



# Researcher CAREERS MONTH

NOVEMBER 2016

## Programme of Events



UNIVERSITY of LIMERICK

OLLSCOIL LUIMNIGH



HR EXCELLENCE IN RESEARCH



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The Human Resources Division is delighted to announce the launch the University of Limerick's first **Researcher Careers Month**. This has been devised by the Human Resources Division with the aim of providing valuable transferable skills and information to researchers that will further their careers.

**Researcher Careers Month** consists of a variety of informative lunchtime sessions and is aimed primarily at the UL research community of Research Assistants, Post-Doctoral Researchers, Research Fellows and Senior Research Fellows. The sessions for **Researcher Careers Month** are broken into three key areas;

- 1) **Researcher Tips**; providing unique insights and advice into key areas for researchers such as publishing and funding from people involved in research.
- 2) **Researcher Skills**; these sessions provide valuable transferrable skills in areas such as networking and communication.
- 3) **Research Career Paths**; discussing viable alternate career paths for researchers which will build on their experience to date.

**Researcher Careers Month** is supported as part of the University of Limerick's HR Strategy for Researchers.

## HR Strategy for Researchers & HR Excellence in Research

The HR Strategy for Researchers (HRS4R) supports research institutions and funding organisations to implement the European Commission Charter and Code for Researchers in their research policies and practices and forms the basis upon which the 'HR Excellence in Research' logo is awarded.

The University of Limerick is a member of the third cohort of EU institutions to apply for the HR Strategy for Researchers. The University of Limerick HR Strategy and Action Plan for Researchers have been acknowledged by the European Commission and the right to use the 'HR Excellence in Research' logo was awarded to the University of Limerick in 2013.

Progress on the implementation of the strategy and action plan is reflected in the self-assessment report, which was submitted by the University of Limerick to the European Commission in 2015. The European Commission concluded from the report that the University of Limerick is clearly committed towards the full achievement of the HRS4R process. The next step of the HRS4R foresees an evaluation to be conducted by external peer reviewers in 2017.

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## Schedule of Sessions

### Thursday 3rd November 2016

Launch of Researcher Careers Month		The Pavilion, 1-2pm
<b>Researcher Tips:</b> Personal Insights on Research & Publishing	Prof. Patrick Gunnigle, Department of Personnel and Employment Relations, UL	The Pavilion, 1-2pm

### Thursday 10th November 2016

<b>Researcher Skills:</b> Communicating your research	Mr. Paul Bader, ScreenHouse	AD1-045, Analog Devices Building, 1-3pm
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### Tuesday 15th November

<b>Researcher Tips:</b> Working with Industry Partners	Mr. Brendan O'Malley, Lero, UL	AD1-045, Analog Devices Building, 1-2pm
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### Thursday 17th November 2016

<b>Research Career Paths:</b> Careers in Academia – complimenting & incorporating your research	Prof. Mary O'Sullivan, Department of Physical Education and Sport Sciences, UL	AD1-045, Analog Devices Building, 1-2pm
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### Tuesday 22nd November 2016

<b>Researcher Tips:</b> Successful Proposal Writing	Dr. Maurice Collins, Stokes Laboratories, UL	AD1-045, Analog Devices Building, 1-2pm
<b>Research Career Paths:</b> From Postdoctoral Researcher to Industry	Dr. Emma Mullane, Boston Scientific	AD1-045, Analog Devices Building, 1-2pm

### Thursday 24th November 2016

<b>Research Career Paths:</b> Research Careers in Industry	Dr. Hilda Mulvihill & Dr. Jaco Jacobs, Stryker	AD1-045, Analog Devices Building, 1-2pm
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### Tuesday 29th November 2016

<b>Researcher Skills:</b> Networking for Researchers	Ms. Louise McNamara, Invisio	AD1-045, Analog Devices Building, 1-3pm
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## Speaker Bios

### **Prof Patrick Gunnigle, Department of Personnel and Employment Relations, UL**

Paddy is Professor of Business Studies, Director of the Employment Relations Research Unit and former Head of both the Department of Personnel and Employment Relations and the Department of Management at the University of Limerick. A graduate of University College Dublin (B.Comm, 1977; MBS, 1978) and Cranfield School of Management (PhD, 1995), he has authored, co-authored or edited 18 books and over 100 refereed journal papers and book chapters. His research has been published in the leading journals in the field such as the *Journal of International Business Studies*, *British Journal of Industrial Relations*, *Industrial and Labor Relations Review* and the *Journal of World Business*.

