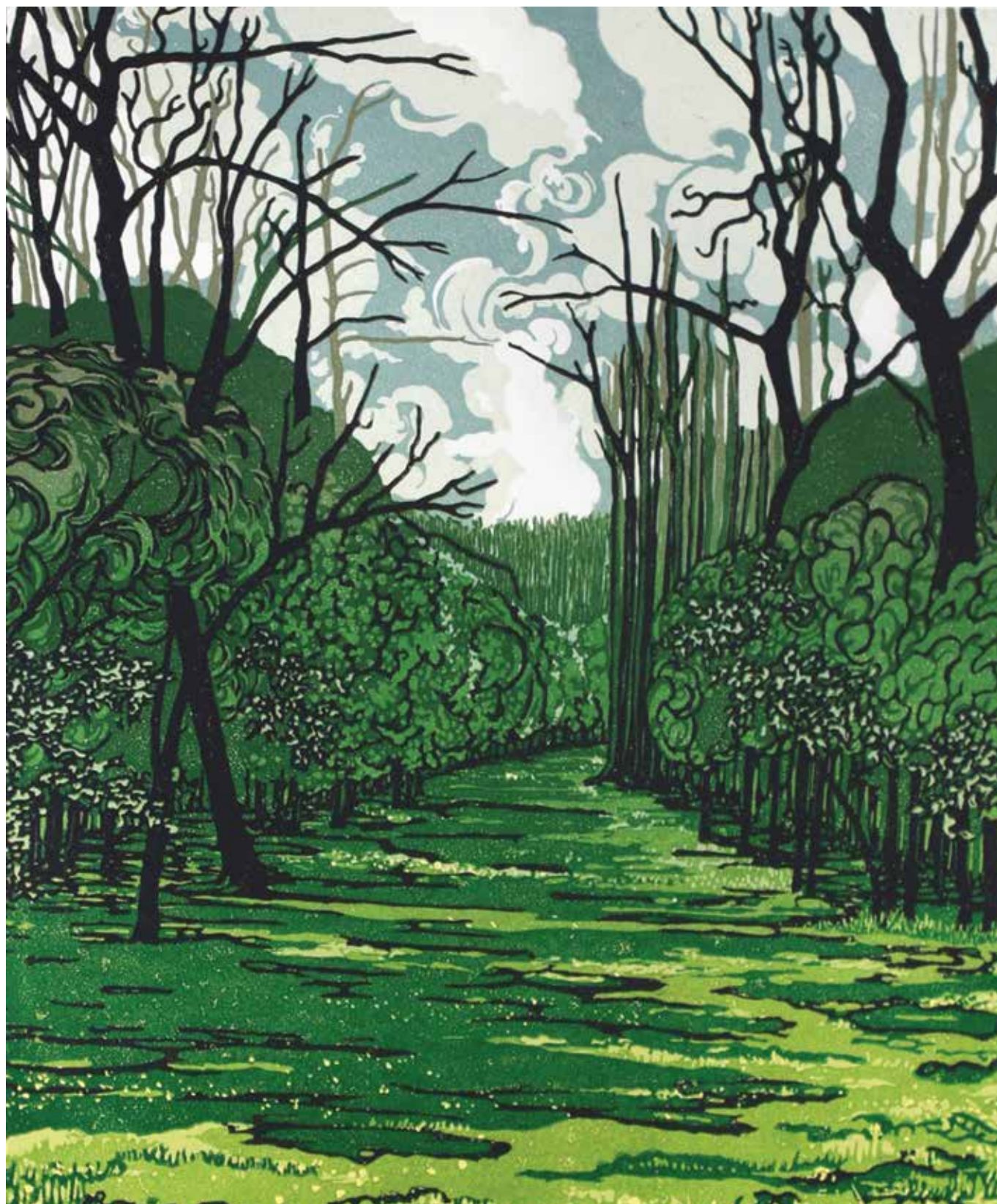


BLUEPRINT

Staff magazine for the University of Oxford | May 2014



SOCIAL HISTORY | OXFORD'S ENTREPRENEURS | WHERE DO GRADUATES GO?



NEWS IN BRIEF

◆ A collection of rare documents held by the Bodleian, which chronicle the history of the British Anti-Apartheid Movement, is now available online. The website, www.aamarchives.org, features three decades' worth of videos, photos, posters and documents relating to the movement, including posters from campaigns to save the Rivonia trialists from the gallows in 1964 and to stop the Springbok cricket tour in 1970, and letters from Margaret Thatcher arguing against sanctions on South Africa.

◆ The Temporary Staffing Service is a new central University service to support departments in their recruitment and management of temporary staff. The service is inviting applications from individuals available for temporary work from June 2014 onwards who possess strong administrative and clerical skills. Anyone can register with the service – you may already be working within the University but would like additional hours, or perhaps you've been temping and are now looking for your next assignment. Details at www.admin.ox.ac.uk/tss.

◆ Photographs by leading contemporary artists were auctioned at Sotheby's this month in support of the Bodleian Libraries' campaign to save the personal archive of William Henry Fox Talbot. The photographs were donated by major figures in contemporary photography, including Hiroshi Sugimoto, Martin Parr and Candida Höfer. The Bodleian's appeal was launched in December 2012 with an initial deadline of the end of February 2013 to raise the £2.2m needed to purchase the archive. Almost £1.9m has now been raised and the fundraising deadline has been extended to August 2014 to raise the remaining £375k.

◆ Are you, or is one of your colleagues, a passionate promoter of science to the public? The MPLS Division has launched an award scheme to recognise the contribution made by people across the collegiate University who work in science outreach. The awards are for any role, whether it's helping behind the scenes

or giving presentations to school children. All nominees will receive a certificate and an invitation to a drinks reception, while outstanding science ambassadors will receive a cash prize. Details at www.mpls.ox.ac.uk/outreachawards.

◆ *Times Higher Education* is offering Oxford staff a half-price subscription on an annual print or digital package. For £19.50 you can enjoy unrestricted access to all *THE* content online, a weekly digital edition, a weekly editor's highlights email and an iPad and iPhone app; the same package plus the weekly print magazine costs £32.50 for a year's subscription. To take advantage of the offer, visit www.tslshop.co.uk/the/ukuniversity.

◆ Are you aware of how to keep your personal information secure and the risks you run if it gets into the wrong hands? The Information Security team is running a series of short lunchtime briefing sessions this term entitled *You are the target!* The briefings are open to all staff and provide an overview of information security and how to protect yourself, your family and the University. The sessions will be held at the Old Road Campus Research Building and the University Offices in Wellington Square. For details and to book, visit <http://courses.it.ox.ac.uk/detail/TWEH>.

