

POSITIVE FUTURES 2009: UNIVERSITY OF BRISTOL RESEARCH STAFF CONFERENCE, THURSDAY 2 APRIL 2009, VICTORIA ROOMS, BRISTOL

SPEAKER BIOGRAPHIES

CLARE BROPHY, CAREER COACH, UNIVERSITY OF BRISTOL

Passionate about supporting individuals in the development and self-management of their working lives, Clare joined the University as career coach three years ago. She brings over 20 years experience of human resources management, recruitment, change management and management development to her role. When not coaching, Clare's background enables her to contribute to the research staff development agenda and broader PWE issues.

Outside the University, Clare works as an Executive Coach specialising in career transition, a facilitator, trainer and HR consultant, mainly in the public, voluntary and small business sectors.

CHRISTIAN CARTER, PERSONNEL MANAGER (POLICY DEVELOPMENT), UNIVERSITY OF BRISTOL

Christian has worked in a range of personnel and training roles over the last 20 years all within the Public Sector including the National Health Service, Further and now Higher Education.

Based at the University of Bristol for the last ten years he is responsible for the development of corporate Human Resource policy in relation to research staff. In addition he manages the University Positive Working Environment (PWE) initiative, a process with a mission to 'Make working life productive, rewarding, enjoyable and healthy' for all. Bristol is a research led Higher Education Institution with research staff comprising 1100 of the 5500 employees.

Christian leads a team of 5 colleagues committed to the training and career development of Bristol's research staff. The team has steadily grown and developed over the last nine years. Christian has extensive experience of the issues that affect both research staff and the university sector. He has been involved at a national level for many years and was instrumental in the development of CROS (Careers in Research On Line survey) a web-based research staff opinion survey now used in over 50 UK universities. He is a founder member and Deputy Chair of UKHERD (Higher Education Researcher Development), expert employment adviser to the European Commission, and a Member of the Chartered Institute of Personnel and Development.

Background information on both areas of his work can be found on the Bristol research staff website at www.bristol.ac.uk/researchstaff and the Positive Working Environment web site at: www.bristol.ac.uk/pwe

DR LORNA COLQUHOUN, HEAD OF RESEARCH DEVELOPMENT, RESEARCH & ENTERPRISE DEVELOPMENT (RED), UNIVERSITY OF BRISTOL

Lorna joined RED in October 2007 from Imperial College London, Division of Medicine where she was senior manager in the Division, working with the academic Head of Division to develop strategy and policy and head up operational management.

Lorna did her PhD at University of Southampton studying neuropharmacology of nicotinic receptors in parasitic nematodes. After post docs at Baylor College of Medicine in Texas and Tufts Medical School in Boston, she hung up her labcoat in 1999 to come back to the UK to join the Medical Research Council as Programme Manager for International Health. In 2003 she was recruited to be a Senior Programme Manager at Imperial College in the Division of Medicine where she set up and led a team managing international research in infectious disease for 2 years until taking on the management of the Division of Medicine.

Lorna's role in RED is to work with the Director of RED and others to develop high level strategic direction of research at the University and to facilitate its growth and development, including evaluating current activity in an international context. She provides leadership and direction for the professional team of Faculty-focused Research Development Managers and works closely with Deans and Research Directors to offer expert guidance, advice and support. She is also responsible for support to inter-disciplinary research applications and initiatives and for helping to identify new funding opportunities, particularly those in 'high priority' areas.

DR DANE COMERFORD, PUBLIC ENGAGEMENT OFFICER, CENTRE FOR PUBLIC ENGAGEMENT, UNIVERSITY OF BRISTOL

The Centre for Public Engagement is a small support services department that helps researchers engage with the public. Public engagement at Bristol is part of the University's vision and strategy and includes working with schools, giving public talks and involving people directly in research. Dozens of examples are available online at: bristol.ac.uk/publicengagementstories/

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Dane graduated from the University of Birmingham with a degree in Natural Sciences and spent a year in Unilever Research before gaining a PhD in Chemical Physics from the University of Bristol. He has always pursued public engagement within research roles, consulting on short science films made by ITV or by school children, and engaging in dialogue at public events.

FIONA FORD, DEPUTY DIRECTOR AND HEAD OF POLICY DEVELOPMENT, PERSONNEL SERVICES, UNIVERSITY OF BRISTOL Fiona.Ford@bristol.ac.uk

Fiona has worked within the Higher Education sector for over 20 years. She spent 10 years with Bristol Polytechnic, moving through a variety of administrative roles within the organisation. She took up a two-year fixed term post as Personnel Officer at Bristol University in 1992, and almost 17 years on she is still there, although in a much changed role as Deputy Personnel Director and Head of Policy Development.

Fiona's current role is focussed on organisational development and the management of change. Projects she has led or been significantly involved in over the past five years include: development and implementation of a new Pay and Grade structure for the organisation; development and implementation of a new policy on Fixed Term Contracts; development and implementation of a new Statute and Ordinances; implementation of Full Economic Costing; and the University's Positive Working Environment initiative.

