

University Harassment Advisers Service

Geraldine Anthony

School of Medicine and Dentistry

I joined Aberdeen University in 1999 and the Centre of Academic Primary Care in 2005. I now feel old as my daughter and son are both University students. In fact the whole household are doing studies of some description. I work as a Research Fellow 4 days a weeks and as a Nurse Consultant in Colposcopy and Cervical Screening at Dr Grays Hospital in Elgin.

I am one of the original Harassment Advisers to be appointed and still enjoy doing the job. I like to think I'm a good listener and certainly need good communication skills for my clinical role. My experience is that the sooner an issue is discussed the sooner life gets better for all concerned.

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Carol Baverstock

Student Recruitment and Admissions Service

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David Bremner

Research Assistant in the Metabolic Health Group, Obesity and Metabolic Health Programme, Rowett Institute of Nutrition and Health, Crichton Building, M1

I joined the Rowett in 1992 and was a member of the Staff Support Group for about 3-4 years before the merger where we did our best to offer support to all those who came to see us. I currently work as a research assistant in the Energy Balance and Obesity Division. I am a very good listener should you need one, and will do my best to help whatever the problem.

I attended a BBSRC listening and counselling skills course in 2005. In 2008 I attended BBSRC courses on Harassment and Bullying and also Conduct, Capability, Discipline and Grievance procedures.

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Susan Caldwell

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Susan Duthie

Principal research scientist in the Division of Vascular Health, Rowett Institute of Nutrition and Health, ground floor of the Cuthbertson Building (lab 14, office 14A)

I am a married white female and will never see 40 again. I have been at the Rowett Institute since 1992. I was Chairperson of the Rowett Staff Support Group before becoming a Harassment Adviser for Aberdeen University. I have very good listening skills and believe that my 16 years experience at the Institute stand me in good stead for helping to resolve any problems that any University staff might want assistance with.

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Louise Edwards

Research Grants Administrator within University Office

I'm fairly new to the University having moved to Aberdeen from Newcastle with my husband late in 2007. In my previous role I worked as a grants officer within a large funding body and was the office trade union representative, which has given me a broad insight into the kind of issues that can arise as a result of bullying and harassment in the workplace. As well as working for the University I also work during evenings as a volunteer relationship counsellor for Relationships Scotland having worked as a volunteer counsellor in mental health settings in Newcastle as part of my formal training.

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Sharon Gordon

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I came to the university as an undergraduate in 1988, then did my PhD and have been employed at the university since 1996. I spent 10 years as a post-doc in CLSM and in 2006 took up the role of Skills Development Adviser for Post-doctoral Research Staff, and in that capacity I met with many post-docs to discuss issues around their personal development and career progression. In April 2009 I changed role again and now manage a programme grant in Child Health. I have two kids and have worked part-time for a number of years. My background and understanding of how difficult and complicated post-doctoral research careers can sometimes be is what made me apply for the harassment adviser post but I am very happy for any member of staff to get in touch if they think I can help.

Sue Heard

Teaching Fellow in Geography and Environment in the School of Geosciences and am presently writing up an MSc by Research before starting a PhD

I have been employed by the University since 1991, when I graduated from Aberdeen as a Mature Student. I am the Mother of two children who are independent adults.

I am an Advisor of Studies and available to students who have a problem and wish to talk to someone independent within the School. I have completed short courses in counselling and gender and diversity. I consider myself to be an effective listener, who is interested in people and have a strong belief in equality of human beings and the right to work without harassment of any kind.

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Gerald Lobley

Senior Research Fellow, Rowett Research Institute of Nutrition and Health, Room M5 Crichton Building

I have worked for the RRI for over 35 years. Over that time I have assumed a number of different roles, including several Group leaderships. This has given me a good grasp of how 'systems' work and can advise on best approaches to address problems and issues. My formal training as an Adviser includes a four session listening skills course run by the Occupational Health Service plus BBSRC courses on both counselling skills and harassment advice. Overall I would assess my strengths as a good listener and will give courteous but frank responses when requested.

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Fraser Lovie

Policy Adviser in Policy, Planning & Governance

As a Policy Adviser in PPG my role includes examining issues as diverse as Corporate Social Responsibility, Cultural Engagement and Internationalisation. I've been with the University since early 2007, although I previously worked in both Politics & International Relations and Registry after completing an MA and MLitt at the University.

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Susan MacLennan

I have been employed by the University for 6 years, currently in the Staff Development Unit as Training and Development Adviser, and with previous experience in both the College of Arts and Social Sciences and the College of Life Sciences and Medicine.

My main area of responsibility is the development and delivery of training to staff, and I am responsible for the University's Middle and Early Management Development programmes. I am qualified as a coach and work with members of staff to coach them to achieve their goals – an area that encompasses issues affecting both work and home life. I am currently working with the College of Arts and Social Sciences on a Staff Mentoring Programme and I am a committee member of the Association for Coaching which promotes continuous professional development for local coaches.

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Freda Marshall

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Mandy Murray

I have been the Office Manager in the Estates Section for the last two years and have spent the last 20 years in academic administration several of those in a supervisory position so I am used to mediating between staff and dealing discreetly with difficult situations.

My previous job was at Aberdeen College where I was the accommodation officer, and often had to deal with disputes between landlords and tenants. At the same time I worked as a part-time lecturer at the College and dealt on a daily basis with students and their problems. I was also a Union representative for several years.

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Anne Shipley

Senior School Administrative Officer in the School of Education.

I have worked for the University for almost 30 years having worked in various parts of the Institution.

I have been a Harassment Adviser since January 2002 and have met with a number of staff from across the University to assist them through their concerns.

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Patricia Spence

Manager of the Centre for Learning and Teaching

I have worked at the University in various roles for over 10 years and am now the Manager of the Centre for Learning & Teaching which is part of the Directorate of Student and Academic Services. I have held a line management position in academic-related areas for 8 years and currently manage a team which includes part-time, academic-related and secretarial staff.

As well as my on-the-job experience I have had training in work-based coaching, something which can support a positive approach to tackling different circumstances in the work environment.

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Linda Stephen

ICT Learning Support Assistant, School of Education

I started working at Northern College in 1993 and joined the University at merger in 2001. I have a teaching qualification and have completed a course in counselling skills. I am a good listener and use this whilst working along with and supporting all levels of staff and students and in my family life with my grown up children.

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Ritu Vij

Department of Politics and International Relations

I teach International Relations at the School of Social Science. I believe I bring a diversity of experience to my role as an Adviser at Aberdeen, having worked in academic institutions in the USA, Japan, and India.

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