

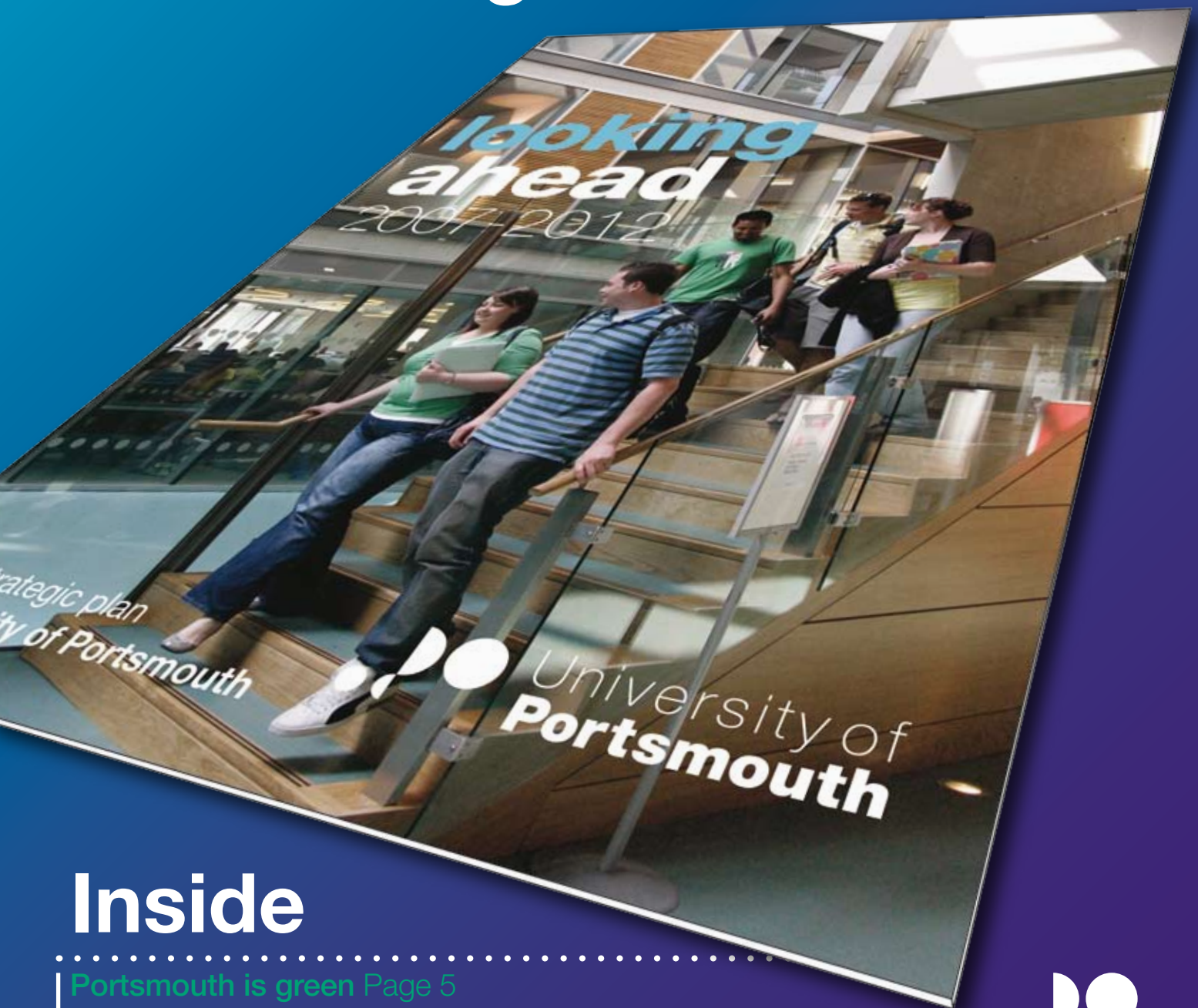
Issue 19

Autumn 2007

# Communicator

The newsletter of the University of Portsmouth

## University launches new Strategic Plan



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## Oludah Equiano: slave, free-man, anti-slavery campaigner

Wednesday 10 October

The University celebrates Black History Month with a lecture on the life of one former slave and famous abolitionist. By Professor Peter Figueroa, University of Southampton.

Oludah Equiano (1745–1797) was taken into slavery as a boy in the mid-eighteenth century. Owned by various slave masters at different times, including an English sea captain, he worked largely at sea. Eventually buying back his freedom, he became very active in the British anti-slavery movement. He published his autobiography in 1789. Professor Figueroa will be speaking about the man and his writing as part of the Black History Month celebration at the University of Portsmouth.

6.00pm, Portland Building  
Admission free

## Hot Topic seminar Gaining marketing advantage from sustainability policies

Wednesday 17 October

Sustainability is becoming an important part of the reputation of companies. Discerning customers wish to be associated with companies that take action to ensure a positive impact on society, honesty and the environment. This seminar will examine how marketeers can maximise the benefits for companies who follow such policies.

6pm–8pm, Portland Building  
Admission free

## Music in the Round Chilingirian Quartet

Friday 19 October

HAYDN Quartet in E flat, Op. 64 No. 6  
BARTOK Quartet No. 4  
SCHUBERT Quartet in G, D.887

7.30pm, Portsmouth Cathedral  
Tickets: £13.50, £11 concessions

## Café Scientifique Exploration of deep sea creatures

Tuesday 23 October

Deep-sea biologists are enjoying a golden age of discovery as they explore 'islands' of life on the ocean floor. Join us at Cafe Scientifique to discuss these discoveries and their implications. By Dr Jon Copley, National Oceanographic Centre, University of Southampton.

8pm–10pm, Le Café Parisien, Portsmouth  
Admission free

## Natural hazard and disaster management in Dominica, West Indies

Wednesday 31 October

Our University team speaks of its experience helping a community cope with natural disasters. A lecture by Dr Carmen Solana and Dr Richard Teeuw, School of Earth and Environmental Sciences.

This summer, with a scholarship from the Royal Geographical Society, students from the School of Earth and Environmental Sciences went to Dominica in the West Indies. At this lecture they will share their experiences in studying the geographical processes.

6.00pm, Portland Building  
Admission free

## The art of braiding

Wednesday 14 November

In this fourth annual Maths and Art Festival at the University, a textile artist, Jacqui Carey, shares the inspirations she draws from mathematics. Jacqui studied woven textiles at the Surrey Institute of Art and Design and now specialises in making braids, using the Japanese Kumihimo technique. She also lectures widely and is the author of several books including *Beads and Braids* (1999).

