

Issue 171
December 2008

Goldsmiths
UNIVERSITY OF LONDON



Staff Hallmark

www.gold.ac.uk/hallmark

Staff Hallmark

The newsletter for staff of Goldsmiths, University of London.

Staff Hallmark is published six times a year.

Editor: Rebecca Watts
Sub-Editor: Adam Peers

We welcome ideas for articles and stories to **Staff Hallmark**. These are included subject to space, and at the discretion of the Editor, who also reserves the right to edit all material as appropriate. Please send contributions by e-mail to Internal Communications, int-comms@gold.ac.uk. If you wish to submit images or photographs to accompany an article, these should be digital, and sent in either jpeg or tiff format.

Style guidelines for **Hallmark** can be found on the K drive at **K:\intcomms\Hallmark**

Internal Communications also publishes **Student Hallmark**. Both Hallmarks are on the web at www.gold.ac.uk/hallmark

Copy approval deadline for the next edition of **Staff Hallmark** is:

February edition:
12 January 2009

This issue's cover

Mike Bryant from the Counselling Service. Turn to page 7 for more.

Printed College directory

Internal Communications has been working with Departmental Administrators to update and standardise people's details on the online directory so that the data can be used to create a printable version of the directory. The information will be collated into an A-Z listing by both department and surname and will be available as a print-ready pdf. A copy will be e-mailed to all Departmental Administrators and it will be saved to **K:\intcomms\directory** so that anyone who would like a hard copy can download it.

The document will serve as a contingency should the online version be inaccessible. For this reason, if you choose to save the document, please save it to a local drive.

As the printed version will offer only a snapshot of information correct at the time of going to print, it's recommended that you use the online version for the most up-to-date information at www.gold.ac.uk/staff-directory.

Poppy Appeal

Staff and students donated more than £280 for this year's Royal British Legion Poppy Appeal.

The team at the College's branch of NatWest counted up the donations before announcing the grand total of £288.



Right: NatWest Cashier, Sharon Cheek

Free eye examinations

Staff who use display screen equipment (DSE) at work are entitled to free eye examinations. Goldsmiths has an arrangement with Specsavers for all DSE eye tests. You'll need to collect a voucher from HR before making an appointment with Specsavers. The voucher entitles you to an eye examination, plus a pair of single vision glasses if you need them. Alternatively the voucher offers money off your own choice of glasses - full terms and conditions are listed on the voucher.

Before collecting the voucher, you'll need to complete a request form which is linked from www.gold.ac.uk/heath-safety. Please bring your College ID card when you go to collect the voucher.

The HR team are located at St James Hall, block 1. E-mail them at hr@gold.ac.uk or phone ext 7996.



We want to know what you think

By producing Staff Hallmark we aim to provide you with an informative and interesting round up of College news and information. To ensure we're on the right tracks and delivering a publication that is useful to you, we've put together an online survey. It should take about five minutes to complete, some questions will require no more than a click of your mouse, although there will be opportunities to give more detailed responses.

The feedback you provide will help us to understand what's working well and what we can improve on, enabling us to shape the future of your publication and the articles carried in it. To complete the survey please visit Staff Gold www.gold.ac.uk/hallmark/staff, or if you would like to complete a paper copy of the survey, please phone Internal Communications on ext 7976 or drop by 27 Laurie Grove. The survey closes on **Wednesday 14 January 2009** and we welcome responses from all members of staff.

E-recruitment arrives at Goldsmiths

Goldsmiths is moving to a state of the art system for handling staff recruitment online (E-recruitment). The new system is to be introduced soon and will see Goldsmiths turn to the web to ensure vacancies reach the best candidates and applications are processed in the quickest possible time.

Kevin Browne, HR Manager, has been overseeing the project and says the system will deliver benefits to departments in time, cost and resource savings.

For applicants, E-recruitment allows them to monitor the progress of their application at every stage of the process.

Goldsmiths is not alone in using the web as a recruitment tool, as Kevin explains: "Universities are adapting to a changing recruitment environment, and we're in good company when it comes to choice of system, the University of Essex and Birkbeck are already successfully using the system. Online recruitment offers a positive and streamlined experience, and promotes greater awareness of our unique brand. All of this contributes to attracting the strongest candidates."

E-recruitment is expected to be rolled out in February 2009.



Centre for Language, Culture and Learning launched in style

The recently launched Centre for Language, Culture and Learning (CLCL) has received over three-quarters of a million pounds for three major research projects.

The CLCL is a new interdisciplinary research centre situated in the Department for Educational Studies. It's dedicated to investigating ways in which language and culture are integral to learning processes, both in early childhood and throughout the life-span.

