

LEARNING AND
DEVELOPMENT
GUIDE 2011/12



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BANGOR
UNIVERSITY





Dear Colleagues


I am very pleased to introduce the University's Learning and Development Guide. This Guide draws together the University's learning and development provision and outlines the wide range of development activities that is provided for all staff.

The University is committed to providing staff with opportunities for professional and personal development to enable you to acquire the skills and knowledge to undertake your roles confidently and effectively.

I hope that you will take advantage of the available development opportunities and if you have any suggestions or ideas regarding training and development provision in the University please contact the Staff Development Team.

Regards

Vice Chancellor



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LEARNING AND DEVELOPMENT AT BANGOR

Bangor provides a wide range of learning and development opportunities to ensure that staff have the skills and knowledge required to undertake their duties effectively and can contribute to fulfilling the University's strategic objectives.

The aim of this guide is to provide staff with a general overview of all the learning and development opportunities that are provided by the University. For more specific information regarding learning and development opportunities please go to the web site (noted on the relevant page) and / or contact the individuals and teams who are noted at the end of the Guide.

Guidelines regarding learning and development in the University can be found in the Staff Training and Development Policy which is found on the Staff Development web site.

In addition to the centrally organised events, the Staff Development Team and the Academic Development Unit can support and advise on how to address specific development needs within the University. Previously we have assisted Colleges and Departments with:

- Customised training for specific groups of staff
- Development activities at College and School staff away days
- Small scale practice research projects
- Funding bids for practice-based research
- Learning and Teaching strategy and enhancement projects
- Team development events and activities
- Improving personal development by team and individual coaching
- Managing change effectively through team facilitation and coaching

If you wish to know more about customised training and development please contact the Academic Development Unit with academic-based queries and the Staff Development Team with other development enquiries.

ESSENTIAL TRAINING FOR STAFF

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Bangor University has a requirement for staff and specific staff groups to undertake some essential training for reasons of legal compliance. This is to address professional body requirements and to meet quality standards policy e.g. health and safety statutory compliance and the requirement for some staff who teach to acquire a teacher training qualification in line with the UK Professional Standards for Teaching and the Support of Learning in Higher Education.

An outline of the essential areas are noted below:

Staff Group	Training and Development Required	Provider
All Staff	<ul style="list-style-type: none"> ▪ Undertake E-learning training and / or customised equality training arranged by College/Department ▪ Attend 'Getting the Most from your Personal Development Review' Workshop 	HR
All Managers	<ul style="list-style-type: none"> ▪ Undertake 'Equality for Managers' course ▪ Attend Developing Performance Management Skills Workshop 	HR
New Staff	Attend the Welcome Programme – the University's induction workshop on the first Wednesday of every month. This also addresses the statutory requirement for all staff to receive Display Screen Equipment Training and a general health and safety introduction	HSS
New Research Staff	Attend Research Staff Induction event	RIO
New academic staff in a teaching role with fewer than 3 years previous teaching experience	Undertake the Postgraduate Certificate in Higher Education	ADU
Early Career Researchers	Early Career Researchers Programme	ADU
All Research Supervisors	Supervisor Development Workshop	ADU or KESS
All staff involved with recruitment and selection of staff	Attend Recruitment and Selection workshop	HR
All Staff who deal with personal staff and student information	Attend Data Protection workshop	Registry

INDUCTION FOR NEW STAFF

The University is a large institution with staff being appointed every month to a wide variety of positions and the University aims to ensure that staff quickly settle into their roles by having a clear understanding of the purpose of their roles, the aims of their Department or College and become familiar with relevant University policies and processes.

For new staff, induction occurs at various levels. The most important level is provided at **School and Departmental level** and an induction schedule is arranged for new members of staff so that they meet key contacts and are provided with information regarding relevant systems and processes that support them in the University.

