STAFF EXCELLENCE AWARDS

Wednesday 22 November 2017
University House, ANU
Every year it is my great pleasure to present the Vice-Chancellor’s Staff Excellence Awards.

ANU is home to some of Australia’s brightest and best academics, teachers and professional staff, and these awards are an opportunity to celebrate the unique way individuals contribute to the success of the University.

ANU achieves its world-class reputation because of its people – the Vice-Chancellor’s Staff Excellence Awards are one way we recognise and celebrate staff who have gone above and beyond in their day-to-day responsibilities.

We are all part of an intellectual community, a national institution and a university of international renown that we should be immensely proud to be part of and one that I feel incredibly honoured to lead.

On behalf of the entire University community I congratulate all the award recipients for helping to make ANU such a fine University and an inspiring community to be a part of.

Professor Brian P. Schmidt AC FAA FRS
Vice-Chancellor

The Australian National University
ORDER OF CEREMONY

Welcome
Chris Grange, Chief Operating Officer, ANU
Professor Brian P. Schmidt AC, Vice-Chancellor and President, ANU

Presentation of Awards

Staff Service Awards
25-Year Service Award
40-Year Service Award

Staff Awards
Vice-Chancellor’s Award for Public Policy and Outreach
Vice-Chancellor’s Award for Innovation and Excellence in Service
Vice-Chancellor’s Award for Reconciliation
Andrew Hopkins Award for Excellence in Health and Safety
Clare Burton Award for Excellence in Equity and Diversity

Following the ceremony, refreshments will be served in the courtyard.
The 25-Year Service Award acknowledges the commitment and achievement of staff members who have worked at ANU for at least 25 years.

Dr Paul David Carr  
ANU College of Science

Professor Mahananda Dasgupta  
ANU College of Science

Mrs Tracy Deasey  
ANU College of Arts & Social Sciences

Dr Michael Gagan  
ANU College of Science

Mrs Cathy Gray  
ANU College of Science

Dr David Hayward  
ANU College of Science

Ms Billie Headon  
ANU College of Asia & the Pacific

Professor Markus Hegland  
ANU College of Science

Ms Mary-Louise Hickey  
ANU College of Asia & the Pacific

Mrs Kathleen Hicks  
ANU College of Science

Dr Boyd Hunter  
ANU College of Arts & Social Sciences

Mr Robert Ingle  
University House

Professor Alexander Isaev  
ANU College of Science

Mr Wesley Keys  
ANU College of Science

Professor Wieslaw Krolikowski  
ANU College of Science

Professor David Lindenmayer  
ANU College of Science

Mr Peter Minogue  
ANU College of Science

Mrs Sue Mitchell  
Human Resources Division

Professor Tessa Morris-Suzuki  
ANU College of Asia & the Pacific

Mr Frank Polyak  
Facilities & Services Division

Ms Lola Radnoti  
ANU College of Health & Medicine

Dr Robert G Schwab  
ANU College of Arts & Social Sciences

Ms Xiaoying Shi  
Information Technology Services

Dr Joan Stivala  
ANU College of Arts & Social Sciences

Ms Xiaoyun Tan  
ANU College of Health & Medicine

Ms Laura Walmsley  
ANU College of Science

Ms Donna Webster  
ANU College of Business & Economics
40-YEAR SERVICE AWARD

The 40-Year Service Award recognises those staff whose association with ANU has extended over 40 years or more. The University Community greatly appreciates their loyalty, service and dedication, over a significant period of their careers.

Mr Anthony Hyde
ANU College of Science
This award recognises University staff for outstanding contributions to public policy formulation and debate, who volunteer their work-related skills and experience, and/or facilitate valuable connections across Australia and internationally.

**Individual awards**

**Professor Andrew Macintosh**  
ANU College of Law

Professor Andrew Macintosh is a leading Australian environmental law and policy scholar. His research is cross-disciplinary, involving the application of legal, economic and political science methods to the study of environmental policy problems and processes.

Andrew makes a significant contribution to public policy in Australia. He is an active media commentator and prepares advice for Government and Members of Parliament, particularly in the area of energy policy.

He also makes a significant policy contribution through his voluntary and paid membership and chairing of many important Government boards and committees including:

- Chair of the Australian Emissions Reduction Assurance Committee
- Member of the Australian Government’s Emissions Reduction Fund Expert Reference Group
- Member of the National Greenhouse Gas Inventory User Reference Group
- Board Member of the Port of Newcastle.

Andrew is an editor of the Environmental and Planning Law Journal, a research associate at the ANU Centre for Climate Economics and Policy and a member of the ANU Climate Change Institute and ANU Energy Change Institute.

