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### **Award 1 – Student Experience – Alex Neill**

The Student Experience award celebrates an employee or team who is helping 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.

The nominees are:

- **Dr Kamil Zwolski**, Associate Professor in International Politics in the Faculty of Social Sciences;
- **Paula Sands**, Site and Research Engagement Librarian for the Faculty of Medicine, in Library and the Arts;
- **Rebecca Prescott**, Client Services Supervisor and Wellbeing Coordinator in Student Services.

In 2018, **Kamil Zwolski** ran a successful pilot initiative establishing a staff-student partnership called 'Politics and International Relations (PAIR) Partners, which was nominated by students for the SUSU Academic Award 2019 and won the award category for Best Response to Feedback.

The purpose of PAIR Partners is to give students a flexible channel for sharing their views and insights on matters important to their learning, focusing on assessment and feedback; and help students develop their employability skills.

Over 100 undergraduate students signed up for PAIR Partners in October 2018 across all three years. At the end of the project over 99% of students declared that they would like to participate in it again.

Students were overwhelmingly positive about the initiative. They commented that they felt more involved in their course and that it helped to bridge the gap between A-levels and University.

Other parts of the University expressed an interest in PAIR Partners and Kamil was invited to share insights from the project by the School, Faculty and the Centre for Higher Education Practice.

**Paula Sands** was described by her nominators as 'incredible', and 'awesome' for the support that she gives to the postgraduate students, which goes above her role.

Based at Southampton General Hospital, medical students often turn to the library for help. Paula always has a smile on her face, and a welcome for any struggling student or staff member. Her recognised Library skills are excellently shared with students when she teaches on the MSc courses, or provides student support.

Paula is a valued member of the Faculty of Medicine student support team. She is fantastic with the students, providing teaching on literature, searching and using Endnote to 100 MSc students.

She makes the sessions interactive and works hard to make sure every student understands how to use the system, including providing additional one-to-one support after teaching and lunchtime sessions.

The student experience is improved: students provide higher quality and better referenced assessments and dissertation projects. Paula is friendly and enthusiastic: she is so approachable that students find it easy to ask for help and she is very highly thought of amongst staff.

Paula always goes the extra mile in providing support for students and staff, which has improved student experience and contributed to enhance the reputation of the course.

**Rebecca Prescott** was nominated for her organisation of the Wellfest event run in May.

The event was a celebration of all things in relation to wellbeing, taking months of planning which Rebecca undertook, liaising with internal and external parties.

This would be the first major event that Rebecca had ever planned, and she exceeded expectations, with over 500 attendees - the same as Wellfest 2017 and 2018 combined.

She did an amazing job publicising the event. Wellbeing of our students can sometimes be forgotten amongst the academic success that a student has, but the event brought the wellbeing of our students into the spotlight.

It was great to be able to see students talking and interacting with the different stands at the event, taking away valuable knowledge and resources to ensure that not only do they go on to have bright futures academically, but they are able to ensure that they are maintaining their wellbeing and mental health as well. The passion and commitment

Rebecca showed to ensure the event was the best it could possibly be was amazing to see. It motivated everyone around her to also try to be involved.

## **Award 2 – Teaching – Alex Neill**

The Teaching award nominees are shortlisted from our annual faculty teaching awards. Faculties may select two of their faculty teaching award winners to be considered by the Vice Chancellor's Awards panel, who then select one faculty teaching award winner per faculty to form the shortlist of five.

Our faculty 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.

The nominees are:

- **Anna Pegg**, Senior Teaching Fellow, Fashion Marketing & Promotion, in Winchester School of Art, in the Faculty of Arts and Humanities;
- **Professor Goran Mashanovich**, Professor of Group IV Photonics in the Zepler Institute for Photonics and Nanoelectronics, in the Faculty of Engineering and Physical Sciences;
- **Dr Melissa Andrews**, Lecturer in Systems Physiology, in Biological Sciences, in the Faculty of Environmental and Life Sciences;
- **Dr Shahnaz Ibrahim**, Senior Teaching Fellow in Strategy and Innovation, within Southampton Business School, in the Faculty of Social Sciences;
- **Dr Veronica Hollis**, Senior Teaching Fellow in Clinical and Experimental Sciences, in the Faculty of Medicine.

**Anna Pegg** is an exceptional member of staff, her dedication to supporting students is unrivalled.

She consistently achieves exceptionally high teaching scores, and her student feedback is truly noteworthy.

Anna goes beyond expectations to ensure she delivers the very best for the students she teaches. She is an exceptional mentor with a passion for developing confidence, driving students to reach their fullest potential.

She can often be found walking around to check in with students outside her own timetable.

The culture this helps to create on the programme is one of openness; and the students feel

confident they can address her and all staff on the Fashion Marketing programme with any issues, questions or feedback.

In addition to her support with students, Anna is always willing to support her team.

Without question, Anna will take to any task with 100 per cent positivity, delivering an organised and effective outcome.

Anna has helped to mentor new staff, offering support and making them feel comfortable within the team. She is a highly valued member of the team who has consistently worked at an exceptionally high standard for many years.

**Goran Mashanovich** is very active in both research and and innovative teaching. His research income to date is in excess of £20 million, £2m of which is as Principal Investigator. Goran was the only co-investigator from the Faculty on a Catalyst project entitled “Supporting student agency and success in higher education and beyond through the development of assessment feedback skills”. This aimed to address important issues such as assessment and feedback, particularly for year 1 students. As a part of the project, he has introduced assessment workshops in his teaching, as well as student participation in assessment design.

In the last 12 months Goran has given talks at educational conferences in Serbia and Canada, where he presented his teaching methods. In 2016 and 2018 he gave a series of talks in Serbia on good education practice in Southampton, which was covered by newspaper articles and by the Serbian national TV, enhancing his own reputation and that of Southampton.

