

# Paul Michael Bays

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## Education & Employment

1995 – 2000 Downing College, University of Cambridge  
Natural Sciences (Experimental Psychology) BA Hons

2001 – 2002 Research Fellow & Lab Manager, UCL Institute of Neurology

2003 – 2006 PhD in Neurological Studies, University of London  
Wellcome Prize Studentship, supervised by Prof. Daniel Wolpert

2006 – 2010 Senior Research Fellow, UCL Institute of Cognitive Neuroscience

2010 – 2015 Wellcome-Beit Prize & Research Career Development Fellow  
UCL Institute of Neurology

2013 – 2014 Visiting Scholar, Institute of Cognitive and Brain Sciences  
University of California, Berkeley

2015 – Wellcome Trust Senior Research Fellow in Basic Biomedical Science  
Department of Psychology, University of Cambridge

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## Grants & Awards

Jan 2003	Wellcome Trust Prize Studentship (3 years) <i>"Modularity of multiple task learning in sensorimotor control"</i>	£70,352 (US \$112,000)
Apr 2008	Guarantors of Brain Travel Grant <i>Cognitive Neuroscience Society Annual Meeting 2008</i>	£800 (US \$1,275)
Mar 2009	Guarantors of Brain Travel Grant <i>Cognitive Neuroscience Society Annual Meeting 2009</i>	£800 (US \$1,275)
Jan 2010	Rank Prize Funds Committee Prize <i>Best contributed paper at Rank Prize Fund Symposium</i>	£500 (US \$800)
Sep 2010	Guarantors of Brain Travel Grant <i>Society for Neuroscience, Annual Conference 2010</i>	£800 (US \$1,275)
Oct 2010	Wellcome Trust Career Development Fellowship (5 years) <i>"Prioritization of sensory resources for action in the healthy and lesioned brain"</i>	£705,745 (US \$1.1m)
Oct 2010	Wellcome-Beit Prize Fellowship <i>Prize awarded for outstanding Wellcome Trust Fellowship applications</i>	£25,000 (US \$40,000)
Oct 2015	Wellcome Trust Senior Research Fellowship (5 years) <i>"Noise in neural codes: consequences for memory, exploration and decision-making"</i>	£1,390,747 (US \$2.2m)

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## Academic Supervision

2008	Albert Hoang	Research Assistant
2009	Rebecca Sternschein	Research Assistant
2010	Emma Wu (Dowd)	MSc Project
2010 – 2012	Muy-Cheng Peich	MSc Project
2010 – 2012	Louise Marshall	Research Assistant
2011 – 2014	Loic Matthey	PhD Student (secondary supervision)
2012	Maike Heider	MSc Project
2013 – 2015	Leonie Oostwoud-Wijdenes	Post-Doctoral Research Associate
2015 –	Sebastian Schneegans	Post-Doctoral Research Associate
2015 – 2016	Ben Dowding	Research Technician / Programmer
2016 –	David Aagten-Murphy	Post-Doctoral Research Associate
2016 – 2017	Ivan Tomić	Visiting PhD student
2017 – 2018	Will Harrison	Post-Doctoral Research Associate
2017 –	Robert Taylor	Post-Doctoral Research Associate
2017	Svea Schröder	Visiting PhD student
2018	Lisa Kröll	MSc Project

Undergraduate projects (2009 – present): Raquel Catalao, Natalie Wee, Gemma Cheng, Akshay Jagadeesh, Charlotte Diss, Faiyaz Islam, Muhammad Zachry, Leo Penrose, Srishti Agarwal, Anthony Yew-Kheen Tang, Katherine Irwin, Mette Westander, Shara Nahreen, Frederick Wilkinson, Iham Mohamed-Kasem, Georgina Brown.

