



VICE-CHANCELLOR'S AWARDS

PROGRAMME 2022

Thursday 6 October 2022
St Mary's Stadium, Southampton

70th
Anniversary
Royal Charter

WELCOME TO THE ANNUAL VICE-CHANCELLOR'S AWARDS



I would like to warmly welcome you all to our annual University of Southampton Vice-Chancellor's Awards, here at St Mary's Stadium in Southampton.

This award ceremony is one of the highlights of the year for me, as it is a chance to celebrate the determination, innovation and successes of people across the University. Nominated by your colleagues, you represent what is great about Southampton. Our people are our University; without you, Southampton would not be the globally recognised institution it is today.

In this, the University's 70th anniversary year of being awarded independent university status, and in this amazing venue, we have so much to reflect on and be thankful for. Since 1952, more than 265,000 students have been awarded degrees from the University of Southampton. During this time, we have built our reputation as a leading national and international higher education institution with a global reputation for research, innovation and knowledge exchange and enterprise. We offer excellent education and our advancing league table position, 13th in the latest *Complete University Guide*, makes us extremely attractive to students.

Our University is one of the world's leading universities, consistently placed in the top 100 universities by the QS World University Rankings, this year at 78th. As you join me here today to celebrate your achievements, please know that I am immensely proud and grateful to be standing alongside you and your colleagues, as a part of our amazing, talented and high-achieving community.

Though recent times have been challenging, your resilience, courage, and determination to push boundaries, aim higher and give that bit more, humbles me. All the nominees here today are already winners, so whatever the outcome, please do enjoy this celebration.

I wholeheartedly thank you for all your support and contributions this year. Enjoy the evening!

Professor Mark E. Smith CBE
President and Vice-Chancellor
University of Southampton

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YOUR CELEBRATION

The annual Vice-Chancellor’s Awards is a chance to celebrate your successes over the past year.

It is your chance to be recognised for your amazing achievements in the company of your peers and University colleagues.



Celebration venue: St Mary’s Stadium

To reflect the importance of the Vice-Chancellor’s Awards, where members of staff can come together in recognition of their fantastic achievements, our prestigious venue is St Mary’s Stadium.

St Mary’s Stadium is an all-seater football stadium, which has been the home of Premier League Southampton Football Club since 2001. The stadium is currently the largest football stadium in South East England.



CELEBRATION SCHEDULE

Time	Item
19:40–19:45	Welcome by Professor Mark E. Smith, President & Vice-Chancellor
19:45–20:30	Awards presentations
Awards presented by Professor Deborah Gill, Vice-President (Education & Student Experience) in the categories of:	
– Enabling the University Strategy	
– Teaching	
– Student Experience	
– One Southampton	
Award presented by Shaun Williams, Executive Director, Engagement & Advancement:	
– Posthumous award for Charles Elder	
Awards presented by Wendy Appleby, Vice-President Operations in the categories of:	
– Rising Star	
– Inspiring Leadership	
– Knowledge Exchange and Enterprise	
– Equality, Diversity and Inclusion	
Awards presented by Professor Phillip Wright, Senior Vice-President (Academic) in the categories of:	
– Sustainability	
– Research Impact	
– Bringing the Triple Helix to Life	
– Public Good	
20:35	Dinner served
21:40	All winners group photograph
21:45	Celebration entertainment to begin
22:30	Last orders, bar to close

BRINGING THE TRIPLE HELIX TO LIFE

Exemplifying our people at the heart of the Triple Helix, forging connections between education, research, knowledge exchange and enterprise, which strengthen each and magnify their collective impact.

THE NOMINEES ARE:



Professor Nicci Campbell

Nicci embodies the Triple Helix. She excels in her primary role as an audiologist, caring for NHS cochlear implant patients at the University of Southampton Auditory Implant Service (USAIS). She has spearheaded teaching, research, knowledge exchange and enterprise, with people at the heart. Her MSc Auditory Implant (AUDI6012-AI) module is the only dedicated auditory implant module in the UK and is consistently rated as the best module by students. She inspires her students by using novel teaching methods, for example live tuning sessions and inviting patients as guest lecturers: patient-public engagement and empowerment at its best.

Nicci set up the clinical cochlear implant placement programme for audiologists. Trainees have returned to their countries to set up and develop services, while others have secured substantive international clinical/research positions.

Nicci set up and oversees the USAIS Self-Funded Cochlear Implant Service for adults who are just out of criteria, but who want a second implant or who have single-sided-deafness. Along with widening access to patients and generating income, her research shapes practice guidance. She is currently setting up a spatial hearing and listening lab to move her work in developing real-world test measures forward.

Feedback from colleagues has included:

“I have just submitted my PhD thesis under Nicci’s supervision. My life changed that first day I walked into her MSc module!”



Dr Samantha Kanza

Samantha excels in all aspects of her ‘triple-helix’ work life. She coordinates two EPSRC networks: having grown the AI Network to over 1,600 academic and industrial members, she is now developing the EPSRC New Blood Testing Network, deploying the full range of enterprise, management, and media skills for the new hybrid world.

She has excellent supervision skills, navigating difficult times with a Knowledge Transfer Partnership (KTP) project, ensuring the associate was well looked after and continued to advance his career prospects. She set up digital skills training (www.ai4science.network, YouTube channel and summer school), a major contribution to skills and training. Samantha has a significant research profile, leading a task group on AI Ethics and Food, with publications in this area, Semantic Web and electronic laboratory notebooks.

Samantha is a rare genuine example of the intersection of social and physical sciences. She has immense and unwavering dedication to all her work. She is hugely popular with everyone she works with and extremely effective at getting things done, and this is always achieved with a most generous and tactful style that ensures commitment and reflects excellently on the reputation of the University.



Dr Sandra Wilks

Sandra has a joint appointment within the Faculty of Environmental and Life Sciences across the Schools of Health and Biological Sciences. She is an inspirational interdisciplinary leader, bringing together not only different disciplines but also embodying the triple helix through the strength of her contribution to research, education and knowledge exchange.

She teaches microbiology in biological sciences; is a Director of Programmes in Health Sciences; uses her industry partners (through the National Biofilms Innovation Centre and other sources) to benefit her students’ education; mentors and gives work experience to undergraduate and postgraduate students; all while managing her portfolio of industry and UKRI-funded applied research projects (spanning six Schools) to reduce healthcare infections in hospital and community settings.