This year, Goran introduced a new photonics module in Electronics and Computer Science, to improve student skills and utilise the cleanroom. The student evaluation was excellent Goran is a passionate teacher who cares deeply about improving the quality of education, student experience and our reputation. Despite being a world-renowned researcher, he devotes significant time to constantly improving his teaching methods, and engaging in new and innovative techniques.

**Melissa Andrews** joined the Faculty of Environmental and Life Sciences in January 2017 within Biological Sciences.

She has done an amazing job setting up, running and single-handedly delivering a new module on Neuroanatomy this academic year.

Its success can be demonstrated by the outstanding student feedback scores and positive comments. This course is the first of its kind in Biological Sciences and provides the students with unique hands-on learning experience.

The course ran over two weeks and involved intense periods of lectures, which were complemented with tutorials. In addition practical sessions were run at Southampton General Hospital, followed by an exam.

Melissa's enthusiasm for the topic and delivery of an outstanding student learning experience did not falter during the two-week period even though she prepared and delivered 17 lectures, all tutorials and practicals!

This clearly demonstrates her hard work, commitment, passion and dedication in delivering this module to the highest level. Melissa's fantastic achievement, clear talents and commitment to teaching should be recognised and celebrated.

**Shahnaz Ibrahim** is an exemplary teacher. The overwhelmingly high demand to be supervised by her for dissertations and projects, is just one indication of what Shahnaz brings to Southampton.

She is immensely invested and interested in the students she teaches. She encourages them and empowers them to excel academically, and to grow into who they are destined to be as young aspirational business people and entrepreneurs.

Shahnaz reaches out to every student's need both in and out of office hours. Her excellent teaching skills and subject mastery are a force to be reckoned with. Instant understanding is a hallmark of her "rather exciting" lectures. She is highly rated by students and consistently delivers teaching that far exceeds expectations; as well as hugely contributing to student experience and NSS ratings.

Without Shahnaz's presence within the Southampton Business School, many students would not perform and enjoy their work to the standard they currently achieve. This is owing to the inspirational, kind, compassionate and empowering aura that she evokes. With a full week of meetings, teaching, and even using her breaks to meet and encourage students in their projects, Shahnaz pours her life into making Southampton Business School a place of excellence. She deserves sincere commendations.

**Veronica Hollis** is one of the unsung heroes of education in the Faculty of Medicine. She works on the MSc Allergy programme and the majority of the work she does is behind the scenes.

Our MSc Allergy students are mature, vocational students, working in clinical practice and travelling to Southampton to study. Veronica is passionate about providing support for students who are mainly based away from Southampton, and who have busy jobs and lives. She has developed our Blackboard site to be totally student-centred, enabling students to access everything without having to search. This work has been recognised through the Blackboard awards for four consecutive years.

Veronica puts in the hard work, developing tutorials and worksheets which are delivered online, providing additional support and maintaining the student cohort and peer-support feeling. She also provides tutorials and enables students to get the most from their studies. Veronica has developed a suite of teaching sessions to help students develop transferable skills. Her work has improved the student experience across the programme and although the students might not know how much work she does quietly in the background, they certainly reap the benefits of her student-centred approach.



**Special Award: Vice-Chancellor's Award for Mandy Pervin – Rachel Mills**

This Special Vice-Chancellor's Award is for Mandy Pervin, recognising her 22 years of career achievement and unparalleled service to the University. Sadly, it is being presented posthumously.

Mandy worked at La Sainte Union College of Higher Education, which became part of the University in 1997. Her career here saw her take on roles across a range of Departments, Schools and Faculties; and most recently she was Associate Director of Faculty Operations in the Faculty of Environmental and Life Sciences.

In each of her roles, Mandy provided outstanding service and support. She was passionate about the University mission, but her primary focus was always the students we teach and the staff she worked with.

She welcomed her team into her home, made fantastic friendships with her colleagues, and her parties were legendary!

We are delighted that her husband Simon, daughter Charlotte, son Daniel, daughter-in-law Stephanie, together with Mandy's siblings and their partners: Andrew, Passant, Lawrence and Carol are here tonight to accept the award on her behalf.

The University has seen many changes in the years that Mandy was here and she became an expert in successful restructuring and delivering business reviews in record time. She worked tirelessly, always delivered, pushed things forward and was most importantly, great fun to work with. Her sense of humour and ability to laugh at the ridiculous was her hallmark.

She had the respect of her peers, while consistently maintaining her own particular style, refusing to let us take ourselves too seriously, yet showing us at the same time that she took us really seriously.

Her quick wit and tenacity led to countless successes in managing the most complex of people and situations.

I personally learnt one of the most important skills of academic administration from Mandy – the skill of knowing when to apply all hands to the pump and when to concentrate on the day job.

Mandy was supremely loyal – first and foremost to her family but the University was a close second. She could be found welcoming students, helping to organise graduation, supplying tired admissions tutors with coffee and cake during clearing. Always positive, always taking care of those around her.

She was not only a dedicated and commensurately professional colleague but she absolutely defined what it means to be part of a community. Her generosity of spirit, compassion and warmth were without limit to those in need. In challenging times, her first and probably only thoughts were to supporting her colleagues and the teams she led.

Over 22 years Mandy made a positive contribution to many previous winners of this award and, always self-deprecating, would have resisted being nominated. She is sadly no longer with us but the impact she made will sustain. We in the Faculty of Environmental and Life Sciences have a commitment to 'be more Mandy'. What does this mean?

It means living life to the full, bringing laughter and passion to the mundane tasks we all have to do. It means looking out for everyone in the team. It means never saying no, finding a way to fix things and minimising unnecessary tasks. It means being true to yourself, at all times.

Thank you Mandy for everything you have done for us, thank you for dedicating your career to the University of Southampton. We are honoured to make this award in recognition of this huge contribution.

Let's now take a moment to remember and celebrate some of our other colleagues who have passed away during the year.

