



The
Daphne Jackson
Trust



The Royal Academy
of Engineering

Real Returners: the stories behind the success



“With the turmoil that we’ve seen lately, now is a great time for people who have been trained in science to come back to science...”

Lord Drayson, Minister for Science and Innovation

“I am enormously grateful to the Trust staff and the Fellowship Coordinators for the huge amount of work they put into preparing such very thorough Fellowship proposals. It is a major undertaking, but the result is always a comprehensive and exceptionally well presented case which makes the work of the Awards Committee both pleasurable and relatively easy. The work of the Committee is probably the best part of the work I do for the Trust. We often read Fellowship proposals that are truly inspirational and it is a real pleasure for us to make awards which bring new opportunities to very talented and worthy individuals.”

Philip Greenish, Chief Executive of the Royal Academy of Engineering and Daphne Jackson Trustee

“I feel that the Daphne Jackson Fellowship has been critical in helping me back into professional life and I look forward to a continuing relationship with the Trust.”

John Mason, Daphne Jackson Fellow



The Daphne Jackson Trust

The Daphne Jackson Trust offers flexible, part-time, paid Fellowships in universities and research establishments in the United Kingdom. The Fellowship Scheme returns science, technology, engineering and mathematics professionals (men and women) to their careers after a break of two years or more. Fellows undertake a research project and a retraining programme.

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The Royal Academy
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Real Returners: the stories behind the success



A background in science has been critical to every stage of my working life. It has opened up a world of opportunities that I could never have imagined as a young man.

But, as a father of five, I can also appreciate how family life often means putting one's career on hold.

The Daphne Jackson Trust is invaluable to people in such situations. Its Fellowships help talented individuals to freshen up their skills and reposition themselves to make a successful comeback into science.

When that happens, everyone's a winner: returners, employers and our economy as a whole.

I pay tribute to the Trust, its supporters and Fellows, who – as this booklet makes clear – demonstrate real adaptability and persistence in reviving their scientific careers.

Lord Drayson
Minister for Science and Innovation



Executive Summary

During my term of office as Chair of the Daphne Jackson Trust, I have seen a steady increase in the number of Fellowships offered to returners in line with current demand. It is, therefore, a great pleasure to introduce this report showing the successful career progression that many Daphne Jackson Fellows enjoy.

Over the last decade many reports and initiatives have discussed the problems inherent in choosing a science, engineering or technology (SET) career, particularly for women, or those who have had a career break.

The Daphne Jackson Trust works tirelessly to prove that a career break need not be a full stop to a flourishing SET career. The most effective way to promote the work of the Trust is through the stories of its Fellows and this report does just that. The Trust is very proud that the statistics show a 96% success rate of returning Daphne Jackson Fellows to a SET based career after successfully completing a Fellowship.



The Trust is dependent on funds from a variety of organisations, with donations ranging from modest amounts to fully sponsoring a Fellowship. Many Sponsors and Donors like to know the benefits their sponsorship will bring. This report gives statistics on what happens to Daphne Jackson Fellows after completing a Fellowship.

The inspirational case studies of scientists provide a very welcome insight into the investment put into their education, training and subsequent careers. There are case studies from the inception of the pilot scheme in the mid 1980s up to Fellows who have finished relatively recently. It is clear from all the Fellows featured what tremendous benefits a Daphne Jackson Fellowship can offer a returner.

Daphne Jackson Fellowships require an enormous amount of commitment and dedication on the part of the returner. This is matched only by the level of support offered from the Trust and this winning combination has led to a phenomenal success rate.

Professor Christopher M Snowden FREng, FRS, FIET, FIEEE, FCGI



Background

The Daphne Jackson Trust is an independent charity dedicated to returning talented scientists, engineers and technologists to careers in the UK after a break of two years or more. The Trust is acknowledged as running the foremost returners scheme in the country and this is now backed up with a 96% success rate in returning its Fellows to a SET based career after a break.

Scientists often feel unable to return to their previous careers due to a wide variety of reasons: lack of part-time or flexible posts, difficulties with childcare, unpleasant and outdated working environments, poor career progression, secretive and unfair recruitment and promotion procedures, to name but a few. In fact, it can be almost impossible for many to return without the help of a Daphne Jackson Fellowship. They offer the opportunity to re-establish scientific credentials and obtain a recent research record whilst retraining and renewing skills that are essential for a future career. The Daphne Jackson Trust arranges flexible, part-time, paid Fellowships, normally for two years, in universities and industrial laboratories throughout the UK during which Fellows undertake a challenging research project and a retraining programme. Fellows must be resident in the UK and intend to stay in the UK after completing their Fellowship.



