



THE UNIVERSITY *of* EDINBURGH

# bulletin\*

SPRING 2019



## Fair field and no favour

A University anniversary coincides with International Women's Day

### Don't cross the line

Zero tolerance of bullying in the workplace

### Out of office

What do you get up to outside of working hours?

### An Edinburgh perspective

The Edinburgh Global photography competition

### Spot the difference

Win vouchers for Filmhouse, Edinburgh

# Welcome to the spring

edition of your staff magazine. The cover of this issue is an illustration of Sophia Jex-Blake – one of the Edinburgh Seven. We celebrate the legacy of these women, and more, in our cover story on pages 8 and 9.

How do you like to spend your time out of the office? In this issue three staff members share their ultimate hobbies. Find this on pages 16 to 18.

Our Dignity and Respect policy is extremely important to staff and student wellbeing. We caught up with Denise Boyle and Dr Caroline Wallace in Human Resources (HR) to ask them about the latest campaign, *Don't Cross the Line*. You can read this on page 15.

On pages 10 and 11, you can see the stunning winners of this year's Student Photography Competition, run by Edinburgh Global. Read our lunch mates feature set at the King's Buildings on page 19, and don't forget to try our competition on page 20 for the chance to win a great prize.

📧 If you would like to submit ideas or feedback to *bulletin*, please contact us at [bulletin@ed.ac.uk](mailto:bulletin@ed.ac.uk) or +44 (0)131 650 6508.

For regular updates, visit Staff News at [www.ed.ac.uk/news/staff](http://www.ed.ac.uk/news/staff) and follow us on Twitter @EdinUniStaff

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Cover image: Courtesy of Lothian Health Services Archive, Edinburgh University Library

## Return to Old College

This January the Law School returned to Old College after the refurbishments were completed thanks to LDN Architects and Graham Construction. The Estates team and the Law School collaborated to ensure that the new facilities are state of the art and fully support the School's academic vision to become a world top ten law school in the next decade.

New additions to the facilities include the Quad Café which is open to all staff and students, and the stunning Law Library. Pictured here is the Senate Room.



Sam Sillis; Chris Closer; Paul Dodds

# Defining our values

by Professor Peter Mathieson, *Principal and Vice-Chancellor*

The new year gives us an opportunity to look ahead and define what is important for the coming months.



It is fitting, then, that we are at an advanced stage of developing the University's new strategic plan. The distinctive features of the new plan will be greater emphasis on values than previously; a more people-focused approach; and the definition of a small number of high-level strategic priorities for our research, teaching and knowledge exchange that will contribute to our overall aim of making the world a better place. I believe it is important for the University to define carefully its principles in relation to its people, city, region, nation and the rest of the world in this way.

The people-focus of the new strategic plan will see us cherishing our students, staff, alumni and friends and celebrating their many achievements. We will make the University a destination of choice

for the most talented people from all over the world. We aim to be not only accessible and inclusive to all but relevant to the whole of society, recognising our obligations to the city, region and Scotland as well as our international standing. We aspire to create a strong sense of community with, and for, all.

We will always be a Scottish university with global outreach and international partnerships. We will invest in excellence to attract and retain the best students and staff but we will not grow for growth's sake. We will lead the way in data-driven innovation to become the data capital of Europe, building public trust in the ethical use of data. We will extend porous boundaries not only between our schools and colleges, but also with industry and government. We will celebrate critical thinking so that all our graduates are equipped to make a difference in the world.

I am keen to engage with the entire University in exploring and defining

our values. So far, I have met with staff at a series of five open town hall meetings across our campuses, with University Court, the Heads of School, the University Executive Group and the Senior Leadership team. I would like to thank everyone that has contributed to these discussions, whether by attending in person or through email or other channels.

On that note, there are too few opportunities to say a public thank you to all of you who do so much to make the University the success that it is. Thank you all for your hard work, dedication and commitment. We have much to be proud of and no one should be in any doubt that they are working at one of the world's great universities in one of the world's great cities. I look forward to contributing to making it even better, and I urge you to join in that effort.

To stay up to date with the latest developments visit [www.ed.ac.uk/strategic-plan/2019](http://www.ed.ac.uk/strategic-plan/2019)

## Widening Participation strategy progresses

October 2018 saw the University launch a new Widening Participation (WP) strategy. It focuses on four strands; aspiration and early engagement, support to get in, support to succeed and support to progress, all working towards a whole student lifecycle approach.

Already in progress is a new cross-University working group, Edinburgh Cares, who have revised the Corporate Parenting Strategy. February saw the launch of the Edinburgh city partnership service for care-experienced students: the Hub for Success.

The Widening Participation team have also initiated a pilot of Your Ed, a schools' partnership programme, while the Centre for Open Learning has seen its first cohort of students progress through the new part-time access course for arts, humanities and social sciences. To get involved, look out for the launch



workshop for the WP strategy toolkit, which will take place in May 2019. There will also be open sessions for all staff wanting to implement the strategy in their own area. The first of these will take place on Friday 5 April at 12.30 at the King's Buildings. Details can be found on MyEd.

You can find more information about the guiding principles of the WP strategy and what is taking place around the University at [edin.ac/widening-participation-strategy](http://edin.ac/widening-participation-strategy)



## Annual Review published

The *Annual Review 2017/2018* is now available, highlighting the University's achievements from the previous academic year. The publication is available both in print and online. Printed copies are available from Communications and Marketing. The online *Annual Review* includes pictorial and video highlights.

[www.ed.ac.uk/annual-review](http://www.ed.ac.uk/annual-review)

# Improving exam experiences

We all know that exams can be a daunting time. Even more so if you don't have the comfort or confidence of knowing when and where your exams are or, importantly, if there is a last-minute change to time or venue. Student wellbeing during exam season is vital to allow our students to perform as best they can.

Work from the Service Excellence Programme (SEP) means our students will now have personalised exam timetables at their fingertips on their Office 365 devices, on campus, at home or on the move.

Our students told us that it was often complicated and time consuming finding

accurate exam timetables, and changes could be difficult to spot and understand. Following developments to personalised timetables last year, the SEP team joined forces with colleagues in Student Administration and Support to develop and launch a smart digital solution giving our students quick and easy access to their exam timetables. From this summer, this service will extend to all student timetables, meaning up-to-date daily schedules will be easy to find at the touch of a button. This will ensure our students are happy, feel supported and can focus their time and efforts on their studies.

 [edin.ac/sep-news](http://edin.ac/sep-news)



## Support for our technical staff



The University signed the Technician Commitment in 2017, joining 75 other higher education institutions driving change for technicians in four areas: visibility, ensuring technicians are identifiable and their contribution visible; recognition, supporting professional registration and celebrating achievement; career development, working towards progression through provision of clear pathways; and sustainability, ensuring technical skills and expertise are retained and fully utilised.

The University formally launched the Technician Commitment at McEwan Hall in December. More than 300 technicians heard Professor Peter Mathieson, Principal and Vice-Chancellor, pledge his support for the initiative. The University's action plan for change, which received a very positive review from the Science Council in the self-assessment submission process, was also presented.

The launch increased awareness of the Technician Commitment, the Technician Support Steering Group and technicians' website and encouraged a better understanding of the support available for learning and development. Attendees surveyed rated the event highly and agreed there is a commitment to improvement and a brighter future.