◆ Could you spare some time on Wednesday 2 or Thursday 3 July to help at the undergraduate open days? If so, join the Undergraduate Admissions & Outreach team in welcoming prospective students and their families at key locations across Oxford. No specialist knowledge is required – the role simply involves giving directions and you will be invited to a briefing beforehand. To volunteer – whether for a couple of hours or a full day – complete the online form or phone (2)70745 by 30 May. The forms are at <http://tinyurl.com/2Julyhelp> and <http://tinyurl.com/3Julyhelp>.

◆ Over the next three years a new telecommunications system will be delivered across the collegiate University. The Integrated Communications Project will not only replace the existing phone system, but offer a range of modern communications features such as instant messaging, availability status and video-conferencing, as well as the option to use mobiles, tablets and laptops as extensions to desktop phones. The new unified communications technology will become available for deployment shortly after the completion of a pilot in February 2015. Details at www.ox.ac.uk/staffnews.



iStockphoto/
John Woodcock



Take the **INFORMATION SECURITY AWARENESS ONLINE MODULE** and book for the course **"YOU ARE THE TARGET!"**



FROM TOP: TRY TEMPING; STAY SECURE; VOLUNTEER FOR OPEN DAYS



COVER:
THE RIDE, A LINOCUT BY ROSIE FAIRFAX-CHOLMELEY,
ARTIST-IN-RESIDENCE AT WYTHAM WOODS (SEE
WWW.OX.AC.UK/STAFF/NEWS/WYTHAM_STUDIO.HTML)

RESEARCH ROUND-UP

◆ The personal circumstances of defendants in home possession cases are often not disclosed to judges, new research reveals. Yet judges who were interviewed by the researchers said that knowing about personal circumstances – such as problems caused by age, mental infirmity, dependent children, and an inability to understand the proceedings – could have a major bearing on their judgement. Professor Susan Bright of Oxford's Faculty of Law and Dr Lisa Whitehouse of the University of Hull looked at the factors influencing the orders made by judges in housing possession cases. They also found that defendants who participate in the possession process and those who have access to legal advice, or are represented in court, are likely to have a better legal outcome. However, the research revealed that fewer than half of defendants attend their court hearings. The researchers suggest a review of court forms, which are read by the judges, so that they include information about a defendant's personal circumstances alongside existing information about a defendant's financial affairs. They also say a less formal process for dealing with repossession cases could improve attendance rates.

◆ Researchers in the School of Geography and the Environment have reported a small but statistically significant increase in the probability of extremely wet winters in southern England. Following the winter deluge between December 2013 and February 2014, they undertook the first scientific experiment to analyse whether the risk of extreme rainfall has changed due to climate change. They found that a 1-in-100-years winter rainfall event is now a 1-in-80-years event. Using the spare capacity on volunteers' home computers, they compared thousands of possible weather simulations in our present-day climate with tens of thousands of simulations of a hypothetical world without the influence of past greenhouse gas emissions in the atmosphere, using the same climate model. The weather@home project used different climate models to estimate the pattern of global warming. The researchers say that while their finding is statistically robust, the result depends on how manmade climate change is represented in the experiment.

◆ A study that 'weighed' hundreds of dinosaurs suggests that shrinking their bodies may have helped the group that became birds to continue exploiting new ecological niches. A team led by Dr Roger Benson of the



Department of Earth Sciences estimated the body mass of 426 dinosaur species based on the thickness of their leg bones. The team reports in *PLOS Biology* that dinosaurs showed rapid rates of body size evolution shortly after their origins but these soon slowed: only the evolutionary line leading to birds continued to change size at this rate, for 170 million years, producing new ecological diversity. 'We found exceptional body mass variation in the dinosaur line leading to birds, especially in the feathered dinosaurs called maniraptorans. These include *Jurassic Park*'s Velociraptor, birds, and a huge range of other forms, weighing anything from 15 grams to 3 tonnes,' says Dr Benson.

◆ The funk music of James Brown gets people on the dance floor because of an ideal balance of rhythmic predictability and complexity, say researchers interested in why some music make us want to get on up and dance more than others. Dr Maria Witek, formerly at Oxford and now at the University of Aarhus in Denmark, along with Oxford neuroscientist Professor Morten Kringelbach and Professor of Music Eric Clarke, set up an online survey in which people rated different drum-breaks according to which made them want to move, and how much pleasure they experienced. The highest ratings were for drum breaks with not too much, not too little, complexity in rhythm. 'Many people find themselves unable to resist moving their bodies to the beat of

hip-hop, electronic or funk music, but may feel less desire to dance when listening to a highly syncopated type of music, like free jazz,' says Dr Witek.

◆ The Griffith Institute's *Topographical Bibliography*, described as 'the Scotland Yard of Egyptology', is being brought into the digital age. Known informally as the *TopBib*, the eight-volume tome was begun in the late 19th century and has now reached more than 7,000 pages, with additional information compiled on over a million more references. The digital version has been two years in the making and was officially launched on 21 May. The *Topographical Bibliography* is an essential and comprehensive reference resource for Egyptologists, presenting and analysing both published and unpublished information about ancient Egyptian monuments.



EXTREMELY WET WINTERS ARE LOOKING MORE LIKELY

► For more information, visit www.ox.ac.uk/news and www.ox.ac.uk/staffnews

PEOPLE AND PRIZES

Tipu Aziz, Professor of Neurosurgery, has been awarded the 6th Phillip Gildenberg lectureship in Functional Neurosurgery at Baylor College of Medicine in Houston, USA.



Professor Christopher Brown, Director of the Ashmolean Museum, is to be given the Freedom of the City of Oxford to mark his retirement. The Lord Mayor of Oxford will present him with the

honour at a ceremony in July.



Dr Roi Cohen Kadosh of the Department of Experimental Psychology has been awarded the 2014 Spearman medal of the British Psychological Society in recognition of outstanding

published work in psychology.



Cyrus Cooper, Professor of Musculoskeletal Science, has won the Pierre D Delmas Prize for his outstanding work in the epidemiology of musculoskeletal

disorders. The €40,000 prize is awarded by the European Society for Clinical and Economic Aspects of Osteoporosis and Osteoarthritis and the International Osteoporosis Foundation, with the support of Servier.



Zhanfeng Cui, Donald Pollock Professor of Chemical Engineering and Director of the Oxford Centre for Tissue Engineering and Bioprocessing, has been elected a Fellow

of the American Institute of Medical and Biological Engineering in recognition of his outstanding contributions to the development of novel tissue engineering technologies and their commercialisation.