Dr Beatrice Lindsay, past Daphne Jackson Fellow



Dr Janet Sumner, past Daphne Jackson Fellow

Employers in both academia and industry can no longer afford to ignore the fact that scientists who take a career break often do not return to their old jobs. This has serious implications for the cost of recruitment and training of staff and, overall, is affecting the competitiveness and productivity of the UK. The business case for employing returners is now stronger than ever. High staff leakage rates leads to very low return on initial investment and high recruitment and training costs. Returners are well qualified for the role in the first place, a career break often heightens the skills which top class employers are looking for: time management, flexibility and adaptability, conflict resolution and working under pressure. By taking on returners, employers gain a person with enhanced skills and better company and industry knowledge than a new recruit. More importantly, but perhaps less easy to measure, are the intangibles: boosted morale and performance amongst staff overall, increased competitiveness and diverse thinking reflecting a diverse customer base.



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Mrs Janet Acheson

Daphne Jackson Fellow from September 1995 until August 1996 in the Centre for Satellite Engineering at the University of Surrey. Sponsored by the Royal Academy of Engineering.



With a degree in Electrical and Electronic Engineering and eight years industrial experience behind her, Janet may have been forgiven for thinking that her break to have two children would be the end of her career. In fact, having successfully completed a Daphne Jackson Fellowship in 1996 she was just at the start of a new and exciting phase in her career. Janet is an excellent example of how a Daphne Jackson Fellowship can be a new beginning for many talented scientists and engineers who have come back from a substantial break and quite literally re-invented themselves and their careers.

Before her career break Janet had worked as an Electronic Engineer for Logica. She then had a break of six years to have her children Emma, now 20, and Lauren, now 18. She found out about the Daphne Jackson Trust while reading an article in an Institution of Electrical and Electronic Engineering magazine and decided to apply for a Fellowship. She was successful and

used her Fellowship to retrain in mobile communications, which has allowed her to forge ahead with a very successful career ever since. She was employed by Ericsson immediately post Fellowship and was very lucky to be able to work part-time. "It was quite unusual for Ericsson to take someone on part-time" says Janet. It also proved no barrier to promotion "I feel that I have been promoted on ability, even when I have been working part-time" she continues. "I have really thoroughly enjoyed the 13 years I have been at Ericsson".

Janet is lucky to have a very supportive family. She feels that the Fellowship was a great transition period back to work and allowed her to 'get everything in place' with her family commitments while planning her career. Janet worked part-time for about six years, working 30 hours per week and has been full time ever since.

The retraining aspect of the Fellowship offered Janet the opportunity to add competence to what she knew already while specialising in mobile communications which was a new area to her. She loves the variety in her job as she has worked in a number of technical areas and on different projects at Ericsson. She is currently Principal Radio Access Networks (RAN) Solutions Manager, responding to customers needs with solutions and supporting the customers with technical answers.

Janet is delighted with the opportunities that the Fellowship gave her. Without the Daphne Jackson Trust she would certainly not have the career she has now.



Dr Larisa Veselova

Daphne Jackson Fellow from May 2000 until May 2002 at Advantica. Sponsored by the Lattice Foundation.



Life has a habit of putting people in challenging situations, and this is just what happened to Dr Larisa Veselova in the mid 1990's. Larisa's first child, Pavel, was born in December 1981, when she was doing her PhD at Moscow University. Having a baby and doing a PhD at the same time was not an easy task, but she managed with a lot of help from her Grandmother. Her second child, Anastasia, was born in 1990 when she was a University Lecturer and she took a two year career break to look after her. In 1995, changes in Russia gave her husband the opportunity to relocate to the UK.

So the whole family uprooted and moved to the UK, and while Larisa's husband began working as an academic in the Mathematics Department at Loughborough, Larisa found herself in a strange country trying to forge a new life for herself and her family. She had a break from work for four years to help her family settle in to a new country and then she reached a key point in her life

when she had very little confidence and was not at all sure how to go about restarting her career. Her husband was not keen for them both to work in the same department, leaving Larisa few options to consider, until she found out about the Daphne Jackson Trust.

Larisa applied to the Daphne Jackson Trust and in 2000 she started an industrial Fellowship at Advantica working on gas flow equations and improvements in modelling gas networks. Larisa quickly realised that this was to be a turning point in her life as she took to the Fellowship like a duck to water. After a relatively short time in post Larisa was offered a permanent position with the company and it was suggested that she could work part-time while she completed her Fellowship. Larisa was happy to do this and then commenced working full time after she had finished the Fellowship.

In 2003 there were huge changes in the industry and the company split up, giving Larisa a choice of two jobs, one at Advantica and one at Transco. It was a tough decision; the position at Transco related to what she had been doing before and the research was more applied to real life so Larisa opted to move to Transco. The job offered her something different and was very interesting as well as being a great career opportunity. Transco became National Grid and Larisa has been promoted throughout her career since completing her Fellowship. She is delighted with the way her career has flourished and has enjoyed the opportunity to change from academia to industry.

The initial part-time nature of the Fellowship helped Larisa to achieve a good work-life balance. Her husband, now a Professor at Loughborough University, has given her tremendous support, as have her children who are now grown up and starting to embark on careers of their own.



