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Membership of Council

Ex Officio Members

Pro-Chancellors
Jane Hamilton, BCom FRICS  *(Chair of Council)*  
Maria Stanford, BA FCIPD
Milan Makwana, BA MSc FCIPD

Vice-Chancellor
Professor Anthony Forster, FHEA FLF AMinstLM

Treasurer
Tim Porter, MA FCA

Deputy Vice-Chancellor
Professor Lorna Fox O’Mahony, LLB PhD PGCHET

Appointed Members
Dean of Postgraduate Research and Education: Professor Sanja Bahun BA MA PhD
Dean of Partnerships: Professor Dominic Micklewright, PhD CPsychol MSc BSc PGCertHE FHEA

Elected Members
Five academic staff members of the Senate elected by the Senate:
Professor Andrew Canessa, BSc PhD
Dr Nilüfer Demirkan-Jones BA MA MPhil PhD
Fiona Elsted, MATESOL BA RSA CTEFLA RSA DTEFLA
Professor Timo Jütten, BA MA DPhil
Professor Monika Schmid Dipl PhD

One non-academic staff member elected by the non-academic staff: Dr Ray Lashley PhD

External Members
Alexa Coates, BSc ACA
Dr Elizabeth Hall, DU Essex MBBS MBE
Simon Hall, MBE DL MA
Kathryn Harrison-Thomas, BSc MBIFM
Stephanie Hilborne, OBE MSc BSc
Melanie Leech, CBE MA FRSA MIoD
Paul Jackson, BSc (Eng) CEng FIET IMA
Geoffrey Probert, DL
Dr Adam Wright, PhD
One vacancy

Student Member

President of the Students' Union: Asha Ali, BA
External members
Alexa Coates, BSc (Hons) ACA

Pronoun: she/her/hers

Biography
Alexa has over 25 years of financial experience in the commercial sector, notably in international companies. She spent the last nine years of her career at HSBC, where she was the CFO of the Commercial Banking division for the UK and Europe and prior to that the Global CFO for the Asset Management business. Prior to that she had held senior roles at BUPA, J Sainsbury and Ernst & Young.

Alexa has significant experience of driving transformation projects and supporting businesses going through periods of change. During her career, Alexa was a strong advocate for developing talent and investing in the next generation as well as being a strong supporter of diversity.

She became a member of the University Council in November 2017 and was a co-opted member of Audit and Risk Management Committee until July 2018. She joined Resources Committee on 1 August 2018; the Remuneration Committee and the People Supporting Strategy Committee on 1 August 2019.

Alexa is a chartered accountant and read Mathematics at the University of Birmingham.

Membership
External
Tenure
27/11/2017 - 31/7/2020

Declaration of interests
Remunerated Appointments
- Non-Executive Director and Chair of Audit and Risk Committee, Schroder Oriental Income Fund Limited (UK listed, Guernsey-based investment trust)
- Non-Executive Director and Chair of Audit and Risk Committee, Polar Capital Holdings Plc (AIM-listed investment management company)
- Non-Executive Director and Chair of Audit Committee, Aviva Investors Holdings Limited (Company no. 02045601)
- Non-Executive Director, Aviva Investors UK Fund Services Limited (Company no. 01973412)

Other connections/appointments
- Husband – employed by TSB

Related Party Transactions Declaration
I declare that I have no material related party transactions to disclose.

Date: August 2019
Dr Elizabeth Hall, DU Essex MBBS MBE

Pronoun: she/her/hers

### Biography

Elizabeth Hall qualified in Medicine at St Mary’s Hospital, Paddington, now linked with Imperial College.

She moved to Colchester in 1968 with her husband who has been a GP, he is now retired. She has therefore known the University of Essex, the changes in Colchester, and the importance of consolidating the links between the town and the University for over 40 years.

She was closely involved in founding St Helena Hospice, was chair of the steering committee and its Medical Director for nearly 20 years.

She has worked in various areas of the Health Service including 20 years working in and developing Family Planning Clinics in the Colchester area. She was also a Magistrate on the Colchester bench for 20 years. She was a Governor of the Sixth Form College, Colchester for 10 years. As a member of the Local Strategic Partnership Colchester 2020 she was chair at a time of review of the Strategic Plan and Vision. She was a Trustee of a grant giving charity, Colchester Catalyst and Medical Adviser to the North London and South East Adoption panels.

She was until recently a Trustee of Beacon House, which provides Primary Healthcare for the Homeless.

In 1996 she was given an Honorary Degree by the University of Essex and in 2011 she was awarded an MBE for services to health care and the community.

### Membership

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<td>1/8/2012 - 31/7/2021</td>
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### Declaration of interests

#### Remunerated Appointments

- None

#### Other connections/appointments

- Son - employed by University of Essex

### Related Party Transactions Declaration

I declare that I have no material related party transactions to disclose.  

Date: August 2019
Simon Hall, MBE DL MA

Pronoun: he/him/his

Biography

Simon was educated at Ampleforth College, York and St Catherine's College Cambridge. He qualified as a solicitor in 1979 and trained with the international law firm Freshfields Bruckhaus Deringer and was a partner in the company from 1985 to 2014. He was head of their Finance Practice, sat on the Partnership Council and was head of their global corporate responsibilities programmes.

