

# Stepping up

Three Imperial women  
rising to the challenge  
of their potential

... CENTRE PAGES



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EDITOR'S CORNER

## Making the most

Few would question that Imperial is a **unique workplace** with a plethora of different opportunities for students and staff at all levels. But the scale and complexity of the place can be overwhelming at times and it can be easy to hunker down and retreat to your corner of the College. Every now and again though it's good to remind yourself of **what's out there**. This issue we take a look at just a few opportunities, including Imperial's own coaching academy, which presents the chance to boost your career – both as a coach or coachee (page 8). We take a look at volunteering at Imperial's events programme which affords a special vantage point of Imperial's research (page 11). And we hear about fundraising for one of Imperial's worthy health development charities (page 11). Alongside evening classes for staff at the Centre for Languages Culture and Communication, it's an **enviable choice**. Of course, you can't do everything – but I'd certainly advise making the most of it, however long you're at Imperial for.

ANDREW CZYZEWSKI, EDITOR

Reporter is published every three weeks during term time in print and online. Contact Andrew Czyzewski: [reporter@imperial.ac.uk](mailto:reporter@imperial.ac.uk)

# Too many avoidable errors in patient care

Avoidable harm to patients is still too high in healthcare in the UK and across the globe and safety therefore must be a top healthcare priority for providers and policy makers alike – according to the Imperial authors of two new reports.

Both reports, produced by NIHR Imperial Patient Safety Translational Research Centre (PSTRC), provide evidence on the current state of patient safety and how it could be improved the future. They urge healthcare providers to embrace a more open and transparent culture to encourage continuous learning and harm reduction.

Professor Ara Darzi, Director of the NIHR Imperial PSTRC and senior author of the reports, said: "For too long the mind-set has been that patient harms are inevitable, and that nothing can



be done to prevent them. Although we currently face many changes – such as increasingly complex patient cases and limited resources – we must focus on creating safer environments for patients. This should involve a systems-based approach, and coordinating action across all levels of the political and health systems."

The first report focuses on the current system used by NHS staff to report patient safety incidents,

called the National Reporting and Learning System (NRLS).

The second report, Patient Safety 2030, suggests a 'toolbox' for patient safety. This would include: using digital technology to improve safety; providing robust training and education, and strengthening leadership at the political, organisational, clinical and community levels.

—KATE WIGHTON, COMMUNICATIONS AND PUBLIC AFFAIRS

## Sustainable mobility in focus at Business challenge week

A car sharing service for women and a concept for more eco-friendly air travel were the winning ideas in this year's Imperial Innovation Challenge.

Students from the Full-Time MBA programme were challenged to come up with a business proposal for a product or service around the theme of "Smart and Sustainable Mobility" and present their ideas to a panel of visiting experts, following a week of guest talks, demonstrations and workshops across Imperial.

The annual challenge is designed to test the business skills that the students have developed during their MBA, and encourage them to come up with innovative solutions to pressing societal challenges.

One such solution was WforW (Women for Women) – a proposed app that provides advice to women on how to make a safer, more sustainable commute to work. In some countries, travelling by public transport can be particularly intimidating or even dangerous for women. In India, for example, a study found that 95 per cent of women said their mobility was restricted because of fear of male harassment in public places.



The winning team behind WforW

Dr Charles Donovan, Principal Teaching Fellow and lecturer on the Full-Time MBA said: "The purpose of this year's challenge was to look at how technology can produce solutions for businesses in the sustainable mobility space. Through exposure to guest speakers and the wealth of innovation taking place across the College, students were inspired to come up with disruptive ideas in a very short space of time. The best proposals looked at how a change in business model can unlock the potential of a technology with high commercial potential."

—LAURA SINGLETON, COMMUNICATIONS AND PUBLIC AFFAIRS

# Education Secretary launches women's leadership report

Nicky Morgan, Education Secretary and Minister for Women and Equalities, launched a report on women's leadership in UK universities at Imperial this month.

WomenCount: Leaders in Higher Education 2016, authored and presented by Norma Jarboe OBE, considers women's representation in senior leadership positions across the university sector and tracks progress made since the 2013 report on the same topic.

It concludes that the higher education sector is making steady progress towards gender balance, and highlights an encouraging rise of women's representation on governing bodies and an increase of gender balanced boards.



Vice-Chancellor – are much further from parity, with women holding only roughly a fifth of these roles.

The report also profiles women recently appointed to senior leadership roles in the Higher Education sector, including Imperial's President Professor Alice Gast, Professor Jenny Higham – Principal of St George's University London and former Vice Dean for Institutional Affairs at Imperial, and Professor Debra Humphris – Vice-Chancellor at the University of Brighton and Imperial's former Vice Provost (Education).

—DEBORAH EVANSON, COMMUNICATIONS AND PUBLIC AFFAIRS

Speaking at the event, Nicky Morgan MP noted that there was a clear business case for improved gender parity in leadership positions: "Bringing women into roles where glass ceilings previously existed gives us the opportunity to harness our entire pool of talent, rather than just a portion of it.

"Unlocking that potential gives Britain and our institutions the best chance to succeed."

However the report notes that the two most senior roles in university governance – the Chair of the Governing body and the

# Professor Simone Buitendijk appointed Vice Provost for education

Leading university educator and clinician Professor Simone Buitendijk is to become Imperial College London's new Vice Provost (Education) from 1 August 2016.

Professor Buitendijk will join the College from Leiden University in the Netherlands to lead Imperial's vision for education and student experience.

Professor Buitendijk is currently Vice-Rector Magnificus at Leiden with responsibility for education and student affairs. Over her five year tenure she has led university-wide strategies to enhance students' educational experience, promote innovation in teaching and grow support for students. She has served on League of European Research Universities (LERU) steering groups for teaching and learning and for gender equality.

An internationally respected expert in maternal and child health, Professor Buitendijk is Professor of Women's and Family Health at the Leiden University Medical Centre, having held the Netherlands' first professorial chair for primary care in obstetrics.

Welcoming Professor Buitendijk, Provost Professor James Stirling said: "Our College Strategy for 2015-20



places excellence at the heart of everything we do, and in Professor Buitendijk we have an inspirational leader who can take our educational offer and quality of student experience to the next level."

Professor Buitendijk said: "Imperial is among the top universities in the world, drawing an extremely motivated, talented and international group of students. I am very excited about working to support them to fulfil their dreams and their potential".

Professor Buitendijk succeeds Professor Debra Humphris as Vice Provost (Education). Professor Humphris became Vice-Chancellor of the University of Brighton in December 2015.

—JOHN-PAUL JONES, COMMUNICATIONS AND PUBLIC AFFAIRS

## in brief

### Clean through

Plans to build a 'cleantech cluster' for west London were unveiled at Imperial's White City Campus this month. A report, launched by the London Sustainable Development Commission (LSDC), proposes a new business district for low-carbon industries and ensure the city can lead the way in tackling the causes and effects of climate change. The concept is supported by Imperial College London whose new White City Campus would be part of the cluster and house businesses in the early stages of their development in its Centre for Cleantech Innovation (CCI).

### Triple crown

A team of MBA students from Imperial College Business School have won the Financial Times FT MBA Quiz for the third year in a row. The Quiz, hosted at the Financial Times' London office, and compered by FT Management Editor Andrew Hill, saw competing business schools from across Europe testing their business knowledge. Imperial's team was made up of Full-Time MBA students Jimena Gonzalez Mardjetko, Charaf El Mansouri and Sylvain Poncet, Weekend Executive MBA students Simon Broomfield and George Gowers, and Executive MBA student Faisal Dajani.



