



# Reporter

Issue 606  
April 2018



---

## Survey success

Leeds has come third in the UK in the Times Higher Education (THE) Student Experience Survey, the University's highest ever ranking in this evaluation.

Page 6

---

## Nexus showcased

Senior regional business leaders recently visited the University to discover how Nexus will boost economic growth across the Leeds City Region and beyond.

Page 7

---

## Welcome back

Former Dean of the Faculty of Environment, and Director of the British Antarctic Survey, Professor Dame Jane Francis, has been announced as the University's new Chancellor.

Page 11

---

## Incredibubble

We are leading a multidisciplinary research team to assess whether microbubbles technology could transform the way we treat some of our most serious illnesses, including cancers.

Page 5

Leader column

# Welcoming Spring



“

*From the first note the hollow Cuckoo sings,*

*The Symphony of Spring...*

**James Thomson**

The Seasons (1726-30)

**After a false start or two, Spring is arriving slowly and with it – in the spirit of *The Georgics* – comes an opportunity to move into a more stable, peaceful and purposeful phase in the life of the University... a time to focus on education and research and to celebrate the achievements of our students and staff.**

In the space of a couple of days during Easter our leading researchers achieved two major *Nature*, publications. The first – from Giles Davies and Edmund Linfield in Engineering, with colleagues from University Paris-Diderot and ETH Zurich – was featured on the front cover and described a new class of far infrared sensitive detectors that are very fast and operate at room temperature, opening up a range of possible applications, from thermal imaging and environmental remote sensing to coherent free space communications. The second – from Hannes Konrad and Andy Shepherd from Environment in *Nature Geoscience* – used satellite technology and field measurements to show how Antarctica's great ice sheet is being eroded by warm ocean water circulating beneath its floating edge.

These new insights come on top of the launch of a £9.2m research programme focused on developing sustainable, productive and climate-resistant agricultural systems in Africa; a £5m programme led by Jo Dixon-Hardy to develop new med-tech capabilities in West Yorkshire; and the renewal and expansion of Mark Kearney's major British Heart Foundation award in cardiovascular and diabetes research. Collaborative research and development like this, which crosses disciplines, institutions

and continents, is of real economic and social importance and has contributed to the University reaching number 47 in THE's rankings of the world's 'most international universities'.

One person who will have taken a close interest in *Nature Geoscience* – and, I am sure, the whole spectrum of our education and research successes in recent months – is former Dean of the Faculty of Environment, and Director of the British Antarctic Survey, Professor Dame Jane Francis, who will be installed as the University's seventh Chancellor at the end of the summer term. A prominent polar scientist, Jane has conducted pioneering research – with numerous expeditions to the Arctic and Antarctic – and has shown accomplished leadership in promoting the UK's polar interests. She has strong ties with the University, with a 22-year career at Leeds, and I am delighted by her appointment.

Jane will be an inspiration to students and staff, both as an academic with an exceptional track record in education and research and as someone who has pushed the boundaries of human endeavour. She is the perfect ambassador for our achievements and aspirations, and we look forward to welcoming her back to Leeds (more on page 11).

Jane has always been selfless in supporting younger colleagues and she will be delighted by some current successes. For example, the School of Mathematics is on a winning streak at the moment, with the prospect of up to nine major fellowship awards from the European Research Council, the Engineering and Physical Sciences Research Council, Marie Curie and the Leverhulme Trust. On the eve of the Astbury Conversation – already a top international event – we are delighted that Dan Hurdiss, a Leeds undergraduate and now a PhD student in the Astbury Centre, has been selected to take part in a scientific meeting with 40 Nobel Laureates. Alongside outstanding young scientists from around the world, Dan joins the meeting in Lindau this summer.

In arts, humanities and social sciences, Tess Somervell from the School of English – who unknowingly prompted my introduction to this piece – and Laura Loyola-Hernández from the School of Geography have been awarded prestigious post-doctoral fellowships by the British Academy. Tess is focused on how 18th century poets (as a Scot, I immediately rushed to Thomson) used the Georgic mode to explore humanity's relationship with the weather; and

Laura's work explores the emotional dimension of politics shown by the indigenous women in Yucatan in Mexico.

The success in Arts, Humanities and Cultures in the 'global challenges research fund' awards is remarkable and the growing influence of the cultural institute – as the Leeds International Piano Competition spreads its wings to Berlin, Singapore and New York; the University forges an exciting partnership with the Ilkley Literature Festival; and Stephen Coleman finds new expression for the politics of Brexit in collaboration with the Phoenix Dance Theatre and the Northern School of Contemporary Dance – is taking the City's cultural offer to new heights.

In keeping with this season of transition and renewal, we recently heard the outcome of the LUU leadership race (see page six). I congratulate all of the successful candidates and look forward to working with them during the next academic year. I also take this opportunity to thank the existing executive for their inspiration, commitment to student well-being and sheer hard work in 2017-18. The fact our students have voted Leeds into a top three spot in THE's 'student experience survey' is testament to the leadership of LUU and the commitment of staff in every part of the University.

Finally (as I write), the question of industrial action linked to the Universities Superannuation Scheme hangs in the balance. It is my fervent hope the national negotiators will take the opportunity that emerged during the Easter break to settle the question of the valuation of the scheme – the central issue in the dispute – based on a joint review of the evidence and the assumptions and tests that underpin it. This will inform future discussions about sharing risk between employers and scheme members and, I hope, lead to a settlement that is fair and just, and which will allow the USS Trustee and the Pensions Regulator to provide the safeguards for the future we all need.

I know this has been a difficult period and I thank staff in every part of the University who continue to work tirelessly to serve the best interests of students and the research ambitions of the University.

Vice-Chancellor Sir Alan Langlands

## News



# Vice-Chancellor's Health and Safety Awards 2017

A record number of nominations for this year's Vice-Chancellor's Health and Safety Awards highlighted the level of inspiration, commitment and good practice among our staff and students. The winners were:

## Vice-Chancellor's Health and Safety Award

**Winner** – Chemistry Student Safety, Health and Environment (SHE) Committee (Holly Foster, Nisha Pokar, Namrah Shahid, Stephanie Foster, Rebecca Lane, and Rebecca Rose)

**Special commendation** – Beth Parry, Library

## Wellbeing Achievement Award

**Joint Winners** – School of History staff; Alumni and Development

**Special Commendation** – Healthy Week team (Tilly Hall, Leigh Markley, James Buckley and Emma McKenzie-Hogg)

## Innovation in Health and Safety Award

**Winners** – Bin Lid prop team, Cleaning Services (Jacquie Beaumont, Ruth Hindmarsh, and Peter Bolger)

**Special commendation** – Robert Bartley, Mechanical Engineering; Jumana Akhtar, Biology

## Teamwork in Health and Safety Award

**Winners** – Ben Johnson, Stuart Weston, Emma Sykes, Andy Gaw and the EC Stoner fire wardens

## Unsung Hero Award

**Winner** – Henry Gauci, Faculty of Biological Sciences

## Leadership Award

**Joint winners** – Professors Robert Kelsall and John Cunningham, Electronic and Electrical Engineering; Ed Woodhouse, Chemical and Process Engineering

Congratulations to all the winners and nominees, who have all gone the extra mile and shown great initiative and teamwork in improving Wellbeing Safety and Health on campus.

You can read more about what each of the winners have done on the Wellbeing, Safety and Health website at [po.st/vcawards](http://po.st/vcawards)

## New Library website

With the help of 1,500 staff and students, the new mobile-friendly Library website has launched. It now features streamlined navigation and a cleaner, less cluttered design.

The guidance and support across the site remain the same, but the content has been reviewed and improved so that it's up to date, relevant and concise.