Benefits of a Daphne Jackson Fellowship

The Fellowships offered by the Trust really do make a difference to the careers of many talented, well qualified and experienced scientists, engineers and technologists. The tremendous success rate may be attributed to the service that is provided to these individuals from the moment they contact the Trust. The Fellowships give an unrivalled amount of flexibility and support to each candidate to allow them to reach their full potential to return successfully. Each candidate has challenges to overcome, both personal and professional, in order to return at the right level to their career.

The Fellowships offer flexibility and are tailored to meet the needs of the individual. The retraining programme of at least 100 hours may be used to learn new skills and gain expertise in a slightly different scientific field or discipline in order to increase employability and long term career prospects. The Trust supports and encourages at every stage of the application process and during the Fellowship itself. After completion each Fellow is encouraged to remain in contact with the Trust and help in whatever way they can to promote the Fellowships.

Dr Sami Kafala

Daphne Jackson Fellow in the Department of Physics at the University of Surrey from September 2003 until January 2006. Sponsored by the University of Surrey.

BEFORE

- Sami has a PhD from Imperial College where he did research on evaluation of nuclear data until 1998
- Sami had a five year career break to become the primary carer for his five children
- Sami had looked unsuccessfully for jobs until he found the Daphne Jackson Trust

AFTER

- Sami used the retraining element of the Fellowship to learn new skills and expertise in medical physics and increase his long term employability
- The Fellowship has restored Sami's confidence and given him new research skills
- Sami now works in the Reactor Centre at Imperial College and is enjoying a career in Medical Physics





Success rate of Daphne Jackson Fellows

In 2007 a project was undertaken to contact as many past Daphne Jackson Fellows as possible in order to obtain some accurate statistics about what happened to them after their Fellowships finished. It uncovered some inspirational stories from many of the past Fellows. The Trust is often asked about its success rate. This invariably leads to a need to define what is meant by 'success rate'. The Fellowships are intended to take away the disadvantages of taking a career break, especially by research scientists, and equip them to re-enter the workplace of their choice. At the end of a Fellowship, the Fellow should be back on a 'level playing field' with their peers and able to compete for employment. The Trust, counts 'success' as a Fellow obtaining SET based employment for a period of at least two years at any time after completion of the Fellowship.

The list of past Fellows was split into three sections;

- those who were part of the pilot scheme and completed their Fellowships in the 1980s
- those who completed their Fellowships in the 1990s
- those who finished their Fellowships after 2000

Description of Fellows	Number of Fellows	Number contacted	Number who worked in a SET based career post Fellowship
Fellows who completed Fellowships after 2000	74 (77)	74	70
Fellows who completed Fellowships in the 1990's	34 (35)	34	33
Fellows who completed Fellowships in the 1980's	27	18	18
Total Number	135 (139)	126	121

The Trust have contact details for 130 of the possible 139 past Fellows. Four Fellows resigned during their Fellowships for personal reasons. This leaves a total of 126 who successfully completed Fellowships and have been contacted.

The overall success rate in returning Fellows to SET based employment is 96%. It was interesting to find out that 72% of past Fellows returned to employment in research careers while 10% returned to careers in teaching and 15% to careers in SET based academic Administration or Management. Such is the nature of research that 21% have moved from an initial research career to another SET based career, such as university administration or other work in the public or private sector.

There are a variety of careers past Fellows have moved into which include science writing, science presenting on television and starting a new business. Some have now retired but enjoyed fulfilling careers after their Fellowships whilst others have had further changes in personal circumstances which means they have put their careers on hold once again.



Dr Jessica Jenson, past Daphne Jackson Fellow being interviewed by Richard Hollingham during a media skills course.



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SET based career	Number of Fellows
Research	91
Academic or SET based administration	19
Teaching	13
Science Writer	3
Laboratory Technician	1
Television Science Presenter	1
Pharmacist/Lecturer	1
Set up own business	1

There are many past Fellows who have returned to enjoyable and worthwhile careers in research and who have been very successful. The Trust now has four past Fellows who have been awarded personal Chairs and many others are well on their way to gaining such an accolade. Some Fellows were pleased to move into full time employment immediately after completing their Fellowships while others waited until children had grown up before working more hours. Many Fellows continue to work part-time.

Dr Pia Ostergaard

Daphne Jackson Fellow from April 2005 until March 2007 at St George's Medical School, University of London. Sponsored by the Medical Research Council.

BEFORE

- Pia had a PhD in zoology looking at morphology of fish parasites.
- Pia had a three year career break to have two children.
- Pia realised that experience in human biology would give her greater scope and a wider choice of employment opportunities.

AFTER

- Pia has successfully completed a Daphne Jackson Fellowship, using it to retrain in the area of human genetics.
- Pia has stayed at the Medical Genetics Unit at St George's, University of London and is continuing her research on a part-time basis.
- Pia says "This Fellowship has been an incredible experience. I have proven to myself and also my colleagues that research can easily be done on a part-time basis."





Professor Hilary Hurd

Daphne Jackson Fellow from January 1988 until December 1990 in the Department of Biological Sciences at the University of Keele. Sponsored by the Leverhulme Trust.



