

Dr Robin Williams

Resumé

2023

PERSONAL PROFILE:

I have over 45 years of experience as a professional photographer and 20 years of international experience as a manager and leader of public, commercial and academic organizations that encompassed photography, science, medicine, information technology, design and the arts and fundraising. I have a track record of delivering results in rapidly changing environments including privatization, globalization and digitalization, mergers and serious fiscal constraint. In all of my roles I have not merely maintained the *status quo* but have successfully grown and transformed the organization through innovations in technology, process and culture. I have enjoyed four careers: as a photographic practitioner, an academic, a fundraiser and consultant. I have delivered outstanding outcomes for my employers and clients.

KEY STRENGTHS:

- Strategic planning
- Systems thinker
- Exceptional communication skills
- Results oriented
- Innovative
- Flexible approach
- Committed & tenacious
- Cross disciplinary understanding
- Teamwork & leadership
- Transferable knowledge & skills
- Good people skills
- Highly motivated

SKILLS PROFILE

- Macro level understanding and ability to translate into a series of goals and actions.
- Refusal to be limited by accepted boundaries between disciplines, sectors or ideas.
- Ability to develop collaborative networks of influence and use them to achieve goals.
- Flexibility to anticipate and respond to complex changing environments.
- Ability to communicate complex issues to multi-level audiences across a range of issues.
- Ability to identify and understand complex problems and find creative solutions.
- Strong collaborative people skills with the ability to motivate, inspire and work with diverse groups of people across different cultures, status and background.
- Results oriented approach with the ability to sell my ideas to others and have them co-invest in them.
- Co-ordination skills to bring a concept or proposal to fruition by setting clear goals and working tenaciously with others involved in the task.
- Ability to grow operational units at the leading edge in alignment with corporate goals.
- Transferable knowledge and understanding of complex, multi-located, international organizations.
- Outstanding discipline level skills as a professional medical and scientific photographer.

CAREER APPOINTMENTS:

**Director Alumni
& Advancement**

**Vice-Chancellor's Office
La Trobe University Jan 2011 – April 2013
Melbourne**

This role involved working directly for the Vice-Chancellor to establish and develop a professional alumni and fundraising office for the University. I was responsible for planning and implementation of strategies to engage the University's graduates and all fundraising activities.

Significant achievements in this role were:

- *Conducting the first comprehensive survey of 70,000 graduates to establish their career profiles, attitudes towards the University and motivations for engagement.*
- *The development of a comprehensive 5 year plan for all fundraising activities that was aligned with the University's strategic plan and the marketing and communications plan. In reality the strategic plan and marketing and communications plan were both informed by the development of the alumni and fundraising plan. For example, an 'authentic brand' was developed by 'curating' the lives of prominent alumni.*
- *Recruitment and development of a high-performance professional team including specialists in major gifts, annual fund, bequests, donor relations, alumni relations, communications, events, research and knowledge management.*
- *The establishment of a University Foundation with professional policies and processes for gift receipting, funds management and distribution.*
- *Identification and engagement of over 2,000 donors and delivery of over \$4M in new gifts in the first two years of operation.*
- *Delivery of a highly successful programme of alumni events locally, in regional Australia and internationally.*
- *Implementation of an innovative alumni communications plan based on life stage and life style segmentation that utilized both traditional and social media.*
- *Establishment of alumni networks based on discipline, campus and country affiliations.*

**Director External Relations
& International Education**

**Vice-Chancellor's Office
RMIT University Jan 2004 – Dec 2010
Melbourne**

This role involved being responsible for international relations, international exchange, study abroad and study tours, protocol for the Vice Chancellor's Office, university events including graduations, the corporate website, fundraising and alumni. This was an exciting opportunity to bring together all those groups which have an 'external' focus. Significant achievements in this role were:

- *Refocussing institutional alliances and study abroad programs to align with international scholarly priorities, together with improved support structures, leading to a 50% improvement in outbound study abroad (14.5% of total load).*

