Membership of Council
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Membership of Council

Ex Officio Members

Pro-Chancellors

Jane Hamilton, BCom FRICS (Chair of Council)
Paul Jackson, BSc (Eng) CEng FIET IMA
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 Nancy Kula, PhD MA BA (Education) (until 30 September 2021)

Elected Members

Five academic staff members of the Senate elected by the Senate:

Dr Nilüfer Demirkan-Jones, BA MA MPhil PhD
Fiona Elsted, MATESOL BA RSA CTEFLA RSA DTEFLA
Professor Shane Martin, BA (Mod) MBS PhD
Professor Monika Schmid, DipI PhD
Dr Stevphen Shukaitis, PhD

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

External Members

Alexa Coates, BSc ACA
Obum Ekeke, MSc MBA
Simon Hall, MBE DL MA
Kathryn Harrison-Thomas, BSc MBIFM
Stephanie Hilborne, OBE MSc BSc
Pravin Ladva, BA
Melanie Leech, CBE MA FRSA MiOD
Student Member

President of the Students' Union: Samira-Caterina Monteleone, 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.

Alexa is a non-executive director and audit committee chair for Aviva Investors, the asset management division of Aviva Group plc and at Marsh Limited, the insurance broker. She has also been a non-executive director of Polar Capital Holdings plc, an AIM listed asset manager and Schroder Oriental Income Limited, an Asia Pacific investment trust, since 2018.

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 - 31/7/2023

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) (Company no. 04235369)
■ 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: October 2020
Obum Ekeke, BSc MBA

Pronoun: he/him/his

Biography

Obum has dedicated the vast majority of his 20+ years career to supporting students across the world develop the critical skills they need to thrive in the rapidly changing world. He’s committed to building a tech community where people from all backgrounds can contribute to using technology to solve humanity’s most pressing problems and for widespread society benefit.

Obum currently leads educational programmes and partnerships at DeepMind, aimed at building a stronger, diverse and more inclusive Artificial Intelligence community. Before joining DeepMind, Obum spent 12 years at Google, where he led international educational and technical skills development programmes in partnership with universities, NGOs and governments.

Obum is a trustee of UK Youth - a leading national charity committed to ensuring all young people are empowered to build bright futures, regardless of their background or circumstances.

In 2019, Obum was featured in FT's top 10 most influential BAME leaders in the UK tech sector.

Membership  External  Tenure  

01/8/2021 – 31/7/2024

Declaration of interests

Remunerated Appointments

University Relations and Educational Partnerships, DeepMind

Other connections/appointments

Director and shareholder, KCO Properties Ltd (Company No 12509775)
Director and Trustee, UK Youth (Company No 05402004, Charity No 1110590)

Related Party Transactions Declaration

N/A  Date: August 2020
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 Mary's 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

■ Director, University of Essex Knowledge Gateway Ltd (Company No 04392361) and University of Essex Knowledge Gateway Holdings Ltd (Company No 04344952)
■ Chairman, Company Secretary and shareholding, Qualification Check Limited (Company No 06097472)
■ Director and shareholding, Rowley Fine Art Auctioneers and Valuers Limited (Company No 04129726)
■ Director and shareholding, Kudocs Limited (Company No 09611371)
■ Director and Trustee, Mistley Maltings Trust (Company No 03684300, Charity No 1098099)
■ Director and Trustee, Colchester and North East Essex Building Preservation Trust (Company No 03020005, Charity No 1044514)
■ Trustee, Brentwood Diocesan Cathedral and Choral Trust Fund (Charity No 1056374)
■ Director and Trustee, Essex Community Foundation (Company No 03062567, Charity No 1052061)
■ Chair, Caritas Anchor House (Company No 08075329, Charity No 1147794) and Director, Caritas Anchor House Learning and Development Academy Ltd (Company No 09160240)
■ Deputy Lieutenant of Essex
■ Patron, Open Road Visions (Charity No 1019915)
■ 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: October 2020
Jane Hamilton (Chair and Pro-Chancellor), BCom FRICS

Pronoun: she/her/hers

Biography

Jane has over 30 years of experience in the property, education and government sectors. Jane is currently the Chair of NHS Property Services Ltd and the Chair of Council of the University of Essex. She is a Non-Executive Director of the Government Property Agency and a previous member of the Board of Trustees at the Institute of Cancer Research. Jane is a trustee of the Committee of University Chairs (CUC) and chairs the CUC S10 Universities Group.

