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research forum

a newsletter for the research community

OXFORD
BROOKES
UNIVERSITY



A new building dedicated to research has been officially opened by Oxford Brookes' Chancellor, Jon Snow

buckley building

The Buckley Building has been part funded by a £2m Hefce grant in recognition of the University's excellence in this field and underpins Oxford Brookes' long-term research goals.

The new building will provide a focal point for research at the University. It houses the new University

Research Centre, RBDO, the Graduate Office, a postgraduate research student computer room, a social space, and staff and students from several of the schools, as well as a number of archive collections.

The building is also home to two research institutes – the Institute for Historical and Cultural Research and the Institute for Sustainable Development. Professor Diana Woodhouse, Pro Vice-Chancellor (Research), said: "The Buckley Building addressed a need to improve the research infrastructure of the University.

"Both these institutes are multi-disciplinary and their location in the new building enables them to draw on expertise from across the institution."

To mark the launch RBDO and the PR Office have worked hard to create a new look range of brochures to promote research and the range of services offered by RBDO. A new brochure showcases research in each School and there is also a web directory where you can listen to audioclips of our researchers talking about their work.

arts and humanities research council (AHRC) strategic priorities 2006/07

Although 80% of the AHRC research budget continues to be allocated in responsive mode, it is also attempting to invest in areas of particular intellectual urgency where a concentrated stream of funding might advance matters rapidly.

The strategic initiatives, identified through consultation with the relevant organisations and subject communities as possibilities for 2006-7, are:

- The body
- The dynamics of trust
- Non-textual cultures
- Religion, belief and disbelief
- Creativity, reproduction and technology
- Globalisation of knowledge

In July 2005 the AHRC held meetings to develop these themes and draft an outline specification for initiatives in these areas. Professor Elisabeth Jay, Director of the Institute for Historical and Cultural Research, was invited to take part in developing the specifications for the first of the above themes.

The specifications were considered and prioritised by the AHRC Strategic Advisory Group in the autumn of 2005 and this information should be made publicly available soon.

turning research into business: the alchemy of KTPS

The challenge of how to transfer the results of university research into business has been the focus of numerous high-profile initiatives. However, for 30 years an enlightened funding programme has been working away to help tens of thousands of companies to tap into the resources of UK higher education.

Founded as the Teaching Company Scheme (TCS) and renamed Knowledge Transfer Partnerships (KTPs) it provides a robust framework for universities and businesses to get together and generate tangible benefits for all involved. Now Knowledge Transfer Partnerships are coming under the spotlight at Oxford Brookes.

A Knowledge Transfer Partnership works in the following way:

- a company (which can also be a public sector or charitable organisation) hosts a development project which is focused on strategic benefits for the business
- a university recruits an Associate who works full-time in the company to lead the project
- the university nominates an academic to support the Associate, visiting them in the company for half a day each week

The costs of the project are shared between the company and the DTI, which coordinates the scheme, and the relatively generous budgets mean that the university can benefit significantly.

For the academic, it brings the chance to test a 'real-world' application of research, as well as to create research papers and case studies for teaching. The financial value (a typical two-year project would be worth £100K) also counts towards the RAE. The relationship with the company can be immensely productive, often producing various kinds of spin-off over a period of years.

The Associate is expected to have some commercial experience as well as a good quality degree. Their career plans usually aim at business and the project is a huge boost in this respect, since they work full-time on a leading-edge development with demonstrable impact for the host organisation, and they will collect a management qualification – and maybe a Masters – while doing so.

A new option in the scheme is a one-year 'post-doctoral' KTP, for people who are completing PhDs and perhaps awaiting the results. They can apply for a project which specifically focuses on embedding their research into a business, mentored by their existing supervisor.

What kind of projects are eligible? Although the core of the scheme was traditionally in technology, it can now be applied in many areas including the arts and humanities, and in effect the projects are limited only by the imagination of the researchers and their partner organisations.

Most projects will involve developing and introducing a new product, a process or a system; whether it be a range of autonomous eco-buildings for a woodland trust, or an internet marketing strategy, or a means of measuring the responsiveness of a hospital to patient needs (these are all current examples). To be eligible, projects must bring tangible benefits to the host organisation and be challenging for the university's researchers.

Oxford Brookes at present has two KTPs. One, with OMG plc, an Oxford-based motion capture company, is working on leading-edge techniques which will enable computers to identify objects under ordinary lighting. The second is with Webmart Ltd, a small but rapidly expanding print management company, and aims to create a marketing and business development strategy which will take the company forward into its next stage of growth.

However, a university of Brookes' size and stature has room for many more KTPs. Twenty or thirty concurrent projects is not uncommon where there is a good range of applied technologies and disciplines. For this reason, the Research and Business Development Office is working hard to find opportunities for new projects across the University, by talking internally to academics and externally to companies who may have needs and ideas.