6.00pm, Portland Building  
Admission free

## Music in the Round Sorrell Quartet

Friday 23 November

MOZART Quartet in C, K.465 Dissonance  
SHOSTAKOVICH Quartet No. 3 in F, Op.73  
BRAHMS Quartet in A

7.30pm, Portsmouth Cathedral  
Tickets: £13.50, £11 concessions

## Police reform – forces for change

Wednesday 28 November

A lecture by Professor Steve Savage, Institute of Criminal Justice Studies, University of Portsmouth. In the early years of the twenty-first century, British policing was the subject of the most far-reaching and radical programme of reform since the British policing model was established in the nineteenth-century. This lecture, based on a recent book by Professor Savage, traces the major changes in British policing since the late 1970s.

6.00pm, Portland Building  
Admission free

For further information on any of these events, please contact:

T: 023 9284 3757

E: [events@port.ac.uk](mailto:events@port.ac.uk)

## Medicines management update

The Foundation Degree in Medicines Management is a part-time programme developed by the Division of Pharmacy and Practice, School of Pharmacy and Biomedical Sciences, in conjunction with South East Medicines Management Education and Development, as innovative degree level qualification for pharmacy technicians.

Three years after its first intake, the course has been re-validated and a number of adjustments made to reflect changes in practice and the needs of the workplace. Blending learning through the use of WebCT has also been increased in line with the School's teaching and learning strategy.

Fees for this course are funded by South Central Strategic Health Authority and the entry criteria are NVQ3 (or equivalent) and two years post-qualification relevant pharmacy experience. For information about the course, contact Nikki Paine 023 9284 3548 [nikki.paine@port.ac.uk](mailto:nikki.paine@port.ac.uk)

## Pigs win prizes

The Student Finance Centre will be attending Central Registration to answer any student queries about student funding and the application process. Students can find the stand, decorated with purple Money Doctors balloons, in the main hall of the Nuffield Sports Centre throughout Central Registration. Students can also drop into the Student Finance Centre, without appointment, during Registration and throughout the academic year to find out about their student funding and additional support available.

Students can also visit us at Freshers' Fayre, where they can pick up literature, sign up to a Money Doctors workshop, meet members of the team and enter their details for the pigs win prizes competition. We also want students to give us their top money tips, which will be published on our website during the autumn term.

We are happy to attend induction events or department open days throughout the year. For more information about the services we offer or to book an event, please contact Dawn Edwards, Information and Liaison Officer ([dawn.edwards@port.ac.uk](mailto:dawn.edwards@port.ac.uk)) or Mary Watkins, Student Funds Officer ([mary.watkins@port.ac.uk](mailto:mary.watkins@port.ac.uk))

# Editorial

Welcome to the 19th issue of Communicator. I am sure all staff are very busy as our new students and some new staff, arrive and begin to settle into university life.

The University is looking forward with the publication of the new Strategic Plan, the concise version of which you'll find in this copy of Communicator. To read the full plan, please visit [www.port.ac.uk/strategicplan](http://www.port.ac.uk/strategicplan) There's also information on the work of the Staff Development Group on p10-11 who, among other things, aim to communicate all the staff development provision available for staff.

This magazine is one internal communications channel and will be reviewed this year, along with online and other internal communication methods and messages – see p8-9. The University's recently appointed Energy and Environmental Manager has given Communicator the green seal of approval as it's printed on 100 per cent recycled paper.

Read more about our environmentally friendly University on p5 and the staff interview on p13.

Distributed with this issue are some term-time wall planners featuring key dates and contact numbers which we hope you'll find useful. We are piloting this for the first time, so do contact us if you have any comments or require any more copies.

Of course we are always happy to hear your views about this magazine, so email your suggestions and copy for future articles to [communicator@port.ac.uk](mailto:communicator@port.ac.uk)

Submission and publication dates for the next three issues are:

- 26 October (December issue)
- 28 January (Easter issue)
- 26 May (Graduation issue)

Hope you all have a good start to the new academic year.

Claire Brookes

## Clearing 2007

Results from the 2007 clearing operation are very positive. We saw a similar number of callers to the clearing line as in previous years, with over 3,000 students ringing in; however the University made more offers per call this year than it has done before.

Reasons for this may include a greater number of qualified candidates, the availability of a wider range of courses, or possibly the improved promotion of the University's offer to students by our clearing line temps. We will have clearer view on this later in the year.

Subjects particularly popular nationally this year were law, psychology, economics, business and history. At Portsmouth, most offers were made in pharmacy-related subjects, finance, law and psychology. Other popular subjects include civil engineering, biological sciences, sociology and history courses.

Student responses are still being received, but this year we processed a large proportion of positive ones in the first 48 hours following offer. Each year we increase the use of technology to support clearing and confirmation, the introduction of email offer and acceptances have been very popular with students.

The total University offer plays a large part in converting offers to acceptances, in Clearing as in the rest of the cycle. Thanks to all the staff who provided their services, information and warm welcomes to students and their families; these really helped us have such a good result in Clearing this year.

## Sheila Hancock to visit

We are very pleased to announce that Sheila Hancock, our new Chancellor, will visit the University for a week at the beginning of November. Sheila has asked to meet lots of staff and students and to see as much as she can of the University during that time and a full programme of visits and meetings is being planned.

Further to this visit, please can any invitation to Sheila to attend any University event be channelled through the Vice-Chancellor's office.



## Graduation 2007

The University enjoyed another week of successful graduation ceremonies this year, from 18 July through to the 25 July. Nearly 4,300 students attended the various ceremonies throughout that week at the Guildhall, with close to 10,000 guests who attended as well to celebrate with the students and the University. Despite the rainy weather, students and guests arrived in high spirits, ready to celebrate the many successes of our graduates.

This year the University conferred honorary degrees to nine distinguished individuals; Robert Hardy, Baroness Gibson of Market Rasen, Ben Fogle, Graham Hurley, Admiral Sir Jonathon Band, Dee Symons, Carole Dampier, David Price and Bishop Crispian Hollis. We were very pleased to welcome the honorary graduates to the ceremonies as they made the day even more meaningful.

This year's ceremonies are the last ones for Lord Palumbo, who has served as the University's Chancellor for 15 years. He has attended many graduation ceremonies throughout the years and we hope to see him at many more in the future. We look forward to welcoming our new Chancellor, Sheila Hancock and to seeing her at next year's ceremonies.

Ceremonies ran very smoothly, thanks in large part to the many staff across the University who worked hard to ensure the success of graduation. The Graduation Team would like to thank everyone who contributed to the ceremonies and helped us to make this a memorable occasion for our students and their guests.

## News in Brief

### Oasis Suite

A welcome additional resource to the Chaplaincy Oasis Suite is a new room divider that will enable Chaplaincy to offer bookable space to staff groups who wish to meet on campus. The new facility contains a room that seats up to 20 people comfortably, with the addition of two smaller meeting rooms for confidential discussion or smaller group work. Please direct any enquiries to ext. 3030.