- *The creation of an industry sponsored program of international placements for undergraduate and post-graduate students that has resulted in over 300 students placed into multi-national companies in Europe and USA every year on fully funded scholarships, with a subsequent graduate employment rate of 98%.*
- *Review and strategic re-alignment of the RMIT Foundation to ensure effective funds management and the creation of a fund raising capability.*
- *Development of an industry engagement strategy and the subsequent leveraging of existing relationships to create new benefits for academic units, such as work placements, teaching and research support, student mobility and employment. Examples being sponsorship by BASF of several projects, a skills development project for Coles Myer/Target, \$3M of equipment donations, and over \$2.5M p.a. of new international work placement Scholarships.*
- *An action learning approach to Scholarships that has addressed policy and process gaps. Amongst other outcomes this has led to pro-active management and feedback to donors – in one example leading to a doubling of the donation from \$125K to \$250K.*
- *The establishment of a Scholarships Office as a ‘one-stop shop for students’ providing better service for students, more effective use of University resources and better outcomes for donors.*
- *Revitalizing the alumni program through partnerships. This has included for example, the negotiation of a fully sponsored joint program in Singapore and China with the City of Melbourne and with Telstra & BMW for domestic events.*
- *Initiating new alumni networks eg., the Doctor of Business Administration alumni and the London alumni together with the development an enhanced value proposition for alumni engagement.*
- *The procurement and implementation, on-time and on-budget, of the Raiser’s Edge Fundraising database and Blackbaud Net Community socio-media software which enabled efficient and effective management of high affinity individuals, on-line donations and comprehensive gift tracking.*
- *The inauguration of an annual appeal using exclusively electronic media yielding a surplus of > \$800K in each of the first two years.*
- *The establishment of a bequest program which led to several early gifts, one in excess of \$1M.*
- *The initiation of a prospect research and management pipeline of high net-worth individuals leading to several gifts in excess of \$500K and implemented a successful program of applications to Trusts and Foundations leading to many gifts in excess of \$500K.*
- *Implementation of a successful 120th Anniversary campaign within months of being in the role which led to three individual gifts of \$120K along with \$2.4M of other support.*
- *Established a formal process for donor stewardship including data acquisition from across the organization, a donor recognition policy, annual thanks to donors publications and a program of recognition events.*
- *Pro-active engagement with key potential supporters and donors to the University resulted in a 94% increase in philanthropic revenue.*
- *Increased the perpetual endowment from \$5.9M to \$22M in the three years of my stewardship.*

**Executive Dean
Faculty of Art,
Design & Communication**

**RMIT University
Melbourne**

Jan 1999 – Dec 2003

This position involved the direction, management and academic leadership of one of the largest and most comprehensive faculties of its kind in the world. The Faculty had 10,000 students studying over 100 programs organized within five Schools and Centres of Excellence. The Faculty operated on three Australian campuses and had extensive international engagement. I was responsible for a total of 600 academic, technical and administrative staff with nine direct reports. The Faculty had an overall budget of A\$60M+, 40% of which was raised from sources outside Australian government grants.

My stewardship of the Faculty followed a series of mergers which had more than doubled the operational size and shifted the balance from almost exclusively higher education to 50:50 higher education and technical and further education. Despite having a good reputation the 'new' Faculty faced enormous challenges including a significant deficit position, many post merger complications and a lack of planning for a sustainable future. I led a team that turned around our financial position, established our international leadership role, built our research profile and kept our teaching at the highest levels. I achieved a 10/10 performance appraisal each year of my five year executive contract.

Significant achievements in the role of Dean were:

- *Conducted a structured review process of the Faculty that engaged all stakeholders and resulted in strong buy-in from staff, a clear understanding of the Faculty's position, a strongly articulated vision, and a sound basis for implementation of a range of development plans.*
- *Re-structured the Faculty's human resource base with the appointment of key individuals to management roles together with other separations without any adverse IR consequences.*
- *Directed the post-merger assessment, re-structuring and integration of several stand-alone TAFE Colleges and two research centres.*
- *Generated and supported a commitment to quality learning experiences. Oversight and monitoring of client feedback systems with development and review of faculty response plans.*
- *Held expenditure at CPI for four years by active expenditure control, reconfiguring workspaces and managing workload; whilst at the same time growing revenue by 10% pa compound.*
- *Implemented a physical resource management plan that resulted in significantly improved IT infrastructure, consolidation of academic groups and divestment of rented accommodation.*
- *Developed an international research reputation in the creative and communications disciplines; growing research numbers to over 300 from a very low base, with >\$1M pa research income.*
- *Promoted an international 'connectedness' through the establishment of a visiting scholars program, international adjunct professorial appointments, and collaborative teaching programmes.*
- *Increased and organised industry/education collaboration by for example: the development of team based, work integrated learning in partnership with manufacturers and retail distributors and the successful establishment of industry sponsored, cross disciplinary PhD teams.*
- *Conceived the development of a digital design precinct for the State of Victoria that in part resulted in an Innovation Policy for the State, and attracted A\$4.2M of government funding for a Centre of Excellence in Digital Design at RMIT.*