Participating companies may be small or large – from a handful of staff to a multinational corporation – and in almost any business sector. They must be sufficiently secure to support a project financially, so will normally have been trading in profit for at least three years. For smaller companies in particular the scheme is generous, with well over half the cost funded by DTI, and research on completed projects indicates an average increase in profitability of around £150K per annum.

To find out more about KTPs:

- see the DTI's website www.ktponline.org.uk
- contact John Corlett, KTP Manager, by email: ktp@brookes.ac.uk

John Corlett KTP Manager
Research and Business Development Office

new graduate school

The New Year heralded a new project for Oxford Brookes with the creation of the Graduate School. In common with many other such initiatives in the UK, the Graduate School will be virtual – in the sense that there will be no building project – but will take its shape from the wide range of postgraduate activities in the University.

The Graduate School has been formed to promote postgraduate study and the University's commitment to this area nationally and internationally. It will work to develop both taught and research postgraduate provision and to foster research in general in the University.

There will be several key elements to its activities. A Graduate School website will provide a portal for information for prospective and current graduate students, giving information on opportunities and events and linking to support and facilities. Training for postgraduate research students will be developed, helped by Roberts Review funding under the direction of the Research Training Coordinator. Two committees - the Research Degrees Committee (reporting to the Research and Knowledge Transfer Committee) and the Postgraduate Advisory Group (reporting to the Learning and Teaching Committee) will work across the University to maintain and develop the quality and scope of postgraduate research and taught provision. The School will work to enhance the experience of postgraduate students during their time at Brookes, liaising with them and developing support, identifying facilities, acting on their behalf when University decisions are made. It will also identify sources of financial support and develop a range of scholarships for postgraduate study, with £30,000 immediately being made available for scholarships for international taught masters students from 2006.

It is important to recognise that postgraduate programmes are becoming increasingly competitive across Europe and the Graduate School has to address this. The Bologna Process has caused many European universities to rethink and offer three year PhDs often with lower fees than UK universities. English is being used as the accepted medium of teaching and examination for taught and research degrees in many countries and Graduate Schools are being created with remits like our own. To develop postgraduate activity in this environment, Brookes needs high quality and relevant postgraduate programmes. The Graduate School therefore has a very clear remit to identify, promote and advertise excellence. It is in this way that it can also make its greatest contribution to research and to the RAE, by nurturing the University's lively community of postgraduate research students equipped to undertake leading edge research.

Dr David E Evans
Head of the Graduate School

launch of interdisciplinary network for Law and History

The SOLON (Society, Order, Law, Offences, Notoriety) partnership, which comprises the Universities of Oxford Brookes, Nottingham Trent, Plymouth and Manchester Metropolitan, was officially launched at the Galleries of Justice Museum Nottingham in September 2005. The Lord Mayor and Lady Mayoress of Nottingham were specially invited guests.

The SOLON partnership brings together researchers in the area of law, crime and deviance and is now led at Oxford Brookes University by its Executive Director, Dr David Nash, and Director, Dr Anne-Marie Kilday, both from the Department of History within the School of Arts and Humanities. The partnership's mission includes promoting interdisciplinary studies in bad behaviour and crime through research, publications (including its forthcoming electronic journal to be based at Plymouth University), and the development of teaching materials and pedagogy.

SOLON continues to work with practitioners and institutions to the benefit of the wider community in helping to set subject agendas. The partnership also maintains close links with museums and archives such as the Galleries of Justice and is developing memoranda of agreement with organisations such as 'Communities that Care' and 'Project Party' in its training work overseas as well as in the UK. International links are also developing with the 'Mongolian Women Lawyers Association', for research into issues around domestic violence. The initiative between academics, practitioners and policy makers is being acknowledged not just within the academic community but also further afield for the connections it makes.

pictures left to right:

Executive Director
Dr David Nash
Director Anne-Marie Kilday





pictures left to right:

Dr Rajat Gupta

Using MapInfo to display results in the form of colour-coded thematic maps

Generation of thematic map showing solar potential for individual dwellings



DECoRUM: an innovative GIS-based model for calculating carbon emissions from cities

DECoRUM is a next generation Geographical Information Systems (GIS) based domestic energy, carbon-counting and carbon-reduction model with the capability to evaluate energy consumption in, and CO2 emission reductions from, the UK housing stock, and the cost of a range of measures to reduce both.

DECoRUM was developed by Dr Rajat Gupta, a Research Fellow in the Department of Architecture. The methodology underpinning the model has been published in academic papers and reported widely in newspapers.

The model estimates current energy-related CO2 emissions from existing UK dwellings, and evaluates the potential and financial costs for domestic CO2 emission reductions. Its effectiveness has been demonstrated in an Oxford case study.

