

# FLARE Summer School 2011

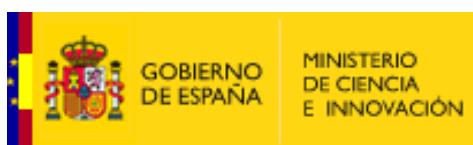


San Lorenzo de El Escorial, Madrid, Spain

5-8 September



*Sponsored and hosted by the Ministry of Science and Innovation, Spain*



**ERA AGE 2**

European  
Research  
Area in  
Ageing

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*Cover photo: attendees of the Summer School assemble for the short walk to the Real Monasterio de San Lorenzo de El Escorial*

## **Overview**

The FLARE programme (Future Leaders of Ageing Research in Europe) funds three-year postdoctoral fellowships in multinational, multidisciplinary ageing research in Europe. This unique venture is the first European programme on ageing research funded by the Member States themselves. The first cohort of FLARE Fellows were awarded their Fellowships in 2007 and have completed or will imminently complete their Fellowships; the second cohort of FLARE Fellows were awarded their Fellowships in 2011.

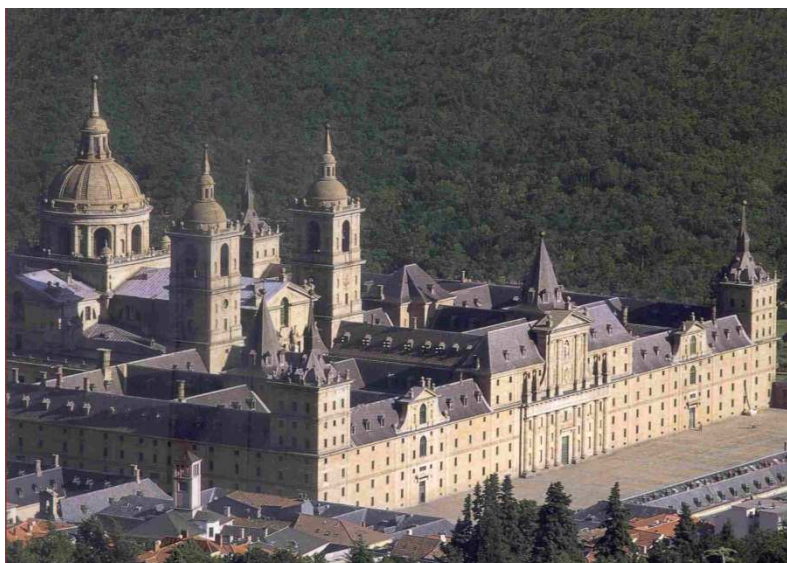
The Summer Schools are part of the support and networking opportunities for FLARE provided under the funding of ERA-AGE 2. The Summer School in Madrid was the third meeting of its kind, following events in Sweden (2008) and Bulgaria (2011).

## **Background**

The third FLARE Summer School took place in the beautiful and sunny surroundings of San Lorenzo de El Escorial. All attendees gathered for the week in a historic building now home to RCU Marie Cristina. It originally housed the workshops and servants' residences for the Real Monasterio de San Lorenzo de El Escorial (pictured on the front page).

San Lorenzo de El Escorial is a small town with 18,000 inhabitants located in the northwest of the region of Madrid, about 50 km (30 miles) from the city of Madrid.

The Spanish Renaissance-style Monastery of El Escorial (pictured on the right) is the most prominent building in the town. In 1984, UNESCO declared the Monastery and its historic surroundings a World Heritage Site.





Situated on the southern slopes of the Sierra de Guadarrama, the town benefits from the outstanding climate and beautiful landscape that convinced King Philip the Second to build his great Monastery here. The RCU Escorial – Maria Cristina (shown left), founded by the Regent Queen María Cristina in 1892, has been run by the Augustinian religious order since its foundation. It is associated with the Complutense University of Madrid and located in the Royal Monastery of El Escorial.

In total 32 post-docs and nine speakers from 14 different countries in Europe and North America gathered on Monday 5<sup>th</sup> September 2011 for the next three days, comprising FLARE 1 Fellows, FLARE 2 Fellows, FLARE 2 Associate Fellows and post-docs from other countries nominated by members of the European Research Area of Ageing (see Appendix One for a full list).

