



ABER *News*

Official opening of green electricity solar development

A solar array producing at least a quarter of the electricity required by Penglais Campus was officially opened by the Welsh Government Minister for Climate Change, Julie James MS on Thursday 9 March 2023.

The green electricity development is expected to reduce the University's carbon emissions by over 500 tonnes a year as well as deliver annual energy cost savings of over £450,000 based on current prices.

Covering 3.8 hectares of land belonging to the University on Fferm Penglais, the array includes around 4,500 individual solar panels.

Construction on the site has also included work to encourage greater biodiversity in surrounding hedgerows and drainage basins.

With the development now fully operational, sheep can continue to graze the pasture around the panels.

The £2.9m investment has been supported by the Welsh Government Energy Service and funded by a £2.6m loan from Welsh Government via Salix Finance Ltd and the University, with support from the Higher Education Funding Council for Wales (HEFCW).

Welsh Government Climate Change Minister Julie James MS (centre), officially opened Aberystwyth University's new £2.9m solar array. Pictured with the Minister (left to right) are Mark Williams from Vital Energi, Bryan Drysdale from the Welsh Government Energy Service, Professor Neil Glasser, Pro Vice-Chancellor Aberystwyth University, Dr Emyr Roberts, Chair of Aberystwyth University Council, Dewi Day, Sustainability Advisor at Aberystwyth University and Joan Dayap, Salix Finance.

4 Dr Jenny Mathers
 - Live on Air



6 Keezle Wacka



8 My Research



10 Human Resources
 and Organisation
 Development



14 In conversation
 with Dr Jen
 Wolowic

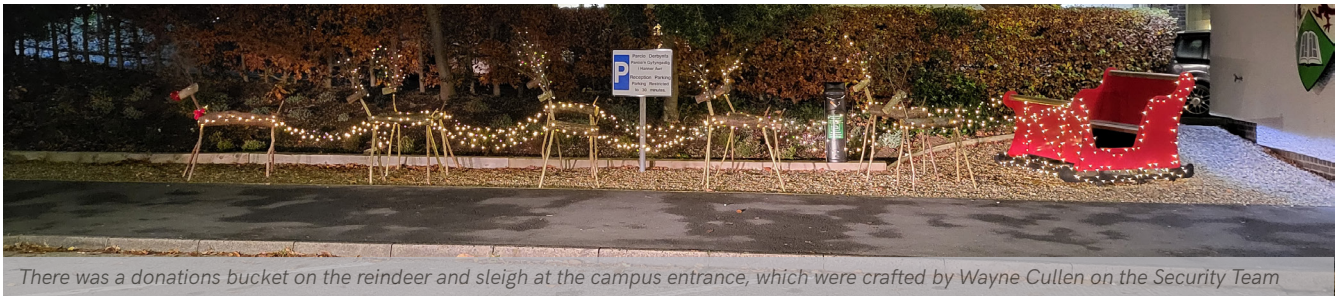


Charity of the Year fundraising

Before Christmas, staff and students from across the University were busy raising money for Bronglais Chemotherapy Day Unit through our Festive Fundraiser, which raised £622



Staff members from Information Services dressed festively



There was a donations bucket on the reindeer and sleigh at the campus entrance, which were crafted by Wayne Cullen on the Security Team



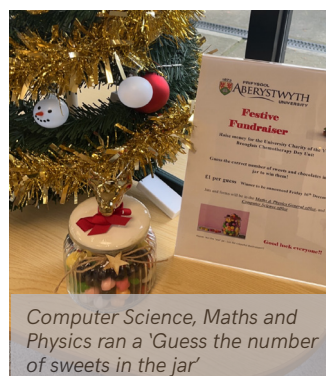
The Department of Theatre, Film and Television Studies enjoyed mulled wine, mince pies and a sing-a-long



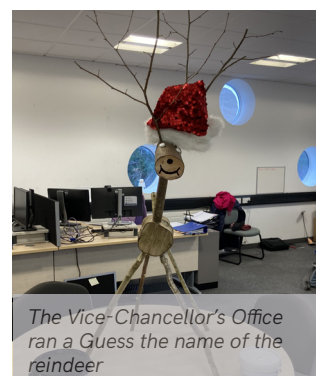
The Accommodation Office held a cake sale

Aber 10K

Congratulations to Tim Aber who ran the annual Aberystwyth 10K on Sunday 4 December and raised £270 for the University Charity of the Year. Members of the team were Adrian Harvey, Arthur Dafis, David Moyle, Hia Alhashemi, Professor Iain Barber, and Professor Neil Glasser.



Computer Science, Maths and Physics ran a 'Guess the number of sweets in the jar'



The Vice-Chancellor's Office ran a 'Guess the name of the reindeer'

The Acting Vice-Chancellor's Column

Although recent snow falls may make the advent of spring seem something of an illusion, nevertheless the days are growing longer and there is a spring in people's steps around the campus.

There are a number of recent developments and things on the horizon to mention, some of which the Vice-Chancellor spoke about at the very well attended staff meetings in January - the first face-to-face staff meetings since before the pandemic.



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Earlier this month, we welcomed Welsh Government Minister for Climate Change, Julie James MS, to officially open our new solar array at Fferm Penglais. The panels will produce at least a quarter of the electricity required by Penglais Campus and reduce the University's carbon emissions by over 500 tonnes a year, so are a significant step towards our aim of becoming a zero-carbon estate by 2030/31.

We are now more than half way through our 150th anniversary year, and the celebrations to mark this milestone continue. On 22 March, the University hosted a celebratory event at the House of Lords in Westminster, in the company of our Chancellor, The Right Honourable the Lord Thomas of Cwmgiedd PC, and our guest speaker, Baroness Andrews, OBE. It was a pleasure to be able to mark this special occasion with alumni, friends, and supporters, made even more memorable by the ceremonious surroundings.

There have been a number of opportunities for our supporters abroad to join in our anniversary celebrations too. Towards the end of last year, the Vice-Chancellor met with some of our loyal and active alumni community in Thailand, Singapore, and Malaysia. And, at the end of this month, I am travelling to the United States where I look forward to leading our 150th alumni and friends' celebrations in Washington and New York.

We want to keep on adding to the worldwide Aberystwyth family of course, so, as we look forward to welcoming more students from all over the world, we have been working hard to improve the effectiveness of the necessary processes. Earlier this month I travelled to India to carry out some networking and recruitment work in Hyderabad and Delhi, as well as liaise

on some potential student exchange opportunities. It was so positive to see such enthusiasm for the opportunities we can provide here at Aberystwyth.

Importantly, these recruitment efforts, and our ventures into new areas of provision are working well. We are pleased to have welcomed a significant cohort of 80 students on our Master of Business Administration courses in January. Following the successful recruitment of our first cohort of 53 Nursing students at the beginning of this academic year, we are also in negotiations with Health Education and Improvement Wales (HEIW) over increasing the number of places we can offer on these courses.