DECoRUM has significant benefits over existing alternatives; some of its unique features include:

- Use of GIS software, MapInfo, to extract input data for the underlying energy models and display results in the form of colour-coded thematic maps with an individual dwelling displayed as the basic unit of resolution.
- Use of well-established underlying energy models to estimate domestic energy consumption.
- Employment of data reduction techniques such that the input data is derived from the GIS urban map, built form and age of construction of the dwelling.
- Use of robust filtering criteria to select the most suitable dwellings for each CO2 reduction measure deployed in DECoRUM.

- Generation of thematic maps showing the solar potential for individual dwellings.

DECoRUM is now on its way to becoming an industry standard in the UK for carbon emission reduction planning - discussions are ongoing to employ DECoRUM in Oxford city and London Borough of Merton. Funding of around £38.5k has been secured from the South East Proof of Concept Fund and will enable a robust GIS-based toolkit to be made available to UK local authorities, energy advisers, building surveyors and real estate professionals to assist them in counting, costing and reducing domestic carbon emissions, as required by the Home Energy Conservation Act.

repair of UV damage in archaea

Dr Shirley McCready, in the School of Biological and Molecular Sciences, has worked on Ultraviolet (UV) damage and repair for 25 years, studying the response of micro-organisms as well as plants and human cells to UV irradiation.

Living cells have been exposed to UV radiation in sunlight since life began some 3.5 billion years ago. UV rays penetrate cells and cause chemical damage to the genetic material - the DNA. If the damage is not dealt with, the cell may become mutated or die. In humans, sunlight-induced mutations can lead to skin cancer. But it isn't only human cells that are at risk; all organisms living in sunlight are susceptible to genetic damage caused by sunlight.

Interestingly, different organisms show very different sensitivities to UV because the molecular and cellular responses to UV varies in different organisms. Human cells, for example, are especially sensitive to UV.

Currently Dr McCready's group is focusing its research on an unusual and intriguing group of micro-organisms known as the archaea. These organisms are believed to resemble the earliest forms of life that existed on Earth and they can live in the

Earth's most extreme environments. One group of archaea - the extremely halophilic (salt-loving) archaea - populate saline lakes and salt crystalliser ponds found in deserts and locations such as the Dead Sea, the Great Salt Lakes in Utah and coastal areas around the Mediterranean. In these hypersaline lakes and ponds, under intense sunlight, the water takes on a red/orange hue due to the huge numbers of orange, halophilic micro-organisms growing in them. The reason for our interest in these micro-organisms is that they are unusually resistant to UV radiation. We want to understand how these archaea are able to survive such high UV levels as well as to understand the evolution of UV repair systems and the relationship between repair of UV damage and other cellular processes.

The complete DNA sequence of all the genes in Halobacterium was worked out in 2001 and computer analysis of this information has suggested that about 100

of the 2600 genes may code for proteins that are directly involved in repairing DNA or recovering from UV irradiation. For the past two years the group has been funded by a BBSRC grant of £103,000 to analyse the functions of these genes. The grant has supported Dr Ivan Boubriak, a radiobiologist from Ukraine, to work with Dr McCready. Also working in the group is Ng Wooi Loon, a PhD student from Malaysia. They have found out which genes are used for DNA repair and what other responses occur at the cellular level, using microarrays specially designed for use with Halobacterium by collaborators at the University Of Maryland in the United States. Dr McCready and Dr Boubriak presented some of their findings at a Gordon conference held in Oxford in August 2005, where they were also able to meet with their American collaborators, and they presented results obtained since then at the University of Newcastle in February 2006.

designing to optimise mental health in care homes for older people

A one-year project into how the built environment in care homes for older people influences mood among residents combined the expertise of researchers in the University of Warwick Medical School and Dr Elizabeth Burton and Kristina Stockdale Juhlberg from the Wellbeing in Sustainable Environments research unit in the Oxfordshire Institute for Sustainable Development (OISD) based in the School of the Built Environment.

With the proportion of older people in the population rising, increasing numbers are likely to live in residential care homes in the future. Mental health problems are common in these settings. Rates of depression are often found to be 20-40%, but it is often not diagnosed or treated. Improving the physical environment could reduce its incidence.

Twenty care homes in Oxfordshire and Coventry took part in the study, funded by the Department of Health, and 81 residents were interviewed in depth about the design of their own homes and about individual design features represented through photographs of other places. The design characteristics of each care home were also recorded using a checklist.

The interview and checklist data were analysed to identify: a) the features of their own homes viewed as positive for mood by residents; b) the design characteristics of homes that are correlated

with positive mood; and c) the design characteristics preferred by residents in the sets of photographs.

Summary of key findings:

- Features reported as very positive for mood included gardens, general décor, bedroom design and furniture. Moderately positive for mood were communal rooms. Least positive were entrance halls.
- Strong and specific preferences were expressed for: soft landscaping of gardens, with varied planting; accessible design of gardens; single-storey buildings; assisted bathrooms; grouped seating arrangements; multifunctional spaces; and open, transparent design of internal spaces.
- Analyses of care home design checklist data with interview data suggests mood is influenced by: satisfaction with design of one's own bedroom; group living (clustered in sub-units); pleasant outdoor views; and open, transparent design.