### Baber booster

A new app to guide and remind pregnant women about vaccines has been launched. The Maternal Immunisations (MatImms) app informs and guides pregnant women about infections that could be harmful to them and their baby, such as flu and whooping cough, and which could be prevented by getting vaccinated in pregnancy. Researchers and clinicians from Imperial College London and Imperial College Healthcare NHS Trust teamed up to develop the app after becoming concerned about the low uptake of certain vaccines amongst pregnant women. Download the app here: [bit.ly/MatImms](http://bit.ly/MatImms)



## Imperial hosts student exchange from LKCMedicine

A student delegation from Lee Kong Chian School of Medicine visited Imperial this month as part of the partnership between the two institutions.

The ten students, all second year undergraduates at LKCMedicine, visited the College as part of an exchange programme designed to enhance links between the two medical schools. As part of the exchange a similar delegation of Imperial's own students will visit LKCMedicine in Singapore later this year.

The visit offered an immersive experience to allow the students to explore what it is like to be a medical student in London. Over the week the group took part in a range of academic and social activities, including lectures and seminars at Imperial's School of Medicine and a tour of historical medical sights in London, as well as a chance to visit some of London's best known attractions.

Martin Lupton, Associate Dean and Head of the Undergraduate School of Medicine at Imperial, said: "It has become increasingly clear to the medical school that collaboration with other organisations is a win win.

"It has been a joyful experience to watch the relationship between our London students and their Singaporean comrades flourish. For us in the undergraduate school of medicine this is collaboration at its very best."

Aletheia Chia, one of the ten that made the trip, commented on the experience: "London is such a culturally vibrant city and very different to Singapore. It's been great to be immersed in a whole different culture this week. Seeing the NHS, which is very different to the system we have in Singapore, has been particularly interesting. I've learnt so much to take back to LKCMedicine."

—JON NARCROSS, COMMUNICATIONS AND PUBLIC AFFAIRS

Watch a video of the visit here: [bit.ly/LKC-vid](http://bit.ly/LKC-vid)



Staff trained in Operational Excellence gather at a special event

## New network for Operational Excellence practitioners

Imperial's Community of Practice has been established to bring together staff who have received training as part of the Operational Excellence (OE) Programme, and provide support and ongoing development opportunities.

The Community offers an online space to OE-trained staff, providing tools and resources, as well as a message board to share experiences and best practice. Staff will also be offered the opportunity to attend further specialist training and events to continue developing their skills.

Marc Gray, Operational Excellence Programme Director (inset), introduced the Community of Practice: "Training and ongoing development are a key part of embedding OE within the College, along with building relationships and working more collaboratively across teams – our new Community of Practice will help to make this happen".

The Community was launched at an event on 1 March, at which staff involved in Operational Excellence were thanked for their contributions.

Professor James Stirling, Imperial's Provost, spoke about the OE Programme and the progress made so far: "Since the launch of OE, we've come a long way in a remarkably short time. Everyone has a role to play in delivering excellence, and the principles of OE put the people involved at the heart of the process."

Guest speaker Julie Robinson, previously Customer Services Director at



“Training and ongoing development are a key part of embedding OE within the College.”

Virgin Atlantic, then shared her experiences and insights on achieving results, gleaned from her work helping to establish the airline within three months.

Angus Brown is Head of User Services in Library Services, and has been involved in a number of OE projects. Most recently, he worked on a Rapid Improvement Exercise which looked at the Library's subscriptions portfolio. Angus said: "Through the Community of Practice, I hope to learn more about different parts of the College, as well as find out about techniques colleagues are using elsewhere and seeing if I can use them to help streamline processes within the Library."

—ELIZABETH NIXON, COMMUNICATIONS AND PUBLIC AFFAIRS

## media mentions



### Let them in

THE ECONOMIST ▶ 26.02.2016

In a letter to the *Economist* Imperial's President Professor Alice Gast says Britain should be rolling out the red carpet for the best and brightest foreign students. "What do Ernst Chain, Andre Geim and Venkatraman Ramakrishnan have in common, apart from their Nobel prizes? They were all welcomed to Britain from abroad: a world without their pioneering work at British universities on penicillin, graphene and ribosomes would be a much poorer one. Foreign students drive innovation and entrepreneurship in Britain. If we turned our backs on international students, Britain's economy and society would lose out."

### awards and honours



ENGINEERING

### Joined up thinking

Joint Maths and Computing Undergraduate student Bryan Liu has been named as winner of the Outstanding Information Technology Student Prize 2016, by the Worshipful Company of Information Technologists (WCIT). Bryan was recognised

### How progress will affect us

FINANCIAL TIMES ▶ 07.02.2016

Swift changes in technology are transforming the way we live. The *FT* asked four distinguished thinkers to predict what aspects of this new industrial revolution will affect us most. Professor Saeema Ahmed-Kristensen, deputy head of the Dyson School of Design Engineering at Imperial, says 3D printing will enter the mainstream within the next five to 10 years. But as technology such as 3D printers becomes cheaper and more sophisticated, it also provides people with the power to do harm. "When we are educating designers the ethics are very important," says Professor Ahmed-Kristensen.

### Bigger than the Higgs

NEW SCIENTIST ▶ 02.03.2016

It looks like the Large Hadron Collider at CERN may have found a surprise massive particle that gives a glimpse into a better – and entirely unexpected – theory of reality, *New Scientist* reports. The hopes spring from two 'bumps' that have appeared independently, in the same place, in the latest data from the LHC. First, though, they have the tough task of balancing the facts with the lure of finding something

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new. Bump into someone you know in a big city once and you are likely to be amazed by the coincidence, forgetting the 99 times you didn't bump into them, says LHC physicist Professor Ulrik Egede (Physics). Our human minds are primed to see causes for effects even where there might be none. "But at the same time you have to be excited because otherwise you can't get anywhere in science."

### Lord Winston warns of Brexit 'disaster'

BBC WALES ▶ 02.03.2016

One of Britain's best known scientists said it could be a 'disaster' for university research if Britain left the European Union, *BBC Wales* reports. Professor Lord Robert Winston, Professor of Science and Society at Imperial, said: "It's very clear if we came out of Europe, where we get much more out than we put in in science, we will lose massively." The Labour life peer was speaking at the BioWales conference in Cardiff. But the Scientists For Britain group is arguing that Britain would be no worse off by leaving the EU. The group, which claims to have 150 members, said there were 13 countries outside the EU which successfully apply for European funding.



ENGINEERING

### Top of the Scotts

An Imperial pioneer in bioengineering has been made a Fellow of the Royal Society of Edinburgh (RSE). Professor Richard Kitney is one of 56 'distinguished individuals' elected to become Fellows of the RSE this year. New Fellows come from sectors that range from the arts, business, science and technology and academia, and their varied expertise is expected to support the advancement of learning and useful knowledge in Scottish public life. Professor Kitney was the founding head of the Department of Bioengineering and he currently co-leads the Centre for Synthetic Biology and Innovation at the College.



for his academic excellence; his volunteer work and fundraising activities; and entrepreneurial skills including his development of a web app that could make delay predictions for the London Underground by analysing tube arrival and departure data. (Look out for an interview with Bryan soon).

