Curriculum Vitae - **Thomas Rowland**

info@animalanalysis.com

Post-doctoral Positions

Dec 2025 – May 2026	University of Lincoln Post-doctoral researcher Fixed term funded project on modelling 'omic' data
Aug 2025 – Oct 2025	University of Lincoln Post-doctoral researcher Fixed term RSPCA funded project on models related to animal production and welfare

Education and Qualifications

2020 – present	University of Lincoln Part-time self-funded PhD in Animal Behaviour and Welfare: "*From welfare to welfare systems: applying network theory and modelling to animal behaviour and welfare*". Submitted October 2026, awaiting *viva voce*.
2020 - 2025	Certificated Clinical Animal Behaviourist (CCAB) for dogs achieved via the Association for the Study of Animal Behaviour (ASAB), now called CCAB ltd. Did not renew from 2026 due to focus on research career.
2015-2018	University of Lincoln, Part Time Clinical Animal Behaviour **Distinction**
2012-2013	University of Birmingham BBSRC funded post-graduate researcher enrolled on the Midlands Integrative Biosciences Training Partnership (MIBTP). I completed one year's training in systems biology before leaving my programme to pursue animal behaviour.
2008-2011	University of Birmingham BSc (Hons) Sport and Exercise Sciences **Class One** (highest mark in the year) CTM Davies Prize – Excellence in Physiological aspects of Sport and Exercise Science courses

Professional body memberships

2020 – present: Animal Welfare Research Network (AWRN)
2021 – 2025: certificated member Fellowship of Animal Behaviour Clinicians (FABC). Did not renew due to focus on research career rather than clinical career.
2021 – 2025: certificated Clinical Animal Behaviourist with CCAB ltd. Did not renew due to focus on research career rather than clinical career.

Publications

Rowland T, Pike T and Burman OHP. 2026. A network theory of animal welfare. *In preparation.*

Rowland T, Pike T and Burman OHP. 2026. Using Network Analysis to Gain Mechanistic Insights in Animal Welfare. *In preparation.*

Rowland T, Menteith C, Winter L, Zulch H, and Mills DS. 2025. Clustering of Behaviour Problems in Dogs Aged 6 Months and Younger Reflect Underlying Emotional Commonalities. *Applied Animal Behaviour Science.285.* https://doi.org/10.1016/j.applanim.2025.106591.

Rowland T, de Assis L, Menteith C, Winter Lorna, Zulch H, and Mills DS. 2025. Educational Apps and Dog Behavioural Problems: Associations Between the Zigzag Dog-Training App and Behavioural Problems. *Animals.* 15 (4). 520. https://doi.org/10.3390/ani15040520.

Rowland, T. Pike, T. Reaney, S. Mills, D. Burman, OHP. (2023) Using network analysis to detect associations between suspected painful health conditions and behaviour in dogs. *Veterinary Journal.* 293. https://doi.org/10.1016/j.tvjl.2023.105954.

Hammond, A. Rowland, T. Mills, D. Pilot, M. (2022). Comparison of behavioural tendencies between "dangerous dogs" and other domestic dog breeds - evolutionary context and practical implications. *Evolutionary Applications*. 5 (11). https://doi.org/10.1111/eva.13479.

Rowland, T, Pike, T. & Burman, O. (2021) A network perspective on animal welfare. *Animal Welfare* 30(3), 235-248. https://doi.org/10.7120/09627286.30.3.001.

Philp, A. Rowland, T. Perez-Schindler, J. and Schenk, S. (2014). Understanding the acetylome: translating targeted proteomics into meaningful physiology. *American Journal of Physiology. Cell Physiology.* 1;307(9):763-73. https://doi.org/10.1152/ajpcell.00399.2013

Talks, presentations and conference attendance
03/12/2020 – Fellowship of Animal Behaviour Clinicians webinar: "A network perspective on animal behaviour and welfare"

15/11/21 – Applying Ethology Webinar: "A network approach to animal behaviour and welfare"

13/12/2021 – Animal Welfare Research Network workshop: Harnessing social network analysis to benefit animal welfare science – "A network approach to animal welfare"

24/09/23 – Fellowship of Animal Behaviour Clinicians Annual Conference 2023: "Communicating with vets: never mind the dog will the vet bite?"

Oct 2025 – University of Lincoln PGR annual symposium: "A network approach to animal behaviour and welfare"

15-17/06/26 – Walks and Talks: "A network perspective on animal behaviour and welfare".

16-18/09/26 – Funded attendance at the AWRN annual meeting, including the ECR event

Research experience prior to PhD programme
Clinical Animal Behaviour MSc thesis:
"Inhibitory control and impulsivity in Labrador Retriever breed lines, Staffordshire bull terriers, and their respective genetic groups": Utilised spatial discounting and psychometric approaches. **Mark 76%**

3-month mini project completed as part of the first year I did on the MIBTP PhD programme:
"Stochastic simulations of molecular interaction dynamics reveals stochastic defocussing in the transcriptional single input module" **Mark 85%.**

Third year undergraduate research project working alongside a team of experienced researchers:
"Branched-chain amino acid ingestion post-resistance exercise performed in the fed state augments myofibrillar protein synthesis" **Mark 83%.**

Completed seven 1-3 day post-graduate wet and dry laboratory practicals as part of the 1 year of MIBTP PhD training.

