

School of Physics and Astronomy Diversity Committee Newsletter

Committee activities:

The Diversity Committee considers any matters that may directly or indirectly prevent some groups of people from fulfilling their potential or from participating fully in the life of the School. If you have any questions or ideas for this committee please use our confidential suggestions box on the website or contact clare.burrage@nottingham.ac.uk (Committee Chair) or michael.merrifield@nottingham.ac.uk (Head of School). Either way we will respond directly to you or we will leave a response on the [School Diversity Committee Workspace](#) within 24 hours of the message reaching one of us.

Get Involved:

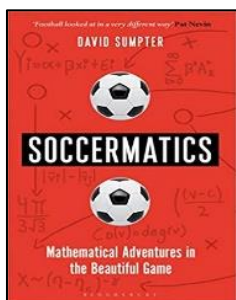
Diversity is for everyone! There are several routes you can report an issue or make a suggestion. Go to the [Equality, Diversity and Inclusion](#) page listed on the Physics and Astronomy front page and click the link. This is an anonymous link! We are also installing a box in the reception area of physics for you to post your suggestions. This is as anonymous as you want it to be.

Competition Time!

To win a copy of David Sumpter's *Soccermatics*, email clare.burrage@nottingham.ac.uk by 7th June 2019 with your answer to the following question:

Question: In 1921 the football association banned women's football games from the grounds used by its member clubs. When was the ban lifted?

a. 1922 b. 1971 c. 2005



Staff/Student Football Match.



The tournament will take place on Wednesday June 12 at David Ross Sports Village 3G pitches from 3.30-6.30pm. Staff who would like to play should contact Tony Padilla, students who'd like to play should contact Hannah Coleman.

Peter Morris: My experience of working Part-Time

On his reasons for going part time...

I was approaching the retirement age and I had been director of the Imaging Centre for more than 20 years, so I'd already decided that I needed to step down from that. My plan was to become a little bit more engaged in research projects, and there was some discussion as to how this might best be effected, including whether I should now formally retire and come back for a few days a week. It was pointed out that the university's policy was to go for phased retirement, which suited me and it's worked out particularly well. I initially went to four days a week and I'm now down to three days a week which I'll do for another two years.

Almost at the same time I've had some health issues. These things happen; it's best not to get old! I've had to have a hip replacement that I have been putting off, because I didn't have time to do it, and I shouldn't have done. There have also been some associated issues; a condition that affects most of your muscle groups quite painfully so I couldn't move at times.

So it was helpful not to be working 100% of the time, it gives you a little space to cope, because one of the results of not being able to move is that you get incredibly fatigued as a result. It's actually quite hard to work for a week. Now that I have some treatment for it, I realized how much it has been affecting me for the last few years.

Hopefully, it looks as if these issues may be resolved, or are on the way to being resolved now.

I think the idea of winding down to retirement is a good one for all sorts of reasons. It's really quite difficult to work as long as you get older and the key thing is to find something that you're good at and enjoy doing.

On his experience of working part time...

It's been a very positive experience on my part. I, personally, have not found giving up control a difficult thing, we've always been pretty collegiate here. I no longer have ultimate responsibility. The relief from that is big because, when you're writing grants it's not just for you, it's actually for twenty other people who've are dependent on getting their research funded.

The obvious challenge is that, if you are off for a few days, you accumulate a ton of emails. You can spend, if you allow yourself to, one of those days back trying to deal with them.

On managing the expectation of colleagues...

I have a structured schedule about when I'm in, and when I'm not, and people know that. Of course, I don't expect that the whole centre readjusts it timetable completely. I've taken the view that if I've got that day off, then I'm actually going to take that off, but not in a rigid fashion. If something's going on that's interesting, or I need to be there, then that's fine.

I guess I'm old fashioned, I'm an academic, I'm not sure that anything too rigid, really belongs in academia.

There are people that think; "oh, well that means you've got a lot of time to do other things," which I'm trying desperately to resist! Particularly, opportunities to do more administrative things, which I can do, but I don't enjoy. I figured that I've done my time, I'm going to try and have some fun and hopefully do something that's useful, something that contributes to the school and the university's future.

On the process of going part time...

I think the school have been very generous and I've been allowed time to do what I have planned. I guess I was probably one of the first to actually take this sort of phased retirement. I didn't actually realize it existed before.

The process was quite smooth, but maybe because I was the first one. Maybe if everyone decides this, and there's no one left to work fulltime, then that becomes an issue. But I think this is great thing. If you're running something, it's usually not a good idea to go to the end and then stop, because then it's quite difficult for someone else to get funding. So, I've had those discussions within the school, but also with the PVC for Science; "well what are you going to do with your time?"

On plans for the future...

I've stopped personally applying for lots of large grants. I have a few that are still running, but I see my role now as helping next generation to get those grants. I'm happy to help them get the grant and then it's their problem to administer them! That sort of mentoring is a good role to have, so as long as I'm allowed to do that, I'll carry on. If I reached a point that I have nothing useful to say, then I'll quietly disappear.

What I've decided to do is just go for a couple of projects that I think are probably important to the university and certainly are important to me for the future. I've got the time to do that. But I hope a new leader emerges to take them forward.

Student Helpers

We are looking to recruit student helpers for open days and UCAS from our BME students. The positions are **paid** with lunch included for Open Days.

Help promote diversity within our university and encourage new students to join our community.

Contact: Pauline Nichols
ppzpn@exmail.nottingham.ac.uk

Matilda's report from CUWiP 2019

The CUWiP in Oxford was an amazing event, inviting 100 female physics undergrads from across the UK. It was a privilege to meet and talk to loads of other passionate students.

We had tours of the [Rutherford Appleton Laboratories](#) as well as Oxford's own labs.

The careers panel sessions were also really interesting and it was reassuring to see the non-linear paths of people's careers and how we can change our mind. [Ellie Davies](#), who is now the lead analyst in the [Committee for Climate Change](#), summed up her view, exclaiming "Why was I ever interested in particle physics? It doesn't make a difference to anyone!"

Read the full article at:

<http://blogs.nottingham.ac.uk/physics/2019/04/05/matilda-cuwip-2019/>



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