COLLEGE

### All set

Twenty three early-career researchers from Imperial presented their work at the SET for Britain event on 7 March. SET for Britain, held at in the Houses of Parliament, encourages, supports and promotes early career researchers, who the Government sees as the UK's future



# Bat wings inspire unique design of miniature robot aircraft

Scientists have developed prototype bat wings that could be used in the next generation of unmanned micro air vehicles (MAVs).

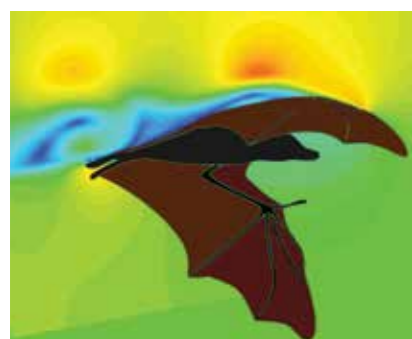
MAVs are increasingly being used in a wide variety of civilian applications such as surveying remote and dangerous areas. However, one of the current drawbacks with this technology is that designers have to choose between fixed-wings, which enable long range flight, or rotary-wings, which enable high manoeuvrability.

Now a team of researchers from Imperial and the University of Southampton have developed bat-inspired wings that are made from a polymer membrane and artificial muscles, which means they can be flexible in their configuration. The team say the advantage of this is that it may enable MAVs to be both manoeuvrable and also able to fly over longer distances, making running them and their production more economical.

The wings incorporate polymers that are activated when an electric current runs through them. This makes the wings stiffen and relax in response, which helps them to contort to the environment they are flying through. This technology uses no mechanical parts, making the wings easier for engineers to maintain.

Dr Rafael Palacios (Aeronautics) said: "The prototype wing we've developed could enable a MAV to constantly adapt to its environment in real-time. This ability to reconfigure would also allow multiple missions to be carried out using the same MAV, instead of us having to develop a totally new craft every time it needs to do a new type of task."

—COLIN SMITH, COMMUNICATIONS AND PUBLIC AFFAIRS



The team modelled air flowing over a bat-inspired wings

“The prototype wing we've developed could enable a micro air vehicle to constantly adapt to its environment in real-time.”



Behind the science with Dr Rafael Palacios

Talk us through the process from bio-inspiration to concept

There is a very extensive literature on biological fliers and as an engineer I am used to deconstructing complex problems into their constitutive elements. In this case, we decoupled propulsion, which bats achieve via flapping, from the ability to execute fast manoeuvres, which is done by stiffening of the membranes on their wings. Then we sought an engineering solution, working with electrically-responsive elastomers.



You're known as a passionate teacher (having won best supervisor in the 2013 SACA Awards) – do you try and get students involved building fliers?

Of course, and in fact a vast majority of the research in my group is done by PhD students, but we do have also undergraduate students working on their final-year projects on related problems. A big challenge in our line of research is to find problems that are tractable within the short time that undergraduates can spend on it, but we have always found something interesting.

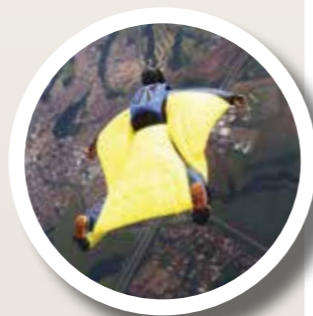
You've worked in industry for Airbus – how does it compare with academia?

Industrial research is of course more short-term, but at the same time you know you are working on projects that do have a direct impact – indeed you even know the people that may be using any technologies you develop.

Academic research gives you some more freedom and definitely the ability to develop a long-term vision.

Do you think we'll ever see humans equipped with intelligent polymer wings – perhaps like the squirrel suits skydivers use?

I would like to see that, but as of now the sweet spot is for very small scale vehicles. Electroactive polymers take relatively small pressure loads, so they would not sustain the stresses required to fly large payloads (i.e. a person).



## The double edged sword of iron

Human cells bathed in an iron solution show DNA damage within 10 minutes – according to results of an experiment designed to mimic the effect of iron tablets.

The findings suggest that researchers and clinicians need to look carefully at the amount of iron given in standard treatments.

Iron is essential for the body to function and low levels cause anaemia which leads to tiredness and lethargy (see box).

In the study, the team used human endothelial cells, which line blood vessels, and added a placebo or an iron solution of 10

micromolar (a similar concentration to that seen in the blood after taking an iron tablet).

Through looking at genes used within cells, and then examining the cells in more

detail, they found that within ten minutes, cells treated with the iron solution had activated DNA repair systems. These were still activated six hours later.

Senior author Dr Claire Shovlin (National Heart and Lung Institute) said: "We already knew that iron could

be damaging to cells in very high doses. However, in this study we found that when we applied the kinds of levels of iron you would find in the blood stream after taking an iron tablet, this also seemed to be able to trigger cell damage – at least in the laboratory. In other words, cells seem more sensitive to iron than we previously thought."

She stressed that prescribed iron supplements are essential for many patients and does not advise doctors to change their approach to prescribing iron supplements.

"However, this research suggests we may need to think more carefully about how much iron we give to people, and try and tailor the dose to the patient."

—KATE WIGHTON, COMMUNICATIONS AND PUBLIC AFFAIRS



### Why we need iron

Iron is needed to make haemoglobin, the molecule in red blood cells that transports oxygen around the body. If we have too little iron we become anaemic, which triggers tiredness and lethargy. Iron is also needed in many other ways to help the body function properly.

### When we need more

Many people's diets do not contain enough to meet daily needs, particularly if someone has lost iron due to bleeding, a surgical operation, or blood donation. Pregnant women also need extra iron, as the mineral is crucial for the baby's growth and development. Prescription doses of iron usually provide 65mg of iron or more in each tablet. About 1 in 3 people who take these tablets find they cause diarrhoea, constipation or tummy pains.

### Take care with tea

Some food and drink can interfere with iron absorption. In the UK, one of the biggest culprits is tea – so people with low iron levels should avoid drinking tea with meals, or within an hour after eating.



## IRON FACTS

### Recommended daily Iron intake



### Iron dose per 100g



6,000,000

prescriptions for iron tablets in England and Wales per year



# Stepping up

Imperial marked International Women's Day with a week-long celebration of the contributions women have made to life at the College.

The second Women@Imperial Week ran from Monday 7 to Friday 11 March, with a number of events held across the College. The week was preceded on Wednesday 2 March by the Launch of the WomenCount 2016 report, which looks at senior leadership positions across the university sector and tracks progress made (page 3), as well as a School of Public Health Athena SWAN Lecture by Dr Fiona Godlee, Editor in Chief of the British Medical Journal.

Monday 7 saw the formal launch of Women@Imperial with a special reception and public exhibition of photographs and archive material highlighting contributions from female researchers, pioneering women from Imperial's history, and female entrepreneurs at the College.

Imperial's President Professor Alice Gast addressed the reception, saying: "Every day we have reasons to celebrate women at Imperial." She added: "We are committed to improving gender equality at Imperial, and I look forward to making progress over the coming days and months."

During the reception Professor Dot Griffiths, Provost's Envoy for Gender Equality, talked about the progress that she has seen over her time at the College, adding: "Tonight is a fabulous occasion – it makes me so proud to be at Imperial and work with all you wonderful women. It's just such a privilege."

A Gender Summit was held on Tuesday where Provost Professor James Stirling presented a summary of the feedback received through recent staff questionnaires and focus groups which looked at what the College does well to support women, and what it could do better.