It is now 19 years since Hilary Hurd completed a Daphne Jackson Fellowship and she has been a Professor for seven years and Director of the Centre for Applied Entomology and Parasitology at Keele University for eleven years. Hilary's story highlights how a Daphne Jackson Fellowship can make the difference in enabling scientists to continue a flourishing research career after a lengthy break. Hilary says, "there is no doubt I would not have been able to continue my research at a critical stage in my career without the Fellowship that the Trust provided for me. I am deeply indebted to the vision of Daphne Jackson."

Hilary took a career break of eight years whilst her children were young and used her Fellowship to launch herself into a research career in Parasitology.

Immediately post Fellowship Hilary became a lecturer in the Department of Biological Sciences at the University

of Keele. She then steadily progressed through Senior Lecturer and Reader until she gained a personal Chair in 2002. She was the first Daphne Jackson Fellow to achieve this accolade and it is a testament to her dedication to the career that she loves.

Hilary's career has had many highlights but here are three from the period when she was a Daphne Jackson Fellow:

- An invited review was published in the journal with the highest impact factor in the field of Parasitology at the time, 'Advances in Parasitology'.
- 5 research papers were published or prepared for publication.
- She was awarded her first independent grant – an equipment grant of £6,093 from the Royal Society.

Daphne Jackson was still alive and running the pilot scheme when Hilary completed her Fellowship in the late 1980s. Since then Hilary's career has gone from strength to strength and continues to do so 19 years later. Hilary is a member or Fellow of a number of learned Societies and Professional Associations and had a term of office as President of the British Society for Parasitology. She had a paper published in *Science* and is regularly invited to speak at international meetings. With nearly 100 articles in peer reviewed journals and many research grants Hilary is a world renowned expert in her field.



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Successful careers through the decades

Fellows from the 1980s

We were able to find information about 18 of the 27 Fellows in this section. All 18 past Fellows worked for a period of at least two years or are still working in SET based careers, giving a 100% success rate. In this group of Fellows 15 pursued careers in research (83%), either in academia or industry and three moved into teaching. In addition, 6 of the Fellows also did administrative work or consultancy alongside their research.

Dr Margaret Ainsworth

Daphne Jackson Fellow from October 1988 to April 1990 in the School of Molecular Sciences at the University of Stirling. Sponsored by the European Social Fund.



After finishing my PhD, I had a 12 year career break bringing up my 3 daughters. We moved to London, then Oxfordshire then back to Stirling. My PhD supervisor had heard about the Daphne Jackson returners' scheme and I was lucky enough to be given a three year Fellowship, working on a half-time basis. My project, which I started in October 1988, was part of an investigation into the mechanism of transport of metal cations across lipid membranes using Fourier Transform N.M.R. The study had application on how lithium, used for the treatment of bipolar disorder, is carried into the cells of the body.

I found it very satisfying to be able to resume chemistry though it was daunting trying to remember after such a long break. I gradually realised that everyone forgets a lot of what they used to know as they had specialised in a narrower area of science during their career.

This realisation gave me more confidence in my own

ability to take up a career in Chemistry and the experience I gained from the Fellowship scheme was invaluable.

I was lucky enough to find employment before my Fellowship had finished so resigned from the Fellowship in 1990 to start my new job with ICI, Grangemouth. I worked in the Process Technology Department, scaling up reactions from the lab scale to operating in 30 and 60-ton vessels. Initially I worked part-time, being the first chemist on the site to be offered this facility and then gradually built up to full time employment. I started working on the manufacture of dyes for textile and ink-jet applications, and then moved into the pharmaceutical and biotechnology fields.

I found manufacturing chemistry very rewarding, knowing that we were making materials that were for immediate use. For example, most ink-jet printers use a cyan dye, which I helped to manufacture, and many people take Astra-Zeneca's anti-statin drug, Crestor, a product in which I was also involved.

I took early retirement in 2004 and work now as a consultant to a chemical company in Taiwan, visiting them twice a year giving advice on dye manufacture and Health and Safety.



Fellows from the 1990s

In this section 33 of the 34 Fellows who successfully completed their Fellowships resumed SET based careers. Of these, 22 returned to academic or industrial research, 6 went into SET based administration or academic administration positions, 5 moved into teaching, 2 became science writers and 1 started up a successful renewable energy business.

Mrs Jean Townson

Daphne Jackson Fellow at the University of Surrey and Royal Surrey County Hospital from April 1993 until April 1995. Sponsored by the Royal Commission for the Exhibition of 1851.



Jean Townson with colleagues in Japan

It is now 16 years down the line and it really is time to update my personal profile of life since becoming a Daphne Jackson Fellow. In 1993, I was working as a sales office clerk in a small engineering company earning £7000 pa. Now in 2009, I am an expert medical writer with a large pharmaceutical company earning over £40000 pa. To me, that is a major jump and one that could not have been achieved without the Daphne Jackson Fellowship.