Major changes include:

- More prominence given to the Library search, the most frequent task, with a link to the Classic Catalogue
- 'Essentials' links providing quicker routes from the home page to key tasks: for example, reading lists, open access items, research data management services and suggestions for purchase.

- A new referencing section offering advice on citing and referencing different types of material using Leeds Harvard and Numeric styles

- Study and research support is brought together for a full view of the library support for learning and research, with subsections for **Skills@Library** (academic skills) and **Researcher@Library** (research support)

- Revamped Special Collections and Galleries pages, with a new Research Spotlight section giving in-depth commentary on key items and collections and an improved digital image viewer

More information, including how and why the site was created can be found on For Staff at [po.st/librarywebsite](http://po.st/librarywebsite)

## Contents

### Leader column

Page 2

### News

Pages 3, 10, 11, 14

### Public engagement

Page 4

### Research and innovation

Page 5

### Students

Page 6

### Campus

Page 7

### People

Pages 8 and 9

### In the news

Page 12

### Honours

Page 13

### Events

Page 15

### FAQs

Page 16

## 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](mailto:the.reporter@leeds.ac.uk) or 0113 343 8562.

The front cover shows Professor Stephen Evans and his colleagues, who are working on the Microbubbles project

### Stay up to date with University news and events:



## Public engagement

# That Eureka! moment

**Exciting plans are being developed for Leeds to explore pioneering projects with a network of leading museums.**

Under the banner of British Science Week, several teams from the University have been engaging with young visitors at Eureka!, the national children's museum in Halifax, to inspire them about the joys of scientific discovery.

Leeds Institute of Biomedical and Clinical Sciences (LIBACS), part of the School of Medicine, sent a team to the museum to explain to children about the properties of body cells.

And PhD students have been manning a pop-up Virtual Reality Zone in the museum's Imagination Space, offering 360-degree Virtual Reality (VR) experiences to enthuse children about what the future holds for this groundbreaking technology.

Success of events like the one at Eureka! have also seen the VR team exploring plans to expand links with other museums across the north.

Dr Faisal Mushtaq is a University Academic Fellow at the School of Psychology. He is a cognitive neuroscientist investigating how humans learn skills and how such knowledge can aid VR systems to accelerate that learning.

He said: "We are on the cusp of something really big here – it's very exciting.

"VR has huge potential to promote positive societal change – from communicating to learning to healthcare. We can use VR to simulate very abstract concepts to help better plan future policy.

"Children will be the audiences of the future. We want to engage with them because VR is going to massively impact on their lives.

"This is our first museum engagement. It's a small pilot project, but we hope to have a much bigger network in place by the summer. It's a pretty exciting undertaking."

Discussions are also ongoing with museums in Bradford, Leeds, York and further afield.

One concept is making museum collections available to a much wider audience.

Dr Mushtaq added: "We're exploring the

possibility that visitors to one museum will be able to experience exhibits from all the others in the network via VR. Museums are also stretched for space and can't put all their artefacts on display at any one time.

But we can make them available to the public through VR.

"We are helping develop the museums of the future, allowing people to explore the world."

But this is only one side of the coin, as massive research potential is also generated through the project.

The University's Perception Action Cognition Laboratory brings together experts in experimental psychology, neuroscience, engineering and clinical medicine. Led by Professor Mark Mon-Williams, a VR research pioneer, Leeds is studying both the potential health risks and benefits of VR.

Computers have already changed the way we live, work and play, but VR promises to take it to another level.

And the Eureka! event was the perfect opportunity to collect data on how youngsters interacted with the VR technology.

Professor Mon-Williams said:

"It was just wonderful seeing children getting so excited. You just think that, in a decade, there is no way these systems aren't going to be fully exploited to better educate schoolchildren.

"It's almost impossible to believe it is not going to transform our lives for the better, and Leeds wants to be at the vanguard."

Postdoctoral research assistant Dr Erica di Martino, Senior Lecturer Jacquelyn Bond and PhD student Marilena Elpidorou made up the LIBACS team at the Eureka! event.



Jacquelyn Bond, Erica di Martino and Marilena Elpidorou at the Eureka! stall for LIBACS

The team made cells out of modelling clay to explain what the different parts do. Children could take their 'cell' home to show their families, together with a leaflet explaining more about what they had learned.

Dr di Martino said: "The children really enjoyed it, judging by the smiley faces drawn on our feedback board!

"They also had to answer a question at the end of the session, and it was pleasing to see they nearly all got it right.

"This was only my second time doing something like this and I'll definitely be doing it again. I'm now also training to become a STEM [Science, Technology, Engineering and Mathematics] ambassador as it's an area that really interests me."

These contacts were facilitated by the Public Engagement team. Please contact the team at [peteam@leeds.ac.uk](mailto:peteam@leeds.ac.uk) if you want to know more and would like to get involved with these kinds of opportunities.



**INVISIBUBBLE!**

- DRUGS** to fight the tumour
- GAS CORE** to help ultrasound track the bubbles
- ANTIBODIES** which are attracted to the tumour

**UNIMAGINABUBBLE!**

- PAPERCLIP** 1000 microns wide
- HUMAN HAIR** 50-100 microns wide
- MICROBUBBLE** 1 micron wide (100th the size of a human hair)

**DELIVERABUBBLE!**

- INJECTION:** Microbubbles injected into patient
- TRACKING:** Ultrasound tracks microbubbles until they reach tumour
- AGITATION:** Ultrasound burst agitates the microbubble
- POP!** Microbubble bursts. Drug delivered

## Research and innovation

# Incredibubble

**Microbubbles. You could fit 10,000 of them into a single full stop but their potential is huge.**

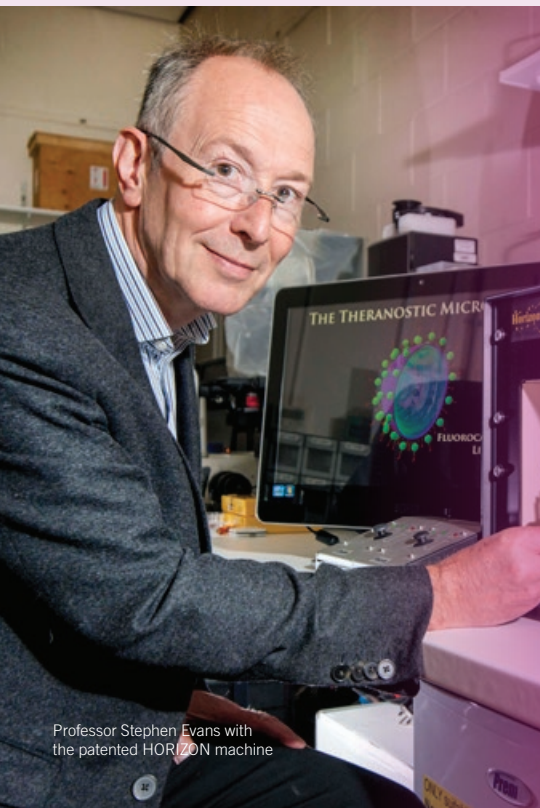
Professor Stephen Evans is leading a multidisciplinary research team, including colleagues from Physics, Engineering and Medicine. The team thinks that microbubbles could have a big impact on the way we treat some of our most serious illnesses, including cancers.

Microbubbles are already used in medicine to improve the use of ultrasound imaging. Meanwhile, established chemotherapy treatments for many cancers, while killing cancerous cells, also cause damage to healthy cells. This results in the well-known side effects of fatigue, hair loss and nausea.

### Targeted treatment

Professor Evans and the team are working on the premise that microbubbles can be used to carry these harmful drugs around the body. The bubbles can then be burst remotely, using ultrasound to release the drug in precisely the right place, thereby reducing the off-site toxicity associated with conventional chemotherapy treatments.

