

## VICE-CHANCELLOR'S AWARDS – 5 OCTOBER 2018

**1. The Early Career Award celebrates extraordinary commitment and achievement from those with less than five years' service.**

**This year's nominees demonstrate an impressive breadth of achievement across education, teaching, research, and internationalisation.**

### **Nominees:**

- **Dr Giulia Felappi** from the **Faculty of Arts and Humanities**
- **Dr Long Tran-Thanh** from the **Faculty of Engineering and Physical Sciences**
- **Dr Rachel Hale** from the **Faculty of Environmental and Life Sciences**

**Giulia Felappi** is Lecturer in Philosophy, and joined the University in 2016.

Giulia has shown herself to be a dedicated, imaginative, and able colleague who excels in education, research and leadership.

She is a creative and committed lecturer who is particularly popular with her students. They appreciate her passion for her subject area, as well as the dedication she shows to supporting their education.

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Alongside this, Giulia has published a number of substantial and original articles that have helped raise the University's international reputation for work in the philosophy of language and philosophical logic.

She also makes a significant contribution as the Philosophy lead for internationalisation. In this capacity, Giulia not only oversees the development and delivery of the department's international strategy, but also participates in Faculty-level initiatives as a member of the Internationalisation Committee. Giulia's focus has been on identifying and promoting opportunities for collaboration in education and research with partners in China.

Her successes and contribution in such a short time go well beyond what would ordinarily be expected of an early career researcher who received her PhD just three years ago.

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**Long Tran-Thanh** is Lecturer in Computer Science, and joined the University in 2016. He received the Most Engaging Lecturer Award in the same academic year and a Dean's Award in 2017.

Long has been conducting research in a number of key areas of Artificial Intelligence and is a prolific author of papers in world leading conferences and journals. This year he has had more papers accepted

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at the leading international conferences than any other author in the international community.

Long has received a number of prestigious awards and was invited to the House of Commons to present his research as a finalist of the “STEM for Britain” scientific competition.

Last year he was awarded a visiting fellowship from the Centre for Artificial Intelligence in Society at the University of Southern California, and was elected as a member of the Board of Directors of the International Foundation for Autonomous Agents and Multi-Agent Systems.

Long has secured two hundred thousand pounds in EPSRC funding, which has supported a successful research collaboration on cyber security solutions for smart traffic control systems with Nanyang Technological University.

In such a short time, Long's performance has been truly impressive.

**Rachel Hale** is Research Fellow within Ocean and Earth Science, and joined the University in 2014.

Alongside her research in the field of marine biology and ecology, she has made an extraordinary contribution, leading on a variety of activities that influence the early career community, helping to create a vibrant

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early career researcher culture at NOCS. She is an exemplar of collegiality, freely giving of her time and energy to support her colleagues in their career progression.

Rachel has been a proactive representative on Faculty and University-level steering groups for implementation of the Concordat for the Career Development of Researchers, and was a key player in the team that organised the 2017 Early Career Conference at NOCS. She made a superb contribution by engaging alumni from diverse career paths to speak at the event, raising awareness amongst Early Career Researchers about the career opportunities they could pursue.

Rachel has contributed to generating a more cohesive culture by becoming the events organiser for early career researchers at NOCS, which has included brainstorming sessions and meetings to organise targeted and themed events that offer advice, instruction, or improve the experience of Early Career Researchers.

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**2. The Administrative and Operational Efficiency award recognises employees or teams that have made an exceptional contribution toward the efficiency, effectiveness and sustainability of the University. For example, by enhancing productivity, increasing revenue, managing costs or streamlining governance.**

**All of this year's shortlisted nominees are teams who have demonstrated the ability to work together on complex and difficult tasks to the benefit of the University.**

### **Nominees:**

- **The Ergonauts Team from iSolutions and Research & Innovation Services**
- **The Law School Office Team in Student & Academic Administration**
- **The UniWorkforce Team in Human Resources and the VISAS Team in Student & Academic Administration**

The **Ergonauts Team** have made an outstanding contribution to improving efficiency and reducing the administrative burden of the ethical review and approval of research, through the design and

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implementation of the University's second-generation online ethics review system – called ERGO Two.

The previous system, ERGO One, was rolled out in 2012 and – whilst it was an improvement on earlier paper-based systems – it was not especially user-friendly.

The planning, design and build of ERGO Two was conducted using agile development methodology, with the ERGOnauts focusing on user engagement throughout. They involved the research community, Faculty Ethics Committee reviewers and students at all stages of the scoping, design and build.

