News from the Medical Sciences Division

OxfordMedSci News

Issue 3 - October 2013

WELCOME

From Professor Alastair Buchan, Head of the Medical Sciences Division and Dean of the Medical School

All of us in the Divisional team would like to welcome new staff and students to the Division at the start of this new academic year. Medical Sciences is a large, disparate, and thriving community, excelling in both its research and teaching and clinical care. I hope you find Oxford to be as stimulating and rewarding as you expected, confident that the Division supports and encourages success in your research, studies and work life.

In this issue of OxfordMedSci News, we take a closer look at two in-house services available both to researchers interested in working with industry and to industrial partners interested in working with us: Business Development and Isis Innovation. The

Division recognizes that our work cannot be undertaken in isolation from the broader social and commercial world. The work of these teams allows us to build and enhance close working relationships between the University and industry and generate additional impact. Do read Working with Industry to find out more. In addition, the SQW report launched on Oct 3 will make interesting reading and may help you understand the scope of what is on offer in our region. Read more about it here.

Finally, it has been a very successful month for the Division. Six departments and two units from the Medical Sciences Division have been awarded Athena SWAN awards, bringing the total number of awards in the Division to 12 (see related news item). Additionally, as you will no doubt have heard by now, earlier this month the University of Oxford came second (tied with Harvard) in the THE World University subject rankings and MSD was ranked first in the Clinical, Pre-Clinical and Health subject area (see related news item). This is the third year running that we have topped the rankings, and I want to take this opportunity to thank you all for your continued and considerable efforts that bring about these phenomenal achievements.

Welcome to those arriving and congratulations to all of you who make the Division so successful!

SIXTY SECONDS WITH ...

Dr Maxine Allen, Head of Business Development and Partnering



In this issue, we speak to Dr Maxine Allen, Head of Business Development and Partnering about her work supporting the Division's world class fundamental and translational biomedical research.

Tell us a little about your role

My objective as head of Business Development and Partnering is to promote stronger links between the division and industry. These can take many forms including, multi-million pound strategic alliances,

individual research collaborations, joint postdoc programmes and resource exchanges.

Read more...

LAB TALK

In this issue, Dr Deborah Gill and Dr Steve Hyde tell us about the work of the Gene Medicine Research Group which they lead. The group is part of the Radcliffe Department of Medicine and is located in the main John Radcliffe hospital.



Tell us about your research & why is it so important

The Gene Medicine Research Group is focused on the development of gene delivery technologies to the lung. Our long-standing research aim is the development of an effective gene therapy for cystic fibrosis (CF), though our approaches are relevant to treating other inherited and acquired lung diseases such as emphysema, chronic obstructive pulmonary disease, along with

WORKING WITH INDUSTRY

Have you ever considered working with industry?

Although it may at first seem to be a daunting prospect, working with industry can bring a number of benefits to your research from diversifying your funding stream, gaining access to resources, right through to derisking novel concepts and commercialising your research. There are two main ways of gaining support in working with industrial groups.

If you are interested in developing collaborative research links with industry, exchanging resources, staff and knowledge then the Business Development team may be able to help. Read more about Business Development...

If you have research or expertise that you think may be of commercial interest, speak to Isis Innovation the University's Technology Transfer Office. Read more about Isis Innovation...

RESEARCH PROFESSIONAL

Research Professional

Are you a researcher looking for funding, or would you like to circulate tailored research funding information to your colleagues?

Create a free account on www.researchprofessional.com, the online funding information service the University subscribes to. This service will give you the chance to create your own, tailored funding searches and to set up weekly email alerts based on these. You can also bookmark specific funding opportunities and collect them in personal funding folders.

Read more ...

s new academic ng and clinical supports and





@OxfordMedSci

Read more ...

TEACHING EXCELLENCE AWARDS 2013

This scheme recognises and rewards excellence in teaching, the organisation and development of teaching, and support for teaching and learning, within a research-intensive environment; awards have been made each year since 2006.

The Division is pleased to announce the recipients of the 2013 Teaching Excellence Awards.

Complete list of recipients...

LIBRARY NEWS

In this issue:

- Open Access Week Events for the MSD
- ClinicalKey 900 Elsevier Textbooks Online for Clinical Students
- Springer Protocols 1980-2012 Now Available
 Welcome New Clinical Students
- NHS Athens for Oxford Medical Students
- 84 000 Extra e-books Now Available
- Women in Science Editathon
- Library Assistant for Oxford Freshers
- Library Assistant for Oxford Hesh

Read more...

USEFUL LINKS

Find out more about what's happening across the Division:

In the News Current Seminars and Events Past OxfordMedSci News issues

Do you have news or events that you would like to promote? If so, please contact I Alison Brindle, Divisional Communications Manager.

OPPORTUNITIES AND UPDATES

Important Updates

MSD IT Services Information Management Services Unit (IMSU) has changed its name to "Medical Sciences Division IT Services". There will be no immediate change to web, e-mail or internet service addresses. For more information, please see http://www.imsu.ox.ac.uk/

Teaching Excellence Awards Ceremony Wednesday 6th November 2013, 4.30–6.30 p.m. Staff and students are warmly invited to this annual ceremony. If you would like to attend, please e-mail mary.ryder@medsci.ox.ac.uk by Monday 28 October 2013 (for catering purposes).

University Research Lecturer (URL) applications now open The annual exercise for the title of University Research Lecturer (URL) is now open. The closing date for the Departments to submit their nominations to the Divisional office is Monday 18 November 2013.

Business Development Survey If you are interested in finding out more about Business Development or already have a project that you would like to discuss, please complete the online form so that they can match you with any relevant opportunities.

Black and Minority Ethnic (BME) Staff Network Group Are you interested in being part of this network? Contact Shakina at

shakina.chinedu@admin.ox.ac.uk or 01865 289936 or email Swetha at Swetha.Sundaram@medsci.ox.ac.uk

Briefing sessions on University Bribery & Fraud Policy What are the potential risks? How should they be dealt with? Come to one of the sessions on Friday 1 or Friday 15 November. Email Jonathan Silk (jonathan.silk@admin.ox.ac.uk) if you would like to attend

Funding Opportunities

Medical Research Fund To support research conducted in the clinical departments of the Medical Sciences Division. 2013–2014 deadlines announced Research and Innovation: Horizon 2020 Business Development will be hosting an afternoon exploring funding opportunities in Health in the European Union's new funding programme for Research and Innovation: Horizon 2020. This is an opportunity for scientists to find out more about the programme and engage with local SMEs. Wednesday 30 October, 2013

Translational funding What is it, what can I use it for and how do I apply?

