

Dr. RICHARD SALMON

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SUMMARY

I am an enthusiastic and supportive individual who quickly adapts to changing circumstance and integrates well into the management of technical, creative and artistic teams. My greatest strengths lie in the strategic management and direction of educational teams and the production of interdisciplinary technical and creative projects utilising digital and emerging technologies – patience, perseverance and political stealth (*when required*) are attributes that enable me to develop innovative ideas from concept through to realisation when managing and directing these teams. I am looking to move into a senior strategic management, research and/or performance based role that incorporates and builds upon my previous cultural, educational, management and production experience. Any opportunities related to the above and the following subject areas are of particular interest to me. (*New Media & Educational Learning Technologies, Design and Exhibition of Interactive Multimedia environments, Web and Mobile Technologies, Human Computer and Human Robot Interaction, Music Technology and Production, Audio/Visual Production Systems*).

KEY SKILLS / COMPETENCIES

- Line management experience of staff and budgets.
- Timetabling skills, Inc. Computer Programming skills and maximisation of staff utilisation.
- Proven ability to liaise with senior management, stakeholders, staff, students and the public at all levels of development within cultural organisations and public institutions.
- Able to exercise diplomacy, democracy and discretion in the interpersonal, managerial and political arenas where appropriate.
- Able to work autonomously under pressure with conflicting priorities and deadlines.
- Experience of several government and institutional quality control inspection regimes.
- Curriculum design, development and validation in tertiary and higher education contexts.
- Experience of course management and leadership in tertiary and higher education.
- Lecturing and training staff and students of all ages with varying competencies in Interactive Multimedia, Media Arts, Music Technology and Emerging Technologies.
- Excellent interpersonal verbal and written communication skills.
- Highly developed technical hardware and computer software audio/visual production skills.
- Self-motivated with clear organisational abilities.

PROFESSIONAL ATTRIBUTES

- A high degree of technical knowledge and experience, balanced with creative ability and a hands-on approach.
- A strong ability to analyse information critically and produce creative solutions to a multitude of technical and artistic problems.
- Initiative and the ability to work effectively both independently and as part of a team, developed through previous work experience and studio-based academic and professional project work.
- Excellent communication and customer liaison skills, developed through work and life long experience in the educational service industry.
- Proven, very strong time and work load management skills.
- Very experienced in conducting communications and administrative roles in educational environments

PERSONAL ATTRIBUTES

- A competent and confident public speaker.
- Flexible and adaptable.
- Considerate and patient.
- Can involve and inspire students, staff and the public at all levels of personal and professional development.
- Can form quick and productive relationships.
- Can assimilate operational perspectives and procedures within a department quickly and effectively.
- Research and ICT driven.
- A practicing Digital Producer & Recording Artist.
- Very strong Media Arts software and hardware production skills and experience.
- An electronics enthusiast, regularly using electronic design and circuit construction skills to assist in the interconnection of Interactive Technology devices (sensors, actuators etc.) to achieve goals in the configuration of Interactive (Audio/Visual) Music Technology Installation environments.

CAREER HISTORY

{Post 2000 - Chronological}

SAE Institute

Sydney Campus, 39 Regent St, Sydney, NSW 2008 Australia

Academic Coordinator/ Chief Academic Officer (CAO) SAE Sydney campus (Inc: MC at Graduation Ceremonies etc.) 2016 - Current

Department Coordinator Design, Web, App's and Interactive Technologies (Full Time) from April 2014 - 2016

Department Coordinator Games and Animation (acting).

Program Chair Design, Web, App's and Interactive Technologies, SAE Australia

National Module Coordinator – CIU110, SAE Australia

Senior Lecturer (Full Time) November 2013 – April 2014

The Powerhouse Museum

Harris Street, Ultimo, Sydney

PhD Researcher/Consultant 2011/12

University of Western Sydney (UWS)

PhD Scholarship student (Full time) and **Music Technology Lecturer** (Part time) April 2010/ November 2013 and learning impairment **Note Taker** (Casual) April 2013/ November 2013

City Of Westminster College, Paddington London UK

Head of School – Head of Department (Full Time) for Technical and Creative Arts, Media & Sound March 2008 – March 2010

North East Surrey College of Technology, Ewell, Epsom, Surrey, UK

Course Leader/ Lecturer (Full Time) September 2000 - March 2008 including course leadership at tertiary and higher education levels, teaching Music Production, Media Production, Interactive Multimedia, Music Technology and Information and Communications Technology (ICT) on Media Arts courses. Dissertation supervision. Curriculum development, course unit writing and validation of higher education degrees included.