Simon was a past trustee of a number of charities, including in the fields of education and social inclusion, including St Marys School, Career Academies UK; currently a trustee of Mistley Maltings Trust, Brentwood Cathedral Choral Trust, Colchester and North East Essex Building Preservation Trust, Caritas Anchor House, and an adviser to Ampleforth College. He has been invited to be a trustee of the Essex Community Foundation.

Simon was awarded an MBE in 2006.

He is Editor and a contributor of a number of editions of Aircraft Financing and a contributor to Leasing Finance, both published by Euromoney.

Membership

External

Tenure  1/8/2016 - 31/7/2022

Declaration of interests

Remunerated Appointments

- None

Other connections/appointments

- Shareholder / Non-Executive Director, Qualification Check Limited (Company No 06097472)
- Director, Rowley Fine Art Auctioneers and Valuers Limited (Company No 04129726)
- Director, Kudocs Limited (Company No 09611371)
- Director and Trustee, Mistley Maltings Trust (Company No 03684300)
- Director and Trustee, Colchester and North East Essex Building Preservation Trust (Company No 03020005)
- Trustee, Brentwood Diocesan Cathedral and Choral Trust Fund (Charity No 1056374)
- Director and Trustee, Essex Community Foundation (Company No 03062567)
- Chair, Caritas Anchor House (Company No 08075329)
- Deputy Lieutenant of Essex
- Patron, Open Road
- Son – Shareholder/Director, Qualification Check Limited (Company No 06097472)

Related Party Transactions Declaration

I declare that I have no material related party transactions to disclose.  

Date: August 2019
Jane Hamilton (Chair and Pro-Chancellor), BCom FRICS

Pronoun: she/her/hers

Biography

Jane Hamilton has 25 years of experience at a senior executive level in major global banks, investment management and property corporations across multiple geographies. She is currently on the Board of Trustees at the Institute of Cancer Research and a non-executive director of the Government Property Agency, and Walberswick Car Parks Limited. She is also a coach to developing executives.

Prior to these appointments, she was the European Head of Corporate Real Estate for HSBC. Before moving to the United Kingdom in 2009, Jane lived in Australia and held the roles of Global Head of Corporate Real Estate for ANZ Bank, Managing Director of Commercial and Industrial Management at AMP Henderson Global Investors as well as senior property leadership roles with Jones Lang LaSalle and Lend Lease Corporation.

Jane has a passionate interest in good design and its positive influence on business performance, staff engagement and the surrounding community. During her career, she has also been actively involved in managing: organisational change, talent development and environmental sustainability and the promotion of diversity in the workplace.

Jane has a Bachelor of Commerce from the University of New South Wales and is a Fellow of the Royal Institution of Chartered Surveyors (FRICS). She is a previous winner of both the CoreNet, Australia and New Zealand region, Corporate Real Estate Executive of the Year Award and the BOMA, Australian Commercial and Industrial Property Management Award.

Membership

External Tenure

1/8/2015 - 31/7/2021

Declaration of interests

Remunerated Appointments

- Non-Executive Director, Government Property Agency

Other connections/appointments

- Trustee, Institute of Cancer Research (Charity No X90004)
- Committee member, The Investment and Building Development Committee
- Committee member, The Nominations Committee
- Committee member, The Remuneration Committee
- Non-Executive director, ICR London Cancer Hub Company Ltd (Company No 10647620)
- Non-Executive director, ICR Enterprises Ltd (Company No 03124785)
- Director, University of Essex Knowledge Gateway Limited (Company No 04392361) (until 31 July 2019)
- Director, University of Essex Knowledge Gateway Holdings Limited (Company No 04344952) (until 31 July 2019)
- Director, Institute of Cancer Research: Royal Cancer Hospital (The) (Company No 00534147)
- Director, Walberswick Car Parks Limited (Company No 03311680)

Related Party Transactions Declaration

I declare that I have no material related party transactions to disclose. Date: August 2019

Back to top
Kathryn Harrison-Thomas, BSc MBIFM
Pronoun: she/her/hers

Biography
Kathryn Harrison-Thomas is the Global Business Partner to the Investment Banking divisions within Deutsche Bank, with regional accountability for all country portfolios except Germany, Spain, Belgium and Italy for Corporate Services. Since joining Deutsche Bank in 2005, Kathryn has held a variety of roles spanning real estate and operations management, change management and strategy across Asia Pacific, Middle East and Africa and the Rest of Europe before relocating back to the UK. Currently responsible for driving the London, New York, HK and Pan India Accommodation Strategies, which are challenging workplace convention and building for a rapidly changing IT landscape and workforce both in terms of gender and age diversity.

Kathryn holds a degree in Geography from Royal Holloway & Bedford New College, University of London as well as various engineering and facilities management industry qualifications.

Kathryn is married with two children and is an active champion of diversity and part of the leadership committee for Crew UK.

Membership
External

Tenure
1/8/2019 - 31/7/2022

Declaration of interests

Remunerated Appointments
- Managing Director, Deutsche Bank

Other connections/appointments
- Board Member, Crew Network UK (Crew UK is an affiliate group of CREW Network)
- Client Advisory Board Member, (Company No 01188567)
- Husband – employed by Korn Ferry

Related Party Transactions Declaration
N/A

Date: September 2019
Stephanie Hilborne, OBE MSc BSc

Pronoun: she/her/hers

Biography
From October 2019, Stephanie has been Chief Executive of Women in Sport, a charity which exists to create a society in which all women and girls have the opportunity to gain the lifelong benefits of sport.