Eppendorf Award 2014 for Young European Investigators Application deadline: Wednesday 15 January 2014. €15,000 award for European researchers not older than 35 years

Studentships

MRC Toxicology (ITTP) Studentship Competition for Oct 2014 Intake Now Open: Internal deadline 12pm, Monday 25 November 2013 Policy Internship Scheme The Medical Research Council (MRC) and the Academy of Medical Sciences (AMS) have teamed up to offer a policy internship scheme. Open to all MRC-funded PhD students

Engagement Opportunities

Free video diary workshops for researchers The Knowledge Exchange and Impact Team are looking for new video diaries to showcase Oxford's research impact

Engage: Social Media Michaelmas The 2013 Programme for Social Media Michaelmas is now available. Places at all our events are limited so book early to avoid disappointment!

Oxfordshire Science Festival Interested in public engagement? Oxfordshire Science Festival is looking for volunteer scientists

The Brilliant Club Looking for PhD students to deliver programmes of university-style tutorials to small groups of outstanding pupils

Science Slams Speech contests that mix science and entertainment. If you are interested in getting involved in a future Science Slam event, email Dr. Jochen Müller mueller@policult.de

Wellcome Trust Engagement Fellowships These fellowships aim to support and develop upcoming stars in public engagement with science. Deadline: Friday 21 Feb 14

Other Items of Interest

Oxford Learning Institute - Principal Investigators Programme Free PI seminar programme targeted at early career PIs, who manage staff, or plan to do so, and at those researchers on the verge of becoming PIs.

Big Change: Sustainable Healthcare for the 21st Century The challenge of providing affordable healthcare to all who need it is the focus of this major international event being hosted by The George Institute for Global Health and the Entrepreneurship Centre at the University of Oxford. Friday 22 and Saturday 23 November, Said Business School.

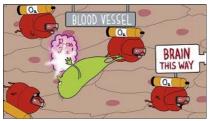
New methods to measure the immune response to hepatitis B vaccines (Part 2B) Healthy adults, aged 18-60 years, who have not previously had a hepatitis B vaccine, required to take part in Oxford Vaccine Group study.

Building a Business A nine-week evening lecture series providing basic business skills to those who would like to start a business, and those with an existing business who are seeking to develop and enhance their skills.

Frith Photography Prize Calling for entries for the annual Oxford Medical School Gazette (OMSG) Frith Photography Prize. This year OMSG are seeking entries on the theme on "Strength".

Staff discounts Did you know that a number of companies offer discounts to University staff? From hotel discounts to reduced spa treatments. Go on, treat yourself!

AND FINALLY...



Don't miss the new Oxford Sparks animation, A Spin Around the Brain: Comedian Ruby Wax guides viewers on a tour inside the human brain organised by scientists at the Oxford Centre for Functional Magnetic Resonance Imaging of the Brain (FMRIB)

Sixty Seconds with ...

Dr Maxine J Allen, Head of Business Development and Partnering



In this issue, we speak to Dr Maxine Allen, Head of Business Development and Partnering about her work supporting the Division's world class fundamental and translational biomedical research.

Tell us a little about your role

My objective as head of Business Development and Partnering is to promote stronger links between the division and industry. These can take many forms including, multi-million pound strategic alliances, individual research collaborations, joint postdoc programmes and resource exchanges. To support this goal I spend a lot of time building connections with local, national and international bioscience companies, with MSD researchers and with other teams

working on knowledge exchange within the university, like Isis Innovation, Research Services, the Business School and Research Facilitators. <u>My team</u> has recently expanded with the addition of two new Business Development Managers allowing us to expand our capacity to support the MSD research community.

What does Business Development mean to you?

The term Business Development covers a range of activities. Our team's aim is to support the Division's world class fundamental and translational biomedical research, by fostering greater collaboration and understanding between industry and academia and facilitating the exchange of ideas and expertise. We do this by brokering new connections between companies and researchers in the division to identify areas where joint working can help advance the science. Developing relationships with industry can help MSD researchers diversify their research funding, gain access to propriety technologies and tools and can bring a flow of interesting new problems to solve.

What's currently at the top of your to do list?

In order to be able to offer our support across the Division, we are working to raise our team's profile internally and find out more about researchers who are interested in working with industry. We are often contacted by external companies with requests for information and potential collaborative projects. We would like to be able to offer these to as wide a range researchers as possible. We have created a brief online form that PIs can fill in if they would like to be contacted directly when we identify relevant opportunities.

Business Development Medical Sciences (BDMS)

Set up in 2010, BDMS is a team of business development and partnership managers offering support and advice to researchers who wish to collaborate with industry.

Finding new opportunities

If you are interested in working with industry but do not have the necessary contacts, time or experience then our team can help you identify the best partner for your work, make initial contacts and make the necessary enquiries on your behalf.

Progressing promising early discussions into signed research agreements can be challenging and requires a significant commitment of time and resources. Our team are experienced in working with a range of industrial partners from big pharma to SMEs and have a track record of securing significant collaborative research partnerships. We can offer you the level of project management support that you need in order to progress the relationship.

If you are interested in finding out more or already have a project that you would like to discuss, please contact one of our staff or <u>send us</u> your details for our records so that we can match you with any relevant opportunities.

BDMS Contacts

Business Development Medical Sciences website



Maxine J Allen PhD Head of Business Development and Partnering Tel: 01865 572217 maxine.allen@medsci.ox.ac.uk uk.linkedin.com/pub/maxine-allen/0/897/7b7



Alex Prior

Business Development and Improvement Manager Tel: 01865 572759 alex.prior@ouh.nhs.uk uk.linkedin.com/pub/alex-prior/54/805/2a7



Jutta Roth PhD Business Development Manager Tel 01865 572324 injutta.roth@medsci.ox.ac.uk uk.linkedin.com/pub/jutta-johanna-roth/26/b14/5bb



Oliver P Voss PhD Business Development Manager Tel: 01865 572303 Boliver.voss@medsci.ox.ac.uk uk.linkedin.com/pub/oliver-voss/24/6bb/8a5

Isis Innovation

Intellectual property, enterprise and expertise - creating impact through commercial interactions

<u>Isis Innovation</u> is the technology transfer company of the University of Oxford. Established 25 years ago, Isis has a successful track record of creating spin-out companies (now 101) and completing licensing deals and academic consultancy contracts for Oxford researchers through Oxford University Consulting (OUC).