**Professor Robert Breunig**  
ANU College of Asia and the Pacific

Professor Breunig has made major contributions to Australian public policy since commencing with ANU in 1998.

In 2001 he pioneered the first randomised control trial of social policy in Australia, testing new interventions for long-term unemployed and workless families. His models and analysis were used by the Productivity Commission to create the new child care payment, he has run a randomised control trial in prisons in Victoria, testing new employment programs pre-release and he led the preparation and release of ALIFE—a longitudinal file of tax data for use by researchers.

He has advised ABS, DFAT, Education, Employment, DSS, PC, Treasury, ATO, Communications, and Immigration on policy evaluation and analysis and has been involved in many research projects with them.

He has also provided training in economic analysis, policy evaluation and data analysis to more than 1,000 public servants in Australia and the region and has had a major impact on the Australian Public Service through ongoing education.
The ANU Centre for European Studies (ANUCES) has performed consistently at a high level to inform policy makers and the general public in relation to the European Union (EU) and its member states and the significance of European issues for Australia. This is particularly the case since the British referendum of June 2016 (the Brexit referendum) and the formal moves towards an Australia – EU trade agreement in the past 12 months.

The ANUCES has demonstrably contributed to Australian understanding of the EU and to strengthening Australian-European ties. The Centre contributes to public policy and debate through its extensive program of public events, and its media contributions and expert commentary on current issues, particularly over the course of the Brexit referendum. The ANUCES directly participates in and hosts regular training and policy briefings for Australian policy makers, while contributing to the strengthening European-Australian relations via track two diplomacy initiatives.

Team award

**ANU Centre for European Studies**

*College of Arts and Social Sciences*
Mr James Cameron  
Mr Nicholas Simoes da Silva  
Dr Annmarie Elijah  
Mr Paul Gretton  
Associate Professor Donald Kenyon AM  
Professor Jacqueline Lo  
Associate Professor Hazel Moir

*College of Asia and Pacific*
Professor Carsten Daugbjerg

*College of Business and Economics*
Associate Professor Pierre van der Eng

*College of Law*
Ms Anne McNaughton

*College of Science*
Dr Karen Hussey  
Mr Carl Tidemann
INNOVATION & EXCELLENCE IN SERVICE

This award recognises staff innovation and excellence in service delivery, improvement, or innovation to enhance the University’s strategic goals.

Individual award

Mr John Sullivan
Facilities and Services

John Sullivan has contributed to many areas of service improvement at ANU. Among his many achievements he has:

> Established and lead the University’s first Sustainability Team.
> Developed and implemented the first and all subsequent Environment Management Plans (EMP).
> Been the ANU Representative and Secretariat of IARU - Sustainability for 10 years.
> Delivered the 2017 Presentation on Sustainability at the IARU Presidents Forum.
> Established ANU Green Brand and the Sustainable Learning Communities.
> Hosted and mentored international Interns annually.
> Introduced the Timely Tredlies Service.
> Created and operated the ‘Move In Move out’ recycling initiative.
> Reformed ANU Security Services and Systems to deliver service excellence.
> Delivered utilities contracts that reflect ANU Sustainable initiatives and improve services with innovative technology.
Team awards

Data Network Transformation
Project Team

Information Technology Services
Mr Geoff Barlow
Mr Daryl Brosnahan
Mr Darren Coleman
Mr David Hardwicke
Mr Matt Noakes
Bear Paintain
Mr Josh Parkinson
Mr Geoff Rozenberg
Mr Craig Shoard
Ms Victoria Zhong

The Data Network Transformation was a significant undertaking, spread across a three year program of work. The initiative was set up in response to widespread feedback from across the University, to dramatically improve Internet access, WiFi services, security and core networking services in support of our teaching and research activities. The project included the installation of almost 3,500 additional WiFi access points within our key teaching and residential spaces, improved capacity that allowed an easing of restrictions to Internet services, enterprise grade network security, and the upgrade of more than 1,500 network devices.

The benefits realised by staff and students across the University have included widespread accessibility to WiFi services, improved access to social media and video streaming services, more innovative lecture capabilities and greater capacity for our researchers to exchange data, both internally and with their external partners.

These outcomes have seen a significant improvement in staff and student satisfaction, as measured through annual survey results.