## HORIZON machine



Team members from Physics have created the HORIZON machine to produce the microbubbles. The machine can produce up to one billion bubbles in just a few minutes. A single dose of medicine would require 10 million.

Professor Evans explains how the HORIZON machine could make treatment so much easier:

“We have this idea - rather like one of these coffee machines where you put a sachet in and you get your different flavours out. What we want is to be able to put a sachet in depending on the drug type that’s wanted, or depending on whether you want your bubbles to target a particular type of cancer.”

### Inspiring others

We are very optimistic about the direction of the project, though it is still some way away from treating patients. Professor Evans said: “There are some hurdles to overcome to prove this can all be done safely. We need further research to

refine the technology and prove that bubbles carrying drugs can be used reliably.”

To accelerate the team’s progress, the Alumni and Development team has launched its ‘Incredibubble’ campaign to showcase this work and inspire friends and alumni around the world to support the effort. It’s hoped the campaign will highlight to a wide audience the quality and impact of this important work, and result in donations which will enable us to overcome these remaining obstacles.

“We hope that within two years we could be ready for our first clinical trials with cancer patients,” says Professor Evans, “and that would happen right here in Leeds.”

The appeal has raised £82,000 to date. About 60 alumni and guests recently attended a ‘Meet The Researchers’ event at the University to find out more about the project from Professor Evans and other team members. Visit [campaign.leeds.ac.uk](http://campaign.leeds.ac.uk) for further information.

Professor Stephen Evans with the patented HORIZON machine

## Students

# Students vote Leeds top three

**The University has come third in the UK in a major survey asking students about their experience while studying.**

Leeds is also the highest ranked among the Russell Group of research-intensive universities and scores particularly highly for its campus environment, facilities and extracurricular activities.

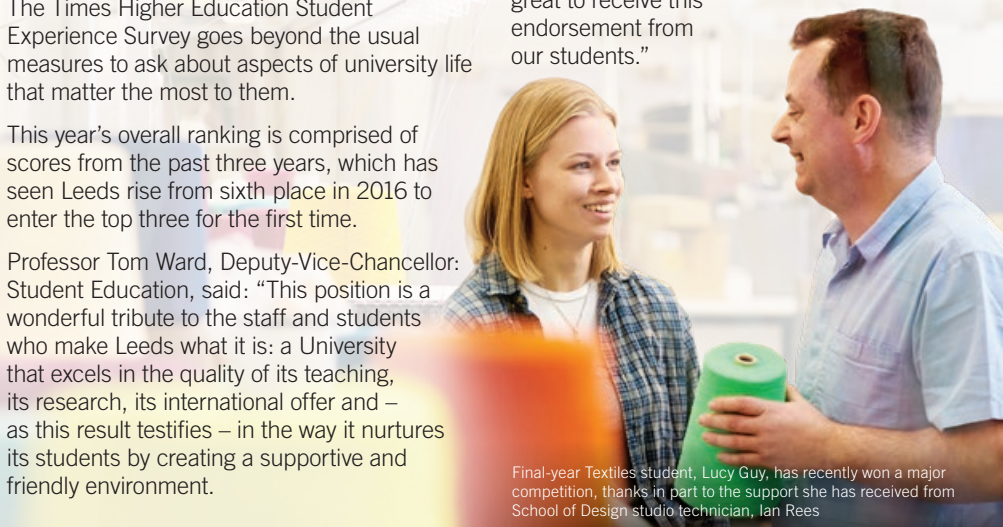
The Times Higher Education Student Experience Survey goes beyond the usual measures to ask about aspects of university life that matter the most to them.

This year's overall ranking is comprised of scores from the past three years, which has seen Leeds rise from sixth place in 2016 to enter the top three for the first time.

Professor Tom Ward, Deputy-Vice-Chancellor: Student Education, said: "This position is a wonderful tribute to the staff and students who make Leeds what it is: a University that excels in the quality of its teaching, its research, its international offer and – as this result testifies – in the way it nurtures its students by creating a supportive and friendly environment."

"I've been talking to, and hearing about, staff and students all over the University who consistently go the extra mile to get the most out of their time here and to help others to do the same. I am thrilled for them that Leeds has got this recognition."

"The key is working together. We might have one of the largest campuses in the UK but we foster a small community feel. I think it's something that we do very well indeed, and it's great to receive this endorsement from our students."



Final-year Textiles student, Lucy Guy, has recently won a major competition, thanks in part to the support she has received from School of Design studio technician, Ian Rees

## 2018 Business Plan Competition winners

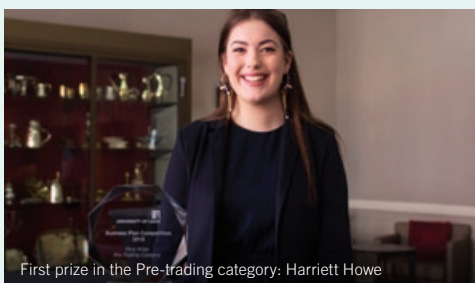
**Organised by Spark, the University's business start-up service, the Competition is open to both students and graduates and awards prizes in two categories – Pre-trading and Trading up to 24 months.**

This year's competition winners shared a total prize fund of £8,500, with a £2,000 first prize in each category, a second prize of £1,250 and a third prize of £750. A special award of £1,000 was sponsored by former Business Plan Competition winner, Nick Howard, from film agency Limehouse.

**First prize in the Trading category** was won by Hannah Kallend (23) and Jacob Twomey (22) for their business, Impact English China, which recruits graduates to fill the demand for native English-speaking teachers in both kindergarten (state primary schools) and English Training Schools (after-school clubs).

**First prize in the Pre-trading category** was won by third-year Management student, Harriett Howe (21), who hopes to launch her business, Lunebelle, in the summer. Lunebelle will produce luxury large-cup lingerie, ranging from D-G cup, but it will also educate young women on breast health and bra fitting, as well as giving them a comfortable and positive environment to transform their body confidence.

Read more about the winners on For Staff at [po.st/2018businessplan](http://po.st/2018businessplan)



First prize in the Pre-trading category: Harriett Howe



First prize in the Trading category: Jacob Twomey and Hannah Kallend



## Meet the new Student Exec for 2018/19

**More than 7,600 students voted in this year's leadership race and the results were announced in March.**

### Union Affairs Officer – Chris Morris

Pledged to:

- provide better mental health services
- ensure new spaces are used in the best way
- deliver better value for money.

### Equality & Diversity Officer – Tamsin Scott

Pledged to:

- increase links with sexual health clinics
- raise awareness of LGBTQ+ issues
- raise discussions of sex and gender with the University.

### Activities Officer – Lauren Huxley

Pledged to:

- make sure students know their reps
- create platforms for societies to work with the community
- reward voluntary Union staff.

### Welfare Officer – Matt Port

Pledged to:

- encourage safer student drug use
- improve mental health support
- tackle stigma around periods.

### Community Officer – Tom Oladipo

Pledged to:

- simplify plastic recycling
- offer more practical cooking classes and workshops
- introduce a food, accessories and clothes exchange programme.

### Education Officer – Serene Esuruoso

Pledged to:

- improve timetabling and module choices
- improve exam resources to include more past papers
- integrate joint honours students into both their schools.

### Gryphon Editor – Robbie Cairns

Pledged to:

- engage more with societies
- give the paper a design facelift
- provide more investigative journalism.