Sandra’s focus on applied microbiology has led to numerous consultancy contacts, developing innovations in antimicrobial cleaning technologies, in particular those that can be used in a sustainable way. This has led not only to new products and strategies for the NHS, but also new research funding, and has encouraged microbiology students to pursue careers in non-traditional roles within healthcare.

ENABLING THE UNIVERSITY STRATEGY

Delivering exceptional professional, technical, and operational support that enables our education, research, knowledge exchange and enterprise to achieve the remarkable.

THE NOMINEES ARE:



Ben Wilmott

Ben works as a Management Information Officer within Research and Innovation Services (RIS), providing valuable data-driven insight to both RIS and University management on a regular basis. This nomination recognises Ben's outstanding efforts and achievement in developing and publishing the REF2021 Results Dashboard.

During the REF2021 Results week, Ben went above and beyond, working tirelessly on fine-tuning the dashboard prior to its release at 00:01 on 12 May 2022. Just two weeks after its release, the dashboard had been accessed over 2,000 times by over 600 people across the University, exceeding our expectations.

Ben designed the dashboard to enable people to access to the complex REF2021 results set. The well-thought-out design enables colleagues across the University to gain important insights into the data without needing any specialist skills to analyse the data for themselves.

This dashboard not only identifies areas of research excellence; it will also help inform key decisions for further investment and growth in-line with our new University Strategy.

We are extremely proud of what Ben has created. We have already received feedback from faculty and University leadership on how insightful and user-friendly the dashboard is.



Project Alpaca

Aman Bindal, Anuj Sood, Baljinder Puri, Christopher Gutteridge, Colin Farrow, Jonathan Barnes, Julia Joyce, Lee Sitton, Mylene Ployaert, Rhiannon Bennett, Robert Franklin, Samantha Parnham, Tamsin Dickinson, Teri Murphy-Brown, Anthony Lee, Ty Davies, Yuanzhen Wang

Project Alpaca started in 2021 as a University strategic project brought forward by Research Innovation Services (RIS) and Finance. Recognising the complex and manual way research bids were costed and set up, it was clear that this needed to be streamlined to put the researcher at the heart of the process. The University's research and enterprise economy is 35 per cent of overall University income, accounting for £200m per year. Improving competitiveness in these areas is a critical component of delivering our new University Strategy.

Alpaca is a business transformation programme focused on making it easier for academics and research support staff to apply for and manage research and enterprise applications and awards. It has simplified processes, removed many manual interventions, and implemented a best-in-class system to integrate costing, approvals, awards set-up, contracts and financial management of grants.

The Project Alpaca team has worked tirelessly on this complex programme, reviewing business processes, designing and configuring a new set-up, communicating with stakeholders, dealing with difficult data integrations (5,000+ staff and 7,000+ unique projects) and developing training and support materials. Despite the challenges, the team has kept on track, on budget and in good humour.



E-Mentoring Southampton team

Charlie Barton, Christopher Shank, Josephine Love, Matt Haug, Nicola King

E-Mentoring Southampton is a technology-driven solution that provides students and recent graduates with access to a community of more than 3,000 alumni and staff mentors in 84 countries. Since launching in June 2020 at the height of the pandemic, it has provided a lifeline to students and recent graduates planning their futures in an unprecedented labour market.

So far over 2,500 students have engaged with the platform, which has also formed an integral part of the Ignite Programme, enabling our Ignite students to connect with like-minded alumni for additional support and advice.

E-Mentoring Southampton is a huge success because of the hard work and dedication of the two teams involved: the Alumni Volunteering Team in the Office of Development and Alumni Relations (ODAR) and the Careers, Employability and Student Enterprise Team. Thanks to their efforts, E-Mentoring Southampton is helping our students and new graduates plan their careers in their own way, feel supported to thrive, and enjoy a sense of pride and belonging as members of our community. The Alumni Volunteering Team now chairs a national network, providing best practice support to colleagues across the sector.

EQUALITY, DIVERSITY, AND INCLUSION

Helping create an inclusive University community where everyone feels they belong.

THE NOMINEES ARE:



Bhupinder Siran

Bhupinder Siran champions equality, diversity and inclusion (ED&I) in all areas of his personal and professional life. As Chair of the University Race, Ethnicity and Cultural Heritage (REACH) Staff Network (formerly the Black, Asian and Minority Ethnic staff network), he is instrumental in leading discussion, activities and positive impact to drive change both within the University and externally.

He has been engaged in the Race Equality Charter, Southampton City of Culture Bid, India Week and represents the University in a wide variety of forums as an ambassador and an ED&I role model. He is also a reverse mentor, coach and advocate for ED&I to several senior University members of staff.

Bhupinder lives and breathes our Southampton behaviours and engenders a culture of collaboration and collegiality through his amazing ability to show empathy and build trust with all he engages with. His ambassadorial roles have seen him feature on local TV and radio as well as championing the University and ED&I on social media platforms such as LinkedIn, demonstrating positive representation and the voice for change.

Bhupinder is 100 per cent committed to deliver our University vision and mission, and specifically the University's ED&I strategic plan with a particular focus on race. He is so deserving of this award given his passion, commitment, and ED&I leadership.



Dr Margo Ononaiye

Margo has worked tirelessly and dynamically to promote equality, diversity and inclusion (ED&I) initiatives within the Psychology department, the University and nationally.

To name just a few of her many activities, Margo has spoken about her position as the first black, female, Programme Director of a Clinical Psychology training programme, with compassion, humility and thoughtfulness, in local and national press releases, blogs and videos, to inspire and educate.

She has led ED&I initiatives within the Clinical Psychology team, gaining substantial funding to recruit an ED&I lead, and assistant psychologists from minority backgrounds. She has worked to widen access to clinical psychology and led decolonisation of the curriculum.

She has given the Clinical Psychology staff team a safe space to explore ED&I issues, recognise the work that needs to be done, and the support to start to make the changes needed. She has set up a safe space for trainees from underrepresented backgrounds to support them while training. She has led on ED&I initiatives for NHS practitioners in the South East of England and continues to support and inspire research on culture and diversity. We are so proud to have her as part of our institution.

Margo is passionate about sharing her experience to break down barriers and challenge the profession to be more inclusive and diverse. Her knowledge, expertise, experience and inspiration is invaluable.



