

May 2015



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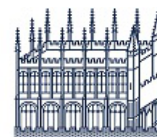
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UNIVERSITY OF OXFORD

## OPPORTUNITIES AND UPDATES

### Important Updates

**New procedures for reclaiming payments for articles funded by Wellcome and Charity Open Access Fund**

**MSD Teaching Excellence Awards 2015: Now open for applications and nominations** Deadline: Tue 30 June 2015

**Graduate Students: Meet your OUSU Representatives** 28 May, JR Hospital

**MSD IDREC Research Ethics drop in sessions** 13 May, JR Hospital

**Wellcome Trust, MRC and CRUK speakers** Event for clinical DPhil students about funding post-doctoral research, 10th June. Find out more...

**Welcome Event for Research Staff** Wednesday 3 June, 9.15am-12.30pm, Medical Sciences Teaching Centre, South Parks Road. Booking required

**Phase 1 of MSTC's audio visual refit complete**

**Appointment of new Chief Executive for Oxford University Hospitals NHS Trust**

### Engagement Opportunities

**Oxford Sparks public engagement surgeries** Are you unsure of how to plan or find funding for your public engagement projects? Oxford Sparks can help

**Oxford Sparks public engagement training** Trinity term programme announced.

**Contributors needed for DEADFriday at the Ashmolean.** Suggest a spooky lecture for Halloween.

**NCCPE Engaging with communities workshop** New workshop aimed at researchers wanting to, or already working with community organisations or groups.

**Wellcome Trust public engagement masterclass** 27 – 29 June. Wellcome Trust Genome Campus, Cambridge.

**The Society for General Microbiology Public Affairs Internship** Closing date: Monday 18 May 2015

**Science writing competition** Closing date for entries Friday 19 June.

### Volunteer Opportunities

**Healthy volunteers needed for vaccine study testing the effectiveness of two Ebola vaccines**

**Are you interested in taking part in clinical research?** Study looking at how steroids and insulin work in the body, seeks male volunteers

**Interested in the workings of the human brain? Male? We need you!**

**Would you like to train your BRAIN?** The Oxford Centre for functional MRI of the brain is looking for healthy volunteers to take part in an experiment

## Other Items of Interest

**12th Medical Sciences Division DPhil Day** Save the Date!! Thursday 9 July 2015, John Radcliffe Hospital

**Tingewick Fête** Saturday 16 May from 3 – 7 pm, in the Osler House Gardens at the John Radcliffe Hospital

**Dementia Friends Information Sessions** Monday 18 May (JR Hospital), Tuesday 19 May (South Parks Road)

**Oxford Research Staff Society** Mailing list and events

**Select Committee Training for Early Career Researchers**

**Biosense exhibition, symposium and events** Featuring work from many MSD researchers! Oxford's Museum of Natural History, 8 May to 24 August 2015

**Register ASAP – Drug Discovery: An Oxford–Industry Conversation** Friday 31 July 2015, Mathematical Institute, Andrew Wiles Building. This symposium will showcase a broad range of Oxford chemical biology research to industry groups. Are you a PI working on any aspect of early-stage drug discovery? This event is a must-attend.

**Cognitive Health Clinical Research Facility Open Day** Tuesday 19 May

**Medigames** 36th world medical and health games, 18 – 25 July, Limerick.

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## News



### Two more MSD departments awarded Athena SWAN Silver

Athena SWAN Silver has been awarded to the Department of Psychiatry and the Nuffield Department of Clinical Medicine in recognition of their commitment to advancing women's careers in science and medicine in academia.

The latest round of awards announced by the Equality Challenge Unit today mean that Departments and units in the Division now hold 4 Silver and 14 Bronze awards.

Professor John Geddes, Head of the Department of Psychiatry, commented upon hearing of the department's Silver award: *"This is an incredibly important step for the Department. It is the result of a great deal of hard work and real change over the last few years, led by Liz Tunbridge and the Athena SWAN Committee and with major effort and engagement from across the Department. We certainly won't stop here in pursuing greater equality for women and will now start our planning for a Gold award."*

Professor Sir Peter Ratcliffe, Head of NDM, said: *"I am absolutely delighted to hear this news. It is an important milestone in our efforts to make Oxford medicine, and the department in particular, a destination of choice for ambitious female doctors and biomedical scientists."*

The Head of the Medical Sciences Division, Professor Alastair Buchan, remarked: *"As a Division we are committed to improving the culture for all our staff and students. These awards recognise the continued effort of our departments to support all their members to achieve their potential."*

The Department of Physics also gained a Silver award and the Department of Computing Science gained a Bronze award. This means that all the University's science and medicine departments now hold awards, a total of 9 Silver and 19 Bronze awards.