Campus

# Nexus showcased to senior business leaders



Visitors to the Nexus development, including Roger Marsh (Chair of LEP); Professor Lisa Roberts (Deputy Vice-Chancellor: Research and Innovation); Andrew Wright (Chair of the LEP's Business, Innovation and Growth Panel); Dr Ceri Williams (Director of Research and Innovation Development) and Dr Martin Stow (Director of Nexus)

Senior regional business leaders recently visited the University to discover how Nexus will boost economic growth across the Leeds City Region and beyond.

By enabling easier access to the University's research expertise in key growth sectors, as well as support to foster collaboration and innovation, Nexus aims to help take new ideas from concept to market and drive business growth.

The tour of the new innovation and enterprise centre, due to open in autumn 2018, enabled the visitors to find out about the facilities, which will offer businesses flexible office and lab accommodation, as well as event and meeting space.

It follows £3m of funding from West Yorkshire Combined Authority towards the University's £40m investment to develop the initiative.

Dr Martin Stow, Director of Nexus, says: "We seek to attract businesses that not only want to base themselves in our outstanding office and laboratory facilities but, more importantly, want to take advantage of an environment that will help drive innovation and business growth."

Professor Lisa Roberts, Deputy Vice-Chancellor:

Research and Innovation, adds: "This will be an exceptional opportunity, providing both physical and virtual communities, to make a further step change in the way we accelerate great ideas and help businesses build productivity and deliver a real commercial edge."

Read more on For Staff: [po.st/showcasingnexus](http://po.st/showcasingnexus)

## Royal Television Society: celebrating 90 years

Ninety years after the Royal Television Society's inaugural meeting at the University, the Yorkshire Society has unveiled a plaque to celebrate its anniversary.

The plaque is located on the wall of the School of Media and Communication's Clothworkers Building North.

The Royal Television Society was founded in September 1927, originally as the Television Society, following a lecture at Leeds from one of the future inventors of television, John Logie Baird.

Read more on For Staff at [po.st/royaltelevisionsociety](http://po.st/royaltelevisionsociety)



Sir Alan Langlands (Vice-Chancellor); Fiona Thompson (RTS Yorkshire Chair); David Lowen (RTS Honorary Treasurer); Keith Madeley (Yorkshire Society Chairman); Professor Peter Slee (Leeds Beckett University Vice-Chancellor)

**I WANT MY EVENINGS BACK**  
+ **I WANT TO KEEP FIT**  
= **TRY OUR 30-MINUTE LUNCHTIME FAST CLASSES**

THE EDGE MAKES IT WORK FOR YOU.  
[www.leeds.ac.uk/theedge](http://www.leeds.ac.uk/theedge)

**the EDGE**  
Leeds University

UNIVERSITY OF LEEDS



## Work out at work

The Edge is found right here on campus, with staff memberships covering use of all the fantastic facilities from 6.30am until 10.30pm weekdays.

Facilities include a 25m eight-lane swimming pool, sauna and steam room, 200-station fitness suite, 220+ exercise classes, climbing wall, sports halls and outdoor courts.

You don't have to be an individual member. We have pay-as-you-go access, swimming and climbing lessons for all the family, and Edge courses and personal training support to help get you started. For more information and to book a personal tour of the facilities, contact [edgemembership@leeds.ac.uk](mailto:edgemembership@leeds.ac.uk) or call 0113 343 7406.

Staff memberships can be found on [po.st/membershipedge](http://po.st/membershipedge)

## People

# Recognising outstanding performance

**Recognising colleagues' outstanding performance has just got easier, with the arrival of our new awards portal.**

We are committed to rewarding and recognising our employees, focusing on excellence in leadership, student education, research, quality and professional service - all of which are key components of our strategy.

As part of our reward and recognition policy, the Recognition Awards have been designed to allow managers to reward outstanding staff performance quickly and easily, at any point during the year.

Using the online system, managers can recommend individuals to receive a cash award to be redeemed against a wide range of items such as activities and short breaks, treatments,

entertainment and the latest in new technology, as well as gift vouchers to use at a wide variety of outlets.

If you manage people, you should have received your system login details.

Further information and support is available on the HR web pages.



## School of Medicine launches LGBT community artwork

**Leeds School of Medicine launched its latest commissioned community artwork, a group painting by Age UK's LGBT Over-55s Group, Out in Leeds.**



Professor Trudie Roberts, LIME Director of Medical Education (front right), with Barry Ewart, Community Education Development Officer (third from the right), members of Age UK's Out in Leeds group and members of the Medics LGBT Society

It was left up to the community groups to decide what art form they wished to use, following the School's general theme of 'What we would like our relationship with doctors to be like'.

The event was attended by members and workers from the Out in Leeds group and medical students from the Medics LGBT Society, who were welcomed to the School by Professor Trudie Roberts, LIME Director of Medical Education.

Professor Roberts says: "It was a pleasure and a privilege to meet with friends and colleagues from the LGBT community to unveil this painting.

"The contribution will be a valuable resource to help train future doctors in the School, and I'm very grateful to our LGBT friends for working with us."

Aidie, Community Worker with Out in Leeds, adds: "It was an excellent event and all of the staff and students from the University made the group feel very welcome."

This work follows earlier pieces by diverse community organisations in Leeds, and these are due to be displayed on level eight of the Worsley Building.



## People

# Equality and Inclusion: an introduction for all colleagues

**A new module has been launched to help ensure we all play our part in being a diverse, supportive and inclusive place to work.**

Our new online, interactive module, an introduction to equality and inclusion, aims to give all University colleagues the same introductory grounding in the key principles of equality, inclusion and diversity.

The module covers the type of behaviours that are expected of all members of our University community, information around equality law, and ways in which we support and promote equality and inclusion at Leeds. It also explains the potential impact of unconscious bias and ways that we can mitigate against it.

Jointly produced by the Equality Policy Unit, Organisational Development and Professional

Learning (OD&PL) and the Digital Education Service, the module incorporates input and feedback from a wide range of colleagues across the University. It is designed to be accessible and informative and can be completed in about 30 minutes, or partially completed and saved for later completion if this is easier for you.

The University is committed to being a diverse, supportive and inclusive place to work, and this module will ensure we all play our part in helping to achieve this. To underline our commitment to this objective, completion of the module during 2018 is mandatory for all colleagues. Those new to the University will be

## Equality and Inclusion



asked to complete the module – which can be accessed via Minerva – within three months of joining us.

At the end of the module, we ask colleagues to update their equality information. It is vital that we have high-quality data to better understand our employee and student diversity profile, and to take appropriate action to improve equality, diversity and inclusivity for all our staff and students.

If you have any queries, email [equality@leeds.ac.uk](mailto:equality@leeds.ac.uk)

Thank you in advance for taking the time to complete the module.

## Help is on hand for international colleagues

Support for international colleagues at the University has been enhanced with the launch of a new information service.

As an international University with an outward-looking approach, Leeds is determined to attract and welcome staff and students from across the world and does its best to support them while they are here.

