



staff  
hallmark

The newsletter for staff of Goldsmiths, University of London.

Published twice in the Autumn and Spring Terms, once in the Summer Term, and once in the summer vacation.

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Sub-Editor: David Radford

We welcome your article and story ideas for **Staff Hallmark**. Inclusion is subject to space, and at the discretion of the Editor, who reserves the right to edit all material as appropriate. See below for copy deadlines.

Any contributions should be sent by e-mail to Internal Communications, [int-comms@gold.ac.uk](mailto:int-comms@gold.ac.uk). If you wish to submit images or photographs, these must be digital, and should be sent in either jpeg or tiff format.

Internal Communications also publish **Student Hallmark** and **Research Hallmark**. All issues are available online at [www.gold.ac.uk/hallmark](http://www.gold.ac.uk/hallmark)

The copy deadlines for the next **Staff Hallmark** issues are:

**MARCH/APRIL: 9 February**  
**MAY/JUNE: 30 March**

## This issue's cover

Sheila Fancher, Library Assistant and first year Psychology student, shows us how to use the Library's new self-issue machines. See opposite story for more.

# Awarding our own degrees?

The College is preparing to embark on the major activity of applying for its own degree-awarding powers. At present, the University of London awards all the undergraduate and postgraduate degrees for students at Goldsmiths; we're only able to award our own certificates and diplomas.

As part of the development of the University's institutions and to enable them to undertake a range of activities, the major colleges are in the process of applying for their own degree-awarding powers. Some have already obtained them — LSE, King's College, the Institute of Education and UCL, whilst others — Queen Mary and Royal Holloway — are nearing the end of the process.

Having the power to award our own degrees, will bring more recognition and flexibility to Goldsmiths, and will enable us to work in partnership with more institutions here and abroad. However, we will continue to be

very active in promoting the federal University and the links we have to it. This is acknowledged to be an important part of our attractiveness to students, and we also benefit in many other ways from being part of the University.

The Quality Affairs Office will coordinate the application process, together with a project team, chaired by Professor Nirmala Rao, Pro-Warden (Academic).

A written submission will be drafted over the coming months for the Quality Assurance Agency, which advises the Privy Council. They will then appoint a team to scrutinise many aspects of the College's management and provision, observe College and departmental meetings and talk to groups of staff and students. It is expected that this will happen during the 2007-08 academic session.

If you are interested in finding out more about what this means for the College and for you as a member of staff, you are welcome to attend a briefing session planned for 15 March at 1-2pm (see page 15 for more details).

# Library extends opening hours to midnight

As a direct result of comments and suggestions from students, the Library is staying open until midnight, seven days a week. The service points in the Library close at 8.45pm, but by using the new self-issue machines on the RISB ground floor, you can still borrow and return library books until midnight. At present this doesn't include DVDs or videos, although we are hoping to extend the self-issue service to cover DVDs in the near future.



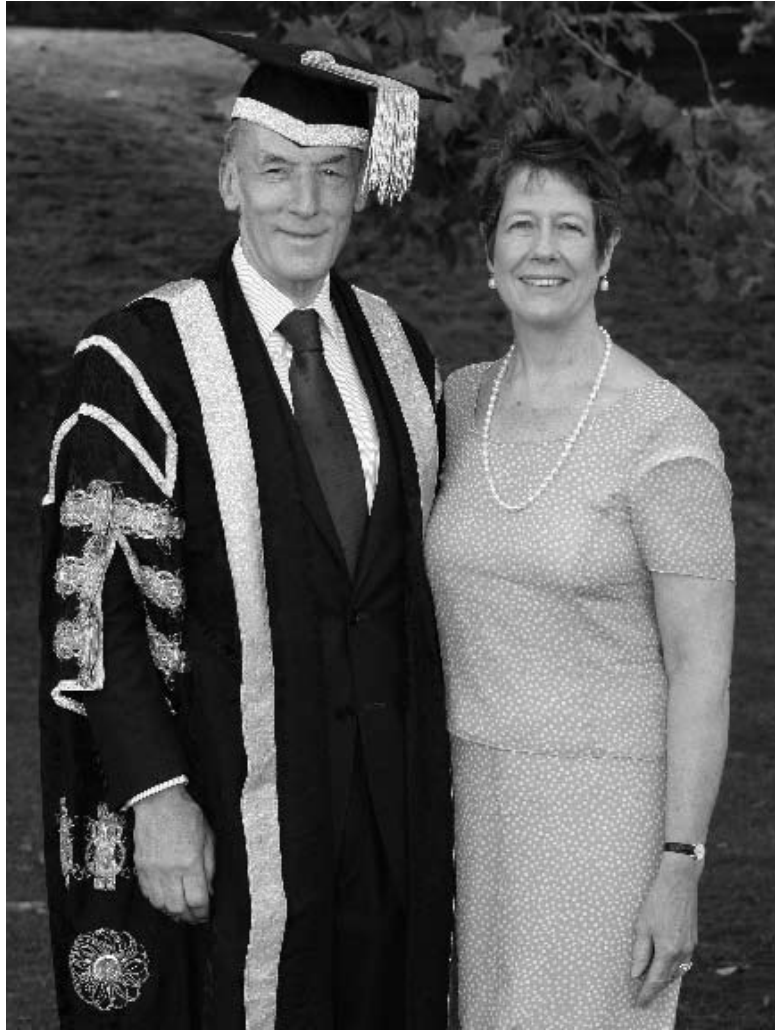
The self-issue machines are quick and easy to use, (as demonstrated by our cover star, part-time Library Assistant Sheila Fancher) and you can begin to use them straight away — so long as you have no overdue loans and/or have fines totalling no more than £5.

Last admission to the Library is at 11.30pm. During term, the Library opens Monday to Friday from 8.30am, and from 9.30am Saturday and Sunday.

The new self-issue machines in use

# Chair of Council shares his future plans

We welcomed our new Chair of Council, Christopher Jonas, to Goldsmiths last September. **Staff Hallmark** caught up with him to find out what he's learnt about the College in his short time here, and what plans he has for its future development



## First impressions

"I quickly sensed a strong air of community at Goldsmiths," remembers Christopher. "Maybe it is the single campus or that the College is compact and its people appear to want to work together but from the senior staff meetings right through to my contact with Goldsmiths Students' Union, I sensed one community with a strong common aim."

A graduate of the London Business School and with a career that has spanned advising major corporations on property strategy and being a board director in both the private and public sectors, Christopher sees joining Goldsmiths as a logical step. As well as bringing new connections from outside the College, he believes his professional and personal experience can enhance both our academic and non-academic prospects.