India Week organising team

Alec Howlett, Amarjit Singh, Clare Old, Jess Hawkins, Joanne Hazell, Karolina Stanevic, Becky Rolfe, Professor Sabu Padmadas, Sophie Jones, Thom Bull

The India Week organising team worked together to deliver the University's first India Week, successfully coordinating a programme of activities that embraced a wide range of stakeholders. This included students, staff, the local south Asian community, and key national and international policy makers such as members of the UK Parliament, the Indian High Commission, Hampshire County Council, Southampton City Council and UK Research and Innovation.

Planning for the event started in October 2021 and the team then had to navigate the uncertainty of the rise in COVID-19 cases in December/January in the UK and India, as well as adjusting the programme in the light of the conflict in Ukraine.

The team absorbed these pressures with exceptional fortitude (the phrase 'a swan paddling furiously under water' was used on several occasions). Across the week, over 1,000 students and staff engaged with at least one event, with the week providing a visible manifestation of our ongoing commitment of inclusion and diversity.

INSPIRING LEADERSHIP

Demonstrating personal or professional leadership that enables and empowers others to thrive, living our values and providing an example for others to follow.

THE NOMINEES ARE:



Dr Claire Jackson

Claire is an example of how a leader’s inspiration and encouragement can bring out the best in a team. Alongside her own research in the Primary Ciliary Dyskinesia (PCD) team, Claire supports junior researchers and supervises students. She fosters a welcoming environment, enabling the team to thrive and is instrumental in advancing its research. She recently became an accredited Engaging Mentor and elected to Senate, showing breadth of knowledge and a personal wish to empower those around her.

Claire truly cares about the team’s personal and professional development. She ensures the team feels valued and is always celebrating its achievements.

Over the past year, Claire has stepped in to lead the PCD diagnostic and research lab team. Despite the extra responsibility, she has remained a hands-on team member, going above and beyond to provide a service of the highest standard.

Claire is a great advocate for the professional development of technicians. This year a PCD technician has been highly commended by the national Papin Prizes and won the University of Southampton Technician of the Year award for contribution to research. Claire has been integral to these successes. She has also designed and supervised a bespoke dissertation project for a technician undertaking a part-time MSc Genomics programme.



Dr Katherine Newman-Taylor

Katherine is an inspiring leader. In her role as Cognitive Behavioural Therapy (CBT) programme lead, she leads a team of clinically trained staff, supporting them to excel in their fields and responding sensitively, collaboratively and compassionately to work demands and staff aspirations. This has resulted in a team that support each other, work hard to achieve the best possible experience for students, and feel supported to work creatively and innovatively. She has done all of this within the context of the COVID-19 pandemic.

Katherine works with tenacity to constantly push the frontiers of what can be provided for our students. She leads by sharing good practice, forming excellent relationships with NHS colleagues and managers, who in turn trust Katherine to train their staff, and undertake innovative research within the NHS with people accessing mental health services. Her energy and determination are unparalleled.

Most importantly, Katherine leads from the front. She supports her programme/module leads with outstanding pastoral and professional care. She inspires and advocates to deliver the best possible experience for our students and always has an open door.

Feedback from colleagues has included:
“In my 30+ year career across the NHS and academia, Katherine is the best example of what a leader should be that I have come across. I believe that recognition of her contribution to the University as an inspirational leader is thoroughly deserved and long overdue.”



Dr Nicholas Dacre

Nicholas is a tireless advocate for applied science and, through his inspiring leadership, successfully transitioned academic research to public applications in the SPRINT project; a project that aims to streamline the process of getting hardware products to market.

He is very active in promoting the impact of research across disciplines and has built strong connections with industry. Whether working with internal or external groups, he looks to find the best outcome for all involved and truly exemplifies the core values of the Business School.

He is very supportive to early career academics, guiding their research activities and nurturing management skills. He is a great educator, who led the Project Management module team to win the 2021 Blackboard & VLE Awards, while this year guiding a team to win an ‘Inspired introduction’ prize.

He encourages students to support each other and provides opportunities to enable interdisciplinary academics to collaborate by organising regular seminars and workshops.

Through his leadership skills, he helps his diverse team to heighten its level of performance to achieve higher goals. He enables his team to use their own judgement on delivering seminars, empowering them to help students to grasp modern project management practices.

Feedback from colleagues has included:
“Nicholas consistently creates opportunities for others to grow professionally. He connected us with project management scholars within and outside the University. This type of networking opened new doors for research collaborations.”
“As quite a few junior colleagues agree, Nic really sets the bar quite high.”



Professor Venancio Tauringana

Ven demonstrates inspiring leadership skills. He is very accessible and puts the wellbeing of his staff members at the forefront. With his Sustainability Reporting project, he has helped our students have excellent enterprise engagement, as well as creating training opportunities for other staff members in the team. He is truly an inspiration.

Ven has represented the school in the media, has contributed with multiple impact case studies, and secured a fund for his team to attend sustainability courses to become professionally certified. He successfully led a team to help an SME in preparing their sustainability report, which has been covered in the media.

As Head of Department of Accounting, he has made huge improvements in the rankings for teaching, research and student satisfaction, as well as his significant contribution to sustainability issues.

Feedback from colleagues has included:
“In my entire career, I have never seen any leader who values and celebrates the successes of his team to that extent.”
“As a new staff member, I was appointed during the COVID-19 period and there was barely anyone on campus, but Professor Ven ensured that I was thriving and settling down well. He communicated with me at least twice a week to make sure that I was fine. It made me feel very valued.”
“His leadership style is amazing; he can get the best version of his employees. He made us feel like a family in the department, and he is a caring buddy for all of us when we need any support.”

KNOWLEDGE EXCHANGE AND ENTERPRISE

Delivering knowledge exchange and enterprise activities that result in positive societal, economic, and environmental impact.

THE NOMINEES ARE:



Southampton Institute for Arts and Humanities

Adam Procter, Anoushka Alexander-Rose, Claire Wilkins, Dr Daniel Ashton, Professor Joanna Sofaer, Lisa Bryan, Professor Nicola Marsh, Dr Seth Giddens, Dr Shelley Cobb, Dr Stephanie Jones

Since its creation, Southampton Institute for Arts and Humanities (SIAH) has been outstanding in every respect, embodying the University's values, fostering knowledge exchange and enterprise in vital research areas (environment, digital, wellbeing and regeneration).

