

Colleague Recognition Awards



Category	Professional Award
Nominee (s)	Jay Hoy
Individual or Team	An individual
School / Service	School of Computing, Engineering and the Built Environment;
Nomination	
<p>It is very difficult to find another member of the academic team that has shown the dedication and professionalism that Jay has been demonstrating on a daily basis over his decades-long career at Napier. Jay is always going above and beyond to ensure that students are having the best personal experience, following their progress from day one, up until they graduate. He has recently led us through accreditation, organising the process and coordinating the academic team to ensure we keep up our standards and follow professional practice which often makes external moderators impressed. He has taken initiative on countless internal policy changes to ensure they are implemented in the least disruptive way possible. Jay is the person who is always around, always has time for everyone, who can work out a solution to any of our daily challenges. His professionalism is also evident by his great relationship to all members of staff, from academics to administrative staff; a calm and effective communicator, Jay will always be a member that Napier is proud to have.</p>	

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Category	Professional Award
Nominee (s)	Jay Hoy
Individual or Team	An individual
School / Service	School of Computing, Engineering and the Built Environment;
Nomination	
<p>Jay Hoy is the heart and soul of the Electrical and Electronic Engineering Program at Edinburgh Napier University, boasting an impressive tenure of over 35 years. For the past eight years, Jay Hoy has served as the dedicated program leader, leaving an indelible mark on both students and colleagues alike. His unwavering commitment to excellence and tireless efforts make him a standout force within the Electrical and Electronic group.</p> <p>Despite being on the brink of retirement, Jay Hoy consistently arrives at work with an infectious smile, embodying a passion for his role. His dedication goes beyond the call of duty, as he not only deserves recognition for professionalism but has long warranted a promotion. Jay Hoy's resilience is evident in his daily approach, where he never shies away from challenges and readily extends a helping hand to those in need.</p> <p>Jay Hoy's exceptional leadership played a pivotal role in the recent successful IET accreditation, a testament to his ability to unite a team of associate professors and professors towards a common goal. Having personally experienced the demands of leading the IET accreditation in the past, I can attest to the immense effort Jay Hoy invested in ensuring its success. Without his diligence and expertise, the accreditation could have easily faltered.</p> <p>It is noteworthy that Jay Hoy could be nominated in multiple award categories, given his multifaceted contributions to the university. However, for this nomination, I have chosen to highlight his outstanding achievements in the realm of professionalism. The gratitude expressed for Jay Hoy's invaluable contributions to the university is immeasurable, making him a deserving candidate for recognition and praise.</p>	

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Category	Professional Award
Nominee (s)	Jay Hoy
Individual or Team	An individual
School / Service	School of Computing, Engineering and the Built Environment;
Nomination	
<p>Jay has been leading Electrical & Electronic programme for many years. He has been exceptional in his roles and duties throughout. Particularly this round, he handled the IET accreditation exceptionally well. He is the PDT for majority E&E students and he had a significant impact in their experience in Napier. As a colleague, he is highly supportive and always goes beyond to help others. We are happy and proud to work with him. After nearly 40 years of service in Napier, he deserves a university level recognition.</p>	