The Summer School was hosted with the generous support of the Spanish Ministry of Science and Innovation, MICINN and ERA-AGE 2 would like to thank the MICINN and its staff for their sponsorship and practical support of this event.

### **Aims and focus**

The focus of the Summer School was "Navigating career transitions". The ageing research landscape is changing. Budget cuts and a focus on applied research are changing the nature of research funding, with increased focus on user engagement, impact, and implementation. The Summer School brought together a wide range of post-doctoral researchers, from those immediately post-doc to those almost 10 years post-doc and aims to share expertise and experience to support the activities and ambitions of early career researchers in ageing.

The programme included a mix of themed and scientific presentations, with discussion groups focused on a wide range of questions.

## **Day One: 5 September 2011**

A cocktail reception during the evening was the first chance for all attendees to meet each other and, in some cases, renew acquaintances made several years earlier at previous Summer Schools. A memorable dinner followed that evening, creating a benchmark for all meals that followed.

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## **Day Two: 6 September 2011**

The second day began with breakfast at 8:30am and the work beginning at 9.30am, managed by our chair for the event, Dr Tony Maltby from the University of Sheffield. The first day of presentations was focused on career development and longevity.

### **Morning**

The welcome and opening presentation came from our host Prof Vicente Rodriguez, (MICINN/Spanish Research Council). Vicente's presentation on "Research and Managing Research on Ageing in Spain" highlighted the importance of ageing research in a country where 17% of the population (8 million people) are aged over 65. More than a quarter of older people are at risk of poverty, although house ownership is high. Forty per cent of older people identify their health as "very good", but half of those over 80 are disabled. The increasing numbers of single person households are dominated by widows, a large proportion of whom are illiterate as they ceased education and began working at an early age. Ageing research in Spain is managed by two organisations, the Ministry of Science and Innovation and Carlos III Health Institute. Both are responsible for international collaboration and for developing a future research plan for both basic and applied (intervention-based) research.

The keynote lecture of the morning came from Prof Alan Walker (University of Sheffield and Coordinator of ERA-AGE, UK) whose overview on "The Future of Ageing Research in Europe" examined recent developments in a strategic Europeanised approach to ageing research, from the European Research Area in Ageing to the European Innovation Partnership pilot in Active and Healthy Ageing to



the potential for FUTURAGE, a road map for ageing research to shape the research landscape for Horizon 2020.



After a short break (shown on the left) three of the FLARE 1 cohort each gave summaries of their fellowships, reviewing their research findings and providing advice for the new Fellows on maximising the opportunities of Fellowships, especially in the mobility period.

Dr Blossom Stephan (University of Cambridge, UK) reviewed the findings from her FLARE project “An Integrated Investigation of Vascular Cognitive Impairment (VCI) in Europe” (with a mobility period in France) and concentrated her advice for the new FLARE cohort around the mobility period. She emphasised the need to organise start dates and accommodation as soon as possible, make sure language issues are addressed and that you are prepared for any visa and residence issues (not always as simple as you might think in the EU!). She finished by urging the new FLARE Fellows to go beyond expectations of their Fellowship and work on developing future projects for funding and continuing new collaborations.

Dr Birgit Trukeschitz (Vienna University of Economics and Business, Austria) introduced highlights from her Fellowship project “Quality of Social Care for the Elderly”. She undertook two mobility periods, in the UK and Germany and stressed the importance of matching interests in choosing host locations. She also emphasised the importance of practical and logistical planning and to use the opportunity to network, build relationships and get involved in activities in local institutions. She highlighted the freedom to focus on research without teaching responsibilities, and the flexibility of the Fellowship. Finally Birgit urged new Fellows to try something new and enjoy being away from home.

The final FLARE 1 review came from Dr Chengxuan Qui (Karolinska Institutet-Stockholm University, Sweden), whose host for the mobility period was in Iceland.

