

How did I get here?

Interviews with Black, Asian and Minority Ethnic staff at UAL

en>route is a programme of initiatives that aims to attract and develop professionals from under-represented Black, Asian and Minority Ethnic backgrounds wishing to progress their careers in arts higher education.

The programme emanates from the University's aspiration to develop a dynamic, community where ethnic diversity and cultural literacy naturally informs our values, our curricula, our professional performance and creative expression.

As part of en>route the Diversity team caught up with BAME staff from across UAL to find out how they got here, and what they like about working at UAL.

Staff Profiles



Maame Yaa Addai



Angela Drisdale-Gordon



Andrea Farrell



Richie Manu



Tanicia Payne



Pratap Rughani



Pei-Chin Tay



Maame Yaa Addai

**Legal Advisor, Department for Deputy Vice Chancellor
Academic, Central Services**

Length of Service at UAL: 9 years

How did you get here?

I have a degree in Law, but worked in the music industry after graduating. After my stint in the music industry I temped in an FE college and loved it. So I thought how could I combine Education with a law degree? At this point I found a job advertised in the Guardian newspaper, for a Casework/Legal Assistant. My prayers were answered! I researched what was then called the London Institute (re-formed as UAL) and found that Ekow Eshun was a Governor. I thought that was really interesting and I liked the idea of working in an arts environment.

What are your current main responsibilities?

I handle contentious and non contentious matters, e.g. Student Complaints to the Office of the Independent Adjudicator, contractual disputes, insurance matters, commercial contracts etc. I provide advice and guidance on student processes and procedures.

What do you like most about your job?

The intellectual rigor!

What do you least like about your job?

The intellectual rigor!

What are the benefits to working at UAL?

Career development is possible but you must be proactive yourself and of course have the support of your manager.



Angela Drisdale-Gordon

FE Co-ordinator, LCF – Quality Assurance

Length of service at UAL: 25 years

How did you get here?

I owe a lot to my tutor back in the early 80's, once I had graduated from LCF. He planted the seed about my value as a teacher. He had seen my interactions with my peers, felt that I was a 'giver' and considered that, not only did I have the skills and attributes, but I had the right aptitude for the job. I was a part-timer in those days, balancing the teaching with my own business, but I consequently loved it; still do, but the demands are very different now...

What are your current main responsibilities?

I have experienced many different roles within LCF and, until September 2012, I had been a Course Leader for a number of years. Then I was given an opportunity to try something else. My main responsibilities now are to oversee LCF's three Access programmes: Access Diploma Fashion; Access Diploma Media and Communication and Access Diploma Business. This includes management of the provision, ensuring consistent processes of teaching, quality assurance and students' achievement and progression. Significantly, this year the Internal Progression Scheme was introduced at UAL and I was charged with the implementation of that. Another aspect of my job is to develop progression links with other feeder institutions/colleges to our specialist HE courses.

What do you like most about your job?

My role has changed quite significantly now it is a college-wide role, so I am enjoying the fact that each day is different. As a Course Leader, I used to feel that you worked in a kind of silo and only really worried about issues that immediately affected you. My new role is less student facing, however, I have an even greater appreciation and understanding of how the college operates and, more importantly, how the other constituent colleges and centres function too.

What do you find most challenging about your job?

My attendance at meetings (and Chairing) has gone up ten-fold and I'm involved with a number of committees too both at college at university level. That aspect has not become too bothersome yet! But there is definitely a real meetings culture at UAL...

What are the benefits to working at UAL?

There are too many to name, but I feel proud that I have been a long-standing, loyal member of academic staff who just *needs* to be here for my students. You cannot disassociate the notion of the 'LCF brand' either - as I know that I have played a part in building it into an internationally recognised trademark.



Andrea Farrell

Organisational Development and Learning Manager,
Strategic Development

Length of Service at UAL: 6 years

How did you get here?

I took a year out of education and worked as an administrator in the Magistrates Court Service (writing maintenance cheques and assessing legal aid applications), then I embarked on a 4 year language Degree course at Southbank University (then a polytechnic). I studied German and Spanish and spent my third year abroad, fully immersed in both cultures frequenting many beer festivals, fiestas and tapas bars – in between studying of course!