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. She is a coach and mentor to developing executives.

Jane has a Bachelor of Commerce from the University of New South Wales and is Fellow of the Royal Institution of Chartered Surveyors (FRICS).

Membership

| External | Tenure | 1/8/2015 - 31/7/2024 |

Declaration of interests

Remunerated Appointments

- Non-Executive Director and Chair of NHS Property Services Ltd
- Non-Executive Director, Government Property Agency

Other connections/appointments

- Director, Walberswick Car Parks Limited (Company No 03311680)
- Trustee, Committee of University Chairs (Charity No 1189481)
- Chair, Committee of University Chairs (CUC) S10 Group

Related Party Transactions Declaration

I declare that I have no material related party transactions to disclose. Date: May 2021 (updated)
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.

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<th>Membership</th>
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<td>1/8/2019 - 31/7/2022</td>
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Declaration of interests

Remunerated Appointments
- Managing Director, Deutsche Bank

Other connections/appointments
- Director, University of Essex Knowledge Gateway Ltd (Company No 04392361) and University of Essex Knowledge Gateway Holdings Ltd (Company No 04344952)
- 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
I declare that I have no material related party transactions to disclose. Date: October 2020
Stephanie Hilborne, OBE MSc BSc

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.

Membership
  
  4/4/2019 - 31/7/2024

Declaration of interests
Remunerated Appointments
  • Chief Executive Officer, Women in Sport (Company No 03075681)

Other connections/appointments
None

Related Party Transactions Declaration
I declare that I have no material related party transactions to disclose. Date: August 2020
Paul Jackson, (Pro-Chancellor) 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

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<th>External / Pro-Chancellor</th>
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<tr>
<td>Tenure</td>
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<td>Pro-Chancellor 1/08/2020- 31/7/2022</td>
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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)
- Chair of Governors, Kingsford Community School
- Partner: 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), Board member at Southwark College, and Open College Network London Region (Company No. 02876147)
- University of Essex Campus Services Limited (02534817)
- Wivenhoe House Hotel Limited (07075571)

Related Party Transactions Declaration
I declare that I have no material related party transactions to disclose. Date: October 2020
Updated November 2020

Back to top
Pravina Ladva, BA (Hons)

Pronoun: she/her/hers

Biography

Pravina Ladva is the Group Digital Transformation Officer for Swiss RE and was appointed as Chief Technology & Operations Officer with effect from 1 May 2017.

Prior to joining Swiss Re, Pravina Ladva established a successful career in the financial technology sector, taking on complex roles with responsibility for strategy, delivery and results. She has managed direct and virtual teams of up to 400 staff, as well as multimillion pound budgets for international organizations.

From 2008 until 2017, she worked in a variety of roles at Barclaycard, including COO Digital Marketplace and CIO Barclaycard Business Solutions. During this time, she led B2B and B2B2C technology and change teams, driving the agile and DevOps transformation across Barclaycard.

Also at Barclaycard, she won the best implementation of Agile in the private sector in 2015. She led a program that successfully eliminated regulatory issues and drove improvements across IT systems, processes and controls and auditing.

Membership

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Declaration of interests

Remunerated Appointments

- To be confirmed

Other connections/appointments

- Husband – employed by Open University

Related Party Transactions Declaration

N/A

Date: August 2020
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 - 31/7/2024

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
I declare that I have no material related party transactions to disclose.       Date: August 2020
Danny Lopez, BA MA

Pronoun: he/him/his

Biography
Danny has enjoyed a successful international career to date in banking, marketing, diplomacy and technology.

Danny is currently the CEO of award-winning cyber security firm Glasswall Solutions, which delivers unique protection against sophisticated threats through its ground-breaking technology. For two years up until August 2018 Danny was the COO at Blippar, a UK-based technology company specialising in augmented reality (AR).

Between 2011 and 2016 Danny was the British Consul General to New York and Director General for trade and investment across North America. Before this diplomatic posting, Danny was appointed by the Mayor of London as the inaugural CEO of London & Partners, the UK capital’s official promotional agency. Previously, Danny was a Managing Director at the UK government’s Department for International Trade.