We have made a number of exciting new appointments recently too. Just before Christmas we were joined by Murray Smith as Professor of Rural Health Economics based in Aberystwyth Business School. Professor Smith is an expert in delivering cost-effective healthcare, and as we build on our healthcare education and research provision, his experience will greatly benefit our students and beyond. In the New Year, we were joined by Dr Jen Wolowic who is leading our Dialogue Centre (read more on p.14). Next month we will welcome Professor Nigel Copner, formerly Professor of Optoelectronics at the University of South Wales, who will lead our new Engineering Unit, which will combine existing engineering teaching which spans several academic departments, and expand what we offer in this area. In June, we look forward to welcoming David Wilson as the new Director of Aberystwyth Arts Centre. An alumnus of our Department of Theatre, Film and Television Studies, David has had a rich and varied career, and joins us from his position as Director of Theatr Brycheiniog in Brecon. I am sure you will give our new colleagues a warm Aber welcome.

Professor Tim Woods
Acting Vice-Chancellor

Dr Jenny Mathers - Live on Air



Dr Jenny Mathers speaking live to Ticker NEWS Anchor, Adrian Franklin

As tensions rose ahead of the Russian invasion of Ukraine in February 2022, Dr Jenny Mathers from the Department of International Politics was in demand as a media commentator in the UK and abroad.

However, if Jenny thought her phone and diary were busy beforehand, nothing was to prepare her for the deluge of media requests that would flood in following the invasion.

ABER *News* asked Jenny about the highs and lows of working with the media.

Tell us a bit about yourself and your academic areas of interest

My research and teaching can be grouped into two main areas: Russian politics and security; and women and war. My interests in Russia are focussed around the armed forces, security and foreign policy, and I am particularly interested in the relationship between Russia's domestic politics and its actions on the international stage. My interest in women and war is also based on Russia - during the 1990s there was a dramatic upsurge in the proportion of women serving in the armed forces, and my curiosity about that development led me to research the topic of women soldiers and gender and conflict.

In those first few weeks after the invasion of Ukraine, what was the scale of the media work you were involved in?

Almost as soon as the news came through that Russia had launched a mass invasion of Ukraine on 24 February, I started getting phone calls, texts and emails from media outlets asking for commentary. During the first few weeks after the invasion, I was doing perhaps 5-6 interviews a day on some days. Since

then the media interest has fluctuated depending on what is happening with the war. I have now done more than 200 media interviews on this topic.

What do you think of when considering how to respond to a media request?

I always say 'yes' when I can - that is, where I feel that I know enough about the issue to comment on it and if I have the time to do the interview. Sometimes the timescales are very short indeed: I have had as little as 15 minutes notice in some cases, when something is happening and they want commentary right then. And interviews can get cancelled at the last minute, for example when another item overruns or there is another breaking news story, so it's important not to take it personally when that happens. It is also important to remember that one thing can lead to another - sometimes an interview I have done with one media outlet has inspired another to get in touch with me, and some of those second or third 'generation' of contacts have led to the most interesting and substantial interviews that I have done.

Are there any downsides to being in demand for comment/opinion from the media?

It can take up a lot of time, between any back-and-forth around the details of the interview, any pre-interview chats with producers or researchers and the interview itself. There is also always at least a little bit of preparation to do, even if it is just quickly checking to make sure I haven't missed any recent development that might change the way I have interpreted a story. There is also the risk of attracting unwanted attention from strangers. Fortunately this has not happened to me very often and has only been amusing or mildly irritating rather than threatening. However, it is an important consideration for academics who do media work, especially women, people of colour and LGBTQ people, as well as anyone researching topics that might be regarded as particularly contentious.

Do you feel that the virtual meeting technology, like Teams and Zoom, that became so familiar to us all during the COVID-19 pandemic has created more opportunities for academics to work with the media?

Definitely, and it has really opened up opportunities for academics in universities like Aberystwyth that are not in or close to a major city. No longer is it necessary to be able to get to a television or radio studio to be considered for a media interview. It has widened the perspectives of producers and researchers for television and radio considerably and brought in a lot of new voices, which is a very positive development. I have done interviews using Zoom, Skype, Facetime and just my phone. As long as you have a device that can connect to the internet, a good connection and a quiet place to speak from, you have all that you need.

What advice would you give to a fellow academic who was interested in working with the media?

The media is always looking for experts, so there are plenty of opportunities for academics who want to do this kind of work. Anyone who is interested in doing media work should let their Head of Department know, and also let the University's Communications team know, as many media requests go directly to the Communications Team and, through them, to Heads of Departments. Pitching an idea to The Conversation is a good way to start, as the pieces they publish get picked up and republished and are also read by journalists who might be looking to do a follow up story on a similar topic.

Doing media work has a lot in common with teaching: it is based around discussions, it involves presenting ideas in ways that a person without in-depth knowledge of the topic can understand, and it helps to illustrate your points with memorable details and anecdotes. The main difference is that you have a lot more people listening in or watching than you do when you are teaching in the classroom!

Recognised Research Supervisor accreditation



Dr Gareth Hoskins



Professor Reyer Zwiggelaar

Dr Gareth Hoskins from the Department of Geography & Earth Sciences and Professor Reyer Zwiggelaar from the Department of Computer Science and Head of the Graduate School have been awarded UK Council for Graduate Education (UKCGE) Recognised Research Supervisor accreditation.

The accreditation reflects the wide-ranging and demanding set of roles involved in modern research supervision, and supports supervisor development in the sector.

Applicants are asked to reflect on ten areas of their supervisory role, to consider their strengths and identify areas of potential improvement.

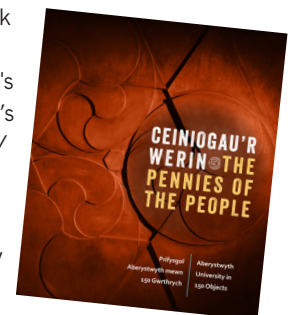
If you would like to know more about UKCGE Recognised Research Supervisor accreditation, please visit <https://supervision.ukcge.ac.uk/the-good-supervisory-practice-framework>. The next deadlines for applications are 24 March and 23 June.

Support is available from the Graduate School and the Learning and Teaching Enhancement Unit for staff members who are interested in applying. For more information visit: www.aber.ac.uk/en/grad-school/supervisory-framework or contact Annette Edwards on fastaff@aber.ac.uk.

150th anniversary book

Congratulations to Emeritus Professor Mark Lee from the Department of Computer Science, who was the winner of last edition's competition to win a copy of the University's 150th anniversary book *Ceiniogau'r Werin / The Pennies of the People*.

The answer to the question how many members of staff did the University employ when it opened in October 1872 was four - Thomas Charles Edwards (Principal), Evan Penllyn-Jones (Librarian-cum-Registrar), Horatio Nelson Grimley (Professor of Mathematics and Natural Philosophy) and Reverend John Hoskyns-Abrahall (Professor of Classics).



KEEZLE WACKA

Our regular article from the University's Information Governance Team highlighting just a few of the extraordinary items preserved for posterity in the University archive.