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## Teaching

2010 – 2013	Guest Lecturer, University College London MSc in Clinical Neuroscience (1L)
2016 –	Sutton Trust Summer School, University of Cambridge (1L)
2016 –	Affiliated Lecturer, University of Cambridge, Dept of Psychology Psychological & Behavioural Sciences Part I, <i>Neuroscience of Decision Making</i> (3L) Natural Sciences Part II, <i>Working Memory</i> (2L) + Supervisions (small-group teaching, ~10/yr)

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## Professional Service

2013	Examination of MPhil/PhD upgrade: Nish Malalasekera, University College London
2016 –	Research Ethics Committee, University of Cambridge, Dept of Psychology
2016 –	Wellbeing, Equality & Diversity Committee, University of Cambridge, Dept of Psychology
2016 –	Coordinating Supervisor, Selwyn College, University of Cambridge
2017	Guest Reviewing Editor, eLife
2017	Scientific Committee, European Conference on Visual Perception (ECVP) 2017
2017	Examination of 1st year PhD reports: Saana Korkki, Si Mon Kwon, University of Cambridge
2017	PhD Examination: Elisa Zamboni, University of Nottingham
2017 –	Chair of Computing Management Group, University of Cambridge, Dept of Psychology
2017	PhD Examination: Muhammet Ikbal Sahan, University of Ghent, Belgium
2018	PhD Examination: Mohsen Sadeghi, University of Cambridge, Dept of Engineering

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## Peer Review: Grants

Agence Nationale de la Recherche, France  
The Brain Tumour Charity, UK  
Fund for Scientific Research, Belgium  
Israel Science Foundation

National Science Foundation (NSF), USA  
New York University, USA  
Swiss National Science Foundation  
Wellcome Trust, UK

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## Peer Review: Journal Articles

Attention, Perception & Psychophysics  
Behavior Research Methods  
Brain  
Cerebral Cortex  
Cognition  
Cogn., Affect. & Behav. Neuroscience  
Cognitive Neuropsychology  
Cognitive Psychology  
Cortex  
Current Biology  
Current Directions in Psychological Science  
eLife  
Experimental Brain Research  
IEEE Transactions on Sys., Man and Cybern.  
Journal of Cognitive Neuroscience  
Journal of Computational Neuroscience  
Journal of Experimental Psychology: General  
Journal of Experimental Psychology: H. P. P.  
Journal of Experimental Psychology: L. M. C.  
Journal of Gerontology: Psychological Sciences  
Journal of Memory & Language  
Journal of Neurophysiology  
Journal of Neuroscience

Journal of Vision  
Memory & Cognition  
Nature Communications  
Nature Human Behaviour  
Neuroimage  
Neuropsychologia  
Neuroreport  
Perception  
PLOS Computational Biology  
PLOS ONE  
PNAS  
Psychological Research  
Psychological Review  
Psychological Science  
Psychology & Aging  
Psychonomic Bulletin & Review  
Quarterly Journal of Experimental Psychology  
Science  
Scientific Reports  
Trends in Cognitive Sciences (TICS)  
Vision Research  
Visual Cognition

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## Publications

1. Shergill SS, **Bays PM**, Frith CD & Wolpert DM\* (2003)  
*Two eyes for an eye: The neuroscience of force escalation*  
Science 301: 187
2. Caithness G, Osu R, **Bays P**, Chase H, Klassen J, Kawato M, Wolpert DM & Flanagan JR\* (2004)  
*Failure to consolidate the consolidation theory of learning for sensorimotor adaptation tasks*  
Journal of Neuroscience 24(40): 8662–8671
3. **Bays PM\***, Wolpert DM & Flanagan JR (2005)  
*Perception of the consequences of self-action is temporally tuned and event-driven*  
Current Biology 15: 1125–1128
4. **Bays PM\***, Flanagan JR & Wolpert DM (2005)  
*Interference between velocity- and position-dependent force-fields indicates that tasks depending on different kinematic parameters compete for motor working memory*  
Experimental Brain Research 163: 400–405