Although the emphasis in this project was on the architecture and interior design of care homes, it became very clear that greenery, both inside and outside the home, was important. Gardens appear to be of great value for residents for enhancing mood, yet were often found to be inaccessible (e.g. because doors were locked or thresholds were not level). In many cases, it would not be difficult to make them more accessible. It was also of interest that practical issues (ease of access) were of more concern to residents than their desire for 'homeliness'. There has been a strong focus in design guidance to date on creating 'homely' care environments – but this may not be a priority for residents. The findings are potentially very significant – the expectations of residents in the study were low but this is likely to change as our baby boomer generation ages.

municipal health care in inter-war England and Wales

New research will help to shed light on health care between the wars.

Research funded by the Wellcome Trust, undertaken by John Stewart (School of Arts and Humanities), Dr Martin Powell (then at the University of Bath) and research officers Dr Alys Levene (now a member of the History Department at Oxford Brookes) and Dr Becky Taylor, examines the health care provided in the inter-war period by local authorities.

The services provided ranged from maternity and child welfare clinics to large scale municipal hospitals. Especially important were the County Boroughs which had wide-ranging health powers and included both large urban areas and small provisional towns. The project used four 'case-studies' and preliminary analysis has produced some surprising results. For instance, Eastbourne

spent very highly on its local health services, not because of any political pressure or (relatively-speaking) significant need but as a result of the personality and persistence of its rather eccentric Medical Officer of Health. Less surprising, perhaps, certain authorities – in the sample, West Hartlepool – were reluctant to spend anything other than the absolute minimum, despite almost continuous pressure and cajoling from the Ministry of Health. These issues are dealt with in a number of publications, including articles in *Urban History*, *Medical History*, and *English Historical Review*. John Stewart and Martin Powell are also writing a book entitled *Cradle to Grave: Municipal Health Care in Inter-War England and Wales*.

The project not only fleshes out historical knowledge of inter-war health services but has contemporary resonances. The assumption until 1945 was that local authorities would form the basis of any post-war socialised medical system. The 'command and control', and centralised, NHS set up by Aneurin Bevan was thus even more 'revolutionary' than first appears. Increasing criticism of the system has resulted, particularly under New Labour, in encroaching decentralisation driven by market mechanisms and the use of private capital. However, a more socially responsible and equitable model for NHS reform may be found in the services provided by some of the more progressive and forward looking municipal authorities of the 1930s.

forum focus: Dr Dominic Corrywright

An Interview with Dr Dominic Corrywright, Principal Lecturer Quality Assurance, Quality Enhancement and Validations, Westminster Institute of Education

Dominic Corrywright joined Oxford Brookes in May 2000 with a brief to establish the religious studies undergraduate degree and support the work programmes in theology and religion. These were already well established at Westminster College, prior to it becoming part of Oxford Brookes, as the Westminster Institute for Education. Before Brookes Dominic was a secondary teacher for almost ten years and his last full time post was head of History and RE in a Wiltshire school.

As the author of *Theoretical and Empirical Investigations into New Age Spiritualities* (Peter Lang 2003) Dr Corrywright has been researching and writing on this area since the completion of his PhD in 2001. He is an active member of the British Association for the Study of Religions and also as a member of the steering group for the HEA Philosophical and Religious Studies. Current research interests include health and spirituality, new and alternative religious communities.

Dr Corrywright is also an external examiner for theology and religious studies at York St. John College, University of Leeds and external examiner for religious studies at Bath Spa University College.

Interviewer: Sarah Taylor, RBDO.

Q: What was the first piece of research you were involved with?

My first piece of academic research grew out of my Masters examination of the way myths and mythological motifs are used by people to construct their spiritual pathways. It was also linked to my interest in contemporary Buddhism in the UK and the ways some people mix their practice with other religious traditions. So I began research for my PhD on groups and individuals in the South West of England who had developed eclectic practice and belief systems - a field still seeking accurate definition but which is currently called New Age and Alternative spiritualities. My initial interest was in collating the core beliefs and key texts and establishing systems of authority, but it became clear that the common elements linking these groups emphasises praxis rather than doctrine, that is, how they practice or enact their spirituality rather than what exactly they believe.

Q: What did you learn from that initial experience and has your focus been affected by it?