"My personal strengths will underpin the non-academic aspects of College life. But exclusively as a means to helping the College achieve more

academically. Academic leadership is the territory of the senior staff, but I believe firmly that they can expect that the contribution of outside members of Council will be aimed at improving their ability to maximise academic development."

## Future plans

Christopher says Goldsmiths has a tremendous future, although there is a lot of work to be done along the way. Under his guidance, new appointments are set to be made to support Council and the College committees in tackling some of the obstacles. "The focus for the new recruits will be on getting a balanced budget and improving the contribution the estate makes to College life. I see each as a top priority for Goldsmiths."

Christopher plans to put his previous successful working relationships in to practice at Goldsmiths. "My initial interest in becoming Chair of Council was based on experience elsewhere of enjoying the relationship between a full-time Chief Executive (or Warden) and a

non-executive Chairman. I have worked successfully in this way as president of my profession: chairing a charity called 'ProHelp', chairing the building of Tate Modern and more recently as Chairman of Roedean.

"There is a very interesting art in giving a lead in terms of an organisation's direction, while leaving the management enough room to deliver in their own way. From this, I've learnt that a good chairman is as much a good listener as a good speaker!"

Christopher Jonas  
with his wife Dame  
Judith Mayhew Jonas

## Christopher W Jonas CBE FRICS

### Current and relevant board appointments

- Vice Chairman of Governing Council, University College London
  - Chairman, Tate Modern development
  - Chairman of Governing Body, Roedean
  - Independent Director, English National Opera
  - Trustee of Property Centre, City University
  - Independent Director, Business in the Community
- 
- He has three sons, one daughter, and is married to Dame Judith Mayhew Jonas DBE



The Blackheath Brain Injury Rehabilitation Centre and Neurodisability Service returned to Goldsmiths in November after a successful first year of collaboration

## College at leading edge of brain injury research

The Warden, Professor Geoffrey Crossick, was presented with £20,000 to continue the unique project. This funding enables Goldsmiths to develop a programme of clinical research at the Blackheath Centre and also enhances the innovative one-year MSc in Cognitive and Clinical Neuroscience.

The partnership provides opportunities for students on the MSc to complement their academic studies with highly relevant clinical experience. Students can apply to work at the Centre as paid part-time rehabilitation assistants, or carry out clinical research for their dissertation. On campus, students

have access to new world-class laboratories for neuroscience research using electroencephalography, or EEG, computational modelling, psychophysiology, behavioural genetics, and psychopharmacology methodologies.

The programme is pertinent to psychologists keen to pursue further academic research in experimental psychology or neuroscience; to healthcare professionals with an interest in brain injury or neuroscience; and to graduates who want to develop their knowledge of this field for clinical careers.

Professor Alan Pickering, Head of the Department of Psychology says: "We are delighted that the Blackheath Centre continues to support this collaboration. Working with clinicians at the Blackheath Centre over the last year has strengthened our capacity to understand the effects of brain injury and helped to contribute to the development of effective interventions".

Above left: logo of the Huntercombe Group, which runs the Blackheath Brain Injury Rehabilitation Centre and Neurodisability Service

Visit [www.goldsmiths.ac.uk/study](http://www.goldsmiths.ac.uk/study) for more information on any of our academic and professional programmes

## Re-visioning black urbanism

A research initiative exploring new modes of inhabiting, imagining and making cities from progressive black and culturally diverse perspectives is being developed by the Centre for Urban and Community Research (CUCR)

Led by Paul Goodwin, Research Associate at the Centre, 'Re-Visioning Black Urbanism' will critically examine the impact, contribution and engagement of black and minority ethnic communities with contemporary urbanism. Ultimately, the study will look at the physical, economic, social, political and cultural environments in metropolitan areas.

A half-day seminar was held in November to kick off the study, as Paul explains: "The 'Re-generating Regeneration: A New Agenda?' seminar enabled interested parties to sketch an overview of current and past urban regeneration initiatives in London and critically assess their impact on black, asian and minority ethnic communities.

"The seminar was incredibly useful. It enabled us to debate key issues such as how inclusive regeneration programmes have been, and if there is a need to

re-think the way regeneration and community based initiatives relate to black and asian communities."

The seminar panel included Michael Keith, Professor of Sociology and Head of CUCR, Dr Gus Caseley-Hayford, (Institute for International Visual Arts) and Keith Kahn (Rich Mix Centre). It was chaired by playwright and broadcaster, Bonnie Greer.

Future seminars in the series will cover 'The City and the Grassroots' and 'Regeneration and Culture'. Confirmed speakers include Dr Lez Henry (Nubeyond Ltd) and Karen Chouhan (1990 Trust), plus Professor Michael Keith, Dr Gus Casely-Hayford, and Bonnie Greer.

For more information visit [www.goldsmiths.ac.uk/cucr](http://www.goldsmiths.ac.uk/cucr) or e-mail [p.goodwin@gold.ac.uk](mailto:p.goodwin@gold.ac.uk)

# Goldsmiths Strategy has first-year review

The Warden, Professor Geoffrey Crossick has presented the revised College Strategy to Council members



One year after being put in place, the Strategy has undergone its first review. The Warden, Professor Geoffrey Crossick, introduced the new version at December's meeting of Council.

"We agreed a new Strategy in December 2005, and it was timely to review it twelve months later," the Warden told Council. "This version is shorter, sharper and perhaps easier to absorb. This is right because it is, after all, a public document. Most importantly, it is still both realistic and challenging.

"The Mission, Values and Strategic Aims remain unchanged. Together, they set out the core way we will move forward, deal with problems and exploit opportunities. This update primarily incorporates the progress we have made in achieving our goals and also considers new developments that have caused us to refine our thinking."

## Our progress

When the Strategy was first agreed, a number of issues were identified as key items to improve on. These included our performance, size and growth, and funding. The review shows the College has already made substantial progress in addressing many of these:

## Performance

We have a strong brand and reputation for innovation and new thinking. Also noted are the excellent achievements of our students, both during their time at Goldsmiths and in their subsequent careers.

## Size and growth

We saw lack of growth in student numbers as an area of concern. We have begun to put that right by recruiting strongly in 2005-06 and maintaining that performance in 2006-07. We have exceeded our Key Performance Indicators (KPIs) for growth in home/EU and overseas students. Sustaining this performance will continue to be a major plank of our Strategy.

## Funding

In December 2005, we identified real concerns about our past research grant and contract funding, though we noted recent improvement. Since then, we have won unprecedented levels of research grant and contract income. In 2005-06 we received £7.905 million in new awards, compared with just £3.281 million in the previous year.