ERGO Two was rolled-out successfully between December 2017 and March 2018 and the ERGOnauts' dedication, passion and commitment to teamwork have been key to the project's success.

The Ergonauts have successfully delivered a 'simply better' system.

The **Law School Office Team** are committed to providing an excellent customer experience to the faculty, school and students.

They are an integral part of the Law School and are relied upon by many to get administrative tasks done effectively and efficiently.

The team are always been willing to go the extra mile and do their utmost to support staff and students. Dedicated to customer service,

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they handle queries promptly and efficiently, providing a supportive environment for students.

It is worth noting that the Law School Office Team received separate support from students for this nomination, demonstrating that they have had a positive impact on the student experience.

They were described by their nominator as “unsung heroes” within the Law School.

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The **UniWorkforce** team and the **VISAS team** are a combined nomination for their work relating to immigration checks and compliance.

**The UniWorkforce team** have implemented a significant and robust change to the University's processes and practices for appointing casual workers, helping to ensure our compliance with ever-tightening UK visa and immigration rules, whilst also improving the end-to-end process for our customers and students.

The changes have been significant and far-reaching, as we engage around 5,500 casual workers each year, and process nearly 2,000 pay claims a month.

The work that has gone into the transformation has been tremendous and has shown what can happen when a team is engaged, committed

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and passionate about our mission to be 'Simply Better'. The changes have been so successful that other universities are contacting us for advice on how they can improve their own casual worker processes.

**The VISAS team** – Visa and Immigration Student Advice Service – was established four years ago, bringing together the previously separate compliance and guidance functions to provide a holistic service to international students, and to improve the University's compliance with Home Office visa and immigration rules.

The service has been revolutionised, and the team is now able to see, and pro-actively support, many more students. Alongside these service improvements, the VISAS team has also worked hard to understand the University's compliance data in order to reduce instances of non-compliance and reduce the numbers of unsuccessful student visa applications. The University now has one of the lowest refusal rates of any Tier 4 visa sponsor in the UK.

The result of this work has been the inclusion of Southampton in the first extension to the Home Office's Tier 4 Pilot. This new status affords most of our international Master's students a simpler visa application process and the ability to remain in the UK for longer after their studies. This has the benefit of reducing the burden of compliance obligations on the University, at the same time as improving the student experience.

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**3. The Mentoring award celebrates an employee or a team who serves as a role model and mentor to their colleagues, helping them to improve their skills, adapt to new positions, take on new responsibilities, or learn new processes so they can achieve success in their career.**

### **Nominees:**

- **Marie Cross** from the **Faculty of Arts & Humanities**
- **Sam Harris** from **iSolutions**
- **Dr Suzanne Reimer** from the **Faculty of Environmental & Life Sciences**

**Marie Cross** leads the support team in the School of Humanities, and continually encourages her team to undertake new responsibilities and expand their skills sets. This energy has enhanced team output and individual career progression. Marie's own abilities in executive support and event organisation, and her willingness to share knowledge, have also boosted the team's productivity and efficiency.

Marie's passion for providing high-level administrative support, and a creative approach to problem solving have driven the team to persevere with even the most challenging of projects.

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Under Marie's leadership the team have been able to work autonomously, with the confidence that her support is available when required. Her example is reflected in the collegial ethos of the team, who work cohesively and flexibly, and also participate in University activities in a voluntary capacity.

Marie's willingness to celebrate achievements has increased morale and raised the profile of the team within the faculty.

**Sam Harris** is a Senior Service Desk Analyst and a dedicated member of the ServiceLine team.

Sam is generous with his time, providing coaching and mentoring to colleagues, to ensure the quality of service provided by the helpdesk is consistent and high quality. He will always find time to assist and help his colleagues wherever he can, even if this goes into his own time.

Sam is constantly looking for opportunities to improve the business processes and systems used by the ServiceDesk and the wider department, fostering a collegiate culture of improvement across multiple teams. He does all this with a friendly, approachable manner and whilst often dealing with high volumes of challenging support calls across the University's many complex systems and services.

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**Suzanne Reimer** is Associate Professor in Human Geography. She cares deeply about the development of lecturers and is keen that they succeed in research and teaching.

Suzanne takes a key role in the pastoral care of staff and is always willing to read works in progress, or grant applications, providing outstanding support to junior staff, as well as fostering a sense of belonging to the department and the University.

She frequently goes beyond the call of duty, and her inspiring dedication has made a huge difference to those that she supports, which in turn has positive effects for our students.

Suzanne is a driving force behind Geography's Athena Swan agenda, which benefit all members of the department. She has been described by colleagues as an unsung hero. She is committed and dedicated, and brings life and soul to the department, bringing the 'Simply Better' strategy to life.