Basic research often leads to the creation of new inventions, know-how and expertise that are of value to other organisations, business and industry. Isis Innovation can help with the commercial exploitation of such intellectual property and expertise.

Isis has a large team of Technology Transfer professionals experienced in many areas of the medical sciences including drug discovery, vaccine development, genetics, cell biology, medical devices and patient reported outcome measures. Our team offer a range of services to researchers including:

- Assessing the commercial potential of research outcomes
- Advising on patent strategy to fit with publication plans (including funding all patent costs)
- Negotiating IP licensing contracts
- Helping with translational funding applications
- Accessing internal proof of concept funds
- . Identifying sources of investment funding for spin-out companies
- Material sales
- Licensing of copyright to Patient Reported Outcome Measures, and
- . Creation of software based start-up companies through the Isis software Incubator

Oxford University Consulting (OUC), a division of Isis, supports researchers wishing to undertake consultancies and supports departments wishing to provide technical services. OUC offers a professional service to reduce hassle for researchers in arranging such contracts. Dr Josef Walker is the OUC contact for Medical Sciences (please see his contact details below). For more information and case studies on consulting projects within Medical Sciences take a look at our new brochure – <u>http://www.isis-innovation.com/documents/OUC_Medical.pdf</u>

Isis can also facilitate greater links with industry for researchers and departments through the extensive network of contacts that we have built up through the Oxford Innovation Society and our network of investors (the Isis Angels Network).

We welcome questions about intellectual property, potential patents or consultancy arrangements at any time, in fact the earlier the better when it comes to patenting. Your key Isis contacts in the Medical Sciences Division are listed below and available to discuss any commercial interactions or projects you may be considering.

Who to contact at Isis



Dr Linda Maxwell NHS Partnership Leader Tel: 01865 280844 Ilinda.maxwell@isis.ox.ac.uk

Linda is responsible for managing strategic and complex projects (including IP and spin-outs) arising from Medical Sciences Division and the Oxford University Hospitals NHS Trust (OUHT), with a particular focus on the effective management of the relationship and growth of business transactions between Isis Innovation, the University of Oxford and OUHT.



Dr Paul Ashley Technology Transfer Team Leader Tel: 01865 280845 apaul.ashley@isis.ox.ac.uk

Paul manages a team of life science technology transfer managers with a broad range of commercial and scientific experience, including drug development, immunology, genetics, biomarkers, vaccines, biochemistry and cell biology.



Dr Carolyn Porter Technology Transfer Team Leader Tel: 01865 280846 Imcarolyn.porter@isis.ox.ac.uk

Carolyn also manages a team of life science technology transfer managers with a broad range of commercial and scientific experience,

including drug development, immunology, genetics, biomarkers, vaccines, biochemistry and cell biology. Her team also includes specialists in software and patient reported outcome measures.



Dr Josef Walker Senior Project Manager, Oxford University Consulting (OUC) Tel: 01865 280901 Josef.walker@isis.ox.ac.uk

Joe manages a large portfolio of consultancy and service agreements for individuals and departments across the division covering diverse areas of medical science including health economics, proteomics, therapeutics and medical imaging.

Related item:

Translational Funding: What is it, what can I use it for and how do I apply? Find out more...

Research Professional

Are you a researcher looking for funding, or would you like to circulate tailored research funding information to your colleagues?

Research Professional

Create a free account on <u>www.researchprofessional.com</u>, the online funding information service the University subscribes to. This service will give you the chance to create your own, tailored funding searches and to set up weekly email alerts based on these. You can also bookmark specific funding opportunities and collect them in personal funding folders.

ResearchProfessional is aimed at all researchers, although funding information about postgraduate/PhD funding information is currently less extensive. You can choose from many award types and discipline areas by using the *Advanced Search* functionality.

Get your searches and email alerts right:

- Research Services run <u>free termly training sessions</u> on how best to use this service. For details and how to book please see www.admin.ox.ac.uk/researchsupport/findfunding/rp/training/
- We also offer tailor-made sessions for your departments on request. Departments should contact <u>aclaudia.kozeny-</u>pelling@admin.ox.ac.uk (Senior Funding Information & Communications Officer) for further information
- Our <u>ResearchProfessional.com information pages</u> contain our own comprehensive user guides and search examples, as well as information about introductory online webinars and short YouTube videos
- You will also find our general <u>Find Funding information pages</u> useful. On these pages you can find tailored RP.com information aimed at <u>Early Career Researchers</u>, <u>Visiting Researchers</u>, as well as information about <u>Travel funding</u> and <u>Knowledge Exchange/Public &</u> <u>Industry Engagement Schemes</u>. You can also view <u>Internal Funding opportunities</u> and other information related to research funding.

Forwarding funding information to colleagues

In ResearchProfessional.com you can set up dynamic funding searches which automatically update every time you log-in, or bookmark certain funding opportunities and manually collect these in a funding folder. All saved searches and funding folders will have a unique URL, which then can be easily emailed to your colleagues for information. Alternatively, you can use RP.com's integrated 'Email' button to forward your searches or funding folders. (Your colleagues will need to create a free account to view this information.)

Please note that Oxford users can only set-up a ResearchProfessional.com account using a valid ox.ac.uk email address. Similarly, you can only share funding information via ResearchProfessional.com with colleagues who have a valid ox.ac.uk email address.

Lab Talk

In this issue, Dr Deborah Gill and Dr Steve Hyde tell us about the work of the Gene Medicine Research Group which they lead. The group is part of the Radcliffe Department of Medicine and is located in the main John Radcliffe hospital.

Tell us about your research & why is it so important?



The <u>Gene Medicine Research Group</u> is focused on the development of gene delivery technologies to the lung. Our long-standing research aim is the development of an effective gene therapy for cystic fibrosis (CF), though our approaches are relevant to treating other inherited and acquired lung diseases such as emphysema, chronic obstructive pulmonary disease, along with surfactant and cilia deficiencies. In CF there is a failure to clear protective mucus from the lungs resulting in repeated cycles of bacterial infection and inflammation leading to lung destruction. About 10% of the ~80,000 worldwide CF population live in the UK, where the current median age at death is ~25 years. Gene therapy has two important advantages over traditional 'small molecule' treatments; it has the benefit of being 'blind' to a patient's disease mutation, and tends to have fewer off-target effects.