To mark International Women's Day and Women@Imperial Week, for this issue of *Reporter* we've shared three stories from women at the College in different roles and their various experiences ▶

“I was working with a mixed group and the girls were particularly vocal in one debate. I was really inspired by their confidence.”

Clockwise from top: Beth Hoblyn, Dr Nathalie MacDermott, Sumaya Rahman

“Don't let anyone stop you. Take any opposition or prejudice on the chin.”

## 1// Sumaya Rahman MEng in Biomedical Engineering

"My course is in a field which is focused on the advancement of healthcare by bringing technology into clinical settings. All the devices you see in a hospital are made by bioengineers – the diagnostics center, MRI scanner, devices used in surgery, prosthetics. It's a vast field. In my first year alone I took modules in mathematics, medical science, electromagnetics, vibration and waves. One of my main interests is in understanding the mechanics of the various actions of the human body. The project I'm currently working on is looking at adipogenesis – the process by which precursor cells mature and specialize into fat cells. We're applying compressive forces to these precursor cells and we're trying to see how that affects their maturation. The experiment has implications for our view of obesity and how exercise and the movements of the body can impact the maturation of fat cells.

Originally, I'm from Bangladesh, and although my family have always been very supportive, I think there was still some insecurity before I came to Imperial and a tendency to take a back seat, compared with male peers. But during my project work in the second year I was working with a mixed group and the girls were particularly vocal in one debate. I was really inspired by their confidence and how they were putting forth their argument. That in turn gave me a lot of confidence, and from then onwards I've put my views forward and shared my own ideas more often."

## 2// Beth Hoblyn Apprentice Maintenance Engineer, Estates Division

"As part of my apprenticeship I'm doing operations and maintenance engineering for the College's estates. I like knowing that I'm making a difference to people; the engineers keep the building running and without us there'd be no hot water, heating, lights and no electricity to make the experiments and research happen. That makes me feel good about my job.

Engineering, and engineering maintenance in particular, is a very difficult industry for women to break into because traditionally it's a male domain. Stereotypically we are seen as weaker and in fact I still seem to get offered physical help a lot. But I think women can be stronger in certain situations. In engineering you've got to be calm because things can go wrong. You've got to do things slowly, and you've got to think things through methodically. I think sometimes men can have a tendency to rush things.

I come from a family of very strong women. Basically it's a matriarchy. I think that's where I get my confidence from. That's how I know I can do exactly the same tasks as the men on the apprenticeship scheme do. I've always been told that I can do anything, and getting this apprenticeship has shown me that I actually can. To girls who want to do something a bit different I would say, 'Don't let anyone stop you. Take any opposition or prejudice on the chin.'

## 3// Dr Nathalie MacDermott Clinical Research Fellow, Department of Medicine (St Mary's Campus)

"My research at Imperial looks at genetic susceptibility to the Ebola virus infection – so finding out whether there is something in each person's genetic makeup that makes them more or less susceptible to infection with Ebola virus. I also work with an aid organization called Samaritan's Purse, doing disaster relief for them as a clinician.

When the Ebola epidemic broke out in West Africa, Samaritan's Purse were already working in Liberia, and they decided to respond. At the beginning of July 2014 I received a phone call to ask if I would be available to travel to Liberia to work in a treatment facility in the capital Monrovia. I flew out on the 14th of July 2014, originally for two weeks. I then went back to Liberia for six months from October 2014 to March 2015 to lead the clinical response for Samaritan's Purse.

Now I'm due to go to Sierra Leone to carry out field work collecting samples from control groups who didn't contract Ebola to see if that's due to some protective genetic effect. I think I always assumed I would be working with Ebola in a research capacity – but I never really thought I'd be at the forefront of the biggest Ebola epidemic the world has ever seen! You shouldn't be limited by what other people think or by other people's preconceived ideas of what you should do.

If it interests you and if it's what you're passionate about then you should go for it.





# Imperial Coaching Academy

Anyone who uses public transport in London will have no doubt been hooked in by ads promoting career coaching services, products and books. It plays on a desire most of us have to be as effective as possible at our jobs and make the most of opportunities that may come our way.



What Imperial staff may not be aware of is that the College has been running its own coaching academy since 2009.

The primary stated aims of the programme are: to help coachees develop greater self-awareness; address their own challenges; identify their goals and potential barriers; and develop appropriate skills and strategies empowering them to take action.

Yet, it goes much deeper than this, as Judy Barnett (pictured left), Talent Development Manager in the HR Division, explains.

“The key thing about coaching is that it helps someone to think problems through for themselves – it’s a completely non-directive approach. Coaches are trained to really listen and ask powerful questions in order to help their coachee carefully consider their options and come to their own conclusions and decisions.”

There are now around 40 coaches at Imperial, who are carefully matched with coachee before the pair agree on a

timetable of four coaching sessions lasting around an hour each, spread over a number of weeks.

All coaches attend a six day training programme which equips them with a coaching toolkit and a framework for appropriate, ethical behaviour. They are also offered continuing professional development (CPD) training twice a year.

In October 2015, a new cohort of prospective coaches began training for an accredited qualification – the Institute of Leadership and Management (ILM) Level 5 – and are due to complete that in April. A ‘fast track’ version of the qualification is also being undertaken by existing coaches.

“I’m trying to raise the level of attainment of the coaches within Imperial,” says Judy, who notes that demand from staff to become coaches is very high.

Partly this is due to a desire to give something back to the community. But there is also great benefit to the coaches themselves, Judy argues.

“A lot of coaches say that being a coach has made them better managers of their own staff. They’ve integrated the same approach to listening and this non-directive way of dealing with their own staff. That’s a powerful benefit.”

Indeed, Judy is keen for coaching approaches to be integrated into management and leadership roles across the College, starting with a new initiative called ‘Leader as Coach’. Departmental Operations Managers and Heads of Services in the Faculty of Engineering have recently participated in a pilot to incorporate coaching into their roles. Similar programmes will be offered to senior academic and professional services staff in the other Faculties.

“More and more universities are thinking about internal coaching provision, but we were ahead of the curve in the way we introduced it and how it has developed – so now it’s about how to maintain that momentum.”

If you are interested in accessing coaching services visit: [bit.ly/imperial-coaching](http://bit.ly/imperial-coaching)



## Mutual benefit

Coaching is done in the strictest confidence, but one coach-coachee pair agreed to talk about their respective experiences.



### COACHEE

**Geneviève Timmins**  
Web and Communications Officer,  
Department of Medicine

I contacted the Coaching Academy because I needed support with identifying a pathway for career progression. At the time, I was working on a personal project alongside my official role, which I wanted to formally incorporate into my job. The most important thing that I gained from Kelly’s coaching was learning to prioritise this project. I was supported in defining what I wanted as a result of completing it, and how it would help me in the broader context of my career. As a consequence, I was motivated to discuss my professional development with my manager, and now work officially in a split role as a Section Manager and Web and Communications Officer.



### COACH

**Kelly Swaby**  
Student Hub Manager,  
Campus Services

My initial reason for applying for the Coaching Academy was based on my own experience of being a coachee. I recognised what a powerful tool it can be in bringing about positive change in a person’s perception of their own ability. Providing a platform that enables them to find their own solutions to a problem/issue can be very empowering for that individual. Personally, I have really enjoyed supporting my coachees through their journeys and seeing them succeed in their goals. Also, through my own experience as a coach and manager I have come to realise how effective the approach can be when used within a management setting. It affords team members ownership and accountability, with the knowledge that they are fully supported by their manager.