Members of CLCL have been awarded a research grant of approximately £650,000 from the Economic and Social Research Council. The project, entitled 'Becoming literate in faith settings: Language and literacy learning in the lives of new Londoners',

comprises a three-year ethnographic study on the language and literacy practices of children belonging to four important faiths in London: the Bangladeshi Muslim, Polish Catholic, Tamil Hindu and West African Pentecostalist communities. Directed by Eve Gregory, John Jessel, Charmian Kenner, Vally Lytra and Mahera Ruby, the project will begin in September 2009.

This year has already seen funding success for two other projects. The first, 'Developing bilingual learning through partnership between community

language schools and primary schools', was awarded £73,000 by the Paul Hamlyn Foundation. The second, 'Creativity in the community languages classroom: pedagogies and professional development', received £95,000 from the Nuffield Foundation.

To find out more about CLCL, including details about the regular seminar series, and how to become associated with the Centre, visit www.goldsmiths.ac.uk/clcl or contact Myrna Felix, m.felix@gold.ac.uk.

Above, from left to right: Mahera Ruby, Eve Gregory, Charmian Kenner, John Jessel and Vally Lytra

BDO backs student author

A second-year Fine Art student, Sarah Rowles, has seen her words in print thanks to support from the Business Development Office (BDO).

Sarah's publication, '12 Gallerists, 20 Questions', aims to provide an honest insight for art students into the real workings of London's contemporary art world. The book sees Sarah taking 20 exacting questions to some of the most respected gallery directors in London.

The publication is an off-shoot from a forum Sarah established earlier this year for students and alumni from London universities that are interested in art and art history. She hopes the forum - Q-Art London - will trigger peer-review, debate, knowledge exchange and networking online, whilst being

supported by regular convenors and face-to-face debates.

With over 100 guests attending the first convenor held in November, the project is proving popular. But Sarah struggled to finance the project whilst it was in its infancy, having injected nearly £500 of her own money into setting up a website, which she hoped would form the hub of the project. She turned to the BDO in May of this year, and, after a meeting with Aidan Sheridan, Business Development Manager, she was offered guidance on funding opportunities. With the support from her tutor,

Nina Danino from the Department of Art, Sarah now intends to apply to London Centre for Arts and Cultural Enterprise for financial backing.

Says Sarah: "The Business Development Office has given fantastic support; without the encouragement of the team, I can't say for certain that my idea would have been so successful."

You can buy Sarah's book from the Students' Union G-Shop in RHB, or visit www.q-artlondon.com.

Sarah Rowles with Aidan Sheridan

"The Business Development Office has given fantastic support; without the encouragement of the team, I can't say for certain that my idea would have been so successful."



6

Goldsmiths courses gain top industry accreditation

Getting acknowledgement for your teaching practice can be difficult. It's often an isolated activity, and the combination of accomplishments it requires are hard to define and assess. Goldsmiths' PG Certificate in the Management of Learning and Teaching was launched in 2006 to help fill this gap, giving those who teach at Goldsmiths a chance to gain recognition for their academic practice.

Now the Certificate will offer even more recognition, as in November it was accredited by the Higher Education Academy (HEA). Anyone completing the Certificate can become a Fellow of the HEA, and anyone completing the first two modules (including a teaching observation) can become an Associate Fellow. The HEA have

awarded Goldsmiths the maximum possible length of accreditation, and have backdated the accreditation to the beginning of the programme.

Programme administrator Esther Saxey says: "Knowing the qualification meets a national standard is a great confirmation for us and good news for participants, particularly those who are seeking work."

The programme director, Mary Claire Halvorson, is currently expanding the Certificate into a Postgraduate Diploma and an MA, and welcomes enquiries from potential participants. More information on the PG certificate is available at www.goldsmiths.ac.uk/learning-teaching.

Graduate School also gains HEA accreditation

The Graduate School Course in Academic Practice for PhD students also gained accreditation at Associateship level from the HEA at the same time as the PG Certificate in the Management of Learning and Teaching. Carrie Paechter, Dean of the Graduate School, thinks it is probably the first course specifically for PhD students who do not also have teaching commitments to gain the accreditation. "It is particularly pleasing to gain this accreditation for a course which was devised directly in response to student demand," says Carrie. "The students who completed it last year produced excellent work, and I look forward to meeting the next cohort in January."

Visit www.grad.gold.ac.uk for further information.

Institutions pilot new student achievement report

Goldsmiths is one of 18 higher education institutions who are to pilot a new approach to representing the achievements of students at the end of their degrees.



