

Colleague Recognition Awards



Category	Leadership Excellence Award
Nominee (s)	Claire Garden
Individual or Team	An individual
School / Service	School of Applied Sciences
Nomination	
<p>In her role as Teaching and Learning lead for SAS Dr Garden provides supportive, innovative evidence-based leadership for learning and teaching across all subjects within, what is, an academically varied School. She works with colleagues to generate the evidence that informs the teaching and learning strategies for the School, for example, she supported a research project to understand how best to provide feedback to students so that their learning and progression was optimised. This evidence base generation provides training opportunities for our students and research opportunities for staff. It also ensures that teaching and learning in the School is supported by both locally generated evidence that accounts for the particular needs of Napier students and staff as well as by the existing published evidence for learning and teaching. Claire's leadership in teaching and learning for the School is exemplary. Her work is proactive and her forward thinking enables the School to be very well placed to meet local and University targets. Much of her work anticipates learning and teaching challenges we will likely face in the near- and medium-term future. An important recent example is to be found in the School's retention and progression plan – a key strategy document to enable the School to meet its recruitment targets. This plan was written in its entirety by Claire and was available for colleagues early in the 2023-2024 academic year. Claire's school level plan enabled Heads of Subjects to work with their subject groups to generate subject level implementation plans for retention and progression. Her strategy has resulted in 1st and 2nd year UG student non-engagement halving from TRI1 2022/23 to 2023/24 and module pass rates improve across all School programmes bar one. Modules in my own subject group have achieved some of the largest improvements in the School; this success is wholly built on Claire's strategy document. Claire's proactive approach and strategic leadership is a crucial support for staff wellbeing. For example, in psychology we developed Claire's School retention and progression plan into a subject specific plan. The work to develop our plan and the methods of implementation for it provided psychology staff with a sense of control over and involvement in retention and progression of our students. This has been highly valued by psychology staff. Further, Claire is highly supportive of staff training and career progression. For example, she is supporting a psychology staff colleague to pursue a PhD in the area of the impact of anxiety and stress on student learning. I know Claire will use the evidence generated by this project to better evidence how learning opportunities can be provided so that student stress is reduced and how staff can better support students in their PDT roles. Claire has been an invaluable colleague. Her leadership for learning and teaching in the School has been central to all my planning for both UG and TPG provision in psychology.</p>	

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Category	Leadership Excellence Award
Nominee (s)	Dr Claire Garden
Individual or Team	An individual
School / Service	School of Applied Sciences;
Nomination	
<p>As SAS LTA lead, Claire works tirelessly to ensure that learning and teaching is at the centre of everything the school does, and her dedication to this role is inspiring, motivating others within the school to put LTA front and centre. As a result, we can feel confident in the teaching we are providing, our support of students learning, and be proud of the results of our graduates and on behalf of our graduates. As a member of various committees across the School and University, she keeps lines of communication open between front facing academics and the management team and is happy to respond to feedback or provide feedback as appropriate to keep information flowing usefully. She is endlessly passionate about promoting the development of staff within the School and leads with integrity in all that she does resulting in strong relationships with many of her colleagues. I believe that Claire's leadership style is integral to the success of what she does, and deserves the recognition of an award for Leadership.</p>	

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Category	Leadership Excellence Award
Nominee (s)	Anna Watson
Individual or Team	An individual
School / Service	The Business School;
Nomination	
Throughout my time working under Anna's supervision, I have witnessed her exceptional leadership qualities that have not only benefited our team but also contributed significantly to the overall ethos of our workplace. She is very supportive, and consistently goes above and beyond to ensure that each member of our team feels valued and empowered. Her approachability and openness create a sense of trust and transparency that is invaluable.	