**Head of Department
Dept. Visual Communication**

**RMIT University
Melbourne**

January 1994 - 1998

**Professor of Photography
Head of Department of
Photography**

**RMIT University
Melbourne**

March 1992 - 1994

The Headship of the Department of Photography at RMIT offered me the opportunity of re-creating within the very core academic disciplines themselves the convergence of media and communications services that I had achieved in units supporting academia in the UK. Within two years I transformed the department of photography by motivating staff, engaging industry, creating new and exciting products, and bringing together a whole range of disciplines by merger, acquisition and new growth. This resulted in the creation of the Department of Visual Communication in 1994, which I then lead and managed.

I was responsible for setting the mission, goals and objectives of the department, all aspects of human resource management, financial management, academic leadership of the various constituent discipline groups, overseeing all curriculum development; teaching, learning and assessment strategies. The establishment of the Department of Visual Communication marked the beginning of a key international leadership role for the University.

As RMIT's first full professor I contributed to the development and leadership of my own discipline by active teaching, research and engagement with both industry and community.

Key achievements in this position:

- *Grew the department from just two undergraduate degrees in photography with only 150 students and a staff of 14 to its peak level of 2,000 students, seven degree programmes and 100 staff in just six years.*
- *Developed a strategy for producing growth in our non-government income, which was necessary to support our core programs and activities. Income rose from A\$30K to nearly A\$2 Million p.a. in the six years of my management.*
- *Initiated a program of internationalisation with dramatic expansion of our onshore overseas student numbers (>100), offshore programs being established in Malaysia and Singapore and an active program of student and staff exchanges with North American colleges and study abroad options.*
- *Established a short course and consultancy unit to address the needs of industry.*
- *Launched Open Learning Australia at RMIT by the establishment of an open learning program in photography..*
- *Secured ISO 9000 accreditation for our quality management approach to our teaching – the first Department at the University to do so.*
- *Presented a vision for postgraduate research in the creative disciplines and expanded the department's postgraduate profile from just one masters student to a cohort of 110 researchers at masters and doctoral levels.*
- *Developed the new field of interactive multimedia both within the Department and across the University as a whole. Transferred a pioneering group from Swinburne University. Established the Apple Creative Media Centre and the International New Media Centre.*
- *Conceived and then established the Interactive Information Institute (I³) to conduct commercial, collaborative research and innovation with partners across the globe. Raised funding of A\$5M from State Government and \$2.7M of commercial support, and created a successful Media Lab, small business incubator and virtual reality centre.*

**Director of Medical Illustration
& Teaching Services**

**Charing Cross and Westminster Medical
Schools, London Aug 1984 – Feb 1992**

Head of Medical Illustration

**Charing Cross Hospital and
Medical School London June 1979 – July 1984**

In a career leap spanning five levels of the health service I moved from medical photographer at Westminster to Head of Department at Charing Cross – then Europe's largest and most modern department of medical illustration. With a full-time staff of 14 the department provided full photographic, art, audio-visual and television services to a busy teaching hospital, medical school, and school of nursing.

Five years later I implemented the merger of the Westminster and Charing Cross departments to create the most advanced and comprehensive range of media and communications supports for teaching and research in medicine anywhere in the world. The combined department had a staff of 28, and a budget of £1m. Seven years on I initiated the successful privatisation of the service. Major contributions while in this position were:

- *Introduced a strong instructional design capability within the medical school and managed the integration of library, computing and media support services.*
- *Designed and commissioned a new teaching services complex on the Fulham Palace campus to integrate the provision of a wide range of teaching and learning supports.*
- *Developed the use of narrow band and satellite technology for the teaching process and in that capacity was a consultant to the European Economic Community (Directorate XIII), the European Space Agency and the Parliamentary Select Committee on Higher Education.*
- *Achieved a 350% increase in productivity, without increasing staffing levels or decreasing staff morale by the introduction of new technology in 1984, particularly computer graphics (the first such application in Britain).*
- *Managed the successful merger of the Charing Cross Hospital Medical School and Westminster Medical School Departments including their multi-campus satellite units, which resulted in better distribution of clinical support and rationalization of specialist imaging facilities.*
- *Lead a team that introduced an integrated curriculum and flexible delivery of teaching and learning. This was in response to increased student numbers, rationalization of hospitals in central London and criticism of the skills and attributes of graduates by the General Medical Council.*
- *Conceptualised, designed, successfully sought funding for, installed and then managed the world's first totally interactive cable television network based on fibre-optic communications technology. This enabled high quality, full motion, two-way television with associated clinical monitoring to be broadcast between eight teaching locations across London. The Medical School was awarded the Combined Medical Colleges Medal for this highly innovative initiative.*
- *Designed and commissioned new Departments of Medical Illustration at the West Middlesex Hospital and the New Chelsea Hospital in London.*
- *Lead a programme of industry supported research that saw the first applications of digital imaging and High-Definition Television to medicine. I was awarded an Honorary membership of the International Academy for High-Definition Television Arts and Sciences for this work.*
- *Initiated and managed the transition of the department from fully government funded entity to successful commercial concern; including the development of the business plan, marketing strategy, staff re-alignment (including making myself 'redundant') and change management. The privatised department continues to this day as a successful publicly listed company.*