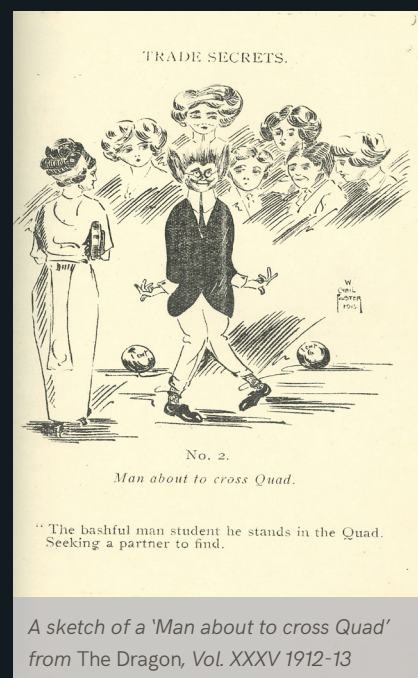
Dance in the Parish Hall

Love Aber

With spring in the air we're in the mood for love!

Over the years, many couples have met at the University despite the College's best efforts at separation.

Before Pier Pressure, online dating and social media, meeting a partner was not easy. Restrictions were in place and strict rules around when and where male and female students could even speak. Forget *Love Island*, 'quadding' was what it was all about! This could only take place in the quad during the ten minutes between lectures and was the acceptable form of chatting-up. In those days of limited opportunity, the men circulated around the quad in one direction, whilst the women paraded in the opposite direction.



A sketch of a 'Man about to cross Quad' from *The Dragon*, Vol. XXXV 1912-13

A TALE OF QUAD.

All the Coll's a stage,
And all the men and women merely quadders;
They have their exits and their entrances;
And one man in his time may meet one girl.
His approach is seven stages.

At first, the centre,
Blushing and shuffling in the sight of stus,
And then with timid steps and trembling limbs,
And brightly coloured ties, and radiant socks,
He by the statue seeks his maiden fair.
Then, braver, 'gainst the wall they both recline,
And lecs. and course discuss.

Then a door-way,
Where in each other's eyes they fondly gaze,
And talk of soire'es and of Coll's delights,
And feel 'tis bliss to talk through such an Int.
E'en in the din of quad.

Lo! then the passage
With darkened air and bliss of solitude,
Is sought by them, all heedless of the throng,
And confidence mixed with pauses sweet.
And so it plays its part.

The sixth stage shifts
To where in secret places joyfully,
They plight their troth and whisper words of love
To be for ever one.

Last scene of all
That ends this strange eventful history,
Is merely babblings on the Balcony,
Sans sense, sans fear of bell, sans everything.

F.A.R.M.

'A tale of quad' from The Dragon, Vol. XXXIII 1910-11

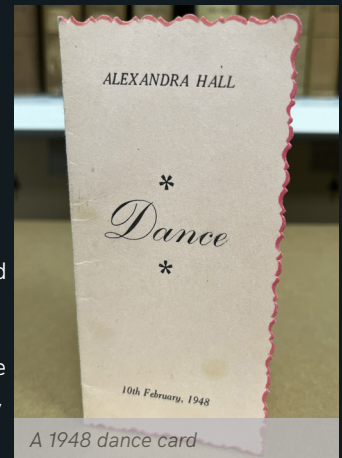
Every Saturday evening the women's hostel, Alexandra Hall, had purely female entertainment, whilst the men held a "smoking concert" in the basement of the College. Afterwards, the ladies would sit in their rooms with the lights off, while the men repeated the best musical and humorous items under their window. Then they departed singing 'Soldiers' Farewell': "Farewell, farewell, my own true love". The situation is summed up quite marvellously in this 1911 poem:

A SERENADE.

Three men-stus, on the Prom.;
A Hostel window high;
A whistle from the Prom.;
The window up doth fly;
Another whistle shrill;
A fair hand on the sill;
One whistle more they gave;
A handkerchief doth wave;
High! high! o'erhead it flutters;
Low! low! each man then mutters:
O, Lady-stu. how brave!
O, Breach of rules how grave!!

'A poem from The Dragon Vol. XXXIII 1910-11

By the 1940's, Saturday nights were all about the dances, or 'hops', held either in the Clubroom of the Union or in the Town Hall. Men students exceeded the women students by four to one, so it was decided to allow all women students, members of staff and third- and fourth-year men to attend every Saturday night. The remaining men had to give their names to Miss Carpenter, Lady Principal of the Hall of Residence for women students, and only a certain number were chosen each week to attend.

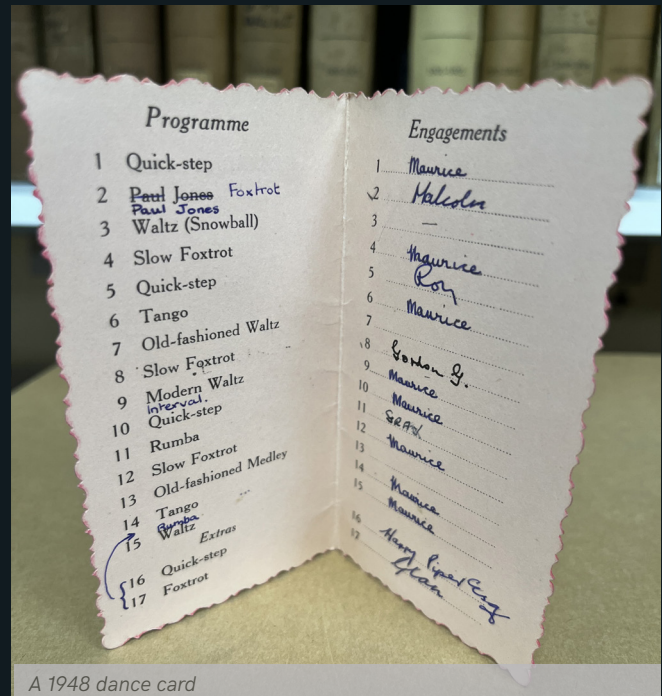


A 1948 dance card

We found a landlady's letter in *The Dragon*, 1948, 'Mrs Jones Looks Back' - "Most of all my students had young ladies from the hall and they used to put their pictures on the mantelpiece like and look at them all day if you please. Not that they could bring them into my house mind you because I had a letter from the principle [sic] himself asking me not to let them in."

During the 1950's Alexandra Hall began to relax some of the rules regarding male students, who were then allowed to enter the Common Room and, provided they were accompanied by a parent, were allowed to visit a female student in her room. Oh, how things have changed!

We'd love to hear from anyone who has an Aber love story to tell.



A 1948 dance card

Why "Keezle Wacka"?

The column's title is taken from the Aberystwyth 'College Yell', which originates from 1905 when the decision was taken to establish a chant with which to support fellow Aber students at inter-college sporting events. Following a competition in the Old College Quad when a number of proposed yells were demonstrated by their composers, a winning yell was adopted. The expression 'Keezle Wacka' used in the Aberystwyth College Yell was later chosen as the title for the Aber RAG magazine which ran for several decades, and seemed an appropriately quirky title for this column.

My Research

Sarah Fletcher is based in the Department of English and Creative Writing where she is working towards a PhD on pain and creative language.

Tell us about your research

The driving question behind my research is: how can language change our perceptions and attitudes towards physical pain? But behind that primary question come a host of others: What is pain? Can we ever accurately describe pain in language? How does somebody know if their pain is the same or different to someone else's? If language can change how we experience pain, what are the best ways to utilise it?

There are three different strands of my project I'm trying to braid together.

