UNIVERSITY STAFF MEMBERS

Professor Jonathan Ball
A Professor in Molecular Virology Jonathan's research relates to emerging viruses, viral vaccines and treatments and blood borne infections like Ebola, Zika, COVID-19 etc. He works with the media and journalists globally to ensure accurate information is communicated to the public. Since the Ebola outbreak in 2014 Jonathan or his comments have appeared in the media 3.603 times. Covering the BBC World Service, Telegraph to the Dudley News, his work is in line with the University’s communication strategy and ensured him being able to reach more than 17 billion people.

Ruth Cornock
Ruth is a Research Technician working in the SBRC providing microbial molecular biology, synthetic biology expertise and research support. Three years in a row The SBRC has hosted an exhibition stand, highlighting great research done at the centre, at the New Scientist Live (a 4 day science festival held each autumn) at the ExCel Exhibition Centre in London, which this year attracted over 40,000 visitors, including school children, families, academics industrialists and the media.

The NSL is the centre's Outreach focus of the year and, although a team effort with 15 committee members and volunteers are involved, Ruth and her colleague(also nominated, see below) Michelle Kelly stand out, they have been involved from the start, not only manning the stand for the 4 days but also contributing their valuable experience to each new team; adding new fresh ideas, giving hours of their time outside working hours during preparation and delivery. Prof Minton could not have done without them both.

Dr Rachel Gomes
Rachel is the lead for the EPSRC Engineering Water Resilience Doctoral Training Programme and Water Quality Lead for the Leverhulme Trust Modelling and Analytics for a Sustainable Society Doctoral Scholarship Programme. Her research activities are recognised internationally and has led to her becoming a United Nation's environment programme expert in micro-plastics; draft a white paper on the recovery of materials from waste water and also speak at various prestigious conference around the world such as the European Waste Management Conference.

Rachel is also a trustee of the award winning Papplewick Pumping Station which provides an immersive educational experience for school children and has secured a donation for Water Education Trust scholarships at the University. She is also a member of the University's Senate and Council.

Simon Green
Simon is nominated for the great IT support he provides to our office. He has given and continues to give advice and support to colleagues through their transition to working from home. His patience and clear instructions have encouraged staff to engage with working in a more agile, remote environment. He has in addition, for several years, raised a significant amount of money for charity via his Macmillan Cycle Challenge where this year he aims to raise £2,000 for Macmillan Cancer Support.
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Dr Ian Hardy
Based at Sutton Bonington Ian is Associate Professor in Biosciences and has also been Warden of Bonington Hall for over 20 years. Ian is fully involved in projects to upgrade facilities on campus such as the Barn, Music Room, Harpers Bar refit and the common room. Alistair Wright (SB Guild Chair 13-14 and SB Farmers’ Market President 15 – 18) supports this nomination saying “the campus would not look or feel the same without Ian’s tremendous input. He was a great supporter of the street lighting project for Station Road, transforming safety between the campus and Kegworth and also helped to establish the SB Fest event.

Dr Kevin Harvey
Kevin has undertaken research into wellbeing and social inclusiveness putting this into practice by setting up and running a series of dementia reading groups for the school staff and student volunteers to get involved and read to residents of local care homes and hospitals. He also helps run a weekly community reading group in Lenton based in the Thomas Helwys Baptist Church. His work centres on reading out loud and the positive effects this has on people with dementia as well as bringing together older and socially isolated people.

A quote from one of the care homes summarises the impact of Kevin’s work “It has been truly inspiring to watch and listen and there have been some real successes such as the lady who initially rejected the session but who has returned each week and has been one of our most avid listeners. The students have breathed life into the home, treated everyone with total equality, shown incredible patience and brought sunshine and joy”.

Lee Hibbett
A technician in the School of Pharmacy, Lee has worked at the University for over 20 years. He has secured funding to implement water saving measures in Pharmacy laboratories and has support colleagues in Chemistry to obtain further funding to implement these practices. He has also driven the University’s adoption of the LEAF sustainability accreditation scheme. He has established a Midlands Innovation forum, ensuring wider impact of Nottingham’s efforts and positive reputation for sustainability.