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Category	Professional Award
Nominee (s)	Dr. Lesley Young
Individual or Team	An individual
School / Service	School of Applied Sciences;
Nomination	
<p>It is with great pleasure that I nominate Dr. Lesley Young for the Professional Award at our esteemed university. As a senior laboratory technician in the Biomedical Sciences Department, Dr. Young has consistently demonstrated an unwavering commitment to professionalism, expertise, and dedication to her role, making her an invaluable asset to our institution.</p> <p>Dr. Young's exceptional passion for her work is evident in her proactive approach to ensuring the smooth operation of the laboratory. She takes personal responsibility for every aspect of the lab, from maintaining a well-stocked inventory to meticulously completing COSHH forms and risk assessments. Her diligence in these areas not only ensures the safety of all lab users but also enables researchers to focus on their work without interruption.</p> <p>Dr. Young's professionalism extends beyond her technical expertise. She is known for her consistency between words and actions, always delivering on her promises. This reliability has earned her the trust and respect of her colleagues, who know they can count on her to follow through on commitments and provide the support they need.</p> <p>Moreover, Dr. Young's exceptional communication skills enable her to build and maintain strong working relationships with all members of the department. She is approachable, patient, and always willing to lend a helping hand. Her ability to effectively communicate complex technical information to both experts and novices alike has made her an invaluable resource for the entire department.</p> <p>Perhaps most importantly, in addition to her day-to-day responsibilities, Dr. Young goes above and beyond by running a postgraduate research seminar. This initiative provides a valuable platform for students to present their work, receive feedback, and engage in scientific discourse. Her dedication to fostering the next generation of researchers is a testament to her commitment to the university's mission.</p> <p>Dr. Lesley Young embodies the very essence of professionalism. Her passion, expertise, reliability, and commitment to excellence make her an outstanding candidate for the Professional Award. Her contributions to the Biomedical Sciences Department and the university as a whole are immeasurable, and I wholeheartedly recommend her for this well-deserved recognition.</p>	

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Category	Professional Award
Nominee (s)	Gráinne Barkess
Individual or Team	An individual
School / Service	Research, Innovation and Enterprise;
Nomination	
<p>Gráinne amazes me everyday with her professionalism. She is a model colleague and the RIE team and wider University is extremely fortunate to have her.</p> <p>As the Head of Research Environment and Services, she oversees a large team personally line managing up to 15 colleagues within RIE.</p> <p>When presented with new challenges, requests and ad-hoc tasks she will do her best to take these on and, in almost all circumstances I have seen she delivers.</p> <p>She is exceptional at prioritising her work and time, particularly to the frequently changing needs of the institution, whilst still maintaining her commitment to training and personal development.</p> <p>She ensures she is present in relevant external trainings regarding the developing research environment and policies in advance of REF29. This is demonstrated through her consistent advocacy and actions in ensuring EDI is at the forefront of working group conversations and University committees. She is outspoken in her work for encouraging the growth of Research Culture, supporting and facilitating the start of the Doctoral College, overseeing the Researcher Skills Forum held in March, and the assistance of the Early Career Academics.</p> <p>She successfully juggles a high volume of work in an understaffed team, but always maintains her sense of calm, decorum and kindness throughout, especially in the face of extreme pressure within the RIE department.</p> <p>She advocates for staff wellbeing, inclusion and representation at the wider University level, and is hugely respected by staff across the institution.</p> <p>I am impressed at how she finds solutions that can be implemented to assist with staff engagement and boost team morale. It really has been a privilege to work with her, and I hope my nomination for her will be considered for shortlisting. She is truly an exceptional person, and her contributions to the University have been reflected in the unwavering, team-wide support for successful bidding by academics, by nearly doubling the research grant funding income received as an institution over the last 5 years.</p>	

Colleague Recognition Awards



Category	Professional Award
Nominee (s)	Michael Hepburn
Individual or Team	An individual
School / Service	Information Services;
Nomination	
<p>I would like to use the opportunity present by Colleague Recognition Awards initiative to recognize Michael Hepburn and his contributions to the ENU. It is with great pleasure that I would like to nominate Michael for the Professional Award category. Michael and I work in different departments in professional services, but I had plenty of opportunities to observe not only his interactions with professional service staff, but academic staff, students, and external clients etc. And I strongly believe Michael is a prime candidate for the Professional award because of his of his professional behavior and high held standards for his work, forming close professional relationships with internal university stakeholders and external customers, keeping up with constantly developing IT and AV technology for events industry and teaching field, and quite often going an extra mile in helping his colleagues in other campuses. Michael's knowledge and high work standards have been integral part in multiple successful ENU internal and external conferences, events, meetings, etc. His passion and pride for his work and professional approach can be witnessed not only by him providing on the day assistance but planning ahead by identifying potential issues and coming up with solutions in advance. As well as ensuring that whoever that requires his or team's he manages assistance, are all treated equally and professionally despite their position in ENU, and everyone receives high standard service. From my own experience and talking with multiple ENU staff members especially the ones organizing any types of events, meetings and conferences Michael is the first person that we all refer to regarding IS and AV enquiries and support required or just for a general advise not only for Craiglockhart campus but Sighthill and Merchiston as well. Moreover, we have regular external clients, such as Edinburgh Monarchs, SNP, Girl Guides, Scottish Green party etc. that inquire about Michael's assistance for on the day events or planning stages. Furthermore, Michael not only encourages, and trains IS team staff members but also provides individual training sessions for equipment use if required for other departments, e.g. new starts in Catering and Events department who require the knowledge of IT and AV systems for evening and weekend operations where there is no on-site support available.</p> <p>Few examples of recent events that Michael has contribute to would be: Deep Dialog 2024 multi day conference by British Council where his help was essential for event success; Court & Senior Leadership Team Strategy Day, Principal's view, Scottish Green party conference, NHS Quarterly nurse directors meeting, Girl guides conference, just to name a few.</p> <p>Michael's knowledge and skills are numerous and impressive, and he still amazes me with traits like humility, honesty, eagerness to help, critical thinking, professionalism, etc.</p>	

