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The alumni magazine of the University of Nottingham **Issue 6 | 2020**

CONNECT

The (new) future of work

Are we in the midst of a work revolution?

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Contact
Alumni Engagement, University of Nottingham, Portland Building, University Park, Nottingham NG7 2RD

t: +44 (0)115 823 2408
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University of Nottingham
Alumni Magazine

Editor's note

Faye Haslam
(History, 2012)
Editor

2020 has thrown us a curveball, rapidly presenting unexpected challenges to our personal and working lives that we could not have foreseen at the start of the year. We've found new routines – the Connect team writing to you from our homes rather than campus this year – but questions remain about what the future may hold. This issue, we explore how we navigate a world that has, and is, changing around us. On page 16, we investigate how remote working could reshape our workplaces, while on page 20 we consider why creativity is crucial for our post-pandemic careers. Meanwhile, on page 12 we research how pandemics occur and what we can do to prepare for, and prevent, future outbreaks. I hope you enjoy this edition of Connect, and share your thoughts and feedback.

2020

Vice-Chancellor's welcome

Professor Shearer West
President and Vice-Chancellor

As we start our new academic year, it is good to see so many staff and students on our campuses again following the many trials of the spring lockdown. I must thank the many hundreds of colleagues who worked across the summer to prepare our campuses and buildings, putting meticulous safety measures in place.

In so many respects, I am enjoying the new year – working on site with colleagues, albeit socially distanced, and engaging with our students and alumni. Of course, my optimism for the new year is tempered with the knowledge that the pandemic means that we will continue to live through uncertain times, where restrictions will be a feature of life throughout the world.

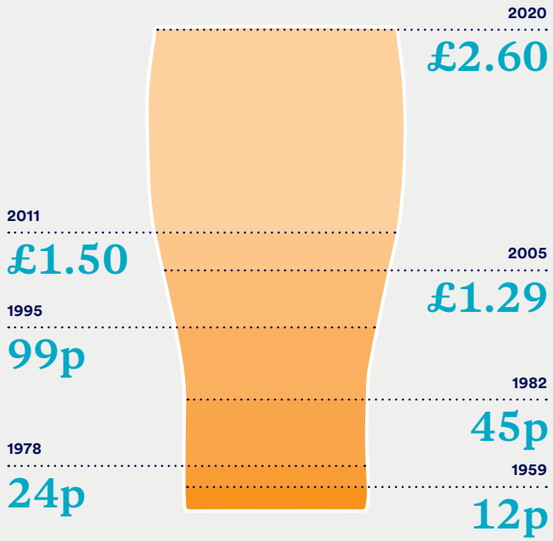
Nonetheless, as we navigate this new world, we will remain true to the values and goals in our University Strategy. Our focus on research and innovation opportunities will continue to tackle real-world problems and support the United Nations Sustainable Development Goals. Closer to home, we will deliver on our Universities for Nottingham civic agreement to support the economic and cultural life across the region.

The University will also use its research power to support a post-pandemic globe, for example in exploring how our changed world can commit to ever greater environmental sustainability, and considering how our international campuses and digital approaches can enhance education and partnerships overseas at a time of more limited global travel.

Wherever you are reading this and under whatever circumstances, I wish you all good health and happiness in uncertain times.

Written from the Vice-Chancellor's Office in early October 2020. Read Professor West's regular updates: nott.ac.uk/vcupdate

Do you remember how much a pint cost when you were a student?



2020—£2.60
Today a pint of Carlsberg at student bar Mooch will set you back £2.60.

2011—£1.50
I worked in Nightingale bar and it was £1.50 a pint. (Laura Ayres)

2005—£1.29
You could get a Carling for £1.29 at Wetherspoons back in 2005 when I started. (Chris Gallant)

1995—99p
It used to be 99p a pint in the Black Orchid during student night on a Wednesday! (Claire Dixon)

1982—45p
A pint in Cripps Hall bar was 45p so you could get two pints and a packet of crisps for £1. (John Deeth)

1978 —24p
It was 24p a pint in the Crown in Beeston when I arrived in 1978. (James Wingfield)

1959—One shilling (12p)
In the Buttery, I drank Shipstone's draught mild at 6d a half. It was the cheapest beer at a shilling a pint. (Alan Jervis)

Thank you to everyone who commented on Facebook.
University of Nottingham Alumni

Memory lane

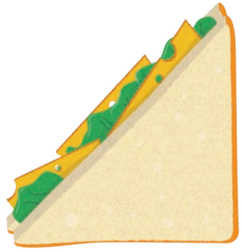
This year will undoubtedly prove to be unlike any other for students at Nottingham today. We asked you: "If you could go back to any point in your time at University, what would it be and why?" Here's a selection of what you said:

Easter 1973, our senior year when many of us stayed at the University over the Easter break to revise and prepare for finals. One night in the Buttery, I ran into Helen. We had met in week one of our first year and remained friends. That night the stars aligned and we became "an item". The following weeks were an unforgettable mix of romance, revision and camaraderie – a clichéd 'time out of time' where nothing else seemed to exist beyond that heady mix. Alas this story has no fairy-tale ending as Helen and I went our separate ways after graduation, but should she happen to read this, I hope she recalls "our Easter" with as much affection as I do almost half a century later.

David Edge
(Politics, 1973)

My most vivid memory is from Freshers' Week. In those days, it was de rigueur for students to sport a University scarf. I bought a scarf and a badge that had to be sewn on to it. I had no idea how to go about this task but a fellow student said she could sew it on for me. When I picked it up from her a few days later, we began dating and were together throughout our three years, marrying when we had graduated. We emigrated to Australia and then India. We had 10 happy years together and two children before going our separate ways. A few years ago I gave that scarf, which I had kept, to my daughter in memory of her mother.

William Wood
(French, 1965)



Sitting next to an architecture student with flaming red hair, trying to feign interest in a planning policy module but really only focused on the cheese and pickle sandwich he would share at the end of the session. I was two months pregnant and just needed to eat anything, everything all the time. Throughout my pregnancy, I was really well supported by students, lecturers and faculty staff. Two weeks past my due date, my daughter was born. Fast forward 25 years, my daughter has completed a degree in human geography and is contemplating a masters in international development.

Gail Rowe
(Environmental Planning, 1997)

Early in October 1956, seven of us Freshers got together and bought tickets for Dylan Thomas' *Under Milk Wood*, to be shown at the opening of the New Theatre. At the time I felt happy to be included in the crowd, being the only foreign student there, a rare creature at the alma mater at the time. One of the students had 'splashed out' and bought a packet of five Woodbines, which were passed along the line one by one. Until then I had only smoked, at the age of seven, cigarettes made by my brother, eight, from dried beech leaves and anti-German propaganda leaflets, scattered from Russian planes over the German town we were sheltering in. The air in the theatre was blue, but at the time not one of us realised how horrid it was, as everyone else committed the same sin, with better class cigarettes no doubt. By the end of the play, which was magnificent, to loud acclaim we had finished the last Woodbine.

Sarmīte Janovskis-Ērenpreiss
(History, 1959)

Thank you to everyone who shared their memories with us.