In 2021, SIAH brought in £930,000 of internal and external investment, signalling the ambition and interdisciplinary reach of arts and humanities-led research at Southampton. But this alone does not fully capture the value of the Institute, which brings together people, disciplines and faculties across the University and beyond in a way that is supportive and collegial, forging partnerships and putting the human very much at the heart of everything it does. Examples of such include a series of high-profile RESET2021 workshops, or the Coastal Creative Network and fellowships with Historic England.

The Institute's governance and success makes clear how all of this is leading on delivering the University's Strategy in important and innovative ways. The only challenge in making this nomination was deciding which category would best represent all its achievements.



Dr Julie Reeves

Since mid-2021, Julie has led the establishment of ReMNet (Research Managers Network), a global network that supports research managers and academics in the developing world. ReMNet arose from the BRECCIA (Building Research Capacity for Sustainable Water and Food Security in Sub-Saharan Africa) research project, in which Julie led capacity development activities focused on researchers and research managers in sub-Saharan Africa.

Julie recognised the need for the enabling environment in African institutions to facilitate quality and impactful research, which often lack a formal research office and much of the work is done by a single senior academic. Julie led the training of 449 research managers across nine institutions in three countries in partnership with the South African Research and Innovation Management Association. She identified the need for a network to connect and further support the diversity of research managers across the continent and contributes to filling a huge gap in capacity.

ReMNet now has 86 members from seven countries who meet on a regular basis to exchange knowledge and provide a supportive environment for research management professionals. Julie's leadership and work in developing ReMNet went way beyond the planned work on BRECCIA and shows her passion for supporting research and research managers beyond the boundaries of project funding.



Dr Steven Vidovic

Steven facilitates knowledge exchange between sector stakeholders, our academic community and professional services to support the University Strategy.

This year he led academic engagement on new funder policies including UK Research and Innovation (UKRI, April 2022). His outstanding impact is demonstrated by: being invited by UKRI to speak at the launch event; becoming the first UK collaborator on the innovative sector-leading policy tool for researchers, SciFree; and being invited to join the Department of Health and Social Care OA Steering Group.

Feedback from colleagues has included:

"Steven shows outstanding leadership in developing our open research practice. He is thorough and thoughtful in communicating and clarifying new developments for our research community, and meticulous in his attention to detail, which is essential given the complexity of the agreements that he negotiates for us. I particularly appreciate his willingness to speak up on important issues of research culture, challenging the status quo and moving us towards more inclusive practices."

Professor Rebecca Hoyle

Associate Vice-President (Interdisciplinary Research)

"I fully support Steven's nomination. Steven has been critical to supporting our institution. His fantastic technical publishing knowledge is invaluable in managing our institutional funds to best effect. His willingness to engage nationally to help shape sector responses to consultations and negotiations with publishers benefits our own community, helping researchers understand advantages of open research as well as funder obligations."

Professor John Holloway

Associate Vice-President (Interdisciplinary Research)

ONE SOUTHAMPTON

Helping make our University a great place to study and work, creating a supportive culture, governance, and infrastructure.

THE NOMINEES ARE:



Harvey Brough

University of Southampton Voices, the community choir that Harvey runs, is a jewel in this University’s crown – a true community where staff from professors to porters, students at all levels and even a few local residents, come together to create something beautiful.

Creating a supportive atmosphere, building confidence in beginners, encouraging everyone to push themselves further and setting standards that mean that this choir of amateurs regularly accompanies serious professional musicians, Harvey makes it look easy, but it really isn’t.

Ask any member of the choir how they feel about his work for the University and you’ll see why he richly deserves this award.

Image courtesy of Hannah Barton



Josh Harris

Josh truly embodies the qualities of ‘One Southampton’ – he cultivates a supportive and collaborative working culture, guides people through complex HR governance structures and helps us to ensure our people are at the heart of all we do.

As Employee Relations Manager, Josh has been incredibly supportive to staff across multiple areas, facilitating relations between employees and line managers. He is always professional, knowledgeable, level-headed, and provides much-needed advice and guidance, sometimes at a moment’s notice.

He’s been an invaluable support to individuals new to line management, and those that have managed staff for decades. He is a trusted sounding board, helping managers to grow their knowledge and confidence, as well as helping us navigate sensitive and sometimes challenging HR management situations.

Josh is always focused on resolving issues positively with the interests of both employees and the University at heart. He plays a key role in making the University a place where individuals can thrive, are supported and able to realise their full potential.

Feedback from colleagues has included:

“Josh has helped me on the way to being the kind of manager I aspire to be: someone who is fair, supportive, compassionate and someone who can empower others.”



Faculty of Social Sciences Graduate School Office team
Claire Caffrey, David Knox-Johnson, Deborah Evans, Jane Parsons, Kulvir Bouri, Marcel Brown, Vanessa Law, Rachel Slack, Sarah Cuffe

The Faculty of Social Sciences (FSS) Graduate School Office team is nominated for creating a culture of wellbeing for work and study.

The team leader, Claire Caffrey, has created a supportive workplace, particularly important in the transition to hybrid working. Claire instituted daily Teams meetings, where the whole team engage regardless of location. This creates opportunities for communication and staff development and is a valuable touchstone to avoiding isolation. The inclusive team makes it a great place to work, where everyone supports each other through difficult times.

This supportive ethos translates into helping postgraduate research (PGR) students. The team is the first port of call for PGRs with complex administrative questions. For example, the team has responded to student emergencies related to Afghanistan and Ukraine. The team handles this with calmness and professionalism.

Feedback from colleagues has included:

“Students receive full support through caring and considerate communications and even emotional support (beyond the expectations of their role).”

“They are keen to guide students to the correct procedures to best support their studies. In every interaction with them, they are hard-working, helpful, supportive in ways that go beyond expectation, professional, approachable, and above all dedicated to their work.”

PUBLIC GOOD

Making exceptional connections, partnerships and collaborations that transform lives and embody the University as a civic partner.

THE NOMINEES ARE:



Professor Jane Falkingham

Jane has been nominated for her work with the Council for At-Risk Academics (CARA) and the partnership that has formed between CARA and the University.

Jane was heavily involved, last summer, in building this partnership and working with Julian Lewis MP to support CARA and a number of at-risk Afghan academics, one of whom has recently joined the University as a PhD student.