After my degree, I spent a year or so in retail, before my job in Student Services at International House Language School. I loved this very international environment - helping students, working alongside English language teachers and making many long-standing friends. I used my languages and travelled a lot during that period, including Brazil, Cuba and Colombia.

After 6 years, I moved into my first training role as Training Administrator at the Solicitors Indemnity Fund. I spent a year there and moved to law firm Theodore Goddard, where I worked up to Training Officer - coordinating all the training for the London offices, running inductions and delivering some training courses.

After a further 6 years, I wanted to move on from the private sector and saw the job of Training Advisor here at the University of the Arts in an agency advertisement – it was a 6 month maternity cover role. I have always been interested in the visual arts (I used to make silver jewellery) so it was the perfect job for me.

I have been most inspired by my managers/heads of departments; the good ones motivate you and help you to understand your strengths, weakness, and attain your potential. When you experience the impact of a 'bad' manager, it helps you aspire to be the best manager you can be.

What are your current main responsibilities?

I manage the schedule of courses run by Organisational Development and Learning, which includes management development, personal development and Health and Safety courses.

In practise, this means deciding which programmes to run over the course of the coming year, based on current and predicted demand, plus ensuring this is all aligned to the University's strategy/aims and objectives. I work very closely with our training suppliers, to ensure the course content is relevant to the changing needs of staff at the University. I design and deliver some training courses we have on offer and work with teams to design and deliver bespoke training programmes.

I also manage the University's Coaching Network - a team of 25 internally-trained coaches, who provide a free coaching service for all staff. I am also a trained coach and coach supervisor.

I keep abreast with new forms of learning and have been trialling a number of e-learning formats, (e.g. webinar) on one of the management programmes, plus a suite of e-learning courses and internally developed e-learning programmes

What do you like most about your job?

I enjoy the fact that I am assisting staff to develop and reach their full potential either directly, through one to one coaching sessions or indirectly by helping to shape the content and messages conveyed in development programmes.

What do you least like about your job?

Having to deal with negative course feedback - but the upside is working hard to identify the problem and developing the right solution.

What are the benefits to working at UAL?

Working in a creative environment and being able to explore innovative solutions to problems.



Richie Manu

Course Tutor and Co-ordinator (Yr 2) MA Applied Imagination, Central St. Martins

Course Unit Leader Graduate Diploma Fashion Management, London College of Fashion

Length of Service at UAL: 6 years

How did you get here?

I originally studied at Central St Martins and gained a Masters in MA Design Studies. I was working as a designer and brand consultant full time, but soon after graduating I was asked if I would consider becoming a tutor to the full-time students. Because of work commitments, I could only offer my services to part-time students doing the course in the evenings.

Eventually I increased my teaching provision and was also asked to teach on the Graduate Diploma Fashion Management and MA Fashion Entrepreneurship. My most memorable influences are quite broad. I was inspired by one of my course directors many years ago who taught me to look way beyond the brief and beyond predictable outcomes. He provided very clear ways of doing this. I still use some of his methodologies and outlooks with my students today.

What are your current main responsibilities?

On Graduate Diploma Fashion Management, I am responsible for the course delivery and developing the course unit, projects and general scheme of work with detailed learning outcomes. On MA Applied Imagination, as one of the tutors and associate lecturers I provide academic guidance for students, throughout group and personal projects.

What do you like most about your job?

A genuine enjoyment and desire to take students through a program of study that enables them to learn, discover and, more importantly, apply new knowledge.

What are the benefits to working at UAL?

I like being part of an institution where I can teach in more than one college.



Tanicia Payne

Administrator (Helpdesk), ADS Academic Registry

Length of Service at UAL: Almost 6 years.

How did you get here?

I studied BA Health and Sociology at Greenwich (completed with HEDip), after which time I worked as a temp at Greenwich Council, and in Educational Administration. In 2007, I moved to LCC where I was an Admin Assistant for 2 years, until I received Secondment Funding to work as Senior Administrator, then as Systems Assistant. In 2011, I became Helpdesk Administrator in Academic Development and Services. I have also been voluntary Chair for the UAL's Group for Ethnic Minority Staff (GEMS) for the past 3 years. As for my future career, I hope to move onwards and upwards in project management / co-ordination / management.