Well, first I learned that one's preconceptions require careful and continual reconsideration. I found the very idea of 'New Age' and some of its popular connotations problematic, but I found in the field that there is considerable difference between popular representation and reality. At the same time my personal interests are sympathetic with the very idea of religion, and my predilection in the study of religions is intellectual, focusing on beliefs and ideas. Consequently my early hypotheses emphasised a rather highbrow perception of my field of study and focused on doctrinal issues. My understanding of alternative spiritualities, and religion more widely, has evolved to a position which is rather obvious but very important, that scholarly analytic study is an appropriate means of studying religion but it should not presume critical analysis is the central focus of its subjects (though it may be). The other main area of learning for me was that my research required fieldwork and methodologies derived from social research and cultural anthropology. Religious beliefs are notoriously difficult to quantify, as also are the varied phenomena of New Age and Alternative spiritualities. Quite simply I learnt that field work is not an easy option.

Q: What is the most recent/current project (research project, book, article etc) you are involved in and what particularly interested you about the work?

I have just finished a book for Edinburgh University Press called *Get Set for Religious Studies*. It is part of a series designed for those about to start undergraduate degrees in the UK who need some introduction to the subject, its main areas of concern and methods used. I have co-written it with Peggy Morgan who used to work at Westminster College and it has been a very useful and enjoyable experience to edit each other's work and discuss the heart of our subject together.

Q: What book/article/piece of art etc has most inspired in your work?

I couldn't be expected to name one source of inspiration, nor, I guess would I choose an object or product, I tend to find people and perhaps events my key sources of inspiration. Briefly I could name two: a meeting I had in a Buddhist temple in Darjeeling with a young woman from London. Her hair was cut close-cropped because she had sold it in order to buy food. Likewise she had dispensed with all her clothes and was robed only in the blankets she had cut and sewed from the hostel where she had been staying. At the time I met her, having sold her passport, she was about to be instructed on taking postulancy at the temple. A second source is the Christian painter and theologian Jyoti Sahi. His paintings meld the influences of the Christian diaspora in India with mythological themes of Hinduism and the landscape of the Deccan plain. One text that has influenced me considerably, though I am not an advocate of all within it, is Clifford Geertz's collection of essays *The Interpretation of Cultures* (1973). His rich and thick studies are exceptionally well illustrated by the essay on a Balinese cockfight in which Geertz uncovers a whole world of male culture and social relationships.

Q: Who would you most like to have worked with in your field? And why? (Don't be restricted to the current era!)

Actually I was fortunate to have as my supervisor one of the foremost scholars of religions working today, Professor Ursula King. Her research in Indian religions, gender and contemporary spiritualities has been inspirational to many, including myself. She writes with great clarity and precision. Equally she is meticulous in her reading of

manuscripts and analysis of arguments. While I met Ninian Smart a couple of times I did not get to know him well. He established the first Religious Studies department in the UK in 1967 at Lancaster. He was something of a polymath in the study of religions - his theory of religion as multi-dimensional and his research on world religions and philosophies has been very influential. Another polymathic scholar with whom I would have liked to work is Mircea Eliade. He celebrated his eighteenth birthday with the publication of his one hundredth article. He was a historian and comparative scholar of religion who is somewhat maligned currently for seeking essences across religious traditions. But his religious essentialism was of its time and he would have been an extraordinary man to work alongside.

Q: What outcomes from your research are you most proud of?

Actually my current favourite would not be my PhD or the book that arose from it but a more recent article called "Network Spirituality: The Schumacher-Resurgence-Kumar Nexus" (*Journal of Contemporary Religion* 19:3, 311-327). I was able to apply the theory I had developed in my PhD which I called the 'web model' to three categories of subject, an organisation, Schumacher College, a periodical, Resurgence and an individual, Satish Kumar.

Q: If time and/or money was no restriction, what areas/issues would you most like to investigate?

There are two areas I would like to follow up with more time and money. The first is to develop research I have already carried out on the relationship between alternative therapies and alternative spiritualities. I would like to link this in more depth to research being carried out by one of my PhD students (who is a medical doctor) on a model for health linking theology and recent work in psychoneuroimmunology and cognitive science. The other area I would like to investigate more fully is the development of new forms of religious community, geographic and virtual. I am particularly interested in diaspora religiously based communities that develop alternative networks in terms of work and lifestyle. There's a particularly interesting community in the south of Spain in the Alpujarras region that would warrant a few months fieldwork.

centre for diversity policy research

The Buckley Building has already hosted two events even before its official launch. In December the Research Centre for Diversity Policy held two seminars to share the findings of research projects undertaken by Dr Liz Doherty. Liz was formerly Co-Director of the Centre for Diversity Policy Research at Oxford Brookes and is now a Subject Leader in HRM and OB at Sheffield Hallam University and Associate Fellow to the Centre and Dr Simonetta Manfredi, Director of the Centre for Diversity Policy Research.

Both events were well attended by academics and Human Resources practitioners from many UK universities.

IMPROVING WOMEN'S REPRESENTATION IN SENIOR POSITIONS IN HIGHER EDUCATION

This seminar presented the conclusions of research which had investigated the reasons for women's under-representation in senior positions in the HE sector in England. The project was joint-funded by the European Social Fund and the Directorate of Human Resources here at Oxford Brookes.