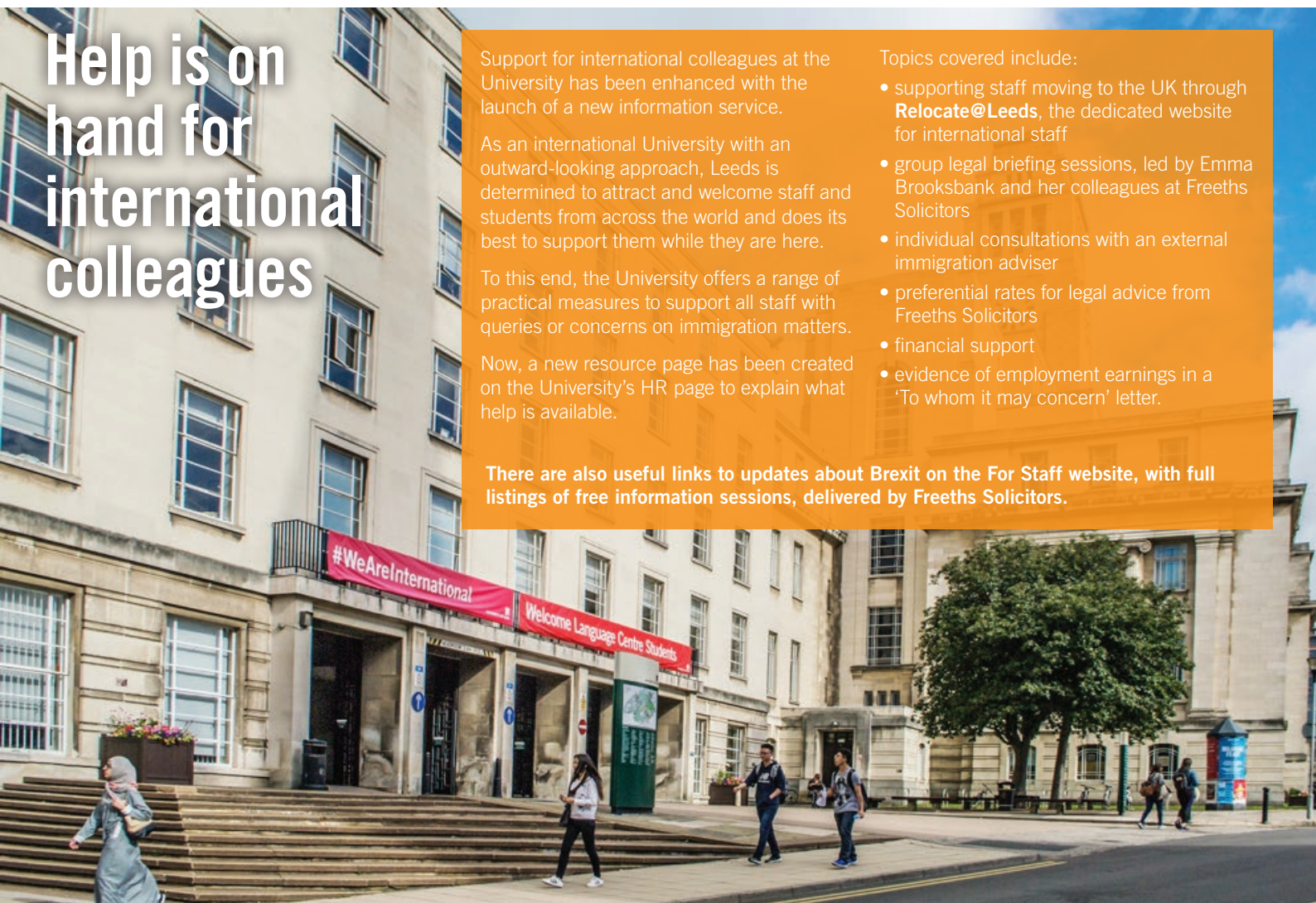
To this end, the University offers a range of practical measures to support all staff with queries or concerns on immigration matters.

Now, a new resource page has been created on the University's HR page to explain what help is available.

Topics covered include:

- supporting staff moving to the UK through **Relocate@Leeds**, the dedicated website for international staff
- group legal briefing sessions, led by Emma Brooksbank and her colleagues at Freeths Solicitors
- individual consultations with an external immigration adviser
- preferential rates for legal advice from Freeths Solicitors
- financial support
- evidence of employment earnings in a 'To whom it may concern' letter.

**There are also useful links to updates about Brexit on the For Staff website, with full listings of free information sessions, delivered by Freeths Solicitors.**



## News

# Have you ever seen 28 Steinway pianos in one room?

The School of Music celebrated its new coveted status with the performance of a specially composed piece of music – for 28 pianos.

Travelling overnight in a heated lorry, an early morning in December saw the arrival of 27 new Steinway pianos at the University's School of Music, joining a concert grand already there.

It took just a couple of hours to assemble all the instruments before the premiere performance of *Resonance/Light/Decay*, which was created by Dr Mic Spencer, Deputy Head of the School, with one of his former PhD students, composer Dr Alannah Marie Halay.

The 28 performers in the Clothworkers Centenary Concert Hall were made up of staff, students and guests from some of the University's partner organisations, such as Opera North.

Leeds has joined prestigious international institutions such as New York's Juilliard School, and becomes the first member of the UK's Russell Group of universities to use the instruments, which are favoured by the world's top pianists, throughout its practice rooms and concert halls.

Read more on For Staff at [po.st/steinwayforstaff](http://po.st/steinwayforstaff)



In the lead-up to the piece, colleagues from the Communications Team and the School of Music hosted a live stream on the University's Facebook page from the hall balcony. Watch the video and the performance at [po.st/steinwayfacebook](http://po.st/steinwayfacebook)

## 20,000 Open Access papers made available from White Rose Research Online

This significant milestone was reached last year when *How Sharing Can Contribute to More Sustainable Cities* by Dr Milena Büchs (School of Earth and Environment) and colleagues was uploaded to White Rose Research Online via Symplectic.

"I think open access research repository systems like Symplectic are very useful tools in today's research world," says Dr Büchs. "The process of uploading your paper is very easy and just involves a few clicks, and it means everyone with internet access can search for, and read, our work. This is important because academic research should benefit everyone, not just those who have privileged access to expensive journals."

Papers uploaded to Symplectic are available online to read, download and reuse via [eprints.whiterose.ac.uk](http://eprints.whiterose.ac.uk) as soon as any publisher embargo expires and subject to licence terms. They are also searchable via Google Scholar and other search engines, and can help your research reach the widest audience possible. Submitting your full text papers to Symplectic as soon as possible after acceptance for publication will also help you meet funder requirements and eligibility for REF2021; see [library.leeds.ac.uk/university-publications](http://library.leeds.ac.uk/university-publications)

Staff in the Library and the Research Innovation Service are working with school and faculty-based contacts in a variety of different ways to support academics and help them ensure their work is open access and REF-ready.

Professor Nick Plant, Dean of Research Quality and Impact, says: "It is very encouraging to see the rapid increase in deposit that has taken place since 2015. Open Access helps our research reach the widest audience possible, increasing its impact, as well as helping us to meet our obligations to funders and supporting our REF2021 submissions."

Local support information is available at [library.leeds.ac.uk/open-access-contacts](http://library.leeds.ac.uk/open-access-contacts) and further details about OA are at [library.leeds.ac.uk/open-access](http://library.leeds.ac.uk/open-access) or email [research@library.leeds.ac.uk](mailto:research@library.leeds.ac.uk)

## News

# Welcome back, Professor Dame Jane Francis

**Former Dean of the Faculty of Environment, and Director of the British Antarctic Survey, Professor Dame Jane Francis, has been announced as the University's new Chancellor.**

A prominent polar scientist, Jane has conducted pioneering research – with numerous expeditions to the Arctic and Antarctic – and has undertaken a wide range of international roles to promote the UK's polar interests.

## Distinguished honours

Appointed Dame Commander of the Order of St Michael and St George in the 2017 New Year Honours for her distinguished contributions to polar science and diplomacy, Jane is also a recipient of the Polar Medal, presented for outstanding polar research.

She has strong ties with the University, with a 22-year career at Leeds. She became Professor of Palaeoclimatology, Head of the School of Earth and Environment and was Dean of the Faculty of Environment from 2008-2013.

The University awarded Jane an Honorary Doctorate of Science in 2014.

## The role of Chancellor

The Chancellor acts as a figurehead and advocate for the University. Jane will preside over degree ceremonies and confer degrees, chair meetings of the University Court and support profile-raising events.