Digital Collection Transformation: Scholarly Portals

Scholarly Information Services
Mr Patrick Byrnes
Ms Elke Dawson
Mr Mark Huppert
Mrs Pamela McLeod
Ms Roxanne Missingham
Mrs Margaret Prescott
Mr Deveni Temu
Mr Nic Welbourn

ANU College of Asia & the Pacific
Ms Kay Dancey
Ms Jennifer Sheehan

Transforming access to ANU library and archive collections through digital scholarly portals has enabled SIS staff to work on creative projects that extend our collaboration with academics at ANU to provide resources that are used in education and research. Selected collections have emerged from dusty shelves into innovative online services using a wide range of modern technologies. Staff developed a new relationship with academics, students and external research institutions. The University’s research strengths have been displayed in a highly engaging way to the world, building stronger networks with Australian and international researchers.
INNOVATION & EXCELLENCE IN SERVICE (CONTINUED)

Engaged Learning Team
ANU College of Business & Economics
Ms Caitlin Hall-West
Ms Janelle Ireland
Ms Marina Naumoska
Mrs Linda Parker
Mr Andrew Pearson
Mrs Yvonne Soper
Associate Professor Vinh Lu

Excellence is at the core of the ANU Strategic Plan. In the College of Business and Economics, colleagues involved in the development and delivery of engaged learning activities have demonstrated outstanding organizational citizenship behaviours as well as a sustained commitment to student learning and service provisions. They have established multiple linkages with industry partners across the public, private, and for-purpose sectors and successfully delivered a range of new student-focussed initiatives including a multi award-winning internship program, special industry projects, MomentuM program for professional development, and New Colombo Plan-funded programs. They have also made significant steps to streamline the prize and scholarship activities in the College, ensuring timely offerings for students and resource efficiency for the University. The outstanding outcome of their service delivery has been instrumental to the College’s student recruitment activities and the development of employability skills for our existing students, reinforcing the culture of excellence within the University.

Research Skills and Training Team
Office of the Dean, Higher Degree Research
Ms Victoria Firth-Smith
Associate Professor Inger Mewburn

The Research Skills and Training (RSAT) unit provide high-quality skills development and enhancement for higher degree research (HDR) candidates, providing resources to support everything from thesis writing to social media expertise. This team works tirelessly to help HOR candidates extend their capabilities, ensure they successfully complete their research and are fully prepared to face the rigours of the job market. Thesis Bootcamps and the annual ANU three minute thesis (3MT) competition have become international benchmarks of excellence and Mewburn and Firth-Smith’s unique approach to researcher development has made the ANU brand leaders in this area. Bootcamps have undoubtedly improved the completion rates of our HDR candidates: they are a key feature of the community building endeavour underpinning the RSAT researcher development philosophy. ANU won the 2016 Asia-Pacific 3MT competition in Queensland — a triumph for the ANU and invaluable sector-wide recognition of the quality of research at our University.
Upgraded Delegations Framework and System Project

Human Resources Division
Mr Varghese Cherian
Mr Allan Cunliffe
Mr John Frezza
Ms Katarina Friedrich
Ms Anneli Lynch
Ms Simone Mak
Mrs Sue Mitchell
Ms Donna Pham
Ms Agata Walsh

Information Technology Services
Mr Nick Dal Molin
Mr Stuart Kendall
Ms Yvonne Kulesza
Ms Katia Moura

Office of the Vice-Chancellor
Ms Leslie McDonald

In 2016 with the support of Chris Grange, Chief Operating Officer, and in consultation with the Corporate Governance and Risk Office (CGRO), the HR Division embarked on a project to improve the existing delegations framework and its supporting systems, within the HRMS, to meet the changing needs of the University.

As business processes have evolved and with the introduction of new systems such as e-forms it became apparent that the existing delegation framework and system was outdated. This was reinforced with feedback from users across the university that the existing processes were inefficient, complex and resource intensive to maintain.

In March 2017, the HR Division, in collaboration with CGRO and the support of the IT Services Division, implemented significant changes to the delegation framework and the delegation module within the HRMS that has provided a streamlined, paperless, integrated process making it simpler and faster for Service Divisions, Colleges and Schools to manage delegations.
This award recognises the contributions of individuals or groups to promoting and achieving increased participation of Indigenous Australian students and staff at the University.

**Individual award**

Ms Mary Spiers Williams  
ANU College of Law

Mary Spiers Williams’ understated but powerful commitment to the initiatives of the ANU Reconciliation Action Plan all emanate from her philosophy of working with law students to change how they think and practice law.

Mary assists students to broaden their perspectives by considering Indigenous peoples, and pushes them to develop their skills to ameliorate the impact of state law and to use law to advance Indigenous interests.