Medical Photographer

**Westminster Medical Sept. 1974 – June 1979
School, London**

After graduation I worked for five years as one of six medical photographers providing illustration services to the Westminster Hospital, Westminster Children's Hospital and Westminster Medical School in London. I was engaged daily in imaging to support clinical assessment, research and teaching. During this period I photographed over 12,000 patients, 1,000 surgical operations, 1,000 autopsies and 2,000 pathological specimens. I strived for the highest standards of professional practice, organized and delivered new services and initiated various collaborative research projects. I began to take on a variety of leadership roles in my profession and under active mentorship undertook masters and doctoral programs in medicine. Key achievements in this role included:

- *Fellowship status of all the lead professional bodies and learned societies including the Royal Photographic Society and the British Institute of Professional Photography.*
- *The invention of a method for photographing super cooled blood passing through a cardiac hypothermia pump. The technique resulted in the first ever recognition of erythrocyte crenulation and subsequent improvement of open heart surgery. This work was recognised by the award of a Fellowship of the Royal Microscopical Society and First Place in their photographic competition.*
- *Extensive research into the use of invisible radiation photography for medical and forensic applications, which resulted in significant improvements in treatment regimes for pigmented disorders and the establishment of international protocols for photographing bruising.*
- *The development of photographic methods for the measurement of three-dimensional shape, volume and surface area as applied to patients. These methods were taken up by hospitals in the UK, Canada, the US and Australia for improving outcomes in such diverse applications as decubitus ulcers, orthopaedic deformities, plastic surgery planning and facial reconstructions following cancer. This work was so significant that it led to a series of major awards including the Combined Royal Colleges' Medal (this is awarded jointly by the Royal College of Physicians, the Royal College of Surgeons and the Royal College of Obstetrics and Gynaecology and the Royal Photographic Society and is recognised as the highest award in the field of medical imaging).*
- *Conducted original research into a number of areas of practice with the development of new methods that significantly improved results, including: orthographic photography, immersion techniques for increasing depth-of-field, control of scale in specimen photography, the photography of contact lenses, instrument photography and incident illumination microscopy. All of these innovations were presented as conference papers and subsequently published in the peer-reviewed literature.*

COMPANY DIRECTORSHIPS & CONSULTING:

My skills and knowledge have been in demand throughout my career in the form of short consultancies, directorships or advisory roles. This has required me to understand and deal with a variety of organisations from small start-up enterprises to multinationals; it has also enabled me to enhance my employer's competitive position through knowledge of the external environment. Examples have been:

- *Founding member of the board of **Interact Events** – a major international festival, conference and commercial exhibition on multimedia applications.*
- *Founding member of the board of **Emerge** the highly successful National Collaborative Multimedia Centre.*
- *Board member of **SouthRock** a start-up company selling e-business solutions for on-line education.*
- *Advisor to the Board of **Rothchilds'** e-venture new media capital investment division.*
- *Chairman of the Board of **Min** – Multimedia Industries Network.*

I have provided consultancy services on many different aspects of professional activity, such as scientific imaging. I have been called upon to give expert evidence in court on many aspects of photography. I have undertaken consultancies in television, distance learning and teaching, implementing new technology, the management of technological change, telecommunications and the use of fibre-optics. The following is a representative list of some of the organisations involved:

