



THE UNIVERSITY *of* EDINBURGH

bulletin*

WINTER 2018

STAFF MAGAZINE

'Tis the
season

You share your traditions



Service Excellence

An update on the
team's progress

Out & about

Bringing you up to date
with University events

Workplace wellbeing

Boosting physical and
mental health at work

Spot the difference

Win tickets to the panto
or a film festival

Welcome to the winter

edition of your staff magazine. The cover of this issue was illustrated by Victoria Ball, an alumna of Edinburgh College of Art. It's also available to purchase as a greetings card in the Visitor Centre or online at: giftshop.ed.ac.uk

In this issue we asked for your favourite seasonal traditions, or unusual winter plans. From wild swimming to Christmas in the sun, we've gathered all the stories on pages 8 and 9 to share with you.

There's a lot going on over the next few months. On pages 12 and 13 you can see our picks. Pop along to the University Carol Service, visit the *Rare Books? Expect the Unexpected* exhibition at the University Main Library or sign up to a Mindfulness retreat. Whatever you choose, don't forget to put the dates in your diary.

On page 5, you can read an update on the Service Excellence Programme, while on page 15 we catch up with Ann Smyth of the General Council about her working day. Don't forget to try our competition on the back cover for the chance to win some great prizes.

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

For regular updates, visit Staff News at www.ed.ac.uk/news/staff and follow us on Twitter @EdinUniStaff



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Cover image: Victoria Ball. You can see more of Victoria's work at victoriaroseball.com

The Big Sing

In November, *Songs of Praise: The Big Sing* was filmed in our very own McEwan Hall. This is the first time the main event has been filmed outside of London.

Katherine Jenkins and Aled Jones hosted the evening filled with everyone's favourite Christmas tunes, including classic carols and hymns, both old and new.



BBC Songs of Praise; Chris Close; Paul Dodds; pixabay.com

Looking forward

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

As 2018 draws to a close, this edition of *bulletin* offers a timely opportunity to reflect and look forward.



It has been almost a year since I arrived in Edinburgh and it has been a pleasure getting to know people across our campuses and engaging with our community. I have been keen to learn more about what staff and students think about the University.

Offering people a way to share their opinions has been a priority in recent months and being involved in shaping my first staff survey for the University has been a rewarding experience. I am delighted that so many took part and am pleased that the results are now available.

An impressive 6,600 staff responded. Thanks to you we now have the vital information needed to maintain the areas

you feel the University is good at and invest in the areas you feel could be improved. Looking ahead, this knowledge will be essential in making next year a time of positive change.

The summary reports for your area, and the University as a whole, can be found at edin.ac/staff-survey-summary

It was particularly reassuring to see that so many staff feel pride in being a part of the University and enjoy strong bonds with colleagues. These are key ingredients in creating a supportive and successful

working environment. Using the survey results as a guide, I aim to build on this and promote enthusiasm, energy and encouragement across all areas.

Over the coming months analysis of the survey results will lay the way for action. This has already begun at the Leaders Forum and I am keen for staff at every level to feel they can contribute to the collaborative process of nurturing change. That is why we are piloting a new online home for suggestions and feedback. Here, you will be able to share examples of good practice and your thoughts on improvements that could be made. Find out more about Have Your Say at edin.ac/staff-improvements

I wish you all a wonderful festive break and look forward to connecting with you in 2019 as we continue to evolve the staff and student experience at Edinburgh together. Let's keep the conversation going!

A Brexit update



The UK's exit from the European Union (EU) next March will not change the University's commitment to international relationships and diversity. This autumn we have signed several Memorandums of Agreement with leading universities to continue building strong relations with Europe.

The UK Government announced that the EU Settlement Scheme will open in March, with the pilot scheme beginning this autumn. Now a second pilot scheme is open to staff at the University. If you are an EU citizen, you and your family will be able to apply for either settled or pre-settled status. The deadline is **Friday 21 December 2018**. The University will cover the cost of these online applications, as well as investigating how to provide the best support for non-EEA staff members.

The University has also announced that undergraduate students beginning languages degrees in 2019 will receive funding for the mandatory year abroad in Europe in the event that the UK is not part of the new Erasmus programme.

Other European developments and news can be found at www.ed.ac.uk/news/eu

Loan scheme now available

A new staff loan scheme, Salary Finance, is now available for staff. The third-party provider offers access to loans and savings accounts with funds taken directly from your wages. Salary Finance also offers a range of budgeting and saving tips and tools to aid better understanding of personal finances.

For more information visit edin.ac/salary-finance



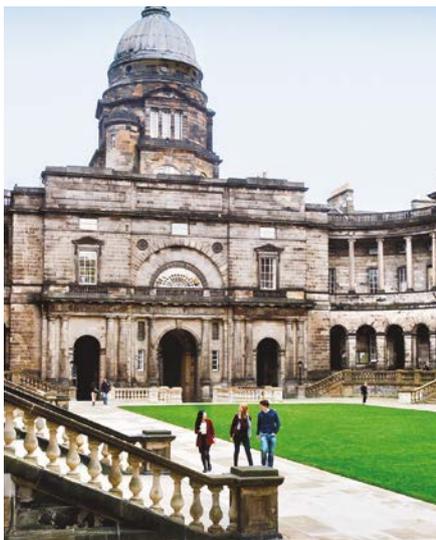
Data centre opens

October saw HRH The Princess Royal, Chancellor of the University, officially open the Bayes Centre. The £45 million centre is the first of five data-driven innovation hubs, seeking to develop data science and artificial intelligence to help business and public organisations improve products and services. The name is inspired by Reverend Thomas Bayes, a student at the University in 1719, who is acknowledged as the founding father of machine learning and a huge influence in the specialist fields that are known today as data science. The initiative stems from the City Region Deal and will benefit from additional funding for a Centre in Artificial Intelligence (AI) and Data Ethics from global investment firm Baillie Gifford. The company has pledged £5 million to support a research programme hoping to address some of the most pressing concerns around emerging technologies. The gift will create the Baillie Gifford Chair and a long-term, multidisciplinary research programme at the University.