5. Shergill SS\*, Samson G, **Bays PM**, Frith CD & Wolpert DM (2005)  
*Evidence for sensory prediction deficits in schizophrenia*  
American Journal of Psychiatry 162: 2384–2386
6. **Bays PM\***, Flanagan JR & Wolpert DM (2006)  
*Attenuation of self-generated tactile sensations is predictive not postdictive*  
PLOS Biology 4(2): e28
7. **Bays PM\*** & Wolpert DM (2006)  
*Actions and consequences in bimanual interaction are represented in different coordinate systems*  
Journal of Neuroscience 26(26): 7121–7126
8. **Bays PM\*** & Wolpert DM (2007)  
*Computational principles of sensorimotor control that minimise uncertainty and variability*  
Journal of Physiology 578(2): 387–396
9. Voss M\*, **Bays PM**, Rothwell JC & Wolpert DM (2007)  
*An improvement in perception of self-generated tactile stimuli following theta-burst stimulation of primary motor cortex*  
Neuropsychologia 45(12): 2712–2717
10. Tcheang L\*, **Bays PM**, Ingram JN & Wolpert DM (2007)  
*Simultaneous bimanual dynamics are learned without interference*  
Experimental Brain Research 183(1): 17–25
11. **Bays PM** & Wolpert DM (2007)  
*Predictive attenuation in the perception of touch*  
Attention & Performance XXII: Sensorimotor Foundations of Higher Cognition  
Oxford University Press (Eds: P. Haggard, Y. Rosetti, M. Kawato)
12. **Bays PM\*** & Husain M (2007)  
*Spatial remapping of the visual world across saccades*  
Neuroreport 18(12): 1207–1213
13. Hoang Duc A, **Bays PM** & Husain M\* (2008)  
*Eye movements as a probe of attention*  
Progress in Brain Research 171: 403–411
14. **Bays PM\*** & Husain M (2008)  
*Dynamic shifts of limited working memory resources in human vision*  
Science 321: 851–854
15. **Bays PM\*** & Husain M (2009)  
*Response to comment on “Dynamic shifts of limited working memory resources in human vision”*  
Science 323: 877
16. **Bays PM\***, Catalao RFG & Husain M (2009)  
*The precision of visual working memory is set by allocation of a shared resource*  
Journal of Vision 9(10): 7, 1–11
17. **Bays PM\***, Singh-Curry V, Gorgoraptis N, Driver J & Husain M (2010)  
*Integration of goal- and stimulus-related visual signals revealed by damage to human parietal cortex*  
Journal of Neuroscience 30(17): 5968–5978
18. **Bays PM\*** (2010)  
*Precision versus capacity of working memory in schizophrenic and healthy individuals*  
Archives of General Psychiatry Online: 16 July 2010

19. **Bays PM\***, Wu EY & Husain M (2011)  
*Storage and binding of object features in visual working memory*  
*Neuropsychologia* 49: 1622–1631
20. Gorgoraptis N\*, Catalao RFG, **Bays PM** & Husain M (2011)  
*Dynamic updating of working memory resources for visual objects*  
*Journal of Neuroscience* 31(23): 8502–8511
21. **Bays PM\***, Gorgoraptis N, Wee N, Marshall L & Husain M (2011)  
*Temporal dynamics of encoding, storage and reallocation of visual working memory*  
*Journal of Vision* 11(10): 6, 1–5
22. Zokaei\* N, Gorgoraptis N, Bahrami B, **Bays PM** & Husain M (2011)  
*Precision of working memory for visual motion sequences and transparent motion surfaces*  
*Journal of Vision* 11(14): 2, 1–18
23. Adam R, **Bays PM** & Husain M\* (2012)  
*Rapid decision-making under risk*  
*Cognitive Neuroscience* 3(1): 52–61
24. Burnett Heyes S\*, Adam RJ, Urner M, van der Leer L, Bahrami B, **Bays PM** & Husain M (2012)  
*Impulsivity and rapid decision-making for reward*  
*Frontiers in Psychology* 3: 153
25. Burnett Heyes S\*, Zokaei N, van der Staaij I, **Bays PM** & Husain M (2012)  
*Development of visual working memory precision in childhood*  
*Developmental Science* 15(4): 528–39
26. **Bays PM\*** & Husain M (2012)  
*Active inhibition and memory promote exploration and search of natural scenes*  
*Journal of Vision* 12(8): 8, 1–18
27. Pertzov Y\*, **Bays PM**, Joseph S & Husain M (2012)  
*Rapid forgetting prevented by retrospective attention cues*  
*Journal of Experimental Psychology: Human Perception & Performance* 39(5): 1224–31
28. Marshall L & **Bays PM\*** (2013)  
*Obligatory encoding of task-irrelevant features depletes working memory resources*  
*Journal of Vision* 13(2): 21, 1–13
29. Shergill SS\*, White T, Joyce DW, **Bays PM**, Wolpert DM & Frith C (2013)  
*Modulation of somatosensory processing by action*  
*Neuroimage* 70, 356–362
30. Jacquin-Courtois S\*, **Bays PM**, Salemm R, Leff AP & Husain M (2013)  
*Rapid compensation of visual search strategy in patients with chronic visual field defects*  
*Cortex* 49(4): 994–1000
31. Adam R, Leff A, Sinha N\*, Turner C, **Bays P**, Draganski B & Husain M (2013)  
*Dopamine reverses reward insensitivity in apathy following globus pallidus lesions*  
*Cortex* 49(5): 1292–303
32. Peich M-C, Husain M, **Bays PM\*** (2013)  
*Age-related decline of precision and binding in visual working memory*  
*Psychology & Aging* 28(3): 729-43
33. Shergill SS\*, White TP, Joyce DW, **Bays PM**, Wolpert DM & Frith CD (2014)  
*Functional magnetic resonance imaging of impaired sensory prediction in schizophrenia*  
*JAMA Psychiatry* 71(1): 28-35