The first is designing a series of creative writing workshops for those suffering with chronic pain. This gives me an opportunity to test some of my hypotheses around pain and language in a less theoretical setting, and the opportunity to hone my ideas from patient feedback. Working with sufferers is a massive highlight of my work and I get a lot from teaching the workshops as well. The feedback so far has been amazing. I feel there's a subconscious bias that the benefit of creative writing workshops on chronic pain is psychological — but when expressive writing is introduced to someone's treatment plan, wounds heal faster, lungs increase capacity, and white blood cells rejuvenate.

The second strand is in the form of a novel. The novel is a bit of a madcap and wonky time-travelling exploration about anaesthesia, and the strange overlaps between anaesthesia and psychiatry throughout history. It follows a woman named Cecil, who is about to give birth in Germany in 1907, and a woman named Sarah, who has been hospitalised for anxiety in London in 2020. Both struggle to articulate their pain and question whether the cause of their distress is physical or mental.

Lastly, I tackle some of my questions more straightforwardly in the critical element of the PhD. I'm drawing from the field of philosophy, literary criticism, and critical theory to defend my pain



framework, and justify why I believe language can have such a profound impact on how one experiences pain. I'm arguing that the sensation of pain is only the tip of the iceberg, and that pain really goes beyond that.

How did you become interested in the field or why have you decided to research this topic?

Dramatic as it sounds, there is something almost akin to a pain epidemic in the world. 1 in 4 adults in the United Kingdom report to being in some form of chronic pain. As well as being really intrusive to somebody's life, chronic pain can also change the way somebody sees themselves (e.g. if I'm no longer able to do X or Y, am I still myself?) How does one reconcile one's sense of self with these new limitations?

Chronic pain is also difficult to treat, with long-term opioid use often worsening the issue, and interventions such as cognitive behavioural therapy (CBT) being more impactful and sustainable.

This always seemed like a pressing problem to me.

I came to the entire project from an English Literature and Creative Writing perspective, and I felt like the field could illuminate a lot about a topic that often lives in the dark.



I saw the opportunity for an interdisciplinary project on the nature of pain being advertised on Twitter of all places, and knew immediately it was what I wanted to do.

What's a typical day for you?

Every day looks a little bit different with my research, and something that attracted me to a PhD was being able to work in unconventional ways over unconventional hours.

Some days might start at 8am and be filled with frenzied writing until 11pm or even later. Other days might be more reading oriented, and others I might spend teaching.

As clichéd as it sounds, a significant amount of PhD work just requires letting some of the ideas you've absorbed seep into your brain and develop. Then you can return to them later and see how they taste and how to use that taste in your project.

This is a convoluted way of saying I was maybe naïve about the amount of thinking and reflection a PhD would require.

What do you find most rewarding?

The workshop element is one of the most rewarding aspects of the project, and I absolutely love to teach. I'm consistently intrigued, surprised, and inspired by what some of the individuals I've worked with write. One participant described

pain as a tacky, loud, older couple you're stuck with on a cruise. Descriptions like that stick with me! They help me think of pain in new ways as well.

What do you find most challenging?

Doing a PhD requires you to be disciplined with your own time. It's difficult when your workplace is essentially your laptop, and the screen you write on is the same screen that you make plans with friends on or watch television on.

I've had to find ways of tricking my brain into proper concentration and making sure I use my time efficiently. The level of freedom is really a double-edged sword in this respect!

What is next for your research?

My next goal is to complete the creative element of my PhD: the 60,000 novel. I've done a decent chunk of that, but I'm looking forward to tying it together and sinking my teeth into the characters after a vacation from their various problems. Creative writing might seem like the "fun" part, but it's as maddening as any other sort of writing! Yet, I'm looking forward to working on that in the spring. I can claim the impact of creative language and pain all I want in the critical essay, but using creative language itself in a creative medium to demonstrate these points is fulfilling.

AberSU Column

An update from AberSU

Spring Elections

We are currently in the middle of our Spring Officer elections. These elections take place once a year and decide who should speak and work for Aberystwyth University students on a range of issues, and include full-time officers and volunteer officers.

There are five paid full-time roles, responsible for promoting and defending the rights of students, campaigning on issues, promoting involvement in the Union and coordinating student zones and groups. These roles are:

- President
- Wellbeing Officer
- Student Opportunities Officer
- Welsh Culture Officer & UMCA President
- Academic Affairs Officer

[You can find out more about the responsibilities of each full-time officer role here.](#)

There are also Volunteer Officer roles available. These are positions that can be held whilst studying and are roles designed to support students from specific groups or identities. The positions include, but are not limited to: LGBTQ+ Officer, Disabled Students' Officer, Women's Officer, and Postgraduate Officer.

[More details about all the volunteer office roles is available here.](#)

Voting in our Spring Elections closes on 17 March, and then the new full-time and volunteer officer teams will be announced.

AberSU Celebrates nominations are open!

Nominations are currently open for AberSU Celebrates 2023 Awards - our chance to recognise the hard work and achievements of students and staff across the University.

We completely rely on student nominations to help us recognise those that have committed their time to sports, societies, academia, and/or the student, or wider community. Nominations close on Friday 24 March.

[Student nominations can be made here.](#)

Free Hub

The SU has a whole range of items available for free for students in an emergency.

There are two rooms to the Free Hub, one with second hand homeware and clothing items, the other stocked with food and basic essentials like toiletries.

If you have essentials that you would like to donate to the Free Hub, we have our 'Donation Station' boxes in the SU reception.

[You can also donate here.](#)

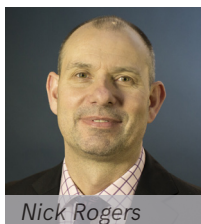
Community Fridge

We also run a Community Fridge in the SU Underground, where surplus food on campus is available for free.

There is also a space for students to take and prepare surplus food, with food preparation equipment including a microwave and a kettle.



Human Resources and Organisational Development – who we are and what we do



I am delighted to introduce you to the Human Resources (HR) and Organisational Development (OD) teams and hope that this article provides a little bit more insight as to who we are and what we do.

We have three key priorities:

- ensure the University has the right initiatives to recruit, retain and support colleagues (working closely with our trade union colleagues);
- develop managers so that they provide the motivation and inspiration for their staff;
- enable managers by delivering high quality and customer focussed services.

The HR&OD department has seen some changes in the past couple of years, both in our people and approach to delivering HR services and advice. We have expanded the expertise and experience of the team, reviewed our roles and priorities, and introduced dedicated focus on Equality, Diversity & Inclusion, Payroll & Reward, Compliance, Resourcing, Business Partnering and Organisational Development. I hope you have seen some of the differences already in the support and responsiveness of our team or have participated in our new initiatives like our suite of training opportunities.

Our Equality, Diversity & Inclusion (ED&I) team provides additional resource and expertise, which strengthens and

supports our focus on developing an empowered and engaged workforce who are part of a collaborative, inclusive and supportive working environment.

The introduction of a specific OD function enables a future focussed approach supporting leadership development, opportunities for high performance and development, potential new reward and recognition initiatives and personal development opportunities – all of which are designed to motivate colleagues as well as enabling the University to achieve its strategic goals.