The technicians' network, TechNet, aims to build a visible, connected technician community. In February, more than 50 technicians attended a TechNet event at the Queen's Medical Research Institute, and all technicians are encouraged to attend a central TechNet meeting at the School of Informatics on 20 March.

 [www.ed.ac.uk/technicians](http://www.ed.ac.uk/technicians)

## Discounts for staff in University hotels



A £6.7 million investment into improving Salisbury Green Hotel & Bistro and KM Central has created an unrivalled choice of accommodation for staff, visitors – including friends and families – and event organisers. As they are University-owned, and operated by Accommodation Catering and Events' commercial brand, Edinburgh First, the surplus generated is kept within the University. Plus, University departments will have access to preferential rates and will not pay the 20 per cent VAT cost.

Salisbury Green Hotel & Bistro, located at Pollock Halls, offers 36 rooms in its traditional Mansion House and 72 in the modern Masson House. KM Central offers 45 stylish rooms in the city centre and the 35 Richmond Place Apartments offer a self-catering option, for longer stays.

To book, visit MyEd and use the promotion code **B319**.

 [www.edinburghfirst.co.uk](http://www.edinburghfirst.co.uk)

# EU Settlement Scheme

The UK Government has confirmed the EU Settlement Scheme will be fully open by 31 March. Although the pilot scheme for University staff closed on 21 December, a new, wider pilot scheme began on 21 January.

EU citizens and their family members will be able to remain in the UK without securing their status until 31 December 2020. If you have five years continuous residence in the UK you are eligible for settled status, which confirms you have permission to stay in the UK permanently with no immigration restrictions. If you have less than five years continuous residence you will be granted pre-settled status. This allows you to continue living in the UK as if you were exercising free movement rights.

The UK Government will waive the £65 application fee when the scheme is fully rolled out in March and refund those who have taken part in the pilot. The University will reimburse staff who applied during the pilot that ran 15 November to 21 December, but will recover this payment once it is clear how and when the Home Office intends to refund the fee. Due to the Government's announcement about waiving the fee, reimbursement will not be available for the current pilot.

These pilots are entirely voluntary.

 You can find all the current information on Brexit planning, including updated FAQs and information on the upcoming town hall sessions in April, at [www.ed.ac.uk/news/eu](http://www.ed.ac.uk/news/eu)

## Celebrating Fairtrade fortnight

This year we hosted yet another successful Fairtrade Fortnight. From 25 February to 10 March the University took part in a range of events, including a discussion on palm oil, organised by the Social Responsibility and Sustainability team in partnership with the University's Global Academy of Agriculture & Food Security.

Although Fairtrade is a certification brand, the University also recognises and stocks various accreditations of fair trade products, as long as all actions and products are traded fairly.

There are several ways to get involved in the fair trade work undertaken at the University including making sure that office consumables are fair trade or taking the University's short online course about modern slavery.

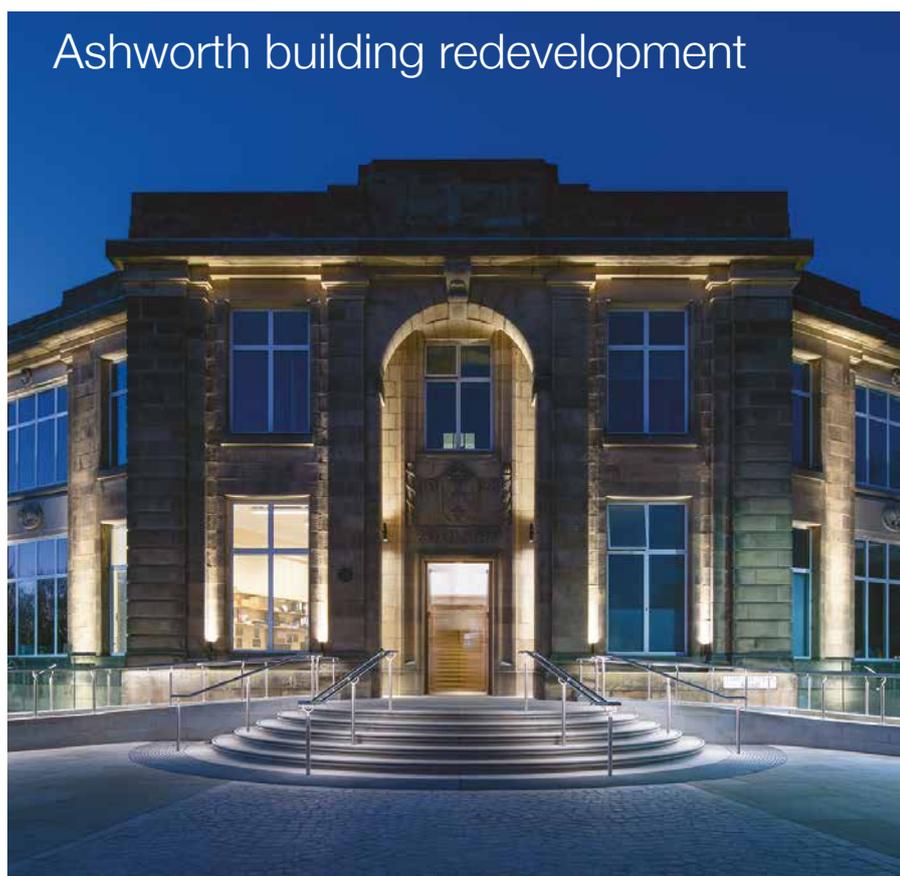
The University has had Fair Trade status for 15 years running, and recognises and supports the International Fair Trade Charter. The University of Edinburgh was also recently named Sustainability Institution of the Year in the UK, in recognition of our progressive and holistic approach to becoming more socially responsible and sustainable.

 [edin.ac/fair-trade](http://edin.ac/fair-trade)

## Estates increase their electric fleet

Since 2016 the Estates team have been replacing their current cars with electric vehicles. After receiving several grants from Edinburgh Council, 16 zero-emission vehicles have been purchased, making up 30 per cent of the University's fleet.

The Estates team have also installed charging points across the University – there are 20 in the Central Area, 10 at the King's Buildings and, thanks to funding from the Energy Savings Trust, two dual-outlet charge points at the Bioquarter and four at Easter Bush.



Ashworth building redevelopment

The redevelopment of the Ashworth building entrance at the King's Buildings campus has been completed by the Estates team.

The entrance is now fully accessible, with improved lighting that emphasises the new work as a real feature of the King's Buildings area. The Estates team worked hard to ensure a cohesion with the existing building and its surroundings and, so far, feedback on the new entrance has been positive.

The foyer has also been redesigned to match the existing period features of 1928.

# research in focus

## A global network of Christian-Muslim studies

Top academics from the School of Divinity have applied for another research grant to expand their current work in Christian-Muslim studies. Mona Siddiqui (pictured), Professor of Islamic and Inter-religious Studies and Assistant Principal Religion and Society, and Dr Joshua Ralston, lecturer in Muslim-Christian Relations, created the Global Network of Christian-Muslim Studies after an award from the Henry Luce Foundation in 2017.