Read more online:
nott.ac.uk/alumnimemories

Something new is coming

We're launching a brand new alumni experience, bringing you exclusive opportunities to grow, and thrive, in your professional and personal life. Coming Spring 2021.

Life support

This academic year marks two significant milestones for our Faculty of Medicine and Heath Sciences – 50 years since our Medical School opened and 30 years since we welcomed our first cohort of nursing students. To celebrate, we asked staff from the Faculty's past and present to share their thoughts.

Robert Graham
University of Nottingham Medical School 1966-1992

I have always considered myself to be the most fortunate of men in having had the privilege of assisting in the planning, development and administration of the Medical School for nearly five years before the first medical students arrived and for 22 years thereafter.

Unusually for 1970, the arrival of the first students created wide media interest and the TV cameras were there to record the occasion. Over the last 20 years or so, medical schools seem to have popped up all over the place but in 1970 Nottingham was in a league of its own.

There were 48 students in the first intake. They were very trusting to enrol for a course which was, when they arrived, five years from approval. However they must have enjoyed the best staff/student ratio ever. There were 2/3 members of academic staff in post for every student, not to mention the technical and support staff who had been recruited in the previous three years.

Everybody involved was taking part in something which was completely new and exciting and this created a wonderful feeling of camaraderie. Staff members remembered the names of all those foundation students for years afterwards and I like to think that the feeling was mutual. I cannot think of anyone then in the Faculty of Medicine who, as the years went by, did not look back at that time with anything but great fondness.

Perhaps the supreme highlight was the visit of The Queen and the Duke of Edinburgh on 28 July 1977 to open and name Queen's Medical Centre. I had the honour of organising this event on behalf of the University, the Trent Regional Health Authority and the Nottinghamshire Area Health Authority.

I am quite sure that those members of the then Medical School staff, whether academic, administrative, technical or secretarial, still with us today, together with the students of those early years, will have nothing but happy memories of a very special time in our lives. It was a wonderful experience.

University of Nottingham
Alumni Magazine

John Atherton
Pro-Vice-Chancellor and Dean for Medicine and Health Sciences

What a moment in our history! I am hugely proud to be PVC and Dean of the Faculty as we celebrate the 50th Anniversary of our Medical School in the University and the 30th Anniversary of nursing training in Nottingham.

As well as having one of the largest medical student intakes in the country in Nottingham itself, we now have a prestigious graduate-entry medical course in Derby and a new medical school in Lincoln, run jointly with the University of Lincoln. Taken together, we train more medical students than any other university in the country.

In all our courses we are proud to be leaders in widening access; we teach future professionals from all backgrounds and ethnicities, our aims being to ensure that access to training is fair and that the make-up of the future workforce reflects the patients and public it serves.

In research we are leaders in a multitude of areas across the UK and internationally. Our Biomedical Research Centre, funded by the National Institute of Health Research through the Nottingham Universities Hospital NHS Trust is, with Manchester, the biggest in the UK outside London and Oxbridge.

We have recently opened the latest part of our Nottingham Biodiscovery Institute just across the bridge from the Medical School building; this is now the biggest purpose-built multidisciplinary science institute outside the Crick Institute in London.

Our numerous international collaborations continue apace and we are making particular efforts to build research excellence alongside our China campus in Ningbo.

Of course COVID-19 is an unwanted spanner in our works but the University has responded magnificently to its challenges. We qualified a whole year cohort of medical students many months early and sponsored them to enter the workplace as junior doctors. We have sent our student nurses on extended placements to help the NHS. We have been involved in nearly all the major national clinical trials for COVID-19 and we are involved with much other research.

> "We qualified a whole year cohort of medical students many months early and sponsored them to enter the workplace as junior doctors."

So COVID-19 has marked a strange, but in some ways life-affirming, end to our first 50 years of medicine and 30 years of nursing.

Now is the time to push on in partnership with the NHS and together build a new future for healthcare regionally, nationally and internationally.

Take part in our year of celebrations:
nott.ac.uk/medicinenursing5030

1970

The UK's first Medical School in the 20th century is established at the Queen's Medical Centre campus, with the first intake of 48 students graduating in 1975.

1982

Professors Roger Blamey and Ian Ellis develop the Nottingham Prognostic Index: it remains the global standard for predicting patient outcomes in breast cancer.

1989

The Nottingham Cochlear Implant Programme is established and provides the first child with a cochlear implant in the UK.

1996

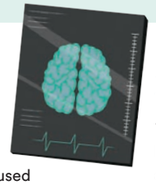
Research by Professor Nadina Lincoln and her colleagues demonstrates the effectiveness of stroke units, leading to the creation of stroke units across the UK.

2003

Sir Peter Mansfield is awarded the Nobel Prize for Medicine for his work in the application of magnetic resonance imaging (MRI).

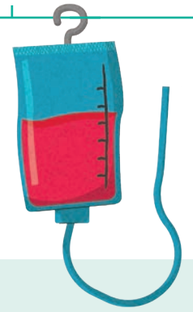
2009

The world's first autoantibody blood test for the detection of early-stage lung cancer is now used clinically – the result of research directed by Professor John Robertson.



2010

Brigitte Scammell becomes the UK's first female Professor of Orthopaedics.

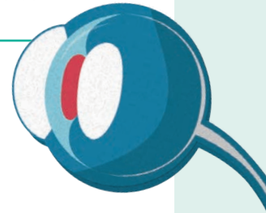


2011

The Headsmart campaign launches, halving the average diagnosis time for children with brain tumours.

2013

Opthamology textbooks need re-writing as Professor Harminder Dua discovers a new layer in the human cornea.



THE PANDEMIC PROFESSOR

Professor Jonathan Van-Tam (Medicine, 1987), one of England's three Deputy Chief Medical Officers, swiftly developed a reputation for his no-nonsense responses under the intense pressure of the media spotlight during the coronavirus pandemic.

Words: Chris Hickman

His career may have taken an entirely different path, however, had it not been for a stroke of fortune at the beginning of university life.

"I only got a place at Nottingham because somebody cancelled! My grades weren't quite good enough and I ended up getting literally the last place to get on the course that year."

Thankfully for both the watching public and those inside Downing Street, Professor Van-Tam subsequently made the most of his lucky break. His career encompasses the pharmaceutical giants SmithKline Beecham (now GlaxoSmithKline), Roche and Sanofi-Pasteur, "spending a lot of time on anti-viral drugs and vaccines," a stint as Head of the Pandemic Influenza Office at the UK Health Protection Agency (now Public Health England) and also a number of years lecturing here at Nottingham.

"All my career has built towards this kind of moment. My varied roles gave me the foundation and knowledge that I have needed to respond."

'This kind of moment' looked like 16 hour days at the height of the pandemic, the majority of time spent either in meetings or preparing for said meetings, as well as directly advising ministers on what he calls "pandemic preparedness." Crucially as we have all now understood the advice became something of a shield for ministers 'following the science', but Professor Van-Tam is adamant it isn't so black and white.

"You've got to get through the mind-set that science or clinical medicine is the only game in town. It's not when it comes to running the country and making complex and difficult decisions. Part of the skill I am still learning is when to stand and fight and when to understand that your advice is part of a bigger consideration a politician has to make."