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### Virtual Staff Advisory Group

The EDU will shortly be inviting all members of staff to get involved in a virtual staff advisory group which will give everyone the opportunity to have their say on key issues that may impact on equality and diversity within the University, such as:

- Caring for children or elderly relatives
- Hidden disability
- Harassment and bullying

Taking part will be very easy and won't take up more than a few minutes of your time.

Brief surveys will be circulated via WebLearn once a term or so, taking a quick straw poll (no more than 5 questions). Feedback gained in this way will be added to that received from other sources such as the staff networks (women's, BME, disabled, LGBT), HR staff, OUSU and other constituencies to highlight areas where more staff engagement is needed or bring forward proposals for change.

If you would like to express an interest, please email: [sara.smith@admin.ox.ac.uk](mailto:sara.smith@admin.ox.ac.uk)

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### University of Oxford Gender Equality Targets

Further to the University's equality objective to increase the proportion of women in senior roles, which was set out in the Strategic Plan 2013–18, Council has approved a range of targets. Council has agreed that, by 2020, women should comprise 20% of Statutory Professors and 35% of Associate Professors.

In addition:

- Women should comprise a minimum of 30% of the membership of Council and its main committees
- Selection committees should aim for a representation of at least one third women
- At least half the list of names presented to Congregation for the conferment of honorary degrees should be women and/or members of minority groups

The final target, which was agreed by the Committee on Honorary Degrees in 2014, has already borne fruit: two-thirds of this year's honorands are female, and half are members of ethnic minorities. For a list of this year's honorands, see the [Encaenia](#) website. For details about the University's three high-level equality objectives in relation to staff and students, visit the [Equality and Diversity](#) website.

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## SUSTAIN Programme

The Academy of Medical Sciences have a new programme (SUSTAIN) for women at the beginning of their independent research careers.

<http://www.acmedsci.ac.uk/careers/mentoring-and-careers/sustain/>

SUSTAIN is the first programme that is tailored specifically towards women at the beginning stages of their independent careers. By integrating a range of approaches, SUSTAIN enables new PIs to develop their own, personal leadership styles needed for their successful progression as scientists. The year-long programme includes peer support, one-to-one mentoring, media training and an interactive career workshop. The Academy also covers childcare costs for attending the workshops.

### Applications close – 14 May 2015

The programme is available to women who hold one of the following fellowships:

Medical Research Council

- Career Development Award
- Skills Development Fellowships (previously Strategic Skills Fellowships)
- Clinician Scientist Fellows

Royal Society

- Dorothy Hodgkin Fellowship
- University Research Fellowship
- Sir Henry Dale Fellowships

Academy of Medical Sciences

- Starter Grant Award
- Clinician Scientist Fellowship

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## Equality and Diversity on the Medical Schools Council and Dental Schools Council

The Medical Schools Council and Dental Schools Council are undertaking an Athena SWAN style review process of equality and diversity within Council. The Equality Challenge Unit (ECU) has confirmed it will work with the Medical and Dental Schools Councils to develop an appropriate format, as it has with The Royal Society. The Councils will be setting up a joint Equality & Diversity Advisory Group, with representation from both genders, comprising colleagues at different stages in their career, to oversee the review. The Councils are concerned by the small number of women Deans in both professions, and asked Professor Anna Dominiczak to lead scoping work to understand the issues and barriers facing women, particularly the culture at Council itself. Feedback was sought from women who had attended Council meetings as Dean or representative, and more generally from Athena SWAN leads across medical and dental schools around the perceptions of MSC and DSC, and ideas for specific actions which MSC and DSC could champion to eliminate gender bias and develop an inclusive culture that values all staff. Data were collated for the last three years looking at attendance (including reps), round table chairs, speakers, committee chairs for Council and other networks (e.g. Admissions, Fitness to Practise, Education Leads, Research Leads). Generally, there was a positive trend with more women attending and taking on key roles, although not for every group. The recommendation of the Advisory Meeting, was accepted by both MSC and DSC, to undertake an internal review first before looking at the role it can take to promote good practice across medical and dental schools. Both MSC and DSC are keen to look at Equality and Diversity in the whole, as well as the gender focus of the Athena SWAN review process.