The Network aims to bring together experts from around the globe to enhance discussion and understanding around Islam and Christianity and the relationships between the two. Promoting interdisciplinary research and scholarship not only between academics in the western world, but also with scholars and religious leaders in the Middle-East, Sub-Saharan Africa and Southeast Asia

is expanding Christian-Muslim Studies at an incredible rate. The community hopes to continue to advance education in this field, promoting new thought, research and public discourse. It also encourages current and future religious leaders of both Christian and Muslim societies to explore each other's traditions to promote understanding and empathy.

The success of the project has already seen Professor Siddiqui and Dr Ralston receive grants from the Issachar Fund and the John Templeton Foundation. More recently they have applied for a second grant from the John Templeton Foundation to found the Hikmah Institute. This interdisciplinary centre will sit within the School of Divinity and will explore comparative philosophy and theology, rethinking a number of topics in a new interdisciplinary setting.

 [christianmuslim.div.ed.ac.uk](http://christianmuslim.div.ed.ac.uk)



## New exploration into how memories are formed

Often there is an assumption in scientific research that memory works the same way for everyone, but a new study led by Professor Robert Logie and other psychologists from the School of Philosophy, Psychology & Language Sciences examines the whole range of mental processes that are linked to memory.

Research showed that the combination of ways people use mental tools can differ hugely from person to person, even though all people are able to use the same tools.

Psychologists at Edinburgh reviewed more than 100 previous research studies with adults that investigated the different ways in which people remember words, letters, numbers and pictures. For example, when learning a new language, some people will remember the words by simply repeating it, some might associate



it with a similar-sounding word they already know, and some might visualise the word itself.

Studying how a person can create a mental representation of something in their own individual way shows the benefits from this more detailed exploration of memory when performing tasks.

## DNA can predict potential lifespan

Scientists from the Usher Institute have analysed how different genes can combine to determine a person's lifespan.

Researchers produced a scoring system that showed people in the top 10 per cent may live up to five years longer than those in the lowest 10 per cent.

Up to 12 areas of the human genome were found to influence the length of life, five of which had not been identified before. The genes that affected a lifespan the most were found at sites that have been linked to fatal illnesses. Genes associated with smoking-related conditions and heart diseases were detected, but those linked to other cancers, that aren't related to smoking, were not found in this study. Scientists can now infer that these cancers are possibly a result of rarer genetic differences or of external environmental or social factors.

Suzanne Heffron: kmhmtz66/Getty Images; Eoin Carey

# teaching in focus

## Student researchers aid community

Dr Helen Szoor-McElhinney has developed Our Health, the University's first interdisciplinary health and wellbeing science shop. This is a small project that will carry out scientific research in the community on behalf of local society and is usually free of charge.

Our Health brings together undergraduate and postgraduate students from a range of disciplines to undertake research in collaboration with community groups. A recent project was with the Cheyne Gang Choir, who all live with the lung condition Chronic Obstructive Pulmonary Disease. The research question, set by the choir themselves, examined whether their breathing techniques were changing their lung physiology and improving their symptoms.

The students were supported in their research through a network of academics, doctors and healthcare practitioners, which allowed them to learn and grow throughout the project. Dr Szoor-McElhinney said: "Throughout my evaluation of the projects I was keen to capture the community partners' perspectives and experiences around the work. They told me that they had started to think of themselves as researchers because they had been fully welcomed into the research process by the student teams."

The project has been a huge success with both students and the wider community, proving the value of both interdisciplinary learning and community-based research.

# Harnessing interdisciplinarity

Last September saw the hugely successful *Our Changing World* course run for its ninth year.

Though it's managed by the Deanery of Biomedical Sciences, the course is open to all undergraduates. The lectures are also open to the general public to encourage a diverse audience. In fact, the course benefits from attracting students from all subjects. The more mixed the students, the more interesting the approaches to the topics covered each week.

This year the theme for the programme was 'identity', with lectures covering topics such as gender fluidity, the 'self' and the immune system, and human relationship with nature.

What stands out in the student feedback from the course is the use of Facilitated Group Discussion (FGD) sessions that take place instead of normal seminars. Instead of being led by staff, students take the lead in FGDs, prompting exploration of the themes beyond what was covered in the lecture. The range of students involved in the discussions promotes independent thought and criticism, forcing students outside the comfort of their own study areas.

The interdisciplinary nature of FGDs benefits all the students that choose to take this course, encouraging them to consider the biases of their opinions, and making their arguments more considerate and informed.

## Crafting an introductory course



The students receive their certificates from Dr Sarah Ivory (centre) in the Poster Award Ceremony that concludes the course.

Recognising that the introductory, compulsory course for first year business students needed improvement, Dr Sarah Ivory, lecturer in the Business School, was brought in to redesign the entire syllabus. After a hugely successful first year, the second cohort of students started the new course, *Global Challenges for Business* last September.

The focus of this course is simple; teaching students how to think. The skills reiterated throughout are; quality of argument, strength of evidence and clarity of presentation. The topics covered include a range of interdisciplinary themes that are relevant to business including climate change, digital disruption, global inequality, identity, and the future of 'work'. This broader context to the world of business may not lend itself to in-depth focus, but the aim is to allow students to see how other disciplines play a part in their study of business, and encourage them to think and discuss (not simply learn and repeat), to create an informed argument. This is the foundation of their academic, and then professional, journey.



Stories based on posts from the Teaching Matters Blog. To read more, visit [www.teaching-matters-blog.ed.ac.uk](http://www.teaching-matters-blog.ed.ac.uk)



# Fair field and no favour

This year's International Women's Day ties in with a significant University anniversary. *bulletin* explores the impact of the Edinburgh Seven, who forced open the gates to female higher education.



Professor Dame Anne Glover

Each year, International Women's Day is a chance to reflect on the past, and look forward to the future, celebrating the achievements of women throughout the ages, no matter where they come from.

The theme this year is #BalanceforBetter. It encourages a gender balance across our cultures; in business, in government, in media coverage, in employment, in pay and wherever else we see inequality. Collective action and shared responsibility are the cornerstones of this campaign.

### Celebrating balance

What better way to recognise this idea of equilibrium than a discussion of diversity. Our International Women's Day Lecture welcomed Professor Dame Anne Glover, a prominent molecular biologist. In 2006, she became the First Chief Scientific Advisor for Scotland, moving to become the First Chief Scientific Advisor to the President of the European Commission in 2012. She is currently the President of the Royal Society of Edinburgh and she is also an alumna of the University, with a BSc in Biochemistry. Her enlightening talk centred around the title 'Diversity – makes life better for everyone'.

## Looking back

Today the University is proud to attract incredible women like Professor Dame Anne Glover and boasts a number of leading female staff members across the entire institution.

In fact, the University was the first to welcome women through its doors.

“Sophia Jex-Blake and her supporters always felt that it would be a Scottish university that was likely to open its doors to women first and so it was, when the University of Edinburgh sanctioned the matriculation of women students on to the medical degree programme 150 years ago, in 1869,” explains Jo Spiller, Head of Educational Design and Engagement (Sabbatical) and postgraduate MScR in the School of History, Classics & Archaeology, who is currently researching this period of the University’s history.

Sophia Jex-Blake was one of seven women who began the campaign for female higher education. After her individual application to Edinburgh was turned down – because the University was unable to accommodate just one lone woman on this programme – Jex-Blake advertised in *The Scotsman* for others to join her in applying. Several women responded and they sat the matriculation exam together. Mary Anderson, Emily Bovell, Matilda Chaplin, Helen Evans, Edith Pechey, Isabel Thorne and Sophia Jex-Blake began their studies in 1869 to become physicians and later became known as the Edinburgh Seven.