Stephanie was Chief Executive of The Wildlife Trusts from 2004 to 2019, leading it to success by uniting its grassroots movement behind a shared vision. She has championed nature’s recovery on land and at sea winning significant improvements to legislation and building corporate partnerships. She has raised the profile of the growing inequality in access to nature and its contribution to health inequality, pressing for more outdoor learning in schools.

Before joining the national part of The Wildlife Trusts she was Chief Executive of Nottinghamshire Wildlife Trust and Wildlife and Countryside Link as well as holding non-executive positions with the UK Green Building Council and the International Union for the Conservation of Nature UK. She has served on three key Defra commissions – the Smarter Environmental Regulation Review, Independent Panel on Forestry and Lawton Review.

She received an OBE for services to nature conservation in 2010 and an honorary doctorate from Bristol University in 2015.

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</table>

Declaration of interests

Remunerated Appointments

- Chief Executive Officer, Women in Sport

Other connections/appointments

None

Related Party Transactions Declaration

I declare that I have material related party transactions to disclose for the financial year ended 31 July 2019.  

Date: September 2019
Paul Jackson, BSc (Eng) CEng FIET FIMA

Pronoun: he/him/his

Biography
Paul Jackson is currently a non-executive director at Victoria Street Capital and Executive Director of Jasia Education Ltd where he is developing themes for industrial strategy and education policy and supporting charities in strategy reviews and fundraising.

As part of this work, Paul has recently led a study into the skills need for engineering in the future called Talent 2050 on behalf of the National Centre for Universities and Business.

Paul was previously Chief Executive of EngineeringUK (formerly The Engineering and Technology Board). Paul led the organisation through the development of The Big Bang UK Young Scientists & Engineers Fair and Tomorrow’s Engineers, a careers engagement programme in schools and colleges. He has been an active commentator on education and skills in the media.

Paul has held a variety of roles in technology based business, encompassing contract R&D, the media, the charity sector and local government. Paul spent the early part of his career at ERA Technology before moving into technology media. After a series of progressive roles within United Business Media, he moved to the Institution of Engineering and Technology, later becoming Director of Professional Operations. He subsequently established JASIA as a company to support membership and media organisations in their strategic development.

Non-executive roles have included the International Broadcasting Convention Partnerships Board, Board of CIRED, the Advisory Committee for the Electricity Distribution Community, and Technical Director of EUREL. He is currently a Council member of the Parliamentary and Scientific Committee All-Party Group and a Governor at Kingsford Community School in Newham. Paul is a Chartered Engineer and Fellow of the Institution of Engineering and Technology and a Fellow of the Institute of Mathematics and its Applications.

Membership
Ex Officio

1/8/2017 – 31/7/2022

Declaration of interests

Remunerated Appointments
- Director and shareholder, Jasia Education Ltd (Company No 10956900)
- Director, Victoria Street Capital Ltd (Company No 08808671)

Other connections/appointments
- Council Member, Parliamentary and Scientific (All Party Group in Parliament)
- Jasia projects funded by the National Centre for Universities and Business (NCUB), and, through NCUB, by London South Bank University, Barclays Bank, Pearson and NATS
- Governor, Kingsford Community School
- Partner: employed by Westminster Kingsway College, Director and Shareholder of Jasia Education Ltd, Trustee of Coram Life Education (Charity No. 800727), Director of New Hackney Education Business Partnership Limited (Company No. 05157521), and Open College Network London Region (Company No. 02876147).

Related Party Transactions Declaration
I declare that I have no material related party transactions to disclose.

Date: August 2019
Melanie Leech, CBE MA FRSA MIoD
Pronoun: she/her/hers

Biography
Melanie joined the British Property Federation as Chief Executive in January 2015. Her role is to represent and support a diverse, successful and sustainable real estate industry. She is also a Trustee of the property industry charity LandAid.

Prior to joining the BPF, Melanie spent nine years as Director General of the Food and Drink Federation. She began her working life as a Police Constable in the Metropolitan Police Service. She joined the civil service (HM Customs and Excise) in 1988 and subsequently held senior roles in a number of departments including the Department for Culture, Media and Sport, the Office of the Rail Regulator and the Cabinet Office.

She was awarded the CBE in 2015 for services to the food and drink industry.

Membership
External Tenure  ■ 4/4/2019 - 31/7/2021

Declaration of interests
Remunerated Appointments
■ Chief Executive, British Property Federation (Company No. 00778293)

Other connections/appointments
■ Director, BPF Commercial Limited (Company No. 03672922)
■ Director and Trustee, LandAid Charitable Trust Limited (Charity No 295157)

Related Party Transactions Declaration
N/A Date: August 2019
Milan Makwana, (Pro-Chancellor) BA MSc FCIPD

Pronoun: he/him/his

Biography

Milan Makwana is Head of Human Resources for Europe, Middle East and Africa for Mizuho International plc and Mizuho Bank, Ltd. Mizuho has over 2000 employees in the EMEA region, with offices in London, Paris, Milan, Dusseldorf, Frankfurt, Amsterdam, Brussels, Madrid, Moscow, Bahrain, Tehran, Riyadh and Dubai.