A group focussing on measuring and recording student achievement (the 'Burgess Group'), chaired by Professor Robert Burgess, Vice-Chancellor of the University of Leicester, produced a report last year which recommended introducing a single document which would be the key vehicle for measuring and recording student achievement.

The Group - which has representatives from university staff and students -

is now working with the 18 universities to trial the new approach. Initially, the single document, 'Higher Education Achievement Report' (HEAR), will be tested on data relating to recently graduated students to ensure that it is compatible with student record systems. It will then be trialled early in 2009 with existing students. The trials will initially take place in four main subjects - English, biology, accounting and creative arts.

Someone to talk to

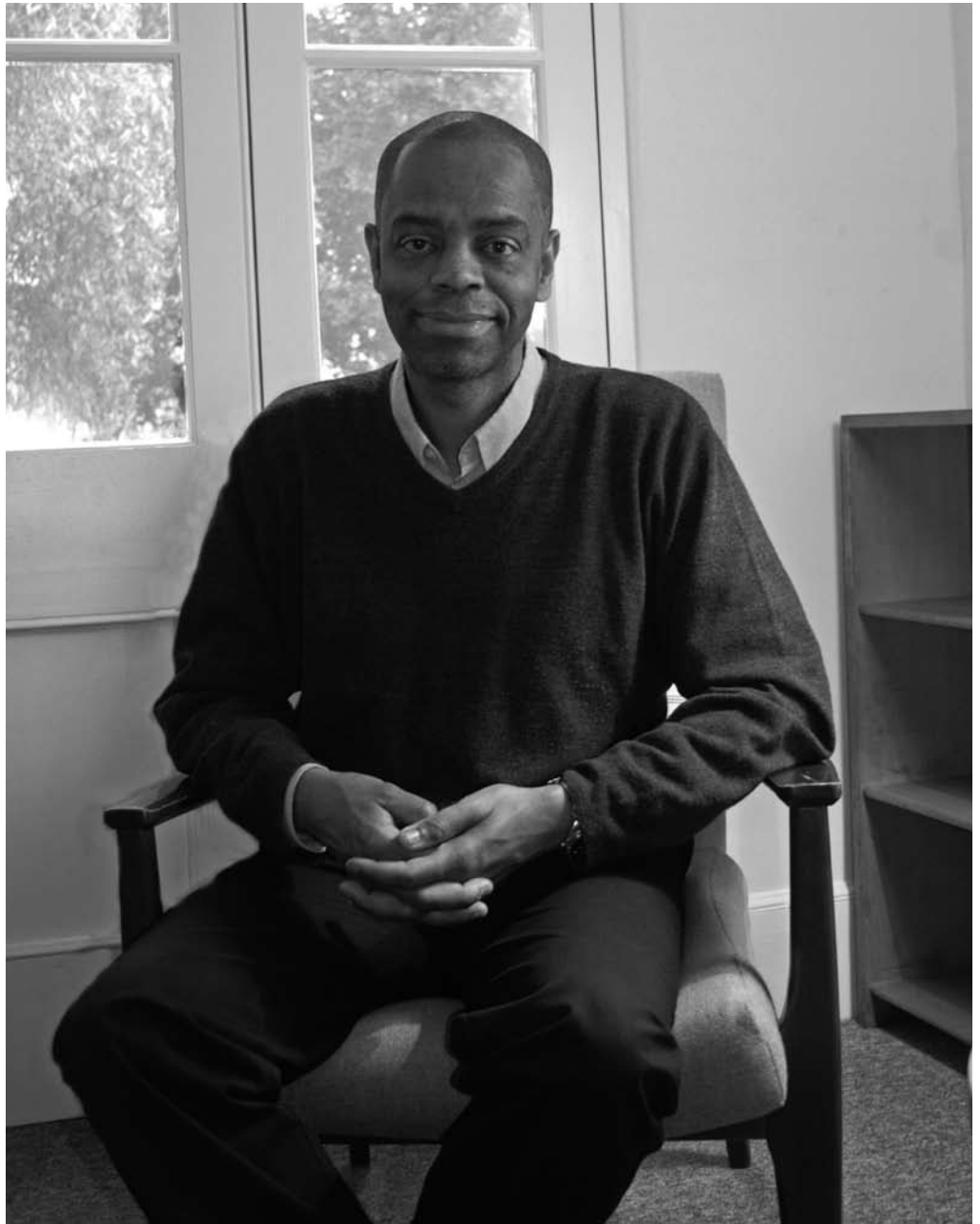
If you are experiencing work-related or personal difficulties that are affecting you, it may help to talk with someone.