34. Pearson B\*, Raskevicius J, **Bays PM**, Pertzov Y & Husain M (2014)  
*Working memory retrieval as a decision process*  
Journal of Vision 14(2): 2
35. Ma WJ\*, Husain M & **Bays PM** (2014)  
*Changing concepts of working memory*  
Nature Neuroscience 17(3): 347-356
36. **Bays PM\*** (2014)  
*Noise in neural populations accounts for errors in working memory*  
Journal of Neuroscience 34(10): 3632-3645
37. Matthey L\*, **Bays PM** & Dayan P (2015)  
*A probabilistic palimpsest model of visual short-term memory*  
PLOS Computational Biology 11(1): e1004003
38. Ong Y-H, Jacquin-Courtois S, Gorgoraptis N, **Bays PM**, Husain M & Leff AP\* (2015)  
*Eye-Search: a web-based therapy that improves visual search in hemianopia*  
Annals of Clinical and Translational Neurology 2(1): 74-78
39. Oostwoud Wijdenes L\*, Marshall L & **Bays PM** (2015)  
*Evidence for optimal integration of visual feature representations across saccades*  
Journal of Neuroscience 35(28): 10146-10153
40. **Bays PM\*** (2015)  
*Spikes not slots: noise in neural populations limits working memory*  
Trends in Cognitive Sciences 19(8): 431-438
41. **Bays PM\*** (2016)  
*Evaluating and excluding swap errors in analogue tests of working memory*  
Scientific Reports 6: 19203
42. Schneegans S & **Bays PM\*** (2016)  
*No fixed item limit in visuospatial working memory*  
Cortex 83: 181-193
43. Oostwoud Wijdenes L\*, Ivry RB & **Bays PM** (2016)  
*Competition between movement plans increases motor variability: evidence of a shared resource for movement planning*  
Journal of Neurophysiology 116(3): 1295-303
44. **Bays PM\*** (2016)  
*A signature of neural coding at human perceptual limits*  
Journal of Vision 16(11): 4
45. Richter FR†, Cooper RA†, **Bays PM** & Simons JS\* (2016)  
*Distinct neural mechanisms underlie the success, precision, and vividness of episodic memory*  
eLife 5: e18260
46. Cooper RA, Richter FR, **Bays PM**, Plaisted-Grant KC, Baron-Cohen S & Simons JS\* (2017)  
*Reduced hippocampal functional connectivity during episodic memory retrieval in autism*  
Cerebral Cortex 27: 888-902
47. **Bays PM\*** & Dowding BA (2017)  
*Fidelity of the representation of value in decision-making*  
PLOS Computational Biology 13(3): e1005405
48. Schneegans S\* & **Bays PM** (2017)  
*Neural architecture for feature binding in visual working memory*  
Journal of Neuroscience 37(14): 3913-3925