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Category	Leadership Excellence Award
Nominee (s)	Professor Anna Watson
Individual or Team	An individual
School / Service	The Business School;
Nomination	
<p>It is my great pleasure to nominate our Head of Marketing Group, Professor Anna Watson for Leadership Excellence Award. Since officially taking on the role from Summer 2023, Anna has provided excellent leadership and support to her team with staff well-being at the forefront of her objectives. I am more than happy to nominate Anna under your criteria to explicate why she more than deserves this award.</p> <ul style="list-style-type: none"> - Motivation & ensuring a positive and confident working environment Since taking on this role, Anna has provided so much time to attend to each member of staff to provide the best support and keep them motivated during especially more challenging moments of the academic period. Anna sends weekly emails with updates, but also with motivational support, and holds weekly Marketing Group meetings on Friday to keep staff engaged and motivated to continue and prosper in all aspects of their roles. She approaches this with great enthusiasm, and great humour to keep us happy and engaged. In my case, we had a great challenge with late arrivals of Postgraduate students, which caused great pressure in my module (and others) and and it made me question my own ability. Anna was very attentive this situation and spent considerable time with each Module Leader to listen and provide a proactive solution to help encounter these issues. She immediately provided solutions, identified resources to further support, as well as spending time with myself and other colleagues to ensure we are all motivated and felt confident to continue. I've never felt more proud or confident to be a member of this team and be a good Lecturer, researcher and educator. - Response to feedback and leading by example: I put these two together as this encompasses Anna's leadership philosophy. Whenever a problem is presented, Anna is straight in there to help provide a solution to the feedback and lead by example through demonstration. Her involvement in the Student Engagement events, as well as offering to support teaching to help provide solutions showcases her ability to go above and beyond. - Collaborative working & excellent results: Again, a merge but reflects Anna's superb influence on us all. Anna's approach encourages collaborative and collegiate meetings where all colleagues work together on a variety of projects to help achieve the University, Business School and Our Marketing Goals - using her enthusiastic and supportive leadership qualities. As a result, we are a dynamic group who works well together to achieve a variety of outcomes with great motivated enthusiasm. - Promotes Learning & Development activities: Through her weekly email bulletins and <u>Marketing Group meetings</u>, Anna is the first to inform us of the latest opportunities to help us 	

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with our growth. In many cases (and from my own experience), she has approached individuals with opportunities that are specific for them.

I hope this application helps explain Anna's excellence in leadership. In such challenging times, Professor Anna Watson has been our true strength and support to keep us going. We are motivated, dynamic, ambitious and confident due to such impressive leadership. I am very proud to be working under Professor Anna Watson, and I respect her leadership and find her to be an excellent role model

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Category	Leadership Excellence Award
Nominee (s)	Dr Debbie Meharg
Individual or Team	An individual
School / Service	School of Computing, Engineering and the Built Environment;
Nomination	
<p>Debbie leads the Applied Informatics subject group and consistently delivers an environment where I feel suitably challenged but ably supported. Debbie always leads by example and promotes a realistic vision of what we can achieve together as a subject group.</p> <p>To map this against the criteria:</p> <ul style="list-style-type: none"> ▪ Inspires and motivates others around them - I have always found Debbie to be a positive person who consistently finds ways to inspire and motivate the subject group team. Her leadership encompasses research and teaching both of which she leads by example. Her hands-on approach to project leadership for the Library of Inspiration is essential in demonstrating appropriate role models for better EDI in STEM subjects. ▪ Nurtures an environment where people feel proud, confident, challenged and supported - Debbie has ensured that there is a wide range of social, learning, and sharing opportunities within the AI subject group. There have been regular events arranged by Debbie and Debbie always supports staff initiatives for those activities. Whether it's a board game night or a walk to the Botanic Gardens. ▪ Responds constructively to feedback - I always feel that with Debbie you can raise issues and concerns and they are always talked through, and she provides insight into the decisions made. ▪ Effectively communicates to deliver excellent results - Debbie regularly updates all AI staff on positive and negative news within the Subject Group, School and University. I think when relaying negative news she always does this with the view to how we can learn and improve for the next time. I feel supported even when I apply for things that I am unsuccessful - whether it is grants or publications - I feel that Debbie can help put it into perspective and I can have a go again. Having that support enables me to try again. ▪ Promotes collaborative working- Debbie always looks to involve a team of people and this speaks volumes as Head of Subject she has a clear idea about whose skills, research and teaching complements others. Debbie is proactive in promoting collaboration across all levels and a very diverse subject group. ▪ Promotes learning and development activities - Debbie arranged for an external to provide training for grant writing that was excellent. Having been through several courses I appreciated that this was a different approach and Debbie followed up by asking staff thoughts on the training, whether it was useful and potential impact. ▪ Leads by example and with integrity, while developing strong working relationships with students or colleagues - When I speak to Debbie about challenges of funding, publishing, 	

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supervising PhD students or such I know that Debbie can speak with authority because she is doing the same activities and facing the same challenges.