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| ○ Agfa Gevaert Ltd | ○ AMG Healthcare (Canada) Ltd |
| ○ B.B.C. | ○ B.U.P.A. |
| ○ Bayer Pharma, France | ○ British Council |
| ○ British Telecommunication Plc | ○ Cable and Wireless Plc |
| ○ Canon UK Ltd | ○ Chulalongkorn University, Bangkok |
| ○ Ciba Geigy Ltd | ○ GEC Marconi Ltd |
| ○ Glaxo Plc | ○ Independent Television Association |
| ○ Interactif Conseil, Paris | ○ Kodak Ltd |
| ○ Marie Curie Foundation | ○ Nikon USA |
| ○ North West Thames R. H. A. | ○ Queen's University, Belfast |
| ○ Roche Products | ○ Royal Children's Hospital, Melbourne |
| ○ Royal Society of Medicine | ○ Squibb Pharmaceutical Ltd |
| ○ Sony UK Ltd | ○ South West Thames R. H. A. |
| ○ University of Aston (Birmingham) | ○ University of Hong Kong |
| ○ University of Milan | ○ University of Newcastle-upon-Tyne |
| ○ University of Northern Ireland | ○ University of Queensland |
| ○ University of Sheffield | ○ University of Toronto |
| ○ Wellcome Foundation | ○ Wessex Regional Health Authority |
| ○ World Health Organisation | ○ Wyeth Laboratories Ltd |

COMMUNITY LEADERSHIP

I have held leadership roles within all the professional communities in which I have been a member. Key examples being:

The Royal Photographic Society: Lecture convener of the Medical Group (1976 – 79), member of the Medical Photography Distinctions Panel (1979 – 1992), Vice-Chairman of the Medical Group (1981 – 1984), Chairman of the Medical Group (1984 – 86), Member of RPS Development Committee (1987 – 89), and Member of Council (1988 – 1992).

The British Institute of Professional Photography: Member of the Medical Committee (1979 – 82), Appointed Teacher of The London School of Medical Photography (1979 – 1991), Examiner for the Medical Photography Qualifications (1979 – 82), Director, London School Medical of Medical Photography (1980 – 1991), Chief Examiner for the Medical Photography Qualifications (1982 – 85), Chairman of Board of Examiners, BIPP Higher Medical Examination (1984 – 1992), Chairman, IMBI/BIPP Conjoint Examinations Committee (1984 – 86), Member Admissions and Qualifications Board (1984 – 1992), External examiner University of Wales, MSc Course (1991, 1993).

The Biological Photographic Association of America: Member of Board of Governors & Director (1986 – 1989), Chairman, Endowment Fund for Education (1986 – 1989), Member of the Editorial Board, *Journal of Biological Photography* (1990 – 1999), Member of the Fellowship Committee of the B.P.A. (1990 – 1993), Member of the Louis Schmidt Committee (1994 – 1996), Visiting BPA/Kodak Professor at Rochester Institute of Technology USA. (1988), Faculty member BPA/Kodak Rochester Workshop, USA (1989, 1990 & 1991).

The Institute of Medical Illustrators: Course Leader on the Supervisory skills, Lighting and positioning for patient photography, Copy photography for artists and Desktop publishing and computer graphics short courses, Project supervisor IMI Diploma candidates (1985 – 1992), Course Coordinator for the LSMP/ IMBI Distance Learning Scheme (1985 – 1987), Chairman, IMI/BIPP Conjoint Examinations Committee (1984 – 86), Chairman, IMI/LSMP Distance Learning Committee (1983 – 1987), Member of IMI Courses Committee (1983 – 1992), Member of IMI National Conference Planning Committees (1980, 1981, 1984, 1987), Abstracts editor, *Journal of Audiovisual Media in Medicine* (1984 – 89), Member of the Editorial Board, *Journal of Audiovisual Media in Medicine* (1984 —), Chairman, IMI Conference Planning Committee, Bath University (1987), Judge IMI/Kodak Exhibition of Medical Illustration (1987), Judge IMI/BMA/Sterling-Winthrop Photographic Competition (1989), Judge IMI/Institute of Medical Laboratory Science Photographic Competition (1989, 1990), Director of IMI Cambridge Summer School (1998, 1989, 1990, 1991).

UK Government: Member of the European Economic Community Special Commission on Communications Technology which studied the use of satellite technologies and produced a report on their use for teaching and learning together with the funding of a range of pilot studies (1985 – 1988), Specialist Adviser to Parliamentary Select Committee on Higher Education (1985), Consultant to The European Space Agency (1986 – 1989).

Australian Government: Member of the National Industry Research & Development Board that managed the allocation of over A\$700M pa to businesses undertaking research with commercial outcomes (1995 – 1999), Member of the Australian Information Economy Advisory Council which advised the Prime Minister and Communications Minister on a wide range of policy and industry development issues (1998 – 2000), Member of the Prime Minister’s National IT Skills Task Force (2001) which examined the future skills needs of industry and made recommendations on effective provision, Member of the State Premier’s Multimedia Task Force (1993 – 1997) which shaped the development of the multimedia and communications industries, advised on the development of appropriate policies for e-commerce and e-government and created a range of support mechanisms for citizens and companies.