It started in 1992 with a telephone call to an ex-manager of mine in the Biochemistry Department of the University of Surrey. We had returned from a period of living in Japan following my husband's business career, with me as the housewife and mother. Once back in England, with my two daughters who were 14 and 15 years old, I was desperate to restart my career as a Clinical Biochemist in the health service but was not prepared to be used by the NHS as cheap labour, separating blood specimens at the local hospital's pathology laboratory reception desk.

So discussions with my ex-manager put me on the road to the Daphne Jackson Trust.

After contacting other ex-colleagues at the Royal Surrey County Hospital I put together a project to update my information technology skills and learn the software for developing relational databases in the Clinical Biochemistry Department at the Royal Surrey County Hospital. I started my Fellowship in April 1993 and it was an uphill struggle since everybody at the hospital was always so busy with little spare time for a research fellow. All my projects had to be performed by diplomatic information gathering and long hours at the computer and its manuals teaching myself. IT updating was supplemented by attending undergraduate Computer Sciences courses at the University of Surrey. I succeeded in producing databases to track patients having dynamic function tests for endocrinological disorders, to document data on subjects participating in clinical trials at the Guildford Clinical Pharmacology Unit, plus others.

In September 1994, about six months before my Fellowship was due to end, I started looking for employment. The pharmaceutical industry welcomed my updated skills in life sciences and IT, and I joined Sandoz Pharmaceuticals, in November 1994, as a Quality Controller in the Medical Writing department. My responsibilities covered the evaluation of the quality of documents reporting the results of clinical trials. These documents are destined for the health authorities (e.g. Food and Drug Administration in USA, Medicines and Healthcare products Regulatory Agency



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in UK) in applications for approval to market drugs for the treatment of diseases in many therapeutic areas e.g. oncology, immunology, rheumatology, endocrinology, neurology, transplantation, respiratory and cardiovascular medicine.

I have now been back in my career for over 15 years and I have progressed to Expert Medical Writer with Novartis Pharmaceuticals in Horsham, UK. I have travelled worldwide and work with multinational, cross-functional teams of life scientists, statisticians and clinicians with the aim of improving health care for patients. Electronic submissions to the health authorities are now common replacing the mountains of paper that used to be sent by the lorry-load. Without the Daphne Jackson Fellowship, I could not have reached my current position and will always be grateful for the opportunities that it provided. It proved to be a real turning point in my career, building my confidence and enabling me to return to my preferred and original area of work and study - the assessment and treatment of disease.

Mrs Hilary White

Daphne Jackson Fellow from November 1994 until October 1996 in the Electronic and Electrical Engineering Department at Imperial College. Sponsored by Imperial College and the Royal Commission for the Exhibition of 1851.



PV system installed on a residential property.

I spent my early career as an electrical engineer with a particular interest in renewable energy. After a career break, when my children were young, I was very happy to be able to continue my work on renewable energy as a Daphne Jackson Fellow at Imperial College in the electronic and electrical engineering department. During my Fellowship I developed a software program looking at aspects of the integration of wind farms onto the national grid. At the end of my Fellowship, in October 1996, I intended to sell the software to wind farm developers, however, tired of spending days

tapping away at a keyboard, I looked for a related way to continue working. In addition, I decided I did not want to be a full time employee as I still wanted to give some time to my family. I therefore tried to find a viable business idea that would utilise my existing and newly gained knowledge. I realised that some renewable energy devices had advanced to such an extent that they could be sold to householders so I established a small business, Cholwell Energy, in the back bedroom of our house selling small wind turbines and solar photovoltaic systems.

The typical customer of Cholwell Energy is a householder who wants a photovoltaic (PV) system installed on their roof to produce electricity. The PV system produces electricity in sunlight. The power generated is fed into the normal electricity supply to the house and reduces the dependence of the house on bought in, less environmentally friendly, forms of energy. The government is very keen to encourage PV roofs as part of its Kyoto commitments to reduce the amount of CO₂ produced in the country.

The business ran successfully for a number of years and thanks to the support of the government we were very busy, although it was still run from the back bedroom. In 2007 Cholwell was taken over by Beco Solar and I joined them as Technical Director. Beco is now expanding fast to meet the increasing demand for renewable energy systems.

It has been an interesting but challenging few years. I have not been surprised to enjoy the technical aspects of the work, but I have surprised myself by also enjoying the sales part of the job. The red tape and the general administration are very much a necessary evil though. However, I have no regrets and feel grateful to the Daphne Jackson Trust for getting me started on a new and fulfilling phase of my career.



Dr Marcelle BouDagher-Fadel

Daphne Jackson Fellow from September 1994 until August 1996 at University College London. Sponsored by the Royal Society.



I am a micro-palaeontologist with an expertise that is highly sought after by oil companies. These companies need to understand the rocks under the sea bed where they are drilling for hydrocarbon fuel. Fossil forms are extremely abundant in most marine sediments and I am an expert in fossil foraminifera, which are protozoa that grow an elaborate, solid calcite skeleton and live on the sea bed. The complexity of their shell structure is the basis of their geological usefulness.