In addition to this the **Welcome Workshop** is held on the first Wednesday of every month and is mandatory. This workshop provides staff with a general introduction to the University as well as essential information regarding key policies such as health and safety and conditions of service.

A **Researcher Induction** is held three times a year for all staff involved in research. The aim of this workshop is to familiarise researchers with the services of the Research and Innovation Office and provide an outline of funding opportunities.

An introduction to the University's teaching and learning strategies and the support available for those involved in teaching is also held at least once a year.

During the year the Vice Chancellor also holds a **Welcome Lunch** in order to meet new staff in an informal setting.

For further information go to: hr/staffdevelopment

PERFORMANCE DEVELOPMENT REVIEW

Bangor University's Performance Development Review scheme is founded on the belief that staff have a right to a clear understanding of the University's expectations of them and have an opportunity to discuss and agree their contribution to the achievement of the University's goals.

The Performance Development Review Scheme specifically aims to:

- bring staff and reviewers together on a regular basis to review roles, expectations and development
- identify strengths and contributions made by staff to the University
- agree future objectives
- identify and support the continuing professional development needs and
- encourage effective communication within the University.

It is essential that all reviewers and those being reviewed undertake relevant training. The workshops are as follows:

Developing Performance Management Skills (for reviewers): This workshop aims to ensure that reviewers have the skills and confidence to hold an effective development review with their teams.

Making the most of your Performance Development Review (for those being reviewed): These workshops ensure that all staff are aware of the University's Performance Development Review Scheme in order to ensure that staff have the confidence and skills to get the most out of the annual Development Review.

For further information go to: hr/staffdevelopment

EQUALITY AND DIVERSITY TRAINING

Managing diversity is all about managing people, valuing diverse points of view and supporting and empowering individuals with different backgrounds and experiences, which in turn contributes to the overall success of the University.

The University is committed to ensure that every member of staff undertakes equality and diversity training that is appropriate to their role within the University. The training available in this area includes:

Equality E-learning Package

The online bilingual e-learning package is available for all staff and covers all areas of equality legislation, University policy and best practice. This is a self study module that can be completed at the learners own pace to fit in with work demands. This package can be made available following a request from a Department or College to the Staff Development Team.

Equality Training for Managers

This is an essential course for all staff who manage others. The workshop encourages managers to consider the practical application of the University's Equality and Diversity Policy within Colleges and Departments and ensures that managers not only understand their roles and responsibilities within the context of equality legislation but also how to promote equality and diversity in the workplace.

Customised Equality and Diversity Training for Colleges and Departments

The Staff Development Team offer customised workshops for teams within the Colleges and Departments on all the equality strands. Although all workshops will cover some generic equality issues there is an opportunity to tailor the training to suit the particular situation of a team and link it to other areas of activity e.g. customer service and working with international students. This training can also be provided bilingually.

For further information go to: staffdevelopment/equality

Equality and Diversity in Teaching and Learning

The Academic Development Unit (as part of the PGCertHE) includes an Inclusivity Induction where participants discuss how their proposed teaching interventions need to address an inclusive teaching environment.

Disability Training and Briefings

The Disability Service offers tailored development sessions for all staff at the University. Sessions explore issues and barriers faced by disabled students and strategies to provide an inclusive learning experience. Sessions can focus on a specific disability or condition, including: Asperger's syndrome and related conditions, visual impairment, deaf awareness, mental health difficulties, dyslexia, dyspraxia, attentional difficulties (delivered by the Dyslexia Student Service). Sessions are also offered in: Bangor's support systems for disabled students; selection and admission of disabled students and accessible placements and field trips. Please contact disabilityservice@bangor.ac.uk or extension 2032 for more information.

Mental Health Advice

The Counselling Service and Mental Health Adviser can offer training and support to relevant staff to develop their understanding of mental health issues and their responses to students. Contact studentservices@bangor.ac.uk or extension 2024 for more information.