What are your current main responsibilities?

Mainly my days are spent trouble-shooting Student Records system issues, and helping to configure online enrolment. I also advise college administrators on Academic Registry Procedure and interpreting policy.

What do you like most about your job?

I enjoy working within a good team, helping resolve issues and developing improvements to the way we offer services. As a GEMS member, and current co-Chair, I like exploring inequality issues within UAL. Support of staff diversity groups such as GEMS is essential, so that we can have a better informed voice and plan important strategy for BAME staff and student benefit. Within all my UAL roles, I get great satisfaction from providing guidance and support to staff.

What do you least like about your job?

The restructure of Academic Registry was a difficult time, especially when it involved former colleagues having to leave the organisation. It can feel quite heavy juggling multiple deadlines in short timescales, but I always enjoy retrospective insight and the feeling of accomplishment after the difficult phase has passed.

What are the benefits to working at UAL?

I have made some lifelong friends at UAL/LCC. There are UAL college sites close by, so being able to tap into special talks or exhibitions is nice and the university colleges are very welcoming.



Pratap Rughani

Course Leader - MA Documentary Film, London College of Communication

Length of Service at UAL: 6 years.

How did you get here?

I spent 20 years as a documentary film-maker before combining film-making with an on-going academic role. Films included commissions for Channel 4, BBC TV, the British Council, and fine art spaces including Modern Art Oxford. I've also written for *The Independent*, *The Times* and *The Observer*, was a co-editor of *New Internationalist* magazine and contributing editor to *The India Magazine*. I have both written and led BA and MA courses and Units for Goldsmiths and Birkbeck Colleges and for UAL.

What are your current main responsibilities?

I am a Course Leader, MA Documentary Film at London College of Communications and continue my research in film and photography. I am also a member of the Research Excellence Framework Panel at LCC.

What do you like most about your job?

Nurturing new talent. My students are emerging directors from diverse backgrounds. Essential to this is listening closely to their aspirations and guidance in helping them uncover and then create films that embody their inspiration - from documentary to artists' film practices.

What are the benefits to working at UAL?

It is a fantastic, inter-disciplinary media and art environment to learn within, and contribute to.

For more information, see Pratap's profile:

www.arts.ac.uk/cltd/ualteachingawards/ualteachingawardwinners/prataprughani/

www.lotusfilms.co.uk

www.lcc.arts.ac.uk/Pratap_Rughani_research.htm

www.lcc.arts.ac.uk/courses/postgraduate/ma_documentary_film.htm



Pei-Chin Tay

Programme Manager / Student and Graduate Development Officer, Student Enterprise and Employability (ADS)

Length of Service at UAL: 3.5 years

How did you get here?

I have always worked in the creative and cultural industries – from policy making, project management, stakeholder and partnership engagement, to research and marketing. I started out as a freelancer in theatre production and stage management, and it gave me the motivation to support fellow creative practitioners in their professional development. Originally from Singapore, I undertook a Masters (MA Enterprise Management in the Creative Arts) at LCC about five years ago, which led me to this job in a serendipitous way as I was trying to locate some other information on the UAL website! Most of my experience has been in designing and delivering local and national business support programmes for creative people/businesses, and in forging public-private partnerships.

What are your current main responsibilities?

I currently manage a number of enterprise and funding programmes such as Deutsche Bank Awards, Mead Scholarships & Fellowships, UAL Start-Up Loans and Enterprise Mentorship Programme. In collaboration with internal and external partners, these programmes were designed to support UAL students and graduates to reach their full potential as professional practitioners, through funding, mentorship, legal support and business training, etc. I also work closely with CSM and LCF to support their students and graduates.

What do you like most about your job?

Meeting creative and talented people and helping them to realise their ambitions.

What are the benefits to working at UAL?

Access to a huge network of fantastic people and leaders in the arts and design sector. Many students/graduates will become tomorrow's leaders in their fields, and it feels good to contribute to their future successes.