“This was a landmark moment, as it meant that for the first time women could pursue a professional university education, one that would lead to qualification and legitimate entry into the medical profession. It put the rights of women to study at university and to pursue professional careers on the national agenda and opinions on all sides of the debate were fiercely held and passionately argued,” says Spiller.

## Campaigning for change

Unfortunately, these women still faced some opposition and on one instance, they were the cause of a riot. Jex-Blake described what happened: “On the afternoon of Friday 18 November 1870, we walked to the Surgeon’s Hall, where the anatomy examination was to be held. As soon as we reached the Surgeon’s Hall we saw a dense mob filling up the road... The crowd was sufficient to stop

all the traffic for an hour. We walked up to the gates, which remained open until we came within a yard of them, when they were slammed in our faces by a number of young men.”

Spiller clarifies: “Edinburgh became a focal point for that mounting tension,” eventually coming to a head in “a bitter legal battle that ultimately ruled against the women graduating.

“As Isabel Thorne, one of the so-called Edinburgh Seven, reflected later ‘much courage was required for a medical man to declare himself a friend of the movement’.”

## Pressing forward

Although the University did not award them a degree at that time, the Edinburgh Seven will all be awarded honorary degrees later this year. In the 1870s, the Edinburgh Seven had to pursue their studies elsewhere. Five of the women were eventually awarded their medical doctorates outside of the UK and Jex-Blake was the third woman in Britain registered with the General Medical Council.

Spiller says that after the Edinburgh Seven were refused a degree, the campaign for female higher education “moved to London and women eventually won the right to access university in 1877, eight years after it began in Edinburgh.”

In 1889 an Act of Parliament was eventually passed that sanctioned degrees for women.

In 1893 the first women were able to graduate from the University of Edinburgh and the following year a group of women graduated from the Medicine programme.

Each woman from the Edinburgh Seven paved the way for future female graduates to succeed in achieving a degree. Their legacy encouraged the likes of Agnes Yewande Savage, the first woman of West African heritage to train and qualify in orthodox medicine, and Elsie Inglis, founder of the Scottish Women’s Suffrage Federation and Scottish Women’s Hospitals, who was taught by Jex-Blake in her School of Medicine for Women.

## Opening the gates

Professor Dame Anne Glover says that these women opened the way for future generations: “The story of the Edinburgh Seven is both tragic and inspirational.

We still have a job to do and it helps enormously to see from the achievement of the Edinburgh Seven, that battles can be won.

Professor Dame Anne Glover

The opportunities many women have today rely upon the foundation of effort, perseverance and resilience built by these pioneering women... We still have a job to do and it helps enormously to see from the achievement of the Edinburgh Seven, that battles can be won.”

Today the University has an exceptional Equality and Diversity team, that heads multiple networks and committees dedicated to supporting staff and students alike. One focus is supporting the Athena SWAN Charter, which looks to promote gender balance across higher education and research. In 2018 the University retained its Institutional Silver Athena SWAN award. More and more work is being done to promote and encourage equality and diversity across the University and to address the changes that may still need to be made.

“The drive for equality in education is still ongoing and this anniversary year offers us an opportunity to celebrate some of the remarkable individuals, both men and women, who led the way 150 years ago. It is also an opportunity for us to reflect on how far we have come as an institution since then and how much more we can still do to ensure we provide the ‘fair field and no favour’ that Sophia Jex-Blake requested in 1869,” comments Spiller.

It’s been 150 years since the Edinburgh Seven had the gateway to education and equality slammed in their faces by others. Now the University holds the gates of opportunity, community and knowledge open to all. 🇬🇧



A 1906 group of female medicine graduates.

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# An Edinburgh perspective

*bulletin* showcases the winners of the 2018 Edinburgh Global student photography competition.



Celebrating the competition's tenth year, Edinburgh Global enjoyed a whole host of entries in 2018. All current international students and any students who have had a 'Go Abroad' experience are eligible to enter along with online learners from outside the UK.

*An Edinburgh Perspective* was the theme for this year's competition, and the winning images were chosen by an independent panel of judges.



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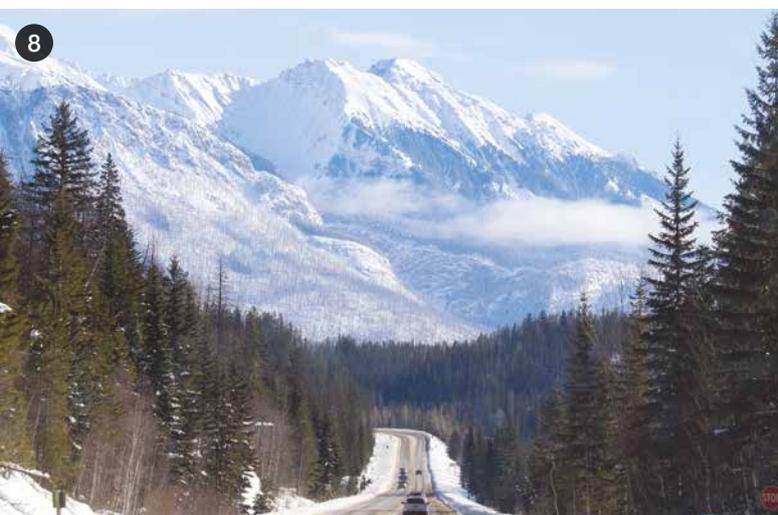
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1. First Prize: the Royal Scots Greys Memorial at the Edinburgh International Festival fireworks by Siyan Liu from China.
2. Second Prize: street performers in the Royal Mile by Sree Hari P.D. from India.
3. Principal's Choice Prize: bubbles outside the National Gallery by Eleni Zarkada from Greece.
4. People's Choice Prize: Edinburgh Castle from Princes Street Gardens by Tomas Sarmiento Armendariz from Mexico.
5. Category Prize, Stories and Experiences: snow-covered Edinburgh by Poonnapa Poonyalkhit from Thailand.
6. Category Prize, City and Surroundings: Edinburgh's spring flower blossom by Giada Barzaghi from Italy.
7. Category Prize, People and Community: a performer from the Edinburgh Fringe Festival by Li Yang from China.
8. Category Prize, Abroad: the Canadian Rocky Mountains by Thomas Dalhuisen from The Netherlands.

## people news

### Chancellor's Awards

*Five staff members have been honoured with Chancellor's Awards in recognition of their outstanding teaching, research excellence and exceptional impact, globally or locally.*

**Professor Peter Higgins**, Chair of Outdoor and Environmental Education in Moray House School of Education and Sport, was presented with the Teaching Award in recognition of his dedication to developing outstanding learning experiences for students across multiple programmes.

**Professor David Reay**, Chair in Carbon Management and Education in the School of GeoSciences, was also presented with the Teaching Award in recognition of his first-rate collection of climate change and environmental programmes.

**Richard Morris**, Professor of Neuroscience in the Centre for Discovery Brain Sciences, part of Edinburgh Medical School, received the Research Excellence Award due to his phenomenal work in the neurobiology of learning and memory.

**Dr Beth Biller**, Chancellor's Fellow at the Institute for Astronomy in the School of Physics & Astronomy, received the Rising Star Award for her research into the direct imaging of exoplanets, a rapidly expanding field.