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**4. The Public Engagement and Outreach award recognises employees or teams who have made exceptional connections with our public audiences. This may include work with schools and colleges, partnerships between the University and public groups, engaged research, or outstanding contributions to public-facing events.**

**Nominees:**

- **The Arts Strategy Group**
- **Dr Jon Copley** from the **Faculty of Environmental & Life Sciences**
- **The Learn with US Transition Programme Team** in **Student Recruitment & International Relations**

**The Arts Strategy Group** has been pivotal in the step change in public engagement and outreach associated with the increasing visibility and distinctiveness of our Arts and Culture offering.

With representatives from across the University from faculties and professional services as well as the arts venues, the group's major achievements include 'British Art Show 8' and the opening of Studio 144 in Guildhall Square.

What is less visible, is the extent of network development and commitment of group members in engaging to achieve this change.

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The Arts and Culture 'Strategy on a Page' now provides public visibility and the framework for taking this further.

Working externally with national and local organisations, the impact of our increasing public profile is evident from Arts Council funding for major developments, such as 'Jazz South' and the Cultural City conference in June this year.

**Jonathan (Jon) Copley** is Associate Professor in Ocean Exploration & Public Engagement, within the School of Ocean and Earth Science.

Over the past ten years, Jon has developed an extensive programme of public engagement with research. He inspires audiences to share the exploration of the deep ocean with people worldwide, including his contribution to 'BBC Blue Planet Two', as an academic consultant and onscreen contributor.

He raises the University's reputation for world-leading research in deep-sea biology and has turned activity in this field into a strategic programme that resulted in a 4\* Impact Case Study for the last REF.

Jon's public engagement programme has generated an estimated income of sixty thousand pounds a year, demonstrating the value of public engagement in delivering its own benefits and contributing directly to the financial sustainability of the University.

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**The Learn with US Transition Programme** works with 16 to 18 year-olds in schools and colleges to develop the research and academic skills they need to be successful at Russell Group institutions.

The Programme, and associated Extended Project Qualification, or EPQ, admissions policy, was the first of its kind and is considered the leading example in the UK. The programme has expanded significantly over the last nine years, working with over 150 schools. The team's online EPQ course has had over 98,000 learners sign up worldwide.

As research active members of staff, they are able to draw upon their own areas of expertise to create engaging sessions, as well as articulating the intrinsic value of undertaking the qualification. The Learn with US team works hard to raise our profile and promote alternative admissions policy amongst key influencers. With an increasing number of schools now offering the EPQ and many teachers having this as an additional responsibility, the team created a support network for EPQ Co-ordinators, leading to an EPQ Teachers Conference, supported by the exam boards. Our data shows that EPQ students are more likely to achieve a higher entry tariff, more likely to enrol, more likely to pass their first year and more likely to achieve a first or 2:1 than those that had not take the qualification. These factors all positively support the University's quality agenda and Education strategy.

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**5. The Research Impact award celebrates an employee or team who has delivered impactful research, generating knowledge and technologies that have real economic and social benefit for the world.**

### **Nominees:**

- **The Carbon and Waste Management Research Team** from the **Faculty of Engineering & Physical Sciences** and the **Faculty of Environmental & Life Sciences**
- **The OTTER 2 Team** in the **Faculty of Environmental & Life Sciences**
- **The WorldPop Team** in the **Faculty of Environmental & Life Sciences**

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The Carbon and Waste Management Research Team, Professor Simon Kemp and Professor Ian Williams, have achieved exceptional research impact in the last year. In Autumn 2017 their research paper was awarded the International Solid Waste Association Publication Award, the only global award in the field of solid waste management.

They were also awarded the James Jackson Award for best research paper from the Chartered Institution of Waste Management. This study

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provided confirmation of the Welsh Assembly Government's Sustainable Development Scheme (One Wales; One Planet), and evidence-based direction for policy targeting waste reduction. In December, Wales was announced as the second best household waste recycler in the world, as a result of their eco-friendly waste policy.

Ian and Simon also led an activity that resulted in what is possibly the first time that a group of staff and students have jointly published their agreed opinion via an editorial in a peer-reviewed journal. They organised a 45-minute workshop involving all the FEE Environmental Science staff and students. The editorial entitled “Millennials to the rescue?” was jointly written by staff and students from the Centre for Environmental Science, as part of an experiment to see if staff and students could produce an original, interesting, topical, coherent and fully agreed editorial on the subject of resource management in a single workshop. The publication of the piece illustrates the link between research and teaching and that carefully-planned effort in the classroom can ultimately result in better research.