Our HR Services Team are working to create an inclusive HR culture, helping support staff and the University. We have reviewed processes and engagement to improve our service across the University and to support and embed our core behaviours and values.

The work of the team will continue to drive positive changes in our organisational culture and values. Whilst we make these changes and try to improve what we do; we genuinely encourage your feedback and ideas as we progress forward.

Nick Rogers

Director of Human Resources and Organisational Development



Front row: Sharon Lilley, Sheree-Ann Jonas, Matt Shaw, Sarah Dixon-Lewis, Nick Rogers, Katy Peat, Callum Fitz-Griffiths, Ankita Trivedi, Joe Smith (NB: Joe has since left the University)
 Middle row: Rachel Harris, Fran Disbury, Rachel Hubbard, Deborah Rhead, Emma Gibbons, Emma Hill, Jean Glennie, Cai Fitter, Alex Griffiths
 Back row: Rhys Eades, Gareth Chapman, Dafydd Jones, Martin Davies, Dylan Jones

Meet our teams:

Organisational Development and Learning

Emma Gibbons (Head of OD and Learning) and Rachel Hubbard (OD and Learning Assistant) are part of a new function in HR responsible for providing expertise and advice on organisational and people development issues. Examples include the design and delivery of staff training courses plus the organisation of staff surveys.

From the feedback in the 2021 survey, we introduced a hybrid model of working and initiated new training opportunities. Leadership development has also been a key focus and a 360° feedback process was completed by all Executive members and Heads of Department to support individual leadership skills.

The focus of the team this year is to continue building on the training and development provision for colleagues at all levels and areas of work; review the Effective Contribution Scheme system so that it is simpler to use and clear on its purpose; develop our induction process; and continue to address the feedback from the staff surveys.

You can contact our OD and Learning team via:
hyfforddi-train@aber.ac.uk

Equality, Diversity & Inclusion (ED&I)

Dylan Jones (Diversity & Inclusion Manager) and Sheree-Ann Jonas (Race Equality Officer) are responsible for developing and promoting equality and diversity across all our practices and activities; ensuring that Aberystwyth University is a place where staff and students can study and work in an environment that has an inclusive culture, free from discrimination and which upholds the values of respect, dignity and courtesy.

Guided by the Strategic Equality Plan 2020-2024, they have been building on our existing ED&I work in fostering an inclusive working and learning environment with the continued prioritisation of gender equality and ethnicity across our student and staff body.

They will continue to raise awareness and embed ED&I across the University and maintain progress towards Athena Swan and Race Equality Charters, alongside implementing the actions and activities associated with our recent Disability Confident employer status renewal and Stonewall Workplace Equality Index Bronze Award.

You will also see the team arranging events to celebrate the diversity of our community.

Recently they have supported several staff-led developments, including the work to create designated breastfeeding and expression rooms, a new Menopause Support Group and programmes to diversify the curriculum.

You can contact our ED&I team via
equality@aber.ac.uk

Human Resources Services

Sharon Lilley (Head of Human Resources Services) is responsible for the HR Services function which includes Business Partnering, Compliance, Resourcing, Payroll & Reward and HR systems and management information.

HR Business Partner Team

The HR Business Partner team (HRBP) consists of Deborah Rhead, Gareth Chapman, Rachel Harris and Rosy Hunt-Davies. The HRBP team supports managers on best practice across all HR-related matters supporting organisational objectives. This includes strategic resourcing, change management, organisational design and succession planning, development and performance management. They also deal with all employment relations issues.

During the next 12 months, their focus will include continuing to develop their relationships as a trusted partner to all University colleagues, working closely with union colleagues to support and deliver the priorities that are aligned to the University's strategic mission and goals, and undertaking a review of key policies and supporting processes.

You can contact the HR Business Partner Team on
thrstaff@aber.ac.uk.

Payroll and Reward

The Payroll & Reward team lead and are responsible for the payroll services delivery, ensuring all activity is actioned on time and is in line with the statutory and legislative requirements. They are responsible for salary payments for over 2000 employees and pensioners every month. The team includes Martin Davies, Beth Head, Jean Glennie, Emma Hill and Dafydd Jones.

The next 12 months for the Payroll & Reward team will include reviewing current employee benefits to ensure the University is meeting current and future staff needs. The team will also focus on improving pension and payroll administration process to maintain this well-regarded and critical function.

You can contact the Payroll & Reward team on
payroll@aber.ac.uk.

HR Metrics and Workflow

The HR Metrics and Workflow team are Katy Peat and Christopher Swales. The team is responsible for monitoring, cleansing, and disseminating HR data within the University, and to external agencies including Higher Education Statistics Agency (HESA) and University College Employers Association (UCEA).

In the next 12 months, the HR Metrics and Workflow team will focus on providing proactive management information to support managers in their workforce planning. They will also develop real-time data for HR and line managers supporting proactive and planned decision-making.

You can contact the HR Metrics and Workflow team on
thrstaff@aber.ac.uk.

HR Compliance Team

Led by Cai Fitter, the Compliance Team are responsible for issuing pre-employment checking including Disclosure and Barring Service (DBS) and Right-To-Work.

The team also manages changes to employment terms and conditions and are a key point of contact for employees within

the University. As part of its compliance function, Cai, Rhys Eades, Fran Disbury and Sarah Dixon-Lewis also support the provision of health surveillance and manage the occupational health provision via our trusted provider Insight.

The focus for the Compliance Team includes continuous improvement of current processes ensuring we are compliant and accessibility to key information to support both employees and managers.

You can contact the HR Compliance team on thrstaff@aber.ac.uk.

HR Resourcing Team

The Resourcing Team oversee all recruitment processes from senior recruitment campaigns through to supporting the AberWorks scheme.

Led by Ankita Trivedi, the Resourcing Team also includes Callum Fitz-Griffiths, Matt Shaw and Alexander Griffiths.

They have recently reviewed the e-recruitment system and introduced efficiency improvements to vacancy request

workflows and user experience improvements for both the recruiting manager and the candidate.

They will continue to seek process efficiencies and use recruitment data to inform managers on the most effective strategies for finding the right high calibre candidates for all roles.

The focus for the next 12 months will be on supporting colleagues across the University by delivering recruitment workshops; continuing to work with colleagues in Equality, Diversity and Inclusion and the Welsh Language Services to ensure that the University is an inclusive and bilingual employer; working with Organisational Development & Learning on developing the onboarding and induction processes; reviewing the AberWorks scheme to ensure the programme continues to support departments operational activities; and developing the University's employee brand to ensure that Aberystwyth is an employer of choice.

You can contact the HR Resourcing team on thrstaff@aber.ac.uk.

How to contact us

Whether you work remotely or on campus, we are contactable on the following:

E-mail: thrstaff@aber.ac.uk

Phone: 01970 628555

We're contactable via telephone during the following working hours:

- 09:00 - 17:00 (Monday - Thursday)
- 09:00 - 16:00 (Friday)

If you prefer to see us in person, please reach out to us via email or telephone and we will happily organise a meeting at your convenience.

Fellow of the Academy of Social Sciences

Rhys Jones, Professor of Human Geography in the Department of Geography & Earth Sciences has been elected as Fellow of the Academy of Social Sciences.