Dr Michael Rovatsos, Director of the Bayes Centre, said: “The Bayes community was delighted to welcome the Chancellor at our formal opening. Her presence underlines the importance of the transformational journey the University is embarking on with this massive investment in data science and AI that will benefit all academic disciplines, the economy, and society.”



Refreshing the Strategic Plan



In May the Principal indicated that work would begin soon to update the University’s Strategic Plan. As the last plan was published in 2016, it is now time to reflect on existing successes and achievements, and to consider our aims for the future. The refresh will build on the successes of previous years, but will be bold about future aspirations, articulating big plans that can be put into place or changed over the next few years. The strategic refresh will be driven by University values, decisions on the future size and shape of the University, and will articulate realistic goals, taking account of the ever-changing environment and context in which it operates.

The Governance and Strategic Planning team has begun this work, holding discussions and workshops with Court and Senior Management. The refresh, due to be published in Spring 2019, will build on these outcomes and will look to involve multiple staff considerations from across the University. Early in 2019 the Principal will hold town hall sessions across the five campuses to get your thoughts and invite you to join the conversation. Your views are important, so please look out for these events in MyEd, as well as further communication about how you can feed into the strategic refresh process.

Exploring Frederick Douglass

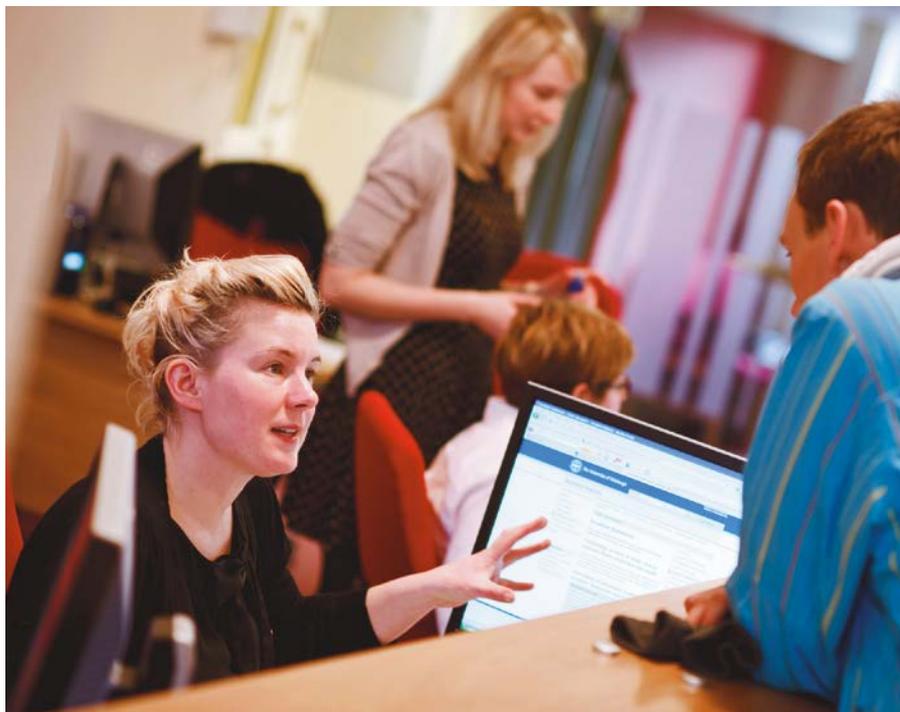
A new exhibition in the National Library of Scotland has been curated by Celeste-Marie Bernier, Professor of Black Studies, and Andrew Taylor, Senior Lecturer, from the University and Dora Petherbridge and Sarah Wilmott from the National Library of Scotland. *Strike for Freedom* opened in October to correspond with Black History Month and explores the life of Frederick Douglass on the 200-year anniversary of his birth. An antislavery campaigner who spent time in Edinburgh, Douglass and his family fought tirelessly for social justice here and in the United States. The exhibition shows the Frederick Douglass manuscripts and photography collection from the Walter O and Linda Evans Foundation. The exhibition is open until 16 February 2019.

 ourbondageourfreedom.llc.ed.ac.uk



Douglas Robertson; Paul Dodds; Charlotte Davidson; Derrick Matheson

The Service Excellence Programme



The Service Excellence Programme (SEP) was created to build unified professional services that make it easy for students to join and study with us, and make life better and simpler for our staff. That means creating trusted, professional services that deliver easy to find expert help and support, simply and consistently.

Service Excellence is a huge programme of work across Student Administration and Support, Student Recruitment and Admissions, Finance, and Human Resources (HR) and includes large system replacements. The team are working to a plan that spans five years and are almost two years in. They have spent that time working in partnership with schools, colleges and support groups to understand how things work now, what could be better and shaping plans that will deliver future improvements; focusing on the things that matter most and will make a difference to our University community.

