



Strathclyders honoured in inaugural medals ceremony

Twelve individual staff members and nine teams
become first recipients of awards for outstanding service

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Twelve individual staff members and nine teams at Strathclyde have had their outstanding service recognised by becoming the first recipients of University medals.

The awards have been made to people and teams, nominated by their peers and colleagues, for their important contribution to the University Values in their work, relationships and achievements.

Our values

People-Oriented
Bold
Innovative
Collaborative
Ambitious institution

These values were developed by the Strathclyde community following extensive consultation and feedback including, a University wide survey and focus groups. It was then determined to recognise people who most exemplified the values by awarding them a Strathclyde Medal.

Following a nominations process during February and March 2015, the winners were selected by a committee of representatives from around the University.

The inaugural awards were presented by Principal Professor Sir Jim McDonald at a ceremony at Strathclyde's Barony Hall on Tuesday, 16 June. The event was attended by the winners, guests, nominators, university leaders and senior members of the University's Court.



Sir Jim said:

“Our values play a critical role in fostering an environment of personal contribution, acknowledgement and continuous innovation that will allow the University to reach our next level of performance and achievement.

Each faculty has a values implementation strategy and we have reviewed our HR policies and processes to ensure that the experience of our staff, from recruitment to retirement, reflects our values.

“We were delighted with both the high calibre and the number of nominations received - 108 individual and 31 team - and believe this is a clear sign of the thriving and successful organisation Strathclyde University is. I am already looking forward to the next round of nominations as I am deeply aware of the tremendous job done by our staff in support of Strathclyde's journey and successes.”

Addressing the medal recipients, he added:

“Each and every one of you stood out amongst the nominations for being exemplars of the Strathclyde values, not on one or two occasions but in your everyday interactions, relationships and commitment to excellence in the roles which you take on.

“It is important to acknowledge that being nominated by your colleagues as an exemplar of the Strathclyde values is in itself a great honour.”



At the ceremony on 16th June 2015 a total of 21 medals were awarded to individuals and teams.

The medal recipients were:

Individuals:

- Tracy Morse, Department of Civil & Environmental Engineering
- Tanya Kay, Research & Knowledge Exchange Services
- Walter Galbraith, Department of Electronic & Electrical Engineering
- Susan Anderson, Research & Knowledge Exchange Services
- Rachel Clark, Research & Knowledge Exchange Services
- Margaret Lowe, Estates Services
- David Cunningham, Department of Design, Manufacture & Engineering Management
- Christine Donald, Faculty of Engineering
- Aileen Wilson, Student Experience & Enhancement Services
- Lizann Bonnar, School of Psychological Sciences & Health
- Lynsey Shaw, Department of Pure & Applied Chemistry
- Janette Birnie, Human Resources.

Teams:

- Portering team
- Project Buddies
- Research Excellence Framework Team - Research & Knowledge Exchange Services/ Faculty of Science
- Technology and Innovation Centre team
- Library Archive team
- ELIR (Enhancement Led Institutional Review) team
- Nourish team
- Postgraduate Taught Admissions Process Redesign Team
- Wellbeing Volunteers



INDIVIDUAL MEDAL RECIPIENTS

Tracy Morse

Department of Civil
& Environmental Engineering



Nominated for exemplifying Innovative and Collaborative values her nominator/s said: Tracy is based in Blantyre, Malawi, where she runs the Scotland Chikhwawa Health Initiative (SCHI). Tracy was nominated for her attitude and behaviours, which exemplify the Strathclyde values, and her innovative and collaborative approach. Tracy works in an extremely impoverished area of Malawi to improve preventive health for families and young people, to limit the prevalence of diarrhoea, malaria, and STDs. Tracy and her team of Malawian trainers have improved understanding of the importance of health monitoring during pregnancy and this work has directly impacted on the rate of maternal and infant mortality in the district. Tracy has also been instrumental in getting support from Scottish organisations, including the University's Malawi Millennium Project (MMP), and FROM Scotland, to provide housing for health workers, and has linked up with Strathclyde staff in EEE to provide solar panels for remote clinics and schools and worked with Alumni Development to secure donations of motorbikes for health workers from Phoenix Honda.