Our research is involved with all aspects of translational research, having completed three interventional clinical trials using non-viral gene transfer formulations developed within the laboratory. A fourth (Phase IIb) clinical trial is currently underway, with 123 CF individuals recruited from across the UK receiving monthly doses of gene therapy for 12 months; the largest CF gene therapy trial conducted worldwide. More recently we have been developing Lentiviral gene therapy vectors that are specifically adapted to efficiently target airway cells. The focus on the translation of laboratory ideas to clinical evaluation, has led the group to pay attention to manufacturing methods and cGMP production. For our non-viral formulations, we worked with custom manufacturers to produce >50g of plasmid DNA for clinical supply. When we needed to manufacture large quantities of Lentivirus we developed a novel, scaleable production method based on suspension cell culture that has been approved by the UK regulatory agencies for non-clinical toxicology studies.





How has being at Oxford helped the work of your group?

We have been working as a 'virtual' lab with groups outside Oxford (at Imperial College and Edinburgh University) since 2001, as part of the <u>CF Gene Therapy Consortium</u>. The majority of our lab meetings are held using Skype, which means that the physical location of our lab doesn't really matter too much. However, the investment we have received from our Department and the support and advice from Research Services and Isis Innovations in contract negotiation and patent protection has been invaluable and means we are well on our way to taking our therapeutic products to market.

What's a typical day like in your group?

On the surface most days look pretty similar with people either working at the bench or at the computer. But the activities will swing widely between basic molecular and cell biology research similar to many labs, and solving practical issues for getting to the clinic. For example, when pharmacy needed to reproducibly mix two gene therapy solutions together in a controlled, uniform fashion, we designed a pneumatic mixing machine. Whatever we do in the lab we are always asking ourselves – how could we make this work in the clinic? The answers usually shape the direction of our research.



What's next for the Gene Medicine Group?

Results from our Phase IIb non-viral CF clinical trial will be available in Autumn 2014. Positive findings will bolster our current commercialisation efforts to secure a licensing deal to allow the drug to complete clinical development. In parallel, we are conducting pivotal toxicology studies with our preferred CF lentivirus. Combining our expertise in vector development with our manufacturing capability means we have everything we need to develop new lung gene therapies for other lung diseases.

Images (from top): The Gene Medicine Research Group in the Japanese garden outside the JR; a dose of their gene therapy formulation ready to give to patients; the CF Gene Therapy Consortium logo; a cake given to us by a grateful patient participating in our clinical trial

Useful links:

<u>Gene Medicine Research Group</u> Radcliffe Department of Medicine

Would you like your lab/centre/unit to feature in a future issue of Lab Talk? For further information, please contact ==communications@medsci.ox.ac.uk.

Teaching Excellence Awards 2013

This scheme recognises and rewards excellence in teaching, the organisation and development of teaching, and support for teaching and learning, within a research-intensive environment; awards have been made each year since 2006.

The Division is pleased to announce the recipients of the 2013 Teaching Excellence Awards.

Lifetime Achievement:

Dr Garry Brown, Department of Biochemistry Dr Sue Burge, Medical School Dr Peggy Frith, Medical School Professor Brian Rogers, Department of Experimental Psychology

Project:

Professor Jonathan Austyn, Nuffield Department of Surgical Sciences Dr Damion Young, Medical Sciences Division Learning Technologies

Excellent Teacher:

- Dr Proochista Ariana, Nuffield Department of Population Health and Oxford Department of International Development
- Dr Paul Fairchild, Sir William Dunn School of Pathology
- Dr Philip Fowler, Department of Biochemistry
- Dr Lilian Hickey, Fulbrook Centre, Churchill Hospital
- Dr Laurence Leaver, Green Templeton College
- Mr Hemant Pandit, Nuffield Department of Orthopaedics, Rheumatology & Musculoskeletal Sciences
- Dr Gaia Scerif, Department of Experimental Psychology

Learning Support:

Dr Kingsley Micklem, Nuffield Division of Clinical Laboratory Sciences, Radcliffe Department of Medicine Mrs Emma Wiley, Department of Primary Care Health Sciences

Commendation:

Professor Jonathan Austyn, Nuffield Department of Surgical Sciences Dr Daniel Bulte, FMRIB Centre, Nuffield Department of Clinical Neurosciences Dr Rufus Corkill, Department of Neuroradiology, John Radcliffe Hospital

Dr Stephen Goodwin, Department of Physiology, Anatomy & Genetics

Mr Rajesh Rout, Nuffield Department of Orthopaedics, Rheumatology & Musculoskeletal Sciences

Congratulations to all of our awardees. Staff and students are warmly invited to join the Head of Division and the Associate Head of Division (Education), to celebrate the contributions of award recipients at our annual Teaching Excellence Awards Ceremony: 4.30–6.30 p.m. (ceremony and reception – arrivals from 4.15 p.m.), Wednesday 6th November 2013, MBI Al Jaber Building, Corpus Christi College, Merton Street, Oxford. If you would like to attend please e-mail Immary.ryder@medsci.ox.ac.uk by Monday 28 October 2013 (for catering purposes).



Library News

Contents

- 1. Open Access Week Events for the MSD
- 2. ClinicalKey 900 Elsevier Textbooks Online for Clinical Students
- 3. Springer Protocols 1980-2012 Now Available
- 4. Welcome New Clinical Students
- 5. NHS Athens for Oxford Medical Students
- 6. 84,000 Extra e-books Now Available
- 7. Women in Science Editathon
- 8. Library Assistant for Oxford Freshers

Open Access Week Events for the MSD

A series of Open Access events are being organised in Oxford over 2013/14, kicking off with a number of sessions during Open Access Week.



The Bodleian Health Care Libraries will be hosting drop-in Open Access surgeries at the Cairns Library (John Radcliffe) on October 24th, 2pm to 4pm and the Knowledge Centre (Old Road Campus Research Building) on October 23rd, 10am to 12 noon. All staff and students are welcome to drop by to ask questions on open access. Help on uploading materials to the <u>Oxford Research Archive</u> will also be available.

Bodleian Libraries UNIVERSITY OF OXFORD

Events "down the hill" include the WISER sessions "Open Access Oxford – What's happening?" and "Your thesis, copyright and ORA", "The Open Scientist: The Why, When and How of Open Scientific Research" by Sophie Kay, and the October meeting of Oxford Open Science, "Open science in developing countries".

See <u>www.bodleian.ox.ac.uk/science/resources/open-access</u> for more information.

In Hilary Term, Professor Chas Bountra will speak on 28th January on, "Why is Oxford driving open access in drug discovery?"

More information on Open Access can be found at http://openaccess.ox.ac.uk/.