## What next?

The next stage of the College's planning

process is the production of a new Corporate Plan. The Corporate Plan will take the objectives and targets from our existing 'sub-strategies' and enhance and update them to align them with the Strategic Aims agreed last year. The eleven Strategic Aims cover all of our activities and ensure we have a mechanism for monitoring plans across each College area, such as Growth and Development, Learning and Teaching, Finance, and Human Resources.

A further update to the Strategy will be given later this year.

## What's in the Strategy?

The Strategy sets out how we see our current situation, what we aspire to, and what we need to do to achieve our goals. It is made up of four sections: Mission and Values; Strategy; Strategic Aims and KPIs.

You can read the full Strategy online at [www.goldsmiths.ac.uk/about/strategy.php](http://www.goldsmiths.ac.uk/about/strategy.php)

## Warden appointed to UCEA Board

The Warden, Professor Geoffrey Crossick, has been appointed to the Board of the Universities & Colleges Employers Association (UCEA).

UCEA represents UK higher education institutions, and provides advice and guidance to them, on employment, reward and human resources practice. Although it inevitably achieves most prominence through its role in national pay negotiations, its responsibilities in reality go far beyond this area.

"UCEA will be addressing many significant issues in the coming years," commented Professor Crossick, "and I was pleased to be invited to join the Board at such an important time for higher education."

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## Top tips for a greener new year

Was one of your New Year resolutions to recycle? We at **Hallmark** think it should be on all our lists for 2007. And to help make it a bit easier to 'go green', here's our ideas of some easy ways we can cut down on the amount we bin

The cow bins in their pasture at 'Moo Cross' have attracted 60 per cent more recycling than they did a year ago when they weren't painted in such an eye-catching way



## New wiki opens doors to collaborative learning

That seemingly endless stream of e-mails, meetings and telephone calls you have to attend to when working on a project may become a thing of the past thanks to developments made by Andrea Rota's work with IT Services

Andrea, from our Centre for Excellence in Learning Technology, is developing a wiki tool for the College. A wiki allows you to write blogs, edit and comment on webpage text and collaborate on projects. Wikis are behind some of the most successful websites of recent years, such as Wikipedia — an online encyclopedia that can be edited instantaneously by its readers.

Andrea is full of enthusiasm about the potential of this technology. He says: "A wiki is a tool that transforms how people can interact with each other, using the web. The main advantage of wikis is that they allow you to add content to a webpage instantly."

The pilot project is focused on making the wiki environment as flexible and easy-to-use as possible, and to help users identify how the technology can help them. The Goldsmiths wiki enables you to use the web as a personal or group scribble pad, assembling text and other media, which can be

kept privately, shared selectively, or made public. You can create personal or group blogs which can connect together to create discussion forums. "People can use these tools to manage projects, organise events, conferences and workshops, and collaborate with colleagues, students and staff from other universities," explains Andrea.

He believes that colleagues and students at Goldsmiths will harness the spirit of online collaboration for the purposes of learning, teaching and administrative work. "We already support the mini site for the MA in Development and Rights. Here students can comment on their weekly lectures, keep diary notes from their field placements and discuss each other's work online. This helps their project work and generates positive publicity about the programme."

Andrea stresses that the wiki was developed with the aim of being unofficial: "The point of the wiki is

### Green bags

Every department should have plastic green bags in communal areas for the collection of white paper for recycling into fresh paper. At the moment, only regular white paper can be collected, although it doesn't matter if it contains staples or not — these are removed later by magnets as part of the recycling process. Other types of paper such as Post-It Notes, coloured paper, magazines or cardboard contaminate the quality and make it unfit for recycling. The advice Erica Drew, Environmental Adviser, recommends is: "If in doubt, leave it out and recycle it elsewhere, such as the cow bins."

Bags are collected regularly by the Estates team. If you don't have a green bag, or the bag isn't being emptied regularly, contact Margaret Tychus, Cleaning Manager, on ext 7103. If you want a strong cardboard container to house the green bag, you can buy one from stationery supplier Lyreco or from the Reprographic Unit (ext 7142) for £5. However, you can use any large waste bin to hold your recycling providing it contains a green bag.

### Feed the cows

The cow bins at the end of St James and opposite Iceland on New Cross

Road will take any paper, thin cardboard, newsprint and magazines. These greedy bins will also recycle all glass, plastic and cloth.

### Switch off

Turning printers, photocopiers and your monitor off overnight will cut down the amount of energy used. Anything left on standby gets through over 20 per cent of its normal energy supply. If everyone in College turned off their computers and monitors before going home in the evening and at weekends, we'd reduce our energy consumption by 75 per cent. "Switching off the photocopier overnight saves enough energy for 5,000 A4 copies — even in sleep mode it guzzles the equivalent energy for 1,500 copies!" says Erica. "Also, remember to turn lights off when you leave an empty room. It's a simple, but very effective way off saving energy."

### Recycle IT equipment

Toner cartridges and College computer equipment can be collected from your office for recycling. Visit the 'greening Goldsmiths' webpage for full details and a list of who to contact — [www.gold.ac.uk/greening](http://www.gold.ac.uk/greening)

### More places to recycle

In the Sainsbury's car park, recycling bins will take paired shoes, bags, clean clothes and cloth, plastic, glass, cardboard and paper.

### Freecycle

Make use of [freecycle.org](http://freecycle.org). It's a nonprofit organisation that operates with the aim of keeping unwanted goods out of landfill. If you have a chair, a keyboard, an old piano — or almost any piece of personal property that's in good condition but no longer wanted, you can post a free ad on the website offering the item to other freecycle members. You can also browse the site for items you may be in need of. The site is split into local areas, the address of the Lewisham pages is <http://groups.yahoo.com/group/lewishamfreecycle>. Freecycle is free to join. Please remember College property should not be recycled in this way.

Members of staff can also post ads for their personal property on the College's online noticeboard at [www.gold.ac.uk/staff-noticeboard](http://www.gold.ac.uk/staff-noticeboard). You will need to log in using your normal computer user ID and password.

Frances Renton, Greening Goldsmiths guru, recycles at the cow bins on St James

that it can be more personal, informal and flexible than the official Goldsmiths website. I believe the two sites can support each other."

Even though the project is only in pilot phase, thoughts are already turning to where the wiki could lead users to next. Concludes Andrea: "The most rewarding part of the job is interpreting people's needs and translating them into technology. We look forward to seeing how staff and students will put the wiki to innovative use, and we're seeking feedback on how to further develop the wiki to help communications across the College."

If you think that you could benefit from an online playground for sharing and collaborative working, please contact Andrea Rota at [wiki@gold.ac.uk](mailto:wiki@gold.ac.uk) and he'll help match your needs to the appropriate technology.