**Mrs Amanda Pervin**

Associate Director of Faculty Operations, Faculty of Environmental and Life Sciences

**Mrs Samantha Hopwood**

Gift of Sight Assistant, Development & Alumni Relations

**Professor Andrea Reiter**

Professor of German, Faculty of Arts and Humanities

**Dr Ashok Ranchhod**

Principal Teaching Fellow in Marketing Communications, Faculty of Arts and Humanities

**Mrs Pearl Romans**

Archivist, Library and the Arts

**Miss Sue Warren**

Faculty Administrative Officer, Faculty of Environmental and Life Sciences

**Dr Angelo Grubisic**

Lecturer in Astronautics and Advanced Propulsion, Faculty of Engineering and Physical Sciences

### **Award 3 – Mentoring – Jane Falkingham**

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.

The nominees are:

- **Carol Read**, Employee Relations Manager in Human Resources;
- **Professor Daniel Whiting**, Professor of Philosophy in the Faculty of Arts and Humanities;
- **Dr Sue Duke**, Associate Professor in Health Sciences in the Faculty of Environmental and Life Sciences.

What makes a good mentor? Homer said it's being a "wise and trusted counsellor". **Carol Read** is both. She is a strong team leader and good friend, she demonstrates this through guiding people at both an individual and professional level.

Her enthusiasm for Human Resources is inspiring and has motivated colleagues to learn more and take pride in their work. Carol has completed CIPD Level 7 and gained a wide range of experience in many areas of Human Resources including Recruitment, Transactions and Employee Relations. Her level of commitment to both the University and her career inspires others to set their own career goals.

From a personal perspective Carol is always learning. Every day for her is a school day and she wants to pass this discovery on to others. We work in a learning environment and Carol is keen help others grow, develop their career, try new skills and become more confident, challenging what we do and why, improving it for the better.

Carol has an ability to train, develop and mentor her team to deliver the best service. She also mentors individuals, helping and guiding them to be the best they can be. We need more people like Carol who demonstrates the Southampton behaviours in everything she does and instils this in her team and colleagues, she really does walk the walk.

**Daniel Whiting** has made exceptional contributions to all aspects of the life of the Philosophy department.

Daniel is a truly excellent guide and role model, continuously inspiring and motivating others to achieve their best. He has an unrelenting commitment to the department as a whole and to the success and wellbeing of each member.

In spite of innumerable demands on his time as Head of Department, no detail escapes Daniel's eye. From large strategic decision-making, to gestures that may seem small but make all the difference, Daniel leads by example. He finds time to volunteer to help in ways that go beyond his role: reading proposals, applications, papers, attending workshops and conferences, and always sending an appreciative public message afterwards; and being the first to take on extra tasks to help colleagues.

Daniel is extremely attentive to the individual needs of colleagues. At the expense of his own time, he has repeatedly adjusted departmental arrangements around those needs, going above and beyond in ways that are fair but enormously helpful, setting a shining example for commitment to diversity, inclusivity, and collegiality.

He shows us all what good leadership can and should look like. His mentoring and leadership skills, attention to detail, spirit of collegiality, and devotion to the success of the department have benefited staff and students alike.

**Sue Duke** has been a mentor to the cancer, palliative and end-of-life care education team in the School of Health Sciences since 2006.

Sue is a knowledgeable practitioner with a passion for high quality education and building the evidence base. She is also a compassionate leader who gives her time to support those she has challenged to engage in new approaches to teaching, and an innovative teacher who shares her wisdom with generosity.

A champion of high-quality palliative education and practice, she has nurtured students and colleagues to find their place in leading service and developing care.

As well as her clinical expertise, research capability and scholarly endeavours, Sue is a jolly good egg in all that she does. She was described by her nominator as “simply the person who constantly reminds me I must do better”.

Sue is a source of inspiration for the palliative care team. She is an exemplar of professionalism and calm under pressure. The team that she has nurtured, developed and supports is a tribute to her leadership.

#### **Award 4 – Early Career – Jane Falkingham**

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.

The nominees are:

- **Billi-Anne Harris**, Domestic Services Manager in Estates and Facilities;
- **Dr Peter Worsley**, Lecturer in Physiotherapy within Health Sciences, in the Faculty of Environmental and Life Sciences;
- **Richard Wilson**, Development Manager, Major Gifts & Legacies, in the Office of Development & Alumni Relations.

**Billi-Anne Harris** has been at the University for 3 years as the manager of the domestic services team.

She is a role model for outstanding leadership behaviours and her manager consistently receives positive feedback from Billi-Anne's team, service partners and customers alike. Billi-Anne's recent achievements include step change improvements in cleaning satisfaction scores and an 88% employee engagement score in the 2019 staff survey, the highest result in Estates and Facilities.

Her team is possibly one of the largest and most diverse teams in the University and Billi-Anne coaches and mentors her colleagues on numerous occasions. She achieves her impressive results in a hard working and engaging fashion, often starting early or staying late to meet her teams. Billi-Anne is an exceptional manager and has achieved significantly beyond our expectations in the relatively short time in which she has been here.

She has also significantly helped us improve the student experience in the library, by her proactive management of the cleaning of the building, including suggestions for quick and simple changes that will make a big difference. Equally as important is the support she has given to Estates & Facilities with people management.

If you want to see a living example of the University strategic aim around collegiality, Billi-Anne is it and she is dedicated to changing our University for the better.

**Peter Worsley** was this year's recipient of the FELS Faculty's Dean's Prize for All Rounder in November 2018. This recognises exceptional contributions in research, education, enterprise, public engagement and citizenship amongst our early career staff nominations. Peter is an exceptional all-round academic, excelling in research-embedded education, research and public engagement. He is also very active in enterprise and citizenship. His research expertise is in skin health, bringing together clinical and bioengineering skills. He is at the cutting-edge of research to advance vital clinical areas of patient care.