Pre 2000 Employment Activities

The Old Rectory Adult Education College – (various 1983 – 1996) Many duties, activities and projects undertaken including; cleaning, gardening, building and grounds management, adult student transport to visit artists, craftsmen, historical places of interest such as castles, cathedrals and museums etc. I have been a model for painting classes, and have been involved in arts and craft product generation including pottery, enamelling, musical production and performance - all at semi-professional paid levels etc. There were various periods during this time where I was self-employed as a painter/decorator and builder. I was also self-employed as a semi professional musician working in bands and on studio recordings throughout the 13 years listed - the college gave me time and space to develop as a Recording Artist. I travelled in many countries in Europe with numerous (600+) musical performances undertaken (*both solo and with bands*) over these 13 years. Many more musical performances were undertaken during and after my music degree as well.

RECENT QUALIFICATIONS/achievements, conferences, associations - presentation and publication

Presentation and paper; 5th International Conference on Mobile Technologies in Teacher Education, UTS (MiTE) January 2019

Australian Performing Rights Association/Australasian-Mechanical Copyright Owners Society – Member number: 805346 IPI numbers: 00783111844

SFHEA – Senior Fellow of the Higher Education Academy – recognition awarded on 06/03/2018

PhD: Avatars, Agency and Performance: The Fusion of Science and Technology within the Arts: University of Western Sydney.

SAE Southern Academic & Management Conferences
2019 Gold Coast and Brisbane, 2018 Brisbane 2017 Brisbane, 2016 Sydney, 2015 Melbourne, 2014 Sydney Inc. Future of Interactive Technologies White Paper

FoLTO - Foundations of Learning and Teaching Online – Navitas professional training qualification

Advanced NVivo: Computer Assisted Qualitative Data Analysis, Australian Consortium of Social & Political Research (ACSPRI), July 2011 UQ Brisbane Completed and **NVivo:** Computer Assisted Qualitative Data Analysis, (ACSPRI) July 2010 UQ Brisbane Completed

Journal article & International conference presentation:
Embodiment: Auditory Visual Enhancement of Interactive Environments. Tangible, Embedded and Embodied Interaction Conference (TEI) Feb 2013. Barcelona, Spain.

Poster presentation: MARCS Institute, UWS – End of year poster presentations. Articulated Head String Analysis. Dec 14th 2012.

Musical presentation: Composers and Performers Out West, UWS, Musical presentation Nov 1st 2012

Thinking Systems Frontiers Conference 8th & 9th December 2011, The Power House Museum: Intelligent Machines, Robots, Human Computer Interaction & the Science - Arts Nexus (Presentation; Barriers and frontiers) Dec 2011

Research Lab: Helped to established Articulated Head Research Lab and exhibit in the Powerhouse Museum Jan 2011 - including PhD Creative New Media Additions design, programming and testing - (Textual Projections and a Spatial Auditory System)

TAH-10 Thinking Head Conference, Flinders University - Adelaide (two presentations) Dec 2010 Confirmation of PhD Candidature completed Dec/Jan 2010/11

Research Day: Music, Sound and Action, UWS - Sydney (one presentation) Nov 2010

International Conference: SEAM 2010 AGENCY AND ACTION PUBLIC SYMPOSIUM October 2010

International Conference: NIME 2010 New Interfaces for Musical Expression June 2010

ACADEMIC QUALIFICATIONS

University of Western Sydney

PhD – HRI, HCI, UI & UX – Human Machine/Robot Interaction Design/Interactive Music Composition and Multimedia

Bath Spa University 1999 - 2001

Masters Degree Interactive Multimedia

Post Graduate Diploma Interactive Multimedia

University of Greenwich, London 2005

PGCE - Post Graduate Certificate in Post Compulsory and Higher Education (PGCE)

North East Surrey College of Technology, Ewell, Epsom, Surrey 2000- 2002

C&G 7407 Post Graduate Professional Teacher qualifications

Sheffield University 1996 - 1999

BA Hons Degree - Creative Music Technology. Inc. Music Theory and Practice grades, and composition etc.

TRAINING COURSES

Career training;

20 years In service Continuing Professional Development (CPD) including management training and sessions in all aspects of education delivery, performance management, student service provision, lesson observation, project based learning, online learning and teaching, quality control and assurance mechanisms as they pertain to educational environments etc.

Online and face-to-face Health and Safety training / Risk Assessment / Manual Handling / Accident Reporting / Workplace Equipment Training / Change Management / Foundations of Learning and Teaching Online and many more training sessions

Diversity training; Sexual Harassment / Equity Equality & Diversity / Discrimination / Bullying / Child Protection etc.

Main Background and Experience

Educational Experience

I have a very strong cultural, educational and arts background because I was adopted and grew up in an adult education college where my parents were founders, principals and owners of that college, therefore I have lifelong experience of living and working in an educational service context.