Students and staff will start to see changes and improvements from this academic year onwards. For example, students now have access to their exam timetables on Office 365 devices, and

if they need support with immigration services, they now have access to a dedicated team with a similar single service coming next year for work and study away activity.

In HR, multiple teams have come together to start to plan how to make HR services even better, joining up policies and processes and building smarter ways of working. In addition, next year will see the start of an estimated two-year process to bring in a brand new core system for Finance, Procurement, HR and Payroll, helping to join up and simplify vital processes, and bring together data across professional services.

Upcoming projects in SEP also include launching a new First Line Support team in Finance from early 2019, where a dedicated team of finance experts will provide a first-class service for all enquiries. To provide the best possible experience for our prospective students, two dedicated teams will be set up to help provide a simple online service that gives our students accurate information around their application and delivers swift and reliable responses to their enquiries.

edin.ac/service-excellence-programme

News in brief



Sleep in the Park

Congratulations to everyone who got involved with this year's Sleep in the Park. This huge charity event sees hundreds of people sleep outside to raise money to tackle homelessness. This December hundreds of staff and students filled the free places contributed by the University to sleep out in Princes Street Gardens. A huge well done to all!

The Graduates' Association

Since 1924 The University of Edinburgh Graduates' Association has maintained the bonds between students and staff established at the University. Open to all staff and alumni, the Association organises lunches and other events, often with prestigious guest speakers, and networking opportunities for its members throughout the year. Membership includes a subscription to the *University of Edinburgh Journal*, published twice a year and available in printed format or as a PDF, which comprises researched articles on the University's past, present and future. Colleagues are more than welcome to submit articles to the *Journal* on any aspect of the University.

Visit www.uega.co.uk or contact gradassoc@ed.ac.uk for more information.

New nursery facilities for staff

The University has opened a new nursery at its Easter Bush campus. The purpose-built Arcadia Nursery can accommodate 78 children up to the age of five. Parents who use either of the University's nurseries can now choose to enrol on a workplace nursery salary exchange scheme.

edin.ac/staff-childcare

research in focus



Dr Tim Connelley, from the Roslin Institute, is the director of the International Veterinary Vaccinology Network (IVVN) which aims to bring together a network of people working to improve the use of vaccines for livestock in low and middle income countries to ultimately increase production and viability.

The project is broad, including multiple disciplines and encouraging people with different backgrounds to join the network. The hope is that eventually IVVN will be an all-encompassing group, where anyone can speak to an expert. In the first 10 months, the network grew to 340 people and in January 2019 the network is planning a joint conference with the UK Veterinary Vaccinology Network to bring even more people together.

Research support for addressing global issues

Launched by the UK government in 2016, the Global Challenges Research Fund (GCRF) supplies a £1.5 billion grant to support cutting-edge research that addresses challenges faced in developing countries. The money forms a branch of the UK's Official Development Assistance commitment and requires researchers to work in close partnership with low and middle income countries. Projects that are funded through GCRF must address the United Nation's Sustainable Development Goals, that were adopted in 2015 in an attempt to end poverty, protect the planet and ensure prosperity for all. Several Edinburgh researchers have been granted the funds and have since led hugely successful projects. We share them below.

edin.ac/global-challenges

Arts for Advocacy

Dr Laura Jeffery, from the School of Social & Political Sciences, used her funding to examine the capacity of arts-based methods to facilitate creative engagement with migration in Morocco. In partnership with Mariangela Palladino at Keele University and institutions in Morocco, the project set out to investigate how people who had migrated to Morocco could be viewed as creative people, rather than being limited by migrant or refugee status. It also looked at the relationship between migrants and other people living in Morocco. Through a series of creative workshops, Dr Jeffery and her team



succeeded in bringing together migrant and non-migrant groups to teach them transferable creative skills. Pictured above is an example of the artwork created. The team have applied for follow-on funding to allow them to address gaps in the original project.

Fire resilience of informal settlements



Dr David Rush, from the School of Engineering, is leading a project improving the resilience of informal settlements to fire. With 96 per cent of the estimated 300,000 worldwide deaths caused by fire occurring in low and middle income countries, these settlements are the most at risk. Just over a year into this three-year project, Dr Rush and his team are working with Stellenbosch University in South Africa to develop a fundamental understanding of the political, social and technical issues regarding fire safety and fire spread within these settlements. The project also involves community representatives, local non-governmental organisations and the fire service with yet more interest being shown in the work from Kenya, Lebanon, Somalia and India.

Major boost awarded to creative industries

The Arts and Humanities Research Council has provided funding towards a new initiative that is working to place Edinburgh as a world-class centre for the creative industries. This award will inspire multiple institutions to look to data innovation across the creative sector as well as encouraging

entrepreneurs to partner with the city's festivals, museums, libraries and galleries to create new tools for the city's design community.

The University will be working together with Edinburgh Napier University, Creative Edinburgh and CodeBase

in a new Creative Informatics R&D Partnership. This collaboration aims to work primarily on a scheme to improve data literacy in Edinburgh, looking to create new business that will use data-driven technology to develop new products, services and visitor experiences.

teaching in focus

New policy for lecture recordings



A new lecture recording policy will be launched in January, following development by a Senate Learning and Teaching Committee working group and extensive consultation with schools and organisations. This comprehensive policy addresses key concerns around lecture recording, including intellectual property, data protection and appropriate use of recordings by students and the University. It ensures that lecturers remain in control of recording, while catering for student needs.