Through this partnership, Jane has been directly involved in positively transforming lives, and likely saving lives too, which is an incredible and praise-worthy achievement.

Feedback from colleagues has included:
“Jane’s dedication to the cause was inspiring and it makes me proud to be a student at the University of Southampton, a university with staff members who care about pressing issues and who invest their time into transforming the lives of everyday people for the better.”



Dr Pamela Ugwudike

Pamela is nominated for the public good award because of her outstanding work as a Fellow of the Alan Turing Institute, which is the UK’s national institute for data science, and also for her work as a member of Hampshire Constabulary’s Science and Technology Advisory Committee (STAC).

Pamela is truly inspiring others with her work and multiple collaborations with different organisations. For example, as part of her role as a Fellow of the Turing Institute she has led and been involved in research studies that are exploring how best to develop fair artificial intelligence (AI) for the public good. Her research projects and other activities at the Institute have focused on identifying and mitigating biases affecting AI technologies deployed by justice systems.

Pamela has also been a member of the advisory group for the Ryder independent review of the regulation of biometric data, established by the Ada Lovelace Institute.

Through her work with these and other external organisations, she consistently demonstrates her commitment to making exceptional connections, partnerships and collaborations that transform lives and embody the University as a civic partner. She is an amazing source of inspiration for colleagues and students.

Feedback from colleagues has included:
“I am very proud of being one of Pamela’s colleagues”



University City of Culture team
Anna O’Neill, Professor Fraser Sturt, Jon Walsh, Kevin Appleby, Louise Coysh, Lynne Dick, Val Drayton, Woodrow Kernohan

Through the last year, this team has worked tirelessly to support the city in its bid for City of Culture.

This has included: engaging with partners across the University including Research and Innovation Services (RIS), Public Engagement with Research (PERU) and the Students’ Union (SUSU); also engaging with partners across the city through representation of the Trust, steering group, delivering the research to support the bid, delivery of cultural activity and successful fundraising (for example ACE funded co-curating the public realm).

The team have represented the University to ensure that it is a lead partner in the bid and to make exceptional connections, partnerships and collaborations that will transform lives and embody the University as a civic partner. This represents fantastic cross-University teamwork and is a real example of engaging positively with our civic responsibilities.



Graduate Ambassador Scheme team
Josephine Love, Trish Nicolaides, Yasmin Stoner, Zemzem Sonmez

The Graduate Ambassador Scheme is on a mission to transform lives through volunteering. It is playing a vital role in strengthening Southampton’s civic engagement, supporting equity and belonging, and through unique, collaborative working, is transforming the lives of our students and volunteers. The first of its kind in the country, the Scheme is a collaboration between the Volunteering Team in the Office of Development and Alumni Relations (ODAR) and the Lifecycle Team in Widening Participation and Social Mobility. The teams designed the Scheme to give recent graduates opportunities to give their time to support our University community, while also giving them the chance to develop key skills and connections to transform their own life outcomes and enhance their own employability.

Since launching in summer 2021, 38 Graduate Ambassadors have been involved in the Scheme, representing all five faculties, undergraduate and postgraduate, UK and international – truly reflecting the diversity of our student body. Moreover, 20 of our Graduate Ambassadors identify as being from under-represented groups and widening participation backgrounds. Alongside participating in a broad range of volunteering activities that span the student lifecycle, Graduate Ambassadors have attended special employability workshops and masterclasses, exploring and articulating the skills they’ve gained through volunteering, and have even set up their own monthly meet-ups to provide social and peer support in their first-year post-graduation.

Feedback from colleagues includes:
“Deciding to apply to be a Graduate Ambassador is one of the best decisions I made in my final year at Southampton. The Scheme has presented me with some amazing opportunities to support future students and encourage STEM engagement.”
Helena Sherman,
Graduate Ambassador
(BSc Marine Biology, 2021)

RESEARCH IMPACT

Delivering impactful research that tackles the world’s most complex problems and grows our global reputation.

THE NOMINEES ARE:



Professor Ali Tavassoli

Ali’s research focuses on the discovery of new therapeutics for some of the most challenging disease targets. To achieve this, Ali and his team have developed a high-throughput screening platform that uses genetically modified bacterial or mammalian cells for the production of a library of 3.2 million different molecules. This library is assayed by the same cell for activity against a given disease target. This unique approach has led to the discovery of a number of first-in-class inhibitors from Ali’s lab, including a compound that inhibits cancer cell growth by disrupting the ability of tumours to adapt to their low-oxygen environment.

Ali’s research has generated significant impact for the University in recent years. This includes collaborative research programmes with major pharmaceutical companies, and the creation of Curve Therapeutics, a VC-backed biotechnology spin out from the Tavassoli lab, which will bring the compounds discovered in the Tavassoli lab to the clinic, and to use the platforms developed by Ali and his team to identify future medicines. The significance and impact of Ali’s research is also reflected in the recently announced \$1.7bn research collaboration between Curve Therapeutics and Merck & Co. (MSD).



Dr Tristan Clark

Tristan’s research focuses on using technology to improve patient care. Notably this includes rapid PCR tests for respiratory viruses, with the testing machines deployed in hospital wards rather than the laboratory.

This has never been more important than during the COVID-19 pandemic when Tristan spearheaded the use of ultra-rapid point-of-care testing for SARS-CoV-2 (the virus that causes COVID-19) in patients in Southampton General Hospital’s Acute Medicine Unit. This means that every medical patient being admitted now gets a nose and throat swab that detects COVID-19 in about half an hour using commercial PCR kits run by nurses in that unit.

Tristan’s research has shown that this ultra-rapid testing makes a huge difference to patient care, and has been published in the journal *The Lancet Respiratory Medicine*.

Tristan has also revolutionised the patient flow in the hospital’s Emergency Department by introducing a commercial finger prick test that detects the body’s own response to viral infections. This test gives a result in just 10 minutes and has been used to streamline patient movements around the emergency department in judging who is likely to have COVID-19 and who is acceptable to move to areas judged to be lower risk.



ESRC Impact Acceleration

Account team
Hannah Styles, Dr Jane Kavanagh-Lauridsen,
Dr Leigh Purdie, Ruth Saw

The Economic and Social Research Council (ESRC) Impact Acceleration Account team consistently deliver outstanding support to maximise research impact for the social sciences. In their roles to promote and manage the £1.3m fund, the ambition, vision, creativity and dedication of the team has consistently gone over and above, to create a significant resource for the whole social science community. Their imaginative approach to engagement has helped to achieve culture change by stimulating a whole new cohort of researchers to think in new ways about how their research might benefit from business, social and policy collaboration for a better and fairer society.