His successes in publications and grants are remarkable for a lecturer. He has published 34 original papers and currently holds £2.2Million in grants from Research Councils, NIHR, industry and charities. Peter has impressive research leadership experience, stepping up to lead both the Skin Health Research Group, and the Clinical Academic Facility at Southampton University Hospital, and managing the laboratory facilities.

An excellent role model, Peter is an outstanding early career colleague; not only for the quality of his research and dedication to the student experience but also for the role he has taken in leadership.

He is remarkable for his all round excellence and this is rare in someone so early in his career.

**Richard Wilson's** four years with the University have been marked by outstanding achievements, culminating this year in the launch of the University's first Legacy Programme and reaching £1m in legacy income in one year for the first time in our institutional history. Rich is a proud Southampton alumnus. As a student, he was a caller in the ODAR Annual Giving programme. One of the highest-performing callers in the programme's history, he regularly exceeded his targets and enjoyed his time speaking to alumni about their experiences at Southampton.

In 2014 Richard applied for a Development Officer role in ODAR and stood out from the start for his work ethic, enthusiasm, collegiality, quick wit, initiative and consistently meeting and exceeding his fundraising targets of 70 meetings and £100K per annum. In 2017 he was promoted to Development Manager.

In 2018 Richard took the initiative to lead on building our first legacy programme and in May 2019, we exceeded £1m in legacy income – a great achievement. We also attracted £3.3m

in legacy pledges. As a result of his efforts, this year Richard was awarded the ODAR Director Award for exemplary service and contributions to the University.

In addition to delivering his day job, Richard demonstrates tremendous initiative, collegiality and leadership skills. It is because of Richard that today we have a University legacy programme.



**Award 5 – Equality, Diversity and Inclusion – Jane Falkingham**

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.

The nominees are:

- **Dr Bindi Shah**, Lecturer in Sociology within Economic, Social & Political Sciences, in the Faculty of Social Sciences;
- **The International Day against Homophobia, Transphobia and Biphobia Team** from Electronics and Computer Science in the Faculty of Engineering and Physical Sciences and iSolutions;
- **Lisa Hanley**, Project Manager in the Public Engagement with Research Unit in Research & Innovation Services.

**Bindi Shah** is the Chair of the University of Southampton Social Sciences Athena SWAN Committee.

Athena SWAN is a national charter mark which recognises commitment to the advancement of gender equality in Higher Education. With a lot of enthusiasm Bindi coordinated the School of Social Science Athena SWAN Bronze Award Application. The application was successful due to her exceptional hard work. The school is now the first non-STEM school at Southampton with an Athena SWAN Award. This was a major success. The award recognises her commitment to tackling gender inequality at the University.

A positive culture that values gender equality, including support for flexible working, for maternity, paternity and adoption leave transitions, together with core hours and email etiquette policy are among the practices that helped the School to achieve this status. Bindi and the Athena Swan Committee developed a comprehensive plan to implement good practice that promotes gender equity in relation to undergraduate and postgraduate students, recruitment, promotion and retention of staff. Bindi is working with each department within the Faculty of Social Sciences to seek to understand student application

differences based on gender and ethnicity and to take active steps to promote and improve student recruitment from diverse backgrounds.

To mark the **International Day against Homophobia, Transphobia and Biphobia**, staff and students from Electronics and Computer Science in the Faculty of Engineering and Physical Sciences, came together with members of the SUSU and Staff LGBT networks to celebrate and promote diversity by organising a raising of the PRIDE flag on Highfield campus and staffing stands in Buildings 32 and 53 with promotional material.

This was a great demonstration of staff and students giving up their time and working together to address matters of equality.

International Day against Homophobia, Transphobia and Biphobia was initiated in 2004 to draw the attention to the violence and discrimination experienced by lesbian, gay, bisexual, transgender, intersex people and all other people with diverse sexual orientations, gender identities or expressions. The date of the 17th May was specifically chosen to commemorate the World Health Organization's decision in 1990, to declassify homosexuality as a mental disorder.

**Lisa Hanley** voluntarily established the Parents and Carers Network in 2012 after returning from maternity leave. She realised that by supporting staff who are Parents and Carers with their home life would also have a positive impact on the way they work, benefitting not only the individual but their teams and the wider University community.

Since then Lisa has organised a wide programme of information events and workshops for the parent and carer community, as well as collaborations with the LGBT Network that have included an event for Fostering Fortnight.

Lisa worked tirelessly with HR and Health and Safety to lead the launch of the University's new and expectant parents room, which benefits University staff, and the hundreds of visitors to Highfield Campus each year.

Notably, through her social media presence and strategy to share her work with other HEIs, Lisa was approached by the University of Leicester, who had discovered Southampton's fantastic Parents and Carers Network on Twitter, to advise best practice about how to set up a Parent and Carer Network.

Through her passion for equality and diversity, as well as her professional project management and communications background, Lisa has made Parents and Carers an important item on the Southampton EDI agenda. Her commitment to this voluntary role has ensured that Southampton is building and maintaining links with other HEIs and could be considered one of the leading HEIs in terms of its commitment to supporting parents and carers.

### **Award 6 – International Engagement – Kieron Broadhead**

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.

The nominees are:

- **Professor Mark Hanson**, British Heart Foundation Professor of Cardiovascular Science in Human Development and Health, in the Faculty of Medicine;
- **Melissa Gibson**, Senior International Officer in Student Recruitment and International Relations;
- **The Occupational Therapy Team** in Health Sciences in the Faculty of Environmental and Life Sciences.

**Mark Hanson** has made an enormous contribution to our understanding of the developmental origins of health and disease and his unstinting work on the so-called “life-course approach” to health and disease has had tremendous global impact.

His ground-breaking work on determining the processes through which our earliest years of life set the tone for the whole of our lifespan has impacted government health policy worldwide. It has led to recognition of the impact of factors such as socioeconomic inequalities and intergenerational genetic and epigenetic determinants; fragmented health-care systems; and the need for resources for long-term follow-up.