49. Aagten-Murphy D\* & **Bays PM** (2017)  
*Automatic and intentional influences on saccade landing*  
Journal of Neurophysiology 118: 1105-1122
50. Schneegans S\* & **Bays PM** (2017)  
*Restoration of fMRI decodability does not imply latent working memory states*  
Journal of Cognitive Neuroscience 29(12): 1977-1994
51. **Bays PM\*** & Taylor R (2018)  
*A neural model of retrospective attention in visual working memory*  
Cognitive Psychology 100: 43-52
53. **Bays PM\*** (2018)  
*Reassessing the evidence for capacity limits in neural signals related to working memory*  
Cerebral Cortex 28(4): 1432-1438
52. Harrison WJ\* & **Bays PM** (2018)  
*Visual working memory is independent of the cortical spacing between memoranda*  
Journal of Neuroscience 38(12): 3116-3123
53. Schneegans S\* & **Bays PM** (2018)  
*Drift in neural population activity causes working memory to deteriorate over time*  
Journal of Neuroscience 38(21): 4859-4869
54. **Bays PM\*** (2018)  
*Failure of self-consistency in the discrete resource model of visual working memory*  
Cognitive Psychology 105: 1-8
55. Taylor R\* & **Bays PM** (2018)  
*Efficient coding in visual working memory accounts for stimulus-specific variations in recall*  
Journal of Neuroscience 38(32): 7132-7142
56. Schneegans S\* & **Bays PM** (2018)  
*New perspectives on binding in visual working memory*  
British Journal of Psychology [Epub ahead of print]
57. Machner B\*, Könemund I, von der Gablentz J, **Bays PM** & Sprenger A (2018)  
*The ipsilesional attention bias in right hemisphere stroke patients as revealed by a realistic visual search task: neuroanatomical correlates and functional relevance*  
Neuropsychology 32(7): 850-865
58. Aagten-Murphy D\* & **Bays PM** (in press)  
*Functions of memory across saccadic eye movements*  
Current Topics in Behavioral Neurosciences: Processes of Visuo-spatial Attention and Working Memory  
Springer (Ed: Timothy Hodgson)
59. Tomić I\* & **Bays PM** (in press)  
*Internal but not external noise frees working memory resources*  
PLOS Computational Biology
60. Aagten-Murphy D\* & **Bays PM** (in press)  
*Independent working memory resources for egocentric and allocentric spatial information*  
PLOS Computational Biology