Matthew Freeman, Professor of Pathology and Head of Department at the Sir William Dunn School of Pathology, is to receive the Novartis Medal and

Prize from the Biochemical Society in 2015. The award recognises the transformative contributions of his research to the field of biochemistry, especially regulated proteolysis, membrane trafficking, signal transduction and developmental cell biology.



Sarah Harper, Professor of Gerontology and Co-Director of the Oxford Institute of Population Ageing, has been appointed to the government's

Council for Science and Technology. The council's remit is to advise the Prime Minister on strategic science and technology policy issues that cut across the responsibilities of individual government departments.



Dr Belinda Lennox, clinical senior lecturer in the Department of Psychiatry, has been appointed Clinical Director of the Thames Valley and South Midlands NIHR Clinical Research

Network. The 15 new regional networks are intended to bring together local hospitals, doctors' surgeries and other healthcare providers to collaborate on high-quality clinical research studies.

Sir Richard Peto, Professor of Medical Statistics and Epidemiology and Co-Director of the Clinical Trial Service Unit, has been elected a Fellow of the Academy of the American Association for Cancer Research.



Katherine Rundell, an Examination Fellow at All Souls, has won the 2014 Waterstones Children's Book Prize for her book *Rooftoppers*, about a girl's race over the

rooftops of Paris to find her missing mother – inspired by her own night-time trespassing on the roof of All Souls College. Earlier in the year she also won a Blue Peter Book Award for 'best story' and a Blue Peter badge.

John Stradling, Emeritus Professor of Respiratory Medicine, has been awarded an honorary doctorate from the University of Grenoble, citing in particular his epidemiological, observational and interventional studies in the field of sleep apnoea and its consequences.

MAJOR MEDICAL PRIZE FOR RHEUMATOID ARTHRITIS BREAKTHROUGH

Sir Marc Feldmann and **Sir Ravinder Maini** of the Kennedy Institute of Rheumatology have been named amongst eight winners of the 2014 Canada Gairdner Award, one of the world's most prestigious awards for medical research.



Professor **Feldmann (left)** is head of the Kennedy Institute of Rheumatology, now part of the University's Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences.



Sir Ravinder (*right*) is a visiting professor in the Kennedy Institute. The award recognises their discovery of an antibody-based treatment, or 'anti-TNF' therapy, for the treatment of rheumatoid arthritis.

In the mid-1980s Feldmann and Maini's research team used tissue from joints of patients and animal models of the disease to demonstrate that a molecule belonging to the cytokine family – tumour necrosis factor – was a major driver of inflammation and joint damage in rheumatoid arthritis. The

group then showed that an antibody-based treatment could block the action of TNF, and was safe and effective for treating people with rheumatoid arthritis – reducing pain, improving mobility and boosting quality of life; it also plays a major role in protecting joints from degeneration.

This novel treatment was the first demonstration of an effective therapy for a long-term autoimmune disease which used a biological molecule as a drug. It led to recognition in the pharmaceutical industry that biological drugs could compete with traditional chemical drugs.

NEW ROYAL SOCIETY FELLOWS APPOINTED

The Royal Society has elected six Oxford researchers as new Fellows:



Robert Taylor

Dorothy Bishop is Professor of Developmental Neuropsychology and a Wellcome Principal Research Fellow at the Department of Experimental Psychology. Her research focuses on the nature and causes of neurodevelopmental disorders such as specific language impairment, dyslexia and autistic spectrum disorder.



Marian Stamp Dawkins is Professor of Animal Behaviour in the Department of Zoology and Emeritus Fellow in Biological Sciences at Somerville College, where she was previously Vice-Principal. Her research interests include animal welfare and behaviour, automated assessment of welfare, bird vision, signals in birds and fish, herd synchrony and animal consciousness.



John Baker

Liam Dolan is Sherardian Professor of Botany, Head of the Department of Plant Sciences, and Co-Director of the Plants for the 21st Century Institute at the Oxford Martin School. He researches cellular development and evolution in land plants, the aim being to understand general principles of cell development and evolution using specialised rooting cells such as rhizoids and root hairs as models.



Ca^{2+} concentration regulate exocytotic release of insulin as well as glucagon and somatostatin.

Patrik Rorsman is Professor of Diabetic Medicine at the Oxford Centre for Diabetes, Endocrinology and Metabolism, and a Fellow and Tutor at Harris Manchester College. His research relates to insulin secretion and aims to explain how changes in the plasma glucose concentration via islet cell electrical activity and increases in the cytoplasmic

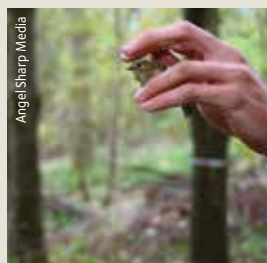


Rajesh Thakker is May Professor of Medicine at the Oxford Centre for Diabetes, Endocrinology and Metabolism, and a consultant physician. He is also a Professorial Fellow at Somerville College and a Senior Fellow at Harris Manchester College. His research investigates the molecular basis of important endocrine and metabolic disorders that principally affect calcium and phosphate homeostasis.



Anthony Watts is Professor of Marine Geology and Geophysics in the Department of Earth Sciences. He has made fundamental contributions to the understanding of the structure and evolution of the world's ocean basins and their margins.

WYTHAM FILM SUCCESS



The Laboratory with Leaves, a four-part video series about Wytham Woods, was a finalist in 'Films for the Forest', an annual international short film contest created by Rainforest Partnership.

As a University research site, Wytham is one of the most studied pieces of woodland on Earth. From birds to badgers, grasses to trees, almost every aspect of the woods has undergone investigation, contributing to decades of cutting-edge scientific research. The videos are on the *Oxford Today* site at www.oxfordtoday.ox.ac.uk/culture/videos-podcasts-galleries/laboratory-leaves-2.

GREAT THINKERS

A number of Oxford academics feature on this year's list of the world's top 50 thinkers, compiled by *Prospect* magazine.



Derek Parfit (*top*), philosopher and Emeritus Fellow of All Souls College, and **Janet Radcliffe-Richards** (*middle*),



Professor of Practical Philosophy and Fellow, Distinguished Research Fellow and Consultant at the Oxford Uehiro Centre for Practical Ethics, are the first married couple to feature (individually) on *Prospect's* list.



Others listed include

Nick Bostrom (*bottom*), Professor of Applied Ethics and Director of the Future of Humanity Institute, and **Pascal Lamy**, former Director-General of the World Trade Organisation and currently a member of the advisory council of the Oxford Martin Commission for Future Generations.