The Counselling Service is open to any member of staff and whatever the issue, counselling can help you explore a way forward. Counsellors do not communicate with managers, HR or any other person without your consent and, for a greater degree of confidentiality, staff are seen in a separate part of the building to students.

Mike Bryant is one of three Staff Counsellors. He joined Goldsmiths in March 2008 and thinks attitudes to counselling have changed over recent years: "It's no longer thought of as something only stressed-out Americans do, but it's now considered helpful to anyone. Demand for counselling has increased and I think it has a lot to do with the fact you see and hear about it on TV and in soap operas. It sends a message that counselling is acceptable and accessible to regular people."

Although Mike works primarily as a Staff Counsellor at Goldsmiths, he's a qualified hypnotherapist and uses hypnotherapy in about 25% of his work. He says it can help people to overcome obstacles, allowing them to talk freely and to focus. He believes that hypnotherapy can also be used to teach people self-help tools, leaving them feeling empowered and with solutions for the future.

"People seek counselling for a wide range of reasons. It may be that they are feeling generally overwhelmed or stressed, it could be because of a specific challenging issue, or there could be external circumstances that are troubling someone. Counselling can help with all of these examples — and they are just examples; there's no such thing as a 'right' or 'wrong' issue with which counselling is suitable for, the staff counselling service is here for all members of staff."



Above:
Mike Bryant,
Staff Counsellor

If you would like to make an appointment, there are a variety of ways you can get in touch. Telephone Mandi Weskin, Counselling Service Administrator, on ext 7472, e-mail m.weskin@gold.ac.uk, visit in person at 20 Laurie Grove, or go to www.goldsmiths.ac.uk/counselling and complete the online form.

CALM

The Counselling Service offers an online support service for staff and students called 'CALM' - Computer Aided Lifestyle Management. The interactive multimedia programme provides self-help tools for problems involving anxiety, stress, depression, insomnia or substance abuse. Visit www.goldsmiths.ac.uk/counselling/calm.

The Warden, Professor
Geoffrey Crossick

How will Goldsmiths cope in the harsh financial environment that universities are now facing? Upheaval in financial markets, economic recession and a crisis in government finances combine to make more serious the already challenging financial circumstances that face the College. The lasting impact of all three problems will continue for the next five years at least.

We can expect no additional taxpayer money for universities. The last decade has been relatively good for university funding, with significant increases in money going into research, the stabilisation of the unit of resource for teaching and the introduction of variable tuition fees. The next five to ten years will be unrecognisable, and the next few will be very tough.

All universities will be affected, and I fear a reduction in the funding for higher education in the government's next spending review. We saw the first signs of this recently, when the spiralling costs of student loans and grants led the government to shut the gates on future student numbers growth in order to control expenditure. There will be no new additional funded student numbers available for 2009-10, and there may well be none for the following year.



A message from the Warden

The impact on Goldsmiths is serious and immediate. It makes it hard to grow as planned through HEFCE funded numbers. Even worse, we're going to find it hard to stand still. A year ago the government's ELQ policy, not funding universities for students studying for degrees that were not at a higher level than one they had already, removed from Goldsmiths' HEFCE grant a sum rising to £1.1 million. With no additional student numbers available next year, there is no direct means of recovering some of that lost funding.

These short-term financial challenges sit alongside medium-term pressures — amongst them demographic change that will increase competition for Home/EU undergraduates and the rise of high-quality competition globally — that will significantly increase risk for all universities. We'll find ourselves in a much harsher environment and a much riskier one. Standard & Poor's, the world's premier credit-rating agency, recently produced a financial assessment of UK universities. Their sober conclusion is worth noting:

"In this more competitive and global (and hence less regulated) environment, we would expect the credit differentials of UK universities to widen, with certain universities ceasing to exist."

In the coming years some universities will go out of business (by mergers rather than bankruptcy) while others will only survive through major redundancy programmes.

SMT is determined that Goldsmiths should be in neither of those categories. But we're not entering this difficult period in as secure a condition as many other institutions. We're small, which makes unit costs high and risks harder to balance. We're forecasting weak financial outturns, far short of the 3% surpluses needed to invest in infrastructure and manage risk. And, because of our past status and low surpluses, our financial reserves are low compared with other universities, which means we don't have the cushion of reserves for difficult times.

A surplus of 3% of income means about £2.5 million a year on current turnover. We're forecasting a surplus of just £37,000 this year, rising to £829,000 in 2011-12. And those forecasts make fairly optimistic assumptions about overseas student numbers, the replacement of ELQ losses and planned savings. If we're less optimistic in those assumptions, there is a gap of £3.5 million each year between the outturn we're projecting and what we need for sustainability. It is achievable, but it won't be easy.