“The policy provides clarity on the use of lecture recording and sets out safeguards for staff and students. At the School of Chemistry we are already fully opt-out and almost all of our lectures are recorded. We value having choice and control over our lecture recording preferences and the ability to provide a consistent student experience,” said Michael Seery, Director of Teaching, Chemistry, and Chair of the Academic User Group.

This semester the Teaching Matters Blog ran a lecture recording mini-series inviting staff across the University to contribute to the discussion. To read them visit www.teaching-matters-blog.ed.ac.uk

For more information, including FAQs, visit edin.ac/lecture-recording

A trip to India



Dr Winston Kwon, Chancellor's Fellow in the Business School, organised a trip to India this summer for students to learn first-hand about the cotton industry. Dr Kwon recruited 24 third-year students from a range of subjects, including business, geography and fashion. From the cotton fields in the villages of Maharashtra to the fashion houses of Mumbai, these students followed each part of the trade to investigate all aspects of this huge Indian industry.

The students took part in a whole range of activities including lectures on traditional artisanal techniques, the technology of a cotton mill and

approaches to empowering workers in modern garment workshops. One of India's top designers, Anita Dongre, gave a talk and students were able to see aspects of the processes her company goes through. They also took part in a session with the editors of *Vogue India*, who featured the project in their July 2018 edition.

The difference between talking about sustainability and ethics in a classroom and seeing the reality of the situation really struck a chord with the students. As an interdisciplinary project, the students were able to share their different viewpoints and backgrounds in especially engaging and informed discussions.

Improving the student experience

The University is investing in the student experience through a project to improve the use of the Learn Virtual Learning Environment (VLE). Learn is our largest VLE and is used by students in their thousands every day. A range of training and support resources will be developed to ensure that all colleagues have the digital skills they need to use the Learn VLE effectively, including checklists and templates to make it easier to build consistent courses. There will be plenty of opportunities for staff and students to get involved by coming along to workshops, joining user groups, or providing feedback when changes are piloted. Regular reports will be on the project website and in the newsletter.

Stay up to date by signing up to the mailing list edin.ac/vle-mailing

Lister and Pfizer buildings reopen

Works to renovate the Lister and Pfizer buildings at Roxburgh Place have been completed by the Estates team. The new Learning and Teaching Centre was officially opened by HRH The Princess Royal, Chancellor of the University, in October. Now the centre boasts a mix of classrooms, two teaching studios, 15 tutorial rooms, 10 new seminar rooms and a refurbishment to the existing Davidson Lecture Hall. Jenny Scoles, Academic Developer (Learning and Teaching Enhancement) and Editor of Teaching Matters, christened the space with a writing workshop for students for the popular and informative Teaching Matters blog. The blog's November issue features posts written solely by University students.

edin.ac/teaching-matters-november

'Tis the season

How will you be spending the winter months? Eight colleagues share their favourite seasonal traditions with *bulletin*.



Carp in a bath

In most Slovak households, a traditional Christmas dinner is cabbage soup, potato salad and breaded carp. We usually buy the fish from vendors outside major supermarkets, but, before the fish gets on the plate, it lives and swims in a bathtub for a few days. The life of families with only one bathtub becomes a little bit complicated throughout this period!

A few days swimming in clean water is supposed to help flush mud from the fish's digestive system. The fish is then prepared for Christmas Eve.

This tradition is also common in neighbouring countries, including Poland and Czech Republic, but no one is absolutely certain how exactly it began. Some say that this was a practical way to keep the fish fresh before refrigerators. I say that we simply like our food fresh!

Kristina Benova
Development and Alumni

A helping hand

For the last eight years I've volunteered for St Catharine's Homeless Project on Lauriston Place. Every year, a couple of days after Christmas, I help out on a Christmas meal for around 100 members of the homeless community. We include Christmas crackers and gifts for everyone who comes. It's a great chance to share the festive spirit and bring some joy to those who maybe have nowhere else to go. It's also a great chance to share a few laughs with the other volunteers during the massive clean-up operation afterwards!

Ryan Hamilton
Student Recruitment and Admissions

Interested in volunteering? Visit
mercycentre.org.uk/the-homeless-project



The Festival of Lights

We will soon be celebrating Hanukkah, when we remember the rededication of the ancient Temple in Jerusalem after a group of intrepid Jews rescued this structure from an invading army.

Since Jews use the lunar calendar to organise religious festivals, the date for celebrating the Festival of Lights shifts every year. In 2018, we lit our first candle on our traditional menorahs at sundown on Sunday 2 December.

A group of children and adults from Jewish communities all over Scotland, including here at the University, meet in St Andrew Square to build our national menorah. This enormous wooden structure, which will hold nine candles (one for each of eight nights, plus one to hold the lead candle), will attract a crowd every evening when a different member of the community will sing a blessing and light another branch – until the entire candelabra will glow, eight nights later.

Adam Budd
School of History, Classics & Archaeology



Winter walks

Every Christmas Eve we host a families' walk up Arthur's Seat for colleagues – the only qualifier is that two generations must appear. Some years the weather has been more challenging than others! This tradition started 14 years ago when our children were quite young. The idea was to ensure they were suitably tired for going to bed. Despite being at university themselves now, they still enjoy it.

After the walk we host everyone for hot drinks and mince pies in a Pollock Halls' common room, inviting any students still in residence to join us.