Andrea Rota is developing a wiki to support teaching and learning at Goldsmiths





## ‘Holming’ in on open days

Nick Holmes has a key role, selling Goldsmiths to potential students through our recruitment events

Meet our very own mystery shopper. Nick Holmes manages the College’s recruitment events which naturally makes him a bit of a Goldsmiths expert. But his job also means he’s an expert when it comes to assessing other higher education institutions. In the two and a half years he’s been at Goldsmiths, he’s visited more than 10 open events at universities across the capital to gain ideas on how to make our recruitment events the best they can be.

“Attending other open days is a real eye-opener,” says Nick. “They can be a great influence for what we can do — or what we shouldn’t do — here.” So with his background knowledge and undercover investigation of other universities, what does he think Goldsmiths can offer a prospective student that others can’t?

“Atmosphere!” he says without hesitation. “As soon as you walk in here, you may not be wowed by a few of our buildings and some amenities may not marvel you, but you’ll get bowled away by the buzz of the place and enthusiasm displayed by our staff and students.”

And this, it seems, is key to encouraging people to choose Goldsmiths. “About 40 to 50 per cent of people who walk through the doors at any open day can be converted to attending the College,” explains Nick. “They’ll visit three or four open days at different universities, most seeking to have their choice of institution reconfirmed. They want to be ‘sold’ each university’s uniqueness and experience: they want to be reassured that it’s all they think it will be.

“Enrolling as a student is a massive financial and emotional experience. For this reason, we have to compete on a level that meets or exceeds those set by our competitors. One of the most effective ways we can do this is for our staff and current students to interact with our open day visitors and get across the reasons why they should apply here.”

More than 120 staff took part in the last open day. The events are one the main tools for recruiting new students to the College, and Nick says it’s vital that staff continue to play an active part in the open days. “Students tell us time and time again how influential it is to

have the opportunity to talk one-to-one with an academic in their chosen field. I’d say it is even more important for an institution such as Goldsmiths. Although we may not compete on a building or infrastructure level, our teaching and support staff are great at reinforcing the brilliance of the place and demonstrating their expertise to full effect. We need the business brought in by enrolling students, it’s critical to what we all do.”

The next Goldsmiths open day is on 14 February and Nick and his team in the Registry are finalising plans for the event. “There’s so much potential here,” concludes Nick. “I guess our team is charged with showing it off to its full effect!”

**“Our teaching and support staff are great at reinforcing the brilliance of the place and demonstrating their expertise to full effect”**

If you would like to volunteer to help at the next open day, e-mail [n.holmes@gold.ac.uk](mailto:n.holmes@gold.ac.uk) or call ext 2997.

# College gets its first Disability Scheme

The College's first Disability Equality Scheme was agreed at the last meeting of Council. The Scheme is a first step to setting out an action plan for the next three years. The plan will ensure that all College policies, procedures and practices do not disadvantage or exclude on grounds of disability



Suggestions given in last year's Staff and Student Disability Survey are addressed in the action plan. "I'd like to thank everyone who responded to the survey," says Hilary Lowe, Equal Opportunities Adviser. "Responses were detailed and helped shape the plan. Every effort has been made to track issues raised in the responses and show how they've been addressed in the action plan."

Any member of staff can e-mail Hilary with suggestions or comments on the Scheme at any time. Staff who have disclosed a disability will continue to be proactively consulted and involved in the development and review of the Scheme.

"The College values its diverse community," Hilary says. "In order to maintain that diversity, it is a welcome step that the Disability Equality Scheme has been agreed and put in place. The Scheme will underpin all further actions we undertake."

The Equality and Diversity Committee will monitor the progress of the Scheme and action plan. At least once a year, the Committee will report its findings and proposals to Academic Board and Council.

The full Disability Equality Scheme is available online at [www.goldsmiths.ac.uk/disability/equality-scheme.doc](http://www.goldsmiths.ac.uk/disability/equality-scheme.doc)

If you have a disability you should discuss this with your line manager in the first instance, but you can also discuss your needs with Hilary Lowe, ext 2286 or [h.lowe@gold.ac.uk](mailto:h.lowe@gold.ac.uk)

## Legally speaking

The Disability Equality Scheme also lays out the new legal definition of disability. It states that: 'A person has a disability if he or she has a physical or mental impairment, which has a substantial and long term adverse effect on his or her ability to carry out normal day-to-day activities.' This includes people with a specific learning disability, such as dyslexia or ADHD, as well as those with mental health problems.

People with HIV, cancer and multiple sclerosis will be deemed to be covered by the Disability Discrimination Act effectively from the point of diagnosis, rather than from the point when the condition has some adverse effect on their ability to carry out normal day-to-day activities.

Goldsmiths is committed to viewing 'disability' from the 'social model' perspective and aims to implement the Scheme using a rights-based approach to equality for the disabled. This means that the College is committed to understanding and dismantling the barriers which exclude and limit the life chances of disabled people, and ensuring the appropriate reasonable adjustments are made to allow equality

of access to all Goldsmiths activities. Goldsmiths expects all its staff, students, suppliers, contractors and visitors to endorse this commitment and to behave accordingly.

Hilary Lowe, our Equal Opportunities Adviser, ensures the College has policies to promote equality in the workforce

## Gender Scheme

The Gender Equality Duty comes into force in April 2007. All public authorities including universities must demonstrate that they are promoting equality for women and men and that they are working to eliminate sexual discrimination and harassment. The College needs to produce a scheme outlining Goldsmiths' gender equality goals and how we are going to meet these. To support this, we're after your thoughts. It's planned to canvas the views of staff and students through a series of focus groups and a staff and student survey.

If you have comments on what we should be doing, please e-mail Hilary Lowe — [h.lowe@gold.ac.uk](mailto:h.lowe@gold.ac.uk). The more staff who get involved, the more inclusive and better the scheme will be.

# Stay connected

## Sign off in style

When sending e-mail, it is important to include a signature at the bottom. This provides people with all the contact information they may need to get in touch. As part of our rebranding, a standard e-mail signature template has been developed for all members of staff to use. This helps to present a coherent and unified impression of the College. You should use the format outlined below, even if you only ever send messages internally to colleagues.

### How to set up a signature in Mulberry

1. Select 'File' ('Mulberry' on a Mac) then 'Preferences' from the menu bar
2. Select 'Simple' option on the top right
3. Click on the 'signature' box (bottom left). A signature dialog window appears
4. Enter your text in the following format, then click on 'ok':

<Your name>  
 <Your job title>  
 <Your department>  
 <Goldsmiths, University of London>  
 <New Cross>  
 <London SE14 6NW>  
 <Your telephone number, written as 020 7919 xxxx>  
 5. Click 'Save Default' button, followed by 'ok'

By default, the text will then be added automatically to the end of every message you send.