TEACHING AND SUPPORTING LEARNING

The Academic Development Unit (ADU) is a small team of academic staff and developers based in the School of Education. The ADU work in collaboration with Wales-wide HEIs; Bangor-wide academic colleagues, central services, networks, working groups and projects linked to UK, Regional and Bangor strategies to enhance learning, teaching and research.

ADU staff conduct, promote and support practitioner research into Higher Education and aim to support all colleagues in academic and academic related roles by providing:

- Professional development and support for all academic staff with roles in teaching and research supervision.
- Support for new and experienced staff to develop and enhance their teaching skills and pedagogic research interests.
- Structured programmes of workshops and courses linked to strategic priorities, tailored to local needs.
- Support for the personal and career development of 'Early Researchers' (doctoral students and contract researchers).
- Support for developing and implementing University strategic plans and priorities in liaison with University Executive and Officers.
- Consultancy to Colleges, Schools and individual staff.

Teaching in Higher Education qualification:

The Postgraduate Certificate in Higher Education (PGCertHE) is offered to anyone who wishes to develop their knowledge and skills in the areas of teaching, learning and assessment, including academic staff, research assistants and postgraduate research students with teaching duties. This course is mandatory for new staff in a teaching role with fewer than three years previous teaching experience and no prior teaching qualification

The programme is delivered as part of a Wales-wide collaboration with Aberystwyth; Trinity St David's; UWIC and Swansea. It is offered through the medium of Welsh and English.

Working alongside an experienced Teaching Adviser, participants draw and build on experiences gained during their normal teaching duties to prepare a portfolio demonstrating innovative and reflective professional practice underpinned with theoretical concepts.

The award involves two stages and is mapped against the UK Professional Standards Framework (UKPSF).

Stage 1 introduces to key areas of learning and teaching such as designing and planning, assessment and feedback and inclusive practice. Stage 1 leads to Associate Fellowship of the Higher Education Academy (Standard 1 of the UKPSF)

Stage 2 develops skills in areas such as reflective practice and the scholarship of learning and teaching as well as developing links between research and teaching. Stage 2 leads to Fellowship of the Higher Education Academy (Standard 2 of the UKPSF)

Professional Development Workshops

Bangor and Aberystwyth are in collaboration on this programme and all staff at Bangor are entitled to attend a selection of the workshops at Aberystwyth and vice versa. A list of available workshops will be advertised on the ADU website at Bangor as soon as the agreement with Aberystwyth is finalised.

Bangor-based workshops in 2011/12 are as follows:

- Assessment and Feedback
- Designing for large group teaching
- E learning
- Evaluating Teaching and Learning
- Facilitating effective learning environments
- Inclusive Assessment
- Internationalisation
- Open Space Learning
- Plagiarism
- Problem-based learning
- Publishing Educational Research
- Teaching and Supporting Learning
- Reflective Practice in Professional Development
- Research Informed Teaching
- The Scholarship of Teaching and Learning

Continuing Professional Development Seminars and Away Day

Seminars or Away Days linked to key strategic themes will be offered to each College. These seminars will be identified in liaison with Directors, focusing on key strategic themes in areas such as: Internationalisation, Masters level learning and assessment, Employability, the First Year Experience, Welsh Medium teaching and learning, Research Supervision development, postgraduate research student development.

Lunchtime network meetings

ADU encourage and facilitate non-formal opportunities to share and discuss good practice and pedagogic research. The Academy of Teaching Fellows' network will be leading a number of initiatives in this area during 2011/12.

For further information go to: bangor.ac.uk/adu

RESEARCHER DEVELOPMENT

Researcher Development provision is arranged by the Academic Development Unit (ADU), the Research and Innovation Office (RIO) and HR.

Researcher Development Programme

Developed and provided by the ADU, The Early Researcher Development Programme (EDRP) provides workshops and courses for career management and development, including personal skills training. The workshops and courses will ensure that research staff and students develop research, vocational and entrepreneurial skills that are matched to the demands of their future career paths.