IT Skills
Familiar with basics of Microsoft Office software (Word, Excel, PowerPoint)

Familiar with fundamentals of the statistical programming language 'R':

- Completed a MSc module entitled 'Statistics for data analysis' that taught statistics with the use of the R programming language (mark of **69%**)
- Completed a 3-month mini project that used the R programming language to run stochastic simulations of molecular interaction dynamics (mark of **80%**)
- Used R for a variety of analyses including, amongst others, various forms of network modelling analysis, principal components analysis, linear modelling, bootstrapping procedures, and visualising results.
- Author of the *welfareNet* R package (to be submitted to CRAN). Implements Bayesian and frequentist approaches to zero-order dependence network modelling and comparisons.
- Author of *welfareNet simulator app* Shiny app which is embedded within *welfareNet*. Provides researchers with recommendations about which undirected conditional dependence network estimator to use and what sample sizes to collect for network analyses of mixed data.

Work experience

Sep 2023 – April 2025 *Associate Demonstrator at University of Lincoln*

Assisted in UG and MSc level practical classes on animal behaviour related programmes. This included practicals on, for example, associative learning and welfare assessment, amongst others, as well as chaperoning and encouraging discussions on field trips.

Sep 2019 – 2025 *Owner & Clinical Animal Behaviourist at Companion Minds Animal Behaviour & Training*

Partnership animal behaviour & training business, run with my partner (www.companion-minds.com). I saw clinical behaviour cases on veterinary referral and support delivery of dog training classes, with my partner also offering 1-to-1 dog training services. I was also involved with business administration. I led on clinical cases and also supervised my partner on cases as part of her training toward CCAB certification. The clinical service included home visit consultations, written reports to clients and referring veterinary surgeons, as well as remote and in-person follow up support. My partner continues to run the business, and my involvement is now solely administrative.

May 2018 – Sep 2019 *Owner at Rowland Behaviour & Training Services*
Behaviour Consultation & Dog Training service

Self-employed animal behaviour and training services. The majority of my work focussed on a service level agreement (SLA) with a rescue organisation as an external consultant, providing centre visits. My primary role was to assess, provide treatment plans, and a recommendation for dogs with more severe behaviour and welfare concerns. Visits included supporting centre trainers through discussions, as well as CPD for other staff. Follow up on any cases seen was provided ~fortnightly when I next visited the centre but often involved email & telephone support, as well as liaison with the veterinary practice that works with each given centre. I also saw a small number of clients from the general public, working on veterinary referral similar to as described above for Companion Minds.

May 2018 – September 2018 *Jerry Green Dog Rescue – Dog Welfare Assistant*

- As below at Dogs Trust, carried out fundamental requirements including cleaning, basic health checks, dispensing of medication where needed, communication with maintenance and management, and helping the entire team where needed.
- Interactions with the public conducted in a friendly, polite and helpful manner, including showing products available at on site shop
- Spent time with customers rehoming via the meet and match process, ensuring complete descriptions and explanations are given in an informative but friendly and approachable manner. I took the same approach when dealing with general enquiries at the Centre.
- Worked closely with the centre trainer and management, particularly when reporting physical health or behaviour and welfare concerns.
- Helped design and implement behaviour modification plans and conducted some training and behaviour home visits.

May 2016 – April 2018 *Dogs Trust (Harefield) – Canine Carer*

- Carried out fundamental job role requirements including cleaning to a high standard in both kennels and other areas, basic health checks, communication with maintenance team, regularly helping out other team members, and working with the public in a friendly, polite and helpful manner.
- I spent time with customers, particularly those interested in dogs I worked closely with, to ensure complete descriptions and explanations were made in an informative but friendly and approachable manner. I took the same approach when dealing with general enquiries at the Centre.
- I prided myself on working closely with the veterinary team and management, reporting physical health concerns immediately, while carrying out any treatment or monitoring as instructed.
- Aided by my academic study, I worked closely with the TBA team, reporting behavioural welfare concerns and progress, carrying out behaviour and training plans, and providing detailed assessments as required.

April 2015 – Nov 2015 *Maccabee's Pet Hotel – Kennel assistant and handyman*

Boarding and stray dog kennels. Duties included:

- Feeding, cleaning, watering, exercising and playing with the dogs
- Monitoring physical and psychological health including administration of medication where necessary
- Reception duties, including greeting customers and their dogs, taking payments, giving tours of the facility, filing and use of the online booking system
- Handyman duties included general property maintenance, such as fixing fencing, kennels, painting, and gardening, and with other staff I was also involved in building a new 20 kennel block.

April 2014 – February 2015 *Dogs Trust (Harefield) – Volunteer*

Volunteered for the Dogs Trust based in Harefield, London once or twice a week with the majority of my time spent exercising and interacting with the dogs.

January 2013 – March 2013 *Bishop Ramsey C of E School – Teaching internship*

Undertaken as part of my first-year post-graduate training in transferable skills. My roles included observing experienced teachers, assisting in lessons, taking some full lessons myself, helping out in the science preparation room, and I also delivered a talk to year 12 students on careers in science. I thus gained an understanding of basic pedagogical principles, improved my communication skills as well as a better understanding of working as part of a teaching team.

Hobbies

Outside of my academic and clinical work I enjoy spending time with my dogs and rescue Guinea Pigs. I also enjoy strength-based training such as powerlifting.