**The OTTER 2 trial management and administrative team** supports the delivery of a complex trial – the first of its kind internationally –

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exploring the impact of the use of placebo therapy components for people living with painful hand osteoarthritis.

Trial Manager, Paula Barratt, and Trial Administrator, Carrie Fanning, have been central to encouraging and supporting NHS clinicians to engage with the research and recruit patients into the trial.

Over 60 NHS clinicians have been encouraged and supported by Paula and Carrie to become involved. Working across 15 NHS Trusts, they have collaborated with the many clinical teams vital to recruiting patients into the trial.

The team is providing a clear example of how research emanating from the University of Southampton can have a substantial impact in developing advanced clinical competencies. Usually it is the academic team that is given the credit for the impact, but without the expertise and value of the trial management and administrative team, the ongoing management of complex NHS trials like this would not be possible.

**The WorldPop team**, led by Professor Andy Tatem, has made a major impact across a number of domains since its inception in 2013. The WorldPop project aims to provide an open access archive of spatial demographic datasets for Central and South America, Africa and Asia to support development and health applications.

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It is forging links with countries around the globe to support the production and provision of detailed population maps and demographic datasets, which can aid governments in their efforts to develop fundamental infrastructure such as healthcare and housing, and equip them effectively for disaster relief.

The team has developed a unique research programme investigating how novel data sources such as satellite imagery, mobile phone network data and GPS-located surveys can be integrated to complement national statistics. Their research has shown how these approaches can be applied to address major issues such as disaster relief, disease elimination and poverty alleviation across the world.

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**6. The International Engagement award recognises an employee or a team whose efforts have made a significant contribution to our international impact, delivering internationally excellent research, high-quality education and student experience, and developing strong, sustainable relationships with our key partners.**

### **Nominees:**

- **Professor Bashir Lwaleed** from the **Faculty of Environmental & Life Sciences**
- **Chris Shank** from the **Office of Development and Alumni Relations**
- **Zoe Yao** from **Student Recruitment & International Relations**

**Bashir Lwaleed** is Professor of Experimental Pathology in the School of Health Sciences. He has driven forward the Faculty's internationalisation agenda by leading on priority international agreements and fostering links with authorities and institutions in the Middle East and North Africa. He has contributed to the recruitment of over 70 high-potential undergraduate and postgraduate students, and scholars, across the University.

Bashir has often played an ambassadorial role and has been involved in high-level institutional discussions, through representation at major

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international events. Recently, he was a core member of the senior delegation which visited Egypt to deepen engagement with priority partners, engaging with key government funding bodies and connecting with alumni.

Currently, he leads the University of Tripoli Education Capacity Building programme, a unique collaboration between a UK university and Libya. Bashir's academic leadership and strong networks promote our international strategy and contribute to enhancing the University's reputation, both nationally and internationally.

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**Chris Shank** is our only Alumni Volunteer Officer – and we have over 220,000 alumni. Chris is an alumnus himself and secured his role after a successful internship in the Office of Development & Alumni Relations. His work is focused on supporting the recruitment of quality students, a key goal in our 10-year plan.

In 2016/17, the Office of Development and Alumni Relations worked with two official alumni branches in Beijing and Shanghai. Chris developed both these branches and in 2017/18, he built two more, plus another branch in Greece, (the country with our largest alumni population behind China and the UK) and one in New York.

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These branches work with international officers to aid our student recruitment. We now have over 2,000 international students, with the alumni referral and recommendation being key.

This work is showcasing the value our alumni can add. Working with faculties, Chris has helped make a significant contribution to international student recruitment and growing a strong global alumni community.

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**Zoe Yao**, International Officer, has been a member of the international recruitment team since 2008. Zoe has consistently worked above and beyond the responsibilities of her role in engaging the University with China. The University has been successful in establishing a wide range of partnerships, growing its market share of student recruitment and engaging with a number of alumni in China. Zoe has been key to all these developments and is well respected within the institution for her expert knowledge of the Chinese market. She is innovative in her approach to student recruitment, which was evidenced in her work supporting a delegation to China in March. In particular, Zoe developed a highly effective strategy to engage prospective Chinese students via a number of Chinese social media platforms.