Тор

ClinicalKey - 900 Elsevier Textbooks Online for Clinical Students

<u>ClinicalKey</u> from Elsevier covers every medical and surgical specialty and includes more the full text of over 900 key medical and surgical textbooks, thousands of videos and millions of images. It's available to all clinical medical students. Access instructions will be emailed to all fourth year students. For further information or if you're in year five or six and can't remember your log-in details please contact enquiries@bodleian.ox.ac.uk

Тор

Springer Protocols 1980-2012 Now Available

Bodleian Libraries has acquired access to Springer Protocols, 1980-2012.

This is the largest subscription-based online database of reproducible laboratory protocols in the biomedical and life sciences. It's available via the University network and can be found on Oxlip+ : <u>http://oxlip-plus.bodleian.ox.ac.uk</u>

Тор

Welcome New Clinical Students

Welcome to the new Fourth Year Clinical Medicine students and Graduate Entry Medicine students from Bodleian Health Care Libraries. There is a wide range of facilities available to our students "up the hill" at the JR and the Churchill/Old Road Campus, including:

- 24/7 access to the Cairns Library, using your University Card.
- Bookable Group Study Rooms at both the Cairns Library and Knowledge Centre.
- Multiple copies of Clinical Reading Lists texts available in print and many also available.
- Laptop and iPad lending service at both the Cairns Library and Knowledge Centre.

All medical students in England are entitled to an NHS Athens Account for the duration of their course. The resources available are those purchased nationally such as The Lancet and the BNF App, but do not include resources acquired for local NHS Trusts. See www.evidence.nhs.uk/nhs-evidence-content/journals-and-databases

All fourth year students should by now have received an email from 'Eduserv Athens' advising that an NHS Athens account has been set up. Just click on the link in the email to activate your NHS Athens account and set up a password.

If you need further information or assistance with NHS Athens please contact <a>height="list-athens@bodleian.ox.ac.uk">list-athens@bodleian.ox.ac.uk Top

84,000 Extra e-books Now Available

Following a successful trial in Trinity Term, 2013, all University staff and students now have access to over 84,000 extra e-books in the <u>Ebrary Academic Complete</u> collection. The books come from 500 prestigious academic publishers and range across all disciplines. The books are all displayed and searchable on SOLO and include 14-day downloads to mobile devices. The package will be updated regularly, includes almost 7,000 textbooks in its "Medicine" collection and is also available directly at <u>http://site.ebrary.com/lib/bodleian/home.action</u>

Тор

Women in Science Editathon

Come along to learn about how Wikipedia works and contribute a greater understanding of the role of women in science!

Ada Lovelace is widely held to have been the first computer programmer, and Ada Lovelace Day aims to raise the profile of women in science, technology, engineering and maths (STEM) by encouraging people around the world to talk about the women whose work they admire. This international day of celebration helps people learn about the achievements of women in STEM, inspiring others and creating new role models for young and old alike. This Wikipedia editathon celebrates the spirit of Ada Lovelace Day by helping people learn about the contribution of individual women to the world of science, and to add to and improve the coverage of individuals, events and resources related to women in science.

Tue 15th October 14.00–17.00 Book at: <u>http://courses.it.ox.ac.uk/detail/TWOE</u> More Information: <u>https://blogs.it.ox.ac.uk/adalovelace/</u> <u>Top</u>

Library Assistant for Oxford Freshers

Library Assistant, the new mobile service for freshers from the Bodleian and College Libraries, is available at www.bodleian.ox.ac.uk/assistant

Library Assistant is designed to run alongside traditional face to face inductions. It is intended to help new students discover which libraries are most relevant to their course, find items on reading lists, access their library account and library wifi networks, and use printing and photocopying services. Although it is primarily intended for use on mobiles and tablets, it can also be used on desktop and laptop computers.

Тор

Important Updates

MSD IT Services

Information Management Services Unit (IMSU) has changed its name to "Medical Sciences Division IT Services". There will be no immediate change to web, e-mail or internet service addresses. For more information, please see http://www.imsu.ox.ac.uk/ http://www.imsu.ox.ac.uk/

Teaching Excellence Awards Ceremony

Wednesday 6th November 2013, 4.30-6.30 p.m. Staff and students are warmly invited to this annual ceremony. If you would like to attend, please e-mail mary.ryder@medsci.ox.ac.uk by Monday 28 October 2013 (for catering purposes).

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University Research Lecturer (URL) applications now open

The annual exercise for the title of University Research Lecturer (URL) is now open. The closing date for the Departments to submit their nominations to the Divisional office is Monday 18 November 2013.

Please contact your Departmental Administrator / HR for Departmental Closing dates & application form. The guidance document and the application form can be found at http://intranet.medsci.ox.ac.uk/processes/personnel/titular-appointments/ (University network only).

Business Development Survey

If you are interested in finding out more about Business Development or already have a project that you would like to discuss, please complete the online form so that they can match you with any relevant opportunities. Link to online form

Black and Minority Ethnic (BME) Staff Network Group

Are you interested in being part of this network? Contact Shakina at shakina.chinedu@admin.ox.ac.uk or 01865 289936 or email Swetha at Swetha.Sundaram@medsci.ox.ac.uk

The Equality & Diversity Unit (Ms Shakina Chinedu, Equality Advisor for Race, Religion & Belief) is working on initiatives that will aim to increase the recruitment and career progression of Black and Minority Ethnic staff (BME staff) in the University including support and academic related roles. One of the initiatives that is being developed is a **BME staff network group**. If you are interested in being a part of this or for an informal chat, please do not hesitate to contact Shakina at shakina.chinedu@admin.ox.ac.uk or 01865 289936 or email Swetha at Swetha.Sundaram@medsci.ox.ac.uk

Briefing sessions on University Bribery & Fraud Policy

What are the potential risks? How should they be dealt with? Come to one of the sessions on Friday 1 or Friday 15 November. Email Jonathan Silk (jonathan.silk@admin.ox.ac.uk) if you would like to attend

Two briefing sessions have been arranged in the Lecture Room at the John Radcliffe Hospital on 1st and 15th November, both 14:00 – 15:30. What are the potential risks? How should they be dealt with? Come along and find out. Please drop a line to Jonathan Silk

(imjonathan.silk@admin.ox.ac.uk) if you would like to attend either session or to find out more before deciding.

Funding Opportunities

Medical Research Fund

To support research conducted in the clinical departments of the Medical Sciences Division. 2013–2014 deadlines announced The Medical Research Fund supports research conducted in the clinical departments of the Medical Sciences Division.

Awards are made via three funding schemes towards the overall goal to promote work in the field of medical research and to extend medical research training opportunities.