Of course his most famous moment came in the light of Dominic Cummings' trip to Durham with his diplomatic insistence that the rules "...are for the benefit of all. In my opinion they apply to all." Was Professor Van-Tam prepared for such a grilling from the media?

"I didn't sign up to be on that podium at Number 10, in the spotlight with some, at times, quite aggressive journalism coming at you. But I do revel in the challenge of deconstructing the question and reconstructing the answer in a way which I hope people from all walks of life sat around their TVs can understand.

"It really matters to me that people felt they weren't getting flannel or deflecting the questions, I was just taking them head on and if I didn't know the answer I'd just say so. It gave me a great deal of personal satisfaction to learn of the reaction from the public. I take pretty much the same approach with colleagues and Ministers – be polite, tell it straight, and always speak truth to power, never pull a punch."

Speaking of deflecting questions, Professor Van-Tam has been quoted as saying that things will 'return to normal' in the UK by next spring. Is this so?

"All of this is predicated on whether we can get to a point where there is a successful vaccine. Typically these projects each have about a 10% chance of success, which is why the UK has taken the position to back multiple vaccine manufacturers and multiple vaccine projects.

"I think there are some exceptional science talents out there developing vaccines and I am hopeful that if we don't get some small quantities of vaccine just before Christmas we will begin to get meaningful supplies between Christmas and Easter next year."

And how to cope in periods of intense pressure? "The trick is not to get miserable and take pride in the fact that if you work until you drop, sleep, and then go again you're doing all you can possibly do to help." You heard the professor.

The challenge of change

Professor Stephen Joseph
School of Education

The last few years has seen much upheaval in the world and most of us have in some way or other been faced with the challenge of change. No one welcomes adversity, and the change it brings can be difficult, but it can also bring new opportunities if we are able to deal with it positively.

In a year in which we've all had to rapidly adjust to changes to our lives as a result of COVID-19, I'd like to share something of my research to help you to adapt and harness change in a positive way and apply this to your professional and personal life. As we all come to terms with the reality of the pandemic and make adjustments to our daily routines, you may find yourself starting to reflect on what really matters to you.

You may know of Nietzsche's dictum: "What doesn't kill me makes me stronger." But can adversity really make us stronger?

Maybe stronger is not the right word; but adversity can certainly wake us up to what really matters to us, propel us to become more true to ourselves, take on new challenges, and help us view life from a different perspective. In my book *What Doesn't Kill Us*, I describe how after experiencing a challenging event, people often report how they come to value their friends and family more, feel an increased sense of compassion for others, and a longing for more intimate relationships. Sometimes people also feel that they have developed in wisdom, personal strength and self-knowledge. Often people describe changes in their life philosophy, and how they have found a fresh appreciation for each new day and become more able to live in the present.

> "What doesn't kill me makes me stronger." But can adversity really make us stronger?

Think about the questions opposite and find examples of things you have done that illustrate your answers.

It's useful to take some time out to reflect on these questions, to notice and nurture your personal growth as it takes root. Perhaps it will be about discovering resources in yourself that you were not aware of, or looking more appreciatively at your relationships with others, rebalancing your time between work and leisure, or maybe discovering new ideas about how you want to live.

Use these questions to reflect on how to adapt to change in your own life:

01
Are there ways in which your relationships with family and friends have been strengthened and deepened in intimacy?

02
Are there ways in which you have found a different perspective on life with new opportunities?

03
Are there things you did that showed you strengths within yourself that you didn't know you had?

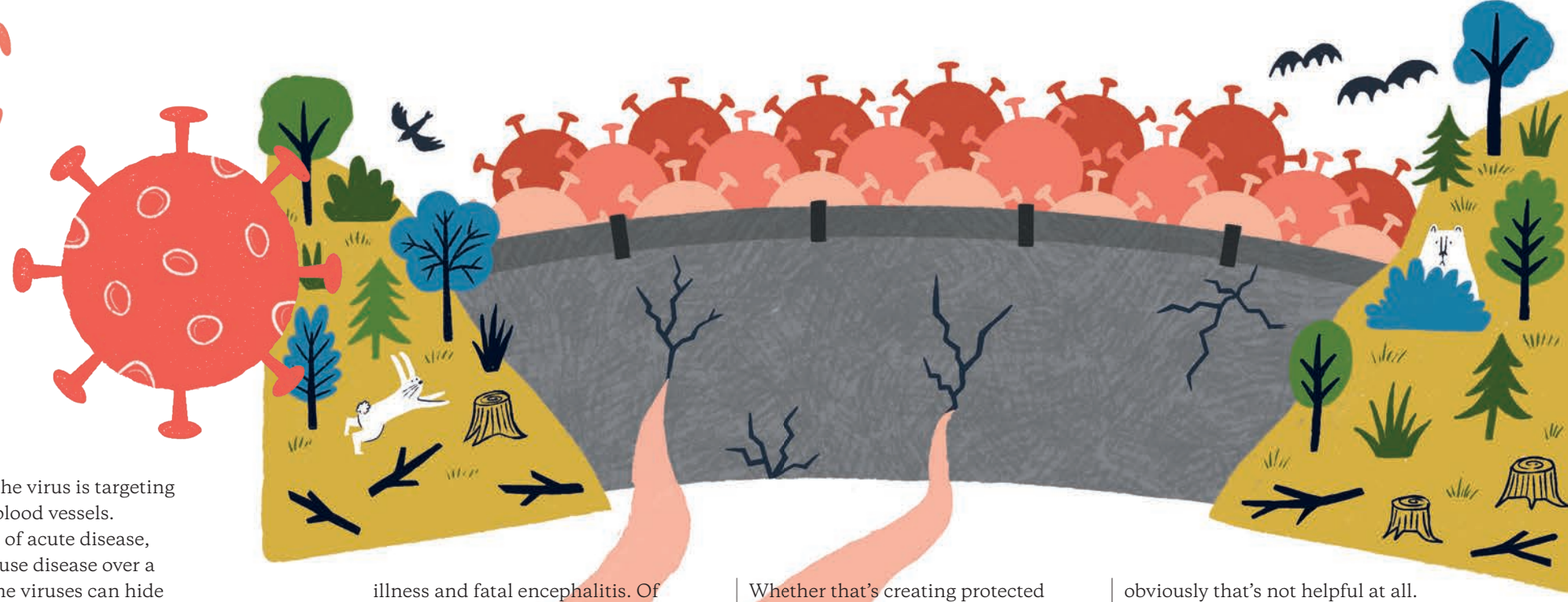
04
Are there ways in which you have found a greater understanding of life and how to live it?

05
Are there ways in which you find yourself being more grateful for what you have and for those around you?

Spilling over

How the COVID-19 pandemic is just the tip of the iceberg

Words: Tom Hills
Illustration: Abigail Burch



We might still be battling the current COVID-19 pandemic, but unless we change course on the processes that drive disease outbreaks, we could be headed for a 'pandemic era'. Like something from the pages of a science fiction novel, two years ago the World Health Organization (WHO) called for research into 'Disease X'. The mysteriously named disease represented the knowledge that a serious international epidemic could be caused by an unknown pathogen. Two years later and 'Disease X' seems to have been unmasked, revealing itself to be the coronavirus the world has become familiar with, COVID-19. However, this story is far from over. WHO still lists 'Disease X' as a priority disease alongside COVID-19, Zika, Nipah, Ebola and several other known viruses.