The quality of the support from the whole team is absolutely exceptional, both to the academic Chairs of the ESRC Impact Acceleration Account and also to the entire social science researcher community within the University and beyond, who they support through the awarding process. They provide finely crafted, bespoke advice and guidance to enable applicants to benefit from the award in multiple ways: through knowledge exchange activities, secondments and training. Many of the funded projects have progressed to high-quality Impact Case Studies for REF2021.

Feedback from colleagues includes:
“We are immensely proud of the wealth of social science impact activities that exists solely due to their expertise.”

RISING STAR

Celebrating the next generation of highly skilled staff whose ideas and innovations position us for future success.

THE NOMINEES ARE:



Alice Humphries

Alice is a wonderful, energetic and ambitious person that we are lucky to work alongside at the Early Years Centre. She is a positive and professional role model to all her colleagues, who she supports and guides daily. She motivates her team, and as a wellbeing champion, she is there when they need more personal support or a listening ear.

As Lead Practitioner within the Early Years Centre, Alice has taken on additional roles, including the Curiosity Approach Lead, where she is the driving force behind supporting children's learning and development in a more natural and curious environment.

Alice created a new system to implement changes to the Early Years Curriculum, which she delivered through in-house training and regular reviews.

She has worked hard to gain our Bronze Healthy Early Years Award (HEYA) and is now planning on acquiring our Silver. This is a great award to be part of, as we are educating our future generations about leading healthy and active lives.

Feedback from colleagues includes:

"It has been an honour to watch Alice implement such positive and passionate change. Alice has a great career ahead of her and I would like to recognise her outstanding commitment to her role."

Phil Malatesta

(Head of Community Services)
Nominating on behalf of Sarah Cooper
(Early Years Centre Manager)



Dr Hao Dong

Hao recently joined the University as a full-time member of academic staff, having previously been the lead researcher on an Association of Project Management (APM)-funded grants research project.

Hao's invaluable contributions to teaching and research have been recognised by both students and fellow academic members of the team. He has worked hard to deliver teaching with passion, creating an inspiring virtual learning environment for students. His focus on delivering highly engaging teaching has also been noted through positive student feedback. For example, three of the modules in which Hao has currently been involved were nominated for the prestigious VLE awards.

Hao has established himself as an excellent and invaluable research lead, who the team is able to consistently rely upon. He is a rising star, having contributed to several papers to high-quality journals and conferences in the project management field and beyond, as well as championing equality, diversity and inclusion (ED&I) throughout his research, which has had a notable impact on the profession at both national and international levels.

Hao is also the Director of Strategy and Collaboration of the Advanced Project Management Research Centre (APROM) at the University, which has created better links between industry, the project profession, students, policymakers and academics from Southampton and beyond.



Henry Paget

Henry came into the role of Performance Sport Advisor straight from University last October and hit the ground running, immediately building relationships and having a positive impact with University of Southampton Sport Scholars and athletes on the Talented Athlete Scholarship Scheme (TASS).

Henry stepped up and ran the Performance Sport programme before a new Performance Sport Coordinator started: a clear example of how Henry is willing to go above and beyond his duties to deliver a quality service.

During Henry's first year at the University, he has supported high-achieving scholars such as Hattie Rogers in her winning the SailGP WASZP Grand Final in San Francisco; Isra Ilyas winning Gold at BUCS in Taekwondo and qualifying for the European University Games; and Phoebe Williams, Captain of Southampton Women's FC.

Henry has shown real drive, vision and ability in what could have been a difficult first year in his new role.

Feedback from colleagues includes:

"The scholarship programme that we currently have has been enhanced through the dedication of Henry and his passion for providing an excellent service. Henry has a great career ahead and we would like to recognise his outstanding commitment to his role."

Phil Malatesta

(Head of Community Services)



Dr Michael Head

Michael has become our most published contributor to *The Conversation*, an influential publication that receives national and international press interest. His personal contribution meant our publication ranking soared, placing us in the top 10 against stiff competition.

He has also become a valued 'go to' expert for national media interviews, helping to educate on complex topics in plain English and raising the profile and reputation of the University.

Michael is a global health researcher and has achieved great success in informing discussion in the news around the COVID-19 pandemic and, more recently, around monkeypox.

Since May 2021, he has had 17 articles commissioned and published on *The Conversation*, attracting over two million reads. An article commenting on the European outbreak of monkeypox was read over 172,000 times in the five days since it was published.

Michael recognises opportunities and acts quickly, translating his expertise into layman's terms. This has also seen him selected for television interviews and he is regularly quoted in both national and international media. All his hard work – in addition to his 'day' job – is invaluable in raising the University's reputation.

STUDENT EXPERIENCE

Delivering a transformative student experience and support programmes that enable our students to thrive.

THE NOMINEES ARE:



Doctoral College Administrative and Training team
Amanda Davey, Julia Joyce, Kimberley Greentree, Dr Heather Mackenzie, Catherine Howe, Stephanie Millard, Stephen Wakeling, Catherine Willetts

During the pandemic and since June 2021 the Doctoral College Administrative and Training team has responded rapidly and with great agility to support our 2,500 postgraduate research (PGR) students and 1,800 academic supervisors.

The list of achievements includes the following:

- Implementing and running three rounds of PGR funding COVID extensions, both for UK Research and Innovation (UKRI) and other sources of funding.
- Achieving a game-changing improvement in the PGR training offering, facilitating over 270 PGR development events annually (with 5,700+ attendances), up 78 per cent over pre-pandemic levels.
- Introducing a one-stop information source through its website and fortnightly digests of updates to all PGRs, regularly read by over 50 per cent of recipients.
- Implementing rapid policy changes to support students during COVID, for example, including the introduction of a COVID Impact Statement within theses.
- Overhauling PGR inductions with a suite of online materials visited by over 800 PGRs annually.
- Designing and developing PGR Manager with suppliers and then testing with users, before rolling out in September 2021. For the first time, all five faculties are using the system to support all our PGRs, supervisors, examiners and graduate schools.