### Staff Social Club

The Staff Social Club had some great events this year, including a Salsa Evening and a Test the Nation Quiz Night. We are hoping to build on this success with more events for staff, family and friends for next year. If you have any ideas, you can either complete the questionnaire at [www.port.ac.uk/staffsocialclub](http://www.port.ac.uk/staffsocialclub) or email [socialclub@port.ac.uk](mailto:socialclub@port.ac.uk). We are always looking for committee members or people to assist in organising events, so please get in touch!

### Map Library

The Map Library has moved from its former base in the Portland Learning Resources Centre to its new home in the University Library. The service, which will be ready to open on 1 October, offers access to a large, mostly reference collection of maps and atlases. It can be found on the first floor of the University Library (look out for our new globe by Isle of Wight makers Greaves & Thomas on our enquiries desk). For further details, please contact [david.sherren@port.ac.uk](mailto:david.sherren@port.ac.uk) (Map Librarian), ext. 3655 or [bill.johnson@port.ac.uk](mailto:bill.johnson@port.ac.uk) (Cartographer), ext. 3630.

## Students promote environmental awareness

Postgraduate students Matt Mardell and Alex Wood have produced an interactive installation called the Eco-station, which teaches observers and participants about global warming, sustainable architecture and individual actions. The Eco-station is the result of a collaboration between the University of Portsmouth, Architecture PLB, BDP Sustainability and Price and Myers. The University funded the major part of this research project.

The Eco-station consists of demountable modular frame elements, display panels, photovoltaic panels and a wind generator and it is largely autonomous in operation requiring very little external power. The demountable installation was placed into the courtyard of an architectural practice in Winchester during Architecture Week in June, forming part of the programme of events. It is now located in the Eldon Building courtyard awaiting further deployment in schools and public places.

## A sublime result for frisbee star

A University of Portsmouth student who had never thrown a frisbee before starting her course a year ago, has triumphed in the European Championships. Lucy Carter, 19, a second-year criminology and criminal justice student, joined the Ultimate Frisbee team last year and won a place on the University team, Sublime. At the same time, she started training with the Great Britain under-20s women's team and five months later she was selected to play for her country.



She said: 'On the day before our first international game we had a training session with the senior women's team who taught us so much. When the competition started, we beat the Great Britain 2 team and Sweden, which put us in the finals against Sweden. The Swedes upped their game tremendously and it went to sudden death at 15-all. With a great defensive block we got straight into offence which was perfect from pass to pass and ended in us being crowned Champions of Europe. It was amazing.'

Lucy was the only University of Portsmouth player to be selected for the Great Britain team but it is the third consecutive year a Sublime player has been selected. For more information, contact Steve Walton, captain, on 07967 326951.

## Computer engineering graduate set for USA

A Portsmouth engineering graduate has won a place on a prestigious national scheme to help entrepreneurs develop their business ideas. Mitu Khandaker was one of 14 aspiring entrepreneurs chosen by the NCGE-Kauffman Entrepreneurship Fellowship to spend six months in the USA developing their ideas.

Mitu is developing an innovative computer games engine that uses the players' emotions to increase their involvement in the game they are playing. She will be working with top US entrepreneurial universities and will undertake a placement with a leading innovative company.

She said: 'It's an outstanding opportunity for me to learn about the business world and how I can turn my idea into a reality; it's very exciting. I've always been passionate about gaming and technology and I hope to be an ambassador for entrepreneurial women in these fields.'

Each of the graduates selected as Fellows are pursuing engineering, science or technology degrees or postgraduate studies. They secured their places on the programme after a rigorous application process which required that they be sponsored by their university and pitch their business concept to an interview panel.

# Portsmouth is green!

The University of Portsmouth has been ranked one of the top universities in the UK according to environmental performance. The new rankings from the People & Planet Green League table – published in *The Times Higher Education Supplement* – placed the University of Portsmouth eighth, equal with Cambridge University.

The table lists 102 universities and ranks them based on factors such as their record on recycling, carbon emissions and Fairtrade status. The University of Portsmouth was one of 15 universities to gain a 'first' with a score of 40/50 or above.

Ian McCormack, the University's new Energy and Environmental Manager, was delighted with the top 10 ranking, but next year the competition will really start as institutions will be working hard to improve their standing.

It's really important that everyone does their bit at work and joins the Carbon Cut Challenge:

- switch off your office lights when not needed
- shut down your computer when away from your desk
- turn your radiator thermostat down
- come in by train, bus, bike or foot once a week if you usually drive

You can also:

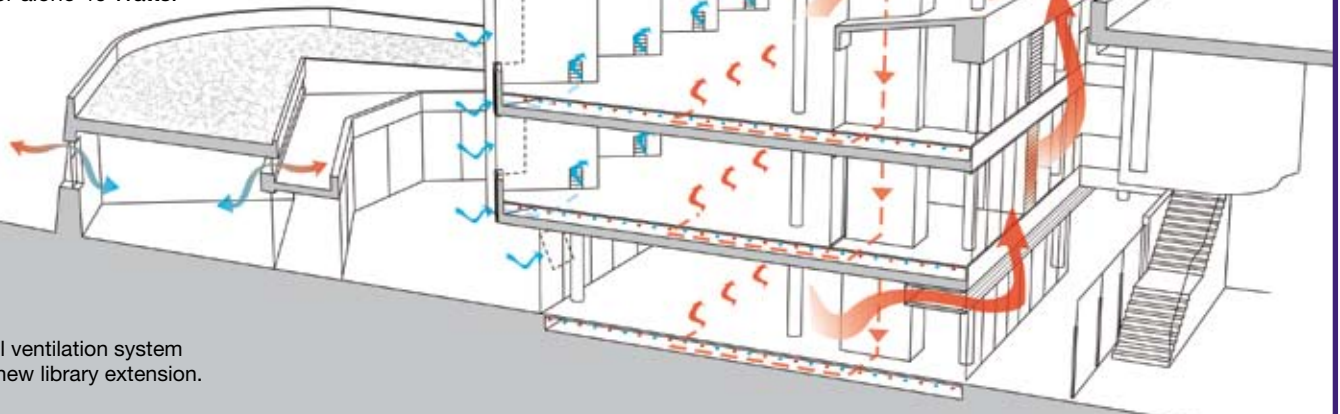
- recycle all your paper and cardboard
- order recycled office paper – it's cheaper and just as good
- make sure old electrical equipment is collected by Estates or the producer
- order Fairtrade coffee for your event at no extra charge

Ian is currently updating the environmental policy for the University, which will be supported by a new environmental strategy and codes of practice to remind everyone of their day-to-day environmental responsibilities. The codes will cover issues like carbon and energy management, recycling, sustainable purchasing, travel and sustainable construction.