For 2011-2012 the focus has been tightened to become a more distinctive two fold approach – that of employability and furtherance of research skills. Employability workshops will range from Commercial Awareness and Project Planning through to CV workshops and interview practice. The understanding and knowledge of entrepreneurship & commercialisation of research will also be further developed. Research Skills acquisition and maintenance will further not only the Institutions development, but run in line with the embedding of a Research Culture in Wales & the UK. New workshops include; Public Engagement, Bid Writing and Media Training.

The ERDP Gazette outlines all courses and workshops available to research students and staff. The Gazette is available on-line accompanied by a Training Needs Analysis document for use by all. Please go to this link: adu/grad_prog. The courses and bespoke workshops match the Joint Skills Statement and also the recent Researcher Development Framework.

Domain A: Knowledge & Intellectual abilities The knowledge, intellectual abilities and techniques to do research	Domain B: Personal Effectiveness The personal qualities and approach to be an effective researcher
Domain C: Research Governance and Organisation The knowledge of the standards, requirements and professionalism to do research	Domain D: Engagement, Influence and Impact The knowledge and skills to work with others and ensure the wider impact of research

Vitae Researcher Development Framework July 2010

Please go to <http://www.vitae.ac.uk/policy-practice/234301/Researcher-Development-Framework.html>)

Doctoral Research Supervisors

Supervisor Training has been provided by the ADU biannually. The course aims to provide new and nascent supervisors with tools and practice that can be utilised with all students across the disciplines. Specific School based practice workshops are currently in progress and will be offered as further support to staff. Experienced members of staff are also invited to the events to hear current research within this arena.

For further information please contact Michele Underwood (Skills Development Co-ordinator) for any further information on x 2799 or by email at m.underwood@bangor.ac.uk

KNOWLEDGE ECONOMY SKILLS SCHOLARSHIPS (KESS)

Knowledge Economy Skills Scholarships (KESS) is a major European Convergence led by Bangor University on behalf of the HE sector in Wales. KESS will run from 2009 until 2015 and will provide 400+ PhD and Masters places. Both the Research Masters and PhD involve collaborative research projects in partnership with local employers and are integrated with a higher-level skills training programme.

Learning and development opportunities offered to KESS participants across the region through the KESS project:

Doctoral Supervisors (of KESS participants) :

- Supervisor Development workshops
- Workshops :
 - The legal and IP frameworks for your research
 - Encouraging completion
 - Monitoring
 - KESS induction training

PhD and Research Masters Students (KESS participants) :

- Induction training
- KESS modular courses
- KESS workshops
- Residential GRAD training courses
- Thesis writing workshops throughout the doctoral period :
 - Writing your first year report
 - Preparing for your supervisory committee
 - Writing a Literature Review
 - Structuring and Planning of your thesis
 - Thesis writing tips
 - Writing for publication
 - Writing a company report

Company Partners :

- Induction training
- Supervisor Development workshops
- Additional workshops customised to meet needs

For further information please contact : Penny Dowdney (KESS Research Skills Development Manager) : X2266 : p.j.dowdney@bangor.ac.uk

LEADERSHIP AND MANAGEMENT DEVELOPMENT

Effective management and leadership development is essential for the University to ensure that its leaders and managers have the skills and confidence to manage effectively. The following is an outline of the development opportunities provided for those who manage staff in the University.

Leadership and Management Programmes

This year the Effective Manager Programme will commence in February. This programme will include workshops, coaching and participation in action based learning groups and is relevant to all those who lead staff in the University. This programme will also be particularly useful to new managers.

Maps and Compasses

The Maps and Compasses Programme this year will include updates on the Research and Innovation, International Development – strategy and delivery, Welsh Language Developments and Opportunities, the QAA Institutional Review, Student Experience, Teaching, Learning and Widening Access and Employment Law Update for Managers.