Technical staff in Archaeology team
Dominic Barker, Dr Kristian Strutt

During the COVID-19 lockdown, Kris and Dominic went beyond the call of duty to ensure the impact on the Archaeology department's research, teaching and enterprise activities was minimised. During the partial reopening of campus, they played a key role in Archaeology becoming one of the first departments to open for essential research and enterprise. They were on hand in the building daily to provide first aid and fire marshal cover, maintaining health and safety supplies and protocols, and even cleaning the building's touchpoints.

Once campus was open for socially distanced teaching, they provided essential teaching support that enabled the delivery of our curriculum in full: a real achievement given the number of practical classes in our degree programmes.

Perhaps their finest achievement was the role they played in the delivery of our compulsory student fieldwork training in the summer of 2021, without which students would be unable to graduate this year. Not only did the students report what an excellent experience they had, but it will also have increased their employability in the profession compared to their peers at the many other institutions who were not able to deliver the full excavation experience.

Feedback from colleagues includes:

"I would like to nominate Kris and Dom for a VC Award for their initiative and tireless work in ensuring that the student fieldwork experience was no different than it would have been without COVID-19."



Student Hub and Modernising the Student Experience Project team

Akachukwu Nwosu, Alexander Crooks, Alex Davis, Aman Buttar, Beck Norris-Giglio, Chidinma Munroe, Danie Phillips, Gillian Casey, Hannah Haig, Jackie Cranmer, Jake Botterell, Jessica Gow, Joseph Dunne, Kathryn Downie, Lilly Cooper, Lilla Mocsonoky, Liz Carter, Marc Cooper, Melissa Farrugia, Dr Mike Weaver, Patryk Thomas, Peter Rykowski, Philip Bailey, Rachel McGregor, Rachel Titheridge, Rebecca Blake, Rebecca Mallet-Vickers, Renny Moreaux, Sarah Watson, Steven Upshaw

Our Student Hub team, working in collaboration with the Modernising the Student Experience project, have shown a commitment to improving the support we provide to our student community.

The team has worked tirelessly to deliver the new 24/7, 365-day-a-year service, ensuring each student receives all the support they need.

Since the Hub launched in September 2021, the team has:

- introduced a single email address for all students to contact to receive support
- re-developed the Building 37 atrium space, introducing a more engaging student space
- introduced an online chat function that enables students to ask their questions immediately
- introduced an online queue management system where students can join a virtual queue anywhere on campus and arrive at Building 37 in time to speak to the team
- provided over 250 articles on our online knowledge base so students can find answers to questions themselves in a quick and easy format
- opened our first student hub at Winchester School of Art

Feedback from students has included:

"It's 24/7, which is really helpful, and I know that I can call at any time if I need support."

"My issue was dealt with quickly, and the information I received helped me resolve a separate issue as well."

SUSTAINABILITY

Creating a cleaner, greener and healthier University,
where sustainability is part of everything we do.

THE NOMINEES ARE:



Dr Matthew Potter

Since late 2020, Matthew has been the driving force behind implementing the LEAF laboratory sustainability auditing system in Chemistry. He pioneered this, working single-handedly to ensure his lab achieved the first (Bronze) award in the school and the University as a whole. He then took it upon himself to support others – and to date has personally encouraged and assisted over a quarter of the school's labs to gain an award.

Throughout, he has had to press for cultural change in implementing a new system – something of an uphill battle requiring gentle persuasion and patient assistance, working with colleagues who don't necessarily understand the philosophy or aren't overly enthusiastic. He was the driving force behind a Chemistry sustainability workshop attended by over 20 Chemistry ECRs and technicians, aiming to work more sustainably and gain LEAF awards.

Matthew then took it upon himself to promote LEAF more widely throughout the University, through writing articles, acting as an assessor for other schools and instigating cross-school meetings and forums.

Matthew is the sole reason why Chemistry is leading by example with the greatest proportion of LEAF awards in the University.



Sarah Puckett

Sarah does a wide range of the background work that drives the University Sustainability Strategy and Environmental Management System, leading on student and staff engagement and communication, developing carbon modelling and analysis, and auditing our campus activities such as recycling and energy conservation.

She also works hard to ensure that biodiversity and habitat management is not overlooked, making sure that our landscaped areas look good but are also sympathetic to local wildlife and pollinators. Some of this may not be immediately visible to the wider University but it is hugely valuable and provides a lot of the data we rely on in strategic planning.

Without Sarah's hard work and attention to detail we would struggle to present the positive work happening across the University, and evidence the continual improvements being made against our sustainability targets.

Sarah has worked tirelessly to engage our student body on matters of sustainability and the urgency of the climate crisis. She has collaborated throughout the year with the Students' Union, whether in her attendance at the Beach Clean Up, or her participation on SUSU's Sustainability Forum. Her engaging and accessible style of speaking enables students to comprehend the importance of factoring the impact on the environment in everything we do.



Dr Stephanie Jones

Stephanie has been nominated for the work that she does in making environmental sustainability core to the teaching and research culture at the University. She has played a crucial role in enabling University-wide conversations about environmental sustainability in the most radical, practical, sophisticated and urgent ways. She is a tireless advocate, communicator and broker and makes every conversation that she is part of richer, more thoughtful and more exciting.

This year Stephanie became the environmental lead for Southampton for Arts and Humanities. She was part of the collective Southampton Marine and Maritime Institute (SMMI) team that won the Leverhulme Intelligent Oceans Doctoral Programme and that submitted a Leverhulme Research Centre bid.

Stephanie has either led or participated in projects with colleagues from every faculty and has been funded by both the Economic and Social Research Council (ESRC) and Natural Environment Research Council (NERC). She is very active in ensuring that conversations are shared beyond the University and has built important external partnerships.

What is so impressive about Stephanie is that she has done all of this on top of all her normal teaching, research and administrative duties. It has been an amazing year for Stephanie as she has enabled so many important conversations and we think a VC award is a fitting recognition.

TEACHING

Delivering high-quality, innovative teaching and assessment, informed by our research, knowledge exchange and enterprise.

THE NOMINEES ARE:



Dr Christopher Hamerton

Christopher is an engaging and captivating lecturer. He clearly puts time and effort into his lecture content and delivers this with a passion which is greatly received by his students.

As a dissertation supervisor, he has devotedly supported his mentees by contributing exciting suggestions and providing pastoral support in difficult times. Christopher's impact has been remarkable on the student body; he is keen to encourage students to take on further education to expand their academic interests; he has introduced students to niche areas of criminology that are not readily covered by other lecturers or even other universities in an undergraduate degree.