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**7. The Collegiality award celebrates our spirit of collegiality: an employee or a team working, planning and delivering together, toward our shared vision. This may include volunteering to assist with events, working on special projects, serving on committees, or programmes outside the normal work environment.**

**Collegiality is central to the success of our strategy and underpins all our strategic activities. It means building a community based on trust, providing an excellent staff experience and making the University a great place to work.**

**The nominees on our Collegiality shortlist each received multiple nominations.**

### **Nominees:**

- **The Health Sciences Finance Team**
- **Dr Laurie Lau** from the **Faculty of Medicine**
- **Vanessa Cox** from the **Faculty of Medicine**

**Honourable mention goes to Dr Jan Podivinsky, Associate Professor in Economics – for his support, advice, encouragement and dedication to the department.**

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**The Health Sciences Finance Team** supports the costing and administration of research grants.

The team received several nominations from faculty staff – many commenting on their collegial spirit and approachable presence. They always look creatively to solve, what at times can be very complex problems, and have a 'can do' attitude.

Their nominators referred to their positive impact, in terms of assisting with our ability to submit and manage grants in an effective and efficient way. **Donna, Angela and Kelly** are supportive and flexible in response to all requests relating to research grant budgets, at all stages of the grant application process. Once funding has been awarded they continue to offer very responsive support. They make an important and valued contribution to the efficient running of our research finances.

**Dr Laurie Lau**, Laboratory Manager, joined the Faculty of Medicine in 1988. He has worked alongside numerous clinical researchers and medical students in our laboratories, assisting on a wide range of studies and research projects.

Laurie greets each and every person he meets every day. He always tries to help and can be relied on for help and support with scientific research.

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He is actively involved with students, teaching research skills, supervising within the laboratory and marking projects and reports.

Laurie is described as the glue that that keeps everything together, he is always willing to go that extra mile and certainly makes the University a better place.

**Vanessa Cox**, IT Manager, joined the MRC Lifecourse Epidemiology Unit in 1991. Vanessa oversees all aspects of the Unit's IT department and ensures the production of high-quality research data throughout the Unit. This also extends to helping others by way of consultation on research design and processes.

Vanessa has served as the Unit's Welfare Officer, helping people at a personal level as well as enabling their research. Vanessa's collegiality is not confined to the MRC Unit, she has supported PhD students across the Faculty and those from elsewhere who access the Unit's data. Vanessa is generous with her time and expertise; recently she provided invaluable input to Health Sciences about data management in a large cohort study, based on her many years of experience running cohort studies. Vanessa has helped and supported many staff at work and on a personal level. She is often the first port of call as her commitment to confidentiality, and the trust she embodies, enable people to open up to her and allow her to support them.

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**8. The Support and Service to the University award celebrates an employee or team who provides support and services to the University and thereby enhances the overall experience and quality of life for all members of our community.**

### **Nominees:**

- **The Cancer Immunology Campaign Team** from the **Faculty of Medicine, Communications & Marketing, Estates & Facilities** and the **Office of Development & Alumni Relations**
  - **The Exams, Award and Graduation Team** from **Student & Academic Administration**
  - **Lee Coombs** from **Estates & Facilities**
  
  - **An Honourable Mention goes to Mark Roch**, Locksmith, from Estates and Facilities, who takes huge pride in his job and is described as the epitome of customer service.
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### **The cure for cancer? You're it.**

In 2015, the University publicly launched the **Cancer Immunology Campaign** to raise twenty-five million pounds to build the UK's first Centre for Cancer Immunology.

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The Campaign was an opportunity to create a cultural step-change in our philanthropic activity. This was the largest campaign we have ever undertaken and the first fundraising project clearly aligned with our strategy. On 1<sup>st</sup> February this year, World Cancer Day, we announced we had reached our target of twenty-five million pounds, *six months ahead of schedule*.

The achievements of the Campaign team are outstanding; the Centre for Cancer Immunology is the first new building in the University's history entirely funded by philanthropy.

The Campaign was about much more than money; we are making a significant difference in a disease that affects so many of us personally. Through the new Centre we will double clinical trials and expand research capacity with 50 new staff members. We have already attracted two global superstars along with five million pounds in new research income.

The campaign also provided opportunities for the wider Southampton community to come together in support of the University through a myriad of events and community fundraising that connected thousands of people in a way that was positive and emotionally engaging.

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**The Exams, Award and Graduation Team** were nominated for the exceptional service they consistently provide to the University year after year.

The team are responsible for running our high profile events in the academic year, ensuring that exams, awards and graduation processes run smoothly.

During exam time, the team provide cover from 7am until after 6pm to ensure that everything is ready, and that exam papers can be collected at the end of the day, so that marking can begin as quickly as possible. They are on hand all day to ensure that any issues are resolved quickly to minimise the impact on our students.