Prof Iain Cameron, Chair of MSC, said 'We need to act now to get this right. The Athena SWAN process will provide a crucial next step for Medical Schools Council to identify how best to promote and ensure gender equality across the sector. There is clearly much to do. At the same time, we know that there are many examples of good practice across medical and dental schools, and it was encouraging to see some of the exemplars identified by the Advisory Group.'

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## Events

### OxFEST workshop – Assertiveness and negotiation: how to take more control over what matters to you

As part of OxFEST Workshop Series, we are delighted to invite you to the event 'Assertiveness and negotiation: how to take more control over what matters to you' led by Jane Chanaa, Careers Team Leader at Oxford University Careers Service on 12th May 2–4pm (Tuesday Week 3 TT).

This is a workshop about how to approach and take more control over conversations and situations that matter to you. The session will cover:

- What is assertiveness and why is it important for you?
- Strategies for building your assertiveness and negotiation techniques
- An opportunity to practice, and receive feedback
- Further resources and support

Spaces are limited! To book your spot, please email OxFEST Workshop Series Coordinator Shuyu Lin on [shuyu.lin@exeter.ox.ac.uk](mailto:shuyu.lin@exeter.ox.ac.uk) expressing interest to join the event. The event is free for OxFEST members; a charge of 3 GBP applies to non-members.

**Date:** 12 May

**Time:** 2–4pm

**Venue:** Careers Service

### Women's Garden Party

Save the date for the 'Women's Garden Party', run by all interested women's groups in Oxford and coordinated by OUSU. The party will take place on 24th May (Sunday) 2pm–5pm at St John's MCR and will be a free event.

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## Articles and Resources

### Research Councils release funding applications rates by gender

Research Councils UK have published the [application and success rates for research grants and fellowships for the past 3 years](#). They compared the proportion of the male and female academic population working in each research council's subject areas with the proportion of grants awarded to that gender. Although the 43% of medical research population is female they make up only 30% of grant applications to the Medical Research Council. Female applicants were also slightly less successful than males. This is the first time that this data has been produced by RCUK intend to update it annually.

### The impact of Athena SWAN in UK Medical Schools

**Ian Gregory-Smith March 2015**

Abstract: This paper examines the impact of the Athena SWAN initiative on female careers in UK medical schools by exploiting two natural experiments. The first is the introduction of Athena SWAN charter in 2005, whereby twelve UK institutions selected into the charter. The second is the announcement in 2011 by the NIHR, to only shortlist medical schools with a 'silver' Athena SWAN award for certain research grants going forward. This second change potentially impacts schools that are further away from silver status than those that were already close in 2011. While there is a marked improvement of women succeeding in medical schools during the sample period, early Athena SWAN adopters have not increased female participation by more than other schools whose institution signed up later. In addition, tying funding to Athena SWAN silver status has yet to have an impact on female careers, although medical schools have invested in efforts to achieve silver status.

The full paper is available to download: <http://bit.ly/1FRAYlv>

### Feminism in Oxford

Video of an event held to mark International Women's Day. Melissa Benn (author of *What Should We Tell Our Daughters?*), Trudy Coe (Head of Oxford University's Equality and Diversity Unit), Caroline Criado-Perez (feminist campaigner and journalist) and Imaobong Umoren (DPhil Candidate, University of Oxford) discuss feminism and the state of women's rights.

<http://www.torch.ox.ac.uk/international-womens-day-2015>

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## Computer-marking of free text, algebraic and numeric answers for improved feedback to students?

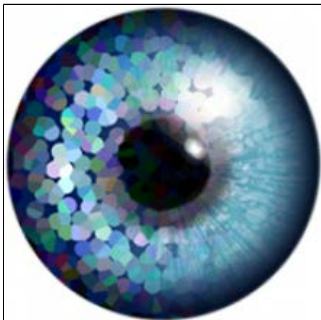


Would you like to give your students more frequent feedback on their performance, without increasing your marking load? Would you like to explore the potential of computer-marked assessment but have been put off by the limited range of computer-markable question types? Stephen Pulman (Computing Science) and Damion Young (MSD Learning Technologies) are working on a formative assessment system for Oxford which will mark:

- Free text answers (from a phrase to a few sentences) on the basis of semantic similarity/natural language processing
- Algebraic and numerical answers – including significant figures, decimal places and units
- Alongside the full range of ‘traditional’ computer-marked question types – multiple choice, matching, hotspot, etc.