Remember to refer to the College as 'Goldsmiths, University of London' in all your communications. Please visit the rebranding website, [www.gold.ac.uk/rebrand](http://www.gold.ac.uk/rebrand) or consult your blue A5 'Goldsmiths' new brand' booklet for further guidance. Contact Internal Communications, ext 7976 or e-mail [int-comms@gold.ac.uk](mailto:int-comms@gold.ac.uk), if you need any more 'Goldsmiths' new brand' booklets, or are interested in finding out more about Goldsmiths' rebranding.

## Let people know when you're away from work

Another important e-mail feature is the ability to set an automatic message to reply to people who e-mail you when you're away from the office. You can set an out-of-office auto reply using the web:

### How to set an out-of-office auto reply

1. Visit <https://secure.gold.ac.uk/sieve> and enter your College username and password when prompted
2. Under the 'Autoresponder' heading, click 'Go to Staff Out-of-Office Script'
3. Read through the key information on the page. It is important to include an alternative e-mail or telephone contact for urgent messages
4. Fill in the form at the bottom of the page. Next to 'When does this need to be removed?' type the date that you plan to return to work. The auto responder will automatically stop on the date given, although you can manually cancel it. Look at the information above the form for step-by-step guidance
5. To start the auto responder, click on the 'Create Sieve Script' button

Apart from the more obvious advantages, using out-of-office protects against breaches of the Freedom of Information Act (FOIA). The 20 working days which the Act allows for responding to all external requests for information don't start ticking away until the request is re-sent to the alternative e-mail address in your auto-reply message. Please make sure that someone is available to open the alternative inbox, and that he or she knows that any external request for information has to be dealt with according to the 'practical steps' guide in the FOIA Policy at: [www.gold.ac.uk/foi/resp-prac.php](http://www.gold.ac.uk/foi/resp-prac.php)

For more information on using Mulberry, visit <http://intranet.gold.ac.uk/cs/apps/mulberry/index.php> or contact the IT Services Helpdesk, ext 7555, e-mail [helpdesk@gold.ac.uk](mailto:helpdesk@gold.ac.uk)



## Goldsmiths congratulates New Year Honours recipients

This year's Queen's New Year Honours included several recipients linked to Goldsmiths.

The awards recognise outstanding achievement and service in many different areas of life.

Keith Ajegbo, of Deptford Green School in Lewisham, was knighted for his services to education. Keith sits on Goldsmiths' Council, as an elected member and was also made an Honorary Fellow of Goldsmiths in 1997.

Former Warden of Goldsmiths, Professor Kenneth Gregory, was awarded the CBE for services to Geography and Higher Education. He was Warden of Goldsmiths between 1992 and 1998. Professor Gregory was also made an Honorary Fellow of Goldsmiths in 1998.

Margaret Howell, leading fashion designer and former Goldsmiths student, was also awarded the CBE in the honours list for services to the retail industry.

The Warden, Professor Geoffrey Crossick, comments: "All three of those honoured are distinguished friends of the College, and we offer them our warmest congratulations."

The Spring Term has just begun and it's the perfect time to give your working environment a spring clean. This doesn't just mean wiping the sticky keys on your keyboard or decluttering your desk. Checking that your display monitor and other office equipment are set up correctly can have a beneficial impact on your mental and physical health



## Have you got a healthy workstation?

"If you work with display screens, then it's important to know how to position yourself to avoid suffering physical injury such as back pain, visual fatigue and stress," advises Bronwen Bernard, Head of Health and Safety.

According to the Health and Safety Executive, physical problems, repetitive strain injuries and stress caused by the work environment affected over one million people in Britain last year. This cost the economy an estimated £5 billion.

But the good news is a lot of the problems are preventable, as Bronwen explains: "You can dramatically reduce your chances of being affected by stress and injuries at work by assuming good posture, taking regular breaks, and setting up your office equipment correctly."

Here is a selection of Bronwen's tips for a stress-free workstation:

- Your eyes should be level with the top of your screen or monitor

- The monitor should be a minimum of 350 and a maximum of 600 millimetres away from you
- Use a document holder placed close to, and level with, the screen if you are copy-typing, to avoid awkward neck and eye movements
- Try different arrangements of keyboard, screen, mouse and documents to find the best arrangement for you
- There should be enough space under your desk to move your legs freely — you should also have a footrest if you feel pressure on the back of your legs or knees when seated
- If the characters on your screen are flickering or are not in sharp focus, please contact the IT helpdesk (e-mail [helpdesk@gold.ac.uk](mailto:helpdesk@gold.ac.uk)), as your monitor may be faulty
- You should avoid sitting in the same position for long periods and should have a minimum of five minutes break for every hour spent doing screen-based work

Pictured above, Fatima Begum from Personnel put some of Bronwen's tips into practice. "I'd never used a document holder before," she says. "But I can imagine it will make working from paper files easier and probably with less stress to my neck and back."

Fatima Begum reaps the benefits of a healthy and safe working environment

More advice on setting up your workstation correctly is available on the [K drive/Health and Safety/Display screen user advice](#). If you have any queries, get in touch with Bronwen on ext 7119 or e-mail [b.bernard@gold.ac.uk](mailto:b.bernard@gold.ac.uk)

### Did you know?

If you are a College employee and use a PC and/or laptop as an essential part of your work, you are eligible for eye tests paid for by the College. Please visit [K drive/Health and Safety](#) for more information.

# Goldsmiths in the news



## Young women pressured despite an age of opportunity

Professor Angela McRobbie (Media and Communications), appeared on 'Analysis — The March of the Monstrous Regiment', broadcast on **BBC Radio4** (14 December), to discuss how the ability of women to have successful and lucrative careers has impacted upon society values. She discussed cultural pressures on women with Professor Alison Wolf (King's College London), fertility expert Professor Peter Braude, David Goodhart, editor of **Prospect** magazine, economic demographer Professor Heather Joshi and four female students of Oxford University. Angela highlighted how consumer culture targets young women and pressurises them to earn more than men: "Young women who do not have access to a kind of income to keep themselves well presented in everyday life — in school, in university, in their leisure time and of course in the workplace — are actually going to suffer the penalties because of an increasing emphasis that women have got to be perfectly groomed."

She also identified that many talented women were turned away from traditional careers such as teaching due to a perception of low pay and status, and how this negatively impacts on society: "If the wider values that accrue to giving care in society are replaced by ruthless individualism, it means that women are being encouraged to simply adapt to patriarchal society and become as near as possible like the men that they used to care for. I think that raises all sorts of problems."

## Are academies the answer for our schooling system?

Professor Clyde Chitty (Educational Studies) shared his views on academies at the Anti-Academies Alliance (AAA) Conference in a speech that was covered by **The Guardian** (21 November). Clyde believes that the current government has no proof for its claim that academies will instinctively achieve better results than local authority schools: "The question of academies is still open. Not all of them have fantastic results. There's no proof that individual industrialists and entrepreneurs know how to run schools better than local authorities," he told the Conference.