The big picture: pandemics are on the rise. And the next pandemic is most likely to be caused by a virus jumping from an animal to a human. If that sounds familiar, it is. HIV, Ebola, COVID-19 and many other viruses have been linked to animals. Like many people, through the course of the pandemic I have become an armchair virologist. Armed with my rudimentary knowledge, I wanted to seek answers to some pertinent questions – how and why do viruses 'jump' from animals to humans? What can we do to prevent it and another pandemic?

Steve Dunham, Associate Professor of Veterinary Virology at the University of Nottingham is a qualified vet and is part of the One Virology group at the University, bringing together an interdisciplinary team of researchers with expertise in human and veterinary viruses to make new discoveries, deepen scientific understanding and pioneer novel approaches to challenging infections.

I spoke to Steve to explore these questions and understand the mechanics of a pandemic.

Tom Hills: Let's start with the basics. What exactly is a virus and how does it cause disease?

Steve Dunham: A virus is something that is smaller than bacteria and smaller than our cells in our body. Typically, they consist of some RNA or DNA with an outer protein coat. They're strange things because they can't replicate themselves without the help of a cell within an animal, human or other organism.

Viruses can cause diseases in many different ways. Typically, viruses infect only limited types of cell. They can do that because the proteins on the outside of the virus recognise proteins on the surface of the cells. The virus will stick to the cell surface, then enter the cell and then proceed to replicate.

Every disease is different in terms of the cells a virus will target. For example, Ebola will cause lesions in your blood vessels, causing a lot of bleeding because the virus is targeting cells that line the blood vessels. That's an example of acute disease, but viruses also cause disease over a longer period. Some viruses can hide within the body, HIV would be a prime example of that.

TH: Ebola and HIV have both been linked to animals, as has COVID-19, so how do these viruses move between animals and humans?

SD: We refer to animals in which viruses live and replicate as reservoirs of infection. When viruses move from one species to another we call this a spillover event, for example, HIV moving from primates to humans.

There's also a couple of examples where viruses have gone into pigs initially and then spilled over into humans. One outbreak happened in Australia with Menangle virus – a pig farm was built next to a river and trees which were home to roosting bats. It turned out the bats were flying out into the piggery at night, sitting above the pigs' food and urinating onto the food. The pigs were then infected with the virus leading to a large number of stillborn piglets. The virus transmitted to humans who were in close contact with the pigs, but it only caused fairly mild symptoms. A similar situation occurred with Nipah virus in Indonesia. However, Nipah causes a nasty range of illnesses from asymptomatic infection to respiratory illness and fatal encephalitis. Of course, insects may also have a role in transmission. Once you have a reservoir in animals, there's nothing to stop biting insects such as mosquitoes acting as a go between the animal and humans as well.

TH: We're seeing an increase in the number of outbreaks in recent years, why is that?

SD: Spillover events are always somewhat random and there are lots of factors involved – however, the more humans interact with wildlife reservoirs, the more likely it is to happen.

The reasons these interactions are increasing are complex. For example, animals in the rainforest in Brazil might have been in that environment for thousands of years but as we cut down the rainforest to make space for farming, the likelihood of humans interacting with those animals increases. Likewise, as populations increase in western Africa, the need to eat bushmeat might increase.

TH: What can we do to prevent future outbreaks?

SD: Top of the list is changing the way we interact with wildlife. Whether that's creating protected habitats for wildlife to prevent human encroachment or stopping the exploitation of wildlife for alternative medicines or for bushmeat. Minimising interaction is also about minimising practices like deforestation. When we take away a habitat like the rainforest, the animals that live there need to find new homes – which can bring human populations and animal reservoirs closer together.

We also need to look at biosecurity measures in farming. You wouldn't believe the number of times you'll see a pond built next to a chicken farm, for example. While it might seem like a nice thing to do, ducks encroach into the environment and can pass avian influenza onto the chickens. Then there is potential for an outbreak in humans. Another important consideration is how we develop sustainable farming and food production systems so people all over the world have enough food to eat and are not driven to depend on wildlife as a food source.

Once there's an initial transmission event of any virus we need to think about the immediate next steps. We have to be very open about it and initiate a local lockdown. It's been reported that the COVID-19 outbreak was covered up very early on, but obviously that's not helpful at all.

TH: Is there a positive outlook for the future?

SD: We have a lot of very clever people throughout the world working on different aspects of COVID-19. Here at Nottingham there's lots of research going on – virologists at our Wolfson Centre for Global Virus Research are working on a DNA vaccine for COVID-19 with Nottingham Trent University. We also have a study underway to look at how we detect early cases of COVID-19.

There are better tools available to us now than there were – we can get the whole sequence of an emerging virus almost overnight whereas years ago it would have taken us best part of a year to do that. There's funding available with such huge interest in developing vaccines too. However, the immune system is extremely complicated and differs between individuals and ethnic groups, so work in this area does take time.

I think there's greater awareness of how the way we interact with the environment can affect the likelihood of disease outbreaks. However, change in this area isn't something we can do individually, it takes global change and governments to make that happen.

A TIME TRAVELLER'S GUIDE TO A NIGHT OUT IN NOTTINGHAM

Come with us on a trip down memory lane to a time when pints cost 25p and a ticket to rock would set you back as little as two shillings, as we present the time traveller's map to Nottingham's nightlife, from 1189 AD to the present day.

Words: Giselle Kennedy
Illustration: Abigail Burch

01

Palais de Danse AKA Ritzy, Oceana, PRYSM (1925 – today)
Over its long history, the Palais de Danse has hosted tea dances, rock 'n' roll, night fever disco, northern soul, and plenty of cheese. Whatever your era, it's a great place to strut your stuff on the rotating dance floor!

02

Ye Olde Trip to Jerusalem (1189 – today)
Journey back to 1189, and you'll come across one of England's oldest pubs. If its sandstone walls could talk, they'd tell you about the inn's history as a brew house for Nottingham Castle and how Crusaders used to stop by to quench their thirst. A rite of passage for all Nottingham students!

03

Goose Fair (approx. 1284 – today)
From mushy peas and clouds of candy floss, to rip-roaring rides and the legendary 'cock on a stick', there's nothing quite like the thrill of Goose Fair. Try hook-a-duck or the shooting gallery and you might leave the Fair with more than you came with!

04

Rock City (1980 – today)
Brace yourself for the mosh pit! A haven for rockers, metal heads, punks, goths, electronic and grunge enthusiasts, Rock City was, and still is, the place for a dose of the alternative. Since its opening, students have head-bopped across the smoky, sticky dance floor, forgetting all about lectures the next day.

05

Savoy Cinema (1935 – today)
A third-date mecca, the Art Deco Savoy Cinema in Lenton has helped to spark more student relationships than any other place in Nottingham. Discounted student entry won't leave you out of pocket, but the memories are priceless. Sit back in a sweetheart seat and enjoy the film.