He presented findings from his project “The role of lifestyle factors in the prevention of dementia: a life-course approach” and then urged all FLARE Fellows to add two aims to their research objectives: to develop their research network within Europe; and to expand the current research in their field/topic. Chengxuan illustrated the potential by describing the research links in Europe, North America, Asia and Australia that he had developed as a result of his FLARE project.

Questions from the audience ranged from specific research-related enquiries to queries about managing expectations to working patterns (the exact question was “When do you sleep?”). These presentations were fascinating and very well received and, set perhaps a daunting benchmark for attendees in the earliest stages of their career.

The first discussion group took place before lunch to discuss how to make a success of a Fellowship.

### **Afternoon**

After lunch the afternoon began with presentations from two attendees at different stages of their careers – six years post-doc and immediately post-doc - to give their insights on the challenges of a career in ageing research.

Dr Antje Heinrich (MRC Institute of Hearing Research, UK), a FLARE 1 Fellow, presented “Lessons from my Post-Doc Years”, including a review of the challenges and advantages of grant-funded and fellowship-funded positions. Her two key lessons were to understand the path is never smooth and – in common with the other FLARE 1 Fellows – to create your own opportunities by taking the initiative and increasing your network.

Dr Kathrin Komp (Umeå University, Sweden) achieved her PhD earlier in 2011 and focused on the challenges of the newly completed post-doc. Her presentation concentrated on the adjustments needed to make a success in the change from working for yourself as a student to working for other people as a professional. Observations ranged from reviewing your personal image/self-presentation to reflect your new professional status, to the practicalities of managing new responsibilities (including learning when to say no and when to delegate). She emphasised the

need to acknowledge that PhD completion is a major life change and urged other Fellows to seek out mentors and colleagues to learn from.

The final presentation of the first day came from Professor Tony Warnes who reflected on the maintenance of longevity through an academic career. His main messages were: be flexible in your career choice and planning and keep open to opportunities especially in different fields, specialisms, type/place of employment (eg business or voluntary or public sector as well as academic). Prof Warnes also picked up on a comment made earlier in the day by a number of FLARE 1 Fellows, who mentioned that they valued the chance to focus on research, and not be distracted by teaching; he gave a different perspective and urged everyone to continue teaching as it was a good way to add longevity to a career, particularly through the development and implementation of new courses. Continued teaching also provides an opportunity to interact with successive generations of scholars. His final piece of advice was to choose your field wisely, to not be afraid of being eclectic and to take a systematic approach to developing skills.

The first day ended with a tour of the exquisite Monastery (pictured on the right), a very short walk from the RCU Marie Christina building. The guided tour took attendees through the historic royal apartments before



they were allowed a chance to explore the Basilica and the Biblioteca themselves. A living, working building housing a school, a nunnery and the royal pantheons (mausoleums), only limited parts of the Monasterio are open to the public. Our expert guides ensured an entertaining, enlightening and educational experience, full of insight on the inter-relationships between the royal families of Europe, the unexpectedly high-turnover of royal wives and more than we could possibly want to know about the preparation of bodies of the deceased to lie in the various pantheons



(the “rotting room” was thankfully not on the tour route). Leaving the royal tombs, we were treated to a spectacular sunset across the plains to Madrid (pictured below); with the sun behind us, it was reflected off Madrid’s three tallest buildings.



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## **Day Three: 7 September 2011**

The third day of the Summer School had a diverse agenda including end users of research, biogerontology and longitudinal studies. A longer than normal breakfast led to a late start at 10:00am due, unfortunately, to the cancellation of the planned opening lecture due to illness.

### **Morning**

Professor Alan Walker (University of Sheffield, UK) opened the day in his second Summer School appearance, with “Science and User Engagement - A Case Study”. He used the New Dynamics of Ageing Programme (the NDA) as an example; the NDA is one of the largest multidisciplinary ageing research programmes in the UK and embeds user engagement from the very start. All grants must include an element of user engagement and project budget is allocated for this purpose. Bioscience/biological projects are also expected to include users, primarily in the planning and dissemination/translation stages and they are encouraged to work closely with the NDA’s steering group of older people (the Older People’s Reference Group). However he reported that interaction between OPRG members and researchers ranges from “none” to “full member of the research team”. Prof Walker

finished by reviewing the best practice guidelines for user engagement which were identified during the FUTURAGE project.