Hyffoddiant Rheolaeth Drwy Gyfwng y Gymraeg / Management Development through the Medium of Welsh

There is also an on-going personal and leadership development programme that is held through the medium of Welsh. Information about this programme can be found on the relevant web site.

Coaching and Mentoring

The University also offers one to one coaching for managers and will arrange mentoring for managers who are new to the University. Coaching is a one to one development tool to assist an individual focus on a specific goal or area for improvement. Recent examples of coaching at Bangor include; assisting a member of staff to deal with a difficult interpersonal problem and supporting a manager to improve their time management.

For further information go to: hr/management

The Management Centre

The Management Centre arrange a wide range of professional development qualifications that are accredited by a number of awarding bodies, including the Institute of Leadership and Management (ILM), and the Chartered Institute of Management (CMI).

For further information go to: management_centre

PERSONAL DEVELOPMENT SKILLS

The University organises a wide-range of personal skills training for all staff to develop their skills and confidence at work.

These workshops can be customised for teams in the Departments and Colleges and many are also provided through the medium of Welsh. The relevant web site notes further information about all the workshops being held this year. A selection of the workshops being provided this year include:

- Assertiveness At work
- Excellent presentation skills
- Managing meetings
- Managing working relationships
- Recruitment and selection
- A quick guide to creative thinking
- Taking effective minutes
- Introduction to coaching
- Giving effective feedback
- Get more time into your day – time management at work
- Project management
- Language awareness

For further information go to: hr/staffdevelopment

INFORMATION TECHNOLOGY AND E-LEARNING SKILLS

IT Services provide many workshops and training sessions for staff. These include short courses on major software packages used across the University. IT Services' training sessions are tailored to individual needs and are delivered to small groups. We also provide sessions to support staff enrolled on the ECDL self study course.

The range of training provided includes:

Microsoft Courses

Basic/Intermediate and Advanced levels for:

- Microsoft Word
- Excel
- Access
- PowerPoint
- Basic/Intermediate levels for Microsoft Publisher
- Microsoft Project 2007
- Single sessions are also arranged to help staff familiarise themselves with Office 2010

ECDL Self-Study

This course will suit staff who wish to study at their own pace and in their own time. 'Self Study' gives you access to a set of online resources made available via Blackboard including practice tests which can be taken in the University's open access PC rooms.

E-Learning

The Learning Technology Team in IT services offers e-learning workshops throughout the academic year. The team provide workshops and training for all levels of technical skills. Workshops are provided in the following areas:

- Blackboard for beginners
- New features of Blackboard
- Podcasting and editing audio files
- Desktop video conferencing
- Blogs and Journals in Blackboard
- Group work and Blackboard
- Assessment and Feedback in Blackboard
- Using Blackboard to teach through the medium of Welsh and bilingual course design
- Electronic Marking and Plagiarism detection
- Creating online tutorials using screen recording software
- Using PowerPoint and Multimedia to create teaching resources
- Lecture capture including Panopto

Our training courses are advertised via email using the Blackboard lists. The University wide workshops are usually run in September, January and May. The team also provide departmental or individual training on request.

For further information go to: [itservices](#)

WELSH LANGUAGE COURSES AND DEVELOPMENT

The University is committed to supporting staff in developing their Welsh Language skills and there are a wide range of opportunities available to staff.

Welsh Language Courses

Lifelong Learning in Bangor offer an array of courses suitable for staff with different levels of proficiency. The courses are offered at different times of the day and in a number of locations in and around Bangor to suit your needs.

The University supports senior managers to learn Welsh by organising courses for a number of cohorts of learners throughout the year. 'Welsh in the Workplace' short courses for administrative staff have also proved extremely popular and are run at various times of the year.

The Staff Tutor organises formal and informal sessions tailored to individual needs, to help staff gain confidence to use their Welsh skills in work.