Mark’s significant involvement in international partnership working, through which he has improved health outcomes by influencing health policy for populations around the globe, was most recently recognised and celebrated as a model success story by the Worldwide Universities Network. Colleagues say that his engagement with the Network has been game-changing.

Throughout his career Mark has worked with international partners in a number of countries, raising the profile of the University of Southampton. His focus on the life-course approach obtained World Health Organisation endorsement with The Minsk Declaration.

Through Mark's international engagement he has fostered determination to shift the perspective on the ageing population to one of opportunity rather than decline. By recognizing the great contribution that elderly people can make to the economy, new solutions and an enabling environment need to be fostered to make the promise of healthy ageing for all a reality.

Mark is an exemplar in his dedication and commitment to improving lives.

**Melissa Gibson** has made a real difference to how the School of Geography and Environmental Science engages with international opportunities.

Until she started working with the School, they had a relatively low but consistent number of international students and international student exchanges, but not much else beyond individual academics' links with overseas collaborators.

Working with Melissa has changed all that, she has engaged with staff across the School, finding out more about their programmes so she can promote them more coherently on her overseas visits.

She has also promoted a culture whereby when academics travel overseas, they now frequently engage with local and regional institutions to help better market our programmes.

Over a period of a few years, the international activities in Geography and Environmental Science have become much more coherent, coinciding with the School rising up the Subject QS rankings into the Top 50 and significant increases in overseas student applications.

This is largely down to the enthusiastic work Melissa has done with the School. She has organised visits overseas to agents, run workshops, and promoted the School's programmes. It is clear that this has made a difference, as evidenced from the increase in overseas applications.

Melissa is smart, professional, goes the extra mile to make things work, and is an absolute pleasure to work with.

**The Occupational Therapy Team** in Health Sciences, ranked number 1 in the Complete University Guide 2020, has demonstrated its commitment to the education of future culturally competent Occupational Therapists, ensuring they have the knowledge and skills to work within an international employment market.

Contemporary health and social care services require an intercultural, skilled workforce, equipped to serve diverse populations, address global health and societal issues, and demonstrate cultural sensitivity and awareness.

Innovative international collaborations, designed to establish global networks and encourage our occupational therapy students to think ethically, strategically and politically have been developed and implemented.

These include a project through which over 640 students and 80 community organisations have benefited from physical and virtual exchanges across five European countries over three years; another which has afforded students opportunities to design therapeutic sensory play environments for orphans with developmental delay; and a series of new education and research partnerships that have widened international research collaborations with Arthritis Research UK, Arthritis Research Canada and the Canadian Institute for Health.

These far-reaching collaborations recognise the team's significant contribution to international engagement and impact within education, research and student experience.

### **Administrative and Operational Efficiency – Kieron Broadhead**

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 working on complex and difficult tasks to the benefit of the University.

The nominees are:

- **Caite Mainstone**, Residential Services Supervisor in Estates & Facilities;
- **Clare Taylor**, Head of Faculty Finance for the Faculty of Medicine, in Finance, Planning & Analytics;
- **The Clearing Marketing Campaign Team** in Communications & Marketing.

Since coming into post as supervisor for the Residential Services Occupancy Team, **Caite Mainstone** has restructured the way the team works and improved many of our processes, ensuring that requests from students get a swift response.

She has also introduced work-flow monitoring to help identify peak times, allowing us to manage the workload on both a daily and annual basis.

Caite has worked tirelessly with other teams too, drawing praise from many colleagues. Her work with the Domestic Services team has improved the flow of information, so they are better able to plan their workload, improving efficiency and the student experience.

She works closely with the Student Advice Team to maximise efficiency through the use of ServiceNow. Through her work with the Enabling Team, she has led improvements in the management of accommodation for students with specific enabling needs.

Caite motivates and develops her own team and other teams and delivers improvements against the backdrop of a busy workload every day. She has organised Occupancy Management to become an extremely efficient and effective team in Residential Services and has implemented many improvements.

Caite shows a commitment to her team and Residential Services that far exceeds expectation and she lifts the spirits of all those she works with.

Since joining the Faculty of Medicine in August 2018, **Clare Taylor** has worked tirelessly to improve our financial planning. Supporting the Faculty leadership team, she has helped staff at every level to have a better understanding of Faculty income and expenditure.

Clare has also helped implement new guidelines for the costing of research applications that will drive increased revenue going forward. She has been tireless in her efforts to understand the complexity of the faculty's finances and to propose solutions and changes to practice that will lead to improvements in the financial picture for the faculty going forward. She has done this in a polite but firm manner, and always with a smile on her face.

Clare has a passion for the job, she is totally reliable and always prepared with data, details and clear recommendations to support decision making by the Faculty Executive Group. A great communicator, she has the ability to make the details of faculty finance clear those who do not have a financial background yet need to understand budgets and business planning within the University.

Three separate nominations for Clare tells its own story. She has taken on her role in Medicine with such enthusiasm and is enabling a change in culture and approach.

At the beginning of Summer 2018 the University was predicting a shortfall of around 1,400 new undergraduate entrants for the 2018-19 academic year.

**The Clearing Marketing Campaign team** developed and implemented a dynamic marketing and PR campaign that resulted in a 43% year-on-year increase in clearing enrolments. This was remarkable as it was achieved in a declining market whilst maintaining the average entry tariff for the overall 2018 Undergraduate cohort.

The campaign resulted in the enrolment of 656 students, generating over seventeen and a half million pounds income for the University.

The team had to pull together to understand what needed to be done differently from the previous year to gain greater impact. They resolved to increase the number of leads, expand our geographical reach and improve conversion.

They devised a targeted digital and out of home advertising campaign that had a clear call to action directing people to the online application form, which alongside the changes in the telephony system led by the SAA team, resulted in a higher number of online applications despite a reduction on phone calls. PR and media opportunities were also developed to



maximise exposure of Southampton as a trusted source of information whilst signalling that we were looking for high quality students.