Milan joined Mizuho in 2017 and has over 20 years of experience in Human Resources and has held various roles in London, New York and various European countries during this time. Prior to joining Mizuho, Milan spent six years at Head of Human Resources, EMEA at Moody’s Corporation and over 12 years working within Human Resources at JP Morgan.

Milan graduated from the University of Essex with a degree in Economics and Politics, and also holds an MSc (Econ) in Industrial Relations and Personnel Management from the London School of Economics. He is a Fellow of the Chartered Institute of Personnel and Development. Milan was appointed as Pro-Chancellor in February 2019.

Membership

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<tr>
<td>Pro-Chancellor</td>
<td>19/2/2019 - 31/7/2020</td>
</tr>
</tbody>
</table>

Declaration of interests

Remunerated Appointments

- Head of Human Resources, Mizuho Bank UK Ltd

Other connections/appointments

- None

Related Party Transactions Declaration

I declare that I have no material related party transactions to disclose. Date: August 2019
Tim Porter (Treasurer), MA FCA

Pronoun: he/him/his

Biography
Tim is a chartered accountant and was a tax partner at PricewaterhouseCoopers LLP for 24 years. He was senior tax partner for East Midlands, Middle Market Division, London and Mid Cap plc Market Division, London.

Tim has been a Trustee of the Blue Cross, animal welfare charity since 2011, Chairman of the Finance, Investment and Remuneration Committees and appointed Chairman since 2015.

Tim has been a member of the University Council since 2014 and appointed Treasurer and Chair of the Audit and Risk Management Committee from August 2016.

Tim read Modern History at St Catherine’s College, Oxford.

Membership

<table>
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<tbody>
<tr>
<td>Treasurer</td>
<td>1/8/2014 - 31/7/2020</td>
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<tr>
<td>Treasurer</td>
<td>Treasurer 1/8/2016 - 1/8/2020</td>
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Declaration of interests

Remunerated Appointments

- None

Other connections/appointments

- Trustee & Chairman, Blue Cross (Company No 00363197)
- Director, Blue Cross (D&B) Company Limited (Company No 04879277)

Related Party Transactions Declaration

I declare that I have no material related party transactions to disclose.  

Date: August 2019
Geoffrey Probert, DL
Pronoun: he/him/his

Biography
Geoffrey grew up and has lived most of his life in Bures on the Suffolk/Essex border. He spent his working life with Unilever from 1976 to 2012, where he worked on all sides of the business, starting as a marketing trainee in Lever Brothers UK. In 1982, Geoffrey became Marketing Director for Mattessons UK.

He went on to become Business Director of Unilever International. In this role he opened up new businesses for Unilever in Vietnam, Cambodia, Cuba, Lebanon, Bolivia and Paraguay. Geoffrey developed and managed Unilever’s innovation process before becoming the Executive Vice President for the global Personal Care business.

He has now started his own management consultancy business and is Chairman of a London advertising agency. In addition, he runs the family farm on the Stour valley.

Membership
External Tenure ■ 1/3/2014 - 31/7/2020

Declaration of interests

Remunerated Appointments
■ None

Other connections/appointments
■ Director, G.T.C Probert Limited (Company No 08387910)
■ Director, Suffolk Society Ltd (Company No 06250980)
■ Director and Trustee, YMCA Suffolk (Company No 03558181)
■ Director, Gainsborough Regeneration Limited (Company No 06468534)
■ Director, Evidently Ltd (Company No 04160853)
■ Trustee, Suffolk Historic Churches Trust (Charity No 267047)
■ Trustee, Suffolk Preservation Society (Charity No 1154806)
■ Trustee, Rural Coffee Caravan (Charity No 1125748)
■ Community Action Suffolk

Related Party Transactions Declaration
I declare that I have no material related party transactions to disclose. Date: September 2019
Maria Stanford (Pro-Chancellor)

Pronoun: she/her/hers

Biography

Maria Stanford is a senior executive specialising in Human Resources. Having graduated from the University of Essex with a degree in Government, she joined a Graduate Training Programme in Human Resources and quickly established herself as a highly credible HR professional.

Maria’s career has been largely in the retail and hospitality sector. As People and Talent Director at Westbury Street Holdings (WSH), she works closely with the Chairman and the leadership teams in the businesses advising on people and talent strategy. She spent 11 years with Selfridges Group, starting with Selfridges & Co in the UK and becoming the first Group HR Director for the global organisation which comprises businesses in Ireland, the Netherlands and Canada, in addition to the UK business. Maria’s career also includes, amongst other things, a 6-year break, and senior roles with Marks and Spencer and Pret A Manger. Maria also worked as a self-employed consultant and collaborated on many exciting and innovative projects, mainly around people strategy and organisational transformation.

Maria is a Fellow of the Chartered Institute of Personnel and Development and is an accredited Executive Coach.