These include:

- Pronunciation and basic phrases
- Answering the phone
- Meetings, presentations and interviews
- Informal chat sessions
- Mentoring for Welsh speakers

For more information please contact Jenny Pye, Welsh Language Tutor for Staff, extension 2847, (j.pye@bangor.ac.uk)

Gloywi Iaith Courses

For those members of staff that speak Welsh but lack confidence when writing Welsh, Canolfan Bedwyr offer Advanced Welsh Language Classes. The Gloywi Iaith Unit provides Welsh language improver courses for academic and support staff and these courses are suitable for: Welsh speakers who speak and write Welsh but are sometimes uncertain when using Welsh at work, Welsh speakers who wish to improve their written skills and learners who have reached a high standard and who wish to improve their verbal and written skills.

These courses are available in various formats: by either attending short sessions once a week for a number of weeks, by attending a one day course or on-line (using Blackboard). For more information please contact Eleri Hughes (elery.hughes@bangor.ac.uk).

Language Awareness Workshops

These workshops are customised to the needs of each Department and College by Canolfan Bedwyr and HR. They aim to provide staff with a clear understanding of the University's Bilingual Policy and an opportunity to explore the practical implementation of the University's Bilingual Policy in their own areas. For more information please contact Canolfan Bedwyr.

For further information go to: hr/staffdevelopment

HEALTH AND SAFETY

Health and Safety Services arrange numerous general and specialist courses for staff, a number of which are mandatory.

General Courses

All new staff will attend the main Staff Induction and receive the mandatory information relating to the University's health, safety and well-being activities and controls.

Other courses offered to staff include: Fire Safety & Emergency Procedures, Safe Handling Techniques, Safe Use of Computers, First Aid, Risk Assessment, Electrical Appliance Safety & Testing and Vehicle Safety.

Specialist & Tailored Courses

More specialist courses are also offered, particularly in areas of support for teaching and research. A number of these are provided alongside, or by other experts from within and outside of the University.

Tailored courses are available for specialist areas/subjects such as: Radiation Safety, Safe use of X-Ray Sets, Biological Hazards, Laboratory Risk and COSHH Assessments, DSE and Manual Handling Assessors, the Role of the H&S Coordinator, Health and Safety for Managers, Sickness Absence Management, Mental Health Awareness, MiDAS Minibus Driver Certificate and First Aid for Fieldworkers.

Also, a number of other courses can be sourced, either centrally or directly by the College, School or Department; these include Asbestos Awareness, Gas Safety, Animal Welfare Certificate, Working at Heights, Safe Use of Specialist Equipment, Emergency Evacuation Chairs and Driver Safety.

Other tailored courses are developed for particular Schools, Departments and activities as required.

For further information go to: [Health and Safety Services](http://hss.bangor.ac.uk/training)<http://hss.bangor.ac.uk/training>

TECHNICIANS DEVELOPMENT PROGRAMME

TECHNICIANS DEVELOPMENT PROGRAMME

Technical staff training is undertaken through the Technicians' Development Programme which is arranged annually to address the needs of technical staff throughout the University. This year's programme will build on previous successes and information is available on the relevant web site.

For further information go to: staffdevelopment/technicians

SUPPORTING YOU

The University also arrange a number of different sessions to support staff more broadly. These are in the areas of health (provided and arranged by Health and Safety Services) and in financial management and pre-retirement.

This year it is hoped that workshops regarding managing change will be provided to ensure that staff are supported during periods of change.

Support for Health

Health is a essential for a vibrant and fulfilling life and your work at Bangor University will provide a range of opportunities to support health and wellbeing.

HSS staff health check programme is free, confidential and supplies only you with a profile about your own health. This will either be reassuring that your risk of avoidable illness is minimal, or that consideration ought to be given to taking action that will keep you healthy, happy and here.

HSS offer a range of pathways for health including web-based support and invitations to join with events ranging from abseiling to mountain climbing, walking to cycling, relaxing and healthy eating.