An interactive session followed, moderated by Prof Hans-Joerg Ehni (Universität Tübingen, Germany), who asked participants to complete a modified version of the “Palmore’s Quiz on Ageing”. Palmore’s Quiz comprises 21 statements which reflect various facets of ageing which may either be true or false; in some cases there are no definitive answers and both positions can be successfully argued. In general there was a high level of agreement over the “correct” and “wrong” answers, with a significant majority of attendees getting at least 20 of the questions “correct” (as far as the room agreed on correct answers). It was also reassuring that this group of ageing researchers generally achieved a significantly higher score than the general population, who typically score about 50%. However, some of the issues raised by the questions were more subjective than others, and there was much discussion around three specific issues:

- Ageing as a biological disease or not.
- In general, older people of one generation share the same convictions regarding values and virtues.
- Entering pension has no negative impact on health.

The next presentation came from Dr Sibila Marques (EURAGE, Portugal) to present the key findings of the EURAGE project (European Research Group on Attitudes to Age) in a presentation on “Attitudes, Ageism and Misconceptions”. She presented results from the module of European Social Survey (ESS) which investigated experience of, and attitudes to, ageing across Europe; 34.5 per cent of ESS respondents felt discriminated against because of their age, but it was highlighted that ageism can occur at younger ages too, with the survey revealing that those in their 20s and those in their 70s are the most devalued age groups in ESS countries. It was emphasised that although reported experiences of age prejudice remain low, there are many subtle ways in which prejudice manifests, especially in people’s stereotypical perceptions, with older people more likely to be perceived with pity, or as friendly but incompetent. Dr Marques then reviewed the consequences of both blatant and subtle ageism which include not increasing an individual’s negative self-perceptions but in the delivery of health and social services.

Following this lecture, the discussion groups spilt up for the second time, on this occasion to discuss issues pertaining to user engagement.

## **Afternoon**

After another lunch the attention turned to two very different subjects – biogerontology and longitudinal data sets.

The first presentation came from Dr Gunter Lepperdinger, (Austrian Academy of Sciences) on the biology of ageing, in the nattily titled “Ageing Biology Compendium (ABC...)”, which introduced a cellular perspective of the ageing process. Dr Lepperdinger began by asking the attendees if they thought there was a biological conception of immortality and was met with the general consensus “no”. His multi-faceted starting point was: we are not programmed to die; we are programmed for survival but reproduction is a higher priority than long-term survival; and ageing is caused by the build-up of faults. The main factor affecting lifespan is ageing-related cellular degeneration and disease; his presentation raised a number of examples showing how cells age and affect healthy longevity and potential interventions to extend the healthy life of cells. Questions of ethics and extrapolation to the whole human were also raised. His final conclusion was that ageing is a progressive process that converts a healthy, fit organism into a less healthy, less fit organism; ageing is a biological process not a disease, per se.

Dr Faiza Tabassum (University College London. UK) presented in the second slot of the afternoon on longitudinal data sets. Her presentation introduced the basic concepts of longitudinal data and reviewed some of the common statistical models for working with the data. The value of long-term cohort studies - the gold standard in observational epidemiology - over other methods types, such as panel or retrospective studies was emphasised. One key message was the need for new statistical methods and the willingness to use a variety of statistical methods to analyse the data collected. The key general weakness of longitudinal data are drop-outs of participants; this can be a particular problem in longitudinal studies on ageing as participants may die or develop mental and physical impairments which restrict their participation.

The long and hot third day of the Summer School ended with a final round of discussion groups, which saw many of the groups agree to merge the groups, pool their experiences and the expertise of their chairs and take the discussion out into the late afternoon sunshine.

Following a belated and much deserved siesta or visit to El Escorial for shopping or a couple of beers, as preferred, the group re-convened for dinner.



Our after dinner speaker, Prof Maria Angeles Duran (Council for Research of Spain) gave a thought provoking and beautifully illustrated talk on “Cultural Views on Ageing”. Amongst her wide ranging commentary she covered historical and current perceptions of death, beauty and expected behaviour norms of ageing populations. It was a highly stimulating presentation which had the potential to generate debate long into the night, such was the power of her observations.