If you have any environmental issues, use the Enviro-Link web page to raise a query or call Ian directly on ext. 2749 or email [ian.mccormack@port.ac.uk](mailto:ian.mccormack@port.ac.uk)

Did you know?

- Energy used and wasted to heat, light and supply buildings is the main source of carbon emissions across the University estate.
- Energy performance certificates per University building will have to be displayed next spring.
- Computers typically use 122 Watts, the monitor alone 40 Watts.



Natural ventilation system in the new library extension.

## Sustainable construction and energy-saving design

### The University Library

Designed to achieve an environmental rating of very good, the building minimises energy use and environmental impact through special design features.

- Natural ventilation is provided by a wind powered trough in the roof which draws warm air through the library and out into the main central space and up into the roof.
- Exposed concrete floor slabs and walls absorb and release heat slowly which helps maintain stable internal temperatures day and night.
- The design and orientation of the building maximises natural daylight levels and minimises lighting needs.
- Manual ventilation panels in the south-facing study bays allow users to control their immediate environment.
- Rainwater is collected and used to flush toilets.

### Institute of Cosmology and Gravitation – north campus

A series of solar thermal glass tubes will be mounted on the roof of the new building and will rise in temperature in the sun and heat water passed across their tips. This will be enough to provide heating and hot water demands for the majority of the year due to Portsmouth's sunny climate. Renewable energy technology like this will reduce energy costs and cut University carbon emissions and support the government's drive to reduce carbon emissions caused by buildings. Energy used to heat and light buildings is recognised as the main cause of carbon emissions in cities.

## New term, new you!

Sport and Recreation have frozen the majority of their prices for 2007/8, so come and join and take advantage of the gym, sports halls, sun beds, tennis courts and squash courts. The department runs a range of lunchtime and after work activities, which are the perfect way to de-stress, unwind and stay healthy.

Staff can join through a staff deduction scheme – £7 membership fee and then £16 a month. Compared to the private gyms, this is a bargain! Plus, as a new promotion this year, new members of staff at the University are entitled to a months' free trial membership – please contact the department for more information.

In addition to these facilities, the department currently offers the following services:

- Sports massage (only £13 for staff!)
- Personal training (only £13 for staff or £22 if you come with a friend)
- Nutritional assessments
- 5-a-side football league for staff and postgraduates
- Fitpole
- HELP – Healthy Eating Lifestyle Programme
- Coach education courses



We also offer around 30 fitness classes a week from yoga and pilates to boxercise and hot cycling.

There is also a new brand of classes entitled FX being launched this year.

### Intramural sports

Intramural sport is an excellent opportunity for individuals, groups of friends, staff, students and societies to compete in friendly, organised recreational sport. Sports currently on offer for staff include football, netball, hockey, badminton, dodgeball, cricket, volleyball and rugby. Events are open to all abilities, with enthusiasm and desire being the only prerequisite.

For more information on any of the above, please visit [www.port.ac.uk/sport](http://www.port.ac.uk/sport)

### New system

We have also invested in a new computerised bookings and payment system, which went live on 18 September. We would like to ask staff to be patient while the inevitable gremlins in the system are ironed out and whilst the sports staff become accustomed to using the system. The system has also led to a number of necessary changes in procedure and staff are requested to familiarise themselves with these.

## New Chaplain

The ecumenical Chaplaincy Team are welcoming a new colleague appointed by the Catholic Diocese of Portsmouth and the University. Jordan James takes up the post of University Chaplain (Roman Catholic) for the start of the new academic year. She has just completed an MA in Pastoral Theology at the Margaret Beaufort Institute within the Cambridge Theological Federation, having previously studied humanities and social studies for her first degree prior to the Baccalaureate in Sacred Theology at the Pontifical University of Rome.

## A warm welcome



**Dawn Edwards**  
Information and Liaison Officer  
Student Finance Centre

I joined the Student Finance Centre team in August. I have a teaching background and in my previous role I worked in Student Services as Study Skills Coordinator at the College of St Mark and St John, Plymouth.

I will be working closely with the team to promote and develop financial information by way of literature, the website, workshops and presentations. In addition I will be closely involved in the Money Doctors project to encourage financial capability in students so they can take control of their money and feel confident about dealing with their finances. I will also be working in collaboration with the Business School to develop a student debt counselling scheme to train students to provide peers with a basic understanding of personal finance and debt management.

T: 023 9284 3044  
E: [dawn.edwards@port.ac.uk](mailto:dawn.edwards@port.ac.uk)  
W: [www.port.ac.uk/money](http://www.port.ac.uk/money)

A retirement celebration was held for the Dean of the Faculty of Humanities and Social Sciences, Professor Ian Kendall, on the 26 July, to send him off in style. Around 70 colleagues, friends and family attended the lunchtime event in the Resource Centre in Park Building, where guests enjoyed a buffet lunch, champagne and retirement cake. Ian was presented with an Amazon gift voucher, a complete box set of Charlie Parker on Verve and a signed shirt from Havant and Waterlooville Football Club. Vice-Chancellor, John Craven thanked Ian for all his hard work over the years and speeches were also made by Fergus Carr and Dave Russell. Ian, who has worked at the University for 38 years, will be greatly missed by all.



## Coordinator wins top award

Sports Development and Safety Coordinator, Graeme Hope has been presented with a national award from the British Universities Sports Association (BUSA). Graeme received the Administrator of the Year accolade after beating off fierce competition from 150 other competitors.

In his role at the University, Graeme helps run over 50 clubs and helps 3,000–4,000 students in their sporting quests. In his spare time, he coaches football and is a qualified hockey coach. He is also secretary of BUSA's south east division.

Graeme said: 'I have never won a national award before so it's good to get recognition. It's quite an honour to be told you're the best.'

BBC Sports Presenter and President of BUSA, John Inverdale, presented Graeme with his award at a ceremony held over the summer.



## Linguist wins scholarship

Katherine Ross, a linguist from the School of Languages and Area Studies, has won a prestigious national scholarship to study in China. Katherine is one of just two people in Britain to be awarded a Chinese government sponsored 12-month scholarship to study Mandarin.



Katherine, who left the University to start a year of intensive study at Fudan University on 3 September, studied French, Spanish and Italian before taking up Mandarin. Katherine graduated from the University with a degree in Law and European Studies in 2005.

Within a few months she had a job as an administrator on languages courses and it was then that she developed an interest in Chinese culture. Her boss offered her the chance to study Mandarin and Katherine grabbed the opportunity. She quickly became the top student, wowing staff with her hard work, dedication and natural talent for learning languages.

The chance to apply for the scholarship sponsored by China through its scholarship council came a few months later. Katherine said: 'Hundreds of people applied from across Britain. I am amazed I won. I have never won anything before in my life. I feel really honoured and I can't quite believe it.'