The study involved Oxford Brookes University and three other universities in the South of England – two 'old' universities and two 'new' universities. It was articulated into two main stages. The first included a content analysis of the documentation relating to advancement procedures and an evaluation of monitoring data in the four universities. The empirical research was conducted in two stages; the first stage involved interviews with 26 senior HR staff and senior academics (from the same four universities) who took part in making decisions on promotions. The second stage involved interviews with 56 men and women in middle and senior level roles in one of the four universities. This university was selected for this stage of the research because it appeared to have achieved a better gender balance in senior posts.

Overall the study found that:

- The monitoring data was insufficiently systematic and there was a need for clearer benchmarks for measuring progress towards gender equality.
- Academic progression can be built around research or management, but these routes need to be clarified. More support is needed to help women plan their careers.
- There are more challenges for women than men in building a research career, especially where they have family responsibilities.
- There are no career structures for support staff and there is a strong case to develop these.

- Women plan their careers less than men and they are more cautious about applying for senior roles.
- Women encounter more barriers than men in their career progression.
- There are differences between men and women in the ways they approach leadership and management. Women tend to feel that their approach is 'out of tune' with the predominant style, though aspects of their leadership style may well be more effective in terms of performance outcomes.
- Universities have made good progress in developing fair approaches to their advancement procedures and supporting training, but there is scope for improvement.
- Women would benefit if more senior posts could be made available on a fractional basis.
- There is a strong case to develop 44 interventions to help support women in building their careers, and for short courses for senior line managers to help them understand the similarities and differences between male and female career experiences.

Additional funding from the European Social Fund has already been secured by the Centre for a further project – to develop interventions aimed at supporting the careers of women academics and also to develop short courses to help senior managers improve their understanding of gender differences and equip them to support women better.

The full project findings (Stage 1 and Stage 2 Reports) information can be found in the 'Centre Publications' section of the Centre's web site at: <http://www.brookes.ac.uk/business/research/cdpr>

LEADERSHIP STYLES FOR WORK-LIFE BALANCE

This seminar presented the findings of Leadership Styles for Work-Life Balance funded by the Leadership Foundation for Higher Education.

The purpose of the project was to investigate whether there are leadership characteristics that facilitate the promotion of a work-life balance culture and management styles that facilitate the take-up and use of flexible working.

Qualitative data was collected at Oxford Brookes University through semi-structured interviews based on 'triads' made up of an employee, their immediate line manager and their line manager's manager. This enabled the researchers to investigate how leadership styles and attitudes towards work-life balance filter down through different levels of management and how they influence working practices. The data collection in itself was used as a form of staff development intervention to encourage the participants to reflect on their leadership and management styles and to involve them in the process of change to create a more flexible working environment.

Half of the sample was based on existing examples of 'good practice' within the University, while the other half was based on 'neutral' examples where it was not known whether work-life balance practices were used.

The project's findings indicate that there seems to be a strong correlation between managers whose style appears to be very people-oriented and supportive of work-life balance and some of the leadership qualities identified by Beverly Alimo-Metcalfe in her model of 'nearby' transformational leadership (2005). These are associated with 'valuing individuals', 'enabling', 'developing staff potential', 'acting with integrity and consistency', 'being accessible and 'in touch', 'being decisive' and 'prepared to take risks'. A consultative management style is also important to implement and manage flexible working effectively in a way that benefits both the needs of individuals and those of the organization.

Based on the 'triads' a number of case studies were developed that can be integrated into leadership and management training. These together with the project's findings and most of the research instruments used in the project, are presented in a report which can be downloaded from the Centre for Diversity Policy Research web-site: <http://www.brookes.ac.uk/business/research/cdpr>

physical activity in adults with neuromuscular disease

A project involving Dr Helen Dawes from the Movement Science Group at Oxford Brookes and Jane Freebody, physiotherapist from Oxford Muscle Clinic, has been studying community mobility and activity levels of adults affected with neuromuscular disease. Their investigations are in collaboration with the Muscular Dystrophy Campaign, Maastricht University, the Oxford Muscle Clinic in the Department of Clinical Neurology University of Oxford, the Inclusive Fitness Initiative, and Cardiff and Birmingham universities. Following a pilot project, funded by the Oxfordshire Health Services, funding has been obtained from the Department of Health for a fuller study to investigate factors affecting community mobility and the development of a community based physical activity participation support system (PAPSS). It is believed that creating a community based PAPSS could enable those with neuromuscular disease to access the health and social benefits of physical activity participation.



new staff

Professor Tim Dixon joined the Department of Real Estate and Construction in the School of the Built Environment as Professor of Real Estate in October 2005. Tim was formerly Director of Research at The College of Estate Management, Reading and previously he was a valuer in the Inland Revenue Valuation Office and Research fellow in the then Department of Land Management, University of Reading.