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## **Day Four: 8 September 2011**

### **Morning**

The final day of the Summer School dawned warmer and sunnier than ever, if possible (pictured on the left), and began right on time at 9:00am with a presentation from Dr Asghar Zaidi (European Centre for Social Welfare Policy and Research, Austria) on “Population Ageing and Financial and Social Sustainability Challenges in Europe” – of great relevance in light of economic crises and recession in much of the EU. His presentation examined financial sustainability concerns, future scenarios in relation to pensions and the related policy challenges. One key issue about sustainability now and in the future was heterogeneity across Europe – there is no single trend across many EU countries and more information about these issues is required for all EU countries, especially in the context of the social impact of the



economic crisis, with a focus on Central and Eastern European countries. Unsurprisingly Dr Zaidi's major conclusion was that each country has to find its own unique solution to these economic challenges but that this must be developed in conjunction with a fresh assessment of that nation's social objectives. Given the differing impacts of the economic crisis across Europe, and differing perceptions of cause, effect and solution, it was no surprise that a diverse discussion followed Dr Zaidi's comments. Questions were asked in relation to: whether the dependency ratio and national debt levels are genuinely as large a cause for concern as they are low when compared to historic levels (especially post WW2) and in other developed countries, particularly Japan; whether the priority to move "new" groups of the population into economic activity is realistic when compared with the policy of extending working life. A further suggestion was made that private pension provision also needs to be analysed for the most accurate projections of the wealth and income of older people.

Our final presentation came from Prof Rocio Fernandez-Ballesteros (Universidad Autónoma de Madrid, Spain) on "Ageing and Ageing Research in Spain". There has been a startling rise in Spanish life expectancy since 1950 with the cohort born in 2010 expected to live 30 per cent longer than those born in 1950 (59.8 years to 77.2 years for men and 64.3 to 98.1 for women); World Health Organisation statistics show that the current Spanish life expectancy is one of the highest in Europe. However social protection is lower than the EU-15 average; although pensions cover all older citizens the average pension is approximately €700 and the lowest €300. Twenty per cent of older people live alone (3 per cent alone in institutions) and 35 per cent in a multigenerational home. A key question is therefore why Spain has such high levels of longevity despite the low level of social support, a situation which normally reduces longevity. Ageing research in Spain is, in common with much of Europe, subject to a fragmented approach. Notably funding is concentrated in basic and clinical sciences; there is not much multidisciplinary research and few longitudinal projects and cohort studies in the study of ageing.

The next session was feedback from the discussion groups (summarised in the next section), followed by closing remarks from Prof Alan Walker. After a final lunch the group slowly departed for home.



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## **Feedback from discussion groups**

Each discussion group had a theme and was given questions to shape the discussion, but it was clear that the groups covered a wide range of issues raised by the presentations, with some issues dominating others, which is reflected in the feedback below. Unsurprisingly the widest range of comments related to personally relevant issues – research careers and the involvement of users in your research. These comments are summarised below and this section includes some general photos from the Summer School.



### **Career longevity**

- Transition from Phd to post-doc to a permanent position is a difficult process in an academic career and it should be planned for.
- The emphasis is on getting published and getting funding, and the FLARE programme was acknowledged as an excellent starting point.
- An academic career is increasingly insecure in most countries and “permanent positions” rare indeed.
- Do not rely on developing your academic career and ensure you seek other opportunities outside the academy - do not wait too long to explore those options either; the non-university public sector, charities, businesses and private sector all require research and related activities.
- The lack of a clear tenure track remains a problem in the EU compared with the US (although tenure track positions are increasingly hard to find, as they adopt a more European model of short-term, or teaching-based appointments).