06

The Irish AKA The I Club (1980s – today)
Down by Nottingham's canal is the fondly remembered 'the Irish'. This place was filled to the rafters in the 1980s and 1990s and you were guaranteed to get a decent pint for a reasonable price.

The <new> future of work

Words: Faye Haslam

Are we in the midst of a work revolution? Or are we experiencing an evolution, a chance to bridge new ways of working with efforts to redress issues and inequalities to ensure work works for all?

Little did I expect that I would be writing this article from my new home office… aka the kitchen table. In a matter of months, our working lives have been transformed by the pandemic, as many of us became remote workers almost overnight, navigating a new landscape of virtual meetings and video calls.

During the height of the lockdown, figures from the Office for National Statistics revealed that almost 50% of all workers in the UK worked from home, while among 'white collar' occupations that number rose to almost 70%. And there is every indication that this trend is set to continue, and accelerate. Major companies such as Twitter, Facebook and Fujitsu have already announced moves to make working from home a permanent option (with more expected to follow suit), while a report by researchers at Cardiff and Southampton universities suggests as many as 9 in 10 people who worked from home during the lockdown would like to continue in some form. So, are we in the midst of a work revolution or an evolution?

There are a number of key facets that companies will need to consider as they re-imagine the post-pandemic workplace. Global management consultancy McKinsey has stated that the post-pandemic organisation will take shape along three dimensions – who we are; how we operate; how we grow. I wanted to explore these three areas in more depth to uncover what challenges and opportunities lie ahead, for employees and employers alike, so I turned to our experts to delve into the new future of work.

How we operate

So, first, let's consider how we operate. It's easy to overstate the death of the office – after months of restrictions many of us are yearning for a chance to connect with colleagues without a screen – but the pandemic has resulted in a shift in what we thought possible and challenged prevailing notions of what work looks like. Gone are the days of 40-hour working weeks in the office, likely to be replaced by something much more flexible.

"If organisations and employees can see the mutual productivity benefits of working from home, I think it will lead to systemic change in working practices," says Andrew Sharp (Geography, 2005), Head of Early Talent at Mars. "You definitely have more freedom across your working day, with fewer office distractions, meaning that you often find you can get more done, and at a time that works better for you."

"Working from home can be really good for just getting business done," agrees Professor Todd Landman, Pro-Vice-Chancellor for Social Sciences. "It's definitely time efficient. Meetings that would take two hours now take one, and it can also open up new opportunities to meet colleagues because they don't have to physically come to a meeting. The efficiency and immediacy of the medium allows me to reach out to more people than I have been able to before.

"The flexibility also means we can be much more outcomes and output focused through technology rather than face-time presenteeism. The whole notion of being in the office totally shifts. It's not about punching a clock or having to be seated at your desk, but about being present in terms of the tasks that have been set for you. But these advantages are a function of your personal circumstances and this is where we get into the disadvantages."

Indeed, the benefits of working from home can only be unlocked through access to the technologies that make it possible. And this is where we start to get into interesting considerations for our future relationship to technology.

"Being able to work from home is predicated first on very good infrastructure," explains Todd. "You need fast broadband that works well, and that cost is now being borne by the member of staff. Internet services are not being provided because it's assumed you have it. COVID-19 has raised the disproportionality of experience to high relief because it suddenly thrust everyone back into their homes, and it made them reliant on whatever infrastructure they had before. It really does show the stark differences in experience that people have.

"I could imagine a digital justice movement forming. If individuals are going to be more reliant on technology than ever before, is digital access in the category of a fundamental human right? We joke when we put Wi-Fi alongside food in our hierarchy of needs, but if you think about it, it's not that crazy. Whether you are paying your bills, the weekly shop, doing your job, the one thing you now need is Wi-Fi. There is a real, fundamental need for high quality technology. So, I think this idea might build. What's the fundamental basic provision of digital resource that anyone could expect? This could also be important to break down some of the class and income barriers to access of information."

As organisations orientate towards flexible, remote workplaces, overcoming technological barriers is one concern. But another is the need to balance the ability to work from home against the wellbeing interests of staff being asked to restructure how and where their work takes place. The collision between our working and home lives during the pandemic is well documented – juggling caring responsibilities, keeping on top of the housework, staying in touch with family and friends, spending hours

and hours in meetings and calls – the imperceptible feeling of 'living at work'. And there are indications that this balancing act between professional and domestic spheres is landing disproportionately on the shoulders of women. Indeed, the United Nations has highlighted the impact of COVID-19 on women globally and warned that years' worth of progress on women's empowerment could be lost to the pandemic.

"We need to give organisations an opportunity to consider what they do and how they do it."

Professor Tracey Warren in the Nottingham University Business School is leading a new study funded by the Economic and Social Research Council, as part of UK Research and Innovation's rapid response to COVID-19, and run in partnership with Professor Clare Lyonette at the Warwick Institute for Employment Research and the Women's Budget Group to examine the impact of the pandemic on the burden of work on women, especially working-class women, in the UK.

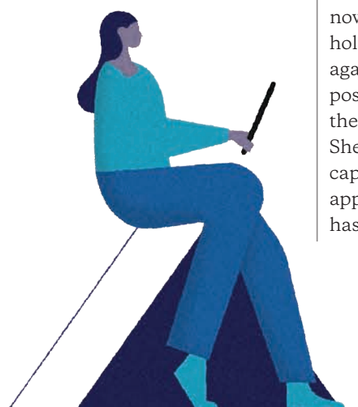
"We've heard a lot in the press about men spending more time at home during the pandemic, but also that women are bearing the brunt of childcare and domestic work. While there was the possibility that parents could share paid work and care more equally as a result of both working from home, our study shows that this was not the reality for most UK households. Our analysis of data gathered in June from 14,123 participants shows far more women than men were doing the cooking, cleaning, washing/ironing and grocery shopping during lockdown. 70% of women reported being the main person in the home doing the washing/ironing, compared to 13% of men. Only a minority of mothers, 19%, said that, after the schools were closed, home-schooling was shared equally with their partner. Instead, 63% of women and only 9% of men said that responsibility for home-schooling was 'always/usually me'.

"Data being collected in the study will show us whether the pandemic – and the different ways people are working as a result – is likely to make longer-term differences to gender equality. If women's careers are negatively affected as a result of efforts to juggle work and childcare, this could suggest a widening of existing gender gaps."

In establishing how we operate in future, organisations must therefore consider both creating the infrastructure to facilitate remote working but also to ensure this new way of working does not intensify workloads, both 'in the office' and at home.

"There is a tendency for flexible working to be seen as a 'women's issue', in order to allow them to combine work with childcare and domestic tasks," continues Tracey and Clare. "These misperceptions can be detrimental to women's career progression over the longer-term and contribute to the persistence of 'traditional' gender roles.

"Flexible working needs to be considered by employers as a gender-neutral opportunity, and managers should be trained to consider flexible working requests and to discuss with team members how this could work for



all. Senior staff, both male and female, can act as role models by working flexibly, showing that it can work and signalling a positive workplace culture. Unless men also work from home where possible, and provide some of the childcare and domestic work required within households, women will continue to be disadvantaged."