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I strongly endorse Michael's nomination for the Professional Award and believe that his high working standards and dedication to his job and willingness to go an extra mile make him the best candidate for this category. Thank you for your time.

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Category	Professional Award
Nominee (s)	Kendra Byers
Individual or Team	An individual
School / Service	Research, Innovation and Enterprise;
Nomination	
<p>Kendra Byers deserves the Professional Award for her exceptional commitment to her work within Bright Red Triangle and determined approach to ensuring that “nothing falls through the cracks.” Kendra has always been willing to accept extra workload and responsibility. Upholds professional standards in all working practices and relationships</p> <p>Kendra is organised and efficient and can be relied on to respond to emails, to carefully manage relationships and co-ordinate event diaries. She always ensures that the team is effectively collaborating and communicating well. She has introduced several comms and project management tools which have made the team more efficient.</p> <p>Taking personal responsibility for getting things done:</p> <p>One example is her driving the development of a new BRT website. Our original website was hacked on Christmas Eve a couple of years ago. Kendra immediately took steps to handle the repercussions, managing responses and communicating with all stakeholders. BRT hosts a website independently of the University site and Kendra quickly built an entirely new site which allowed us to get back up and running. Kendra used the opportunity to revise the site and to provide new features. This includes the development of an accessible directory of resources and a regularly updated suite of communications assets for both internal colleagues and external partners. Kendra produces communication assets in many formats to suit the needs of our stakeholders. This has led to Kendra making significant contributions to the development of the RIE web pages and the redevelopment of the University website and intranet.</p> <p>Keeps their professional/specialist skills and knowledge up to date / An ambassador for the University evidenced through positive, successful internal and external working relationships</p> <p>Kendra is an incredible relationship manager and maintains her skills and knowledge through regular participation in networking events and opportunities. She has undertaken several voluntary roles which augment the value that she brings to the university. Kendra acts as an Ambassador for the Scottish Business Network and as Scottish National Director of the Global Entrepreneurship Network.</p> <p>In addition, Kendra has done several courses and attended various learning opportunities to keep her design, marketing and communications skills current. She is very much the BRT social media guru and a Canva Ninja.</p> <p>Shows consistency between their words and actions and delivers on what they promise</p> <p>Kendra’s attention to detail is meticulous and she also consistently takes the time to understand the various needs of our wide range of stakeholders and Community members.</p> <p>Kendra always ensures that opportunities are available to the widest audiences possible and</p>	



maintains consistency between our words and action. Kendra can always be relied on to hit deadlines...

Builds and maintains strong working relationships whilst getting the best from others through effective communication

Kendra is always finds new and better ways to improve the impact of our communications. She is consistently reviewing her own and the team's activity to ensure that we are delivering on our promise. She is brilliant at maintaining relationships with clients and ensuring that feedback is effectively gathered and acted upon. She has developed strong and trusted relationships with colleagues in Marketing and External Engagement to ensure that BRT is aligned with the University communications strategy and that we are capturing all opportunities.