The first ten years of Danny’s career were at Barclays Bank, where he held several senior international positions in corporate and investment banking in London, New York, Miami and Mumbai.

Danny is a Non-Executive Director at Innovate Finance – the UK industry body championing global FinTech – and a special advisor to New York-based venture capital firm, FinTech Collective.

Danny speaks regularly on platforms across the world on topics including geopolitics and the intersection of market disrupting technologies and government policy.

Danny holds a Bachelor of Arts degree in economics and a Master’s degree in international economics and finance from the University of Essex. Born in England, Danny grew up in Spain and is a fluent Spanish speaker. Danny and his Australian wife Susan live in London with their three children.

Membership

<table>
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<tr>
<th>Membership Type</th>
<th>External Tenure</th>
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<td>19/5/2020 – 31/7/2022</td>
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Declaration of interests

Remunerated Appointments

- CEO of Glasswall Solutions, a UK based technology cyber security company (Company No 05573793 )
- Glasswall Holdings Limited (05610051)
- Glasswall (IP) Limited (05591601)
- Rhetorica Ltd, a management consultancy (10991644)
- Non Executive Director at Innovate Finance, the UK’s industry body championing UK-based fintech (Company No 09007658)

Other connections/appointments

None

Related Party Transactions Declaration

N/A

Date: October 2020
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

<table>
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<th>Remunerated Appointments</th>
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<tr>
<td>Head of Human Resources, Mizuho Bank UK Ltd</td>
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<th>Declaration of interests</th>
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<td>I declare that I have no material related party transactions to disclose.</td>
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Date: October 2020
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
Treasurer
Tenure ■ 1/8/2014 - 31/7/2023
■ Treasurer 1/8/2016 – 31/7/2023

Declaration of interests

Remunerated Appointments
■ None

Other connections/appointments
■ Trustee & Chairman, Blue Cross (Company No 00363197, Charity No 224392)
■ 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 2020
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

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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, Charity No 1077084)
- 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 2020
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, 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 2020
Internal members

Professor Sanja Bahun, BA MA PhD

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

University Tenure

- 1/8/2018 - 31/7/2024

Declaration of interests

Remunerated Appointments

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

Other connections/appointments

- Strategic Board of the Consortium for the Humanities and the Arts South-East England (CHASE)
- Strategy Board of the South East Network for Social Sciences

Related Party Transactions Declaration

I declare that I have no material related party transactions to disclose. Date: October 2020
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.

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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 2020
Fiona Elsted, MATESOL BA RSA
CTEFLA RSA DTEFLA

Pronoun: she/her/hers

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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<tr>
<th>University</th>
<th>Tenure</th>
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<td>1/8/2019 - 31/7/2022</td>
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</table>

Declaration of interests

Remunerated Appointments

- EAP Lecturer
- MA Dissertation Supervisor, University of Nottingham (April – September 2020)

Other connections/appointments

- Member of the voluntary Steering Group for the Network Evaluating and Research University Participation Interventions (NERUPI)
- Husband – Employed by the University of Essex

Related Party Transactions Declaration

I declare that I have no material related party transactions to disclose. Date: September 2020
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

Ex Officio	Tenure	Sine Dine Vice-Chancellor

Vice-Chancellor, University of Essex

Declaration of interests

Remunerated Appointments

Chair, Remuneration and Conflicts of Interest Committee, St Antony’s College, University of Oxford
Member, Essex Partnership Board
Board Member, JISC

Other connections/appointments

Related Party Transactions Declaration

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

Date: October 2020
Professor Lorna Fox O’Mahony, LLB PhD PGCHET

Pronoun: she/her/hers

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.

Membership

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

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: August 2020
Professor Nancy Kula, PhD

Pronoun: she/her/hers

Biography

Professor Nancy Kula has a PhD in linguistics from the University of Leiden, The Netherlands and did her Masters and undergraduate studies with distinction at SOAS, University of London and University of Zambia. She held a postdoc funded by the Netherlands Scientific Organisation (NWO) for 3 years before she joined Essex in 2007. She has held different roles as Head of Language and Linguistics, Deputy Dean of Partnerships and has recently been appointed as Dean of Partnerships (Education). She has an active research profile with 7 books/edited volumes among her long list of publications, predominantly investigating Bantu languages of sub-Sahara Africa. She is a member of council of the Philological Society, the oldest learned society dedicated to language and philology in the UK. Her current collaborative project funded by the British Academy as part of the Global Challenges Research Scheme addresses sustainable development goals in relation to equitable education for all by investigating multilingual language in education policies in Botswana, Tanzania and Zambia.