The team are responsible for arranging and running our graduation ceremonies, which are the culmination of many of our students' time at the University. They are always looking to improve the experience for all involved in graduation.

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**Lee Coombs**, Plumbing Chargehand, has proven to be a very dedicated and enthusiastic member of the plumbing team. Since taking on this new role last year, the number of compliments Estates & Facilities receive about Lee has been completely overwhelming.

Lee leads the plumbing team into some very interesting situations where many dirty jobs need doing. He never complains and leads by example.

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He often finds himself on a Saturday night up to his knees in all sorts of things. If there is an issue at the weekend, he regularly comes in to ensure that everything is back as it should be by Monday morning.

Lee is always happy to help in any way that he can; his customer service is outstanding.

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**9. The Teaching award nominees are shortlisted from our annual faculty teaching awards. Faculties may select up to two of their teaching award winners to be considered by the Vice-Chancellor's Awards panel.**

**Our teaching award winners are improving the quality of education and helping us to achieve our ambitions through exceptional teaching, which is fundamental to our strategy and ambitions.**

### **Nominees:**

- **Adrian Sewell, from the Faculty of Arts & Humanities**
- **Dr Deborah Thackray, from the Faculty of Environmental & Life Sciences**
- **Kathryn Wicks, Faculty of Social Sciences**

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**Adrian Sewell, Senior Language Tutor in Modern Languages and Linguistics, joined the University in 2000.**

Adrian is an extremely valued member of staff. He teaches French and German language, both incredibly successfully, with a recurring student feedback of 4.9 out of 5.

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He won the 'Most Engaging Lecturer' award in the SUSU Academic Awards this year; he is able to fully engage classes, take the most able students to places where they wish to be, and to help those who struggle more to overcome their difficulties.

Adrian is generous with his time; he is also the Employability Officer and has spent countless hours in the creation of a website to promote German language and helped organise a week of events throughout Hampshire to celebrate the launch of the website.

His involvement and his commitment to Modern Languages and Linguistics is exceptional. He is an intellectually demanding educator and an engaging teacher.

**Debbie Thackray**, Lecturer in Physiotherapy, is the stream lead for all cardiorespiratory physiotherapy modules. Debbie has embraced this role wholeheartedly and has successfully integrated innovative approaches to make the teaching more engaging, improve the student experience, and engender enthusiasm for the topic across many cohorts of students.

Clinical reasoning is a concept many students struggle to understand. Using her own doctoral studies, Debbie developed a novel conceptual

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model of clinical reasoning which has now been fully integrated into all her teaching modules.

Her most successful innovation has been her championing of the use of simulation in her teaching. She has been instrumental in the development of modules that prepare physiotherapy students and staff for their future clinical roles. This example of collegiate work has meant that Debbie has developed excellent working relationships with University Hospital Southampton Trust, Portsmouth Trust and North Hampshire Hospitals Trust, which in turn informs our curriculum.

Over several years, Debbie has supported junior staff and maintained high standards of excellence in the cardiorespiratory teaching.

**Kathryn Wicks**, Teaching Fellow in Gerontology, is involved in a vast array of teaching activities of the highest calibre, from formal teaching, to coordinating study skills and writing groups, serving as an employability coordinator, and assisting with outreach and marketing.

Kathryn makes a direct positive impact on the student experience; it is her desire to contribute to the University community with a heightened sense of collegiality and genuine concern for student satisfaction.

She tailors her teaching style to each student's needs and each activity is carried out with impressive consistency and thoroughness. Kathryn's

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feedback is constructive and detailed, with a key emphasis on policy implications to encourage students to become global leaders capable of positive policy change.

She interweaves employability into teaching sessions, preparing students for high-impact roles after their studies. Her pastoral capabilities are second to none, establishing positive working relationships with her students. Kathryn enhances the experience of all students to ensure they are all provided with a consistent, high-quality education.

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**10.** The Equality, Diversity and Inclusion award celebrates an individual or a team who has contributed to enhancing opportunities for people from diverse groups and created a more inclusive culture.

This award supports our aspiration to recruit, develop and retain diverse, high-quality staff.

### **Nominees:**

- **James Allen** from **iSolutions**
  - **The PhD Researchers Team** from the **Faculty of Engineering and Physical Sciences**
  - **Susi Miller, iSolutions**
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**James Allen**, Learning Design Consultant, has made an outstanding contribution to the University with his dedicated work to create a welcoming, safe and inclusive environment for the LGBT community.

Since becoming the chair of the LGBT Staff Network, the most powerful action James took was arguably the simplest.