He has also: implemented an initiative across campuses to increase freezer temperatures, saving 25% in energy and an average £300 per annum per freezer; Introduced 180 waterless condensers, saving the university ~5 million litres of water per year; coordinates a recycling scheme for laboratory plastics; introduced the new LEAF sustainability accreditation scheme to the University; introduced writing instrument recycling’ worked with the waste contractor ENVA, and established a Midland Innovation Sustainability Conference to take place in late 2020.

Hitendra Hirani
Hitendra is the EU Programme Manager for the Institute of Aerospace Technology and over his 18 years here has played a central role to promote the University’s multi-disciplinary research expertise and capabilities to meet the research challenges of the aerospace sector. He works tirelessly to develop relationships with junior and senior academics, researchers and staff across the Faculty of Engineering and wider University.

Providing invaluable support and advice Hitendra assists academics and researchers to bid for grant funded projects and broker links with key aerospace industry partners. Due to his knowledge of the sector and dedication and understanding of their needs, he is highly regarded amongst UK, European and global aerospace industry partners including; Airbus, Meggit, TT Electronic, Leonardo Safran and Boeing.
Dr Catherine Hocking
Catherine has been the Head of Music Programming since 2005. Under her leadership the Djanogly Recital Hall was recognised by BBC Classical Music as one of the Top Ten Chamber Halls in the UK. In 2012, she co-commissioned Stephen Hough to deliver a brand new contemporary work for solo piano (Sonata No 2), and in 2019 she supported Assistant Professor of Composition Elisabeth Kelly to realise the world premiere of her Opera Losing her Voice with 4 professional soloists and an ensemble of student musicians.

She was instrumental in developing a Performance Module and also helped develop a Conducting Module. She also delivers an annual training programme for four musician students in concert management and administration. With support from ABC and NCI she established new connections with Zheijang Conservatory of Music when Lakeside took 22 students to participate in the 2017 Tri-Campus Arts Festival in China, resulting in a UK Universities tour by Zheijang orchestra in 2018, and a Nottingham residency when Zheijang players joined the UoN Philharmonia in the Albert Hall.

Michelle Kelly
Michelle is a Research Technician working in the Synthetic Biology Research Centre providing underpinning microbial molecular biology support for applied gut disease and microbiome studies. For three years in a row The SBRC has hosted an exhibition stand at the New Scientist Live at the Excel Exhibition Centre in London. Michelle has been involved with this every year manning the stand with Ruth Cornock, also nominated (full summary above with Ruth).

Dr Rob Lambert
Employed in two schools Dr Rob Lambert is a lecturer in Environmental History, Tourism and the Environment and is also a University Environmental Ambassador. In 2012 he co-founded A Focus on Nature which with more than 3,000 members is now widely recognised as the most important youth conservation network in the UK.

Using his connections within the British wildlife constituency he garnered support for young people via mentoring, equipment donations, events and training; many young people seek his advice about conservation career pathways. His role as Vice-President of Nottinghamshire Wildlife Trust has at its heart the reinvigoration of a 50-year relationship between University and Trust which benefits staff, students and city/county residents alike.

In 2018, working with a colleague in Geography, Rob instigated and hosts the now annual Nottingham Environment Conference, showcasing the environmental research being done across the campuses as well as connecting up the University with key partners in the NGO business and government agency world. Rob has also appeared in major BBC TV and Radio environmental and wildlife documentaries while proudly displaying his University affiliation.

Helen Laverty MBE
TUPE transferred into the university in 1995 as a level 5 nurse teacher, Helen has, in the last 10 years, supported staff and students through the closure of all three Lincolnshire sites whilst also holding the role of Professional Lead for Learning Disability Nurse. In 2018, she was awarded an MBE for her expertise in learning disability nursing and her work in shaping Government policy. She is the founder of Positive Choices, a community of appreciative practice and a thriving network/support mechanic and conference that for the last 9 years has brought together student nurses, academics, movers and shakers in the learning disability world, people who had a learning disability and those who love them to a 500 place free to access 2 day conference.
Dr Lauren Marsh
Dr Lauren Marsh is an assistant professor and active member of the Autism Research team and Human Development and Learning research group. She also sits on the School’s People and Culture Committee as Disability liaison officer and in 2019 coordinated Summer Scientist Week. After aiding with the 2018 UoN Autistic Summer School, Lauren recognised the need for an autistic-friendly space and in September 2018 she applied to the alumni’s Cascade scheme and successfully established the Autism Social Network (ASN) in January 2019.