James Jarvis

IS User Services Directorate and Accommodation, Catering and Events

Make a toast

In our family toasts are always given to 'Happy Easter', not 'Happy Christmas'.

To be honest, we do it at every family occasion: birthdays, christenings, weddings, even funerals! Why? When my father was a small boy he copied the toasts he'd seen the grown-ups make, but at the wrong occasion, and it just stuck. It's now been going on for about 70 years.

Amy Tayler

Edinburgh Innovations Ltd



Creative cards

I love visiting my home in country Victoria, Australia. Despite being 30+ degrees, nothing beats my dad's crispy-skinned turkey, cooked on the barbie. I also look forward to handing out my dorky couple Christmas cards – fortunately my partner is very obliging when it comes to posing in matching PJs!

Holly Bennett

Communications and Marketing

Christmas in Chile

The celebration of Christmas here in Scotland always seemed a bit strange, especially when you come from the Southern Hemisphere.

Christmas for me has always been about having dinner in the garden, sharing with family, enjoying the summer heat. Chileans tend to spend time watching movies about the snow and, as a child, I wondered whether Santa did not roast when he came to Chile. I remember that, after dinner, we used to go on walks to meet Santa, to find him trying to get in a house. Frustrated never to see him, my younger self always got home too late, after Santa had left many presents for all (in Chile, we open presents at midnight). I do remember getting my first bike and feeling so excited. I was allowed to get up early on the 25th to try it for the first time.

Dr Bárbara Fernández Mellela

School of Languages, Literatures & Cultures



North Sea swimming

This December I'm looking forward to squeezing into my wetsuit, stretching on my fins and going snorkelling in the North Sea. My favourite spot is St Abbs' Head; swim out 20 metres and you'll hear cormorants calling on the lower cliffs, find harbour seals circling you inquisitively, and see shimmering fish and colourful sponges the minute you dive beneath the surface.

Last year, a four-foot silvery-blue conger eel appeared beneath us and swam around. Time stood still. You very rarely see them leave the safety of their creviced homes, let alone come out into the open for so long... it was such an awe-inspiring (and slightly terrifying!) moment that I will never forget.

Sarah Ford-Hutchinson

Social Responsibility and Sustainability



people news

Law School awards

Two academics in Edinburgh Law School have received prestigious awards.

Bill Gilmore, Emeritus Professor of International Criminal Law, has been awarded the Medal of Honour from the Council of Europe.

Drew Scott, Professor of European Union Studies, has been presented with a Lifetime Achievement Award from the University Association for Contemporary European Studies. The award is presented annually to individuals who breach the established academic boundaries in European Studies.

A win for GeoSciences

The Converge Challenge 2018 awarded 10 entrepreneurs from Scottish research institutes and universities more than £160,000 worth of prizes in this year's ceremony. The top award was won by Dr Jan Mumme from the School of GeoSciences for his spinout company Carbogenics.



Through a process called pyrolysis, the company creates CreChar, a carbon-rich and highly porous material, from disposable paper cups and other non-recyclable paper waste. CreChar can increase the stability and efficiency of biogas production and it can be used as fertiliser.

www.crechar.com

Thomas Reid Medal winner

Matthew Novenson, Senior Lecturer in New Testament and Christian Origins in the School of Divinity, has been recognised by the Royal Society of Edinburgh for his research, supervision and teaching skills. He was awarded this year's Thomas Reid Medal for early career contributions in humanities and social sciences.



Top academic appointed as government adviser

Professor Andrew Millar, Chair of Systems Biology and Director of Research for the School of Biological Sciences, was appointed as the Scottish Government's Chief Scientific Adviser for Environment, Natural Resources and Agriculture this autumn. His new post will see him provide independent scientific advice on agriculture and environment issues as well as the wider rural economy. His suggestions and comments will help to create informed decisions when developing and delivering government policy. He will also be tasked with working on Scotland's science base in environmental areas, and safeguarding them through the Brexit process.



"Scottish science has an enviable track record and our natural resources are among the country's most critical assets. I am happy to contribute to Scottish policy at a time when change and

opportunity in this area are coming from social and political development, as well as from new scientific understanding, technologies and the changing environment," said Professor Millar.

Dean of Business School selected for prestigious advisory group

Professor Wendy Loretto, Dean of the Business School, has been appointed to an advisory group for a new organisation called UK Research and Innovation (UKRI).

The body aims to work with a range of institutions including the Government, research organisations, charities, universities and businesses to encourage the best environment for research and innovation throughout the country. UKRI brings together the seven main UK research councils, Innovate UK and a new organisation, Research England, with a combined budget of more than £6 billion.

The External Advisory Group will allow Professor Loretto and other members to work with UKRI to pinpoint certain areas to build equality, diversity and inclusion within the research community.

"The research landscape today faces significant challenges in ensuring everyone can thrive, regardless of ethnicity, gender, age, sexuality, disability, social class or



other characteristics. Having devoted my career to understanding the impact of these areas on working life, I am proud to have the chance to play a role in shaping a UK research community which supports opportunities for all," said Professor Loretto.

Paul Langgaster, UKRI, BBSRC; James Glossop; Lloyd Smith; E H Appleby-Donald; Heather Walker; Paul Dadds

Divinity welcomes first female Head

The School of Divinity has appointed its first female Head of School. In August Helen Bond, Professor in Christian Origins, took over from Professor Paul Foster after he completed his term in office. Joining the University in 2000, Professor Bond has held various roles from Personal Tutor to Director of Research. In 2011 she became Director of the Edinburgh Centre for the Study of Christian Origins, while in 2015 she was appointed Professor of Christian Origins, the first female to hold any such post in Scotland.