Membership

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<tr>
<td>Pro-Chancellor</td>
<td>1/8/2015</td>
<td>31/7/2020</td>
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</tbody>
</table>

Declaration of interests

Remunerated Appointments

- Westbury Street Holdings

Other connections/appointments

- Director, Stanford James Associates Limited (Company No. 10006387)
- Director, WSH UK & Ireland Limited (Company No. 08747469)

Related Party Transactions Declaration

I declare that I have no material related party transactions to disclose. 

Date: August 2019
Adam Wright, PhD
Pronoun: he/him/his

Biography
Adam is currently Acting Head of Public Policy at the British Academy, the UK's national academy for the humanities and social sciences. He joined the academy in February 2018 after several years as Lead Policy Officer at the National Union of Students and as Senior Policy Adviser to the Royal Society. He is an expert on UK education policy and has been a member of the HEFCE Research and Knowledge Exchange Strategic Advisory Committee, which made decisions on the funding and assessment of research in English universities, and an external reviewer of major school-level programmes funded by the Department for Education. He was instrumental in the design of postgraduate student finance in England, Wales and Northern Ireland and currently chairs the UKCGE working group on postgraduate funding.

Adam is no stranger to the University of Essex, having completed his PhD in the Department of Government on the implementation of New Labour’s education policy, following his BA in International Relations and an MA in Ideology and Discourse Analysis. He also spent time at the university as a member of staff, having taught Introduction to Political Theory and worked as a researcher on projects relating to international aid and UN peacekeeping operations.

Membership
External
Tenure 1/8/2016 - 31/7/2022

Declaration of interests
Remunerated Appointments
- British Academy, Deputy Head of Policy

Other connections/appointments
- Co-opted Governor, Hazelmere Junior School, Colchester
- Connections to other HE institutions and Funding Councils: Member of Concordat for Public Engagement in Research Steering Group
- Member, Department for Education Research Commissioners Group
- Connections to Government departments: Department for Education – Joint Academies Education Research Project

Related Party Transactions Declaration
I declare that I have no material related party transactions to disclose. Date: August 2019
Internal members

Professor Sanja Bahun

Pronoun: she/her/hers

Biography
Sanja has worked at the University of Essex since 2007. She is Professor of Literature in the Department of Literature, Film, and Theatre Studies, and Dean of Postgraduate Research and Education.

Sanja holds BA World Literature from the University of Belgrade, Serbia, and MA and PhD Comparative Literature from Rutgers University, USA. Her research trajectories have led her to almost all parts of the globe, where she has collaborated with a vast range of academic and public sector partners. She is the author of *Modernism and Melancholia: Writing as Countermourning* (2014), the co-editor of *The Avant-garde and the Margin: New Territories of Modernism* (2006), *Violence and Gender in the Globalized World: The Intimate and the Extimate* (2008, 2015), *From Word to Canvas: Appropriations of Myth in Women’s Aesthetic Production* (2009), *Myth and Violence in the Contemporary Female Text: New Cassandras* (2011), *Language, Ideology, and the Human: New Interventions* (2012), *Myth, Literature, and the Unconscious* (2013), *Cinema, State Socialism and Society in the Soviet Union and Eastern Europe, 1917-1989: Re-Visions* (2014), and *Thinking Home: Interdisciplinary Dialogues* (2018), and she has published articles and book chapters on a variety of subjects concerning modernism, world literature, transitional justice, and political and intellectual history. She has also authored two books of creative writing: *On the Atomic Bomb, Pain, Spaghetti, and All the Rest...* (1994) and *To Icarus, with Love* (1998). As an educator and researcher, Sanja has regularly collaborated with various charitable organisations, from local to international, and she is committed to making academic research and education fully impactful in the real world. As Dean PGRE, her ambition is to make Essex postgraduate researchers stand out as future global leaders.

**Membership**

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</table>

**Declaration of interests**

**Remunerated Appointments**
- Dean, Postgraduate Research and Education
- Professor, Department of Literature, Film, and Theatre Studies

**Other connections/appointments**
- Executive Committee Board of the British Comparative Literature Association
- Strategic Board of the Consortium for the Humanities and the Arts South-east England (CHASE)

**Related Party Transactions Declaration**

I declare that I have no material related party transactions to disclose.  
**Date:** August 2019
Professor Andrew Canessa, BSc PhD
Pronoun: he/him/his

Biography
Andrew Canessa is a social anthropologist and has been with the University of Essex since 1989. Much of his career has been spent working with indigenous peoples of Latin America, and he has conducted long term field work (25 years) in an Aymara speaking community of highland Bolivia. His research interests are ethnic and racial identities, gender, sexuality, indigenous mobilisations and postcolonial scholarship (e.g. Intimate Indigeneities: Race, Sex and History in the Small Spaces of Andean Life Duke University Press). His work is published widely in Spanish as well as English as he seeks to ensure his research is disseminated to non English speakers, especially in Latin America. He also enjoys collaborating with Latin American scholars and edited a volume with Aida Hernández Género, complementariedades y exclusiones en Mesoamérica y los Andes published by the UN through IWGIA, bringing together scholars from across the continent. His current project is an ESRC funded oral history project looking at changing Gibraltarian identities in the 20th century. The outputs current include several articles as well as two book contracts and the project has enjoyed considerable media interest.