In order to make the system useful for as many disciplines as possible, we are keen to identify others who might be willing to work with us to turn existing hand-marked short-answer questions into computer-marked questions. If you are interested in finding out more, please contact [damion.young@medsci.ox.ac.uk](mailto:damion.young@medsci.ox.ac.uk) or [stephen.pulman@cs.ox.ac.uk](mailto:stephen.pulman@cs.ox.ac.uk)

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## Data Visualisation Survey

Following on from the data visualisation talks offered by IT Services last term (<http://research.it.ox.ac.uk/vistalks/>), they are now developing a project looking at ways to improve the support they provide for creating and sharing data visualisations. They would like people across the University to help further define this project by completing a quick survey:

[https://sharepoint.nexus.ox.ac.uk/sites/itservices/researchsupport/rs\\_surveys/SitePages/Data%20visualization%20survey.aspx](https://sharepoint.nexus.ox.ac.uk/sites/itservices/researchsupport/rs_surveys/SitePages/Data%20visualization%20survey.aspx)

If you have any questions please contact [howard.noble@it.ox.ac.uk](mailto:howard.noble@it.ox.ac.uk).

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## OxTALENT competition: last chance to enter

The deadline for the OxTALENT Competition 2015 is Friday 15th May. The awards celebrate and reward the innovative use of digital technology in teaching, learning, research, and outreach at the University of Oxford. There are eight categories in all, each with a £150 first prize and a £75 second prize. So, if you have used technology in an exciting way, enthused students with your WebLearn site, or designed an eye-catching conference poster or visualisation, the competition committee encourages you to enter. You'll find further information and an entry form on the [OxTALENT competition website](#).

Alternatively, if you have been impressed by a colleague's use of technology and you think we should consider them for an award, please tell the [OxTALENT competition committee](#).

Details of MSD winners in last year's competition are in the [MSD Newsletter July 2014](#)

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Getting closer to being able to make and receive work calls via your computer or mobile, wherever you are – update on the Unified Communications Project: Chorus



The April issue of the Chorus newsletter includes:

- Chorus pilot update
- Changes to phone systems
- Mobile device support
- New phone equipment

If you'd like to receive email notifications of new issues of the Chorus newsletter, please email [chorus-newsletter-subscribe@maillist.ox.ac.uk](mailto:chorus-newsletter-subscribe@maillist.ox.ac.uk).



**More information:**

Chorus Newsletter – April 2015

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## Invitation to join the Lecture Capture Pilot Project: “Replay”

The Replay lecture capture pilot project run by Educational Media Services is piloting the Panopto lecture capture software across the university (on an opt-in basis), with a view to deploying a central service in future. The purpose is to record lectures as a revision aid for Oxford students; recordings are made available to students via a WebLearn site restricted to students on the course.

Panopto is easy to use and unobtrusive. It can capture audio and slides, automatically synchronise them, and it allows the viewer to search the text and the audio track. Video recording using a webcam or network camera is also possible. Academics and/or local support staff can view and edit each recording through a simple online editor before releasing it to students.

We are seeking more departments and academics to join the pilot project during 2015. There is no charge for participation during the pilot phase, but we envisage a shared licencing model for the future service. Costs to departments will depend whether their usage is heavy or light, in terms of the number of recorded hours produced and number of hours viewed by students via WebLearn.

If you are interested in participating in the pilot project, please email the project team at [replay@it.ox.ac.uk](mailto:replay@it.ox.ac.uk).

You can attend a lunchtime overview session about the project (one-hour sessions are being held on 23 April and 22 May – details on the [Courses booking page](#)).

More info and useful links:

- [Lecture Capture blog](#)
- [Oxford case studies](#).

More information:

[Panopto sample video recordings](#)

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## Join the Research Software Developers Network

This is aimed primarily at colleagues working as research software (including data) developers, but should be of interest to all leaders of digital projects.

Is a large part of your role developing software for research? Would you like to meet others like you, share experiences, and learn from each other? Would you like help finding similar roles when your current contract ends? If you answered “yes” to any of these questions, then the [Oxford e-Research Centre](#), [Computer Science department](#) and the [Digital Humanities](#) would like to hear from you! Please [fill in their survey](#), or for more information please see <http://www.cs.ox.ac.uk/people/jonathan.cooper/rsdn/>

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## News from IT Services newsletter now available

The Trinity term edition of [News from IT Services](#) has now been published. Keep up to date with major IT projects and service developments through this termly e-newsletter from IT Services. This latest edition focuses on projects, both the work behind the scenes and developments in on-going projects which may affect you. Encourage colleagues and friends to sign up to receive future editions by sending a blank email to [it-services-news-subscribe@maillist.ox.ac.uk](mailto:it-services-news-subscribe@maillist.ox.ac.uk).