# inside\* story

## mini profile

### Steve Rochford

Steve Rochford is Site Manager in the ICT Division, where he has worked for eight years. He is also an active volunteer, lending a hand at Imperial’s diverse events programme – namely the annual Imperial Festival and the Fringe series.



**Tell me about your role firstly** I lead a ‘customer service’ team, essentially providing desktop computing support across the Faculty of Engineering. The fun thing about the job is, when you go to fix someone’s computer, you can have a chat with them – often simply asking ‘so what do you do?’ That way you really get under the hood of the organization and start to feel more involved in the amazing work that goes on here. The other week I was helping an academic who had been interviewed for a David Attenborough documentary. He was asking me how to get this DVD into a short clip to share in a PowerPoint presentation. We got talking about these insects they’d been filming. I’m not sure you’d get that sort of thing in the corporate ICT world!

**Did those sort of interactions provide the impetus for getting involved in events?**

Partly. I had been busy for the first few Imperial Festivals, so last year I was determined to

clear my diary. I also found out about the chance to volunteer and thought why not?

**What were you involved in doing?**

I spend most of the time handing out fliers and talking to people on Exhibition Road. I remember meeting a few children who really wanted to become scientists, and so they were just brimming with excitement about the prospect of actually meeting some real-life scientists at the Festival. That really hit home why the event is so great.

**What would you say to those thinking about volunteering for the Festival?**

It’s easy, especially when you’ve been here many years, just to exist in your own bubble and get on with your job. But I think it’s really beneficial to get involved in something like the Festival to find out what goes on at College and see your place in the bigger picture.

For volunteering opportunities at Imperial Festival 2016, contact Simone Dagnino: [s.dagnino@imperial.ac.uk](mailto:s.dagnino@imperial.ac.uk)

## Researcher to tackle Marathon for life-saving initiative

Imperial researcher Dr Mike French will run the 2016 London Marathon to help the College treat thousands of children with parasite-borne illnesses.



Mike will tackle the gruelling 26.2 mile route in April this year in the hope of raising more than £26,000 for the College’s Schistosomiasis Control initiative (SCI)

Mike said: “Running the Marathon felt like a wonderful way to highlight the work that the SCI is doing to tackle this and encourage people to support us. My fundraising target is £26,200 – £1,000 for each mile of the race, which will provide more than 70,000 treatments.”

It’s not the first time Mike has taken part in the Marathon.

He took up the challenge for the first time in 2003. He said: “At the time, I swore I’d never do it again. But as time passed, it started to feel like a good idea again”.

It hasn’t all been plain sailing for Mike. He’s currently recovering from Typhus, a serious illness he contracted in Ethiopia which causes flu-like symptoms, confusion and severe muscle pain.

“It threw a bit of a spanner in the works. I’m following a 16 weeks training plan to prepare for the race, but for the first three weeks I couldn’t do any running at all. I’ve still got a bit of dizziness and disorientation which presents challenges during training. I’m fine as long as I don’t look left or right while I’m running. That’s ok on a treadmill, but less so when I have to dodge donkeys and cattle on the Ethiopian roads.”

—DEBORAH EVANSON, COMMUNICATIONS AND PUBLIC AFFAIRS



### Concerted effort

Schistosomiasis infections are caused by parasites which enter the body through contaminated water in areas of poor sanitation. Left untreated, the infections can lead to the development of life-threatening conditions such as bladder cancer, and liver damage. The SCI assists ministries of health in affected countries to help them design and implement large-scale control programmes – distributing drugs donated by the pharmaceutical industry to affected areas to reduce infection rates. To date, the SCI has facilitated delivery of over 140 million treatments to children and at-risk adults. Mike’s focus is on rolling out control programmes in Yemen and Ethiopia, where he is based.

## MIKE HAS ALMOST REACHED HIS £26,200 TARGET!

Please help him cross the finish line:  
[bit.ly/Imperial-Mike](http://bit.ly/Imperial-Mike)



£1 = 3 treatments



# Alumni launch a wearable digital ski coach

A team of Imperial alumni have created a device that helps skiers to track and monitor their performance.

The team called Motion Metrics is made up of Jamie Grant (Business School), Pruthvikar Reddy (Mechanical Engineering) and Bo Xuan Hon (Aerospace Engineering), and Samit Patel. They are currently based in the Imperial Incubator.

Using a smart boot insert and a clip on tracking device, Carv measures motion and pressure distribution and relays feedback through to earphones in real-time.

The device connects wirelessly to a smartphone, providing information and analysis ranging from simple, actionable feedback for casual skiers to detailed metrics and analysis for advanced and professional users.

The idea started back in 2012 when, during his PhD at Imperial, keen skier Jamie began to develop an app to track skiing performance just using the motion sensor on a smart phone.

A beta version was tested by more than 3,000 students on the Oxford and Cambridge ski club winter tours in the 2013/14 ski season.

After receiving feedback on the app the newly formed Motion Metrics team decided to develop a pressure sensor to provide information on pressure that the ski community wanted.

"We were quite hesitant at first but after the feedback we decided to go for it," Jamie said, "The sensor we've got now is really accurate and uses 48 sensors on each foot to map the pressure and movement of the wearer."

—JON NARCROSS, COMMUNICATIONS AND PUBLIC AFFAIRS



The Carv device inserts help skiers improve and track performance

## Product Development

In 2014 the team took part in Imperial Innovation's Venture Catalyst Challenge (VCC) before joining the HAX hardware accelerator in Shenzhen, China.

"The VCC was great for us and we ended up meeting one of our investors there. They've got some great coaches and mentors which is a big help," added Jamie

With the support of their mentors, the team worked with a number of partners to develop and manufacture their current prototypes – splitting their development time between London, China and testing their designs with professional skiers on the slopes.



**\$100,000**

amount raised by Carv on Kickstarter (from a goal of \$50K)



**3,000**

student skiers helped test the device

blog SPOT

## Student blogger Harry: My week

Currently, we are working through 3D-modelling a gearbox for a cement pump. This is probably one of my favourite bits about my course, because fundamentally mechanical engineering is about applying physics and maths to solve problems, and this epitomizes what we do in design and manufacture. Well, that and a lot of sketching.

I practised a little bit of accordion in the evening, which is slowly improving besides my lack of musical capability! I think the dream would be to perform in

public somewhere. I looked up the rules for busking at South Kensington tube station a while back, but I think you need to audition in front of a panel of judges and go through a whole process. The next best thing would probably be having a go at the open-mic night at the local pub. In the meantime, I will settle for people overhearing me in the Woodward Music Rooms while I play the star wars cantina band theme.

More from Harry and our other student bloggers: [www.imperial.ac.uk/studentblogs](http://www.imperial.ac.uk/studentblogs)

# Name up in lights

For her new book *Aurora*, Imperial plasma physicist and fusion researcher Dr Melanie Windridge explores the science and stories of the Northern Lights.

The bright dancing lights of the aurora are caused by collisions between electrically charged particles – or plasma – from the Sun that enter the Earth's atmosphere. The lights are seen most strongly above the magnetic poles of the northern and southern hemispheres where the earth's magnetic field is weaker allowing some solar particles to enter the earth's atmosphere and collide with gas particles.

"The idea came about slowly," Melanie says. "I always see these projects as a sort of seed growing – it starts with just a glimmer of interest. As a plasma physicist, I began to think that I should really see the aurora as it's a plasma phenomenon."