UNESCO: From January 1997 to January 2002, in parallel with my RMIT appointments I was the UNESCO Professor of Communications for the Asia-Pacific region. The role of the UNESCO Professor was to promote and facilitate information exchange in the field of professional communications between countries in the region. Achievements in this role included:

- Created a set of interactive tools to assist teachers and school children across Oceania to make effective use of on-line technologies in the classroom.
- Established a human resource development project for school teachers and Government bureaucrats in Thailand.
- Developed the use of multimedia and on-line technologies in the school curriculum for the Malaysian Government ‘Smart Schools’ initiative.
- Initiated the development of a video and interactive CD package for the teaching of dental health care in Tonga.

PRESENTATIONS:

Since 1975 I have given over 400 presentations in 21 countries – over half of them by invitation and over 50 of them Keynote. Through these presentations I aim to make complex problems easily understood, communicate effectively with diverse audiences, explain and demonstrate innovative solutions to challenging problems, place the subject in the wider context, and propose future directions and outcomes for a number of industry sectors. Key audiences and themes have been:

Medical photography. I presented new techniques in photomicrography, photomacrography, instrument photography, the use of photography for measurement, and the use of infrared, ultraviolet and digital imaging. I taught the standardization of clinical photography, and envisioned the future of the profession.

Medicine. I detailed the use of photography for three-dimensional clinical measurement, and described new methods of photographically investigating many clinical and pathological problems. I promoted the effective use of a range of communication technologies in medical education and presented the first ever applications of videodisc and interactive television.

Communications industry. I described pioneering applications of high definition television, broad-band communication using fibre-optic technology, interactive television and digital imaging.

Education. I assisted teachers, educational leaders and managers in government and private schools and university staff around the globe to understand the impact of information technology on the teaching and learning process.

Forensic Science. I have lead the debate on the impact of digital imaging on evidence and also described reliable techniques for recording with invisible radiation.

Community and government. I have assisted a number of governments and community organizations to understand the impact of digitalization and globalization on citizens, community and the processes of government.

The knowledge economy. I have informed a broad range of industry sectors including engineering, biotechnology, pharmaceutical, financial services, property, postal, printing, photographic, leisure and sport, arts, entertainment and cultural, about the opportunities and threats posed by the on-line, knowledge, economy and to assist in the development of strategic responses.

On many occasions I have received the Award for the best oral paper presented, eg., The International Symposium of Medical and Biological Photography, Toronto, Canada, 1981, The BPA International Conference, Dallas, Texas 1983, The BPA International Conference, Denver, Colorado 1986, The BPA International Conference, Rochester, New York, 1988, The BPA International Conference, Phoenix, Arizona, 1989, The Australian Institute of Medical & Biological Illustration International Conference, Melbourne 1990, The New Zealand Institute of Medical and Scientific Illustration International Conference, Auckland 1994.

HIGHEST LEVEL OF PROFESSIONAL QUALIFICATIONS:

(Note that in most instances these organisations have a hierarchy of awards starting with membership, then Licentiate, Associateship and then Fellowship – I have only listed the highest level of attainment for each).

Fellowship of the Royal Photographic Society, (FRPS). 1976.

Fellowship of the Royal Microscopical Society, (FRMS). 1976.

Fellowship of the British Institute of Professional Photography, (FBIPP). 1977.

Fellowship of the Biological Photographic Association, USA, (FBPA). 1982.

Fellowship of the Institute of Medical Illustrators, (FIMI). 1988.

Fellowship of the Royal Society of Medicine. 1989.

Fellowship of the Institute of Scientific and Technical Communicators, (FISTC). 1989

Hon Membership of the International Academy for High Definition Television Arts and Sciences. 1990

Hon Membership DGPh Germany. 1991.

Hon Membership FMTF Sweden. 1993.