Tanya Kay

Impact Acceleration Account Manager,
Research & Knowledge Exchange Services



Nominated for exemplifying the Collaborative value her nominator/s said: Tanya was nominated for demonstrating sustained commitment over many years to supporting Strathclyde staff work together more collaboratively - both internally and also with a wide range of external partners. Tanya was the driver behind the University's Research Day (URD) initiative for many years, ensuring that the event planning and management was truly representative of the Strathclyde community. Tanya has also demonstrated her expertise and commitment in establishing new external collaborations in her time as Impact Acceleration Account (IAA) project manager. In this role she worked with both Strathclyde staff and external companies (both UK based and international) to understand what they wanted to achieve, and describe to them the role of the IAA. Described as a consummate professional, Tanya has a positive relationship with everyone she works with, always listening to their ideas and feedback and always making herself available to anyone who needs her support.

Individual medal recipients

Walter Galbraith

Teaching and Outreach Officer, Department of Electronic & Electrical Engineering



Nominated for exemplifying the People Orientated value his nominator/s said: Walter has more than 30 years service at Strathclyde working first as a technician and then in more recent years as an Experimental Officer. Walter's two main areas of responsibility are as a technician in the Centre for Ultrasonic Engineering, and as an Experimental Officer in EEE undergraduate labs. Walter's attitude, abilities, and delivery to students and staff has always been exemplary, and he is widely known and respected across the University community. Walter is very highly regarded by the students he works with, and students often seek his help with concepts, theories or technologies. Walter also makes a significant contribution to outreach activities and is a key member of the very successful Space School team which delivers engineering and science experience to school leavers. Walter has also developed and engaged with many of Space Academy students over the years and the Department believes that his efforts have directly contributed to many of them choosing to study engineering.

Susan Anderson

Costing Manager, Research & Knowledge Exchange Services



Nominated for exemplifying Bold and Collaborative values her nominator/s said: Susan is the go-to person with any questions on the Universities Research Costing Tool (pFACT). The importance to the University of having grant applications properly costed goes without saying and Susan's advice and interventions have ensured that numerous applications have covered all the necessary items, satisfied the rules of funders and met deadlines. Susan is highly collaborative in how she works with people both internally and externally, with integrity and in an open, respectful way. One of Susan's key strengths is her ability to quickly make confident decisions, based on an indepth knowledge and expertise, and her innovations and boldness invariably deliver the necessary results, with deadlines met and grants properly costed and going beyond expectations.

Individual medal recipients

Rachel Clark

Project Co-ordinator,
Research & Knowledge Exchange Services



Nominated for exemplifying Ambitious and Innovative values her nominator/s said: In May 2015, Strathclyde won the first Horizon 2020 award as part of a collaboration with Aberdeen, Edinburgh and Glasgow Universities. This award was to deliver, for the first time ever, European Researchers Night - a mass-participation, public engagement with research event across Scotland. Rachel project managed this event and went above and beyond, doing much of this in her spare time and at the weekends, including training of the volunteers. Without doubt, Rachel made the biggest single contribution to the smooth running and outstanding success of this first-of-its-kind event and, in the process, clearly demonstrated the values of Strathclyde.

Margaret Lowe

Charge-hand Cleaner,
Estates Services



Nominated for exemplifying the People Orientated value her nominator/s said: Margaret is a well known and liked person who regularly goes above and beyond to ensure that the building is kept clean and well maintained.

Margaret is described by colleagues as an exceptional, highly committed member of the University, who takes pride in her job and strives to ensure that her team perform to the best of their abilities. Margaret is always friendly, approachable, courteous and interested in and always greets you with a smile even at 6:30 am.

Individual medal recipients

David Cunningham

Director of Operations,
Department of Design, Manufacture &
Engineering Management



Nominated for exemplifying Collaborative and Innovative values his nominator/s said: David joined the Department from industry around 24 years ago and since then has been a major force in supporting a number of key initiatives affecting not just the Department but also the Faculty and University as a whole. David always has a strong collaborative approach, an example of this is the way he has innovatively developed the Departments additive layer capability in the Digital Design and Manufacture Studio through offering an innovation service to industry and researchers, bringing in funds to reinvest in state of the art equipment, positively impacting on KE turnover and providing researchers with the latest in 3D printing capability. More recently he has been spearheading the ambitious Faculty plans to establish a skills academy in the James Weir Building.