Membership
University Tenure 1/8/2017 – 31/7/2020

Declaration of interests
Remunerated Appointments
- Head of Department, Sociology, University of Essex

Other connections/appointments
- None

Related Party Transactions Declaration
I declare that I have no material related party transactions to disclose. Date: October 2019
Biography

Fiona is currently Director of Recruitment and lecturer in EAP in Essex Pathways Department where she is part of the Departmental Leadership team. In addition to being Director of Recruitment, Fiona has undertaken a number of other roles in the department which have provided her with training and experience of university structures and procedures. These roles have included Director of Employability, Senior Tutor, DDLO and being Course Director for the university's Pre-sessional provision. Fiona has been fortunate enough to have gained further training and knowledge of the University of Essex ways through participating in the Future Leaders and Strategic Leaders programmes.

Fiona has worked in this department since she arrived at the University in 2009 and since that time has played an active role in the University of Essex community. She has held a number of voluntary roles to support the effective functioning of the university. For example, a Harassment advisor; a member of the Student Disciplinary Panel; UCU Equality Officer; and an active member of the Essex Women’s Network. She is also engaged in widening participation initiatives on a national level and is committed to and passionate about widening access to HE and developing strategies to ensure those who find their way to the University of Essex are able to and supported in taking full advantage of what is on offer here. Fiona is proud of her own First in Family status and widening participation characteristics.

Prior to her employment at the University of Essex, she was an English Language teaching professional, academic manager and teacher trainer and worked in these roles in Japan, Australia, Canada, Spain, India and the UK.

Membership

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Declaration of interests

Remunerated Appointments

- EAP Lecturer
- Student Development Manager (Skills for Success), Secondment (25/11/2019-15/05/2020)

Other connections/appointments

- Husband – Employed by the University of Essex

Related Party Transactions

Declaration

N/A  

Date: December 2019
Dr Nilufer Demirkan-Jones, BA MA MPhil PhD

Pronoun: she/her/hers

Biography

Nilüfer Demirkan-Jones is Head of Department of Essex Pathways; she is a Senior Lecturer and a Senior Fellow of the AdvanceHE.

Nilüfer followed a career in Teacher Education and Applied Linguistics with a PhD in English Linguistics from Hacettepe University and an MA in Applied Linguistics from the University of Essex. She has substantial experience in most aspects of teaching and learning and Teacher Education. Prior to joining the University of Essex, Nilüfer established and led the Department of English Language and Literature at Erciyes University in Turkey, where she worked as a Lecturer in Applied Linguistics.

Since joining the University of Essex in 2003, Nilüfer has been involved in a range of activities: at an academic level, she taught on a number of UG and PGT courses, across a variety of topics and jointly supervised student research with colleagues in the Department of Language and Linguistics. At an administrative level, Nilüfer has played an active role in the management of the Department first as an Assistant Director and Graduate Director, and then as Director of Education with overall responsibility for the Department’s education provision. She has led the University’s participation in two European Council (EACEA) funded collaborative projects through which she set up international partnerships with overseas HE institutions.

Essex Pathways Department opened its undergraduate pathways courses to Home and EU students in 2016 and has expanded on its portfolio since then. Nilüfer has managed this expansion; her focus has been on widening participation and on implementing strategies to enhance student experience through effective study transitions into HEIs.

As a member of Council and Senate, Nilüfer contributes to the University’s boards and working groups; these have included Academic Quality and Standards Committee, Digital Committee Portal Steering Group, Academic Offences Task and Finish Group, Achieving Potential Special Interest Group.

Membership

| University | University of Essex |
| Tenure     | 1/8/2016 – 31/7/2022 |

Declaration of interests

Remunerated Appointments

Head of Department, Essex Pathways, University of Essex

Other connections/appointments

None

Related Party Transactions Declaration

I declare that I have no material related party transactions to disclose. Date: August 2019
Professor Anthony Forster, FHEA FLF AMinstLM

Pronoun: he/him/his

Biography
Anthony has been the Vice-Chancellor since 2012 and is a Professor of Politics and International Relations. He earned his masters degree and doctorate from the University of Oxford. His research focused on European and British foreign and security policy, and for four years Anthony was the Specialist Advisor to the House of Lords Select Committee on the European Union. He also chaired the independent government review of the Defence Advisory Notice (D Notice) System, a voluntary system established to limit the inadvertent media disclosure of information where release would pose a risk to life or to national security (2014-15).

Anthony is a Fellow of the Academy of Social Sciences, a Fellow of the Higher Education Academy and a Fellow of the Leadership Foundation in Higher Education. Anthony is also a qualified executive coach and mentor.

He has wide experience of non-executive positions within the Higher Education sector, having served as a board member of the Leadership Foundation for Higher Education, the Higher Education Academy, and the Equality Challenge Unit. He was a founding board member of the Young European Research Universities Network, and the board of the Young Universities for the Future of Europe alliance. Alongside this service to the Higher Education sector, Anthony has longstanding interests in engaging with business and the charity sector. For the last three years he was a board member of the Strategic Board of the South East Local Enterprise Partnership, promoting public and private sector led growth and job creation. For a number of years he served as a board member and Audit Committee Chair of the Blue Cross, an animal charity which provides nationwide support for pet owners who cannot afford private veterinary treatment, helps to find homes for unwanted animals, and educates the public in the responsibilities of animal ownership.