**Professor David FitzPatrick**, Joint Section Head of Disease Mechanisms in the Human Genetics Unit of the MRC Institute of Genetics & Molecular Medicine, part of Edinburgh Medical School, was presented with the Impact Award in recognition of his research into families who have a child affected by severe developmental disorders.

## Philip Leverhulme Prize for GeoSciences



**D**r Stephen Brusatte, Reader in Vertebrate Palaeontology in the School of GeoSciences, has been awarded a Philip Leverhulme Prize for Earth Sciences. The awards recognise outstanding researchers whose work has attracted international recognition and whose future career is exceptionally promising.

Dr Brusatte is an expert in the anatomy, genealogy, and evolution of fossil vertebrates. He plans to use the £100,000 prize to hire a fossil conservator and lab specialist, alongside purchasing equipment, in order to build a new vertebrate palaeontology laboratory.

"It's a great honour to win this prize, but what I'm most happy about is that I can use the funding to build a world-class fossil conservation laboratory, support student research, and fund fieldwork on the Isle of Skye and elsewhere in Scotland," said Dr Brusatte.

### Female researchers celebrated with Suffrage Science Award

Two female scientists from the School of Informatics have been awarded Suffrage Honours in recognition of their achievements in mathematics and computing. Professor Jane Hillston, Head of the School of Informatics, and Professor Ursula Martin, from the School's Centre for Intelligent Systems and their Applications, are among 11 UK scientists in maths and computer science who received the awards.

Of all the people in the UK working in core science, engineering, technology and mathematics, only 23 per cent are women. To combat this and help inspire future generations of female scientists, Professor Dame Amanda Fisher, Director

of the MRC London Institute of Medical Sciences, created the Suffrage Science Scheme in 2011. The awards seek to recognise female scientists that are an inspiration, encouraging other women to train in these areas.

The ceremony was held at the British Library in London, where the previous holders passed on their awards to their chosen scientist. The awards themselves are hand-crafted jewellery pieces, designed by students at Central St Martins and inspired by research and the Suffrage movement. The idea is that these heirlooms can be passed down from scientist to scientist as the awards continue.

# Ground-breaking fertility research recognised

Professor Evelyn Telfer, from the School of Biological Sciences, has been named as one of *Porter* magazine's Incredible Women of 2018 alongside other inspirational women such as Michelle Obama. Other nominees included snowboarding Olympian, Chloe Kim and activist survivor of the Marjory Stoneman Douglas shooting, Emma Gonzalez.

The award recognises Professors Telfer's work on fertility and egg cells. Thanks to her research, these cells can be removed from ovary tissue at their earliest stages of development, to be grown in the lab until they can be fertilised. This allows young girls diagnosed with cancer to have their eggs removed before the potentially harmful chemotherapy, and have them matured in the lab, ready to be fertilised at a later date. There's also hope that this study could help research into infertility treatments and regenerative medicine due to the findings on how human eggs develop.

Professor Telfer said: "I am deeply honoured to be named in this list. It



is recognition of the whole team in Edinburgh – Dr Marie McLaughlin, Professor Richard Anderson and Professor Hamish Wallace – our collaborator in New York, Professor David Albertini, and all the women who have supported this research."

## Top prize for young academic

This year the *Common Market Law Review* journal has awarded their 2018 Prize for Young Academics to Dr Leandro Mancano, Lecturer in EU Law in the Law School. The award is open to any academics under 30 or within three years of completion of their PhD. This highly prestigious journal is ranked as number one for European Law and number two for International Law.

Dr Mancano's paper, entitled 'Storming the Bastille: Detention Conditions, the Right to Liberty and the Case for Approximation in EU Law', will be published in a future issue of the journal.

"I am very pleased that an important journal like *Common Market Law Review* has rewarded my research with this prize. The article addresses the role EU law can play in tackling the issue of poor detention conditions, and aims to contribute to the debate on the topic. The ideas presented



in the piece have matured over years of previous research. I would like to thank all the people that have supported me – professionally and personally – and helped me reach this achievement," said Dr Mancano.

## Staff recognised in New Year's Honours

The Queen's 2019 New Year's Honours list recognised four staff members, representing all three Colleges.

**Anna Meredith**, Professor of Zoological and Conservation Medicine, Head of Melbourne Veterinary School and Personal Chair at the Royal (Dick) School of Veterinary Studies, has been appointed OBE for services to animal welfare.

**Jonathan Seckl**, Professor of Molecular Medicine and Vice-Principal for Planning, Resources and Research Policy, has been appointed OBE for services to endocrinology.

**Ian Deary**, Professor of Differential Psychology and Director of the Centre for Cognitive Ageing and Cognitive Epidemiology in the School of Philosophy, Psychology & Language Sciences, has been appointed OBE for services to the social sciences.

**Fiona Alderson**, Technical Services Manager based at the School of Engineering, has been awarded a British Empire Medal for services to engineering and education.

## Assistant Principal joins commission

Melissa Highton, Assistant Principal Online Learning and Director of Learning, Teaching and Web Services, has been appointed to a new commission addressing challenges facing adult education.



The Centenary Commission will assess the impact of globalisation and how adaptations can address issues around shifting demographics and aging population. She is Scotland's sole representative on the Commission, which was set up by the Co-operative College, the Raymond Williams Foundation, the Workers Educational Association, and the Universities of Nottingham and Oxford.

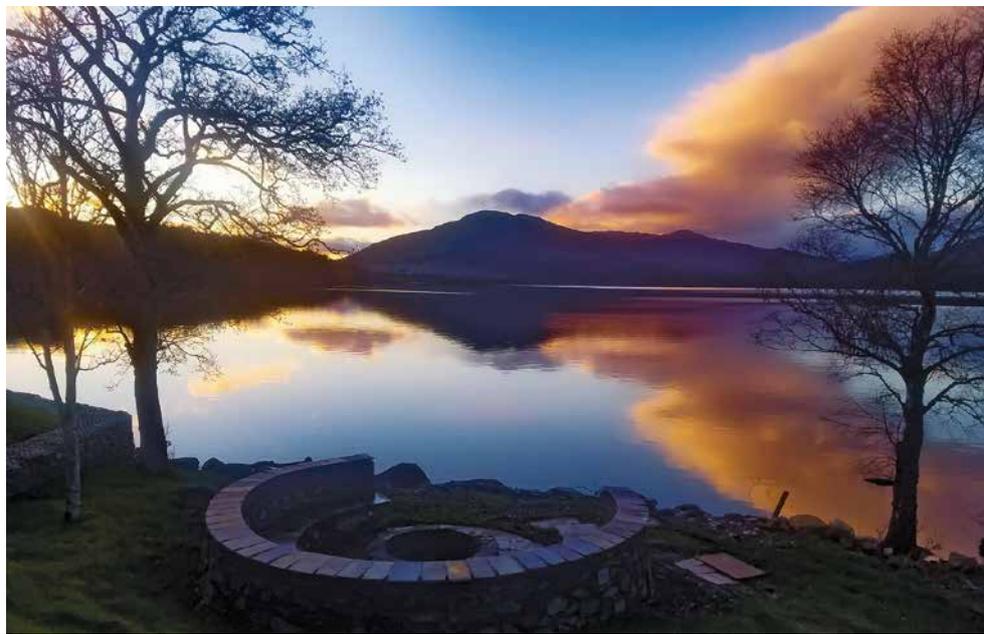
# health & wellbeing

## Celebrating 50 years at Firbush

Since opening its doors on 7 October 1976, the University's residential Outdoor Centre at Firbush has offered students, staff, and families the opportunity to escape the stresses of everyday life, meet new people, try new activities and create memories that will last a lifetime.