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## 2020 Vision: Making your research output compliant (FOSTER)

On 21st April, researchers and graduate students from all divisions of the University gathered at Keble College for *2020 Vision: Making Your Research Output Compliant*. This afternoon workshop featured eight speakers representing HEFCE, the Bodleian Libraries, the Digital Curation Centre, CERN, Europe PMC and ArXiv. Topics covered included the challenges of the 2020 REF, the Horizon 2020 EU Research and Innovation programme, compliance with REF and funder requirements for Open Access and open data, repositories for data and publications, and the support available to researchers at Oxford. The workshop was organised by the Bodleian Libraries and supported by a grant from the FOSTER project ([www.fosteropenscience.eu/project/](http://www.fosteropenscience.eu/project/)) and by Keble College.



The presentations are now online at [www.bodleian.ox.ac.uk/science/2020-vision](http://www.bodleian.ox.ac.uk/science/2020-vision)

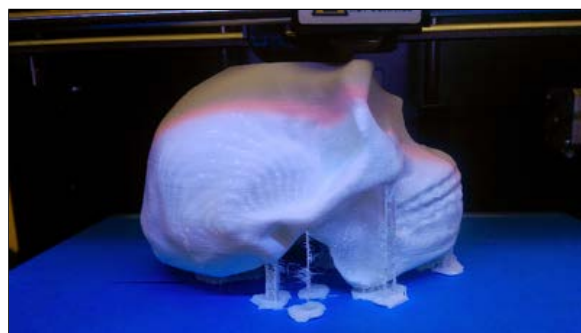
[#fosteropenscience](#)

Many thanks to all our speakers and all who took the time to attend – we hope you found it useful.

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## 3D printing at the RSL

The Radcliffe Science Library now offers a 3D printing service for students and researchers. 3D printing allows the production of physical objects from computer models. Intricate and highly customised objects can be produced using Computer Aided Design (CAD) software or by scanning existing objects. The library has helped a number of students and researchers print items related to their research and teaching. The service is available to all members of the University and further details can be found on the 3D printing LibGuide – <http://ox.libguides.com/3dprintingscanning>.



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## Bodleian iSkills Sessions Trinity 2015

Bodleian iSkills is a series of free workshops designed to help you make effective use of scholarly publications and other materials in print and online. We cover: searching for scholarly materials, reference management, keeping up to date, measuring impact, and submitting your thesis to the Oxford Research Archive.

**We can also deliver all of these training sessions and many more in your department or at other locations across the Headington hospitals, the Old Road Campus, and associated sites.** Please contact [hcl-enquiries@bodleian.ox.ac.uk](mailto:hcl-enquiries@bodleian.ox.ac.uk) to discuss or to arrange a session.

**Highlights of iSkills sessions in Trinity term include:**

**RefWorks for your Laptop Wednesday 13th May (Week 3) 9.30–12.30**

Venue: Jesus College Ship Street Centre (next to the News Cafe) Book online at <https://courses.it.ox.ac.uk/detail/TDBL>

**Getting information to come to you Friday 15th May (Week 3) 9.15–10.45**

Keeping up to date with new research is important but time consuming! This session will show you how to set up automatic alerts so that you are notified about new articles and other publications and when key web sites are updated.

Venue: IT Services, Banbury Road Book online at <http://courses.it.ox.ac.uk/detail/TZD20>

**Mendeley for reference management Tuesday 2nd June (Week 6) 9.30–12.15**

Venue: IT Services, Banbury Road Book online at <http://courses.it.ox.ac.uk/detail/TZWL2>

**Research impact – citation analysis tools Wednesday 3rd June (Week 6) 10.30–12 noon**



An introduction to citation tracking and bibliometrics, using a range of 'impact factor' tools to find top journals and conferences, count citations and measure the impact of publications and researchers.

Venue: Radcliffe Science Library Book online at <http://courses.it.ox.ac.uk/detail/TZD24>

**Open Access Oxford: what's happening? Wednesday 10th June (Week 7) 12.00 noon–13.00**

Venue: Jesus College, Ship Street Centre (next to the News Cafe) [Book online at https://courses.it.ox.ac.uk/detail/TZW7](https://courses.it.ox.ac.uk/detail/TZW7)

More information on these and other forthcoming iSkills sessions can be found at <http://tinyurl.com/bodleianiskills>

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## May Bank Holidays Opening Hours

The **Cairns Library** will be open but **unstaffed** on Monday 25th May (24 hour access is available at the Cairns Library for all library members)

The **Knowledge Centre** will be **closed** on Monday 25th May.

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