The ASN is coordinated through the school of Psychology in partnership with the Disability Support officer and currently has 88 members. It supports autistic students through coordinating monthly board game/pizza evenings, promoting autism awareness, acting as a forum to represent the 'autistic voice', and supporting integration between autistic and non-autistic students to breakdown social barriers/myths.

Sandra Mienczakowski
A member of the ESE Senior Group, Sandra has provided expertise to the leadership group and worked closely with Professor Jonathan Tallent to craft the exceptional regulations. She has personally led on the writing of 2 sets of FAQs (1 for Staff and 1 for Students) and has continually updated these FAQs as queries come in from our community. She has played a significant role in modelling the effect of the regulations upon progression and degree outcomes, and in advising the group on how best to explain the essentials of the regulations in our communications.

She has also collaborated with colleagues in Faculties and Student services to understand the implications of moving assessment online and has advised the group working on remote access to Rojo and helped to scope the assessment load on Moodle. She also took the initiative to brief the SU’s Student advisor team, enabling them to better support students struggling to understand how the Exceptional Regulations apply to them.

Dr Hiten Mistry
Dr Mistry has been outstanding in his co-ordination of the university’s responses to requests for assistance relating to the COVID-19 pandemic, arising from both Government and NHS Trust partner. He has spearheaded the responses to such effect that both UoN and NTU received special thanks in the Government’s daily press briefing on 19 April. He came to R&I in January and has rapidly developed the position, inspiring others and stepping up to the challenge without any reservations, despite the need to come onto all campuses when most UoN staff members are working from home.

Professor Steve Morgan
A Professor of Biomedical Engineering, Professor Morgan is a lecturer in Biomedical Optics and Industrial Awareness and is a member of the Optics and Photonics Research Group in the Faculty of Engineering. In 2016 he established, as Co-Director, the Centre for Healthcare Technologies (CHT), a leading centre of excellence for medical innovation and product development which brings together clinicians, industry, policy markets, patients, and 120 academics within 30 research groups across UoN. In 2017, the CHT won the NHS England Chief Scientific Officer’s 'Developing Partnerships to Improve Outcomes' Award.

Professor Morgan's own research has been equally transformative, resulting in the development of a burns assessment device that has become standard procedure for assessing severe burns and scalds in an estimated 4,800 children per year due its much faster scan time (3 seconds compared to 3 minutes). The Laser Doppler imaging used increases accuracy of clinical assessments from 60-80% - 97%, reduces unnecessary skin grafts by 17%, and hospital stays by two days.
Janet Nicholls
A cleaner and Cleaner Supervisor at the University, Janet agreed to take on the responsibility for all facilities from external private contractors and persuaded a small team to take up the challenge with her. She quickly galvanised this time into action, implemented new working practices, set clear stands, and significantly reduced costs. Given the demanding nature of UoN’s sporting facilities, Janet adopts a very flexible approach to her role, planning in liaison with customers, students, and estates teams, to ensure that cleaning takes place at the most beneficial times.

She independently developed, proposed, and implemented, an annual cycle of deep cleaning to coincide with the return of student sand key sporting events, such as BUCS big Wednesday. As well as her work for the Sports Department, Janet also supports open days, graduations, and large-scale events with other university venues, sourcing and organising teams to work both late night and early morning events.

Dr Jenny Stavisky
A Clinical Assistant Professor in Shelter Medicine, Jenny founded the Vets in the Community clinic in 2012, a project which provides free veterinary care to homeless and vulnerably houses pet owners in the Nottingham area. The clinics are managed and run by a committee of SVMS students under the supervision of staff members and are run entirely on donations. Hundreds of students have volunteered at the service which has given them a unique opportunity to practice their clinical skills.

In October 2019, they were also joined by veterinary nursing students from Nottingham Trent University. The project is soon to launch a mobile clinic, the first of its kind, to allow the services to be more accessible to those further afield. The project has had an amazing impact on the local community, is a hugely valuable learning experience for the students of both Nottingham Universities, and could not have not been possible without Jenny’s ongoing commitment and fundraising of the staff and students involved.