## Is community a reality?

PhD Sociology student William Davies wrote an article for **Prospect** magazine (1 November), in which he outlined how politics has hijacked the term 'community' to imply the existence of a "shared endeavour", as true community becomes ever rarer. "[The word community] summons diffuse feelings of ethical and cultural simplicity, not as an illumination of social reality but as a distraction from it," he writes.

## Living the freelance life

Dr Andrew Renton (Visual Arts) featured in an article in **The Guardian** (4 November) on the ever-greater proportion of the workforce who engage in portfolio working, in an age of insecure jobs and pensions. Andrew has simultaneously worked in academia, publishing and curating. "My career developed in a rather ad-hoc way," he explained. "I didn't know what to say when someone asked me what I did. Most people could say it in one word — doctor, accountant, fireman ... But

sometimes you do more than one thing to make a living."

## The youth of yesterday... so disrespectful

Professor Geoffrey Pearson (PACE) wrote an article for **The Guardian** (8 November) about how youth crime and hooliganism is nothing new but has roots as far back as Victorian times. "What is wrong with government and media responses to youth crime and antisocial behaviour is its emphasis on the unprecedented nature of the problem, while losing its grip on the actual social and historical background. We need to unlock this profound historical amnesia," he writes.

## New Cross arts movement in vogue

**Time Out** London (2 January) featured a profile of the thriving and fashionable New Cross arts scene labelled 'Rocklands' by the press. The magazine writes: "The new New Cross underground [is] a melting pot of ideas that takes in music, film, theatre, comedy, visual art, performance art and art for art's sake." The article points to Goldsmiths as a major cultural influence in the region: "Of course this won't be the first time you've heard about New Cross being fashionable — with Goldsmiths University at its centre, it has long been a hotbed for creativity."

Professor Angela McRobbie featured in a **BBC Radio4** debate on the cultural pressures affecting young women

If you'd like media publicity for your work please contact Laura Preece in Communications and Publicity, ext 7970, e-mail [l.preece@gold.ac.uk](mailto:l.preece@gold.ac.uk)

# Events

This is a collection of events taking place over the next few months.

You can find more details on the online events calendar

[www.gold.ac.uk/news-events/events](http://www.gold.ac.uk/news-events/events)

and in weekly gcinfo e-mails

## Music recitals and concerts

2 February, 1-2pm, Council Chamber DTHB  
 9 February, 1-2pm, Council Chamber, DTHB  
 20 February, 6.30-8pm, Council Chamber, DTHB  
 21 February, 1-2pm, Council Chamber, DTHB  
 23 February, 1-2pm, Council Chamber, DTHB  
 2 March, 1-2pm, Council Chamber, DTHB  
 6 March, 6.30-8pm, Council Chamber, DTHB  
 9 March, 1-2pm, Council Chamber, DTHB

## Special music events

Interlace, 3 February, 7-9.30pm, Great Hall, RHB  
 Mercury Music Prize nominee Zoe Rahman, 7 February, 1-2pm, Council Chamber, DTHB  
 Goldsmiths Chamber Choir, 28 February, 1-2pm, Council Chamber, DTHB  
 Electronic Music Studios, 2 March, 7.30-9pm, Great Hall, RHB  
 Goldsmiths Brass Ensemble, 7 March, 1-2pm, Recital Room, RHB  
 Orthodox Church Worship, 8 March, 6-8pm, Council Chamber, DTHB  
 Goldsmiths Sinfonia, 9 March, 7.30-9.30pm, Great Hall, RHB, Tickets £9 (call Music ext 7640)

## Composers' forum

2 February 2007, 7-9pm, Great Hall, RHB

## Lecture with Yinka Shonibare MBE

3 February, 11am-1pm, Ian Gulland Lecture Theatre, Tickets £10 (call Julie Graves, ext 2210)

## Music Research Fora

6 February, 5.30-6.30pm, RHB 137  
 27 February, 5.30-6.30pm, RHB 137a

## Archiving the present, collecting the future

8/9 February, 6-9pm/10am-1pm, BPB, Tickets £12/£10 (call Julie Graves ext 2210)

## Inventing methodologies workshop

12 February, 9.30am-5pm, Cinema, RHB

## Immersivity, art, architecture, sound and ecology

14 February, 2-6pm, Cinema, RHB

## Thursday Clubs

15 February, 6-8pm, BPB (John Meyer)  
 22 February, 6-8pm, BPB (Bill Gaver tbc)  
 8 March, 6-8pm, BPB (Sue Broadhurst)

## Interculturalism in musical creativity and performance

17 February, 9am-6pm, Ian Gulland Lecture Theatre

**Are we the haunters of houses? Towards a cognitive neuroscience of haunt-type experiences**, Anomalistic Psychology Research Unit seminar  
 20 February, 4-5.30pm, RHB 309

**The places of sound and the sounds of place**, Centre for Contemporary Music Cultures seminar  
 20 February, 5.30-7pm, RHB 137a

**'True histories': Medical cases and chymical remedies in Early Modern England**, the Cultural History of Medicine seminar with Lauren Kassell  
 21 February, 5-7pm, RHB 2.107

**International studies and conflict resolution**, the Modelling Social Conflict seminar  
 22 February, 7-9pm, RHB 308

**Anthropology, time and illusion**, inaugural lecture by Professor Stephen Nugent  
 27 February, 5.30-6.30pm, Ian Gulland Lecture Theatre

## Screen School: future of sound 2007

1 March, 7-9.30pm, Great Hall, RHB

## Middle East — Central Asia music forum

2 March, 9.45am-6.30pm, Room N336, Senate House, Malet Street, WC1, Tickets £5 (call Valerie James, ext 7640)

**Experiencing near-death states through the use of chemicals**, Anomalistic Psychology Research Unit seminar  
 6 March, 4-5.30pm, RHB 309

## Online copyright: resolving the conflict between consumers and creators

Centre for Contemporary Music Cultures seminar with Peter Jenner  
 6 March, 5.30-7pm, RHB 137a

**Intuition in medical and moral reasoning**, the Cultural History of Medicine seminar with Hilel Braude  
 7 March, 5-7pm, RHB 2.107

## 'Direction' seminar

8 March, 5-7pm, Room NG14, Senate House, Malet Street, London WC1

## The 'politics of race' in modern world development

8 March, 5-7pm, RHB 137

All College events are profiled on the online events calendar, and highlighted in a weekly events e-mail that outlines the coming week's activities. Adding your event to the online calendar will mean it is automatically included in the weekly e-mail.