Who we are

Just as important, if not arguably more so, as how our workplaces operate is the need for organisations to establish who they are and what they stand for. After all, a positive leadership and workplace culture can mean the difference between success or failure of an organisation. And this will intensify with signs that our expectations of how our leaders, and organisations, should operate are changing.

"Our notions around leadership and management have started to shift," says Associate Professor Terri Simpkin in the Nottingham University Business School. "The traditional characteristics of charismatic leadership, which might have been outwardly attractive, are now being criticised for being a bit hollow now that we're stacking them up against competence and capability. The poster child for this is Jacinda Ardern, the Prime Minister of New Zealand. She's strong, she's decisive, she's very capable as an operator, but she's also approachable, shows compassion and has been steadfast in a number of

difficult situations. While people might suggest this approach is gender-based, it really isn't, it's a human-based issue. If you come to leadership with care and compassion, and use values as an anchor for decision making, that's more important than bluster or hollow words. Resilience for organisations doesn't come through systems and process and bureaucracy in times of crisis or rapid change, it comes from people being willing to follow leaders who are trusted, are trustworthy and who are able to define a vision that their decisions actually follow."

How organisations respond not only to new ways of working but an evolution of the relationship between employees and employers is not just an issue of internal management culture. Paying greater attention to how staff are recognised, understood and listened to could have a bearing on attracting future talent to the organisation.

"Employees have always sought out organisations that act with care and mutual respect from their employees," says Andrew. "This need has been magnified through the pandemic and it will be the organisations that can truly empathise and show some flexibility in these times of real ambiguity that will stand out. It's really important that organisations listen to their employees. At Mars, we are using forums to understand what is working for staff and what is not. This will help inform our future approach. I think this will be a key differentiator when it comes to attracting talent into organisations in the future. People will not forget those organisations that put their employees at the heart of their decision making and acted in a principled way."

How we grow

It's difficult, in the midst of a pandemic, to look beyond the immediate priorities of keeping workplaces functioning, and into the long-term growth of an organisation. Indeed, what does growth mean or look like in a post-pandemic world? But, in a year that has been defined not only by the pandemic but global demonstrations for equality, a case can be made that it's time for organisations to use this moment of recalibration to create real, lasting, change.

"There's been this narrative of continual growth, that organisations need to have more profit, more customers, more products," says Terri. "A global economy resting on this idea that we will have infinite growth. And of course, that's entirely not possible. So maybe we need to reset and give organisations an opportunity to consider what they do and how they do it.

"Rushing back to business as usual would be a waste of an opportunity to rethink. One thing that has come out of the pandemic is that we can't take for granted that our own experience is shared across the broader community. Issues around inclusion have been there for a long time but there's been a magnifying glass put on it. Once we start navigating into the 'new normal', greater opportunity has to be provided to those who have previously been locked out because of gender, cultural or social background, sexual preference, disability, neurodiversity. And for organisations to not just have diversity, but to hear their voices and take their experiences on board when looking at how they operate.

"Of course, this brings status quo challenging ideas and it's this, that innovation, which is the capacity to leverage what's coming out of the consequences of the pandemic. It's the harnessing of those different ideas, those different experiences, that's actually going to provide real value to organisations moving forwards. Organisations that truly embed inclusion, and understand why people work for them, are the ones that will enjoy disproportionate success."

After exploring our post-pandemic working lives through the lens of operations and technology, workplace culture, and equality and inclusion, it feels we are in the middle of a conversation that is both old and new, as we work out how to address long-standing issues in a world transformed by the pandemic.

"I think the opportunity really is to revisit and recognise those big questions that have been kicked down the road but we can no longer ignore," says Terri. "How are we going to embed new notions of work with digital advancements? How are we going to expand opportunities to those people who have been locked out of the privilege we might have had? How are we going to better meld the responsibilities and the interests of people outside work? The opportunity is to look much more critically and really with some clarity for solutions to the questions that have been on the cards for a long time."

So maybe the future of work isn't completely new after all. It's time to find some new truths to old questions.

Creative perspectives

Creativity is one of the most-in demand skills desired by employers today, and it's set to become even more important post-pandemic as companies seek innovative solutions to new challenges. We asked four alumni for a perspective on what creativity in the workplace means to them.

Understanding your audience

Emma Vites Patel
(Psychology and Sociology, 2003)
Account Director, LinkedIn

I'm really creative in my role and it's been the formula for my success. I resist the temptation to adopt a one-size-fits-all approach to my work and instead take time to listen to my clients, understand their specific needs and adapt my solution accordingly. I view my job as a problem solving activity, and if my client has an objection, I think creatively on how it can be solved.

The best way to be creative in your career is to truly understand people and discover their true needs. I'm an IMA practitioner and this is an amazing tool to help me understand the preferred language style of my customers so I'm able to adapt my approach to suit them. You can take a short questionnaire online to find your colour and learn how you can modify and adapt to suit others.

A positive mindset

Doreen Anene
(PhD Animal Sciences, 2021)
Founder and Program Director, The STEM Belle and PhD Researcher, University of Nottingham

A crisis such as the COVID-19 pandemic is a powerful catalyst for change, creativity and innovation. We've been working creatively to devise new strategies to engage both teachers and learners in STEM education to ensure no-one is left behind. In my role, I've remained creative by demonstrating ethical leadership, and developing new ideas such as leading my team to increase our digital footprint using the art of visual storytelling as a tool for social change.

Thriving amid changing circumstances like COVID-19 requires all team members to have a renewed and positive mindset. Recognising the opportunities of the current situation can be a game changer for team creativity. Creating a positive virtual working environment, where innovation is recognised and rewarded is important to spark creativity and new ideas within your team.

Getting out of your comfort zone

Richard Hillson
(Law, 2002)
Founder, Hillson Consulting

After 10 years as CEO of an investment bank, I founded Hillson Consulting in January 2020 to work with wealth managers. Then came March – COVID-19, quarantine and travel restrictions closing off the usual business development channels. Throw in the towel or have a serious rethink?! I gave myself a crash course in digital and social media marketing and content creation and moved to using LinkedIn as my central hub for business development.

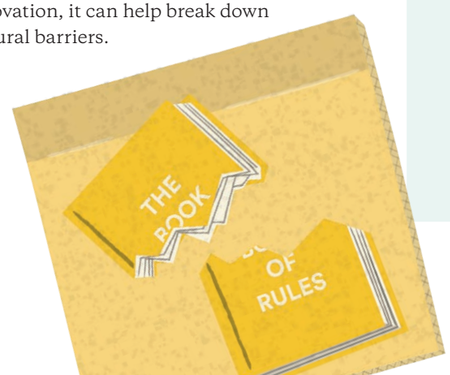
Creativity to me means finding ways to have meaningful interactions with prospects and clients, and to pivot and be flexible depending on circumstance. Historically, I was perhaps the least creative person I know, very set in my ways and inflexible. Challenge yourself daily to get out of your comfort zone. Ironically, I tell my clients this daily when it comes to investments – broaden your horizons, and evolve or die. I just wasn't doing it myself until my hand was forced.

