collaborate securely.

Following an external independent assessment, the IRC has attained accredited certification to the international standard for

information security management, ISO/IEC 27001:2013. It has also passed a review of the information governance requirements set by NHS Digital and the Department of Health. This means that the IRC meets the requirements to store health and social care data shared by NHS Digital, Public Health England and other NHS and social care organisations.

Professor Mark Birkin, LIDA Director, says: "Data analytics presents huge opportunities for academic research with policy impact and for public benefit. Nevertheless, the management of sensitive data requires careful use to ensure legitimacy and privacy."

Did you know? The University is now set to become a partner of The Alan Turing Institute, the UK's prestigious national institute for data science. Read about how LIDA will lead this work at goo.gl/enTJ66

Leeds Doctoral College opens

A dedicated hub for our postgraduate research community has opened its doors.

With the recent launch of the Leeds Doctoral College, our diverse postgraduate research community has been given a new, stronger identity and provided with enhanced support and opportunities for training, development and networking.

The Doctoral College, based on Level 12 of the Marjorie and Arnold Ziff Building, aims to coordinate the support already available to the postgraduate research community in faculty graduate schools, Organisational Development and Professional Learning, the Library, the Language Centre, Leeds University Union, the Careers Service, the Student Education Service, the Research and Innovation Service and elsewhere.

One of the ways it will do this is through daily drop-in sessions with dedicated experts. Postgraduate researchers can pop along without an appointment and receive advice on a wide range of topics, from printing and binding a thesis, to giving a research paper for the first time.

Dean of the Doctoral College, Professor Claire Honess, sums up the aims of the Doctoral College: "By celebrating the achievements of Leeds' postgraduate researchers – in their research and beyond it – the Doctoral College will help the world to know that Leeds is a great place to do a research degree; somewhere that cares about its postgraduate researchers, supports them well, stretches them academically, and equips them for whatever they do next."

Speaking at the opening event in October, Professor Lisa Roberts, Deputy Vice-Chancellor for Research and Innovation said:

Postgraduate researchers are really the lifeblood of our research activity and, therefore, enhancing the support and experience on offer to them is a core part of our strategic plan for the University. So, within our Research and Innovation delivery plan, 'promoting a vibrant postgraduate researcher community' is a key strand. We already do this very well, but we're always aiming to do even better. It's another step on our journey at Leeds."

You can find more information the Doctoral College website leeds.ac.uk/doctorscollege

Recent accolades

The Economist Which MBA? Rankings 2017 sees the Business School's full-time MBA ranked as a world top 100 MBA programme. It is also joint first in the world for the percentage of our graduates who had a job offer within three months of graduation.

The Business School and the MSc International Business programme appeared in the *Financial Times Master in Management rankings 2017*, awarding us first in the UK again and third globally for international business.

The Times and Sunday Times Good University Guide 2018, which is based on a range of metrics, sees the University rising to its highest-ever position, at number 10 in the UK.



Events

Austin Wright: Emerging Forms exhibition

Until 17 March 2018 at The Stanley & Audrey Burton Gallery

Austin Wright: Emerging Forms focuses on Austin Wright's sculpture and drawings between 1955-75, a crucial period for the development of his practice and reputation in the art world. The show tracks the change from Wright's work in the 1950s, with his focus on human figures moving and engaged in activities, through to his more abstract work in 1960s during the fellowship and beyond.

For more information about the exhibition, please visit goo.gl/cd4qpW

Thanks to you!

Friday 15 December at the Treasures Gallery

We're saying 'Thank you!' to the National Lottery players whose contributions helped to fund the Treasures of the Brotherton Gallery.

Bring a lottery ticket to gain access to discover some of the stories we've been able to share and the work we've carried out thanks to the Heritage Lottery Fund and National Lottery players.

Drop in between 12 and 2pm; you will need to bring a National Lottery ticket (paper or digital) with you!

Lighting up the campus

The University hosted a series of events as part of Leeds' biggest free annual multi-arts events as Light Night returned at the start of October.

This year, we welcomed over 700 visitors to 12 activities around campus, ranging from performances and sculpture to interactive, hands-on exhibitions.

The feast of cultural and artistic activity showcased some of the amazing work that continues to take place at the University through our cultural attractions, students and staff.

Highlights included Chancellor's Court being transformed into a night time urban forest trail with beautifully lit trees in their autumnal glory. A team from the School of Earth and Environment created the space to display the value and cultural significance of the trees, encouraging people to learn about the carbon they store and air pollutants they absorb.