James Stephenson
Since 2017, James has run the Poppy Appeal for the city of Nottingham, each year using his own annual leave to run the appeal, and has raised approximately £150,000 for the armed forces community, and has expanded volunteer numbers from three to over one hundred. He is also a school governor at Walter Halls Primary School where he has specific responsibility for the school’s Pupil premium (funding for free school meal pupils) budget and strategy. During the COVID-19 pandemic, James is volunteering with AgeUK to shop and deliver food and medicine to elderly residents and he has also volunteered with NTU’s Right to Read scheme for over two years, and through AgeUK he has befriended a lonely veteran (weekly for 18 months) at his home.

Professor Jonathan Tallant
The primary author of the COVID-19 Exceptional Regulations of the University with regards to assessment, progression, classification, extenuating circumstances, and more, Jonathan has made an outstanding contribution to maintain the University’s core business of teaching and assessment. His leadership has enabled the University to establish a robust position with regards to the quality and standards of degrees.

The University’s regulations are the result of an institutional culture that has worked hard to meet very different needs from different disciplines and schools; in 4-6 weeks, Jonathan has condensed these differences into a set of Exceptional Regulations that not only recognise the challenging situation staff and students find themselves in, but that adopts a pragmatic approach to completing the academic year 2019-20. Jonathan has shown that he understands the perspective of each
faculty, he works brilliantly with key colleagues in Student Services, and he takes time to ensure that the SU Education Officer understands the processes we have followed.

**Professor Jeanette Woolard**
A Professor of Cardiovascular Physiology and Pharmacology, Professor Woolard is nominated for her major contribution to the development of a world-leading Team Science initiative for COMPARE and UoN, and for securing a £4.5m award from the Wellcome trust to establish an interdisciplinary PhD programme on Drug Discovery and Team Science at UoN.

Over the last four years, Jeanette has established an international-leading reputation for the delivery of a truly innovative and multidisciplinary Team Science approach to research at UoN. She built the COMPARE Team Science brand from scratch, developed networking and collaborative activities across the two universities, established an Early Career Researcher (ECT) committee, put in place funding for various events, and dedicated courses to improve presentation skills and engagement with the media.

She also established a summer student-ship program where UG students were given the opportunity to engage in a research project under the supervision of a COMPARE of post-doctoral research. AMS highlighted Jeanette's work as a major Case Study in their update report published last year, and her efforts have also been highlighted by the Wellcome Trust, MRC, ELRIG, and the Royal Society.

**UNIVERSITY STUDENTS**

**Olivia Bass**
Alongside her final year studies, Olivia has taken on a role as Student Project Co-ordinator for the school's Dual Intake Project. Making an exceptional contribution working closely with the SU, SB Guild, VetSoc and Vet Coach to enhance student experiences and liaised with student bodies and relevant staff to ensure activities are in place for Freshers Week and throughout the year.

**Clementine Bridges**
A final year Animal Sciences student, Clementine is the Sutton Bonington Guild Sports and Activities Officer. Through her role, she has made an exceptional contribution to the School's Dual Intake Project. She has worked hard to ensure students beginning in April will have access to sports and activities over the summer and conceived the idea of an 'SB Ambassador Scheme' which will appointment SB representatives to ensure activities are running. She has also aided in the recruitment of a part-time sports officer to help enhance the Sutton Bonington experience.

**Georgia Cavanagh**
A Student Switch Off Ambassador and waste auditor for halls in her first year, and a speaker at the Nottingham Environment Conference in her second year, now in her final year Georgia has undertaken a number of roles, including: General Secretary of the Environment and Social Justice Network, President of Sustainability Society, Partner Relations Executive at Foodprint, a Groundwork Youth Network Mentor, and a volunteer at the Wildlife Trusts.

She has grown the Sustainability society to nearly 200 members and has promoted the University commitment to green initiatives through work with People and Planet, the Wildlife Trusts, and the City Council. She has so far nearly raised £100 for both Foodprint and the Australian wildfires. For Foodprint, she has personally overseen the launch of Foodprint on Wheels.
For the ESJ Network she has aided in furthering the university's environmental initiatives, resulting in the declaration of a climate emergency and Portland’s Zero-Waste Shop. In her current internship with the University’s Rights Lab, she is working on papers concerning new-found links between modern slavery and environmental degradation.