## Professor wins top award

Accounting Professor, Stella Fearnley, has won the prestigious Deloitte Wildman Medal sponsored by the American Accounting Association (AAA).

Stella's book, *Behind Closed Doors: What Company Audit is Really About*, was written in conjunction with colleague Richard Brandt and Professor Vivien Beattie of the University of Glasgow. The book analyses the motivations of the parties in an audit, the relationship between the auditor and client, the contextual factors that influence an audit and strategies that are adopted.

The Wildman Award recognises exceptional research that advances the theory and practice of accounting since 1979. Stella has taken up a new role and will be leaving the University in the new term. We wish her luck in the future.

## Lecturer wins National Teaching Fellowship Award

Head of SCAFM, Dave Allen, has been awarded one of just 50 National Teaching Fellowships from the Higher Education Academy. The award brings him £10,000 to support future learning and teaching activities.

The award winners were chosen from 223 nominations submitted by higher education institutions across England and Northern Ireland and were selected for their outstanding contribution to teaching.

Dave was nominated for his highly imaginative approach to teaching which inspires students across a range of ages and disciplines.

Dave said he was very flattered to be nominated by the University and even more to win the award. 'It feels a bit like a long service medal! But the great thing is that there's some money to use on exciting initiatives within the department.'

The Fellows received their awards at a ceremony and dinner in London on 19 September. Dr Allen intends to use his award to provide himself and his colleagues with 'thinking time' so that they may be sure that their courses engage students in real-life activities that develop employability skills or further study in a diverse marketplace.

## Communicating with staff and students

An informed, engaged and satisfied staff is the dream of most leaders of organisations, and there is much debate and theory surrounding how best to achieve this. As the recent staff survey highlighted, there are some concerns regarding communication within the University, therefore it is felt that greater attention needs to be paid to how we communicate internally.

The role of Internal Communications Manager has been created within the Marketing Department to do just that, for both our staff and our current students. Sarah Avison was seconded to the post in June 2007, initially for a year, to review our current methods, channels and practices across the campus. Sarah will work closely with key teams – Directorate, Information Services, Personnel Services and a variety of academic and support departments – to provide more effective channels and a comprehensive communications process.

### Getting the basics right

We are a diverse group of employees with a wide range of working environments and communication needs. In order to effectively reach each member of staff, we will consider the working environment of a variety of staff, their information needs and how best to deliver key messages. Both online and offline methods will be reviewed as part of this process, including the Staff Essentials website, email, noticeboards and plasma screens plus printed material such as department newsletters, leaflets, posters and this staff magazine itself.

### Keeping you informed

The new academic year will see the launch of the new Strategic Plan. Directorate are leading the University forward by recognising and responding to national priorities and educational needs. Keeping staff informed of our strategic direction is critical to our success and communicating the message and enabling a solid understanding are, therefore, of paramount importance.



You should have received your copy of the concise plan as an insert to this issue of *Communicator*. You can also visit [www.port.ac.uk/strategicplan](http://www.port.ac.uk/strategicplan) to view both the concise and the full versions. Directorate will be discussing their plan at a series of presentations around the campus during the first few weeks of term to ensure staff appreciate how their activities will contribute to meeting the ambitions. Be sure to attend and be a part of the development of your University.

You will also see on pages 10 and 11, the work on communicating staff development and training by the Staff Development Group. Delivering a more joined-up summary of all training provision across the campus will help to inform staff of the opportunities open to them. The Staff Induction Conference is also still proving to be a successful and informative event, providing essential information to help new staff settle in and find their way.

### Future developments

Communication needs to flow easily both up and down the structure and across and within teams, departments and services. Today there are many new technologies designed to enable communication, increasingly aimed at social networking or other online resources. The effectiveness and benefits of each will be considered in the communications mix in due course. However, the first priority for the Internal Communications Manager during the year's secondment, is to provide good basic channels of communication as a solid platform upon which to build for the future and ensure as far as is possible that communication is accomplished.

If you have any comments to make regarding staff communication please email [staffessentials@port.ac.uk](mailto:staffessentials@port.ac.uk)



*‘The problem with communication is the illusion that it has been accomplished.’ George Bernard Shaw*



### Informing students

Of equal importance to having a well informed and satisfied staff, is ensuring students, especially new students, are aware of our services and provisions and are content during their time with us. A great deal of work goes in to promoting the University to potential students and maintaining a relationship with applicants throughout the application cycle. We also spend a lot of time welcoming students at the start of each academic year, providing key information on what to do and where to go via the Freshers' Pack and the Start UP website at [www.port.ac.uk/startup](http://www.port.ac.uk/startup) Issue 18 of *Communicator* contained detail of the work involved in welcoming new students.

### LookUP

This October sees the third successful year of the application of the LookUP brand for communications to students during their time with us. LookUP draws all communication into a recognisable identity for our current students, ensuring messages related directly to them stand out amongst the plethora of information they receive.

Students are given LookUP *Purple Pages*, the printed directory of all student services during the first week of term. The LookUP website is their default homepage on all student PCs and is widely used to find essential news and information. Our student support departments use the identity with posters, leaflets and online news to promote key services and events throughout the year.

Our student body is becoming increasingly diverse with a variety of age and social groups, part-time, distance and online learners. We will continue to assess the effectiveness of our communication to students, with a mixture of surveys, focus groups and interviews, to ensure the right message is reaching the right audience via the right channel.

### Promoting employability

One improvement already made for the start of this new year, is the provision of a one-stop site for our employability and recruitment services. Set UP for Life is an umbrella initiative covering such areas as careers advice, electives and our in-house recruitment agency Purple Door Recruitment. The new website, at [www.port.ac.uk/setupforlife](http://www.port.ac.uk/setupforlife) draws these services together to provide seamless information to students on how to increase their employability and find the right job and career for them. The site will be supported throughout the year by various employability events and workshops and there is information on the site to assist staff in guiding students on these issues.

As with staff communications, the Internal Communications Manager will be concentrating efforts on providing effective channels and a sound process for communicating with students. It is particularly important to ensure the most appropriate channels are used during an emergency when communicating to such a wide spread audience, hence the imminent review of our student email provision and possible text messaging systems in conjunction with IS and other relevant services.



One of our emergency communications.



The new Set UP for Life website.

## Staff development at the University

Early in 2007, coinciding with revisions to the University's Strategic Plan, representatives from all the main central providers of staff development opportunities (see list in purple box opposite) began meeting together on a regular basis to explore how they currently plan, deliver and evaluate central staff development provision. They have since formed the Staff Development Group (SDG) with the overriding aim of ensuring that the central programme provides, in an integrated way, the knowledge and skills staff need to contribute successfully to all areas of University activity.