Our new financial strategy has been shaped to deliver the sustainable surpluses that we need in the coming years. We're planning to increase income in various ways, but two elements account for about 80% of the financial improvement. The first is substantial growth in overseas student numbers - adding a further 500 to the current levels of 800-900 students. The second is major savings in expenditure. These two dominate because no other areas can deliver change on the scale needed.

SMT is confident that with the right policies we can deliver on these goals, and those policies are being developed in discussions across the College. The main focus for achieving savings will be the voluntary severance scheme, renegotiated contracts for some external services, and process reviews in key areas of the College. Attracting 500 additional overseas students will require us to enhance our existing recruitment activities, but above all to seek new ways of recruiting students, lift the barriers on programmes which currently turn away qualified applicants, and above all offer new degree programmes where a careful market analysis shows that they can attract significant numbers of students. The new post of Pro-Warden (Academic Development) was

in part created to focus on this aspect of our strategy, and Simon McVeigh is already actively talking to departments and exploring opportunities for international partnerships.

The university sector has seen costs rising fast over the last couple of years, and Goldsmiths has not been protected from these: what turned out to be an even higher than envisaged salary settlement in 2006 (the 5% increase in October 2008 means that the three-year deal amounted to at least 15%), the salary costs associated with HERA, big increases in employer pension contributions for the LPFA scheme, and significant increases in energy costs. Along with student bursaries these have absorbed the bulk of the additional income from variable fees. All universities must control costs as we move into more uncertain times.

Increases in pay on the scale of recent years, or significant new pension costs arising from the serious crisis facing USS, would make Goldsmiths' strategy for sustainability unachievable in its current form. And the current strategy is challenging in itself.

Goldsmiths has so much going for it: a place with a remarkable mission and identity, able to carry out highly innovative research and offer a very special learning experience to the dynamic students whom we recruit. I'm confident that, with the support of staff across the College, Goldsmiths can deliver on this challenging financial strategy and put ourselves in a more secure position for the future.

Professor Geoffrey Crossick, Warden

“The next five to ten years will be unrecognisable, and the next few will be very tough.”



Right:
Students from
Christ the King Sixth
Form College



Sixth Form students get a taste of university life

Whilst some students spend their summer break relaxing and recovering from the previous academic year, a group of local A Level students from Christ the King Sixth Form College in Lewisham came to campus to get a feel for higher education.

Annette Hayton, Head of Widening Participation, who led the initiative, is keen to develop closer academic links with local schools and colleges. "One of our goals is to help prepare young people for university study, as even students with excellent results at A Level often struggle in their first year.

Following a successful joint funding bid to Aspire Aimhigher, the course was developed by Sarah Lambert (History) and Laura Crane (Psychology), in partnership with Anne Jackson at Christ the King Sixth Form College. It is a pilot for the new 14-19 Extended Project and students receive an AS Level if they are successful.

The sixth formers, supported by Goldsmiths staff and student ambassadors, devise their own topic

and produce an extended essay based on their own research in Goldsmiths Library. Workshops and activities focused on active learning, critical use of online resources, intelligent use of the internet, how best to use the Library and presentation skills.

The team believes that the course was a genuine success: "The students told us the experience gave them an insight into how this type of learning differs from A Level work, and all of them said they have more confidence about applying to university."

Widening Participation staff are developing similar projects in a range of subjects including a group of History students from Crossways Academy and Lewisham College working with Sarah Lambert and student ambassadors.

New technology set to unite people over the airwaves

The Narrative and Interactive Media Group of the Department of Computing has received a grant totaling more than £1.25 million as part of 'TA2: Together Anywhere, Together Anytime'. A four-year project, TA2 aims to create a generic technology that will enable the development of applications which foster togetherness through moving image.



Above, from left to right: Marian Ursu and Vilmos Zsombori

Marian Ursu, Senior Lecture in the Department of Computing, is the principal investigator from Goldsmiths and explains: "TA2 will develop new moving-image-based communication technology which will allow family and friends in different locations and possibly in different time zones to share moments of fun whilst playing social games or recounting past memories, seeing and hearing each other, and permitting people to laugh with each other, as if they were together in the same space." TA2 will go beyond the static face-to-face video conferencing communication model, and will include cinematic techniques in the capturing and editing of content, similar to those applied in the production of TV narratives.

One of TA2's research challenges is ensuring the naturalness of communication through 'virtual directing' - an intelligent system which knows how to control cameras in each location and, in turn, how to edit moving image streams for each location. Marian and his team are responsible for refining this intelligence and developing software that can reason with it.