She has been nominated for her work with students, fellow staff and the greater community to promote reconciliation through her teaching philosophy and practice, her support to fellow staff in thinking more deeply about these issues and in her media engagement and public activity with the greater community.
ANDREW HOPKINS AWARD FOR EXCELLENCE IN HEALTH AND SAFETY

This award recognises University staff making significant contributions to improving and promoting health and safety in the workplace.

Team award

Australian Phenomics Facility Staff

ANU College of Health & Medicine

Mr Ranjit Alexander
Mr Ian Allsop
Ms Sarah Auhl
Ms Caitlin Bannister
Mr Anthony Barker
Ms Katharine Bassett
Dr Edward Bertram
Ms Maria Boljun
Mr Ivan Boljun
Ms Holly Burke
Ms Joan Burke
Ms Tammy Bush
Ms Katherine Campbell
Ms Christina Carroll
Dr Vicky (Eun Chung) Cho
Mr Mclean Cobden
Ms Rhiannon Corby
Mr Gregory Cover
Mrs Bryony Curran
Ms Cassandra du Boulay
Ms Shelley Dunstan
Ms Michelle Earl
Mr Daniel Facchin
Ms Linda Fitzgerald
Dr Suzanne Fowler
Ms Cherre Fowlie
Ms Jing Gao
Ms Dianne Gooding
Ms Renee Hajek

Mr Robert Hamilton
Mr Alan Hosking
Ms Barbara Hunt
Mr Lee Jarvis
Ms Wan-Ting Kan
Mr Mehmet Sarp Kaya
Ms Rhiannon Kiggins
Ms Simone Kuelzer
Mr Jerry (Zheyi) Li
Mr Rong Liang
Mr Zeyna (Qiwen) Lin
Ms Amy (Mingri) Liu
Ms Lyndell Lorenzi
Ms Ayla Lorenzo
Ms Jenna Lowe
Mr Hongyu Ma
Ms Emily McEwan
Ms Suanne McKellar
Ms Dianna McWilliam
Mr Simon Merten
Ms Rachel Milne
Ms Lucy Morris
Mr Benjamin Munoz
Ms Mariam Nasreen
Dr Maxim Nekrasov
Mr Abbas Vahed Nia
Ms Anna Palkova
Mr Aaron Pobjie
Dr Stuart Read

Ms Nikki Ross
Ms Hannah Rowland
Ms Jeeuen Ryu
Ms Sayema Sayeed
Mr Barry Sibley
Mr Abraham Sims
Mr David Smith
Mr Michael Sparrow
Ms Christine Spencer
Ms Tahlia Stanley
Ms Jacqueline Stenhouse
Ms Lauren Stevenson
Ms Vivian (Jingjing) Tan
Mr Robert Tunnigley
Ms Kirsten Volz
Mr Derryn Watson
Ms Sara Woodbridge
Mr Philip Wu
Mr Scott Young
Ms Yafei Zhang
The staff at the Australian Phenomics Facility (APF) have demonstrated an increasing commitment to the health and safety of their employees, resulting in fewer injuries and improved work processes over the past three years. Their overarching health and safety commitment is based on effective hierarchy of control risk management principles, whilst still providing a quality facility that supports Australian biomedical research.

Dr Suzie Fowler has demonstrated the APF’s commitment to health and safety by arranging pre-employment functional capacity assessments, and purchasing equipment that has been designed for optimal ergonomic human/machine interaction, whilst still maintaining functionality.

The APF has had an increase in the number of incident and near-miss reporting over the past three years, with a decrease in injury claims and costs. This is an outstanding achievement considering the high risk work environment in which they work.
CLARE BURTON AWARD
FOR EXCELLENCE IN
EQUITY AND DIVERSITY

This award recognises University staff making significant contributions to promoting equity and diversity in the workplace.

Individual award

Associate Professor Penelope King
Research School of Earth Sciences

Penny King is a very worthy recipient of the Clare Burton Award for Excellence in Equity and Diversity. As the founder and inaugural chair of the Research School of Earth Sciences (RSES) Equity and Diversity Committee and deputy chair of the CPMS committee she has tirelessly and passionately led a process of real and positive change. Her impressive list of achievements include:
> Implementation of the first Workplace Culture Survey at RSES, supported by a grant from the Gender Institute.
> Clarification and quantification of the situation around equity, diversity, inclusivity and workplace culture at RSES.
> Development of evidence-based, prioritised recommendations for actions in the School, many of which have already been implemented by the senior leadership group and are leading to positive change.
> This also became the model for similar activities in other ANU Schools and outside organisations.
> Shown leadership at College level by influencing formation of the CPMS equity and diversity committee.