He is one of 56 social scientists to be recognised by the Academy for excellence in their fields and their wider contributions to the social sciences for public benefit.

Professor Jones' research interests focus on a range of interrelated themes linked to political geography, the geography of the state and the use made of behavioural insights in public policy in a range of different countries. He is also an expert on devolution in the UK, particularly in Wales.

The Academy of Social Sciences is a UK-wide academy of academics, learned societies and practitioners in the social sciences aiming to promote the public benefit of social sciences.

Professor Jones has published widely in his fields of interest, including 11 books and over 80 articles and book chapters.



He is also a Fellow of the Learning Society of Wales.

His current research projects focus on ideas of territorial cohesion and spatial justice in the EU and the geographies of regional movements in the EU, as well as heritage tourism, identity and mobility between Ireland and Wales.



Pioneering parasitologist Gwendolen Rees honoured on International Women's Day

On International Women's Day 2023 (Wednesday 8 March), the University announced it is renaming one of its flagship academic buildings in honour of the first Welsh woman to be elected a Fellow of the Royal Society (FRS).

Professor F. Gwendolen Rees (1906–1994) was a leading zoologist and a pioneer of parasitology at Aberystwyth. She also featured in British *Vogue* magazine in 1975 in a celebration of influential women in society.

Her name will appear on the former Institute of Biological, Environmental and Rural Sciences (IBERS) building on Penglais campus, now home to the Department of Life Sciences (DLS) which was established in 2022.

The new Department's research and teaching remit covers a broad range of academic areas, including the subjects studied in the former Department of Zoology where Professor Rees worked from 1930 until her retirement in 1973.

During her career and after retirement, Professor Rees published a total of 68 academic papers – the final one published in her 82nd year when she was Emeritus Professor of Zoology.

Professor Rees's name was chosen following a vote by staff in the Department of Life Sciences, and approved by the University's Executive and Council.

Professor of Parasitology in the Department of Life Sciences at Aberystwyth, Jo Hamilton, paid tribute to her predecessor:

"Gwen pioneered the study and teaching of parasitology at Aberystwyth, with a particular focus on helminthology. This subject area remains one of our core research strengths, with many of our academics holding leadership roles in international parasitology societies. Gwen may no longer be with us, but we still draw on her rich legacy as well as use some of her meticulously produced parasite slides when teaching students today."

Some of the microscope slides produced by Professor Rees also feature in the University's 150th anniversary book *Ceiniogau'r Werin / The Pennies of the People* (Prifysgol Aberystwyth University, 2022).

A formal event to celebrate Professor Rees's contribution will be held in the building to coincide with her birthday in July, with all signage on the building, campus and other platforms updated during the summer.





In conversation with... Dr Jen Wolowic, the Principal Lead of the Dialogue Centre

The University's Dialogue Centre is designed to coordinate, support and promote knowledge exchange activities.

Knowledge exchange and research are closely linked, and dialogue allows the University to exchange knowledge; connect different communities with high quality research; open conversations which promote new, shared understandings; increase the impact of our research, and provide greater opportunities for innovation.

The better we are at dialogue, the better we will be at knowledge exchange and the broader, deeper impact we will have in the world in which we live.

The Dialogue Centre will act as a hub to facilitate, support, coordinate and promote activities within several themes. Each theme will be led by an academic researcher, and the Dialogue Centre will be staffed by a core team in the Department of Research, Business & Innovation who will support activities within the themes.

Dr Jennifer Wolowic has been appointed Principal Lead of Aberystwyth University's Dialogue Centre and took up her new role in January:

Tell us a little bit about yourself...

I was born near San Francisco, California and have been in Vancouver, Canada for the last 15 years. In Vancouver, I met and married my husband, who is one of the smartest people I know and my best advisor.

I usually introduce myself as a cultural anthropologist and ethnographer because I explore most topics with a lot of curiosity about our knowledge systems and behaviours. Why do we do and say what we do in any situation? What are the cause and effect of such things?

I've also been called a 'Renaissance woman' because my interests and work are so broad. In my last role, I thought deeply about democratic culture in Canada and around the world. Before that I supported applied researchers making real impact with LGBTQ+ population health research. My PhD was an ethnography of technology and media among an urban Indigenous community that embraced photography and social media to better understand cultural loss and celebrate survival. Many in my family are in the trades and I know how to get my hands dirty. My first career aspiration was filmmaking and storytelling has remained central to all my work. I also learned some of my leadership style from working in restaurant kitchens.

So you see, I've been all over the place.

What inspired you to apply for the job of Principal Lead of Aberystwyth's new Dialogue Centre?

My previous role was with the Simon Fraser University Morris J. Wosk Centre for Dialogue - one of the inspirations for Aberystwyth University's Dialogue Centre.

I love researchers and interdisciplinary conversations that inspire new ideas and new ways of doing things. And really, our best opportunities are created when knowledge experts



Dr Wolowic facilitated a 'World Café' event on Penglais Campus in October 2022, bringing together members of staff and community representatives in a conversation about the role of dialogue and the work of the new Dialogue Centre.

exchange events, skill-building and collaborations across departments. And we will be sharing stories of the dialogic work that is already happening across Aberystwyth University.

So what is dialogue? I'd like you to think of two things:

First, it's a personal practice that focuses on asking questions first and listening deeply. Prioritizing 'adnabod' ('knowing') yourself. Bring that focus to your work, teaching and conversations with your co-workers, collaborators, and friends.

Second, dialogue is a facilitated process to guide groups in learning and working together. Dialogues can guide brainstorms and deliberation as part of knowledge exchange. They emphasize collaborative leadership and 'adnabod'. These processes

learn from and exchange ideas with end users and help remove barriers for policy-makers.

Honestly, being at the heart of community and knowledge exchange connections sounded like a dream role. It's exciting to embrace a remit that expands how research and the University approaches collaborations with business, policy-makers and communities to create real world impact.

During my life - whether working with school children, Indigenous youth and elders, those who have been marginalized from and those at the centre of power - I have seen the magic that happens when you slow down and connect as people first. When you listen to really hear someone and not just to respond. When you tell stories and connect emotionally. It makes collaboration problem-solving much easier and creates better solutions.

In Welsh, I've learned the word 'adnabod' ('to know') and it's finally given me a phrase to explain why dialogue and facilitated processes work, and what's needed to for them to work well. We often skip the important first steps of getting to know each other and the community-building that happens when you learn together before trying to solve a problem. There are more ways to know and do things than we assume, and I look forward to gaining further insight from the Welsh language and Welsh culture.

How will the Dialogue Centre fit in to the University's work and what plans do you have for the coming months and years?

The Dialogue Centre is both a programme and method for impact-focused work. In the coming months you will see us do and support more knowledge

intentionally and thoughtfully invite in the usual and unusual voices who may have pieces of the answer and uses activities to create connection as well as change.

I do not want the Dialogue Centre to be a programme that exists 'over there' as a separate entity from the activities of our departments. Rather it will take a strength-based approach to build on what is already happening. The Dialogue Centre will become a resource and a catalyst for ongoing research-community-business-policy convening and knowledge exchange.

How can staff get involved in the work of the Dialogue Centre?