### **Mentoring**

- Mentoring was mentioned by some attendees as useful, but where people have had mentors not all of them have made use of them or felt they have benefitted from the relationship.
- There were a wide range of experiences of mentoring, and what the expectation of such a process was.
- It was felt that the lack of a formal mentoring system in Europe might reflect cultural preferences, as it is common in North America.
- Two UK examples were offered to overcome this during the PhD stage; increasing the formal number of people providing support, such as the addition of a second or third supervisor, and; encouraging peer-based problem solving.
- Seeking out and making use of the expertise from colleagues and mentors



should be encouraged at an early stage to embed these behaviours; people should consciously develop a support system

- It was also emphasised that collaborative research relies on the skills to develop a network in peer and more senior groups and will be essential throughout a career.

## Writing

- Challenges in the writing process include choosing the right journal and location to publish, and negotiating the proportion of an article for which you will receive attribution.
- The lack of European-wide multi-disciplinary journals was also identified as a challenge for gerontologists in all fields – themed editions are an advantage but rare.
- It was acknowledged that there are more national multi-disciplinary journals which were good targets for someone beginning to publish, although they had lower impact factors than American journals in the same area.
- A suggestion was made to publish working papers, which offer greater space and flexibility of content, before subsequently publishing in a journal.

- Writing is a separate skill which needs to be consciously developed over time; reviewing other people's papers was identified as very useful to develop your own skills.

## User engagement in research

- Drawing on the example of the KT EQUAL project ([www.kt-equal.org.uk](http://www.kt-equal.org.uk)) a recommendation was made to develop a pool of research-trained older people who could participate in projects. In the KT EQUAL project a group of older women were trained in a nationally accredited programme of research methods, with a particular emphasis on effective interviewing and giving



meaning to results (to support dissemination to other older people). One of the group was so interested in the subject they pursued a masters and doctorate. Although this level of interest and commitment is not required, it was suggested that a greater number of older people should be trained in this way so they had appropriate expertise for effective user engagement with research projects. It was noted that this would be time consuming and expensive, and not accessible or relevant to all.

- Another simpler option was suggested: a database of older people across Europe with an interest in research who were willing to participate in advisory or steering committees and provide an active liaison with end users on research projects.



- Another more contentious discussion was mentioned, on the usage of older people in research design. For example, a user's opinion could be sought on a questionnaire design. However it was emphasised that no clear agreement was reached on whether this should apply to all research.

- An interactive meeting between researchers and older people was proposed, again based on a previously successful event. In this case a one-day conference was staged for researchers in the early stages of their project to

talk to older people about their research. Through the subsequent discussion and feedback from the older people many of the proposals were adjusted. After the event, researchers who had taken part said it was a useful process to help them clarify their ideas.

- No conclusions were reached on dissemination of ideas to older people; a number of suggestions were made but it was unclear what might be considered just tokenism.
- A number of problems with clear relevance to older people were identified – such as pension adequacy – and it was suggested that focus groups or other methods could be used to consult directly with older people. Problems with this approach included a lack of representativeness, with participants likely to be culled from a relatively small self-selecting group.
- Ethical issues with user engagement were also highlighted as a challenge, as many were in vulnerable situations.
- Within the group there was some opposition to the idea that user engagement should be undertaken for all research.

### **Research funding**

- The difficulty of funding for multi-disciplinary research was also raised as a barrier to career progression.
- It was suggested that researchers take a flexible and innovative approach to projects and collaboration and ensure they get junior level experience wherever possible.
- Some attendees advocated submitting grant applications that only nominally meet the requirements as these have been known to succeed.



The other area of discussion focused on longevity, with a divergent range of opinions and experiences raised. Two issues in particular were submitted during the feedback session:

- Longevity statistics should be treated with caution in some parts of the world; there are documented cases of people falsifying birth certificates to add years to their lives, and also of people not reporting elderly people's deaths in order to continue to illegally receive welfare payments.
- The plasticity of life expectancy has been clearly revealed by research examining the prospects of a group of Japanese, from an area where residents are normally long-lived; they moved to America (first Hawaii and then San Francisco) and adapted to a normal American diet; as a result their life expectancy equalised with ordinary Americans and their earlier advantages (whether through Japanese lifestyle, or genes) provided no advantage.