AWARDS & DISTINCTIONS:

As an international leader of my profession my achievements in the pursuit of innovation and excellence have been recognized by my peers and the wider medical community. Thirty major International awards are evidence of my ability to create new solutions to complex problems. Highlights include:

- British Medical Journal Award, 1975
- Royal Photographic Society Technical Medal, 1977
- Combined Royal Colleges' Medal, 1977 & 1990
- Williamson Research Award, Royal Photographic Society, 1978
- The Lancet Award, 1984
- Chairman's Award, The Royal Photographic Society, 1988
- Medical Education Award, 1988
- Norman K Harrison Medal, IMI 1991
- Presidential Award, British Institute of Professional Photography, 1992
- Louis Schmidt Medal, Biological Photographic Association of America, 1993

FORMAL EDUCATION:

1964 – 1969	Wing County Secondary School. Buckinghamshire.	GCE O' levels in: English Language, Maths, Biology, Physics, Chemistry, English Literature, Geology, Economic History, Religious Education and Geography. Prefect, Senior Prefect, Head boy. Headmaster's prize (3 years), Citizenship prize, Public Speaking Prize English Prize, Biology Prize
1969 – 1971	King Edward VIth School. Chelmsford.	GCE A' levels in: Biology, Physics and Chemistry. Cambridge Scholarship in Human Biology with distinction. Prefect, Senior Prefect. O'Neil Public speaking Prize Biology Prize, Geology Prize
1971 – 1974	North East London Polytechnic. London. E17.	Diploma in Scientific Photography with graduate status of the Institute of Incorporated Photographers (IIP). Basic Medical Photography Examination and Finals in Medical Photography of the IIP. Most outstanding graduate prize.
1978 – 1981	University of London. Westminster Medical School.	Master of Philosophy Degree (MPhil), Faculty of Medicine. (Entitled " <i>A survey and assessment of photographic methods of measurement applied to medicine</i> ")
1982 – 1988	University of London. Charing Cross Hospital Medical School.	Doctor of Philosophy Degree (PhD) in the Faculty of Medicine. (Entitled " <i>Development, assessment and application of light-sectioning and moiré photography in clinical measurement</i> ")

PUBLICATIONS:

Publication in refereed journals and edited books is the international measure of scholarly output and a test of one's contribution to the world's knowledge base. I have authored 75 original articles and papers in refereed journals or books. I consider my ten most important contributions to have been:

1. 'Light-sectioning as a three-dimensional measurement system in medicine.'
J. Photogr. Sci. 1977 : 25 : 85.
2. 'Control of scale in specimen photography.'
Med. Biol. Illus. 1977 : 27 : 55.
3. 'Incident illumination microscopy' In two parts.
J. Audiovisual Media Med. 1978 : 1 : 15 & 1978 : 1 : 85.
4. 'Kirlian Photography.'
J. Audiovisual Media Med. 1982 : 5 : 84.
5. 'Medical Photography Study Guide.' (Ed.)
MTP Press Ltd. Lancaster. 1984.
6. 'Interactive television for distance learning.'
J. Audiovisual Media Med. 1985 : 8 : 57.
7. 'Positioning and lighting for patient photography.'
J. Biol. Photogr. 1985 : 53 : 131.
8. 'Reflected ultraviolet photography in dermatological research.'
J. Biol. Photogr. 1988 : 56: 3.
9. 'Networked personal computers for desktop publishing and graphics production.'
J. Audiovisual Media Med. 1988 : 18: 41.
10. 'The invisible image. A tutorial series on invisible radiation photography.
(In three parts.)
J. Biol. Photogr. 1993 : 61 : 115 – 132, 1994 : 62 : 3 – 20 & : 62 : 51 – 74.

In 1989, and again in 1991, I was awarded the medal for the best original paper published in *The Journal of Biological Photography* during the preceding year.

My work for medical staff has been published widely in medical journals and the references are too numerous to mention; but many other magazines and journals have run special features on my own research work, especially in the field of photogrammetry. Some of these have been extensive articles up to eight pages long, others merely featuring my images.

With publications in France, Germany, Greece, Sweden, Spain, Japan, Italy, Australia and the USA the coverage has been truly international. The following is a representative list:

- ◆ “General Practitioner.” (1976, 1984).
- ◆ “You and your Camera.” (1980, 1983).
- ◆ “Photo.” (1981).
- ◆ “ORT.” (1981).
- ◆ “Insight.” (1981).
- ◆ “Salvat Editores Encyclopaedie.” (1982).
- ◆ “Nursing Times.” (1984).
- ◆ “Mysteries of our bodies.” (1984).
- ◆ “Mail on Sunday.” (1984).
- ◆ “Mimms.” (1984, 1989, 1992).
- ◆ “Afkar.” (1984).
- ◆ “Actualite.” (1984).
- ◆ “Science et vie.” (1985).
- ◆ “Horzu.” (1985).
- ◆ “CA Interesse.” (1985).
- ◆ “Medicine Digest.” (1985).
- ◆ “ICA Cassigneul.” (1986).
- ◆ “Sunday Express.” (1986, 1988).
- ◆ “Algo Nuevo.” (1986).
- ◆ “Starbene.” (1986).
- ◆ “Pulse.” (1986).
- ◆ “BMJ.” (1986, 1991, 1992).
- ◆ “Scienza e Dossier.” (1987).
- ◆ “Time Life.” (1987).
- ◆ “Scienza 2000.” (1987).
- ◆ “The Observer” Magazine. (1988).
- ◆ “Quest.” (1988).
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- ◆ “Hospital Doctor.” (1990, 1991).
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- ◆ “Reproduction.” (1981).
- ◆ “The Unexplained.” (1981).
- ◆ “New Scientist.” (1981).
- ◆ “Doctors Answers.” (1982, 1983).
- ◆ “Self.” (1983).
- ◆ “Atlas of mind and body.” (1984).
- ◆ “Mysteries of the Universe.” (1984).
- ◆ “World Medicine.” (1984).
- ◆ “Science Now.” (1984).
- ◆ “The Economist.” (1984).
- ◆ “Genius.” (1984).
- ◆ “Diver.” (1985).
- ◆ “Ark-Medicale.” (1985).
- ◆ “Scandinavia.” (1985).
- ◆ “Conocer.” (1986).
- ◆ “Bunte.” (1986,1987).
- ◆ “TV Times.” (1986).
- ◆ “Panarama.” (1986).
- ◆ “Utet.” (1986).
- ◆ “Salvat.” (1986,1987).
- ◆ “Gakken.” (1987).
- ◆ “Kondansha.” (1987).
- ◆ “Time and Tide.” (1987).
- ◆ “Readers Digest.” (1987).
- ◆ “Doctor.” (1988, 1992).
- ◆ “L'Espresso Italy.” (1988).
- ◆ “Multimedia Encyclopaedia.” (1989).
- ◆ “Impact Medecin.” (1990, 1992).
- ◆ “Journal Interna.” (1992).
- ◆ “Grolier CD Encyclopedia.” (1992)

EXHIBITIONS:

I had work exhibited in the Royal Photographic Society Medical Group exhibition every year between 1973 and 1990, and several years in both IMBI's and the BPA's exhibitions. My work was featured in "The Medical Picture Show" – a travelling exhibition organised by the British Council – which toured in over thirty countries. Other exhibitions of my work have been at the BMA (1975), The Science Museum (1976, 1979), The Photographer's Gallery (1976), The Royal College of Physicians (1977), The Institute of Child Health (1977), The National Photographic Centre (1983) and the Pompidou Centre in Paris (1985). An exhibit of my photogrammetry formed part of the Christmas "Faraday Lectures" at the Royal Institution in December 1984. My work has been featured in travelling exhibitions of the Royal Photographic Society, the Arts Council, British Telecommunications and the British Institute of Professional Photography and is also held in the permanent collections of the Arts Council of Great Britain and Royal Photographic Society.

OTHER MEDIA:

In 1983 the BBC made a documentary about me and my Department called "A job with Prospects" – this described working as a photographer in the health care environment. In 1987 my original work on Kirlian photography was the feature of several broadcast television programmes including the ITN National News, BBC's "Tomorrow's World" and NBC's "Science Today".

During 1984 I was technical consultant to the Channel 4 series "The Living Body"; my work on photogrammetry was used extensively in the series including the title sequence and many of the episodes. This series was syndicated around the world and turned out to be more successful than Goldcrest's other famous production 'Ghandi.' My pioneering work with fibre-optic telecommunications was the subject of two other BBC documentaries – "Moving Pictures or Moving People" in 1985 and "Glass" in 1986.

More recently I have written and directed programmes for the ABC open learning series on photography – especially the programme on scientific and medical imaging; and have appeared on 'Quantum' and 'Hot Chips' concerning digital imaging. I have made regular guest appearances on Radio 3LO in Melbourne and Radio 2BL in Sydney discussing various aspects of photography, videography and forensic science.

In 2002 I created an on-line resource base for scientists, doctors and imaging specialists concerning infra-red and ultra-violet imaging. This web site was being built on a series of refereed publications. This is an action learning project addressing the need of a contemporary scientific imaging community to be able to access accurate, state-of-the-art knowledge on a real-time basis. This site can be accessed at:
<http://www.medicalphotography.com.au>