In 2017, James introduced the rainbow UoS Pulse lanyards that quickly became familiar with all staff members. James recognised that when anyone can be themselves, they have an increased sense of wellbeing and perform better. We celebrate diversity and inclusion and want to

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make it easy to show support for each other, by enabling a positive working environment, where collegiality is visible.

James gave us such a simple and effective way to show that we are inclusive, seeing the lanyards around our campuses has enhanced the feeling of inclusivity for students and staff. It is such a simple yet powerful change and it is all down to James.

**Cat Morgan and Gefion Thuermer** have shown considerable initiative working tirelessly this year to enhance the lives of PhD researchers. They have been working with the Digital Economy Network, running a workshop on self-care, discussing how postgraduates can work together, to create a more healthy working environment for PhD researchers through policy change and long-term support for mental health issues.

Cat and Gefion have convened meetings between research students across the UK, which have provided discussions between postgraduates and research council representatives. Through these activities, they have established an active informal support network for EPSRC-funded students in the faculty. Furthermore, because of their participation in interdisciplinary research, this network extends well

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outside the faculty to research students throughout the ESPRC Digital Economy Network and Web Science Centre for Doctoral Training.

Their work recognises the diverse profile of our postgraduate researchers and seeks to improve the experience and success of all those involved in postgraduate studies.

**Susi Miller**, Learning Design Consultant, strives to transform the staff and student experience of equality, diversity, and inclusion at the University.

Susi harnessed her passion for inclusivity to champion digital accessibility at the University.

One of Susi's most significant achievements has been to produce an eLearning module, which is accessible for students with visual and motor neurone impairments, which is interactive and engaging. This module has been selected to be entered into the national Learning Technologies awards.

Susi has found a solution to produce online IT systems training that is accessible for learners with all disabilities and learning difficulties. Through her work with the Disability Steering Group, she played an important role in ensuring the University achieved the Disability Leader

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Award and continues to be an advocate for digital accessibility to help secure the Disability Standard.

Her commitment to collegiality was demonstrated by her production of a Support Guide, which offers accessibility guidelines, and instructions for any staff involved in creating online resources using Articulate Storyline software.

Susi is contributing to enhancing opportunities for people from diverse groups, thereby creating a more inclusive culture.

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**11.** The Career Achievement award celebrates an employee or team who have made exceptional contributions throughout their career.

The nominees shortlisted have each shown remarkable dedication, earned the respect of their peers, and defined what it means to be part of our community.

### **Nominees:**

- **The Grounds Team** from **Estates & Facilities** and **Student Services**
- **Katherine de Retuerto** from **Development & Alumni Relations**
- **Nicholas Gates** from the **Library**

**The Grounds team** is a combined nomination for four members of staff in Estates & Facilities and Sport & Wellbeing, who have over 130 years' service between them.

**Malcolm Jenks**, Chargehand Gardener, has worked at the University for over 22 years and has been head gardener at Highfield for a significant time during his career.

Malcolm has shown great passion in the time he has worked here. He receives compliments for the grounds, for which he praises his team members, not himself. He has been involved with making sure the

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grounds look impressive for graduation, and projects such as the Valley Gardens. He is loved by so many staff but has never been shown how much his hard work is appreciated.

**The Sport & Wellbeing Grounds Team: John Kidd, Lee Bridle and Peter Wolfe**, look after our Sports Grounds and Facilities at Wide Lane.

The team have shown phenomenal dedication during their combined 108 years' service. Throughout this time, they have delivered an outstanding service, preparing pitches in all weathers.

Fiercely proud of their standards, and keen to ensure that we invest wisely in the facilities, the team have seen the development of the sports offering from its humble beginnings, on fields that are now Wessex Lane halls, to its current location at Wide Lane with its numerous grass pitches, artificial pitches and sports performance centre.

The team have seen the development of different sports over the last 40 years, and their standards have always been high and valued by our users. Having seen the University develop beyond recognition, their dedication is an example to us all.

**Katherine de Retuerto**, Associate Director of Development, is the most successful fundraiser in University history, raising over eight million

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pounds cumulatively and securing more seven-figure gifts than any other fundraiser.

Katherine concluded the 17/18 fiscal year raising more money than at any point in her career, over three million pounds. This year, she personally solicited the University's largest individual gift of two million pounds. For over 15 years, Katherine has built up her career in Development & Alumni Relation. She consistently exceeds her income targets, and motivates the team to exceed their targets.

Katherine is a passionate ambassador for the University. She has worked on a number of projects that would not have happened without being resourced by external partnerships, including the significant purchase of the Broadlands Archive for the University's Special Collections (*at the time the University's largest gift at one point nine million pounds*).