Professor Dixon is a chartered surveyor and is completing work on two projects in the Engineering and Physical Sciences Research Council (EPSRC) (SUE) SUBR:IM (Sustainable Urban Brownfield Regeneration) consortium on the development industry's role in brownfield regeneration and on climate change impacts on contaminated land.

His main research interests include sustainable urban development and

brownfield issues, the valuation/appraisal of contaminated land, the role of private sector investment and development in urban regeneration and the impact of new technologies on commercial property and real estate markets.

Professor Brian Andrews, joined the School of Health and Social Care as Professor of Movement Science in January 2006. Professor Andrews comes to Oxford Brookes from the School of Health Sciences at Brunel University having previously been Professor of systems engineering at Reading University, and prior to that Professor of Biomedical Engineering at the University of Alberta, Canada.

Professor Andrews is a bioengineer who's research focuses on the application of technology in rehabilitation, particularly in

movement analysis and neural prostheses. He has achieved an impressive number of firsts in his field including the development of a computer system for movement and analysis, use of functional electrical stimulation for paraplegic locomotion and high intensity exercise rowing, as well as working with clinical neurosurgeons to develop microelectrodes and neural implants to assist function after spinal cord injury.

Dr Brad Blitz joined the Geography Department in the School of Social Sciences and Law as a Reader in October 2005. Dr Blitz' previous position was Senior Lecturer in International and Development Studies at Roehampton University. His interests include world politics, migration and mobility, refugees and post-conflict stabilisation, European integration and human rights.



pictures left to right:

Professor Tim Dixon
Professor Brian Andrews
Dr Brad Blitz



Professor Linda King, Professor Chris Hawes and Dr Helen Packer, School of Biological and Molecular Sciences, have been awarded £199,900 from the Biotechnology and Biological Sciences Research Council (BBSRC) Research Equipment Initiative. The funding will go towards the purchase of a new £400,000 Laser Scanning Confocal Microscope, the remainder coming as sponsorship from Carl Zeiss Ltd. The microscope will support research projects in plant cell biology, insect virology and biofilm development.

Professor John Glasson, Associate Dean for Research, School of the Built Environment gave a keynote presentation at an International Symposium in Seoul, to celebrate the 13th Anniversary of the Korea Environment Institute (KEI).

Mr Levent Altinay, Business School, has been awarded a British Academy Small Research Grant for £7,500 for a two year project which aims to contribute to an assessment of the interrelationship between culture and immigrant entrepreneurship with reference to London's Turkish community (and in consideration of the three subcultures: Turkish, Turkish Cypriot and Kurdish).

Professor David Fell, Assistant Dean, Biological and Molecular Sciences, has been appointed Deputy Chair of the Biotechnology and Biological Sciences Research Council's Engineering and Biological Systems Committee.

Dr David Evans, Biological and Molecular Sciences, was an invited key note speaker at the 12th Congresso Latino Americano de Fisiologia Vegetal in Brazil. He spoke on 'Programmed cell death in abiotic stress in plants'.

Dr Mary Zajicek, The Intelligent Systems Research Group in the Department of Computing, School of Technology, has received an award of 152,000 EURO as partner in a 1,650,000 EURO two-year EU IST STREP project 'AtGentive' (Attentive Agents for Collaborative Learners).

Professor Byron Mikellides, Department of Architecture, School of the Built Environment, has been recognised by the International Association of People-Environment Studies, the Environmental Psychology Research Group, and the Laboratoire de Psychologie Environnementale as a key figure in the history of environmental psychology after The Journal of Environmental Psychology mapped the history of the subject and asked over 300 academics to nominate the most influential figures.

The Oxford International Centre for Publishing Studies at Oxford Brookes University hosted the International Conference on the Book in September 2005 to over 150 people from 21 countries. The third conference followed on from the success of the two earlier conferences, held in Cairns, Australia and Beijing, China.

Professor Jeya Henry, Biological and Molecular Sciences, has been elected a member of the EU Nutrient Harmony Project in Brussels.

Dr Helen Lightowler, Biological and Molecular Sciences, has been elected to the Council of the Royal Society for the Promotion of Health.

Professor Mark Saunders, Business School together with partners from the Universities of Coventry, Warwick and Durham, has been awarded £14,000 from the Economic and Social Research Council (ESRC) to run a seminar series to encourage ongoing dialogue, knowledge sharing and collaborative work on trust building and repair across a variety of cultural contexts. Six one-day seminars are planned over the next two years.

Dr Mike Franklin, a Visiting Research Fellow, collaborating with Professor Isabel Bermudez in the School of Biological and Molecular Sciences, has been awarded £40,000 by Cancer Research UK to fund research into St John's Wort and chromium in smoking cessation.