Feedback from students has included:

"He puts everything into perspective, clearly explaining theories and concepts, making them easy to understand. To top it off, he has a comedic touch that makes it all the more enjoyable!"

"Chris has been an amazing help throughout my University experience. He has kept the course fun and engaging, while providing amazing amounts of research and knowledge."

"His lectures have always been so engaging and interesting. Also, he has always given me helpful and supportive feedback on work. Chris has so much knowledge in criminology, and it's always inspired me to do well and accomplish the same."



Dr Julie Gammon

Julie is one of the most committed and engaging teachers in the School of Humanities. She has an excellent rapport with students, ensuring a high-level uptake of her degree courses. She is also inspiring in her commitment to equality, diversity and inclusion (ED&I) through her undergraduate modules on the history of sexuality, gender and social mobility. Her teaching is further informed by a solid research base.

Previously a Senior Tutor in the School of Humanities, for the last three years Julie has had the role of Examinations Officer; she has impressed both external examiners and school colleagues with her efficient grasp of what has been a particularly stressful role during the COVID-19 crisis. Julie is about to become the History Head of Admissions.

Julie is not only a brilliant historian; she is also an inspirational teacher who is loved and respected by her students in equal measure, and has a uniquely warm, positive and upbeat personal style.

Feedback from colleagues has included:

"I have had the pleasure of speaking to several of the undergraduates who are taking her courses this year and they have fallen over themselves to tell me that Julie's seminars are fantastic: well structured, informative and altogether a joy to attend."



Lakshi Doorgakunt

Lakshi joined the department of accounting recently and has made instant impact on the quality of teaching and overall student experience, resulting in her nomination by students for several SUSU awards. Her attention to detail and support for both staff and students is outstandingly refreshing.

Lakshi has proven to be a one in a kind teacher. She was recently shortlisted for the Virtual Learning Environment (VLE) Awards in the category of the best external resources. She was nominated for the SUSU awards in the category of most engaging lecturer and best academic support.

The student pass rate for all her modules have been above 90%, and in all the modules she has taught, her student evaluations are above four. She is also part of the assessment and feedback group at the University.

Feedback from students has included:

"Good teaching skills and nice response with students."

"Her teaching is really good."

"She's friendly."

"High-quality of teaching, clear teaching process and innovative research ideas."

"She is really kind and specialist."

"Lakshi is careful in her lectures. She is really nice and patient when she teaches us."

POSTHUMOUS AWARD

As one of the valued members of our staff community who has sadly died over the past year, the late Charles Elder, Media Relations Manager from 2011–2021, is receiving this posthumous Vice-Chancellor’s Award in recognition of his services to the University.

This award recognises his passion and pride for Southampton, his tireless efforts to raise its profile locally and globally, and his fierce support for his colleagues and friends who he worked with for 10 years.

Charles is also receiving this award on behalf of all our other, equally valued, colleagues who have died in service in the same period.

Charles Elder

Charles embodied Southampton and lived and breathed the University’s values during his 10 years within Corporate Communications. He inspired countless individuals, supported and shouted about hundreds of initiatives, achievements, and ideas, and could always be counted on to put his all into each task.

Charles knew everything and anything about the University. He was always up-to-date with the latest news and information and was a force of nature. The team greatly misses him, and the University has been left with a great hole in its community.

Charles was Media Relations Manager from 2011–2021 and Editor-In-Chief of *Staff Matters* from 2019–2021. He meant so much to so many people at the University – staff and students alike. He was that rare mix of caring, knowledgeable, passionate, and humorous. He took immense pride in his work, going above and beyond to make the most of opportunities and make things happen, for the betterment and furthering of Southampton.

Charles brought people together and shared so much joy. Following his death, a special edition of *Staff Matters* was published, remembering and celebrating him.

The words of colleagues from across our community speak for themselves, as to the high regard Charles was held in here:

“He believed so deeply in the community and was ready to shout about their stories.”

“Charles had indefatigable energy for the University of Southampton, the city, and for communications.”

“His commitment to Southampton and to higher education was at the heart of everything he did.”

“His pride in Southampton was palpable, and his enthusiasm was infectious. He never tired of wanting to talk to colleagues about their research, and their teaching, and their lives.”

“To me, Charles was the soul of Southampton.”

“Charles was a caring and supportive colleague and friend; he always made time to share his knowledge and go above and beyond to help.”



IN MEMORY OF COLLEAGUES WHO HAVE DIED OVER THE PAST YEAR

Professor Alec Gambling

First Director of the Optoelectronics Centre
Optoelectronics Research Centre

Professor Anne Kennedy

Visiting Professor
Health Sciences

Brian Rogers

Tony Davis High Voltage Lab Technician
School of Electronics and Computer Science

Charles Elder

Media Relations Manager
Engagement and Advancement

David Gooky

Domestic Assistant
Estates and Facilities

Dr Emma Price

Senior Teaching Fellow in Clinical Psychology
School of Psychology

Professor George Stevenson

Emeritus Professor
Medicine

Gurdeva Singh ‘Buddha’

Domestic Assistant
Estates and Facilities

Dr Jatin Pancholi

Principal Teaching Fellow in Accounting
Southampton Business School

Professor John Hall

Founding Head of School
School of Biological Sciences

Dr John Rae

Part-time Lecturer
School of Electronics and Computer Science

Dr Jonathan Price

Lecturer
Zepler Institute for Photonics and Nanoelectronics

Professor Kenneth (Ken) Munday

Co-founder of the Department of Physiology and Biochemistry

Laura Lee

Student Disability Faculty Liaison Lead
Student Services

Marina Serzante

Domestic Assistant
Estates and Facilities

Dr Maurits De Planque

Associate Professor
School of Electronics and Computer Science

Dr Michael Hogg

Senior Teaching Fellow
School of Engineering

Nancy Lambert-Burnett

Assistant Finance Manager
School of Healthcare Enterprise and Innovation

Peter Webber

Lecturer
Southampton Business School

Professor Roy Weller

Emeritus Professor of Neuropathology
Medicine

Professor Simon Keay

Emeritus Professor of Roman Archaeology
Archaeology

Professor Tracy Strong

Emeritus Professor
Economic, Social and Political Sciences



Find out more

www.southampton.ac.uk/vcawards