Breaking down cultural barriers

Rob Avery-Phipps
(International Relations, 2013)
Founder and Managing Director, China-Britain Regional Initiative

After completing my masters at Nottingham's Ningbo Campus, I founded the China-Britain Regional Initiative (CBRI). The concept is to generate meaningful and economic-focused projects between UK and Chinese "sister cities". Pre-COVID-19, our way of working was very traditional. Most activities between cities was done face-to-face. It was tiring, slow-paced and resource intensive, but it's the way international relations has always been conducted so there wasn't even a concept of innovation.

The rulebook has now been ripped up. We can no longer travel across the world, but with improved technology (and a new acceptance that this is normal), why should we? Over the past six months, CBRI has been developing the concept of a "virtual trade mission". We ran one in the summer and to everybody's surprise...it was a success! What would have taken months of planning, a massive time commitment from decision-makers, and a huge carbon footprint, only took a morning. The technology has its limitations, but with creativity and innovation, it can help break down cultural barriers.



What does creativity mean to you?

We asked you for your perspective on this topic on LinkedIn. Here's a selection of what you said:

I'm an educator so for me, creativity is allowing both students and teachers the agency to excel. I use the Mantle of the Expert imaginative approach to empower my students by using their imaginations to ignite their creativity. This in turn allows me to facilitate creative learning communities where collaboration, creativity and curiosity are paramount.

Louise Ryan

I work within the wellbeing space and creativity plays a big role. It's always fun helping people to understand that creativity is much broader than art – which is good, given that I can't really draw. Creativity is also important in performance at work. I help people to understand how to make an impact, what motivates them and how to identify this. People who are obsessively creative (in a good way) we term the Game Changers!

Shantonu Chundur

Creativity is about turning new or visualised ideas into reality. It's also about analysing patterns and trends (especially in behaviour) to generate solutions. In short, creativity is about getting out of your comfort zone to have continuous development to a desired outcome.

Woon Chin Yeung

Creativity is like the twilight space between being awake and dreaming, where the real and the imagined meet.

Mark Whelan

Thank you to everyone who commented on LinkedIn.
University of Nottingham Alumni

University of Nottingham
Alumni Magazine

1960s 1980s 2000s 2020s

Then & Now

When you think back to lectures, you might recall the sound of chalk on the blackboard, the overhead projector firing up, or the sound of everyone simultaneously turning to stare at the person who forgot to put their phone on silent.

However, this year the learning experience will be a little different. Where it's safe to do so, we still plan to deliver teaching in person. Topics will be debated in seminars, practical skills developed in labs and big issues tackled in workshops. But, large group activities, like lectures, will take place through digital methods.

Find out more about how we've welcomed students back this academic year at
nott.ac.uk/welcomeback

And the winners are...

We're delighted to announce our 2020 Alumni Laureate Award winners! Find out more about their achievements: nott.ac.uk/alumnilaureateaward

Recent Graduate Award
Madeline Pizzoni
(Nursing, 2013)
Wildcat Pilot in the British Army Air Corps

Recent Graduate Award
Olivia Swift
(Midwifery, 2015)
Midwifery and founder of Lotus Maternity

Recent Graduate Award
Emily Seto
(Clinical Microbiology, 2016)
Planetary Protection Engineer at NASA

Special Excellence Award
Steve Cliffe
(Electrical Engineering, 1985)
CEO and President of Ultraleap Technologies

Special Excellence Award
Richard Wardlaw OBE
(Production Engineering, 1991)
Chief of Defence Logistics and Support in the British Army

Lifetime Achievement Award
Jonathan Van-Tam MBE
(Medicine, 1985)
Deputy Chief Medical Officer for England

Special Excellence Award
Anmarie Spaziano
(Sociology, 2002)
Entrepreneur and founder of Annie's Burger Shack

Heartfelt support

Leaving a legacy gift to support the students of tomorrow is one of the most remarkable acts which members of our alumni community undertake today.

For Geoff Kirk (Electrical Engineering, 1956), a gift in his Will was a further heartfelt act of financial support following a number of years of giving to the University with his wife Mary (Social Administration, 1956), who met on campus over half a century ago.

Geoff sadly passed away in 2018 but Mary has vowed to continue Geoff's passionate support of our Nottingham Potential Scholarships, which provide a pathway for talented young people from all backgrounds.

"Nottingham meant a lot to us, especially as we met at the University, so it adds to the value of our gift. It's good to know that the students we have supported are making the most of the money and using it in different ways individually to increase their future opportunities.

"The University is still important to me and to see it develop beyond anything one could have ever expected is just incredible."

If you want to follow in Geoff's footsteps, contact Andrew Wright, our Legacy Manager, by calling +44 (0)115 951 3664, emailing legacyenquiries@nottingham.ac.uk or visiting nott.ac.uk/giftinyourwill to see how a legacy of your own could make a difference to the University.

Obituaries

Christine Humfrey MBE
1947 - 2020
(Education, 1979)

Christine Humfrey, founding Director of the International Office at Nottingham, has died. Our reputation as a truly global university is built on Christine's transformational work in international higher education, both at Nottingham and across the sector. Christine impacted the lives of generations of students through her humanity, kindness and commitment to creating an environment in which they could thrive, while colleagues fondly remember her energy, enthusiasm and inspirational leadership.

David Mercer
1950 - 2020
(Law, 1970)

BBC commentator and former tennis umpire, David Mercer, has died. Famously umpiring the 1984 Wimbledon final between John McEnroe and Jimmy Connors, David was part of the BBC's commentary team for the grass-court Grand Slam for the past 35 years. A qualified solicitor and a former parliamentary candidate, David was also a talented tennis player in his youth, before moving into umpiring and an impressive career in sports broadcasting.

Harry (Henry) Heath MBE
1919 - 2020
(Pharmacy, 1949)

Harry Heath, an authority on flavour technology, has died. Studying at Nottingham after serving in Burma during WW2, Henry became Union President in his second year and fondly shared stories about student life, especially the infamous 'battles' on the boating lake. At the cutting edge of developing flavour technology in the 1960s and 1970s, Henry worked with food producers around the world, and was proudly part of the team that created the fondant filling for the After Eight Mint.

John Cole
1928 - 2020
(Geography, 1950)

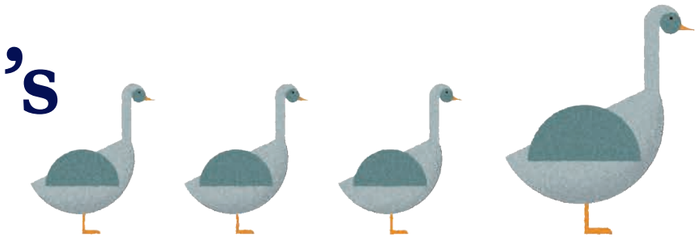
John Cole, Emeritus Professor of Human and Regional Geography at the University of Nottingham, has died. After securing a scholarship, John studied geography before undertaking his National Service, later resuming his academic career at Nottingham where he taught until his retirement in 1994. His research reflected his language skills and passion for travel, with specialisms in Latin American and Soviet Union geography.