The **bridging salary support scheme** accepts applications to augment existing externally funded research activity, by providing short-term (typically 3 months) funding to cover salary costs needed in order to retain experienced research staff between external research grants, and by providing a limited scheme to support maternity leave costs.

The **startup research funding scheme** accepts applications for small (up to £10k) awards in order to enable investigators to obtain pilot data to be used to support larger scale applications for external research funding in future. All non-staff research costs, including equipment, are eligible. Priority will be given to those applications that demonstrate matching funding from other sources. This scheme will not normally provide research support for students.

The <u>pre-fellowship scheme</u> accepts applications for short-term (up to 3 months) funding to cover the salary costs of clinicians who will shortly begin an externally funded research training fellowship at Oxford.

Please email applications to the secretary of the MRF Committee <u>mrf@medsci.ox.ac.uk</u> by the deadlines listed below. Awards will only be made with start dates that fall after than the relevant deadline; retrospective applications will not be considered. When emailing your application, please copy in your departmental administrator to demonstrate that your department is aware of the application.

2013-2014 deadlines:

Michaelmas Term: Monday 28 October 2013

Hilary Term: Monday 27 January 2014

Trinity Term: Monday 28 April 2014

Summer Long Vacation: Monday 28 July 2014

 $For further information, please see \ \underline{http://intranet.medsci.ox.ac.uk/processes/research/mrf-medical-research-fund \ \underline{http://intranet.medical-research-fund \ \underline{http://intra$

Research and Innovation: Horizon 2020

Business Development will be hosting an afternoon exploring funding opportunities in Health in the European Union's new funding programme for Research and Innovation: Horizon 2020. This is an opportunity for scientists to find out more about the programme and engage with local SMEs. Wednesday 30 October, 2013

The event will be followed by a networking reception.

When: Wednesday 30 October, 2013 Start time: 16:30 Where: Richard Doll Building, Roosevelt Drive, Oxford, OX3 7LF

The event includes:

- Presentations to explain what is new in Health in Horizon 2020
- How to work with the University in Horizon 2020
- Drinks Reception with Networking and Partnering

Confirmed speakers include:

- Octavio Pernas Sueiras, FP7UK National Contact Point for Health
- Gill Wells, Head of European Team, Oxford University
- Chris Farmakis, EC Fund Manager, Greater London Enterprise
- + more speakers and case studies

The event is free but places are limited, please register for the event here: <u>http://healthinhorizon2020.eventbrite.com/</u> Please contact =Jutta.roth@medsci.ox.ac.uk for further information

Translational funding

What is it, what can I use it for and how do I apply? What is translational funding?

Translational funding is used to bridge a 'gap' in development between the early stage technology that is an output of university research, and the point at which such technology is sufficiently validated for companies or investors to develop it for commercial use.

Translational funding is frequently a vital component in the commercialisation process and helps to demonstrate that the technology really does work. It reduces the risk for any commercial entity who is considering working with the technology, making it more attractive as a prospect for partnering.



For example, translational funding might be used to demonstrate that a bioreactor can be used to culture a wide range of cells; carry out animal model studies for a new imaging method; or carry out high throughput screening of an assay to find hits against a new drug target.

Translational funding has provided a much-needed boost for many technologies developed in Oxford labs and which are now being commercialised through spin-out companies or licensees. Awards can and do make all the difference in enabling the technology to be successfully commercialised.

Does Oxford have any internal funds to help?

Yes! Recently Isis Innovation has raised a new fund of £1.5M to continue funding translational development, the Oxford Invention Fund, which forms part of the wider University fund-raising efforts. So far the Oxford Invention Fund has invested in 47 projects. There are rolling deadlines for applications; please contact and realunni@isis.ox.ac.uk to find out more.

The Knowledge Exchange team in RS also maintains a list of funding opportunities.

Do external research funders have translational funding schemes too?

Many research funders also have translational awards including the Research Councils (e.g. BBSRC, MRC and EPSRC), the Wellcome Trust, Cancer Research UK, and the Royal Society. Typically there are several funding deadlines per year for each award scheme and Isis Innovation staff can advise on what funding schemes may be appropriate for a given project.

How much money is available?

It depends on the terms and conditions of the individual funders, but awards vary from a few thousand pounds (e.g. to generate a promotional or explanatory video) up to millions (e.g. for a full Seeding Drug Discovery award from the Wellcome Trust).

How do I apply?

For external translational funding, you will normally need to involve your contacts at Research Services as well as Isis Innovation. Often Isis will need to provide a letter of support and/or fill in sections about the commercial plans for the technology. It helps us to help you if you can give us reasonable advance notice of your application; we will do a better job for you if you can give us enough time to prepare properly.

About Isis

<u>Isis Innovation Ltd</u> is wholly owned by the University of Oxford. Isis helps Oxford University researchers to <u>commercialise intellectual property</u> arising from their research: patenting, licensing, spin-out companies and materials sales. Isis also manages <u>Oxford University</u> <u>Consulting</u> which helps Oxford University researchers to identify and manage consulting opportunities and helps clients access experts from Oxford's world-class, interdisciplinary research base.



Contacts: Email ≡adam.stoten@isis.ox.ac.uk or phone 01865 280830

Eppendorf Award 2014 for Young European Investigators

Application deadline: Wednesday 15 January 2014. €15,000 award for European researchers not older than 35 years



Since 1995 the Eppendorf Young Investigator Award is granted annually to European researchers not older than 35 years. It acknowledges outstanding contributions to biomedical research in Europe based on methods of molecular biology, including novel analytical concepts. The winner is selected by an independent expert committee chaired by Reinhard Jahn (Max Planck Institute for Biophysical Chemistry, Germany).

The Award is presented in partnership with the scientific journal Nature.

Further details:

http://corporate.eppendorf.com/en/company/scientific-awards/european-award/

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Studentships MRC Toxicology (ITTP) Studentship Competition for Oct 2014 Intake

Now Open: Internal deadline 12pm, Monday 25 November 2013

Policy Internship Scheme

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The scheme is open to all MRC-funded PhD students (based in a university, or MRC centre, unit or institute) in their third and fourth year of study including clinicians undertaking a PhD as part of their MRC Clinical Research Training Award.

It is designed to give students first-hand experience of the medical science policy environment and enable them to gain insights into how research can impact policy. The internship will also provide an opportunity to help build valuable networks with the UK's most eminent medical scientists and key science and health stakeholders.