VIEWFINDER FOUND

A new Dobson organ (p20), only the third American-built organ sent to the UK since WW2, has been installed at Merton College as part of the college's 750th anniversary celebrations over the course of 2014. These include an Organ Festival at Merton (tickets from Music at Oxford, 01865 244806) and *The Merton Organ*, a debut CD by Benjamin Nicholas, college Organist and Director of Music (available from the Oxford University Shop online, all good record stores and iTunes).

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AMERICAN ACADEMY ELECTIONS



Two Oxford academics have been elected to the American Academy of Arts and Sciences.

John Broome (*top*), White's Professor of Moral Philosophy, and **Peter Edwards**, Professor of Inorganic Chemistry and Fellow of St Catherine's College, have

been elected among the class of 2014 as Foreign Honorary Members.

The Academy is one of America's most prestigious honorary societies and a leading centre for independent policy research. The current membership includes more than 250 Nobel laureates and more than 60 Pulitzer Prize winners.



NEW ATHENA SWAN AWARDS

The University has achieved further success in its applications for Athena SWAN awards, which recognise good practice in recruiting, retaining and promoting women in science, technology, engineering, mathematics and medicine in higher education.

Oxford has successfully renewed its institutional Bronze award, and put in place an ambitious plan to achieve Silver status when it next renews in three years' time.

The Department of Primary Care Health Sciences upgraded its award to Silver, while six departments and units – Public Health; Clinical Laboratory Sciences; Orthopaedics, Rheumatology and Musculoskeletal Sciences; Oncology; Pathology; and Pharmacology – received Bronze awards for the first time. All departments in the Medical Sciences Division have now achieved awards.

The University now holds a total of 26 awards – six at Silver and 20 at Bronze.

ARRIVALS BOARD

NUFFIELD PROFESSOR OF SOCIOLOGY



Melinda Mills, Full Professor and Rosalind Franklin Research Fellow in the Department of Sociology, University of Groningen, the Netherlands, will take up this post in the

Department of Sociology on 1 June. She will also become a Fellow of Nuffield College.

Professor Mills' research focuses on the study of the life course – namely fertility, partnership relationships and employment. She leads an ERC Consolidator Grant interdisciplinary sociogenetics research project that examines the social environmental and genetic underpinnings of reproductive choice (timing and number of births) and the interaction between genes and the environment. She is also involved in the large European Families and Societies Network, examining childlessness and the demographic, economic and societal consequences of assisted reproductive technology.

CLUB CLASS

In June 2004 the University Club on Mansfield Road opened its doors to members. A purpose-built facility, with a café, bar, gym, all-weather pitch and sports field, it was designed as a place where staff and graduate students could meet, relax and keep fit.

A decade on and the Club has firmly established itself as a sports and social hub for the University. Open seven days a week, it offers a centrally located venue where you can come for breakfast, take a coffee break with the papers, have lunch, meet friends for a drink or dinner in the evening, and take part in a wide range of classes and activities. From archery to Zumba, the Club hosts a class or group for most sport and keep-fit activities you've ever heard of, as well as some you may not, such as Krav Maga and Capoeira. And for those who prefer their sport viewed from the comfort of an armchair, Sky, BT Sport and ESPN sports are streamed live on TV screens.



'The Club is a great facility for University staff,' says General Manager Kishore Seegoolam. 'It's a convenient and welcoming place to drop in at any time of day, whether you're wanting a quick work-out at lunchtime or to relax with colleagues after work. It's also an ideal venue for functions – we can host meetings for up to 45 people and cater for parties or weddings for up to 150 guests.'

Membership of the Club is free for current University and college staff, retired staff, graduate students, visiting scholars and contractors. Family and friends can also join as associate members for £25 per year. Membership gives access to the café and bar, and the ability to sign up to classes, sports and the onsite gym (which costs £55 per year). Members can also benefit from discounted rates on accommodation – the Club has 14 ensuite bedrooms overlooking the sports field.

The Club will be celebrating its 10th anniversary with a week of special activities from 2 to 6 June. To find out more, visit www.club.ox.ac.uk or email reception@club.ox.ac.uk.

THERAPY GOES ONLINE

Professors David Clark and Anke Ehlers are pioneering an online version of their established therapy for social anxiety disorder, *Jonathan Wood* discovers



To get therapy, you need to see a therapist. It stands to reason – you need to talk things through face-to-face. Well, perhaps not. Clinical psychologists at the University have been wondering if an online version of the leading therapy for social anxiety could be just as effective. Instead of a lot of individual sessions with a therapist, how about guided exercises at a computer?

The most effective therapy for social anxiety disorder was developed ten years ago by Professors David Clark and Anke Ehlers of the Department of Experimental Psychology: their technique is recommended as the treatment of choice in the National Institute for Health and Care Excellence (NICE) clinical guidelines. But it is heavy on therapist time and there simply aren't enough therapists to go round. So Clark and Ehlers have been working on recreating the steps of their cognitive therapy in online modules, videos and exercises.

They are now nearing the end of a trial to test whether the online version is as effective as the standard form. If so, their internet therapy could improve access to the best cognitive therapy and greatly increase the numbers of people treated in the UK and overseas.

Social anxiety disorder is common, estimated to affect around 5–7% of people. It's far more than being a little shy. People experience intense fears over routine social interactions, being at parties, meeting a stranger, speaking up at work, talking on the phone or eating while being observed. It interferes with normal life, making friendships and relationships difficult, and greatly impairs performance at work and school. Often, the fear is driven by worries about doing something embarrassing or humiliating, and of people seeing your anxiety. 'It's fear of other people seeing your fear,' says Professor Clark.

The disorder can be a persistent blight on people's lives too. It most often develops in childhood or teenage years, but most people starting treatment are in their 30s. 'People tend to think of it as their "personality" and not recognise it as a condition that is treatable,' says Professor Clark.

Social anxiety disorder is common – and is far more than being a little shy

The specialised form of cognitive behaviour therapy that Clark and Ehlers' team at Oxford developed is highly effective. Randomised controlled trials in several countries have consistently shown that 60–80% of people recover and that it is superior to other treatments such as psychodynamic psychotherapy or medication. But at 14 individual therapy sessions of 90 minutes, it is very demanding on resources.

The treatment helps people identify the main psychological processes that maintain their anxiety and helps them change. For example, someone with an intense fear of blushing might have a distorted image of how they appear to others. Playing back a video showing they do not turn beetroot red in conversation can be very helpful. People often develop 'coping strategies' they use to cover their social fears or to prevent an unrealistic catastrophe happening, but these are often more of a problem than a help. 'It's about identifying unhelpful self-protective behaviours, encouraging people to experiment with dropping them and observing other people's responses,' says

Professor Clark. 'When people find they are perfectly accepted as they are, without trying to cover up, it is very powerful.' People with social anxiety often feel very self-conscious and focus much of their attention on themselves. Attention training which helps them to 'get out of their heads and absorb the conversation' can also be a great help.