Courtney Clarke
In addition to maintaining her very high standards of academic work as part of her degree, Courtney’s charity work in Tanzania with MEDILIFE, has also been recognised by the University for this prestigious award. MEDILIFE is a charity which aims to provide medicine, education, and development initiatives to low income communities across Africa and South America, and Courtney has set up a branch at university, writing a mission statement, recruiting, motivating and training her team. She did this in conjunction with her work for another charity, PhabSoc, where, as external liaison officer, she organises trips out for vulnerable young people. Courtney is an inspiration to her fellow students and academic staff across the School.

Minh Dang
Alongside her PhD, Minh works tirelessly to advocate for survivors of modern slavery and human trafficking. In 2013, she was one of fifteen Asian Pacific Islander Women named a Champion of Change by Barack Obama, and from 2016-17 she was a Presidential Appointee under Obama to the Inaugural U.S. Advisory Council on Human Trafficking.

In 2018, the first year of her PhD at Nottingham, she co-founded the Survivor Alliance group, a non-profit organisation that empowers survivors of slavery and human trafficking around the world and acts as a global network of survivor-leaders engaged in antislavery work. Since its launch, 220 survivors have joined the organisation, and it will hold its first World Congress in 2020.

Lauren Fretwell
Currently in her second year of her MSci in Biology, Lauren is a Senior England Karate Team member and Captain for the Kata team. She has won four BUCS Gold medals in Karate and her achievements have helped the club be named 2nd in the country in 2018/19, and 1st in the country in 2019/20.

She won silver at the Women’s Senior Kata at the September UK National Championships and was selected to represent Nottingham and the British Universities at the European Universities Sports Association championships in 2019. An incredible influence on the club, Lauren takes time to volunteer, coach, instruct, and motivate club members, and has significantly aided in increasing and sustaining female participation numbers.

Sam Hawkins
Alongside his final year studies, Sam has undertaken the roles of SU LGBT+ Officer and Trampoline Club Performance and Development Officer. As LGBT+ officer, he has introduced Rainbow Crossings to 3 of our campuses, redeveloped the support for gender non-confirming patients at Cripps Health Centre, produced a Rainbow Laces video and raised over £2000 for Stonewall, cemented the 'Gender-Inclusive Language Policy' as Union Policy, led a University-wide campaign to lobby IT staff to change University Systems to include a ‘pronouns’ and ‘preferred name’ box on registration forms and online channels, developed SU staff training to educate staff on how to use Gender-Inclusive Language, sat on the Democratic Procedures Committee, and organised LGBT+ History month 2020. All whilst also dedicating significant amounts of time to supporting the Trampoline club via coaching weekly sessions, and organising competitions.

Alec Lewis
A 4th year Biology Undergraduate, Alec was President of the University Swimming Club (2018-19)
RECIPIENTS OF THE VICE-CHANCELLOR’S MEDAL 2020

and during his time as president supported the transition of the club to become a Swim England Performance centre, the development of the National University Development League - the Universities first ever para-swimming open day - and aided in the club's success in securing a record number of BUCS points.

As part of the Men's Health Active initiative, he was involved in the promotional video and supporting the launch events, he completed MHFA training and volunteered during the weekly sessions. The following year, he took on the MHA student ambassador role where he has encouraged more students to get active. He was also Chair of the Welfare in Sport campaign group, which focuses on the link between mental health and sport. Under his guidance, Welfare in Sport has been reignited and seen sports club actively doing more to promote mental wellbeing.

David McMaster
A 4th year medical student, David has a passion in ophthalmology and his work centres around improving eye health following sudden onset disasters in areas of conflict around the world. His research has led to multiple publications, including recently as first author in the BMJ Global Health, as well as oral and poster presentations at both national and international conferences.

With Public Health England, he assessed UK vision screening practices of children and adults treated with ethambutol, recommending new national guidelines. He is currently working with Health Education England to assess UK medical students' knowledge of antimicrobial resistance. As president of the University's Ophthalmology society, he has successfully founded the UK universities first basic ophthalmic surgery course, and outside of university is a keen runner, having competed in the 2019 Wales IRONMAN triathlon, finishing in the top 20 for his age group.

Elyse Nantha
A final year Law student, for two consecutive years Elyse has led on expanding a hall-focused sporting program to deliver six one-day tournament, engaging with approximately 3000 students. She has also been a Hall Welfare Representative, a Hall Executive Team committee member, and a 2018 Welcome Mentor. She has also worked on the Streetlaw, OutLaw, Aspire and Unbarred projects run by the University Pro Bono Society where she has encourage tertiary education by volunteering in local schools, delivered sessions on DBS checks and workforce reintroduction to prisoners, assisted in workshops on the dangers of FGM, and worked with prominent local charity Personal Support Unit.