I am asking everyone to be a bit patient with me. We need to take a dialogic approach to defining our strategy and work plans. And because the Dialogue Centre is not one thing or one separate programme, it will feel a bit fuzzy for a while. That's ok. Dialogue is about embracing the opportunities of ambiguity.

Right now, I am focused on doing a listening tour. I want to understand the cultures, strengths, and barriers to dialogue



across the University, Aberystwyth communities and Wales. I also want to better understand the skills and needs of our research, teaching, and community-based leadership. We have some funding to bring training to Aberystwyth and I'd like to see transdisciplinary representation at those sessions.

I am excited because the more people I talk with, the more I know that amazing forms of dialogue are happening in our teaching, research and knowledge exchange work. Dialogue is not new to Aberystwyth University. We want to map those engagement and impact efforts and make sure they go into our reporting for funders and become case-studies to inspire others.

So how to get involved? Keep an eye out for our announcements and sign up for an event or training. Talk to your department heads and express interest in receiving guidance from the Dialogue Centre in convening stakeholders. Think about including the Dialogue Centre as part of your engagement plans or the impact sections of your next grant application. Invite us to help make your department's next research seminar series event a dialogue process. Follow RBI's Twitter @AberRBI and LinkedIn accounts, and check out the website www.aber.ac.uk/dialogue. Send us a note with your advice to our email dialogue@aber.ac.uk. Where are the biggest opportunities for dialogue? Who should we make sure to include on our listening tour? What's one thing we could do in the next six months that would muck this whole thing up?

And give me a smile or a word of encouragement as I dive in. Next, week for example, I am leading a session on the basics of facilitation for the MSc in Behaviour Change Module on Transdisciplinary Dialogue. Wish us all luck.

How are you settling down in Aberystwyth?

Our three black cats safely arrived in Aberystwyth on Friday the 13th. We seem to have skipped most of the bad luck that can happen when you relocate. My husband is working remotely as a software engineer and is enjoying the fact that it is sunnier here than in Vancouver at this time of year. Honestly it is!

We've found Medina, Maeth Y Meysydd and the farmers market where we can buy produce that isn't wrapped in plastic, and I have tried my first Sherry (and liked it). We have been introduced to the adventures of renting in a former student flat - that radiators can leak, and plumbers are in high demand. But the Welsh cheese makes up for any frustrations we might feel.

And after two weeks on the job, I understand that the standard greeting here is 'Are you ok?' and not to take too much meaning into it. In Canada, we generally ask 'how are you?'. 'Are you ok?' is only asked if someone has tripped or looks like they are about to cry. So now I can finally stop running into the bathroom after every greeting to check my appearance.

The anthropologist in me loves discovering these differences. Next up... buying a comfortable mattress and Welsh language class.

Finally, do you have a hidden talent you wouldn't include in a job application?

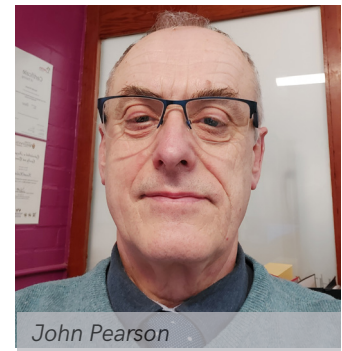
In San Francisco bay, there is a famous island called Alcatraz that was a prison for decades. In my 20s I did a triathlon that involved swimming from that island. So you could say 'I've escaped from Alcatraz'.



Former Archbishop of Canterbury, Professor Rowan Williams, and Professor of Welsh & Celtic Studies, Mererid Hopwood, in conversation at the Dialogue Centre's launch event in November 2022.

Retirement

John Pearson, Postal Services Manager, is retiring after almost 35 years' service to the University. We asked John about his time here, the memories he's made and the changes he's seen.



John Pearson

When did you join the University?

I joined in October 1988 as a Porter Cleaner working in the Hugh Owen Building. After 18 months, an opportunity arose for a Book Binder in the Post Room (which was then located in the Old College) and I got the job. Several years later, I went on to manage the Post Room and Book Binding sections, and became Assistant Manager to the Design and Print Services Manager. In 2018 the Post Room split from Design and Print, and during a departmental restructure, I became Postal Services Manager.

What changes have you seen over the years?

Things have changed significantly over my time at our university, as they have with life in general. You just have to change with them, otherwise you stagnate. I was lucky enough to have wise parents, who advised me not to take on a role if I was not prepared to give 100% to it. I have continued to follow this advice, both professionally and personally.

What are you fondest memories of your time at the University?

The banter with work colleagues and the harmless tricks that we used to play on each other. I also have fond memories of working with a team of University staff setting up stands at external events, such as Royal Welsh Show, Urdd and National Eisteddfods - spending time away with great colleagues, who are now friends.



John (back left) and colleagues setting up the University's Eisteddfod stand, Denbigh, 2001

What have been the biggest challenges?

BREXIT and the pandemic have been the most challenging moments in my career. The removal of free trade within the EU countries, as a result of BREXIT, has led to a significant increase in the amount of Customs documentation that is required for non-document shipments. This has been a steep learning curve, and I am grateful for the dedicated team alongside me, and the advice and support from Jillian McDonald who has been working for the University remotely from Aberdeen.

What will you miss most?

I will miss the friendship of colleagues throughout the university. I have made many a lasting friendship during my time at the university, and hope to continue this friendship after retiring.

I will always be grateful to the Post Room staff, as they are what has made my time here as enjoyable as it has been. I am a firm believer that a manager is only as good as the staff they are managing, and I am so thankful for their support and dedication to their roles.



John (centre) and colleagues setting up the University's Eisteddfod stand, Margam Park, 2003

What do you plan to do once you retire?

I have several plans for my retirement. I live on a smallholding, so there are plenty of tasks waiting for me, and I also enjoy training my two English Springer Spaniels.

My youngest son has a successful plumbing business and specialises in bathroom refits, as well as general plumbing and heating. I imagine that I will continue to help him when needed, as I have been doing since I moved to part-time in the University. You never know, I might take up a plumbing and heating apprenticeship at 67 years old!

I am keen on DIY and really enjoy practical tasks - perhaps my wife will get all those jobs around the home completed quicker now that I have extra time on my hands!



John (second from right) with colleagues, 2003

Appointments

A warm welcome to colleagues who have joined the University in recent months, including:

DEPARTMENT OF LIFE SCIENCES



Professor Iain Barber joined the University in November 2022 as Head of the Department of Life Sciences. He holds a BSc (Hons) in Biological Sciences from the University of Leicester and a PhD in Fish Behaviour and Parasitology from the University of

Glasgow. He joined us from Nottingham Trent University. An animal biologist and behavioural ecologist, he is also a former member of staff at Aberystwyth, having joined the University as a NERC fellow in 2000 and subsequently taking up a lectureship between 2004-06.

INSTITUTE OF BIOLOGICAL, ENVIRONMENTAL AND RURAL SCIENCES



Dr Nana Afranaa Kwabong has joined IBERS as a Knowledge Exchange Fellow. Prior to joining us, she was a senior lecturer at the Department of Agricultural Extension, University of Ghana. She joins the Biomass

Connect project team, supporting with the production of knowledge materials and coordination of demonstration events to showcase best practices and innovations in land-based biomass feedstock production.