"I'm very excited to be appointed Head of the School of Divinity. It's a real honour – and slightly daunting – to be leading such a world-renowned centre for the study of religion. Having been here for 18 years already, I've seen many changes in the School – we have far more women on the teaching staff now, and much greater diversity in both the student body and our programmes. Besides the traditional Judaeo-Christian focus we now study a variety of faiths, and science and religion along with Islam and Muslim-Christian relations are areas of particular growth. I want to build on the heritage associated with our historic New College buildings but also continue to be a forward-looking and dynamic hub for religious engagement, both in the local Edinburgh context and much wider afield too," said Professor Bond.



New Director of Finance



Lee Hamill has been appointed as the University's new Director of Finance. Currently Deputy Director of Finance, Lee will succeed Phil McNaull on the 1 January 2019. Lee is a qualified accountant, a member of the Chartered Institute of Management Accountants, the Chartered Institute of Public Finance and Accountancy and a graduate of the University.

"It's a great privilege to be appointed as Director of Finance and I'm looking forward to leading the Finance team as we work to help the University achieve its ambitious plans," he said.

Modern Apprentices join teams



This September the University welcomed 27 new Modern Apprentices in a range of roles across campus. From landscape gardeners, business administrators and lab technicians to digital application support assistants, each apprentice will receive on-the-job training, sometimes in partnership with college study, that provides a structured programme of learning. Each Modern Apprentice is working towards an industry-approved qualification.

The Resourcing team in Human Resources will also provide training throughout the year on topics like communication skills, financial planning, assertiveness skills and presentation training.

Ellie Christie, Creative and Digital Marketing Apprentice, said: "I chose to become a Modern Apprentice after leaving school as I didn't feel I was ready for higher education and wanted to get straight into a working environment. Since I started working at the University, I have been invited to a variety of things such as meeting an MSP, chatting about youth employment in the University with the External Affairs team and attending a film shoot for our new widening participation campaign. I am really enjoying my apprenticeship so far and I am excited for what my future may hold in the University."

To get involved in 2019, or to find out more, contact Laura Allison at YouthTalent@ed.ac.uk

 edin.ac/modern-apprentices

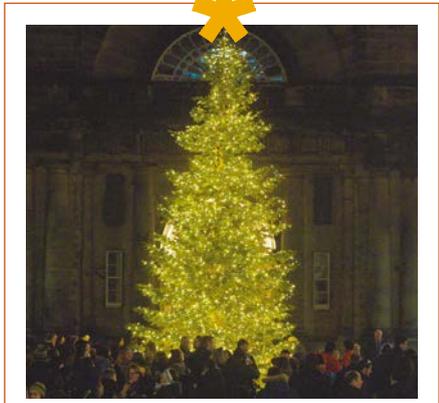
out & about

There's a great mix of exhibitions, events and information sessions to experience around the University over the next few months – so take time out to explore and be inspired.

Expect the unexpected

The Main Library Gallery is showing a new exhibition *Rare Books? Expect the Unexpected* which is full of items you wouldn't expect to find in rare books. There are a whole host of objects including comics, ephemeral-looking pamphlets, cheaply-printed books, items which are not that old and appear run-of-the-mill, some things which aren't even books (pictured right is a Phantasmascope by Ackermann & Co, 1833). They are all here for a reason... The exhibition is open until 2 March, admission is free.

www.exhibitions.ed.ac.uk



Get in the festive spirit

Don't miss the huge Christmas tree in Old College Quad. Each November the Principal switches on the tree lights with an evening full of mulled wine, carols and mince pies. This year is Professor Peter Mathieson's first to continue this well-loved tradition. Make sure to go one evening so you can fully appreciate the festive twinkle of all those lights!

Sing some carols

The annual University Carol Service will be held on 9 December at 6pm. This year, make your way to McEwan Hall with all your friends and family for an evening of festive tunes and Christmas cheer. Admission is free.

www.ed.ac.uk/events



Learn something new

Fiona Denison, MRC Centre for Reproductive Health, and Marc Desmulliez, Heriot-Watt University, will be leading the Let's Talk about Health and Disease lecture, titled *Inventing Medical Devices: the hypodermic needle that can see*, on 12 December at 5:30pm. Hosted at the Queen's Medical Research Institute, admission is free.

edin.ac/health-and-disease



Celebrate in style

This year, our beautifully refurbished McEwan Hall plays a starring role in Edinburgh's Hogmanay celebrations. There will be three amazing concerts and a family ceilidh over three exciting days bringing the world-famous Hogmanay festival to the heart of the University.

www.edinburghshogmanay.com/whats-on

Take time out

The Chaplaincy is running a series of Mindfulness day retreats, open to all staff and students, throughout early 2019. Running from 11am until 4pm, you can take part in a varied programme of mindful activities such as body awareness and meditation. The retreats are suitable for beginners and more advanced practitioners.

 edin.ac/mindfulness



Discover staff talent

An exhibition celebrating a range of artwork, design, creative and critical writing, projects and performance by academic staff will open in the Centre for Open Learning in Paterson's Land. *Cascade* will run from February to April with free admission.