The TA2 project is a collaboration between 13 partners from 10 countries, encompassing commercial companies such as BT who are leading on the project, along with numerous research institutions. Marian points out that Goldsmiths is the only academic partner and has played a huge part in the development of TA2: "Goldsmiths has been involved since the project's conception. We were instrumental in writing the project proposal, we are in charge of some of the most challenging research questions and, as a consequence, we are the second highest funded partner, just behind BT."

To find out more go to www.ta2-project.eu.

Goldsmiths in the news

Big Draw 08 hailed a huge success

More than 600 people flocked to Goldsmiths' fifth annual Big Draw event to express their creativity in a variety of forms, on Saturday 25 October 2008.

The event was held as part of the national Big Draw campaign and was widely covered in the local press including the **Greenwich Borough Mercury**.

Families from across London took part in guided activities led by postgraduate trainee teachers from the Department of Educational Studies.

As well as creations in line with this year's theme, which was 3-Dimensional drawing and mark-making, the children also got to work with some of the latest technology to create their own animations. You can see photos from the event online at www.gold.ac.uk/bigdraw.

Partnership to support cultural, creative and media excellence in Abu Dhabi

Newspapers at home and abroad reported on how the Warden, Professor Geoffrey Crossick, completed the first step in forging a landmark collaboration with the Higher Colleges of Technology (HCT) system in the United Arab Emirates, to support education for cultural, creative and media development in Abu Dhabi.

Coinciding with a visit from Prime Minister Gordon Brown to the College, Professor Crossick co-signed a Memorandum of Understanding with the Vice-Chancellor of the Higher Colleges of Technology, Dr. Tayeb Kamali.

The agreement between the two academic institutions will see a new Masters in Cultural and Creative Industries program created at the HCT to begin in September 2009.

Paper on alien abduction hits the headlines

A paper by Professor Chris French, Department of Psychology, addressing why people believe they have been abducted by aliens received publicity in **The Guardian**.

His research project began five years ago and Professor French's paper concludes alien abductees, or 'experiencers' as he describes them, have a different psychological profile to people who do not claim to have had those experiences.

His research shows experiencers have higher levels of paranormal belief, paranormal experience, self-reported psychic ability and fantasy proneness, more vivid imaginations, a greater tendency to hallucinate and more self-reported incidences of sleep paralysis.

Students' art taken 'into the heart of Government'

Times Higher Education and **The Guardian** both reported how challenging art by Goldsmiths students went on show in the university secretary John Denham's department for the first time.



The exhibition of contemporary and challenging art work came about after a meeting with Ruth Thompson, the director general of higher education at the Department for Innovation, Universities and Skills, who asked the Warden Professor Geoffrey Crossick to fill the department's walls with students' art.

Creativity was on show at the Big Draw

Lecturer shares expertise for Remembrance programme

Dr Richard Grayson, Senior Lecturer in Politics, was called upon to share his knowledge on WW1 in a Remembrance documentary on BBC1.

He appeared in *My Family at War*, which explored the family history of celebrities whose relatives fought in the war. The episode he appeared in focussed on TV presenter Eamonn Holmes, and Dr Grayson was asked to share some of his extensive expertise of the experiences of Catholic soldiers in Belfast.

Major boost to College fundraising

A new HEFCE-funded initiative was launched this summer to encourage voluntary giving to higher education.

In what is called the 'matched funding scheme', £200 million has been set aside to be shared amongst universities in England. For every £1 raised in voluntary income over the next three years, up to a total of £2.6 million, HEFCE will give Goldsmiths 50 pence. Any voluntary income that comes to Goldsmiths – not only that given through the Development and Alumni Office – is valid.

"This will be a significant added incentive for donors to give to the College for the next three years as only higher education will be able to

promise a donor a 50% boost to their donation," says David Mungall, Director of Development.

"I would encourage all College departments to consider whether they have any income which might qualify under the scheme. It is important to let me know so that the College can get the most out of HEFCE."

For more information on the scheme visit www.gold.ac.uk/staff or contact the Development and Alumni Office, alumni@gold.ac.uk.

Offering immigration advice to students



All international students at Goldsmiths can get confidential advice and support with immigration matters.

If a student asks you about an immigration matter, perhaps extending their stay in the UK or thinking about working after studies, please refer them to Jillian Belnikoff or Helen Coombes, Advisors working in Student Support Services. The team are thoroughly trained and covered by professional indemnity insurance, keep up to date with the relevant immigration legislation and are regulated by the Office of the Immigration Service Commissioner.