This holistic campaign planning undertaken by colleagues in Communications and Marketing resulted in an increase in income (with the same budget as the previous year) for the University. The team generated a campaign that clearly resonated with the target audience and demonstrated a high level of innovation, tenacity and collegiality to great effect.

### **Award 8 – Career Achievement - Kieron Broadhead**

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

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

The nominees are:

- **Alison Tutt**, Laboratory Manager in Cancer Sciences in the Faculty of Medicine;
- **Dr Angela Fenwick**, Associate Professor in Medical Ethics and Education, in the Faculty of Medicine;
- **Chris Hill**, Director of GeoData, in Geography & Environmental Science in the Faculty of Environmental & Life Sciences.

**Alison Tutt** worked in the Faculty of Medicine for over 30 years, before retiring in June 2019.

Starting as a Research Assistant, she rose to Senior Technician and Laboratory Manager in the Antibody and Vaccine Group .

Alison has worked tirelessly over this time to support the research team and the University. Her excellence and endeavour have contributed to the group's success, allowing it to grow from the initial six-person team to its current size of 55 members

Alison's outstanding contributions include:

Producing high-quality research, authoring 54 publications in high impact journals; generation of more than 250 novel monoclonal antibodies – this is a highly skilful process and is testament to her hard work, talent and productivity. Many of these re-agents are now used throughout the world by colleagues and collaborators, furthering immunological research and diagnostics. The commercialisation of these re-agents has generated additional income for the University, up to 100K per annum.

Her patent on Human immune therapies using a CD27 agonist in combination with another immune agonist to treat cancer is further evidence of the quality of her work. This has been licensed to a US-based biotech, leading to the clinical development of varlilumab, currently being studied in 13 cancer trials.

Alison has been critical in providing support and training to more than 50 PhD students, countless postdoctoral researchers, lecturers, undergraduate project students and group leaders. This supervision has resulted in the generation of one of the most successful anti-cancer antibodies, enabling essential studies into its pharmacokinetic properties.

**Angela Fenwick** joined the University in 1993. In more than 25 years' service, she has consistently demonstrated a passion for student and curriculum development.

She has developed a unique research niche that enhances research-led teaching. Initially introducing innovative staff development within medicine, Angela strengthened and expanded early patient contact teaching into the highly-regarded 'medicine in practice' modules that are still a particular selling point of the Southampton medical programme.

In 2004, Angela was appointed as senior lecturer in the inaugural post of medical ethics and education, and was charged with the delivery of ethics teaching across the BM programmes as well as developing a relevant research portfolio. The interdisciplinary research group Clinical Ethics and Law, which Angela co-leads, has attracted some £5 million grant funding since that time.

Angela is a thoughtful and attentive PhD supervisor and a superb educator. She is passionate about developing students ability to tackle ethical issues as doctors of the future. The curriculum she has developed is the envy of other medical schools.

Angela has also invested a great deal of time and energy in developing innovative online teaching to support students. For all her achievements, what makes her stand out is the level of support and encouragement she gives to students and colleagues alike. Many a time in her long service has her experience, kindness, knowledge and sensible approach kept the BM programmes functioning and its staff sane!

**Chris Hill** has worked at the University for 37 years, all of that time in GeoData.

He started out as a researcher in 1984, and became GeoData Manager in 1994, and subsequently Director in 2008. Throughout his time Chris has led GeoData to deliver a multi-disciplinary, international, coherent and sustainable activity, with a specific focus on the development of geospatial tools and systems. Such advances have supported the integration of data, planning and policy development of a wide variety of projects across numerous agencies and countries.

In terms of research & enterprise income, Chris has been responsible for significant awards, in the multi millions of pounds for his own PI work, and tens of millions for projects on which he makes significant contributions.

Part of the strength of Chris' work is the wide variety of national and international collaborators, stakeholders and clients that he has built up during his time with GeoData. In his 37 years at the University, Chris has worked with colleagues across the institution to deliver high impact sustainable geospatial focused projects. His commitment to the University, and willingness to go the extra mile to get projects funded and operational is a testament to his dedication to GeoData, the School of Geography and Environmental Science, and the University.

### **Award 9 – Research Impact – Diana Eccles**

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.

The nominees are:

- **The Data4Good Team** in the Faculty of Engineering and Physical Sciences;
- **Dr Ivan Haigh**, Associate Professor in Coastal Oceanography within Ocean and Earth Science, in the Faculty of Environmental and Life Sciences;
- **John Davis**, Experimental Officer within Ocean and Earth Science, in the Faculty of Environmental and Life Sciences.

The **Data4Good team**, led by Dr Adam Hill, was launched in 2018 to benefit and assist the third-sector with access to advanced data analytics and technology skills.

The team's goal is to provide charities and social enterprises with data science and analytic skills that they would otherwise not have access to, in order to deliver cutting-edge data science solutions.

This is an innovative approach. Taking the skills developed in performing cutting-edge University research, from investigating supernovae to health care, and deploying them directly within the community for direct social impact.

The Data4Good team was born from Dr Hill's individual participation in DataKind UK's DataDive in 2015, which directly led to him taking PhD students to participate in future charity data hackathons.

In 2018, with the support of the School of Physics & Astronomy, this coalesced into a partnership with DataKind UK to host and co-fund the first DataDive in Southampton.

For two days in September 2018 the Data4Good team hosted 81 people from a wide variety of organisations to tackle pressing issues for Shelter and Parkinsons UK.

The event was a huge success with all the representatives from the charities leaving energised and enthused by how powerful data science can be and how it can be used to empower them in achieving their mission.

**Ivan Haigh** has become internationally recognised for his work on sea level rise and coastal flooding.

Since 2014, Ivan has initiated and led the development of a database called SurgeWatch, which provides, for the first time, a systematic UK-wide record of coastal flood events.