 edin.ac/col-exhibitions



Try something new

New year, new you! Try a different exercise class as part of the Sport & Exercise workshops taking place from 21 January. Choose from: yoga, boot camps, ladies' lifting, strength training, dance, climbing movement, pilates or krav maga (above). Workshops are open to everybody (members and non-members). Please book at the Pleasance Sport complex and gym reception.

 www.ed.ac.uk/sport-exercise



Be inspired

This year's Festival of Creative Learning will take place 18–22 February. The Festival is a space for all staff and students at the University to experiment, play and collaborate outside the constraints of filling seats, selling tickets or amassing marks. The hope is that participants can find new ways of learning and teaching, pushing boundaries and working together. The programme is set to launch in January.

 www.festivalofcreativelearning.ed.ac.uk

Start running

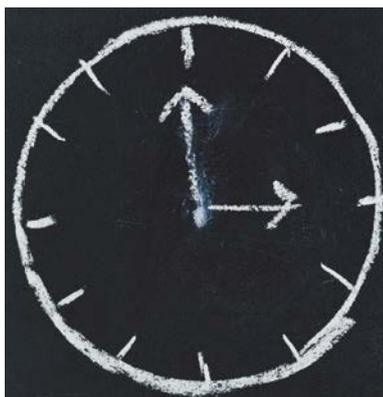
From 17 January you can join a 10-week course aimed at complete beginners who want to learn how to run. This free course will take you from the very basics and gradually build up your confidence and stamina, from walking to gentle jogging to comfortable running. It starts at the Main Library. To sign up to the next block contact healthy.university@ed.ac.uk



Feast your eyes

Potterrow Farmers' Market comes every couple of weeks boasting a huge array of mouth-watering stalls. From 11am to 3pm, the dome in Potterrow is filled with stalls selling crusty bread, gooey brownies, creamy cheeses and fragrant curries. Pick up a little something for your friends and family or treat yourself to lunch. Get 10 per cent off with your University staff card. The market begins again in January.

 edin.ac/farmers-market



Stay organised

Start the new year as you mean to go on with an online time management workshop. Through the context of an academic role, explore the core principles of time management and how to apply them specifically to your working strategy. The workshop will run from 12:30pm to 1:30pm on 20 February. Book online to secure your place.

 www.events.ed.ac.uk

health & wellbeing

Physiotherapy for sports stars – and staff



Swimmer and Commonwealth Games silver medallist David Cumberlidge stopped by the University's FASIC Sport & Exercise Medicine Clinic to say thanks for the physiotherapy and Pilates services before and after his success at the Gold Coast Games last summer. He is pictured with Jenny Tyler (left), Specialist Sports and Musculoskeletal Physiotherapist and Body Control Pilates instructor, and Heather Binnington, Head of Sport & Exercise Medicine and Advanced Practice Sports and Musculoskeletal Physiotherapist.

Alongside treating prominent athletes, FASIC also caters to the needs of staff, students and the general public. Services include sports massage, physiotherapy, podiatry, sports medicine, specialist workshops, Pilates and even an Alter-G anti-gravity treadmill for rehabilitation. What's more, staff discounts are available.

🔗 For more information on appointments and services visit www.ed.ac.uk/sport-exercise

Workplace wellbeing opportunities

Is there talk of New Year's resolutions in your office? Sport & Exercise's Active Lives Team offer a number of tried and tested interventions to boost physical and mental health at work. These include:

- **The popular Make Your Move Challenge:** a pedometer challenge to get your whole department moving. Boost your sense of community and wellbeing as teams compete to clock up the most steps.
- **Exercise classes in the workplace:** Whether it's relaxation or body weight classes, the team can help you arrange for an instructor to kick start physical activity in your workplace.
- **Tools for Managing your Health and Wellbeing:** A seven-week course delivered once a week over a lunch break (or whenever suits you best) in your workplace covering a range of topics, including mental health, sleep, relaxation, food and mood, physical activity and understanding pressure and stress.



The team also run a Support for Physical Activity programme to help individuals become more active, more often, as well as having various motivational resources to promote active lifestyles. Visit www.ed.ac.uk/sport-exercise or email healthy.university@ed.ac.uk to start the conversation about how they could help you and your colleagues. Plus, they are always keen to hear about other wellbeing initiatives, so drop them a line if you are working on a particular project of your own.

New initiatives around harassment, violence and consent

Important initiatives have been developed by the University, in partnership with the Students' Association, to improve awareness around harassment, violence and consent.

Within the context of Equally Safe in Higher Education, a new group has been assigned the task of tackling sexual violence and gender-based violence at the University. The Taskforce, chaired by Jane Norman, Vice-Principal for People and Culture, will initially focus on the prevention of sexual violence and gender-based violence on campus, working to create robust plans for the priorities and objectives that will guarantee an effective response.

In early October, staff and students were invited to a collection of events that took place across the University. Online content, workshops and interactive events encouraged discussions

around sex, relationships, consent, the bystander approach, gender and sexual harassment. This complements the short, online course Responding to Sexual Disclosures, which is recommended for all staff to complete on LEARN.

A new anti-sexual harassment awareness campaign has been designed by the University, the Students' Association and the Sports Union. #NoExcuse aims to debunk common myths that erase the experiences of those who are harassed and assaulted by encouraging a collective responsibility. The campaign will offer support to those who have been victim to sexual harassment and violence.