As well as immigration advice, Jillian and Helen can provide confidential advice, information and guidance to all students on welfare issues that may be affecting their ability to study including, student funding, debt and money management, housing, benefits, health and well-being and personal safety.

Appointments can be made in person via the Student Funding and Information Office (RHB 124), by phoning ext 7757 or e-mailing student-supp@gold.ac.uk.

Pictured left: Helen Coombes and Jillian Belnikoff

Starters and leavers

Thanks to HR for supplying this information.

Welcome to Goldsmiths ...

Mr Thomas Adams, Departmental Secretary, Design, 07/10/08
Mr Spiros Andreou, Computer Technician, IT Services, 21/10/08
Mr Peter Austin, Press and PR Officer, Communications and Publicity, 28/10/08
Ms Rachel Avery, Research Assistant, Psychology, 02/10/08
Mr Manuel Barreto, Language Resource Centre Assistant, Library, 23/09/08
Miss Jessica Barton, Careers Information and Admin Manager, Careers, 04/11/08
Miss Farbin Begum, PA to the Director of HR, Human Resources, 11/11/08
Ms Shanaz Begum, Bursaries and Scholarships Officer, Student Support Services, 11/11/08
Ms Helen Coombes, Student Welfare Advisor, Student Support Services, 11/11/08
Dr Anne Craven, Departmental Administrator, Psychology, 09/10/08
Ms Sue Curtis, Programme Convener for MA Dance Movement Therapy, PACE, 1/08/08
Miss Ruth Daghish, Departmental Secretary, Politics, 07/10/08
Ms Juliet Diener, Placement Co-ordinator for MA Dance Therapy, PACE, 1/08/08
Mr Mark Field, Computer Technician, IT Services, 04/11/08
Ms Antoinette Gooding, Resourcing Assistant, Human Resources, 07/10/08
Miss Nicola Gray, HR Business Partner, Human Resources, 04/11/08
Mr Ben Hicks, Research Assistant, Psychology, 04/11/08
Miss Michelle Hinkson, Resident Assistant, RCCS, 12/09/08
Ms Atsuko Inoue, Postdoctoral Research Fellow, Psychology, 08/10/08
Dr John Johnston, Lecturer in Secondary Art and Design, Educational Studies, 02/09/08
Ms Janice Kerbel, Lecturer, Art, 11/11/08
Mr Chia-Hung Lu, Resident Assistant, RCCS, 02/09/08
Ms Wendy McDonald, Departmental Administrator, Computing, 11/11/08
Dr Liz Moor, Senior Lecturer, Media and Communications, 02/09/08
Dr Anca Pusca, Lecturer in International Studies, Politics, 02/10/08
Mr Christopher Ruscoe, Clerical Officer, Registry, 21/10/08
Miss Martha Shaw, Research Assistant, PACE, 02/09/08
Miss Lydia Toson, Resident Assistant, RCCS, 20/09/08
Miss Lucy Underhill, Undergraduate Secretary, Media and Communications, 21/10/08
Mrs Victoria Williamson, Postdoctoral Fellow, Psychology, 04/11/08
Mr Nicholas Young, Fees and Inputting Assistant, Registry, 09/09/08

Wishing you well for the future ...

Mr Stephen English, Enrolment and Reception Assistant, Registry, 29/11/08
Ms Rosemary Hepworth, Clerical Officer, Registry, 18/10/08
Mr Gregg Hewins, Accommodation Assistant, RCCS, 04/10/08
Ms Emma Janes, Careers Information and Admin Manager, 04/10/08
Ms Laura King, Disability Officer, Student Support Services, 01/11/08
Dr Marcus Pearce, Research Fellow, Computing, 01/11/08
Miss Lay Pham, HR Assistant, Human Resources, 11/10/08
Miss Katarzyna Prus, Language Schools Assistant, RCCS, 13/09/08
Dr Simon Susen, Lecturer, Sociology, Lecturer, 01/10/08
Ms Kelly Thompson, Lecturer, Art, 16/10/08
Mr Keith Waghorn, Radio Technician, Media and Communications, 27/09/08
Mr Bob Westaway, Academic Registrar, Registry, 19/11/08



Left:
Peter Austin
recently joined the
Communications and
Publicity team as
Press and PR Officer



“We conducted a tough selection process to make sure we got the best professionals on board for Goldsmiths. We now have all three Business Partner teams in place, and they are already working closely with departments across the College.”