I have an extensive publication record with two major books and 54 papers, and I also have an established consultancy relationship with several oil/gas companies. I am now a Principle Research Associate at University College London (UCL) working with the Vice-Provost for Research, Professor David Price. I would not have been able to achieve any of this if I had not had the rebirth of my career through the Daphne Jackson Fellowship.

I came to the UK from war-torn Lebanon in 1981 with a BSc in Biology and Palaeontology. After learning English, I studied at UCL for an MSc and after completing my PhD there in 1986, I married and started a family. I spent the next seven years looking after my two sons, but once they were established in school, I applied for and was awarded a Daphne Jackson Fellowship in 1993, which allowed me to return to research in a part-time capacity at UCL. Having successfully completed the Fellowship in 1996 I was able to continue my research at UCL as a postdoctoral Research Fellow. I have chosen to continue to work part-time, combining being a home-maker with academic research, post-graduate teaching and industrial consultancy.

The publication of my first book in 1997 on Early Mesozoic planktonic foraminifera allowed me to establish an international profile and to form an informal Mesozoic Working Group within the international foraminifera research community.

Being treated for breast cancer three and half years ago did not slow my enthusiasm for research. I have subsequently written and had published my latest book, a comprehensive reference work on the larger foraminifera, which presents for the first time a full overview of the taxonomy, phylogenetic evolution and paleogeographic significance of this major fossil group that enables a full understanding of many major oil-bearing sedimentary basins. This book, although only published in September 2008, has already generated extensive international demand.

Having been trained by Professor Banner at UCL on carbonate limestones, I acquired a special and almost unique expertise in studying microfossils in thin sections. My work on thin sections is in great demand, especially from oil companies. For several years, biostratigraphic projects on the Far East (e.g. with Shell, Corelab, Petrobras, Millenia, Stratada) enabled me to generate funding to continue my research and part-time work at UCL.



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Because of my unique skills I have been regularly involved in collaborations with groups from overseas and UK universities in which I have led on the biostratigraphic aspects of the projects and have developed teams of international workers.

In the past few years I have been able to commit more time to research work and I have recently been promoted to Principle Research Associate working with Professor David Price on the inter-relationship between the evolution of life and the evolution of the planet.

Fellows from 2000 onwards

This was the largest section of Fellows: 70 out of 74 successfully completed their Fellowships and resumed SET based careers. Among these Fellows, 54 returned to research in academia or industry. Once again, some Fellows started to pursue a research career and then moved into other areas such as SET based administration or teaching.

Dr Lesley Onuora

Daphne Jackson Fellow from January 1999 to December 2000 in the Physics Department at the University of Sussex. Sponsored by the Royal Society.



Lesley Onuora lived and worked in Nigeria for nearly 20 years as a researcher in astronomy. While there she had four children and was able to manage a career with her family commitments because of the availability of reasonably priced childcare. In the 1990s the family moved back to the UK and Lesley had a career break of about four years while settling back into life in England.

Lesley had secured an honorary visiting position at Sussex and was invited to speak at a conference in Japan because of her previous research experience in Nigeria. During this conference she was told about the Daphne Jackson Trust and decided to apply for a Fellowship.

The Fellowship allowed Lesley to update those areas of her skills set that had become out of date, such as computing, which she successfully completed in December 2000. Initially Lesley secured a temporary half-time lectureship, followed by various temporary

contracts at the University of Sussex. Lesley has gradually moved away from research towards teaching. She now has a full time permanent teaching only post at Sussex as a Tutorial Fellow. She is in charge of the Foundation year programme, which is becoming more and more successful, as well as lecturing other undergraduate courses.

Lesley feels that she has managed to achieve a good work-life balance throughout her career. When she returned to England her youngest child was in primary school and she was able to work round school hours. The part-time nature of the Fellowship allowed her to retrain and re-establish herself in this country while still having time for her family.



Dr Danielle Strickland

Daphne Jackson Fellow from July 2003 until September 2004 in the Electrical Engineering Department at the University of Sheffield. Sponsored by Rolls-Royce PLC.



Dani Strickland is a Chartered Electrical Engineer with a passion for life, her career and her family!

“After the birth of my children, I decided to give up work for a few years to concentrate on trying to be a good mother. As the children started to get older, I wanted to try and return to work part-time. I taught several lecture courses at Sheffield University and then was lucky enough to get a Daphne Jackson Fellowship funded by Rolls-Royce” explains Dani.

The Fellowship worked well for her situation. She spent two and half days a week at the University of Sheffield, working on the ‘More Electric Aircraft project’. This was a research programme that aimed to replace the mechanical, hydraulic and pneumatic systems on an aircraft with electrical components. This could lead to improved efficiency, environmental benefits, higher reliability and lower maintenance requirements for the

aeroplanes of the future. Her role in the project was to examine future electrical power systems and investigate possible power system stability and power quality issues.