A new initiative designed to highlight the University's Dignity and Respect policy will be launching in January. Don't Cross the Line will encourage a culture with zero tolerance for harassment and bullying at the University.

my nine-to-five

Ann Smyth is Secretary to the General Council. Here she tells *bulletin* about her working day.



Please explain your job in a nutshell

The General Council (GC) is part of the University's governance and consists of graduates and senior academic staff. As Secretary to the General Council of this University, my role, which is an honorary appointment, is to function as a conduit for communication between the GC and the University, to enable the GC and its Business Committee to fulfil their statutory responsibilities in attending to matters affecting the wellbeing and prosperity of the University.

What are your main goals?

My main goals are to increase awareness of the GC among its 225,000 members with a view to increasing their active engagement in its activities in support of the University. I aim to assist currently active members to be constructively effective whether in a governance, advisory, ambassadorial or practical capacity.

What projects are you working on at the moment?

I am helping the conveners of the various standing committees within the GC plan for the coming year. This involves academic issues; finance and services; public and international affairs and constitutional matters.

Our meeting in February is where the Principal will present his annual report. I am planning to webcast this and am liaising with our alumni clubs in Europe so they may be able to join in.

I am also encouraging suitably qualified GC members to apply for vacancies on the University Court, and to stand for election to the Business Committee.

Who do you deal with week to week?

We sit within the University Secretary's Group and liaise with court services. My job would be impossible without professional administrative help and I am very grateful to Alison MacLeary for that.

We have areas of overlapping interest with Development and Alumni, and are well supported by their range of expertise. We often work closely with Communications and Marketing and Information Services too.

Please describe a typical day

There is no typical day – my job is not routine and has no set hours! To take a day last week, I was checking locations for filming about the University Court; meeting academics to plan for an event showcasing the University's engagement with and in Africa; and working with Information Services to provide step-by-step personalised information to assist people access online voting through EASE.

What is the most satisfying aspect of your job?

Being able to 'give back' to the University which I hold in high esteem and affection.

For more information about the General Council visit www.general-council.ed.ac.uk

Get organised... ..and now relax

Desk: organised or a beautiful mess?

I try to leave it tidy but I can be a messy worker.

Routine, or take it as it comes?

Definitely not routine but I am a planner.

Are you a list person?

Yes I am, absolutely.

Daily staples?

Coffee I guess.

Favourite lunch spots?

What's lunch? I may have a sandwich at my desk if I am in for the day.

Favourite pastimes?

I am a keen gardener. In winter I curl – with more enthusiasm than skill. As a passionate internationalist I am an enthusiastic traveller.

Best time of year, and why?

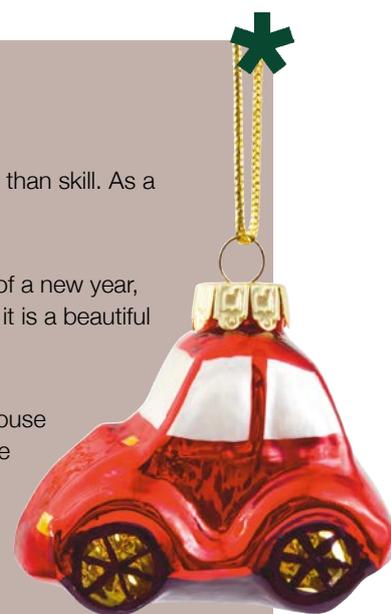
I have never grown out of the sense that autumn is the start of a new year, full of possibilities after recharging in summer holidays... and it is a beautiful time in the garden.

Perfect Christmas Day?

The perfect Christmas Day would be with all the family in a house big enough for all of us to spread out and stay over, in a place with scope for outdoor walks and activities for the kids.

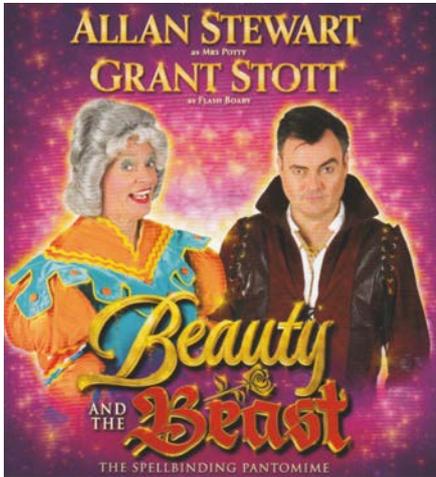
Best Christmas present you have received?

Five years ago, we knew my younger daughter was expecting her first child to be born in mid-January but were pleased when she offered to spend Christmas with us. Her son was born in Newcastle on Christmas Eve so we spent Christmas morning racing down the A1 to meet him – best Christmas present ever!



spot the difference

Your chance to win pantomime or film festival tickets



Spectacular footage at the Banff Mountain Film Festival.

This issue, first prize is two adult tickets and two child tickets to see the pantomime *Beauty and the Beast* at the King's Theatre on Saturday 19 January at 2pm. Second prize is two tickets to attend the Banff Mountain Film Festival at the Festival Theatre on Saturday 19 January at 2:30pm. For your chance to win, circle the five differences in the two images below and send your entry to us by **Wednesday 9 January**.

You can post your entry to *bulletin* Competition, Communications and Marketing, 5 Forrest Hill, EH1 2QL, or email it to bulletin@ed.ac.uk. The draw will be made and the winner notified on Friday 11 January.

Last issue's competition was won by Kieren Wilkinson, Servitor.

Name _____

Position _____

Email _____

Tel _____



Neil Hanna