The internships will be based at the AMS offices in London and the successful interns will be supported by a threemonth extension to their PhD maintenance stipend. All eligible candidates will be assessed through a competitive application process. To be eligible to apply, students must have their supervisor's support and confirm that they are funded by the MRC.

The Academy of Medical Sciences

The closing date is 5pm on Friday 1 November 2013. Interviews will take place in mid-November.

To be eligible to apply, students must have their supervisor's support and confirmation that they are funded by the MRC. For more information visit the MRC website at: www.mrc.ac.uk/Fundingopportunities/Studentships. For details of the application process visit the AMS website at: www.mrc.ac.uk/Fundingopportunities/Studentships. For details of the application process visit the AMS website at: www.mrc.ac.uk/Fundingopportunities/Studentships. For details of the application process visit the AMS website at: www.acmedsci.ac.uk/intern.

Engagement Opportunities

Free video diary workshops for researchers

The Knowledge Exchange and Impact Team are looking for new video diaries to showcase Oxford's research impact

Engage: Social Media Michaelmas

The 2013 Programme for Social Media Michaelmas is now available. Places at all our events are limited so book early to avoid disappointment!

Oxfordshire Science Festival

Interested in public engagement? Oxfordshire Science Festival is looking for volunteer scientists

The Brilliant Club

Looking for PhD students to deliver programmes of university-style tutorials to small groups of outstanding pupils

Science Slams

Speech contests that mix science and entertainment. If you are interested in getting involved in a future Science Slam event, email Dr. Jochen Müller mueller@policult.de

Wellcome Trust Engagement Fellowships

These fellowships aim to support and develop upcoming stars in public engagement with science. Deadline: Friday 21 Feb 14

Free video diary workshops for researchers

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Does your research involve you with policy makers or partners in industry or non-commercial organisations? Do you have a strong story to tell about how your research benefits people and society? Are you working out in the field, deep in a lab, or anywhere else, making discoveries that would really excite the public if only they knew about it and understood why it matters? Does your story have a strong visual component?

The Knowledge Exchange and Impact Team are looking for new video diaries to showcase Oxford's research impact. And they can help you get training, equipment, and IT support from their in-house film team, to make a video diary about your work.

You can see some of the current research impact videos here.

If you want to know more, please come to our free video diary workshop on Monday 4 November, 1pm-2pm, Room 3, University offices, Wellington Square

This informal workshop will explore the field of video diary making, and discuss what Oxford, the BBC, and others are doing to give researchers a chance to tell their story. The workshop will also offer a chance to ask questions and discuss your own specific requirements.

To book a place contact: caroline.bucklow@admin.ox.ac.uk

To ask any questions about the talk, contact:

tom.wilkinson@admin.ox.ac.uk

Engage: Social Media Michaelmas

The 2013 Programme for Social Media Michaelmas is now available. Places at all our events are limited so book early to avoid disappointment!

Last year IT Services and Bodleian Libraries hosted a full term of social media and digital communications events over Michaelmas term. Due to its success, they will again be running Engage: Social Media Michaelmas.

This year they are providing over 40 courses, workshops and lunchtime talks to support University members in using digital technologies for communications, outreach and public engagement. They will also again be offering our open online self-directed course '23 Things for Research'.

Find more information, please see http://www.it.ox.ac.uk/engage/



Science Slams

Speech contests that mix science and entertainment. If you are interested in getting involved in a future Science Slam event, email Dr. Jochen Müller mueller@policult.de

How does a Science Slam work?

The rules are quite simple. Get out of your lab and into life! Each participant has to present his or her own scientific work in an entertaining and understandable way. But: in a maximum time of ten minutes! Eligible to Bachelor, Master, PhD projects students, and junior postdocs. If you are interested in getting involved in a future Science Slam event, email Dr. Jochen Müller Immueller@policult.de

Or come along to the first Science Slam ever in Oxford, taking place at The Old Fire Station in Oxford, on Tuesday 22 October. Doors open at 7pm, the show starts at 8pm.

More information is available at: http://www.scienceslam.net/greatbritain/ https://www.facebook.com/scienceslamuk

Wellcome Trust Engagement Fellowships

These fellowships aim to support and develop upcoming stars in public engagement with science. Deadline: Friday 21 Feb 14

The Engagement Fellowships champion the leaders of tomorrow by fostering the most promising upcoming talent of today. They are looking for people with a strong track record of engaging the public with ideas around biomedical science and/or medical humanities, looking to make a step-change in their careers.



Support is provided for up to two years and includes a salary or salary buyout, project costs, training, access to office space and facilities at the Wellcome Trust, and opportunities to work with trust's staff to develop project ideas.

Further details:

http://www.wellcome.ac.uk/Funding/Public-engagement/Funding-schemes/Engagement-Fellowships/

Other Items of Interest

Oxford Learning Institute - Principal Investigators Programme

Free PI seminar programme targeted at early career PIs, who manage staff, or plan to do so, and at those researchers on the verge of becoming PIs.

Big Change: Sustainable Healthcare for the 21st Century

The challenge of providing affordable healthcare to all who need it is the focus of this major international event being hosted by The George Institute for Global Health and the Entrepreneurship Centre at the University of Oxford. Friday 22 and Saturday 23 November, Said Business School.

New methods to measure the immune response to hepatitis B vaccines (Part 2B)

Healthy adults, aged 18-60 years, who have not previously had a hepatitis B vaccine, required to take part in Oxford Vaccine Group study.

Building a Business

A nine-week evening lecture series providing basic business skills to those who would like to start a business, and those with an existing business who are seeking to develop and enhance their skills.

Frith Photography Prize

Calling for entries for the annual Oxford Medical School Gazette (OMSG) Frith Photography Prize. This year OMSG are seeking entries on the theme on "Strength".

Staff discounts

Did you know that a number of companies offer discounts to University staff? From hotel discounts to reduced spa treatments. Go on, treat yourself!

Oxford Learning Institute - Principal Investigators Programme

Free PI seminar programme targeted at early career PIs, who manage staff, or plan to do so, and at those researchers on the verge of becoming PIs.

The free PI seminar programme consists of four focused lunch-time seminars on topics that directly affect the success of a PI, from protecting IP to reaching a wider audience to managing staff. Lunch is provided.

When?

This term, the seminars will be held at the Rosemary Rue building on the 6th , 13th , 20th and 27th of November 2013. They start at 12:15 and finish at 14:00.

In Hilary Term, we will be holding them at the WIMM building at the JR on 26th Feb, and 5th, 12th, and 19th of March 2014.