Cuchlaine King
1922 - 2019

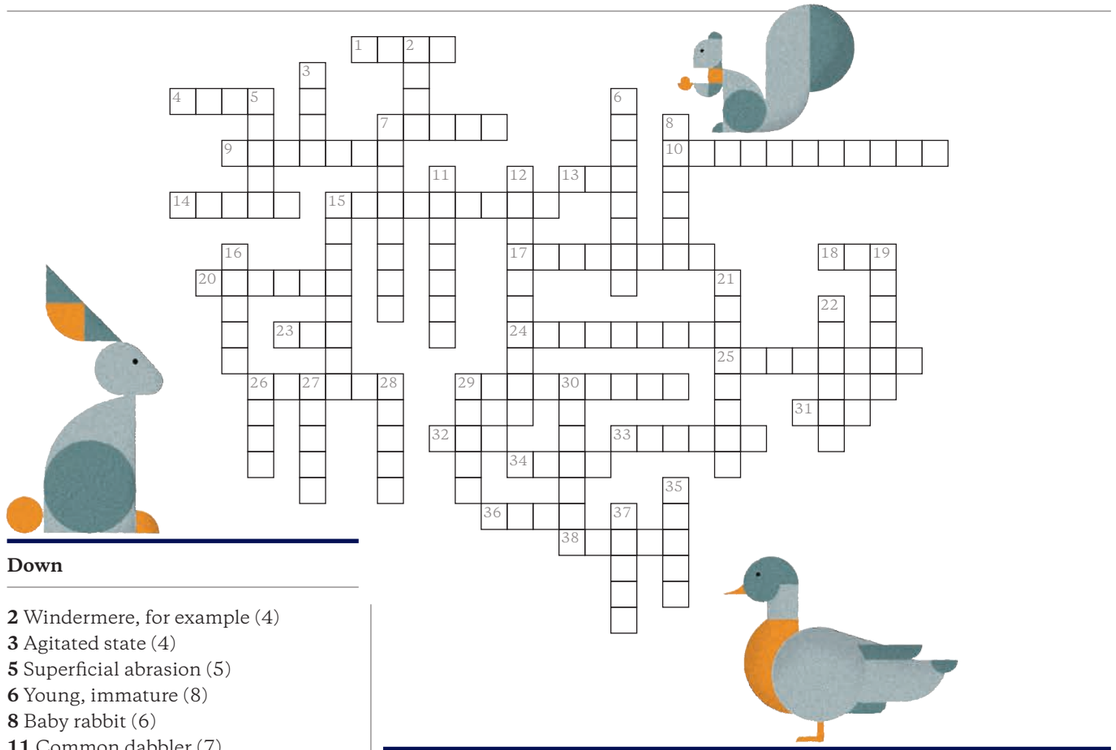
Trailblazing geomorphologist Cuchlaine King has died. Cuchlaine joined Nottingham's Department of Geography in 1951, becoming a Professor in 1969. At a time when scientific expeditions were often closed to women, in 1953 she persuaded a Nottingham expedition to Iceland to take her to study glaciers, and would go on to participate in expeditions to Norway and Canada in the 1950s and 1960s. An inspirational figure in her field, she was a role model for students at Nottingham and beyond.

We extend our condolences to the family and friends of those members of our University community who have died, including those who have lost loved ones as a result of the COVID-19 pandemic this year. We record the passing of alumni and staff on our website if you wish to inform us of a death or obituary:
nott.ac.uk/obituaries

Goosey's games



Our favourite campus animals have set you a challenge! Can you solve their crossword clues?



Down

2 Windermere, for example (4)
3 Agitated state (4)
5 Superficial abrasion (5)
6 Young, immature (8)
8 Baby rabbit (6)
11 Common dabbler (7)
12 Winged tree tapper (10)
15 Small orange (8)
16 Medical charlatan (5)
19 Subterranean route (6)
21 Very light, delicate material (8)
22 Underground bunker for rabbits (6)
26 Symbol of baldness (4)
27 Crested diver (5)
28 Midlands river (5)
29 Birds of a feather __ together (5)
30 Ryan __, Hollywood star (7)
35 Personal grooming (5)
37 Superhero's sidekick (5)

Across

1 Opposite of tame (4)
4 Improvise, with "it" (4)
7 A tall wader (5)
9 Swims, then hops (7)
10 Colourful shimmer (11)
13 Queen or spelling (3)
14 Riverbank rodents (5)
15 Change of abode (9)
17 The Ugly ____ (8)
18 One to sniff out (3)
20 Crested (of birds) (6)
23 Cover for cats (3)
24 Pre-butterfly stage (9)
25 Arboreal acorn lover (8)
26 Sounds like gentleman's ring (6)
29 A new business (9)
31 It can be surfed or spun (3)
32 Fantastic Mister (3)
33 Persuade through constant efforts (6)
34 Secret agent (4)
36 Ballerina role, sometimes (4)
38 Grows down as it grows up (5)

Discover the answers and play more games: nott.ac.uk/gooseysgames

In the frame

30 years since Nelson Mandela's release from prison, marking the beginnings of the end of Apartheid, former student activists Pete Loewenstein (Psychology, 1969) and Kanu Patel (Civil Engineering, 1973) recall the anti-Apartheid movement in Nottingham.

Pete: This photograph is from an Anti-Apartheid Movement protest I helped organise and attended in the late 1980s with my wife and children. When I came to Nottingham to study in 1966, I joined the national Anti-Apartheid Movement. There wasn't an anti-Apartheid group at the University so I formed SPEAR – the Society for Peace and Equality Among Races. Having grown up in South Africa and Rhodesia, and been involved in the struggle against the Ian Smith regime, I was able to speak from first-hand experience of how the racist national laws of those two countries denied black people, the vast majority of the population, access to decent land, housing, education, jobs, justice and more.

SPEAR campaigned on race-related issues locally and nationally, including demonstrating at the Springboks' matches in the UK, taking part in TV debates on race relations and stopping the South African Ambassador from speaking to a Monday Club meeting in Nottingham. Within the student body at Nottingham there was a significant cohort who did care passionately about equality and injustice, and we campaigned hard for what we believed in. I'm proud to have played a small part alongside many others in the struggle to counter racism in the UK and end Apartheid. However, the struggle for social justice and racial equality is ongoing. There have been some improvements since my time at University but racial inequalities are still obvious and remain a blight on our society.

Kanu: I arrived at Nottingham in 1970, having lived in Manchester since arriving from East Africa in 1966. In my second year at University a group of us formed Kwacha, a society to explore the impact of colonialism and neo-colonialism on the former colonies, and to champion the cause of liberation movements in Africa, Asia and the United States.

Kwacha became involved in anti-Apartheid activism on campus and in the city. We joined protests on campus and marches in London, and called an Extraordinary General Meeting of the Students' Union to pass a motion condemning the South African minority regime and the UK's role in prolonging the Apartheid regime in South Africa and Rhodesia.

50 years later and the struggle for Black liberation continues as exemplified by Black Lives Matter. It is indeed very sad that hundreds of years of colonial rule, propaganda and indoctrination has placed this curse on mankind, from which I hope we can escape quickly and restore equality and freedom.

Find out more about the University's research into the history of anti-Apartheid activism at:
nott.ac.uk/antiapartheid

Do you want to appear 'in the frame' in our next issue? Send your image and story to:
alumni-enquiries@nottingham.ac.uk

Visit our online edition of Connect magazine at:
nottingham.ac.uk/connectonline