Vice-Chancellor, Sir Alan Langlands, says: "My warmest congratulations to Jane on becoming Chancellor. She will be an inspiration to students and staff, both as an academic with an exceptional track record in education and research, and as someone who has pushed the boundaries of human endeavour.

"Jane's concern for the beauty and fragility of the polar regions and her commitment to addressing issues of global importance will inspire our students. She is the perfect ambassador for our achievements and aspirations, and we look forward to welcoming her back to Leeds."

Jane says: "I loved my time at Leeds and feel truly honoured to be back as Chancellor. Helping to inspire passion and achievement is what excites me in my work, and in this role I hope to be able to do just that.



"Leeds has grown from strength to strength in recent years, and I look forward to being able to give back and support the University in all its endeavours."

Jane succeeds Melvyn Bragg (Lord Bragg of Wigton), who stepped down this year after 17 years in office.

Sir Alan Langlands continues: "On behalf of the University, I would also like to express sincere thanks to Melvyn Bragg for the energy, commitment and intellectual curiosity that he has brought to the role of Chancellor. He has helped us raise our profile and promote the interests and value of universities in public debate during a critical time for UK higher education."

Melvyn Bragg adds: "I've known and admired Jane for years and I am delighted by her appointment. I can't think of a better choice. She is a top-class scientist; she has a real passion for the transformative power of universities; and she has empathy with students and staff alike. I'm sure Jane will make a great Chancellor."

## Appointing the Chancellor

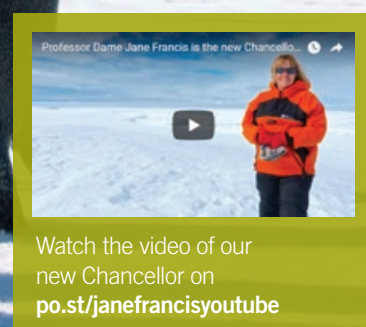
Jane was appointed by the University's Court on Friday 8 December, having been nominated by the University's Council.

Jane will be installed as the Chancellor at a ceremony in 2018.

## Further information

Read more about the British Antarctic Survey at [bas.ac.uk](http://bas.ac.uk)

Earlier this year, Jane was a guest on BBC Radio 4's *Desert Island Discs*. The programme is still available to listen to on iPlayer Radio at [po.st/janeFrancisbbc](http://po.st/janeFrancisbbc)



Watch the video of our new Chancellor on [po.st/janeFrancisyoutube](http://po.st/janeFrancisyoutube)



## In the news



Dr Georgina Binnie (English – AHC) was on the BBC One Breakfast sofa discussing The Writing Back project she leads, which has helped **connect hundreds of students with older people across Yorkshire**. The project was also referenced in a report by the Jo Cox Commission on Loneliness. The project, and interviews with Dr Binnie and some of the students who took part, also received coverage on BBC Radio 5 Live, and in *The Guardian*, *Elle UK*, *Daily Mail*, *Yorkshire Post* and *Yorkshire Evening Post*.



Professor Steve Evans and Dr Sally Peyman (both Physics and Astronomy - MAPS) are leading research into **how microbubbles could be used to fight cancer**. They recently established a three-year collaboration to further this research with Medicines Discovery Catapult, a government-backed national centre of excellence in the field of drug research. The project was featured on BBC Radio Leeds, and in *European Pharmaceutical Manufacturer Magazine*, *Pharma Letter*, *Yorkshire Post* and *Yorkshire Evening Post*.

Dr Daniel O'Neill, Dr Andrew Fanning and Dr Julia Steinberger (all Earth and Environment; SRI) published research revealing that **not a single country currently meets its citizens' basic needs at a globally sustainable level of resource use**. The research, published in *Nature Sustainability*, is the first to quantify the sustainability of national resource use associated with meeting basic human needs for 151 countries. The research received wide press coverage, including in *New Scientist*, *LA Times*, *Daily Mail*, *The Telegraph India*, *NPR*, *Russia Today*, *Der Standard* and *Forbes*.

Professor Graham Huggan and Dr Pippa Marland (both English – AHC) are leading the Land Lines project which ran a **public poll to find the nation's favourite nature book** in collaboration with the BBC's *Winter Watch*. Chris Packham's acclaimed memoir, *Fingers in the Sparkle Jar*, came top of the poll. The project received coverage in outlets including BBC Radio Wales, *The Guardian*, *Daily Mail* and *The Scotsman*.



Dr Alex O'Neill (Biomedical Sciences - FBS) is leading an MRC-funded project **looking back in time at previously discarded chemical compounds to see if any could be developed for new antibiotics**, as the fight against drug-resistant infections continues in labs around the world. The research was featured in *Business Standard India*, *Economic Times*, *European Pharmaceutical Review*, *International Business Times Singapore*, *Bol* and *News Kerala*.

Professor Chris Gale (LICAMM – Medicine and Health) has co-authored research which found that **care for heart attack patients in Sweden tends to be much worse for women than for men**. The findings suggested that fewer women who suffer a heart attack each year in the UK would die if they were simply given the same treatments as men. The study received coverage across BBC Radio 5 Live, BBC Radio 4, *BBC News*, *Sky News*, *Daily Telegraph*, *The Times*, *Wired*, *The Independent*, *Russia Today*, *Huffington Post*, and many more outlets.

Aidan Foster-Carter (Sociology - ESSL) featured on a number of news channels on New Year's Day, **interpreting the North Korean leader's New Year speech**. These included *Sky News*, *BBC News Channel*, *Deutsche Welle*, *ABC News 24* and *SBS News*.

Professor Peter Woodward (Mechanical Engineering) is leading the launch of the University's new **Institute for High Speed Rail and System Integration**, the first such institute in the UK. Offering a 'complete system' approach to high-speed rail engineering, it will give the UK an unrivalled centre of excellence for high-speed rail planning, design, construction and manufacturing. The new institute has received press coverage in *Modern Railways*, *Rail Professional*, *Business Link*, *Yorkshire Reporter*, *Yorkshire Post* and *Yorkshire Evening Post*.



Dr Victoria Honeyman (POLIS - ESSL) featured on BBC Radio 5 Live on 27 December to **discuss the dramatic year in politics** in both North Korea and the UK.

Professor Alastair Hay (LICAMM – Medicine and Health) was on the BBC One *Breakfast* sofa to discuss **the 'Novichok' nerve agent**, which caused a Russian man and his daughter, as well as a police officer who was first on the scene, to become critically ill in Wiltshire. He was featured across other media, including *Sky News*, *ITV* and *Channel 4 News*, as well as BBC Radio 4 and BBC Radio Leeds.

Dr Eleanor Scott (LICAMM - Medicine and Health) appeared on *BBC One Breakfast* on World Diabetes Day to discuss her **research on diabetes in women who are pregnant**, and the health impacts this can have on their children.

## New Year Honours



Congratulations to **Louise Banahene**, Head of Educational Engagement, who has been awarded an MBE in the New Year Honours for her Services to Higher Education.

Louise's responsibilities at the University include widening participation to maximise progression to, and success in, higher education regardless of background. This includes outreach, Access to Leeds, financial support and student success programmes at undergraduate and taught postgraduate level.