\*Corresponding author †Equal contributions

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## Invited Talks & Seminars

Oct 2007	British Neuropsychological Society Meeting, London, UK	Invited talk
Jan 2008	Computational and Biological Learning Labs, University of Cambridge, UK	Invited talk
Feb 2008	School of Psychology, University of Nottingham, UK	Seminar
Sep 2008	Wellcome Trust Centre for Neuroimaging, London, UK	Seminar
Oct 2008	Department of Experimental Psychology, Ghent University, Belgium	Seminar
May 2009	Department of Psychology, Royal Holloway, University of London, UK	Seminar
Jun 2009	Workshop on Gaze Patterns in Dynamic Displays, Max Planck Institute for Human Cognitive and Brain Sciences, Leipzig, Germany	Invited talk
Nov 2009	Department of Psychology, University of York, UK	Seminar
Jan 2010	Rank Prize Fund Symposium: "What Determines Where and When We Look?", Grasmere, UK	Invited talk
Feb 2010	School of Optometry and Vision Science, University of Bradford, UK	Seminar
Jun 2010	MRC Cognition and Brain Sciences Unit, Cambridge, UK	Seminar
Jun 2010	Max Planck Institute for Human Cognitive and Brain Sciences, Leipzig, Germany	Seminar
Sep 2010	School of Psychology, Bangor University, UK	Seminar
Nov 2010	Beit Memorial and Wellcome-Beit Prize Annual Meeting, Wellcome Trust, UK	Invited talk
Oct 2010	Department of Experimental Psychology, University of Bristol, UK	Seminar
Mar 2011	Vision for Action Symposium, University College London, UK	Invited talk
Aug 2011	Working Memory Symposium, 5th International Conference on Memory, York, UK	Invited talk
Nov 2011	Institute of Movement Neuroscience "Open Day", University College London, UK	Invited talk
Nov 2011	Beit Memorial and Wellcome-Beit Prize Annual Meeting, Wellcome Trust, UK	Invited talk
Oct 2012	Institute of Cognitive and Brain Sciences, University of California, Berkeley, CA, USA	Seminar
Dec 2012	Cognitive Psychology Institute, University of Saarland, Germany	Seminar
Apr 2013	Visual Neuroscience Group, University of Nottingham, UK	Invited talk
May 2013	Symposium on "The Structure of Visual Working Memory", Vision Sciences Society Annual Meeting, Naples, FL, USA	Invited talk
Jul 2013	Workshop on "Neural Mechanisms of Working Memory Limits", Organization for Computational Neurosciences (CNS) Annual Meeting, Paris, France	Invited talk
Oct 2013	Vision Science, University of California, Berkeley, CA, USA	Seminar
Dec 2013	Centre for Neural Science, New York University, NY, USA	Seminar
Apr 2014	Cognitive Neuroscience Group (D'Esposito lab), Helen Wills Neuroscience Institute, University of California, Berkeley, CA, USA	Invited talk
May 2014	Centre for Mind and Brain, University of California, Davis, CA, USA	Seminar
Jul 2014	Department of Psychology, University of Cambridge, UK	Seminar
Oct 2014	Smith Kettlewell Eye Research Institute, San Francisco, CA, USA	Seminar
Jan 2015	Department of Psychology, University of California, San Diego, CA, USA	Seminar



Feb 2015	Department of Psychology, Columbia University, New York, NY, USA	Seminar
Feb 2015	Department of Cognitive Science, University of California, San Diego, CA, USA	Seminar
Apr 2015	Department of Psychology, University of Zurich, Switzerland	Seminar
Jul 2015	Conference on “Adaptive Brains and Machines”, University of Cambridge, UK	Invited talk
Oct 2015	Bernstein Sparks Workshop on Active Perceptual Memory, Berlin, Germany	Invited talk
Dec 2015	Beit Memorial and Wellcome-Beit Prize Annual Meeting, Wellcome Trust, UK	Keynote
Dec 2015	Neuro-Cognitive Psychology (Master Program) Day, Department of Psychology, University of Munich, Germany	Keynote
Jan 2016	Laboratoire Psychologie de la Perception, Université Paris Descartes, France	Seminar
Jan 2016	Computational and Biological Learning Labs, University of Cambridge, UK	Invited talk
Feb 2016	Adaptive Brain Lab, Department of Psychology, University of Cambridge, UK	Invited talk
Feb 2016	2nd International Workshop on Cognitive Neuroscience Robotics, Osaka, Japan	Invited talk
Sep 2016	Oxford Autumn School in Cognitive Neuroscience, University of Oxford, UK	Invited talk
Oct 2016	Donders Institute for Brain, Cognition & Behaviour, Nijmegen, The Netherlands	Seminar
Dec 2016	Wellcome Trust Researchers Meeting: Neuroscience & Mental Health, Berkhamsted, UK	Invited talk
Feb 2017	Visual Working Memory Symposium, New York University Abu Dhabi, United Arab Emirates	Invited talk
Aug 2017	Symposium on “Mnemonic Priorities: Dynamic Interplays Between Attention and Working Memory”, International Conference for Cognitive Neuroscience (ICON), Amsterdam, The Netherlands	Invited talk
Mar 2018	Workshop on “Circuit Dynamics in Working Memory”, Computational and Systems Neuroscience (Cosyne) Annual Meeting, Denver, CO, USA	Invited talk
May 2018	MRC Cognition and Brain Sciences Unit, Cambridge, UK	Seminar
Jul 2018	CITEC Vision Science Colloquium, Bielefeld University, Germany	Seminar