Fiona is a Chartered Fellow of the Chartered Institute of Personnel and Development.

In trying to achieve a reasonable "work-life balance" she enjoys ski-ing, scuba diving, cycling, keeping fit (well, trying to!), reading and travelling.

DR JENNIFER GRIGGS, RESEARCH ASSISTANT, SCHOOL OF GEOGRAPHICAL SCIENCES, UNIVERSITY OF BRISTOL

Jennifer is a research assistant in the School of Geographical Sciences. She has always had an interest in explaining her research to the public and for the most recent two Science Alive festivals she has been involved in creating and manning her departmental stands.

Jennifer graduated with a MSci in Physics before gaining a PhD in Atmospheric Physics, both at Imperial College London. She then moved to the University of Bristol where for the last four years she has been working on detecting changes in the Antarctic and Greenland ice sheets using satellite data.

PROFESSOR LEN HALL, PRO VICE-CHANCELLOR, UNIVERSITY OF BRISTOL

Len is a Pro Vice-Chancellor and Professor of Molecular Genetics. He joined the University of Bristol in 1983, as a 'new-blood' lecturer in the Department of Biochemistry, following six years of postdoctoral research at the Middlesex Hospital Medical School in London and two years as a Royal Society Fellow at the University of Berne in Switzerland. In 1998 he was promoted to professor and two years later became Head of the Department of Biochemistry. He was subsequently elected as Dean of the Faculty of Medical and Veterinary Sciences in 2004, a post he held until becoming Pro Vice-Chancellor in 2008.

Throughout his academic career, Len has held 39 research grants from a wide variety of sources and has published seven review articles, five book chapters and approximately 100 peer-reviewed research papers in academic journals. Len's Pro Vice-Chancellor portfolio includes responsibility for personnel and staff development (see <http://www.bristol.ac.uk/university/management/len-hall/>). He has a particular interest in the role and career development of research staff and is a founder member of the University's Research Staff Working Party, a committee which he now chairs.

CHARLIE HINDMARCH, RESEARCH ASSISTANT NEUROSCIENCE AND ENDOCRINOLOGY

Charlie has worked as a research assistant in CSSB for the past five years on a British Heart Foundation grant. His research interests include the impact of physiological and pathological modulation of the transcriptome in brain structures involved in the regulation of the cardiovascular system.

Following graduation from Plymouth University with a BSc in Marine Biology, and The University of Southampton with an MSc in Biochemical Pharmacology, he spent a short period in the pharmaceuticals industry (Pfizer) before taking a post at the University of Liverpool as a research technician on a pilot project on muscle wasting in lung cancer. In 2004, he took his post at Bristol and in 2005 decided to fund his PhD from his wages, which he is in submission of now (as of Feb 1st 2009).

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DAVE JARMAN, ENTERPRISE SKILLS AND EDUCATION MANAGER, RESEARCH & ENTERPRISE DEVELOPMENT (RED), UNIVERSITY OF BRISTOL

Dave develops and manages the University's enterprise and entrepreneurship education programme. This activity ranges from academic modules for students and short courses for staff through to facilitated support, funding, and information to everyone at the University who is interested in developing their ideas for commercial and social enterprises. Dave is a certified skills trainer, personal development coach, and a qualified NLP and MBTI practitioner. Prior to his current role, Dave worked for the University Careers Service on Employability for graduates and prior to that founded the Student Development Unit at the University of Bristol Union.

DR ALISON LEGGETT, RS STAFF DEVELOPMENT MANAGER, PERSONNEL & STAFF DEVELOPMENT, UNIVERSITY OF BRISTOL

Alison is the Research Staff Development Manager at the University responsible for a range of training and development programmes for our 1100 Research Staff. These programmes form part of our commitment to provide high quality information, training and support to research staff who play a vital role in helping the University meet its aims and objectives.

After graduating from University of Oxford with a degree in Physiological Sciences, Alison gained a PhD in Neuropharmacology from the University of Nottingham. She was a postdoctoral researcher in H.E. for four years, the last three of which were spent in the Faculty of Medicine and Dentistry working on the Neural Mechanisms Underlying Stress.

SARAH MCCOWEN, CAREER COACHING MANAGER, UNIVERSITY OF BRISTOL

Sarah runs the Staff Career Coaching Service at Bristol, which works with staff across the university. The service works with people around all aspects of their career whether they are planning to stay at the University of Bristol or leave. With Christian, Alison, Clare, Natalie and Marjie, she is part of the research staff team, which works to improve the employment experience of RS at Bristol. She also works part-time in the Staff Counselling Service. Prior to this role, Sarah worked as a careers consultant in the private sector, supporting people facing redundancy.

RICHARD REEVES, DIRECTOR, DEMOS

Richard Reeves is Director of Demos. His principal areas of current interest are the economics and politics of wellbeing; trends in British politics; and the future of the workplace.