The Daphne Jackson Fellowship helped Dani to get back into her electrical work and gave her the opportunity to rebuild her knowledge. She says “There was a large element of retraining associated with the Fellowship. This helped me to catch up on the theory that I’d forgotten over the years and some of the new work which had happened in electrical power engineering during my break.”

Dani continues “I found my work interesting and challenging, and I appreciated the support provided by my colleagues and the University as a whole. The Daphne Jackson Trust also offered training and support of a more general nature which was invaluable in boosting my confidence. Without it I would probably not have been able to get back into research at this stage.”

Dani was delighted to be offered a permanent position at Rolls-Royce part way through her Fellowship and she started in September 2004. Dani says “I was in constant contact with the Rolls-Royce scientists and engineers during the first year of my Fellowship and they encouraged and helped me to move to Rolls Royce Fuel Cells Systems Ltd a new company that Rolls Royce was setting up dealing with cutting edge technology which required a power systems engineer with my background. The Fellowship was invaluable to me as it has enabled me to get into Rolls-Royce which certainly would not have happened otherwise.”

Dani was promoted to team leader within two years of working at Rolls-Royce. She enthuses, “I love the job. It’s exciting, state of the art, mostly hands on with some interesting challenges, and I work within a brilliant team.” Dani still works part-time, but does two 12 hour days during which time she needs the support she receives from her husband and parents to help with the children, who are now aged eight and nine. All in all, Dani is very happy with her work-life balance, although she says, “occasionally it would be nice to have a little spare time for myself, but I do get a great deal of support from my husband and we couldn’t do without Tesco’s internet shopping!”



Real Returners: the stories behind the success

Mrs Rebecca Christian

Daphne Jackson Fellow from October 2000 until September 2003 in the Department of Civil Engineering at the University of Bristol. Sponsored by the Royal Academy of Engineering.

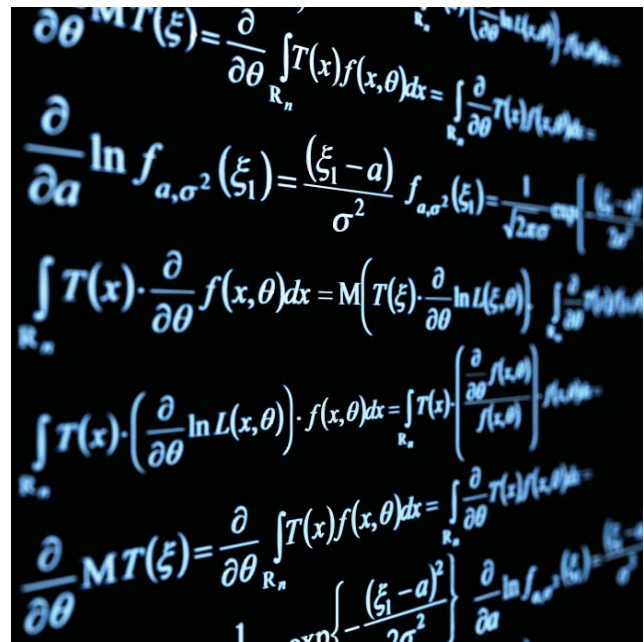


Rebecca took up her Fellowship in October 2000 and was based in the Water and Environmental Management Research Centre at the University of Bristol where she worked on a collaborative project with the Environment Agency. Rebecca has a degree in Geology and Geophysics and an MSc in Engineering Hydrology, she worked for over 12 years in the water industry before leaving in 1996 to have two children. Her research project during her Fellowship was designed to formulate a Generic Framework for Wetland Investigation. Wetlands are of vital importance to the environment but in some areas of the UK they are under threat from groundwater abstractions. The Generic Framework is a practical tool for the Agency staff to help them protect wetlands.

Rebecca says the Daphne Jackson Trust was her “spring board” back into working life, and since she completed the Fellowship in 2003 her career has taken a different

turn and one which she was delighted to pursue. During her Fellowship she did some teaching and enjoyed it so much she decided to continue teaching as her future career. “It really was one of those moments when you think, this is what I want to do!” she says, and she has never looked back.

Having completed a PGCE she became a mathematics teacher at the girls grammar school in Stroud and loves every minute of it. She is going from strength to strength and was very pleased with her recent success rate. She is the first mathematics teacher to have a 100% success rate for GCSE passes. Rebecca acknowledges that the Fellowship gave her the confidence and belief in her own abilities to really go for the career she thought she would love; and she really does love it!





Dr Liping Zhang

Daphne Jackson Fellow from January 2004 until January 2006 in the Department of Engineering at the University of Liverpool. Sponsored by the Leverhulme Trust.



Dr Liping Zhang is a past Daphne Jackson Fellow who has made a very successful return to engineering following a career break. In addition, Liping won a prestigious award at the 8th Annual British Female Inventors and Innovators Awards Ceremony in 2007. She was the winner in the Higher Education Category for the development of the lost carbonate sintering process for manufacturing porous metals.