Dr Catherine Scott, Research Fellow, says: "We wanted to highlight the variety of trees we have on campus and how much they are contributing to things like carbon storage and air quality improvement. We had some great conversations with people who confessed that they had never really noticed the trees on our trail before!"

From Chancellor's Court to Beech Grove Plaza, the Soapbox Art and Science project brought science to art fans and the arts to scientists. Twelve artists and 12 scientists – all women – worked together to bring complex scientific concepts to life and to the public. Artworks about stars and satellites, neutrons and the Northern Lights took centre stage in the plaza for the evening, alongside presentations from some of the University's most eminent scientists and arts scholars about what inspires them.



Weetwood Hall Estate

Have you considered Weetwood Hall for meetings and events? Owned by the University, the estate offers preferential conference rates to all University faculties.

The independently managed estate includes a modern conference facility with 36 conference rooms available, a 114 room hotel, a Mediterranean restaurant and a real ale pub, all set in 100 acres of stunning grounds near the Leeds northern ring road.

Weetwood Hall Estate is proud to gift aid profits back to the University, assisting in the funding of research and development.



A taste of the Mediterranean

All University staff can receive 10% discount off their total bill every time they dine at Convive! This includes guests too, so why not bring the whole family for the evening?

For further details or to make a booking please contact our Reservations team on:

0113 388 5700

dining@conviveleeds.co.uk

Or visit the website: www.conviveleeds.co.uk



FAQs

Sarah Lund, Student Education Programme Director

Can you tell us a bit about your background?

I was a student at the University of Leeds in the mid 1990s, studying Environmental Science, before going on to do an MSc in Climate Change at UEA. From there I joined a graduate scheme with British Steel and then worked as an environmental consultant for EMCOR (facilities management) travelling across the UK, before settling back in Yorkshire.

For the last 14 years, I've worked for the Kelda Group (parent company of Yorkshire Water) in a variety of management and strategic roles including regulation; long-term strategic direction; sustainability; risk and audit; business change and, latterly, in large cross-organisational programme delivery.

What brought you to the University?

My passions lie in working with a large range of stakeholders to improve organisational effectiveness and there are plenty of challenges for the HE sector currently which make universities interesting places to work. Why Leeds? I returned to the University in 2013 to do an executive MBA and really enjoyed reconnecting with the University and getting an insight into the HE sector. I was particularly attracted by the challenge of the role and the ability to make a difference in an organisation at the heart of my local region.

Can you tell us about your role?

My role is to establish and run a programme to enhance the processes and systems that underpin student education. Almost everyone who works or studies here interacts with these processes and systems. They include fundamental systems that hold student and curriculum information, through to processes that enable the student journey, from enquiry and admissions through to graduation and alumni and everything in between, such as student support, timetabling, assessment, employability etc.

There's a lot to do, where do you start?

First, there is the current programme to complete and finalise over the next few months. This has included enhancements to the Minerva portal and a CRM for postgraduate taught admissions amongst other things.

Secondly, there's the new programme to establish and a team to build. Obviously, we can't do everything at once, so the first step is to focus effort on the fundamental systems and ensure that these are fit for the future. Alongside these, we'll be looking at best practice and consistency in processes and the enabling systems to do this. The vision is for all our systems and processes - end to end - to work smoothly and efficiently, making it easier for people to do their jobs and providing a great student experience.

What has surprised you most about the University since joining?

Three key things:

- How energising it is to work in a place where the people who will benefit from process and system enhancements are visible to me every day.
- How prolific email is and how little mobile phones are used to communicate between staff!
- How much walking I'm doing!

What has been your proudest moment in your career so far?

I'm most proud of the time and effort I've put into supporting the development of team members and colleagues who I've mentored. Many have gone on to great new roles and are making a huge impact and I'm proud of that. As a full-time working mum - always balancing work and home - I'm also proud when sharing my experiences can help others.



What about your biggest challenge in your career so far?

Pulling together a 25-year strategy for the water sector, with numerous stakeholders and viewpoints, dealing with regulatory ambiguity and uncertainty about what risks would be faced in the future regarding climate change, demographics, asset condition etc.

What's your most frequently asked question?

From me to others: What systems do you use? What do they do?

From others to me: What's going to be in the programme?

What do you like to do in your spare time?

Everything! I like to cram as much in as possible: family time, house renovations, sport, playing piano and flute, baking....I'm a keen runner and there is nothing better than an early morning, long run across the moors with the dog. I'm just not good at sitting still!

What three items would you want on a desert island?

Assuming I'm there for a while and my basic needs are covered, I'd want a piano, the Oxford English Dictionary and an unlimited supply of pencil/paper (does that count as three?!). I think I'd quite enjoy it!