Melanie visited Sweden, Norway, Iceland, Canada, Scotland and Svalbard in her quest for stories, science, and the lights themselves.

"There are many reasons why we might



want to understand the aurora and plasmas in general. At Imperial we're trying to understand plasmas and control them to make a new clean energy source for the future."

But science was far from being the only thing on the agenda for Melanie's research and writing.

"It was always my intention to look at the folklore and the stories – the 'other side' of the lights. Wherever you go around the arctic there's common theme of spirits so I wanted to see

if that's still there now that we've studied the phenomenon a lot more and have a scientific understanding of it. I think it is."

Melanie gained her PhD at Imperial and is an Academic Visitor in the Department of Physics, as well as a consultant for the nuclear fusion start-up Tokamak Energy.

—HAYLEY DUNNING, COMMUNICATIONS AND PUBLIC AFFAIRS

*Aurora: In Search of the Northern Lights is available now, published by Harper Collins: [bit.ly/Melanie-Lights](http://bit.ly/Melanie-Lights)*

## What is a Hackspace and why do we need one?

It has over 1,000 members, hundreds of projects and unlimited possibilities, but what is the Hackspace?

Established in September 2014, the Imperial College Advanced Hackspace has grown in popularity around the College community.

By facilitating and providing access to workshops across Imperial's campuses it enables students and staff to produce prototypes alongside the development of ideas and products to tackle some of society's most pressing issues.

A recent exhibit provided a chance to see some of the projects that have developed with the assistance of the Hackspace, either in providing modest start-up capital or networking opportunities between people from different research areas.

Hackspace Manager Larissa Kunstel-Tabet explains: "The Hackspace here at the College allows



members from anywhere at Imperial to come and prototype their concepts, either for research, personal projects or entrepreneurial ideas."

Dr Nick Jones (Mathematics) is one of the founders and academic leads of the Hackspace. He said: "The reason why we call it the Advanced Hackspace is because we have such resources for idea development at Imperial that we can take the general hackspace concept and take it further."

New workshops continue to be added to the Hackspace and the membership is growing steadily. The group is also aiming to provide

a physical space at the White City Campus where people can work on their projects and industry events can be run.

"It offers the prospect of also linking with the community at White City," Nicks says. "It's interesting because it provides a closer engagement between Imperial and those from that area, rather than just predominantly the South Kensington community."

"There's also the potential to bring in the recent alumni who are developing ideas to just find a space where they can bring that forward for about a year," says Larissa. "It will mean they can still feel as part of the Imperial family."

—MIKE JONES, ADVANCEMENT

### Box for life

Among the projects to have benefited from the Hackspace is BabyLifeBox, an initiative developed by Design Engineering student Malav Sanghavi.

He has created a low-cost baby incubator to reduce infant mortality, after he learned that there are over 300,000 deaths in the first week of life, 99 per cent of which are in developing countries without the resources to help save these children. Sanghavi's cardboard-based solution received a £500 project grant from the Hackspace to develop the idea from concept into an award-winning prototype.





# Signing-off

Tom Miller, Director of Communications and Public Affairs, is leaving Imperial after more than 20 years at the College – 10 spent leading the Division.

You studied Biology at Imperial and were an avid member of the Boat Club. Tell us about those early undergraduate days. It was one of those fateful things really; I was interviewed, then mentored by, the late Dr John Galley – an Imperial alumnus, academic in the Department of Biology and long-term supporter of the Boat Club. As a student rower, it's almost like a second degree in terms of what you put in – the hours on the water and in the gym. Legendary coach Bill Mason made you do things you didn't think you were capable of; he brought the potential out in people.

Moving on to your work life, how has the communications profession changed in your time here? Technology is essential to the future of communications and journalism. They are absolutely, inextricably interwoven. I came in right at the end of an era;

it was a period of massive change. Libraries of images loaned out as transparencies, faxed press releases and 'bromide' logos couriered around London were still the norm. It was hard work growing and developing a team through that and bringing people along on that journey; some will embrace it, others will resist. At Imperial a crucial thing in communications staffing has simply been to specialise with staff in specific 'beats' – with Faculty press officers. Imperial was absolutely in the vanguard of this in the UK.



Helping colleagues in the Information Tent at the Imperial Festival 2015



You've overseen numerous successes including sector-wide HE awards, fundraising targets, the launch of Imperial Festival and countless international visits and graduations – what are you most proud of?

All of those things because they are all clearly collective team efforts involving people right across the College, but particularly because they have been very much led by our own homegrown talent in the division. As a team in Communications and Public Affairs I'm proud of the sheer quality and focus of all our work around discovery and innovation at the College and really getting

that content out there as it's been so core as a platform to building Imperial's brand.

The nature of your role means working closely with Imperial's leaders. What have you learned about different approaches to leadership?

I've been very lucky to see a really good range of very talented people – not just the Rectors/ Presidents, but other members of the cast too – Deputy Rectors, College Secretaries, CFOs, Deans, Council members. I think above everything, good leaders in universities quickly tell you where they are in situations, and also where you stand and what they want to achieve.

## obituaries



**MAX LAB**  
Professor Max Lab, Senior Research Investigator in the National Heart and Lung Institute died on 28 January 2016, aged 77 years. Former colleague Professor Sian Harding (NHLI), pays tribute.

It is with great sadness that we learned of the death of Professor Lab. Over the course of his career Max worked at both Imperial and the MRC Clinical Sciences Centre – beginning as a Lecturer in the Department of Physiology at Charing Cross Hospital Medical School in 1969 then becoming Professor in 1994.

He remained active in his role as part-

time Senior Research Investigator until a few weeks before his passing. He was renowned the world over for discovering mechano-electric coupling in the heart, a phenomenon where the mechanical stress and load on the heart feeds back into controlling its electrical impulses. His research elucidated both its physiological role in co-ordinating cardiac contraction as well as how it could contribute to pathological disturbances of rhythm when dysregulated.

Max supported many young scientists who are now themselves eminent. Among them are Professors Yuri Korchev (Medicine) and Julia Gorelik (NHLI) who, under Max's guidance, developed their novel Scanning Ion Conductance Microscope. It was fitting that Max's final paper employing this technology

in a new way was published in *Cell Reports* in January this year. Another of Max's trainees Professor Peter Kohl, Chair in Cardiac Biophysics and Systems Biology at NHLI, is currently setting up the new Research Centre for Cardiovascular Medicine at the University of Freiburg.

Max used his semi-retirement to contribute to the diverse events programme at Imperial. Many will have observed his penetrating questioning at seminars, and some may also have visited the exhibition of his sculptures at South Kensington. He will be very much missed here and across the world.