The new internet therapy that Clark and Ehlers' research team has developed involves a series of modules written to help people understand and overcome their social anxiety themselves. Some modules are for everyone and some are designed for particular fears. It involves a lot of the same exercises as the conventional therapy, but they are demonstrated in specially recorded video clips. Professor Clark explains: 'There are modules for specific concerns such as sweating, shaking, worries about sounding stupid or feeling responsible for everyone's enjoyment. You are allocated a therapist but it is all done via remote communication through the secure online portal. The therapist can release modules that are relevant, track progress and send encouraging comments. It all requires 80% less therapist time.'

Professors Clark and Ehlers are now close to the end of a randomised control trial funded by the Wellcome Trust to compare the new internet therapy with the conventional version. Data from 102 people followed for around a year will be complete around Christmas. If the internet therapy proves as effective, it could be an approach that works for other conditions. The team is already considering starting on an internet therapy for post-traumatic stress disorder.



More at www.psy.ox.ac.uk/research/oxford-centre-for-anxiety-disorders-and-trauma

WELCOME TO ENTREPRENEURIAL OXFORD

Initiatives such as The Shed, Launchpad, the Software Incubator and Wolfson Innovate are hothousing new University talent, reveals *Jamie Condliffe*

With a concentration of bright minds, Oxford fizzes with inspiration and ideas. Now the collegiate University is actively helping to bring together like-minded people – from undergraduates to alumni – to turn ambitious academic thinking into world-changing businesses.

Oxford's main focus always has been – and always will be – learning. But there's an increasing shift toward academic work being used to make a difference to the rest of world. 'The University is primarily focused on teaching and research,' explains Stuart Wilkinson from the University's Knowledge Exchange team. 'But people outside these walls – government, industry, alumni – are increasingly focused on the impact it can have. And a large part of that is down to entrepreneurship.'

Oxford already has a fine track record in turning academic work into commercial success. Most recently NaturalMotion – an animation technology company for the video game industry, established in 2001 out of the Department of Zoology – was purchased by social network gaming company Zynga for a cool \$527m. But while it certainly succeeded because of great ideas and talented staff, it was given an important helping hand by Isis Innovation.

Established in 1988 to help Oxford researchers commercialise their work, the University-owned company recently noticed that the road to commercial success has changed. 'We realised that there were start-ups based on ideas coming out of undergraduate and postgraduate work, not just established research labs,' explains Tom Hockaday, Managing Director of Isis Innovation. 'Those guys just don't fit the same model as academics.' These bright young things for whom enthusiasm and determination are a surrogate for a lifetime in research naturally need a different kind of help.

Isis Innovation's solution is the Software Incubator: a physical space and support network which allows teams to develop nascent software ideas into real products. 'We give them space to call their own, provide professional services like commercial mentoring and intellectual property advice, and generally lend a hand,' explains Hockaday. Open to all University members, the incubator is used by alumni as regularly as undergraduates. 'So far, 27 projects have come in and 11 have turned into successful companies,' says Hockaday.

Unsurprisingly, Isis draws most of its talent from the sciences, engineering, computer

science and medicine, but elsewhere in the University more diverse groups are gathering. 'When I arrived in Oxford four years ago, the business school had two centres for entrepreneurship: the Skoll Centre for Social Entrepreneurship and the Saïd Business School's Entrepreneurship Centre,' says Pamela Hartigan, director of the Skoll Institute. 'I immediately thought that was dumb: why have two, when there shouldn't be any dichotomy? Every entrepreneur should have social, environmental and financial concerns in mind.'

'The magic really happens when we bring diverse sets of students together'

Hartigan's point is now practice. The two centres have joined forces to form Launchpad, which opened in February 2014. 'The idea was to create a shared space, where students, faculty and alumni could come together to "ideate",' explains Hartigan. While some prioritise financial concerns, and others social or environmental, the new centre provides a melting pot in which Oxonians from any background can work on business ideas. Hartigan believes that cross-pollination is the key to its success. 'The magic really happens when we bring diverse sets of students together,' she says. 'The problems of the world aren't going to be solved by MBAs alone.'

That was evident at a recent case study competition, where teams worked to prepare and pitch proposals for social entrepreneurial ventures. The event drew 72 students from 26 departments. 'We had people from the Departments of International Development and Public Health, the Blavatnik School of Government – even the English and Law Faculties,' explains Hartigan. Such popularity comes at a cost, though: Launchpad is inundated. 'Term time is crazy,' she admits. 'Last month we had 300 people wanting to use the space. It's just not big enough!' There are plans afoot for Launchpad to grow, but in the meantime it's fortunate that there's another student-focused initiative in the University too.

Across town at the Careers Service is The Shed: not a place to do woodwork, but the University's friendly face of entrepreneurship training. 'I was helping several groups of students who had come to the Careers Service to talk about entrepreneurial ideas,' explains Jonathan Black, Director of the Careers Service, who also has experience in entrepreneurship and chairs an Isis Innovation spin-out company. 'I asked them why they weren't going to other University initiatives, and most of them said that they were a little... intimidating.'

The result is more educational programme, less business incubator. 'We didn't want to actually develop start-ups, just provide students with skills they'd find useful in the future,' says Black. So The Shed runs innovation workshops, where students learn start-up basics and business plan challenges, where they see how an idea goes from concept to fully fledged business proposal. Perhaps the jewel in The Shed's crown is the Start-up Immersion: a 48-hour taste of life as an entrepreneur, where students form teams, develop ideas, interview potential clients, build business models and pitch ideas to a panel of enterprise experts.

Furnished with such experiences, it's no surprise that Oxford's students are now taking on researchers and alumni. Wolfson Innovate, for instance – a social entrepreneurship competition open to college members, with a prize of £5,000 and expert advice from professional mentors – is just one of a handful of events designed to pit Oxford entrepreneurs of all ages against each other. The winners of the 28 April event? A team of DPhil students from the Institute of Biomedical Engineering, who have developed wearable sensors to measure the health of the elderly.

Clearly, the bright young things are showing established academics and alumni a thing or two – so initiatives like Launchpad and Wolfson Innovate which bring them together will inevitably spur new ventures. 'We're at the very beginning of a wave of interest in entrepreneurship,' muses Hartigan. 'And I think the overall message is that you need an excellent team around you to succeed. If you can't find that at Oxford, where can you?'