Membership

University

Tenure: 1/7/2021 - 30/09/2021

Declaration of interests

Remunerated Appointments

- Dean of Partnerships (Education), University of Essex

Other connections/appointments

- Director, The Philological Society, Company No 00012722

Related Party Transactions Declaration

N/A

Date: June 2021
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 are looking forward to being able to get back around a table with a board game and 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: September 2020
Biography
Shane Martin holds the Anthony King Chair in Comparative Government at the University of Essex where he also serves as Head of the Department of Government – A Department often described as the jewel in the crown of European political science.

Shane is passionate about the transformational power of education, having himself been a first-in-family University student. Educated at Trinity College Dublin and Dublin City University, he then moved to the United States for his first academic job. Shane came to Essex in 2017, having previously taught at the University of Leicester, Dublin City University, the Pennsylvania State University, and the University of California, San Diego.

Shane is an internationally recognised expert on parliaments, executive-legislative relations and legislative oversight of public policy. In addition to his academic writing, he has advised parliaments around the world on how to be more effective. At Essex, his first initiative as Head of Department was to establish a Department of Government First Generation Programme.

Membership
University       Tenure  ■ 1/8/2020 – 31/7/2023

Declaration of interests
Remunerated Appointments
■ Head of Department, Government, University of Essex

Other connections/appointments
Spouse – Employed by London School of Economics and Political Science

Related Party Transactions Declaration
N/A          Date: August 2020
Professor Monika Schmid, Dipl PhD

Pronoun: she/her/hers

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

Facebook: 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
I declare that I have no material related party transactions to disclose  

Date: August 2020
Dr Stevphen Shukaitis, PhD

Pronoun: to be confirmed

Biography
Stevphen Shukaitis is Reader in Culture & Organization at the University of Essex, Centre for Work, Organization, and Society. He has worked at Essex since 2008 and served as a member of Senate since 2015. He is the author of Imaginal Machines: Autonomy & Self-Organization in the Revolutions of Everyday Day (2009), The Composition of Movements to Come: Aesthetics and Cultural Labor After the Avant-Garde (2016), and Combination Acts. Notes on Collective Practice in the Undercommons (2019). His research focuses on the emergence of collective imagination in social movements and the changing compositions of cultural and artistic labor.

Stevphen grew up in Pennsylvania, where he studied sociology and English at East Stroudsburg University. Before becoming an academic he worked a journalist as well as in radio and music production. He studied for a MA in sociology at the New School for Social Research before earning a PhD in Social Theory & Organization Studies in 2009 at Queen Mary, University of London.

Membership

| Membership | University | Tenure | 1/8/2020 – 31/7/2023 |

Declaration of interests

Remunerated Appointments

- Reader, Essex Business School - Organisational Studies and Human Resources

Other connections/appointments

- None

Related Party Transactions Declaration

N/A Date: August 2020
Student member

Samira-Caterina Monteleone, BA (student member)

Pronoun: she/her/hers

Biography
Samira is the elected President of the University of Essex Students’ Union for the academic year 2021-22. Her main responsibilities include the strategic direction of the Students’ Union, alongside the rest of the sabbatical officer team, being the highest representative of the University of Essex students. Samira is also the chair of the Trustee Board and line manages the rest of the elected sabbatical officers, and Chief Executive Officer.

Samira is a graduate of the Department of Government with a BA Hons in Politics and International Relations. She has been active in youth politics and activism during her late teens and academic journey. Samira continues her political involvement to this day contributing to national and local policy.

Samira is passionate about contributing to Higher Education being accessible to all alongside ensuring transparency, inclusivity and diversity within the University, Students’ Union, and representative institutions.

Membership

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<td>President</td>
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Declaration of interests

Remunerated Appointments
- President, University of Essex Students’ Union

Other connections/appointments
- Trustee, Lighthouse CIO (Charity No. 1190570)

Related Party Transactions Declaration

N/A

Date: June 2021

Secretary and Clerk to Council

- Bryn Morris
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<td>Nicky Jackson, Governance Assistant</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.