

# Staff

The University strives hard to make Bristol an attractive employer for highly talented academic and support staff. The range and quality of the work undertaken by academic and support staff continues to inspire, and here we report on new initiatives in this field and on some outstanding examples of collective and individual achievement.

## The University's priorities in this area are to:

- recruit and retain first-class talent;
- foster a high-achieving workforce that is competent, committed, creative and capable of managing and responding positively to change;
- develop a culture and an environment that motivates and enables people to make an excellent contribution.

### Human Resources Operations

In 2011/12, Human Resources implemented a number of changes to further improve efficiency and performance. For example, Human Resources (HR) Operations teams are now located with their Faculties/ Divisions so that HR Operations teams form a more integral part of their Faculty/Division. HR Operations teams are also now working more closely with Finance and Payroll to improve the efficiency and delivery of services and this is beginning to deliver returns through an improved service.

HR Operations teams successfully implemented the revised Promotions and Progression procedure, with support from the Organisational Development team.

In the coming year a major project to replace HR's People Information Management System (PIMS) with an integrated HR, Finance and Payroll system is underway and HR Operations will be working closely with Finance and Payroll to progress this.

### Organisational development

The expanded Organisational Development (OD) team – now comprised of Equality and Diversity; Change Management; Staff Development; Policy and Reward; Resourcing; and Systems – came into operation in 2011/12. This new OD team has carried out a number of improvement activities including its Creating Excellence programme, which was developed specifically to support new teams and new ways of working.

A review of the leadership and management-development needs for support staff is currently underway, with development programmes for both first-line and middle managers planned for 2012/13.

In January 2012 work began on delivering a Career Framework for support staff.

A working group, involving managers from across the University and the trade unions, has identified some initial potential career pathways and is now mapping the skills, knowledge and experience needed at each stage and the potential training opportunities.

In addition, a new initiative, the Performance Enhancement project, aims to create a culture in which employees can feel confident about their performance in their current role and have clear structure for their career progression. OD is also prioritising its discussions with senior managers to create a more structured approach to talent management and succession planning.

Other initiatives include:

- plans to introduce a streamlined course-booking system;
- a pilot mentoring scheme, for both academic and support staff;
- a new e-recruitment system.

A third staff survey was carried out in early 2012, and 49 per cent of all staff – the highest number yet – responded. A full report together with an associated action plan is due to be published during the 2012/13 Autumn Term.

### Equality and diversity

The main focus for the Equality and Diversity team in 2011/12 has been on improving the representation of women in academic leadership roles. As a result Council has agreed to a set of recommendations that are now being implemented across the University to increase gender diversity in senior academic roles. The team has also worked closely with colleagues in the Medical Faculty on preparing submissions for recognition under the Athena SWAN (Scientific Women's Academic Network) Charter – a national scheme that recognises excellence in the employment of women in the fields of science, technology,

engineering, maths and medicine (STEMM). In 2012, two schools were formally recognised under the Charter for supporting the career development of their female staff: the School of Chemistry received a Bronze award and the School of Physiology and Pharmacology successfully renewed its Silver award.

Other activities include:

- developing policies, procedures and processes to ensure that the University can demonstrate due regard to equality of opportunity;
- developing, with the support of members of the University's Individual Circumstances Group, a Code of Practice for submission as part of REF2014;
- continuing collaboration with the Russell Group Equality Forum on key issues connected to equality and diversity.

### Influencing policy

Many Bristol academics achieve the distinction of being appointed to sit on the boards and decision-making committees of government and non-profit organisations, which in many cases enables them to contribute to shaping national and international policy. Some examples from the year include:

- Professor Patricia Broadfoot (DSc 2000, Honorary LLD 2010) from the University's Graduate School of Education was appointed a member of a new Social Science Expert Panel for the Department for Environment and Rural Affairs (Defra) and the Department of Energy and Climate Change (DECC).
- Jonathan Sterne, Professor of Medical Statistics and Epidemiology, and Debbie Lawlor (MB ChB 1986), Professor of Epidemiology in the School of Social and Community Medicine, were two of 25 new Senior Investigators to represent the country's most outstanding leaders of clinical and applied health and social care research by the National Institute for Health Research (NIHR). Gianni Angelini, British Heart Foundation (BHF) Professor of Cardiac Surgery in the School of



Professor Varinder Aggarwal FRS



Professor Debbie Lawlor

Clinical Sciences and Bristol Heart Institute, was one of 29 NIHR Senior Investigators who were re-appointed.