More information at <http://bit.ly/1g4WU3u>, <http://bit.ly/RnHRMb>, www.wolfsoninnovate.com and <http://incubator.isis-innovation.com>



ENTREPRENEURSHIP IN ACTION: ZOOLOGY SPIN-OUT ANIMATION
COMPANY NATURALMOTION WAS PURCHASED FOR \$527M

A CENTURY OF SOCIAL ENQUIRY

Spencer Lenfield looks back at the 'citizens' house' that led the way to research and training in social policy



RIGHT: THE ORIGINAL BARNETT HOUSE, ON THE CORNER OF BROAD STREET AND TURL STREET, IS PICTURED ON THIS 1916 BROCHURE

LEFT: BARNETT HOUSE'S HOME FROM 1936 UNTIL 1957 WAS ON BEAUMONT STREET; TODAY IT'S IN WELLINGTON SQUARE

Barnett House in Wellington Square is home to the University's Department of Social Policy and Intervention. The name is a nod to the department's earliest predecessor – an institution which was founded in June 1914 and the ethos of which is still thriving 100 years later in its modern counterpart.

The original Barnett House was founded in honour of the late-19th-century clergyman and social reformer Canon Samuel Barnett who, with his wife Henrietta, had founded Toynbee Hall, one of the first university settlements, in the East End of London in the 1880s. After the canon's death, a group of Oxford professors and reformers led by Sidney Ball – all interested in adult education, university reform and social action – founded Barnett House as a 'citizens' house': an institution in the heart of Oxford intended as a centre for social action, social reform and social enquiry.

In its day Barnett House was one of the few institutions in the UK that held an easily accessible library of government legislation, reports and papers alongside the publications of voluntary societies, educators and other social scientists. It was a nexus of thinkers: academics of various disciplines, civil servants, government ministers, people from the town and people doing on-the-ground social work and research could come to share ideas with one another. From the beginning it married a commitment to producing high-quality original research with the training and education of professionals.

In the early 20th century that meant teaching social work – then broadly defined – and providing a lively centre for debate, study, research and social action. After the PPE (Philosophy, Politics and Economics) course was established in 1923, Barnett House was for a time a centre for those students too.

'They simply forged the home they needed for the work they felt the public good required'

Its mission as a citizens' house continued until 1957, when it was officially wound up, but it passed on its name to the University department, which was by then teaching what was successively known as 'social training', 'administrative studies', 'social work' and 'social studies'. Today the Department of Social Policy and Intervention teaches 'comparative social policy' and 'evidence-based intervention' postgraduate courses.

In 2014 the department is a very different place, but nevertheless reflects many of Barnett House's original ideals: aiming to provide an intersection between disciplines (shaped by a commitment to academic excellence) that practise 'public-spirited

intervention in the real world', as Teresa Smith, former Head of Department, notes. She is currently working with collaborators on a history of the department and its ancestors at Oxford, from Barnett House to the present.

The department's current dedication to interdisciplinary and multidisciplinary work across the social sciences, far from being part of an academic fad, goes back to its very foundation, she says: 'A lot of the people who were economists and political scientists in the early 1900s were teaching and researching in what we would now call sociology and social policy.' Unconstrained by disciplinary boundaries, they simply forged the home they needed for the work they felt the public good required.

Professor Martin Seeleib-Kaiser, the current Head of Department, notes that the commitment of faculty members to public service has continued throughout the department's history: 'In the 1960s, they might have called it the "social responsibility" of academics; now, we might call it "impact",' he explains. But it amounts to the same endeavour: producing work that responds to the needs of the world. Part of what has changed, however, is the geographical scope of that work. The department now comprises some three dozen members of academic staff from twelve countries, whose work ranges across issues as varied as AIDS orphans in South Africa, pensions in France, parenting in England and poverty in various regions of the world.

The department, Professor Seeleib-Kaiser emphasises, continues to produce work that informs the decisions of governments in the UK, the EU and elsewhere: 'In most of the developed world, "social policy" absorbs about 20–30% of GDP,' he points out. 'Social policy is at the core of what most governments do,' and it is, he affirms, every bit as important now as it was a century ago.

▶ More information on the centennial celebration of Barnett House at www.spi.ox.ac.uk/centenary.html

Rough proof

Mr Barnett

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BARNETT HOUSE, established in Oxford as a Memorial to the late Canon Barnett was acquired towards the end of the year 1913, and was opened by Lord Bryce on June 6, 1914. The House is situated at the corner of Broad Street and Turl Street in the heart of the city, and in close proximity to Balliol College, Trinity College, the Sheldonian Theatre, and other historic buildings. The above print shows Barnett House on the right, with Exeter College, the Sheldonian Theatre, and the Clarendon Building in the distance.

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PEMBROKE REACHES OUT

Innovative access schemes are stimulating interest in areas including languages, theology and science, reports *Matt Pickles*

The numbers around Oxford's access work are staggering. In the last year, 2,200 outreach events were held across the collegiate University, contact was made with 78% of all schools in the UK, and more than £5.5m was spent on access work. Behind these figures, those involved in outreach are thinking carefully about how to be as effective as possible.

Pembroke College's outreach scheme is a good example of an innovative access programme which is getting results. Of the 23 state school students who took part in their 'Pem-Brooke' London scheme in 2011–12, five took up places at Oxford this year. During the five years that Pembroke has worked with Brooke House Sixth Form (BSix) in Hackney, East London, the number of its students winning places at Russell Group universities has risen by 500%.

Pembroke's activities are concentrated on four academic centres: in East London, West London, South Cheshire and Greater Manchester. Each is based at a school in the area, which acts as a hub to host students and teachers from across the region at regular events led by Oxford academics and admissions staff. 'Our approach is unashamedly academic and subject-driven,' explains Dr Peter Claus, Pembroke College's Access Fellow. 'We aim to prepare young people from disadvantaged backgrounds for intensive learning in competitive universities by encouraging them to look beyond the school curriculum. We believe that sustained intervention over long periods provides the best means of encouraging and supporting talented students as they seek to make decisions about their future.'

Students who take part in Pembroke's 'Pem-Brooke London and Pembroke North' access schemes are selected through a competitive interview process and are required to prepare for and attend a series of seminars on Romanticism and the Enlightenment given by Pembroke academics. Pupils also have the chance to learn study skills from current Pembroke undergraduates, and are invited to stay in the college on a residential summer school week.