Anthony has 20 years of experience in academic leadership positions in five universities. Under his leadership, the University has re-positioned itself as a values led organization, focused on giving equal priority to excellence in education and excellence in research, benefitting individuals and communities. Under his leadership the University has increased student numbers by 50% and doubled the number of research staff. The achievements of the University have been publicly recognised through the highest rating of Gold for teaching excellence, the award of a Regius Professorship in Political Science in 2014, the Queen’s Anniversary Prize for authoritative social and economic research in 2017 and the Times Higher Education ‘University of the Year’ award in 2018 – the latter widely referred to as the Oscars of UK higher education.

Membership

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<tr>
<th>Ex Officio</th>
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<tr>
<td>Sine Dine</td>
<td>Vice-Chancellor</td>
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</table>

Declaration of interests

Remunerated Appointments
- Vice-Chancellor, University of Essex

Other connections/appointments
- Chair, Remuneration Committee, St Antony’s College, University of Oxford
- Member, Essex Partnership Board

Related Party Transactions Declaration
I declare that I have no material related party transactions to disclose. Date: September 2019
Biography

Lorna Fox O’Mahony is Deputy Vice-Chancellor and Professor of Law at the University of Essex. With a research specialism in property law, housing and home, Lorna has published widely in leading peer-reviewed journals, and is author or editor of ten books, including, Conceptualising Home: Theories, Laws and Policies (2006, Hart Publishing; awarded First Prize in the Society of Legal Scholars Birks Prizes for Outstanding Legal Scholarship (2007), and short-listed for the Socio-Legal Studies Association Book Prize (2008)). Her next books, Squatting and the State (with Prof Marc Roark, Cambridge University Press) and Great Debates in Land Law (with Prof Dave Cowan and Neil Cobb, Palgrave) will be published in 2020.

Lorna is a Principal Fellow of the Higher Education Academy and past-President (2018) of the Association of Law, Property and Society (http://www.alps-law.org/). She has served as a representative of the Joint Academic Standards Board of the Law Society for England and Wales and the Bar Standards Board, and was a member of the Law sub-panel for REF 2014 (Research Excellence Framework). Lorna was founding Chair of the Creative Colchester Partnership Board and co-Chair (Essex) of the South East Creative Economy Network. She held academic appointments at Queens University Belfast and Durham University, and was Executive Dean of the Faculty of Humanities at the University of Essex from 2013-17. Lorna is married to David and has two sons, born in 2009 and 2012.

Declaration of interests

Remunerated Appointments

- Deputy Vice-Chancellor, University of Essex

Other connections/appointments

- Husband – Employed by the University of Essex

Related Party Transactions Declaration

N/A

Date: September 2019
Professor Timo Jütten, BA MA DPhil

Pronoun: he/him/his

Biography
Timo Jütten is a Professor of Philosophy and currently the Head of the School of Philosophy and Art History (SPAH). He came to Essex in 2011, following appointments at the Rijksuniversiteit Groningen (The Netherlands) and University College Dublin (Ireland). He also is a member of the Human Rights Centre and a researcher for the ESRC-funded Human Rights, Big Data and Technology project. Timo has been a member of Senate since 2015 and has also served as Director of Graduate Studies and Director of Postgraduate Studies (Taught) in SPAH.

Timo’s current research is on social and political philosophy and in particular on commodification and the moral limits of markets. He currently works on papers that try to understand how competition and competitiveness shape social relationships. As part of this research, he also has a longstanding interest in how marketization changes the nature of higher education. Other research interests include Kant and German Idealism, philosophy and gender, and the philosophical foundations of human rights.

Timo has also been active in the University and College Union. Before becoming a Head, he was a member of the local branch committee and (briefly) the chair of its REF committee.

Membership
University Tenure 1/8/2018 – 31/7/2021

Declaration of interests

Remunerated Appointments
- Senior Lecturer, Philosophy
- Head of School, Philosophy and Art History

Other connections/appointments
- Spouse – Employee of University of Essex

Related Party Transactions Declaration
I declare that I have no material related party transactions to disclose. Date: August 2019
Dr Ray Lashley, PhD (non-academic staff member)

Pronoun: they/their

Biography

Ray has worked at the University since 2007. Initially joining the Academic Section and working on course and student records, they soon took the opportunity to move to the Planning Office to work on statutory data returns and data analysis. In 2013, Ray became Head of Planning and Performance Information, as the Planning team continued to grow in size. Reflecting on work-life balance, after two years they moved into a part-time role in focussing on student number planning and funding. Following two restructures of the Planning Office, Ray now works in Innovation and Technology Solutions, still focussed on the development and operation of student number modelling.

Ray has worked on university campuses since commencing their studies at the Reading University. Academically, a BSc and PhD in Meteorology and Mathematics followed. A keen interest in student representation throughout their studies ultimately led to their election as Vice-President for Education at Reading University Students' Union. Ray then worked for the now defunct Higher Education Funding Council for England, advising institutions on evolving policy and statutory requirements.

Outside of work, Ray enjoys cycling – both participating recreationally and watching cycle racing. They can also often be found around a board game with some friends.