Christine Donald

International Recruitment Adviser,
Faculty of Engineering



Nominated for exemplifying People Orientated and Collaborative values her nominator/s said: Christine has supported many of the faculties outreach programmes over the years, namely - The Gambia Solar Project, Mukti Project and Tamil Nadu Project. Christine's tireless enthusiasm for these projects has been instrumental in their longevity and continued success in promoting the values of our institution, and in providing students with genuinely life changing and career inspiring opportunities to see the difference they can make to society and the lives of others as engineers. Christine has been largely responsible for raising awareness of these projects and their aims, both inside and outside via press coverage. Also, Christine's fund-raising skills have ensured that the projects operating under the University's charitable status have been made possible year on year. Her dedication to these causes and her determination that Strathclyde should be leading by example in these areas, I believe make her a deserving recipient of a Strathclyde Medal Award.

Individual medal recipients

Aileen Wilson

Student Experience
& Enhancement Services



Nominated for exemplifying the People Orientated value
her nominator/s said: As Events & Communications Co-ordinator in SEES, Aileen provides vital support to her colleagues in managing a host of communications and events which support the student experience and communicate the work of the Directorate widely. Aileen is an excellent ambassador for the SEES Directorate in her work with the Learning Enhancement Framework initiatives and her support for for Get International Week and, notably in relation to her Management of our Children's University (CU).

Lizann Bonnar

School of Psychological Sciences
& Health



Nominated for exemplifying Bold and People Orientated values
her nominator/s said: Lizann is a key member of the psychological sciences and health team and is widely recognised as being people-oriented and in particular student-focused. She won a USSA Teaching Excellence Award for 'Passion for the Subject' in 2011, and 'Best Overall Teacher' in 2012 and was shortlisted again for this award in 2013. Lizann also played a major role in delivering Psychology's excellent NSS results, and as the University Assessment and Feedback champion. She has also organised the British Psychological Society Undergraduate Conference more recently and her vision for organising this at Strathclyde was bold as she wanted to hold it in our fabulous new TIC building. Lizann is also always keen to suggest ambitious new activities that she will take forward, and never says that she is too busy, although she most definitely is. She is a 'can-do' person, always looking for innovation and bold new ways of doing things better.

Individual medal recipients

Lynsey Shaw

Department of Pure
& Applied Chemistry



Nominated for exemplifying Innovative and People Orientated values her nominator/s said: Lynsey is an excellent example of the core values that Strathclyde University strives to achieve. Having been employed by the university on a contract basis for a number of years, she has taken on a broad range of tasks within the Centre for Forensic Science and has always delivered excellent work. She has an exceptional work ethic, and is setting new standards for teaching delivery within the Department. She has recently taken on the role of counselling students and it is clear from student comments, that they feel reassured and happy to have her in that role. Lynsey is described as an absolute pleasure to work with and having previously been both an undergraduate and postgraduate student herself she truly exemplifies what it is to be a Strathclyder.

Janette Birnie

HR Adviser,
Human Resources



Nominated for exemplifying the People Orientated value her nominator/s said: Janette is considerate, responsive and extremely constructive in all her dealings with people within and outwith the University. She has an intuitive grasp of how people think and feel about their job and this insight always allows her to create a supportive space for discussion in which people feel they are valued. In her relationships with people she always treats them with respect, listens to their views and values them as individuals. Janette is often involved in supporting new colleagues joining the University and always takes time and care to ensure that their transition to a new institution is successful. Janette is incredibly modest, but she often solves difficult problems and issues whilst retaining her sense of humour and her commitment to making Strathclyde a better place for all. Janette is also renowned for being a reliable and supportive colleague within the HR Directorate, always willing to support other team members and always 'mucks in' without any question or complaint.

TEAM MEDAL RECIPIENTS

Portering Team

Estates Services

Mark Cusack, Mathew Grimes, Stuart Leckenby, William Smith, Ian Douglas, Tony Devlin, Robert Craig



Nominated for exemplifying the People Orientated value their nominator/s said: Without a doubt they are one of the hardest working teams in the University, regularly working behind the scenes over weekends and holidays to ensure the smooth running of exams, graduations, central pool room set-ups, town & gown events, registration & conferences, moves, events, and deliveries are completed successfully. Each one of them has to remain completely people oriented every minute of the day as their customers are the entire University of Strathclyde community. They also help develop innovative ways to recycle transport waste & chemicals in accordance with The European Agreement on International Carriage of Dangerous Goods while complying with operational health & safety procedures related in particular to manual handling regulations. There is a continuously high level of demand on this extremely busy team while meeting the heavy operational demands of core University business, i.e. the exam diet, graduations & business critical high profile events. Their hard work and professionalism is regularly evidenced in the high volume of positive customer feedback they receive.