Left to right:
Top row: Nicola Gray,
Antoinette Gooding
and Ellen Tsang

Bottom row:
Farbin Begum,
Kathryn Nesbitt
and Becci Pearson

Business Partners in place and in action

One of the changes promised as a result of the HR Review is the implementation of a business partner model for the College.

This means every department now has a named person in HR who works in partnership with them and is developing an understanding of their needs and priorities. The three business partner teams each look after a group of academic (divided according to Pro-Warden responsibilities) and administrative departments. In order to support this, new staff have been recruited to the HR team.

The new recruits are: Ellen Tsang and Nicola Gray, who join Bunmi Odulaja as Business Partners. Kathryn Nesbitt and Becci Pearson join Teresa Martinez-

Arteaga and Fatma Gormus as Assistant Business Partners.

Chris Pearson, Director of HR, tells Hallmark: “We conducted a tough selection process to make sure we got the best professionals on board for Goldsmiths. We now have all three Business Partner teams in place, and they are already working closely with departments across the College. We know everyone at Goldsmiths will join us in welcoming the new recruits as they settle into their roles. Now comes the hard work of making real changes.”

In other HR news, Fatma Gormus has been promoted to take on a dual role of Assistant Business Partner and Senior Resourcing Assistant, and Jumy Banjoko is promoted to the post of Resourcing Assistant. Meanwhile Antoinette Gooding joins the team as a Resourcing Assistant and Farbin Begum joins as PA to Chris.

You can find out which Business Partner team is linked to your department by visiting www.goldsmiths.ac.uk/hr.

Obituary

Miss Moira Rees MBE



Goldsmiths was recently informed of the death of Miss Moira Rees, former Senior Assistant Finance Officer (Establishment, Superannuation and Payroll) who retired in 1991 after 40 years' service.

Moira Rees, or 'Miss Rees' as younger members of staff were encouraged to call her, was a stalwart character, typical of her generation, and Goldsmiths through and through: her father, Dr Billie Rees, was a member of the academic staff from 1919 to 1938 and she recalled playing on the back field as a child.

Moira started working at Goldsmiths in September 1951 as a shorthand typist. From 1966 to 1971, she was also a part-time student in what was then the Evening Department, graduating with a BSc in Sociology at a time when, anecdotally, the promotion prospects of university administration staff depended on the possession of a degree. She later became an active member of the Goldsmiths College Association (the precursor to the Goldsmiths Society), serving as Vice-President in 1986-87, and President from 1987-88.

With her knowledge of the College and major events in its development, alongside her grasp of staffing, pensions and Goldsmiths procedures, she gained a reputation as an unofficial archivist. A veritable mine of information, she would share her passion for the buildings and their history with groups of staff on regular walkabouts of the campus and its lesser-known parts.

As she wrote in her "Introduction to Goldsmiths College: its site and buildings" (1998), "So much of the history of the Goldsmiths buildings flows from the part the College has

played in the educational story of the twentieth century". Her archive reflects her wide interests in this story and the people who contributed to it, including diverse materials such as photographs of students in the Halls of Residence (1914), the Evening Department and Art School prospectuses (1943-44), printed on the back of used paper due to a national paper shortage, and accompanied by an invitation to the Evening Department of Adult Education's lecture discussions on post-war reconstructions with the theme of 'Planning and Freedom'.

She retired in 1991 after 40 years service. She was awarded an MBE in 1994 for services to Goldsmiths College, University of London. During her life, she combined a commitment to university administration, with an active membership of the Soroptimist International Organisation, a love of travelling all over the world and a passion for learning languages; at the time of her death, she was in the process of learning Russian, taking after her late brother who spoke something like 30 languages himself.

Hallmark goes green

In an effort to reduce our carbon footprint, we're now printing **Staff** and **Student Hallmark** on recyclable paper. This change brings Hallmark in line with other College publications such as the prospectus and departmental recruitment booklets.

The paper stock is Challenger Offset, a paper made from Elemental Chlorine Free wood pulps acquired from sustainable forest reserves, it is fully recyclable and leaves no harmful residue.

Once you've finished reading your copy, please recycle it as you would other paper waste. The 'cow bins' at the bottom of St James (on the corner of New Cross Road) take paper (including coloured paper), card, glass and plastic waste, along with cloth, paired shoes and clean clothes.



Term dates and College closure days

Autumn term runs until
Friday 12 December 2008.

The College will be closed from
Wednesday 24 December 2008
and will reopen on
Monday 5 January 2009.

Spring term begins on
Monday 12 January 2009 and
runs until **Friday 27 March 2009.**

The College closure guide for the Christmas period is available on Staff Gold, www.gold.ac.uk/staff/christmas-closure.