SurgeWatch is the most detailed database on coastal flooding in the world, which is used by the UK's National Flood Forecasting Centre and regional Environment Agency.

In 2016, and this year, Ivan was asked to lead the Marine Climate Change Impacts Partnership report on coastal flooding. The primary aim of the report is to provide a co-ordinating framework for the UK, in order to transfer high-quality evidence on marine climate change impacts and guidance.

In 2017, Ivan worked with the UK government to update the coastal flooding scenarios for the Cabinet Office's National Risk Register of Civil Emergencies. Based on Ivan's research, four coastal flood scenarios were developed, to better represent the whole of the UK coastline.

Since 2017, Ivan has been advising the Thames Estuary 2100 team on plans for upgrading the Thames Barrier, protecting £200 billion worth of property and infrastructure in London. Ivan has also been commissioned by the Environment Agency to lead a sea level study that will feed directly into the Thames Estuary 2100 10-year review.

**John Davis** has made an exceptional contribution to an international research project by the successful design and build of seabed lander instrumentation on short time scales. *For those of you who don't know what a seabed lander is – it's an observational platform that sits on the seabed.*

As part of a major EU-funded programme to develop monitoring technology for detecting Carbon Dioxide leakage across the seabed, John led the design and build of two separate seabed landers: a hydrophone wall lander capable of listening to bubbles emerging from the seabed; and an optical lander designed to capture images of the bubbles and also physically measure the gas flux using an ingenious measuring device.

Both of these landers were used successfully on the RRS James Cook in May this year in the North Sea and collected large datasets.

John worked exceptionally long hours in the build up to the James Cook cruise. This was at late notice because an optical lander due to be borrowed from a group overseas could not

be used because of doubts about its functionality. John produced the overall design and worked tirelessly to get it built on time.

John has a great track record of success in designing seabed landers and is commended for his hard work and creative designs in support of marine science at Southampton.

**Award 10 – Public Engagement and Outreach – Diana Eccles**

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.

The nominees are:

- **Bradley Crack**, Widening Participation Officer in the UK Outreach Team in Student Recruitment and International Relations;
- **The Electronic Engineering A Level Teaching Kits Team** in the Faculty of Engineering and Physical Sciences;
- **Josie Love**, International Officer and Country Development Manager in Student Recruitment and International Relations.

**Bradley Crack** was nominated for his excellent outreach leadership of our Year 10 Challenge programme.

The sustainability focus of the programme highlights to the pre-age 16 audience the importance of the United Nations Sustainable Development Goals, and the role that research universities like ours have in speaking to that agenda.

A key aim of the Year 10 Challenge is to appeal to under-represented groups with a view to improving their skill set, in turn both raising their aspirations and their ability to achieve those aspirations.

This speaks to the University's Education Strategy in seeking to support student success. The Year 10 Challenge highlights how the pre-16 work that the UK recruitment and outreach team carries out is an important first step in students' experience of HE and Southampton. Bradley has taken on a significant leadership role in the way in which the Year 10 Challenge is framed and delivered. He has worked very effectively, both externally with schools and student participants, and internally with our academics. He has raised the profile of the University and played a significant part in raising and realising their aspirations and skills sets of future students.



**The Electronic Engineering A Level Teaching Kits Team** of academics in ECS set about trying to raise the profile of electronic engineering to students across the UK and beyond, sparking interest in engineering and assisting in Southampton's recruitment of high-quality students. This initiative was conceived within the team and did not form part of their expected responsibilities or duties.

There is a growing shortage of skilled electronic and electrical engineers in the UK, and external factors are further exacerbating this. The team focused on improving the teaching of aspects of electronic engineering which feature in A-Level Physics and Computer Science. They went about this by designing, fundraising, manufacturing and distributing innovative educational kits and running hands-on training courses to provide more engaging material and to support teachers.

The team created two kits and they also partnered with a national charity, the UK Electronics Skills Foundation, to enable greater reach and impact, while ensuring that Southampton retained the clear marketing and recruitment benefits that the project offered.

In 2017 and 2018, the team raised a total of £63k from industry and charities, enabling the manufacture of over 2,700 classroom sets, which have been distributed to 170 schools and colleges around the UK. These classroom sets have the potential to reach more than 10,000 new students each year.

**Josie Love** used her professional networks to lead on two innovative, novel outreach projects this year, securing Public Engagement with Research funding, something never previously considered for international opportunities.

Josie identified that encouraging and supporting our existing research students to undertake engagement activities in schools and public forums within their home countries, is a great way of proactively engaging the public in research, especially at a grassroots level.

The projects covered included an exploration of the vulnerability of coastal natural heritage sites in Morocco, alongside workshops on air pollution in Moroccan coastal cities, as well as using Virtual Reality technology to explore maritime archaeology themes at the Bibliotheca Alexandrina Science Festival in Egypt.

To facilitate and ensure proactive engagement in this opportunity by over 130 students across three schools and one university (in Morocco) across three days was ground-

breaking. Those involved participated in 13 separate workshops, designing a network of low-cost pollution air sensors, and programming these in order to collect and analyse data. There was also a research cafe and exhibition which hosted a further 120 participants in public activities across three days. The sessions were featured in two national TV interviews and three national press articles related to environmental impact and public involvement in change initiatives.

Josie's efforts to increase international public engagement go far beyond her day-to-day exploits in recruitment and educational activities.

**Award 11 – Collegiality – Ian Dunn**

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 are:

- **David Cook**, Technical Team Leader in Biological Sciences in the Faculty of Environmental & Life Sciences;
- **Paul Bonaer**, Reward & Recognition Adviser in Human Resources;
- **Polly Marshall**, GRID3 Project Coordinator in WorldPop in Geography & Environmental Science in the Faculty of Environmental & Life Sciences.