At the same time as this issue of *Communicator* was going to print, the web team were putting the finishing touches to an online Staff Development Calendar allowing staff to view a summary of events by topic. This is the main feature in a new website dedicated to staff development that the SDG have initiated.

Although the Staff Development Opportunities Booklet (previously published on an annual basis in hard copy) will no longer be produced, the website will more easily act literally as a 'gateway' into the central programme, giving immediate access to information about staff development events and resources to meet the diverse needs staff have. The site will develop over the coming months but already includes access to the [staffdeveloper@port.ac.uk](mailto:staffdeveloper@port.ac.uk) email facility that staff can use to raise development-related queries, to make suggestions or to give feedback about staff development provision. In addition to the website, the SDG will be using *Communicator* for regular updates on staff development issues.



As well as reviewing publicity, the SDG has also been looking at how it can provide better support to faculties and services, working more closely with them to identify and address staff development needs.

Although discussions are continuing, the group is reviewing how it currently operates, with a view to piloting a different approach in the spring. Progress will be reported in a forthcoming edition of *Communicator*.

And finally, although results of the 2007 Staff Perception Survey paint an improving picture for staff development, the SDG have identified a number of key issues to explore in the coming academic year. These include evaluation of staff development activity, regular reporting on activity levels and impact across all providers and strengthening teamwork within the group itself.

More information about the SDG, its terms of reference, membership and future plans can be found at the staff development website [www.port.ac.uk/staffdevelopment](http://www.port.ac.uk/staffdevelopment)

## Leadership, Management and People Development (LMPD)

With the new Strategic Plan setting out challenges for the University in the next five years, now is an appropriate time to describe what good leadership and management practice looks like across the institution and review what we need to do to build those capabilities. These issues lie at the heart of the LMPD framework which is briefly described below.

### What is LMPD?

LMPD is a framework of expectations within which staff with leadership and management responsibilities need to work. It describes in more detail the University's expectations of its managers in carrying out the leadership and management aspects of their roles. Recognising that different situations call for different styles and approaches, the framework is intended to guide rather than prescribe behaviour. The LMPD framework will be used to ensure that development opportunities to promote effective practice at all levels are made available within the coming months.

### What sorts of things does LMPD include?

LMPD includes familiar responsibilities for managers that are an integral, not additional part of their roles.

Some examples include clarifying and communicating to staff how they contribute to the achievement of University aims and goals; conducting regular and constructive appraisals; agreeing and reviewing personal development plans; giving staff regular feedback on their day-to-day performance and wherever possible, taking an inclusive approach to decision-making.

### What does LMPD mean to me?

By introducing the LMPD framework, the University is aiming to ensure that all members of staff have a positive and consistent experience of being managed. LMPD therefore also includes a statement that summarises the responsibilities every member of staff has as well as what they can expect from their managers. In this way, LMPD aims to establish threshold standards of behaviour in the workplace, with feedback from staff surveys enabling us to gauge progress and identify any issues that may need to be addressed. LMPD is currently being piloted and plans to extend use of the framework to all parts of the University will be made in the autumn.

More information about the LMPD framework will be available shortly at [www.port.ac.uk/intranet/md](http://www.port.ac.uk/intranet/md)

The SDG includes representatives from the following areas:

- Academic Registry
- Business Support (part of IS)
- Department of Curriculum and Quality Enhancement
- Equality and Diversity
- Internal communications
- Library
- Research and Knowledge Transfer Services
- Personnel Services, including Health and Safety and Management Development

## Topics covered by central staff development

<b>Appraisal</b> Clarifies the purpose and process of Staff Development and Appraisal Schemes and offers guidance to staff on how best to prepare for and get the most out of the appraisal process.	<b>Corporate systems and IT skills</b> Training and support to promote effective use of IT and information systems and to improve the integrity and quality of the data held.	<b>Customer service</b> Training and support to promote effective service delivery.	<b>eLearning</b> Supporting the use of learning media, including podcasting, video streaming and getting the best from the new virtual learning environment.
<b>Equality and diversity</b> Development and support to staff in understanding their own rights and responsibilities under equality legislation, and those of the University.	<b>Health and safety</b> Training in aspects of health and safety, including manual handling, risk assessment and first aid.	<b>Induction</b> Support available to all new members of staff or those who have changed roles.	<b>Knowledge transfer, enterprise and research</b> A range of support in relation to developments and best practice in funding opportunities, knowledge transfer activities, R&KT policies and issues.
<b>Leadership and management</b> Supporting University leaders and managers by building knowledge and strengthening skills.	<b>Learning, teaching, assessment and student support</b> A range of support for the Learning, Teaching, Assessment and Student Support Strategy 2005–2010.	<b>Managing information</b> Training and support to help staff gather and manage information effectively and in accordance with data protection.	<b>Personal effectiveness and communication skills</b> Development to enhance a range of skills, including support for specific responsibilities like taking minutes, writing reports, etc.
<b>Quality and the curriculum</b> Development activities to support admissions and enrolment and to promote effective quality assurance processes.	For more information on any of the above, visit <a href="http://www.port.ac.uk/staffdevelopment">www.port.ac.uk/staffdevelopment</a>		

## VC for a day

Carolyn Jacobs, Educational Developer in the Department of Curriculum and Quality Enhancement, gives a taste of her experience of shadowing the Vice-Chancellor for a day.

'In June this year, I shadowed John Craven for a day. I was given the opportunity after winning a competition that formed part of the Future Leadership Programme. Each participant on the programme was asked to write a paragraph about what they would do if they were Vice-Chancellor for the day. In my entry I said that I would be interested to know more about the range of activities that the VC covers in one day and how he manages such a large and multi-faceted organisation.

Although I received a programme for the appointed day, I was still unsure exactly what to expect. When the day arrived I reported to the VC's office as arranged and ended up

accompanying him to all his meetings, as well as joining in routine office activities such as responding to letters and invitations and catching up on the latest developments at the University. During the day we attended a meeting with the Head Teacher and Governors at a local inner city school; went to a planning meeting held at the University which included visitors from a high-profile national agency and later visited the end of year show by Art, Design and Media students.

As well as being an interesting day it was also a useful one. It helped me appreciate the wide variety of activities in which the VC is involved on any given day; the very different people he meets (all with their own interests and priorities) and the different management styles that are required in each situation.

The VC made me most welcome, was approachable, gave me background information before we attended meetings and was willing to share with me his management

knowledge and experience. A day that I had approached with uncertainty and perhaps even a little trepidation, turned out to be an enjoyable and enlightening experience.'