Another main focus of Pembroke's approach is to expose students to the value of a university education in a subject which might be perceived as non-vocational. Launched late last year, the North West Centre for Science, a collaboration with Oxford's Corpus Christi College, brings academics from Oxford and other top universities to South Cheshire College to

lecture to up to 300 students from the region on cutting-edge research topics such as brain imaging and driverless cars. 'When these students come to apply to university, they will be able to show that they have gone beyond their textbooks and thought more deeply about their subject,' says Dr Claus. 'Through the centre, they will get the chance to meet and question academics and industry leaders who are working on the latest developments in engineering and science.'

Pembroke has also set up the North West Theology and Religious Studies Centre,

'We aim to prepare young people from disadvantaged backgrounds for intensive learning in competitive universities'

which has invited Year 12 students across Greater Manchester and Cheshire to inter-faith discussion events hosted by community groups, as well as lectures by leading academics on the theme of 'War, Faith and Religion'. The East End Classics Centre, a collaboration with the Iris Project, Classics for All, BSix College, Wadham College and other universities, provides seminars and study visits for pupils and teachers.

Teachers are also an important part of the outreach work carried out by Pembroke's subject centres. Launched only last year, the London Centre for Languages and Cultures (LCLC), in partnership with William Morris Sixth Form in Hammersmith and The Open University, supports teachers of Arabic, Chinese, French, German, Italian, Japanese, Persian, Portuguese and Spanish by providing language study days, a network of providing resources, and a residential at the college. LCLC is funded by a grant from the London Schools Excellence Fund and was recently highlighted as a flagship project by London's Deputy Mayor for Education and Culture, Munira Mirza. 'By supporting teachers in state schools to teach their students a range of languages which might not otherwise be taught up to A-level, we hope to see more students applying to Oxford and other competitive universities in these less vocational subjects in five or ten years,' Dr Claus says.



► Read more at www.pmb.ox.ac.uk/access

WHAT'S ON

EXHIBITIONS

Geek is Good

Until 28 September 2014
Museum of the History of Science
www.mhs.ox.ac.uk

A playful exhibition taking a reverse chronological look at some of the devices that may have been the geek gadget of their day, from 1980s' home computers to calculating machines and amateur astronomy.

Points of Departure

Until 7 September 2014
Pitt Rivers Museum
www.prm.ox.ac.uk/points_of_departure.html
Photography exhibition featuring the work of Mamadou Gomis and Judith Quax in Senegal, which examines the phenomenon of migration, documenting migrants' absences as felt by the families they left behind.

LECTURES AND TALKS

Wytham Woods' history and ecology

Thursday 29 May, 7pm
Wytham Woods, Oxford OX2 8QQ
www.ox.ac.uk/event/wytham-woods-history-and-ecology
Find out more about the history and ecology of Wytham with Dr Keith Kirby from the Department of Plant Sciences.

Bodies – when appearance is fetishised

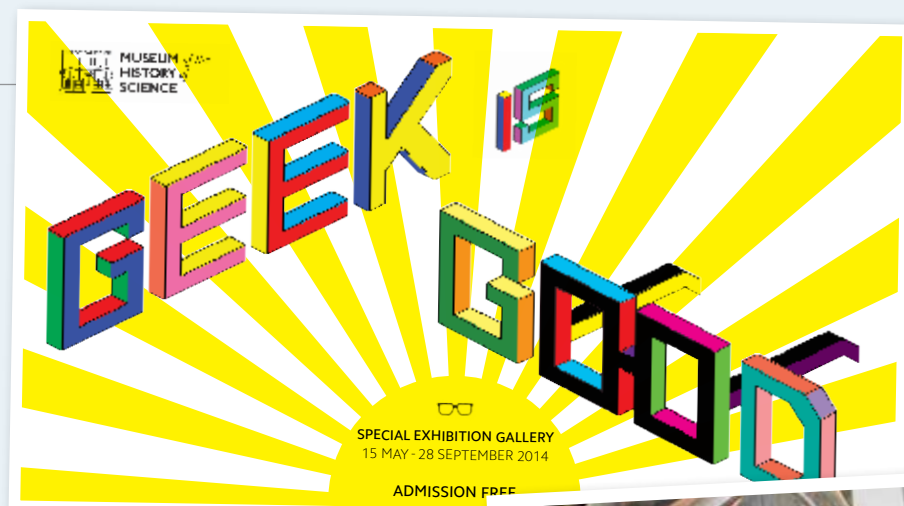
Friday 13 June, 5pm
Mansfield College
www.mansfield.ox.ac.uk/alumni/events.html
Talk by psychoanalyst, writer and social critic Susie Orbach.

In conversation with Baroness Amos

Tuesday 17 June, 5.15pm
Saïd Business School
www.sbs.oxford.edu/events
Discussion with Valerie Amos, Under-Secretary-General for Humanitarian Affairs and Emergency Relief Coordinator at the United Nations.

Open access and monographs

Wednesday 18 June, 2–5.30pm
Radcliffe Humanities Lecture Room
<http://courses.it.ox.ac.uk/detail/TZ005>
A forum for academics and researchers to debate the issues around scholarly monographs and open access with publishers and research funders.



CONFERENCES

UAS Conference

Thursday 26 June, 12–4.45pm
Andrew Wiles Building, Radcliffe Observatory Quarter
www.ox.ac.uk/uas_conference
Training and information event for administrative staff across the collegiate University. Registration opens 2 June.

CONCERTS

Jonathan Powell piano recital

Friday 30 May, 8pm
Jacqueline du Pré Music Building, St Hilda's College
Tickets £15/£10
www.sthildas.ox.ac.uk/jdp-music-building
Marking the centenary year of the outbreak of WW1, pianist Jonathan Powell presents music that reflects composers' reactions to this conflict, including Ravel's *Le Tombeau de Couperin*.

FAMILY FRIENDLY

Micro and Mega

Tuesday 27–Wednesday 28 May, 1–4pm
Pitt Rivers Museum
www.prm.ox.ac.uk/events.html
Half-term activities encompassing tiny dolls and enormous dinosaurs; investigate, sketch and create.

SPECIAL EVENTS

Money Pitt

Wednesday 18 June, 6pm–8.30pm
Pitt Rivers Museum
www.prm.ox.ac.uk/afterhours.html
Explore the world of global currencies and trade and find out how different cultures have responded to the common challenge of finding ways to assign value and facilitate exchange.



Big Wild Sleepout with the RSPB

Saturday 21 June, 3pm until dawn
Wytham Woods
Tickets £40/£22
www.rspb.org.uk/events
Spend the night with Wytham's amazing collection of wildlife. Activities include an evening badger watch and a night-time walk with bat detectors.

LoveFriday

Friday 27 June, 7–10.30pm
Ashmolean Museum
www.ashmolean.org/livefriday
An after-hours LiveFriday event dedicated to love. Seek out love in the museum's collections through musical and theatrical performances and interactive workshops.