**David Cook** is part of the technician team in building 85 that keeps a huge research infrastructure operating smoothly, despite the widely varying needs of research groups, a range of maintenance needs for different pieces of equipment, and constraints on staff time and availability.

David facilitates the excellent work that goes on in the building and creates a sense of community. Due to the nature of his role, he is often faced with managing space and equipment issues between research groups, which he always carries out with fairness and diplomacy.

He takes the time to ask staff and students how they are doing with genuine interest. The value of this should not go unnoticed. David's friendly, hardworking attitude greatly contributes to the harmony of Building 85, making the University of Southampton a better place to work for his colleagues, who described his contribution as 'immeasurable'.

David is described by his nominator as a wonderful individual, whose kind manner and professionalism are key to the running of the Building 85 technical services. David provides

significant care and support to all he meets, well beyond what would normally be expected of a member of staff.

**Paul Bonaer's** role at the University has grown as he has demonstrated his ability to work flexibly, take responsibility, work across teams and departments to deliver outstanding results. In less than three years he's moved from Data Analyst to Reward and Recognition Adviser in Human Resources.

In 2018, Paul delivered, almost single handed, HR's GDPR project, ensuring HR staff are trained and the department is fully compliant in the new Data Protection legislation.

Paul volunteered to assist the Equality, Diversity & Inclusion team during a time of crisis. The team is small but due to extended and varied long and short-term absences, the team was so depleted that for a two-week period, Paul was the only team member.

Working with the HR Leadership Team, Paul has picked up the Equality, Diversity & Inclusion agenda for the University, organising the team's work and priorities, ensuring best value for the organisation and a true focus on delivering inclusion and diversity.

During all this work supporting HR on GDPR and moving the ED&I agenda forward, Paul is also delivering in excess of his day job, with help the Reward and Recognition Team.

Paul has endless energy, a commitment to the University to deliver outstanding service and an infectious enthusiasm. Colleagues can always rely on him, and his in-depth knowledge, to make a valuable contribution to any project, whether it sits within his defined responsibilities or not. Paul is truly a collegiate exemplar.

By being driven and proactive, **Polly Marshall** has had a significant impact on collegiality, despite only joining the University in May 2018. Polly has inspired and worked with colleagues to set up a cross Faculty Project management network.

Right from the outset, Polly was actively looking for ways to connect and share best practice with other project coordinators to make connections beyond their team which would help improve efficiency, processes and quality. Being based in the WorldPop office in Southampton City Centre, Polly didn't see this as a barrier, and took responsibility for finding ways to connect with people across the University.

As a result, the network is now up and running. The interest has been high, with around 20 people asking to be involved in some way. It includes people already from a number of

different faculties, lots of different schools and professional services. The meeting format was designed for this group to be self-led, so everyone was asked to contribute their ideas to how the network should work.

Polly knew that not everyone could meet in person, and wanted a network that could keep in touch, so they also have a Microsoft Teams group, taking advantage of this new option. The opportunities she has created to share good practice between those working in project focussed roles are huge.

**Award 12 – Support and Service to the University – Ian Dunn**

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.

The nominees are:

- **The Avenue Campus Café Team** in Estates and Facilities;
- **Lena Munday**, Principal Library Assistant at Winchester School of Art Library in Library & the Arts;
- **Louise Payne**, Communications and Training Coordinator in Research and Innovation Services.

**The Avenue Cafe** functions as the beating heart of the Campus.

It provides a welcome sanctuary for staff and students wishing to escape for a few minutes from the constant stresses that we are all under. It is always so nice to be greeted and welcomed with the habitual courtesy and friendliness which we can almost take for granted. It remains and always has been a team of people who put everyone at ease: never a hint of impatience, never a distant gaze, but a model of attentiveness to the visitors.

There's a constant sense of good humour, even when they are working under the stress of high volumes of customers. It's also been a stable and long-serving team over the years, making it clear that that people enjoy working here, which communicates itself to the customers.

It's a place which furthers a sense of community. It's there that we meet our students in circumstances different from the usual. It's there that we have chats with colleagues from other academic departments who we otherwise won't meet except in the occasional committee.

The cafe and its staff really do make a strong contribution to a genuine sense of collegiality and community. And, one of the most significant things: they always remember your regular order. It's like going to your friendly neighbourhood pub!

**Lena Munday** works at Winchester School of Art Library, where she manages a team of Library Assistants. With her positive and supportive form of management, treating everyone with respect and dignity, she uses constructive feedback to ensure that everyone in the team can learn and improve.

Lena goes above and beyond her duties, taking on librarian tasks such as responsibility for journals and subscriptions, and using the knowledge she gained as a postgraduate student here to conduct research and write blog posts, and lead teaching sessions on our special collections.

Her experience of working in other departments across the University has helped with our engagement within the wider community and has ensured our smooth transition in changing faculties.

Lena is committed to equality and diversity and supporting colleagues. She is an exceptional manager and always makes sure that everyone in the team feels that their voice is heard. She always offers help and support, even if this means more work for her. Lena is an asset to the University and Library.

**Louise Payne** has been the editor of the University's internal termly Research and Enterprise magazine, Re: action, for two years.

In that time, she has produced exceptionally high-quality content around coherent, eye-catching and timely themes, resulting in the online readership of the magazine increasing considerably from 1,000 to 1,800 readers, and it being established as a key promotional platform for our latest research.

This is starkly evidenced by the deluge of effusive feedback following summer 2018's outstanding 'Winning Women' edition, which led the Dean of Social Sciences to approach Louise to request a special edition for India Day on 13 March 2019.

Each issue of Re: action requires an extraordinary amount of work. Lou's efforts are exceptional because she works two days a week; and from January to March 2019 she also took on additional responsibilities.

Her dedication is a prime example of the value of part-time workers at the University. Her unwavering support and service to the University through Re: action, truly do enhance the overall experience and pride of all members of our community.