

Miss Rowena Yeats

Doctoral Researcher

Public Health, Epidemiology and Biostatistics

Contact details

Telephone [+44 \(0\)121 414 9080](tel:+441214149080) (tel: +44 121 414 9080)

Email rmy975@bham.ac.uk (mailto:rmy975@bham.ac.uk)

Public Health, Epidemiology and Biostatistics
School of Health & Population Sciences
Collaboration for Leadership in Applied Health Research and Care (CLAHRC) Theme 1
90 Vincent Drive
University of Birmingham
Edgbaston
Birmingham
B15 2TT
UK



About

PhD title: The effects of health service redesign on staff well-being

Supervisors: Dr Jonathan Shapiro and [Dr Nicola Gale \(/staff/profiles/social-policy/gale-nicola.aspx\)](/staff/profiles/social-policy/gale-nicola.aspx)

Rowena Yeats is a Doctoral Researcher in the School of Health and Population Sciences at the University of Birmingham, UK. Her research interests are on people in the workplace and particularly on organisational behaviour. Currently her work focuses on how organizational change (such as health service redesign) effects the psychological well-being of staff going through such change processes.

Qualifications

BSc in Human Psychology with Professional Experience, Aston University, 2008

Biography

Rowena completed her undergraduate degree at Aston University. During this time she completed highly prestigious research internships at Harvard University and the National University of Singapore. After completing her degree Rowena worked in pedagogy with a focus on work-based learning.

Rowena conducted internationally recognized research in this field as well as teaching and advising on e-learning. Rowena then took up her current post as a Doctoral Researcher within the [CLAHRC \(http://www.clahrc-bbc.nihr.ac.uk/\)](http://www.clahrc-bbc.nihr.ac.uk/) project. A post funded by the NIHR and the University of Birmingham.

Research

Rowena is a member of the [Qualitative Research Methods for Healthcare Evaluation \(/research/activity/mds/domains/health-pop/healthcare-evaluation-and-methodology/qualitative-methods-for-healthcare-evaluation/index.aspx\)](/research/activity/mds/domains/health-pop/healthcare-evaluation-and-methodology/qualitative-methods-for-healthcare-evaluation/index.aspx) group and the Psychology Special Interest group.

Other activities

Rowena is a postgraduate representative within the [School of Health and Population Sciences \(/schools/haps/index.aspx\)](/schools/haps/index.aspx). Her particular focus within that role is as a communications officer and she authors newsletters updating postgraduates on events, courses and developments within the school.

Rowena sits on the school level postgraduate research committee. She is also a reviewer for the International Journal of Qualitative Research and a committee member for the European Conference in e-Learning.

Rowena also holds Honourary Research Positions at Sandwell and West Birmingham Hospitals NHS Trust, Walsall Healthcare NHS Trust and University Hospitals Birmingham NHS Foundation Trust.

Publications

Peer reviewed publication(s)

Senior C, Martin R, West MA & Yeats R.M. (2011). How earlobes can signify leadership potential. Harvard Business Review. 89, 11: 32.

Senior C, Martin R, Thomas G, Topakas A, West MA & Yeats R.M. (2011, in press). Developmental instability and leadership effectiveness. The Leadership Quarterly.

Hewison, A., Gale, N., Shapiro, J. & Yeats, R.M. (2011, under review) An evaluation of staff engagement programmes in four National Health Service Acute Trusts. Journal of Health Organization and Management.

Gale, N., Hewison, A., Eastaugh, J., McLeod, H., Rashid, S., Yeats, R.M., Redwood, S. & Shapiro, J. (2011, under review) 'It's a chance to recreate yourself': researching organizational culture during health service redesign. The Milbank Quarterly.

Yeats, R.M., Reddy, P., Wheeler, A., Senior, C., & Murray, J. (2010) What a difference a writing centre makes: a small scale study. Education and Training

Yeats, R.M., & Senior, C. (2007) Sun, sea and students: Further benefits of the sandwich year. Psychologist. 20: 96-97.

Yeats, R.M., & Yeats, M. (2007) Business change process and the brain - A Practitioners reflective account with directions for future research. Annals of the New York Academy of Sciences. 1118: 109-121.

Book chapter(s)

Senior, C., & Yeats, R.M. (2009, in press). Developmental stability, fluctuating asymmetry and leadership. In *Psychophysiology: Psychological, Psychiatric, Cognitive, Social and Neuroscience Aspects*. (Columbus, F ed). Nova Publications.

Conference presentation(s)/poster(s)

Yeats, R.M. (2012, forthcoming) What mediates the experience of employee well-being during organisational change, Division of Occupational Psychology Conference, January 2012, Chester, UK.

Heath, G., Cameron, E., Sidhu, M., Duggal, S., Yeats, R.M, Gale, N. & Redwood, S. Exploring the benefits of collaborative supervision for PhD students. Teaching and Learning Conference, University of Birmingham, 2011.

Yeats, R.M., Gale, N.G. & Shapiro. The factors that effect staff well-being during Health Service redesign. Health Services Research Network and Service Delivery Organisation Network, Delivering better Health Services Conference, June 2011.

Yeats, R.M. Staff well-being during health service redesign. Research Poster Conference, University of Birmingham, June 2010

Yeats, R.M., & Wheeler, A. Work-based Learning and ePortfolios: a practitioner's perspective. Telling ePortfolio Stories: ePortfolio-based Learning Conference, June 2009.

Wheeler, A., & Yeats, R.M. Embedding ePortfolios for effective lifelong learning: a case study. European e-learning conference, October 2009.

Yeats, R.M., West, M.A., & Senior, C. Organisational Leadership and Developmental Stability. British Psychological Society Annual SMG Conference, 2009.

Yeats, R.M., Wheeler, A., Bishop, G., & Dark, P. When two become one: managing implementation and facilitating institutional benefits. Blackboard World Conference Europe, 2009.

Cave, L., Daley, M., Gorman, P., & Yeats, R.M. Introducing the Centre for Learning Innovation and Professional Practice (CLIPP) Research Team. Escalate Conference: Students as Researchers: Novice to Expert, 2009.

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