Further details

http://www.learning.ox.ac.uk/seminar_desc.php?cat=az&ls=&cc=MAN/PI&page=3&id=2002

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This two-day meeting will involve a selected group of high profile politicians, academics, entrepreneurs, investors and journalists in an interactive programme of discussion and debate, focused on how we best provide sustainable healthcare for the 21st Century. Big Change is being held in conjunction with <u>"Silicon Valley Comes to Oxford</u>", which this year will focus on innovation in health care.

The Concept: Why Big Change?

For more information and to reserve your place, please see http://www.georgeinstitute.ox.ac.uk/news-and-events/big-change-2013

New methods to measure the immune response to hepatitis B vaccines (Part 2B)

Healthy adults, aged 18-60 years, who have not previously had a hepatitis B vaccine, required to take part in Oxford Vaccine Group study.

The Oxford Vaccine Group is looking to enrol healthy adults, aged 18 to 60 years of age, who have not previously had a hepatitis B vaccine.

Hepatitis B vaccine is a safe and effective vaccine used widely throughout the world. Because of this and the fact that the vaccine works well in most individuals it is a useful vaccine in which to develop new methods for studying immune responses. Measuring the immune response to vaccines helps us to understand how they work and whether they are likely to protect individuals against infection.

This study will investigate the genetic instructions used by certain cells to make antibody. These methods have the potential to give new insights into the way vaccines work which could be applied to studying vaccines and vaccine schedules in the future.



Participants would be enrolled and given a full course of 3 doses of a licensed hepatitis B vaccine which in most individuals will protect against hepatitis B infection. The study consists of 7 visits over 3 to 6 months (depending on the gap between each dose of vaccine). The study will involve having blood taken. You would be reimbursed for your time and travel.

If you are interested in participating in the study, please read the Study Information Booklet at http://www.ovg.ox.ac.uk/recruiting-studies.

If you would like any further information regarding the study please contact us on 💷 info@ovg.ox.ac.uk, Tel: 01865 857420

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Building a Business 2013/14 is a nine-week evening lecture series providing basic business skills to those who would like to start a business, and those with an existing business who are seeking to develop and enhance their skills. It covers good business practice with a focus on science and technology enterprise, but most course material is relevant to general business practice.

The course has been designed for students, researchers and University of Oxford members who want to find out more about the business functions of technology-based companies; staff from science and technology businesses and research organisations are also welcome to attend.

Benefits

- Learn the basics of how a technology business forms and grows
- Develop and enhance your existing business skills
- Mix regularly with people from Oxford's technology cluster

Features

- The course is free of charge for University of Oxford members. For external attendees there is a charge of £150.00 that must be paid prior to registration pay online here
- A certificate of attendance will be issued if a minimum of 8 lectures are attended
- Lectures run on a Tuesday from 18:00 to 19:00 and are followed by a networking drinks reception

Register for the 2013/14 session

Email us for further information

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Contacts: Email adam.stoten@isis.ox.ac.uk or phone 01865 280830



MRC Toxicology (ITTP) Studentship Competition for Oct 2014 Intake

Now Open: Internal deadline 12pm, Monday 25 November 2013



Five MRC ITTP 4-year studentships are available to start October 2014 funded by the MRC Toxicology Unit. Through partnerships between academia, industry and government the initiative seeks to build expertise in toxicology and related disciplines that is required to ensure the safe and effective development of drugs, chemicals and consumer products, and to provide better assessment of risk deriving from environmental exposure.

Further information is available herehttp://www.mrc.ac.uk/Fundingopportunities/Studentships/ITTP/index.htm#P31_2397

The application form requires organisational sign off, which is arranged by Clare Hayes. Please email completed applications, signed by the Head of Department to Clare Hayes (clare.hayes@medsci.ox.ac.uk) by **12pm**, **Monday 25 November 2013.** Clare will return the signed forms to the relevant PIs by email, so that they may then submit them to Prof Andy Smith by the competition deadline of Saturday 30 November 2013.

All enquiries should be directed to Prof Andy Smith ags5@le.ac.uk at the Toxicology Unit NOT to MRC head office.

Oxfordshire Science Festival

Interested in public engagement? Oxfordshire Science Festival is looking for volunteer scientists



Question today; Discover Tomorrow

Oxfordshire Science Festival is looking for scientists who want to fulfil their public engagement requirements and have some fun sharing science with the public. OSF runs from 7 – 23 March 2014 and attracts around 30000 participants. If you want to find out more then contact Renee on renee@oxfordshiresciencefestival.co.uk

The Brilliant Club

Looking for PhD students to deliver programmes of university-style tutorials to small groups of outstanding pupils

The Brilliant Club is an award winning non-profit organisation that exists to widen access to top universities for outstanding pupils from low-participation backgrounds. Their primary activity is to recruit, train and place PhD students in non-selective state schools and sixth form colleges serving low participation communities to deliver programmes of university-style tutorials to small groups of outstanding pupils, which develop the knowledge, skills



and ambition that help those pupils to secure places at top universities. Working together with schools, colleges and universities, they are building a national movement that mobilises PhD students to engage with challenging schools and to address educational disadvantage more broadly.

Further details:

http://www.thebrilliantclub.org/phd-students/phd-students-brochure/

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Calling for entries for the annual Oxford Medical School Gazette (OMSG) Frith Photography Prize. This year OMSG are seeking entries on the theme on "Strength". Whether it be mental or physical, engineered or natural, human or otherwise, they want to see a photograph which captures the essence of strength. They are looking for creative and imaginative entries, so put your thinking caps on and get snapping for your chance to win cash prizes and have your photo displayed at our exhibition in November! Download an entry form from www.omsg-online.com and send your entry to us at from www.omsg-online.com and send your entry to us at from www.omsg-online.com and send your entry to us at from www.omsg-online.com and send your entry to us at from www.omsg-online.com and send your entry to us at from www.omsg-online.com and send your entry to us at from www.omsg-online.com and send your entry to us at from www.omsg-online.com and send your entry to us at from www.omsg-online.com and send your entry to us at from www.omsg-online.com and send your entry to us at from www.omsg-online.com and send your entry to us at from www.omsg-online.com and send your entry to us at from www.omsg-online.com and send your entry to us at from www.omsg-wind.com and send your entry to us at from www.omsg-wind.com and send your entry to us at from www.omsg-wind.com and send your entry to u

Staff discounts

Did you know that a number of companies offer discounts to University staff? From hotel discounts to reduced spa treatments. Go on, treat yourself!

Find out more http://www.admin.ox.ac.uk/personnel/staffinfo/discountsforstaff/