The online events calendar is linked from Staff Gold, at [www.gold.ac.uk/news-events/events/index.php](http://www.gold.ac.uk/news-events/events/index.php)

If you would like external publicity for your event, please get in touch with Sarah Empey, Press and PR Manager, on ext 7909 or [s.empey@gold.ac.uk](mailto:s.empey@gold.ac.uk)

# Starters and leavers

## Welcome to Goldsmiths ...

**Ms Marion Browne**, Clerical Assistant, Estates and Facilities, 7/12/2006  
**Miss Emmelianna Bujak**, Research Assistant, Psychology, 1/12/2006  
**Dr Richard Carmichael**, Research Fellow, Psychology, 18/12/2006  
**Mr Steven Edwards**, Porter, Estates and Facilities, 27/11/2006  
**Miss Sally Grimley**, Clerical Officer (Admissions), Registry, 4/12/2006  
**Ms Sharon Howard**, Research Assistant, Psychology, 1/10/2006  
**Mr Roberto Hutchinson**, Porter, Estates and Facilities, 27/11/2006  
**Mr David Jenkinson**, Technician, Drama, 4/12/2006  
**Mrs Dawn Keenan**, Clerical Officer, Registry, 7/11/2006  
**Ms Laura King**, Disability Advisor, Student Support Services, 21/11/2006  
**Dr Michael Laurence**, Research Assistant, Computing, 1/11/2006  
**Mr Matt Lockwood**, Clerical Officer, Registry, 1/12/2006  
**Mr Henry Loo**, Head of Capital Projects, Estates and Facilities, 13/11/2006  
**Ms Guinevere Narraway**, Research Administrator, Media and Communications, 8/1/2007  
**Mr Matt Nicholson**, Clerical Officer, Registry, 1/12/2006  
**Miss Patrizia Porru**, Production Assistant, Reprographics Unit, 2/1/2007  
**Miss Sally Robinson**, Research Assistant, Psychology, 20/11/2006  
**Miss Eleanor Saunders**, Clerical Officer, Registry, 3/1/2007  
**Mr Luke Sellers**, Gardener, Estates and Facilities, 27/11/2006  
**Dr Sean Smith**, Research Fellow, Psychology, 11/12/2006  
**Mr Nicholas Stoddart**, Computer Technician, IT Services, 27/11/2006  
**Ms Fran Thompson**, Researcher, Psychology, 13/10/2006  
**Mr Steven Woodford**, Payroll Assistant, Finance, 1/11/2006

## Wishing you well for the future ...

**Ms Sam Arshad**, Office Manager, Business Development Office, 21/1/2002-9/12/2006  
**Mr Paul Ashton**, Higher Education Information Officer, Registry, 15/4/1996-31/12/2006  
**Ms Zane Berzina**, Lecturer, Visual Arts, 1/9/2004-21/12/2006  
**Mr Guy Boanas**, Senior Applications Officer, IT Services, 15/6/1992-3/11/2006  
**Dr Liam Concannon**, Lecturer, PACE, 9/1/2006-22/12/2006  
**Ms Emily Druiff**, Library Assistant, 30/9/2006-26/11/2006  
**Mr Jamie Hicks**, Commercial Services Manager, Students' Union, 12/10/1998-31/12/2006  
**Ms Georgia Korossi**, Library Assistant, 30/9/2006-9/11/2006  
**Mr Richard McDermott-Lowe**, Secretary, Educational Studies, 20/2/2006-22/12/2006  
**Ms Penny Montague**, Assistant Departmental Administrator, Music, 18/11/2002-21/12/2006  
**Mrs Galina Pokrass**, Technician, IT Services, 5/12/1988-24/11/2006  
**Mr John Potter**, Lecturer, Educational Studies, 1/9/2002-31/12/2006  
**Mr Stephen Rafter**, Technician, Drama, 23/4/2001-17/11/2006  
**Dr George Stuart**, Lecturer, Psychology, 1/9/2003-31/12/2006  
**Ms Emma Stocker**, Personnel Advisor, 22/9/2003-29/11/2006  
**Mr Clifford Tswai**, Clerical Assistant, Registry, 23/9/2003-12/12/2006  
**Mrs Kaye Wall**, Accountancy Assistant, Finance, 26/6/2000-6/12/2006  
**Mr Gerard Williams**, Lecturer, Visual Arts, 1/11/1999-30/11/2006

## Obituary: Courtney Tulloch

### Passionate Goldsmiths' academic, activist, and community-builder dies at the age of 64

Former Goldsmiths' student and lecturer Courtney Tulloch died in December at the age of 64. Courtney was one of the most significant and influential 1960s activists in the UK and dedicated his life to youth and community-building, often in the face of great hostility.

Courtney started his career as an actor, helping to forge a creative community to campaign for greater recognition in society and the arts. He co-established the London Free School which set up the first Notting Hill Gate festivals. Courtney's career reflected his deep understanding of the drivers of cultural change. He moved away from the arts to work on legal and media projects, again with the aim of influencing opinion and providing safe outlets from a racist society. He co-founded a project called Defense, which provided legal advice to BME people, and also set up

an independent community newspaper. He went on to become a successful and famous writer with underground and counter-cultural publications.

Armed with creativity and the desire to make a difference, he came to Goldsmiths to study community and youth work, aged 30. This led him towards further success as a teacher and youth worker. He returned to Goldsmiths and became world-renowned for his work in the field of community development and youth, and went on to become an adviser to organisations and the government on equal opportunities.

Courtney returned to Jamaica in his mid-fifties, having helped and courageously succeeded in battling prejudice in a number of fields. His cultural influence will surely be felt for generations to come.

### Jill Thorn thanks her old Goldsmiths friends

Vivien Taibe, Deputy Academic Registrar, met up with former Assistant Registrar (International Office) Jill Thorn earlier this year to give her the leaving present and card that many staff generously contributed to. Jill has sent a thank you card to all involved, which is held in Room 117a, Richard Hoggart Building. The message reads as follows:

Dear Friends

Thank you all so much for the lovely card and most generous gifts. I have enjoyed working with you all and am now trying to get used to life after Goldsmiths!

I wish you all every success in the future.

Kind regards

Jill

# Training and development opportunities

News from Staff Development  
(formerly known as the Training and Development Unit).

We are delighted to announce the appointment of Steve Collins as Goldsmiths' new Head of Staff Development. The team name will change to Staff Development — with all literature, website and other material amended to reflect this in the coming months. Steve is a Chartered Fellow of the Chartered Institute of Personnel & Development (CIPD) and a member of the European Mentoring and Coaching Council. He brings many years of experience in staff development

within higher education, in particular management and leadership development. Steve has worked most recently with Kingston University and St George's Hospital Medical School. He is a keen proponent of action learning, coaching and mentoring. Steve joins us on 1 March.