SCHOOL OF VETERINARY SCIENCE



Emma Anscombe-Skirrow has joined as Senior Lecturer in Veterinary Nursing. Emma has been a Registered Veterinary Nurse since 2008, and completed an MSc in Biodiversity, Wildlife and Ecosystem Health at

Edinburgh University. She has been working in veterinary nursing education for over 10 years and previously was Programme Lead at a land-based college in Hampshire where she oversaw the HE and FE veterinary nursing provision. Emma has also been involved in veterinary nursing programme development for other universities and accrediting undergraduate and postgraduate qualifications for the Royal College of Veterinary Surgeons.

RESEARCH, BUSINESS AND INNOVATION



Dr Jennifer Wolowic has joined the University as Principal Lead of the Dialogue Centre. An anthropologist, ethnographer and public engagement specialist, Dr Wolowic has joined us from the Simon Fraser University (SFU) Morris J. Wosk Centre for Dialogue and

Public Square in Vancouver, Canada, where she led projects related to democracy, public engagement and culture. Find out more about Jennifer in the article on p.14

DEPARTMENT OF PSYCHOLOGY



Dr Caitlin Baker has joined the department as a Lecturer in Psychology. She graduated from the Berry College in the USA. She completed her MSc in Developmental Psychology and a PhD in Psychology at the University of Kent in Canterbury.

Caitlin's research explores race relations: investigating strategic colour blindness and how people talk about (or more often don't talk about) race, with the intention of developing interventions to help people build confidence in discussing racial topics.

ABERYSTWYTH BUSINESS SCHOOL



Reverend Professor Jasper Kenter has joined as Professorial Research Fellow in Deliberative Ecological Economics. He graduated from IBERS in 2010 with a BSc Hons in Countryside Conservation, then completed a PhD in Ecological Economics at Aberdeen

University. He led the Laurence Mee Centre for Society and the Sea at the Scottish Association for Marine Science, and then worked as Senior Lecturer and Reader at the University of York. Over the last year, he has been working with colleagues at Aberystwyth University on a large UKRI-funded project on the economics of biodiversity. His research focuses on understanding the values of nature, and linking community participation and deliberative democracy with economic valuation methods, and developing new economic principles for an economy focused on holistic wellbeing. Jasper is also an ordained One Spirit Interfaith Minister.

SCHOOL OF ART



Arturo Soto has joined the School of Art as a Lecturer in Photography. Arturo has published the photobooks *In the Heat* and *A Certain Logic of Expectations*. He holds a PhD in Fine Art from the University of Oxford, an MFA in Photography from the School of Visual Arts in New York, an MA in

Art History from University College London, and undergraduate degrees in Film and Photography from SCAD, The University for Creative Careers.

ABERYSTWYTH BUSINESS SCHOOL



Professor Murray Smith has joined the Business School as Professor of Rural Health Economics. After beginning his career in Australia, Professor Smith moved to the UK in 2007 and has worked at the universities of Aberdeen, Nottingham and Lincoln. He is an expert

in the use of economics and statistics to predict outcomes in health and health-related behaviours. His recent research has centred on the quality of use of pharmaceutical medicine, with one project exploring the use of an inhaled analgesic for acute pre-hospital trauma pain, and others on topics that have spanned medicine use across a number of chronic disease areas.

STUDENT SERVICES



Ellie Lewis has joined the Wellbeing team in Student Services as a practitioner with mental health specialism. She is a qualified mental health nurse having graduated from Birmingham City University. Prior to joining the University, she worked in secure forensic mental

health services in Birmingham, providing mental health care to adult males in the criminal justice system.



Lorna Harper has joined the Wellbeing team in Student Services as a practitioner with mental health specialism. She is from Aberystwyth and is a qualified learning disability nurse having graduated from De Montfort University in Leicester. Prior to starting in

Aberystwyth University Lorna worked in Gorwelion Adult Mental Health Team and Child and Adolescent Mental Health Services (CAMHS) in Aberystwyth, specialising in eating disorders.

Helping to uphold quality standards in higher education



Professor Jamie Medhurst

Two Aberystwyth academics are helping to set the standards and content of higher education courses across the UK.

Professor Jamie Medhurst (Professor of Media and Communication and Head of the Department of Theatre Film and Television Studies) and Dr Hefin Williams (Senior Lecturer in Agricultural Environment in the Department of Life Sciences) have been appointed by the Quality Assurance Agency for Higher Education (QAA) to contribute to its Subject Benchmark Statements.

The QAA is an independent body which monitors and advises on standards and quality in higher education across the UK. It leads the development of Subject Benchmark Statements which describe the nature of study and the academic standards expected of graduates in specific subject areas. Each statement is reviewed regularly by an advisory group, including members of the academic community, employers, professional, statutory and regulatory bodies, and students.

Professor Jamie Medhurst has been appointed Deputy Chair of the Communication, Media, Film and Cultural Studies Advisory Panel.

Dr Hefin Williams has been appointed to the Advisory Panel on Agriculture, Horticulture, Forestry, Food, Nutrition or Consumer Sciences.



Dr Hefin Williams

Aberystwyth Arts Centre

WOW Wales One World Film Festival

24-30 March, Arts Centre Cinema

WOW Wales One World Film Festival returns to the Arts Centre Cinema with the latest eye-opening, engaging stories made by powerful women, indigenous filmmakers, and the most compelling storytellers from around the world.

The festival's particular focus this year is on indigenous cultures and the wider 'Ecosinema' strand.

www.aberystwythartscentre.co.uk/cinema/wow-film-festival-gŵyl-ffilm-cymru-r-byd-yn-un



Mary Lloyd Jones

Until Sunday 2 April

This exhibition celebrates one of Wales' most popular and established artists, Mary Lloyd Jones. Mary's work has an awareness of Welsh history and the treasures of its literary and oral traditions, reflecting her identity and relationship with the land. Her multi layered works investigate the beginnings of language, early man made marks and the Ogham and bardic alphabets.

Mary has exhibited widely since the mid 1960's - nationally and internationally. The exhibition sees Mary's work take over many of the atrium and Café spaces in the Arts Centre.

Free guided tour in the gallery every Thursday 1-1.30pm and a chance to meet the artist.

www.aberystwythartscentre.co.uk/exhibitions/mary-lloyd-jones-0



Lightning Storm, Ferrara, Mary Lloyd Jones.
Oil on canvas.

National Dance Company Wales: Pulse

7.30pm, Wednesday 19 April, Arts Centre Theatre

Join NDCWales for a powerful evening of dance, with two physically thrilling dance works to set your pulse racing.

Waltz by Marcos Morau

A haunting waltz plays in the distance. From the ashes, a tangle of shining creatures emerge to inhabit a new world. In the chaos and turbulence, their only hope is to remain united.

Say Something by Sarah Golding & Yukiko Masui (SAY)

Say Something explores what it means to 'represent', and the ever-growing expectation to have a voice. Working with beatboxers MC Zani and Dean Yhnell, this new work is a relentlessly physical, visual and sonic feast.

www.aberystwythartscentre.co.uk/dance/pulse-pwls-ndcw