Set in a spectacular location, just three miles from the village of Killin in Perthshire, on the south shore of Loch Tay, Firbush continues to offer an extensive programme of water sport and mountain activities throughout the year as well as spaces year round for reading parties, team building, management training courses and conferences.

During the centre's 50th year, the Sport & Exercise team have been gathering and celebrating the experiences and memories of visitors and guests. From helping to change the lives of children with diabetes to assisting Cupid by introducing Les and Elaine, a couple who have now been happily married for more than 24 years, the memories shared told stories of the lifelong bonds formed at Firbush.



So what better way to commemorate 50 wonderful years than with the addition of a new space for visitors to socialise, enjoy the stunning scenery and share a mutual appreciation of their Firbush experience. A new 'Friendship Circle', generously supported by the JD Pollock Trust, has recently been completed by the Estates team, and is already proving a hit with guests.

"The new friendship circle is a wonderful new addition to Firbush – it's a great place to gaze up at the stars and enjoy the sound of the water in the company of new friends," said June Underwood Coordinator of the Firbush Yoga & Mindfulness Retreat.

[www.ed.ac.uk/sport-exercise/outdoor-centre](http://www.ed.ac.uk/sport-exercise/outdoor-centre)

## Learning to love running again

To many, the concept of a 'fun run' sounds a bit like an oxymoron. Not for Student Experience Administrator and PA Laura Houghton, though.



Laura has rediscovered her love of running thanks to Sport & Exercise's Learn to Run programme. Developed by the University's Active Lives team, the free, 10-week walk/jog programme for staff and students is aimed at beginners and those returning to running.

Laura was looking for a new way to stay healthy and keep in shape. "After training and completing a half marathon 10 years ago, I fell out of love with it. However, when I joined Learn to Run, I fell into

enjoying it much more than I thought I would!" says Laura.

By the end of the course the aim is that participants will be able to run continuously for 15 minutes. Sessions are structured with exercises and challenges that are fun but also help improve stamina. The workshop usually runs at lunchtimes in the Central Area and Easter Bush, with plans to expand to more in the future.

"I felt like I was using my lunch hour productively" says Laura. "You can go at your own pace, but being outside and physically active with a group of people is good for your body and mind."

Laura has now 'graduated' to the improver running group and runs about three times a week: "I'm really enjoying

running again and hope others can do the same with Learn to Run."

Jocelyn Moar, Support for Physical Activity (SPA) Programme Officer, runs the group and has been pleased to see students like Laura benefitting from the sessions. "Laura has come on in leaps and bounds, and it has been wonderful to watch her progress, and her love of running develop. Running can be a sociable or solitary pursuit, which is part of its beauty. Learn to Run sessions allow people to gradually build up their jogging stamina in a supportive group environment, which can make a big difference in helping people find their stride," she said.

Inspired? Register your interest in Learn to Run at [healthy.university@ed.ac.uk](mailto:healthy.university@ed.ac.uk)

# Don't cross the line

At the end of 2018, a new campaign was launched to raise awareness of the University's Dignity and Respect policy and to ensure staff and student wellbeing. *bulletin* caught up with Denise Boyle, HR Partner Equality, Diversity & Inclusion, and Dr Caroline Wallace, Senior Partner Equality, Diversity & Inclusion, to find out more.

## What is the *Don't Cross the Line* campaign?

*Don't Cross the Line* is a campaign to help us tackle bullying and harassment in the University. We've used posters, digital images, social media and other online content to raise awareness of what bullying looks like, how the University views this behaviour, and how to seek help.

## What are the key messages?

We want to make it clear that the University has a zero-tolerance stance on bullying and harassment and all complaints are taken seriously. We also want to emphasise that it is everyone's collective responsibility to challenge unacceptable behaviour, and to treat others with dignity and respect. And finally, the campaign highlights the support and guidance available to anyone who needs it.

## How did the plan for this campaign come about?

In 2016/17 we refreshed the Dignity and Respect policy and improved the support and guidance available to staff. During this process it became clear that the awareness and understanding of the Dignity and Respect policy was patchy, to say the least! We tried to improve this using the standard communication methods but we soon realised that a campaign was needed. It's been a long journey but we are overwhelmed by the positive feedback we've received so far.

## How can we find out more about the Dignity and Respect policy?

We have created a new Respect at



Edinburgh web hub to house the Dignity and Respect policy alongside all related information and relevant policies. We encourage staff to visit the site, and we are always happy to receive any suggestions for improvement.

## What's the most important thing to take away from the campaign?

As well as raising general awareness, we hope that the campaign images encourage everyone to consider the impact of their words and actions on others. What might seem harmless to you can feel very different to someone else. The University would like all staff to be at their best at work, and this can't happen if staff feel belittled or ridiculed.

## Is there training available to allow staff to support the campaign and wider policy?

Yes, we have developed a workshop called *Where do you Draw the Line?* specifically to support this campaign. There are also a number of other relevant training packages available as e-Learning modules and staff can access these from the Respect at Edinburgh webpages.

## How do we find out more about how to raise concerns?

The Dignity and Respect policy sets out the options available to staff to raise concerns. We also have a network of

Dignity and Respect Advisors, who can give advice and discuss options with staff, including those who have been accused of bullying and harassment. We have developed guidance for staff and their managers in raising and addressing concerns. All guidance can be found on the Respect at Edinburgh webpages.

## How can staff get involved now the first phase of the campaign is over?

We are asking all staff to support the campaign further by volunteering to be Respect Champions in their teams. Join us in talking about bullying and harassment, share your experiences and help us to break the taboo. Role-model respectful behaviour and take up all related training opportunities. Be familiar with the Dignity and Respect policy, guidance and support, and signpost these to colleagues. And finally, we ask staff to challenge problematic behaviour at the earliest opportunity.

## What happens next?

The campaign is part of wider work we are doing to tackle bullying and harassment. We are working now to improve the process for the reporting and handling of complaints about bullying and harassment, and to enhance the support available to staff and students.

 [edin.ac/respect](http://edin.ac/respect)



# Out of office

What do you like to do outside of working hours? *bulletin* caught up with three staff members who have taken their hobbies to the next level.

## William Mackaness, Senior Lecturer in the School of GeoSciences, owns and flies a vintage de Havilland Tiger Moth aeroplane.

"In 2017 I was approached by the BBC to participate in making a three-part documentary that would explore Scotland's changing landscapes and archaeology through aerial photography. Entitled *Scotland from the Sky*, the project was in close collaboration with Historic Environment Scotland.

"My wife, Nicola, and I own and fly a Tiger Moth (G-BWVT) which has been lovingly restored over many years by Nicola's father, Robin Jewitt. A Tiger Moth is an open cockpit biplane designed by Geoffrey de Havilland in the late 1930s in response to the RAF's requirement for a basic trainer. The aircraft is based at Scone airfield near Perth. The BBC wanted to demonstrate the effectiveness of aerial archaeology and recreate the exploits of OGS 'Osbert' Crawford. Later to become the Ordnance Survey's first Archaeological Officer, in 1939 he flew across Scotland in a de Havilland plane in an attempt to systematically record Scotland's Roman archaeology.