A former *Fulbright Scholar* and *Marie Curie Exchange Scholar*, Paddy is member of the editorial boards of the *Human Resource Management Journal*, *Asia Pacific Journal of Human Resources*, *South African Journal of Human Resource Management*, *Industrial Relations Journal* and *Employee Relations: The International Journal*. He is former co-editor of the *Irish Journal of Management*. His research interests include international business/multinational companies, human resource management (HRM), trade union membership and recognition and management strategies in industrial relations. His research has attracted financial support from the European Union's *Framework 7* programme, the *Irish Research Council for the Humanities and Social Sciences*, the *Irish Research Council*, the *Australian Research Council* and the *Economic and Social Research Council (UK)*.

He holds Visiting Professor Appointments at Sorbonne Université Paris II (Pantheon-Assas), Nelson Mandela Metropolitan University and Rhodes University and has delivered distinguished lectures and invited presentations at several leading universities and business schools in Asia, Australia, Canada, Southern Africa and the US. He is currently external examiner at the University of Bath, University College Dublin and University College Cork and has examined doctoral theses at several Irish and international universities, including Macquarie University (Australia), Trinity College (Dublin), Queens University (Belfast), Griffith University (Australia) and the University of Warwick (UK).

He was the 2013 recipient of the University of Limerick *Excellence in Research Award* and was thereby bestowed with the title *University Research Fellow 2013-16*. In 2009 he received the award of inaugural *Fellow of the Irish Academy of Management* in acknowledgement of his distinguished contribution to academia and the study of business and management in Ireland. He is a previous recipient of the University of Limerick's *Special Achievement in Research Award* (2000) and is also a Fellow of the *Chartered Institute of Personnel and Development (FCIPD)*.

Paddy previously worked as a senior executive in the semi-state sector in Ireland and lectured for some years in Zambia.



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### **Mr. Paul Bader, ScreenHouse**

Join award winning broadcaster and writer Paul Bader for an inspiring lunchtime talk on how to speak to any audience about your expert field. Paul is part of the ScreenHouse team delivering media skills training to the Royal Society, London. He's at home working with experts including scientists and engineers at universities and research centres across the UK and Ireland.

A graduate in genetics, Paul is passionate about making complex ideas easy to understand whether it's for school children or a primetime TV audience.

Creative Director and Founder of award winning science TV production company ScreenHouse, Paul is currently producing a series of science and entertainment films for the BBC One Show, including explaining Einstein's Theory of Relativity in 4 minutes using a train, a torch and some tennis balls...

### **Mr. Brendan O'Malley, Lero, UL**

Brendan O'Malley is General Manager of Lero – the Irish Software Research Centre, responsible for all the non-research aspects of the Centre's work. He heads up a central team that manages finance, operations, facilities, outreach, contracts and reporting, as well as the process of bidding for research funding in conjunction with industry and academic partners. His career prior to joining Lero was spent in industry and consulting, with a primary focus on managing innovation and technology. He holds an electrical engineering degree from UCC.

### **Prof Mary O'Sullivan, Department of Physical Education and Sport Sciences, UL**

Mary joined the University of Limerick's Department of Physical Education and Sport Sciences in 2005 and then served as Inaugural Dean of Education and Health Sciences (2008-2014). She established the PE PAYS Research Centre in 2005 and served as a Director for ten years. Mary's current research interests are focused on Teaching and Teacher Education with projects on Irish teacher accreditation, teacher educators, Physical Education curriculum developments in Ireland and greater engagement of student voice in teaching and learning.



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### **Dr Maurice Collins, Stokes Laboratories, UL**

Dr Maurice N Collins BSc, MSc, MRSC is a Principal Investigator (PI) and Research Fellow at the Stokes Laboratories, Bernal Institute, University of Limerick. He holds a PhD in Materials Science, MSc by research in Polymer Chemistry and a BSc in Materials Science. To date, Maurice has been awarded >€6million as PI and further €2 million as Co-PI. He is the lead PI and coordinator of the recently awarded H2020 LIBRE proposal. He has authored over 70 publications including >30 ISI Journal articles, >30 conference papers, 3 patents pending, 1 book, 2 book chapters as well as several invention disclosures. His research has been licenced by two multinational companies. His research achievements have been internationally recognized through various awards including: Marie Curie Actions Award, Best Journal Paper Award, Highlight Conference Paper Award, highly cited ISI paper award and a University of Limerick Seed Funding Award. He is a reviewer for >20 ISI international journals including Nature publishing. He is an expert evaluator for the Polish Academy of Science and the Israeli Ministry of Science. He sits on the editorial board of Carbohydrate Polymers and Soldering and Surface mount Technology. He has been involved in the organisation of several international conferences. He is a member of the Royal Society of Chemistry, European Society of Biomaterials and the Diamond Synchrotron user group. He is currently supervising 4 PhDs and 1 postdoc as sole supervisor with 2 PhD and 1 postdoc as co-supervisor. He has been an invited speaker multiple times in Europe, Asia and the US. Maurice also delivers two modules on the Biomedical Device Materials MSc course at UL.