## **SetUPforLife**

The University is committed to increasing the employability of all our students so that they are prepared for life after University. This is done in a variety of ways, many of which come under the Set UP for Life umbrella. These include:

- Electives
- Personal development planning
- Recruitment
- Volunteering
- Placements
- Career management skills
- Careers information and advice
- Enterprise

The next academic year will witness a series of events supporting this scheme including:

**18 October: Crime Does Pay.** An event for students to speak to representatives from Hampshire Constabulary, the Prison Service, the Probation Office and the charity organisation Motiv8 regarding volunteering, work experience and graduate jobs.

**2–26 October: Teaching Week.** Various information sessions and workshops from GTTR, TDA and PPSCITT, for students thinking about a career in teaching.

**29 October–4 November: Careers in Charities.** Drop-in days for students interested in a career in charity organisations. This week also includes CV building and ‘no ideas’ workshops.

**5–9 November: What can you do with a science and engineering degree?** This week includes a construction fair with representatives from the science/engineering field and a drop-in information day where students can chat to the careers advisors.

**19 November: Get the most out of the Graduate Recruitment Fair.** This event includes information drop-in sessions for students to gain guidance on making the most of the Graduate Recruitment Fair on 28 November.

**28 November: Graduate Recruitment Fair (Guildhall).** Local and national employers are invited to the Guildhall to give our students a chance to chat to them about career options in their company.

**10 December: Apply before Christmas.** This event gives all students the chance to gain advice on applications and researching employers.

We will also celebrate the launch of the new and improved Set UP for Life website in the autumn term, which will include further information on all of the above for staff and students. [www.port.ac.uk/setupforlife](http://www.port.ac.uk/setupforlife)

## Student placements

### Richard Johnson, 20

BSc (Econ) (Hons) Economics, Finance and Banking  
Editor of the Public Finance Databank, HM Treasury

### Mark Dembowicz, 24

BSc (Hons) Applied Economics  
Editor of the Pocket Data Bank, HM Treasury

#### How did you get your placement?

**R:** I applied for the job here at the Treasury soon after starting my second year at uni and I was asked to attend a session to do a compulsory maths test and an interview. I was asked about basic first-year economics and about my results from Year one and predictions for the first semester of Year two and extra curricular activities. The unit Professional Development for Economists really helped me prepare well for this.

#### Has anything that you've learnt on your course been of use to you in this role?

**M:** My units in Quantitative Methods and Statistics have been very useful. Our analysis of the Pre-Budget Report in Applied Economics 1 has been helpful in

understanding the way government uses economics, and in the next pre-budget report I will have some of my own work included. A fairly detailed knowledge of aspects of inflation, which is a topic that has occurred across a number of units, has been an important element of my role at the Treasury.

#### Has this placement benefited or influenced your future career plans?

**R:** I believe that this placement year will not only have an effect on my future career, but will also have a huge effect on my grades in the final year, as the experience and knowledge I will have gained can be applied to many of the subjects I plan to study.

**M:** I am sure I will have better prospects in my future career because of my work at the Treasury. It has helped me to identify what I can do well and things I need to improve on. It has allowed me to understand the way macroeconomics works at the highest level and has therefore strengthened my knowledge of the subject. Working at the Treasury has encouraged me to consider a career in the Civil Service.



Richard Johnson



Mark Dembowicz

## Good luck

On 14 September, the Marketing Department and many others from across the University, bid a really fond farewell to Sally Pulvertaft, former UoP Director of Marketing. Sally's interesting career started with being a health inspector which included working in an abattoir for three months. This was followed by a stint in global marketing for ICI, before running a hotel for two years, working for a design agency and then in sports event management. Before joining the University, Sally had lived in France for three years raising her two boys. Most recently, Sally employed her talents in leading Portsmouth Centre for Enterprise as Director whilst on secondment from her marketing role. We wish her every success up in Glasgow in her new post as MD of an international distance learning company.



## Outstanding teacher training courses

Teacher training courses at Portsmouth have been awarded a grade 1, the highest level of satisfaction, following a recent Ofsted inspection. The inspectors were especially pleased with the enthusiasm and commitment of the course leaders and special praise was given to the innovative aspects of the course such as the offer of enrichment days to gifted and talented pupils from local schools.

The report highlighted the success of the course in meeting trainees' individual needs and the particularly good arrangements to support trainees whose first language is not English. Mike Coeshott, Head of the School of Education, said he was delighted with the report which reflected the teamwork involved and the dedication of the staff to deliver a superior provision.

The University of Portsmouth works in partnership with 110 schools to provide secondary initial teacher training (ITT) courses. It offers a Post Graduate Certificate in Education (PGCE) in business education, English, geography, maths, modern foreign languages and science.

## Mix and Match

This is a new student mentoring scheme the International Office is developing to help International/EU students make new friends at the University and settle into life in the UK.

We are looking for student volunteers to help get this scheme up and running. If you know of any British students who would like to help out and meet regularly with an International/EU student to give advice on many things such as their course, life in Portsmouth, University life etc, please let us know. This would also be a chance for them to learn from a new culture, widen their circle of friends and even learn a new language. There will also be several incentives to this scheme such as regular social events, excursions, prize draws and coffee vouchers to ensure regular meetings.

This is also open to staff who would like to get involved. Please register your interest along with any ideas or comments you'd like to add at [mixandmatch@port.ac.uk](mailto:mixandmatch@port.ac.uk) or visit [www.port.ac.uk/mixandmatch](http://www.port.ac.uk/mixandmatch)

## Staff interview Ian McCormack

Ian McCormack joined the University in May as Energy and Environmental Manager. His role is to ensure that the University complies with environmental legislation and best practice. Ian acts as an advisor on all kinds of issues such as energy efficiency, waste management and recycling and sustainable travel schemes with the environment in mind and how to improve on the University's existing performance in environmental areas.

### What got you interested in environmental issues?

Initially it was my own personal interest; I was concerned for things such as wildlife, habitat loss and cutting down the rain forests. Because of this I decided to study Environmental Science at Plymouth University, followed by a Masters in Environmental Management at the University of Nottingham. Since graduating I have had a number of jobs, all in the environmental sector. I also gained a postgraduate professional qualification as an Environmental Auditor. More recently,

I've worked for the London Development Agency and several local authorities; I worked for seven years as Sustainable Development Manager at Bristol City Council. Then I saw the job advertised here at Portsmouth and decided to go for it. I must admit, the lifestyle of living on the south coast was a plus point too.

Portsmouth was ranked in the top ten in a recent environmental performance in universities survey. What plans do you have to ensure the University continues to do well?

Environmental performance is now a massive issue within organisations so it's important that we do well. There are seven things that are measured in the survey: carbon emissions, per cent of energy from renewables, full-time environmental staff, environmental audits, green travel plan, Fairtrade status and per cent of waste recycled. All staff need to make sure they are doing their bit to help – try to walk, cycle or use public transport wherever possible, recycle every piece of paper and cardboard and turn off lights, computers and equipment when not in use.