Research Grant Applications – TRAC and fEC

Full Economic Cost (fEC) is a way of calculating all directly-incurred, directly allocated and indirect costs relating to activities undertaken in Higher Education Institutions (HEIs). It is derived from TRAC (the transparent approach to costing, also known as the Transparency Review), which was introduced across the university sector to identify the total cost of teaching and research activity. fEC is a method derived from TRAC to calculate the full cost of a project, using data supplied by TRAC to calculate aspects of indirect and other costs.

Up to date costing spreadsheets, processes and FAQs are available on the research intranet at:

<https://www2.brookes.ac.uk/research/TRAC/TRAC.html>

All research and consultancy proposals require a completed fEC spreadsheet to accompany them. Sarah Taylor and her team in the Research Support Office (RSO) will help with the costings of all grant applications if they are given sufficient time to do so. This means receiving applications a reasonable time in advance so that they can balance the workload from all schools. Frequently applications arrive so close to the deadline that neither the research manager in the School or RSO can do their job as effectively as they would like.

Professor Diana Woodhouse
Pro Vice-Chancellor, Research

For details of research seminars taking place in each of the schools during semester 2 please visit the website at: www.brookes.ac.uk/research/seminars.html

Wednesday 22 March

Funding opportunities from EPSRC

(other than responsive mode)
Jane Mefo, EPSRC
Room BG11, Buckley Building, Gipsy Lane
4:00pm – 5:00pm

Supervisor Training Event – session 2: Designing, registering, monitoring and progression of a research degree

Room BG10, Buckley Building, Gipsy Lane
12:00 – 4:00pm
For further details please contact:
Jill Organ (jorgan@brookes.ac.uk)

Thursday 23 March

Beliefs: Explaining illness and shaping experience

Professor Peter Halligan, School
of Psychology, Cardiff University
Room MR 1/35, Marston Road
1:15pm – 2:15pm
For further details contact:
Magdalen Hoskins
(mhoskins@brookes.ac.uk)

Friday 7 April

Coaching and Mentoring Research Conference

Lecture Theatre and Boardroom
9:00am – 5:00pm
For further details contact:
Hollie Noonan (hrnoonan@brookes.ac.uk)

Wednesday 12 April

UKRO visit: Update on Framework 7

Damian Walsh, UKRO
Room BG10, Buckley Building, Gipsy Lane
10:30am – 11:45am

Damian Walsh will also be available between 1:00pm – 3:00pm in Room BG04 for meetings with individual researchers on European funding matters. To book a meeting, please contact Lorraine Williams (ldwilliams@brookes.ac.uk)

Wednesday 12 April

Commercialisation of University research output

Russell Smith, Business Boffins
Room BG11, Buckley Building, Gipsy Lane
12:00pm – 1:00pm

Wednesday 26 April

Post-award management: administering and accounting relating to the grant

Richard Brown, John Leevers
and Sian King, Central Finance
and Sarah Taylor, RBDO
Room BG11, Buckley Building, Gipsy Lane
4:00pm – 5:00pm

Supervisor Training Event: Publishing Research Findings

Professor John Lidgey, School of Technology
Room BG10
4:00pm – 5:00pm
For further details please contact:
Jill Organ (jorgan@brookes.ac.uk)

Wednesday 3 May

Supervisor Training Event – Session 3: Management of a research degree programme and examining a research degree

Room BG10
12:00 – 4:00pm
For further details please contact:
Jill Organ (jorgan@brookes.ac.uk)

Library provision for researchers and research students

Helen Whittaker, Library,
Learning Resources
Room BG10, Buckley Building, Gipsy Lane
4:00pm – 5:00pm

Thursday 4 May

Do hormones go haywire after head injury? Recent research at the Oxford Centre for Enablement

Dr David Henderson Slater, Consultant
Physician in Rehabilitation Medicine,
The Oxford Centre for Enablement
Room MR 1/35, Marston Road
1:15pm – 2:15pm
If you would like to attend this seminar,
contact: Magdalen Hoskins
(mhoskins@brookes.ac.uk)

Wednesday 10 May

First Three Years: Project Management Research Training Coordinator

Room BG11, Buckley Building, Gipsy Lane
12.30pm – 4.00pm
To book places on this session please
contact: Louise Wood
(louise.wood@brookes.ac.uk)

Wednesday 24 May

First Three Years: New researcher induction day

Professor Diana Woodhouse,
Pro Vice-Chancellor, Research and others
Room BG11, Buckley Building, Gipsy Lane
12.30pm – 4.00pm
To book places on this session
please contact: Louise Wood
(louise.wood@brookes.ac.uk)

Wednesday 14 June

Making Research Work for Children

Room FG11, Harcourt Hill
4:00pm – 6:00pm
For more information contact:
Susan Allmond (sjmallmond@brookes.ac.uk)

Research Forum, the research magazine of Oxford Brookes University, is published three times a year.

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