Project Search Buddies

Lynn Stewart, Paul McCulkin, Gail Henry, Vivienne Watson, Lorna McDonald, Jess Cherry, Yvonne Clark, Helen Anderson, Roslyn MacDonald, Catriona Murray, Gillian Neeson, Lorna Liddell, Michael Hughes, Theresa Moore, Danny Kitching, James MacDonald, John McKernan, Philp Fitzgerald, David Swainson, David Gray, Colin Reilly, Audrey Quinn, Alistair Gilmour, Karen Penglase, Lynsey Shaw



Nominated for exemplifying Innovative and Ambitious values their nominator/s said: Project buddies is an innovative and ambitious project hosted by the University, in collaboration with Glasgow City Council, the Scottish Consortium for Learning Disability and the City of Glasgow College. Project SEARCH started at the University in August 2014 has supported 11 interns who have worked in real jobs in HaSS and Pure & Applied Chemistry in a variety of administration roles and Estates Services in a number of operational roles. Interns are partnered up with a workplace 'buddy' within each role who has responsibility for training and supporting the intern. This effort often goes above and beyond the call of duty demonstrating their desire to make a real difference to the lives of the interns and their families which truly reflects the people orientated value that is synonymous with the University. Buddies, in addition to undertaking their normal regular duties, train and support the interns on a daily basis providing them with continuity and real-time feedback and support.

Team medal recipients

Research Excellence Framework Team

Research & Knowledge Exchange Services/
Faculty of Science

David Littlejohn, Craig Young, Jane Winn,
Scott Kilgariff, Lisa Fenwick



Nominated for exemplifying Collaborative, Bold and Ambitious values their nominator/s said: Nominated for their work on the REF submission over the past 3-4 years this team are a great example of people-oriented and collaborative working. They were extremely encouraging and supportive of UoA leaders, Faculty staff, and individuals, especially with the narrative parts of the submission. Their attitude was exemplary and set standards on how Professional Services and academic departments can work well together. They were also bold in developing policy for collective preparation, something that had not been done at this scale in previous RAEs. They set high personal standards in how they conducted themselves and in their relations with colleagues. Their innovative approaches were highly successful in getting different people and groups involved, a key factor in the University's REF success.

Technology and Innovation Centre Team

Steve Graham, Stella Matko, Sam McKay, Morell Kerr,
Gerry McKenna, Angela Daly, Elizabeth Tate,
Ann-Marie Campbell, Alaine Martin, Alison Conroy,
Anna Young



Nominated for exemplifying Innovative, Bold and Ambitious values their nominator/s said: The TIC project is the biggest capital build project Strathclyde has ever undertaken and it is a great achievement by the TIC team that this £89m investment has been developed and delivered within budget. The project is the culmination of 5 years of collaborative working across the University from inception to completion, and is a very bold undertaking reflecting Strathclyde's culture for bringing bold and innovative ideas into real outcomes that showcase Strathclyde to the wider community and world. The success of the project has been very much built on collaboration within and out with the University industry and other partners. The TIC project is a great example of how teamwork across Departments and with industry and others contributes to the strategic success of Strathclyde and of particular note is the close collaboration across Professional Service directorates and between academic teams and wider communities.

Team medal recipients

Library Archive and Special Collections Team

Victoria Peters, Anne Cameron and Carol Stewart



Nominated for exemplifying the Innovative value their nominator/s said: The team were keen to contribute to the University's celebrations to mark 50 years since the Royal Charter by showcasing interesting and intriguing items from the University's Archives and Special collections. The 50 different items they chose promoted the collections and the work of the University in an innovative way to both internal and external audiences, highlighting and sequencing the items to tell the Strathclyde story. Their presentation as a timeline also enabled the audience to make the historic journey through the development of the University from its earliest days to the present time. They also created a blog to share the treasures of the collection widely, in a format that could be maintained on a weekly basis. Longer term benefits of the initiative include ongoing contact with blog followers, many of whom re-tweeted the blog alerts to promote the institution even more widely and therefore the opportunity to engage followers with the collections on an ongoing basis is a highly positive outcome of the initiative.