For further information visit the Health and Safety Services web site.

Pensions Information and Pre-retirement Sessions

Workshops to assist staff with pre-retirement and mid career financial decision making have been arranged for this year and include:

- USS pension scheme presentation
- Mid-career financial planning workshop
- Pre-retirement seminars

For further information go to: hr/staffdevelopment

PART TIME COURSES

The University offers staff many opportunities to continue their further education and noted below is information about the courses provided by the College of Lifelong Learning and Education.

Lifelong Learning provides high quality and flexible part-time educational opportunities across North Wales - from short, 1-day courses to part-time undergraduate and Masters level study.

Lifelong Learning have centres at Bangor, Wrexham and Mold with teams working to develop stimulating and relevant lifelong learning programmes, through the medium of English and Welsh, which are delivered in communities and workplaces.

They offer a wide range of subjects, which include comprehensive IT provision, Business Management, Modern Languages, Welsh for Adults, Literature & Creative Writing, History, Social Studies, Community Development and Fine Art. Many of these are closely linked to an individual's continuing professional development.

The short courses brochures are published in August and December, to have a copy delivered to your home or office please call Lifelong Learning on 01248 382708 or email ll@bangor.ac.uk.

To subscribe to their latest news go to e-mail: ll@bangor.ac.uk with NEWSLETTER in the subject area. You can also get further information on Facebook and Twitter.

For further information go to: bangor.ac.uk/ll/

LEARNING AND DEVELOPMENT – KEY CONTACTS

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Staff Development

Name	Position	E-mail	Phone
Nia Gwynn Meacher	Deputy Director of HR (Development)	n.g.meacher@bangor.ac.uk	2647
Mari Ellis Roberts	Training & Development Officer	pose04@bangor.ac.uk	3867
Lindsey Graham	Staff Development Secretary	l.j.graham@bangor.ac.uk	8414

Academic Development Unit

Name	Position	E-mail	Phone
Sue Clayton	Director of ADU	sue.clayton@bangor.ac.uk	2604
Charles Buckley	Educational Developer Director of the PGCertHE	c.a.buckley@bangor.ac.uk	3589
Michele Underwood	Skills Development Co-ordinator	m.underwood@bangor.ac.uk	2779

KESS Research Skills Development Programme

Name	Position	E-mail	Phone
Penny Dowdney	KESS Research Skills Development Programme	p.j.dowdney@bangor.ac.uk	2266

Health and Safety Training

Name	Position	E-mail	Phone
Lisa Fowlie	Health and Safety Adviser	l.fowlie@bangor.ac.uk	8148
Emma Riches	Health and Safety Assistant	e.riches@bangor.ac.uk	3847

IT Training

Name	Position	E-mail	Phone
Maggie Williams	Administrator	m.williams@bangor.ac.uk	2425

E-Learning Contacts

Name	Position	E-mail	Phone
Val Tranmer	Learning Technology Manager	v.a.tranmer@bangor.ac.uk	3949
Bethan Wyn Jones	Learning Technologist	b.w.jones@bangor.ac.uk	2785
Sian Edwardson	Learning Technologist	s.edwardson@bangor.ac.uk	2774
Mandy Bristol	Learning Technologist	a.bristol@bangor.ac.uk	3870
Nicola Kirby	Learning Technologist	n.kirby@bangor.ac.uk	2246

Welsh Language Training

Name	Position	E-mail	Phone
College of Education and Lifelong Learning		ll@bangor.ac.uk	2708
Jenny Pye	Staff Tutor	j.pye@bangor.ac.uk	2847
Eleri Hughes	Cymraeg Clir Team Leader	eleri.hughes@bangor.ac.uk	3242

Lifelong Learning

Name	Position	E-mail	Phone
College of Education and Lifelong Learning		ll@bangor.ac.uk	2708



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