Liping's success in winning the award is all the more remarkable as she only returned to a scientific career three years ago with the help of a Daphne Jackson Fellowship. Liping moved to the UK with her husband fifteen years ago, having been an engineering lecturer in China. She has since had 2 children and obtained a PhD. After the birth of her second child she had a break from her scientific career until she found the Daphne Jackson Trust. Liping started her Daphne Jackson Fellowship in 2004 and was delighted to be back in research again.

She quickly gained a good reputation in the department and is very proud of her achievements since returning to her career. "I am very grateful to the Daphne Jackson Trust because I could not have returned to scientific research without the Fellowship", she says. "I am now accepted as a researcher in my own right and I am looking forward to continuing my work with porous metals."

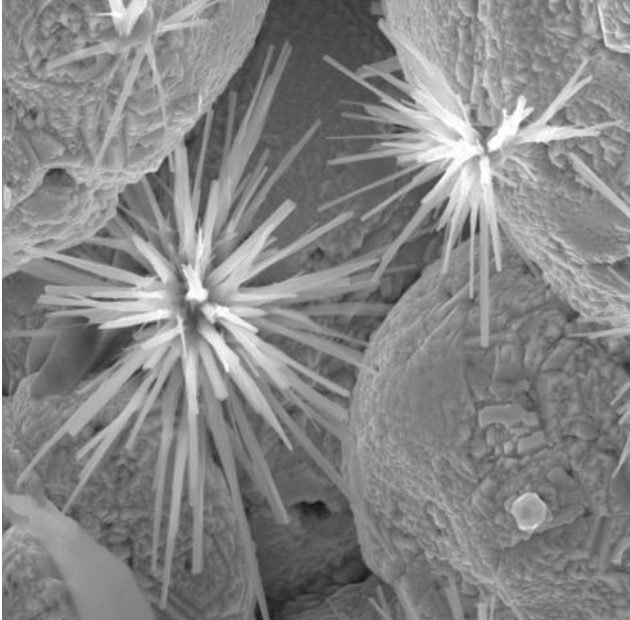
Porous metals have many applications in everyday life, from heat exchangers which prevent computers overheating to artificial bone implants made from porous titanium. Existing methods of manufacturing porous metals all have limitations and disadvantages. Liping has been working on the development of a new process called lost carbonate sintering which has the advantage of being low cost whilst also offering a high degree of control over the essential properties such as pore size and shape, density and structure.

The process involves mixing metallic particles with a carbonate additive, then mixing and compacting them before sintering or heating them at a temperature high enough to bond the metallic particles but not high enough to melt the additive.

**making a
successful return
to engineering
and winning
an award...**



Real Returners: the stories behind the success



The additive is then removed by further heating or dissolution in water, leaving behind a porous 'metal foam'. The process works particularly well for aluminium, copper, iron and titanium, although in principle it will work with any metal or metal alloy. Changing variables in the process, such as the diameter of the metal particles, will affect the properties of the end product.

After her Fellowship finished she applied for an industrial associate placement through an EU funded project, Equalitec: Advancing Women in ITEC. Her placement was supported by the Royal Academy of Engineering. She worked three days a week for Thermacore Europe Limited as an Industrial Associate. Following the placement she has returned to the research group at the University of Liverpool headed by Dr Yuyuan Zhao where she will continue as a research associate.

Mrs Catherine Higham

Daphne Jackson Fellow from October 2006 until September 2008 in the Bioinformatics Research Centre at the University of Glasgow. Sponsored by the Leverhulme Trust.

BEFORE

- Catherine has a maths degree and worked for 10 years for an international marketing consultancy
- Catherine had a seven year career break to bring up her three children.
- Catherine had existing skills and technical background as a mathematician but wanted to use those skills in a modern exciting area.

AFTER

- Catherine used her Daphne Jackson Fellowship to retrain in the areas of biology needed to launch her into a new career in the interdisciplinary research area of Bioinformatics.
- Catherine is based in the Department of Computing Science at the University of Glasgow which houses the Bioinformatics Research Centre.
- Catherine is well on the way back to a successful career. She is very happy with her work-life balance at the moment and is looking forward to the future.





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“I am exceedingly grateful to the Daphne Jackson Trust and to my sponsors for providing me with this opportunity to utilise and apply the skills that I have worked so hard and for so long to develop. Now I have access to the best of possible research environments, support in establishing a career, and, most importantly, I now have hope for a successful and fulfilling future.”

Dr Linnea Soler, Daphne Jackson Fellow.

“I have been familiar with the Daphne Jackson Memorial Fellowships Trust for some time. I regard it as an extraordinarily important and successful programme, to which I would accord the highest priority. I am not in the habit of automatically ticking the ‘top one percent’ boxes on application forms, but in this case I have unhesitatingly done so. This is a programme that really does make a difference.”

Lord May of Oxford, Past President of the Royal Society and formerly Chief Scientific Advisor to the Government.

“I have found the Daphne Jackson Trust really helpful and encouraging, providing good networking opportunities and information for returners.”

Dr Sally Cowley, Returner



The Daphne Jackson Trust

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