ELIR (Enhancement Led Institutional Review) Team

Professor Kenneth Miller; Professor Val Belton; Professor Colin Grant (deceased) represented by his wife Maida Grant; Dr Veena O'Halloran; Catherine Milligan; Lesley Cram



It is with sadness that Professor Colin Grant is not able to join his colleagues to share the success of the ELIR team however we were delighted that his wife Maida was able to represent him.

Nominated for exemplifying Collaborative, Bold, Innovative, People Orientated and Ambitious values their nominator/s said: The 2014 ELIR team worked over an extensive time period in preparing the University for institutional review; prepared comprehensive and highly inclusive documentation demonstrating both the range and the depth of Strathclyde's learning and teaching activities; brought together a wide range of participants (academic staff, professional service staff, and students) to meet with the ELIR assessment panel during the site visits. In so doing, they lived the University's values, being people-oriented in the manner in which they approached the ELIR review, bold in the confidence they brought to the review, innovative as to the presentation of Strathclyde's teaching and learning activities, collaborative in their inclusion of a wide range of stakeholders, and ambitious in their focus both on ELIR success and building the University's reputation among key external stakeholders.

Team medal recipients

Nourish Team

Estates Services



Nominated for exemplifying People Orientated and Ambitious values their nominator/s said: With over 70 members there are too many people to mention individually. The Nourish team have completely transformed the catering facilities on campus with a new brand image and range of healthy food options.

They have been highly successful serving the needs of culturally sensitive diets and facilities to support diversity events. They have focused on ensuring they have the skills and knowledge to support the diverse needs of visitors, staff and students including the World Youth Netball Championships 2013. The team has worked hard to not only improve the variety and quality of catering but also to improve the customer satisfaction levels by investing in training, resulting in an increase of 15% in satisfaction feedback results. These efforts along with developing a new brand and improved facilities is exemplary of the Strathclyde way in continuous improvement, productivity and the drive to enhance user experience.

Postgraduate Taught Admissions Process Redesign Team

Gillian Nugent, SEES; Diane McArthur, Pippa Tawse and Fiona Mackie, Engineering; Susan Ali, Business Improvement Team; ; Bronagh Dallat, Science; Carol Christie, SBS



Nominated for exemplifying Collaborative, People Orientated, Bold & Innovative values their nominator/s said: This cross University team was brought together to find bold, ambitious and innovative solutions to improve the postgraduate admission process with support from the Business Improvement Team. They focused on not only improving the staff experience but improving the student experience. The ideas that the project team generated were rolled out across the University and this meant that over 15 staff were trained on the new process they designed. This is the first time that a project of this nature and scale had taken place and it clearly demonstrated the positive impact of collaborative working. Some of the key successes from this project are the time taken for a student to receive an offer of a place having significantly reduced, with the volume of time taken to deal with errors and workarounds having also significantly reduced. Other key outputs included: creation of staff user guides and standard operating procedures, review and refinement of web information, update of system help text, review of internal communication, monitoring of operational data, and delivery of training and support.

Team medal recipients

Wellbeing Volunteers

Alison McLean, Andy Baillie, Barbara Manson, David Young, Denise McElroy, Fiona Buchan, Jan Duke, Janet Milne, Jill Kyle, Jo McFarlane, June Hayes, Kirsten Munro, Lindsey Whiteford, Monica Porciani, Naseem Anwar, Pamela McDaid, Sarah Hunter, Seona McKenzie, Susan Lynch, Yvonne Brown, Louise McKerrow, Mairi MacVicar, Jacqui Gordon



Nominated for exemplifying People Orientated and Collaborative values their nominator/s said: The Wellbeing Group are volunteers and have excelled in improving the University's arrangements for health and wellbeing. This has recently been demonstrated by the University recently receiving the Healthy Working Lives Gold award. This award is only given where the highest standards are in place across all areas of safety, health and wellbeing. It has also been seen through the events such as Wellbeing Week in March where staff and students had the opportunity to have taster sessions in therapeutic massage, exercise and escorted walks. The position of this composite committed team working together is unique and it is rare to see such a wide ranging group of staff work so well in collaboration.



THE STRATHCLYDE MEDAL

IN RECOGNITION OF
CONTRIBUTION
TO THE
UNIVERSITY

THE PLACE OF USEFUL LEARNING

the place of useful learning

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