"Our re-enactment involved flying above the Antonine Wall and along the Gask System, which is a connected series of logistical forts and camps whose remains are still visible today, stretching north from Stirling and then east to Perth and beyond.

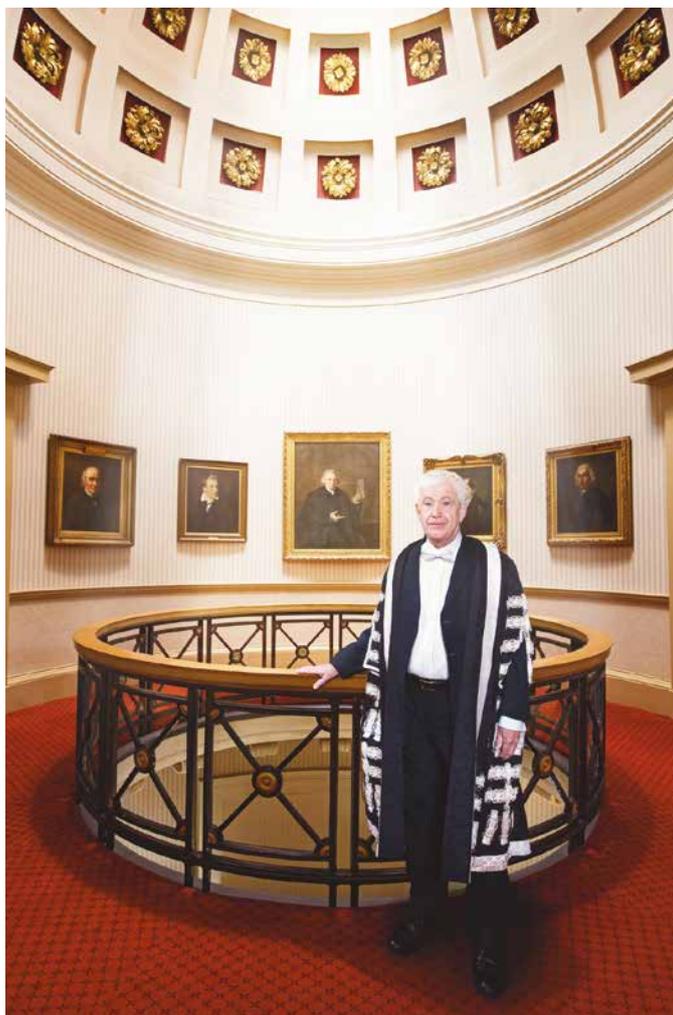
"On the first day of the shoot, we began with filming in the hangar at Perth together with short pieces to camera. For the aerial shots, the producer and camera crew flew in a helicopter with a huge gimbaled camera mounted beneath it. We chose a clear summer evening so that the sun's rays would pick out the rolling hills and fine features of Scotland's majestic landscape.

"Once in the air, the challenge was in following the instructions from the helicopter, whilst flying in formation such that the Tiger Moth and the archaeology simultaneously fell into the camera's view. The filming often required a retake or two, gently circling different parts of the landscape whilst the helicopter



circled around, above and behind the Tiger Moth. By the time we reached Cumbernauld airport an hour and half later, the sun was setting and I was glad to feel the touch of the wheels on the runway – at which point the director asked if there was any chance of me flying the circuit again in order to capture the landing from a different angle!

"Such was the success of the series and the book, of the same name, that a second series was commissioned and the Tiger Moth flew again – this time along sections of Dere Street, a Roman road stretching from York to Edinburgh. The second series of *Scotland from the Sky* will air in late April."



## Douglas Vernimmen, Lecturer in Molecular Biology at the Roslin Institute, is an award-winning portrait photographer.

"This may be a quantitative trait, geneticists will understand what I mean, but it seems that artistic skills have been transmitted through generations in my family. My Grandfather was a sculptor, and my Mum began painting when she was young.

"As part of my PhD I was able to come to London, coincidentally two weeks after the death of my Dad. It gave me the opportunity to take some fresh air, and to explore not just London, but the rest of the UK too. My camera was a way to witness and immortalise those moments.

"I chose to come back to the UK for my postdoc. During my nine years at Oxford I was involved in a very dynamic photography club. I had escalating success by winning awards at many international photography competitions, over 200 to date. I also had the opportunity to meet and photograph Her Majesty The Queen and David Cameron, on separate occasions.

"Although wildlife photographers require a lot of patience, portraiture has the advantage to connect with people. Back in the day, I was practising with friends, but now most people I approach are happy to be part of my projects. Although some people are busy, they do take time with me, and we also enjoy a conversation.

"After the substantial photography work I did in Oxford, I asked the former Principal, Sir Tim O'Shea, to have his portrait taken, just before his retirement. Then, feeling guilty that I never had the chance to photograph the current Vice-Chancellor of Oxford, Professor Louise Richardson, also former Principal of St Andrews, I came back to Oxford to take her portrait. The photo was quite quick and straightforward, but the relaxed conversation we had during and afterwards is always an experience: it's good to know people when they are completely natural. Louise was just another normal person, leaving her academic title in the cupboard.



Doug winning Best Trailer award at Festigious film festival in LA.

"I take photographs as a way to get out of my narrow academic bubble. However, you can see that the science has fed my photography and vice versa: as a scientist, I am now taking official photographs of a variety of events for the Genetics Society. It's a hobby that requires time to produce thorough work but it's rewarding when you win an award."

[douglasvernimmen.com](http://douglasvernimmen.com)



## Aoife Keenan, Widening Participation Officer (Student Lifecycle) in Student Recruitment and Admissions, competes in roller derby.

“When a friend first told me about this sport called roller derby, which involved not only roller skating but hitting people while on roller skates, my response was pretty clear: “I’m never doing that.”

“But somehow, at some point, I found myself strapping on some cheap skates and nervously wobbling my way round a sports hall, wondering what on earth I’d got myself into. It was scary, and difficult, but I kept going back, I eventually stopped wobbling, and seven years on I can’t imagine life without this amazing sport.

“I started out on Auld Reekie Roller Derby’s newbie programme. I had no idea how to skate, what the rules were, or what was going on most of the time. Less than two years later I was rostered on to Auld Reekie’s All Star travel team, which has taken me to Berlin, Helsinki, sunny Newport, Portland Oregon (twice!) and a

lot more in between. My second year on the team, we took home the silver medal in the inaugural British Championships. We have been ranked as high as 47th in the world.

“Playing roller derby is a huge commitment. As well as the training sessions, roller derby leagues are run by the members for the members; we sort everything ourselves through committees. We have 120 members with three competitive travel teams, which generates a lot of work.

“This can be hard to juggle with a full-time job, study, and life in general! But it gives back a lot. Roller derby has helped me get physically fitter and stronger. I’ve had the chance to learn new skills – I’ve been on the board of directors, volunteered on the finance committee, helped with digital communications, organised events, and I’ve been a coach for the last five years. I was also a founding member of our Equalities Team, which works to ensure we’re creating and maintaining a safe and inclusive environment. At Auld Reekie we’re proud to be working to make this sport more

accessible and inclusive, so more people can be part of our community.