Richard's latest book is *John Stuart Mill – Victorian Firebrand*, an intellectual biography of the British liberal philosopher and politician. Richard is also an essayist for the *New Statesman* magazine and editor-at-large and columnist for *Management Today*, for which he writes a monthly column. He is also a regular contributor to *The Guardian*, *Observer* and *Prospect* magazine as well as a range of national radio and television programmes. In 2005, he was a presenter of the four-part BBC2 series, *Making Slough Happy*.

Richard is a former Director of Futures at The Work Foundation, Society Editor of *The Observer*, principal policy adviser to the Minister for Welfare Reform, Economics Correspondent and Washington Correspondent of *The Guardian*, research fellow at the Institute for Public Policy Research, one of the UK's premier think-tanks, and a postgraduate researcher at the University of London.

DR EMMA ROBINSON, RCUK ACADEMIC FELLOW, SENIOR RESEARCH FELLOW, DEPARTMENT OF PHYSIOLOGY AND PHARMACOLOGY, UNIVERSITY OF BRISTOL.

Emma obtained her BSc(Hons) in Pharmacology from the University of Bristol in 1992. She then undertook a PhD programme in Prof David Nutt's lab that included an industrial placement at Knoll Pharmaceuticals, Nottingham. In 2005, following a five-year period as a temporary lecturer in the Department of Pharmacology, she was awarded a five-year RCUK Academic Fellowship. At the present time, her research group has funding from MRC, Wellcome Trust, British Pharmacological Society Integrative Pharmacology Fund, BBSRC and Organon Pharmaceuticals. Teaching responsibilities include running a one week intensive course and ~60 further contact hours. She is a member of the British Pharmacological Society Education and training committee and diploma steering committee and in 2008 was progressed to Senior Research Fellow.

KATE TAPPER BA, PGCE, MBTI, BUD DEVELOPMENT

Kate is the Director of Bud Development; a consultancy that challenges organisational culture and improves working lives. As a facilitator Kate helps people liberate ideas and the energy to act on them. Kate has ten years' experience in learning and development, from teaching to organisational change. She is an international conference speaker and works with UK universities as well as other public and private sector organisations.

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LORNA TUTTON, CUSTOMER CARE SPECIALIST, RESEARCH & ENTERPRISE DEVELOPMENT (RED), UNIVERSITY OF BRISTOL

Lorna provides training and support to the academic community relating to the work undertaken in the Division of Research & Enterprise Development, she also has a focus on training in customer care. After completing a combined science degree in geology and geography, Lorna joined SAGA Holidays where she gained considerable experience in customer care during her time spent working directly for the Chairman and dealing with complaints! She returned to University to study for a PGCE specialising in Further Education and worked as a lecturer in a College of Further and Higher Education. She was integral in the development of both an HND and a degree course in Tourism at Mid Kent College in conjunction with the University of Kent and spent six years as a Head of Department responsible for a wide range of both vocational and academic courses and the operational catering facilities at one of the college sites, managing a turnover in excess of £250k.

MARTIN WHITE, PROFESSOR OF THEATRE, DEPARTMENT OF DRAMA: THEATRE, FILM, TELEVISION, AND PROVOST OF THE INSTITUTE FOR ADVANCED STUDIES, UNIVERSITY OF BRISTOL, (2003-9).

Martin was Head of the Department of Drama (1992-8), Arts Dean of Postgraduate Studies and Research (1999-2001), and chair of the national subject association for Drama from 1999-2003. From 1998-2002 he was a member of an Arts and Humanities Research Board Peer Review panel to assess research applications and in 2004 was appointed to the Council of the new AHRC, on which he served until last year, with a special brief on knowledge transfer and how to measure the impact of arts and humanities research. In 2002 he chaired HEFCE's Research Capability fund, distributing some £8m towards strategic research improvements in the creative arts. Martin is currently the Theme Panel Chair for Creative Arts in the Great Western Research programme and a member of the Higher Education Regional Development Association's Creative Industries Group. He was a member of sub-panel 65 in the 2008 RAE.

His research focuses on the plays and theatre practices of the early modern professional playhouses, and the performances of these plays on the modern stage. From 2000-2007 he was responsible for steering the London Globe's research programme and was the Season Consultant for the RSC's 2002 and 2005 seasons of less well-known Elizabethan and Jacobean plays at the Swan in Stratford upon Avon.

His many publications include an edition of Arden of Faversham (1982, reprinted five times), Renaissance Drama in Action (1998), essays and book chapters on 'William Poel's Globe' (1999), Mark Rylance at the Globe (2004) 'London Professional Playhouses and Performances' in the new Cambridge History of British Theatre (2004), Trevor Nunn (2008) and research practices at the new Globe (2009). His edition of Massinger's The Roman Actor for the Revels series was published in 2007, and he has recently completed a book on A Midsummer Night's Dream (2008). His AHRC-funded interactive DVD on early modern performance practices was completed in 2007. He is currently preparing an edition of Jonson's Batholomew Fair. He has directed more than fifty stage productions, many as research in practice.