*There will be Memorial Symposium for Professor Lab at the Hammersmith Campus on Thursday 26 May. For details contact sian.harding@imperial.ac.uk*

## Welcome new starters

Mr Alex Ainscough, Medicine  
Mrs Gabriela Almqvist, Estates Division  
Dr Reza Anbari Attar, Mechanical Engineering  
Mr Sajjad Bakrani Balani, Mathematics  
Miss Kirsty Balachandran, Surgery & Cancer  
Miss Bethany Barker, Medicine  
Mr Spencer Barnes, Bioengineering  
Dr Nicolas Barral, ESE  
Ms Louise Beach, Student Recruitment & Outreach  
Dr Andreas Brohl, Chemical Engineering  
Dr Rossa Brugh, NHLI  
Dr Mai Bui, Centre for Environmental Policy  
Dr Lesly Calderon Dominguez, Clinical Science  
Ms Simona Cantarella, Surgery & Cancer  
Mr Neil Charlott, Public Health  
Dr Jalel Chergui, Chemical Engineering  
Dr Anastasia Chernyatina, Life Sciences  
Mrs Suzanne Christopher, HR  
Mr Lewis Cotter, ICU  
Dr Tiago Cravo Oliveira, Business School  
Mr Walter Crow, HR  
Ms Mary Crowley, Advancement  
Dr Bill Crum, Surgery & Cancer  
Dr Nevena Cveticic, Clinical Science  
Mr Leigh Davenport, ICT  
Mr Nicholas Dawe, Communications and Public Affairs  
Dr Thushan De Silva, Medicine  
Mr Pantazis Deligiannis, EEE  
Dr Indranil Dutta, Physics  
Dr Claire Edmondson, NHLI  
Mrs Virginia Fairclough, Life Sciences  
Ms Kelsey Flott, Surgery & Cancer  
Ms Ornella Forte, Chemical Engineering  
Mr Daniel Fowler, Sport and Leisure  
Dr Catherine Francis, NHLI  
Dr Jianliang Gao, Surgery & Cancer  
Mr Kleber Glazton, Catering Services  
Mr Brendan Gliddon, Sport and Leisure  
Dr Mary Go, Bioengineering  
Dr Barbara Gordon, Aeronautics  
Mr David Gordon, Catering Services  
Miss Jodie Grant, Sport and Leisure  
Dr Firat Guder, Bioengineering  
Dr Gonzalo Guillen Gosalbez, Chemical Engineering  
Dr Yingying Guo, Mechanical Engineering  
Dr Yukihiko Harada, Physics  
Mr Andrew Hardy, HR

Mr Cai Heath, Public Health  
Dr Luke Heaton, Bioengineering  
Mr Sebastian Henkel, Mechanical Engineering  
Ms Lili Herendi, Surgery & Cancer  
Miss Amanda Herington, College Headquarters  
Miss Yeni Hernandez Guarin, Catering Services  
Miss Lisa Hoang, Medicine  
Ms Nicola Holt, Finance  
Dr Lesley Hoyles, Surgery & Cancer  
Miss Lizzie Huckle, Registry  
Mr Bradley Hunt, ICT  
Mr Ian Hunt, Mechanical Engineering  
Dr Javadi Iqbal, Life Sciences  
Mr Vainqueur Iswa, EEE  
Miss Mishell Jachero Bustos, Catering Services  
Mr Robert Johnson, Life Sciences  
Ms Christina Kelesidou, Catering Services  
Miss Sarah Kelly, Life Sciences  
Mr Daniel Kendall, NHLI  
Mrs Michelle Kiely, Medicine  
Ms Laura Kington, Physics  
Mr Mark Knibbs, Catering Services  
Ms Ioly Kotta-Loizou, Life Sciences  
Mr Yaseen Ladak, Surgery & Cancer  
Miss Emily Langley, Centre for Environmental Policy  
Miss Hedieh Latifoltojar, Catering Services  
Mr Charilaos Latinopoulos, Civil and Environmental Engineering  
Miss Rebecca Lawton, Surgery & Cancer  
Dr Anne Laybourne, Public Health  
Mr Frank Lehmann, Life Sciences  
Mr Qinghua Lei, ESE  
Dr Jing Li, Design Engineering  
Dr Shuai Li, ESE  
Mr Leo Lightburn, EEE  
Mr Gary Lloyd, Estates Division  
Mr Andrew Machen, EEE  
Mr Fernando Madrazo Aguirre, Civil and Environmental Engineering  
Ms Roni Maimon Mor, Bioengineering  
Dr Andrzej Malinowski, Clinical Science  
Mr Shamik Mandora, Enterprise  
Dr Nina Mansoor, Public Health  
Mr Maicol Marsilio, Catering Services  
Dr Timothy Mcmanus Jr, ESE  
Mr William Midwinter, NHLI  
Mrs Austra Mieliuskaitė Rodriguez, Catering Services  
Miss Laura Mikulskyte, Catering Services  
Mr Simon Moulds, Civil and Environmental Engineering  
Mr Samuel Nadler, Finance  
Ms Ronke Olomola, Public Health  
Mrs Adedunmola Onafeko, Catering Services  
Miss Ayse Ozyukselen, Faculty of Medicine Centre  
Mr Noel Papantonis, ICT

Dr Alberto Pascual Garcia, Life Sciences  
Dr Elaine Pegg, Life Sciences  
Ms Ridhika Poojara, Medicine  
Mr Graeme Poole, ESE  
Dr Mark Pope, School of Professional Development  
Mrs Baldeesh Rai, Medicine  
Dr Sumesh Raman Kureppadathu, Chemistry  
Miss Priya Raniga, Surgery & Cancer  
Mrs Simranjit Rayat, Residential Services  
Mr Mark Reader, Estates Division  
Dr Cristina Requena Torres, Clinical Science  
Dr Olena Riabimina, Clinical Science  
Dr Jesus Rodriguez Manzano, EEE  
Ms Sherezade Ruano Santana, NHLI  
Mr Simantak Saha, Catering Services  
Mr Shokir Sattorov, Catering Services  
Dr Sabrina Schlesinger, Public Health  
Mr Mihails Sedicenkovs, Estates Division  
Ms Fanny Smeds, Centre for Environmental Policy  
Mr Gavin Sooranna, Surgery & Cancer  
Dr Irina Spulber, Computing  
Dr Dimitrios Stampoulis, Life Sciences  
Mr David Stockings, ICU  
Mr Matyas Sziget, Public Health  
Miss Jennifer Taing, Public Health  
Dr Shivani Tanna, Public Health  
Mr Gareth Tear, Physics  
Dr Burak Temeikuran, Computing  
Miss Bethan Thibaut, Surgery & Cancer  
Mr Kevin Thomas, ICT  
Mr Andrew Turner, Estates Division  
Dr Antonin Vacheret, Physics  
Miss Maria Varelas, Catering Services  
Miss Szabina Varga, Catering Services  
Mr Alexis Verdu Parres, Catering Services  
Mr Sorin-Cristian Vladescu, Mechanical Engineering  
Dr Chuan Wang, Medicine  
Dr Tom Weber, Life Sciences  
Miss Leigh Whittle, Faculty of Medicine Centre  
Ms Eleanor Wilde, NHLI  
Mr Jack Woodrow, Estates Division  
Miss Claudia Wyer, Life Sciences  
Dr Guang Zeng, Materials  
Ms Nikola Zidkova, Catering Services