We also wish to congratulate the following Leeds alumni who have received honours in the New Year list:

**Jacqueline Daniel** (MA Quality Assurance in Health and Social Care, 1995): Chief Executive, Morecambe Bay NHS Foundation Trust  
**DBE for Services to Healthcare**

**David Earnshaw** (English, 1966): Chair, Outwood Grange Academies Trust  
**CBE for Services to Education**

**Martin Green** (MA Theatre Studies, 1996): Chief Executive, Hull UK City of Culture  
**CBE for Services to the Arts in Hull**

**John Godber** (MA Theatre Studies, 1979): Writer and director  
**OBE for services to the Arts**

**Jonathan Pywell** (BA Geography and History 1979): City Culture and Place Manager, Hull City Council  
**OBE for Services to Culture**

**Nicholas Stafford** (Medicine MBChB, 1977): Emeritus Professor of Otolaryngology, Head and Neck Surgery, University of Hull  
**OBE for Services to Medical Research and Healthcare**

**Carol Holt** (née Bettaney) (BSc Geography, 1991): Deputy Director for Flood Incident Management, Environment Agency  
**MBE for Services to Flood Risk Management and the environment**

In addition, former Chancellor, **Melvyn Bragg** (Honorary DLitt, 2000; Honorary DSc, 2017), was made Member of the Order of the Companions of Honour for Services to Broadcasting and the Arts.

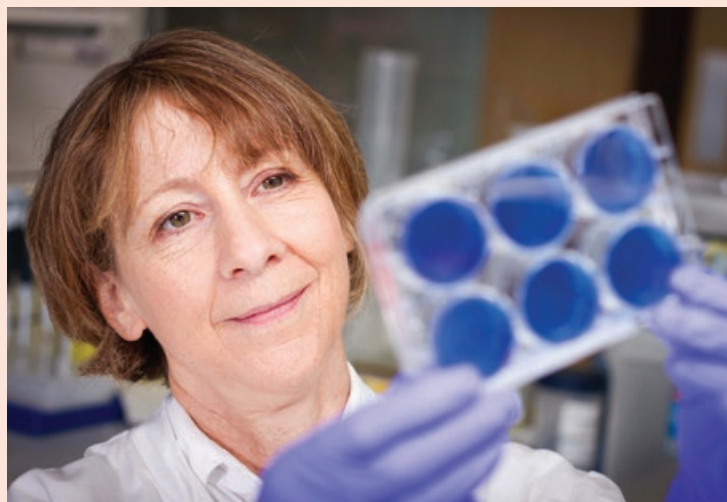
**Professor Alison Heppenstall**, from the School of Geography, has been awarded a joint fellowship to improve understanding of 'smart' and 'happy' cities.

The fellowship from the Economic and Social Research Council (ESRC) and The Alan Turing Institute aims to build collaboration between the social sciences and data science.

Professor Heppenstall will lead a project exploring the underlying social processes in smart city data. The aim is to analyse and find patterns in these data which could tell us how to solve real problems that plague cities today, such as congestion and air pollution.

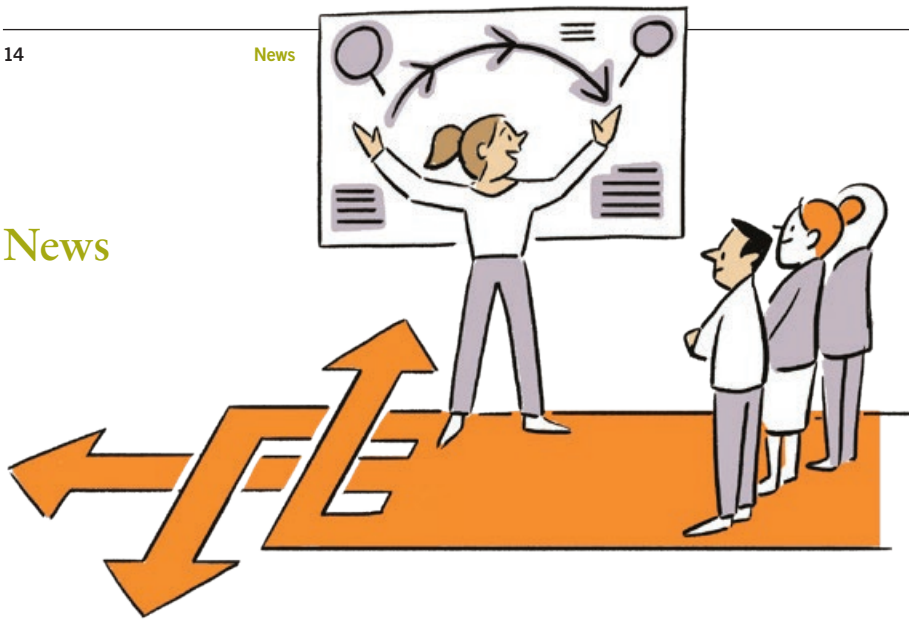
## In the news

Professor Natasha Merat and Professor Richard Romano (both from the Institute for Transport Studies) are contributing to a 30-month autonomous vehicle project that will culminate in **the most complex journey yet attempted across the UK without driver input**. The HumanDrive initiative, led by Nissan's European Technical Centre, will see an autonomous car drive a 200-mile journey around the UK in December 2019. The project has received wide media coverage across *BBC News*, *Huffington Global*, *Financial Express*, *Xinhua*, *People Daily China*, *iNews*, *Digital Trends*, *Hybrid Cars* and *Hexun*



Professor Susan Short (LICAP - Medicine and Health) is leading research alongside The Institute of Cancer Research to **produce a new treatment to help people with incurable brain cancer**. The technique involves injecting patients with a virus that can cross the blood-brain barrier, which appears to help 'switch on' the body's defence systems to attack cancer tumours early. The research was featured widely in *BBC World News*, *BBC Radio 4*, *BBC One Yorkshire*, *BBC News online* and in *The Times*, *Daily Mail*, *Vice*, *Japan Times* and *IFLScience*.

## News



## New Sustainability in Practice staff training module

sustainability in practice is a new training module for all staff.

The course explores what sustainability is, why it is important, and what part you can play in ensuring the University has a positive environmental, social, economic and cultural impact. The module can be accessed through Minerva, or a paper-based version is available for staff without IT logins. Find out more at [po.st/sustainability](http://po.st/sustainability)

## School Governors Programme launched

The University has launched a School Governors Programme to contribute to the leadership of local state schools and raise school standards.

At the University, we have a clear strategic commitment to widening participation and to positively contribute to making Leeds the great city it is. As part of this commitment, we have launched our School Governors Programme, in collaboration with the charity SGOSS-Governors for Schools.

The programme has been developed to support existing staff and prospective school governors by finding vacancies and offering training and networking opportunities. Register your involvement by contacting Amanda Jackson: [a.m.jackson@leeds.ac.uk](mailto:a.m.jackson@leeds.ac.uk) or 0113 343 4073. We are keen to hear from staff who are already working as school governors, so we can understand the contribution that staff are already making, share experiences and offer support.

## Become a Positive Impact Partner

Following the successful launch this summer of the Positive Impact Partners (PIP) programme, we are delighted to have recruited 47 third sector organisations looking to form new collaborative partnerships with the University.

These include organisations providing interpreting services, health and wellbeing projects, conservation and environmental initiatives, services for young unpaid carers, education for disadvantaged children, and a range of social justice and other projects. We are now looking to recruit staff from all professional and academic backgrounds to work with these organisations to create new mutually beneficial projects or give an outside perspective on their ways of working.

University staff also benefit from working collaboratively with a wide range of inspirational individuals and organisations

beyond campus. Key benefits of working with the third sector include the personal development that it brings staff and the opportunity to develop capacity in your role.

Ultimately, PIP is about the creation of new partnerships that generate organisational and personal development opportunities for everyone involved. Get involved and find more information through the Sustainability webpages. If you have any questions about PIP, contact Amanda Jackson: 0113 343 4073 or [a.m.jackson@leeds.ac.uk](mailto:a.m.jackson@leeds.ac.uk).

REUSE@LEEDS

## Reuse website relaunched

In response to user feedback, the reuse@leeds website has been updated and made easier to use.