I also have circa nineteen years lecturing and educational management experience including time spent as a Course Leader and Lecturer for both further (FE/VET) and higher education courses (HE). During this time I have been a Course Leader for BTEC National & Higher National Diploma and Degree level courses in both Music Technology and Interactive Multimedia in the UK (AQF 7 & 8 Bachelors & Hons Degree equivalent). I have been involved in the writing, development and validation of two Foundation Degrees and two Hons Degrees programmes (AQF 7 & 8 equivalent) in Multimedia and Photography, validated through the Open University and Surrey University respectively. I have conducted dissertation supervision and pastoral care for students studying the final year of a BA Hons Degree in Multimedia. In Australia I have also written Masters Degree modules (AQF 9) and supervised interdisciplinary teaching teams delivering those modules.

Educational Management Experience

In March 2008, I was appointed to the position of Head Of School for Technical and Creative Arts at the Faculty of Culture Media and Sport at the City Of Westminster College in Paddington, West London. This role involved overall line management responsibility for a large team of full time, fractional and part time members of staff. The school delivered a range of educational courses from National Diploma to Hons Degree Level with subject areas including Photography, Media Production, Audio Engineering, Music Technology, Art and Design, Digital Design and Games Design. My department/school was responsible for the delivery of two Westminster University Degree programs in Audio Engineering and Photography at the time.

In September 2008 the School of Technical and Creative Arts was divided into the School Of Media and Sound and the School of Visual Arts because the Faculty Director asked me to take overall responsibility for the timetabling of the whole Faculty of Culture Media and Sport and it was recognised that the School of Technical and Creative Arts was too large to be managed alone whilst conducting this wider cross faculty role. The timetabling involved approximately 60 full time or fractional staff and 103 staff in total, 43 in year student groups and 46 rooms/class spaces. I developed a bespoke File Maker Pro database system, which ported data to MS Excel via SQL for graphing of PDF's. I retained the position of Head Of School for Media and Sound with line management responsibility for the staff, resources and a significant budget.

Whilst employed at The City Of Westminster College, it was in the process of having a £120 million pound rebuild on its old site at Paddington Green (now completed). The college decanted to a temporary building in Paddington Basin and moved to the new build in December 2010. I was appointed as a member of the cross college IT steering committee for the new build. I also mapped our faculties provision to spaces in the new build. In March 2010 I left my position at the City Of Westminster College to take up permanent residency in Sydney, Australia.

Doctorate Qualification Experience

I was granted an Australian Research Council (ARC) funded PhD Scholarship Award from 2010 – 2013. For much of this time I was based at the Powerhouse Museum in Central Sydney (January 2011 ending November 2012) as a PhD researcher/consultant. My PhD was successfully completed and conferment took place early in 2015. I conducted my PhD work from a purpose built laboratory that was situated within the museum adjacent to the Articulated Head (Robot), which was part of the Australian Engineering Excellence Awards Exhibition for 2010. The Articulated Head was the brainchild of Stelarc, a very well known Australian-based performance artist. My research focused on Avatars, Agency and Performance: The Fusion of Science and Technology within the Arts. The study was concerned with Human Computer Interaction (HCI) and auditory visual enhancement of interactive environments in public exhibition spaces. Intentionality, Phenomenology, Grounded Theory and Video Cued Recall interviews all featured within the study. Empirical data collected was subjected to an Interpretative Phenomenological Analysis using NVIVO, a computer assisted qualitative data analysis software program. Whilst researching, I was also delivering Music Technology, Music Production and Machine Musicianship module lecturing to music degree students at the University of Western Sydney and conducting note taking for students with visual impairments and learning difficulties.

Musical, Auditory Visual and Interactive Media Composition

Musical, auditory visual and interactive compositional environments have been central to my activities throughout my music degree, master's degree and PhD. My PhD project partially focused on auditory visual enhancement of interactive environments in public exhibition spaces, comprised the design, programming and construction of a sixteen speaker spatial audio system, capable of VBAP, DBAP & Ambisonics configuration. The auditory system was programmed using Ircam SPAT tools for Cycling74 Max. A pseudo random composition was generated directly from within the Max environment, utilising a bank of eight VST synthesizers and a further ten banks of audio samples triggered and placed within the spatial audio environment by Max variables. The visual element of these compositions interactively linked the audience with the Robot performance within the exhibition space utilising Max and Processing programming environments (*Please see my published PhD thesis listed in the Addendum that follows for more detail*).

Career Trajectory

In early November 2013 I was appointed as a Senior Lecturer for the Design, Web, Mobile and Interactive Technologies curriculum area at SAE Institute in Central Sydney. SAE was based at Wentworth Avenue but moved to the new Wynyard Green location in January 2014 after Navitas, a leading global education provider, purchased the business.