AFTER OXFORD, WHAT NEXT?

Stuart Gillespie takes a look at where our graduates are six months on – and why it would help to know more

Where will the average Oxford student be six months after graduating? The answer, according to the data collected by the University's Careers Service, is that more than 90% will be in work or undertaking further study, with those in employment spread across a wide range of industries, sectors and roles.

Lucy Hawkins, a careers adviser at the Careers Service, explains: 'Oxford was ranked first in *The Times* Global Employability University Survey 2014 based on reputation with recruiters and is one of the most targeted universities in the country in terms of student employability. The dominant sector is undoubtedly education, with around a third of students finding work in universities, schools and education-related organisations. This simple statistic begins to counter the impression among students – inundated with marketing materials from large corporate recruiters – that Oxford students all end up in the City.'

Other popular destinations include law, health and social care, accounting, banking and investment, and consulting. Oxford is also well represented in the media and in government-related roles, as well as in the charity, advertising and IT sectors.

But simply having an Oxford degree is no guarantee of securing a job. Lucy says: 'The Oxford system provides careers support for students, but – just as in academic matters – the student must be proactive. A recent study found that 37% of vacancies at top graduate recruiters were expected to be filled by those who had already worked for the organisation, and employers repeated warnings that

graduates without relevant work experience would find themselves less than competitive in the graduate marketplace. This applies to Oxford too and, of the 6% who remain unemployed six months after the end of their course, it's often a lack of experience which is holding them back.'

Jonathan Black, Director of the Careers Service, has been leading research into the proportion of students from each Oxford course being in a graduate-level job six months after leaving. 'The only statistically significant indicator of whether a student gets a graduate-level job is their gender,' he says. 'The proportion of female leavers who are in a graduate-level job is typically 10 percentage points lower than their male counterparts, and this seems true in both arts and sciences.'

'Around a third of Oxford students find work in the education sector'

In the light of this finding, Jonathan is now carrying out attitudinal research to explore if and how male and female undergraduates think and behave differently in relation to their future careers.

The Careers Service is required by the Higher Education Statistics Agency (HESA)

to collect data from all Oxford leavers and to achieve a response rate of 80% from UK graduates and 55% from EU graduates. According to Lucy, the importance of this survey is threefold: 'First, it helps us as a Careers Service to target our support. For example, as part of supporting alumni for life we get in touch with alumni who state that they are unemployed to offer individual support and guidance. Second, it's a key factor for prospective students. Third, destinations data helps current students and recruiters.'

She adds: 'A recent staff exchange to the University of California, Berkeley, found that collection of destinations data in the UK is much envied across the pond. There are moves to put a similar system in place, so high is the importance of the information gathered.'

The exercise to collect graduate destination statistics for HESA is carried out between November and March. 'We initially email, then telephone, then send paper surveys in a process which becomes increasingly cost-intensive,' says Lucy. 'Any support that staff can give to encourage their leavers to complete the email survey would be much appreciated. Some departments mention this to their leavers in communications at the end of their course, and more support in this fashion is always welcome.'

Further information on how University staff can assist the Careers Service can be found at www.careers.ox.ac.uk/information-for-university-staff

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WHY AM I HERE?

KATE LEWIN

Conference and Events Manager, Mathematical Institute

In a nutshell, what do you do?

I worry, so you don't have to! Everything and anything associated with the smooth running of events at the Mathematical Institute, from arranging catering to providing audiovisual support. My primary aim is to minimise the stress on event organisers and make sure they have no reason to contemplate 'what could have been', but instead reflect on how satisfying their experience was and recommend us widely and with enthusiasm.

What's it like on the new ROQ site?

I love it. This ever-evolving development represents all the best elements of Oxford: beautiful and historic surroundings coupled with dynamic, ground-breaking research. There's a real sense of community emerging, not just within Oxford Mathematics (this being the first time in decades we've all been housed in the same building), but with our current and future neighbours.

OK, give us the sales pitch

Here at Oxford Mathematics we pride ourselves on giving a service commensurate with our facilities. With the largest purpose-built lecture theatre in the University (seating 360) and an AV relay between our three largest lecture theatres (allowing us to accommodate up to 700 people), it's no wonder there's a bit of a buzz about us. We also have a further three seminar rooms and six classrooms, all conveniently located on the same floor. Our onsite caterers run the café (open to the public Mon–Fri, 8.30am–4.15pm) and provide catering from an extensive menu, with something to suit every budget.

The best way to truly appreciate all that we have to offer is a site visit, so why not email events@maths.ox.ac.uk to arrange yours today? Generous discounts available to all parts of the University!

What do you most enjoy about your job?

I always enjoy conducting site visits with new clients. No matter what their preconceptions, they're usually blown away by the building and the facilities we have to offer.

As a child, what did you want to be when you grew up?

Not a grown-up! And I stand by that to this day...

So what was your first job?

My first paid engagement was at the age of nine as a dancer in *Cinderella* at the New Theatre (or The Apollo as it was then). As disparate as that may seem to my current role, I think it stood me in good stead – keep smiling, and if the customer is happy you've done a good job. I've worked for Oxford Mathematics since 2008 and been Conference and Events Manager since August 2013.

What's your favourite event?

I've organised every Graduate Modelling Camp (not THAT kind of modelling – mathematical modelling) that has been held in Oxford – five and counting. It's such a pleasure to see talented DPhil students from around the world being actively engaged in diverse, real-world problems. It's even better running into them again years later at other conferences and events and hearing how their careers have developed, often giving credit to the Camp for their progression. We've now had at least one Grad Camp marriage, a baby, and more than one Camper has later become a Mentor, training the next 'generation'.

What's the silliest request you've had?

Tough to choose between 'Can we drive a car inside the building?' and 'Where can I buy a life-size Tardis?'

What do you enjoy outside work?

I love a good night out (or in) with friends. My motto is 'Nobody leaves whilst there are still laughs to be had.'

What would your colleagues be surprised to learn about you?

That I do, on occasion, go home. I'm certain a lot of people think I have a camp bed in my office (if only)!

And finally, where would you go on your ideal day off?

As I watch the rain fall on this bleak May day, my mind inevitably turns to warmer, sunnier climes. I've been fortunate enough to travel quite extensively and there are so many places I'd love to see again, but many more that I've yet to visit. So I'd choose somewhere with good weather, great food, stimulating company and stunning scenery – which is starting to sound a lot like Oxford, but on a sunny day!



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VIEWFINDER

WHERE'S THIS AWESOME ORGAN? ANSWER ON P5.