Originally launched in 2009, reuse@leeds has saved thousands of pounds in surplus furniture and equipment by providing a platform for departments to share their unwanted items with others across campus.

With this new update comes additional features, such as a leader board which allows faculties to compare savings in real time. You can also reserve items, create wishlists and loan items out. The platform gives items every possible chance of being reused rather than being thrown away or recycled.

The new site is hosted externally, allowing the potential to share resources with other organisations, decrease purchase and disposal costs, and reduce the carbon footprint of the city. The site aims to be linked up with the Leeds Teaching Trust and Leeds Beckett University in the near future to further increase the chances of finding a new use for unwanted items. In working towards a circular economy and in thinking even bigger than 'reduce, reuse, recycle', the site tries to get staff to really consider the purchase and management of resources.



# Events

Credit to Lawrence Abbott

## #AlgoraveAssembly

**9am – 11pm, Friday 27 April at the School of Music**

As part of Leeds Digital Festival, #AlgoraveAssembly brings together invited speakers and performers operating at the forefront of the Algorave scene.

Live coding masterclasses, panel discussion and Concert Hall performance and keynotes will explore and disseminate the latest developments in this emerging form of musical practice.

A public lunchtime concert, featuring OFFAL and The Yorkshire Programming Ensemble (TYPE), aims to promote the concept of live coding and some of its related art forms simultaneously online and to a live Concert Hall audience.

The day concludes with a spectacular livestreamed Algorave in the School's new Concert Hall Foyer venue, and features live coding by several artists.

Read more details on the School of Music website at [po.st/algoraveassembly](http://po.st/algoraveassembly)

For other Leeds Digital Festival events, visit [leedsdigitalfestival.org](http://leedsdigitalfestival.org)

Below: Pencil drawing by Joseph Appleyard. © David Appleyard. Reproduced by permission of Special Collections, University of Leeds  
 Right: Watercolour by Fred Lawson. © Sonia Lawson. Reproduced by permission of Special Collections, University of Leeds



## Representing Gypsy Lives Until Tuesday 31 July at Treasures of the Brotherton Gallery

*Rights and Romance: Representing Gypsy Lives* is the latest exhibition at the Treasures of the Brotherton Gallery, exploring visual, historical and fictional representations of the Gypsy and Traveller communities.

In the 50th year of the controversial Caravan Sites Act, this exhibition examines the changing perspectives on, and representations of, the Gypsy and Traveller communities by those outside them, alongside the stories and voices of the communities themselves.

Entry is free. Read more about this exhibition on the Galleries website: [po.st/rightsandromance](http://po.st/rightsandromance)

## Staff Festival – Friday 6 July 2018

Be sure to save the date for this year's exciting instalment of the annual Staff Festival.

With the theme of 'Making', there will be a packed programme featuring workshops, refreshments, entertainment and competitions suitable for all ages.

## Snow problem for Be Curious

Heavy snowfall failed to deter hundreds of people from descending on campus for the latest instalment of the hugely popular Be Curious festival.

With more than 40 family-friendly activities on offer, the annual event has become a favourite way for many researchers to share a flavour of their work with the community, while others see it as the perfect opportunity to take their first steps in public engagement (PE).

With this year's theme, 'We are International', the University celebrated the global scope of its research and the diversity of nationalities working at Leeds.

Nearly 600 people attended, from as far afield as Manchester and Liverpool, many of whom were children enjoying their first taste of university life.

Among the favourite features of the day-long activities staged on 17 March were:

- the opportunity to play a Steinway piano in the School of Music
- performances by Opera North singers
- drilling a tooth on the School of Dentistry's Big Mouth simulator
- an interstellar dust display in a dome constructed in Parkinson Court
- a life-size, interactive model of a cow made by Engineering and Physical Sciences students
- crushing spices and making candles with the Institute of Medieval Studies; and
- learning whether selfies can damage your health!

Dr Charlotte Haigh, Academic Lead for PE, said: "Visitor numbers were lower than expected due to the adverse weather conditions. This, though, had its benefits, in that the quality and length of interactions with those who made it to the event led to an enhanced experience for both visitors and researchers. Many visitors commented they had stayed all day."

\* See the next edition of the Reporter for details of how you can get involved with Be Curious 2019



All University staff, family and friends are invited to join us on campus for an enjoyable afternoon of activities. Visit [staff-festival.leeds.ac.uk](http://staff-festival.leeds.ac.uk) for future updates and more details.

## FAQs

# Professor Nick Plant, Dean for Research Quality and Impact

### In your opinion, what makes the University of Leeds special?

Our staff are the heart of the University, and I have been impressed by the passion and drive shared by everyone at Leeds. It makes possible the great research and education being undertaken at the University. This also led to Leeds achieving a top ten rating for research power and impact in the Research Excellence Framework (REF) 2014, TEF Gold, The Times and Sunday Times University of the Year 2017 and a strong position in the World University Rankings.

### How does this link in with your role?

As part of Professor Lisa Roberts' Research and Innovation (R&I) team, it is my job to help deliver the University's R&I strategy, which builds on these great foundations. I firmly believe this can only be achieved by supporting and developing our staff, ensuring they have the time and resources to fulfil their research potential.

Since joining the University in May last year, I have been meeting as many people as possible and learning about how we support and deliver the great research taking place at Leeds. This has been a wonderful introduction to both the people and the University, and has allowed me to see some examples of best practice, which I can share across the campus.

The research we undertake at Leeds is world-leading in many areas, and has an impact beyond just academia, including commercial, social and policy impact. My role is about supporting and developing these existing strengths, generating a consistent stream of excellent, world-leading research. While there is an understandable focus on benchmarking exercises, such as the REF, I firmly believe we must look wider than this, working to support staff to develop throughout their careers.

League tables allow us to check we are going in the right direction, but they are not the reason for the journey in the first place.

### Can you explain a bit more about the Annual Output Review (AOR)?

The AOR process I've developed will deliver robust assessment of output quality across the University, and is an increasingly common feature throughout the university sector. It builds on the best practice in several Schools. Not only will it help with preparation for specific assessment exercises, such as the REF, but it will provide important, robust information on how we can best support our research activities to meet the University's strategic plan. By extending this practice across the entire University, we will gain a more complete overview of our current position and best practice, which will help us develop the correct support mechanisms to develop colleagues.

### Why is it so important to focus on the impact of research; is it all about the REF?

The REF is clearly important to us, but it's not just about that.

Delivering impact is a rewarding goal in itself, and for many of us, the reason we work in academia is to make a difference to society as a whole. By supporting staff to deliver excellent, impactful research, we will not only meet an important part of our mission, but also prepare ourselves to meet the requirements of the REF as well. It is also important we communicate these successes. From what I've seen, the University is far too reserved about telling the world about all the wonderful things we achieve! I aim to help deliver more consistent and widespread communication of our successes, showing the world just what we can do.



The environment where we work, and the people we work with, underpin the University's strategic plan, as evidenced by our £520m campus investment programme, delivering initiatives such as Nexus and Bragg. This is coupled with the ongoing investment in our staff, such as the 250 Great Minds early career researcher programme, and the University's signing of the Technicians Commitment, supported by the Science Council and Gatsby Charitable Foundation. We have also been awarded Employer Champion status by the Science Council in recognition of our commitment to support staff.

### How does the University progress from here?

The passion and quality of staff across a wide range of disciplines makes the University a great place to work and puts us in a strong position for the challenges to come. By helping share best practice and developing effective support and communication, I'm convinced we can allow colleagues to follow their ambitions and achieve their full potential here at Leeds.



When you have finished with this leaflet please recycle it

100% recycled

This leaflet is printed on 100% recycled paper



UNIVERSITY OF LEEDS