She has also led on the 'Appeal' project and played a key role in the University Pro Bono Society being nominated for five student awards and being named Student Volunteer Group of the Year 2019. Finally, she was involved in co-ordinating a project for the All Parliamentary Group for Disability.

Sean O'Sullivan
A 4th year Mathematics undergraduate, Sean is a para badminton athlete who has played for both the University team in BUCS as well as the international circuit. As Sports Secretary for the Disabled Students Network, he has provided excellent links with UoN Sport and has actively promoted the benefits of being active.

He has been involved in the filming of three promotional videos (Stronger Together, Men's Health Active, Faculty Access Video), and has supported the Physiotherapy and Sports Rehabilitation course on their disability sports module, co-delivering lectures and working with students on case studies.
He also finished 2nd in the University Strictly Notts dancing competition, challenging preconceptions of what activities disabled students can get involved with and has truly embodied the University's inclusive approach to disability and welfare.

**Lasisi Shakirudeen Olamide**
Currently in the final year of their PhD, Shakirudeen was awarded the competitive developing-solutions and EPSRC scholarship and has served on the organisation committee of the LINK student-led conference, the LCF board, and as an ECC course representative, and was awarded the student-leader award for creating positive change for students. As current Vice-president of the Japan Society he has aided in the delivery of Japanese taster sessions to 14 teams of Year 9 & 10 students.

He has twice volunteered with the British Science Association Nottinghamshire-based branch to deliver the annual Science in the Park events. He assisted with organising the 4th Annual conference of research software engineering and received the student volunteer award for recognition of his community service.

He has written two first-author publications and is now a registered engineer with COREN. He has received several grants and bursaries to attend workshops and conferences in various parts of Europe and the UK and was selected for the university’s PPN scheme in 2018.

**Omolade Osinaike**
The Student Union’s Black and Minority Ethnic Officer, Omolade has been very visible in her inclusive approach to running the network and has made sure to take feedback from every event she has ran.

Under her leadership, the network has been very visible and transparent in their activities and has included a wide range of events including Black History Month events, collaborations with BME societies, and also employability events catered to BME students at the University.

This year has also been the first year that the LGBTQ+ have been included in the representation of BME students.

**Issy Walker**
Alongside her studies as a third-year medical student, Issy has been this past year’s Welfare Officer for MedSoc, representing over 1000 students. Whilst completing her dissertation she delivered a ‘Recharge Week’ which incorporated a ‘Well-Fair’ and successful programme of lectures.

She also produced a signposting document about welfare support services at the University and dedicated time to designing bespoke leaflets for medical students and sports club and as Social Media Officer for the Welfare in Sport campaign has successfully grown their Instagram account by over 200 followers.

Though modest about her achievements, Issy has dedicated over 200 voluntary hours this past year and has played a significant role in supporting students and raising awareness of the welfare services at the University.
UNIVERSITY TEAM

Women in Chemistry
The WiC team mainly consists of mainly PhD students from the School of Chemistry and raised over £8,000 funding in order to deliver two exceptional conferences to mark International Women’s Day in 2019 and 2020. Speakers were asked to highlight career progression and choices they had made to get where they are.

The result was unique talks from six inspiring females in both years and even revealed that two of the speakers were the first ever female professors in their institutions. Both events received high profile coverage in Nature Chemistry (2019) and Chemical Communications (2020).

Feedback forms filled in by attendees of the Conference showed that 62% would be more likely pursue a career in Chemistry related professions and 60% said they felt more positive about issues surrounding women in Chemistry. The events triggered similar “Women in Science/Engineering” events across UoN and other Universities.

EXTERNAL

Maja Fletcher
Maja helped found the Nottingham Action Group (NAG) on HMOs in 2004 and has been involved in housing, planning and community issues for around 20 years. Everyone involved in the NAG and due to the number of students living in the city, Lenton in particular, the University has had close engagement with Maja and her colleagues over many years not only about planning issues regarding HMOs and private landlords but also student conduct in the area.

At times engagement has been challenging with robust debates but the University has always been understanding and respectful of the importance of listening and responding to Maja’s concerns.