- Dr Pat Kehoe, Reader in Translational Dementia Research in the School of Clinical Sciences was invited to join the Research Advisory Committee (RAC) of the Alzheimer's Society.

### Fellowships and professional appointments

Many members of staff represent the University through prestigious Fellowships and membership of professional organisations. The year 2011/12 saw the following appointments, among others:

- Varinder Aggarwal, Professor in the School of Chemistry, Alasdair Houston, Professor of Theoretical Biology in the School of Biological Sciences, Richard Kerswell, Professor of Applied Mathematics in the School of Mathematics, and John McNamara, Professor of Mathematics and Biology in the School of Mathematics, were all elected Fellows of the Royal Society.

- Professor Gillian Clark of the Department of Classics and Ancient History was elected a Fellow of the British Academy.
- Debbie Lawlor (MB ChB 1986), Professor of Epidemiology at the University's School of Social and Community Medicine, was elected to the Fellowship of the Academy of Medical Sciences.
- Mario di Bernardo (PhD 1998), Professor of Nonlinear Systems and Control in the Department of Engineering Mathematics and a member of the Bristol Centre for Complexity Sciences, was named a Fellow of the Institute of Electrical and Electronics Engineers (IEEE).
- Malcolm Evans, OBE, Professor of International Law, and one of the UK's leading human rights experts, was awarded an Honorary Fellowship by Bangor University, Wales for his services to law.
- Haydn Mason, Emeritus Professor and Senior Research Fellow in the Department of French, was elected a Fellow of the Learned Society of Wales.

## Staff continued



Professor Jean Golding OBE



Dr Pat Kehoe

- Mervyn Miles, Professor of Physics, Head of the Nanophysics and Soft Matter Group, and Director of the Centre for Nanoscience & Quantum Information at the University of Bristol, became the new Chief Scientific Advisor for IOP Publishing.

### Awards and prizes

Staff continue to distinguish themselves through the receipt of awards and prizes. Accolades from the year include:

- Professor Kei Cho, Chair of Neuroscience in the University's School of Clinical Sciences, received one of the Royal Society's most prestigious awards, a Royal Society Wolfson Research Merit Award, for his work on synaptic plasticity and pathology in the brain.
- Three academics were awarded an Order of the British Empire (OBE): Professor Marianne Hester, Head of the Centre for Gender and Violence Research at the University's School for Policy Studies, in recognition of her work to improve the quality of care given for women and children experiencing domestic violence and abuse; Professor Jean Golding (DSc 1994), Emeritus Professor of Paediatric and Perinatal Epidemiology, in recognition of the world-famous population study, Children of the 90s (also known as ALSPAC), which she founded in 1991; and Emeritus Professor Derek Offord, a specialist in 18th- and 19th-century Russian history, thought and literature, for services to Russian studies in language and culture.
- Four academics in Bristol's School of Earth Sciences were awarded medals from the Geological Society: Dr Cherry Lewis (BSc 1994), an honorary Research Fellow, was awarded the Sue Tyler Friedman Medal; Willy Aspinall, Cabot Professor in Natural Hazards and Risk Science, received the William Smith Medal, for excellence in contributions to applied geoscience; Royal Society Research Fellow Dr Daniela Schmidt received the Lyell Fund, awarded to outstanding early career scientists; and Professor Christopher Hawkesworth, a Visiting Professor in the School of Earth Sciences, was awarded the Wollaston Medal, the highest award given by the Geological Society.
- Dr Heather Whitney (PhD 2002), Lecturer in Global Change in the School of Biological Sciences, has been awarded the 2012 President's Medal in Plant Sciences by the Society for Experimental Biology, for her ground-breaking research on plant iridescence.
- Professor Katharine Cashman, AXA Professorial Research Fellow in the School of Earth Sciences, was elected to the American Academy of Arts and Sciences (AAAS).
- Professor Keith Stanton from the University's Law School was elected President of the Society of Legal Scholars (SLS) for 2011/12.
- Professor Keith Edwards in the School of Biological Sciences was awarded the Royal Agricultural Society of England's 2011 Research Medal.
- Mick Aston, Emeritus Professor of Landscape Archaeology, was given a Lifetime Achievement Award at the 2012 British Archaeological Awards.
- Clive Mason, a Teaching Fellow in the Centre for Deaf Studies, won Teacher of the Year for the South West region in the 2012 Signature Annual Awards.
- Libby Houston, Research Associate in Biological Sciences, was awarded the prestigious HH Bloomer medal by the Linnean Society for her contribution to natural history.