I plan to display energy and recycling performance information in each building to spur staff on to do well.

### Do you also do your bit for the environment at home?

Of course! We take part in the Pompey Recycling Scheme, use energy-efficient light bulbs in the house, use public transport wherever possible, use eco-friendly washing and washing up liquid and I am the human dishwasher. We buy organic and Fairtrade produce when we can afford it, we dry our clothes naturally rather than in a tumble dryer and our six-month-old son wears cloth nappies rather than disposable ones!

# University wins £150,000 for commercialising research

Three academics have each been awarded £50,000 to help towards the commercialisation of their research. The Proof of Concept funding, part of the CommercialiSE Programme, will be used for prototype development, market assessment and technical validation.

The projects are extremely varied, but all are based on very strong intellectual property resulting from exceptional research, and they all have a clearly identifiable route to market. Here is a brief summary of the projects:

- Clare Hencken (Sport and Exercise Science) – Bodymorph™ is a service offering to support overweight and obese individuals through exercise and a novel and improved methodology for monitoring body-shape ('somatotyping'), compared to traditional weight-measurement or body-mass indexing (BMI) methods.
- Keith Firman (School of Biological Sciences) – Development of a nanoactuator/molecular dynamo for bionanotechnology and market assessment of the bionanotechnology market.
- David Brown (Institute of Industrial Research) – Development of an intelligent controller for multi-functional manufacturing machinery actuators.

Mark Baker, Head of Research and Knowledge Transfer Services (R&KTS) said: 'We are delighted that the CommercialiSE Programme is delivering its promise to support the commercialisation of University intellectual property.'

The three projects that have received funding demonstrate the wide variety of opportunities that the University of Portsmouth has to offer and are also clear evidence that the projects are of a very high standard, with obvious commercial potential. We expect to be able to provide similar support for other projects in the near future.'

R&KTS provided support, advice and resource to assist with the application process, as well as helping to identify potential commercial partners and ongoing support to identify clear routes to market for the projects.



The intelligent controller being developed by researchers in the Institute of Industrial Research.

Clare Hencken said: 'R&KTS have provided excellent support for my commercialisation plans, including an enterprise training course, access to various sources of funding and identifying people able to help with developing the business. My Head of Department and the Dean have also been very supportive and enthusiastic about my plans.'

If you would like more information about the support that is available for commercialisation of research and for all aspects of Knowledge Transfer activities, please contact R&KTS via: [rkts@port.ac.uk](mailto:rkts@port.ac.uk)

## University authors celebrate success

The first major overview of film history to be published in 20 years is one of seven new books to emerge from the University of Portsmouth over the summer.

*The New Film History* is a collection of cutting-edge essays by leading film historians who discuss their methods, sources and approaches. It is edited by Sue Harper, Professor of Film History at the University of Portsmouth, in conjunction with scholars from the University of Leicester and Queen Mary, London.

The seven books emanate from SCAFM and there is a strong cinematic theme running through several of them, including works on Contemporary Latin American Cinema, Star Trek and a review of the DVD industry.

The abundance of published work is cause for celebration within SCAFM. Head of School, Dave Allen is one of the authors and his book about Hampshire County Cricket Club is a personal project reflecting a lifelong interest. Dave said: 'I'm delighted that the department now has so many published authors in a diverse range of subjects. It sends a clear message that the teaching here is grounded in contemporary research and ideas.'

The University held a launch event to promote the collective works on 27 July.



## Last word

I have been lobbied by a taxi-driver who wants us to introduce a summer semester. He is not a supporter of accelerated degrees, nor is he concerned about the best use of university buildings. It is simply that his business suffers when our students are away.

My taxi driver is not alone. Close to 10,000 of our students live in the community in Southsea and another 3,000 in our halls – 600 of them a taxi-ride away at Langstone. Even though our students are constrained in what they can spend, many local businesses rely on our students to keep them trading and long-standing residents of the city can tell us just how much some areas have changed to reflect their student populations. As the Navy has consolidated in the dockyard area, so the University and its student population have filled the spaces left behind. Most of our land and many rented student houses were once used by the Navy or people working for it. With our £130 million turnover and the local spending of our staff, our students and those who work in student focused businesses,

I reckon we add £250 million to the local economy each year. If you go to a town that has recovered from the decline of a traditional industry, you will almost certainly find a thriving university.

The taxi driver is not the only person who lobbies me about students. My correspondents tell me that late night parties and cars parked in the wrong place are all the fault of students. Sometimes they are, but I think that we do a pretty good job of persuading and educating our students on how to live – often for the first time – in a community that does not always share their priorities or even their waking hours.

So while we work very hard to set our students on the right course and to induct them into the ways of our University, the city is mainly celebrating, but sometimes bemoaning, their return.



While we are concentrating on our core business of teaching and research, we should not forget just what a major impact we have on the city.

With very best wishes for the new academic year.

**John Craven**  
Vice-Chancellor

## Busy year for the Forum for Disabled Staff

The Forum for Disabled Staff has now been established for well over a year and it has been a particularly busy time for members of the group. In common with all other public service organisations, universities have consulted with their disabled employees in order to draw up a Disability Equality Scheme and Action Plan and the Forum was initially convened to facilitate this. Our own scheme was published in December 2006.

Disabled staff have continued to meet regularly and members of the Forum are drawn from support staff, academic-related and academic staff. Whilst we are a diverse group, we have found that we have many common interests and often face similar challenges at work. The Forum is an autonomous, self-managed group and provides a confidential setting for discussion, the exchange of information and a focus on University policy and practice in relation to disability. The opportunity to seek and provide mutual support for individual members is one of the Forum's key functions. We also have a closed email group which helps members stay in touch between meetings.

Although the work of the Forum is concerned with serious issues, meetings always have light-hearted and informal moments and we have often met at lunchtimes over sandwiches. We have links with the University's Equality and Diversity Committee and the local branches of Unison and UCU, and we are extending these links to other organisations with similar interests locally and nationally. The Forum is planning a celebratory event in early December to mark Disability Awareness Week. We anticipate that this will attract considerable interest – please look out for more details of this event later in the year.

The Forum welcomes contact with anyone with an interest in disability issues and particularly from staff members who are living and working with a disability who may wish to join the Forum. This may raise the question, what is a disability anyway? This is defined as 'any impairment or long-term condition which has an impact on a person's day-to-day life'. Please contact Martin Giddey (Forum Chair) at [martin.giddey@port.ac.uk](mailto:martin.giddey@port.ac.uk) or David Filmer (Forum Vice-Chair) at [david.filmer@port.ac.uk](mailto:david.filmer@port.ac.uk)

We look forward to hearing from you.



# Drifting off course?

Any problem, any time.

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