## Farewell moving on

Dr Roberto Agrusta, ESE  
Dr Hena Ahmad, Medicine  
Dr Virginia Alonso Gutierrez, Civil and Environmental Engineering  
Mr Paladav Asavarut, Medicine  
Mr Alex Ayad, Enterprise (10 years)  
Dr Arta Babae, EEE  
Dr Hakan Bagci, Clinical Science  
Mr Diego Barcena Menendez, Life Sciences  
Mr Michael Barclay, Chemistry  
Dr Iain Barrett, Medicine  
Dr Parvin Begum, Clinical Science  
Dr Mark Bolstridge, Medicine  
Miss Ellen Busink, Public Health  
Dr Romain Caze, Bioengineering  
Dr Max Chen, Medicine  
Miss Yvonne Y.F. Cheng, Business School (9 years)  
Dr Ya-Yun Chu, Medicine  
Dr Agostino Cilibrizzi, Chemistry  
Dr Julia Davies, Chemistry  
Dr Leonardo De Oliveira Martins, Materials  
Mrs Silva Dios Oubina, Life Sciences (8 years)  
Mrs Victoria Edwards, Medicine  
Dr Amir Eftekhari, EEE (5 years)  
Mrs Marina Fedorova, Chemistry  
Dr Helen Findon, Bioengineering (10 years)  
Mr Nick Fine, Medicine  
Dr Benoit Fond, Mechanical Engineering  
Ms Kate Freeman, College Headquarters  
Miss Amber Hall, Business School  
Dr Xingsi Han, Aeronautics  
Miss Rebecca Heath, Medicine  
Dr James Heaton, Surgery & Cancer  
Dr Kimberley Hockley, Public Health  
Dr Deqing Huang, Aeronautics  
Dr Sarah Jarvis, Bioengineering  
Dr Wilfried Jonkers, Life Sciences  
Dr Angelo Karunaratne Munasinghe Arachchige, Bioengineering  
Dr Ayesha Khan, Medicine  
Mr Matthias Knop, Materials  
Dr Ferry Kwakkel, Mathematics  
Dr Camille Lassale, Public Health  
Dr Adam Laycock, ESE  
Dr Karen Logan, Medicine  
Mr Bastian Manz, Civil and Environmental Engineering  
Dr Luis Martinez Montblanch, Chemistry  
Mr Bruno Matarese, Chemistry  
Miss Toma Mikulskyte, Catering Services

Mr Tom Miller, Communications and Public Affairs (20 years)  
Mrs Michaela Miller, Medicine  
Dr Michael Mueller, Medicine (6 years)  
Ms Jo Murphy, Faculty of Medicine Centre  
Dr Kausik Nandi, Mechanical Engineering  
Ms Sally Nhin, Faculty of Medicine Centre  
Mr Norman Nicholls, Chemical Engineering  
Mrs Chinyere Onukagha, ICU (12 years)  
Dr Yasmin Pasha, Surgery & Cancer  
Miss Nisha Patel, Surgery & Cancer  
Mrs Joanne Pinto, Surgery & Cancer  
Dr Marie Rached, Clinical Science  
Dr Claire Raphael, NHLI  
Miss Faye Rodgers, Life Sciences  
Miss Brenda Rosales, Surgery & Cancer  
Miss Kathryn Rose, Finance  
Dr Erika Rosivatz, Chemistry  
Ms Merja Rossi, Surgery & Cancer  
Dr Manuela Russo, Materials  
Dr Eleanor Sandhu, Clinical Science  
Mr Peter Savage, Physics (11 years)  
Miss Fiona Sender, Registry  
Miss Philippa Shallard, Faculty of Medicine Centre (7 years)  
Miss Sylvia Sheppard, Estates Division  
Dr Ailsa Sita-Lumsden, Surgery & Cancer  
Dr Patrick Smadbeck, Life Sciences  
Dr Mark Stillwell, Computing  
Ms Caroline Teh, Business School  
Dr Mattia Terenghi, Chemistry  
Miss Anuja Thapa, Faculty of Medicine Centre  
Mr Alexis Thompson, ICT  
Dr Mathieu Vanderstraete, Life Sciences  
Dr Benoit Vanniere, Physics  
Dr Chris Wilson, Life Sciences (Silwood Park)  
Dr Sue Wilson, Medicine  
Mr Michael Wilson, College Headquarters  
Dr Freddie Witherden, Aeronautics  
Mr Douglas Wylie, Chemistry  
Dr Ying Yang, Physics (5 years)

## Retirement

Dr Matthew Hodes, Medicine (25 years)

This data is supplied by HR and covers staff joining the College during the period 12 February – 14 March 2016. This data was correct at the time of going to press.

Please send your images and/or comments about new starters, leavers and retirees to the Editor at [reporter@imperial.ac.uk](mailto:reporter@imperial.ac.uk). The Editor reserves the right to edit or amend these as necessary.





22 MARCH, 18.00

## Energy Futures Lab annual lecture

Energy Futures Lab is delighted to be hosting Nick Winser Chairman of Energy Systems Catapult to discuss global energy policy challenges, innovation and the role the Catapult can play. The global politics of energy and the environment are high on the agenda for all economies,

evidenced by the recent deal at the climate change summit in Paris. But can the UK honour this commitment? In his lecture, Nick Winser will review the UK's energy policy and discuss the recent shift in focus towards energy innovation to meet the 2050 climate and energy targets.



11 APRIL, 18.00

## Transforming growth: Climate policy today for a sustainable tomorrow

UN chief climate diplomat Christiana Figueres delivers the Grantham Institute Annual Lecture 2016. Christiana Figueres is the UN's chief diplomat on climate change, and oversaw the delivery of the Paris Agreement following the global

climate change negotiations at COP21 in 2015. She has been Executive Secretary of the United Nations Framework Convention on Climate Change (UNFCCC) for six years, a role she will hold until July this year. Whilst this lecture is now sold out, the whole event will be live streamed via the College YouTube.

### ★ IMPERIAL FESTIVAL ★

## Be a part of the festival!

The fifth Imperial Festival will take place on Saturday 7 and Sunday 8 May 2016. Staff are encouraged to volunteer for the Festival, which includes opportunities to assist with the Alumni Weekend and Reach Out Lab activities, with a variety of front-of-house and behind-the-scenes roles available.

To express your interest in volunteering contact *Simone Dagnino*, Festival Assistant: [s.dagnino@imperial.ac.uk](mailto:s.dagnino@imperial.ac.uk)



22 MARCH, 12.00

### Fluctuation phenomena in optics

MIT's Professor Steven G. Johnson delivers a lunchtime colloquium at this joint Maths and Physics event

05 APRIL, 18.00

### Integrated energy systems and their role in integrating variable renewable energy

Professor Mark O'Malley, Director of the UCD Energy Institute will discuss the use, and role, of Integrated energy systems



07 APRIL, 09.45

### Modelling from Structures to Systems

EMBL's Peer Bork and EBI's Janet Thornton provide the key notes in this full day symposium on modelling



12 APRIL

### Young Researcher's Forum III

An opportunity for young researchers involved in construction materials to present their work and exchange ideas



25 APRIL, 12.30

### Research showcase on bacterial infections & the molecular engineering of antimicrobial surfaces

Hear Imperial research perspectives on the challenges posed by the transfer of bacteria and their associated infections

26 APRIL, 19.00

### Microchip medicine

Regius Professor of Engineering Chris Toumazou (Institute of Biomedical Engineering) delivers this Friends of Imperial College talk



## Imperial College London



## USB Nightmare!

Losing your data could be a horror story. Avoid storing information on USB drives and external hard drives as they can be lost, stolen or infected by viruses.

### What to do:

- Use College's recommended file storage to save information (H: drive, group space, OneDrive for Business)
- If you must use a USB device, encrypt it and make sure it's not your only copy
- Never plug in USB devices from unknown sources

It's everyone's responsibility to be secure. For storage options and encryption advice visit [www.imperial.ac.uk/be-secure](http://www.imperial.ac.uk/be-secure)



## Stay in the loop

✉ Visit [www.imperial.ac.uk/events](http://www.imperial.ac.uk/events) for more details about these events and others. To sign up for regular updates about Imperial events please email: [events@imperial.ac.uk](mailto:events@imperial.ac.uk)