In April 2014 I was promoted to Department Coordinator for Design, Web, Mobile and Interactive Technologies. My portfolio of responsibilities at SAE Institute has since expanded to encompass timetabling for all courses and programs of study at the Sydney campus, managing the development of stage one Creative Industries units/modules and Cross Campus sampling/internal and external body verification processes. I was appointed Program Chair for the Design, Web, Mobile and Interactive Technologies Program Committee in June 2014. The committee is responsible for maintenance of curriculum and revisions to all modules present within the specified portfolio of programs delivered at all Australasian campuses. A recent committee project completely revised the design of the Bachelor of Interactive Technologies program in direct liaison with senior leading industry management staff. The revisions to this program were partially driven by my personal view that interactive technologies is common to, and constitutes the flux that binds together all the discipline areas of creative media practice, as well as having significant influence in many other subject areas outside of creative media practice. I therefore believe that interactive technologies can, and should be used as an agent for catalysis of interdisciplinary and transdisciplinary practices in educational and industry environments.

In 2014 I was appointed as the CIU110 National Module Coordinator. I am also a member of the Scholarship and Research Committee, responsible for oversight of SAE curriculum design endorsements from Bachelors through to Masters Degree programs southern hemisphere wide. Team management has been central to my varying roles at SAE Institute and I was promoted to the role of Academic Coordinator/Chief Academic Officer (CAO) of the Sydney Campus in July 2016.

Having held a number of middle management roles over the last decade, where curriculum delivery, design, development and validation have been conducted under a range of regulatory and inspection bodies (*TEQSA, NVR, QAA, Ofsted etc.*) both in Australia and in the UK, I can now claim to have an international profile in educational management within the context of the Creative Media Industries.

I am looking to extend my research and career by moving towards a senior strategic management role within either higher education and/or the Creative Media Industries sector; I have dual British/Australian nationality and this currently allows me to live and work anywhere within the EU and Australasia, and whilst I am based in Sydney, Australia, it is my intention to operate my career on a fully international basis wherever and whenever possible.

Addendum: Recent Publications and Creative Output

Recent published output includes;

Kiss <https://trystproductions.org.uk/html/OfAngelsAndFire/Kiss.html> Solo original recording

Miracle <https://trystproductions.org.uk/html/OfAngelsAndFire/Miracle.html> Solo original recording

Broken Hearted Children <https://trystproductions.org.uk/html/OfAngelsAndFireNew8.html> Solo original recording

Sears Through The Sky (One Red Rose)
<http://www.trystproductions.org.uk/html/OfAngelsAndFire11.html> Solo original recording

Conference Paper, Mobile Technologies in Teacher Education;
MARVIN: A 3D Printed, Internet Enabled Product Design and Staff Development Project.
http://www.trystproductions.org.uk/Tryst/About%20Me_files/RS_MARVIN_LECTURER_PD_Draft.pdf

Over 200 archived recordings/mixes via the 'Archive' link in the 'Audio Gallery' here:
<http://www.trystproductions.org.uk>

'The Future of Interactive Technologies' – white paper for SAE Global Executive team
(unpublished)

PhD Thesis - 'Avatars, Agency and Performance: The Fusion of Science and Technology within the Arts' – Dr. Richard Salmon, 2015.

<http://researchdirect.uws.edu.au/islandora/object/uws%3A30083>

<http://researchdirect.uws.edu.au/islandora/object/uws%3A30083/datastream/PDF/view>

However, various other recent creative output has been taking place – significantly, I have begun the recording and production of a large back catalogue of songs (over 100 in total) that I have written and performed as a musician over the last three decades.

Music & Artwork inc; Song Writing, Music Production, Imagery and Photography and Videos/Animations;- Songs: Angels on Fire : This Land : Bilbo : Miracle : This Land : Blaze of Sunshine : Angels Band : Angels on Fire 2 : Sweet Child : Rainbow : The Witch Song : **Artwork:** Shattering Reality album cover : SALMON album cover : **Photography and Videos/Animation:** see website and blog posts etc., – all available at; <http://www.trystproductions.org.uk/>

Current project experimentation is taking place in Interactive Composition utilising the Cycling74Max and Quartz Composer/Apple Developer environments. The use of Synapse and a Kinect sensor to control the output of a spatial auditory/visual composition destined for an interactive installation (*possibly to be exhibited at VIVID, Sydney*) is being explored.

Further experimentation is taking place with the design and development of 3D printed, Internet enabled products - destined for market in the Internet of Things (*IoT*) and the Internet of Everything (*IoE*).

Patches and programming for the above projects and experiments will be shared online at: <http://www.trystproductions.org.uk/> in due course.

Should you have any questions regarding the above, do not hesitate to contact me directly and thank you for your interest in my activities.