“I’ve been lucky that my work team has been really supportive of my journey with roller derby, from pretending not to notice my new bruises to coming along to cheer at some of my games! I haven’t managed to persuade any of them to take it up yet, but we do welcome new people all the time, whether they want to skate, officiate, or volunteer in a different capacity.”

[auldreekieollerderby.com/about/what-is-roller-derby](http://auldreekieollerderby.com/about/what-is-roller-derby)



# lunch mates

**Caroline Delahoyde, Technical Support Officer in the wet chemistry labs, met Ian Sharp, Head of Marketing and Engagement for Edinburgh Innovations at Element Café in Murchison House at the King's Buildings to discuss literature, the outdoors and collaborations.**

## What were your expectations before meeting your lunch mate?

**CD:** I was anticipating a nice lunch and a pleasant chat with a University colleague. I was interested to find out what Ian's role involved.

**IS:** I was expecting to find out a little bit about Caroline and her role in engineering and I was anticipating an interesting discussion.

## What did you talk about?

**CD:** We talked about our commute into work, about fly fishing and about how we both love literature and what we are currently reading.

**IS:** We chatted a bit about our backgrounds and hobbies, and found out we've both been involved in analytical chemistry.

## Can you tell us a little about your lunch mate's role?

**CD:** Ian works for Edinburgh Innovations (EI), which is the University's commercialisation organisation. It works with academic colleagues to establish and support industry relationships with the University and attract more funding. EI is also responsible for supporting student enterprise (through training and supporting start-up activity), working with academic colleagues to establish spin out companies, and supporting academic consultancy with industry. Ian is specifically responsible for marketing



the University's expertise and capabilities and attracting new business into the University. He has a team of people who work with organisations to develop academic and industry collaborations.

**IS:** Caroline is responsible for coordinating the provision of specialised laboratory support for teaching and research activities in relevant wet chemistry environments. She supervises a team of technicians, managing workloads, ensuring specialised skills and knowledge are available when required and making sure they have adequate training and resources to deliver an efficient and effective service to the School. She is also responsible for developing new analytical methods to support research work and training students on relevant instrumentation.

## Are there any synergies between your roles?

**CD:** We both offer support and guide other stakeholders, such as students, staff and industry, through our particular roles and services, although in different contexts.

**IS:** Yes, loads! For example, we both offer important services to the academic community. We also both manage teams that underpin the services we can offer and are very client focused.

## Can you think of how you might work together in future?

**CD:** We have a lot of analytical instrumentation in the labs. Ian wondered if there was the potential to do analyses for external companies. I think this is certainly something we would be interested in.

**IS:** The chemistry facilities have a lot of analytical instrumentation available, and I asked if Caroline were in a position to work with external companies in making use of these instruments. She replied

that it is possible and we have already arranged a follow up to see how we can progress the opportunity.

## What's the best thing about your lunch mate's role?

**CD:** Ian said the best thing about his role was the people that he works with. He also enjoys helping academics connect with people in industry.

**IS:** Caroline enjoys managing her team, coaching and mentoring them to allow development, personally and professionally. She really likes working with students too.

## How does your lunch mate commute into work?

**CD:** Ian drives from Fife every day, a round trip of 60 miles.

**IS:** Caroline is more local to the University than me. In the winter she drives, but will cycle or walk when the weather improves.

## What's your lunch mate's favourite lunch place?

**CD:** We both enjoy Element Café and Brück Street Kitchen, both at the King's Buildings.

**IS:** On campus, as we're both based at the King's Buildings, its Brücks Street Kitchen and Element Café. Outside of work, we both had a long list of venues!

## Did you find you had any hobbies or out-of-work ventures in common?

**CD:** Ian enjoys fly fishing, and he occasionally catches something! We have a love of books in common and enjoy a mixed reading list, anything from Russian classic literature through to short stories involving personal experiences.

**IS:** Caroline loves being active outdoors, cycling, walking, etc. She is a keen hillwalker and can often be found, teeth chattering, on the summit of a Munro.

If you'd like to take part in lunch mates, please email your details to [bulletin@ed.ac.uk](mailto:bulletin@ed.ac.uk)

# spot the difference

# Win two vouchers for Filmhouse, Edinburgh

Spot the difference and win two vouchers to be exchanged for film tickets of your choice (excluding film showings as part of the Edinburgh International Film Festival) at Filmhouse, Edinburgh. Pictured below is the new Quad Café in the Law School, which is open to all staff and students. For your chance to win, circle the five differences between the two images and send your entry to us by **Friday 5 April**.

You can post your entry to *bulletin* Competition, Communications and Marketing, 5 Forrest Hill, EH1 2QL or email it to [bulletin@ed.ac.uk](mailto:bulletin@ed.ac.uk). The draw will be made and the winner notified on Monday 8 April. For full terms and conditions visit: [edin.ac/bulletin-competition](http://edin.ac/bulletin-competition)

Last issue's first prize was won by Veronica Delaney, Cleaning Supervisor, and second prize was won by Jimmy Sinclair, Servitor.



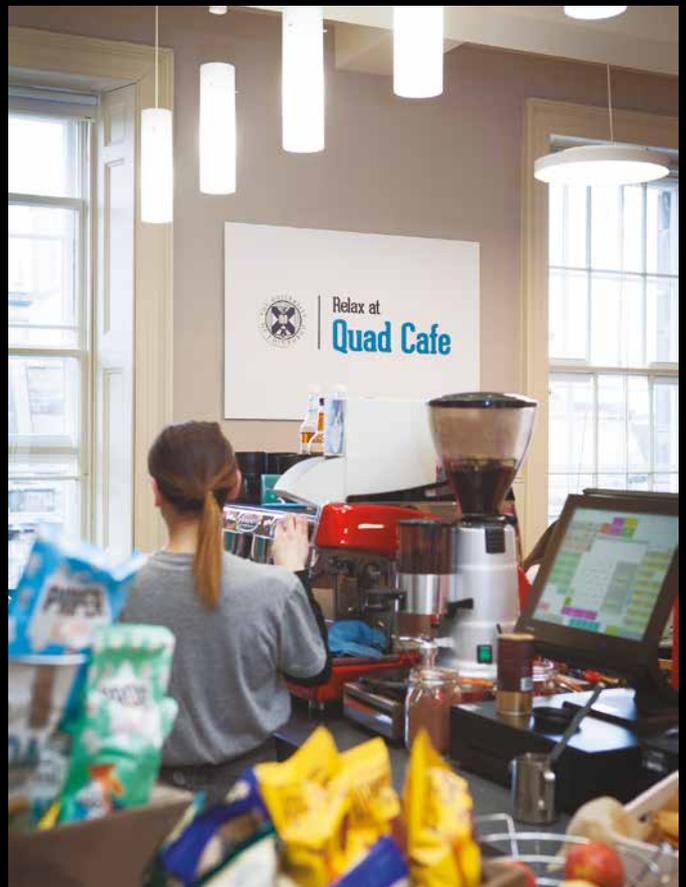
Filmhouse can be found at 88 Lothian Road, EH3 9BZ and [filmhousecinema.com](http://filmhousecinema.com)

Name \_\_\_\_\_

Position \_\_\_\_\_

Email \_\_\_\_\_

Tel \_\_\_\_\_



Abbie Dobson, Sam Sills