### **Dr. Emma Mullane, Boston Scientific**

Emma completed her degree in Pharmaceutical and Industrial Chemistry in 2009 at the University of Limerick. She started her PhD the same year under the supervision of Dr. Kevin M. Ryan in the area of controlled synthesis of Group IV nanowires for energy storage applications. Emma completed her PhD in 2013 and spent 11 months as a post-doctoral researcher with Dr. Kevin Ryan's research group. In her time as a researcher in the MSSl, Emma published 10 journal articles and has presented her work at both national and international conferences. Emma is the recipient of the MSSl 'Best Web of Science Publication' for 2013 and also the 2013 SCI Wesley Cocker Award which recognises the best scientific publication relevant to industrial chemistry in Ireland.

Emma made the transition to industry in May 2015 and took up a position with Boston Scientific in Clonmel. After 8 months as a Graduate Quality Engineer supporting production, Emma took on an engineering role as part of the New Product Excellence (NPE) team in Clonmel. Her current role involves taking new products from concept stage to production as well as supporting manufacturing by leading process improvement projects. Emma led the NPE team in winning the EMAI Cup which is an annual event that recognises innovation and best quality practices at a site-wide showcase in June 2016.



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### **Dr. Emma Mullane, Boston Scientific (Continued)**

Since starting in Boston Scientific, Emma has also set up an employee resource group called the 'Young Professionals Network' (YPN) which through networking events, workshops, community outreach and mentoring support, aims to promote the professional and personal development of all employees taking on new roles within the organization. This achievement was recognized when she was asked to present to Boston Scientific's Global Chairperson and CEO, Mike Mahoney on his visit to Clonmel in September 2016.

### **Dr. Hilda Mulvihill, Stryker**

A native of Limerick, Dr. Hilda Mulvihill, PhD, MBA, is currently is a member of the Business Development team at Stryker Orthopaedics with responsibility for due diligence and integration of technology acquisitions into the Stryker business units. Following an undergraduate degree in Chemistry at UCC, Hilda moved to UL in 1995 to complete a MSc in Advanced Materials. Hilda's interest in materials science stemmed from a summer job at the Textron Automotive Research Centre in New Hampshire, USA. In this role, Hilda saw how chemistry could be used to develop materials for specific mechanical functions e.g. polyurethane foams for impact resistant automotive instrument panels, ultraviolet curing of polymer coatings, etc. Following the MSc, Hilda was offered the opportunity to stay on at UL to complete a PhD in area dental ceramic materials. After graduating from UL in 2000, Hilda joined Medtronic Cardiovascular as an R&D Engineer and was involved in the development of the first drug eluting stent technology, from first prototyping to First in Man human clinical trials in Australia. In her current roles at Stryker Hilda is responsible for technical assessment of intellectual property and concept technologies from a variety of sources e.g. universities, individual inventors, start-up companies, etc. Working with the Stryker Finance team, the accurate technical assessment of technology enables an appropriate value, business model and route to market to be generated for new technologies. In parallel with this role, Hilda is also involved in a supporting the internal research activities include developments in the area of PMMA bone cement, drug delivery systems for orthopaedics and vascular applications, bioactive bone substitutes and biodegradable wound dressings.



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### **Dr. Jaco Jacobs, Stryker**

Dr. Jaco Jacobs, PhD, is a Senior Material Scientist working for the Research and Development division of Stryker Instruments. Jaco completed his undergraduate degree in Chemistry at the University of Stellenbosch, South Africa and subsequently an MSc in Polymer Chemistry at the same institution. Jaco was awarded a position in a Marie Curie FP7 Research Fellowship programme, REFINE. Under the fellowship, Jaco was able to further his studies at Dublin City University as a doctorate student in material science. The fellowship encourages interdisciplinary mobility so Jaco had the opportunity of working with various institutions across Europe with people from different nationalities, disciplines and sectors. The work from Jaco's PhD led to Technology Innovation Development Award (TIDA) from SFI as well as a post-doctoral Individual fellowship grant from the Marie Curie Research programme.

In his current role at Stryker, Jaco is primarily involved in product pipeline development activities. This involves working with the Stryker marketing team and key physician customers to develop next generation products for the treatment of a variety of medical conditions. Prominent applications include drug elution platforms and synthetic skull base closure solutions after intranasal surgery. Jaco is also involved with the integration of acquired technologies into the Limerick site. This involves a transfer of the design control systems and setting up of product manufacturing. Furthermore, Jaco also spends some time working with Stryker's legal department to secure the current intellectual property for existing and but also future pipeline products.

### **Ms. Louise McNamara, Invisio**

Louise Mc Namara has extensive experience in the areas of HR and Executive Coaching. Louise has spent several years providing training and facilitation to businesses in Canada, USA, Mongolia, Malaysia, Vietnam, Indonesia and Uganda. She has worked extensively providing Executive Coaching services to businesses in Bermuda, Cayman Islands, New York and Canada.