Membership

University

Tenure 1/8/2019 - 31/7/2022

Declaration of interests

Remunerated Appointments

■ Innovation and Technology Solutions, University of Essex

Other connections/appointments

■ None

Related Party Transactions Declaration

N/A Date: August 2019
Professor Dominic Micklewright

Pronoun: he/him/his

Biography
Dominic Micklewright attended St Thomas More High School in Westcliff-on-Sea where he completed his school education in 1987. In 1988 he joined the Royal Navy where he served for almost 7 years as a submariner and diver on two nuclear submarines HMS/m Resolution and HMS/m Talent. In 1995 Dominic resigned from the Navy and joined the Metropolitan Police Service where he served for 9 years as both a uniformed and plain clothes police officer in London's east end. While he was in the Police, Dominic studied part-time for a BSc in Psychology before going on to complete a full-time MSc in Sport & Exercise Science in 2000 and a PhD in Sport & Exercise Psychology.

In 2003 Dominic was appointed as a part-time teaching fellow in the Department of Biological Sciences at the University of Essex, in 2004 he was appointed as a lecturer, in 2012 he was promoted to Senior Lecturer and in 2016 promoted to Professor. In 2007 he became a Chartered Psychologist with the British Psychological Society and was also made a Fellow of the Higher Education Academy. He has enjoyed a successful academic career and is well-published in his field. He has given numerous conference presentations and mass media interviews.

He is the founder and former head of the Sport, Performance and Fatigue Research Unit at the University of Essex and a former Chair of the Division of Sport & Performance at the British Association of Sport & Exercise Science. Dominic has fulfilled a number of leadership roles including Dean of Academic Partnerships (2013-2016), Associate Dean of University of Essex Online, University of Essex (2011-2013), Director of Sports & Exercise Science (2012-2013), Executive Director, Wivenhoe House Hotel Limited (2013-current) and Local Education Authority School Governor and Vice-chair of Personnel Committee, St Benedict’s Catholic College, Colchester (2008-2012).

Presently, Dominic is the Dean of Partnerships at the University of Essex where he has strategic oversight of the University’s domestic and international partners.

Membership

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<td>28/11/2016 - 31/12/2019</td>
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Declaration of interests

Remunerated Appointments
- Dean of Partnerships, University of Essex

Other connections/appointments
- Director, Wivenhoe House Hotel Limited (Company No 07075571)

Related Party Transactions Declaration
I declare that I have no material related party transactions to disclose. Date: August 2019
Professor Monika Schmid, Dipl PhD

Biography
Monika S. Schmid is Head of Department of Language and Linguistics at the University of Essex. She obtained her PhD in English Linguistics in 2000 from the Heinrich-Heine Universität Düsseldorf. The topic of her thesis was *First Language Attrition, Use and Maintenance: the case of German Jews in Anglophone Countries*. She has since held positions at the Vrije Universiteit Amsterdam and at the Rijksuniversiteit Groningen. Since September 2013 she has been a Professor of Linguistics at the University of Essex.

Her work has focused on various aspects of first language attrition. She has published two monographs and edited several collected volumes and special issues of journals on this topic, most recently the *Oxford Handbook of Language Attrition* (2019). She has received funding from various sources, including the Deutsche Forschungsgemeinschaft, the Dutch National Science Foundation NWO and the Economics and Social Sciences Research Council (ESRC) for her work.

Website: [https://languageattrition.org](https://languageattrition.org)

Facebook: [www.facebook.com/languageattrition](http://www.facebook.com/languageattrition)

Twitter: @MonikaSSchmid

Membership

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Declaration of interests

Remunerated Appointments

- Head of Department, Language and Linguistics

Other connections/appointments

- None

Related Party Transactions Declaration

N/A Date: August 2019
Student member

Asha Ali, BA (student member)

Pronoun: she/her/hers

Biography
Asha Ali is the President of the University of Essex Students' Union.

Asha is a Linguistics and Sociology graduate from Norway, completing her course at the University of Essex in October 2014. During her time at university, she was closely involved with the Students’ Union, taking executive roles within the Politics society, East African society and Women’s Rugby, as well as being the Student Union's BAME Officer in her second year.

As the newly elected President, Asha is keen on enhancing the student experience, while maintaining a good, nevertheless challenging relationship between the Students' Union and the University. She is passionate about accessible education and equality, encouraging both the Students’ Union and the University to always put the students first.

As an international student, she embraces the diversity of Essex University and believes that we should recognise, accept and celebrate our differences. She is a great believer that accessible education has the power to change lives and is committed to delivering on student feedback.

Membership
University Tenure
1/7/2019 - 30/6/2020

Declaration of interests

Remunerated Appointments
- President, University of Essex Students’ Union

Other connections/appointments
- Trustee, University of Essex Students’ Union (Charity No. 1140278)

Related Party Transactions Declaration
I declare that I have no material related party transactions to disclose.

Date: September 2019

Secretary and Clerk to Council

- Bryn Morris
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<td>Nicky Jackson, Governance Assistant</td>
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<td><strong>Section</strong></td>
<td>Registrar and Secretary and Vice-Chancellor’s Office</td>
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<tr>
<td><strong>Policy owner</strong></td>
<td>Bryn Morris, Registrar and Secretary</td>
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If you require this document in an alternative format, such as braille, please contact Nicky Jackson, Governance Assistant