#### How to book

Course descriptions, booking forms and joining instructions (including venue) are available from Staff Development.

For these, or to discuss learning and development as an individual or for your team or department, please contact Rody Bristow-Jones on ext 2219 or e-mail [r.bristow-jones@gold.ac.uk](mailto:r.bristow-jones@gold.ac.uk)

Courses may be postponed or cancelled at the discretion of Staff Development. It is essential that you book your place in advance.

#### Communication

**Presentation Skills**, further details tba

**Media Training: Promoting Your Research**, further details tba

#### Health and Safety

**Safety for Senior Executives**, CHSS Ltd, by arrangement

**Working at Height: PASMA Mobile Scaffold Towers**, Kingfisher, by arrangement

#### Health at Work

**Basic First Aid for Appointed Persons**, 1 day, British Red Cross, by arrangement

**First Aid at Work**, 4 days, British Red Cross, by arrangement

#### Information Technology

(booking details at <http://intranet.gold.ac.uk/it-training>)

**Introduction to Graphics Editing with Photoshop Elements**,

7 February, 2-5pm, Daniele Rugo

**Creating Presentations with PowerPoint**, 14 February, 2-4pm, Mary Steward-David

**Managing Your Bibliography with EndNote**, 21 February, 2-5pm, Duncan Branley

**Designing a Database (seminar)**, 28 February, 2-5pm, Peter Christian

**Introduction to Qualitative Data Analysis with Nvivo**, 7 March, 2-5pm, Duncan Branley

**Introduction to Excel**, 14 March, 2-5pm, Mary Steward-David

**European Computer Driving Licence (ECDL)**, Vivienne Rose, PACE, ext 7843 or [v.rose@gold.ac.uk](mailto:v.rose@gold.ac.uk)

#### Learning and Teaching

**Accessibility and Usability: Inclusive Design for all Learners**, 14 February, 2-4pm, Sonja Grussendorf

**Introduction to learn.gold**, 28 February, 2-4pm, CELT

**University Blogging**, 14 March, 2-4pm, Mira Vogel

**Handy, Free and Easy: Web Tools for Tutors**, 28 March, 2-4pm, Mira Vogel

#### Managing and Developing People

**Managing Performance**, 5 February, 9.30am-4.30pm, Penny Clarke

**Recruitment and Selection**, 21 February, 9.30am-12.30pm, Victor Brittain

**Recruitment and Selection – Practice Session (optional)**, 21 February, 1-3pm, Victor Brittain

**Chairing Recruitment and Selection Panels**, by arrangement

**Recruitment and Selection Refresher**, by arrangement

#### Organisational Development

The Staff Development team will be organising facilitated sessions for departments in Customer Care, Teambuilding etc. Please contact the TDU.

#### Project Management

**Project Management (two day course)**, 20-21 March, 9.30am-5pm, Steve Walker

(See also Project Management for Research below)

#### Quality

**Programme Monitoring**, 15 February, 1-2pm, Liz Thussu

**Introduction to Quality Assurance**, 22 February, 1-2pm, Liz Thussu

**Goldsmiths' Degree Awarding Powers: An overview for all staff**, 15 March, 1-2pm, Liz Thussu

#### Research

**European Funding: Advice from the UK Research Office**,

12 February, 2-4pm, Jessica Mitchell

**Project Management for Research (two day course)**,

28 February/14 March, 9.30am-4.30pm, Penny Clarke

#### Starting and Leaving

The next **College Induction** will be on Wednesday 28 March from 10am in the Ben Pimlott Building. Invitations will shortly be sent to new and recently joined colleagues.

**Pre-Retirement Financial Planning Conference**, 8 March, all day, London School of Economics

# High achievers rewarded at College ceremony

Almost 70 students were rewarded for their academic and personal achievements at the College's annual Student Awards Ceremony

Omar Roomi, winner of a University Partnerships Programme Award for Anthropology

**"I'm sure all of the awardees appreciate the efforts of our lecturers and tutors in creating the motivating environment that has allowed us to achieve"**

At the presentation, held in the Council Chamber of Deptford Town Hall Building, the Warden, Professor Geoffrey Crossick and Mayor of Lewisham, Steve Bullock presented students with awards and scholarships funded by the College, Lewisham Borough, and local businesses and organisations.

The Warden expressed gratitude for "many generous people for giving these awards which recognise academic achievement and those who have succeeded against the odds." He credited the Development Office for organising external support for 28 of the awards. The Warden reserved a special mention to the prize-winning students: "Our students give us something to celebrate. Congratulations for your effort and hard work, for being nominated by your departments and above all, for your success."



Omar Roomi, a second year Anthropology student, was presented with a £500 University Partnerships Programme (UPP) Award at the ceremony. Says Omar: "I was delighted to learn I had won an award. I am very grateful to UPP for supporting the prize and also to my parents for their

continued support. Like myself, I'm sure all of the awardees appreciate the efforts of our lecturers and tutors in creating the motivating environment that has allowed us to achieve. I've not yet decided what I will spend the money on — there are so many options!"

## Banish the winter blues

If you are feeling uneasy about your work life or life in general so far this year, then the College's Counselling Service can help you to explore how to deal with the stresses and emotional difficulties in you face. So whether you seem to be facing something insurmountable, or think you want to change things but aren't quite sure how to do so, counselling might be for you.

Based at the Medical Centre in Laurie Grove, the Counselling Service offers free one-to-one counselling for colleagues. The service is confidential and open to any member of staff experiencing work-related or personal difficulties, with the aim of helping you find a way forward.

For more information on one-to-one counselling, contact Mandi Weskin, Counselling Service Administrator, ext 7472, e-mail [m.weskin@gold.ac.uk](mailto:m.weskin@gold.ac.uk), or visit [www.gold.ac.uk/counselling/index2.html](http://www.gold.ac.uk/counselling/index2.html). If you feel you need immediate support, or support outside of regular hours, please contact your GP or call The Samaritans on 08457 909090.

## Get your views heard

### Warden's Open Meeting

Wednesday 21 March, 12-1pm  
All staff warmly invited to attend.

### Warden's Open Door sessions for staff

The Warden's Open Door sessions are a great way for you to get your views heard by the Warden on a one-to-one basis. The dates of the next sessions are:

Wednesday 7 February, 11.30am-12.30pm  
Wednesday 21 February, 11am-midday  
Monday 5 March, 3-4pm  
Tuesday 20 March, 10-11am

Please note that you can't book in advance — colleagues are seen on a 'first come, first served' basis. The sessions are held in Room 101 in the Deptford Town Hall Building.