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## **Acknowledgements**

All attendees agreed that the location helped to ensure a very successful Summer School, and huge thanks are owed to staff at MICINN for their organisational support, especially to Vicente Rodriguez and his team: Irene Ruiz, Elena Leal Gonzalez, Stella Gadea Vales and Cristina Cedazo Tabernero, (from left to right in the photograph) and Ruben Martinez, as well as Fiona Oliver at the University of Sheffield (on the far right in the photograph). All worked very hard work before, during and after the event ensuring that everyone and everything was in the right place at the right time.





## **Appendix One: Attendee List**

### **FLARE 1 Fellows**

Hans-Joerg Ehni	Institute for the Ethics and History of Medicine, University of Tuebingen	Germany
Antje Heinrich	Medical Research Council Institute of Hearing Research	UK
Chengxuan Qiu	Aging Research Center, Karolinska Institutet	Sweden
Blossom Stephan	Cambridge University	UK
Kristina Tiainen	University of Tampere	Finland
Birgit Trukeschitz	Research Institute for Economics of Aging, WU Vienna University of Economics and Business	Austria

### **FLARE 2 Fellows**

Ana Maria Buga	University of Medicine and Pharmacy Craiova	Romania
Anna Dahl	Karolinska Institutet	Sweden
Henna Hasson	Karolinska Institutet	Sweden
Marko Korhonen	Department of Health Sciences, University of Jyväskylä	Finland
Gitit Lavy Shahaf	Bar-Ilan University	Israel
Anja Leist	University of Luxembourg	Luxembourg
Fredrica Nyqvist	National Institute for Health and Welfare (THL)	Finland
Nicolas Sirven	IRDES (Institute for Research and Information on Health Economics)	France
Ulrike Waginger	University of Vienna	Austria

### **Associate FLARE 2 Fellows**

Ulpukka Isopahkala-Bouret	University of Helsinki	Finland
Kathrin Komp	Department of Sociology, Umea University	Sweden
Jenni Kulmala	University of Jyväskylä	Finland
Mirka Rauniomaa	University of Oulu	Finland

### **Non FLARE Post-docs**

Alice Brinzea	University of Medicine and Pharmacy Carol Davila, Bucharest	Romania
Unai Diaz Orueta	Fundacion INGEMA	Spain
Myanna Duncan	Loughborough University	UK
Vanina Michaylova-Alakidi	Medical University - Plovdiv, Faculty of Public Health	Bulgaria
Antanas Mockus	Mykolas Romeris University	Lithuania
Stanislava Nikolova	Institute for Population and Human Studies, Bulgarian Academy of Science	Bulgaria
Nadine Nowatzki	Centre on Aging, University of Manitoba	Canada
Maria Eugenia Prieto Flores	National School of Public Health, Carlos III Institute of Health	Spain

Signe Tomsone	Department of Rehabilitation, Riga Stradiņš University	Latvia
Mary-Jane Upton	University of Birmingham	UK
Raluca Maria Vlad	Carol Davila University of Medicine and Pharmacy	Romania
Rosalie Wang	Toronto Rehab / University of Toronto	Canada
Gerardo Zamora	INGEMA (Fundacion Instituto Gerontologico Matia)	Spain

## Speakers

Dr Asghar Zaidi	European Centre for Social Welfare, Policy and Research	Austria
Associate Prof. Britt Östlund	Lund University	Sweden
Günter Lepperdinger	Austrian Academy of Sciences	Austria
Professor Rocio Fernandez-Ballesteros	Autonomous University of Madrid	Spain
Dr Sibila Marques	CIS/ISCTE-IUL	Portugal
Professor Tony Warnes	University of Sheffield	UK
Dr Faiza Tabassum	University College London (UCL)	UK

## Course Tutor/Event Chair

Dr Tony Maltby	University of Sheffield	UK
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## Coordination Team

Professor Alan Walker	University of Sheffield	UK
Ms Juliet Craig	University of Sheffield	UK
Ms Fiona Oliver	University of Sheffield	UK
Professor Vicente Rodriguez	MICINN	Spain
Ms Cristina Cedazo Tabernero	MICINN	Spain
Ms Stella Gadea Vales	MICINN	Spain
Ms Elena Leal Gonzalez	MICINN	Spain
Ms Irene Ruiz	MICINN	Spain
Mr Ruben Martinez	MICINN	Spain