The nature of Katherine's work plays a key role in engaging the University with a wider audience and raising our profile. She was a crucial factor in our ability to meet and exceed the Cancer Immunology Campaign target.

Katherine's efforts ensure that we develop an outstanding fundraising team for years to come; the philanthropic income will enable the

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University to maintain our global excellence and remain truly competitive.

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**Nicholas Gates**, Library & Learning Commons Manager, has worked in the University's libraries for over 20 years.

Nick was nominated for his outstanding collegial leadership and tireless efforts to inspire the team to offer excellent customer service to the University community. Since 2001, Nick has been the manager of Avenue Library and Learning Commons, which holds the Academic Course Collection for Humanities and the Language Learning Collection. He has created a welcoming library space for students to study and develop their potential.

During his 20 years of service to the University, Nick has consistently strived to be inclusive, flexible, and considerate to all his team members. This approach creates a willingness within the team to identify and solve problems together. His dynamic, good-humoured approach motivates his team to work to the best of their abilities, which in turn ensures the Library is able to provide the faculty with consistent and vital support throughout the academic year.

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**12. The Student Experience celebrates an employee or team who is helping our students to succeed and realise their full potential.**

**They have helped our students to succeed and become confident thinkers who realise their full potential, delivering an exemplary student experience, promoting and supporting a culture of diversity and collegiality on our campuses.**

### **Nominees:**

- **CORMSIS Industrial Liaison Officers Team from the Faculty of Social Sciences**
- **Dr Graham Baxendale from the Faculty of Social Sciences**
- **The Student Life Team from Student Services**

**CORMSIS** is the University's Centre for Operational Research, Management Science and Information Systems.

**Peter Becque and Julie Hickman**, Industrial Liaison Officers, manage our highly professional summer project scheme. They demonstrate outstanding service to the University in terms of their work to support the enterprise and research agenda.

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Around 50 projects each year are sponsored by organisations including Ford, Airbus and Virgin Atlantic. Sourcing and coordinating such a large number of projects requires a great deal of time, energy and enthusiasm.

Undertaking an external project on a real-world problem is an amazing opportunity for our students. Julie and Peter contribute enormously to this exceptional student experience.

This year was our 50th Anniversary of Operational Research and Management Science. Julie and Peter organised an alumni event, including a keynote talk from a CORMSIS graduate who has spent his career in developing race strategies for Formula 1.

Their contribution goes beyond the MSc summer projects. They also played a key role in the recent successful AACSB accreditation of the Business School.

Julie and Peter's work cements relationships with external organisations to ensure that we gain full impact from our research, and that the impact is recorded, ready for the next REF.

**Graham Baxendale**, Teaching Fellow and Senior Tutor in Sociology and Social Policy.

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Since the 2014/15 academic year, there has been a 23% increase in the number of special considerations requests from students across the University. Research outputs from Universities UK report a significant rise in mental health conditions amongst students. Student experience is the corner stone of our Simply Better strategy. Helping some of our most vulnerable students, those facing mental health challenges, to succeed and realise their full potential is particularly difficult but important work. Graham is doing outstanding work supporting and signposting these students to the support they need to realise their full potential.

Graham designed and delivered a Mental Health Well-Being Forum for Sociology, Social Policy and Criminology students. He identified the need to give students an opportunity to come forward and find out more about support services available. He encouraged students to be open about their mental health challenges, helping to reduce any stigmas surrounding mental health and promoting a culture of collegiality.

He is driven to help students succeed and goes out of his way to meet with students who are thinking of withdrawing from their programme, to discuss options and support available to help them complete their degree. Graham helps some of our most vulnerable students succeed and realise their full potential.

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**Student Life** launched on 1<sup>st</sup> August last year. It is a unique service within UK Higher Education, providing pastoral support to students 24/7, 365 days a year.

The team's approach to student support is through a model of early intervention and prevention, focused on building a community around the student, in order to reduce the risk of students becoming "in crisis".

The team provides reactive support for students in difficulty, ensuring that they are signposted and engage with the specialist support services available.

A key objective of Student Life was to deliver a large-scale event that engages the student community, resulting in the annual Earth Day events, attended by over 500 students.

Since its launch, the service has gone from strength to strength, which is testament to the hard work, dedication and commitment of the team.

Their passion for the student experience shines through and the feedback they have received from students demonstrates this.

The number of students disclosing a disability under the mental health conditions code on Banner has increased by 95% since 2014/15, demonstrating a significant increase in the number of students at Southampton who benefit from a dedicated, 24/7 support service.

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